

The Board Report

Monday, January 8, 2024



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

Mrs. Jill Hamlin	Board President
Mr. Matt Jarrell	Board Vice President/Student Affairs Chair
Ms. Denise Balason	Board Secretary/Facilities Chair
Mrs. Jenny Kennedy	Transportation Chair
Mrs. Joy Midgley	Personnel Chair
Mrs. Maureen Perkins	School Board Director
Mr. Robert Shages	Treasurer/Policy & Legislative Affairs Chair
Mr. Greg Stein	Technology Chair
Mr. Larry Vasko	Finance Chair

This Hampton Township School Board Meeting was held in the Hampton Middle School Library. 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

Dr. Michael Loughhead	Superintendent of Schools
Dr. Rebecca Cunningham	Assistant Superintendent of Schools
Dr. Jackie Removcik	Assistant to the Superintendent
Mr. Jeff Kline	Director of Administrative Services
Dr. Joshua Cable	Assistant High School Principal

** absent*

*** attended remotely*

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 & Student Awards

(6:27)

Mrs. Hamlin called the meeting to order, and Mr. Jarrell presented the Student Awards. On behalf of the Board, Mr. Jarrell recognized and congratulated the following members of the Hampton Competitive Cheer Team for taking third place at Allegheny Regionals: Emma Clarke, Olivia Mayer, Maria Coleman, Hailey Meyer, Justyce Fink, Ellieana Myros, Leah Frischling, Keira Palmer, Kendal Junker, Ashley Rupert, Addison Kass, Ava Santoyo, Jessica Lange, Anna Stroud, Juliette Lange, Julia Stroud, Sophia Lichina, and Emily Wenger.

In addition, the team earned a bid to Nationals in February.

The Board also recognized and congratulated the following members of the Hampton Football Team who were recognized by their opponents' head coaches for their individual efforts:

Greater Allegheny All Conference First Team

- Brock Borgo (Running Back)
- Gabe Gannelli (Defensive End)
- Gryffin Keller (Defensive Tackle)
- Brady Long (Guard)

Greater Allegheny All Conference Second Team

- Josh Carr (Cornerback)
- Luke Fiscus (Kicker)
- Nate Glock (Center)
- Willy Haselrig (Wide Receiver)
- Porter Kelly (Quarterback)
- Ray Kirsopp (Outside Linebacker)
- Hunter Richardson (Tight End)

Additionally, the Board recognized and congratulated the following members of the Girls Volleyball Team for being the 2023 WPIAL Champions for the first time in HHS history and for earning second place at the State Championships:

Jaclyn Bittner

Payton Galietti

Allison Schneper

Brooklyn Eastly
Anabel Fazzini
Taylor Frankel
Marah Frischling

Anna Hensberger
Eva Hughes
Marin Katona-Bock
Teagan Nolan

Kassidy Thompson
Sterling Thomson

In addition, the following student athletes received postseason accolades for their individual efforts this season:

- Avery Koontz - First Team All WPIAL and 3A Section, 1 All Section Team
- Emmy Schrom – First Team All WPIAL and 3A, Section 1 All Section Team
- Lily Muczinski – Second Team All WPIAL and 3A, Section 1 All Section Team
- Emma Rick – Second Team All WPIAL and 3A, Section 1 All Section Team

The Board also recognized and congratulated the following Girls Cross Country athletes for qualifying for States and for being a top 25 WPIAL medalist:

- Kevyn Fish who placed 11th
- Abigail Hall who placed 16th
- Claire McKinney who placed 22nd

In Boys Golf, the Board recognized and congratulated Matt Erka and Tyler Schmitt, the team's two WPIAL qualifiers. In Girls Tennis, the Board honored Grace Stitt who placed 4th in singles play at the WPIAL Championship.

