

BOARD OF DIRECTORS MEETING MINUTES

Monday, April 22, 2013

6:00 P.M.

A. Opening Business

- Call to Order - The meeting was called to order at 6:03 PM
- Pledge of Allegiance
- Roll Call
 - Board Members present: Mrs. Daubert, Mr. Edwards, Mr. Engle, Mrs. Funk, Mr. Kelly, Mrs. Lingg, Dr. O'Connor, Mr. Roland, Mr. Watson
 - Student Board Members present: Linsey Bowersox, Garrett Reichart (alt) (6:05 PM)
 - Student Board Members Absent: Zac Sheaffer
 - Also Present: Troy Wentz, Jeremy Flores, BJ Frock, Tony Grimes, Darlene Klenk, Mark Hershner, Diane Wagaman (HPESPA), Debra Fake (HPESPA), Mike Vaux (HPESPA), Joanne Sterner, Mary Brown, Corinne Robinson, Maria Shea, Eric Hartman (HEA), Pam Hetrick, Linda Yowaiski (HPESPA), Janet Ginter, J. Rager, Tessa Hillyard, Becky Glatfelter, Heather Wagaman, Lee Young, Deb Hare, Dr. Tom Krout, Abby and Bill Reichart

B. Recognition of Visitors

C. Public Comments

- Janet Ginter
 - She is a custodian at Hanover Middle School and thank you to the board and public for ability to speak at meeting. She was here on behalf of herself and custodian and her being a taxpayer. She has been employed for four years and with her fellow custodians provide a valuable service to students and staff well beyond cleaning services. They raise the flags, put signs out, provide security for buildings, check areas for locked and unlocked doors, work day/evening and weekend events, snow removal, salting and set up and tear down for activities, help with minor fixes, deliver supplies, time to listen to students, assist children with finding items, keep children from running out in front of cars. Last year many custodians were moved around to different buildings with the retirements that occurred or where jobs were not replaced and disbursed work to other custodians rather than hiring. Would like the school district and board to consider other options than firing the custodians and loss of jobs. Hanover as a community will suffer as wages spent in Hanover area and volunteer time in community and local churches. Hope is that other ways can be discovered in these economic times. Willing to do their part the same as cafeteria and teachers did by accepting the need to give and willing to give reasonable amount. Company being considered isn't from PA and has interests in China. Would like a company from the area if an outside company is chosen. Would like to be given the benefit of the doubt and work to keep the custodians.

D. Approval of Minutes from Past Meetings - The Board was requested to approve the

minutes of March 25, 2013, and April 8, 2013.

- Minutes 3-25-13 ([enclosure](#))
- Minutes 4-8-13 ([enclosure](#))

BOARD ACTION: The minutes were approved as presented.

E. Committee Reports

York School of Technology – Kelly, Representative - The next meeting will be on Thursday night.

Recreation – Lingg, Representative - The next meeting will be on Thursday night at 5:30 PM.

PN Advisory – Funk, Representative

Meet & Discuss Professional, Classified & Administrative – Engle, Chair;
Daubert, Funk - They have had several meetings and waiting for district suggestions to discuss further.

Joint Wage Tax – Edwards, Representative; O'Connor (Alternate)

Lincoln Intermediate Unit Insurance Trust – Wentz, Representative
Meeting on Thursday night.

Legislative Liaison with Pennsylvania School Board Association – O'Connor

Key Communicator's Network – All - The final meeting for the year was held recently. Three are held each year and input from committee is to expand attendees next year. Thank Mrs. Lingg and Mr. Roland for attendance and all board members are invited. Gather information from the community and school community and Lois Dubbs produces minutes. Help each group out with promotions and three similar dates for next year will be determined for this productive group.

Policy Committee – Watson, Chair; Engle, Funk, Lingg - This group continues to meet and make progress with most policies in committee and a few policies are being considered this evening for approval.

Stadium Promotion Committee - Funk - This year's event will be held on September 28, 2013 from 2 PM to 5 PM with set up from 12 PM to 2 PM. Rain dates are September 29 and October 19. Next meeting May 6 at 4 PM and urge all participating groups to attend. Decided to charge \$20 per stand this year in order to help the stadium upkeep. Looking for new ideas.

Educational Programs Committee - Daubert, Chair; O'Connor, Watson - A discussion was on cyber program of the future to be competitive.

