

August 15, 2022

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

MINUTES

August 15, 2022

**Hanover Area Junior/Senior High School
Hanover Township, Pennsylvania
August 15, 2022**

A Regular Meeting of the Board of School Directors of the Hanover Area School District was held on Tuesday, Monday August 15, at 6:30PM. The meeting was called to order by the Board President, John J Mahle.

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; Mrs. Lisa Kitchen, Administrative Assistant; several District Administrators; and several citizens.

John J. Mahle, Jr, Board President, provided the following Executive Session Report: "Pursuant to the Pennsylvania Sunshine Act, the Board President wishes to announce that at its Regular Meeting on Monday, August 15, 2022, the board of education of the Hanover Area School District held an Executive Session to discuss matters of employee relations, labor negotiations, went into a closed executive session at 5:00PM and began the public meeting at 6:30PM. The subjects discussed in executive session related solely to matters of employee relations, labor negotiations and threats of or actual litigation."

APPROVAL AND ACCEPTANCE OF MINUTES/REPORTS:

It was moved by Rich Stevens and seconded by Paul Holmgren: To approve the following minutes and accept the following reports:

- Regular Board Meeting minutes of June 7, 2022.
- Special Board Meeting minutes of July 14, 2022.
- Wilkes-Barre Area Career and Technical Center Board of Education-Joint Operating Committee meeting minutes of June 22, 2022.

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- Luzerne Intermediate Unit Board of Directors Regular Meeting Minutes of May 25, 2022.
- Luzerne Intermediate Unit Board of Directors Regular Meeting Minutes of June 22, 2022.

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

NO: NONE

ABSENT: NONE

ABSTAIN: NONE

Chair declared the motion carried.

SUPERINTENDENT'S REPORT:

Mr. Nathan Barrett, Superintendent, offered the following report: "Thanks, Mr. Chairman. I want to let everybody know that this Wednesday evening at 6PM an online Community Session, we will be launching all of the 'firsts' of everything we're doing. orientation, we will be doing Kindergarten registration, we will go over what the new school year is going to look like, including all the new goals and features of the Hanover Area School District. So, this Wednesday at 6PM, we will be hosting a one-hour informational session. The link will be put out to the community tomorrow morning and from 6 to 7, naturally, if it flows over after 7 o'clock, but I don't like to be too invasive on family's night schedules, but it will cover a gamut from kindergarten through 12th grade. Everything you need to know for the opening of school; any questions parents may have with the changes that are associated with our district, we will answer during that session, hence the meeting this Wednesday. So, the district is also preparing for the teacher return. On August 23th 24th, and 25th, introducing new teachers and our returning teachers and to best prepare for our district goals that will be unveiled in Wednesday evening. Students first day of school is Monday the 29th, and we are ready for their safe return. This board has authorized salaries for the new police/armed guard department that we're going to have in the district, and we will be fully prepared and staffed for the safe return of our students. That's all I have, Mr. Chairman."

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

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

NO: NONE

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ABSENT: NONE
ABSTAIN: NONE

Chair declared the motion carried.

RECOMMENDATIONS:

GENERAL:

It was moved by Rick Oravic, seconded by Rick Stevens: To approve the following motions 1 through 3:

1. Approve the Emergency Instruction Time Template Section 502.1 for the 2022-2023 school year as per Exhibit G-1.
2. Approve the request of the Hanover Area Mini Hawks to use the football stadium and concession stand on August 28th, September 18th, October 2nd, October 8th, and October 9th, 2022.
3. Approve the updated 2022—2023 School Calendar as per exhibit G-3.

BOARD VOTE: (ON MOTIONS #1 TO AND INCLUDING #3 ABOVE):

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

NO: NONE

ABSENT: NONE

ABSTAIN: NONE

Chair declared the motions carried.

