

# The Board Report

*Monday, August 14, 2023*



**Disclaimer:** The Board Report is a synopsis of the Hampton Township School Board meetings and is not intended as a replacement for any official Board minutes.

# *~ A Tradition of Excellence ~*

## **The Hampton Township Board of School Directors**

<b>Mrs. Jill Hamlin</b>	<b>Board President</b>
<b>Mr. Matt Jarrell</b>	<b>Board Vice President/Student Affairs Chair</b>
<b>Ms. Denise Balason</b>	<b>Board Secretary/Facilities Chair</b>
<b>Mrs. Joy Midgley</b>	<b>Personnel Chair</b>
<b>Mr. Robert Shages</b>	<b>Treasurer/Policy &amp; Legislative Affairs Chair</b>
<b>Mr. Greg Stein</b>	<b>Technology Chair</b>
<b>Mr. Larry Vasko</b>	<b>Finance Chair</b>
<b>Mrs. Trisha Webb</b>	<b>Educational Programs Chair</b>
<b>Mr. Bryant Wesley II, Esq.</b>	<b>Transportation Chair</b>

*This Hampton Township School Board Meeting was held in the Hampton Middle School Auditorium. The meeting was held in person and audio/video recorded so that community members could view it after the meeting concluded.*

## **Members of Administration in Attendance**

<b>Dr. Michael Loughead</b>	<b>Superintendent of Schools</b>
<b>Dr. Rebecca Cunningham</b>	<b>Assistant Superintendent of Schools</b>
<b>Mr. Jeffrey Kline</b>	<b>Director of Administrative Services</b>
<b>Dr. Ed McKaveney</b>	<b>Director of Technology</b>
<b>Mr. Josh Kellogg</b>	<b>Assistant Director of Technology</b>

*\* absent*

*\*\* attended remotely*

**August 14, 2023**

Voting Meeting

A video recording of the meeting can be viewed [here](#). The time within the video that each section begins is indicated below.

### **Call to Order & Approval of Minutes**

(3:21)

Mrs. Hamlin called the meeting to order, and a roll call was taken. All Board members were present. Mrs. Hamlin opened the meeting to public comment, but there were none at this time.

The Board approved the minutes from the June 12, 2023, June 26, 2023, and July 10, 2023, Board of School Directors Voting Meetings.

### **Treasurer's Report**

(4:26)

The Board unanimously approved the following items:

- June & July 2023 General Fund 10 Disbursements totaling \$11,043,805.76.
- June & July 2023 High School Construction Fund 35 Disbursements totaling \$428,053.02.
- June & July 2023 Capital Fund 39 Disbursements totaling \$207,131.00.
- June & July 2023 Cafeteria Fund 50 Disbursements totaling \$166,880.22.
- May and June 2023 Treasurer's Reports.
- May and June 2023 Student Activities Reports.

### **President's Report**

(6:13)

Mrs. Hamlin announced that the Board has held two executive sessions to discuss legal and personnel matters since the last meeting.

### **Board Secretary's Report**

(6:24)

Ms. Balason read a note the Board received from Lena Hannah of the Pennsylvania School Boards Association, which expressed gratitude for the District's ongoing support and membership.

## Superintendent's Report

(7:15)

Dr. Loughead's report highlighted a grant HTSD recently received through the Pennsylvania Department of Education's Disability Inclusive Curriculum Pilot Program. He noted that Hampton was one of just ten school districts in the state to receive this grant, which aims to empower students with disabilities and acknowledge their contributions to the community. He said this initiative aligns with the District's strategic plan to create an inclusive environment in all schools. Dr. Loughead thanked Dr. Sharon Smith, Director of Special Education, for her grant submission efforts, and he credited the District's families, students, and faculty for receiving this \$30,000 grant to be utilized over a three year period. He said the grant will span grades K-12 and is designed to be implemented within the current curriculum.

## Student Affairs

(9:45)

Mr. Jarrell recommended, and the Board unanimously approved the following item:

- 2023 - 2024 Handbook for Families with Elementary School Children.