The Board also recognized and congratulated the Boys Soccer Team on taking second place in the WPIAL Playoffs and qualifying for States. The following athletes who received individual honors were also recognized:

- Luke Fiscus, who was selected to the Western Pennsylvania Soccer Coaches Association All State Team, 3A All-WPIAL and 3A All Section Teams and received the Section Player of the Year.
- Coleman Docherty and Oliver Spinola, who were selected to the 3A All-WPIAL and 3A All-Section Teams.
- Conner Killmeyer and Hudson Struble, who were selected to the 3A All-Section Team.

In addition, Head Coach Matt McAwley was selected as Section Coach of the Year.

Finally, the Board recognized and congratulated the Girls Soccer Team who qualified for the WPIAL Playoffs, including the following team members who received honors:

- Sara Kenst who was selected to the 3A All-WPIAL and 3A All-Section Teams.
- Olivia Hoffman and Molly Interthal who were selected to the 3A All-Section Team.

Student Council Representatives Report

Mr. Jarrell introduced Andrew Kaehly (Senior Class President) and Nick Bailon (Sophomore Class Treasurer), who presented the Student Council Representatives Report. They shared updates and highlights from the winter athletics season and announced that planning of the 2024 Talbot Thon

fundraiser has begun. This includes an upcoming 3v3 Basketball Tournament that will be held at Hampton Middle School. This year, all five schools in the District will participate in Talbot Thon, with events planned at the elementary, middle, and high school levels. The goal is to expand Talbot Thon and increase awareness for the cause.

Andrew and Nick also emphasized the success of Deck the Halls and free movie night events at the high school. They plan to continue building Talbot Pride with future spring events. Andrew mentioned the ongoing testing of the student store concept, with T-shirt presales already underway. They expect a high number of sales in support of the project in the coming months.

Additionally, the Student Council will participate in the annual Hues and Harmony event (March 5-6) with a focus on District-wide involvement. Andrew shared the excitement surrounding the high school's spring musical, "Tuck Everlasting," and the high energy currently in the theater department. Additionally, the high school fall play, "Puffs!", received 15 out of 16 Prime Stage Theater Award nominations. The Prime Stage Awards will take place on January 29th.

Both Andrew and Nick expressed enthusiasm for the upcoming events and community involvement. Responding to Board questions, Andrew clarified that a date for the 3v3 Basketball Tournament is pending, and efforts are being made to reserve the gymnasium. He also mentioned that while the student store project currently does not offer online sales, it is a potential future consideration.

Student Affairs

(22:39)

Mr. Jarrell presented the following action items that will be considered for Board approval at the January 15th Voting Meeting:

- Approve a Middle School Club name change, from "Fun and Fellowship Club" to "Bible Club."

Dr. Cunningham said this item was a request from the middle school students who are looking forward to the name change. She said this is a separate and completely student-run club due to its religious affiliation. The name "Bible Club" is more aligned with the ideas and mission of the students. Dr. Cunningham said they look forward to supporting the students in this regard. Additionally, the club does not have a teacher advisor, rather a teacher monitor who supervises the students and provides assistance.

- Hampton High School Competitive Cheerleading Field Trip to the National Cheerleading Competition at Walt Disney World, Florida, February 9-13, 2024 at no cost to the District.

Dr. Cunningham said the students had to compete and qualify in order to be invited to this event. The students will miss three days of school for the national competition.

Educational Programs

(24:46)

Mrs. Perkins presented the following action items that will be considered for Board approval at the January 15th Voting Meeting:

- Proposed High School Program of Studies

Dr. Cable and Dr. Removcik presented several changes to the program of studies that are aligned with the District's goal of extending learning beyond the classroom, fostering community partnerships, focusing on real-world learning, and factoring in student voice:

Course Additions

- Added Sports Psychology course to the social studies department.
- Added Honors Biotechnology Research and CHS Intro to Engineering (through Robert
- Added University courses to the science department.
- Added University courses to the social studies department.
- Added University courses to the music department. This stems from the recognition that music course offerings have not been updated in around 20 years. Specifically, the Music Technology course is expected to attract a broader range of students who may not have traditionally enrolled in music courses.

Course Removals

Dr. Cable emphasized that the removal of certain courses is driven by a strategic approach where there is almost a net neutral opportunity in which elements of the removed courses will persist in other areas.

