

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

September 28, 2020  
6:00 P.M.

MINUTES

- 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, Mrs. Shea
    - Board Members Absent: Mr. Reck
  
    - Also Present: Dr. Scola, David Fry, Troy Wentz, administrators via zoom

B. Recognition of Visitors: None

C. Public Comments: None

Mr. Frederick announced a letter of resignation from board member Mr. Reck.

Please accept my resignation from the Hanover Public School Board. I have truly appreciated my time serving the district and community. I began just as Dr. Scola began his tenure as Superintendent, and it has been an incredible privilege to witness the transformation within the district firsthand. Likewise, I have been lucky to serve with wonderful board members, each and every one serving for the right reason--to help provide the best possible schools for the children in our community. As both a parent and a teacher, I understand just how fortunate we are. Thank you. All best, Jared Reck

The Board has thirty days to fill the vacancy. Estimated appointment date is October 26 board meeting.

Mr. Frederick announced that negotiations are to begin in January with the Professional and Support unions. The negotiation committee will be Mr. Frederick (Chairperson), Mrs. Shea, Mr. Huston, Mrs. Gulden and Mr. Kauffman.

- D. Superintendent's Report - Dr. John Scola
- Covid-19 Update - Recognize the work of the elementary teachers who are back with students full time.
- E. Assistant to Superintendent's Report - Dr. Susan Seiple
- Oct. 12 Professional Development - Technology and use of camera for lessons
  - English Language Learner Changes - State of Pennsylvania with remote learning required screenings and HPSD screened all involved.

- F. Approval of Minutes from Past Meetings - The Board was requested to approve the minutes for August 24, 2020 and September 14, 2020.
- 08-24-20 ([enclosure](#))
  - 09-14-20 ([enclosure](#))

BOARD ACTION:

The minutes were approved as presented.

- G. Committee Reports

York County School of Technology – Jill Keeney, Representative - 2021-2022 Budget was presented and will be further discussed in October with the Superintendents. Final approval is to occur in November.

Recreation - Reck, Representative - Mrs. Keeney will be the representative with Mrs. Shea as alternate.

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

Lincoln Benefit Insurance Trust - Wentz, Representative - A new vision statement was approved along with consultants to monitor activity of Highmark and the current Director is set to retire in May after sixteen years of administering the Trust. This is a position hired by the LIU.

Legislative Liaison with Pennsylvania School Board Association – Shea, Representative

Policy Committee – Shea, Chair; Gulden, Kauffman - Title IX policies are on the agenda for approval.

Educational Programs Committee - Reck, Chair; Gulden, Huston - Mrs. Gulden will chair this committee and the new board member will become a member of the committee.

Building & Grounds Committee - Gulden, Chair; Gallagher, Lippy ([enclosure](#)) - A tour of the Middle School summer work completed was held along with Washington Elementary construction site. Mr. Kress provided a tutorial on the NRG Controls that are utilized to monitor heating and cooling in the buildings by rooms from his computer.

Parents' Advisory Committee - Reck - Mrs. Keeney will chair with Mr. Frederick as alternate. A meeting will occur in mid October.

- H. Personnel

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

Professional Employee:

Stephanie Aumen, Health and PE Teacher at the Middle School, effective September 18, 2020.

Classified Employee:

Kelly Garber, Teaching Assistant, part-time 5.75 hours per day, at Hanover Street Elementary, effective September 29, 2020.

Supplemental Employee:

Ian Bosserman, Head 9th Grade Boys Basketball Coach, effective September 24, 2020.

BOARD ACTION:

Mrs. Shea made a motion to approve the resignations as presented. Second by Mrs. Keeney and approved on a roll call vote of 8-0.

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

Supplemental Employees:

Harley Weigle, Co-Advisor, National Art Honor Society, effective for the 2020-2021 school year. Rate of compensation will be \$498.50.

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

Substitute Employee:

Tyler Turpen, Long-Term Substitute Secondary Music Teacher - Vocal at Middle School and High School, effective October 5, 2020, pending completion of all required employment paperwork, through the end of the 2020-2021 school year. Rate of compensation will be \$185.00 per day. ([enclosure](#))

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 8-0.

