

Regular Board Meeting

Hempfield School District

Tuesday, October 13, 2026 6:00 PM

District Administration Building, 200 Church Street, Landisville, PA 17538

This meeting is being recorded by the District solely for the purpose of compiling minutes. The recordings will be destroyed after the meeting minutes are approved. All participants attending a public meeting should presume that the meeting is being recorded.

The School Board may take official action on any matter of agency business advertised as an action item on the agenda published at least 24-hours prior to the meeting. Additionally, in accordance with exceptions permitted by the Sunshine Act, the Board may take official action on other matters of agency business so long as the agenda is amended, and the public is given the opportunity to comment.

Note: Presentations will be posted within 24 hours following the meeting.

1. Meeting Opening

1.A. Call to Order

1.B. Pledge of Allegiance

1.C. Announcement of Executive Session(s)

2. Recognitions

2.A. Student Recognitions

2027 National Merit Commended Students

Carlos Abello

Theo Barton

Chancellor Craddock

Presley Pham

Nora Schlegel

David Street

Noah Valle

2.B. Student Council

Student Council Officers

Addison Horner, President

Medha Lalani, Vice President

Sophia Boland, Secretary

Neal Patel, Treasurer

Beatriz Beheregaray, Social Media Manager

Myles Greer, Club Relations Manager

3. Board Approvals

3.A. Approval of the Agenda

3.B. Approval of Minutes

3.B.1. Minutes of the Regular Board Meeting held on September 22, 2026 (reference attachments)

Draft Minutes Regular Board Meeting_9.22.26

3.B.2. Minutes of the Buildings & Grounds/Finance Committee Meeting held on September 22, 2026 (reference attachments)

Draft Minutes Buildings Grounds_Finance_9.22.26

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4. Residents' Request to Address the Board (5-minute limit)

The Board provides a time of public comment for residents and taxpayers to bring their thoughts to the Board, but it is not a time for exchange between the Board, administration, and speaker. We ask that speakers refrain from identifying specific students, staff, or community members by name.

Residents and taxpayers who are interested in making public comments must complete the electronic registration form prior to 3:00 PM on the day of the meeting.

5. Superintendent's Report

5.A. Superintendent's Report

High School Project Update

5.B. Calendar of Events

October 27, 2026 - 6:00 pm

Regular Meeting

Buildings & Grounds/Finance Committee Meeting

November 10, 2026 - 6:00 pm

Regular Meeting

Education & Programs/Policy, Personnel, & Legal Committee Meeting

November 24, 2026 - 6:00 pm

Regular Meeting

Buildings & Grounds/Finance Committee Meeting

December 1, 2026 - 6:00 pm

Reorganization Meeting

Regular Meeting

Education & Programs/Policy, Personnel, & Legal Committee Meeting

All meetings are held in the Public Board Room at the Administration Building unless otherwise announced.

Committee Meetings will be held immediately following the adjournment of the Regular Meeting.

5.C. Enrollment Report (reference attachment)

Enrollment Report

10.1.2026 District Enrollment Counts

24

6. President's Report

7. Representative/Adjunct Reports

7.A. Lancaster County Career & Technology Center - Grant Keener/Kaleb Best

7.B. Hempfield recCenter - Patrick Wagner/Mekakai Williams

8. Standing Committee Reports

8.A. Buildings & Grounds - Judy Brady (Chair)/Kaleb Best/Erin Small/Justin Wolgemuth (reference attachments)

Review of the minutes from the Buildings & Grounds Committee Meeting held on September 22, 2026

Draft Minutes Buildings Grounds_Finance_9.22.26

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8.B. Finance - Patrick Wagner (Chair)/Kaleb Best/Megan Eshleman/Justin Wolgemuth (reference attachments)

Review of the minutes from the Finance Committee Meeting held on September 22, 2026

Draft Minutes Buildings Grounds_Finance_9.22.26

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9. Personnel Action Items

9.A. Approval of Personnel Action Items (reference attachments)

Approval of Personnel Action Items 9.A.1. - 9.A.11.

Personnel Action Items 10.13.2026

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9.B. Election of Superintendent

Approval to reelect and reappoint Mr. Michael Bromirski to the position of Superintendent of the Hempfield School District, for a term of five years beginning July 1, 2027 and ending on June 30, 2032, pursuant to Section 1073 of the Pennsylvania Public School Code of 1949, as amended. Additionally, motion to approve the attached Contract of Employment for District Superintendent between Mr. Bromirski and the Hempfield School District.

M. Bromirski Contract(9144559.3)_7.1.27-6.30.32

44

Appendix A_Superintendent Job Description - 12.6.14

60

Appendix B_Act 93 agreement_7.1.25-6.30.29

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10. Approval of Finance Action Items

10.A. Contracts (reference attachments)

Approval of contracts 10.A.1 - 10.A.17.

Contracts - Approvals 10.13.26

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10.A.1. AP Benefit Advisors, LLC

Contract for ACA Reporting and Fulfillment Services.

10.A.2. Assured Partners

Contract for Builders Risk Coverage for the high school project, effective October 14, 2026 through December 31, 2030.

10.A.3. Automox

Three-year contract for automated update and security patching service for district servers to meet audit and insurance requirements, effective November 20, 2026 through November 19, 2029.

10.A.4. Billings Bilingual LLC

Spanish interpretation and translation services for special education meetings and documents, effective August 25, 2026 through June 30, 2027.

10.A.5. Concord Theatricals

Musical show kit and performing rights license for the 2027 District Middle School Spring Musical Production.

10.A.6. Eden Resort & Suites

Contract with Eden Resort & Suites for the senior prom on May 13, 2027.

10.A.7. Hillis-Carnes Engineering Associates, Inc.

Contract for construction materials testing and special inspection services for the High School Project Package 2.

10.A.8. Illuminated Integration

COSTARS contract for engineering services, materials, and installation for AV systems in new gym, blackbox theater, and tv studio for new HHS construction.

10.A.9. Illuminated Integration

COSTARS contract for the stadium sound system replacement.

10.A.10. Lancaster Lebanon IU13

Sponsorship of job training services for incentive work for students.

10.A.11. Market Street Sports Group - Lancaster Toyota

One-year contract renewal for Lancaster Toyota Sponsorship of Tennis Courts, effective October 1, 2026 through September 30, 2027.

10.A.12. Market Street Sports Group - Orthopedic Associates of Lancaster
Seven-year agreement with Orthopedic Associates of Lancaster for naming rights of the concession stand at GLS Injury Law Firm Stadium, effective September 19, 2026, through September 14, 2033.

10.A.13. Mixed Impressions DJs
Contract for DJ services at Landisville Middle School for a total of three school dances with contracted dates set during the 2026-2027 school year.

10.A.14. New Story Schools
Special education tuition for three students for the 2026-2027 school year, effective August 25, 2026 through June 4, 2027.

10.A.15. TABworks, Inc.
Contract for testing, adjusting, and balancing of the HVAC air and water systems for the High School Project Package 2.

10.A.16. Talking Points
One-year contract for translation texting platform through Talking Points, effective September 10, 2026 through September 9, 2027.

10.A.17. Wright Commissioning, LLC
Contract for independent, technical building commissioning services for the High School Project Package 2.

10.B. Financial Transactions

Approval of Financial Transactions 10.B.1.-10.B.4.

10.B.1. Budget transfers (reference attachments)
Budget Transfers 10.13.2026 Final 83

10.B.2. General Fund Payment Report - October 13, 2026 (reference attachments)
Approval to pay invoices from the General Fund - \$2,205,729.08
General Fund Payment Report 10.13.26 107

10.B.3. Capital Projects Fund Payment Report - October 13, 2026 (reference attachments)
Approval to pay invoices from the Capital Projects Fund - \$1,320,632.36
Capital Project Payment Report 10.13.26 125

10.B.4. Capital Reserve Fund Payment Report - October 13, 2026 (reference attachments)
Approval to pay invoices from the Capital Reserve Fund - \$16,084.40
Capital Reserve Payment Report 10.13.26 130

10.C. Bank and Trust Company as Depositories for School District Funds

Approval of the Following Bank and Trust Company as Depositories for School District Funds:
Mid Penn Bank

11. Approval of Policy Action Items

11.A. Second Reading of Board Policies

Approval of second reading of board policies 11.A.1. - 11.A.4.

11.A.1. Policy 125 Adult Education (reference attachments)
Policy 125 Adult Education 132

11.A.2. Policy 127 Assessments (reference attachments)
Policy 127 Assessments 134

11.A.3. Policy 138 English Language Development Program (ELD) (reference attachments)
Policy 138 English Language Development Program (ELD) 137

11.A.4. Policy 142 Migrant Students (reference attachments)
Policy 142 Migrant Students 142

12. Approval of Other Action Items

12.A. Additional Contracted Transportation Staff (reference attachments)
Approval of additional contracted transportation staff employed by Student Transportation of
America (STA) as presented
STA List 10.13.26 144

12.B. Extracurricular Clubs
Approval of the following extracurricular clubs for the 2026-2027 school year, as presented
26-27 HHS Extracurricular Clubs 145

13. Adjournment

Draft Minutes Regular Board Meeting

Hempfield School District

Tuesday, September 22, 2026 6:00 PM

Location: District Administration Building, 200 Church Street, Landisville, PA 17538 and on a virtual meeting platform

Board Member Attendance

Kaleb Best:	Present
Judy Brady:	Present
Megan Eshleman:	Present
Grant Keener:	Present via Zoom
Kait Linton:	Present
Erin Small:	Present
Patrick Wagner:	Present (arrived late)
Mekkai Williams:	Present
Justin Wolgemuth:	Present

Other Attendees

Michael Bromirski, Superintendent; William Brossman, Hempfield High School Principal; Kelly Burkholder, Director of Communications & Community Relations; Amanda Calhoun, East Petersburg Elementary School Principal; Douglas Dandridge, Assistant Superintendent; Michael Graham, Chief Information Officer; Karen Hall, Chief Financial and Operations Officer/School Board Secretary; Kim James, Director of Buildings and Grounds; Loree Marchese, Director of Business Operations/Board Treasurer; Tab Musser, Assistant Superintendent; Carissa Rhodes, Executive Assistant to the Superintendent/Assistant School Board Secretary; Mark Snitzer, Hempfield High School Assistant Principal; Lydia Tamayo, Assistant Director of Business Operations; Kathryn Deamer, Hempfield High School Teacher; five Hempfield High School Students; Melodie Fair, Candidate for Assistant Principal at Hempfield High School; three representatives from Fidevia Construction Management and Consulting; one representative from KCBA Architects; three community members were present in the audience; 33 people joined the meeting virtually on Zoom

1. Meeting Opening

1.A. Call to Order

Judy Brady called the meeting to order at 6:00 pm.

1.B. Pledge of Allegiance

Megan Eshleman led the Pledge of Allegiance.

1.C. Announcement of Executive Session(s)

Judy Brady announced that the Board met in an Informational Session immediately prior to this meeting to tour the stadium facilities and announced that the Board will meet in an Executive Session following tonight's meetings to discuss two contractual matters.

2. Recognitions

2.A. Staff Recognitions

Mike Bromirski recognized our art department. Dr. Jaime Brown, Art Teacher at Centerville Middle School, applied on behalf of the art department and was selected by the

Pennsylvania Art Education Association (PAEA) as an Outstanding Visual Arts Community for 2025-2026.

Patrick Wagner joined the meeting at 6:03 pm.

3. Board Approvals

3.A. Approval of the Agenda

Mekkai Williams requested to separate agenda item 12.A.2. to be discussed further.
Erin Small requested to separate agenda items 12.A.4. and 12.A.5. to be discussed separately.

Motion to approve the agenda for the September 22, 2026 Regular Board Meeting. This motion, made by Mekkai Williams and seconded by Kait Linton, Carried.

Kaleb Best:	Yea
Judy Brady:	Yea
Megan Eshleman:	Yea
Grant Keener:	Yea
Kait Linton:	Yea
Erin Small:	Yea
Patrick Wagner:	Yea
Mekkai Williams:	Yea
Justin Wolgemuth:	Yea

Yea: 9, Nay: 0

3.B. Approval of Minutes

Motion to approve the minutes 3.B.1. - 3.B.2. as presented. This motion, made by Kaleb Best and seconded by Erin Small, Carried.

Kaleb Best:	Yea
Judy Brady:	Yea
Megan Eshleman:	Yea
Grant Keener:	Yea
Kait Linton:	Yea
Erin Small:	Yea
Patrick Wagner:	Yea
Mekkai Williams:	Yea
Justin Wolgemuth:	Yea

Yea: 9, Nay: 0

3.B.1. Minutes of the Regular Board Meeting held on September 8, 2026 (reference attachments)

3.B.2. Minutes of the Education & Programs/Policy, Personnel, & Legal Committee Meeting

held on September 8, 2026 (reference attachments)

4. Residents' Request to Address the Board (5-minute limit)

The Board provides a time of public comment for residents and taxpayers to bring their thoughts to the Board, but it is not a time for exchange between the Board, administration, and speaker. We ask that speakers refrain from identifying specific students, staff, or community members by name. Residents and taxpayers who are interested in making public comments must complete the electronic registration form prior to 3:00 PM on the day of the meeting.

There were no residents requesting to address the board at this meeting.

5. Superintendent's Report

5.A. Superintendent's Report

Video Production Club Competition Proposal — Shoots Summit

High School Project Update

Fieldhouse Project Update

Video Production Club Competition Proposal — Shoots Summit

Five Hempfield High School students in Communications Technology courses and Kathryn Deamer, Hempfield High School Teacher, presented a proposal for students to participate in the Shoots Summit in Honolulu, Hawaii. Previous participation and awards at the Student Television Network (STN) competition were shared. The fundraising plan, educational components, costs, tentative schedule, and chaperone rationale for the summit were presented. The Board discussed the trip.

Motion to grant tentative approval for the trip, subject to fundraising and other administrative concerns. This motion was made by Grant Keener and seconded by Erin Small.

Judy Brady opened the meeting to comments from members of the audience. One member from the audience, Liz Djaraher, addressed the board regarding support for the trip.

This motion, made by Grant Keener and seconded by Erin Small, Carried.

Kaleb Best:	Yea
Judy Brady:	Yea
Megan Eshleman:	Yea
Grant Keener:	Yea
Kait Linton:	Yea
Erin Small:	Yea
Patrick Wagner:	Abstain (With Conflict)
Mekkai Williams:	Yea
Justin Wolgemuth:	Yea

Yea: 8, Nay: 0, Abstain (With Conflict): 1

Patrick Wagner abstained due to his daughter being one of the students potentially attending the trip.

Mike Bromirski shared the following:

Recognized the Student Council and advisors for their great work on a successful Senior

Kindergarten Walk.
High School Project Update

Official groundbreaking ceremony on September 29 at 4:00 pm at the Buchanan Gym Loop.

Weekly meetings are being held regarding the fields. The softball field should be ready by spring. Alternative baseball plans have been narrowed to two practice fields, and Ryan Landis and Mike Bromirski have a meeting tomorrow to discuss a potential location for games.

The current challenge is student and public access to the construction sites. Considering additional fencing with an estimated cost of \$9,500, which is available in the budget. Sought Board feedback. Will proceed with this and bring back to Board for retro-approval.

Weekly updates will be posted on the district homepage in the Building for Our Future section.

Upcoming homecoming events:

October 1 at 7 p.m. - Powderpuff game; crowning of the King

October 2 at 7 p.m. - Homecoming football game; crowning of the Queen

October 3 at 10 a.m. - Homecoming Parade; Homecoming Dance, which will be the last event in the Buchanan Gym before construction begins

Noted that an update was shared with the Board on Friday regarding a meeting that was held with Penn State Health Lancaster Medical Center.

Fieldhouse Project Update

Presented a review of a new fieldhouse that was included in the High School Project Package 3 bid. Four other options for the fieldhouse were presented. The next steps were reviewed for the various options. The Board discussed the fieldhouse options. The Board will continue discussion during the Buildings & Grounds Committee Meeting later this evening.

Future discussion at a subsequent meeting will be needed regarding the level of the superintendent's authority to authorize change orders and the price value.

The presentations were attached to the agenda for additional details.

5.B. Calendar of Events

October 13, 2026 - 6:00 pm

Regular Meeting

Education & Programs/Policy, Personnel, & Legal Committee Meeting

October 27, 2026 - 6:00 pm

Regular Meeting

Buildings & Grounds/Finance Committee Meeting

November 10, 2026 - 6:00 pm

Regular Meeting

Education & Programs/Policy, Personnel, & Legal Committee Meeting

November 24, 2026 - 6:00 pm

Regular Meeting

Buildings & Grounds/Finance Committee Meeting

All meetings are held in the Public Board Room at the Administration Building unless otherwise announced.

Committee Meetings will be held immediately following the adjournment of the Regular Meeting.

6. President's Report

Judy Brady noted the groundbreaking ceremony and wished students and staff safe and enjoyable homecoming festivities.

7. Representative/Adjunct Reports

7.A. IU 13 - Kait Linton

Kait Linton shared the following from the meeting held on September 9, 2026:

A number of recognitions and contracts were approved.

Director Dr. Dave Lillenstein from Palmyra School District was welcomed to the IU 13 Board.

The upcoming election of PSBA's recommended candidates was discussed. The IU Board chose not to vote this year.

After the introduction of HB 634 regarding panic alarms in schools, the IU 13 is currently training its staff on the Centegix System.

The IU reports a very successful opening week of welcoming staff and students to the new school year.

The DA's office recently collaborated with IU 13 on a back-to-school supply drive to donate supplies to students in need in districts around the IU.

The Board learned about the paraprofessional and personal care assistant onboarding training program, which includes continued support and retention strategies.

The Board learned about the School District of Lancaster's Shopkeepers Club and recognized their teacher, Ms. Bechtel, for the education, encouragement, and care she provides to these students.

The next meeting is scheduled for October 14, 2026.

7.B. Safety & Security - Megan Eshleman

Megan Eshleman shared that the Safety and Security Committee Meeting is scheduled for October 6, 2026, at 4:00 pm.

7.C. PSBA Liaison - Erin Small

Erin Small shared the following:

PSBA recently developed a Mandate Report to help understand the growing number of state requirements.

Several board members and Mike Bromirski will be attending the School Leadership Conference on October 18-20, 2026.

The next liaison meeting is scheduled for October 22, 2026.

7.D. Lancaster County Academy - Erin Small

Erin Small had nothing new to report.

The next meeting is scheduled for October 7, 2026.

8. Standing Committee Reports

8.A. Education & Programs - Megan Eshleman (Chair)/Kait Linton/Patrick Wagner/Mekkai Williams (reference attachments)

Review of the minutes from the Education & Programs Committee Meeting held on September 8, 2026

Megan Eshleman reviewed the minutes of the Education & Programs Committee Meeting held on September 8, 2026, highlighting the agenda items discussed.

The meeting minutes were attached to the agenda.

The next meeting will be held on October 13, 2026.

8.B. Policy, Personnel, & Legal - Erin Small (Chair)/Grant Keener/Kait Linton/Mekkai Williams (reference attachments)

Review of the minutes from the Policy, Personnel, & Legal Committee Meeting held on September 8, 2026

Erin Small reviewed the minutes of the Policy, Personnel, & Legal Committee Meeting held on September 8, 2026, highlighting the agenda items discussed.

The meeting minutes were attached to the agenda.

The next meeting will be held on October 13, 2026.

9. Approval of Personnel Action Items

Motion to approve Personnel Action Items 9.A. as presented. This motion, made by Kait Linton and seconded by Megan Eshleman, Carried.

Kaleb Best:	Yea
Judy Brady:	Yea
Megan Eshleman:	Yea
Grant Keener:	Yea
Kait Linton:	Yea
Erin Small:	Yea
Patrick Wagner:	Yea
Mekkai Williams:	Yea
Justin Wolgemuth:	Yea

Yea: 9, Nay: 0

9.A. Personnel Action Items (reference attachments)
Approval of Personnel Action Items 9.A.1. - 9.A.10.

Judy Brady recognized Melodie Fair for being approved as an Assistant Principal at Hempfield High School. Melodie Fair shared her appreciation and excitement for the opportunity.

10. Approval of Buildings & Grounds Action Items

Motion to approve Buildings & Grounds Action Items 10.A. - 10.D. as presented. The Board discussed the commissioning services. This motion, made by Mekkai Williams and seconded by Erin Small, Carried.

Kaleb Best:	Yea
Judy Brady:	Yea
Megan Eshleman:	Yea
Grant Keener:	Yea
Kait Linton:	Yea
Erin Small:	Yea
Patrick Wagner:	Yea
Mekkai Williams:	Yea
Justin Wolgemuth:	Yea

Yea: 9, Nay: 0

10.A. Proposal Acceptance - Wright Commissioning (WCx)
Approval to accept the proposal from Wright Commissioning (WCx) for independent, technical building commissioning services for the High School Project Package 2 for \$136,325.00.

10.B. Proposal Acceptance - TABworks, Inc.

Approval to accept the proposal from TABworks, Inc. for testing, adjusting, and balancing of the HVAC air and water systems for the High School Project Package 2 for \$237,600.00.

10.C. Proposal Acceptance - Hillis-Carnes Engineering Associates (HCEA)

Approval to accept the proposal from Hillis-Carnes Engineering Associates (HCEA) for construction materials testing and special inspection services for the High School Project Package 2 for \$266,392.50.

10.D. High School Project East Hempfield Township Agreements

Approval of the High School Project East Hempfield Township Agreements 10.D.1. - 10.D.4.

10.D.1. Memorandum of Understanding and Financial Security

Approval of the Memorandum of Understanding and Financial Security with East Hempfield Township.

10.D.2. Roadway Widening, Curb and Sidewalk Installation Deferement Agreement (Church Street)

Approval of the Roadway Widening, Curb and Sidewalk Installation Deferement Agreement for Church Street with East Hempfield Township.

10.D.3. Roadway Widening, Curb and Sidewalk Installation Deferement Agreement (Kauffman Road)

Approval of the Roadway Widening, Curb and Sidewalk Installation Deferement Agreement for Kauffman Road with East Hempfield Township.

10.D.4. Operation and Maintenance (O&M) Agreement

Approval of the Operation and Maintenance (O&M) Agreement for Stormwater Management Facilities with East Hempfield Township.

11. Approval of Finance Action Items

Motion to approve Finance Action Items 11.A. - 11.E. as presented. This motion, made by Mek kai Williams and seconded by Patrick Wagner, Carried.

Kaleb Best: Yea

Judy Brady: Yea

Megan Eshleman: Yea

Grant Keener: Yea

Kait Linton: Yea

Erin Small: Yea

Patrick Wagner: Yea

Mek kai Williams: Yea

Justin Wolgemuth: Yea

Yea: 9, Nay: 0

11.A. Contracts (reference attachments)

Approval of contracts 11.A.1 - 11.A.3.

11.A.1. Express Scripts

Amendment to Express Scripts - Employer Group Pharmacy Benefit Management Agreement, effective January 1, 2027.

11.A.2. Music Theatre International

Musical showkit and dramatic performing rights license for the 2027 Hempfield High School

Spring Musical Production.

11.A.3. Weaver Associates Inc.

Three-year agreement for printing and binding services, effective September 9, 2026.

11.B. Financial Reports

Approval of Financial Reports 11.B.1 - 11.B.9.

11.B.1. Athletic and Activity Spending - August 2026 YTD (reference attachments)

11.B.2. Student Activity Fund - August 2026 (reference attachments)

11.B.3. Board Treasurers Report - August 2026 (reference attachments)

11.B.4. Expense - July 2026 YTD (reference attachments)

11.B.5. Expense - August 2026 YTD (reference attachments)

11.B.6. General Fund Check Report - September 2026 (reference attachments)

11.B.7. Monthly Financial Report - August 2026 (reference attachments)

11.B.8. Revenue - July 2026 YTD (reference attachments)

11.B.9. Revenue - August 2026 YTD (reference attachments)

11.C. Food Services Financial Reports

Approval of Food Services Financial Reports 11.C.1. - 11.C.3.

11.C.1. Food Service Check Register - August 2026 (reference attachments)

11.C.2. Food Service Comparative Financial Report - August 2026 (reference attachments)

11.C.3. Food Service Financial Report - August 2026 (reference attachments)

11.D. Financial Transactions

Approval of Financial Transactions 11.D.1.-11.D.4.

11.D.1. Budget transfers 2025-2026 school year (reference attachments)

11.D.2. Budget transfers 2026-2027 school year (reference attachments)

11.D.3. Invoice Payments from the Capital Projects Fund (reference attachments)

Approval to pay invoices from the Capital Projects Fund - \$955,584.38

11.D.4. Invoice Payments from the Capital Reserve Fund (reference attachments)

Approval to pay invoices from the Capital Reserve Fund - \$16,084.40

11.E. Donations

Approval to accept the following donations as presented:

Giant Gift Cards from St Edward's Episcopal Church - \$775.00

Walmart Gift Cards from St Edward's Episcopal Church - \$400.00

Target Gift Card from St Edward's Episcopal Church - \$25.00

11.F. Approval of Additional Positions

Approval of the addition of the following positions to be funded by Ready to Learn Adequacy funding:

6 Full-time Full Day Kindergarten Aides

Full-time Librarian (Elementary)

Full-time Math Interventionist (Middle School)

Motion to approve the addition of the following positions to be funded by Ready to Learn Adequacy funding: 6 Full-time Full Day Kindergarten Aides, Full-time Librarian (Elementary), Full-time Math Interventionist (Middle School). The Board discussed the motion. This motion, made by Kait Linton and seconded by Erin Small, Carried.

Kaleb Best: Yea

Judy Brady:	Yea
Megan Eshleman:	Yea
Grant Keener:	Nay
Kait Linton:	Yea
Erin Small:	Yea
Patrick Wagner:	Yea
Mekkai Williams:	Yea
Justin Wolgemuth:	Nay

Yea: 7, Nay: 2

12. Approval of Policy Action Items

Motion to approve Policy Action Items 12.A.1., 12.A.3., and 12.A.6. as presented. This motion, made by Erin Small and seconded by Kait Linton, Carried.

