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

**AGENDA
COMMITTEE MEETING
OCTOBER 6, 2020
PERFORMING ARTS CENTER & VIRTUAL MEETING
1555 KAUFFMAN ROAD, LANDISVILLE PA 17538
7:00 PM**

Executive Session - 6:30 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. 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.

V. Superintendent's Report – Announcements/Discussion

- * A. HAVEN Update (reference attachment)
- B. High School Credit for World Languages & Algebra 1

C. Calendar of Events

	October 6, 2020	6:30 pm, Executive Session, 7:00 pm, Board Committee Meeting HHS Performing Arts Center/Virtual Meeting
	October 13, 2020	TBD, Executive Session, 7:00 pm, Board Regular Meeting HHS Performing Arts Center/Virtual Meeting
	October 15, 2020	11:00 am, Policy, Personnel & Legal Committee Meeting HHS Performing Arts Center /Virtual Meeting
*	October 20, 2020	4:30 pm, Buildings and Grounds Committee Meeting HHS Performing Arts Center/Virtual Meeting
*	October 27, 2020	4:30 pm, Finance Committee Meeting HHS Performing Arts Center/Virtual Meeting
*	October 29, 2020	4:30 pm, Education and Programs Committee Meeting HHS Performing Arts Center/Virtual Meeting
	November 3, 2020	Election Day
	November 4, 2020 (Wednesday)	TBD, Executive Session, 7:00 pm, Board Committee Meeting HHS Performing Arts Center/Virtual Meeting
	November 10, 2020	TBD, Executive Session, 7:00 pm, Regular Meeting HHS Performing Arts Center/Virtual Meeting

D. Other

VI. President's Report

VII. 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

VIII. Standing Committees

- A. Buildings and Grounds - Mr. Merris/Mr. Donato/Mr. Wagner/Mr. Bard
- B. Education and Programs - Mrs. Johnston/Mr. Maurer/Mr. Merris/Mr. Bard
(reference attachment)
- C. Finance - Mr. Maurer/Mr. Aloisi/Mr. Keener/Mrs. Johnston
- D. Policy, Personnel and Legal - Mr. Smiley/Mr. Keener/Mr. Donato/Mrs. Johnston
(reference attachment)

IX. Action Items (FOR DISCUSSION ONLY)

- A. Personnel Items
 - 1. Retirements
 - a. Approval to accept the resignation, due to retirement, of Joan L. Wheeler, Full-Time Food Services Manager, Landisville Primary Center, effective January 10, 2021
 - b. Approval to accept the resignation, due to retirement, of Scott L. Wolpert, Custodial Building Supervisor, Centerville Middle School, effective December 31, 2020
 - 2. Resignations
 - a. Approval to accept the resignation of Carl Jennings, Part-Time Middle School Noontime Aide, Landisville Middle School, effective September 29, 2020
 - b. Approval to accept the resignation of Laura A. McIntosh, Part-Time Paraeducator, Landisville Primary Center, effective September 3, 2020
 - c. Approval to accept the resignation of Joy E. Nottoli, Grade 4 Teacher, Rohrerstown Elementary School, effective November 17, 2020
 - d. Approval to accept the resignation of Beth A. Wagner, Part-Time (.7) Librarian, Landisville Intermediate Center, effective September 25, 2020

- e. Approval to accept the resignation of Andrea L. Williams, Grade 4 Teacher, Landisville Intermediate Center, effective October 2, 2020

3. Leaves of Absence

- a. Approval to grant a Leave of Absence to Juliann S. Appleby, Teacher - Grade 1, Mountville Elementary School, from September 17, 2020 through October 7, 2020
- b. Approval to grant a Leave of Absence to Rik S. Appleby, Teacher - Grade 6, Landisville Intermediate Center, from September 17, 2020 through September 28, 2020
- c. Approval to grant an Intermittent Leave of Absence to Naomi V. Beach, Paraeducator, Rohrerstown Elementary School, from September 9, 2020 through September 18, 2020
- d. Approval to grant a Leave of Absence to Matthew D. Binder, Teacher, English, Hempfield High School, from October 8, 2020 through October 21, 2020
- e. Approval to grant an Intermittent Leave of Absence to Margaret I. Bupp, Teacher - Nurse, Rohrerstown Elementary School/Landisville Intermediate Center, from August 19, 2020 through August 19, 2021
- f. Approval to amend a Leave of Absence for Janet S. Clarke, Teacher - Grade 5, Mountville Elementary School, from August 19, 2020 through September 8, 2020 to August 19, 2020 through October 8, 2020
- g. Approval to grant a Leave of Absence to Gregory de Vitry, Teacher - Science, Hempfield High School, from September 21, 2020 through February 26, 2021
- h. Approval to grant a Leave of Absence to Jazmine V. Marquez, Food Services Employee, Centerville Elementary School, from September 29, 2020 through January 19, 2021
- i. Approval to grant a Leave of Absence to Laurie A. Martin, Paraeducator, Centerville Elementary School, from September 16, 2020 through January 19, 2021
- j. Approval to grant a Leave of Absence to Jessica D. Redcay, Teacher - Grade 2, Landisville Primary Center, from September 21, 2020 through October 15, 2020
- k. Approval to grant a Leave of Absence to Terri L. Powers, Secretary - School Counseling Department, Hempfield High School, from October 22, 2020 through November 24, 2020
- l. Approval to grant an Intermittent Leave of Absence to Joseph M. Richardson, Teacher - Computer Applications, Centerville Middle School, from August 19, 2020 through June 7, 2021

