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

**AGENDA
REGULAR MEETING
DECEMBER 8, 2020
PERFORMING ARTS CENTER & VIRTUAL MEETING
1555 KAUFFMAN ROAD, LANDISVILLE PA 17538
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.

I. Call to Order

II. Pledge of Allegiance

III. Approval of the agenda incorporating additions/deletions

IV. Approval of the minutes of the Committee Meeting held on November 4, 2020 and the Regular Meeting held on November 10, 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. Student Council Representatives

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

- B. Financial Audit Presentation (reference attachment)
- C. Hempfield Foundation Presentation (reference attachment)
- D. Bond Counsel - Refinancing (reference attachment)
- * E. COVID-19 Update (reference attachment)

F. Calendar of Events

December 8, 2020	7:00 pm, Board Regular Meeting HHS Performing Arts Center/Virtual Meeting
December 10, 2020	11:00 am, Policy, Personnel & Legal Committee Meeting HHS Performing Arts Center/Virtual Meeting
December 15, 2020	4:30 pm, Joint Buildings & Grounds/Finance Committee Meeting HHS Performing Arts Center/Virtual Meeting
December 17, 2020	4:30 pm, Education & Programs Committee Meeting HHS Performing Arts Center/Virtual Meeting
January 5, 2021	TBD, Executive Session, 7:00 pm, Board Committee Meeting Location TBD
January 12, 2021	TBD, Executive Session, 7:00 pm, Board Regular Meeting Location TBD

G. 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
- 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. Resignations

- a. Approval to accept the resignation of Ashley N. Gonzalez, Full-Time Personal Care Assistant, East Petersburg Elementary School, effective December 18, 2020
- b. Approval to accept the resignation of Lori A. Huber Student Council Co-Advisor, Centerville Middle School, effective November 20, 2020
- c. Approval to accept the resignation of Jamie S. Neuville, Full-Time Custodian, Landisville Education Center, effective November 30, 2020
- d. Approval to accept the resignation of Mariah L. Wright, Full-Time Custodian, Landisville Education Center, effective December 8, 2020

2. Leaves of Absence

- a. Approval to grant a Leave of Absence to Crystal L. Agnew, Teacher - Math, Hempfield High School from January 11, 2021 through April 6, 2021
- b. Approval to grant an Intermittent Leave of Absence to Dara A. Bower, Teacher - Grade 2, East Petersburg Elementary School from November 2, 2020 to June 4, 2021
- c. Approval to amend a Leave of Absence for Cheryl M. Cellucci, Teacher - Grade 3, East Petersburg Elementary School, from August 19, 2020 through November 19, 2020 to August 19, 2020 through March 4, 2021
- d. Approval to amend a Leave of Absence for Janet S. Clarke, Teacher - Grade 5, Mountville Elementary School, from August 19, 2020 through October 30, 2020 to August 19, 2020 through November 11, 2020

- e. Approval to grant an Intermittent Leave of Absence to Rebecca A. Fite, ESL Aide, Landisville Intermediate Center from November 4, 2020 to June 4, 2021
- f. Approval to grant a Leave of Absence to Courtney M. Harding, Teacher - Grade 4, Landisville Intermediate Center from December 22, 2020 to March 22, 2021
- g. Approval to grant a Leave of Absence to Angela L Kramer, Security & Telecom Coordinator, Landisville Education Center from November 30, 2020 to December 9, 2020
- h. Approval to grant a Leave of Absence to Kamber R. Real, Teacher - Grade 5, Mountville Elementary School from December 7, 2020 through March 8, 2021
- i. Approval to amend a Leave of Absence for Jessica D. Redcay, Teacher - Grade 2, Landisville Primary Center from September 21, 2020 through October 15, 2020 to September 21, 2020 through January 4, 2021
- j. Approval to grant a Leave of Absence to Stefanie N. Scarborough, Guidance Counselor, Hempfield High School from December 3, 2020 to January 1, 2021
- k. Approval to grant a Leave of Absence to Christina C. Shenk, Student Services Specialist, Administration Building from November 19, 2020 to December 4, 2020

2. Support Staff Employments

- a. Approval to employ Cynthia M. Ahern as Part-Time Personal Care Assistant at Hempfield High School, effective December 9, 2020, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- b. Approval to employ Mary Hanna as a Part-Time General Food Service Worker, Centerville 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)
- c. Approval to employ Crystal L. Hipps as a Part-Time Elementary Building Aide, Farmdale Elementary School, effective December 9, 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 Ashleigh Kautz as a Full-Time In School Suspension Aide, Landisville 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)
- e. Approval to employ Teresa M. Starner as a Part-Time Attendance Secretary, Hempfield High School, effective November 24, 2020, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)