Kaleb Best:	Yea
Judy Brady:	Yea
Megan Eshleman:	Yea
Grant Keener:	Yea
Kait Linton:	Yea
Erin Small:	Yea
Patrick Wagner:	Yea
Mekkai Williams:	Yea
Justin Wolgemuth:	Yea

Yea: 9, Nay: 0

12.A. First Reading of Board Policies

Approval of first reading of board policies 12.A.1. - 12.A.6.

12.A.1. Policy 125 Adult Education (reference attachments)

12.A.2. Policy 126 Class Size (reference attachments)

Motion to approve Policy Action Items 12.A.2. as presented. The Board discussed the policy and class sizes. This motion, made by Grant Keener and seconded by Kaleb Best, Failed.

Kaleb Best:	Yea
Judy Brady:	Nay
Megan Eshleman:	Nay
Grant Keener:	Yea
Kait Linton:	Nay

Erin Small: Nay

Patrick Wagner: Yea

Mekkai Williams: Nay

Justin Wolgemuth: Yea

Yea: 4, Nay: 5

12.A.3. Policy 127 Assessments (reference attachments)

12.A.4. Policy 130 Homework (reference attachments)

Judy Brady asked for a motion to approve Policy Action Item 12.A.4. No motion was made. This policy will return to the Policy, Personnel, and Legal Committee for further review and discussion.

12.A.5. Policy 138 English as a Second Language Education Program (reference attachments)

Motion to approve Policy Action Item 12.A.5. with the minor revision of 'ESL' to 'ELD' in the second paragraph under Authority. The Board discussed the policy. This motion, made by Grant Keener and seconded by Patrick Wagner, Carried.

Kaleb Best: Yea

Judy Brady: Yea

Megan Eshleman: Yea

Grant Keener: Yea

Kait Linton: Yea

Erin Small: Yea

Patrick Wagner: Yea

Mekkai Williams: Yea

Justin Wolgemuth: Yea

Yea: 9, Nay: 0

12.A.6. Policy 142 Migrant Students (reference attachments)

13. Approval of Other Action Items

Motion to approve Other Action Items 13.A. as presented. This motion, made by Megan Eshleman and seconded by Kait Linton, Carried.

Kaleb Best: Yea

Judy Brady: Yea

Megan Eshleman: Yea

Grant Keener: Yea

Kait Linton: Yea

Erin Small: Yea

Patrick Wagner: Yea

Mekkai Williams: Yea

Justin Wolgemuth: Yea

Yea: 9, Nay: 0

13.A. Sell, Donate, Dispose of Items (reference attachments)

Approval to sell, donate, or dispose of items as presented

14. **Adjournment**

Motion to adjourn meeting. This motion, made by Patrick Wagner and seconded by Megan Eshleman, Carried.

Kaleb Best: Yea

Judy Brady: Yea

Megan Eshleman: Yea

Grant Keener: Yea

Kait Linton: Yea

Erin Small: Yea

Patrick Wagner: Yea

Mekkai Williams: Yea

Justin Wolgemuth: Yea

Yea: 9, Nay: 0

Meeting adjourned at 8:03 pm.

Karen M. Hall, School Board Secretary

Draft Minutes Buildings & Grounds/Finance Committee Meeting

Hempfield School District

Tuesday, September 22, 2026 Immediately following the Regular Board Meeting at 6:00 pm

Location: District Administration Building, 200 Church Street, Landisville, PA 17538 and on a virtual meeting platform

Board Member Attendance

Kaleb Best:	Present
Judy Brady:	Present
Megan Eshleman:	Present
Grant Keener:	Present via Zoom
Kait Linton:	Present
Erin Small:	Present
Patrick Wagner:	Present
Mekikai Williams:	Present
Justin Wolgemuth:	Present

Other Attendees

Michael Bromirski, Superintendent; William Brossman, Hempfield High School Principal; Kelly Burkholder, Director of Communications & Community Relations; Amanda Calhoun, East Petersburg Elementary School Principal; Douglas Dandridge, Assistant Superintendent; Michael Graham, Chief Information Officer; Karen Hall, Chief Financial and Operations Officer/School Board Secretary; Kim James, Director of Buildings and Grounds; Loree Marchese, Director of Business Operations/Board Treasurer; Tab Musser, Assistant Superintendent; Carissa Rhodes, Executive Assistant to the Superintendent/Assistant School Board Secretary; Lydia Tamayo, Assistant Director of Business Operations; three representatives from Fidevia Construction Management and Consulting; one representative from KCBA Architects; two community members were present in the audience; 33 people joined the meeting virtually on Zoom

1. Meeting Opening

1.A. Call to Order

Judy Brady called the meeting to order at 8:14 pm.

1.B. Approval to remove from the table September 8, 2026, Regular Board Meeting agenda item 10.C.11. Package 3 Electrical Contractor: Hirneisen Electric, Inc. - Total Contract Value: \$1,292,300

Motion to remove from the table September 8, 2026, Regular Board Meeting agenda item 10.C.11. Package 3 Electrical Contractor: Hirneisen Electric, Inc. - Total Contract Value: \$1,292,300. This motion, made by Erin Small and seconded by Kait Linton, Carried.

Kaleb Best:	Yea
Judy Brady:	Yea
Megan Eshleman:	Yea
Grant Keener:	Nay
Kait Linton:	Yea
Erin Small:	Yea

Patrick Wagner: Yea

Mekkai Williams: Yea

Justin Wolgemuth: Yea

Yea: 8, Nay: 1

2. Residents' Request to Address the Board (3-minute limit)

The Board provides a time of public comment at committee meetings for residents and taxpayers to bring their thoughts on specific agenda items to the Board, but it is not a time for exchange between the Board, administration, and speaker. We ask that speakers refrain from identifying specific students, staff, or community members by name. **Each resident is provided up to three (3) minutes to speak at a committee meeting on a topic identified on the meeting agenda.**

Residents and taxpayers who are interested in making public comments must complete the electronic registration form prior to 3:00 PM on the day of the meeting.

There were no residents requesting to address the board at this meeting.

3. Buildings & Grounds

3.A. Tennis Court Resurfacing

Mike Bromirski will discuss a potential partnership with the Hempfield recCenter to resurface tennis courts.

Mike Bromirski discussed a potential partnership with the Hempfield recCenter to resurface the district's tennis courts. Funding would be provided by the Hempfield recCenter and potential grants, in exchange for the recCenter's use of our courts to practice for large tournaments when they are not being used by our school teams. The Board consensus was in favor of moving forward with the potential partnership. The district would potentially need to pay for the use of recCenter courts for a limited time. This would be worked out between the recCenter and the district.

Megan Eshleman left the meeting at 8:16 pm.

Megan Eshleman returned to the meeting at 8:19 pm.

3.B. Capital Projects Update

Chris Celmer from Fidevia will present.

A representative from Fidevia Construction Management and Consulting presented an update on the Capital Projects Plan, adding Phase V for 2029. The Board discussed the Capital Projects Plan.

3.C. Summer Project Update

Kim James will present.

Kim James presented an update on various projects:

The East Petersburg Elementary School playground is complete.

Landisville Primary Center HVAC/electrical project has moved into phase 2.

The PAC project continues and is now projected to be completed by January.

Portable bleachers were ordered, but are awaiting delivery.

The presentation was attached to the agenda for additional details.

3.D. Fieldhouse Discussion

The Board discussed the fieldhouse options. The consensus of the Board was to move forward with the new fieldhouse as bid in Package 3.

4. Buildings & Grounds Action Items

4.A. Package 3 Electrical Contractor: Hirneisen Electric, Inc. - Total Contract Value: \$1,292,300
Approval of the High School Project Package 3 bid, Electrical Contractor: Hirneisen Electric, Inc.

- Total Contract Value: \$1,292,300, as presented, subject to legal review of contracts.
- Base Bid \$1,140,600
- ALT #3 - Parking Lot Lighting +\$111,700
- ALT #4 - Base Bid Unclassified +\$40,000

Tabled agenda item 10.C.11. from the Regular Board Meeting on September 8, 2026

Motion to approve the High School Project Package 3 bid, Electrical Contractor: Hirneisen Electric, Inc. - Total Contract Value: \$1,292,300, as presented, subject to legal review of contracts. This motion, made by Grant Keener, Unseconded.

4.B. Package 3 Electrical Contractor: The Farfield Acquisition Company dba The Farfield Company - Total Contract Value: \$2,422,000.00

Approval of the High School Package 3 bid, Electrical Contractor: The Farfield Acquisition Company dba The Farfield Company - Total Contract Value: \$2,422,000.00, as presented, subject to legal review of contracts.

Motion to approve the High School Package 3 bid, Electrical Contractor: The Farfield Acquisition Company dba The Farfield Company - Total Contract Value: \$2,422,000.00, as presented, subject to legal review of contracts. This motion, made by Mekkai Williams and seconded by Kaleb Best, Carried.

Kaleb Best:	Yea
Judy Brady:	Yea
Megan Eshleman:	Nay
Grant Keener:	Nay
Kait Linton:	Yea
Erin Small:	Yea
Patrick Wagner:	Yea
Mekkai Williams:	Yea
Justin Wolgemuth:	Yea

Yea: 7, Nay: 2

4.C. High School Project Package 3 Bid Adjustments/Approvals

As a result of approving 4.B. Package 3 Electrical Contractor, the following package 3 contractors' contracts, 4.C.1. - 4.C.3., will need to be adjusted/approved as noted below, subject to legal review of contracts.

Motion to approve High School Project Package 3 Bid Adjustments/Approvals 4.C.1. - 4.C.3., as presented, subject to legal review of contracts. The Board discussed the motion. This motion, made by Patrick Wagner and seconded by Kait Linton, Carried.

Kaleb Best:	Yea
Judy Brady:	Yea
Megan Eshleman:	Yea
Grant Keener:	Yea
Kait Linton:	Yea
Erin Small:	Yea

Patrick Wagner: Yea

Mekkai Williams: Yea

Justin Wolgemuth: Yea

Yea: 9, Nay: 0

4.C.1. Package 3 General Contractor - ECI - Increase Contract Value: \$5,698,700

4.C.2. Package 3 Mechanical Contractor - Farfield - Increase Contract Value: \$878,000

4.C.3. Package 3 Plumbing Contractor - Vision Mechanical - Increase Contract Value:
\$1,276,000

5. Finance

5.A. Capital Reserve vs Capital Projects

Lydia Tamayo will present.

Lydia Tamayo presented an overview of capital reserve and capital project funds, including their purposes and uses, allowable revenue sources, allowable and non-allowable expenditures, key compliance differences, and a comparison of the two funds.

The presentation was attached to the agenda for additional details.

5.B. Contracts (reference attachments)

Review of contracts 5.B.1. - 5.B.8. which are scheduled for approval at the Regular Board Meeting on October 13, 2026.

Contracts scheduled for approval at the Regular Board Meeting on October 13, 2026, were reviewed.

5.B.1. Automax

Three-year contract for automated update and security patching service for district servers to meet audit and insurance requirements, effective November 20, 2026 through November 19, 2029.

5.B.2. Billings Bilingual

Spanish interpretation and translation services for special education meetings and documents, effective August 25, 2026 through June 30, 2027.

5.B.3. Concord Theatricals

Musical show kit and performing rights license for the 2027 District Middle School Spring Musical Production.

5.B.4. Illuminated Integration

COSTARS contract for engineering services, materials, and installation for AV systems in new gym, blackbox theater, and tv studio for new HHS construction.

5.B.5. Lancaster Lebanon IU13

Sponsorship of job training services for incentive work for students.

5.B.6. Market Street Sports Group - Lancaster Toyota

One-year contract renewal for Lancaster Toyota Sponsorship of Tennis Courts, effective October 1, 2026 through September 30, 2027.

5.B.7. Market Street Sports Group - Orthopedic Associates of Lancaster

Seven-year agreement with Orthopedic Associates of Lancaster for naming rights of the concession stand at GLS Injury Law Firm Stadium, effective September 19, 2026, through September 14, 2033.

5.B.8. New Story

Special education tuition for three students for the 2026-2027 school year, effective August 25, 2026 through June 4, 2027.

6. Finance Action Items

6.A. Approval of High School Project Package 2 Contracts

Motion to approve the High School Project Package 2 contracts 6.A.1. - 6.A.6., as presented. This motion, made by Megan Eshleman and seconded by Erin Small, Carried.

Kaleb Best: Yea

Judy Brady: Yea

Megan Eshleman: Yea

Grant Keener: Yea

Kait Linton: Yea

Erin Small: Yea

Patrick Wagner: Yea

Mekikai Williams: Yea

Justin Wolgemuth: Yea

Yea: 9, Nay: 0

6.A.1. Lobar, Inc.

6.A.2. Myco Mechanical, Inc.

6.A.3. Jay R Reynolds, Inc

6.A.4. S.A. Communale, Inc.

6.A.5. Phillips Brothers Electrical Contractors, Inc.

6.A.6. Todd Devin Food Equipment, Inc.

6.B. Approval of High School Project Package 3 Contracts (without fieldhouse as bid in Package 3)

Patrick Wagner asked for a motion to approve the High School Project Package 3 contracts 6.B.1. - 6.B.4., as presented. No motion was made.

6.B.1. eciConstruction, LLC

6.B.2. Farfield Acquisition Company dba The Farfield Company

6.B.3. Vision Mechanical, Inc.

6.B.4. Hirneisen Electric, Inc.

6.C. Approval of High School Project Package 3 Contracts (with fieldhouse as bid in Package 3)

Motion to approve the High School Project Package 3 contracts 6.C.1. - 6.C.4., as presented. This motion, made by Kaleb Best and seconded by Mekikai Williams, Carried.

Kaleb Best: Yea

Judy Brady: Yea

Megan Eshleman: Yea

Grant Keener: Nay

Kait Linton: Yea

Erin Small: Yea

Patrick Wagner: Yea

Mekkai Williams: Yea

Justin Wolgemuth: Yea

Yea: 8, Nay: 1

6.C.1. eciConstruction, LLC

6.C.2. Farfield Acquisition Company dba The Farfield Company

6.C.3. Vision Mechanical, Inc.

6.C.4. Farfield Acquisition Company dba The Farfield Company

7. Schedule of Upcoming Meetings

October 13, 2026 - 6:00 pm

Regular Meeting

Education & Programs/Policy, Personnel, & Legal Committee Meeting

October 27, 2026 - 6:00 pm

Regular Meeting

Buildings & Grounds/Finance Committee Meeting

November 10, 2026 - 6:00 pm

Regular Meeting

Education & Programs/Policy, Personnel, & Legal Committee Meeting

November 24, 2026 - 6:00 pm

Regular Meeting

Buildings & Grounds/Finance Committee Meeting All meetings are held in the Public Board Room at the Administration Building unless otherwise announced.

Committee Meetings will be held immediately following the adjournment of the Regular Meeting.

8. Adjournment

Motion to adjourn meeting to Executive Session to discuss two contractual matters. This motion, made by Kait Linton and seconded by Grant Keener, Carried.

Kaleb Best: Yea

Judy Brady: Yea

Megan Eshleman: Yea

Grant Keener: Yea

Kait Linton: Yea

Erin Small: Yea

Patrick Wagner: Yea

Mekkai Williams: Yea

Justin Wolgemuth: Yea

Yea: 9, Nay: 0

Meeting adjourned at 9:39 pm.

Karen M. Hall, School Board Secretary

Totals by School

KA'	'KP'	'KF'	1	2	3	4	5	6	7	8	9	10	11	12	
0	17	54	61	68	67	76	80	79	0	0	0	0	0	0	502
0	0	0	0	0	0	0	0	0	324	316	0	0	0	0	640
13	15	38	60	77	70	68	71	83	0	0	0	0	0	0	495
16	15	31	46	66	66	76	64	68	0	0	0	0	0	0	448
0	0	0	0	0	0	0	0	2	1	3	0	0	0	0	6
0	0	0	0	0	0	0	0	0	0	0	516	532	583	543	2174
0	0	0	0	0	0	140	179	151	0	0	0	0	0	0	470
0	0	0	0	0	0	0	0	0	270	240	0	0	0	0	510
45	44	32	125	124	140	0	0	0	0	0	0	0	0	0	510
21	20	31	77	85	75	80	70	77	0	0	0	0	0	0	536
9	0	36	70	68	59	55	88	74	0	0	0	0	0	0	459
104	111	222	439	488	477	495	552	534	595	559	516	532	583	543	6750
0	0	1	4	3	2	5	7	4	4	4	6	4	5	5	54
0	0	4	2	0	0	0	2	3	4	1	4	3	6	9	38
															92

6842

Draft Minutes Buildings & Grounds/Finance Committee Meeting

Hempfield School District

Tuesday, September 22, 2026 Immediately following the Regular Board Meeting at 6:00 pm

Location: District Administration Building, 200 Church Street, Landisville, PA 17538 and on a virtual meeting platform

Board Member Attendance

Kaleb Best:	Present
Judy Brady:	Present
Megan Eshleman:	Present
Grant Keener:	Present via Zoom
Kait Linton:	Present
Erin Small:	Present
Patrick Wagner:	Present
Mekikai Williams:	Present
Justin Wolgemuth:	Present

Other Attendees

Michael Bromirski, Superintendent; William Brossman, Hempfield High School Principal; Kelly Burkholder, Director of Communications & Community Relations; Amanda Calhoun, East Petersburg Elementary School Principal; Douglas Dandridge, Assistant Superintendent; Michael Graham, Chief Information Officer; Karen Hall, Chief Financial and Operations Officer/School Board Secretary; Kim James, Director of Buildings and Grounds; Loree Marchese, Director of Business Operations/Board Treasurer; Tab Musser, Assistant Superintendent; Carissa Rhodes, Executive Assistant to the Superintendent/Assistant School Board Secretary; Lydia Tamayo, Assistant Director of Business Operations; three representatives from Fidevia Construction Management and Consulting; one representative from KCBA Architects; two community members were present in the audience; 33 people joined the meeting virtually on Zoom

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1.A. Call to Order

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1.B. Approval to remove from the table September 8, 2026, Regular Board Meeting agenda item 10.C.11. Package 3 Electrical Contractor: Hirneisen Electric, Inc. - Total Contract Value: \$1,292,300

Motion to remove from the table September 8, 2026, Regular Board Meeting agenda item 10.C.11. Package 3 Electrical Contractor: Hirneisen Electric, Inc. - Total Contract Value: \$1,292,300. This motion, made by Erin Small and seconded by Kait Linton, Carried.

Kaleb Best:	Yea
Judy Brady:	Yea
Megan Eshleman:	Yea
Grant Keener:	Nay
Kait Linton:	Yea
Erin Small:	Yea

Patrick Wagner: Yea

Mekkai Williams: Yea

Justin Wolgemuth: Yea

Yea: 8, Nay: 1

2. Residents' Request to Address the Board (3-minute limit)

The Board provides a time of public comment at committee meetings for residents and taxpayers to bring their thoughts on specific agenda items to the Board, but it is not a time for exchange between the Board, administration, and speaker. We ask that speakers refrain from identifying specific students, staff, or community members by name. **Each resident is provided up to three (3) minutes to speak at a committee meeting on a topic identified on the meeting agenda.**

Residents and taxpayers who are interested in making public comments must complete the electronic registration form prior to 3:00 PM on the day of the meeting.

There were no residents requesting to address the board at this meeting.

3. Buildings & Grounds

3.A. Tennis Court Resurfacing

Mike Bromirski will discuss a potential partnership with the Hempfield recCenter to resurface tennis courts.

Mike Bromirski discussed a potential partnership with the Hempfield recCenter to resurface the district's tennis courts. Funding would be provided by the Hempfield recCenter and potential grants, in exchange for the recCenter's use of our courts to practice for large tournaments when they are not being used by our school teams. The Board consensus was in favor of moving forward with the potential partnership. The district would potentially need to pay for the use of recCenter courts for a limited time. This would be worked out between the recCenter and the district.

Megan Eshleman left the meeting at 8:16 pm.

Megan Eshleman returned to the meeting at 8:19 pm.

3.B. Capital Projects Update

Chris Celmer from Fidevia will present.

A representative from Fidevia Construction Management and Consulting presented an update on the Capital Projects Plan, adding Phase V for 2029. The Board discussed the Capital Projects Plan.

3.C. Summer Project Update

Kim James will present.

Kim James presented an update on various projects:

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The presentation was attached to the agenda for additional details.

3.D. Fieldhouse Discussion

The Board discussed the fieldhouse options. The consensus of the Board was to move forward with the new fieldhouse as bid in Package 3.

4. Buildings & Grounds Action Items

4.A. Package 3 Electrical Contractor: Hirneisen Electric, Inc. - Total Contract Value: \$1,292,300
Approval of the High School Project Package 3 bid, Electrical Contractor: Hirneisen Electric, Inc.

- Total Contract Value: \$1,292,300, as presented, subject to legal review of contracts.
 - Base Bid \$1,140,600
 - ALT #3 - Parking Lot Lighting +\$111,700
 - ALT #4 - Base Bid Unclassified +\$40,000

Tabled agenda item 10.C.11. from the Regular Board Meeting on September 8, 2026

Motion to approve the High School Project Package 3 bid, Electrical Contractor: Hirneisen Electric, Inc. - Total Contract Value: \$1,292,300, as presented, subject to legal review of contracts. This motion, made by Grant Keener, Unseconded.

4.B. Package 3 Electrical Contractor: The Farfield Acquisition Company dba The Farfield Company - Total Contract Value: \$2,422,000.00

Approval of the High School Package 3 bid, Electrical Contractor: The Farfield Acquisition Company dba The Farfield Company - Total Contract Value: \$2,422,000.00, as presented, subject to legal review of contracts.

Motion to approve the High School Package 3 bid, Electrical Contractor: The Farfield Acquisition Company dba The Farfield Company - Total Contract Value: \$2,422,000.00, as presented, subject to legal review of contracts. This motion, made by Mekkai Williams and seconded by Kaleb Best, Carried.

Kaleb Best:	Yea
Judy Brady:	Yea
Megan Eshleman:	Nay
Grant Keener:	Nay
Kait Linton:	Yea
Erin Small:	Yea
Patrick Wagner:	Yea
Mekkai Williams:	Yea
Justin Wolgemuth:	Yea

Yea: 7, Nay: 2

4.C. High School Project Package 3 Bid Adjustments/Approvals

As a result of approving 4.B. Package 3 Electrical Contractor, the following package 3 contractors' contracts, 4.C.1. - 4.C.3., will need to be adjusted/approved as noted below, subject to legal review of contracts.

Motion to approve High School Project Package 3 Bid Adjustments/Approvals 4.C.1. - 4.C.3., as presented, subject to legal review of contracts. The Board discussed the motion. This motion, made by Patrick Wagner and seconded by Kait Linton, Carried.

Kaleb Best:	Yea
Judy Brady:	Yea
Megan Eshleman:	Yea
Grant Keener:	Yea
Kait Linton:	Yea
Erin Small:	Yea

Patrick Wagner: Yea

Mekkai Williams: Yea

Justin Wolgemuth: Yea

Yea: 9, Nay: 0

4.C.1. Package 3 General Contractor - ECI - Increase Contract Value: \$5,698,700

4.C.2. Package 3 Mechanical Contractor - Farfield - Increase Contract Value: \$878,000

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5.A. Capital Reserve vs Capital Projects

Lydia Tamayo will present.

Lydia Tamayo presented an overview of capital reserve and capital project funds, including their purposes and uses, allowable revenue sources, allowable and non-allowable expenditures, key compliance differences, and a comparison of the two funds.

The presentation was attached to the agenda for additional details.

5.B. Contracts (reference attachments)

Review of contracts 5.B.1. - 5.B.8. which are scheduled for approval at the Regular Board Meeting on October 13, 2026.

Contracts scheduled for approval at the Regular Board Meeting on October 13, 2026, were reviewed.

5.B.1. Automax

Three-year contract for automated update and security patching service for district servers to meet audit and insurance requirements, effective November 20, 2026 through November 19, 2029.

5.B.2. Billings Bilingual

Spanish interpretation and translation services for special education meetings and documents, effective August 25, 2026 through June 30, 2027.

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Musical show kit and performing rights license for the 2027 District Middle School Spring Musical Production.

5.B.4. Illuminated Integration

COSTARS contract for engineering services, materials, and installation for AV systems in new gym, blackbox theater, and tv studio for new HHS construction.

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Sponsorship of job training services for incentive work for students.

5.B.6. Market Street Sports Group - Lancaster Toyota

One-year contract renewal for Lancaster Toyota Sponsorship of Tennis Courts, effective October 1, 2026 through September 30, 2027.

5.B.7. Market Street Sports Group - Orthopedic Associates of Lancaster

Seven-year agreement with Orthopedic Associates of Lancaster for naming rights of the concession stand at GLS Injury Law Firm Stadium, effective September 19, 2026, through September 14, 2033.

5.B.8. New Story

Special education tuition for three students for the 2026-2027 school year, effective August 25, 2026 through June 4, 2027.

6. Finance Action Items

6.A. Approval of High School Project Package 2 Contracts

Motion to approve the High School Project Package 2 contracts 6.A.1. - 6.A.6., as presented. This motion, made by Megan Eshleman and seconded by Erin Small, Carried.

Kaleb Best: Yea

Judy Brady: Yea

Megan Eshleman: Yea

Grant Keener: Yea

Kait Linton: Yea

Erin Small: Yea

Patrick Wagner: Yea

Mekikai Williams: Yea

Justin Wolgemuth: Yea

Yea: 9, Nay: 0

6.A.1. Lobar, Inc.

6.A.2. Myco Mechanical, Inc.

6.A.3. Jay R Reynolds, Inc

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6.A.5. Phillips Brothers Electrical Contractors, Inc.

6.A.6. Todd Devin Food Equipment, Inc.

