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

**AGENDA
REGULAR MEETING
NOVEMBER 9, 2021**

**HEMPFIELD HIGH SCHOOL, PERFORMING ARTS CENTER
200 STANLEY AVENUE
LANDISVILLE, PA 17538
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 following minutes (reference attachments):

- Committee Meeting held on October 5, 2021,
- Regular Meeting held on October 12, 2021,
- Policy, Personnel, & Legal Committee Meeting held on October 14, 2021,
- Joint Buildings & Grounds/Finance Committee Meeting held on October 26, 2021

V. Student Recognition / Student Council Representatives

A. National Merit Commended Students

Annette H. Keitel
Ethan G. Long
William R. Miller
Joslene E. Morgan
Faith E. Sauder

B. Perfect Score on Advanced Placement Computer Science Principles Exam

Daniel C. Hufnagle

C. Student Council Officers

President Jack Kirchner
Vice President Janeese Hochstetler
Treasurer..... Noah Felty
Secretary Riana Ramani

VI. Staff Recognition

Tom Degnan – Commendation for admirable dedication to the greater good
Curt Rogers – Commendation for admirable dedication to the greater good
Michael Vogel – Congratulations on retirement after 31 years of service as a Hempfield High School Volleyball Coach

VII. 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. We also ask that comments refrain from identifying specific students or staff members by name. Residents and taxpayers who are interested in making public comments must complete the electronic registration form prior to 3:00 PM on the day of the meeting.

VIII. Superintendent’s Report – Announcements/Discussion

* A. COVID Update (reference attachment)

B. Calendar of Events

Nov. 9, 2021	5:30 pm, Executive Session, 7:00 pm, School Board Regular Meeting Hempfield High School, Performing Arts Center
Nov. 11, 2021	5:00 pm, Policy, Personnel and Legal Committee Meeting Hempfield High School, Performing Arts Center
Nov. 16, 2021	5:00 pm, Joint Buildings and Grounds/Finance Committee Meeting Hempfield High School, Performing Arts Center

Regular Meeting – November 9, 2021

- Nov. 18, 2021 5:00 pm, Education and Programs Committee Meeting
Hempfield High School, Performing Arts Center
- * Dec. 7, 2021 TBD, Executive Session, 7:00 pm, Reorganization/Committee Mtg.
Centerville Elementary School, Gymnasium
- * Dec. 14, 2021 TBD, Executive Session, 7:00 pm, School Board Regular Meeting
Centerville Elementary School, Gymnasium

C. Enrollment Report (reference attachment)

IX. President's Report

X. 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

XI. 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. Keener/Mrs. Johnston (reference attachment)
- D. Policy, Personnel and Legal - Mr. Smiley/Mr. Keener/Mr. Donato/Mrs. Johnston
(reference attachment)

XII. Action Items

A. Personnel Items

1. Retirements

- a. Approval to accept the resignation, due to retirement, of Ryan Jones, Full-Time District Safety and Security Officer, effective October 28, 2021

2. Resignations

- a. Approval to accept the resignation of Stephen Brosey, Part-Time General Food Service Worker, Farmdale Elementary School, effective June 4, 2021
- b. Approval to accept the resignation of Stacy Cottrell, Part-Time Elementary Building Aide, East Petersburg Elementary School, effective June 4, 2021
- c. Approval to accept the resignation of Amy Sue Deihl, Part-Time Math Aide, Centerville Elementary School, effective June 4, 2021
- d. Approval to accept the resignation of Audrey Dulio, Full-Time Personal Care Assistant, Mountville Elementary School, effective November 19, 2021
- e. Approval to accept the resignation of Rosemary Gianato, Part-Time Elementary Building Aide, Landisville Intermediate Center, effective June 4, 2021
- f. Approval to accept the resignation of Vanessa Hopkins, Full-Time Personal Care Assistant, Centerville Middle School effective November 2, 2021
- g. Approval to accept the resignation of Dawn M. Scheele, Full-Time Personal Care Assistant, Rohrerstown Elementary School, effective November 18, 2021
- h. Approval to accept the resignation of Marie Scoggin, Part-Time ESL Aide, Landisville Intermediate Center, effective November 4, 2021
- i. Approval to accept the resignation of Christina Shenk, Full-Time Secretary Student Services, effective October 18, 2021

