The Regular Meeting of the Hempfield School Board was held on Tuesday, November 10, 2020, at Hempfield High School in the Performing Arts Center, 1555 Kauffman Road, Landisville, Pennsylvania 17538 and on a virtual meeting platform. The following board members were present: Adam Aloisi, Dylan Bard, Mike Donato, Linda Johnston, Grant Keener, Jim Maurer, Charles Merris, and Patrick Wagner. Chris Smiley was absent. Also present: Michael Bromirski, Superintendent; Tab Musser, Assistant Superintendent; Maria Hoover, Assistant Superintendent; Mark Brooks, School Board Secretary/Chief Financial & Operations Officer; Sheryl Pursel, Assistant School Board Secretary/Assistant Director of Finance; Karen Hall, Director of Human Resources; Shannon Zimmerman, Director of Communications; Michael Graham, Chief Information Officer; Kathy Miller, Recording Secretary.

Mr. Donato called the meeting to order at 7:01 pm. He led the Pledge of Allegiance. He asked for a moment of silence since Veterans' Day is November 11, to show support for veterans who have served and are serving. He publicly thanked Mrs. Linda Johnston, School Board member, for her service as a veteran.

Mr. Maurer made a motion, seconded by Mrs. Johnston to approve the agenda incorporating additions/deletions.

Vote: “Aye” 8; “Nay” 0; Absent 1 (Smiley) Motion passed.

Mr. Keener made a motion, seconded by Mr. Wagner to approve the minutes of the Committee Meeting held on October 6, 2020 and the Regular Meeting held on October 13, 2020.

Vote: “Aye” 8; “Nay” 0; Absent 1 (Smiley) Motion passed.

STUDENT/TEACHER RECOGNITION

Leavey Award for Excellence in Private Enterprise Education

Mr. Andrew J. Wise, Business, Computer, Information, Technology Teacher

Mr. Michael Bromirski said the school board and administration are thrilled to honor Mr. Andy Wise, Business, Computer, Information, Technology Teacher at Hempfield High School. He introduced Ms. Carolyn Santangelo, Senior Director of Chapter and Partner Relations, Freedoms Foundation at Valley Forge who was at the meeting to publicly recognize Mr. Wise. She said Mr. Wise is one of only five educators from across the country to be awarded this honor. His program is, “Brand Building Through Instagram Social Experience.” She gave an explanation of the Leavey Award for Excellence in Private Enterprise Education from the Freedoms Foundation.
at Valley Forge. She shared a video about Mr. Wise’s program and the other four honorees. On behalf of the board of directors and staff at the Freedoms Foundation at Valley Forge, Ms. Santangelo presented Mr. Wise with a 2020 Leavey Award for Excellence in Private Enterprise Education plaque and a monetary award of $7,500. Mr. Wise presented his project to a national audience of educators and supporters this past July at a virtual summit. Mr. Wise thanked the school board, superintendent, building/department leadership and colleagues for their support. Mrs. Zimmerman took Mr. Wise’s picture with Mr. Donato and Mr. Bromirski.

**RESIDENTS’ REQUEST TO ADDRESS THE BOARD (five-minute limit)**

Ms. Crystal Agnew and Mr. Kingston Chow stated their names and addresses and addressed the Board. They were at the school board meeting to explain their situation regarding a child rearing leave of absence and Board Policy 339: Uncompensated Leave, which may be changing in December, following approval of second reading. They shared how the change in this policy is affecting them.

Ms. Tammy Jacobs stated her name and address and addressed the Board about her feelings regarding Hempfield’s stance on not publicizing COVID numbers in buildings. She shared examples of other school districts and an article from Lancaster Newspapers. She urged the school board and administration to report information regarding COVID-19 to the community with more transparency.

**Mr. Keener made a motion, seconded by Mrs. Johnson** to amend the meeting’s agenda to move Board Policy 339: Uncompensated Leave from first reading directly to second reading to address the concerns raised by the staff members who addressed the Board previously in the meeting. This will give the staff members greater clarity so they may make appropriate choices in advance of the December meeting.

