

Hanover Public School District
School Board Meeting
High School Auditorium - 401 Moul Avenue, Hanover, PA

Tuesday, December 3, 2024
Following Reorganization

- A. Opening Business
- Call to Order - The meeting was called to order at 6:04 PM.
 - Pledge of Allegiance
 - Roll Call
 - Board Members Present: Mr. Frederick, Mrs. Gulden, Mr. Huston, Mrs. Kacar, Mrs. Keeney, Mrs. Shea, Mrs. Smith, Mrs. Walter
 - Board Members Absent: Mr. Lippy
 - Also Present: Dr. Scola, Dr. Seiple, Troy Wentz, David Fry, Mark Hershner, Dr. Abels, Lisa Jackson, Matt Martino, Dr. Hilyard, Heather Wagaman, Kathy Forbes, Adam Mowrer, Steph Wagner, Skylar McIntire, Megan Goodman, Nicole Keene, Heather Ash, Vera Myers, Jordon Martin, Vince and Jen Adams and Kerstan, Marisa and Vonda Moss, Jess Watts and Jeremy Stapleton, Ty Mitchell, Laura Trivitt, Maddison Wilson, Nivianna Campbell, Madelyn Fuhrman, Brisa Garcia Melquiades, Andrew Walker, James Stair, Jody Kessinger, Laura Trivitt
- B. Recognition of Visitors: None
- C. Public Comments: None
- D. Approval of Minutes from Past Meetings - The Board was requested to approve the minutes of 11-18-24.
- Minutes 11-18-24 ([enclosure](#))

BOARD ACTION:

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

- E. Superintendent Report - Dr. Scola
- Holiday Concerts
 - Dec. 10 - Middle School Winter Concert (HHS Auditorium) 7 PM
 - Dec. 11 - High School Winter Concert (HHS Auditorium) 7 PM
 - Dec. 17 - Elementary (Grades 3 & 4) Holiday Concert (HHS Auditorium) 7 PM
- Dr. Scola made a reminder of the above events and looking forward to our Extraordinary staff and students who do a phenomenal job. The Board is welcome to attend. All dates were announced. This will be festive and extraordinary fun with our students at their very best.
- F. Assistant to Superintendent Report - Dr. Seiple
- Public Review Comprehensive Plan - Thank you for the help with the Comprehensive Plan and the review is completed.
 - Kiwanis New Teacher Event—On November 21, first-year teachers from Hanover and surrounding schools attended a Kiwanis Club dinner. Thank you to Brandon Wingert and David Zinn from the Kiwanis Club. Kiwanis Club services

and a delicious meal were presented that evening.

G. Personnel

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

Classified Employees:

Holly Diffenderfer, Cafeteria Worker, part-time, 5.5 hours per day, at Hanover Middle School, effective pending successful completion of all required employment paperwork. Rate of compensation will be \$14.00 per hour.

([enclosure](#))

Ashlee Lawrence, Teaching Assistant, at Hanover Middle School, from part-time, 5.75 hours per day to full-time, 7 hours per day, effective December 2, 2024. Rate of compensation will remain the same.

Michelle Hawkins, Custodian, part-time, 4 hours per day, at Hanover High School, effective pending successful completion of all required employment paperwork. Rate of compensation will be \$15.00 per hour. ([enclosure](#))

Natalie Eline, Teaching Assistant, full-time, 7 hours per day, at Hanover Middle School, effective pending successful completion of all required employment paperwork. Rate of compensation will be \$15.00 per hour. ([enclosure](#))

Cheryl Yingling, Secretary, full-time, 7 hours per day, from 10-months to 12-months, effective December 2, 2024. Rate of compensation will remain the same.

Jacob Edwards, Teaching Assistant - Learning Support, part-time, 5.75 hours per day, at Hanover Street Elementary, effective pending successful completion of all required employment paperwork. Rate of compensation will be \$13.75 per hour.

([enclosure](#))

Lance Shamer, Teaching Assistant, part-time, 5.75 hours per day, at Hanover Street Elementary, effective pending successful completion of all required employment paperwork. Rate of compensation will be \$14.50 per hour.