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

Morgan Sparks

Josh Wildish

Wendy Wildish

BOARD ACTION:

Mrs. Keeney made a motion to approve the bus drivers as presented. Second by Mrs. Shea and approved on a roll call vote of 8-0.

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

Professional Employees:

Kristy Thomassy, Kindergarten Teacher at Hanover Street Elementary, FMLA leave effective October 5, 2020 not to exceed 12 weeks allowable FMLA leave.

Lisa Smith, Science Teacher at the High School, FMLA leave effective September 23, 2020 through approximately December 16, 2020, but not to exceed 12 weeks allowable FMLA leave.

Betsy Beall, Math Teacher at the High School, FMLA leave/compensated leave effective September 21, 2020 to January 4, 2021.

Katherine Walton, English Teacher at the High School, FMLA leave effective approximately January 5, 2021 to approximately February 22, 2021, 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. Gulden and approved on a roll call vote of 8-0.

- 5) Memorandum of Understanding - The Board was requested to approve the memorandum of understanding between the Board of School Directors of the Hanover Public School District and Hanover Education Association to utilize Flexible Instruction Days ("FIDS") ([enclosure](#)).

BOARD ACTION:

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

- 6) Memorandum of Understanding - The Board was requested to approve the memorandum of understanding between the Board of School Directors of the Hanover Public School District and Hanover Public Educational Support Personnel Association to utilize Flexible Instruction Days ("FIDS") ([enclosure](#)).

BOARD ACTION:

Mrs. Shea made a motion to approve the memorandum of understanding as presented. Second by Mrs. Gulden and approved on a roll call vote of 8-0.

- 7) The Board shall amend and extend the term of the Employment Agreement for Dr. John Scola, as provided in Article V, Section A of the Agreement, so as to terminate on April 24, 2022 rather than June 30, 2022; all other provisions of the Agreement shall remain in full force and effect. This action will supersede and replace the action of the Board from June 22, 2020.

DISCUSSION:

Mr. Frederick indicated that is an administrative change due to the required length that a Superintendent contract can be.

BOARD ACTION:

Mrs. Shea made a motion to approve the amended employment agreement as presented. Second by Mr. Huston and approved on a roll call vote of 8-0.

I. District Calendar

- 1) The Board was requested approval to amend the 2020-2021 District Calendar moving the Act 80 Day-Morning Conferences to November 6 instead of November 5. ([enclosure](#)).

BOARD ACTION:

Mrs. Shea made a motion to approve the amended district calendar as presented. Second by Mrs. Gulden and approved on a roll call vote of 8-0.

- 2) The Board was requested approval to amend the 2021-2022 District Calendar adding September 3 as part of the Labor Day Holiday and removing April 13 as part of the spring vacation and moving the Act 80 Day-Morning Conferences to November 5 instead of November 4. ([enclosure](#))

BOARD ACTION:

Mrs. Keeney made a motion to approve the amended district calendar as presented. Second by Mrs. Gulden and approved on a roll call vote of 8-0.

J. Policy - The Board was requested final approval for the following policies and regulations:

- [103](#) Discrimination/Title IX Sexual Harassment Affecting Students
- [103-R1](#) Report Form
- [103-R2](#) Discrimination
- [103-R3](#) Title IX
- [103-R4](#) Confidentiality Template Letter
- [104](#) Nondiscrimination/Discriminatory Harassment - Employment Practices
- [104-R1](#) Report Form
- [104-R2](#) Discrimination
- [104-R3](#) Title IX
- [247](#) Hazing
- [247-R1](#) Report Form
- [249](#) Bullying/Cyberbullying
- [249-R1](#) Report Form
- [252](#) Dating Violence
- [252-R1](#) Report Form
- [317.1](#) Educator Misconduct
- [417.1](#) Educator Misconduct
- [517.1](#) Educator Misconduct
- [824](#) Maintaining Professional Adult/Student Boundaries
- [203](#) Immunizations and Communicable Diseases
- [209](#) Health Services Examinations/Screenings
- [006.1](#) Attendance at Meetings Via Electronic Communications
- [705](#) Facilities and Workplace Safety

- [803](#) School Calendar
- [904](#) Public Attendance at School Events
- [907](#) School Visitors

BOARD ACTION:

Mrs. Shea made a motion to approve the policies and regulations as presented. Second by Mrs. Gulden and approved on a roll call vote of 8-0.