Student Board Members - Bowersox, Sheaffer, Reichart

Ms. Bowersox-Senior time in the District is winding down and looking at what they want to do in the future and this is bittersweet. Only 2 months from graduation and busy looking at colleges and participating in sports, AP tests including calculus, English and Euro. The musical just ended, class trip

will be to Dorney Park and working on necessary senior paperwork. Safe Driving contest tomorrow will be held at South Western for the county participants. Dr. O'Connor asked a question to the class, with the new common core areas and prep for college or career, how is the District doing in opening up possibilities and showing students and preparing them to choose a vocation? Lindsay personally applied to college as undecided. Has the ability to explore courses her senior year because of not needing a lot of credits to meet the graduation requirement. Dr. O'Connor worries that education occurs on day to day basis but have we given students enough information on vocations. Lindsay indicated the guidance office has been helpful and will share the question with her peers.

Mr. Reichart thanked the board for allowing time to speak. Philosophical question posed as to just reward to all that accomplish the same task, and ask someone who completed and passed a class in the high school while an 8th grader, even with higher grades than some high school students, but didn't receive high school credits and received A's, but no credits and this not a GPA issue. For a gifted student, such as those that came before him, and accelerate through a GIP written contract between the student and the District, legally binding document, provision for accelerated learning and the courses taken in advance of being in high school. His whole education career he has taken courses ahead as to succeed and not be held back, but thought he would receive credits for them. Why would you want to take the course in advance and not receive credits? This is to the detriment of the student. He will run out of classes to take by his senior year. English is four credits, he has three to take, math the same and Spanish the same and would have to switch to French to get the credit needed. The District mission says won't discriminate against age, race and other areas. Are younger students denied the ability to get credits for advanced taking of courses? In his opinion poor ethics, to allow students to advance, thinking that credits will be offered and then they are not. Requested as a board, change the policy for 8th graders, exact same work to get the credit.

Lindy Lingg stated that this policy was debated for a long time and when you were at the Middle School this was made clear that you wouldn't receive credits. This is a board meeting and we have policies to follow and govern this District so that treated fairly. Some disagree with the policies. In future would like you to address first the principal and then go from there. You are serving as a representative of your class and not a forum to speak on grievances you have with the board. Your forum is to discuss issues with fellow classmates. Mr. Reichart indicated he discussed with fellow students that were affected.

F. Spotlight Report-Cyber Update

Mr. Hain, high school principal, presented an update on the cyber school in year 2. Educational program meeting had discussed the cyber school and given feedback. Mr. Hain presented a number of slides. He indicated the original goals of H-Cap as non traditional learning environment, earn a high school diploma in a non traditional way, alternate to outside cyber charter school, and maintain academic standard. The cyber committee members were presented and Mr. Hershner, middle school principal, will be added. Many high school teachers have volunteered to be on the committee. The three variations of the program are full time cyber, blended cyber and part time cyber. Currently 121 students are in H-Cap. With 7 students in alt ed, 9 students in full time and 105 students in part time. Currently 31 students are in outside cyber charter schools. In 2013-2014, for the first time, the program of study includes the blended high school cyber school. Feeling that brick and mortar is better option for success than on line. By having this program we offer better flexibility. Ability is present to run own credit recovery program during the summer.

Mrs. Funk asked how are the students doing? Mr. Hain indicated it depends upon the tract the student has chosen.

Mr. Hain indicated the students and parents are kept in contact through yellow and red letters, communication with students, formula grading and phone calls to parents.

Mrs. Funk asked about the rules, if student not progressing, to bring them back into brick and mortar school.

Mr. Hain indicated that there is a fine line often in keeping the students here.

Mrs. Funk doesn't want the dollar to govern. She indicated that if one parent that would say I am taking student out of school, what can we do to improve and maintain the student.

Dr. Smith indicated that the blended approach is the most successful.

Mrs. Funk asked if the Board can see results of pass/fail after the 3rd marking period and she wants to stay on top of this. The board is placed here for the success of the students. Mrs. Gunnet has these results. Mrs. Lingg indicated that Mrs. Gunnet had emailed Mrs. Funk and herself to set up a meeting to show these results. Mrs. Funk wants us to sit down and look at alternatives for each student and parent and to determine what is best for their education.

Dr. Smith indicated a balance of HPSD education and cyber school. Outside cyber school students have come back to HPSD and needed to catch up. The plan is to have the blended with teachers and tweak any issues that are currently there. Parents do say what they want for the student.

Mrs. Funk somehow help the students is what we want. Need options and does the parent have the final say.

Mr. Edwards sees ads on the television for cyber school and wondered if that is being paid by the fees our District pays to charter schools and the answer is yes. This upsets Mr. Edwards.

Mrs. Funk saddened by this and likes the blended approach and feels brick and mortar and teachers are important.

