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

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

Executive Session - 5:30 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. Approval of the minutes of the Committee Meeting held on January 5, 2021 and the Regular Meeting held on January 12, 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. Student Council Representatives

President.....Bella Rankin
Vice-President.....Lilly Heilshorn

SecretaryJaneese Hochstetler
TreasurerJack Kirchner

- * B. Lancaster County Career & Technology Center (LCCTC) 2021-2022 Budget Presentation (reference attachment)
- * C. Food Services Update (reference attachment)
- * D. HAVEN Update (reference attachment)
- * E. COVID-19 Community Update (reference attachment)

F. Calendar of Events

February 9, 2021	5:30 pm, Executive Session, 7:00 pm, School Board Regular Meeting Centerville Middle School Auditorium
February 11, 2021	5:00 pm, Policy, Personnel & Legal Committee Meeting Centerville Middle School Auditorium
February 16, 2021	5:00 pm, Buildings & Grounds Committee Meeting Centerville Middle School Auditorium
February 23, 2021	5:00 pm, Finance Committee Meeting Centerville Middle School Auditorium
February 25, 2021	5:00 pm, Education & Programs Committee Meeting Centerville Middle School Auditorium
March 2, 2021	TBD, Executive Session, 7:00 pm, School Board Committee Meeting Centerville Middle School Auditorium
March 9, 2021	TBD, Executive Session, 7:00 pm, School Board Regular Meeting Centerville Middle School Auditorium

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 (reference attachment)

B. Education and Programs - Mrs. Johnston/Mr. Maurer/Mr. Merris/Mr. Bard

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

X. Action Items

A. Personnel Items

1. Retirements

- a. Approval to accept the resignation, due to retirement, of Jane Appleton, Grade 2 Teacher, Mountville Elementary School, effective June 7, 2021
- b. Approval to accept the resignation, due to retirement, of Terry L. Baker, Reading Specialist/Literacy Coach, Mountville Elementary School, effective June 7, 2021
- c. Approval to accept the resignation, due to retirement, of Susan G. Bechtel, Full-Time General Food Services Manager, Rohrerstown Elementary School, effective April 1, 2021
- d. Approval to accept the resignation, due to retirement, of Deborah J. Bridgewater, Reading Specialist, East Petersburg Elementary School, effective June 7, 2021
- e. Approval to accept the resignation, due to retirement, of Terri C. Briskie, Full-Time Secretary, Rohrerstown Elementary School, effective June 10, 2021
- f. Approval to accept the resignation, due to retirement, of Gregory de Vitry, Science Teacher, Hempfield High School, effective June 7, 2021
- g. Approval to accept the resignation, due to retirement, of Kristin M. Diminick, Grade 4 Teacher, Landisville Intermediate Center, effective June 7, 2021

- h. Approval to accept the resignation, due to retirement, of Linda A. Fungaroli-Azaroff, Grade 3 Teacher, Mountville Elementary School, effective June 7, 2021
- i. Approval to accept the resignation, due to retirement, of Stephen M. Haldeman, Mathematics Teacher, Hempfield High School, effective June 7, 2021
- j. Approval to accept the resignation, due to retirement, of Joan L. Hess, Full Time Paraeducator, Rohrerstown Elementary School, effective June 4, 2021
- k. Approval to accept the resignation, due to retirement, of Susan M. McGuire, Grade 2 Teacher, Mountville Elementary School, effective June 7, 2021
- l. Approval to accept the resignation, due to retirement, of Kathryn C. Miller, Executive Assistant to the Superintendent, Administration Building, effective July 31, 2021
- m. Approval to accept the resignation, due to retirement, of Nancy I. Neff, Grade 1 Teacher, Landisville Primary Center, effective June 7, 2021
- n. Approval to accept the resignation, due to retirement, of Marjorie J. Paradise, School Psychologist, Mountville and Rohrerstown Elementary Schools, effective June 7, 2021
- o. Approval to accept the resignation, due to retirement, of Cora Ellen Rinier, Business Information Systems Coordinator, Administration Building, effective September 2, 2021
- p. Approval to accept the resignation, due to retirement, of Nancy A. Schnell, Gifted Support Teacher, Landisville Middle School, effective June 7, 2021
- q. Approval to accept the resignation, due to retirement, of Kelly A. Shelley, Kindergarten Teacher, Mountville Elementary School, effective June 7, 2021
- r. Approval to accept the resignation, due to retirement, of Karen Singer, Full-Time Food Services Purchaser, Production Coordinator, Administration Building, effective May 28, 2021
- s. Approval to accept the resignation, due to retirement, of Karen E. Wynn, Full-Time General Food Services Manager, Farmdale Elementary School, effective April 1, 2021

