

April 5, 2022

**HANOVER AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING**

MINUTES

April 5, 2022

**Hanover Area Junior/Senior High School
Hanover Township, Pennsylvania
April 5, 2022**

A Regular Meeting of the Board of School Directors of the Hanover Area School District was held on Tuesday, April 5, at 6:00 PM. The meeting was called to order by the Board President, John J Mahle.

Attorney Jack Dean, School Solicitor, announced that the Board met in Executive Session at 5:30PM to discuss personnel matters. He stated that no actions or decisions relating to these matters were made.

PLEDGE OF ALLEGIANCE TO OUR FLAG

ROLL CALL OF BOARD MEMBERS:

PRESENT: John J. Mahle, Jr., President; Dr. Vic Kopko, Vice President; Joyce Potsko, Treasurer; Rick Stevens, Secretary, Stacey Bleich, Paul Holmgren, Michael Mazur, Rick Oravic and Matthew Redick.

ABSENT: NONE

Rick Stevens, Secretary, stated a Quorum was established for the meeting.

OTHER PEOPLE PRESENT: Mr. Nathan Barrett, Superintendent; Attorney Jack Dean, School Solicitor; Mrs. Lisa Kitchen, Administrative Assistant; several District Administrators; and a number of citizens.

President Mahle asked if anyone present wished to address the Board on matters relating to the Agenda Items only.

Mike Potsko, Hanover Township, addressed the Board. Items addressed included:

- 2 Social Worker Positions Posted and the ESSER Grant, noted that these positions were furloughed previously
- There are no social work positions noted in the ESSER Grant

Mr. Barrett answered that these positions were furloughed prior to his arrival and will be paid for using COVID funding for the remainder of this school year and through the 2024 school year.

April 5, 2022

APPROVAL AND ACCEPTANCE OF MINUTES/REPORTS:

It was moved by Stacey Bleich and seconded by Rick Oravic: To approve the following minutes and accept the following reports:

- Regular Board Meeting minutes of March 1, 2022.
- Wilkes-Barre Area Career and Technical Center Board of Education-Joint Operating Committee meeting minutes of March 21, 2022.
- Luzerne Intermediate Unit Board of Directors Regular Meeting Minutes of February 23, 2022.

BOARD VOTE: YES: Bleich, Holmgren, Kopko, Mahle, Mazur, Oravic, Potsko, Redick, and Stevens

No: None
ABSTAIN: None
ABSENT: None

Chair declared the motion carried.

SUPERINTENDENT'S REPORT:

Mr. Nathan Barrett, Superintendent, offered the following report: "Thanks, Mr. Chairman. I want to recognize our March Student of the Month at the High School, Stephanie Booth. Stephanie is the number one ranked student in her class academically. She is also a student athlete. I want to congratulate her and her family and wish her the best of luck upon her graduation which is just in two short months. In addition to that I want to congratulate Patricia Culver and Kim Lloyd for their service to the district and congratulate them on their retirement which is on tonite's agenda. Thank you very much for your service. That is all I have for you, Mr. Chairman and members of the Board."

It was motioned by Rick Oravic, seconded by Rick Stevens: To accept the Report of the Superintendent.

BOARD VOTE: YES: Bleich, Holmgren, Kopko, Mahle, Masur, Oravic, Potkso, Redick, and Stevens

NO: None
ABSENT: None
ABSTAIN: None

Chair declared the motion carried.

April 5, 2022

RECOMMENDATIONS:

GENERAL:

It was moved by Paul Holmgren seconded by Vic Kopko: To approve the following motion #1:

1. Approve the 2021-2022 Organizational Chart as per Exhibit G-1.

BOARD VOTE: (ON MOTION #1 Above): YES: Bleich, Holmgren, Kopko, Mahle, Masur, Oravic, Potsko, Redick, and Stevens.

NO: NONE

ABSENT: NONE

ABSTAIN: NONE

Chair declared the motions carried.