- Removed Photojournalism, Mass Media Journalism II, and SAT Prep due to low enrollment. Dr. Cable said that while Photojournalism and Mass Media Journalism are removed, units on those topics will be integrated into the current Journalism course, ensuring that removed courses continue to be a part of the overall curriculum.
- Removed Fundamentals of Economics due to low enrollment.
- Removed SAT Math Prep due to low enrollment.
- Removed Mixed Media II, Stage Tech and Production I & II, and Acting I & II due to low enrollment.
- Removed Ceramic Sculpture III and Metals and Jewelry III due to low enrollment and the availability of students to continue studying both courses through Studio Intensive.
- Removed CAD for Mechanical Engineers due to low enrollment. Dr. Cable said students still receive exposure to CAD through other courses within the engineering department.

Course Changes

- Updated Mass Media Journalism to include a unit on photojournalism.
- Updated World War II History course description.
- Updated Honors Chemistry I course title to CHS General Chemistry I to offer college credit for the course through the University of Pittsburgh. Dr. Cable noted that it was encouraging that Hampton's syllabus was reviewed by Pitt with a high level of similarity to the college course.
- Update Conceptual Physics course description. Dr. Cable highlighted the fantastic work taking place in this course which exposes students to engineering in a way related to physics concepts.

- Updated Honors Applied Computer Science course title to CHS Academy College Programming and Computer Science to offer college credit for the course through Carnegie Mellon University.
- Updated Honors Cybersecurity and the Law course title to CHS Cybersecurity to offer college credit for the course through Robert Morris University.
- Made Drawing and Painting III and Studio Intensive honors courses.

Dr. Removcik mentioned that the recently passed Senate Bill 647 mandates school districts offer Personal Finance as a graduation requirement beginning with the 2026-2027 school year. The District acknowledges the need for more information before assessing the impact on the program of studies. Despite the uncertainty, Dr. Removcik said the District has demonstrated preparedness, having already introduced personal finance through online courses, face-to-face instruction, and integrated units within existing courses.

Other Changes and Updates

- Updated job shadowing information, including clarity of due dates to make the requirements more manageable for students.
- Updated NCAA Information. Dr. Cable said this includes the high school's Biology course being included as an NCAA core 16 course which is beneficial to students.
- Renamed the Life and Career Department to the Special Education Department to make it easier for parents to locate courses offered through the special education department.
- Renamed the Engineering Department to the Engineering and Construction Department.
- Moved Core and Electrical Training course from the Life and Career Department to the Engineering and Construction Department.
- Updated the Beattie program of studies information.

Mrs. Hamlin noted that all the additional CHS courses are amazing. Dr. Removcik said the high school administration is passionate about offering these kinds of experiences for students.

Mr. Vasko inquired about the new Sports Psychology course and how it relates to the current Psychology course. Dr. Removcik said there is no prerequisite for the course and that students may choose between courses. Dr. Cable said the advantage is that courses are taught by the same instructor, and the elective psychology course is another option for students who are interested in the topic.

Additionally, Mr. Vasko mentioned noticing the low number of students who participate in the high school's chorus class. Dr. Removcik said the administration is aware of this and that efforts are being made to increase student enrollment within the choral program. She noted that the program is growing at the middle school level, acknowledging that the pandemic played a role in the decreased participation.

Mrs. Hamlin mentioned that several course removals seem to be within the art department, questioning if they are still covered in studio intensive courses. Dr. Removick explained that some of the smaller courses are now incorporated into studio intensive. Students can pursue their preferred medium within studio intensive, which also offers honors credit, making it more appealing.

Regarding the updated Beattie program of studies, Mr. Vasko requested that the administration make it clear to students that the Sports Medicine program is essentially sports therapy. Dr. Removcik confirmed that they will clarify this matter.

2022-23 Student Achievement Report (40:20)

Dr. Removcik presented the 2022-23 Student Achievement Report based on standardized assessment data in the areas of PSSA, Keystone, PSSA & Keystone Growth Measures, SAT/NOCTI, as well as other District measures of success.