3. Leaves of Absence

- a. Approval to grant a Leave of Absence to Patricia A. Card, Food Service Worker, Landisville Intermediate Center from October 21, 2021 through November 23, 2021

- b. Approval to grant an Intermittent Leave of Absence to Kristin H. Dvorchak, Teacher - Reading Specialist, Rohrerstown Elementary School from September 23, 2021 to September 23, 2022
- c. Approval to grant a Leave of Absence to Ida M. Gonzalez, Building Aide, Mountville Elementary School from October 20, 2021 through November 12, 2021
- d. Approval to grant a Leave of Absence to Mary M. Hanna, Food Service Worker, Mountville Elementary School from October 4, 2021 through October 18, 2021
- e. Approval to grant a Leave of Absence to Erin K. Hartnett, Secretary - LEC, Landisville Education Center from November 15, 2021 through December 23, 2021
- f. Approval to grant a Leave of Absence to Sarah I. Henderson, Building Aide, Centerville Elementary School from October 4, 2021 through November 17, 2021
- g. Approval to grant a Leave of Absence to Christina M. Hoover, Teacher - Reading Specialist, Landisville Primary Center from January 3, 2022 through April 18, 2022
- h. Approval to grant a Leave of Absence to Sarah D. Jones, Teacher - Health & PE, East Petersburg Elementary School and Landisville Education Center from December 13, 2021 through December 23, 2021
- i. Approval to grant a Leave of Absence to Angela L Kramer, Security & Telecom Coordinator, Landisville Education Center from October 5, 2021 through November 19, 2021
- j. Approval to grant an Intermittent Leave of Absence to Carrie E. Lindell, Teacher - Learning Support, East Petersburg Elementary School from October 20, 2021 through October 20, 2022
- k. Approval to grant a Leave of Absence to Rachel J. Marquez, Paraeducator, Landisville Primary Center from September 17, 2021 through October 17, 2021 to September 17, 2021 through October 29, 2021
- l. Approval to grant a Leave of Absence to Joseph C. Nichisti, Teacher - Science, Hempfield High School from October 20, 2021 through December 17, 2021
- m. Approval to grant a Leave of Absence to Barbara A. Perko, Paraeducator, East Petersburg Elementary School from November 8, 2021 through December 23, 2021
- n. Approval to grant a Leave of Absence to Jennifer L. Platt, Paraeducator, Landisville Primary Center from November 18, 2021 through December 23, 2021
- o. Approval to grant a Leave of Absence to Mark E. Reinhardt, Associate Principal, Hempfield High School from October 7, 2021 through November 5, 2021