FINANCIAL:

It was moved by Matt Redick, seconded by Joyce Potsko: To approve the following motions 1 through 13:

1. Ratify the following PNC check register(s):
July 1, 2022 to August 10, 2022 Exhibit F-1
2. Approve the PNC check register(s):
August 11, 2022 Exhibit F-2

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3. Elliott, Greenleaf & Dean
Attorney Jack Dean/Attorney Mark Bufalino

June 2022
Invoice #162701

\$6,126.26

4. Law Office of Mark W. Bufalino
Attorney Mark Bufalino
July 2022

\$4,017.00

5. Pugliese, Finnegan, Shaffer and Ferentino, LLC
Attorney William Finnegan
Invoice #268237

\$1,267.50

6. Approve entering into the Intergovernmental Cooperation Agreement by and among Ashley Borough, Hanover Township, The City of Nanticoke, Newport Township, The City of Wilkes-Barre, The Municipality of Kingston, and the Hanover Area School District, for the purpose of establishing, creating, organizing, operating, and participating in the Lower South Valley Land Bank, as per Exhibit F-6.

7. Approve entering into the Intergovernmental Cooperation Agreement with Hanover Township for the purpose of establishing the South Valley Recreational Authority.

8. Approve the agreement between the Hanover Area School District and Keystone Valley Transportation LLC, for transportation services, for the period August 15, 2022 to July 31, 2023 as per Exhibit F-8.

9. Approve the agreement between the Hanover Area School District and Pace Transportation, for transportation services, for the period August 16, 2022 to July 31, 2023, as per Exhibit F-9.

10. Approve the agreement between the Hanover Area School District and Reliable Incorporated, for transportation services, for the period August 16, 2022 to July 31, 2023, as per Exhibit F-10.

11. Motion to begin the process for building specific secure visitor areas. This project will be funded through federally allocated funds.

12. Approve the agreement between the Hanover Area School District and ESS Northeast, LLC, for Pre-K Counts Teacher Assistants and Substitute Teachers for the 22-23 school year as per Exhibit F-12.

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13. Award the contract to the successful lowest responsible bidder for 2022-2023 for 87-Octane Ethanol Gasoline and B2 2% ULSD Bi Diesel Fuel to Button Oil and Propane.

The cost is:

30,000 gallons of 87-octane E10 Ethanol Gasoline at \$3.2850 per gallon
20,000 gallons of B2 2% ULSD (Bi-Diesel) at \$4.0050 per gallon

BOARD VOTE: (ON MOTIONS #1 TO AND INCLUDING #13 ABOVE):

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

NO: Kopko on #2; #6; #7; Masur #2; Redick on #6, #7, #8, #9, #10

ABSENT: NONE

ABSTAIN: NONE

Chair declared the motions carried.

PERSONNEL:

It was moved by Rick Stevens seconded by Mike Masur: To approve the following **Motions 1 through 19, with items #17 and #19 being TABLED:**

1. Appoint/reappoint the following Per-Diem Clerical Workers for the 2022-2023 school year:

Susan Isopi
Nancy Karpovich

2. Appoint/reappoint the following Hall Monitors for the 2022-2023 school year:

George Antall
Marian Brown
James Bush, Sr.
Patricia Gurnari
Nancy Karpovich
Kathy Kemash
Joe Morris
Catherine Scripkunas

3. Appoint/reappoint the following Instructional Assistants for the 2022-2023 school year, as per the HSESPA Contract:

Kayleen Beecham
Hillary Gasper

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Bernadette Gurnari
Jennifer Mitkowski
Cathy Morio
Lynn Vitale
Cheryl Zapatoski

4. Appoint/reappoint the attached list of Personal Care Aides, at the recommended wages, for the 2022-2023 school year, as per exhibit P-4.