PSSA English Language Arts 2022-2023

Grade	HTSD 2022	HTSD 2023	HTSD Pre-COVID 5-Year Average	2023 PA Average
3	86.3%	85.9%	86.2%	54.0%
4	85.7%	88.4%	85.2%	51.8%
5	87.9%	90.4%	87.0%	53.7%
6	80.0%	86.1%	85.7%	55.6%
7	87.8%	83.8%	87.2%	54.5%
8	86.8%	87.3%	86.0%	52.7%

Overall, Dr. Removcik said students achieved comparable, if not higher, to the District's 5-year pre-COVID average.

PSSA Mathematics 2022-2023

Grade	HTSD 2022	HTSD 2023	HTSD Pre-COVID 5-Year Average	2023 PA Average
3	84.9%	88.5%	81.3%	51.7%
4	79.1%	87.4%	79.0%	46.5%
5	71.3%	77.7%	77.2%	42.8%
6	52.9%	55.3%	64.2%	36.5%
7	59.1%	64.1%	72.3%	33.2%
8	46.1%	62.6%	66.7%	26.1%

Dr. Removcik noted a difference in the impact of COVID on mathematics compared to ELA. Math performance has decreased slightly in terms of pre-COVID levels as a result of the pandemic. Dr. Removcik mentioned a noticeable decline in performance when transitioning from 5th to 6th grade, a trend that is observed statewide. She noted a decrease in instructional time between grade levels but emphasized that the District is taking measures to improve instructional support for these students.

PSSA Science 2022-23

Grade	HTSD 2022	HTSD 2023	HTSD Pre-COVID 5-Year Average	2023 PA Average
4	95.5%	96.9%	93.3%	74.2%
8	86.3%	86.4%	83.7%	57.0%

Dr. Removcik said the District is pleased that students exceeded both the District's pre-COVID averages and last year's assessment. However, Dr. Removcik noted that Pennsylvania's science standards are changing, and teachers at Hampton have already begun adapting to the new PA STEELS standards over the past two years. She noted that the new standards are more inquiry-based, encouraging students to engage more deeply with the content.

Dr. Removcik also highlighted the Pittsburgh Business Times' Top 10 Western Pennsylvania School Districts Based on Achievement as of Spring 2023. HTSD ranked fourth among the top 10 school districts compared to the Pittsburgh Business Times' Top 10 Southwestern Pennsylvania School Districts.

Among these school districts for 2023 District Grade Averages for PSSA ELA, HTSD ranked fifth in Grade 3 (85.9%), ranked third in Grade 4 (88.4%), first in Grade 5 (90.4%), fifth in Grade 6 (86.1%), ninth in Grade 7 (83.8%), and fourth in Grade 8 (87.3%).

Among the top 10 school districts for 2022 District Grade Averages for PSSA Math, HTSD ranked third in Grade 3 (88.5%), third in Grade 4 (87.4%), fifth in Grade 5 (77.8%), tenth in Grade 6 (55.4%), eighth in Grade 7 (64.1%), and fifth in Grade 8 (62.6%).

Dr. Removcik discussed the Grade 6 math performance, highlighting that students go from 60 minutes of daily math instruction in Grade 5 to 43 minutes of daily math instruction in Grade 6. To address this, the District is exploring alternative methods to expand access to math instruction and increase instructional time. The goal is to find innovative solutions to compensate for the reduction in instructional time.

Among the top 10 school districts for 2023 District Grade Averages (non-weighted) for PSSA Science, HTSD ranked second in Grade 4 (96.9%) and fifth in Grade 8 (86.6%).