FINANCIAL:

It was moved by Joyce Potsko, seconded by Stacy Bleich: To approve the following motions 1 through 8:

1. Ratify the following PNC check register(s): (Exhibit F-1)
February 26, 2022 to March 28, 2022
2. Approve PNC check register(s): (Exhibit F-2)
3. Elliott Greenleaf & Dean \$2,101.22
February 2022
Invoice #161504
4. Approve the purchase of wireless access points in the amount of \$125,243.48, from ePlus Technologies, as per Exhibit F-4. This is through the E-Rate Bid Process.
5. Approve the purchase of network firewall in the amount of \$36,788.22, from ePlus Technologies, as per Exhibit F-5. This is through the E-Rate Bid Process.
6. Approve the agreement between the Hanover Area School District and FUNctional Connections, LLC for ABA services to district students. (Exhibit F-6)

April 5, 2022

7. Approve the resolution between the Hanover Area School District and Berkheimer Tax Associates, for the express purpose of sharing confidential tax information with the district Business Manager, as per Exhibit F-7.

8. Accept the certification from the PA Department of Military and Veterans Affairs of Disabled Veterans Real Property Tax Exemption for:

Joseph J Gabriesheski, Jr. Effective March 2022

NOTE: The Board thanks Mr. Gabriesheski for his service and sacrifice to our Country.

BOARD VOTE: (ON MOTIONS #1 TO AND INCLUDING #8 ABOVE):

YES: Bleich, Holmgren, Kopko, Mahle, Masur, Oravic, Potsko, Stevens and Redick.

NO: Kopko on #2

ABSENT: NONE

ABSTAIN: Masur on #1 and #2

Financial:

It was moved by Rich Oravic and seconded by Mike Masur: to approve Motion #9

9. Approve the contract for Mitel Phone System at all buildings and updated Paging System at the Junior-Senior High School, with CONTRAST Communications in the amount of \$128,065.20 CONTRAST Communications, LLC is a Mitel Authorized Partner and is authorized to act as a reseller under the Sourcewell Contract held by Mitel. (Exhibit F-9)

BOARD VOTE: (ON MOTIONS #9 ABOVE):

YES: Bleich, Holmgren, Kopko, Mahle, Masur, Oravic, Potsko, Stevens and Redick.

NO: NONE

ABSENT: NONE

ABSTAIN: NONE

Chair declared the motions carried.

April 22, 2022

PERSONNEL:

It was moved by Rick Stevens seconded by Rick Oravic: To approve the following motions 1 through 19:

1. Ratify the following substitute teachers for the 2021-2022 school year at a rate of \$125/day:

Christina Gross
Kelly Kramer
Robert Petrovich

2. Ratify the Memorandum of Understanding between the Hanover Area Education Association and the Hanover Area School District regarding the Virtual Academy Teaching position, as per Exhibit P-2.

3. Ratify the contract between Kelsey Gabriele and the Hanover Area School District as an Independently Contracted Virtual Academy School Teacher as per Exhibit P-3.

4. Ratify agreement with Michelle Woolard for an hourly rate of \$19.70 for training of financial information system as per Exhibit P-4.

5. Accept the retirement of Kim Lloyd, Paraprofessional, effective June 2022, as per Exhibit P-5.

6. Accept the retirement of Patricia Culver, Cleaner, effective June 6, 2022 as per Exhibit P-6.

7. Approve the request of Employee #31837 to take Maternity Leave beginning approximately May 4, 2022 for the remainder of the 2021-2022 school year, as per Exhibit P-7.

8. Approve the request of Employee #31806 to take Maternity Leave beginning approximately May 16, 2022 for the remainder of the 2021-2022 school year, as per Exhibit P-8.

9. Ratify the request of Employee #30995 to take a Family and Medical Leave (FMLA), beginning March 28, 2022.

10. Ratify the request of Employee #31268, to take Monday, May 2nd and Tuesday, May 3, 2022, off as Unpaid days, with the understanding that this will not set a precedent or establish a past practice. (Exhibit P-10)

11. Ratify the request of Employee #30134, to take Friday, April 29, 2022, off as an Unpaid day, with the understanding that this will not set a precedent or establish a past practice. (Exhibit P-11)

12. Appoint Michelle Bolton to Cleaner position #7 at the Junior /Senior High School at a rate of \$15/hour, as per the HAESPA contract.

