

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

June 16, 2025
6:00 P.M.

MINUTES

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, Mr. Lippy, Mrs. Shea, Mrs. Smith, Mrs. Walter
 - Also Present: Dr. Scola, Dr. Seiple, David Fry, Tim Kress, Troy Wentz, Andrew Walker, Matthew Martino, Lisa Jackson, Kathy Forbes

B. Recognition of Visitors: None

C. Public Comments: None

Mr. Frederick announced that an Executive Session was held prior to the meeting to discuss Personnel.

D. Committee Reports

York County School of Technology – Keeney, Representative; Gulden, Alternate - Hanover had four graduates in the Class of 2025.

Recreation – Shea, Representative; Frederick, Alternative

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

Lincoln Benefit Insurance Trust – Wentz, Representative

Legislative Liaison with Pennsylvania School Board Association – Shea, Representative

Policy Committee – Shea, Chair; Gulden, Smith, Walter - There is one policy on the agenda for first approval. If there are any questions, contact Maria Shea.

Educational Programs Committee – Gulden, Chair; Huston, Kacar, Walter

Building & Grounds Committee – Gulden, Chair; Smith, Lippy, Kacar

Parents' Advisory Committee – Keeney; Frederick, Alternate

Lincoln Intermediate Unit – Kacar, Representative - June 3 Annual Safety Report, as required, was presented. Eighty students are utilizing online Edge for the summer. The Board elected officers for the upcoming year. Dr. Marchese highlights a program each month, and this month was a program in the Hanover area through New Visions. This program helps students transition from age 18 to age 22 into adulthood. An apartment

is rented and utilized to teach cooking, making beds, time management, money, job applications, shopping for food, and volunteering at local businesses, including Divinos, New Hope Ministries, Legacy, Hickory Falls, and Old Navy. There are opportunities for volunteers available and openings for new programs to be involved.

- E. Approval of minutes from Past Meetings - The Board was requested to approve the minutes for May 27, 2025. ([enclosure](#))

BOARD ACTION:

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

- F. Dr. John Scola

- Administrative Work Sessions - This event is held annually and requires two days of mandatory attendance for administrators. Safety was presented by Mark Hershner and included Chief Martin, Bob Gano, and the two building security officers. Worthwhile training and all procedures and protocols were reviewed, along with what is happening across the nation. Reunification is discussed. Cameras are worthwhile and enabled the District to solve an eighth-grade issue within eight hours. Currently, 206 cameras are present throughout the District. Continued professional development with Stephen Covey and training of the trainer. This is the third time that this has been presented on site. This is principal-centered leadership and will be back at the start of school for ongoing professional development that is worthwhile. AI was utilized to review handbooks and changes made for duplications detected by AI.
- Danielson Training - Thirty hours of training in four areas of rating teachers, so that principals can observe and utilize a common language with teachers. Three separate certificates for professional discussion with a refresher course every two to three years.
- Retirement Dinner/Graduation - This was an excellent night, and Lois Dubbs and Susan Salvitti were very pleased, including a great meal. One of the favorite nights of the year. Graduation was second to none, and well done with the Band and Chorus groups. Each student was pictured and properly recognized, and the weather cooperated and worked well.
- Staffing - With the help of Dr. Seiple, Kathy Forbes, and the Principals, the District is currently fully staffed, and the new hires will be excellent additions.

- G. Dr. Susan Seiple

- Professional Development - In the Fall, all is scheduled for the Principals to collaborate. A staff survey was completed, and stakeholders included community members. Programs will include Code to the Future with expansion in grades two through six in October.
- Compliance School-Wide Planning - Completed with meetings being held, and the final plan will be on an agenda during the August board meetings.

- H. Personnel

- 1) Resignation - The Board was requested to approve the following resignation:

Classified Employee:

Amanda Leppo, Health Room Assistant/LPN at Washington Elementary, and Summer School Nurse, effective June 5, 2025.

BOARD ACTION:

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

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

Professional Employees:

Alexis Esher, Music/Band Teacher at Hanover High School/Hanover Middle School, effective at the start of the 2025-2026 school year, pending successful completion of all required employment paperwork. Rate of compensation will be Instructional I, Step 1. ([enclosure](#))

Ashton Ball, from Long-Term Substitute Teacher to Health and PE Teacher at Washington Elementary/Hanover Street Elementary effective at the start of the 2025-2026 school year. Rate of compensation will be Instructional I, Step 1.

Natalie Uibel, Health and PE Teacher at Hanover Middle School effective at the start of the 2025-2026 school year, pending successful completion of all required employment paperwork. Rate of compensation will be Instructional I, Step 1. ([enclosure](#))

Confidential Employee:

Allyson Newbold, from full-time, Classified, Teaching Assistant to full-time, 7 hours per day, Confidential Secretary to the Superintendent and the Assistant to the Superintendent effective July 7, 2025. Rate of compensation will be within Level Five, commensurate with the current year's Classified Salary Schedule. ([enclosure](#))

Supplemental Employees:

Coaches:

Coaches for the 2025-2026 Fall Season. Rate of compensation as listed. ([enclosure](#))

Gameworkers:

Gameworkers for the 2025-2026 school year. Rate of compensation will be as listed on the SA-107a Athletic/Event for Payment Form. ([enclosure](#))

Team Leaders:

Team Leaders for the 2025-2026 school year per the attached listing at a rate of \$1,000.00 for each position. ([enclosure](#))

BOARD ACTION:

Mrs. Shea made a motion to approve the employment as presented. Second by Mr. Huston and approved on a roll call vote of 7-0, with Mr. Lippy and Mrs. Walter abstaining.