6.B. Approval of High School Project Package 3 Contracts (without fieldhouse as bid in Package 3)

Patrick Wagner asked for a motion to approve the High School Project Package 3 contracts 6.B.1. - 6.B.4., as presented. No motion was made.

6.B.1. eciConstruction, LLC

6.B.2. Farfield Acquisition Company dba The Farfield Company

6.B.3. Vision Mechanical, Inc.

6.B.4. Hirneisen Electric, Inc.

6.C. Approval of High School Project Package 3 Contracts (with fieldhouse as bid in Package 3)

Motion to approve the High School Project Package 3 contracts 6.C.1. - 6.C.4., as presented. This motion, made by Kaleb Best and seconded by Mekikai Williams, Carried.

Kaleb Best: Yea

Judy Brady: Yea

Megan Eshleman: Yea

Grant Keener: Nay

Kait Linton: Yea

Erin Small: Yea

Patrick Wagner: Yea

Mekkai Williams: Yea

Justin Wolgemuth: Yea

Yea: 8, Nay: 1

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7. Schedule of Upcoming Meetings

October 13, 2026 - 6:00 pm

Regular Meeting

Education & Programs/Policy, Personnel, & Legal Committee Meeting

October 27, 2026 - 6:00 pm

Regular Meeting

Buildings & Grounds/Finance Committee Meeting

November 10, 2026 - 6:00 pm

Regular Meeting

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November 24, 2026 - 6:00 pm

Regular Meeting

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Committee Meetings will be held immediately following the adjournment of the Regular Meeting.

8. Adjournment

Motion to adjourn meeting to Executive Session to discuss two contractual matters. This motion, made by Kait Linton and seconded by Grant Keener, Carried.

Kaleb Best: Yea

Judy Brady: Yea

Megan Eshleman: Yea

Grant Keener: Yea

Kait Linton: Yea

Erin Small: Yea

Patrick Wagner: Yea

Mekkai Williams: Yea

Justin Wolgemuth: Yea

Yea: 9, Nay: 0

Meeting adjourned at 9:39 pm.

Karen M. Hall, School Board Secretary

Draft Minutes Buildings & Grounds/Finance Committee Meeting

Hempfield School District

Tuesday, September 22, 2026 Immediately following the Regular Board Meeting at 6:00 pm

Location: District Administration Building, 200 Church Street, Landisville, PA 17538 and on a virtual meeting platform

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Judy Brady:	Present
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Motion to remove from the table September 8, 2026, Regular Board Meeting agenda item 10.C.11. Package 3 Electrical Contractor: Hirneisen Electric, Inc. - Total Contract Value: \$1,292,300. This motion, made by Erin Small and seconded by Kait Linton, Carried.

Kaleb Best:	Yea
Judy Brady:	Yea
Megan Eshleman:	Yea
Grant Keener:	Nay
Kait Linton:	Yea
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Kim James presented an update on various projects:

The East Petersburg Elementary School playground is complete.

Landisville Primary Center HVAC/electrical project has moved into phase 2.

The PAC project continues and is now projected to be completed by January.

Portable bleachers were ordered, but are awaiting delivery.

The presentation was attached to the agenda for additional details.

3.D. Fieldhouse Discussion

The Board discussed the fieldhouse options. The consensus of the Board was to move forward with the new fieldhouse as bid in Package 3.

4. Buildings & Grounds Action Items

4.A. Package 3 Electrical Contractor: Hirneisen Electric, Inc. - Total Contract Value: \$1,292,300
Approval of the High School Project Package 3 bid, Electrical Contractor: Hirneisen Electric, Inc.

- Total Contract Value: \$1,292,300, as presented, subject to legal review of contracts.
 - Base Bid \$1,140,600
 - ALT #3 - Parking Lot Lighting +\$111,700
 - ALT #4 - Base Bid Unclassified +\$40,000

Tabled agenda item 10.C.11. from the Regular Board Meeting on September 8, 2026

Motion to approve the High School Project Package 3 bid, Electrical Contractor: Hirneisen Electric, Inc. - Total Contract Value: \$1,292,300, as presented, subject to legal review of contracts. This motion, made by Grant Keener, Unseconded.

4.B. Package 3 Electrical Contractor: The Farfield Acquisition Company dba The Farfield Company - Total Contract Value: \$2,422,000.00

Approval of the High School Package 3 bid, Electrical Contractor: The Farfield Acquisition Company dba The Farfield Company - Total Contract Value: \$2,422,000.00, as presented, subject to legal review of contracts.

Motion to approve the High School Package 3 bid, Electrical Contractor: The Farfield Acquisition Company dba The Farfield Company - Total Contract Value: \$2,422,000.00, as presented, subject to legal review of contracts. This motion, made by Mekkai Williams and seconded by Kaleb Best, Carried.

Kaleb Best:	Yea
Judy Brady:	Yea
Megan Eshleman:	Nay
Grant Keener:	Nay
Kait Linton:	Yea
Erin Small:	Yea
Patrick Wagner:	Yea
Mekkai Williams:	Yea
Justin Wolgemuth:	Yea

Yea: 7, Nay: 2

4.C. High School Project Package 3 Bid Adjustments/Approvals

As a result of approving 4.B. Package 3 Electrical Contractor, the following package 3 contractors' contracts, 4.C.1. - 4.C.3., will need to be adjusted/approved as noted below, subject to legal review of contracts.

Motion to approve High School Project Package 3 Bid Adjustments/Approvals 4.C.1. - 4.C.3., as presented, subject to legal review of contracts. The Board discussed the motion. This motion, made by Patrick Wagner and seconded by Kait Linton, Carried.

Kaleb Best:	Yea
Judy Brady:	Yea
Megan Eshleman:	Yea
Grant Keener:	Yea
Kait Linton:	Yea
Erin Small:	Yea

Patrick Wagner: Yea

Mekkai Williams: Yea

Justin Wolgemuth: Yea

Yea: 9, Nay: 0

4.C.1. Package 3 General Contractor - ECI - Increase Contract Value: \$5,698,700

4.C.2. Package 3 Mechanical Contractor - Farfield - Increase Contract Value: \$878,000

4.C.3. Package 3 Plumbing Contractor - Vision Mechanical - Increase Contract Value:
\$1,276,000

5. Finance

5.A. Capital Reserve vs Capital Projects

Lydia Tamayo will present.

Lydia Tamayo presented an overview of capital reserve and capital project funds, including their purposes and uses, allowable revenue sources, allowable and non-allowable expenditures, key compliance differences, and a comparison of the two funds.

The presentation was attached to the agenda for additional details.

5.B. Contracts (reference attachments)

Review of contracts 5.B.1. - 5.B.8. which are scheduled for approval at the Regular Board Meeting on October 13, 2026.

Contracts scheduled for approval at the Regular Board Meeting on October 13, 2026, were reviewed.

5.B.1. Automax

Three-year contract for automated update and security patching service for district servers to meet audit and insurance requirements, effective November 20, 2026 through November 19, 2029.

5.B.2. Billings Bilingual

Spanish interpretation and translation services for special education meetings and documents, effective August 25, 2026 through June 30, 2027.

5.B.3. Concord Theatricals

Musical show kit and performing rights license for the 2027 District Middle School Spring Musical Production.

5.B.4. Illuminated Integration

COSTARS contract for engineering services, materials, and installation for AV systems in new gym, blackbox theater, and tv studio for new HHS construction.

5.B.5. Lancaster Lebanon IU13

Sponsorship of job training services for incentive work for students.

5.B.6. Market Street Sports Group - Lancaster Toyota

One-year contract renewal for Lancaster Toyota Sponsorship of Tennis Courts, effective October 1, 2026 through September 30, 2027.

5.B.7. Market Street Sports Group - Orthopedic Associates of Lancaster

Seven-year agreement with Orthopedic Associates of Lancaster for naming rights of the concession stand at GLS Injury Law Firm Stadium, effective September 19, 2026, through September 14, 2033.

5.B.8. New Story

Special education tuition for three students for the 2026-2027 school year, effective August 25, 2026 through June 4, 2027.

6. Finance Action Items

6.A. Approval of High School Project Package 2 Contracts

Motion to approve the High School Project Package 2 contracts 6.A.1. - 6.A.6., as presented. This motion, made by Megan Eshleman and seconded by Erin Small, Carried.

Kaleb Best: Yea

Judy Brady: Yea

Megan Eshleman: Yea

Grant Keener: Yea

Kait Linton: Yea

Erin Small: Yea

Patrick Wagner: Yea

Mekikai Williams: Yea

Justin Wolgemuth: Yea

Yea: 9, Nay: 0

6.A.1. Lobar, Inc.

6.A.2. Myco Mechanical, Inc.

6.A.3. Jay R Reynolds, Inc

6.A.4. S.A. Communale, Inc.

6.A.5. Phillips Brothers Electrical Contractors, Inc.

6.A.6. Todd Devin Food Equipment, Inc.

6.B. Approval of High School Project Package 3 Contracts (without fieldhouse as bid in Package 3)

Patrick Wagner asked for a motion to approve the High School Project Package 3 contracts 6.B.1. - 6.B.4., as presented. No motion was made.

6.B.1. eciConstruction, LLC

6.B.2. Farfield Acquisition Company dba The Farfield Company

6.B.3. Vision Mechanical, Inc.

6.B.4. Hirneisen Electric, Inc.

6.C. Approval of High School Project Package 3 Contracts (with fieldhouse as bid in Package 3)

Motion to approve the High School Project Package 3 contracts 6.C.1. - 6.C.4., as presented. This motion, made by Kaleb Best and seconded by Mekikai Williams, Carried.

Kaleb Best: Yea

Judy Brady: Yea

Megan Eshleman: Yea

Grant Keener: Nay

Kait Linton: Yea

Erin Small: Yea

Patrick Wagner: Yea

Mekkai Williams: Yea

Justin Wolgemuth: Yea

Yea: 8, Nay: 1

6.C.1. eciConstruction, LLC

6.C.2. Farfield Acquisition Company dba The Farfield Company

6.C.3. Vision Mechanical, Inc.

6.C.4. Farfield Acquisition Company dba The Farfield Company

7. Schedule of Upcoming Meetings

October 13, 2026 - 6:00 pm

Regular Meeting

Education & Programs/Policy, Personnel, & Legal Committee Meeting

October 27, 2026 - 6:00 pm

Regular Meeting

Buildings & Grounds/Finance Committee Meeting

November 10, 2026 - 6:00 pm

Regular Meeting

Education & Programs/Policy, Personnel, & Legal Committee Meeting

November 24, 2026 - 6:00 pm

Regular Meeting

Buildings & Grounds/Finance Committee Meeting All meetings are held in the Public Board Room at the Administration Building unless otherwise announced.

Committee Meetings will be held immediately following the adjournment of the Regular Meeting.

8. Adjournment

Motion to adjourn meeting to Executive Session to discuss two contractual matters. This motion, made by Kait Linton and seconded by Grant Keener, Carried.

Kaleb Best: Yea

Judy Brady: Yea

Megan Eshleman: Yea

Grant Keener: Yea

Kait Linton: Yea

Erin Small: Yea

Patrick Wagner: Yea

Mekkai Williams: Yea

Justin Wolgemuth: Yea

Yea: 9, Nay: 0

Meeting adjourned at 9:39 pm.

Karen M. Hall, School Board Secretary

Hempfield School District - Regular Board Meeting

9.A. Personnel Action Items

October 13, 2026

Personnel Items

1. Act 93 Positions

- a. Approval to transfer Randy E. Ross II from Supervisor of Maintenance Services for the Hempfield School District to Director of Buildings and Grounds for the Hempfield School District, effective January 1, 2027

2. Certified Staff Transfers

- a. Approval to transfer Kelly A. Amico from Autistic Support Teacher at Mountville Elementary School to Autistic Support Instructional Coach at Mountville Elementary School, Rohrerstown Elementary School, East Petersburg Elementary School, Centerville Middle School, and Hempfield High School, effective date to be determined

3. Extracurricular Positions

- a. Approval to appoint Jose E. De la Torre as a Volunteer Girls Volleyball Coach for the 2026-2027 school year, provisionally, according to federal and state law regulations
- b. Approval to employ Casey S. Douglas as a Powder Puff Coach for the 2026-2027 school year, provisionally, according to federal and state law regulations
- c. Approval to transfer Mark A. Enoch from Assistant Junior High Boys Basketball Coach to Assistant Varsity Boys Basketball Coach for the 2026-2027 school year
- d. Approval to employ Matthew H. Haines as a Powder Puff Coach for the 2026-2027 school year, provisionally, according to federal and state law regulations
- e. Approval to employ Katherine J. Hough as a Powder Puff Coach for the 2026-2027 school year, provisionally, according to federal and state law regulations
- f. Approval to transfer Kori D. Meshaw from Assistant Track Coach to Head Varsity Track Coach for the 2026-2027 school year
- g. Approval to employ Alicia A. Mitchell as a Powder Puff Coach for the 2026-2027 school year, provisionally, according to federal and state law regulations
- h. Approval to employ Charlotte A. Palmer as a Powder Puff Coach for the 2026-2027 school year, provisionally, according to federal and state law regulations

- i. Approval to appoint Melissa S. Paup as Interim Building Technology Support Coach at Mountville Elementary School from September 22, 2026 through October 30, 2026
- j. Approval to employ Christopher C. Sauer as a Powder Puff Coach for the 2026-2027 school year, provisionally, according to federal and state law regulations

4. Leaves of Absence

- a. Approval to grant a Leave of Absence to Kimberly N. Loretz, ESL Teacher at Centerville Elementary School, from September 8, 2026 through September 18, 2026
- b. Approval to grant a Leave of Absence to Jennifer Neupauer, Special Education Paraprofessional at Landisville Middle School from August 25, 2026 through December 9, 2026

5. Other

- a. Approval to employ the following individuals as After School Tutors for the 2026-2027 school year, provisionally, according to federal and state law regulations, compensated in accordance with the Collective Bargaining Agreement:
 - i. Delphi C. Aubry
 - ii. Eleanor Deeg
 - iii. Donna M. Freydlin
 - iv. Cynthia B. Green
 - v. Hailey G. Lehman
 - vi. Jack Nesbitt
 - vii. Svetlana Sagalov-Feldman
 - viii. Alicia L. Tverberg
 - ix. Jennifer L. Wallace
 - x. Jennifer M. Wolonik
 - xi. William E. Yoder III
- b. Approval to grant tenure to Sonya R. Barge, who completed three years of satisfactory teaching service effective October 2, 2026
- c. Approval to appoint the following individuals as After School Detention Monitors for the 2026-2027 school year, provisionally, according to federal and state law regulations:
 - i. Reed C. Boring
 - ii. Kyle D. Dunlap
 - iii. Brian P. McDermott
 - iv. Kyle J. Oster
 - v. Kayla L. Porter
 - vi. Andrea E. Rutledge

- vii. Clint A. Willman
- viii. Todd W. Zettlemoyer
- d. Approval to grant tenure to Allan R. Dunk, who completed three years of satisfactory teaching service effective October 2, 2026
- e. Approval to appoint the following individuals as a Mentor for the 2026-2027 school year, compensated in accordance with the Collective Bargaining Agreement:
 - i. Melissa L. Kreider
 - ii. Victoria J. Zodet
- f. Approval to employ Andrea E. Rutledge as a Homebound Instructor for the 2026-2027 school year, compensated in accordance with the Collective Bargaining Agreement

6. Resignations

- a. Approval to accept the resignation of Wendy S. DiNardi, Autistic Support Teacher at Centerville Middle School, effective December 4, 2026
- b. Approval to accept the resignation of Coral C. Rivera, General Food Service Worker at Landisville Middle School, effective May 29, 2026
- c. Approval to accept the resignation of Carol M. Welsh, Noontime Aide at Centerville Middle School, effective September 28, 2026
- d. Approval to accept the resignation of Angela L. Wilkerson, Health Room Nurse at Landisville Primary Center and Farmdale Elementary School, effective October 9, 2026

7. Retirements

- a. Approval to accept the resignation, due to retirement, of Linda M. Wagner, Substitute Custodian, effective October 9, 2026

8. Substitute Positions

- a. Approval to employ the following individuals as Guest Teacher Substitutes for the 2026-2027 school year, effective date below, provisionally, according to federal and state law regulations, compensated at the current substitute rate:
 - i. Christine B. Blair, effective date to be determined
 - ii. Christine L. Hughes, effective date to be determined
 - iii. Allie M. Lukridge, effective date to be determined
 - iv. Jennifer Neupauer, effective date to be determined
- b. Approval to employ the following individuals as IU13 Emergency Certified Substitutes for the 2026-2027 school year, effective date below, provisionally, according to federal and state law regulations, compensated at the current substitute rate:

- i. Daniel C. Bennett, effective date to be determined
 - ii. Melissa M. Griffin, effective date to be determined
 - iii. Nathan O. Sheffer, effective date to be determined
- c. Approval to employ the following individuals as PA Certified Substitutes for the 2026-2027 school year, effective date below, provisionally, according to federal and state law regulations, compensated at the current substitute rate:
 - i. Kristen A. Albert, effective date to be determined
 - ii. Ayanna Y. Cannon, effective date to be determined
 - iii. Alexis E. Cunningham, effective date to be determined
 - iv. Olivia G. Saborio, effective date to be determined
 - v. Christopher D. Wagenseller, effective date to be determined
 - vi. Dean J. Warkentin, effective date to be determined
- d. Approval to employ the following individuals as Student Teacher Substitutes for the 2026-2027 school year, effective date below, provisionally, according to federal and state law regulations, compensated at the current substitute rate:
 - i. Hamida Abdelhalim, effective date to be determined
 - ii. Sidney E. Bernhardt, effective date to be determined
 - iii. Tucker H. Chamberlin, effective date to be determined
 - iv. Hailey R. Chynesky, effective date to be determined
 - v. Mikalah I. Copenhaver, effective date to be determined
 - vi. Madison A. Fulmer, effective date to be determined
 - vii. Gabrielle Gutierrez, effective date to be determined
 - viii. Paige I. Hughes, effective date to be determined
 - ix. Toby R. Kovaschetz, effective date to be determined
 - x. Owen W. McMahon, effective date to be determined
 - xi. Rylee F. Pensyl, effective October 14, 2026
 - xii. Catherine F. Samer, effective date to be determined
 - xiii. Patrick J. Shaw, effective date to be determined
 - xiv. Brooke M. Stewart, effective date to be determined
 - xv. Alison R. Yarnish, effective date to be determined
 - xvi. Lauren M. Yarnish, effective date to be determined
 - xvii. Mackenzie R. Zienkiewicz, effective date to be determined
- e. Approval to employ the following individual as a Support Staff Substitute for the 2026-2027 school year, effective date below, provisionally, according to federal and state law regulations, compensated at the current substitute rate:
 - i. Kimberly A. Barr, effective September 8, 2026

9. Support Staff Employments

- a. Approval to employ Lori A. Griffiths as Office Secretary at Hempfield High School, effective date to be determined, provisionally, according to federal

and state law regulations, compensated in accordance with the Salary Rate Ranges for 2026-2027 (REPLACEMENT)

- b. Approval to employ Matthew J. Pawlikowski as a Special Education Paraprofessional at 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 2026-2027 (REPLACEMENT)
- c. Approval to employ Dionna Piersol as a General Food Service Worker at Hempfield High School, effective October 5, 2026, provisionally, according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2026-2027 (REPLACEMENT)
- d. Approval to employ Quintin Z. Ruiz as Instructional Technology Support Specialist at the 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 2026-2027 school year (REPLACEMENT)
- e. Approval to employ Kathy Sload as an Elementary Building Aide at Rohrerstown Elementary School, effective October 5, 2026, provisionally, according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2026-2027 (REPLACEMENT)
- f. Approval to employ Sherry L. Trout as a Custodian at Landisville Middle School, effective date to be determined, provisionally, according to federal and state law regulations, compensated in accordance with the Salary Rate Ranges for 2026-2027 (REPLACEMENT)

10. Support Staff Transfers

- a. Approval to transfer Tess E. Auken from Support Staff Substitute, District Wide to Elementary Building Aide at Landisville Primary Center, effective October 5, 2026
- b. Approval to transfer Kristy Becker from General Food Service Worker at Landisville Primary Center to Lead Food Service Worker at Landisville Primary Center, effective October 12, 2026

11. Corrections

- a. Approval to accept the correction for Matthew H. Haines of a one-time adjustment of \$1.50 to the hourly compensation rate to a one-time adjustment of \$2.00 to the hourly compensation rate, effective July 1, 2026
- b. Approval to accept the correction for Mark J. Wilson of a one-time adjustment of \$1.50 to the hourly compensation rate to a one-time adjustment of \$2.00 to the hourly compensation rate, effective July 1, 2026

**HEMPFIELD SCHOOL DISTRICT
CONTRACT FOR EMPLOYMENT OF DISTRICT SUPERINTENDENT**

THIS CONTRACT is made and entered this 13th day of October 2026, by and between the Board of School Directors of the Hempfield School District, a Pennsylvania School District with its principal offices located in Landisville, Pennsylvania (hereinafter referred to as “District” or “Board” or “Board of School Directors”) and Michael J. Bromirski (hereinafter referred to as “District Superintendent” or “Mr. Bromirski”).

WHEREAS, the Board of School Directors of the District, at a regularly scheduled meeting, duly and properly called on the 13th day of October 2026, did vote to elect Mr. Bromirski to the office of District Superintendent in accordance with the provisions of Sections 508, 1071, 1073 and 1073.1 of the Commonwealth of Pennsylvania’s Public School Code of 1949, as amended (hereinafter referred to as “Public School Code”); and

WHEREAS, the parties have agreed upon certain terms and conditions of employment and desire to reduce said terms and conditions to writing;

NOW, THEREFORE, the parties, intending to be legally bound hereby, and in consideration of the mutual covenants contained herein, agree as follows:

1. **Term.**

The Board has employed Mr. Bromirski and Mr. Bromirski hereby accepts said employment as District Superintendent of the Hempfield School District for a five-year term commencing on July 1, 2027 and ending on June 30, 2032 ("Term").

This Contract shall terminate immediately upon the expiration of the aforesaid Term unless the Contract is sooner modified or terminated in accordance with this Contract or allowed to renew automatically in accordance with Section 1073(b) of the Public School Code or this Contract.

2. **Professional Qualifications.**

The District Superintendent represents that at all times during the Term of this Contract he will have a valid certificate (i.e., Letter of Eligibility) to act as District Superintendent in the Commonwealth of Pennsylvania, and he agrees to provide a copy thereof to the Board, upon request. Mr. Bromirski agrees to promptly notify the Board if the foregoing representation is no longer true and correct during any period during the Term of his employment under this Contract. Mr. Bromirski further agrees to subscribe to and take the oath of office before entering upon his duties, in accordance with Section 1004 of the Public School Code.

3. **Duties and Responsibilities.**

- A. During the Term of this Contract the District Superintendent agrees to serve as Chief Administrator of the District and Executive Officer for the Board of School Directors, and to perform to the best of his abilities the duties of the District Superintendent in a competent and professional manner in accordance with the laws of the Commonwealth of Pennsylvania, the District's Job Description for the position of District Superintendent (attached and incorporated into this Contract as Appendix "A"), and the provisions of this Contract.
- B. The District Superintendent shall be responsible for the total day-to-day administration of the District subject to officially adopted policies of the Board. All official contacts between Board Members and the staff of the District with respect to District-related business/operations shall be through the District Superintendent. Nothing in this section shall preclude the right of Board Members to exercise their responsibilities as individual Board members in the areas of monitoring District operations, conducting oversight activities, or visiting schools, as set forth in Board policy or directed by the Board.
- C. During the term of this contract the Superintendent agrees to serve as the Chief Administrator of the School District and as Executive Officer for the Board, and perform the duties of the district superintendent in a competent and professional manner in accordance with the laws of the Commonwealth of Pennsylvania, the policies of the School District, and the provisions of this Agreement. Among other things, the Superintendent shall direct and assign teachers and other employees of the schools under his supervision; shall organize, reorganize, and arrange the administrative and supervisory staff, including instruction and business affairs, as best serves the School District; shall select all personnel subject to the approval of the School Board; shall from time to time suggest regulations, rules, and procedures deemed necessary for the well ordering of the School District; shall make recommendations to the Board with regard to employment, suspension and discharge of administrative, professional, and non-professional employees and in general perform all duties incident to the office of the Superintendent and such other duties as may be prescribed by the Board from time to time.
- D. The District Superintendent agrees to devote his time, attention, energies, skills and labor to his employment as District Superintendent during the term of this Contract provided, however, with prior School Board approval he may undertake and be compensated for outside work, including but not limited to consultative work, speaking engagements, writing, lecturing, adjunct teaching, or other professional services which

do not materially interfere with the District Superintendent's obligations pursuant to this Contract and his duties as District Superintendent. The District Superintendent shall be required to inform the Board with respect to any outside work the District Superintendent will perform in advance of commencing such outside work.

- E. The duties of the District Superintendent require his participation in professional associations and presence at numerous meetings, conventions, and conferences in order to maintain awareness of current issues, programs and information. The District Superintendent's attendance at seminars, workshops, in-service programs, school activities, graduate education, and professional development programs is necessary to maintain the knowledge and skills required of his position. The District considers the expenses involved in such activities, including membership dues and fees in professional associations as set forth herein to be directly related to the District Superintendent's duties and shall be paid for or reimbursed by the District in accordance with District policy and procedures, which may include Board preapproval for payment for such activities.

4. **Compensation – Salary**

Salary. In recognition of the complexity of the position of District Superintendent and the Board's desire to compensate its District Superintendent fairly, the Board of School Directors and the District Superintendent agree as follows:

- (1) The annual salary of the District Superintendent beginning July 1, 2027 shall be the amount of TWO HUNDRED FIFTY THOUSAND DOLLARS AND ZERO CENTS (\$250,000.00), less legally required withholdings. On July 1, 2028, and on each July 1st of the Term of this Agreement thereafter, the annual salary of the District Superintendent shall increase by three percent (3.0%).
- (2) The increases are contingent upon the District Superintendent achieving at least satisfactory on the agreed upon goals/performance objectives and overall evaluation completed by the Board of School Directors. In the event the Superintendent receives a "Needs Improvement" on any of his agreed upon goals and/or the overall evaluation, the Board has discretion to maintain a salary freeze or provide an alternative increase for the Superintendent in the year in question. In the event the Superintendent receives a Needs Improvement and then subsequently demonstrates performance progress following issuance of the Needs Improvement, the Board may revisit re-establishing the full increase for the Superintendent in the year in question that this occurs.