13. Appoint Courtney Paden as Special Education Program Coordinator a Salary of \$80,000, effective April 6, 2022. This will be an Act 93, Category I Position.

14. Appoint Louise Henry as Social Worker at a salary of \$46,000, with benefits, effective April 6, 2022.

15. Appoint Briana Williams as Social Worker at a salary of \$46,000, with benefits, effective April 6, 2022.

16. Appoint Taylor Farrell as Assistant School Nurse at a salary of B, Step 1, \$32,760, effective April 6, 2022, as per the NISI Order of Unit Clarification, effective August 24, 2021. A separate salary schedule will be negotiated for the remaining year (2022-2023) of the contract. All other benefits of the current HAEA contract apply.

17. Appoint Katy Sweeney as Accounts Payable Clerk at a rate of \$15/hour, with benefits, as per the HAESPA contract.

18. Appoint Courtney Langdon as Unpaid Volunteer for the 2021-2022 school year, pending completion of paperwork.

19. Approve the following Extra-curricular personnel for the 2021-2022 school year:

Brittany Bradburn	Assistant Varsity Softball	\$2,145.00
Joseph Scudder	Assistant Boys' Volleyball	\$1,530.00

BOARD VOTE: (ON MOTIONS #1 - #19)

YES: Bleich, Holmgren, Kopko, Mahle, Masur, Oravic, Potsko, Stevens and Redick

NO: NONE

ABSENT: NONE

ABSTAIN: Holmgren on #8

Chair declared the motions carried.

April 22, 2022

NEW BUSINESS

None

OLD BUSINESS:

None

PUBLIC COMMENT:

Christina Valstar, Hanover Township, addressed the board in person. Ms. Valstar raised the following points:

- Thanked the Board for resolving an issue regarding her son and his sneakers as well as bus transportation

Mike Potsko, Hanover Township, addressed the board in person. Mr. Potsko raised the following points:

- Can't find anything in the second ESSER grant application involving the hiring of two Social Workers.
- If the district is in a positive cash flow without ESSER funds, why do take 4.3 million in salaries and benefits out of 6.8 million the third application instead taking it out of the budget which already has a surplus.

Mr. Barrett replied that the district opts to use the grant money to offset costs to five flexibility in the general fund. This was an allowable fixed cost expenditure in that grant, so when the general fund comes in, that allows flexibility.

- Expressed concern that the social worker positions will not address learning loss issues due to COVID and the salaries and benefits of these positions are taking away from students instead of supporting them.

Mr. Barrett responded that these positions are absolutely supporting needs of students and explained that there are specific ways that the grant money needs to be used and this usage is an acceptable way to use the money.

Mr. Mahle interrupted and addressed Mr. Potsko: "Every month you come before the board and sometimes you ask the same questions. Do you feel this Board is doing something illegal?"

Mr. Potsko responded: "Not at all. The last few months, I've come in asking for the basic transparency that the board is required of which, thank you very much for the draft minutes, the financials, and the general exhibits. I just want to get a clearer understanding for how money is being spent. I am not accusing anybody of doing anything they shouldn't do. As a taxpayer, I like to know where money is being spent. I like to give my input on where I think the money should be spent. You guys make that decision and you are providing the necessary transparency

April 5, 2022

to show what you are spending the money on. I am just bringing up things that I think the general public should be made aware of.”

Attorney Dean injected: “Your comments are always well grounded. Thank you, Mr. Potsko.”