- m. Approval to grant a Leave of Absence to Beth A. Wagner, Teacher - Librarian, Landisville Intermediate Center, from August 19, 2020 to September 25, 2020
- n. Approval to grant a Leave of Absence to Chanel E. Yoder, Teacher - Autistic Support, Mountville Elementary School, from November 11, 2020 through June 7, 2021

4. Certified Positions

- a. Approval to employ Vanessa J. Haldeman as a Certified Employee with a temporary contract, effective date to be determined, provisionally according to federal and state law regulations, receipt of all clearances, and a satisfactory physical exam. Ms. Haldeman will be placed on Step 1, Bachelor's Degree, in accordance with the Collective Bargaining Agreement. Ms. Haldeman is a graduate of Millersville University and is certified in Grades PK-4. (REPLACEMENT)
Assignment: Grade 4 Teacher, Landisville Intermediate Center
- b. Approval to employ Danielle Reinhard as a Certified Employee with a permanent contract, effective date to be determined, provisionally according to federal and state law regulations, receipt of all clearances, and a satisfactory physical exam. Ms. Reinhard will be placed on Step 1, Bachelor's Degree plus 30 credits, in accordance with the Collective Bargaining Agreement. Ms. Reinhard is a graduate of East Stroudsburg University and is certified in Grades PK-4, 5-6. (REPLACEMENT)
Assignment: Grade 6 Teacher, Rohrerstown Elementary School
- c. Approval to employ Tara Sheckler as a Certified Employee with a temporary contract, effective November 17, 2020, provisionally according to federal and state law regulations. Ms. Sheckler will be placed on Step 3, Bachelor's Degree, in accordance with the Collective Bargaining Agreement. Ms. Sheckler is a graduate of East Stroudsburg University and is certified in Grades PK-4. (REPLACEMENT)
Assignment: Grade 4 Teacher, Rohrerstown Elementary School
- d. Approval to employ Kathleen M. Buckwalter as an After-School Detention Monitor, Hempfield High School, effective September 8, 2020, compensated in accordance with the curriculum rate in the Collective Bargaining Agreement
- e. Approval to employ the following individuals to serve as After-School Tutors for the 2020-2021 school year, effective October 14, 2020, compensated in accordance with the Collective Bargaining Agreement:
 - 1.) Joshua R. Foulds Landisville Middle School
 - 2.) Attie G. Frey Landisville Middle School
 - 3.) Maria C. Mazzeo Landisville Middle School
 - 4.) Andrea E. Rutledge Landisville Middle School
 - 5.) Nancy A. Schnell Landisville Middle School
 - 6.) Amy J. Smith Landisville Middle School

- 7.) Shane M. VanAulen Landisville Middle School
- 8.) Clint A. Willman Landisville Middle School

5. Certified Staff Transfers

- a. Approval to transfer Julie A. Engle from Part-Time (.5) Reading Specialist, Centerville Elementary School to Full-Time Reading Specialist, Centerville Elementary School, effective September 14, 2020
- b. Approval to transfer Kimberly Y. Ernst from Full-Time Music Teacher, Landisville Primary Center to Full-time Music Teacher, Landisville Primary Center/Landisville Middle School/Centerville Middle School, effective for the 2020-2021 school year
- c. Approval to transfer Alicia A. Mitchell from Part-Time (.6) English Language Arts Teacher, Centerville Middle School to Full-Time English Language Arts Teacher, Landisville Middle School, effective September 14, 2020
- d. Approval to transfer Alicia Z. Wells from Part-Time (.5) Reading Specialist, Rohrerstown Elementary School Part-Time (.5) Reading Specialist, Centerville Elementary School, effective date to be determined

6. Support Staff Employments

- a. Approval to employ Ales Boles as a Part-Time Food Services Employee, Farmdale Elementary 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)
- b. Approval to employ Margot Comeaux-Josi as a Part-Time Paraeducator, Farmdale Elementary School, effective October 9, 2020, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- c. Approval to employ Alicia N. Desimone as a Full-Time Paraeducator, Hempfield High School, effective September 21, 2020, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- * d. Approval to employ Alice M. Figueroa-Rivera as a Full-Time Personal Care Assistant, Mountville Elementary School, effective October 6, 2020, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- e. Approval to employ Anita M. Fisher as a Full-Time Personal Care Assistant, Centerville Elementary 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)

