

Hanover Public School District
School Board Planning Meeting
Administration Building - 403 Moul Avenue, Hanover, PA

August 10, 2020
6:00 P.M.

MINUTES

I. Opening Business

A. Call to Order - The meeting was called to order at 6:02 PM.

B. Pledge of Allegiance

C. Roll Call

Board Members Present: Mr. Frederick, Mrs. Gallagher, Mrs. Gulden, Mr. Huston, Mr. Kauffman, Mrs. Keeney, Mr. Lippy, Mr. Reck, Mrs. Shea

Also Present: Dr. Scola, David Fry, Troy Wentz, via zoom administration team

II. Recognition of Visitors None

Public Comments: None

III. Superintendent's Report - Dr. John Scola

- Graduation - Mr. Frank Sanders sent a postcard and letter to Dr. Scola thanking him and the School Board for allowing graduation and emphasizing the importance of graduation for the students. Nearly 100 of the students attended. Dr. Scola thanked Mrs. Houck and Mr. Abels for their coordination along with Elsner Engineering for providing the fireworks. It was a meaningful and safe experience with the graduates' behavior remarkable. A thank you was given to the Penn Township Police Department also.

IV. Assistant to Superintendent Report- Dr. Susan Seiple

- Title I Schoolwide plans - Each year, each building develops plans for improvement to academics and how to spend federal funds. A virtual meeting was held to discuss the plan.
- Phase III Comprehensive Planning - September a virtual meeting will occur to plan for the next three years and there are opportunities to volunteer to assist with this plan.

Dr. Scola recognized the virtual attendance of the administrators at the meeting this evening.

V. Approval of Minutes from Past Meetings - The Board was requested to approve the minutes of June 22, 2020, and July 15, 2020

- Minutes 06-22-20 (enclosure)
- Minutes 07-15-20 (enclosure)
- Building and Grounds Minutes 06-04-20 (enclosure) Informational (Presented Previously by Mrs. Gulden as Committee Report)

BOARD ACTION:

The minutes were approved as presented.

VI. Matters for Which Board Action is Required

A. Personnel

- 1) Resignations - The Board was requested to approve the following resignations:

Professional Employees:

Lauren Birchmire, Elementary Teacher at Clearview Elementary, effective August 14, 2020.

Marie Smith, Art Teacher at High School, effective July 27, 2020.

Classified Employees:

Victoria Becraft, part-time Cafeteria Worker and Gameworker, effective July 21, 2020.

Andrea Rathel, part-time Cafeteria Worker, effective July 31, 2020.

Kimberly Mohney, part-time Teaching Assistant (Title 1), effective July 31, 2020.

Kathryn Lamberton, part-time Teaching Assistant (Title 1), effective August 14, 2020.

Miranda Shives, part-time Teaching Assistant (Title 1), effective August 5, 2020.

Substitute Employees:

Request removal of the Professional Substitute names for the 2020-2021 school year per the attached listing. (enclosure)

Request removal of the Classified Substitute names for the 2020-2021 school year per the attached listing. (enclosure)

Kimberly Rutherford, Long-Term Substitute Teacher, effective July 23, 2020.

Olivia Olver, Long-Term Substitute Elementary Teacher, effective July 7, 2020.

Supplemental Employees:

Marie Smith, National Art Honor Society, Senior Class Advisor - Grades 11-12, and High School Team Leader - Art/PE/Health/World Language, effective July 27, 2020.

Ashley Longenberger, Intramural #2 at Clearview, effective July 28, 2020.

Tyler Knowles, Head Varsity Girls' Soccer Coach, effective July 30, 2020.

Joel Persing, High School Musical Set-Builder, effective July 30, 2020.

Stacey Bolin, Gameworker, effective immediately.

BOARD ACTION:

Mrs. Shea made a motion to approve the personnel items as presented.
Second by Mr. Reck and approved on a roll call vote of 9-0.

