

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

January 13, 2025
6:00 P.M.

I. Opening Business

A. Call to Order - 6:00 PM

B. Pledge of Allegiance

C. Roll Call

Board Members Present: Mr. Frederick, Mrs. Gulden, Mr. Huston, Mrs. Kacar, Mrs. Keeney, Mr. Lippy, Mrs. Shea, Mrs. Smith, Mrs. Walter

Also Present: Dr. Abels, Kathy Forbes, Lisa Jackson, Jordon Martin, Janet Martin, Megan Goodman, Nivianna Campbell, Ed Jewell, Ashley Burkes, Vince and Jen and Karissa and Kerstyn Adams, Andrew Walker, Jessica Watts, Jody Kessinger, Vonda Moss, Olivia and Kim Hissong, Megan Nawn, Jennifer Long, Marissa Moss, Dr. Hilyard, Matt Martino, Heather Wagaman, Mark Hershner, Troy Wentz, Dr. Scola, Dr. Seiple, David Fry, Tim Kress, Malayna Morton, Emma Kelly, Madison Ash

II. Recognition of Visitors: None

Mr. Frederick read a statement regarding public comment periods and conduct during them. Items on the agenda can be commented on at this time and items not on the agenda can be commented on at the end of the meeting.

Public Comments:

Submitted On Line Comments

Jordon Martin – We are respectfully asking the board to refuse Janet Martin's resignation, as the allegations/complaints are simply not true. Janet is a great coach, and should not be held responsible for the actions of other adults. Janet has never received any disciplinary action and we feel that there were many other ways to deal with this complaint. Again, we are respectfully urging you to deny her resignation and agree on a lesser penalty via a Performance Improvement Plan. Thank you for your time.

Jen – Janet should get her job back at coach. She did nothing wrong. Parents were responsible for their own kids at the navy game. How can one person be responsible for over 80 adults plus cheerleaders? Everyone knew before attending the game that Janet was only responsible for the cheerleaders during practice in the morning and during the half time show. These girls love Janet and this team has not been the same since she has been gone. Janet is more than a coach to these girls, she is a role model and like another mother. The girls all respect her. Then for the school to ask the girls if they feel safe around Jordon (her husband) is ridiculous. The girls love Jordon just as much as they love Janet. If they felt unsafe around him why do they all

run to him anytime they see him. He is always there to support and cheer the girls on. The school needs to make this right and give Janet her job back.

Janet Martin – I am emailing you all to let you know that I will be coming to the board meeting on the 13th. I will be asking you all to disregard and/or deny my resignation. I will be asking you all to do the right thing and immediately reinstate my position as the Varsity Cheerleading Coach for Basketball and Football seasons.

For years the Hanover Public School District has had trouble filling just the Middle School Cheerleading Coaching position. I've gone through four different middle school coaches in my four and a half years coaching at Hanover Public School District. I am pleading to each and every single one of you to not penalize my Varsity team with a revolving door of coaches who will be in and out; and essentially just a check box for each season. I would argue I am one of the most dedicated Coaches at Hanover Public School District. In addition to running my Varsity cheerleading program completely independently. I have no assistants. I have no volunteers. I have no helpers or student managers. It's just me. And for the past 3 years I've also run the Middle School cheerleading program for football season the same way. Completely Independently. While simultaneously running my Varsity program. In addition to my dedication, I would also argue that you will not find another Coach who truly cares about the well being of our student athletes more than me. Their physical well being. Their mental well being. Their emotional well being. Please note, I said student athletes. Meaning ALL HPSPD student athletes....not just cheerleaders.

While at this meeting I would be willing to answer any and all questions. I would also really love to share my end of season evaluations with you all. I have years worth of almost perfect evaluations. My last end of season evaluation was on November 1st....and just 19 short days later my life would change so drastically and come crashing down around my team and I.

