

The Board Report

Monday, August 5, 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

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| Mrs. Jill Hamlin | Board President |
| Mr. Matt Jarrell | Board Vice President/Student Affairs Chair |
| Ms. Denise Balason | Board Secretary/Personnel Chair |
| Mrs. Jenny Kennedy | Transportation Chair |
| Mrs. Joy Midgley** | Facilities Chair |
| Mrs. Maureen Perkins** | Educational Programs Chair |
| 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 person at the Hampton Middle School Library. The meeting was recorded so community members could view it after it concluded.

Members of Administration in Attendance

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| Dr. Michael Loughead | Superintendent of Schools |
| Dr. Rebecca Cunningham | Assistant Superintendent |
| Dr. Jackie Removcik | Assistant Superintendent |
| Mr. Michael Gavlik | Director of Athletics |
| Dr. Josh Cable | Hampton High School Assistant Principal |
| Mrs. Tammi Kinzel | Assistant Director of Administrative Services |

** absent*

*** attended remotely*

August 5, 2024

Work Session

A video recording of the meeting can be viewed using the link posted on the district website.

Call to Order

Mrs. Hamlin called the meeting to order and opened the meeting to public comment; there were no comments at this time.

Student Affairs

Mr. Jarrell presented the following action items that will be considered for Board approval at the August 12th Voting Meeting:

- Cooperative Wrestling Program with Deer Lakes School District

Mr. Gavlik discussed a proposed Cooperative Wrestling Program between Hampton and Deer Lakes School District. Under PIAA rules, this program allows neighboring schools to collaborate in a sport. Deer Lakes currently lacks a wrestling program, though their youth wrestlers have participated in Hampton's program for several years. Under this arrangement, the combined team would compete under Hampton's name. Mr. Gavlik said the partnership aims to boost participation numbers without altering Hampton's Class 3A classification. Currently, about six Deer Lakes students are interested in participating, with an estimated cost of \$250 per student which would be funded by Deer Lakes School District.

Mr. Gavlik supports the program, emphasizing that the partnership will strengthen the wrestling program without taking opportunities away from Hampton students, and may even create new opportunities for female wrestlers. There is a two-year agreement for the program, with an opportunity to review after two years. If the program is approved, a meeting will be held between the schools to address expectations and meet each other.

Additionally, Mr. Gavlik noted that Hampton claimed the Tribune-Review's 2023-2024 Class 4A "Trib Cup" based on points awarded for team performance. He also provided dates of home Hampton football games with themed nights including Military Appreciation and First Responders Night (Sept. 6), Cheer and Youth Football Night (Sept. 13), and Homecoming (Sept. 27).

- 2024-2025 Handbook for Families with Elementary School Children

Dr. Cunningham discussed the 2024-2025 Handbook for Families with Elementary School Children, noting that minimal changes have been made. The proposed handbook includes revised wording under the "Enrichment" paragraph, along with additional information under "Homeless Dispute Process." The District's non-discriminatory policy has also been added. If the handbook is approved at next week's meeting, it will be distributed to elementary families.

Educational Programs

Mrs. Perkins presented the following action items that will be considered for Board approval at the August 12th Voting Meeting:

- 2024-2025 Hampton Online Academy (HOA) Handbook

Dr. Cable's presentation of the 2024-2025 Hampton Online Academy (HOA) Handbook highlighted several key updates, including an added statement regarding Cheating and Plagiarism. This section was imported from the Hampton High School handbook to echo the importance of academic integrity in a time where it is increasingly easy to access information easily.

Dr. Cable also provided an enrollment update, noting that the current number of students committed to returning to the HOA is low, with only six confirmed, though this number is expected to rise slightly. Dr. Cable anticipates around 20 to 30 unique users throughout the school year, emphasizing that efforts are being made to ensure the HOA remains a high-quality option for those who choose it. Dr. Loughead added that cyber charter enrollment is also trending down, suggesting potential reduction in costs for the District.