Ally Schappert, Hanover Township addressed the Board in person. Mrs. Schappert shared the following:

- Thank you for hearing our concerns. I emailed the board because I want to get to know each and every one of you. I hope you received it.
- Concerns are not with Hanover, but with PA Government using COVID as an opportunity to make changes within our schools. I’m a believer of growth and change, however it feels that ESSER III has little to do with COVID relief with Social-Emotional Learning and Equity which is stated over 98 times in the American Rescue Plan. The primary thesis of the ESSER Grant I’m concerned with Social-Emotional Learning or SEL. What does it look like in KG, 4th Grade, 7th Grade, or 12th Grade? From my understanding as an Early Intervention Teacher, Social-Emotional is considered a measurable area of development, something that is a milestone for babies and toddlers like developing play skills. So, I don’t know what it looks like in my daughter’s 4th grade curriculum. The Collaboration for Academic Social-Emotional Learning or CASEL, which is considered a long-standing bearer for SEL education published an article in 2018 to identify SEL’s potential to mitigate the interrelated legacies of racial and class oppression in the United States and that to date, the potential has been underrealized. Since then, in 2020 they updated the definition to say that SEL emphasizes the skills, knowledge and mindsets needed to examine prejudices and biases, evaluate social norms and systematic inequities and promote community well-being. So, as parents, with support and input from our teachers, we feel adequate in guiding our children to continue their education of Social Emotional skills without the need of an SEL Curriculum that’s content is focused on the definition I stated above. Edmentum uses a CASEL approved SEL Curriculum. I fear for my daughter. If Hanover Area continues to use Edmentum, are you considering purchasing the SEL based education?

Mr. Barrett responded: “Thank you. Not from Edmentum. Because Edmentum would be the second tier level of the CASEL approved SEL curriculum. We use the Premier one, something called PATHS. We purchased that two years ago. It is the Premier level. So, us using Edmentum would be a downgrade of sorts. I’m not knocking them, but using that ranking formula that they put out there, we bought the Premier Curriculum. If there is ever a time that you’d like to come in and see that, just let me know. I’d like to piggy-back off of that for a minute. Last week, we met with the Intermediate Unit to begin to build a School-Wide Positive Behavior Support program that we already have some things launched, but we

April 5, 2022

can launch a little bit better, but because of COVID, everything was stalled. But, what we are doing is we are going to pair the SEL Curriculum with the Pennsylvania Standards for School Wide Positive Behavior. So, we are going to pair the two together with the launch of the 2022-23 school year. So, it will be a little more enhanced and a little bit stronger.

- Ms. Schappert remains concerned that SEL will remain embedded in her daughter's curriculum, like it is in Edmentum, stating that the ideology is not neutral, but it is biased. We just ask that you use caution with SEL and that you continue to hear our concerns and engage with the stakeholders to ensure that Hanover is not biased.

Moryn Detweiller, Hanover Township, addressed the Board in person.

- I'm here because there are children's shows that my kid isn't allowed to watch at home and she's being shown them in first grade in her classroom and I called Mr. Kane and complained about it and I sent him an email and she watched the same stuff that I sent him an email saying she is not allowed to watch. She is not allowed to watch this PBS nonsense with this CRG crap and this gender stuff that is in the cartoons and they are watching the cartoons in the first grade class, Miss Greco's class. So, I don't want her watching those shows. She's here to learn, she can draw, she can do math, she can read, not watch cartoons. I don't know why they are watching Disney and PBS in first grade.

Sarah Miscavage, Hanover Township, addressed the Board in person.

- Recognized the great work of Mrs. Christa Langdon at Memorial with all the new clubs she has presented.
- Noted that she does not look "ill-ly" upon our board members as people.
- Questioned that it was previously stated there were no funds for the ionization system, but there was \$200,000 in ESSER funds, that the plumbing and overall installation was budgeted for safety over these upcoming years. What is our safety plan now. Great that we know that it doesn't work as it was originally thought but what is the plan? Where is that money that was supposed to be used for ionization. Did that go to something different?

Dr. Kopko responded that as they learned about the ineffectiveness of the ionization system, the Board Tabled that decision to move forward with that process until it was determined what was the best way to go forward. With regard to ESSER funds, we still have ESSER funds available.