**Vote: “Aye” 8; “Nay” 0; Absent 1 (Smiley) Motion passed.**

**SUPERINTENDENT’S REPORT**

**HHS Student Council:** Mr. Bromirski shared that the HHS Student Council Representatives were not at the meeting. They are working with their advisors on ways to plan the Variety Show. Students are submitting audition files electronically and they are due this Friday. When the student council decides how the Variety Show will occur this year, they will give an update to the administration and the school board.

**District Testing Data Update:** Dr. Musser presented a District Testing Data Update. Due to the suspension of PSSAs and Keystones, the district lost one of its major data sources for reporting data. He highlighted some areas beginning with Advanced Placement and said they are offering more AP classes; there is more participation as far as test taking and they are seeing
a small rise in the scores. He shared results of the 2019 PSAT/NMSQT testing
given to grade 11 students in October 2019, which was unaffected by the
pandemic and the total scores are consistent and positive. He showed
data and compared SAT average scores from the 2018-19 school year
through the 2020-2021 school year. PSSA and Keystone exams were
canceled in 2019-20, but they are still on for 2020-21. Details of this
presentation are on the school board webpage under November 2020
documents.

Mr. Bromirski shared some thoughts on the US Department of Education
mandating testing for the upcoming year. There have been great
corns at the state level as to the inequity that will occur in terms of the
reliability of the data based on the different types of models of schooling
for students across the state. He expressed his concerns to Senator Ryan
Aument and Representative Brett Miller. While he is all for accountability,
he does not think state testing should occur when there is lack of
consistency with instructional models across the state. Hands seem to be
tied at the state level because of the federal requirement, so the high
school administration has begun planning for the testing.

**2020-2021 Keystone Exams Update:** Dr. Jodi Harrington, Grade 10 Principal,
Hempfield High School, gave an update on the 2020-21 Keystone Exams.
He split his presentation into three parts: 1) Current changes to PDE policy
2) Pathways to Graduation - detailing each pathway 3) Process of giving
Keystone exams this winter and spring. He showed a table with numbers of
students who were scheduled and did not take Keystones last May and
students who are scheduled to take Keystones in the 2020-2021 school
year. He emphasized that Keystone exams are administered in-person
only. He shared and explained how they will test all of these students
during this school year. He gave a schedule for the winter testing. School
board members had questions and Dr. Harrington and Mr. Bromirski
responded. Details of this presentation are on the school board webpage
under November 2020 documents.

Mr. Bromirski shared on Monday, November 9, a district team participated
in a call from PDE where they heard Lancaster County has moved to the
substantial list for COVID cases. PDE will not make any recommendation
about shifting to fully remote learning in Lancaster County until they have
two consecutive weeks of data and even after a potential shift it is
recommended by PDE to monitor our local community and determine
what is best within the community. There is a possibility for the DOH to
mandate all schools to move to a virtual setting. At this time PDE does not
believe that is the path that the DOH will go down, but things can change
at any time. The community will receive an update from the school district
tomorrow about this. Hempfield’s goal is to continue to provide the options
of in-person and virtual learning as long as possible.
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<th>CALENDAR OF EVENTS</th>
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| **November 10, 2020** | 7:00 pm, Regular Meeting  
HHS Performing Arts Center/Virtual Meeting |
| **November 12, 2020** | 11:00 am, Policy, Personnel & Legal Committee Mtg.  
HHS Performing Arts Center (PAC) |
| **November 17, 2020** | 4:30 pm, Joint Buildings & Grounds/Finance Committee Meeting  
HHS Performing Arts Center (PAC) |
| **November 19, 2020** | 4:30 pm, Education & Programs Committee Mtg.  
HHS Performing Arts Center (PAC) |
| **December 1, 2020** | TBD, Executive Session, 7:00 pm, Reorganization/Committee Mtg.  
HHS Performing Arts Center (PAC) |
| **December 8, 2020** | TBD, Executive Session, 7:00 pm, Regular Meeting  
HHS Performing Arts Center (PAC) |