- p. Approval to grant a Leave of Absence to Jane M. Roda, Paraeducator, Hempfield High School from October 1, 2021 through October 25, 2021
 - q. Approval to grant an intermittent Leave of Absence to Jennifer L. Wallace, Teacher - Learning Support, Centerville Middle School from August 18, 2021 through August 18, 2022
 - r. Approval to amend the Leave of Absence to Lisa R. Gingerich, Teacher - Speech, Mountville Elementary School from November 7, 2021 through December 17, 2021 to October 18, 2021 through December 3, 2021
 - s. Approval to amend the Leave of Absence to Jason J. James, Teacher - Tech Ed, Hempfield High School from September 20, 2021 through October 12, 2021 to September 20, 2021 through October 25, 2021
 - t. Approval to amend the Leave of Absence to Julie A. Miller, Teacher - Grade 3, East Petersburg Elementary School from August 18, 2021 to November 22, 2021 to August 18, 2021 to June 1, 2022
 - u. Approval to amend the Leave of Absence to Aleda C. Risser, Social Worker, Landisville Intermediate Center from November 3, 2021 through December 16, 2021 to October 18, 2021 through November 30, 2021
 - v. Approval to amend the Leave of Absence to Lisa M. Sempsey, Elementary Teacher, Farmdale Elementary School from August 24, 2021 through October 20, 2021 to August 24, 2021 through March 1, 2022
4. Certified Positions
- a. Approval to employ Jennifer M. Hartman as a Certified Employee with a Professional contract, effective November 15, 2021, provisionally according to federal and state regulations. Ms. Hartman will be placed on Step 3, Master's in accordance with the Collective Bargaining Agreement. Ms. Hartman is a graduate of Millersville University and Edinboro University and is Certified in Elementary K-6, Mental and/or Physical Handicapped K-12, Reading Specialist PK-12, English Designation 4-8 and English as a Second Language PK-12 (REPLACEMENT) Assignment: Reading Specialist at Farmdale Elementary School and Landisville Primary Center
 - b. Approval to employ Stacey McCarthy as a Long-Term Substitute Grade 3 Teacher, East Petersburg Elementary School, effective November 2, 2021 through June 1, 2022, provisionally according to federal and state law regulations. Ms. McCarthy will be placed on Step 1, Bachelor's Degree, in accordance with the Collective Bargaining Agreement. Ms. McCarthy is a graduate of Alvernia University and is certified in Early Childhood N-3 and Elementary K-6. (REPLACEMENT)

- c. Approval to employ Desiree Weyforth as a Certified Employee with a Temporary contract, effective date to be determined, provisionally according to federal and state regulations. Ms. Weyforth will be placed on Step 1, Bachelor's in accordance with the Collective Bargaining Agreement. Ms. Weyforth is a graduate of Shippensburg University and is Certified in Spanish PK-12(REPLACEMENT) Assignment: Spanish Teacher at Hempfield High School
- d. Approval to employ Samuel Zatkow as a Long-Term Substitute Music Teacher, Farmdale Elementary School, effective October 25, 2021 through March 1, 2022, provisionally according to federal and state law regulations. Mr. Zatkow will be placed on Step 1, Bachelor's Degree, in accordance with the Collective Bargaining Agreement. Mr. Zatkow is a graduate of West Chester University and is certified in Music PK-12. (REPLACEMENT)
- e. Approval to appoint the following individuals to act as mentors for a portion of the 2021-2022 school year, compensated in accordance with the Collective Bargaining Agreement:
 - 1.) Kathryn Brenner
 - 2.) Carrie Fritz

5. Support Staff Employments

- a. Approval to employ Jason Huck as a Full-Time Custodian Building Supervisor, Centerville Middle School, effective date to be determined, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2021-2022 (REPLACEMENT)
- b. Approval to employ Jennifer F. Krakoff as the Student Information System Specialist Hempfield High School, effective November 10, 2021, provisionally according to federal and state law regulations, pending receipt of all clearances and a satisfactory physical exam, compensated in accordance with the Salary Rate Ranges for 2021-2022 (REPLACEMENT)
- c. Approval to employ Kathleen Leiby as a Full-Time Food Service Manager, Centerville Elementary School, effective November 15, 2021, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2021-2022 (REPLACEMENT)
- d. Approval to employ Annette Parke as the Administrative Assistant to the CFO/COO, Hempfield School District, Administration Building, effective November 8, 2021, provisionally according to federal and state law regulations, pending receipt of all clearances and a satisfactory physical exam, compensated in accordance with the Salary Rate Ranges for 2021-2022 (REPLACEMENT)

- e. Approval to employ Liana C. Weaver as a Full-Time Certified Occupational Therapy Assistant, District, effective November 8, 2021, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2021-2022 (NEW)
- f. Approval to employ John Zuzu as a Part-Time General Food Service Worker, Rohrerstown Elementary School, effective November 1, 2021, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2021-2022 (REPLACEMENT)