3. Support Staff Transfers

- a. Approval to transfer Margot Comeaux-Josi from Part-Time Paraeducator at Farmdale Elementary School to Part-Time Paraeducator at East Petersburg Elementary School effective November 16, 2020.
- b. Approval to transfer Carol A. Dommel from Data Assessment Specialist to Administrative Assistant to the CFO/COO effective December 1, 2020, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- c. Approval to transfer Shannon R. Elliott from Part-Time PCA at Mountville Elementary to Part-Time PCA at Farmdale Elementary, effective November 30, 2020.
- d. Approval to transfer Shawna Hernandez from Food Service Substitute to Part-Time Food Service worker at East Petersburg Elementary School effective December 14, 2020, compensated in accordance with the Salary Rate Ranges for 2020-2021
- e. Approval to employ Abigayle Mancini as a Long-Term Substitute Music Teacher, Centerville Elementary School, Landisville Intermediate Center and Farmdale Elementary School, effective October 27, 2020 through March 4, 2021, provisionally according to federal and state law regulations. Ms. Mancini will be placed on Step 1, Bachelor's Degree, in accordance with the Collective Bargaining Agreement. Ms. Mancini is a graduate of West Chester University and is Certified in Music PK-12. (REPLACEMENT)
- f. Approval to transfer Amberlee Nevius from Part-Time Elementary Building Aide Centerville Elementary to Elementary Building Aide Substitute effective November 30, 2020 compensated at the current substitute rate
- g. Approval to transfer Kendra A. Shelton from Full-Time Custodian Hempfield High School to Substitute Custodian effective November 27, 2020 compensated at the current substitute rate

4. Substitute Positions

- a. Approval to employ Rhonda Good as a Long-Term Substitute English Teacher, Hempfield High School, effective January 20, 2021 through June 7, 2021, provisionally according to federal and state law regulations. Ms. Good will be placed on Step 1, Bachelor's Degree, in accordance with the Collective Bargaining Agreement. Ms. Good is a graduate of Millersville University and is Certified in English 7-12. (REPLACEMENT)
- b. Approval to employ the following individuals as a PA Certified Substitute Teacher for the 2020-2021 school year, provisionally according to federal and state law regulations, compensated at the current substitute rate
 - 1.) Shayla L. High..... December 14, 2020
 - 2.) Rachel Lowe January 4, 2021
 - 3.) Taylor C. Wiederrecht December 7, 2020

- c. Approval to employ the following individuals as a LLIU13 Certified Substitute Teachers for the 2020-2021 school year, provisionally according to federal and state law regulations, compensated at the current substitute rate
 - 1.) Adele L. Hallacher effective December 7, 2020
 - 2.) Todd Spidle effective November 24, 2020

- d. 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.) Spencer Rennix..... effective November 17, 2020
 - 2.) Rachel Strayer effective December 7, 2020

- e. Approval to employ Barbara Grier as a Clerical Aide Substitute effective December 9, 2020 for the 2020-2021 school year, compensated at the current substitute rate

- f. Approval to employ the following individuals as an Elementary Building Aide Substitute effective December 7, 2020 for the 2020-2021 school year, compensated at the current substitute rate
 - 1.) Abigail R. Bleacher effective December 7, 2020
 - 2.) Ramsey N. Mahosky..... effective December 7, 2020
 - 3.) Ronald J. Swantner effective December 7, 2020

- g. Approval to employ Abigail R. Bleacher in the following Substitute Support Staff positions: Substitute Middle School Noontime Aide, Substitute Elementary Building Aide, Substitute Paraeducator, Substitute English as a Second Language Aide and Substitute Personal Care Assistant for the 2020-2021 school year, compensated at the current substitute rate

5. Extracurricular Positions

- a. Approval to appoint Donovan C. Green as a Boys Basketball Volunteer Coach at HHS effective December 9, 2020, provisionally according to federal and state law regulations, 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

- b. Approval to appoint Joshua R. Foulds as Math Counts Advisor at Landisville Middle School effective December 9, 2020, compensated in accordance with the Collective Bargaining Agreement

- c. Approval to employ Catherine M. Fuhrman as Substitute After School Reference Librarian effective November 24, 2020, compensated in accordance with the current curriculum/professional development rate

- d. Approval to appoint Kayla R. Grubb as Marching Band Volunteer for the 2020-2021 school year, provisionally according to federal and state law regulations, 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
- e. Approval to appoint Megan Murphy as Building Tech Liaison at Landisville Primary Center effective January 4th, 2020, compensated in accordance with the Collective Bargaining Agreement
- f. Approval to appoint Rebekah M. Yost as Marching Band Volunteer for the 2020-2021 school year, provisionally according to federal and state law regulations, 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
- g. Approval to accept the resignation of Lori A. Huber Peer Advisor, Centerville Middle School, effective November 20, 2020