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<th>REPRESENTATIVE/ADJUNCT REPORTS</th>
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| Lancaster County Career & Technology Center (LCCTC) - Mr. Keener/  
Mr. Bard, Alternate - no report |
| Lancaster-Lebanon IU13 - Mr. Merris - no report |
| Hempfield Area Recreation Commission - M. Aloisi/Dr. Harrington - Mr. Aloisi  
said he attended the HARC finance meeting today and will be attending the full board meeting on November 18. HARC is putting the finishing touches on their budget and wrapping up the audit. Finances and membership trends seem to be stabilizing. Reorganization will be discussed next week. |
| Safety and Security - Mr. Wagner/Mrs. Johnston - no report |
| PSBA Liaison - Mr. Wagner/Mr. Merris, Alternate - no report |

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<td>Buildings and Grounds - Mr. Merris/Mr. Bard/Mr. Donato/Mr. Wagner - no report</td>
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Education and Programs - Mrs. Johnston/Mr. Maurer/Mr. Merris/Mr. Bard - Mrs. Johnston said their next meeting is Thursday, November 19 at 4:30 pm in the Hempfield High School Performing Arts Center.

Finance - Mr. Maurer/Mr. Aloisi/Mrs. Johnston/Mr. Keener - Mr. Maurer reminded everyone the next meeting is a joint meeting with buildings and grounds and finance on November 17 at 4:30 pm. They will discuss the first submission of the budget and the need to file for exceptions. They will be seeing the draft of the financial statements for the school district.

Policy, Personnel, & Legal - Mr. Smiley/Mr. Donato/Mrs. Johnston/Mr. Keener - Mr. Donato reported that the next meeting is November 12 at 11:00 am in the Hempfield High School performing arts center.

Details of all school board committee meetings may be found on the School Board webpage under each individual committee.

**ACTION ITEMS**

**PERSONNEL ITEMS**

Mr. Merris made a motion, seconded by Mr. Wagner to approve the following personnel items:

Resignations

- Annetta Cimadamore, Part-Time General Food Service Worker, Centerville Elementary School, effective October 28, 2020

- Jessenia Y. Collado, Part-Time General Food Service Worker, Landisville Primary Center, effective October 16, 2020

- Kenneth L. Smith, Jr., Full-Time In-School Suspension Aide, Landisville Middle School, effective October 30, 2020

- Teresa M. Starner, Part-Time Receptionist, Hempfield High School, effective November 6, 2020

- Braden Weachter, Part-Time Elementary Building Aide, Farmdale Elementary School, effective November 6, 2020

Leaves of Absence

- Matthew D. Binder, Teacher – ELA, Hempfield High School, amend a leave of absence from October 8, 2020 through October 21, 2020 to October 8, 2020 through November 3, 2020
- Denise L. Brandt, Health Room Nurse, Landisville Intermediate Center and Rohrerstown Elementary School, leave of absence from November 3, 2020 through December 8, 2020

- Carli P. Devries, Teacher – Health & PE, Landisville Primary School, leave of absence from December 1, 2020 through March 4, 2021


- Heather M. Grimm, Teacher – Grade 6, Centerville Elementary School, leave of absence from November 30, 2020 through February 28, 2021

- Kelly J. Gumble, Teacher – Music, Landisville Intermediate Center, Centerville Elementary School and Farmdale Elementary School, amend a leave of absence from August 19, 2020 through December 1, 2020 to August 19, 2020 through March 4, 2021


- Ashley L. Moyer, Teacher – Grade 3, Mountville Elementary School, leave of absence from October 26, 2020 through January 24, 2021

- Megan Murphy, Teacher – Grade 3, Landisville Primary Center, leave of absence from November 20, 2020 through December 23, 2020


- R. Aril Smith, In School Suspension Aide, Hempfield High School, leave of absence from September 8, 2020 through January 19, 2021


- Shane M. Van Aulen, Teacher – Social Studies, Landisville Middle School, leave of absence from November 24, 2020 through January 24, 2021

- Chanel E Yoder, Teacher - Autistic, Mountville Elementary School, amend a leave of absence from November 11, 2020 through June 7, 2021 to October 21, 2020 through June 7, 2021
Certified Positions

- Kathryn Zellers 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. Zellers will be placed on Step 3, Master's Degree in accordance with the Collective Bargaining Agreement. Ms. Zellers is a graduate of Kutztown University, holds a Master's Degree from Millersville University is certified in Elementary K-6, Early Childhood N-3, and Reading Specialist PK-12. (NEW POSITION)
  Assignment: 0.5 Reading Specialist, Farmdale Elementary School