- 2) Employment - The Board was requested to approve the following Employment:

Professional Employees:

Kimberly Campbell, Elementary Teacher - Grade 2, effective with the beginning of the 2020-2021 school year. Rate of compensation will be \$49,173.00. (enclosure)

Megan Baumgardner, Elementary Teacher - Kindergarten, effective with the beginning of the 2020-2021 school year. Rate of compensation will be \$49,173.00. (enclosure)

Paul Bradigan, ESL Teacher - Middle School, effective with the beginning of the 2020-2021 school year. Rate of compensation will be \$67,670.00. (enclosure)

Classified Employees:

Husna Ahmed, from substitute TA/PA to full-time, 7 hours per day, Teaching Assistant, effective the beginning of the 2020-2021 school year. Rate of compensation is \$11.99 per hour. (enclosure)

Anthony Cichetti, from Lunchroom/Playground Supervisor to part-time, 4.0 hours per day, Custodian, effective July 13, 2020. Rate of compensation will be \$11.25 per hour.

Sandra Bowman, part-time, 5.5 hours per day, Cafeteria Worker, effective August 13, 2020 pending completion of all required employment paperwork. Rate of compensation will be \$11.15 per hour. (enclosure)

Sandra Longley, part-time, 4.0 hours per day, Cafeteria Worker, effective August 13, 2020 pending completion of all required paperwork. Rate of compensation will be \$10.89 per hour. (enclosure)

Terry Caudill, part-time, 4.5 hours per day, Cafeteria Worker, effective August 13, 2020 pending completion of all required employment paperwork. Rate of compensation will be \$12.00 per hour. (enclosure)

Dianne Wildasin, part-time, 4.0 hours per day, Cafeteria Worker, effective August 13, 2020 pending completion of all required employment paperwork. Rate of compensation will be \$11.15 per hour. (enclosure)

Janice Vializ-Crespo, part-time, 3.0 hours per day, Cafeteria Worker, effective August 13, 2020 pending completion of all required employment paperwork. Rate of compensation will be \$11.15 per hour. (enclosure)

Supplemental Employees:

Steven Weaver, Assistant Varsity Football Coach, effective for the Fall Season of the 2020-2021 school year, pending completion of all required employment paperwork. Rate of compensation will be \$2,320.00. (enclosure)

Janet Martin, Head High School Football Cheerleading Coach, effective for the Fall Season of the 2020-2021 school year. Rate of compensation will be \$1,320.00. (enclosure)

David Harnish, from Senior Class Advisor to Junior Class Advisor, effective with the beginning of the 2020-2021 school year. Rate of compensation will be \$1,416.00.

Amy Crist, High School Team Leader - Art/PE/Health/World Language, effective with the beginning of the 2020-2021 school year. Rate of compensation will be \$900.00.

Gameworker:

Genny Huston, Gameworker, effective for the 2020-2021 school year. Rate of compensation will be as listed on the SA-107a Athletic/Event for Payment.

Substitutes:

Debra Caler, Extended Substitute Guidance Counselor - Middle School, effective with the beginning of the 2020-2021 school year through approximately September 25, 2020. Rate of compensation will be \$185.00 per day.

Chloe Walters, Extended Substitute Elementary Teacher - Grade 3, at Washington Elementary, effective with the beginning of the 2020-2021 school year for approximately 12 weeks. Rate of compensation will be \$185.00 per day.

Nicole LaMotte, Extended Substitute Elementary Teacher - Grade 4, at Clearview Elementary, effective with the beginning of the 2020-2021 school year for approximately 12 weeks. Rate of compensation will be \$185.00 per day.

Asia Burgard, Long-Term Substitute Elementary Teacher - Grade 2, at Hanover Street Elementary, and Day-to-Day Substitute Teacher, effective approximately September 14, 2020 through April 5, 2021. Rate of compensation will be \$185.00 per day and \$110.00 per day respectively.

Day-to-Day Substitute Teachers for the 2020-2021 school year. Rate of compensation will be \$110.00 per day. (enclosure)

Day-to-Day Substitute Classified Employees for the 2020-2021 school year. Rate of compensation will be as listed on the Substitute Rate Schedule as applicable. (enclosure)

BOARD ACTION:

Mr. Reck made a motion to approve the personnel items as presented. Second by Mrs. Shea and approved on a roll call vote of 8-0 with 1 abstention by Mr. Huston.