Keystone Data

Keystone data for Literature, Algebra I, and Biology is reported as Grade 11 Cohort Data, which are current 12th-grade students at HTSD:

Keystone Literature 2022-23 (occurred during Grade 10 English - Spring 2022)

HTSD 2022	HTSD 2023	2023 PA Average
75.6%	79.3%	50.7%

Keystone Biology (occurred during Grade 9 Biology - Spring 2021)

HTSD 2022	HTSD 2023	2023 PA Average
87.2%	89.1%	65.3%

Keystone Algebra I (occurred during Grade 8 Algebra I - Spring 2020, no spring assessment)

HTSD 2022	HTSD 2023	HMS 2023	2023 PA Average
87.8%	40.7%	88.1%	34.2%

Dr. Removcik emphasized that current seniors would have taken Algebra I during the spring of 2020 which was when the pandemic closures began. No Keystone exams were administered at that time, which explains the data outlier below due to a small number of students taking the exam that year. However, she noted that students who took the exam in spring 2023 scored 88.1% proficient or advanced, similar to what HTSD students have scored in the past.

PVAAS Growth Reporting

Dr. Removcik presented on PVAAS Growth Reporting, which measures student growth from one year to the next using state assessments and reports whether students made the expected growth based on their prior testing history. ELA, math, and science generally meet or exceed growth standards, with a few areas needing attention, specifically Grade 6 math. Following the transition year, growth trajectory continues on track in Grades 7 and 8.

As a result of the data, the District:

- Continues to investigate new elementary math curriculum resources.
- Implement middle school math intervention resources and structures that are responsive to students' needs. This year, the District has strategically extended time for math instruction, utilizing the tutorial period three days each week in Grade 6 and twice weekly in Grades 7 and 8.
- RTII teachers collaborate with AIU consultants on best practices.
 - Pilot of middle school math intervention resources.
- Continue leveraging benchmark assessments.

- Data teams currently meet to review data.
- Standards-aligned assessment and instructional tools.

National Occupational Competency Testing Institute (NOCTI) Scores

Dr. Removcik highlighted that 95.8% of students scored Competent/Advanced on the NOCTI exam in 2023, which is impressive.

SAT Data

	HTSD 2023	PA 2023	National 2023
Evidence-Based Reading & Writing	599	547	520
Mathematics	580	531	508
Total Score	1179	1078	1028

Students exceeded both the state and national average scores on the 2023 SAT exam.

Post-Secondary Plans (Class of 2023)

Plans	Percentage
College or University	86%
Employment	6%
Technical Schools	3%
Military	2%
Other	3%

Dr. Removcik noted that the Class of 2023's post-secondary plans are comparable to the previous graduating class.

Other District Measures of Success

Moreover, Dr. Removcik discussed measures of success beyond standardized achievement data, emphasizing the competencies outlined in the Portrait of a Talbot. She acknowledged that these competencies are not always well represented in standardized assessments, and that the District has been focusing on intertwining them within academic content. She discussed how the District has begun defining Portrait of a Talbot learning progressions for Grades K-2, 3-5, 6-8, and 9-12. Finally,

Dr. Removcik shared examples of the Portrait of a Talbot competencies in action at the elementary, middle, and high school levels. The District is proud of its work to embed these competencies into academic content.

Mrs. Perkins thanked Dr. Removcik for the thorough Student Achievement report. Dr. Loughead expressed gratitude for the achievement progress at Hampton despite the challenges of the past few years. Compared with area superintendents' experiences, he credits the faculty's effective use of data to prevent students from falling behind and to ensure continuous growth. He noted that he is proud of what the District has been able to accomplish.

2024-2025 Proposed District Calendar Options

The Board on January 15th will also consider approving the 2024-2025 Proposed District Calendar. Dr. Loughead explained that the District has been very careful over the years in planning holiday breaks, taking into account Hampton's 185 days of instruction, which is beyond what other school districts have. He said these additional days of instruction are greatly beneficial to Hampton's students, enabling continued academic growth and progress. While acknowledging renewed interest in a week-long spring break, he noted that the District views academics and a well-rounded approach to instruction as its prime focus.

Dr. Loughead presented three 2024-2025 Proposed District Calendar Options:

Calendar Option #1

- This first option presents a traditional school calendar for the upcoming year, maintaining a similar start (August 22nd) and end date (June 6th) as in the past. It includes breaks in January, February, and March, aimed at providing students and families with a pause while ensuring instructional continuity. The five-day break in April, along with breaks around Thanksgiving and the winter holiday, mirrors historical practices. This option proposes a graduation on May 31st, aligning with the goal of concluding the school year earlier than usual and accommodating senior commitments.