6. Other

- a. Approval of a title change for Makenzie T. Adamus from Human Resources Representative to Human Resources Generalist, effective December 9, 2020
- b. Approval of a title change for Lynn M. Watson from Human Resources Representative to Human Resources Generalist, effective December 9, 2020
- c. Approval of Support Staff pay ranges effective January 1, 2021 ([confidential enclosure](#))

B. Financial Items

1. Approval of the following contracts (reference attachments)

- a. Bachman's Roofing, Building & Remodeling, Inc. for roof repair above the Performing Arts Center and the Technology Education wing at Hempfield High School
- b. Express Scripts plan change to include preventive medication as required by ACA - effective date is January 1, 2021
- c. Frey Lutz Corporation for the replacement of a chilled water pump at Hempfield High School
- d. Kissflow, Inc. for digital workflow software - contract term is December 23, 2020 to December 22, 2021
- e. Optiv for CrowdStrike anti-malware and endpoint protection software - contract term is December 14, 2020 to December 13, 2023

- f. Optiv for yearly maintenance renewal for Aruba wireless equipment - contract term is April 25, 2021 to April 24, 2022
 - g. Pure Test Laboratories for professional services to test drinking water for lead content. Random water samples will be collected from the buildings.
 - h. R. J. McCarville Associates, LTD for the inspection and preventative maintenance of all inside bleachers throughout the district - contract term is 2020-2021 school year
 - i. Shutterfly Lifetouch, LLC to designate the photographer for the district's senior pictures and commencement pictures - contract term is December 9, 2020 to June 30, 2024
 - j. Softerra Adaxes for Active Directory services management yearly renewal - contract term is December 23, 2020 to December 22, 2021
 - k. Tilson Technology Management, Inc. for CBRS design and planning work for the Landisville campus to provide additional Internet access
 - l. VComm Telecommunications Engineering for RF testing at Landisville Middle School and Rohrerstown Elementary School
 - m. Barn Burners Wrestling Club for sublease rental agreement for use of the Barn Wrestling and Recreation Rooms for the wrestling team's tryouts, practices and/or matches - contract term is November 20, 2020 to March 13, 2021
 - n. Tents for Rent - for extension of tent rental agreement through the balance of the school year
2. Approval of Financial Report and Check Register for the month of November 2020 (reference attachments)
 3. Approval of the Food Services Financial Report and Check Register for the month of November 2020 (reference attachments)
 4. Approval to pay invoices from the Capital Reserve Fund - \$6,062.00 (reference attachment)
 - * 5. Approval of the audited Hempfield School District Financial Statements for 2019-2020, as presented by Trout CPA (reference attachments)
 6. Approval of the Hempfield School District Resolution to refinance Series 2016 Bonds and issue General Obligation Bonds, Series of 2021 (reference attachment)
 7. Approval of the Lancaster-Lebanon Intermediate Unit 13 IDEA Section 619 Use of Funds Agreement to receive \$8,970 in federal funds allocated for 2020-2021 (reference attachment)

8. Approval of the Lancaster-Lebanon Intermediate Unit 13 IDEA Part B Use of Funds Agreement to receive \$1,531,926 in federal funds allocated for 2020-2021 (reference attachment)

C. Other Action Items

1. Approval of first reading of board policies (reference attachments)
 - a. Policy 317.1: Educator Misconduct
 - b. Policy 113.1: Discipline of Students with Disabilities
 - c. Policy 113.2: Behavioral Support Plan
2. Approval of second reading of board policies (reference attachments)
 - a. Policy 222: Tobacco and Vaping Products
 - b. Policy 816.1: Social Media
 - c. Policy 907: School Visitors
3. Approval of school dentists for the 2020-2021 school year:
 - a. Stefan F. Bender, DMD
 - b. Patricia Collins, DDS
 - c. Melissa Crognale, DMD
 - d. Amar Patel, DMD
 - e. Thomas J. Sardina, DMD
4. Approval of Memorandum of Understanding between the Hempfield Education Association and Hempfield School District regarding Board Policy 339: Uncompensated Leave
5. Rescind approval of appointment to the Lancaster Health Care Consortium (EHCC) (this appointment was previously approved on the June 9, 2020 board agenda for the 2020-2021 school year, effective July 1, 2020 to June 30, 2021):
 - a. Mrs. Karen Hall, Representative
 - b. Mrs. Sheryl J. Pursel, Alternate

XI. Adjournment

XII. Executive Session (if needed)

*** New Item or Change**