5. Approve the following salaries of game workers for the 2022-2023 school year:

Varsity Football

Clock Operator	\$30.00
Scoreboard	\$30.00
Announcer	\$30.00
Ticket Seller	\$30.00
Ticket Collector	\$30.00
Play Clock Operator	\$30.00
Chains (3)	\$20.00

JV/Jr. High Football

Clock Operator	\$20.00
Scoreboard	\$20.00

JV Volleyball

Clock Operator	\$20.00
Scorekeeper	\$20.00
Libero Tracker	\$20.00

Varsity Volleyball

Clock Operator	\$30.00
Scorekeeper	\$30.00
Libero Tracker	\$20.00

Varsity Boys Soccer

Varsity Timer	\$30.00
Scorekeeper	\$30.00

Junior High Co-Ed Soccer

Timer	\$20.00
Scorekeeper	\$20.00

Varsity Boys/Girls Basketball

Clock Operator	\$30.00
Scorekeeper	\$30.00

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Announcer (Varsity Only)	\$30.00
Ticket Seller	\$30.00
Ticket Collector	\$30.00
<u>Boys/Girls Basketball (JV & Jr High)</u>	
Clock Operator	\$20.00
Scorekeeper	\$20.00
<u>Varsity Wrestling</u>	
Clock Operator	\$30.00
Scorekeeper	\$30.00
Ticket Seller	\$30.00
Ticket Collector	\$30.00
<u>Jr. High Wrestling</u>	
Clock Operator	\$20.00
Scorekeeper	\$20.00
<u>Varsity Track</u>	
Scorekeeper	\$30.00
Timer	\$30.00
Announcer	\$30.00
<u>Jr. High Track</u>	
Scorekeeper	\$20.00
Timer	\$20.00
Announcer	\$20.00
<u>Varsity Girls Soccer</u>	
Scorekeeper	\$30.00
Timer	\$30.00
Announcer	\$30.00
<u>Varsity Baseball</u>	
Scoreboard	\$30.00
Scorekeeper	\$30.00
<u>Junior High Baseball</u>	
Scoreboard	\$20.00
Scorekeeper	\$20.00
<u>Varsity Softball</u>	
Scoreboard	\$30.00
Scorekeeper	\$30.00

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Junior High Softball
Scoreboard
Scorekeeper

\$20.00
\$20.00

6. Approve the agreement between the Hanover Area School District and Margy Durkin for Trauma Informed Services at a rate of \$54.00/hour, not to exceed 15 hours per week, for the 2022-2023 school year. (Exhibit P-6)
7. Approve the FMLA Leave of Absence for Employee #30856, effective August 29, 2022.
8. Approve the FMLA Leave of Absence for Employee #30231, effective September 1, 2022.
9. Approve the FMLA Leave of Absence for Employee #30372, effective August 23, 2022.
10. Approve the FMLA Leave of Absence for Employee #31837, effective September 6, 2022.
11. Rescind the retirement resignation of Kimberly Lloyd as Personal Care Aide as per Exhibit P-11.
12. Motion to rescind Personnel Item #8 of the Special Board Meeting dated July 14, 2022.
13. Motion to enter into a five-year agreement between the Hanover Area School District and the Act 93 Administrators for the period beginning July 1, 2022, to June 30, 2027.
14. Accept the resignation of Lindsay Pasquale, Autistic Support Teacher, effective July 18, 2022, as per Exhibit P-14.
15. Ratify the appointment of Chelsea Mahle as Autistic Support Teacher at a salary of B, Step 1, \$51,078, effective July 18, 2022.
16. Appoint Scott Audia to cleaner position #2 & #3 at Memorial Elementary, as per the HAESPA contract. This is a full-time 8-hour position.
17. **(TABLED) Accept the Intent to Retire, pursuant to the 2022 VESP and Agreement for Richard Baran, Act 93 Employee, pending negotiations.**

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18. Appoint the following Security Officers for the Special Occasions at the Hanover Area School District for the 2022-2023 school year at a rate of \$30.00/hour:

Kevin Badman
Stephen Moore

19. (TABLED) Appoint the following Extra-Curricular Personnel, for the 2022-2023 school year:

McKenna Moss	Asst. Varsity Cheerleading	\$1,916.00
Kenneth Daubert	Head Jr. High Cross Country	\$2,254.00
Kaitlyn Bly	Assistant Varsity Cross Country	\$900.00
Stacy Malia	Asst. Varsity Field Hockey	\$1,836.00
Alyssa Everetts	Head Jr. High Field Hockey	\$1,836.00
Emily Wildes	Asst. Jr. High Field Hockey	\$1,836.00
Gary Kroll	Asst. Varsity Football	\$3,652.00
Woodley Augustin	Asst. Varsity Football	\$3,652.00
Robert Petrovich	Asst. Varsity Football	\$3,652.00
Robert Stelma	Weightlifting Coach	1,500.00
Shaun Jones	Head Jr. High Football	\$3,227.00
Brandon Chafin	Asst. Jr. High Football	\$3,227.00
Brenden DeMarzo	Asst. Varsity Football Volunteer	UNPAID
Scott Majiros	Asst. Varsity Football Volunteer	UNPAID
Jared Jones	Asst. Jr. High Football	UNPAID
David Bienias	Varsity Golf Volunteer	UNPAID
Dan Nealon	Asst. Varsity Boys Soccer	\$2,413.00
Kennadi Josefowicz	Asst. Varsity Girls Soccer	\$2,413.00
Nick Griffin	Asst. Jr. High Co-Ed Soccer	\$1,937.00
Mary Zavada	Asst. Girls Soccer Volunteer	UNPAID
Sydney Kruszka	Asst. Girls Soccer Volunteer	UNPAID
Greggory Grover	Asst. Girls Soccer Volunteer	UNPAID
Alexandra Kester	Asst. Varsity Tennis	\$1,836.00
Joseph Tattersall	Asst. Varsity Girls Volleyball	\$1,836.00
Joseph Scudder	Asst. Varsity Girls Volleyball	UNPAID

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BOARD VOTE: (ON MOTIONS #1 - 19)

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

NO: Redick on #13

ABSENT: NONE

ABSTAIN: NONE

Chair declared the motions carried.

NEW BUSINESS

None

OLD BUSINESS:

None

PUBLIC COMMENT:

Michele O’Konski addressed the Board in person. Topics addressed included:

- Asked for update on metal detectors for schools, citing there is only one metal detector at the HS for 1100 students. Mr. Barrett responded that the safety measures will be announced at Wednesday’s community meeting and that there are wands in addition to the metal detectors that will be used. He also added that there will be additional staff assigned to these duties to assist with the large number of students that enter the building.
- O’Konski asked for clarification as to if all students would go through the metal detector. Barrett replied that there are wands that will be used in addition to the metal detector and that it is the intent that all students be checked prior to entering the building. He also noted that our Safety Director and our Safety Coordinator will be on the meeting on Wednesday.
- O’Konski asked if there would be changes to bus schedules to have students arrive earlier than normal to get through the safety checks. Mr. Barrett responded “No”, that no bus schedules would be changed.
- O’Konski asked if there were plans to put in full vestibles. Mr. Barrett replied “yes, that is in process right now”. He noted that it was slow trying to get people to get here to look at the building and materials are difficult to get, as this problem exists all thorough out the country.
- O’Konski asked if everything, including dress codes would be enforced at the door. Mr. Barrett replied that dress codes may lead into homeroom for checks, as at the entrance points, the priority is to ward off danger or any kind of threats. As we get into the classrooms, we can then enforce the microdetails.