- (3) The District Superintendent's annual salary shall be paid in equal installments in accordance with the policy or agreement governing other twelve (12) month administrators in the District, unless otherwise agreed to in writing by the Board and District Superintendent.
- (4) The Board shall not decrease or freeze the District Superintendent's salary at any time during the term of this Contract unless (1) the District Superintendent has been rated unsatisfactory by the Board on any of the year evaluations to be completed, (2) the Board exercises its prerogative to freeze the Superintendent's salary in the event of a "Needs Improvement" rating, (3) unless agreed to in writing by the District Superintendent, (4) unless the District Superintendent is terminated in accordance with this Contract and/or state law, or (5) unless the District Superintendent is on a disability leave or leave without pay pursuant to the terms and provisions of this Contract. In the case of unsatisfactory performance, the salary freeze will be for a period of one-year in duration, beginning with the next calendar year in which the Superintendent would have otherwise been eligible for a raise.
- (5) The Superintendent's salary will be evaluated annually and may be increased from time to time beyond the increases noted herein at the discretion of the Board based on a number of relevant factors, including but not limited to superintendent salaries and compensation in other school districts.
- (6) The District in so annually adjusting the District Superintendent's salary shall not be considered to have entered into a new contract with the District Superintendent or to have extended the termination date of this Contract.

5. COMPENSATION – BENEFITS

It is intended that the Superintendent shall receive the same fringe benefits provided pursuant to provisions of the Act 93 Agreement, which may change from time to time. Without limiting the foregoing, the Superintendent shall receive the benefits set forth below:

- A. **Sick Leave.** Twelve (12) days of sick leave will be granted per year cumulative, for twelve-month employees. Unused sick leave will be accumulated from year to year. Compensation for accumulated unused sick leave upon retirement of the Superintendent shall be paid at \$55 per day or any higher amount as may be provided in subsequent Act 93 compensation plans.

- B. Professional Development.** The duties of the Superintendent require continued professional development in order to remain knowledgeable of pertinent issues and information and to maintain required certification. The annual budget approved by the Board shall include a line item covering the costs associated with the Superintendent's membership in professional organizations and attendance at work-related meetings, conventions, conferences, and continuing education programs or courses. The Superintendent shall notify the Board of the use of such budgeted funds and shall receive advance approval from the Board of any professional development expense exceeding the budgeted amount.
- C. Life Insurance.** The School District shall provide term life insurance for the Superintendent in the amount of two times his then-current annual salary. If the Superintendent retires before or at the end of this Agreement and the District continues its current practice of purchasing term life insurance through PSBA or some other group plan, the District shall pay life insurance coverage premiums for the retired Superintendent until age 65 at a face value not to exceed \$150,000.
- D. Medical Exam.** The School District shall provide a medical examination annually to the Superintendent at the School District's expense.
- E. Medical/Dental/Vision Insurance.** The Superintendent will receive the same health and dental insurance coverage that Act 93 employees receive. This benefit is subject to any further co-pay agreement, which is implemented.
- F. Health Reimbursement Arrangement (HRA).** The Superintendent will receive Fifty Dollars (\$50.00) per pay into a 501(c)(9) Health Reimbursement Account.
- G. Retirement Healthcare.**
- 1) Upon Mr. Bromirski's retirement from the Hempfield School District, the Hempfield School District shall continue to provide Mr. Bromirski and his spouse with medical insurance coverage benefits at least comparable to those medical insurance coverage benefits provided to the then-current School District administrators, until Mr. Bromirski reaches the age of sixty-five (65) or the age at which Mr. Bromirski becomes eligible for Medicare, whichever is later. This obligation shall survive the termination of this Agreement. Medical insurance includes health, dental, and vision.

- a. The district will pay 100% of the premiums/pseudo rates, less any contributions for retiree health coverage Mr. Bromirski receives from PSERS.
 - b. Mr. Bromirski's wife (at the time of signing this contract) will also be covered until she turns sixty-five (65).
- 2) Mr. Bromirski will have the opportunity, on a yearly basis, to elect/purchase medical, dental, and vision insurance for any eligible dependent children at the same rate as the then-current administrators are charged in the district until he reaches the age of sixty-five (65) or the age at which Mr. Bromirski becomes eligible for Medicare, whichever is later.
 - a. If he elects/purchases this insurance for his eligible dependents, he will pay the difference between the Employee + Spouse rate and the family rate.
 - b. If there is no cost to such insurance, for the then-current administrators, based on his plan selection, Mr. Bromirski will not be charged a cost.
- 3) Such coverage(s), after retirement, will terminate in the event Mr. Bromirski accepts other employment that offers comparable health care coverage.

H. Income Protection. The School District shall provide disability income protection that shall pay the Superintendent seventy percent (70%) of his salary for up to two (2) school years covered by this agreement, upon exhaustion of all other paid leave and upon being determined to be disabled from performing the duties of Superintendent by a physician and (if required by the School Board) verified by an Independent Medical Examiner selected solely by the School District. There is a two (2) year limitation on this income protection benefit during the professional staff member's working career.

I. Holidays. Holidays shall be in accordance with a published Board- approved list of designated days for all twelve-month employees for the school year.

J. Vacation Days.

- 1) The Superintendent will receive thirty (30) days' vacation beginning July 1, 2027. Any unused days as of June 30 of each year will potentially be added to the accumulated vacation balance. The maximum balance allowed to be carried over to July 1 of any subsequent year is thirty (30) days.
- 2) In the event the vacation balance will exceed 30 days, the Superintendent will receive an employer payment to a 403(b) TSA account at their per diem rate, up to a maximum of (10) days, to reduce the carry forward balance to 30 days.
- 3) The per diem rate will be determined based upon the just completed fiscal year (not the new fiscal year). Employer payments will be made as soon as the end of the fiscal year as final balances can be determined and payments processed.
- 4) At retirement the actual vacation leave balance, up to 10 unused vacation days from the final year of employment and up to 30 accrued vacation days from prior years of employment, for a maximum of 40 vacation days, shall be paid at per diem rates as compensation that is not eligible toward PSERS benefits.

K. Work Days. It is the expectation that the Superintendent will be on call as needed as events arise and that the Superintendent shall work a minimum of a two hundred sixty one (261) day year.

L. Work-Related Travel Expenses. The Superintendent shall be reimbursed for work-related travel, both within and outside the School District, including mileage at IRS approved rates.

M. Waiver of Sabbatical. The Superintendent hereby waives any right to take a sabbatical pursuant to the Pennsylvania Public School Code.

N. Other. The Superintendent shall receive any additional benefits provided by the School District in accordance with and not less than the Act 93 Agreement. Nothing contained in this Agreement shall preclude the School District from providing additional benefits to the Superintendent as agreed between the Superintendent and the Board.

6. COMPENSATION – ELECTION OF ADDITIONAL BENEFITS

In addition to the benefits stated in Section 5 of this Agreement, the Superintendent may elect on an annual basis not more than one (1) of the following benefit options. If the Superintendent's annual performance evaluation results in a rating of Proficient, he may elect not more than two (2) of the following benefit options. If the Superintendent's annual performance evaluation results in a rating of Distinguished, he may elect not more than three (3) of the following benefit options. A benefit may be selected multiple times, however the total number of benefits selected shall correspond with the limits corresponding with the result of his annual performance evaluation.

- A. An annual contribution of ONE THOUSAND THREE HUNDRED DOLLARS (\$1,300.00) to his 403(b) retirement savings account.
- B. Two additional vacation days. This option may be selected only if all vacation days awarded for that year of the Term of this Agreement pursuant to Section 5.J.2. will be utilized and not rolled over. If one or both of the additional vacation days elected via this paragraph remain unused by June 30th of the year in which they were elected, Superintendent will receive payment into his 403(b) account at his current per diem rate for each unused day.
- C. A contribution to his Section 501(c)(9) Health Savings Account (HSA) in an amount equal to two times his per diem rate of pay, not to exceed the IRS maximum allowable annual contribution.
- D. Payment of an annual bonus of ONE THOUSAND THREE HUNDRED DOLLARS (\$1,300). This payment will occur via the District's regular payroll, subject to all applicable withholdings, during the last payroll in June of the year in which this benefit is elected.

Superintendent must inform the Board of his annual election no later than July 1st of each year of the term of this Agreement. If no election is made, Superintendent will continue to receive the benefits elected during the prior year. The provision of any benefits elected remains subject to all applicable laws, regulations and contribution limits.

7. Performance Review

- A. There shall be an annual evaluation meeting conducted in executive session, to be held by 30th day of June each year of this Agreement, at which time the Board will provide the Superintendent with a written annual evaluation. The Superintendent

shall be evaluated based upon objective performance standards, which may include the following: student achievement on Pennsylvania System of School Assessment ("PSSA") tests and Keystone Exams; student growth as measured by Pennsylvania Value-Added Assessment System; student attrition and graduation rates; financial management of the District; overall job performance; successful completion or implementation of the Superintendent's professional goals jointly established by the Board and the Superintendent; and/or other additional criteria regarding School District operations that may jointly be agreed upon by the Superintendent and the Board.

B. The Board and Superintendent shall identify, in writing and no later than the September Board meeting of each school year, mutually agreed-upon performance goals that will be used for the Superintendent's evaluation the following school year. The following provisions shall apply to the Superintendent's annual evaluation process:

- 1) The mutually agreed-upon objective performance standards for the assessment of the Superintendent's performance for each school year shall be publicly posted on the District's official website, as required by law;
- 2) The Board reserves the right to exercise maximum flexibility in determining the mechanics of the Superintendent evaluation, so long as the evaluation model satisfies the requirements of the law and the terms of this Agreement;
- 3) Evaluation procedures may be developed and contained in forms prepared by the Board in accordance with Board policies, District procedures, the School Code and State Board of Education regulations;
- 4) A copy of the written evaluation shall be delivered to the Superintendent at the executive session by the President of the Board of School Directors;
- 5) The Superintendent shall have the right to respond in writing to the evaluation and request an opportunity to appear before the Board in a closed executive session;
- 6) The written evaluation and response shall be held in strict confidence between the Board and the Superintendent, and in no manner shall be permitted to be disseminated to the general public by any member of the Board or by any District employee;

- 7) After completion of the Superintendent's evaluation for a particular school year, the Board shall post on the District's official website the date on which the evaluation was completed and whether the Superintendent satisfied the agreed objective performance standards identified in Paragraph 5.a., as required by law; and
- 8) Any failure to meet or perform other evaluation activities described herein shall not impact the other terms and conditions of this Agreement.

8. **Professional Liability.**

The Board agrees that it shall defend, hold harmless and indemnify the District Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the District Superintendent in his individual capacity or in his official capacity as agent and employee of the Board, provided the incident arose while District Superintendent was acting within the scope of his employment as District Superintendent. This obligation shall survive the termination of this Contract.

9. **Reappointment.**

If, at any time, the Board of School Directors decides that it does not desire to renew the contract of the District Superintendent for another Term, the Board shall notify the District Superintendent in writing by certified mail or hand delivery, and no later than one hundred and eighty (180) days prior to the expiration of the Term of this Contract, of the Board of School Directors' intent not to reappoint him. Should the District Superintendent not be so notified, he shall be reappointed to a term of one year and the terms and conditions of this Contract shall continue for one year unless mutually agreed otherwise by the Board and the District Superintendent.

10. **Termination.**

This Contract may be terminated prior to the end of the Term of this Contract as follows:

- A. The District Superintendent shall be subject to discharge and termination of this Contract for the reasons specified in Section 1080 of the Public School Code. However, the Board shall not arbitrarily or capriciously call for the District Superintendent's dismissal and the District Superintendent shall in any event have the right to written charges, notice of hearing, fair and impartial hearing, all elements of due process, and the right to appeal to a court of competent jurisdiction. At any such hearing before the Board, the District Superintendent shall have the

right to be present and to be heard, to be represented by counsel, and to present evidence, through witnesses, testimony, and documentation relevant to the issue. A transcript of the record of proceedings before the Board shall be made available without charge to the District Superintendent.

- B. In the event the Superintendent retires before or at the end of the term of this Agreement with at least five (5) years of administrative experience in the School District and provides at least twelve (12) months' written notice of retirement, the Superintendent shall be entitled to the following: \$5,000 added to his salary during his final working year.
- C. This Contract may be terminated by the mutual consent, in writing, of the District Superintendent and the Board. If this Contract is terminated in this manner, the District shall provide no more than 6 months' worth of compensation and benefits if 2 or more years remain on the Contract, or 3 months' worth of compensation and benefits if less than 2 years remain on the Contract.
- D. This Contract shall be terminated upon the death of the District Superintendent, at which time, the District shall pay to the estate all of the aggregate compensation, salary, and benefits the District Superintendent earned, accrued and/or is entitled to under this Contract through the end of the month in which the District Superintendent's death occurs and to which he had not been paid already, subject to the requirements of state law. The provisions hereof shall not in any way negatively affect or impair any other statutory benefits which may be available to the District Superintendent, his surviving spouse, or estate, including but not limited to those available under applicable PSERS retirement programs, COBRA continuing coverage, workers' compensation or otherwise as may be applicable.

11. **Modification.**

This Contract shall not be amended, changed, or modified, except in writing approved of and signed by the District Superintendent and approved of by the Board and signed by a duly authorized officer(s) of the Board.

12. **Savings.**

Should any provision of this Contract be declared illegal, void, invalid, or unenforceable by a court of competent jurisdiction, said provision shall be deleted from this Contract to the extent that it violates the law. The remaining provisions shall remain in full force and effect for the duration of the Contract if not affected by the deleted provision. If at any time

thereafter such provision shall no longer conflict with the law, then it shall be deemed restored in full force and effect as if it had never been in conflict with the law.

13. **Obligations.**

This Contract shall be binding upon and shall inure to the benefit of the District and its duly authorized representatives and successors. This Contract shall be binding upon and shall inure to the benefit of the District Superintendent and, to the extent applicable, his personal representatives and heirs.

14. **Statutory Reference.**

All references to the Public School Code contained herein shall also refer to and incorporate any amendment or recodification of the Public School Code.

15. **Applicable Law.**

This Contract shall be construed governed and in accordance with the laws of the Commonwealth of Pennsylvania.

16. **Headings.**

The headings in this Contract are for reference only and shall not affect the meaning or interpretation of any term of this Contract.

17. **Execution and Counterparts.**

This Contract may be executed in two or more counterparts, each of which, when executed by the parties, shall be considered to constitute one Contract.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the parties have caused this Contract to be duly executed the day and year first written above.

HEMPFIELD SCHOOL DISTRICT

By: _____
President, Board of School Directors **Date** _____

ATTEST: _____
Secretary, Board of School Directors **Date** _____

MICHAEL J. BROMIRSKI:

By: _____
Michael J. Bromirski, District Superintendent **Date** _____

APPENDIX “A”

JOB DESCRIPTION

APPENDIX “B”

ACT 93 AGREEMENT

APPENDIX “C”

**SUPERINTENDENT OBJECTIVE PERFORMANCE STANDARDS
2027-2028 SCHOOL YEAR**

- 1.
- 2.
- 3.

The Superintendent will provide documentation and evidence to be used in the Board's determination of whether each overall objective performance standard has been met.



Superintendent Job Description

Date Updated: December 6, 2014

FLSA Status: Exempt

Reports To: School Board of Directors

Employee Group: Contract

Days Per Year: 262

Hours Per Day: 8

Job Summary:

Serve as the chief executive officer, oversee the management of the district operation, and lead the staff in setting and achieving standards of academic and organizational excellence. Provide dynamic leadership in: developing a vision for the district, collaborating with stakeholders, providing a robust system of accountability, developing innovative solutions for programmatic and organizational effectiveness, and advocacy for the district and public education.

Primary Duties and Responsibilities:

1. Supervise the work of staff in planning and program development.
2. Develop short and long-range goals for the district's activities and growth, recommending such goals to the Board for approval.
3. Analyze and appraise, regularly and systematically, the performance of each area of the district's activities against approved goals and programs.
4. Engage in effective and timely communication with the Board pertaining to all matters of major importance and significance to the district's activities and progress.
5. Actively communicate essential information to all staff, parents, and community members and provide forums for feedback and questions from all stakeholders.
6. Promote the district actively via all public relations avenues, advocating aggressively for the district and public education with all stakeholders, both internal and external to the district.
7. Actively monitor potential legislation that may impact the district and provide advocacy among elected officials.
8. Collaborate with elected and appointed officials including those serving at the municipal and state levels.
9. Establish and maintain a sound organization that will provide for all essential functions of the district, and recommend restructuring proposals that would increase the efficiency and efficacy of the organization.
10. Develop and recommend policies and programs for employment, employee relations, benefits and services, and safety consciousness for all employees and students.
11. Ensure the hiring and continued growth of properly trained and certificated principals and other supervisory employees throughout the district.
12. Assist the Board in establishing salary ranges, including employment rates, for all positions and supplementary contracts.



13. Approve and recommend to the Board the selection, hiring, and assignment of all personnel.
14. Supervise and administer assigned personnel and direct appraisal of their performance.
15. Recommend salary increases, employment, and termination of all personnel.
16. Recommend job classifications for all new positions and direct programs for recruiting, training, and assignment of all personnel.
17. Direct the development of programs and supporting budgets for the district's activities and recommend the same to the Board.
18. Provide overall control of the district's financial activities, take appropriate action to ensure that expenses are kept within currently approved budgetary limits, and develop innovative strategies to meet short and long-term budgetary challenges.
19. Maintain active contact and familiarization with all local, state, and federal programs providing financial assistance to local school districts and provide advocacy with appropriate officials.
20. Perform other duties as assigned by the Board of Directors.

Qualifications:

- Ten (10) to fifteen (15) years' experience in multiple areas of public education necessary, including elementary or secondary school instruction and administrative/supervision
- Master's degree necessary, Doctorate preferred
- Pennsylvania Administrative Certification
- Pennsylvania letter of eligibility necessary
- Submission of pre-employment medical examination (Section 148 of the PA School Code)
- Submission of the following clearances:
 - o PA State Criminal History Record (Act 34 & Act 114)
 - o PA Dept. of Public Welfare Child Abuse History Clearance (Act 151 & Act 114)
 - o Federal (FBI) Background Check (Act 24)
- Such alternatives to the above qualifications as the Board may find appropriate and acceptable

Physical Demands:

- Ability to reach above and below the waist
- Ability to use fingers to pick, feel and grasp objects
- Ability to lift and/or carry supplies and/or papers weighing no more than 20 lbs.
- Ability to mostly sit with some walking, standing, or move throughout the work environment

Sensory Abilities:

- Visual acuity
- Auditory acuity



Work Environment:

- Typical office environment
- Subject to inside and outside environmental conditions

Temperament:

- Must possess excellent interpersonal skills
- Must be able to work in an environment with frequent interruptions
- Able to make judgments and work under high level of stress

Cognitive Ability:

- Ability to communicate effectively
- Ability to organize tasks
- Ability to handle multiple tasks
- Ability to exercise good judgment

Specific Skills:

- Must possess leadership skills
- Must possess supervisory skills
 - o Approximate employees – 3 directly/930 indirectly
- Must possess computer skills
- Ability to operate various office equipment
- Must appropriately handle confidential information

(Reasonable accommodations may be made to enable a qualified individual with a disability or disabilities to perform the primary duties and responsibilities of the job.)

Print Name

Signature

Date



Act 93 Administrator Compensation Plan

July 1, 2025 to June 30, 2029

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Article 1 Structure of Administrator Compensation Plan

Representatives of the Act 93 Administrator Group met with a subcommittee of the Board and members of the Central Administration Team to discuss the objectives and terms of this Administrator Compensation Plan (hereinafter "Plan"). Terms of the plan fall under Section 1164 of the PA School Code. This is not a negotiated plan under representation of any union.

Article 2 Term of Plan

The term of this plan shall begin on July 1, 2025, and shall continue in full force until June 30, 2029.

Article 3 Definition of Administrator

The term "Administrator" shall include the following positions for the purpose of this plan:

Assistant Business Manager	Chief Information Officer
Coordinator of Technology Operations	Director of Athletics & Activities
Director of Buildings & Grounds	Director of Business Operations
Director of Communications & Community Relations	Director of Food Services
Director of Human Resources	Director of Instructional Technology
Director of Student Services	Director of Transportation
Elementary Curriculum Supervisor	Elementary School Principals
High School Grade Principals	High School Principal
Middle School Assistant Principal(s)	Middle School Principals
Secondary Curriculum Supervisor	Special Education Supervisors

Article 4 Work Days and Calendar

Administrators work a 261-day, twelve-month schedule.

Holidays are designated on an annual basis, and include thirteen (13) paid holidays as follows:

July 4	1 day before or after New Years
Labor Day	Martin Luther King, Jr. Day
Thanksgiving Day	President's Day
Friday after Thanksgiving	Good Friday
Christmas Day	Easter Monday
1 day before or after Christmas	Memorial Day
New Year's Day	

In addition, Administrators shall receive:

- One (1) floating holiday to be used in conjunction with the Thanksgiving holiday
- Two (2) floating holidays to be used in conjunction with the winter break schedule.

One of the three floating holidays can be used around another holiday, if desired, but only when it's a non-student/professional staff workday.

Article 5 Professional Dues and Memberships

Each Administrator shall be entitled to two (2) memberships in professional associations directly related to their work assignment. Memberships shall be subject to approval by the Assistant Superintendents or the Chief Financial and Operations Officer, depending upon assignment. Additionally, memberships shall not exceed the approved budgeted amount. The District shall pay the total cost of these memberships.

Article 6 Salary Provisions

Salary increases for Administrators will be calculated based on two components: performance and goal attainment. A pool will be established annually from which a percentage will be awarded to Administrators for performance and attainment of approved performance goals. The pool shall be a minimum of the percentage salary increase in the HEA collective bargaining agreement, plus one percent (1%).

Goals will be developed with and approved by the district's leadership team. An evaluation of the Administrator's performance will be used to determine eligibility for a potential salary adjustment. Administrators must be evaluated as Proficient at a minimum to be eligible.

The annual salary will be paid bi-weekly from July through June each fiscal year. If an Administrator works less than a full calendar year (12 months), the annual salary will be prorated for the appropriate number of days worked.

Administrators are also reminded that every five (5) to six (6) years, the salary schedule is adjusted using a three (3) week gap to avoid a "twenty-seven (27) pay year". This is consistent with past practice and allows the district to avoid the potential decrease in biweekly pay that might result from twenty-seven (27) vs. twenty-six (26) pay periods in a single year. As always, we will give plenty of notice on that timing.

Payment for earning a doctoral degree

Administrators earning a doctoral degree during the term of this plan shall have a one-time only payment of \$3,500, which will not be added to their base salary. The one-time payment will be made through payroll following receipt of appropriate paperwork to document receipt of the doctoral degree. This payment will be made only if the Administrator successfully completes the doctoral degree within two (2) years of completion of non-dissertation classwork. This payment

is considered PSERS eligible wages. The Administrator must be actively employed by the Hempfield School District as an Administrator for at least three (3) years to retain the full \$3,500 one-time payment. If an Administrator leaves before completion of the three (3) year time frame, the following repayment schedule will be used:

- One-time payment paid in the final calendar year (12 months) shall be reimbursed at 100% back to the District
- One-time payment paid one (1) calendar year (12 months) to two (2) calendar years prior shall be reimbursed at 80% back to the District
- One-time payment paid two (2) calendar years (24 months) to three (3) calendar years prior shall be reimbursed at 60% back to the District.

Article 7 Medical Benefits

Medical plans and all coverages are fully described in the publication "Plan Document and Summary Plan Description for Hempfield School District." (found on the employee portion of the district website).

The district agrees to maintain a health flexible spending account plan that meets the requirements of Section 125 of the Internal Revenue Code to enable participants to pay or be reimbursed for health expenses through pre-tax basis payroll deduction. For those employees participating in the Qualified High Deductible Health Plan (QHDHP) and enrolled in a Health Savings Account (HSA), this would be an HSA-compatible limited purpose health flexible spending account plan to enable participants to pay or be reimbursed only for those expenses related to preventative care and permitted coverage (*such as* dental care and vision care), as provided by law, with eligibility generally to be consistent with the requirements and enrollment periods of the QHDHP. In each case, payroll deductions for the health flexible spending account will be made from the first and second pay of each month.

Coverage will include the following options:

The District will offer two healthcare plans.

Plan 1: PPO 1

- Employees shall contribute 8.5% of the annual premium share for the PPO 1 plan. Annual premiums change every January of the Contract.
- The deductible for the PPO 1 plan will be \$450 for single coverage and \$900 for family coverage.

Plan 2: Qualified High Deductible Health Plan (QHDHP)

- Deductibles will be set at the IRS minimum annually.
- The District will make an employer contribution to an eligible Health Savings Account (HSA) in the amount of \$750 for single coverage and \$1,500 for multi-party coverage.

- Effective January 1, 2026, the District will make an employer contribution to an eligible Health Savings Account (HSA) in the amount of 50% of the deductible based upon the tier elected (i.e. single vs. multi-party).