- 3) Bus Drivers - The Board was requested to approve the following drivers employed by Lincoln Bus Lines:

Heather Andrews
Lori Baker
Linda Crider
Michael Culp
David Darrow
Noemi Diaz
Thomas Frederick
Charles French
Carla Frey
Kelly Garcia
Stephanie Garcia-Albino
Nancy Goshorn
Barbara Harford
Christina Hueg
Andrew Kempest
Lindsae Kimmey
Lisa Larkin-Flinn
Rebecca Leas-Esclavon
Daryl Lemley

Justin Mong
Sharone Pratt
Denise Ruth
Amy Ryder
Teresa Scannell
Howard Seachrist, Jr.
Coni Shrader
Jessica Shue
Georgianna Smith
Tiffanie Sneeringer
Erica Strausbaugh
Roderick Thomas
Melinda Wentz
Donald Wildasin
Debra Williams
Jacob Zeher

BOARD ACTION:

Mrs. Keeney made a motion to approve the personnel items as presented. Second by Mr. Reck and approved on a roll call vote of 9-0.

- 4) Leave of Absence - The Board was requested to approve the following request for leave of absence:

Victoria Swartzbaugh, Cafeteria Worker, medical/uncompensated leave, effective August 24, 2020 through approximately November 6, 2020.

BOARD ACTION:

Mrs. Shea made a motion to approve. Second by Mr. Reck and approved on a roll call vote of 9-0.

B. Title I Schoolwide Plans

- 1) The Board was requested to approve the Title I Schoolwide Plans for each district building for the 2020-2021 school year. The plans delineate the use of Title I funds for continuous school improvement initiatives (enclosure) (enclosure) (enclosure) (enclosure) (enclosure)

BOARD ACTION:

Mr. Reck made a motion to approve the Title I Schoolwide Plans as presented. Second by Mr. Huston and approved on a roll call vote of 9-0.

C. Budget and Finance

- 1) Monthly Reports - The Board was requested to approve the following monthly reports:

Board Summary (May , June)
Cafeteria (May , June)
Investment (May , June)
Tax Collector Report (May , June)
Tax Collector Report Quarterly
Construction Summary (current)
Student Activity - Middle School (May , June)
Student Activity - High School (May , June)

BOARD ACTION:

Mrs. Shea made a motion to approve the monthly reports as presented.
Second by Mrs. Keeney and approved on a roll call vote of 9-0.

- 2) Check Registers - The Board was requested to approve the following check registers: General Fund including athletic, middle school and high school activity accounts totaling \$3,188,342.19 and \$498,895.53 and \$598,092.95, Capital Reserve totaling \$12,707.00 and \$85,024.29 and \$37,332.00, Construction totaling \$191,625.01 and \$1,172.03 and \$73,681.05 and Cafeteria totaling \$2,795.91 and \$4,921.15.
(General Fund 6-20 to 6-30) (General Fund 7-1 to 7-17) (General Fund 7-18 to 7-31) (Capital Reserve 6-20 to 6-30) (Capital Reserve 7-1 to 7-17) (Capital Reserve 7-18 to 7-31) (Construction 6-21 to 6-30) (Construction 7-1 to 7-17) (Construction 7-18 to 7-31) (Cafeteria 6-21 to 6-30) (Cafeteria 7-1 to 7-17)

BOARD ACTION:

Mrs. Shea made a motion to approve the check registers as presented.
Second by Mr. Huston and approved on a roll call vote of 9-0.

- 3) Bus Schedule Approval - The Board was requested to approve the 2020-2021 bus schedules and authorization for the administration to make necessary changes to the schedules during the school year.
(enclosure)

BOARD ACTION:

Ms. Gallagher made a motion to approve the bus schedules as presented. Second by Mr. Reck and approved on a roll call vote of 9-0.