Mr. Hain talked about what is ahead. Revisit students graded each quarter. He and Dr. Moyer visited New Oxford and they start at 3rd grade. Expansion to middle school at least 7th and 8th grade is being looked at. Deal with teachers who have uneven workloads and credit recovery program for this summer (summer school)

Dr. O'Connor was frustrated that this was presented at board meeting because spent one hour to one hour and a half at educational committee meeting. Use the time in committee system and that is where this should be discussed, same as policy. Regular board meeting is to formalize discussions from committee.

Dr. Moyer indicated he surveyed the board as to what spotlight reports they would like to receive. If they want at committee, they need to let us know.

Mrs. Funk questioned why just handle at committee level. She wants answers and wants public to hear.

It was indicated that committee meetings are advertised on website and open to the public.

Mrs. Daubert indicated that bulk of work is done at committee level and presentation to public is good way to introduce.

Mrs. Funk concerned that not everyone can attend the committee meetings

Mrs. Daubert indicated the committee meetings are recorded.

Mrs. Funk wants public meeting discussion and open to questions and don't want anything closed off and some people don't have computers.

G. Director of Curriculum and Instruction Report - Dr. Pam Smith

- PSSA's - Pam

Finished the math and reading in grades 3, 4 and 5-8 and Keystones have replaced the PSSA's at the high school level which is deemed a good move. Grades 4 and 8 will have science PSSA's this week. Students and faculty ready to be finished with PSSA's for this year. Student concentration has been good and taken seriously. The results will be available in July or August.

- Baseball/dugout volunteers - AI
Dr. Moyer issued a public thank you for volunteers who worked on dugouts to repaint and paint. Mr. Flores indicated pictures are on the athletic website of athletes working on the dugouts. Kuhn family highlighted the work detail and rubber roofing is being looked at to avoid deterioration from rainwater.
- PASTA Group - AI
Dr. Moyer indicated all are on Cloud 9 from the play this past weekend. In attendance on Sunday and parent volunteers had a terrific event. Dr. Moyer highlighted the Directors Note in the program involving student achievement. Over 40 students involved, including middle school students.
Mrs. Lingg commented on the Encore awards in York, With 12 school districts, only 5 received awards and Hanover received two. One for Shelby Barnes as Best Feature Actor and one for Distinguished Judges Honors for the Phantom
Mrs. Funk enjoyed the production and credits the students. Friday was standing room only and proud of everyone and felt it was fantastic.
- Student Achievement Building Presentations (“The rest of the story”)- AI
Dr. Moyer indicated all staff are focused on student achievement and helping students to be more successful. Once the preliminary budget is approved would suggest a meeting to show not only data but rest of the story.
- PDE Initiatives & Updates - AI
Dr. Moyer attends monthly meeting at LIU and a handout on PDE initiatives was shared with the board. It shows what is on the radar. Any questions can be directed to Dr. Moyer or Dr. Smith.

H. Standing motions regarding Personnel

1. Employment - The Board was requested approval for the following employment items:

Substitute Employees:

Loren Householder, day-to-day substitute teacher, effective for the 2012-2013 school year. Rate of compensation will be \$95.00 per day.

Victoria Temple, day-to-day substitute teaching and personal assistant, effective for the 2012-2013 school year. Rate of compensation will be \$10.31 per hour.

BOARD ACTION:

Mr. Engle made a motion to approve the employment items as presented, Seconded by Mr Edwards and passed on a roll call vote of 9-0.

2. Permission to Advertise - The Board was requested approval to advertise and approval of the job description as indicated for the following positions:

Student Achievement/Intervention Specialists (2 positions) ([enclosure](#))
Elementary Teachers
Art Teacher
Special Education Teacher
Social Studies Teacher
Summer Maintenance Workers (not more than 5)

DISCUSSION:

Mr. Watson asked if all positions are held now. Mrs. Lingg indicated that the Student Achievement had been eliminated previously but the need is there to bring them back. Dr. Moyer indicated the Instructional and Literacy/Math Coaches were eliminated to meet budget demands, but need assistance in this area and job descriptions that are new were part of the budget discussions.

BOARD ACTION:

Mr. Roland made a motion to approve the permission to advertise as presented and Second by Mrs. Funk and passed on a roll call vote of 9-0.

3. New Business:

- a) Resignations - The Board was requested approval for the following resignations:

Substitute Employees:

Susan Thomas, day-to-day substitute school nurse, effective April 30, 2013.

Deborah Sheets-Blasone, day to day substitute teacher, effective immediately.

Classified Employees:

Seth Reese, part-time cafeteria worker, effective April 26, 2013.

BOARD ACTION:

Mr. Engle made a motion to approve the resignations as presented. Seconded by Mr. Kelly and passed on a roll call vote of 9-0.