I am a good person. I would give you the shirt off my back if you needed it. I would spend my last dime if it meant helping someone who needed it. I've fundraised for cheerleaders to have their mandatory season items for football so they could continue to cheer. I've purchased cheer bows for those cheerleaders who have families who couldn't afford it. Cheerleaders who were hungry at games and had no money, I paid for their food. Cheerleaders who were struggling with their mental health, I've personally reached out to their parents as well at Kari Hively our High School guidance counselor. I've gone above and beyond for my cheerleaders. Just as I would for any student who needed help. And I don't tell you these things for praise or recognition....I tell you these things as a window to who I really am.

I was told I failed as a Coach at the Navy Game. I was told that I failed as a role model. I was told I created a dangerous environment for my cheerleaders. And I ask you this....how can I be penalized, blamed, railroaded and accused of heinous things while parents brought their children to this event? The parents transported their children. The parents were responsible for their children. I made this crystal clear in black and white. My husband gave you all this information from my BAND group at the last board meeting but can most definitely provide it again if you need. Every parent knew my expectations. Every cheerleader knew my expectations. My athletic director knew my expectations. I did everything I needed to do AND THEN SOME. I executed this event with absolute precision and extreme detail.

I just want to Coach.

I just want to be back in the gym with my team.

I just want to keep growing and expanding my cheerleading program.

You will not find someone more dedicated, more committed, more eager, more driven, more passionate, more diligent, more caring, more supportive, more compassionate, more experienced, more skilled, more knowledgeable, more devoted, more empowering and more invested in Hanover Nighthawks Cheerleading than me.

Thank you all for your time and your consideration.

Sincerely,
Janet Martin

Janet Martin – Good evening everyone, for those of you who don't already know my name is Janet Martin and I've been the varsity cheerleading coach at Hanover High School for the past four and a half years. Additionally, I've also coached our Middle School cheer program for football season for the last 3 years. As you all know from the board meeting that was held on December 3rd, 2024 I was called in to speak with Mark Abels and Kathy Forbes on Wednesday, November 20th, and was told they heard about the Navy Game and told me that it was in my best interest to resign effective immediately. I did not resign at this time and I made it extremely known that was because I didn't break any rules. The day before, Tuesday, November 19th, my cheerleaders were pulled into Marc Abels's office from the hallway as they entered School, some were called down from class and were asked very suggestive questions. What I mean by this is Marc looked at my cheerleaders and TOLD THEM that the Navy game got out of hand and I want you to tell me how it got out of hand. I believe that there are quite a few things wrong with this. First and foremost the suggestive questioning is absolutely unethical and completely immoral. The second thing, my cheerleaders immediately expressed to their parents after being questioned that they felt like they were in trouble, they felt uncomfortable and they felt very intimidated. I know a few of my cheerleaders suffer from anxiety and depression... and honestly as do I... and my heart absolutely breaks for them being put into an extremely uncomfortable situation with an authority figure.

Now let's talk about the questions that my cheerleaders were asked. Every cheerleader was asked questions about my husband, Jordon Martin. They were asked if Jordon made them feel uncomfortable. They were asked what comments Jordon made. They were asked if Jordon was inappropriate with them or dancing with them inappropriately. Now members of the school board, I ask you, is Jordon Martin the Hanover Public School District employee? Or am I? Not one of my cheerleaders was asked if I made them feel uncomfortable. They weren't asked what comments I made. They weren't asked if I was inappropriate with them or if I was dancing with them inappropriately. They weren't asked about me as a coach or my ability to lead them. All questions were focused on my husband. My husband who was dressed head to toe in support of and representing the Navy Midshipmen!!

Now let's switch gears to the 88 parents, brothers, sisters, Aunts, Uncles, Cousins, grandparents, and friends that attended this event to support my 33 cheerleaders. Did you call a meeting and speak with these families and ask their account of this event? No. You did not call a meeting. And in fact you didn't even bother to return numerous phone calls and emails that were sent following this event. You jumped to make a rash decision on me based on the account of one parent and one family that attended this completely optional event. If someone didn't like the tailgate environment everyone knew they could have left. If they didn't want to go to the Navy game they did not have to attend. My parents run the tailgate portion. I deal with all things cheer and game related. My parents solely paid for this event. They paid Registration

Fees, ticket fees and parking fees. This was not a school sanctioned event and again this was completely optional. You can read from my band post if you didn't want to tailgate families could stay in the stadium, they could go eat, they could have walked around Annapolis, they could have picniced with their family, there were plenty of other options if a family didn't want to attend the completely optional. Every parent knew my expectations. Every cheerleader knew my expectations. My athletic director knew my expectations. I could not be in 33 different places at once which is why once we got back to the tailgate the parents or the adult who transported the cheerleader was again responsible. I did not transport any cheerleaders. We were in the parking lot with thousands of people, I could not keep an eye on 33 cheerleaders. I did everything I needed to do as a Coach AND THEN SOME to set my team and parents up for success. I executed this event with absolute precision and extreme detail.