Mr. Shages inquired about an addition to the handbook relating to children experiencing homelessness. Dr. Loughead said all three elementary school principals are trained to handle these situations, noting that Dr. Cunningham is the key liaison for this work and collaborates closely with the principals. Dr. Cunningham added that school counselors are also an important part of the team and that she works closely with the principals and counselors to facilitate communication with the families and to provide the necessary resources.

## Facilities

(11:30)

There were no action items this evening.

## Educational Programs

(11:35)

Mrs. Webb recommended, and the Board unanimously approved the following items:

- 2023-2024 Hampton Online Academy Handbook
- 2023-2024 Hampton Township School District Assessment Schedule
- 2023-2024 Operational Plan

Dr. Loughead presented the District's 2023-2024 Operational Plan, which was developed over the summer by the leadership team including input from teacher leaders. He emphasized that the operational plan aligns closely with the District's strategic plan, consisting of nine pillars aimed at supporting the six Portrait of a Talbot competencies:

## **World-Class Teaching & Learning**

- Align the K-12 science curriculum with Pennsylvania STEELS (Science, Technology & Engineering, Environmental Literacy & Sustainability) Standards to ensure high-quality education meeting rigorous academic benchmarks.
- Continue researching K-8 math resources to identify effective teaching materials promoting student success in mastering mathematical concepts.
- Redesign the teacher induction program to meet Pennsylvania Department of Education (PDE) requirements, providing comprehensive support and mentorship to new teachers.
- Utilize data to amplify student voice and actively involve them in decision-making processes to enhance the overall school experience.

## **Innovative Learning Experiences**

- Thoughtfully incorporate meaningful technology into instructional practices to enhance teaching and learning experiences.
- Seamlessly integrate the Portrait of Talbot learning progressions into classroom instruction, preparing students for success in a rapidly changing world.
- Optimize flexible teaching and learning areas to promote the development of Portrait of a Talbot competencies and engage learners in hands-on experiences.
- Successfully implement and monitor the revised Differentiated Supervision Model to advance teacher growth and development.

## **Future-Driven Learning**

- Embrace the vision of future-focused learning and actively engage in efforts to redesign the high school program fostering Portrait of a Talbot competencies.
- Extend learning beyond the classroom by involving the community, fostering partnerships, and providing real-world learning opportunities.
- Explore the potential of evolving technology, including artificial intelligence (AI) and innovative structures, to maximize future-focused teaching and learning.
- Cultivate interdisciplinary learning experiences that connect students to authentic experiences while developing competencies.

## **A Tradition Of Excellence**

- Maintain the Tradition of Excellence through responsible, balanced budgeting that strategically supports world-class learning experiences.
- Commence and finalize the design for Phase II renovation of Hampton High School to be completed in the Fall of 2023, with a proposed bid process to occur in early 2024.
- Create favorable employment opportunities for non-certified staff by consolidating part-time positions into full-time roles and exploring permanent custodial building substitutes to address workforce shortages.

- Explore grant funding for school multi-passenger transportation vehicles prioritizing alternative fuels, promoting efficiency and sustainability.

### **Talbots Together**

- Sustain and identify specific goals for the Talbots Together Guiding Coalition, aligning its efforts with the district's mission and vision.
- Involve community voices in shaping ideas and initiatives through meaningful engagement with the Talbots Together Guiding Coalition.
- Establish a Student Advisory Committee representing all schools for regular meetings with the Superintendent to ensure student perspectives are heard and considered.
- Maintain a welcoming and inclusive environment as a renowned destination district by embracing and supporting all families in our community.

### **Talbot Pride**

- Identify innovative avenues for student exhibitions of learning aligned with the Portrait of the Talbot, including events such as School Board meetings and Open House, to enable students to showcase their knowledge and skills in meaningful ways.
- Maintain a commitment to excellence in athletics while fostering a culture of exemplary sportsmanship among spectators, athletes, and families.
- Strive for national designation as a Future-Focused school district, demonstrating a commitment to continuous improvement and innovation in education.
- Commemorate the 20th consecutive Certificate of Excellence in financial reporting to acknowledge the district's unwavering commitment to financial transparency and accountability.