([enclosure](#))

Substitute Employee:

Roberta Bostic, Day-to-Day Professional Substitute, for the 2024-2025 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](#))

BOARD ACTION:

Mrs. Walter made a motion to approve the employment items as presented.

Second by Mrs. Shea and approved on a roll call vote of 8-0.

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

Classified Employee:

Tracy Warner, Building Secretary at Clearview Elementary, leave of absence

(FMLA) effective October 21, 2024, to November 4, 2024, plus intermittent leave, not to exceed 12 weeks.

BOARD ACTION:

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

- 3) Conferences/Workshops - The Board was requested to approve the following conferences/workshops:

Amanda Morgret National Arts Integration & STEAM Conference
Stacey Wuchenich Baltimore, MD
July 8-9, 2025
([enclosure](#))

BOARD ACTION:

Mrs. Kacar made a motion to approve the conferences/workshops as presented. Second by Mrs. Gulden and approved on a roll call vote of 8-0.

- 4) Bus/Van Aid - The Board was requested to approve the following Bus/Van Aid:

Lincoln Van Aid
David Lippy

Lincoln Bus Driver
Deborah Hutton

BOARD ACTION:

Mrs. Shea made a motion to approve bus and van aid as presented. Second by Mrs. Gulden and approved on a roll call vote of 8-0.

H. Policy

- 1) The Board was requested final approval for the following policies:
- [140.1](#) Extracurricular Participation by Charter/Cyber Students
 - [146.1](#) Trauma-Informed Approach
 - [202](#) Eligibility of Nonresident Students
 - [214](#) Class Rank
 - [218](#) Student Discipline
 - [218.2](#) Weapons
 - [229](#) Student Fund Raising Activities
 - [233](#) Terrorist Threats
 - [254](#) Educational Opportunity for Military Children
 - [317.1](#) Educator Misconduct
 - [417.1](#) Educator Misconduct
 - [517.1](#) Educator Misconduct
 - [336](#) Personal Necessity Leave
 - [436](#) Personal Necessity Leave
 - [536](#) Personal Necessity Leave
 - [339](#) Uncompensated Leaves
 - [439](#) Uncompensated Leaves
 - [539](#) Uncompensated Leaves
 - [806](#) Child Abuse
 - [824](#) Maintaining Professional Adult/Student Boundaries

- [803](#) School Calendar
- [805](#) Emergency Preparedness and Response
- [805.1](#) Relations With Law Enforcement Agencies
- [805.2](#) School Security Personnel
- [807](#) Opening Exercises/Moment of Silence/Flag Displays
- [909](#) Municipal Government Relations

BOARD ACTION:

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

I. 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 \$873,159.16, and Capital Reserve totaling \$10,958.90, Grand total \$884,118.06 ([General Fund](#)) ([Capital Reserve](#))

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 8-0.

J. Public Comment:

Jordon A. Martin – We need to discuss the cheer coach, cheer program, and Navy Game.
Marisa Moss – I will be at board meeting
Jen Adams - I'm so sick to my stomach that this is happening to our cheer coach. She did nothing wrong!!!!!! She did NOT have any responsibility of any of those girls during the tailgating time!!!! She stated that on the app!!!! The girls were not even in uniform at the time nor were they there more then 1 1/2 hrs. So we as parents need to be heard!!!! Calling our daughters into the office telling them who the step in coach is. We know nothing about her!!!! Does she have any background of cheer?????
Sheri Andrews – LET JANET COACH!

Ambre Noel SJC All Stars – As a credentialed All Star Cheerleading coach of 13 years, I would like to commend the attention to detail Coach Janet included in her BAND communication to families participating in the Navy Halftime Event. She was very specific and covered all bases as to whom was responsible for athletes at which times. Competitions and events like the halftime show can be chaotic and stressful, (especially for one coach), who is not only responsible for smooth transitions from coach to parent, but who is also responsible for communication with the event producer and making sure her athletes are where they need to be on time. She has already dealt with a grueling registration process, making sure her checklist is complete, every "i" dotted and every "t" crossed. Most likely, she's endured schedule changes and also had to chase parents down for liability forms and registration fees. AND, this process includes learning the choreography to the routine in a very short time span in order to teach her athletes in time for the event. Coach Janet not only completed all the necessary tasks, but she very clearly communicated expectations of everyone attending the event. She would not be paid extra for the endless hours she spent on creating this opportunity for her athletes, but she put in the time anyways. That alone should be enough for everyone to recognize her commitment and love for her program, but more importantly those rallying around Coach Janet tell the story of a caring, dedicated, and invaluable coach.