There is also two things I would like to note...one I was not under any contract the day of the Navy game. My football season contract ended Friday, November 15th. The Navy game was held on Saturday, November 16th. And my basketball cheerleading contract didn't start until Monday, November 18th. Two when I told P Daniel Altland the Hanover Public School Districts attorney that I would be asking our school board to deny my Resignation and to Reinstate my position as Varsity cheerleading Coach for Football and Basketball, he told me he spoke with the board and they would not be changing my status. This is a direct violation of the Sunshine Act. School board members cannot take official action on their own to enact a vote there needs to be a quorum. The group of 9 members can only officially meet when the meeting is announced 24 hours in advance unless there is an executive session had to discuss personnel in which there should be an announcement of executive session. That did not happen. So this discussion would in fact be a violation to the Sunshine Act.

I did not feel as a role model. I did not create an unsafe environment. I did not act unprofessionally and I did not make anyone feel uncomfortable. Parents brought their cheerleaders to this event. Parents stayed with their cheerleaders at this event.

I did however share a parent's thoughts and feelings about the Navy game on my social media. And if that is the real problem here I could have been called in for a meeting. I was never called in to have an actual discussion about any of this. I was never questioned by Marc Abels, Adam Mowrer or John Scola. The only time I spoke about the Navy game was in 30 seconds in passing with Adam Mowrer in the hallway. I could have been written up and received a disciplinary referral for this social media share. I could have been put on a performance Improvement plan. None of this was done. Hanover Public School District could have handled this situation 100 different ways but instead you made an irrational decision and skipped a bunch of steps. I have 4.5 years of almost perfect reviews, I can provide you all this information. I received my last review just 19 short days before the Navy game on November 1st. I am a good cheerleading coach. I made this cheerleading program something to be proud of. And everyone can see what I've built just crumbling before their eyes because of this irrational decision.

I ask and I urge the Hanover Public School District School Board to please reject my resignation. I completed this resignation because I wanted to be there in any capacity to support my team as everything was falling apart and I wasn't allowed to be on school property while I was quote-unquote under investigation. My team needs me. And I need my team. Again I ask you and urge you to reject my resignation and let me coach. I just want to Coach. I just want to be back in the gym with my team. I just want to keep growing and expanding my cheerleading program.

You will not find someone more dedicated, more committed, more eager, more driven, more passionate, more diligent, more caring, more supportive, more compassionate, more experienced, more skilled, more knowledgeable, more devoted, more empowering and more invested in Hanover Nighthawks Cheerleading than me.

Thank you all for your time and consideration. And it is my hope, that you, our school board being the voice of our community do the right thing and immediately reinstate me as the Varsity Cheerleading Coach for Football and Basketball. Thank you.

Megan Goodman – What is Hanover school district doing to keep our children safe while they are in school? The students are allowed to run free like a pack of hyenas from the time they get off the bus until first period. Swarms of girls in the bathroom at a time leading to girls getting beat up. This is not providing a safe environment for our children. During class time only one female at a time is allowed to use the restroom so why in the morning are the 10-20 girls are a time in the restrooms? Even if the last girl wanted to run away from the fight she couldn't because girls were blocking her exit! Come over here

Hanover Boro Police attending Basketball games seems to be the wrong use of them! We need better police and security in the school in the morning keeping our girls safe!

Speaking of keeping individuals safe and basketball games! Why are we suddenly not allowed to bring bags into the games? This needs to be posted or emailed somewhere instead of allowing people to pay to get in and then turning them away due to their purse or bag size!