### **Whole-Child Learning**

- Cultivate strong, meaningful relationships between students and teachers to create a positive classroom culture that enhances instructional practices, fosters student engagement, and promotes academic success.
- Maintain a positive and inclusive school culture by enhancing school-wide behavioral and academic support to nurture student success and well-being.
- Pursue the highest national designation for school counseling programs to support every student's holistic development and well-being.

### **Community Partnerships**

- Identify and maximize partnerships with businesses, foundations, educational institutions, and community organizations, such as the North Hills Chamber of Commerce, to facilitate opportunities for authentic learning.
- Strengthen partnerships with mental health providers and connect parents with external resources for holistic student well-being.

- Promote and acknowledge community partnerships to maintain and foster strong, productive relationships that support and expand future-focused teaching and learning.

### **Effective Communication**

- Leverage the role of the Communication Specialist to enhance the website, newsletters, social media, publications, video, and other communication strategies to reach families, community members, faculty, and staff.
- Maintain and streamline the weekly Hampton Headlines newsletter that consolidates district and building-level information and events into focused weekly communication.
- Establish an internal system to collect and curate content highlighting student and staff experiences, achievements, and successes demonstrating Portrait of a Talbot competencies.
- Maintain a positive relationship with local media to increase transparency and communicate district accomplishments.

After Dr. Loughead’s presentation, Mrs. Hamlin acknowledged the effort put into this plan and looked forward to its implementation at the start of the school year. Dr. Loughead mentioned plans to provide updates at the middle and end of the school year to assess progress and accomplishments relating to the operational goals.

### **Finance**

(34:31)

There were no action items this evening, but Mr. Kline presented a report on the 2023-2024 Final State Budget Comparison. Comparing the 2023-24 Adopted PDE Budget (August 3, 2023) to the 2022-23 actual HTSD budget, the District will receive a \$359,042 increase in its basic education subsidy and a \$43,034 increase in its special education subsidy, for a total of \$402,076. HTSD will receive \$146,766 more than what the District included in its final 2023-24 budget, which was adopted on June 12, 2023. Mr. Kline said the District plans to hold these funds for contingency purposes or for future capital projects.

### **Personnel**

(37:08)

Mrs. Midgley recommended and the Board unanimously approved the following personnel action items:

#### **Resignation**

- Mrs. Marlie Stein, who is resigning after nine years with the District, effective August 15, 2023. Mrs. Stein is a School Counselor at the high school.
- Mr. Lee Barnes, who is resigning after 3 years with the District effective July 26, 2023. Mr. Barnes was a Paraeducator (Class III) at Wyland Elementary School.
- Ms. Graycen Vitale, who is resigning from the District effective August 1, 2023. Ms. Vitale was a Paraeducator (Class III) at the High School.

## Teachers

- Ms. Sarah Losco as an English Language Arts Academic Support Teacher at the High School, effective August 21, 2023. Salary is \$33,500. Ms. Losco is replacing Mrs. Sarah Egeland's position.
- Change in status for Dr. Brooke Stebler, going from a Long-Term Substitute Enrichment/ Instructional Coach at Hampton Middle School, to a Professional Employee .60 STEM Teacher at Hampton Middle School. In addition, Dr. Stebler will serve as a .40 Long-Term Substitute Enrichment Teacher at Hampton Middle School from August 21, 2023 through approximately January 5, 2024. Salary is Master's +60, Step 2, at \$68,964, prorated for the .60 STEM Teacher position, and is \$36,500, prorated for the .40 Long-Term Substitute Enrichment position. Dr. Stebler is replacing Mrs. Meredith Henderson's position and substituting for Ms. Gwen Cohen's position.
- Mr. Stephen Adametz, III, as the Long-Term Substitute Teacher for Grade 6 English Language Arts for the 2023-2024 school year, effective August 21, 2023. Salary is \$36,500. Mr. Adametz is substituting for Mrs. Kelsey Kowalczyk's position.
- The following mentors for the 2023-2024 school year:

Laura Bauer	Kimberly Leonard	Joell McMonigal
Devon Byrne	Sheree Lucas	Jessica Patouillet
Lynn Camilli	Melissa Maley	Erin Prosser
Kristen DeMichiei	Kylee McCracken	Melissa Survinski
Maureen Herold	Grant McKinney	Lori Valentine
Shanna Struble	Julia Kritiotis	

## Paraprofessionals, Paraeducators, and Administrative Assistants

- Mrs. Margieann Green as the Administrative Assistant to the Director of Technology (Class VII) effective August 16, 2023. Hourly rate is \$22.88 for the 60-day probationary period and \$23.13 per hour thereafter. Mrs. Green is replacing Mrs. Lisa Riddell's position.
- Temporary change in status for Mrs. Christine Raimondi moving from a Paraeducator (Class III) to an Administrative Assistant to the Assistant Superintendent (Class VII), effective August 14, 2023, to approximately December 8, 2023. Salary is \$27.90 per hour for this position. Mrs. Raimondi is an internal substitute for Mrs. Nancy Schindler, and will return to her paraeducator position when Mrs. Schindler returns to her administrative assistant position.
- Mrs. Mary Massimino as a Paraeducator (Class III) at Hampton High School, effective August 21, 2023. Hourly rate will be \$18.54 for the 60-day probationary period and \$18.79 per hour thereafter. Mrs. Massimino is replacing Ms. Jill Schwartzmier's position.
- Ms. Margaret O'Laughlin as a Paraeducator (Class III) at Wyland Elementary School, effective August 21, 2023. Hourly rate will be \$18.54 for the 60-day probationary period and \$18.79 per hour thereafter. Ms. O'Laughlin is replacing Mr. Lee Barnes' position.



- Mrs. Tyler Fink as a Paraeducator (Class III) at Hampton High School, effective August 21, 2023. Hourly rate will be \$18.54 for the 60-day probationary period and \$18.79 per hour thereafter. Mrs. Fink is replacing Ms. Graycen Vitale’s position.
- Ms. Kaitlyn Downie as a Paraeducator (Class III) at Hampton High School, effective August 21, 2023. Hourly rate will be \$18.54 for the 60-day probationary period and \$18.79 per hour thereafter. Ms. Downie is replacing Ms. Olivia Cress’ position.

**Custodial/Maintenance**

- The following District Custodial Night Lead positions for the 2023-2024 school year:

<b>Employee</b>	<b>Building</b>	<b>Rate</b>
Zachary Ridenour	High School	\$26.26
Doug Huber	High School - Third Shift	\$27.14
Bill McChesney	Middle School	\$27.20
Judd Stauber	Central Elementary	\$27.14
Jennifer Yanssens	Poff Elementary	\$27.14
Samuel Endlich	Wyland Elementary	\$27.14

- Mr. Joseph Bayer and Mr. Timothy Schogren as the Certified Pool Operators for the District for the 2023-24 school year at an annual stipend of \$250 each.
- Mr. Bayer and Mr. Schogren as the Certified Public Pesticide Applicators for the District for the 2023-24 school year at an annual stipend of \$250 each.

**Addendum**

- The following Building Substitute Teachers for the 2023-2024 school year, effective August 21, 2023. Salary is \$27,500:

<b>Name</b>	<b>Building</b>
Mr. Matthew Bosack	Hampton High School
Mr. Spencer Homitz	Hampton High School
Ms. Megan Kallock	Central Elementary School
Mrs. Erin Koritsky	Wyland Elementary School
Ms. Jordan Mazzei	Elementary Floater

- Ms. Nicole Martin as a Long-Term Substitute Grade 5 Teacher at Poff Elementary School for the 2023-2024 school year, effective August 21, 2023. Salary is \$36,500. This position allows for staff realignment to accommodate first grade class size reduction.
- Change in status for Ms. Miranda Prosser who is moving from a Long Term Substitute Grade 2 Teacher for the first semester of the 2023-2024 school year at Central Elementary to a full year

Long Term Substitute Grade 2 Teacher for the 2023-2024 school year at Central Elementary, effective August 21, 2023. Salary is \$36,500. This position allows for staff realignment to accommodate first grade class size reduction.

