

Hanover Public School District
School Board Planning Meeting
Monday, November 11, 2013 - 6:00 PM

MINUTES

I. Opening Business

A. Call to Order -- The meeting was called to order at 6:00 PM.

B. Pledge of Allegiance

C. Roll Call -

Board Members present: Mrs. Daubert, Mr. Edwards, Mr. Engle, Mrs. Funk, Mrs. Lingg, Dr. O'Connor, Mr. Roland, Mr. Watson

Board Member absent: Mr. Kelly

Also Present - Dr. Scola, Mr. Wentz, Mr. Fry, Mrs. Dubbs, Mr. Flores, Mr. Hain, Mrs. Houck, Mrs. Hilyard, Mrs. Frock, Mr. Hershner, Mr. Czap, Mrs. Gunnet, Dr. Krout, Mike Vaux, HPESPA; Darlene Klenk, Kathi Martin, Maria Shea, Tom & Beth Henry, Annie Henry, Eric Hartman, HEA; Adam Michael, Evening Sun; Jared Reck, Brian Frederick

II. Recognition of Visitors :

Mrs. Lingg recognized that the three newly elected board members -- Brian Frederick, Jared Reck and Maria Shea -- were attending the meeting.

Public Comment:

Joel Hain, High School Principal, introduced Annie Henry. She raised \$1,200 for the Kids Come First Campaign for her Senior Project Fundraiser for the YMCA. She worked with Tara Kauffman from the YMCA. This involved seven high schools. They were all invited at a cost of \$15 for a dinner and dance at Gitt Mansion. Many teachers volunteered their services along with donations from local businesses. All seven schools were represented. There were 105 students who attended the event. Mr. Edwards stated that he is proud of her and glad it went well.

III. Matters for Which Board Action is Required

A. Personnel

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

Russell Calhoun, computer technician, retirement as approved by

PSERS, effective November 15, 2013. Mr. Calhoun is retiring with 5.3 years of service.

BOARD ACTION:

Dr. O'Connor made a motion to approve the retirement as presented. Seconded by Mr. Edwards and passed on a roll call vote of 8-0.

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

Classified Employees:

Terry Young, part-time custodian and substitute adult patrol, effective November 15, 2013.

Darice Lipinski, part-time cafeteria worker, effective October 31, 2013.

Substitute Employee:

Jennifer Guiher, day-to-day substitute teaching and personal assistant, lunchroom/playground supervisor and adult patrol.

BOARD ACTION:

Mrs. Funk made a motion to approve the resignations as presented. Seconded by Mr. Edwards and passed on a roll call vote of 8-0.

- 3) Employment - The Board was requested to approve the following employment items contingent upon receipt of all required employment paperwork:

Classified Employee:

Carrie Heiland, part-time 4.5 hour cafeteria worker, effective November 12, 2013. Rate of compensation will be \$10.59 per hour ([enclosure](#)).

Supplemental Employees:

Thomas Slaugh, assistant varsity wrestling coach, effective for the 2013-2014 school year. Rate of compensation will be \$2,231.00 ([enclosure](#)).

Devon Bennett, Head Middle School boys basketball coach, effective for the 2013-2014 school year. Rate of compensation will be \$2,231.00 ([enclosure](#)).

BOARD ACTION:

Mrs. Daubert made a motion to approve the employment items as

presented. Seconded by Mr. Edwards and passed on a roll call vote of 8-0.

4) Superintendent - Employment

It is recommended that, pursuant to the provisions of Section 10-1071 et. seq. of the Public School Code, the Board approve the election of Dr. John Scola as Superintendent for a term beginning November 12, 2013, to June 30, 2018, at an initial salary of \$157,000 and with other terms and conditions as set forth in the Superintendent Employment Agreement which the President of the Board is hereby authorized to sign ([enclosure](#)).

DISCUSSION:

Dr. O'Connor voiced his support of Dr. Scola. He has been thoroughly impressed and felt he is a real find for our district. Mrs. Lingg stated that we were in need of experienced leadership. PSBA gave us three candidates for an interim superintendent four months ago and felt that Dr. Scola has gone above and beyond our expectations. He is truly passionate about education and students. Mrs. Funk felt that the children will reap the benefits of Dr. Scola's leadership.

BOARD ACTION:

Mr. Roland made a motion to approve the employment of Dr. John Scola as presented. Seconded by Mrs. Daubert and passed on a roll call vote of 8-0.

5) Approval to Advertise - The Board was requested to approve to advertise the following:

Custodian - part-time 4-hour
Cafeteria Worker - part-time 4.5 hour

BOARD ACTION:

Mrs. Daubert made a motion to approve to advertise as presented. Seconded by Mr. Edwards and passed on a roll call vote of 8-0.

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

Tara Bahn U.S. All Star Track/Field & Cross Country Clinic
December 5 & 6, 2013 ([enclosure](#))
Atlantic City, New Jersey
Cost to District - Substitute for Two Days

(\$190.00)

BOARD ACTION:

Mrs. Daubert made a motion to approve the conference/workshop as presented. Seconded by Dr. O'Connor and passed on a roll call vote of 8-0.