Elements of the QHDHP are defined as follows; plan remains subject to PPACA/IRS requirements of qualified plans:

- **Coinsurance:** 0 in-network, 40% out of network
- **Primary Care Physician copay:** out of pocket up to deductible, then \$25 copay
- **Specialist copay:** out of pocket up to deductible, then \$50 copay
- **Chiropractic care:** out of pocket up to deductible, then \$50 copay (limit 20 visits per year)
- **Emergency Room:** out of pocket up to deductible, then \$200 copay, waived if referred by physician or admitted to hospital
- **Urgent Care:** out of pocket up to deductible, then \$50 copay per visit
- **Prescription plan:** Out of pocket up to deductible for all prescriptions; Generic \$10, mail order \$20 after deductible; Brand \$50, mail order \$100 after deductible; Non-Formulary \$60, mail order \$120 after deductible; Specialty \$100 after deductible, mail order N/A.
- **Preventive / wellness visits:** have no charge to the employee under PPACA
- Maximum out of pocket (required element under PPACA): \$3,000 / 6,000 with participating providers; \$10,000 / 20,000 non-participating

Other elements will be defined in the plan document. The district will make an employer contribution to an eligible Health Savings Account (HSA), which will be set up in conjunction with the QHDHP.

For employees not working the full calendar year, these payments will be prorated. 50% of the contribution amount will be paid by the first business day in January, and the other 50% of the contribution for continuing employees will be made by the first business day in July.

In any case in which duplicate coverage is allowed under item (C)(2) below, the district will not make any duplicate payment to the Health Savings Account for two married employees, or for a parent and child, or other family relationship. The maximum district contribution for a family is the dollar amount shown above under the Family contribution for the applicable year.

For any employee who is not eligible for the structure of a HSA under IRS or other regulations/limitations, that employee will need to enroll in another plan option, and will not be eligible to enroll in the QHDHP with the HSA account.

Duplicate Coverage Rule

1. Any employee covered only as a dependent on an employee subscriber's health coverage will not be required to make contributions toward health care coverage. Where both employee spouses are covered by a single health insurance policy, only the employee subscriber shall be required to make contributions to health coverage.

2. No employee or dependent shall be entitled to duplicate coverage of any health insurance benefit, and no employee shall be covered both as a subscriber and also as a dependent.

Eligible Spouse Rule

If a working spouse has individual coverage available to him/her through their employer at a cost less than 51% of the spouse's employer's premium cost, (s)he cannot be covered under the Hempfield Benefit Plan. If the working spouse does not have coverage available to him/her, or must pay 51% or more of the employer's premium cost, (s)he shall receive coverage under the Hempfield Benefit Plan by paying the Employee + Spouse or Family premium contribution, as appropriate.

Dependent children may remain with the Hempfield Benefit Plan; the above rule applies to the spouse.

Opt-Out Provisions

Any eligible employee selecting to opt out of the health care coverage shall be compensated at the rate of \$150.00 per month. Any employee seeking to be compensated for opting out of health care coverage must opt out of all district-paid coverage as either an employee or a dependent (this may be as a spouse, child, or any other participant in plan coverage).

If an employee chooses to opt out of the district health care coverage, (s)he shall be entitled to re-enrollment in the District Plan under the following qualifying events. The re-enrollment must be made within thirty (30) days of a qualifying event.

A qualifying event is defined as:

1. The employee marries.
2. The employee has a child, adopts, acquires a stepchild, or becomes a legal guardian.
3. The employee divorces or legally separates and no longer has coverage through a spouse.
4. The employee or dependent has a change in his/her Medicare Primary Status (i.e. the employee becomes Medicare Primary).
5. The employee's dependent loses coverage under another benefit plan.
6. The employee has returned from a leave of absence and is reinstating coverage.

Any employee may change his/her opt-out choice by notifying the District in writing during the open enrollment period.

The district agrees to file the necessary forms with the Internal Revenue Service (IRS) to comply with the applicable sections of the Code.

This taxable benefit will be processed through payroll on the first and second pay of each month.

Article 8 Dental Benefits

The Hempfield School District will provide dental coverage for all administrators and their dependents as defined in the plan agreement.

- A. Annual maximum during the term of this agreement will be \$2,500. This annual maximum is for expenses of Types A, B and C combined.

Type A - 100 % coverage

Type B - 80 % coverage

Type C - 80 % coverage

- B. Individual deductible amount per calendar year - \$25 for all participants (employees and dependents)
- C. Orthodontics - Maximum lifetime benefit during the term of this agreement is \$3000. This lifetime maximum applies to each employee, each dependent under age 19, and spouse. This coverage carries a "0" deductible and a 50% benefit.
- D. Dental benefit contributions:

<u>Calendar Year</u>	<u>Employee</u>	<u>Employee+1</u>	<u>Family</u>
2025-2029	\$8.00/mo	\$12.00/mo	\$18.00/mo

Article 9 Vision Benefits

The District shall provide vision benefits to each full-time Administrator and eligible dependents. There will be no employee contributions for this benefit.

Article 10 Life Insurance

The District shall provide term life insurance (double indemnity) for each full-time Administrator. The amount of insurance will be a minimum of \$200,000.00, or two (2) times the Administrator's annual base salary, rounded to the next higher thousand, to a maximum value of \$300,000.

Article 11 Income Protection

The Hempfield School District will provide disability benefits (income protection) for each Administrator who has been employed full-time by the District in an administrative position for at least one (1) full year. The District reserves the right to self-fund or insure this benefit. This benefit shall pay the employee 66 2/3% of their daily rate of pay. Income protection will take

effect, for absences due to illness or accident, five (5) working days following the usage of all available leave. This benefit does not apply to an employee when the employee is receiving Worker's Compensation benefits due to a work place injury.

Payments shall continue for a maximum of two (2) calendar years (24 months) with the daily rate of pay remaining as originally established.

The parties agree that an employee who commences coverage and who returns to active employment with the Hempfield School District shall not commence a new period for Income Protection or the Life and Hospitalization Insurance premium coverage until the employee has been actively at work and on the payroll for at least 120 days. A returning employee who has not utilized all of his/her original coverage for either the Income Protection of Life and Hospitalization Insurance premium benefits will be entitled to such until the respective benefits periods have been exhausted. There is a two (2) year limitation on the income protection benefit during the professional staff member's working career.

Verification of the medical disability that qualifies the employee for disability benefits (income protection) shall be provided in written form, and the District reserves the right to have that determination verified by an Independent Medical Examiner (IME) selected solely by the District. Continuing written verification will be required as appropriate for the disabling condition.

This benefit shall not apply to the Public School Employees' Retirement Benefit Contribution provisions, which shall remain subject to the rules and regulations set forth by said retirement system. This benefit is not intended to include those current or former Administrators receiving monthly benefits under the Public School Employees' Retirement System of Pennsylvania. If an eligible Administrator is entitled to a monthly benefit under this article, the combined limit of all wages, salaries, or other income received from any governmental disability or retirement plan (including Social Security, worker's compensation or other occupational disability law) and this policy shall not exceed 80% of the monthly salary of the Administrator.

Employees who use the benefits provided in this article may elect to continue making their contributions to the Public School Employees' Retirement System for up to one (1) calendar year from the date when this benefit began to be received. The District will continue their contributions to the retirement system for the same length of time. To qualify for this benefit, the employee and the District must contribute based on the employee's full contract salary. In addition, the District will continue to provide life, medical and dental insurance coverage for up to one (1) calendar year from the beginning of this benefit subject to normal employee contributions being paid toward the costs of coverage.

Article 12 Continuing Education, Tuition Reimbursement, and Sabbatical Leave

The District agrees to pay the full cost of tuition for graduate study, provided it is directly related to the Administrator's job duties with the District or is required by the Superintendent.

The District will also pay for reasonable expenses related to costs incurred in connection with any workshops, seminars, conferences, in-service training sessions, or other educational matters

which an Administrator is required or requested to participate in by the Central Administration Team or the Board, other than those required by law.

There shall be a per person maximum of no more than twelve (12) course credits per year from July 1 to June 30 and maximum of no more than fifty thousand dollars (\$50,000.00) per year for the entire Administrator group, with the understanding that the Superintendent has the discretion to exceed this amount and the maximum of no more than twelve (12) course credits per year to a maximum of fifteen (15) course credits in any given year of the agreement in order to attract/retain talent needed to ensure the district continues to benefit from high quality leadership across the system. The superintendent is responsible for all program/course approvals and for maintaining cap discipline, given the language contained herein.

All courses must be approved by the Superintendent of Schools prior to enrolling in any course. Approvals are processed electronically through My Learning Plan and must be entered by the Administrator at least two weeks prior to the start of the course.

Credits within one's field or a related field of study and courses leading to further professional certification are generally covered by this policy. A grade of "B" or better for the completed course, as reported on a transcript or final grade report, will be required.

The District will pay the actual cost of tuition for graduate college credits, to a maximum of twelve (12) credits per year. Eligible administrators on a professional development sabbatical shall be required to earn nine (9) graduate credits per semester during the sabbatical, or six (6) graduate credits plus completion of a district project approved by the Superintendent per semester (totaling at least 180 hours of professional development activities). Costs other than course tuition are not covered by the District.

Tuition will be paid up front by the District at the time of enrollment upon submission of appropriate cost documentation (itemized tuition bill). Receipts and documentation of grades must be submitted within sixty (60) days of course completion; any amount paid up front by the District must be reimbursed if grade/completion requirements outlined above are not met or appropriate documentation has not been received on a timely basis.

In the event that an Administrator enrolls in a program after July 1, 2016 and discontinues the program while employed by the district or leaves the employment of the District, the Administrator shall repay the District 100% of any credit reimbursements received during:

1. The final twenty-four months (24) of enrollment in the program
2. The final twenty-four months (24) of his/her employment with the district.

With respect to payback stipulations, the Superintendent retains discretion to consider extraordinary circumstances if an Administrator leaves their program prior to completion or leaves the district.

Payments will be made on a monthly basis in normal payment cycles. To be eligible for this benefit, the Administrator must be actively employed by the District at the time of payment.

No eligible administrator may take a split-year sabbatical for professional development purposes. Split-year sabbatical is defined as a one (1) semester per year leave over two (2) consecutive years. Requests for sabbatical leaves of absence shall be in accordance with Section 1166 of the School Code. As an alternative, Administrators eligible under the requirements of the Section 1166 (completed ten (10) years of satisfactory service with five (5) years of such service at Hempfield School District) may take, for study purposes only, one (1) semester of sabbatical leave at half-pay once during their Hempfield School District career, provided that the Administrator is verified as a full-time student enrolled in a graduate degree or an area of study approved by the Superintendent. The length of the sabbatical is limited to the professional employee calendar for that semester or year. There will be a total of one (1) half-pay administrative sabbatical in the first semester and one (1) half-pay administrative sabbatical in the second semester with prior approval by the Superintendent.

Leave balances will not accrue for those taking a sabbatical leave. See detailed sections on sick and vacation time for further clarification of this limitation.

There may be up to six (6) writing days per year for purposes of working on the doctoral dissertation as approved by the Superintendent. No more than three (3) days may be consecutive.

Article 13 Sick Leave

Each full-time Administrator shall be entitled to sick leave subject to the terms, conditions and limitations set forth in section 1154 of the School Code, 24 P.S. §11-1154, except that the number of days granted each year shall be twelve (12). The annual allocation of days will be prorated for any Administrator scheduled to work less than twelve (12) months. Sick leave may be accumulated from year to year. For any Administrators who take a sabbatical for a semester, sick days will be prorated according to time worked vs. not worked in that year. For example, for an Administrator who will be on sabbatical for five (5) months during the year, seven (7) days instead of twelve (12) days of sick leave will be accrued for the year.

Administrators may use twelve (12) accrued sick days each school year as family illness days to be used for the care of immediate family members. Members of the immediate family shall be defined as a child, parent (natural, foster, or in-law), brother, sister, husband, wife, or anyone who is living regularly in the household.

Administrators hired from another district may carry a maximum of twenty-five (25) sick leave days to their accumulated balance with Hempfield School District from their prior district.

A district contribution into a 403(b) tax-sheltered account in an amount equal to the value of each eligible employee's unused accumulated sick leave at a rate of \$50.00 per day upon retirement from the district. Administrators must give a minimum of six (6) months' notice of retirement to receive the sick day retirement payout, and to provide adequate time for transition planning. Under certain legal, legislative, health or other circumstances, the Superintendent has the discretion to approve a retirement that does not meet the six (6) month requirement.

Article 14 Personal Leave / Emergency Leave

Three (3) days of personal leave are granted to all professional employees.

A maximum of six (6) personal leave days may be used in a school year, but no more than five (5) consecutively. The maximum amount of personal leave days and vacation days may not exceed ten (10) consecutive days.

A personal day shall be used if an employee requests a day off for a religious holiday that is normally a work day in the school calendar.

Administrators will be paid the daily teacher substitute rate for any unused personal days exceeding three (3) days at the end of the June. Payment will be with or prior to the second pay in July. A maximum of three (3) personal leave days can automatically carry forward to the next year, with the accumulative number of personal leave days in any year not to exceed six (6) days.

For Administrators who are out on a Family Medical Leave under the FMLA due to the administrator's own serious health condition, such administrators shall draw down any available sick days and applicable carried over personal days from the previous year concurrently with the leave consistent with established policy. The three (3) personal days granted to an Administrator at the beginning of July 1 in which the Administrator went out on FMLA may be deferred until after return from the leave so as to allow Administrator access to utilize such personal days consistent with the Agreement herein.

Under no circumstances shall Administrators carry forward any additional personal days in a subsequent year following FMLA leave. Any unused personal days shall be paid out consistent with the terms of the Agreement. In the event an Administrator does not return to work following the FMLA leave noted above, such Administrator shall not be paid out for the personal days that were deferred.

For Administrators who are out on leave for care of a newborn, use of and/or eligibility to be paid for available sick/personal days shall be consistent with past practices, however in the event an Administrator may use paid leave for care of a newborn such Administrator may defer their three (3) personal leave days granted in the year of the leave until such time as when the Administrator returns to work full time. In the event an Administrator does not return to work following the leave to care for a newborn such Administrator shall not be paid out for personal days that were deferred.

If an Administrator has the option to be paid for personal days, full or half day, at the end of June, he/she may trade one (1) personal day, full or half day, for an emergency day. Administrators may not accumulate more than three (3) emergency days.

Emergency Leave

The term "emergency leave" for Administrator absenteeism shall be construed to cover specifically the following situations:

A. Required court of other legal proceedings that cannot be scheduled in non-working hours.

- B. One (1) day may be used for taking or meeting an immediate family member for arrival or departure from overseas duty in the military service.
- C. Household emergency (i.e. fire, flood damage, burglary) that requires immediate attention.
- D. Situations to which, in the Superintendent's discretion, an Administrator is forcibly subjected because of circumstances beyond the Administrator's control.

Article 15 Vacation Days

Administrators shall earn twenty (20) vacation days during each full school year of employment. Those days are accrued to the Administrator's vacation leave balance on a monthly basis, and may be used in the first year of employment.

A maximum of ten (10) days of vacation or a combination of personal and vacation days may be taken at one time. Superintendent approval will be required if an Administrator is seeking to take the maximum of ten (10) days at one time. Approval must be requested at least two weeks prior to the requested start date.

Following five (5) years of continuous, full-time employment as an Administrator in Hempfield School District, 22 vacation days will be earned per year.

After ten (10) years of continuous, full-time employment as an Administrator in Hempfield School District, 24 vacation days will be earned per year.

After fifteen (15) years of continuous, full-time employment as an Administrator, 25 vacation days will be earned per year.

The maximum number of days that can be earned by an Administrator after fifteen (15) years of continuous, full-time employment is twenty-five (25) vacation days per year.

No vacation days will accrue during a sabbatical leave, as the Administrator is not actively reporting to work during this period of time and is not required or able to use vacation time during this leave. Vacation days will accrue normally on a monthly basis before and after the period of sabbatical leave.

As long as the District works four (4) ten-hour days in the summer months, Administrators may work four (4) eight-hour days without taking a vacation day, to recognize the additional hours that are often worked during other times of the year.

Administrators may carry a maximum of twenty-five (25) days of vacation into any subsequent fiscal year (July 1). Any days beyond a balance of twenty-five (25) days will be lost if not used by July 31 of each year. There is no payout available for unused days.

At retirement, the District shall issue payment for all accrued, unused vacation time at the per diem rate. The administrator shall have the option to have all accrued, unused vacation deposited into a 403(b) account established by the employee.

Article 16 Retirement Bonus and Related Payments

Administrators who were employed before June 30, 2013 are eligible for the following retirement bonus and related payments. No Administrator hired and added to the payroll after June 30, 2013 will receive a retirement bonus.

- Payments in lieu of Retirement Bonus: Instead of payments at the time of retirement, intermediate employer payments will be made to a 403(b) TSA account established by the Employer, with payments to be made at the following years of service

Completion of 5 years of service \$7500

Completion of 10 years of service \$7500

Completion of 15 years of service \$10000

- a) Timing of Employer Contributions to 403(b) TSA Account: Employer payments to the TSA accounts will be processed in January and/or July of each calendar year for employees who have reached a years-of-service benchmark during the prior six-month period. All contributions will be made to the 403(b) account, there is no cash payment option.
- b) No Offset of HRA Contributions: There is no offset of any sick day or other payments by the amounts contributed to the Administrator's 501 (c)(9) HRA account. Those payments to the HRA are an integral part of the new structure of the Act 93 payments for retirement planning.
- c) IRS Limits on Employer Payments to 403(b) TSA Accounts: All employer payments to the TSA account must be made within IRS limits in the year of payment. If the District is unable to complete payment to the 403(b) account in any given year due to these limits, the remaining payment will be made as early as practical in the following year.

Article 17 Post-Employment Medical and Dental Benefits

The District shall provide medical and dental insurance coverage for the retired Administrator until age sixty-five (65), provided the retiring Administrator has achieved fifteen (15) years of district administrative service with Hempfield School District, who are at least fifty-five (55) years of age, and who has provided the district with six (6) months' notice of their intent to retire.

The Administrator shall pay eighty (80%) of the medical, dental and vision premiums. This percentage will be applied to the prevailing pseudo-premium¹ for single coverage if the District remains self-insured, or the prevailing premium payment for any fully insured benefit. Rates are reset each year effective January 1.

The percentage of premium to be paid by the Administrator is set at the time of retirement, and that percentage stays fixed through age 65/eligibility for Medicare.

All such payments are subject to a minimum payment equivalent to the PSERS "premium assistance" amount (currently \$100/month). This minimum equivalent amount shall apply to payments from Administrators who do not qualify for the PSERS premium assistance.

Spousal and dependent medical and dental insurance coverage may be purchased at the prevailing pseudo-premium for such coverage. The Administrator's coverage is considered "Single" coverage. Adding a spouse and/or dependent would require the Administrator to pay the difference between the "Employee + I" or "Family" pseudo premium and the "Single" premium, as applicable. To be eligible, the spouse must comply with any/all provisions of the spousal rule.

If the retired Administrator dies before the spouse reaches age sixty-five (65), the surviving spouse may purchase coverage at the full prevailing pseudo premium (but not less than the PSERS subsidy amount) until he/she reaches age sixty-five (65).

Should the retired Administrator not meet the requirements of fifteen (15) years of service or fifty-five (55) years of age, they can purchase coverage for one hundred (100) percent of the medical, dental, and vision premiums.

Should the retired Administrator become eligible for other group coverage, he/she will no longer be eligible for district coverage.

Should the retired Administrator begin employment elsewhere after retirement from Hempfield, they may be eligible to obtain medical and dental insurance coverage should their new employer not offer coverage or after that new employment ends.

The retired Administrator shall be responsible for paying any income taxes owed for the receipt of retired medical and/or dental benefits as may be required by state or federal law.

¹ Pseudo-premium is a calculation of the estimated monthly premium for medical and/or dental insurance under a self-insured plan. This number is calculated and published annually, during open enrollment, with data and analysis from the insurance claims administrator.

Article 18 Retirement Life Insurance (Right to Purchase)

The basic term life insurance policy (without double indemnity), with a face value up to \$100,000, shall be available for purchase by the retired Administrator at the then current carrier rate until age 65.

Article 19 Health Reimbursement Arrangement (HRA)

The District shall make employer contributions to a designated Health Reimbursement Arrangement (HRA) behalf of full-time Administrators who have completed fifteen (15) consecutive years of service to the Hempfield School District.

- A. Administrators qualifying under this plan shall be entitled to a district contribution of thirty dollars (\$30.00) per pay into a 501(c)(9) Health Reimbursement Arrangement (HRA) account.

- B. All district contributions into the HRA account under this plan shall be deposited into qualified accounts established for each eligible employee. The vendor shall be approved by the District and the vendor shall be responsible for administering such programs.
- C. The design of this plan is intended to provide significant tax savings to the District and to the employees of the District by depositing amounts hereunder directly into approved 501(c)(9) programs, while permitting the employees to exercise investment control over the accounts until the employee has access to the balances and elects to withdraw amounts from the account after separation from service.
- D. The 501 (c)(9) plan must be maintained under standards in compliance with IRS regulations. The plan will be administered in compliance with these standards and may be amended from time to time to meet these requirements.

Article 20 Unreimbursed Expense Account

Any health/vision/dental care expenses incurred by the Administrator or dependent and not paid for by a health care policy provided by the district will be reimbursed based on the schedule below, as may be allowable under the law. The plan year for this account will run from July 1 through June 30. An Administrator must submit bills for payment through September 30 after the plan year ends. However, the expense(s) must have been incurred during the plan year in order to be eligible for reimbursement. Administrators shall have the option of either rolling any unexpended funds to the following plan year or depositing the funds into a 457(b) account. Contributions will be made to 457(b) accounts established by the Administrator with a provider approved under the District's IRS §457(b) Non-Qualified Deferred Compensation Plan.

Administrators who are eligible for a retirement bonus (Article 16) shall receive a Board contribution of \$2,500 annually into the unreimbursed expense account.

Administrators who are not eligible for a retirement bonus (Article 16) shall receive a Board contribution of \$4,000 annually into the unreimbursed expense account.

Article 21 Leave for Family Bereavement

An Administrator shall be allowed a maximum of five (5) days of absence without loss of salary because of the death of a spouse, child, (including stillborn or miscarriage) grandchild, or parent (natural, foster, or in-law). Three (3) days of absence would be allowed without loss of salary because of a death of others in the immediate family, including son-in-law, daughter-in-law, brother, sister, or anyone who has lived regularly in the household.

An Administrator shall be allowed one (1) day of absence on the day of the funeral without loss of salary upon the death of a brother-in-law, sister-in-law, grandparent, spouse's grandparent, aunt, uncle, cousin, niece, or nephew. In either category above, the Superintendent may extend the period of absence with pay as the exigencies may warrant.

Article 22 Jury Duty

An Administrator called for jury duty or subpoenaed to appear in court as a witness shall receive contractual salary. The Administrator serving on jury duty shall remit the jury pay to the School District. For a subpoenaed appearance in court, the event cannot relate to the alleged wrongdoing or other legal issues generated by decisions/behaviors of the employee (i.e. divorce, custody, bankruptcy; these issues would require use of a personal day).

Article 23 Direct Deposit

Direct deposit will be required for all Administrators providing banking regulations permit the District to transfer the money on the same day as payday.

Article 24 Tax-Sheltered Annuity Deposits

Money deducted for tax-sheltered annuities will be forwarded to the investor by the Wednesday following payday. Any 403(b) tax-sheltered annuity options shall be administered in a plan that is maintained in compliance with IRS regulations.

Article 25 Flexible Spending Account

The District offers all Administrators the option to join the Flexible Spending Account (FSA) Plan (Federal Plan Section 125). FSA permits Administrators to pay for qualifying health care expenses, including insurance deductibles and contributions, or dependent daycare expenses with pre-tax dollars. Administrator contributions into an FSA shall comply with the limits established by federal law.

Article 26 Conformity to Law

In the event that any provision of this plan is or shall at any time be contrary to law, all other provisions of this plan shall continue in effect.

Date and Signatures

Hempfield School District Public Employers Representatives of Act 93 Administrators.

President, Board of Directors Date

Act 93 Administrator Date

Act 93 Administrator Date

CONTRACTS October 13, 2026						
Company Vendor Contractor	Amount of Contract	New (N) Amendment (A) Renewal (R)	Budgeted Expense (Yes/No/NA)	Department Budget	Point of Contact	Brief Description of the Contract
AP Benefit Advisors, LLC	\$4,500.00	N	Y	Human Resources	K. Hall	Contract for ACA Reporting and Fulfillment Services.
Assured Partners	\$646,086.00	N	Y	Capital Projects	K. Hall	Contract for Builders Risk Coverage for the high school project, effective October 14, 2026 through December 31, 2030.
Automax	\$16,200.00	R	Y	Technology	M. Graham	Three-year contract for automated update and security patching service for district servers to meet audit and insurance requirements, effective November 20, 2026 through November 19, 2029.
Billings Bilingual LLC	\$12,000.00	R	Y	Special Education	T. Musser	Spanish interpretation and translation services for special education meetings and documents, effective August 25, 2026 through June 30, 2027.
Concord Theatricals	\$875.00	N	Y	Secondary	T. Musser	Musical show kit and performing rights license for the 2027 District Middle School Spring Musical Production.
Eden Resort & Suites	\$2,000.00 Deposit	N	Y	Secondary	T. Musser	Contract with Eden Resort & Suites for the senior prom on May 13, 2027.
Hillis-Carnes Engineering Associates, Inc.	\$266,392.50	N	Y	Capital Projects	M. Bromirski	Contract for construction materials testing and special inspection services for the High School Project Package 2.
Illuminated Integration	\$867,339.99	N	Y	Technology	M.Graham	COSTARS contract for engineering services, materials, and installation for AV systems in new gym, blackbox theater, and tv studio for new HHS construction.
Illuminated Integration	\$172,723.10	N	Y	Capital Projects	M.Graham	COSTARS contract for the stadium sound system replacement.
Lancaster Lebanon IU13	Up to \$15,000	R	Y	Special Education	M.Goodrich	Sponsorship of job training services for incentive work for students.
Market Street Sports Group - Lancaster Toyota	No Cost To The District	R	Y	Communications	K. Burkholder	One-year contract renewal for Lancaster Toyota Sponsorship of Tennis Courts, effective October 1, 2026 through September 30, 2027.
Market Street Sports Group - Orthopedic Associates of Lancaster	No Cost To The District	R	Y	Communications	K. Burkholder	Seven-year agreement with Orthopedic Associates of Lancaster for naming rights of the concession stand at GLS Injury Law Firm Stadium, effective September 19, 2026, through September 14, 2033.
Mixed Impressions DJs	\$1,125.00	R	Y	Secondary	T. Musser	Contract for DJ services at Landisville Middle School for a total of three school dances with contracted dates set during the 2026-2027 school year
New Story Schools	\$261,900.00	N	Y	Special Education	T. Musser	Special education tuition for three students for the 2026-2027 school year, effective August 25, 2026 through June 4, 2027.
TABworks, Inc.	\$237,600.00	N	Y	Capital Projects	M. Bromirski	Contract for testing, adjusting, and balancing of the HVAC air and water systems for the High School Project Package 2.
Talking Points	\$2,502.50	N	Y	English Language Development	Doug	One-year contract for translation texting platform through Talking Points, effective September 10, 2026 through September 9, 2027.