- f. Approval to employ Michelle Gambler as a Part-Time Attendance Secretary, Landisville Middle School, effective September 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)
- g. Approval to employ Kelly Glah as a Full-Time Paraeducator, 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 Carl Jennings as a Part-Time Middle School Noontime Aide, Landisville Middle School, effective September 22, 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)
- i. Approval to employ Kristine A. Keener as a Full-Time Paraeducator, Centerville Middle School, effective tentatively October 14, 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)
- j. Approval to employ Jacquelyn Keough as a Part-Time Elementary Building Aide, East Petersburg Elementary School, effective October 2, 2020, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- k. Approval to employ Jaime Neuville as a Full-Time Custodian, Landisville Education Center/Administration Building, effective October 5, 2020, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- l. Approval to employ Joelle Scholl as a Full-Time Paraeducator, East Petersburg Elementary School, effective September 24, 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)
- * m. Approval to employ Alicia Sheppard as a Part-Time Library Aide, Centerville Elementary School/East Petersburg Elementary School/Farmdale Elementary School/Landisville Intermediate Center/Mountville Elementary School/Rohrerstown Elementary School, effective October 7, 2020, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)

- n. Approval to employ Kristi Smith as a Part-Time Receptionist, 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)
- o. Approval to employ Jacqueline A. Weber as a Full-Time Personal Care Assistant, East Petersburg Elementary School, effective October 5, 2020, 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 Support Staff Substitute to Part-Time Paraeducator, Farmdale Elementary School, effective date to be determined, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- b. Approval to transfer Angie Buckwalter from Receptionist, Hempfield High School to Part-Time Attendance Secretary, Centerville Middle School, effective September 29, 2020, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- c. Approval to transfer Jennifer Hoffmeier from Substitute Personal Care Assistant to Part-Time Personal Care Assistant, Landisville Intermediate Center, effective September 29, 2020, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- d. Approval to transfer Tyler S. Kollinok from Full-Time Audio Visual & Security Technician, Landisville Education Center to Full-Time Operations Technology Specialist II, Landisville Education Center, effective November 2, 2020, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- e. Approval to transfer Ronna L. Stoe from Part-Time Personal Care Assistant, Centerville Elementary School to Part-Time Personal Care Assistant, Landisville Intermediate Center, effective August 25, 2020 for the 2020-2021 school year
- * f. Approval to transfer Krista L. Williams from Support Staff Substitute to Part-Time English as a Second Language Aide, Mountville Elementary School, effective October 13, 2020, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)

8. Substitute Positions

- a. Approval to employ Richard S. Bentley as a Substitute Principal, Hempfield High School, effective September 10, 2020 to January 14, 2021, provisionally according to federal and state law regulations. Mr. Bentley will be compensated at the current substitute rate. (REPLACEMENT)
- b. Approval to employ Heath J. Grim as a Long-Term Substitute Health and Physical Education Teacher, Rohrerstown Elementary School, effective September 21, 2020, for the 2020-2021 school year, provisionally according to federal and state law regulations, receipt of all clearances, and a satisfactory physical exam. Mr. Grim will be placed on Step 1, Bachelor's Degree, in accordance with the Collective Bargaining Agreement. Mr. Grim is a graduate of Lancaster Bible College and is certified in Health & Physical Education PK-12. (REPLACEMENT)
- c. Approval to employ Jessica H. Weber as a Long-Term Substitute Science Teacher, Hempfield High School, effective September 21, 2020 through February 26, 2021, provisionally according to federal and state law regulations. Ms. Weber will be placed on Step 1, Bachelor's Degree, in accordance with the Collective Bargaining Agreement. Ms. Weber is a graduate of Millersville University and is certified in Earth & Space Science 7-12, Biology 7-12 and Grades 4-8 (all subjects 4-6, Science 7-8). (REPLACEMENT)
- d. 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.) Jillian Blackeffective September 15, 2020
 - 2.) Rachel K. Cicioni (LMS only)effective October 6, 2020
 - 3.) Judith DiObilda.....pending new hire requirements
 - 4.) Megan E. Groffeffective September 22, 2020
 - 5.) Ellen Hixsoneffective September 24, 2020
 - 6.) Michael Jones.....effective October 6, 2020
(pending new hire requirements)
 - 7.) Kristal Millereffective October 6, 2020
(pending new hire requirements)
- e. 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.) Kayla A. Fizer (EPES only)effective September 15, 2020
 - 2.) Christine Blaireffective September 29, 2020
 - 3.) Tris Shenigoeffective September 29, 2020
- f. Approval to employ Freddy Moran as a LLIU13 Emergency Certified Substitute Teacher, effective September 15, 2020, for the 2020-2021 school year, provisionally according to federal and state law regulations, compensated at the current substitute rate