6. Support Staff Transfers

- a. Approval to transfer Joy C. Lee from Part-Time Building Aide at Landisville Intermediate Center to Part-Time Paraeducator at Landisville Intermediate Center effective October 25, 2021
- b. Approval to transfer Cynthia K. Mosso from Full-Time Personal Care Assistant at Centerville Elementary School to Full-Time Personal Care Assistant at East Petersburg Elementary School effective October 27, 2021
- c. Approval to transfer Linda M. Reed from Full-Time General Food Service Worker at Hempfield High School to Full-Time Food Service Manager at Centerville Middle School effective date to be determined
- d. Approval to transfer Jill S. Reheard from Full-Time Paraeducator at Rohrerstown Elementary School to Full-Time Paraeducator at Hempfield High School effective October 12, 2021

7. Substitute Positions

- a. Approval to employ Michael Falcone as a PA Certified Substitute Teacher effective October 27, 2021 for the 2021-2022 school year, provisionally according to federal and state law regulations, compensated at the current substitute rate
- b. Approval to employ Aaron Moody as Hempfield Emergency Certified Substitute Teacher effective November 2, 2021, for the 2021-2022 school year, provisionally according to federal and state law regulations, compensated at the current substitute rate
- c. Approval to employ the following individuals as a LLIU13 Emergency Certified Substitute Teacher, for the 2021-2022 school year, provisionally according to federal and state law regulations, compensated at the current substitute rate:
 - 1.) Daniellis Betacourt Partido..... effective October 15, 2021
 - 2.) Erica Horst effective October 12, 2021
 - 3.) James Seaton effective October 22, 2021

- d. Approval to employ the following individuals as a Substitute Elementary Building Aides for the 2021-2022 school year, provisionally according to federal and state law regulations, compensated at the current substitute rate
 - 1.) Ramsey Mahoskyeffective October 27, 2021
 - 2.) Madhumitha Rajakittu Pudupattieffective October 18, 2021

- e. Approval to employ Raena Henderson as Substitute Food Services Employees for the 2021-2022 school year, effective date to be determined, pending receipt of all new hire materials compensated at the current substitute rate

- f. Approval to employ the following individuals as a Substitute Paraeducator for the 2021-2022 school year, provisionally according to federal and state law regulations, compensated at the current substitute rate
 - 1.) Madhumitha Rajakittu Pudupattieffective October 18, 2021
 - 2.) Margaret Serranoeffective September 1, 2021

- g. Approval to employ Madhumitha Rajakittu Pudupatti as a Substitute Clerical Aide, Substitute ESL Aide, Substitute Middle School Noon Time Aide and Substitute Personal Care Assistant, for the 2021-2022 school year, effective October 18, 2021, provisionally according to federal and state law regulations, compensated at the current substitute rate

8. Extracurricular Positions

- a. Approval to employ the following as Game/Event Personnel for the 2021-2022 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 (reference attachment)

- b. Approval to appoint Sydney R. Bauer as Cheerleading Volunteer Coach for the 2021-2022 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

- c. Approval to appoint Matthew R. Deck as Wrestling Volunteer Coach for the 2021-2022 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

- d. Approval to employ Georgia E. Emert as Assistant Swimming Coach for the 2021-2022 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 Joseph D. Goodhart as Wrestling Volunteer Coach for the 2021-2022 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
- f. Approval to appoint Alan B. Houck as Wrestling Volunteer Coach for the 2021-2022 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 appoint Kenneth Smith, Jr. as Girls Basketball Volunteer Coach for the 2021-2022 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
- h. Approval to employ Angelina R. Hook to the extracurricular position of Science Fair Advisor at Centerville Middle School for the 2021-2022 school year
- i. Approval to employ Joann C. Langione to the extracurricular position of Science Fair Advisor at Centerville Middle School for the 2021-2022 school year
- j. Approval to employ Clint A. Willman to the extracurricular position of Head Jr High Track & Field Coach for the 2021-2022 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
- k. Approval to accept the resignation of Stephen Haldeman, Head Junior High Cross-Country Coach, effective October 25, 2021
- l. Approval to accept the resignation of Jennifer B. Karkoska, Technology Liaison, Centerville Middle School, effective October 15, 2021

