The Regular Meeting of the Hempfield School Board was held on Tuesday, March 9, 2021, on a virtual meeting platform and at Centerville Middle School, 865 Centerville Road, Lancaster, PA 17601. The following board members were present: Adam Aloisi, Dylan Bard, Mike Donato, Linda Johnston, Grant Keener, Jim Maurer, Charles Merris, Chris Smiley and Patrick Wagner. Also present: Michael Bromirski, Superintendent; Denise Galen, Director of Special Education, Michael Graham, Chief Information Officer; Karen Hall, Executive Director of Human Resources and Business Operations; Maria Hoover, Assistant Superintendent; Shannon Zimmerman, Director of Communications; Kathy Miller, Recording Secretary.

Mr. Donato called the meeting to order at 7:03 pm. He led the Pledge of Allegiance. He stated that the Board met in executive session immediately before this meeting to discuss the Act 93 agreement for district administrators.

| Mr. Maurer made a motion, seconded by Mr. Aloisi to approve the agenda incorporating additions/deletions. | Approval of Agenda |
| Vote: “Aye” 7; “Nay” 0; Absent 2 (Bard, Merris): Motion passed. | Approval of Minutes |
| Mr. Keener made a motion, seconded by Mr. Aloisi to approve the minutes of the Regular Meeting held on February 9, 2021. | Residents’ Request to Address the Board |
| Vote: “Aye” 7; “Nay” 0; Absent 2 (Bard, Merris); Motion passed. | Superintendent’s Report |
| RESIDENTS’ REQUEST TO ADDRESS THE BOARD (five-minute limit) | |
| None | |
| >>Mr. Bard and Mr. Merris arrived. | |

**SUPERINTENDENT’S REPORT**

**Youth Art Month:** Mr. Bromirski introduced Ms. Elizabeth Burns, K-12 Art Department Coordinator, who was at the meeting. This year, because of COVID-19, the art department is doing something different. She showed a video of students and their artwork from across the entire district. Mr. Bromirski thanked Ms. Burns for the video and said how much he appreciates the way the art department has found ways to keep all students engaged in art and for making virtual students feel included. Mr. Donato, on behalf of the entire school board, agreed and said how impressed he is when he tours the school buildings and sees how much work the teachers have done to make art class be like a normal year with the virtual students doing the same thing as the in-person students. Several
school board members commented and thanked Ms. Burns and the art department for reaching all students.

**Student Council:** Mr. Jack Kirchner said the Student Council has been reading short paragraphs about people throughout history on the morning announcements at the high school. February was Black History Month and March is Women’s History Month, so they have been including prominent people from these two groups, who have made a positive impact on our lives. Miss Janeeese Hochstetler shared information about the JK Mechanical food drive that was held during February. It was a great success and will help a lot of families in the Hempfield area.

Miss Lilly Heilshorn shared the opportunity she had in the Senate Education Hearing where she was one of two students who spoke with some of our senators about challenges we are facing due to COVID-19. Miss Bella Rankin shared that she also had an opportunity to speak with Senator Ryan Aument along with 10 other student representatives at a virtual town hall meeting. Each student was able to ask one question. They both thanked Mr. Bromirski for these opportunities. Miss Rankin talked about moving forward with prom king and queen this spring and they will start the elections in April and hold a court crowning ceremony on May 13.

**Special Education Update:** Mr. Bromirski introduced Ms. Denise Galen, Director of Special Education, who gave a special education update. She began by explaining the purpose of special education. She went over the special education program highlights K-12, explaining the services in detail. She stressed the importance of the special education staff and how much pride she has for the staff. She shared special education enrollment numbers and said special education numbers continue to grow. She shared a comparison between district-operated enrollment and out-of-district-operated placements. She showed five high-cost programs and the budget implications of these programs. Ms. Galen presented two proposals for the 2021-2022 school year: Middle School Center-Based Therapeutic Emotional Support Classroom and Elementary Autistic Support Classroom. She explained the proposals and the two options, which were 1.) contracting with IU13 for services or 2.) Hempfield-operated classrooms. She gave a cost comparison for both. There were several questions asked by school board members and Ms. Galen and Mr. Bromirski answered those questions. The school board members thanked Ms. Galen for her presentation. Details of this presentation may be found on the school board webpage under March 2021 Documents.