- b) Employment - The Board was requested approval for the following employment item:

Supplemental Employee:

Erin Rodgers, Clearview Intramural #1, effective for the 2012-2013 school year. Rate of compensation will be \$434.00 ([enclosure](#)).

BOARD ACTION:

Mr. Kelly made a motion to approve the employment items as presented.

Seconded by Mr. Edwards and passed on a roll call vote of 9-0.

- c) Leaves of Absence - The Board was requested approval for the following leaves of absence:

Jane Gross, cafeteria worker, FMLA leave of absence for medical reasons, effective May 22, 2013, through the end of the 2013-2014 school year. Mrs. Gross will be using paid leave during her absence.

Mark Platts, business teacher, FMLA leave of absence for medical reasons, effective April 11, 2013, to approximately April 19, 2013, but not to exceed allowable FMLA available leave.

Russell Calhoun, computer technician, FMLA Intermittent leave of absence effective March 20, 2013, not to exceed allowable 12 weeks of FMLA.

BOARD ACTION:

Mr. Roland made a motion to approve the leaves of absence as presented. Seconded by Mr. Watson and passed on a roll call vote of 9-0.

- d) Permission to Advertise - The Board was requested approval to advertise the following position:

Part-time Cafeteria Worker (5.5 hours)

BOARD ACTION:

Mrs. Funk made a motion to approve the permission to advertise as presented. Seconded by Mr. Edwards and passed on a roll call vote of 9-0.

I. Standing Motions regarding Policy

1. Policies - The Board was requested final approval for the following policies:

- [232](#) Student Involvement in Decision-Making
- [601](#) Fiscal Objectives
- [602](#) Budget Planning
- [603](#) Budget Preparation
- [604](#) Budget Hearing
- [605](#) Tax Levy
- [607](#) Tuition Fees
- [608](#) Bank Accounts
- [610](#) Purchases Subject to Bid
- [613](#) Joint Purchasing
- [614](#) Payroll Authorization
- [616](#) Payment of Bills
- [618](#) Student Activity Funds
- [621](#) Local Taxpayer Bill of Rights

- [802](#) School Organization
- [803](#) School Calendar
- [805](#) Emergency Evacuation/Emergency Preparedness
- [807](#) Opening Exercises/Flag Displays

DISCUSSION:

Mrs. Lingg indicated that in the future she would like the committee chairpeople to introduce the policies. Mr. Kelly asked that they be separated by committee on future agendas. Mr. Roland commented in response to emails that Policy 807 addressed how schools should handle the flags. Dr. O'Connor commented that the approval was for all policies and not just Budget and Finance related. This was correct.

BOARD ACTION:

Mr. Kelly made a motion to approve the policies as presented and Seconded by Mr. Engle and passed on a roll call vote of 9-0.

2. Regulations - The Board was requested approval for the following regulations:
 - [232-R1](#) Participatory Decision Making
 - [610-R1](#) Bidding Requirements
 - [805-R1](#) Evacuation of Schools

BOARD ACTION:

Mrs. Funk made a motion to approve the Regulations as presented. Seconded by Dr. O'Connor and passed on roll call vote of 9-0.

3. Policies - The Board was requested tentative approval for the following policies:
 - [250](#) Student Recruitment
 - [804](#) School Day
 - [811](#) Bonding

BOARD ACTION:

Mr. Watson made a motion to approve the policies as presented. Seconded by Mrs. Daubert and passed on a roll call vote of 9-0.

4. Informational - Regulations
 - [250-R1](#) Reservation of Consent
 - [250-R2](#) Authorization for Release of Student Records
 - [811-R1](#) Bonded Positions

J. Standing Motions regarding Building and Grounds

1. Capital Reserve - The Board was requested to approve the capital reserve projects list ([enclosure](#)).

DISCUSSION:

Mrs. Funk asked for a parent about the installation of the middle school bathroom stalls. Dr. Moyer and Mr. Grimes commented that the current panels are 23 years old and worn out. The new proposed ones would not be able to be written on and are plastic and would last for a long time. Mr. Roland indicated they are \$700 a piece. Dr. O'Connor indicated that the top 2/3 of the list would be able to be completed once approved. Mr. Roland indicated the setting aside of monies for the roofs each year so that money is available when ready to replace the roofs. Note:the list presented should have had the softball field listed under Future Consideration, per Buildings and Grounds meeting in April

BOARD ACTION:

Mr. Roland made a motion to approve the capital reserve list as presented. Seconded by Mrs. Funk and passed on a roll call vote of 9-0.