Wright Commissioning, LLC	\$136,325.00	N	Y	Capital Projects	M. Bromirski	Contract for independent, technical building commissioning services for the High School Project Package 2.
Contracts Pre-Signed - Needing Board Approval						
Company Vendor Contractor	Amount of Contract	New (N) Amendment (A) Renewal (R)	Budgeted Expense (Yes/No/NA)	Department Budget	Point of Contact	Brief Description of the Contract

Hempfield School District

Budget Transfers

2026-27 School Year

To Be Board Approved October 13th, 2026

Total Transferred \$ 90,765.56

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

Transfer ID / Description	Transfer Date	Batch	Dt Posted / Entered By
Bdgt Xfer 100726	10/07/2026	34542	10/07/2026
Bdgt Xfer 100726			angelo_lountzis
From Account Code / ASN / Description	From Amount	To Account Code	To Amount
10-1241-610-000-30-031-000-065-0000 10124161030031065 Funds were used for the new HS Class	(7,126.00)		
10-1233-610-000-10-000-000-065-0000 10123361010065 Board apprvd funds have not been rcvd yet	(145.00)		
10-1233-610-000-10-000-000-065-0000 10123361010065 Board apprvd funds have not been rcvd yet	(70.00)		
10-1233-610-000-10-000-000-065-0000 10123361010065 money for this was in an account we are no longer permitted to use	(184.00)		
10-1233-640-000-10-000-000-065-0000 10123364010065 did not have enough in original budget	(1,000.00)		
10-1225-610-000-10-000-000-065-0000 10122561010065 money was put in an account we are no longer able to use	(1,785.00)		
10-2840-650-000-00-000-000-078-5403 1028406500785403	(2,300.00)		

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

iPad case pricing change

10-2840-531-000-00-000-000-078-5501 (1,830.00)

1028405310785501

iPad case pricing change

10-1233-569-000-10-000-000-065-0000 (945.00)

10123356910065

Board approved funds have not been deposited yet

10-1233-569-000-10-000-000-065-0000 (255.00)

10123356910065

unexpected expense

10-1243-610-000-10-000-000-062-0000 (82.00)

10124361010062

additional processing fee for PAGE conference
registration (\$31.92) AND an

10-1233-322-000-30-000-000-065-0000 (292.00)

10123332230065

Board approved funds have not been deposited yet

10-1241-610-000-00-000-000-065-0000 (251.00)

101241610065

Transferring from the general elem LS acct because
we are not permitted to

10-1233-322-000-30-000-000-065-0000 (140.00)

10123332230065

Board approved funds have not been deposited yet

10-1233-322-000-30-000-000-065-0000 (77.00)

10123332230065

Board approved funds have not been deposited yet

10-1241-610-000-00-000-000-065-0000 (147.00)

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

101241610065

Transferring from the general elem LS acct because
we are not permitted to

10-1233-610-000-10-000-000-065-0000	(24.00)
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10123361010065

moving funds from an account we are no longer
permitted to use

10-1225-322-000-10-000-000-065-0000	(3,261.00)
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10122532210065

Speech/Language IU Svcs

10-1225-322-000-10-000-000-065-0000	(40.00)
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10122532210065

Speech/Language IU Svcs

10-1225-322-000-10-000-000-065-0000	(632.00)
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10122532210065

Speech/Language IU Svcs

10-1225-322-000-10-000-000-065-0000	(758.00)
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10122532210065

Speech/Language IU Svcs

10-1225-610-000-10-000-000-065-0000	(2,600.00)
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10122561010065

not enough funds in original budget

10-1225-610-000-10-000-000-065-0000	(200.00)
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10122561010065

not enough funds in original budget

10-1233-322-000-10-000-000-065-0000	(1,540.00)
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10123332210065

Board approved funds have not been deposited yet

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

10-1233-322-000-10-000-000-065-0000 (2,625.00)

10123332210065

the original budget did not have the correct budget
code available

10-1233-322-000-10-000-000-065-0000 (2,638.00)

10123332210065

Board approved funds have not been deposited yet

10-1110-610-000-20-021-000-080-0000 (168.00)

10111061020021080

Supplies CMS

10-2310-330-000-00-000-000-070-0000 (2,586.70)

102310330070

PSBA rate higher than budgeted because rates
released after budget entry co

10-2361-330-000-00-000-000-071-0000 (418.86)

102361330071

new acct code for food/refresh for new teacher
orientation

10-1110-430-000-20-000-000-028-0000 (1,250.00)

10111043020028

to split the remaining funds in the general acct code for
Rep/Mnt MS Elem i

10-1110-430-000-20-000-000-028-0000 (1,250.00)

10111043020028

to split the remaining funds in the general acct code for
Rep/Mnt MS Elem i

10-1110-430-000-30-031-000-028-0000 (20,727.00)

10111043030031028

to move the remaining funds in the Repair/Mnt HHS
Music from the 430 acct t

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

10-1110-510-000-20-000-000-028-0000	(1,000.00)
10111051020028	
To split the remaining funds in the general acct code for Student transport	
10-1110-510-000-20-000-000-028-0000	(1,000.00)
10111051020028	
To split the remaining funds in the general acct code for Student transport	
10-1110-580-000-20-000-000-028-0000	(150.00)
10111058020028	
To split the remaining finds in the general acct code for Travel MS Music i	
10-1110-580-000-20-000-000-028-0000	(150.00)
10111058020028	
To split the remaining finds in the general acct code for Travel MS Music i	
10-1110-640-000-20-000-000-028-0000	(356.00)
10111064020028	
To split the remaining funds in the general acct code books/periodicals MS	
10-1110-640-000-20-000-000-028-0000	(356.00)
10111064020028	
To split the remaining funds in the general acct code books/periodicals MS	
10-1110-650-000-20-000-000-028-0000	(200.00)
10111065020028	
To split the remaining funds in the general account code for Software/Onlin	
10-1110-650-000-20-000-000-028-0000	(200.00)
10111065020028	

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

To split the remaining funds in the general account
code for Software/Onlin

10-1110-650-000-30-000-000-028-0000 (433.00)

10111065030028

To move the remaining funds in the general Software
Online Sec Music to the

10-1110-810-000-00-000-000-028-0000 (62.00)

101110810028

To split the remaining funds in the general acct code
for Dues/Fees Music i

10-1110-810-000-00-000-000-028-0000 (63.00)

101110810028

To split the remaining funds in the general acct code
for Dues/Fees Music i

10-1110-810-000-00-000-000-028-0000 (125.00)

101110810028

To split the remaining funds in the general acct code
for Dues/Fees Music i

10-1110-430-000-10-000-000-019-0000 (750.00)

10111043010019

To split the remaining funds in the general acct code
for Repair Maint Musi

10-1110-430-000-10-000-000-019-0000 (750.00)

10111043010019

To split the remaining funds in the general acct code
for Repair Maint Musi

10-1110-430-000-10-000-000-019-0000 (750.00)

10111043010019

To split the remaining funds in the general acct code
for Repair Maint Musi

10-1110-430-000-10-000-000-019-0000 (250.00)

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

10111043010019

To split the remaining funds in the general acct code
for Repair Maint Musi

10-1110-430-000-10-000-000-019-0000 (750.00)

10111043010019

To split the remaining funds in the general acct code
for Repair Maint Musi

10-1110-430-000-10-000-000-019-0000 (750.00)

10111043010019

To split the remaining funds in the general acct code
for Repair Maint Musi

10-1110-430-000-10-000-000-019-0000 (750.00)

10111043010019

To split the remaining funds in the general acct code
for Repair Maint Musi

10-1110-510-000-10-000-000-019-0000 (500.00)

10111051010019

To split the remaining funds in the general account
code for Student Transp

10-1110-510-000-10-000-000-019-0000 (500.00)

10111051010019

To split the remaining funds in the general account
code for Student Transp

10-1110-510-000-10-000-000-019-0000 (500.00)

10111051010019

To split the remaining funds in the general account
code for Student Transp

10-1110-510-000-10-000-000-019-0000 (500.00)

10111051010019

To split the remaining funds in the general account
code for Student Transp

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

10-1110-510-000-10-000-000-019-0000	(500.00)
10111051010019	
To split the remaining funds in the general account code for Student Transp	
10-1110-510-000-10-000-000-019-0000	(500.00)
10111051010019	
To split the remaining funds in the general account code for Student Transp	
10-1110-580-000-10-000-000-019-0000	(58.00)
10111058010019	
To split the remaining funds in the general acct code for Travel Elem Music	
10-1110-580-000-10-000-000-019-0000	(58.00)
10111058010019	
To split the remaining funds in the general acct code for Travel Elem Music	
10-1110-580-000-10-000-000-019-0000	(58.00)
10111058010019	
To split the remaining funds in the general acct code for Travel Elem Music	
10-1110-580-000-10-000-000-019-0000	(58.00)
10111058010019	
To split the remaining funds in the general acct code for Travel Elem Music	
10-1110-580-000-10-000-000-019-0000	(59.00)
10111058010019	
To split the remaining funds in the general acct code for Travel Elem Music	
10-1110-580-000-10-000-000-019-0000	(59.00)
10111058010019	

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

To split the remaining funds in the general acct code
for Travel Elem Music

10-1110-610-000-10-000-000-019-0000 (1,294.00)
10111061010019

To split the remaining funds in the general account
code for Supplies Elem

10-1110-610-000-10-000-000-019-0000 (1,295.00)
10111061010019

To split the remaining funds in the general account
code for Supplies Elem

10-1110-610-000-10-000-000-019-0000 (1,295.00)
10111061010019

To split the remaining funds in the general account
code for Supplies Elem

10-1110-610-000-10-000-000-019-0000 (1,295.00)
10111061010019

To split the remaining funds in the general account
code for Supplies Elem

10-1110-610-000-10-000-000-019-0000 (1,295.00)
10111061010019

To split the remaining funds in the general account
code for Supplies Elem

10-1110-610-000-10-000-000-019-0000 (1,295.00)
10111061010019

To split the remaining funds in the general account
code for Supplies Elem

10-1110-640-000-10-000-000-019-0000 (83.00)
10111064010019

To split the remaining funds in the general account
code for Books/Periodic

10-1110-640-000-10-000-000-019-0000 (83.00)

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

10111064010019

To split the remaining funds in the general account
code for Books/Periodic

10-1110-640-000-10-000-000-019-0000 (83.00)

10111064010019

To split the remaining funds in the general account
code for Books/Periodic

10-1110-640-000-10-000-000-019-0000 (83.00)

10111064010019

To split the remaining funds in the general account
code for Books/Periodic

10-1110-640-000-10-000-000-019-0000 (84.00)

10111064010019

To split the remaining funds in the general account
code for Books/Periodic

10-1110-640-000-10-000-000-019-0000 (84.00)

10111064010019

To split the remaining funds in the general account
code for Books/Periodic

10-1110-650-000-10-000-000-019-0000 (86.00)

10111065010019

To split the remaining funds in the general account
code for Software/Onlin

10-1110-650-000-10-000-000-019-0000 (86.00)

10111065010019

To split the remaining funds in the general account
code for Software/Onlin

10-1110-650-000-10-000-000-019-0000 (86.00)

10111065010019

To split the remaining funds in the general account
code for Software/Onlin

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

10-1110-650-000-10-000-000-019-0000	(86.00)
10111065010019	
To split the remaining funds in the general account code for Software/Onlin	
10-1110-650-000-10-000-000-019-0000	(85.00)
10111065010019	
To split the remaining funds in the general account code for Software/Onlin	
10-1110-650-000-10-000-000-019-0000	(85.00)
10111065010019	
To split the remaining funds in the general account code for Software/Onlin	
10-1110-810-000-00-000-000-028-0000	(50.00)
101110810028	
To split the remaining funds in the general acct code for Dues/Fees Music i	
10-1110-810-000-00-000-000-028-0000	(50.00)
101110810028	
To split the remaining funds in the general acct code for Dues/Fees Music i	
10-1110-810-000-00-000-000-028-0000	(50.00)
101110810028	
To split the remaining funds in the general acct code for Dues/Fees Music i	
10-1110-810-000-00-000-000-028-0000	(50.00)
101110810028	
To split the remaining funds in the general acct code for Dues/Fees Music i	
10-1110-810-000-00-000-000-028-0000	(50.00)
101110810028	

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

To split the remaining funds in the general acct code
for Dues/Fees Music i

10-1110-810-000-00-000-000-028-0000	(50.00)	
101110810028		

To split the remaining funds in the general acct code
for Dues/Fees Music i

10-2840-752-000-00-000-000-078-5302	(12,140.00)	
1028407520785302		
move remaining funds to non-capital account		

	10-1241-650-000-00-000-000-065-0000	7,126.00
	101241650065	
	Funds were used for the new HS Class	
	10-1233-610-000-10-017-000-065-0000	145.00
	10123361010017065	
	Board apprvd funds have not been rcvd yet	
	10-1233-610-000-10-012-000-065-0000	70.00
	10123361010012065	
	Board apprvd funds have not been rcvd yet	
	10-1233-610-000-10-016-000-065-0000	184.00
	10123361010016065	
	money for this was in an account we are no longer permitted to use	
	10-1231-610-000-20-038-000-065-0000	1,000.00
	10123161020038065	
	did not have enough in original budget	
	10-1225-650-000-10-000-000-065-0000	1,785.00
	10122565010065	

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

money was put in an account we are no longer able to use

10-1110-610-000-00-000-000-037-0000	2,300.00
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101110610037

iPad case pricing change

10-1110-610-000-00-000-000-037-0000	1,830.00
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101110610037

iPad case pricing change

10-1233-610-000-10-012-000-065-0000	945.00
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10123361010012065

Board approved funds have not been deposited yet

10-1241-610-000-20-022-000-065-0000	255.00
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10124161020022065

unexpected expense

10-2271-360-000-00-000-000-062-0000	82.00
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102271360062

additional processing fee for PAGE conference registration (\$31.92) AND an

10-1233-610-000-10-017-000-065-0000	292.00
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10123361010017065

Board approved funds have not been deposited yet

10-1241-610-000-10-011-000-065-0000	251.00
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10124161010011065

Transferring from the general elem LS acct because we are not permitted to

10-1233-610-000-10-017-000-065-0000	140.00
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10123361010017065

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

Board approved funds have not been
deposited yet

10-1233-610-000-10-012-000-065-0000 77.00

10123361010012065

Board approved funds have not been
deposited yet

10-1241-610-000-10-015-000-065-0000 147.00

10124161010015065

Transferring from the general elem LS
acct because we are not permitted to

10-1233-610-000-10-016-000-065-0000 24.00

10123361010016065

moving funds from an account we are no
longer permitted to use

10-1225-650-000-10-000-000-065-0000 3,261.00

10122565010065

Speech/Language Online Software

10-1211-810-000-30-000-000-065-0000 40.00

10121181030065

Life Skills Membership Dues/Fees

10-1211-650-000-20-022-000-065-0000 632.00

10121165020022065

Life Skills LMS Online Software

10-1211-650-000-30-031-000-065-0000 758.00

10121165030031065

Life Skills HHS Online Software

10-1225-650-000-10-000-000-065-0000 2,600.00

10122565010065

not enough funds in original budget

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

	10-1241-610-000-10-011-000-065-0000 10124161010011065 not enough funds in original budget	200.00
	10-1233-610-000-10-012-000-065-0000 10123361010012065 Board approved funds have not been deposited yet	1,540.00
	10-1225-650-000-10-000-000-065-0000 10122565010065 the original budget did not have the correct budget code available	2,625.00
	10-1233-610-000-10-017-000-065-0000 10123361010017065 Board approved funds have not been deposited yet	2,638.00
	10-1110-550-000-20-021-000-080-0000 10111055020021080 Printing CMS	168.00
	10-2310-810-000-00-000-000-070-0000 102310810070 PSBA rate higher than budgeted because rates released after budget entry co	2,586.70
	10-2361-635-000-00-000-000-071-0000 102361635071 new acct code for food/refresh for new teacher orientation	418.86
	10-1110-432-000-20-021-000-028-0000 10111043220021028 to split the remaining funds in the general acct code for Rep/Mnt MS Elem i	1,250.00

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

	10-1110-432-000-20-022-000-028-0000 10111043220022028 to split the remaining funds in the general acct code for Rep/Mnt MS Elem i	1,250.00
	10-1110-432-000-30-031-000-028-0000 10111043230031028 to move the remaining funds in the Repair/Mnt HHS Music from the 430 acct t	20,727.00
	10-1110-510-000-20-021-000-028-0000 10111051020021028 To split the remaining funds in the general acct code for Student transport	1,000.00
	10-1110-510-000-20-022-000-028-0000 10111051020022028 To split the remaining funds in the general acct code for Student transport	1,000.00
	10-1110-580-000-20-021-000-028-0000 10111058020021028 To split the remaining finds in the general acct code for Travel MS Music i	150.00
	10-1110-580-000-20-022-000-028-0000 10111058020022028 To split the remaining finds in the general acct code for Travel MS Music i	150.00
	10-1110-640-000-20-021-000-028-0000 10111064020021028 To split the remaining funds in the general acct code books/periodicals MS	356.00
	10-1110-640-000-20-022-000-028-0000 10111064020022028	356.00

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

	To split the remaining funds in the general acct code books/periodicals MS	
	10-1110-650-000-20-021-000-028-0000	200.00
	10111065020021028	
	To split the remaining funds in the general account code for Software/Onlin	
	10-1110-650-000-20-022-000-028-0000	200.00
	10111065020022028	
	To split the remaining funds in the general account code for Software/Onlin	
	10-1110-650-000-30-031-000-028-0000	433.00
	10111065030031028	
	To move the remaining funds in the general Software Online Sec Music to the	
	10-1110-810-000-20-021-000-028-0000	62.00
	10111081020021028	
	To split the remaining funds in the general acct code for Dues/Fees Music i	
	10-1110-810-000-20-022-000-028-0000	63.00
	10111081020022028	
	To split the remaining funds in the general acct code for Dues/Fees Music i	
	10-1110-810-000-30-031-000-028-0000	125.00
	10111081030031028	
	To split the remaining funds in the general acct code for Dues/Fees Music i	
	10-1110-432-000-10-011-000-019-0000	750.00
	10111043210011019	
	To split the remaining funds in the general acct code for Repair Maint Musi	
	10-1110-432-000-10-012-000-019-0000	750.00

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

10111043210012019

To split the remaining funds in the general
acct code for Repair Maint Musi

10-1110-432-000-10-013-000-019-0000 750.00

10111043210013019

To split the remaining funds in the general
acct code for Repair Maint Musi

10-1110-432-000-10-014-000-019-0000 250.00

10111043210014019

To split the remaining funds in the general
acct code for Repair Maint Musi

10-1110-432-000-10-015-000-019-0000 750.00

10111043210015019

To split the remaining funds in the general
acct code for Repair Maint Musi

10-1110-432-000-10-016-000-019-0000 750.00

10111043210016019

To split the remaining funds in the general
acct code for Repair Maint Musi

10-1110-432-000-10-017-000-019-0000 750.00

10111043210017019

To split the remaining funds in the general
acct code for Repair Maint Musi

10-1110-510-000-10-011-000-019-0000 500.00

10111051010011019

To split the remaining funds in the general
account code for Student Transp

10-1110-510-000-10-012-000-019-0000 500.00

10111051010012019

To split the remaining funds in the general
account code for Student Transp

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

10-1110-510-000-10-013-000-019-0000 500.00

10111051010013019

To split the remaining funds in the general
account code for Student Transp

10-1110-510-000-10-015-000-019-0000 500.00

10111051010015019

To split the remaining funds in the general
account code for Student Transp

10-1110-510-000-10-016-000-019-0000 500.00

101110510016019

To split the remaining funds in the general
account code for Student Transp

10-1110-510-000-10-017-000-019-0000 500.00

10111051010017019

To split the remaining funds in the general
account code for Student Transp

10-1110-580-000-10-011-000-019-0000 58.00

10111058010011019

To split the remaining funds in the general
acct code for Travel Elem Music

10-1110-580-000-10-012-000-019-0000 58.00

10111058010012012

To split the remaining funds in the general
acct code for Travel Elem Music

10-1110-580-000-10-013-000-019-0000 58.00

101110580013019

To split the remaining funds in the general
acct code for Travel Elem Music

10-1110-580-000-10-015-000-019-0000 58.00

10111058010015019

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

	To split the remaining funds in the general acct code for Travel Elem Music	
	10-1110-580-000-10-016-000-019-0000	59.00
	10111058010016019	
	To split the remaining funds in the general acct code for Travel Elem Music	
	10-1110-580-000-10-017-000-019-0000	59.00
	10111058010017019	
	To split the remaining funds in the general acct code for Travel Elem Music	
	10-1110-610-000-10-011-000-019-0000	1,294.00
	10111061010011019	
	To split the remaining funds in the general account code for Supplies Elem	
	10-1110-610-000-10-012-000-019-0000	1,295.00
	10111061010012019	
	To split the remaining funds in the general account code for Supplies Elem	
	10-1110-610-000-10-013-000-019-0000	1,295.00
	10111061010013019	
	To split the remaining funds in the general account code for Supplies Elem	
	10-1110-610-000-10-015-000-019-0000	1,295.00
	10111061010015019	
	To split the remaining funds in the general account code for Supplies Elem	
	10-1110-610-000-10-016-000-019-0000	1,295.00
	10111061010016019	
	To split the remaining funds in the general account code for Supplies Elem	
	10-1110-610-000-10-017-000-019-0000	1,295.00

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

	10111061010017019	
	To split the remaining funds in the general account code for Supplies Elem	
	10-1110-640-000-10-011-000-019-0000	83.00
	10111064010011019	
	To split the remaining funds in the general account code for Books/Periodic	
	10-1110-640-000-10-012-000-019-0000	83.00
	10111064010012019	
	To split the remaining funds in the general account code for Books/Periodic	
	10-1110-640-000-10-013-000-019-0000	83.00
	10111064010013019	
	To split the remaining funds in the general account code for Books/Periodic	
	10-1110-640-000-10-015-000-019-0000	83.00
	10111064010015019	
	To split the remaining funds in the general account code for Books/Periodic	
	10-1110-640-000-10-016-000-019-0000	84.00
	10111064010016019	
	To split the remaining funds in the general account code for Books/Periodic	
	10-1110-640-000-10-017-000-019-0000	84.00
	10111064010017019	
	To split the remaining funds in the general account code for Books/Periodic	
	10-1110-650-000-10-011-000-019-0000	86.00
	10111065010011019	
	To split the remaining funds in the general account code for Software/Onlin	

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

	10-1110-650-000-10-012-000-019-0000 10111065010012019 To split the remaining funds in the general account code for Software/Onlin	86.00
	10-1110-650-000-10-013-000-019-0000 10111065010013019 To split the remaining funds in the general account code for Software/Onlin	86.00
	10-1110-650-000-10-015-000-019-0000 10111065010015019 To split the remaining funds in the general account code for Software/Onlin	86.00
	10-1110-650-000-10-016-000-019-0000 10111065010016019 To split the remaining funds in the general account code for Software/Onlin	85.00
	10-1110-650-000-10-017-000-019-0000 10111065010017019 To split the remaining funds in the general account code for Software/Onlin	85.00
	10-1110-810-000-10-011-000-019-0000 10111081010011019 To split the remaining funds in the general acct code for Dues/Fees Music i	50.00
	10-1110-810-000-10-012-000-019-0000 10111081010012019 To split the remaining funds in the general acct code for Dues/Fees Music i	50.00
	10-1110-810-000-10-013-000-019-0000 10111081010013019	50.00

BUDGETARY TRANSFER LISTING

Year: 26-27 FISCAL YEAR

Sort: Transfer ID

To split the remaining funds in the general
acct code for Dues/Fees Music i

10-1110-810-000-10-015-000-019-0000	50.00
10111081010015019	

To split the remaining funds in the general
acct code for Dues/Fees Music i

10-1110-810-000-10-016-000-019-0000	50.00
10111081010016019	

To split the remaining funds in the general
acct code for Dues/Fees Music i

10-1110-810-000-10-017-000-019-0000	50.00
10111081010017019	

To split the remaining funds in the general
acct code for Dues/Fees Music i

10-2840-650-000-00-000-000-078-5302	12,140.00
1028406500785302	

move remaining funds to non-captial
account

	Totals	(90,765.56)	90,765.56
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Hempfield School District
Board Check List – General Fund
2026-2027
For Approval October 13, 2026

Board Checks	\$	903,393.79
Direct Deposits	\$	11,248.28
ACH Payments	\$	683,032.58
Sub Total	\$	1,597,674.65
Quick Checks 9.3.26	\$	72,516.46
Quick Checks 9.10.26	\$	386,607.71
Quick Checks 9.16.26	\$	11,968.63
Quick Checks 9.24.26	\$	118,136.94
Quick Checks 10.1.26	\$	18,824.69
Grand Total	\$	2,205,729.08