The Navy Halftime Event has been around for years. Personally, I have not attended, however, the majority of my special needs athletes have attended through the Carroll County Special Olympics program. I have NEVER heard any of my parents complain about unsafe situations or a bad environment for their children. Anyone who has ever attended a pro/semi-pro sporting event knows tailgating is a part of the festivities. Knowing this, any parent not comfortable with the game day environment should not have signed their athlete up. Coach Janet herself was not consuming alcohol thus setting the correct example and acting as a good role model. From my experience with athletes and parents at events where alcohol is present, it's pretty safe to assume being that far from home that designated drivers were in place, or families had made arrangements to stay overnight. And, if an unsafe situation were to arise where a parent was not making good decisions due to alcohol consumption, I think it safe to say a family as strong as this cheer family would've come together to get everyone home safe.

Coach Janet did absolutely nothing wrong, nor did she violate anyone's safety. In fact, she took extra steps to make sure everyone was on the same page. There's always going to be that one parent who wants to cause waves. It is the responsibility of the administration to get all the facts of a situation before jumping to conclusions. I think, considering the facts presented in black and white print, the administration clearly did not do right by their coach. Shame on you Hanover for only hearing one side of the story!

Megan Goodman – My comment/complaint is with the athletic department at Hanover! Our Athletic director does not have the students best interests at hand! He does not reply to emails in a timely manner about sports my child is in! He refuses to answer my question on with Hanover Cheer isn't PIAA register but holds the girls to the same standards as PIAA including but not limited to pulling their grades and stating they are ineligible! How can they be ineligible for a sport not even recognized with PIAA?! Our Athletic trainer also does not have to capacity to handle the student and injuries they sustain! During volleyball we had a girl down on the court for over t mins until he arrived to help! During cheer he told a girls to get help from a student trainer because he was "watching the football game"

Our Athletic department is a joke and I'm embarrassed to say my child is a Hanover Public 3 sport athlete

Laura Trivitt – Coach Janet did nothing wrong at Navy game. She left all parties know what time she would be responsible for the cheerleaders. It was the parent's responsibility to watch their children during other times. One other thing the Navy game is not considered a school function. Coach and parents organize this for cheerleaders.

Brenda Etzler – We want answers !!+

Ashlie Zartman – Bring back Coach Janet!!!!
Jordon A. Martin – Why was coach Janet Martin suspended and when will her hearing be?
Becky Robinson – Let her coach.

Mr. Frederick read a statement regarding public comment periods and conduct during them.

Megan Goodman - Three kids. Cheer opportunity for student. Loud and proud. Coach most importantly if want to shut down. Coach Janet, mother four children, time to be with girls. Youth Night. No recognition by District and bond, example for food donation. Navy ESPN2 game sold out game, social media no recognition by school. Need same respect and students no respect for cheerleading team. Navy event is biggest event. Look forward at end of season. Parents pay for event and super proud. After Monday of Navy game ripped from them. Mr. Mowrer exciting drama at Navy closed app and communication with girls by text was done before Janet knew. Mr. Mowrer provided a Nighthawk flag. Deserve coach back and losing family. Student wants to be on cheer team at Maryland. No one would drive to support my student.

Jordon Martin - Have for each board member a document to review.

These documents were presented to each board member.