2. Resignation

Approval to accept the resignation of Chanel E. Yoder, Autistic Support Teacher, Mountville Elementary School, effective February 4, 2021

3. Leaves of Absence

- a. Approval to amend a Leave for Absence to Crystal L. Agnew, Teacher - Mathematics, Hempfield High School from January 11, 2021 through April 6, 2021 to January 11, 2021 through June 7, 2021
- b. Approval to grant a Leave of Absence to Rachel N. Bollinger, Teacher - Learning Support, Farmdale Elementary School from February 18, 2021 through May 12, 2021
- c. Approval to amend a Leave of Absence to Denise L. Brandt, Health Room Nurse, Landisville Intermediate Center and Rohrerstown Elementary School from November 3, 2020 through January 13, 2021 to November 3, 2020 to March 26, 2021
- d. Approval to grant a Leave of Absence to Macy E. Bui, Teacher - Art, East Petersburg Elementary School from January 19, 2021 through February 2, 2021
- e. Approval to grant a Leave of Absence to Rose A. Carter, Paraeducator, Landisville Intermediate Center from February 4, 2021 through June 4, 2021
- f. Approval to amend a Leave of Absence for Cheryl M. Cellucci, Teacher - Grade 3, East Petersburg Elementary School, from August 19, 2020 through March 4, 2021 to August 19, 2020 through June 7, 2021
- g. Approval to grant a Leave of Absence to Ruth E. Costanzo, Teacher - Learning Support, Centerville Elementary School from March 17, 2021 through April 16, 2021
- h. Approval to grant a Leave of Absence to Joshua R. Foulds, Teacher - Mathematics, Centerville Middle and Landisville Middle Schools from March 11, 2021 through March 25, 2021
- i. Approval to grant a Leave of Absence to Rebecca A. Foulds, Teacher - Social Studies, Hempfield High School from March 11, 2021 through June 7, 2021
- j. Approval to amend a Leave of Absence for Kelly J. Gumble, Teacher – Music, Landisville Intermediate Center, Centerville Elementary School and Farmdale Elementary School from August 19, 2020 through March 4, 2021 to August 19, 2020 through June 7, 2021
- k. Approval to grant a Leave of Absence to Mark D. Harman, Teacher - Mathematics, Rohrerstown and East Petersburg Elementary Schools and Landisville Education Center from January 4, 2021 through February 17, 2021
- l. Approval to grant a Leave of Absence to Erica L. Kabbeko, Teacher - Art, Hempfield High School, from March 1, 2021 through May 21, 2021
- m. Approval to amend a Leave of Absence for Heather M. Lesoine, Teacher – Library, Centerville Elementary School and Landisville Primary Center from August 25, 2020 through March 4, 2021 to August 25, 2020 through June 7, 2021

- n. Approval to grant an Intermittent Leave of Absence to Keith A. Nagley, Teacher - Social Studies, Centerville Middle School from January 14, 2021 to January 14, 2022
- o. Approval to amend a Leave of Absence for Jessica D. Redcay, Teacher - Grade 2, Landisville Primary Center from September 21, 2020 through January 4, 2021 to September 21, 2020 through March 1, 2021
- p. Approval to grant a Leave of Absence to Renee L. Sheffer, Health Room Nurse, Hempfield High School from November 24, 2020 through February 23, 2021

4. Certified Positions

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.) Kimberly A. McCabe
- 2.) Kara J. Trettel
- 3.) Clint A. Willman

