

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

August 24, 2020
6:00 P.M.

MINUTES - online meeting

- A. Opening Business
- Call to Order - The meeting was called to order at 6:00 PM.
 - Pledge of Allegiance
 - 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, Administration Team online via zoom
- B. Recognition of Visitors: None
- C. Public Comments: None
- D. Superintendent's Report - Dr. John Scola
- Back to School - First Monday during in service Dr. Scola and Gloria Sanders, District lead nurse, presented the importance of coming back to school and safety. Administration is thrilled that students have returned. K-4 students full time and 5-12 students A & B schedule. Thursday prior to school beginning served as a two-hour orientation for K, 5 and 9 students in their new buildings. Teachers and administration were positive about this experience and will most likely carry through a similar start for next year. Busses ran that day as well. Friday was a full day and Elementary went really well. Clearview's car line was long and there was no congestion on the busses. Everyone was positive in the return to school. Second day was more lively and eighty five percent of the parents are sending students to school. As everything goes well this percentage is hoped to increase. Friday, September 4 will be a day off school. Football will begin workouts on August 31 and all coaches in athletics will be wearing masks. September 4 athletic practices begin. In fifteen days contests will begin. Currently no spectators are allowed within the fenced-in areas of the athletic fields. PA House of Representatives is lobbying to have parents in attendance. YAIAA has given time to become acclimated and establish protocols. Gloria Sanders will monitor call-in absences of staff. Staying in school and in person learning benefits the students and a lot of preparation has gone into the plan.
- E. Assistant to Superintendent's Report - Dr. Susan Seiple
- Call for Community Stakeholders: Comprehensive Plan Phase III - Dr. Seiple reported that HPSD is a Phase III school Comprehensive Planning for the next three years is occurring. Students, teachers, administrators, community members, and the school board all throughout the District can participate. There is a Special Education portion of the plan. Dr. Seiple is seeking steering

committee members that would involve about five hours of participation. If interested contact Lois Dubbs, Secretary to the Superintendent at extension 6025. Teacher induction began with new members.

- F. Approval of Minutes from Past Meetings - The Board was requested to approve the minutes for August 10, 2020.
- 08-10-20 ([enclosure](#))

BOARD ACTION:

The minutes were approved as presented.

- G. Committee Reports

York County School of Technology – Jill Keeney, Representative - Last month the re-opening plan was approved with an A & B schedule. There is a meeting on Thursday.

Recreation - Reck, Representative - Meeting this past Wednesday and no major updates.

Meet & Discuss Professional, Classified & Administrative – Frederick, Chair; Gulden, Huston

Lincoln Benefit Insurance Trust - Wentz, Representative

Legislative Liaison with Pennsylvania School Board Association – Shea, Representative

Policy Committee – Shea, Chair; Gulden, Kauffman - Met for first time since March. Items on agenda.

Educational Programs Committee - Reck, Chair; Gulden, Huston

Building & Grounds Committee - Gulden, Chair; Gallagher, Lippy - No meeting this month.

Parents' Advisory Committee - Reck

- H. Health and Safety Plan Phased Reopening COVID-19 Pandemic

The Administration recommended the approval of the following additions to the Health and Safety Plan Hanover Public School District Phased Reopening COVID-19 Pandemic 2020-2021 ([enclosure](#))

DISCUSSION:

Dr. Scola commented that updates were to face mask guidelines mostly.

BOARD ACTION:

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

I. Personnel

- 1) Resignation - The Board was requested to approve the following resignation:

Professional Employee:

Olivia Schmidt, Secondary Music Teacher - Vocal, effective date to be determined upon release from 60-day contractual hold.

Classified Employees:

Nicole Gebhart, part-time Teaching Assistant, effective August 9, 2020.

Jessica Richley, part-time Cafeteria Worker, effective August 17, 2020.

Supplemental Employees:

Olivia Schmidt, Assistant Marching Band Director, County/Community Performances Director, High School and Middle School Show Choir, International Thespian Society, effective August 12, 2020.

Marie Smith, High School Dimensions Advisor, effective July 27, 2020.

BOARD ACTION:

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

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

Professional Employee:

Harley Weigle, Art Teacher at the High School, effective August 31, 2020 pending completion of all required employment paperwork. Rate of compensation will be \$49,173.00. ([enclosure](#))

Classified Employees:

Anthony Baker, Custodian, full-time/8 hours per day, effective August 24, 2020 pending completion of all required employment paperwork. Rate of compensation will be \$11.80 per hour. ([enclosure](#))

Kylie Toomey, Teaching Assistant (Title 1), part-time, 5.75 hours per day, effective August 24, 2020 pending completion of all required employment paperwork. Rate of compensation will be \$11.99 per hour. ([enclosure](#))

Substitute Employees:

Samuel Miller, Extended Substitute Social Studies Teacher - Middle School, effective with the beginning of the 2020-2021 school year for approximately 12 weeks. Rate of compensation will be \$185.00 per day.

Kaitlyn Lanzetta, day-to-day substitute teacher, effective for the 2020-2021 school year. Rate of compensation will be \$110.00 per day.

Jennifer Heffron, day-to-day substitute nurse, effective for the 2020-2021 school year. Rate of compensation will be as listed on the substitute rate schedule (current).