Jordon A. Martin – Good evening,

My name is Jordon Martin, and I am the father of a child currently enrolled in The Middle School. I am also the spouse of Janet Martin, who serves as the Head Varsity Cheerleading Coach.

It has come to my attention that numerous members of our community have expressed their concerns through written correspondence, attendance, and public comments at the school board meeting held on December 3, 2024. Regrettably, these concerns have not yet been addressed by either the administration or the school board.

As an engaged parent within this district, I respectfully urge the Hanover Public School District School Board to take prompt action to deny the resignation submitted by Janet Martin on December 17, 2024.

Janet has always expressed a strong desire to support her team in any capacity, particularly during challenging times for her cheerleaders. The cheerleaders value Janet's presence, and it is clear that she also relies on their support.

In light of this, I respectfully request that the resignation be reconsidered until we have the opportunity to ask and address the following questions:

1. What meetings were held with Janet to discuss the Navy Game, either prior to or following the event?
2. Could you clarify which specific district policies Janet may have inadvertently violated at the event on November 16, 2024?
3. How exactly did Janet create an environment that was considered "uncomfortable, unprofessional, and potentially unsafe for the students"?
4. Were any parents or students who attended the event consulted regarding these matters?
5. Did Janet post unprofessional comments on social media concerning the "situation" (as per HPSD's terminology), or did she simply communicate information received from Adam Mowrer to the parents?
6. Is this issue primarily about the tailgate event, or does it have connections to Janet's

husband?

7. Is it really about her husband, or are we addressing the broader concern that Janet is advocating strongly for her cheerleaders, the program, and herself?

8. Has Janet previously been placed on any Performance Improvement Plans (PIPs)?

9. Is there a more constructive and progressive way to resolve this situation for all parties involved?

I have several important questions that I expect you will be addressing before adjournment this evening:

1. Are you (the Board) aware that WGAL News 8 reached out to Adam Mowrer and John Scola for comments during the weeks of November 18 and November 25 but received no response? They didn't even provide a "no comment." This lack of communication is concerning, as this makes it impossible for news outlets to run the story; HPSD knows this!

2. After reviewing the agenda for this evening's meeting, I noticed that the board will not be reviewing or approving the minutes from the last meeting, which took place on December 3, 2024. I need clarification on why this is the case. This oversight seems to directly violate the Sunshine Act, and it is crucial that we uphold our commitments to transparency and accountability.

Thank you for your attention to this matter.

Respectfully,

Jordon A. Martin

Jordon A. Martin – I am urging the board "PLEASE DO NOT VOTE" on the resignation of Janet Martin until you have all of the information. Please let Janet Martin speak for herself - she is here, in attendance. Thank you!

Jessica Watts – I just want to start off by saying I really hope each and every one of you board members will sit down, take time, and really think about the final decision that is going to be made tonight regarding Coach Janet.

Not only has her termination been completely irrational and unjust from the very beginning, but many protocols were not followed along with many unfair expectations from the school that were expected from her in regards to the Navy Game.

I'm also very disappointed with HPSD with the fact that you expect one employee to uphold certain expectations but yet let other employees basically do the same thing with no consequences... For example ..Certain teachers, coaches, staff members, etc can wear Hanover sportswear, clothing with the Hanover logo, have their name badges with HPSD, and post pictures of themselves on social media holding drinks, out to dinner with drinks, drinks in the background and this is okay. How is this fair? It seems very discriminating against her but not others especially when she didn't even have a sip of alcohol the entire time.

I also want to mention since her termination/ resignation both cheer teams have completely suffered. You can see this when they perform I hate to be the parent to say this, but sometimes it's just downright embarrassing to even watch. I'm literally embarrassed for the girls at some of their performances. Stunts are not hitting, girls are being dropped, dances are completely off, there is minimal effort given, I could go on and on about it.

But the bottom line is the entire cheer program has been destroyed since all of this has

happened, So, I am asking you to listen to the cheerleaders, listen to the community, listen to the petitions, and as a parent, I am asking you to please reinstate Janet Martin's coaching position effective immediately so that we, meaning our daughter's currently cheering will not continue to be an embarrassment to the community during performances. She will be able to get the high school team back in order and hopefully help Marissa with the Middle School cheer team as well.