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: 10 - FUND 10 PRIMARY CKG Payment Date: 2026-10-14
 Due Dates: 10/10/2026 - 10/13/2026 Check Numbers: 0008021007 - 0008021077
 Payment Categories: Regular Checks, Direct Deposits, Credit Cards

Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0008021007	10/14/2026	AIRGAS USA LLC	OPEN PURCHASE ORDER FOR SUPPLIES		88.36
0008021008	10/14/2026	AMAZON CAPITAL SERVICES	Item No: B0FGKFZB3G. Aux Item ID: asid-h3YqL2AKa8zoJWA. ECR4Kids Kidd...	Item No: B0FD45QF7R. Aux Item ID: asid-hmnuLxDhP3QoWQF. Alcedo IV	26,353.13
0008021009	10/14/2026	AMERICHEM INTERNATIONAL INC	Advance AquaPLUP AXP Four 251 Ah wet batteries,onboard charger and brushes		30,322.40
0008021010	10/14/2026	APPLE COMPUTER INC	MacBook Neo		13,880.00
0008021011	10/14/2026	BACHMAN'S ROOFING BLDG &	ROOF LEAK REPAIR - NOT TO EXCEED	REPAIR ROOF LEAK - NOT TO	1,630.50
0008021012	10/14/2026	BATTERIES PLUS BULBS #187	BULK IPAD REPAIR		857.96
0008021013	10/14/2026	BLICK ART MATERIALS	Wescott Stainless Scissors - Pkg of 12, Pointed		46.36
0008021014	10/14/2026	CENGAGE LEARNING INC	Cengage curriculum materials		824.18
0008021015	10/14/2026	CNI SALES INC	5320-16P-2MXT-2X	5320 TAC	2,268.42
0008021016	10/14/2026	COCALICO WRESTLING BOOSTER CLUB	2026 Cocalico JH Wrestling Tourn. 12/12/26		500.00
0008021017	10/14/2026	COMMONWEALTH FIRE PROTECTION	SEMI ANNUAL INSPECTION (DECEMBER)		950.00
0008021018	10/14/2026	DAUPHIN ELECTRIC ASSOC	ADV 71A8453001D 400W HPS BALLAST KT	Valcom input module	1,226.57
0008021019	10/14/2026	DELTA MATH SOLUTIONS INC	CMS Delta Math Plus Subscription of for 2026-2027 school year.		690.00
0008021020	10/14/2026	EAI EDUCATION	See attached quote QTE0165121		121.20
0008021021	10/14/2026	EDUCATIONAL CONSORTIUM FOR	Professional Services for ERate 25-26		2,136.86
0008021022	10/14/2026	ELECTRONIX EXPRESS	Colorful Flashing Star Kit SKU: 32PMW270026	Colorful Flashing Christmas Tree Soldering Kit (Beginner Level)	1,635.79
0008021023	10/14/2026	FESSENDEN HALL OF PA INC	3mm Greenline MDF 49"x97"	6mm Greenline MDF 49"x97"	398.68
0008021024	10/14/2026	FLINN SCIENTIFIC INC	Pyrex? Griffin Low Form Beaker, Double Scale, Graduated, 2000 mL (GP9219)		42.49
0008021025	10/14/2026	FOLLETT CONTENT SOLUTIONS,	Fall book order		2,667.63
0008021026	10/14/2026	FS.COM	201295 - TSN3220-10S-U switch	111920 - 10G LR SFP+ industrial	2,672.00
0008021027	10/14/2026	GOVCONNECTION INC	ThinkPad X9		1,999.00
0008021028	10/14/2026	GRAINGER	OASIS Drinking Fountain: On-Wall, 18 15/16 in Ht, Front Push Button/Side...		700.28
0008021029	10/14/2026	HILLYARD INC	trash liners	open purchase order for service to	5,234.15
0008021030	10/14/2026	HOFFMAN HOMES	Academy		1,800.00

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: 10 - FUND 10 PRIMARY CKG **Payment Date:** 2026-10-14
Due Dates: 10/10/2026 - 10/13/2026 **Check Numbers:** 0008021007 - 0008021077
Payment Categories: Regular Checks, Direct Deposits, Credit Cards

Sort: Payment Number

0008021031	10/14/2026	J W PEPPER & SON INC	e-print "A Perfect Winter Day" Pinkzebra.		100.70
0008021032	10/14/2026	JR JUDD VIOLINS LLC	Two-Part Octavo. Pepper ID: 11...		
			Hempfield HS 4/4 Cello repair perfection	Rehair of a K. Holtz Fr. Bass Bow	1,000.50
			pegs (4 re glued into place) 1 ...		
0008021033	10/14/2026	KINGS III EMERGENCY COMMUNICATIONS, LLC	ELEVATOR EMERGENCY PHONE MONITORING		499.10
0008021034	10/14/2026	KIRCHNERS PEST CONTROL	Pest treatment HHS	Pest treatment CMS	130.00
0008021035	10/14/2026	KIT NETWORK CABLING INC	18x cameras		8,925.00
0008021036	10/14/2026	KRUEGER POTTERY SUPPLY	SKU: RZZAA007421-NVS07		44.48
			Shimpo NVS07 Parts - Paper Filter		
0008021037	10/14/2026	KURTZ BROS	Item No: 01403. Aux Item ID: 34841-2026-01403,1. 01403 Sewn Compositi...	Item No: 06632. Aux Item ID: 34841-2026-06632,8. 06632 Crayola? Color...	2,512.32
0008021038	10/14/2026	LANCASTER AUTO PARTS	OPEN PURCHASE ORDER FOR VEHICLE PARTS		107.59
0008021039	10/14/2026	LANCASTER LEBANON IU 13	Supplemental Services - Homebound	AnyNode July renewal	23,230.50
0008021040	10/14/2026	LANCASTER STARTER & MAGDA COLTA	OPEN PURCHASE ORDER FOR PARTS		452.42
0008021041	10/14/2026	MARCO TECHNOLOGIES LLC	Interpreting Services FES		220.40
0008021042	10/14/2026	MCCABES LAWN CARE & LANDSCAPING	Shred Services		32.63
0008021043	10/14/2026		LAWN CARE SERVICE FOR EXTERIOR SCHOOLS - CONTRACT ENDING 2027 (4 YEAR CO...		8,312.50
0008021044	10/14/2026	MENCHEY MUSIC SERVICE INC	Item 45703ALF On a December Night [Choir] SAB		60.80
0008021045	10/14/2026	MESSICKS FARM EQUIPMENT	OPEN PURCHASE ORDER FOR PARTS		57.12
0008021046	10/14/2026	MHS	NGAT003. Naglieri General Ability Test		6,412.50
			Access to 3 Naglieri General Abil...		
0008021047	10/14/2026	NEW STORY LLC	Elementary Autistic Support Tuition	Elementary Emotional Support Tuition	335,480.00
0008021048	10/14/2026	OCCUPATIONAL HEALTH CENTERS	New employee physicals		803.00
0008021049	10/14/2026	OFFICE BASICS INC	Item No: CYO587708. Aux Item ID: ~~~{A7C19FEF-FB95-43FA-8B2C-AD4AAF7F14...	Item No: PFX75215. Aux Item ID: ~~~{A7C19FEF-FB95-43FA-8B2C-AD4AAF7F140...	938.13
0008021050	10/14/2026	ORTHOPEDIC ASSO OF LANCASTER	Athletic Training August 26		2,000.00
0008021051	10/14/2026	OTC BRANDS INC	#14232717 6 Ft. Willy Wonka & the Chocolate Factory? Photo Life-Size Car...	#14393149 " Willy Wonka & the Chocolate Factory? Cardstock Hanging	109.44
0008021052	10/14/2026	PERMA BOUND	LIC Library books		110.13
0008021053	10/14/2026	PURE WATER TECHNOLOGY	Quarterly Water Treatment		1,139.70
0008021054	10/14/2026	RIVER ROCK ACADEMY	3rd Installment 26/27 SY		33,024.00

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: 10 - FUND 10 PRIMARY CKG **Payment Date:** 2026-10-14
Due Dates: 10/10/2026 - 10/13/2026 **Check Numbers:** 0008021007 - 0008021077
Payment Categories: Regular Checks, Direct Deposits, Credit Cards

Sort: Payment Number

0008021055	10/14/2026	ROBERT BROOKE & ASSOCIATES INC	Lyon metal locking bar spring part#200786		74.60
0008021056	10/14/2026	RUFUS BRUBAKER REFRIGERATION	Bi-annual PM service for ice machines *see locations on quote		1,689.00
0008021057	10/14/2026	SCHOOL SPECIALTY LLC	Desks for CES	Desks for RES	105,149.46
0008021058	10/14/2026	SECURED TECH SOLUTIONS LLC	20W OEM Wall Adapter (USB-C type) AP20WUSBC	USB-C to USB-C Braided Cable (1M) 23WH0015	14,600.00
0008021059	10/14/2026	SHERWIN WILLIAMS	OPEN PURCHASE ORDER FOR PAINT, PRODUCTS AND SUPPLIES		80.29
0008021060	10/14/2026	SPEECH CORNER LLC	SC-1305 Sticky Steps Early Language	Emotions and Feelings Flipbook IS-035	75.97
0008021061	10/14/2026	SPORTSMAN'S	Sportsman's Integrated Girdle 5 Piece Padded- WHITE 5 SMALL 5 Medium 5 L...	Item: WBB Sportsman's Web Belt Black	324.50
0008021062	10/14/2026	STA CENTRAL REGION	Student Transportation August	August ESY Transportation	211,471.78
0008021063	10/14/2026	STEVE WEISS MUSIC	Item REM-PS-0306-MP Remo Pinstripe Crimplock Marching Tenor Drumhead - 6"	Item VIC-SD1 Vic Firth American Custom SD1 General	245.40
0008021064	10/14/2026	THE DIGITAL SLP LLC	renewal of Digital SLP licenses - 8 speech therapists	discount	1,672.00
0008021065	10/14/2026	THE MICHAELS COMPANIES/ARTISTREE	Soft Body Acrylic Paint by Artist's Loft, 32 oz.		43.95
0008021066	10/14/2026	TOMLINSON-BOMBERGER LAWN	LANDSCAPE MULCHING - FES		5,597.00
0008021067	10/14/2026	TOSHIBA FINANCIAL SERVICES	Printing Services		21,100.00
0008021068	10/14/2026	TRANSPLY INC	OPEN PURCHASE ORDER FOR PARTS		39.92
0008021069	10/14/2026	TRIANGLE COMMUNICATIONS INC	SL300	PMNN4468 BATTERY, SL300 Li-	1,942.00
0008021070	10/14/2026	UNITED ELECTRIC SUPPLY CO INC	OPEN PURCHASE ORDER FOR PARTS		115.36
0008021071	10/14/2026	VERNIER SOFTWARE	GDX-CART-G Go Direct? Sensor Cart (Green)	GDX-CART-Y Go Direct? Sensor Cart (Yellow)	475.13
0008021072	10/14/2026	WALTERS PORTABLE TOILETS	Portable Toilets		237.15
0008021073	10/14/2026	WATER TREATMENT BY DESIGN	WATER TREATMENT SERVICES FOR DISTRICT HVAC		5,750.00
0008021074	10/14/2026	WEAVER ASSOCIATES INC	CP Bio Unit 1 Lions - Sweigart	Electonics Supplement 1 - Sauer	5,494.52
0008021075	10/14/2026	WEST MUSIC	Item No. 304164 KALA KA-15S UKULELE;SOPRANO	Standard Shipping	1,076.48
0008021076	10/14/2026	WILSON LANGUAGE TRAINING	See attached quote including shipping. One pack of standard sound cards.		43.00

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: 10 - FUND 10 PRIMARY CKG **Payment Date:** 2026-10-14
Due Dates: 10/10/2026 - 10/13/2026 **Check Numbers:** 0008021007 - 0008021077
Payment Categories: Regular Checks, Direct Deposits, Credit Cards

Sort: Payment Number

0008021077	10/14/2026	ZESWITZ MUSIC	Work Done: Reshaped & patched neck Replaced 3 pads Replaced key corks So...	Work Done: Pulled stuck slides Flushed & cleaned Reshaped major accessib...	1,347.36
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10 - GENERAL FUND	903,393.79
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Grand Total All Funds	903,393.79
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Grand Total Credit Cards	0.00
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Grand Total Direct Deposits	903,393.79
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Grand Total Manual Checks	0.00
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Grand Total Other Disbursement Non-negotiables	0.00
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Grand Total Procurement Card Other Disbursement Non-negotiables	0.00
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Grand Total Regular Checks	903,393.79
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Grand Total Virtual Payments	0.00
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Grand Total All Payments	903,393.79
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FUND ACCOUNTING PAYMENT REGISTER

Bank Account: 10 - FUND 10 PRIMARY CKG **Payment Date:** 2026-10-15
Due Dates: 10/15/2026 - 10/15/2026
Payment Categories: Direct Deposits,
Sort: Payment Number

Payment #	Trans Date	Trans #	PO #/Proc Ctrl#	Invoice #	Account Code	ASN	Amount
D000155964	10/15/2026	AP3451000004		Reimb. 7.23.26	10-1110-610-000-10-011-000-082-0000	1011106101 0011082	47.92 ^D
SECORAMJ-Amy J Secor				Order ID O-1	Payment Date: 10/15/2026	Payment Amt:	47.92
D000155965	10/15/2026	AP3451000007		Tuition Reimb.	10-2271-240-000-30-031-000-000-0000	1022712403 0031	1,542.00 ^D
D000155965	10/15/2026	AP3451000008		Tuition Reimb.	10-2271-240-000-30-031-000-000-0000	1022712403 0031	1,542.00 ^D
MARTINBRA-Bridget A Martin				Order ID O-1	Payment Date: 10/15/2026	Payment Amt:	3,084.00
D000155966	10/15/2026	AP3451000005		Tuition Reimb.	10-2271-240-000-10-013-000-000-0000	1022712401 0013	1,602.00 ^D
ZDILLADAA-Daniel A Zdilla				Order ID O-1	Payment Date: 10/15/2026	Payment Amt:	1,602.00
D000155967	10/15/2026	AP3451000002		Tuition Reimb.	10-2271-240-000-20-022-000-000-0000	1022712402 0022	1,602.00 ^D
D000155967	10/15/2026	AP3451000003		Tuition Reimb.	10-2271-240-000-20-022-000-000-0000	1022712402 0022	1,602.00 ^D
PORTERKAL-Kayla L Porter				Order ID O-1	Payment Date: 10/15/2026	Payment Amt:	3,204.00
D000155968	10/15/2026	AP3451000006		Reimb. 9.14.26	10-2271-360-000-30-031-000-024-0000	1022713603 0031024	370.36 ^D
LEWISLAM-Lauren M Lewis				Order ID O-1	Payment Date: 10/15/2026	Payment Amt:	370.36
D000155969	10/15/2026	AP3451000009		Tuition Reimb.	10-2271-240-000-10-015-000-000-0000	1022712401 0015	1,338.00 ^D
WILSONMAA-Madison A Wilson				Order ID O-1	Payment Date: 10/15/2026	Payment Amt:	1,338.00
D000155970	10/15/2026	AP3451000001		Tuition Reimb.	10-2271-240-000-20-022-000-000-0000	1022712402 0022	1,602.00 ^D
CASHDONIJ-Nicolas J Cashdollar				Order ID O-1	Payment Date: 10/15/2026	Payment Amt:	1,602.00

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT REGISTER

Bank Account: 10 - FUND 10 PRIMARY CKG Payment Date: 2026-10-15

Due Dates: 10/15/2026 - 10/15/2026

Payment Categories: Direct Deposits,

Sort: Payment Number

10 - GENERAL FUND	11,248.28
Grand Total All Funds	11,248.28
Grand Total Credit Cards	0.00
Grand Total Direct Deposits	11,248.28
Grand Total Manual Checks	0.00
Grand Total Other Disbursement Non-negotiables	0.00
Grand Total Procurement Card Other Disbursement Non-negotiables	0.00
Grand Total Regular Checks	0.00
Grand Total Virtual Payments	0.00
Grand Total All Payments	11,248.28

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment
10/05/2026 03:54:47 PM Hem

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: 10 - FUND 10 PRIMARY CKG **Payment Dates:** 09/03/2026 - 10/14/2026

Payment Categories: Non-negotiable Disbursements, Direct Deposits, Procurement Cards

Sort: Payment Number

D000155976	10/14/2026	IFIXIT	MacBook Air 13" (A2681, 2022) Display Assembly	1,484.97	D
D000155977	10/14/2026	JUNIOR LIBRARY GUILD	Books	2,378.29	D
D000155978	10/14/2026	LINDE GAS AND EQUIPMENT INC	Cylinder Rent	82.40	D
D000155979	10/14/2026	PERFORMANCE LEARNING SYSTEMS	Use of the platform and accounts needed for one evaluation.	3,797.00	D
D000155980	10/14/2026	SANE	Felt Square Sampler Pack SKU: 15910	800.93	D
D000155981	10/14/2026	STAPLES INC	Item No: 824797. Aux Item ID: 824797. Ticonderoga The World's Best Pe...	3,538.81	D
D000155982	10/14/2026	ULINE	Model H-3736R Uline Black Crowd Control Posts with Retractable Belt-Red,...	807.00	D
D000155983	10/14/2026	VISTA SCHOOL	RSY Tuition 26-27	8,327.55	D
D000155984	10/14/2026	WARDS SCIENCE	470030-130	264.42	D
* LCCTC91126	09/11/2026	LANCASTER COUNTY CTC	August Bond Payment Interest	20,220.38	
* LCCTC91826	09/18/2026	LANCASTER COUNTY CTC	District Pmt for 26/27	485,040.84	
* PITNEY0930	09/30/2026	PITNEY BOWES INC	METER REFILL	5,031.25	
* PLTFIT0917	09/17/2026	PLANET FITNESS	Membership Fees	40.00	

10 - GENERAL FUND

683,032.58

Grand Total All Funds

683,032.58

Grand Total Credit Cards

0.00

Grand Total Direct Deposits

683,032.58

Grand Total Manual Checks

0.00

Grand Total Other Disbursement Non-negotiables

683,032.58

Grand Total Procurement Card Other Disbursement Non-negotiables

0.00

Grand Total Regular Checks

0.00

Grand Total Virtual Payments

0.00

Grand Total All Payments

683,032.58

Bank Account: 10 - FUND 10 PRIMARY CKG **Payment Dates:** 09/03/2026 - 09/03/2026

Sort: Payment Number

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment
09/03/2026 11:33:01 AM Hem

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: 10 - FUND 10 PRIMARY CKG **Payment Dates:** 09/03/2026 - 09/03/2026

Payment Categories: Regular Checks

Sort: Payment Number

Grand Total Manual Checks	0.00
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Grand Total Other Disbursement Non-negotiables	0.00
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Grand Total Procurement Card Other Disbursement Non-negotiables	0.00
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Grand Total Regular Checks	72,516.46
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Grand Total Virtual Payments	0.00
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Grand Total All Payments	72,516.46
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FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: 10 - FUND 10 PRIMARY CKG **Payment Date:** 2026-09-10
Due Dates: 09/10/2026 - 09/10/2026 **Check Numbers:** 0000215881 - 0000215898
Payment Categories: Checks,
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000215881	09/10/2026	AT&T MOBILITY	TECH PHONE SERVICE		375.55
0000215882	09/10/2026	COLLEGE BOARD	PSAT 10 Spring 2026		835.20 #
0000215883	09/10/2026	COLUMBIA WATER CO	Water Service FES		550.66
0000215884	09/10/2026	COMCAST (PHILADELPHIA)	TECH DATA SERVICE		4,092.44
0000215885	09/10/2026	EXCENTIA	Communication & CPS Facility Contract		1,127.19 #
0000215886	09/10/2026	FOUR SEASONS GOLF COURSE	Golf Team course usage 2026 Season		1,900.00
0000215887	09/10/2026	LANCASTER COUNTY PARKS	Maple Sugaring		55.00
0000215888	09/10/2026	LANCASTER LEBANON IU 13	Supplemental Services - PCA	LLVS Learner Engagement 25/26 3rd Qtr. Fees	160,267.80 #
0000215889	09/10/2026	MCMASTER-CARR SUPPLY COMPANY	Spring Steel Slotted Spring Pins		151.05 #
0000215890	09/10/2026	NEW STORY LLC	ESY Summer Program		116,118.00
0000215891	09/10/2026	NLYW	2027 Northern Lebanon Boys Berserker Duals		350.00
0000215892	09/10/2026	PA PRINCIPALS ASSOCIATION	PA Principals Membership - Riddle		605.00 #
0000215893	09/10/2026	PPL ELECTRIC UTILITIES	Electricity HHS	Electricity CMS	19,229.52
0000215894	09/10/2026	RIVER ROCK ACADEMY	2nd Installment for 26-27	1st Installment 26-27 SY	66,008.00
0000215895	09/10/2026	SHENTEL	DARK FIBER		166.00
0000215896	09/10/2026	STRASBURG RAILROAD	CBI Field Trip 9/16/26		355.35
0000215897	09/10/2026	THE JANUS SCHOOL	Student Tuition 7/16/26-8/1/26	Speech & Lang. 7/16/26-8/1/26	14,389.67
0000215898	09/10/2026	VERIZON WIRELESS	TECH PHONE SERVICE		31.28

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: 10 - FUND 10 PRIMARY CKG **Payment Date:** 2026-09-10
Due Dates: 09/10/2026 - 09/10/2026 **Check Numbers:** 0000215881 - 0000215898
Payment Categories: Checks,
Sort: Payment Number

10 - GENERAL FUND	386,607.71
Grand Total All Funds	386,607.71
Grand Total Credit Cards	0.00
Grand Total Direct Deposits	0.00
Grand Total Manual Checks	0.00
Grand Total Other Disbursement Non-negotiables	0.00
Grand Total Procurement Card Other Disbursement Non-negotiables	0.00
Grand Total Regular Checks	386,607.71
Grand Total Virtual Payments	0.00
Grand Total All Payments	386,607.71

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: 10 - FUND 10 PRIMARY CKG **Payment Dates:** 09/16/2026 - 09/16/2026

Payment Categories: Regular Checks
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000215899	09/16/2026	AHOLD DELHAIZE USA	Enc Transfer from FY26 Standing PO for Groceries for GIANT CMS		261.16 #
0000215900	09/16/2026	COLUMBIA WATER CO	Water Service FES		519.24
0000215901	09/16/2026	DIRECT ENERGY BUSINESS (PA)	Electric Service LEC		2,254.12
0000215902	09/16/2026	LOWE'S	OPEN PURCHASE ORDER FOR PARTS	Technology Supplies	1,106.28
0000215903	09/16/2026	MADISON NATIONAL LIFE INS CO I	Group Life Ins Aug 26		6,319.90
0000215904	09/16/2026	NRG BUSINESS MARKETING	Gas Service - LPC		136.68
0000215905	09/16/2026	SOUTH CENTRAL TRANSIT AUTHORITY	Monthly Pass for student		200.00
0000215906	09/16/2026	YOUR LANGUAGE CONNECTION	Interpreting Services MES	Interpreting Services RES	1,171.25 #
10 - GENERAL FUND					11,968.63
Grand Total All Funds					11,968.63
Grand Total Credit Cards					0.00
Grand Total Direct Deposits					0.00
Grand Total Manual Checks					0.00
Grand Total Other Disbursement Non-negotiables					0.00
Grand Total Procurement Card Other Disbursement Non-negotiables					0.00
Grand Total Regular Checks					11,968.63
Grand Total Virtual Payments					0.00
Grand Total All Payments					11,968.63

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: 10 - FUND 10 PRIMARY CKG **Payment Dates:** 09/24/2026 - 06/24/2027

Payment Categories: Regular Checks
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000215907	09/24/2026	AHOLD DELHAIZE USA	Giant		885.88
0000215908	09/24/2026	ASSUREDPARTNERS	Benefits Admin Fees Sept 26	COBRA Admin. Fees	3,092.05
0000215909	09/24/2026	COLUMBIA WATER CO	Water Service MES		379.31
0000215910	09/24/2026	DIRECT ENERGY BUSINESS (PA)	Electricity HHS	Electricity CMS	88,688.82
0000215911	09/24/2026	DIRT HURTS FOUNDATION	30th Annual Ben Bloser Bulldog XC Invitational		300.00
0000215912	09/24/2026	ELITE COACH INC	LIC 6th Gr. Trip to Franklin Inst. 10/29/26		5,600.00
0000215913	09/24/2026	FOUR SEASONS GOLF COURSE	2026 LL League Golf Tourn. 9/22/26		240.00
0000215914	09/24/2026	MANHEIM TOWNSHIP SCHOOL DISTRI	Tuition Reimb. for Andrew Hull		4,000.00
0000215915	09/24/2026	MELISSA MARIE CROGNALE	Reimb. for Schreiber Pediatric		807.50
0000215916	09/24/2026	NRG BUSINESS MARKETING	Gas Service - MES		23.22
0000215917	09/24/2026	ORTHOPEDIC ASSO OF LANCASTER L	Athletic Training May 26		2,000.00 #
0000215918	09/24/2026	PMEA	Students @ \$10.00 per student	School District @ \$30.00 per District	280.00
0000215919	09/24/2026	PMEA	PMEA Annual Dues for Rebecca Pershouse Olson	PMEA annual dues for Dan Stauffer	300.00
0000215920	09/24/2026	PREMIER SCREEN PRINTING INC	Screen printing UNIFORM	Gildan- Unisex Heavy Cotton T-Shirt 5000 (Red) UNIFORM	679.00
0000215921	09/24/2026	PROQUEST INFORMATION & LEARNIN	CMSSystem ID: Q-00864074 US10064428	LMS System ID: Q-00864108 US10064429	6,109.16
0000215922	09/24/2026	WINNERS CIRCLE CENTER INC	Alternative Education Day Program		4,752.00 #

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: 10 - FUND 10 PRIMARY CKG Payment Dates: 09/24/2026 - 06/24/2027