- 7) Leave of Absence - The Board was requested to approve the following change for a leave of absence:

Rebecca Glatfelter, FMLA for medical reasons, extension of requested FMLA to approximately February 13, 2014. Mrs. Glatfelter will be using paid leave prior to beginning uncompensated leave.

BOARD ACTION:

Mr. Edwards made a motion to approve the change for leave of absence as presented. Seconded by Mr. Engle and passed on a roll call vote of 8-0.

B. Student Disciplinary Action

- 1) The Board was requested to approve the Board Expulsion Waiver for a student in violation of district policy. ([enclosure](#))

BOARD ACTION:

Mrs. Funk made a motion to approve the board expulsion waiver as presented. Seconded by Mr. Edwards and passed on a roll call vote of 8-0.

IV. Superintendent's Report - Dr. John Scola

- o Curriculum Update

Dr. Scola thanked the Board for their vote of confidence. He felt it is a great community and wants what is best for the students. He thanked administrators, HEA and all others. They have been very supportive and very fair. The first priority is students and to be financially responsible.

Library Curriculum Review - It was decided last year not to have a full-time elementary librarian. He would like to reinstate that library position next school year. He has a very dedicated committee looking at library curriculum including Shannon Resh, a Hanover parent and librarian at South Western. They are looking at best practices.

Tech Ed - The goal is to make the High School education meaningful. Since many students will be going into the workforce, it was felt that the metal area is what we need most. There are many jobs available. We would like to initiate a metal shop which meets the needs of

all students. We had an engineer from Elsner and Bert Elsner look at our CAD program. We are also touring South Western and York Tech's metal shops. Our goal is to make ours a top notch program.

According to our Student Profile our Biology and Science curriculum is in need of change. He met with High School and 7th and 8th grade teachers. We are looking at curriculum to meet the needs of students and decrease failure rates. Eric Wilson is helping us with science curriculum along with High School staff. We need to align our curriculum with Keystones and achieve better scores. We are using PSSA's and Keystones as a baseline.

In addition, assessments have been established for K-8 and acceleration for the higher achieving students is being looked at.

V. Planning/Discussion (items for November 25, 2013)

A. Policy

- 1) Policies - final approval per the Policy Committee:
 - [000](#) Board Policy
 - [012](#) School Board Administration Communications
 - [845](#) Identification Cards
 - [902](#) Publications Program
 - [905](#) Citizens' Advisory Committee
 - [908](#) Relations with Parents/Guardians
 - [909](#) Municipal, Government Relations
 - [910](#) Community Engagement
 - [911](#) News Media Relations
 - [912](#) Relations with Educational Institutes
 - [913](#) Non-school Organizations/Groups/Individuals
 - [914](#) Relations with Intermediate Unit
 - [915](#) Booster Groups
- 2) Regulations
 - [212-R2](#) Student Commendations
 - [621-R1](#) Local Taxpayer Bill of Rights
 - [818-R1](#) Contracted Services
- 3) Policy to delete per Budget & Finance Committee:
 - [813](#) Other Insurance
- 4) Policy to delete per Policy Committee:
 - [903](#) Public Participation in Board Meetings (Policy 006 & Regulation 006-R1 replaces this policy)

B. Building and Grounds

- 1) Middle School Use by Hanover Police Department June 14 & 15, 2014

[\(enclosure\)](#)

Chief Smith spoke in regard to establishing training exercises due to the tragedies that are occurring. He would like to conduct exercises two days next summer along with Penn Township and other surrounding municipalities at Hanover Middle School. He felt that it would be very beneficial and help identify emergency response. It would also make sure that other officers are familiar with the District. It will be on a vote at the next meeting. Chief Smith stated that he met with Dr. Scola when he arrived at the district and that safety of the students was important to him. Dr. Scola thanked Chief Smith for his being here. Chief Smith recently spent several hours with the administrators reviewing the emergency plan and making important changes in the buildings.

2) Middle School and Administrative Entrances - Safety Upgrade

Mr. Roland stated that there are some emergency deficiencies in the Administration office and Middle School and we would like to put some improvements to decrease the risk. At the Middle School we would need to place a wall from the entrance into the lobby area and have everyone report into the office. The cost would be approximately \$23,000 to \$25,000. We will finalize and put out for final bids. At the administration office there would be glass at the counter and a door to close off the hallway. The door to the boardroom would be kept locked. It is estimated that it would cost around \$5,000. They will be on to vote at the next meeting. The administration entrance would be completed during the school year but the Middle School project would need to be completed over the summer.

C. Budget and Finance

- 1) Monthly Reports
- 2) Check Registers
- 3) Approval to Participate in Bids for 2014-2015 LIU Joint Purchasing
 - a) Athletic/Health Supplies
 - b) Sports Equipment
 - c) Custodial Supplies
 - d) General Supplies, Art Supplies
 - e) Paper (fall and winter)
 - f) Catalog Discount

DISCUSSION:

This would give approval to participate and follow LIU deadlines for the start of the 2014-2015 school year.

V. Public Comment

Mrs. Lingg announced that there was an executive session prior to the board meeting to discuss personnel issues.

VI. Adjournment

Mr. Roland made a motion to adjourn the meeting. The meeting was adjourned at 6:35 PM.

The next Board meeting will be Monday, November 25, at 6:00 PM in the Boardroom.