Thank you!

Steph Wagner – Good evening, Board Members,

As a mother of a current varsity cheerleader and hopefully one in the future I am asking you to reconsider the resignation of Janet Martin. I will admit that NO ONE in this world is perfect and that something has triggered this school to make a rash decision regarding Janet's employment but as a parent and as someone who has now attended 2 Navy game cheer opportunities, I have not witnessed anything alarming enough to trigger this extent of punishment to Janet's employment as their cheerleading coach.

My child loves being a cheerleader, loves flying, and is one of the loudest on the team. Cheerleading has given her that voice, given her that confidence.

I now do NOT feel my child is safe being a cheerleader. Especially a flyer. And as much as it breaks her heart, I believe this might be her last year. The only time I have ever felt my child is not safe is NOW. These children do not have a coach. These kids are teaching kids how to cheer and do stunts. No one to tell them their form is wrong; they are at risk of hurting themselves or others like dropping my child. If my child gets hurt over HPSD negligence because they are too proud to right this wrong, I can only imagine the repercussions that would follow.

I can't speak for Janet but I'm sure some compromise could be made to ensure both parties are happy, and life can go back to how it was before. We have all grown from this ordeal and can resolve this like adults. I see the struggle the school has had trying to fill Janet's shoes when she cannot be in 2 places at once. Like coaching the middle school basketball cheerleaders. I can only imagine how the football season is going to look with substitute coaches trying to replace her. You will not find someone to fill those shoes and definitely not to her level of skill, drive, and passion. HPSD takes pride in every sport please have pride in your cheerleaders. They matter too!

Please I ask you again to reconsider Janet Martin's resignation and let's get this school's pride back

GO NIGHTHAWKS!

Kerstyn Adams – Good Evening,

I'm a Hanover High School Cheerleader who just needs her coach back. Our team isn't even a team anymore. It's like we are working against each other instead of fighting together to get our coach back! I just want it back to how things used to be with my coach on the sidelines with us at all the games, supporting us just like she always does.

As a cheerleader who has participated in more than one Navy Game I never once felt unsafe. No one made me feel uncomfortable. I look forward to having a great time dancing & using the microphone with Jordan every year. So please let me keep doing what I love with our Coach

Janet! Let's get back to the team that it used to be! Give Coach Janet her job back!!!

Megan Goodman - Hello, I'd like to ask you highly consider Janet Martin for rehire as Varsity Football and Basketball Cheer coach! I feel the school rushed and made an unfair decision to suspend her as coach thus causing her resignation which I'm asking you to deny tonight!

Janet had nothing to do with the tailgate or its activities you were all clearly provided this information at the last board meeting! Nobody was forced to stay and be apart of tailgate! If anyone felt unsafe they could have just left! By staying they chose to have their feelings hurt apparently and cause a ruckus for no reason! We have already given our statements on the Navy Game and given you packets with the info of the game, given you one petition with signatures which should have been read and you will be receiving another one tonight!

Hundreds of voting community members have rallied in support of getting Coach her job back! These girls need a real coach! They aren't learning any new material, they are nervous to stunt, doing the same material every game! They don't have a coach helping them call out the cheers needing to be done! Flyers are now refusing to fly!

I'd also like to point out every single year Hanover Middle School basketball has a new coach, why is this? Because coach Janet is irreplaceable! You think you'll be able to find a stable coach like her for varsity? I think not! You will not find someone more dedicated, with more skill, more passion and HPSD Pride! If you do not deny her resignation our girls will look like fools every Friday night at football games!

I'd like to speak on Janet's character as a coach for a moment! These girls have a bond with her that is unmatched! If they have any issues at all she is there for them! She will do whatever needs to be done for them; boyfriend issues, family issues, school, she is there for them! When a cheerleader doesn't have money for things Janet will reach in her own pocket for them! These girl truly have a second mother in Janet and I can assure you, that can not be replaced! I'd also like to ask you to look at all of her reviews done by Adam Mowrer at the end of every season! She has nothing but positive remarks and scores!