- After-School Tutors for the 2020-2021 school year, effective October 19, 2020 (unless otherwise stated), compensated in accordance with the Collective Bargaining Agreement:
  - Marie Bolettieri .................CMS (November 2, 2020)
  - Emily K. Dulak .................CMS
  - Joshua R. Foulds...............CMS
  - Anthony M. Jannotta......CMS
  - Jennifer B. Karkoska.........CMS
  - Stacey L. Marten..........CMS
  - Andrea E. Rutledge.........CMS
  - Laura K. Wentland.........CMS

- Mentors for a portion of the 2020-2021 school year, compensated in accordance with the Collective Bargaining Agreement:
  - Terrence J. Chmil
  - Bethany A. Eaton
  - Carrie W. Fritz
  - Cynthia B. Green
  - Kelly E. Gallagher
  - Candace J. Ord

Support Staff Employments

- Brendt Barninger as a Full-Time Custodian, 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)

- Stephen Brosey as a Part-Time Food Services Employee, 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)
- Mary Ditzian as a Full-Time Food Service Manager, 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)

- Brittanie Grazer as a Full-Time Extended Day Kindergarten Aide, Centerville Elementary School, effective date November 9, 2020, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)

- Dolores Miller as a Full-Time Custodian, Landisville Intermediate 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)

- Kristin Morgan 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)

Support Staff Transfers

- Approval to transfer Beverly Casey from Full-Time Custodian, Landisville Intermediate Center to Full-Time Custodian, Administration Building & Landisville Education Center, effective date is to be determined

- Rachel K. Cicioni, transfer from Part-Time English as a Second Language Aide, Landisville Middle School to Substitute English as a Second Language Aide, effective November 17, 2020

- Tracy Weinoldt, transfer from Full-Time Personal Care Assistant, Centerville Middle School to Full-Time Personal Care Assistant, Hempfield High School, effective date October 22, 2020

- Jennifer Wolownik, transfer from Full-Time Personal Care Assistant, Hempfield High School to Full-Time Personal Care Assistant, Centerville Middle School, effective October 21, 2020

Substitute Positions

- Sara Kirchner as a Long-Term Substitute Social Studies Teacher, Hempfield High School, effective October 13, 2020 through January 19, 2021, provisionally according to federal and state law regulations. Ms. Kirchner will be placed on Step 1, Bachelor's Degree, in accordance with the Collective Bargaining Agreement. Ms. Kirchner is a graduate of Millersville University and is certified in Social Studies 7-12. (REPLACEMENT)
- Keri Kubatov as a Long-Term Substitute Library Teacher, Centerville Elementary School and Landisville Primary Center, effective October 19, 2020 through March 4, 2021, provisionally according to federal and state law regulations. Ms. Kubatov will be placed on Step 1, Bachelor's Degree, in accordance with the Collective Bargaining Agreement. Ms. Kubatov is a graduate of Pennsylvania State University and is Emergency Certified in Library Science PK-12. (REPLACEMENT)

- Rachel Campbell 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, effective November 3, 2020

- Pamela B. Carr as a LLIU13 Emergency Certified Substitute Teacher, effective October 27, 2020, for the 2020-2021 school year, provisionally according to federal and state law regulations, compensated at the current substitute rate

- 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:
  - Andrew Baker .................effective October 20, 2020
  - Michelle Bolton................effective November 10, 2020, pending receipt of all new hire materials
  - Bernice Johnson...............effective November 11, 2020
  - Caleb R. Miller ...............effective October 20, 2020
  - Megan B. Wood...............effective November 10, 2020

- Kathy Bortz as a Substitute Food Services Employee for the 2020-2021 school year, effective November 11, 2020, compensated at the current substitute rate

- Substitute Paraeducators:
  - Beverly Emenheiser ...........effective November 3, 2020
  - Erica Herr.....................effective October 27, 2020

- Kenneth L. Smith Jr. in the following substitute positions effective November 10, 2020: Substitute Paraeducator, Substitute Personal Care Assistant, Substitute Elementary Building Aide and Substitute Middle School In-School Suspension Aide, compensated at the current substitute rate

- Aaron Rowe as a Substitute Custodian, Hempfield School District, effective date pending completion of all new hire paperwork, compensated at the current substitute rate
Extracurricular Positions