- 3) Coaching/Co-Curricular Increase for 2025-2026 School Year - The Board is requested to approve the salary increase for coaching and co-curricular positions for the 2025-2026 school year with no increase to the ranges and increases per the attachments. ([enclosure 1](#)) ([enclosure 2](#))

BOARD ACTION:

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

- 4) Tenure - The Board was requested to approve tenure for the following teachers effective with the end of the 2024-2025 school year, unless otherwise noted:

Jessica Bossalina (mid-year 2024-2025)
Maria Balafoutas
Meagan Gibbs
Ethan Grove
Brooks Keeney
Kyle Krout
Madison Maloney
April Tyler

BOARD ACTION:

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

- 5) Supplemental/Substitute Rate Schedule - The Board was requested to approve the 2025-2026 rate schedule as listed. ([enclosure](#))

BOARD ACTION:

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

- 6) Resignation and Reappointment - The Board was requested to approve the resignation of Dr. John Scola, Superintendent, effective June 16, 2025, and to approve his reappointment to award a new three-year contract commencing June 17, 2025, through June 30, 2028. The new contract language will remain the same as the previous contract, as amended.

BOARD ACTION:

Mrs. Shea made a motion to approve the resignation and reappointment as presented. Second by Mrs. Smith and approved on a roll call vote of 9-0.

I. Policy

- 1) The Board was requested to tentatively approve the following policy.
- [202.2](#) Tuition Reduction Program for Children of Full-Time Employees

BOARD ACTION:

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

J. Finance

- 1) Student Accident Insurance - The Board was requested to approve the Interscholastic Sports, School Trips, and Special Activities, including school-to-work programs, Adult Volunteers Insurance, and optional student accident program by United States Fire Insurance Company, serviced by AssuredPartners (Weber Insurance): Total Premium \$8,178.00 (previous year \$8,178.00). Optional Student Accident Insurance (offered to parents to purchase) Total Premium \$90.00 (previous \$90.00) for 24-hour coverage, School time coverage \$22.50 (previous \$22.50)

BOARD ACTION:

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

- 2) General and Workers' Compensation Insurance - The Board was requested to approve 2025-2026 District insurance, including Property, General Liability including Student Leaders, Inland Marine, Crime, Business Auto and Umbrella (Utica), along with Workers' Compensation (Eastern Alliance) serviced by AssuredPartners (Weber Insurance) for premium costs for Utica \$125,815.00 (prior year \$102,363.00) and Eastern Alliance \$48,987.00 (prior year \$55,059.00) respectively. ([enclosure](#))

BOARD ACTION:

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

- 3) 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 \$726,969.66, Cafeteria totaling \$19,822.21, and Capital Reserve totaling \$6,578.00, Grand total \$753,369.87 ([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.

- 4) LIU #12 Joint Purchasing Bid Approval 2025-2026 - The Board was requested to approve the following Joint Purchasing Bids for the 2025-2026 school year:

Sports

BSN Sports, Inc.	\$2,486.38
Pyramid School Products	594.91
Sportsman's	1,032.00

Total \$4,113.29

General	
The Art Store	\$7,706.60
Quill	2,395.06
Pyramid School Products	5,842.53
National Art & School Supplies	5,168.01
Kurtz Bros.	3,617.97
Total \$24,730.17	

Art	
The Art Store	\$5,826.14
S&S Worldwide	188.82
Blick Art Materials	1,440.28
Pyramid School Products	3,369.19
National Art & School Supplies	1,491.92
Kurtz Bros.	1,493.87
Total \$13,810.22	

Paper	
Kurtz Bros.	\$5,453.81
National Art & School Supplies	2,226.30
Quill	28,236.33
Total \$35,916.44	

Custodial	
Veritiv Operating Company	\$514.30
Americhem International	788.00
Hillyard, Inc.	570.08
Pyramid School Products	1,308.16
The Art Store	643.05
Total \$3,823.59	

BOARD ACTION:

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

- 5) Transportation Approval - The Board was requested to approve Rhonda Stahl to transport a student to Soaring Heights for the 2025 ESY session at an approximate daily cost of \$73.16 based on the IRS standard mileage reimbursement rate, plus \$25.00 per day.

BOARD ACTION:

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

K. Public Comment: None

Mr. Frederick announced that an Executive Session would be held after the meeting for Personnel.

L. Adjournment: Mr. Frederick adjourned the meeting at 6:21 PM.

Board Meetings - August 11 at 6:00 PM

Troy S Wentz