I want to see my daughter succeed and grow as a cheerleader! I want her college cheer dreams to come true! That can't happen without proper coaching! She needs to be told her jump and stunt form is correct and her voice is loud and proud! YOU all single handedly are ripping my daughter's college dreams out from under her and that is appalling! If you care about these girls and their futures you will do whatever needs is right!

You have been provided with all the information pertaining to the Navy Athletic activities, you have to make a decision now and I hope you make the correct choice by immediately reinstating Coach Janet and denying her resignation so she can be out there with the cheerleaders coach them!

Marissa Moss - I hope you guys consider rehiring coach Janet Martin for varsity football and basketball cheer coach. The decision to suspend/fire her was unfair and rushed. This was my first year having her coach my middle school daughter and I watched my daughter grow in her cheerleading and become more confident in her stunts and overall performance! I have videos where you can see my daughter getting nervous and Janet coaching her through, talking to her making sure she is prepared and ready to nail her stunt. The football season with Janet this year was amazing! I saw my daughter do amazing stunts for the first time and watched her cheer at a navy game! The girls deserve a coach that not only knows the art of cheer but also

loves and cares about our girls when us parents are not around. Please consider bringing Janet back. Thank you

In Person Comments

Megan Goodman - Petition presented the last time, today over 400 members on this petition asking committee to reinstate Coach Janet. Ms. Goodman presented the petition to Mr. Frederick. Currently, Ms. Collins is sick for tonight and asking to reinstate Coach Janet to game so the girls have a coach. Safety in school when students get off bus, wandering the hallways after fights, and one before Christmas where girls corner and beating and the girl can't get out of the bathroom. Concerned about school grounds and others videotaping fights and on social media and other girls and boys are sharing. Are we actually watching, kids should go to homeroom and sitting down and begin good old day, or go to breakfast. Behavior is unacceptable, every week a fight. Safety not concerned about after jurisdiction.

Ed Jewell - Coach Janet's impact on daughter since Middle School. Emma is anxious and nervous and said going for a tryout and received encouragement from Janet. Coach Janet from football and this year and Middle School basketball is different without Coach Janet. Football cheerleading different due to environment created by Coach. Coach Janet pull student out of shell and do things comfortably and talk with, if not comfortable in cheerleading stunt until comfortable. Many pointers provided and this is not the approach of all coaches. Football happy and Middle School different reaction that not anyone would want. Want program to grow instead of not. Attended Navy game for two years, not a tailgater but walked around Annapolis and rejoined at game. Incredible to see what all cheerleaders can do in two hours to put on a show. Every year, incredible. Do consider reinstating Janet would love to see.

Malayna Morton - Coach back really.

Nivianna Campbell - Coach Janet reason why love cheerleading. At first had to wear a skirt and too girly. Janet told to family and mom, this is tearing family apart and glue back in team.

Emma Kelly - Was once unloyal to team, not unwelcomed by Janet. Janet let sit out and if didn't have money for food, Janet would give her money. So weird to not have Janet around. Janet is not replaceable.

Kerstyn Adams - Want coach back

Madison Ash - Lost amazing coach and family wants Coach back.

III. Superintendent's Report - Dr. John Scola

- FID - Two FID days with Monday an easier call and Tuesday more difficult due to temperatures. Reports are received from the Principals regarding virtual learning for the day. Staff try to do what is best for the students, but virtual is no substitute for in-person learning, which is best. Best to get students to school, as full-time during the pandemic, and don't make the call lightly. There is a state application for the FID days, which Dr. Seiple completes, and is allowed five days per year and will continue as necessary.
- School Closings - 4:45 AM Contact with Mr. Kress and his staff to clean parking lots and drive the Borough for conditions. A chat with all Superintendents in York County is conducted and our staff are home with students as well. A lot of information is gathered for a 5:15 AM decision and robo call. Much thought is put

into what is best.

IV. Assistant to Superintendent's Report - Dr. Susan Seiple

- January 20, 2025, Professional Development - Act 80 days for teachers. Topics include Math, ELA, on-site Art, Music, and offsite partnerships with companies in the community for Technology Education. Personalized professional development is available for teachers as well.
- Comprehensive Plan Finalization - Every three years this is due, with a twenty-eight-day public review. Thank you to those who participated and administrative support.

