

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

November 17, 2025  
6:00 P.M.

- A. Opening Business
- Call to Order
  - Pledge of Allegiance
  - Roll Call
    - Board Members: Mr. Frederick, Mrs. Gulden, Mr. Huston, Mrs. Kacar, Mrs. Keeney, Mr. Lippy, Mrs. Shea, Mrs. Smith, Mrs. Walter
    - Also Present:

B. Recognition of Visitors:

C. Public Comments:

D. Committee Reports

York County School of Technology – Keeney, Representative; Gulden, Alternate

Recreation – Shea, Representative; Frederick, Alternative

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, Smith, Walter

Educational Programs Committee – Gulden, Chair; Huston, Kacar, Walter

Building & Grounds Committee – Gulden, Chair; Smith, Lippy, Kacar ([enclosure](#))

Parents' Advisory Committee – Keeney; Frederick, Alternate

Lincoln Intermediate Unit – Kacar, Representative

Student Board Members – Keatyn Bull and Payton Sherman

E. Approval of Minutes from Past Meetings - The Board is requested to approve the minutes for October 27, 2025 ([enclosure](#)).

BOARD ACTION:

- F. Dr. John Scola
- Parent Teacher Conferences
  - Thanksgiving Holiday - 11/27-12/1
  - Winter Sports Season - Friday, Nov 14, 2025

- G. Dr. Susan Seiple
- Wida Access Testing
  - Teacher Induction

H. Personnel

- 1) Retirement - The Board is requested to approve the following retirement:

Classified Employee:

Kathy Poist, Secretary/Receptionist at the District Office, effective February 27, 2026. Mrs. Poist will retire with over 25 years of service to the District.

([enclosure](#))

BOARD ACTION:

- 2) Resignation - The Board is requested to approve the following resignations:

Professional Employee:

Megan Figlioli, Autistic Support Teacher at Hanover Street Elementary, effective November 10, 2025.

Classified Employees:

Scott Kessler, Computer Technician II, effective November 14, 2025.

Michelle Few, Teaching Assistant at Washington Elementary, effective November 10, 2025.

Supplemental Employee:

Rescind Co-Curricular Contract for Marie Willey, as Piano Accompanist for the 2025-2026 school year, effective immediately.

BOARD ACTION:

- 3) Employment - The Board is requested to approve the following employment:

Classified Employees:

Jessica Bucklew, Custodian, from Substitute to full-time Floater, 8 hours per day, home base at Hanover Middle School, effective November 6, 2025. Rate of compensation will remain the same.

Christian Hernandez, from Custodian, full-time, 8 hours per day, to Head Custodian, full-time, 8 hours per day, at Hanover High School effective November 24, 2025. Rate of compensation will be within Level Three, commensurate with the current year's Classified Salary Schedule. ([enclosure](#))

Substitute Employees:

Savannah Carpenter, Classified Substitute, for the 2025-2026 school year, effective November 24, 2025. Rate of compensation will be in accordance with the current Substitute Rate Schedule.

Veronica Braithwaite, Classified Substitute, for the 2025-2026 school year, effective November 10, 2025. Rate of compensation will be in accordance with the current Substitute Rate Schedule.

Jennifer Harp, Professional Substitute and Classified Substitute, for the 2025-2026 school year, effective pending successful completion of all required employment paperwork. Rate of compensation will be in accordance with the current Substitute Rate Schedule. ([enclosure](#))

Lois Dubbs, Confidential/Classified Substitute, for the 2025-2026 school year, effective November 17, 2025. Rate of compensation will be in accordance with the current Substitute Rate Schedule.

Michelle Hawkins, Substitute Adult Patrol, for the 2025-2026 school year, effective November 11, 2025. Rate of compensation will be in accordance with the current Substitute Rate Schedule.

Deena Kime, Substitute for Substitute Scheduler, for the 2025-2026 school year, effective November 3, 2025. Rate of compensation will be in accordance with the current Substitute Rate Schedule.

Linda Shultz, Substitute for Substitute Scheduler, for the 2025-2026 school year, effective November 3, 2025. Rate of compensation will be in accordance with the current Substitute Rate Schedule.

Coaches:

Coaching Staff Update for the 2025-2026 Spring season and rate of compensation as listed. ([enclosure 1](#)) ([enclosure 2](#))

BOARD ACTION:

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

Professional Employees:

Kyle Krout, Teacher at Hanover High School, leave of absence (FMLA), effective approximately December 5, 2025, for approximately 2 weeks, not to exceed 12 weeks.

Danielle Mathie, ESL Teacher at Hanover Street Elementary, leave of absence (FMLA/Intermittent), effective December 19, 2025, not to exceed 12 weeks.

Classified Employee:

Marcie Temple, Library Assistant at Clearview Elementary and Substitute Scheduler, leave of absence (FMLA), effective November 3, 2025, not to exceed 12 weeks.

BOARD ACTION:

- 5) Bus/Van Drivers - The Board is requested to approve the following bus/van drivers:
- David Lippy

BOARD ACTION:

- 6) Conferences/Workshops - The Board is requested to approve the following conference/workshop:

Dr. John Scola            League Policy to Action Summit  
Washington, DC  
December 1-3, 2025  
([enclosure](#))

BOARD ACTION:

I. Policy

- 1) The Board is requested tentative approval for the following policies:
- [102](#) Academic Standards
  - [105](#) Curriculum
  - [122](#) Extracurricular Activities
  - [122.1](#) Nonschool-Sponsored Student Groups/Equal Access
  - [123](#) Interscholastic Athletics
  - [209.2](#) Diabetes Management
  - [335](#) Family and Medical Leaves
    - [335-R1](#) The Family and Medical Leave Act
  - [435](#) Family and Medical Leaves
    - [435-R1](#) The Family and Medical Leave Act
  - [535](#) Family and Medical Leaves
    - [535-R1](#) The Family and Medical Leave Act
  - [405-R1](#) Substitute Teachers- Definition and Payment
  - [918](#) Title I Parent and Family Engagement

BOARD ACTION:

J. Finance

- 1) Check Registers - The Board is requested to approve the following check registers from the General Fund including athletic, middle school, and high school activity accounts totaling \$1,056,426.11, Cafeteria totaling \$103,303.03, and Capital Reserve totaling \$31,326.61, for a grand total of \$1,191,055.75 ([General Fund](#)) ([Cafeteria](#)) ([Capital Reserve](#))

BOARD ACTION:

- 2) Middle School Bathrooms Improvements and Middle School Floor/Baseboard Replacement - The Board is requested to approve the Middle School bathrooms improvements and Middle School floor/baseboard replacement at an approximate cost of \$16,260.00 and \$19,000.00, respectively, from the Capital Reserve Fund.

BOARD ACTION:

- 3) High School Science Labs - The Board is requested to approve the administration to conduct a bid for the improvements of the High School Science Labs.

BOARD ACTION:

- 4) Transportation Approval - The Board is requested to approve Abigail Oglevee to transport a student for the 2025-2026 school year to Washington Elementary School at the approximate daily costs based upon the IRS standard mileage reimbursement rate, plus \$25.00 per day, for a total of \$27.80.

BOARD ACTION:

- 5) Transportation Approval - The Board is requested to approve Megan Kibe to transport a student for the 2025-2026 school year to Paradise School at the approximate daily costs based upon the IRS standard mileage reimbursement rate, plus \$25.00 per day, for a total of \$35.22.

BOARD ACTION:

K. Public Comment

L. Adjournment

Reorganization & Board Meeting - Wednesday, December 3, 2025, at 6 PM