Calendar Option #2

- This option includes a much earlier start (August 15th) and end date (May 30th), with graduation on May 22nd. While not highly favored, it is shown to illustrate the possibility of an early conclusion to the school year.

Calendar Option #3

- This option includes a week-long spring break, with three additional instructional days compensated for by adding three days at the end of the year, making the end date June 11th. Graduation would be on June 5th. The rest of the calendar, including start date and breaks, is similar to Option #1.

Dr. Loughead noted that the District moved away from a longer spring break due to observed negative effects on student learning, especially for younger students who returned to face multiple assessments. The current five-day break is deemed more productive in terms of student learning, providing an opportunity for time off at other times and a reasonable end date. Dr. Loughead said that

discussions with the leadership team and school principals have led to a belief in the current calendar structure that they feel is beneficial to students' success. Additionally, Dr. Loughead said that the District continues to work with families to accommodate them taking vacations throughout the year.

Mrs. Midgley inquired about how long spring break used to be before adjusting to the current five-day break. Dr. Loughead said spring break previously was 10 days (Monday to Friday, Saturday to Monday). He noted how standardized assessments would typically take place around that time, which caused concern.

Mrs. Hamlin inquired about the value of having 185 instructional days. Dr. Loughead emphasized the administration's belief in the importance of using instructional days wisely, providing an advantage to students, especially for elementary students, with a significant amount of additional learning. He recognized the need for improvement around holidays and expressed the need to dedicate to ensuring quality instruction every day. Additionally, changing from the 185 instructional days would be a major undertaking due to existing agreements and structures built around this framework at Hampton.

After discussions with the leadership team and school principals, Dr. Loughead said there is unanimous agreement that the preferred calendar is Option #1, with an emphasis on student learning and a well-rounded experience. He noted that the leadership team expressed concerns about the challenges posed by a week-long break, including stress from multiple assessments.

Mrs. Midgley also raised concern about Option #3, pointing out the lack of wrap-around services for elementary students during a week-long spring break for working families. Though traditional, Mr. Jarrell noted that Calendar #1 seems to be the unanimous recommendation and strongest option.

The calendar options are available to view on BoardDocs.

Finance

(1:17:48)

Mr. Peter Vancheri of Hosack, Specht, Muetzel & Wood presented the June 30, 2023 Annual Comprehensive Financial Report Presentation. The full report can be viewed [here](#). Mr. Vancheri stated that the independent audit revealed that Hampton Township School District's financial statements, as of June 30, 2023, were presented fairly and accurately. The Special Education Cluster was tested for the audit, and no material weaknesses or significant deficiencies were found in internal control over the financial statements or compliance with the Special Education Cluster.

Mr. Vasko thanked Mr. Vancheri for his comprehensive report, noting that other districts have expressed admiration for the amount of information presented in the report. Likewise, Mr. Shages added that discussions at PSBA meetings have led to sharing this report with districts across the state to highlight the depth and scope of the reporting.

Mr. Vasko noted that the report shows a decline in District-wide enrollment since 2014 by about 400 students but an additional three faculty members over that time. Dr. Loughead noted that the District was able to reduce the number last year and will continue to look for opportunities to ensure the appropriate level of staffing is maintained.

Mr. Vancheri thanked Mr. Kline and his team for their assistance and cooperation during the audit and comprehensive financial report process. Mr. Kline reciprocated the appreciation.

Local Tax Revenue Update

Mr. Kline presented the local tax revenue update as of December 31, 2023. He noted the following:

- Real estate tax collections are trending at 4.9% which is above the budget 4.1%.
- Earned income taxes are up 6.5% from last year at this time.
- Delinquent real estate taxes are up 129.17% from this time last year.
- Real estate transfer taxes continue to lag.