Payment Categories: Regular Checks
Sort: Payment Number

10 - GENERAL FUND	118,136.94
Grand Total All Funds	118,136.94
Grand Total Credit Cards	0.00
Grand Total Direct Deposits	0.00
Grand Total Manual Checks	0.00
Grand Total Other Disbursement Non-negotiables	0.00
Grand Total Procurement Card Other Disbursement Non-negotiables	0.00
Grand Total Regular Checks	118,136.94
Grand Total Virtual Payments	0.00
Grand Total All Payments	118,136.94

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: 10 - FUND 10 PRIMARY CKG **Payment Date:** 2026-10-01
Due Dates: 10/01/2026 - 10/01/2026 **Check Numbers:** 0000215923 - 0000215935
Payment Categories: Checks,
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000215923	10/01/2026	A/CAPA	A/CAPA Fall Conference Registration		780.00
0000215924	10/01/2026	AHOLD DELHAIZE USA	Giant		617.19
0000215925	10/01/2026	COLUMBIA WATER CO	Fire Service FES	Fire Service MES	1,518.60
0000215926	10/01/2026	DISTRICT 3 ATHLETIC DIRECTOR'S ASSOCIATION	26/27 Yearly AD Dues for District III		50.00
0000215927	10/01/2026	EAST HEMPFIELD TOWNSHIP	Police Services for 9/4 Football Game	Police Services for 9/11 Football Game	1,924.74
0000215928	10/01/2026	KNOCK KNOCK INC	Arrangement fees for 4 songs for indoor percussion. Signed approval will...		1,310.40
0000215929	10/01/2026	LANCASTERHISTORY.ORG	Field trip to Stevens & Smith Center for History and Democracy		144.00
0000215930	10/01/2026	MVHS Athletics	Maverick Girls Wrestling Dual 12/5/26		350.00
0000215931	10/01/2026	NRG BUSINESS MARKETING	Gas Service - RES	Gas Service - LEC	1,427.03
0000215932	10/01/2026	PREMIER SCREEN PRINTING INC	Item#: 500 Color Red (4) Black (4) 8 TOTAL Gildan- Unisex Heavy Cotton T...	Screen Printing	74.60
0000215933	10/01/2026	REPUBLIC SERVICES #611	Waste Services		9,452.99
0000215934	10/01/2026	TWIN VALLEY GIRLS VOLLEYBALL	2026 Raider Classic JV Girls VB Tourn. 9/26/26		300.00
0000215935	10/01/2026	VERIZON WIRELESS	TECH PHONE SERVICE		875.14

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: 10 - FUND 10 PRIMARY CKG **Payment Date:** 2026-10-01
Due Dates: 10/01/2026 - 10/01/2026 **Check Numbers:** 0000215923 - 0000215935
Payment Categories: Checks,
Sort: Payment Number

10 - GENERAL FUND	18,824.69
Grand Total All Funds	18,824.69
Grand Total Credit Cards	0.00
Grand Total Direct Deposits	0.00
Grand Total Manual Checks	0.00
Grand Total Other Disbursement Non-negotiables	0.00
Grand Total Procurement Card Other Disbursement Non-negotiables	0.00
Grand Total Regular Checks	18,824.69
Grand Total Virtual Payments	0.00
Grand Total All Payments	18,824.69

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

**Hempfield School District
Board Check List - Capital Projects
2026-2027**

For Approval October 13, 2026

CP Checks 9.10.26	\$ 9,139.48
CP Checks 9.25.26	\$ 158,097.58
CP Checks 10.14.26 (2024 Bond Checking)	\$ 174,496.13
CP Checks 10.14.26 (2023 Bond Checking)	\$ 978,899.17
Total CP 10.13.26 Payments	\$ 1,320,632.36

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: 2024 - 2024 BOND CHECKING **Payment Date:** 2026-09-10
Due Dates: 09/10/2026 - 09/10/2026 **Check Numbers:** 0001000558 - 0001000558
Payment Categories: Checks,
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0001000558	09/10/2026	EAST HEMPFIELD TOWNSHIP	EHT File #25-08		9,139.48
39 - OTHER CAPITAL PROJECTS					9,139.48
Grand Total All Funds					9,139.48
Grand Total Credit Cards					0.00
Grand Total Direct Deposits					0.00
Grand Total Manual Checks					0.00
Grand Total Other Disbursement Non-negotiables					0.00
Grand Total Procurement Card Other Disbursement Non-negotiables					0.00
Grand Total Regular Checks					9,139.48
Grand Total Virtual Payments					0.00
Grand Total All Payments					9,139.48

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT REGISTER

Bank Account: 2024 - 2024 BOND CHECKING **Payment Date:** 2026-09-25
Due Dates: 09/25/2026 - 09/25/2026 **Check Numbers:** 0001000572 - 0001000572
Payment Categories: Checks,
Sort: Payment Number

Payment #	Trans Date	Trans #	PO #/Proc Ctrl#	Invoice #	Account Code	ASN	Amount
0001000572	09/25/2026	AP3419700001		9.16.26	39-4500-450-000-30-031-000-000-3700	3945004503 00313700	40,778.89
0001000572	09/25/2026	AP3419700002		9.16.26	39-4500-450-000-30-031-000-000-3700	3945004503 00313700	40,778.89
0001000572	09/25/2026	AP3419700003		9.16.26	39-4500-450-000-30-031-000-000-3700	3945004503 00313700	38,269.90
0001000572	09/25/2026	AP3419700004		9.16.26	39-4500-450-000-30-031-000-000-3700	3945004503 00313700	38,269.90
4769-EAST HEMPFIELD TOWNSHIP				Order ID O-1	Payment Date: 09/25/2026	Payment Amt:	158,097.58
39 - OTHER CAPITAL PROJECTS							158,097.58
Grand Total All Funds							158,097.58
Grand Total Credit Cards							0.00
Grand Total Direct Deposits							0.00
Grand Total Manual Checks							0.00
Grand Total Other Disbursement Non-negotiables							0.00
Grand Total Procurement Card Other Disbursement Non-negotiables							0.00
Grand Total Regular Checks							158,097.58
Grand Total Virtual Payments							0.00
Grand Total All Payments							158,097.58

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: 2024 - 2024 BOND CHECKING **Payment Date:** 2026-10-14
Due Dates: 10/13/2026 - 10/13/2026 **Check Numbers:** 0001000573 - 0001000573
Payment Categories: Checks,
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0001000573	10/14/2026	TRANE COMPANY	Enc Transfer from FY26 PRE- PURCHASE HVAC EQUIPMENT AS PER PROPOSAL # D1-118		174,496.13
39 - OTHER CAPITAL PROJECTS					174,496.13
Grand Total All Funds					174,496.13
Grand Total Credit Cards					0.00
Grand Total Direct Deposits					0.00
Grand Total Manual Checks					0.00
Grand Total Other Disbursement Non-negotiables					0.00
Grand Total Procurement Card Other Disbursement Non-negotiables					0.00
Grand Total Regular Checks					174,496.13
Grand Total Virtual Payments					0.00
Grand Total All Payments					174,496.13

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: 2023 - 2023 BOND CHECKING **Payment Date:** 2026-10-14
Due Dates: 10/13/2026 - 10/13/2026 **Check Numbers:** 0001000574 - 0001000577
Payment Categories: Checks,
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0001000574	10/14/2026	FARFIELD ACQUISITION COMPANY	LPC HVAC & Lighting Upgrades		575,185.02
0001000575	10/14/2026	KLEINFELDER INC	Enc Transfer from FY26 SCOPE OF SERVICES INCLUDED IN KLEINFELDER OPPORTUNIT		1,000.00
0001000576	10/14/2026	SLC EXCAVATING LLC	Enc Transfer from FY26 PLAYGROUND PAVING - LIC	Enc Transfer from FY26 PLAYGROUND PAVING - FES	282,710.28
0001000577	10/14/2026	TRANE COMPANY	Enc Transfer from FY26 PRE-PURCHASE HVAC EQUIPMENT AS PER PROPOSAL # D1-118		120,003.87
39 - OTHER CAPITAL PROJECTS					978,899.17
Grand Total All Funds					978,899.17
Grand Total Credit Cards					0.00
Grand Total Direct Deposits					0.00
Grand Total Manual Checks					0.00
Grand Total Other Disbursement Non-negotiables					0.00
Grand Total Procurement Card Other Disbursement Non-negotiables					0.00
Grand Total Regular Checks					978,899.17
Grand Total Virtual Payments					0.00
Grand Total All Payments					978,899.17

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

Hempfield School District
Board Check List - Capital Reserve
2026-2027

For Approval October 13, 2026

CR Checks 9.23.26	\$	16,084.40
Total CR 10.13.26 Payments	\$	16,084.40

FUND ACCOUNTING PAYMENT REGISTER

Bank Account: 32 - FUND 32 PRIMARY **Payment Dates:** 09/23/2026 - 09/23/2026

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards

Sort: Payment Number

Payment #	Trans Date	Trans #	PO #/Proc Ctrl#	Invoice #	Account Code	ASN	Amount
0001000571	09/22/2026	LE3412300001	2700000847	INV-617031-W0K2	32-4600-432-000-30-031-000-000-3715	3246004323 00313715	16,084.40
KENCORLL-KENCOR LLC				Remit ID R-1	Payment Date: 09/23/2026	Payment Amt:	16,084.40
32 - CAPITAL RESERVE SCHOOL							16,084.40
Grand Total All Funds							16,084.40
Grand Total Credit Cards							0.00
Grand Total Direct Deposits							0.00
Grand Total Manual Checks							0.00
Grand Total Other Disbursement Non-negotiables							0.00
Grand Total Procurement Card Other Disbursement Non-negotiables							0.00
Grand Total Regular Checks							16,084.40
Grand Total Virtual Payments							0.00
Grand Total All Payments							16,084.40

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment



BOARD POLICY

125 Adult Education

POLICY NUMBER	ADOPTED	LAST REVIEWED	VERSION
125	10/11/2005	4/12/2016	v1.2
DOCUMENT STATUS	PRINTED		
DRAFT	9/10/2026		

Purpose

The Board recognizes the value of educational growth and advancement to adult members of the community and the need of both adults and minors for educational programs.

Authority

The Board may establish and maintain a program of adult education based upon the needs and interests of the residents, consistent with the educational goals and policies of the district.[\[1\]](#) [\[2\]](#) [\[3\]](#)

The Board may employ staff, utilize available facilities, supply instructional and supplementary materials, and provide administrative leadership required to maintain the adult education program. The Board shall establish the tuition rate for each course offered in the adult education program.[\[4\]](#) [\[5\]](#)

Adult education programs shall be consistent with the policies and objectives of the Board.

Delegation of Responsibility

The Superintendent or designee shall:

1. Utilize appropriate staff members.

2. Assess the needs and resources of the community.
3. Develop a program of adult education and present that program to the Board for approval.
4. Prepare a calendar of adult education activities.
5. Develop and implement means to inform the public of adult education offerings.

Legal Footnotes

[1] 24 P.S. 502
LEGAL REFERENCE

[2] 24 P.S. 1901
LEGAL REFERENCE

[3] 24 P.S. 1906
LEGAL REFERENCE

[4] 24 P.S. 1923
LEGAL REFERENCE

[5] 24 P.S. 1903
LEGAL REFERENCE

Legal References

No additional references listed.



BOARD POLICY

127 Assessments

POLICY NUMBER	ADOPTED	REVISED	VERSION
127	10/11/2005	11/10/2015	V1.2
DOCUMENT STATUS	PRINTED		
DRAFT	9/11/2026		

Purpose

The Board recognizes its responsibility to develop and implement an assessment framework that will determine the degree to which students are achieving academic standards and will provide information for improving the educational program.[\[1\]](#)

Authority

The Board shall be apprised of the assessment framework for use in district schools to assess individual attainment of state and local academic standards, and to identify those students not attaining academic standards and provide assistance. The assessment framework shall be described in the district's Comprehensive Plan and approved by the Board.[\[3\]](#)[\[1\]](#)[\[9\]](#)

The Board reserves the right to review district assessment measures and to approve those that serve a legitimate purpose without infringing upon the personal rights of the students or parents/guardians.[\[1\]](#) [\[5\]](#)

The Board directs the Superintendent or designee to grant requests by parents/guardians to determine whether the state assessments conflict with the parents'/guardians' religious beliefs. Parent/Guardian requests shall be submitted within the district's designated time frame, during regular district office hours. The district shall ensure the security of the assessment documents.[\[6\]](#)

If, upon inspection of a state assessment, a parent/guardian finds the assessment to be in conflict with their religious beliefs, the parents/guardians shall have the right to have their child excused from that state assessment, upon receipt of a written request to the Superintendent or designee stating the objection.[\[6\]](#)

Delegation of Responsibility

The Superintendent or designee shall recommend methods of assessment and evaluation based on his/her professional judgment, generally accepted professional practice, and staff input.[\[1\]](#) [\[3\]](#) [\[9\]](#)

The Superintendent or designee shall provide summary information to the public regarding student assessment achievement, including results of assessments, in accordance with federal and state law and regulations.[\[7\]](#) [\[1\]](#)

The Superintendent or designee shall provide information regarding the achievement of academic standards to the PA Department of Education when requested; such information shall not include student names, identification numbers, or individually identifiable information.[\[1\]](#)

The Superintendent or designee shall recommend improvements in the curriculum and instructional practices based upon student assessment results.[\[1\]](#)

Guidelines

Parents/Guardians shall receive information regarding their child's state assessment scores and may obtain an explanation of assessment results from qualified school personnel.[\[8\]](#) [\[10\]](#) [\[11\]](#)

The district shall provide assistance to students not attaining academic standards at the proficient level. The district shall inform students and parents/guardians about how to access such assistance.[\[1\]](#) [\[5\]](#)

Students with disabilities and students participating in ESL education programs shall participate in assessments, with appropriate accommodations when necessary. [\[3\]](#) [\[10\]](#) [\[12\]](#) [\[13\]](#)

Legal Footnotes

[1] 22 PA Code 4.52
LEGAL REFERENCE

[3] 22 PA Code 4.51
LEGAL REFERENCE

[5] 22 PA Code 12.41
LEGAL REFERENCE

[6] 22 PA Code 4.4
LEGAL REFERENCE

[7] Pol. 919
POLICY REFERENCE
Referenced policy is not available in this policy book.

[8] 20 U.S.C. 6311
LEGAL REFERENCE

[9] 22 PA Code 4.12
LEGAL REFERENCE

**[10] Pol. 138 — English as a Second Language
Education Program**
POLICY REFERENCE

[11] Pol. 212 — Reporting Student Progress
POLICY REFERENCE

**[12] Pol. 103.1 — Nondiscrimination - Qualified
Students With Disabilities**
POLICY REFERENCE

[13] Pol. 113 — Special Education
POLICY REFERENCE

Legal References

No additional references listed.



BOARD POLICY

138 English Language Development Program (ELD)

POLICY NUMBER	ADOPTED	REVISED	VERSION
138	10/11/2005	11/10/2015	v1.4
DOCUMENT STATUS	PRINTED		
DRAFT	9/22/2026		

Purpose

In accordance with the Board's philosophy to provide a quality educational program to all district students, and to increase the English language proficiency of students who are English Learners (EL), the district shall provide an effective Language Instruction Educational Program (LIEP) that meets the needs of English Learners. The goal of the LIEP shall be to demonstrate success in increasing English language proficiency and student academic achievement so that EL students can attain the academic standards adopted by the Board and achieve academic success. EL students shall be identified, assessed and provided instruction, and shall be provided an equal opportunity to achieve their maximum potential in educational programs and extracurricular activities, consistent with federal and state laws and regulations.[\[1\]](#) [\[2\]](#) [\[3\]](#)

Authority

The Board shall approve a LIEP to provide English Language Development instruction (ELD) to EL students as part of the approved curriculum, in order to develop the English language proficiency of EL students. The district shall provide EL students with both planned ELD instruction and modifications in content instruction and assessments for all curricular areas, based on the provisions of the LIEP. The LIEP shall be thoughtfully and deliberately planned and evaluated in accordance with state and federal laws and regulations, and shall meet the needs of the district's EL students. [\[3\]](#) [\[4\]](#) [\[5\]](#) [\[6\]](#)

The Board may address English Learner (EL) students and programs in the district's comprehensive planning process, and shall include appropriate training for professional staff in the Professional Development Plan as necessary to provide an appropriate ELD education program in compliance with law and regulations. [\[7\]](#) [\[8\]](#)

The Board may contract with Lancaster-Lebanon Intermediate Unit No. 13 for ELD education services and programs.

Delegation of Responsibility

The Superintendent or designee shall implement and supervise an LIEP program that ensures appropriate instruction in each school and complies with federal and state laws and regulations.

The Superintendent or designee, in conjunction with appropriate stakeholders, shall develop administrative regulations regarding the English Language Development (ELD) program.

Guidelines

The district shall establish procedures for identifying and assessing the needs of EL students. The Home Language Survey shall be completed for each student upon enrollment in the district, and shall be filed in the student's permanent record folder through graduation. [\[5\]](#)[\[9\]](#)[\[10\]](#)

The English Language Development (ELD) program shall be designed to provide instruction that meets each student's individual needs, based on the assessment of English proficiency in listening, speaking, reading and writing. Adequate content area support shall be provided while the student is learning English, to assure achievement of academic standards. [\[2\]](#)

Certified employees and appropriate support staff, when necessary, shall provide the English Language Development (ELD) program. The district shall ensure that all teachers in the ELD program hold the appropriate certification and can demonstrate academic language proficiency both in English and in the language used for instruction in their classroom. [\[11\]](#)

The English Language Development (ELD) program shall be evaluated periodically to ensure all components are aligned and working effectively to facilitate the acquisition of the English language and achievement of academic standards, and shall be revised when necessary to ensure greater student achievement.[\[12\]](#)[\[13\]](#)[\[14\]](#)

Students who are English Learners (ELs) may be eligible for special education services when they have been identified as a student with a disability and it is determined that the disability is not solely due to lack of instruction or proficiency in the English language. [\[6\]](#) [\[15\]](#)

Students who are English Learners (ELs) may be eligible for gifted education services, when identified in accordance with law, regulations and Board policy. The district shall ensure that assessment of a student for gifted education services screens for intervening factors, such as LEP (Limited English Proficiency), that may be masking gifted abilities. [\[16\]](#)

Students participating in English Language Development (ELD) programs who are eligible for special education services shall continue receiving ELD education instruction, in accordance with their Individualized Education Program (IEP) or Gifted Individualized Education Plan (GIEP), at the appropriate proficiency and developmental level. [\[6\]](#) [\[15\]](#) [\[16\]](#)

Students participating in English Language Development (ELD) programs shall be required, with accommodations, to participate in assessments and meet established academic standards and graduation requirements adopted by the Board. [\[2\]](#) [\[12\]](#)[\[13\]](#)[\[14\]](#)[\[17\]](#)[\[18\]](#)[\[19\]](#)[\[20\]](#)[\[21\]](#)[\[22\]](#) [\[23\]](#) [\[24\]](#)

Students shall have access to and be encouraged to participate in all academic and extracurricular activities available to district students.[\[25\]](#) [\[26\]](#) [\[27\]](#) [\[28\]](#)

Students shall exit from the English Language Development (ELD) program in accordance with state required exit criteria.[\[13\]](#)

The district shall monitor English Learners (ELs) who exit from the ELD education program. [\[14\]](#)

Family Engagement and Communication

Communications with parents/guardians shall be in the mode and language of communication preferred by the parents/guardians.[\[1\]](#)[\[29\]](#)

At the beginning of each school year, or within fourteen (14) days of enrollment during the school year, the district shall notify parents/guardians of students enrolled in English Language Development (ELD) programs regarding the instructional program provided to their student.[\[29\]](#)

Parents/Guardians shall be regularly apprised of their student's progress, including achievement of academic standards and assessment results. [\[23\]](#) [\[30\]](#)

Parents/Guardians shall be notified of their right to opt the student out of supplemental English Language Development (ELD) programs/opportunities provided through federal funding, in accordance with applicable law.[\[29\]](#)

The district shall notify parents/guardians of students in English Language Development (ELD) programs within thirty (30) days, or within fourteen (14) days of enrollment, if the district fails to meet annual measurable performance objectives, as required by law.[\[29\]](#)

The district shall maintain an effective means of outreach to encourage parental involvement in the education of their children.[\[12\]](#)[\[13\]](#)[\[29\]](#)

Legal Footnotes

[1] 42 U.S.C. 2000d
LEGAL REFERENCE

[2] Pol. 102 — Academic Standards
POLICY REFERENCE

[3] Pol. 103 — Discrimination/Title IX Sexual Harassment Affecting Students
POLICY REFERENCE

[4] 22 PA Code 4.26
LEGAL REFERENCE

[5] 20 U.S.C. 6801
LEGAL REFERENCE

[6] Pol. 103.1 — Nondiscrimination - Qualified Students With Disabilities
POLICY REFERENCE

[7] Pol. 100 — Comprehensive Planning
POLICY REFERENCE

[8] Pol. 333 — Professional Development
POLICY REFERENCE

[9] 22 PA Code 11.11
LEGAL REFERENCE

[10] Pol. 200 — Enrollment in District
POLICY REFERENCE

[11] Pol. 304 — Employment of District Staff
POLICY REFERENCE

[12] 20 U.S.C. 6812
LEGAL REFERENCE

[13] 20 U.S.C. 6826
LEGAL REFERENCE

[14] 20 U.S.C. 6841
LEGAL REFERENCE

[15] Pol. 113 — Special Education
POLICY REFERENCE

[16] Pol. 114 — Gifted Education
POLICY REFERENCE

[17] 20 U.S.C. 6842
LEGAL REFERENCE

[18] 22 PA Code 4.51
LEGAL REFERENCE

[19] 22 PA Code 4.51a
LEGAL REFERENCE

[20] 22 PA Code 4.51b
LEGAL REFERENCE

[21] 22 PA Code 4.51c
LEGAL REFERENCE

[22] 22 PA Code 4.52
LEGAL REFERENCE

[23] Pol. 127 — Assessments
POLICY REFERENCE

[24] Pol. 217 — Graduation
POLICY REFERENCE

[25] 20 U.S.C. 1703
LEGAL REFERENCE

[26] Pol. 115 — Career and Technical Education
POLICY REFERENCE

[27] Pol. 122 — Extracurricular Activities
POLICY REFERENCE

[28] Pol. 123 — Interscholastic Athletics
POLICY REFERENCE

[29] 20 U.S.C. 7012
LEGAL REFERENCE

[30] Pol. 212 — Reporting Student Progress
POLICY REFERENCE

Legal References

No additional references listed.



BOARD POLICY

142 Migrant Students

POLICY NUMBER	ADOPTED	LAST REVIEWED	VERSION
142	10/11/2005	3/8/2016	v1.2
DOCUMENT STATUS	PRINTED		
DRAFT	9/10/2026		

Authority

The Board establishes a program to address the needs and provide appropriate services to migrant students attending district schools.[\[1\]](#) [\[2\]](#) [\[8\]](#) [\[4\]](#)

Guidelines

The district program for migrant students shall include procedures to:

1. Identify migrant students and assess their educational and related health and social needs.
2. Ensure migrant students have the appropriate educational opportunities to meet the same academic standards required of all students.
3. Provide a full range of services to migrant students including applicable Title I programs, special education, gifted education, vocational education, language programs, counseling programs and elective classes. [\[3\]](#) [\[6\]](#) [\[7\]](#) [\[8\]](#) [\[9\]](#)
4. Provide parents/guardians an opportunity for meaningful participation in the program.
5. Provide advocacy and outreach programs for migrant students and their families.
6. Provide professional development for district staff. [\[10\]](#)

The district shall provide materials to parents/guardians regarding their role in improving the academic achievement of their child.

Delegation of Responsibility

The Superintendent or designee shall develop procedures to notify and involve parents/guardians in the development, implementation and evaluation of the district's program for migrant students.

Legal Footnotes

[1] 24 P.S. 1326 LEGAL REFERENCE	[2] 24 P.S. 1327 LEGAL REFERENCE
[3] Pol. 105 — Curriculum POLICY REFERENCE	[4] 34 CFR 200.81-200.88 LEGAL REFERENCE
[6] Pol. 112 — School Counseling POLICY REFERENCE	[7] Pol. 113 — Special Education POLICY REFERENCE
[8] 20 U.S.C. 6391 LEGAL REFERENCE	[9] Pol. 115 — Career and Technical Education POLICY REFERENCE
[10] Pol. 333 — Professional Development POLICY REFERENCE	

Legal References

No additional references listed.

Role	Name	Company
Aide/Van Driver	Burriesci, Elizabeth	STA
Driver	Brightbill, Jeffrey	STA
Aide/Van Driver	Perdue, Jonathan	STA
Aide/Van Driver	Lechner, Amber	STA
Driver	Frey, Mary	STA
Driver	Book, Shannon	STA
Driver	Hefflefinger, Kayla	STA
Driver	Weaver, Samantha	STA

Extracurricular Clubs

1. Anchor Club
2. Avedium
3. Band
4. Chamber Choir
5. Chess
6. Chinese Club
7. Choir
8. Color Guard
9. Dance Theater
10. E-Sports
11. Family, Career & Community Leaders of America
12. Fellowship of Christian Athletes
13. French Club
14. Future Business Leaders of America
15. German Club
16. Indoor Color Guard
17. Indoor Percussion
18. Jazz Band
19. Marching Band
20. Mini-Thon
21. Mock Trial Club
22. Model UN
23. National Art Honor Society
24. NHS
25. Orchestra
26. Powder Puff
27. Quiz Bowl
28. Reading Olympics
29. Renaissance
30. School Newspaper (The Flash)
31. Sisterhood Club
32. Spring Musical
33. Steering Committee
34. Student Council
35. Table Top Games
36. Theatre Arts Club (Stage Crew)
37. Thursday Girls Club
38. Tri-M
39. Varsity Club
40. Video Production Club
41. Yearbook