Supplemental Employees:

Mike Zito, Head Varsity Girls Soccer Coach, effective for the 2020-2021 Fall Season pending completion of all required employment paperwork. Rate of compensation will be \$2,987.00. ([enclosure](#))

Julie Smith, High School Dimensions Advisor, co-curricular, 50/50 position split for the 2020-2021 school year. Rate of compensation will be \$822.00.

Ellena Keriazes-Griffiths, Senior Class Advisor, co-curricular, for the 2020-2021 school year. Rate of compensation will be \$1,270.00.

Sara Lefever, Senior Class Advisor, co-curricular, for the 2020-2021 school year. Rate of compensation will be \$1,270.00.

Erin Marshall, Assistant Marching Band Director, co-curricular, for the 2020-2021 Fall Season. Rate of compensation will be \$1,746.00.

Volunteer:

Kevin Hayward, Volunteer Head Varsity Golf Coach, effective for the 2020-2021 Fall Season pending completion of all required paperwork. Approval is requested so Mr. Hayward can be listed as the official Hanover Public School District Head Varsity Golf Coach.

BOARD ACTION:

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

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

Elvira Stambaugh, Lunchroom/Playground Supervisor, medical/uncompensated leave, effective August 17, 2020 for approximately 12 weeks.

Nettie Neiderer, Teaching Assistant, medical/uncompensated leave, effective August 17, 2020 through December 31, 2020.

Heather Byers, Guidance Counselor at Middle School, medical leave effective August 17, 2020 to approximately September 28, 2020, but not to exceed 12 weeks allowable FMLA leave.

Tony Noble, Teaching Assistant (Title 1), medical/uncompensated leave, effective August 17, 2020 for approximately 12 weeks.

Maureen Gregory, Teacher at Middle School, medical leave effective September 23, 2020 to approximately October 12, 2020, but not to exceed 12 weeks allowable FMLA leave.

BOARD ACTION:

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

- 4) Supplemental/Substitute Rate Schedule - The Board was requested to approve the following addition to substitute rate effective August 17, 2020:

Substitute Healthroom Assistant (w/RN) - \$22.00 per hour.

BOARD ACTION:

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

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

Sadie Powell
Anthony Ward

BOARD ACTION:

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

J. Policies

- 1) Policy - The Board was requested tentative approval for the following policies and regulations:

- [004.1](#) Student Representation
- [004.1-R1](#) Student Representatives to the Hanover Public School District Board of Directors Meeting
- [012](#) School Board/Administration Communications
- [212](#) Reporting Pupil Progress
- [212-R1](#) Student Commendations
- [218.1](#) Student Rights and Responsibilities
- [219](#) Student Complaint Process
- [228](#) Student Government
- [232](#) Student involvement in Decision-Making
- [232-R1](#) Participatory Decision Making
- [236](#) Student Assistance Program

- [246](#) District Wellness
 - [250](#) Student Recruitment
 - [250-R1](#) Reservation of Consent for the Release of Certain Student Information Under the No Child Left Behind Act
 - [250-R2](#) Authorization for Release of Student Records
 - [505](#) Employment of Substitute Employees
- 2) Regulations - The Board was requested final approval for the following regulations:
- [222-R1](#) Smoking and the Use of Tobacco/Nicotine and Electronic Nicotine Delivery Products
 - [323-R1](#) Smoking and the Use of Tobacco/Nicotine and Electronic Nicotine Delivery Products
 - [423-R1](#) Smoking and the Use of Tobacco/Nicotine and Electronic Nicotine Delivery Products
 - [523-R1](#) Smoking and the Use of Tobacco/Nicotine and Electronic Nicotine Delivery Products

BOARD ACTION:

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

J. Budget and Finance

- 1) Check Registers - The Board was requested to approve the following check registers: General Fund including athletic, middle school and high school activity accounts totaling \$613,189.40, Capital Reserve totaling \$5,525.00, Construction totaling \$164,621.82, and Cafeteria totaling \$609.54. Grand total \$783,945.76 ([General Fund](#)) ([Capital Reserve](#)) ([Construction](#)) ([Cafeteria](#))

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.

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

[Tax Collector](#)
[Investment Cash](#)
[Construction \(current\)](#)
[Middle School Student Activity](#)
[High School Student Activity](#)
 Board Summary (no report until August)
 Cafeteria (no report until August)

BOARD ACTION:

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

- K. Public Comment: Marie Smith, Brandy Court
Dear HPSD Board Members, Administrators and Staff,

I wish to publicly express my gratitude to the HPSD Community for sharing their children with me for the last twenty years. My career as an art teacher at HHS began only four short years after I graduated as a member of the Class of 1996. Over these wonderful years, I have had the privilege of "working" with over 2,000 students. My wish for them has always been to find their place in the world, and use their talents to make it a better place. Every school year was my first, every day was another opportunity, and every student was someone who didn't have to "fit in" in order to belong in my classroom. Some of the greatest moments of my life have taken place under Hanover High School's roof. Some of the most fantastic and inspirational people I know were my colleagues, and some of the most important life lessons I've learned were taught to me by teenagers. The last years of my career have been especially meaningful and I am grateful to have seen the district transformed before my eyes under Dr. Scola's leadership. I feel blessed and fortunate to have had the chance to be a teacher in the district that I love. With deep gratitude

- L. Adjournment: Mr. Frederick adjourned the meeting at 6:25 PM.

Planning Meeting - Monday, September 14, at 6:00 PM.

Board Meeting - Monday, September 28, at 6:00 PM.

Troy S Wentz