- Proposed 2024-2025 Operational Plan

Dr. Loughead and Dr. Removcik presented the District's Proposed 2024-2025 Operational Plan, emphasizing that the plan was developed as a two-year plan over the summer involving input and feedback from teacher design teams and principals. These teams will continue to work throughout the year to implement the plan in their respective buildings. The proposed Operational Plan aligns with the District's mission and vision statements, Portrait of a Talbot, and Pillars for Success. Additionally, during the summer the District received feedback from School Board members who shared several suggestions that will be incorporated into the plan.

The Proposed 2024-2025 Operational Plan includes the following six goals to support the District's Strategic Plan:

- 1. Integration of Portrait of a Talbot Competencies:** The District will integrate the Portrait of a Talbot competencies into teaching and learning across all grade levels, ensuring that students develop critical thinking, effective communication, empathy, perseverance, a learner's mindset, and collaboration skills.
- 2. Recognizing Many Forms of Success:** The District will recognize and celebrate a diverse range of student achievement beyond traditional academic metrics.
- 3. Student Voice and Choice in Learning:** All students will have the opportunity to shape their educational experiences through voice and choice.
- 4. Career Pathway Exploration:** Students will have opportunities to explore diverse career pathways through real-world experiences.
- 5. Future-Focused Professional Learning:** The District will equip teachers with the skills, knowledge, and experiences needed to integrate the Portrait of a Talbot competencies and innovative instructional practices into their teaching, fostering a future-focused learning environment.

6. Future-Focused Schools by Design: The District aims to enhance its Tradition of Excellence by optimizing its budget, modernizing facilities, developing a sustainable budget, and integrating advanced technology. These efforts, including Phase II of the high school renovation, will create an infrastructure that supports teaching and learning, aligned with the Portrait of a Talbot competencies and future-focused learning.

Dr. Loughead and Dr. Removcik outlined the strategies the District will use to implement the goals.

The complete Operational Plan is available to view on Board Docs [HERE](#).

Elementary Enrollment Overview

Dr. Loughead discussed how the District has been monitoring Kindergarten and first grade class sizes since April, indicating that enrollment for first grade at all three Hampton elementary schools is slightly higher than expected this year. To reduce first-grade class sizes to an optimal level, the District plans on hiring an additional long-term substitute teacher at each elementary school. Additionally, due to higher than anticipated Kindergarten enrollment at Wyland Elementary, the District is recommending adding a third, half-day Kindergarten section by hiring a 0.5 long-term substitute teacher. Dr. Loughead emphasized the importance of setting a strong educational foundation at these grade levels, noting that adding sections to reduce class sizes is essential to achieving this goal.

The District has a strong pool of qualified long-term substitutes ready to fill these positions, some of whom have been working within Hampton for several years. Two of the additional positions were in the District's budget, while the other 1.5 would be covered by additional funding the District received through the state's Basic Education Subsidy. Additionally, Dr. Loughead highlighted the importance of maintaining equitable class sizes among Hampton's three neighborhood elementary schools and making decisions that are fair and equitable across all schools. The Board gave consensus to approve these hires next week so that the District could move forward with interviewing candidates.

2024-2025 Assessment Calendar

Dr. Removcik presented the 2024-2025 Assessment Calendar, with the same format being used from the previous year. The 2024-2025 calendar is available to view on [BoardDocs](#).

Finance

Mr. Vasko presented the following action item that will be considered for Board approval at the August 12th Voting Meeting:

- 2023-2024 School Year Budget Transfer totaling \$14,200.00 for the following:

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| Central Print Materials | \$6,390.00 |
| Poff Print Materials | \$4,970.00 |
| <u>Wyland Print Materials</u> | <u>\$2,840.00</u> |
| | \$14,000.00 |

2024-2025 Final State Budget Comparison

Mr. Vasko noted that Hampton received roughly \$106,000 more than anticipated in the District's 2023-2024 budget. A portion of this amount will be utilized to pay for 1.5 Long Term Substitute Teachers at the Kindergarten and first-grade levels.

2024-2025 Allegheny County Millage Rate Comparison

Mr. Vasko pointed out that Hampton's 2024-2025 millage rate of 23.00 ranks 14th lowest out of 42 school districts in Allegheny County. Hampton's millage rate is 2.20 lower than the county average of 25.20.