5. Support Staff Employments

- a. Approval to employ Heather Ault as Part-Time Elementary Building Aide at 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 Jean Harrison as Part-Time Noontime Aide at 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)
- c. Approval to employ Kathryn Kendig as Full-Time Custodian at Hempfield High 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)
- d. Approval to employ Omaira Rivera Vazquez as Part-Time General Food Service Worker at Landisville Primary 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)
- e. Approval to employ Nina M. Schall as Part-Time Elementary Building Aide at 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)

- f. Approval to employ Origena Zguri as Part-Time English Language Development Aide at 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)

6. Support Staff Transfers

- a. Approval to transfer Jan M. Ginder from Full-time Personal Care Assistant at Landisville Primary Center to Full-time Personal Care Assistant at Hempfield High School effective January 27, 2021 (REPLACEMENT)
- b. Approval to transfer Jazmine Marquez from Part-Time General Food Service Worker at Centerville Elementary School to Part-Time General Food Service Worker at Rohrerstown Elementary School, effective January 21, 2021 (REPLACEMENT)

7. Substitute Positions

- a. Approval to employ Karen Atwater in the following Substitute positions, effective February 2, 2021, provisionally according to federal and state law regulations, compensated at the current substitute rate:
 - 1.) Clerical Aide Substitute
 - 2.) General Food Service Worker Substitute
 - 3.) Middle School Noontime Aide Substitute
- b. Approval to employ Jennifer Eby as a Long-Term Substitute Grade 2 Teacher, Landisville Primary Center, effective January 19, 2021 through March 1, 2021, provisionally according to federal and state law regulations. Ms. Eby will be placed on Step 1, Bachelor's Degree, in accordance with the Collective Bargaining Agreement. Ms. Eby is a graduate of Millersville University and is Certified in Elementary K-6 and Early Childhood N-3. (REPLACEMENT)
- c. Approval to employ Hannah G. Fisher as a PA Certified Substitute Teacher, effective date to be determined, for the 2020-2021 school year, provisionally according to federal and state law regulations, compensated at the current substitute rate
- d. Approval to employ Anastassia Gourinovitch as a LLIU13 Emergency Certified Substitute Teacher, effective date to be determined, for the 2020-2021 school year, provisionally according to federal and state law regulations, compensated at the current substitute rate
- e. Approval to employ Shayla High as a Long-Term Substitute Grade 3 Teacher, East Petersburg Elementary School, effective February 3, 2021 through June 7, 2021, provisionally according to federal and state law regulations. Ms. High will be placed on Step 1, Bachelor's Degree, in accordance with the Collective Bargaining Agreement. Ms. High is a graduate of Millersville University and is certified in Elementary PK-4. (REPLACEMENT)

- f. Approval to employ Kelley Keel as a Long-Term Substitute Grade 5 Teacher, Mountville Elementary School, effective January 20, 2021 through TBD, provisionally according to federal and state law regulations. Ms. Keel will be placed on Step 1, Bachelor'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)
- g. Approval to employ Alexis Mosso in the following Substitute positions, effective February 4, 2021, provisionally according to federal and state law regulations, compensated at the current substitute rate:
 - 1.) Elementary Building Aide Substitute
 - 2.) Paraeducator Substitute
 - 3.) Personal Care Assistant Substitute
- h. Approval to employ Joseph Rupponer as a Long-Term Substitute Health & PE Teacher, Landisville Middle School, effective January 21st, 2021 through June 7, 2021, provisionally according to federal and state law regulations. Mr. Rupponer will be placed on Step 1, Bachelor's Degree, in accordance with the Collective Bargaining Agreement. Mr. Rupponer is a graduate of Lancaster Bible College and is Certified in Health & Physical Education. (REPLACEMENT)
- i. Approval to employ Ian Severson as a Hempfield Emergency Certified Substitute Teacher, effective date to be determined, for the 2020-2021 school year, provisionally according to federal and state law regulations, compensated at the current substitute rate