- g. Approval to employ the following individuals as Substitute Clerical Aides for the 2020-2021 school year, compensated at the current substitute rate
 - 1.) Anna Donatoeffective September 22, 2020
 - 2.) Beth E. Flick.....effective September 22, 2020
- h. Approval to employ the following individuals as Substitute Food Services Employees for the 2020-2021 school year, compensated at the current substitute rate:
 - 1.) Alexia M. Kielb effective September 22, 2020
 - 2.) Stacy Martin effective September 15, 2020
 - 3.) Kristine McKenny effective September 22, 2020
 - 4.) Erica Herr effective September 29, 2020
- i. Approval to employ Hali Byerly as a Substitute Personal Care Assistant, effective September 15, 2020, for the 2020-2021 school year, compensated at the current substitute rate
- j. Approval to employ Diane Mastrangelo as a Temporary FMX Administrator, effective September 15, 2020, compensated at the current rate

9. Extracurricular Positions

- a. Approval to employ Steven Kramer to the extracurricular position of Wrestling Varsity Assistant Coach for the 2020-2021 winter sports season, compensated in accordance with the Collective Bargaining Agreement
- b. Approval to accept the resignation of Gregory de Vitry from the extracurricular position of Chess Team Advisor, Hempfield High School, effective September 22, 2020

10. Other

- a. Approval of an Addendum to the Employment Contract for Maria T. Hoover, Assistant Superintendent, reflecting a modification to her current salary and future increases under her Contract as Assistant Superintendent
- b. Approval of an Addendum to the Employment Contract for Tab J. Musser, Assistant Superintendent, reflecting a modification to his current salary and future increases under his Contract as Assistant Superintendent

B. Financial Items

1. Approval of the following contracts (reference attachments)

- a. American Society of Composers, Authors and Publishers (ASCAP) for ASCAP performing rights license to cover any music performed or played on any

Hempfield campus or on Hempfield media - contract term is September 15, 2020 to September 14, 2021

- b. BMI for performing rights license to cover any music performed or played on any Hempfield campus or on Hempfield media
 - c. Core Power and Environment for annual maintenance renewal for Data Center UPS and Cooling - contract term is August 13, 2020 to August 12, 2021
 - d. Educational Consortium for Telecommunications Savings (ECTS) for eRate consulting services for school year 2021-2024
 - e. Everbridge for emergency communications software
 - f. Frey Lutz for work to install HVAC unit for the Quad Field House
 - g. Optiv for VMware annual renewal - contract term is November 8, 2020 to November 7, 2021
 - h. River Rock Academy to place students at River Rock Academy for secondary special education for the AEDY program for the 2020-2021 school year
 - i. Securly for content filtering for student iPads. Securly is resold through LLIU13 - contract term is November 1, 2020 to June 30, 2021
 - j. Lancaster-Lebanon IU 13 for agreement to allow student-worker trainees to receive work experiences for their selected job activities and vocational and social skills related to the workplace - contract term is September 15, 2020 to June 5, 2021
2. Approval of Financial Report and Check Register for the month of September 2020 (information forthcoming)
 3. Approval of the Food Services Financial Report and Check Register for the month of September 2020 (information forthcoming)
 4. Approval to pay invoices from the Capital Reserve Fund (information forthcoming)
 5. Approval of budget transfers (information forthcoming)
 6. Approval of the inter-fund transfer from General Fund to Capital Reserve in the amount of \$76,870 for Market Street Sports Group revenues from the 2019-2020 fiscal year

C. Other Action Items

1. Approval of Hempfield School District's Revised Athletics Health & Safety Plan (reference attachment)

2. Approval of the PSBA 2020 Slate of Candidates (reference attachment)
3. Approval of second reading of board policies (reference attachments)
 - a. Policy 103: Discrimination/Title IX, Sexual Harassment Affecting Students
 - b. Policy 104: Nondiscrimination/Discriminatory Harassment - Employment Practices
4. Approval of first reading of board policies (reference attachments)
 - a. Policy 122: Extracurricular Activities
 - b. Policy 123: Interscholastic Athletics
 - c. Policy 810: Transportation
5. Approval to suspend Instrumental Rental Fees for the 2020-2021 school year
6. Approval for a non-district Spain trip in Summer 2021, to be advertised and informational meetings held with students and parents/guardians (reference attachment)
7. Approval of donation of 7,000 masks from the Pennsylvania Department of Education

X. Adjournment

XI. Executive Session (if needed)

*** New Item or Change**