- Extracurricular positions for the 2020-2021 winter sports season, provisionally according to federal and state law regulations, receipt of all clearances and a satisfactory physical exam, 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, compensated in accordance with the Collective Bargaining Agreement:

  - Nathan Cote ............ Assistant Jr High Wrestling Coach
  - Taylor Houck ............ Girls Basketball Volunteer Coach
  - Casey Lear ............... Assistant Jr High Wrestling Coach
  - Ethan Martin ............. Indoor Track Assistant Coach
  - James Schopf ............. Head Jr. High Wrestling Coach
  - Hannah Zeiber ............ Strength and Conditioning Coach

- Extracurricular volunteer positions, effective 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. This is also contingent upon receipt of all clearances:

  - Miranda Moyer .......... Marching Band Volunteer
  - Marrisa Wonders ...... Girls Volleyball Volunteer Coach

- Neal Kuhn to the extracurricular position of HS Chess Team Advisor, effective 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.

Vote: “Aye” 8; “Nay” 0; Absent 1 (Smiley) Motion passed.

FINANCIAL ITEMS

Mr. Maurer made a motion, seconded by Mrs. Johnston to approve the following financial items:

- Contracts (reference attachments)

  - Market Street Sports Group/Lusk & Associates Sotheby’s International Realty for a three-year sponsorship - contract term is November 1, 2020 to November 1, 2023

  - Premier Tree Service for the removal of trees and stumps along the property line at East Petersburg Elementary School
· Procision Services, Inc. for the repair of exterior doors at Landisville Primary Center and the Administration Building, as needed, for safety and security of the buildings

· TempChek Mechanical for equipment repair services as needed for the Food Services Department - contract term is 2020-2021 school year through 2021-2022 school year

· Work Wisdom for professional coaching services

- Financial Report and Check Register for the month of October 2020 (reference attachments)

- Food Services Financial Report and Check Register for the month of October 2020 (reference attachments)

- Payment of invoices from the Capital Reserve Fund - $32,251.43 (reference attachment)

- Budget transfers (reference attachment)

- Commit fund balance, per the attached summary, related to closing out the 2019-2020 fiscal year (reference attachment)

Vote: “Aye” 8; “Nay” 0; Absent 1 (Smiley) Motion passed.

OTHER ACTION ITEMS

Mr. Keener made a motion, seconded by Mr. Aloisi to approve the following other action items:

- First reading of board policies (reference attachments)

· Policy 222: Tobacco and Vaping Products
· Policy 816.1: Social Media
· Policy 907: School Visitors

- Second reading of board policies (reference attachments)

· Policy 122: Extracurricular Activities
· Policy 123: Interscholastic Athletics
· Policy 339: Uncompensated Leave (first reading was waived per above motion)
· Policy 810: Transportation

- Provide one high school credit (per course) for middle school students who successfully complete Algebra 1b and/or a World Language course, effective for this year’s eighth grade students and beyond (reference attachment)
- Hempfield High School new course proposals for the 2021-2022 school year (reference attachment)

- Dispose of district property (reference attachment)

- Donations received by District:
  - Folders and binders worth $500 from Walmart
  - Gift cards in the amount of $1,325 from Village Grande

- Non-school sponsored Greece and Italy trip in Summer 2022, to be advertised and informational meetings held with students and parents/guardians (reference attachment)

**Vote: “Aye” 8; “Nay” 0; Absent 1 (Smiley) Motion passed.**

Mr. Keener made a motion, seconded by Mrs. Johnston to approve the expulsion of student #2022974 from Hempfield School District for the remainder of the 2020-2021 school year, effective October 23, 2020. During the term of expulsion, the student agrees to complete coursework through the Landisville Education Center and abide by the program’s rules, as described in the written agreement.

**Vote: “Aye” 8; “Nay” 0; Absent 1 (Smiley) Motion passed.**

**ADJOURNMENT**

Mr. Donato asked for a motion to adjourn the meeting.

Mr. Merris made a motion, seconded by Wagner to adjourn the meeting at 8:02 pm.

**Vote: “Aye” 8; “Nay” 0; Absent 1 (Smiley) Motion passed.**