Jordon Martin - Speaks of Janet's character, passion, and dedicated parent. Active in community and proud husband of Coach Janet Martin. Thank you for hearing thoughts. Past four years participated in Navy half-time with 34,000 people on November 14. Monday, November 18 complaint for voluntary tailgating prior to event. Optional attendance, no sanction by School District. Tuesday questioned by school administration regarding events. Parental consent, my opinion overreact by school. Students with parents activities. Dr. Abels administration request, no explanation for purpose of meeting. No responsibility for team. Attended a meeting for ten minutes with Dr. Abels and Ms. Seiple, inform a complaint from Navy game and best interest to resign. Coach request hearing and the 21st an interim coach with a facebook profile consuming alcohol. Changed this afternoon the profile. District no speeches, no timeline for hearing or other information. Communication with parents particularly Dan Altland. Nighthawk flag provided, clear communication to number involved. Collaborate support and exact communication October 16 provided. Highlight key areas, not sanctioned school or PIAA, no PIAA sanctioned long before participated. No endorsement by District. Parents financially responsible. Concerning ability to participate complaint by one parent. Significant consequences. Exception dedication to learn, not sanctioned by school, validity of complaint questioned. Overwhelming positive event and commendable and community member appreciate and show support. Urge to reconsider Coach Janet and Navy extra event. Have received no formal communication and media outlet reach out and no responses. Thank you and the support of the cheerleaders and the mother.

Laura Trivitt - Respect, time, and help with anxiety issues. Don't want recognition put in and parents give children time and report everyone else and see improvement. For you nothing for high school girls. Provide stability and excitement. Take it all away again. Seeing what you doing on hold with football schedule change and week-to-week schedule, working parents. Take into consideration by bringing back coach, never find another one like her. Damn, good coach.

Jennifer Adams - Proud parent, what did to Janet is wrong. Thursday night was first practice. Sat with Mr. Abels and Mrs. Kessinger and parents. Janet no responsibility tailgating time. Janet came and sad. Hanover middle school parent app for Navy game to communicate great success besides one parent complaint. Numerous girls crying this is not practice with Janet. Mother to a lot of the girls. Emotional without having the Coach. Mentoring the girls, emotional with unfair taking away. No responsibility of girls with tailgating and Janet was sick. Needs job back and Coach back. Emotional girls, made fun of, fighting to end and Janet job back. Teacher stand in game next Tuesday. On phone rather than practicing. Teacher not knowing about cheerleading. Closed practice, can't meet new coach. Girls pull from class about Navy game. Wrong. Athletic Director emailed, phone call, and heard nothing back. Now picture on night. Did not want child on picture. Coach not in picture. Wrong at what you guys decided. Athletic Director downright horrible. Athletic trainer when student hurt watching a game. Five minutes to get help. He should go, not Coach Janet.

Jessica Watts - Two kiddos in Middle School. Active, volunteer. Navy game first time. Janet itinerary to last detail what responsible for cutting down on confusion couldn't have done a better job as experienced coach. Amazing job at halftime. Wish School District would post. Hit stunts and represented HPSD to fullest. Couldn't be more proud. Father US Navy, amazing and hopefully not taken away, tradition, Janet Martin, kids unsafe situation, who said this? Not one parent said so. Tailgating, Adam Mowrer gave flag to take, to fly flag. No one out of control. Parent drinking, teacher name badges at dinner while drinking, logo with drinks in hand. Reprimanded? Same thing. Not fair. New coach on social media with glass of wine. Slap to face. Can't meet with new coach. See the problem? No answers. Mr. Mowrer, Mr. Abels, visited at school denied to see them, asked to get back to us. Fifteen days. Constant ignore until go away. Go above Mr. Abels head, had to before and unprofessional everyone not stop until get answers.

Nivannia Campbell - Parents right this to have coach back. This is nothing to do with her.

Jordon Martin - When will we get an answer on hearing.

Mr. Frederick - Answer will be given very shortly.

Brisa Garcia Melquiades - Fellow cheerleaders found out and cried to mom, was devastated, took something away do love to do and love for years, not fair.

Group of students - Want coach back, think twice about having coach back and what need, similar to previous speaker.

Jennifer Adams - Some girls not give any answers, were emotional, need to be heard. Reassess people on board to help represent and help girls. Need answers.

Laura Trivitt - Some did not show up and spoke about how felt you would have reprimanded them.

Mr. Frederick announced that an executive session was held for personnel and legal matters Next meeting is Monday, January 13.

K. Adjournment: Mr. Frederick adjourned the meeting at 6:47 PM.

Board Meeting - Monday, January 13, at 6:00 PM.

Board Meeting - Monday, January 27, at 6:00 PM.

Troy S Wentz