B. Financial Items

1. Approval of the following contracts (reference attachment)
 - a. Barn Burners Wrestling Club rental agreement for wrestling and recreation rooms for weight training and cardio workouts during the November 15 – March 15 window for school years 2021-2022 through 2024-2025
 - b. Barrett Therapy Services agreement for Speech-Language Pathologists and other therapy specialists (occupational, physical, special education), on a temporary basis as needed, effective November 2, 2021
 - c. Excentia Human Services for program to provide services to enable transition to post-secondary programming
 - d. Lancaster-Lebanon Intermediate Unit 13 to provide English as a Second Language support services to District students enrolled in Lancaster County Career and Technology Center programs, effective July 1, 2021 to June 30, 2022
 - e. Madison National Life Insurance Company, Inc./National Insurance Services of Wisconsin, adjustment to add a new class of coverage and change contract term from 24 to 33 months for Group Term Life Insurance and Accidental Death and Dismemberment (AD&D) Insurance, adjusted contract term is October 1, 2021 – July 1, 2024
 - f. Madison National Life Insurance Company, Inc. / National Insurance Services of Wisconsin amendment to contract for Group Term Life Insurance and Accidental Death and Dismemberment (AD&D) Insurance, effective November 1, 2021
 - g. New Story for tuition agreement for student transferring to New Story for November 1, 2021 through the end of the 2021-2022 school year
 - h. Phoenix Learning Systems for onsite consulting services for PowerSchool
 - i. Quest Diagnostics to provide on-site Covid-19 testing for symptomatic and exposed students and staff
 - j. Theatrical Rights Worldwide for performing rights license for the 2022 Middle School Spring Musical, The Addams Family – Young@Part
 - k. Trustmark Health Benefits, Inc. agreement for Plan Supervisor Amendment to correct Health Benefits name, banking arrangements, and administrative fee schedule
2. Approval of the Staff Retention and Hiring Incentive Plan as presented (reference attachment)

3. Approval of Financial Report and Check Register for the month of October 2021 (reference attachments)
4. Approval of the Food Services Financial Reports and Check Register for the month of October 2021 (reference attachments)
5. Approval to pay invoices from the Capital Reserve Fund - \$89,660.00 (reference attachment)
6. Approval of budget transfers - none

C. Buildings and Grounds Items

Approval of the Facility Usage Rules and Fee Schedule as presented (reference attachments)

D. Other Action Items

1. Approval of first reading of board policies (reference attachments)
 - a. Policy 233 Suspension and Expulsion
 - b. Policy 236.1 Threat Assessment
 - c. Policy 251 Homeless Students
 - d. Policy 618 Student Activity Funds
 - e. Policy 701 Facilities Planning
2. Approval of second reading of board Policy 006: Meetings (reference attachment)
3. Approval to retire board policies (reference attachments)
 - a. Policy 248 Unlawful Harassment (Pupils)
 - b. Policy 348 Unlawful Harassment (Employees)
- * 4. Approval to appoint Mark W. Brooks as Safety and Security Officer for Hempfield School District effective November 9, 2021
5. Approval of a donation to Mountville Elementary School of \$8,145.98 for a Ga Ga Ball Pit with turf from the Mountville Parent Teacher Organization
6. Approval for students and advisors from the Indoor Color Guard to attend an overnight trip to the Indoor Color Guard World Championships in Dayton, Ohio, April 6-9, 2022
7. Approval for students and advisors from the Indoor Percussion Team to attend an overnight trip to the Indoor Percussion World Championships in Dayton, Ohio, April 20-23, 2022

XIII. Adjournment

XIV. Executive Session (if needed)

*** New Item or Change**