Mr. Vasko noted that housing construction continues at the Windmont Farms development. While no students from the development have enrolled in school yet, Dr. Loughhead said they will go to Central Elementary, which is prepared to accept additional enrollments.

Facilities

(1:46:54)

Mrs. Midgley presented the following action item that will be considered for Board approval at the January 15th Voting Meeting:

- Proposal from MasterLibrary for facility scheduling subscription services from February 1, 2024 through January 31, 2025 at a total cost to the District of \$4,700.

Dr. Loughhead explained that this service will enable school and community members to schedule facilities use electronically. This is a program the District has been looking forward to in creating transparency for the public and streamlining the system. Both Mr. John Walsh (Director of Facilities Management) and Mr. Michael Gavlik (Director of Athletics) have used this system in their previous district and have reported great success with it. The system will be activated later this spring.

Personnel

(1:49:15)

Ms. Balason presented the following action items to be considered for Board approval at the January 15th meeting:

Resignation

- Dr. Laurie Tocci, Principal at Wyland Elementary School, who is retiring after 17 years of service, effective June 30, 2024.
- Mrs. Jennifer Hearn, who is resigning after three years with the District, effective December 6, 2023. Mrs. Hearn was the Administrative Assistant to the Assistant to the Superintendent and Director of Student Services.
- Ms. Rita Smith effective December 1, 2023. Ms. Smith was a Building Substitute at Hampton Middle School.
- Mrs. Carolyn Copelin, who is retiring after 18 years with the District, effective December 6, 2023. Mrs. Copelin was a Paraeducator at Wyland Elementary School.

- Ms. Jamie Richardson, effective November 28, 2023. Ms. Richardson was a Paraeducator at Hampton High School.
- Mrs. Jina Coleman, who is resigning after two years with the District, effective January 2, 2024. Mrs. Coleman was the Administrative Assistant to the Director of Special Education.

Administration

- Change in status for Dr. Michael Silbaugh, moving from the Assistant Principal at Hampton Middle School to the Principal at Wyland Elementary School, effective July 1, 2024. Dr. Silbaugh is replacing Dr. Laurie Tocci.

Mr. Vasko inquired about the process of finding a replacement middle school assistant principal. Dr. Loughhead said the posting for the posting will take place after the January 15th Voting Meeting. He said their goal is to have a candidate to recommend for the Board's consideration in April. Additionally, he mentioned that there may be potential candidates internally who are interested in applying.

Teachers

- Ms. Diane Thompson to continue as the Long-Term Substitute Computer Science Teacher at Hampton Middle School through approximately February 22, 2024. Salary remains \$36,500, prorated. Ms. Thompson will continue to substitute for Mrs. Kristen DeMichiei.
- Dr. Brooke Stebler to continue as a .40 Long-Term Substitute Enrichment Teacher at Hampton Middle School from December 21, 2023 to the end of the 2023-2024 School Year. Salary remains \$36,500, prorated. Dr. Stebler is substituting for Mrs. Gwen Cohen.
- Change in status for Ms. Sarah Losco, temporarily moving from Academic Support English/ Language Teacher to a Long-Term Substitute English Teacher, from approximately January 3, 2024 through approximately March 19, 2024. Salary is \$36,500, prorated. Ms. Losco is substituting for Mrs. Kelly Emmett.

Paraprofessionals, Paraeducators, and Administrative Assistants

- Change in status for Mrs. Christine Raimondi moving from a Paraeducator (Class III) at Hampton High School to the Administrative Assistant to the Assistant Superintendent (Class VII), effective December 11, 2023. Hourly rate is Step 5, \$27.90. Mrs. Raimondi is replacing Mrs. Nancy Schindler.
- Mrs. Stacy Martin as the Administrative Assistant to the Athletic Director at Hampton High School effective January 15, 2024. Hourly rate is Step 2, \$24.05 for the 60 day probationary period and \$24.30 per hour thereafter. Mrs. Martin is replacing Mrs. Brigitte Gibbons.
- Ms. Mia Smyers as a Paraeducator (Class III) at Wyland Elementary School, effective December 11, 2023. Hourly rate is \$18.54 for the 60-day probationary period and \$18.79 per hour thereafter. Ms. Smyers is replacing Mrs. Carolyn Copelin.
- Ms. Jessica Shaffer as a Paraeducator (Class III) at Wyland Elementary School effective January 3, 2024. Hourly rate is \$18.54 for the 60-day probationary period and \$18.79 per hour thereafter. Ms. Shaffer is replacing Mrs. Christine Raimondi's position.
- Ms. LaNette Weber as a Paraeducator (Class III) at Hampton High School effective January 3, 2024. Hourly rate is \$18.54 for the 60-day probationary period and \$18.79 per hour thereafter. Ms. Weber is replacing Ms. Jamie Richardson.