- 4) Donation - The Board was requested to approve the donation of a golf cart from Golf Cart Services in the estimated amount of \$1,500.00 for use from August to November 2020 for athletics.

BOARD ACTION:

Mrs. Keeney made a motion to approve the donation as presented.
Second by Ms. Gallagher and approved on a roll call vote of 9-0.

- 5) Donation - The Board was requested to approve the donation of hand tools and consumables from Stanley Black & Decker by Bryan McDaniel in the estimated amount of \$15,000.00 for use in the technology education area.

BOARD ACTION:

Ms. Gallagher made a motion to approve the donation as presented.
Second by Mrs. Shea and approved on a roll call vote of 9-0.

- 6) Transportation Approval - The Board was requested to approve Dawn Rommal to transport a student to Spring Grove Area School District for the 2020-2021 school year at an approximate daily cost of \$11.39 based upon the IRS standard mileage reimbursement rate, plus \$25.00 per day.

BOARD ACTION:

Mr. Reck made a motion to approve the transportation as presented.
Second by Mrs. Shea and approved on a roll call vote of 9-0.

VII. Public Comment: Jane Gross, Hanover Borough

Washington Parent - Child entering 4th grade at Washington Elementary. Child has an IEP plan and I would like to know what accommodations have been made for her/students like her? We were disappointed today to find out that Firefly blend is not available. We as parents prefer to keep her home, during this uncertain time. But, I know how important it is for her to receive services from Mrs. Burns and it needs to continue. I would like to come up with a plan that benefits her, not just enroll her in Educere.

Mr. Frederick indicated that he would be sharing an additional letter from Mrs. Gross with the Board that was received.

Dr. Scola indicated that Mrs. Gunnet would follow up with the Washington parent.

VIII. Adjournment: Mr. Frederick adjourned the meeting at 6:21 PM.

Next Board Meeting - Monday, August 24, at 6:00 PM.

Troy S Wentz

August 7, 2020

from: Jane Gross

to: Dr. John Scola, Dr. Susan Seiple, Mr. Brian Frederick, and school board members.

I am hoping you had the chance to review my previous letter and I thank you for your consideration of it. Since I am unable to present myself to you in person at the board meeting I write this letter as a follow up to show that I feel strongly and stand up in support of my thoughts in that letter. But first let me say that I understand that the COVID issue has a top priority at this time.

I don't deny a problem exists concerning racism, diversity, or inclusion in schools or the world in general but I do question the fact that rules or laws against this problem is the solution. I don't feel it will stop the belittling, condemnation, or bullying of some against others no matter what color, race, or ethnicity. Can law change the attitude of a person? So, possibly, could the implementing of positive tactics be tried to incorporate positive results?

I've recently read an article on 'equality of opportunity' verses 'equality of outcome' by Milton Friedman in his book 'What Does Created Equal Mean?'

'equality of opportunity' – to shape one's own life according to talents and performance

'equality of outcome' - everyone should have the same level of living/income - (everyone should finish the race at the same time) -everyone wins and ALL must receive the prize...this is considered to be fair.

Though Friedman may have been referring to economics I feel this pertains to individual life in general as well. Is it not true we make and should want to make our own destiny? This is how we grow and mature as an individual and become standing citizens of our community and country. It brings to mind two quotes by JFK:

“Every accomplishment starts with the decision to try.”

“Ask not what your country can do for you, ask what you can do for your country.”

In closing, I again ask you, and have confidence you will do so, to greatly consider, contemplate, and diligently deliberate on addressing the petition sent you about racism and discrimination. My hopes are you will look toward 'equality of opportunity' and NOT 'equality of outcome' and thus not infringing on *anybody's* rights and teaching people to become strong through their own determination.

DECLARATION OF INDEPENDENCE

We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator, with certain unalienable rights, that among these are Life, Liberty, and the pursuit of Happiness.

Once again, thank you for your time and consideration of my letter.

Jane Gross
farmgirljg@aol.com



I would appreciate your thought/response to my letters. You may do so through my email listed above.