Personnel

Ms. Balason presented the following action items to be considered for Board approval at the August 12th meeting:

Resignation

- Mr. Conner Hagins effective July 15, 2024. Mr. Hagins was a paraeducator (Class III) at Poff Elementary School.

Teachers

- Dr. Brooke Stebler as a .4 long term substitute enrichment and instructional coach at Hampton Middle School, effective August 19, 2024 through approximately December 20, 2024. Salary is \$15,000, prorated based on actual days worked. Dr. Stebler is substituting for Ms. Gwen Cohen.
- Mrs. Kayla Rock as a .6 long term substitute enrichment and instructional coach at Hampton Middle School, effective August 19, 2024 through approximately December 20, 2024. Salary is \$22,500, prorated based on actual days worked. Mrs. Rock is substituting for Ms. Gwen Cohen.
- Madison Sperl (HHS) and Ryan Guidos (HMS) as building substitute teachers for the 2024-2025 school year, effective August 19, 2024. Salary is \$28,500.
- Ms. Emmalene Hodil as 2024 Summer/Extended School Year teacher at \$37.00 per hour.

Paraprofessionals, Paraeducators, and Administrative Assistants

- Ms. Beth Huffman as the administrative assistant to the Middle School counselors effective August 14, 2024. Hourly rate is \$21.48 per hour for the 60-day probationary period and \$21.73 thereafter. Ms. Huffman is replacing Mrs. Jessica Barry.
- Mrs. Tricia Sovek as a paraeducator (Class III) at Central Elementary School, effective August 19, 2024. Hourly rate is \$20.31 for the 30-day probationary period and \$20.56 per hour thereafter. Mrs. Sovek is replacing Ms. LaNette Weber's position.
- Ms. Heather McKeown as a paraeducator (Class III) at Central Elementary School, effective August 19, 2024. Hourly rate is \$19.09 for the 60-day probationary period and \$19.34 per hour thereafter. Ms. McKeown is replacing Ms. Molly O'Laughlin's position.
- Mrs. Sarah Lewis as a paraeducator (Class III) at Poff Elementary School, effective August 19, 2024. Hourly rate is \$19.09 for the 60-day probationary period and \$19.34 per hour thereafter. Mrs. Lewis is replacing Mr. Conner Hagin's position.
- Mrs. Lisa Panza as a 2024 Summer/Extended School Year Paraeducator at her current rate per hour as per the HESPA CBA.

Custodial/Maintenance

- Mr. Lewis Tupper as a 10-month/8-hour custodian with an initial assignment at Central Elementary School, effective July 9, 2024. Hourly rate is \$24.18. Mr. Tupper is replacing Ms. Kelly Hashmi.

Supplemental Contracts

- The following conditional appointments for 2024-2025, each at a rate of \$152 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 2024-2025 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 2024-2025.

| Name | Position | Building | Points | Total Stipend |
|--------------------|--|---------------|--------|---------------|
| Wes Freeborough | Football Assistant Coach B | High School | 38 | \$5,776 |
| Andrew Kashatus | Football Middle School Head Coach | Middle School | 33 | \$5,016 |
| Michael Costantini | Football Middle School Assistant Coach | Middle School | 26 | \$3,952 |
| Mackenzie Jeric | Volleyball Assistant Coach | High School | 30 | \$4,560 |

Technology

There was no report this evening.

Policy and Legislative

Mr. Shages presented the following items to be considered for Board approval at the August 12th meeting:

- Second Reading and Adoption of Policy #335: Family and Medical Leaves (Administrative Employees).
- Second Reading and Adoption of Policy #435: Family and Medical Leaves (Professional Employees).
- Second Reading and Adoption of Policy #535: Family and Medical Leaves (Classified Employees).

Transportation

Mrs. Kennedy presented the following action item to be considered for Board approval at the August 12th meeting: 2024 Summer Transportation.

Public Comment & Adjournment

Mrs. Hamlin opened the meeting to public comment, but there were no comments at this time.

Mrs. Hamlin motioned to adjourn the meeting, and there was no executive session.