8. Extracurricular Positions

- a. Approval to employ Michelle L. Dickinson as Track and Field Jr High Assistant Coach for the 2020-2021 school year
- b. Approval to employ Ralph D. Heister as Baseball Varsity Assistant Coach for the 2020-2021 school year, compensated in accordance with the Collective Bargaining Agreement
- c. Approval to employ Ethan W. Martin as Track & Field Varsity Assistant Coach for the 2020-2021 school year, compensated in accordance with the Collective Bargaining Agreement
- d. Approval to appoint Brett Moore as Boys Lacrosse Varsity Assistant Coach for the 2020-2021 school year, provisionally according to federal and state law regulations, and completion of new hire requirements
- e. Approval to hire Jaclyn A. Smith as Elementary Mathematics Department Coordinator, effective February 10, 2021, compensated with a stipend. Ms. Smith is currently an Instructional Support Teacher at Mountville Elementary School.

f. Approval to employ the following individuals to extracurricular positions for the 2021-2022 fall sports season, provisionally according to federal and state law regulations and receipt of all clearances, compensated in accordance with the Collective Bargaining Agreement:

- 1.)**Kayla R. Kassees..... Cheerleading Varsity Head Coach
- 2.)**Emily Dulak..... Cheerleading Varsity Assistant Coach
- 3.)**L. Curtis Rogers, III..... Cross Country Varsity Head Coach
- 4.)**Charlene M. Smith..... Cross Country Varsity Assistant Coach
- 5.)**Stephen M. Haldeman..... Cross Country Junior High Head Coach
- 6.)**Lenny J. Groft..... Cross Country Junior High Assistant Coach
- 7.)**Sara A. Brooks..... Field Hockey Varsity Head Coach
- 8.) Melissa Schimp..... Field Hockey Varsity Assistant Coach
- 9.)**Ashlee Ebersole..... Field Hockey Varsity Assistant Coach
- 10.)**Hannah C. Zeiber..... Field Hockey Junior High Head Coach
- 11.)**George Eager..... Football Varsity Head Coach
- 12.)**Edwin Heisey..... Football Varsity Assistant Coach
- 13.)**Ralph Heister..... Football Varsity Assistant Coach (Split 50/50)
- 14.)**Jay Ridinger..... Football Varsity Assistant Coach
- 15.) John Ridinger..... Football Varsity Assistant Coach
- 16.) Eric Spencer..... Football Varsity Assistant Coach
- 17.) James Vieland..... Football Varsity Assistant Coach (Split 50/50)
- 18.) Thomas Walker..... Football Varsity Assistant Coach
- 19.)**Matthew Wagaman..... Football Junior High/Freshman Head Coach
- 20.)**Brian J. Rife..... Football Junior High/Freshman Assistant Coach
- 21.)**Jon A. Chronister..... Golf Varsity Head Coach
- 22.)**Mark N. Ashley..... Boys Soccer Varsity Head Coach
- 23.) Kevin Mahan..... Boys Soccer Varsity Assistant Coach (Split 50/50)
- 24.) Kyle Zook..... Boys Soccer Varsity Assistant Coach (Split 50/50)
- 25.) George Nimo..... Boys Soccer Varsity Assistant Coach
- 26.) Brian Woodfill..... Boys Soccer Junior High Head Coach
- 27.) Justin Kleiner..... Boys Soccer Junior High Assistant Coach
- 28.)**Jason R. Mackey..... Girls Soccer Varsity Head Coach
- 29.)**Zahid Virmani..... Girls Soccer Varsity Assistant Coach
- 30.)**Logan Albaugh..... Girls Soccer Varsity Assistant Coach
- 31.)**Michael Pollis..... Girls Soccer Junior High Head Coach
- 32.) Cassandra Swope..... Girls Soccer Junior High Assistant Coach
- 33.)**Melinda R. Bell..... Girls Tennis Varsity Head Co-Coach (Split 50/50)
- 34.) Iris Lehman..... Girls Tennis Varsity Head Co-Coach (Split 50/50)
- 35.) Andrew Olree..... Girls Volleyball Varsity Head Coach

g. 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:

- 1.)**Michael L. Lichtenwalner... Baseball Volunteer Coach
- 2.) Derek Manning..... Baseball Volunteer Coach
- 3.) Todd Vaughn..... Baseball Volunteer Coach
- 4.) Matt Clemens..... Boys Lacrosse Volunteer Coach
- 5.) Ryan Grube..... Boys Lacrosse Volunteer Coach