**Mr. Keener made motion, seconded by Mr. Maurer** to authorize the administration to proceed with the planning necessary to implement a Middle School Center-Based Therapeutic Emotional Support Classroom and Elementary Autistic Support Classroom for the 2021-2022 school year, in accordance with this evening’s presentation.

Vote: “Aye” 9; “Nay” 0; Motion passed.
Financial Update: Mr. Bromirski gave a 2021-2022 budget update. He began with an overview of where the budget stands today. He is optimistic that by the finance committee meeting on March 30 they will be able to start projecting where the budget will end up on June 30, 2021. He presented a pie chart of the 2021-2022 budgeted expenses. First, he covered “non-adjustable” expenses. Next, he covered “adjustable” expenses. He moved on to salary and benefits and shared that Mrs. Hall has been working on position-based budgeting. Revenues for 2021-2022 were presented and he said there are a lot of unknowns. He showed revenues in prior years. They are seeing projected growth in the tax base. He presented a pie chart of 2021-2022 projected revenues (CARE dollars are not included). He showed a comparison between revenues and expenses. He finished up by going over the next steps and explained those steps. The next budget update will be given at the Finance Committee meeting on March 30 at 5:00 pm. Details of this presentation may be found on the school board webpage under March 2021 Documents.

Mr. Bromirski thanked the staff at Hempfield High School and Centerville Middle School for allowing us to use their buildings for school board meetings and school board committee meetings. The Board and Administration will be returning to the administration building for all future board and committee meetings. The meetings will also continue to be on Zoom and if community members want to attend in-person, we will allow that as long as we are able to follow limited-capacity guidelines.

CALENDAR OF EVENTS

March 9, 2021  
5:45 pm, Executive Session  
7:00 pm, School Board Regular Meeting  
Centerville Middle School Auditorium

March 23, 2021  
5:00 pm, Buildings & Grounds Committee Meeting  
Administration Building, Public Board Room

March 25, 2021  
5:00 pm, Education & Programs Committee Meeting  
Administration Building, Public Board Room

March 30, 2021  
5:00 pm, Finance Committee Meeting  
Administration Building, Public Board Room

April 6, 2021  
TBD, Executive Session  
7:00 pm, School Board Committee Meeting  
Administration Building, Public Board Room

April 13, 2021  
TBD, Executive Session  
7:00 pm, School Board Regular Meeting  
Administration Building, Public Board Room

Calendar of Events
None

**REPRESENTATIVE/ADJUNCT REPORTS**

Lancaster County Career & Technology Center (LCCTC) - Mr. Keener/ Mr. Bard, Alternate - no report

Lancaster-Lebanon IU13 - Mr. Merris - The next meeting will be held virtually on March 10, 2021.

Hempfield Area Recreation Commission - M. Aloisi/Dr. Harrington - Mr. Aloisi attended the finance and full board meetings in March. HARC was approved for a recovery grant from the county. They were also approved for a second round of payroll protection program funding from the Small Business Association. They approved a partnership with West Hempfield Township and the Lancaster Disk Golf Club to build a disk golf course at Fairview Park, which will be a first for the community. Other topics discussed were a de-humidification system that is being installed in the gymnasium; repurposing of the cycling and dance studios with new equipment; and they are looking for someone from Mountville to volunteer to serve on the HARC board.

Safety and Security - Mr. Wagner/Mrs. Johnston - Mr. Wagner reminded the board members if they have ideas or thoughts relative to safety and security to forward them to him and he will see that Mr. Ryan Jones, District Safety & Security Officer, receives them.

PSBA Liaison - Mr. Wagner/Mr. Merris, Alternate - no report

**STANDING COMMITTEES**

Buildings and Grounds - Mr. Merris/Mr. Bard/Mr. Donato/Mr. Wagner - Mr. Merris said the next Buildings and Grounds Committee meeting will be on March 23 at 5:00 pm in the Administration Building.