V. Matters for Which Board Action is Required

A. Personnel

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

Professional Employees:

Jessica Schlechter, 1st Grade Teacher at Washington Elementary, effective January 31, 2025.

Megan Bankos, Kindergarten Teacher at Clearview Elementary, effective December 20, 2024.

Kristen Minnich, PE Teacher at Washington Elementary, effective February 11, 2025.

Classified Employee:

Linda Mitchell, Teaching Assistant at Hanover Street Elementary, effective December 19, 2024.

Supplemental Employee:

Janet Martin, Head High School Basketball Cheerleading Coach, effective December 17, 2024. ([enclosure](#))

BOARD ACTION:

Mr. Lippy made a motion to approve the resignations as presented. Second by Mrs. Shea and approved on a roll call vote of 9-0.

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

Professional Employee:

Jobie Bolden, from 3rd Grade Teacher at Hanover Street Elementary, to 6th Grade ELA/Science Teacher at Hanover Middle School, effective January 2, 2025. Rate of compensation will remain the same.

Classified Employees:

Amy Stafford, Secretary, full-time, 12 months, 7.5 hours per day, at Hanover Middle School, effective January 14, 2025. Rate of compensation will be \$18.77 per hour. ([enclosure](#))

Pamela Dahnke, from part-time Cafeteria Worker, to full-time, 10-months, 7 hours per day, Secretary/Receptionist, at Hanover High School, effective January 13, 2025. Rate of compensation will be \$17.50 per hour.

Alyssa Dix, Lunchroom Playground Supervisor, part-time, 2.5 hours per day, at Washington Elementary, and Adult Patrol Substitute for the remainder of the 2024-2025 school year, pending successful completion of all required employment paperwork. Rate of compensation will be \$14.75 per hour and in accordance with the current Substitute Rate Schedule respectively. ([enclosure](#))

Substitute Employees:

Eryn Perry, Long-Term Substitute Kindergarten Teacher at Clearview Elementary, effective January 2, 2025. Rate of compensation will be \$265.00 per day.

Heather Toomey, Long-Term Substitute 3rd Grade Teacher at Hanover Street Elementary, effective January 2, 2025. Rate of compensation will be \$265.00 per day.

Grace Green, Long-Term Substitute 1st Grade Teacher at Washington Elementary, effective February 3, 2025. Rate of compensation will be \$265.00 per day.

Carolyn Forry, Lunchroom Playground Supervisor, from part-time, 2 hours per day at Washington Elementary, to substitute status effective December 21, 2024. Rate of compensation will remain the same.

Julia Thomas, Day-to-Day Professional/Building Substitute for the remainder of 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](#))

Supplemental Employees:

Bruce Davis, Head Varsity Softball Coach, for the 2024-2025 Spring season. Rate of compensation will be \$3,365.00. ([enclosure](#))

Nancy Stefan, Head Middle School Field Hockey Coach, for the 2025-

2026 Fall season. Rate of compensation will be \$2,600.00. ([enclosure](#))

Taylor Mealy, Head Varsity Field Hockey Coach, for the 2025-2026 Fall season. Rate of compensation will be \$3,000.00. ([enclosure](#))

BOARD ACTION:

Mrs. Gulden made a motion to approve the employment items as presented. Second by Mrs. Keeney and approved on a roll call vote of 9-0.

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

Classified Employee:

Kathy Edelin, Head Custodian at Hanover Middle School, leave of absence (FMLA and Uncompensated/Restoration of Health) effective February 14, 2025, for up to 16 weeks.

BOARD ACTION:

Mrs. Shea made a motion to approve the leave of absence as presented. Second by Mrs. Kacar and approved on a roll call vote of 9-0.