- So that money will go to something else, like the motionless hand sanitizer stations or toward using clear bags for safety or something like that.

Mr. Barrett replied that we backed off on the Ionization Filtration system because there is research out there that indicates the possibility of it emitting some cancer causing agents. That money is still there, sitting idle, waiting on a way to use it on

April 5, 2022

something that would do something similar in a manner that is safe for our students. As far as the backpacks, we don't allow backpacks, so that is taken care of. The third piece mentioned is the metal detectors. We are learning, like everyone else, the power of social media. We can put up the metal detector, but students will text each other and tell them where it is set up, so we took it one step further and purchased wands, so if one door has the metal detector, the other doors will have the wands. It keeps us a step ahead. Today, every student at Lyndwood was checked. We had teams set up at both doors and every student was checked with the wand. It picks up vapes, it picks up anything. Driftnet Security uses the same chips as Apple Computers, that is the problem, as I mentioned in the past, we are held up by these chips not being available. The wands that we have combats that.

Mike McCree, Safety and Security, updated the audience on the status of Driftnet, the practice of safety checks and the reinstallation of the RAPTOR system until we can get Driftnet in place.

Cindy Dinoski, Hanover Township, addressed the Board in person.

- Since there is a different tone from Sarah and her brother tonite, a lot of the things I have written down here are not needed. I do have a question. My comments are not only directed to the board, but to her as well.
- You do realize that Mr. Barrett is on the Board of Education for the State? Maybe no one else realizes that Mr. Barrett has never tooted or patted himself on the back, however he is on the Board of Education for the State, appointed by the governor.
- This is a board that constructs and implements every rule and regulation that every school has to follow, not just Hanover. Who do you think has more knowledge about the rules for grants? You have not provided any documentation of proof to substantiate your accusations. Your mother was on the Board many years ago, when the problems began. Does this mean you are accusing her also? Hanover is finally moving in a positive direction. I respect the right to ask questions of the board should you have one and the board should be held accountable for what they decide. That does not mean that everyone of us will be happy 100% of the time. The pie can only be divided so many ways. You ask for documentation for what the grant money was spent on? From your post on social media, you received it, but did not understand it. If you feel so strongly, hire an attorney to explain it to you. It is not the responsibility of the Board to put it into layman's terms. To accuse the board of being corrupt, when you have no documentation or understanding of the information you have already been given, in my opinion, is slander. I would advise you to use your words

April 5, 2022

carefully in print. You have also brought up the economy as the reason why there are not hundreds of parents at the meetings. There have never been hundreds in attendance. I started to attend again because of you. I had the same questions about the Air Filtration System. If my question was answered, how can you state that yours was not? It was the exact same question: why can't we do what Lake Lehman did? If you would investigate, you would find that theirs is not doing what they originally thought it was going to. So why spend thousands of dollars on something that is not working? Unfortunately, at times, the Board is not allowed to give detailed information to the citizens because of privacy laws—lawsuits, expulsions, etcetera. If you were on the other side, you wouldn't want the information made public. I have repeatedly tried to explain this to you with no avail. It comes with age and life experience. I have been where she is, ok, of thinking we are not entitled to this information and that all of you are hiding something from us. Do I believe that anymore? No. I do believe that Hanover is FINALLY moving in a positive direction and I would thank Mr. Barrett for that. Thank you very much.

- Oh, another question, are taxes being raised?
Kopoko: "I am not voting for a tax increase."
Dinoski: "Has it been voted on?"
Board: No
Dinoski: "Ok, thank you."

FUTURE MEETINGS:

May Work Session: Tuesday, May 3, 2022


May Regular Meeting: Tuesday, May 3, 2022

President Mahle then called for Adjournment.

April 5, 2022

ADJOURNMENT:

It was moved by Paul Holmgren, seconded by Rick Oravic: To adjourn the Regular School Board Meeting at 6:37PM.

ATTEST:  _____, Secretary
Rick Stevens
Hanover Area School Board