Education and Programs - Mrs. Johnston/Mr. Maurer/Mr. Merris/Mr. Bard - Mrs. Johnston thanked Ms. Galen for her presentation earlier in the meeting. The next Education and Programs Committee meeting will be on March 25 at 5:00 pm in the Administration Building.

Finance - Mr. Maurer/Mr. Aloisi/Mrs. Johnston/Mr. Keener - Mr. Maurer said the next Finance Committee meeting will be on March 30 at 5:00 pm in the Administration Building.
Policy, Personnel, & Legal - Mr. Smiley/Mr. Donato/Mrs. Johnston/Mr. Keener - Mr. Smiley said the March committee meeting is canceled and they will combine and March and April committee meetings on April 15 in the Administration Building at 5:00 pm.

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

**ACTION ITEMS**

**PERSONNEL ITEMS**

*Mr. Aloisi made motion, seconded by Mrs. Johnston* to approve the following personnel items:

**Retirements**

- Deborah Bridgewater, Reading Specialist, East Petersburg Elementary School, amend her retirement date from June 7, 2021 to June 30, 2021
- Annette E. Melnick, Part-Time General Food Service Worker, Hempfield High School, effective June 4, 2021

**Resignations**

- Sheila Morales, Part-Time General Food Service Worker, Hempfield High School, effective February 16, 2021
- Kayla Shaub, Full-Time Paraeducator, Landisville Middle School, effective March 25, 2021
- Renee L. Sheffer, Full-Time Health Room Nurse, Hempfield High School, effective February 24, 2021
- Rhonda L. Sheffy, Full-Time Elementary Principal Secretary, East Petersburg Elementary School, effective March 19, 2021
- Alicia Sheppard, Part-Time Library Aide, Centerville Elementary School, East Petersburg Elementary School, Farmdale Elementary School, Landisville Intermediate Center, Mountville Elementary School, Rohrerstown Elementary School, effective January 19, 2021
- Shelly L. Vanderlaan, Part-Time District Receptionist, Administration Building, effective March 16, 2021
- Jennifer Wahl, Full-Time Paraeducator, Hempfield High School, effective January 22, 2021
<table>
<thead>
<tr>
<th>Leaves of Absence</th>
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<tr>
<td>- Kristin A. Andrechik, Teacher - Grade 6, East Petersburg Elementary School, leave of absence from April 1, 2021 through June 7, 2021</td>
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<td>- Susan G. Bechtel, Food Service Manager, Rohrerstown Elementary School, leave of absence from March 1, 2021 through April 1, 2021</td>
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<td>- Rose A. Carter, Paraeducator, Landisville Intermediate Center, amend a leave of absence from February 4, 2021 through June 4, 2021 to February 4, 2021 through February 25, 2021</td>
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<td>- Beverly A. Casey, Custodian, Landisville Education Center, leave of absence from March 4, 2021 to April 16, 2021</td>
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<td>- Mark D. Harman, Teacher - Math, Rohrerstown and East Petersburg Elementary Schools and Landisville Education Center, amend a leave of absence from January 4, 2021 through February 17, 2021 to January 4, 2021 through March 17, 2021</td>
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<td>- Kimberly N. Loretz, Teacher - ESL, Centerville Elementary School, leave of absence from February 22, 2021 through May 4, 2021</td>
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<td>- David P. Modderman, Custodial Building Supervisor, Hempfield High School, leave of absence from March 8, 2021 through April 30, 2021</td>
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<td>- Sheri L. Probst, Noontime Aide, Landisville Middle School, leave of absence from February 16, 2021 through March 5, 2021</td>
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<tr>
<td>- Jessica D. Redcay, Teacher - Grade 2, Landisville Primary Center, amend a leave of absence from September 21, 2020 through March 1, 2021 to September 21, 2020 through April 1, 2021</td>
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<tr>
<td>- Connie L. Treadway, Custodian, Farmdale Elementary School, leave of absence from January 4, 2021 through February 5, 2021</td>
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Administrative Position