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

Andrew Beckner Wilson JH Tournament
Adam Leitzel West Lawn, PA
February 7-8, 2025
([enclosure](#))

Jonathan Beckner Varsity Wrestling Regionals & States
Keith Troup Bethlehem, Hershey & Allentown, PA
Jake Rice February 28-March 1, 2025 & March 6-8, 2025
([enclosure](#))

Adam Mowrer PA State Athletic Directors Conference
Hershey, PA
March 18-21, 2025
([enclosure](#))

Mark Hershner 2025 NASRO School Safety Conference
Grapevine, TX
July 6-11, 2025
([enclosure](#))

BOARD ACTION:

Mrs. Shea made a motion to approve the conferences/workshops as presented. Second by Mrs. Gulden and approved on a roll call vote of 9-0.

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

Trey Altland (bus)
Krystal Belle (van)
Elizabeth Wagner (van)

BOARD ACTION:

Mrs. Shea made a motion to approve the bus and van drivers as presented. Second by Mrs. Kacar and approved on a roll call vote of 9-0.

B. Pennsylvania Department of Education Compliance

- 1) The Board was requested to approve the Required State Plans ([enclosure](#))
- Comprehensive Plan 2025-2028
 - Gifted Plan Assurances (Chapter 16) 2025-2028
 - Professional Development Plan (Act 48) 2025-2028
 - Induction Plan (Chapter 49) 2025-2028
 - Student Services Assurances (Chapter 12) 2025-2028
 - Academic Standards and Assessment Requirements (Chapter 4) 2025-2028

BOARD ACTION:

Mrs. Gulden made a motion to approve the State Plans as presented. Second by Mrs. Walter and approved on a roll call vote of 9-0.

C. 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 \$2,219,393.18, Cafeteria totaling \$102,119.24, and Capital Reserve totaling \$6,954.01, Grand total \$2,328,466.43 ([General Fund](#)) ([Cafeteria](#)) ([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 9-0.

- 2) General Fund Budget Real Estate Tax Resolution for 2025-2026 - The Board was requested to approve the Act 1 Resolution indicating intent not to exceed the 5.5% increase to the millage rate and to not seek Act 1 exceptions for the 2025-2026 school year. ([enclosure](#))

BOARD ACTION:

Mrs. Shea made a motion to approve the real estate tax resolution as presented. Second by Mrs. Gulden and approved on a roll call vote of 9-0.

- 3) Approval of the HF Real Estate Partnership Tax Assessment Appeal - The administration recommends approval for settlement of the tax assessment appeal (Case No. 2024-SU-002837) for Tax Parcel 7-000-DD-0056.J0-00000 301 Eisenhower Drive, Hanover Borough, York County, Pennsylvania owned by HF Real Estate Partnership for an assessed value of \$3,107,750.00, effective as of January 1, 2025. The District administration and solicitor are authorized to take steps necessary to effectuate this settlement and to resolve this pending tax assessment appeal case.

BOARD ACTION:

Mrs. Kacar made a motion to approve real estate partnership tax assessment appeal as presented. Second by Mrs. Shea and approved on a roll call vote of 9-0.

VI. Public Comment:

Jordon Martin - Sitting in audience can't hear and want to know what was happening.

Mr. Frederick announced that the resignation was approved as written on the agenda accepting her resignation.

Megan Goodman - This is January and six months to find an adequate coach for football when you can't get one for Middle School. Need a good one that will stay and you don't care that there is no coach, she is a volleyball and track coach. Are you proud of yourselves, your kids can go to college, but my student needs this for college.

Mr. Frederick indicated this does not apply to issue at hand and that derogatory comments directed at individuals are not necessary.

Janet Martin - Disappointed in Board and didn't listen to comments and my plea and not a more dedicated coach. Want reinstated and want today. Dr. Scola, Adam Mowrer, and Marc Abels should be ashamed.

Mr. Frederick indicated derogatory comments directed at individuals are not necessary.

Janet Martin - Doesn't make sense and you should be ashamed of yourself too.

Nivianna Campbell - This whole situation doesn't make any sense. Everything we worked for and learned because of her and you took it all away.

Emma Kelly - Kids have no voice. Janet was always a voice. Took better care than the guidance counselors.

Mr. Frederick announced that an Executive Session was held prior to the meeting to discuss personnel and the next board meeting will be held on Monday, January 27.

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

Next Board Meeting - Monday, January 27, 2025, at 6:00 PM.

Troy S Wentz