- Ms. Jessie Wehler as a Long-Term Substitute Grade 2 Teacher at Central Elementary School for the first semester of the 2023-2024 school year, effective August 21, 2023. Salary is \$36,500, prorated. Ms. Wehler is a substitute for Mrs. Leah Wilson.
- Ms. Rebecca Duch as a Paraeducator (Class III) at Hampton High School, effective August 21, 2023. Hourly rate will be \$18.54 for the 60-day probationary period and \$18.79 per hour thereafter. This is a new position at the high school due to increased Special Education enrollment.
- Ms. Elizabeth Vining as a Paraeducator (Class III) at Hampton High School, effective August 21, 2023. Hourly rate will be \$18.54 for the 60-day probationary period and \$18.79 per hour thereafter. Ms. Vining is replacing Mrs. Sharon Whelan’s position.
- Ms. Julia Brescia as the Clerical Paraprofessional (Class II) at Central Elementary School, effective August 21, 2023. Hourly rate will be \$17.04 for the 60-day probationary period and \$17.29 per hour thereafter. Ms. Brescia is replacing Mrs. Chelsea Szramowski’s position.
- The following conditional appointments for 2023-2024, each at a rate of \$149 per point, with each such appointment being conditioned on the District making a subsequent determination that the supplementary position and work associated with such position is needed and approved. Each appointment shall be effective only where the position is approved and operational and where the work associated with such position is actually being performed. This conditional appointment does not obligate the District to approve some, all or any of the supplementary positions for 2023-2024 and does not guarantee any of the persons listed in the document below that his or her supplementary position will be needed and in place, or that it will continue uninterrupted, in 2023-2024:

<b>Name</b>	<b>Position</b>	<b>School</b>	<b>Points</b>	<b>Stipend</b>
Deborah Hogan	Safety Patrol Sponsor	Central Elementary	5	\$745
Kaitlyn Sanguigni	Bus Monitor	Central Elementary	12	\$1,788

- Ms. Diane Thompson as a Long-Term Substitute Computer Science Teacher at Hampton Middle School beginning August 21, 2023 through approximately January 19, 2024. Salary is \$36,500, prorated. Ms. Thompson is substituting for Mrs. Kristen DeMichiei.

## Technology (46:28)

There were no action items this evening.

## **Policy and Legislative Affairs**

(46:28)

Mr. Shages recommended and the Board unanimously approved the following item:

- Second Reading and Adoption of Policy #800: Records Management.

Mr. Shages noted that only minor changes were made to Policy #800, which was approved as a First Reading in June.

## **Transportation**

(47:30)

Mr. Wesley recommended and the Board unanimously approved the 2023-2024 Transportation Routes.

## **A.W. Beattie Career Center Board Report**

(48:00)

Mr. Stein reported that A.W. Beattie Executive Director Eric Heasley is seeking a contract extension, and discussions have begun, with further meetings planned in September. Enrollment numbers for the upcoming year show an increase compared to last year, and waitlists for certain courses are likely.

## **HAEE Report**

(49:00)

Ms. Balason reported that she attended the HAEE meeting on July 20. HAEE welcomed a new board member, and there were discussions about HAEE scholarships, which are expected to be larger next year. HAEE is seeking help from the District's IT department to approve the organization's domain so that students can send emails to HAEE. Ms. Balason noted that HAEE is striving to increase its social media presence, possibly soliciting help from students on posting. HAEE's annual 5K race will be held on Oct. 7. Ms. Balason challenged all the board members to participate. To register for the race, visit [www.hamptonalliance.org](http://www.hamptonalliance.org).

## **Adjournment**

(50:52)

Mrs. Hamlin moved to adjourn the meeting.