- Kaitlyn G. Edwards as Assistant Director of Human Resources, Hempfield School District, effective March 29, 2021, compensated in accordance with the current Act 93 Agreement

Certified Positions

- Kelley Keel as a Certified Employee with a permanent contract, effective February 10, 2021, provisionally according to federal and state law regulations. Ms. Keel will be placed on Step 1, Master’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)
  Assignment: Grade 5 Teacher, Mountville Elementary School

- Mentors for a portion of the 2020-2021 school year in accordance with the Collective Bargaining Agreement:
  1.) Stacey M. Soos
  2.) Jennifer N. Spangenburg

Support Staff Positions

- Kenneth J. Altobello as Full-Time Operations Technology Specialist I, Landisville Education 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)

- Kathryn Bair as Part-Time Bus Monitor, Centerville Middle School, effective February 23, 2021, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)

- Leticia Delgado Labao as Substitute Custodian, effective date to be determined, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2020-2021 (this position is in addition to her current position with the school district)

- Susan M. Rongione as Full-Time Health Room Nurse Floater, effective March 10, 2021, provisionally according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)
- Rachel Strayer as Part-Time Library Aide, Centerville Elementary School, East Petersburg Elementary School, Farmdale Elementary School, Landisville Intermediate Center, Mountville Elementary School and Rohrerstown Elementary School, effective date to be determined, compensated in accordance with the Salary Rate Ranges for 2020-2021.

- Justin Williams as Full-Time Custodian, 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 2020-2021 (REPLACEMENT)

**Support Staff Transfers**

- Kyra Bade, transfer from Part-Time Paraeducator to Support Staff Substitute in the following areas, effective February 19, 2021, compensated at the current substitute rate:
  1.) Clerical Aide Substitute
  2.) Elementary Building Aide Substitute
  3.) ESL Aide Substitute
  4.) Middle School Noontime Aide Substitute
  5.) Paraeducator Substitute

- Jacquelyn Keough, transfer from Part-Time Building Aide at East Petersburg Elementary School to Part-Time Food Service Lead at Farmdale Elementary school effective March 1, 2021, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)

- Martha I. Reyes, transfer from Lead General Food Service Worker at Landisville Primary Center to Part-time Elementary Building Aide at Landisville Intermediate Center, effective March 22, 2021, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)

- Marion Schultz, transfer from Part-Time Food Service Lead at Centerville Middle School to Full-time Food Service Manager at Farmdale Elementary School effective April 1, 2021, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)

- Barry Williams, transfer from Full-Time Millwright to Full-Time Mechanic effective March 10, 2021, compensated in accordance with the Salary Rate Ranges for 2020-2021 (REPLACEMENT)

**Substitute Positions**

- 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.) Scott S. Rohrer ..........effective March 4, 2021
2.) Jennifer Eshleman.......effective March 2, 2021
3.) Suzanne M. Shearer....effective March 9, 2021
4.) Matthew Wolfe ..........effective March 2, 2021

- 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.) Rebecca Durrett.......effective February 16, 2021
2.) Alexandria Sardi.........effective March 9, 2021
3.) Manasi Trivedi............effective March 2, 2021
4.) Theresa Tschudy.........effective March 2, 2021

- LLIU13 Emergency Certified Substitute Teacher, for the 2020-2021 school year, provisionally according to federal and state law regulations, compensated at the current substitute rate

1.) Stephanie K. Herr .......effective March 9, 2021
2.) Luke Seyfert ...............effective February 17, 2021

- Jennifer A. Schwartz as a Support Staff Substitute in the following positions, effective March 2, 2021, for the 2020-2021 school year, compensated at the current substitute rate:

1.) Elementary Building Aide Substitute
2.) Paraeducator Substitute
3.) Personal Care Assistant Substitute

Extracurricular Positions

- Extracurricular positions for the 2020-2021 school year, provisionally according to federal and state law regulations and receipt of all clearances, 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:

1.)**Alejandro Ramos ..........Musical Production Director
2.) Devon Groff ..................Musical Assistant Director
3.) Cody Smith.................Musical Stage Director/Choreographer
4.)**Macy Bui ..................Musical Make-up Advisor
5.)**Alejandro Ramos ..........Musical Pit Orchestra Director
6.) Devon Groff ...............Dance Theatre Director
7.) Cody Smith................Dance Theatre Assistant Director
8.)**Macy Bui ..................Dance Theatre Assistant Director – 50%
9.)**Jonah Plymire............Dance Theatre Set Design
10.)**Terri Lynn Powers ........Dance Theatre Make-up Advisor
11.) **Stephanie J. Henrich** ....Dance Theatre Advisor
12.) Katherine Willman........Costumer-All Productions

- Extracurricular volunteer positions for the 2020-2021 spring sports season, provisionally according to federal and state law regulations and receipt of all clearances, 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:

  1.) Bryan J. Endress-Fox.....Volunteer Boys Tennis Coach
  2.) Nicholas A. Istvanic......Volunteer Boys Tennis Coach

- Kenneth L. Smith, Jr, resignation from the position of Unified Track and Field Head Coach, Hempfield High School, effective February 16, 2021

**Vote:** “Aye” 9; “Nay” 0; Absent 0; **Motion passed.**

**FINANCIAL ITEMS**

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

- Contracts (reference attachments)

  ° Acadience Learning, Inc. letter of agreement to provide a training on April 1, 2021 on PELI assessments that will be used as a screening tool for incoming kindergarten student

  ° Audian for Bria Enterprise sofphone for office staff – contract term is March 27, 2021 to March 26, 2022

  ° Central PA Sweepers to clean up cinders on parking lots and district roads from winter weather – intended completion date is April 2 to April 5, 2021

  ° Frey Lutz to repair water line at East Petersburg Elementary School on March 12, 2021

  ° Hummer Turfgrass Systems, Inc. for athletic field maintenance services to be performed March 2021 to June 2021

  ° The Meadows letter of agreement for mental health and educational services - contract term is for the 2021-2022 & 2022-2023 school years

  ° Optiv Security Inc. for a three-year renewal of Firewall Subscriptions, URL Filtering, and VPN Access – contract term is March 1, 2021 to February 28, 2024
° Progress Software Corporation for annual renewal of WhatsUp Gold – contract term is April 22, 2021 to April 22, 2022

° Toshiba Business Solutions for copier lease - contract term is March 4, 2021 to June 22, 2026

° Trout CPA for an extension of audit services for the year ending June 30, 2021

- Financial Report and Check Register for the month of February 2021 (reference attachment)

- Food Services Financial Report and Check Register for the month of February 2021 (reference attachment)

- Payment of invoices from the Capital Reserve Fund - $37,851.20 (reference attachment)

- Budget transfers (reference attachment)

Vote: “Aye” 9; “Nay” 0; Absent 0; Motion passed.

OTHER ACTION ITEMS

Mr. Wagner made a motion seconded by Mr. Merris to approve the following other action items:

- First reading of board policies (reference attachments)

  Policy 100......Comprehensive Planning
  Policy 103......Discrimination/Title IX Sexual Harassment Affecting Students
  Policy 119......Current Events
  Policy 218.3...Discipline of Student Convicted-Adjudicated of Sexual Assault
  Policy 249......Bullying/Cyberbullying
  Policy 252......Dating Violence

- Donation of a Professional Library Book Pack for Centerville Middle School valued at $175 from Microsoft

- Commencement for the Class of 2021 in the Georgelis Law Firm Stadium on June 1, 2021

- 2021-2022 school calendar (reference attachment)

- Memorandum of Understanding relating to HAVEN (online) courses

Vote: “Aye” 9; “Nay” 0; Absent 0; Motion passed.
ADJOURNMENT

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

Mr. Merris made a motion, seconded by Mr. Wagner to adjourn the meeting at 8:22 pm.

Vote: “Aye” 9; “Nay” 0; Absent 0; Motion passed.

Mark W. Brooks
School Board Secretary