Custodial/Maintenance

- Change in status for Ms. Jennifer Yanssens moving from the 12 month/8 hour Night Lead Custodian at Poff Elementary School to a 12 month/8 hour Custodian at Hampton Middle School effective December 1, 2023. Hourly rate is \$26.68. (Ms. Yanssens is replacing Ms. Michelle Garrow.)
- Change in status for Mr. Chad Fabian moving from a 10 month/8 hour Custodian at Central Elementary School to a 12 month/8 hour Custodian at Poff Elementary School effective December 1, 2023. There is no change in hourly rate. Mr. Fabian is replacing Ms. Jennifer Yanssens.
- Change in status for Ms. Dawn Kalkowski moving from the Head Custodian at Hampton High School to a 12 month/8 hour Custodian at Hampton High School effective December 18, 2023. The hourly rate is \$26.68.
- Change in status for Mr. Joshua Lavery moving from a 12 month/8 hour Custodian at Hampton High School to the Head Custodian at Hampton High School effective December 18, 2023. The hourly rate is \$29.00.
- Mr. Vincent Ambrose as a 10 month/8 hour custodian at Hampton High School, effective January 22, 2024. Hourly rate is \$23.68. Mr. Ambrose is replacing Ms. Laurie Rogers.
- Mr. Shawn Sloan as a 10 month/6 hour custodian at Hampton High School, effective January 10, 2024. Hourly rate is \$23.68. Mr. Sloan is replacing Mr. Ben Ushtelenca.

Other

- Ms. Heather Hutchings as Central Elementary Greenhouse Garden Club Sponsor effective January 3, 2024 through the remainder of the 2023-2024 School Year.

Supplemental Contracts

- Approval of 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.

Name	Position	Building	Points	Stipend
Jeanine Stright	Assistant Coach (Diving)	High School	30	\$4,470

Technology

(1:52:21)

There were no action items this evening.

Policy and Legislative Affairs

(1:52:25)

Mr. Shages presented the following item to be considered for Board approval at the January 15th meeting:

- First Reading of Policy #254: Education Opportunity for Military Children.

Mr. Shages explained that this policy is in response to Act 24 of 2023 which requires school districts to make accommodations based on transfer orders for military personnel. This allows families to choose a residence, enroll their children in school, and later provide additional information within 45 days of finalizing their transfer orders for their new location.

Additionally, Mr. Shages discussed the Board policy relating to affiliated groups and booster organizations, which are required to provide a financial report to their members on an annual basis. The organizations are also required to submit their financial report to the Board. Dr. Cunningham noted that the organizations have done a remarkable job getting their information submitted, with only a few remaining that have not. She also thanked Mr. Gavlik for the wonderful work he has been doing to meet with booster groups to ensure they have a complete understanding of the process as well.

Transportation

(1:59:19)

There were no action items; however, Mr. Kline provided an encouraging update regarding the bus driver shortage affecting a small number of students who attend Shady Side Academy. A bus driver has been selected to fill the vacant role and will begin the route the week of January 16th. Dr. Loughhead emphasized that the District is pleased to have the bus driver hired, clarifying that the initial plan did not involve using a shuttle bus for the rest of the year.

Adjournment

(2:00:50)

Mrs. Hamlin opened the meeting to public comment, but there were none at this time. She motioned to adjourn the meeting.