- 6.) Guy Hornig Boys Lacrosse Volunteer Coach
- 7.) Justin Kleiner..... Boys Lacrosse Volunteer Coach
- 8.)**Joann C. Langione Girls Lacrosse Volunteer Coach
- 9.) Megan Santiago Girls Lacrosse Volunteer Coach
- 10.) Joseph Donell Boys Tennis Volunteer Coach
- 11.) Iris Lehman Boys Tennis Volunteer Coach
- 12.) Odette Newton..... Boys Tennis Volunteer Coach
- 13.)**Danielle M. Cardone..... Track and Field Volunteer Coach
- 14.)**Charlene M. Smith Track and Field Volunteer Coach
- 15.)**Mark A. Enoch..... Unified Track and Field Volunteer Coach
- 16.) Gary Dimm..... Boys Volleyball Volunteer Coach
- 17.)**Brittany L. McMullen Boys Volleyball Volunteer Coach
- 18.) Karren Wonders Boys Volleyball Volunteer Coach
- 19.) Tim Zellers..... Boys Volleyball Volunteer Coach
- 20.) MARRISA WONDERS..... Boys Volleyball Volunteer Coach

9. Other

- a. Approval to transfer Karen M. Hall from Director of Human Resources to Executive Director of Human Resources and Business Operations, Hempfield School District. Ms. Hall's transfer will be in accordance with a contract commencing on January 13, 2021 through June 30, 2025.

- * b. Approval of a title change for Amy C. Slutter from Purchasing Agent to Purchasing Specialist, effective February 10, 2021

B. Financial Items

- 1. Resolution approving the 2021-2022 Preliminary Budget and Authorizing Referendum Exception and Final Budget Notice (reference attachments)

- 2. Approval of the following contracts (reference attachments)

- a. Certified Carpet for repairs in the Centerville Middle School auditorium and gymnasium floors
- b. IB Abel, Inc. for troubleshooting to determine the cause of electrical and transmitter issues experienced at Landisville Intermediate Center
- c. Delval Equipment for a contract to treat systems, convert the high school tower treatment program to solid technology and include a dealkalizer to reduce the steam boiler chemical treatment costs - Costars contract is pending.
- d. EduLink, Inc. for PAETEP, an electronic teacher evaluation portal for district to manage teacher evaluation process - initial contract term is February 1, 2021 to June 30, 2021 and thereafter to auto renew annually for one-year terms
- e. Faithful Transportation to provide transportation of students - contract term is February 5, 2021 to June 30, 2021

- f. Follett School Solutions, Inc. for migration of Destiny database for 10 licenses of Library Manager to Destiny Cloud
 - g. Market Street Sports Group & Hempfield Foundation for one-year sponsorship agreement - contract term is January 15, 2021 to January 15, 2022
 - h. Pennsylvania Trust/Conrad Siegel for GASB 75 Valuation Services - actuarial valuation of Other Post-Employment Benefits (OPEB) as required for annual school district audit
 - i. Mark J. Sobeck Roof Consulting, Inc. to perform roof consulting services
 - j. Strickler for the purchase of non-illuminated signs and wall letters. Scope of work includes design and installation costs
3. Approval of Financial Report and Check Register for the month of January 2021 (reference attachments)
 4. Approval of the Food Services Financial Report and Check Register for the month of January 2021 (reference attachments)
 5. Approval to pay invoices from the Capital Reserve Fund - \$59,962.50 (reference attachment)
 6. Approval of budget transfers (reference attachment)
- C. Other Action Items
1. Approval of second reading of board policies (reference attachments)
 - a. Policy 113.4: Confidentiality of Special Education Students
 - b. Policy 201: Admission of Students
 - c. Policy 824: Maintaining Professional Adult-Student Boundaries
 2. Approval of Resolution for Lancaster County Career and Technology (LCCTC) 2021-2022 Proposed Budget (reference attachments):

RESOLVED, that the Hempfield School District Board of School Directors hereby approves the Lancaster County Career & Technology Center's Proposed General Fund Budget 2021-2022, including without limitation the capital expenses (paid by school districts based on market value allocation) and the operating expenses (paid by school districts based on average daily membership allocation) as such expenses are included and set forth in the proposed budget

XI. Adjournment

XII. Executive Session (if needed)

*** New Item or Change**