2. New Business:

- a) Sheppard & Myers - The Board was requested to approve the agreement between the District and YMCA to open the track for community use ([enclosure](#)).

DISCUSSION:

Mrs. Lingg indicated this agreement is not exclusive. The YMCA would open up for 3-5 days. Looking for volunteers to open up seven days a week. Mrs. Lingg indicated this is a start because we want the facility used by the community. Mrs. Funk clarified that this is for two to three nights with a maximum of five nights and wants to stay informed.

BOARD ACTION:

Mr. Engle made a motion to approve the agreement as presented. Seconded by Mrs. Daubert and passed on a roll call vote of 9-0.

K. Standing Motions regarding 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 \$1,482,455.34, Capital Reserve totaling \$2,498.72, and Cafeteria totaling \$18,602.29. Grand total \$1,503,556.35. ([cafeteria](#)) ([capital reserve](#)) ([general fund](#))
2. Monthly Reports - March - The Board was requested to approve the following monthly reports (enclosures)

[Investment Report](#)

[Board Summary](#)

[Tax Collector](#)

[Tax Collector - Quarterly](#)

[Student Activities Report MS](#)
[Student Activities Report HS](#)
[Cafeteria - Quarterly](#)

3. LIU Joint Purchasing Bid Approval - The Board was requested to approve the following LIU Joint Purchasing Bid Awards for 2013-2014:

- a) Athletic/Health Supplies ([enclosure](#))

United Health Supplies	\$2,969.65
Medco Sports Medicine	\$ 699.34
Moore Medical	\$ 443.49
School Health Corporation	\$ 203.08
Henry Schein, Inc.	\$ 177.21
Pyramid School Products	\$ 139.26
Total	\$4,632.03

- b) Sports/Recreation-Physical Education Supplies ([enclosure](#))

Sportsman's	\$1,365.37
Pyramid School Products	\$ 430.14
Flaghouse, Inc.	\$ 77.13
Passon's Sports-BSN Corp	\$ 54.72
Total	\$1,927.36

BOARD ACTION

Mr. Kelly made a motion to approve the check registers, monthly reports and LIU bid items as presented. Seconded by Dr. O'Connor and passed on a roll call vote of 9-0.

4. New Business

- a) Jesse Crabbs Scholarship - The Board was requested to approve additional members to the selection committee, as required by Trustee, namely Ms. Patricia Aumen and Mr. Alan Cashman.

BOARD ACTION

Mrs. Daubert made the motion to approve the Jesse Crabbs Scholarship name additions as presented. Seconded by Mr. Edwards and passed on a roll call vote of 9-0.

b) Student Disciplinary Action

The Board was requested to approve a Board Expulsion Waiver for a middle school student in violation of district policies.

BOARD ACTION:

Mr. Watson made a motion to approve the student disciplinary action as presented. Seconded by Mr. Engle and passed on a roll call vote of 9-0.

L. Other Business

Mrs. Lingg announced the June 29 at 4 PM free concert by the US Air Force Band-Airmen of Note as part of the celebration by Hanover of the 150/250 Anniversaries. The District is offering the auditorium free of charge. Call the Borough Office for tickets.

Mrs. Lingg announced there was an executive session prior to the meeting for personnel reasons.

Mr. Kelly indicated the band concert on Thursday, April 25 at the high school.

Mr. Edwards indicated kudos and an A for the play, talented students and he has seen this performance in New York and at Kennedy and this was just as good.

M. Public Comment

Terry Lee Young spoke regarding Charter Schools. As a homeowner and taxpayer he has a problem with charter schools. Public schools should not fund. Belief that other choices and support that, but if chosen, provide own funding. This undermines public education, if you want it pay for it. He contacted Representative Will Tallman and was told they are trying to get legislation passed. He would like to see French remain for his granddaughter and other students.

Mr. Wentz commented that the District pays \$1.2 million for charter school students. Approximately \$10,000 per regular ed student and \$20,000 for special education student.

Bill Reichart addressed President Lingg as to whether the student board reps receive in writing what format their reports are to follow. Mr. Hain indicated he meets with the students to review their subjects and the communication is verbal.

Mr. Reichart indicated this is verbal and not written. He clarified that two years ago the challenge for GIP gifted would not receive credits prior to registering for courses was not known and he encouraged Mrs. Lingg to review this. Mrs. Lingg indicated she would be happy to review.

N. The planning meeting will be Monday, May 13, at 6 PM in the boardroom.
The next board meeting will be Tuesday, May 28, at 6 PM in the boardroom.

O. Adjournment

Mr. Edwards made motion to adjourn the meeting. The meeting was adjourned at 7:20 PM.