K. Budget and Finance

- 1) Check Registers - The Board was requested to approve the following check registers from the General Fund including athletic, middle school and high school activity accounts totaling \$2,506,875.60, Cafeteria totaling \$46,950.37, Capital Reserve totaling \$11,527.00 and Construction totaling \$163,944.44 Grand total \$2,729,297.41. ([General Fund](#)) ([Cafeteria](#)) ([Capital Reserve](#)) ([Construction](#))

BOARD ACTION:

Mr. Huston made a motion to approve the check registers as presented. Second by Ms. Gallagher and approved on a roll call vote of 8-0.

- 2) Monthly Reports - August - The Board was requested to approve the following monthly reports for August.

[Board Summary](#)  
[Tax Collector](#)  
[Investment Cash](#)  
[Cafeteria](#)  
[Construction \(current\)](#)  
[Middle School Student Activity](#)  
[High School Student Activity](#)

BOARD ACTION:

Mrs. Shea made a motion to approve the monthly reports as presented. Second by Ms. Gallagher and approved on a roll call vote of 8-0.

L. Public Comment: Amy Flickinger, North Franklin Street

I would like to know why most of the time your website crashes and refuses to work? I have 6 kids in 3 different buildings and my kids are being talked to due to missing work. Well they wouldn't be missing any if the sites would work. I have one teacher who refuses to use Firefly blend like the rest of the teachers which causes problems for him to switch back and forth. Also I want to know why these students are being taught Spain Spanish instead of a dialect to talk to our neighbors. Learn cursive to sign their names on important documents. Life skills they will use like banking, everyday math, how to talk to people they don't know, what to do in a crisis situation and coping skills to handle what life throws at them? How about the actual history we grew up with and not trying to keep our kids in the dark, so when they are adults society will run like little robots. How about some of your teachers are so smart that they can't make their students understand. Moving their seats isn't helping. They need to bring their smartness down so the kids can understand. Over the years I have seen so many things going south with our kids's education.

Everyday Life skills they need. Like how to handle an interview to get a job. How to fill out an application no matter on line or not? How to not be on the phones and electronics to give our kids's eyesight a rest from all that blue light. Which is ruining our kid's sleep cycle. Support system that actually works when they need help. Last year a few of my kids sent in emails to the teacher and in hopes of getting help. Only a few replied. I am sure I can't be the only parent who sees what is going on and doesn't like it very much. I can't be the only parent who actually cares what my children are learning and how they are being taught. I have always been involved with each of my kids's school work and how their day was. I have 7 kids total. Only one has graduated. I had some issues then but I figured over time things would work out or change for the better. There is still the fact that some meals that the kids get are not even appetizing to them at all. So food gets wasted. There really wasn't an adjustment for my one son to get used to everything from coming home from Placement. I asked for a 2 week period. He came home on a Tuesday, started school that Thursday and 2 weeks later COVID shut everything down and there really wasn't much help from the school system. I went from having 6 kids on honor roll to failing in the matter of a month. Are we testing the system to see if it can handle massive amounts of traffic? Because I have a nice video that can't even handle my household all at once. I have one kids who is to go into school while his siblings have different schedule all together. Which makes life a little crazy. These are my complaints. Now there are some positives as well. Some teachers go above and beyond. You can tell they really care for the students not just a JOB to them. Some are willing to come in early or stay after to help. You have guidance that actually care about the well being of the kids. I do like that there are alternatives to lunches. For the most School sysytem is ok but it has alot wrong as well

Mr. Frederick announced there was an Executive Session prior to the meeting to discuss personnel.

M. Adjournment - Mr. Frederick adjourned the meeting at 6:20 PM.

Planning Meeting - Tuesday, October 13, at 6:00 PM.

Board Meeting - Monday, October 26, at 6:00 PM.

*Troy S Wentz*