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- O'Konski then asked who would be enforcing the new policies in the classrooms, noting that our teachers over the past year took a lot of verbal abuse from some kids. She expressed that she understood why changes had to be made, that "a few students ruined it on everyone" but also noted that there are quite a few parents that "frankly are quite pissed off—there is no nice way of putting it". Regarding the cell phones, O'Konski stated that she understood why it was done but noted "we are living in a different world, but a teacher should not have to constantly be telling a kid to put a phone away or be told to go screw themselves and have a whole classroom disrupted." She asked if a Resource Officer would come in to remove that kid; Will there be swift consequences for bad behavior? She noted the district has done so much to reward kids for their good behavior and attendance, which is wonderful, but feels that more should be done with kids that do not follow the rules. Board President John Mahle responded that "Mr. Barrett expelled 42 students last school year." Mrs. O'Konski agreed, but noted "that's excessive and that lets you know where these attitudes are with these kids. I mean, that's unheard of, especially in our district. We've never had that many. We had so many fights last year, it was absolutely crazy." Mr. Mahle stated that he agreed and that if you looked at other schools, they have the same problems, and we don't know why, and it's even with the younger kids. O'Konski agreed that this occurs K-12, but indicated concern for teachers of the bigger kids, the older students who are physically stronger and who, when they take a swing at a teacher, can seriously hurt them. "Our teachers are not here to be punching bags," she stated. They are here to help our kids understand these things and they should not have to be afraid or be put in harm's way if they are trying to reprimand these kids. So, is that something that a Resource Officer is going to step into a classroom or yourself Mr. Barrett, or Mr. Sipper, or someone from Administration intervene and not have the kid in another classroom 3 periods later acting like nothing happened? Will there be detentions, not just suspensions, so there is a consequence and not just a free for all? Mr. Barrett replied that several new procedures and disciplinary actions. We are also implementing a new Saturday detention. We have prepared for this, we have consequences, we have unfortunately had to prepare for these types of situations. There are other things I will be presenting too, at our Wednesday meeting, things like trust mapping—some kids act out for attention, for others it is a defense mechanism. We will be searching out for these kids to proactively get them involved with things like clubs and activities. We are working to proactively prevent these problems and to readily handle them when they do happen. So, we are doing what we can to find these students, before they find us. We are trying to be proactive in trying to prevent these problems, it's unfortunate that we have been in these situations. I meet with the district superintendents from IU 18 and this is not unique to this district. Does it

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make it OK, it does not. However, we have been working on this since June 7th. We graduated a class on June 6th, and this administration along with other staff members has been taking a very close look at our highest instances of disciplinary referrals and where they spend most of their time, what were most of the interactions with our teaches that prevented them from teaching—and we acted upon it. So, right now we are trying to eliminate those through policies/procedures and proactivity. So, I will roll them out on Wednesday evening in their entirety and I hope that answers your question.

Mike Potsko from Hanover Township addressed the Board in person. He stated the following:

"I'd like to start off with a legal objection. Public Comment was not solicited prior to the actions being taken during this meeting and it's against the Sunshine Act. What I mainly came here for I'm part of an organization called The Citizens Advisory of Pennsylvania. One of our main goals are to empower parents and taxpayers and also to work with our school districts to ensure the best education possible for our children and best uses for taxpayer funding. The Pennsylvania constitution provides parents the rights to have a say in how their child will be educated and instructed. For some reason, the focus on non-curriculum-based programs and materials is issued for our students. These programs and materials are being provided without parent consent or opt-in approvals. Therefore, I am here to provide an opt-out form and request advance review for any parent interested in reviewing or submitting one. Submitting this form is not a request by a parent. It is notice that they have a constitutional right to prevent their child from being exposed to programs and materials that they deem inappropriate. Some of these programs include surveys, distribution of private information, human sexuality education, and social-emotional learning. Some parents may opt to have their children exposed to some of these things and other programs, but every parent also has the right to opt their children out. I have a copy here and it is to be entered into the public record and included into the formal minutes of this meeting. Anybody wants to discuss it afterwards with me, feel free. Thank you."

Mr. Barret stated: "Ladies and gentleman: if there is anything on agenda items that you'd like to comment on before the chairman closes the meeting, you may do so."

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FUTURE MEETINGS:

September Work Session:

Monday, September 12

September Regular Meeting:

Monday, September 12

President Mahle then called for Adjournment.

ADJOURNMENT:

It was moved by Stacey Bleich, seconded by Paul Holmgren: To adjourn the Regular School Board Meeting at 6:51PM.

ATTEST: _____



, Secretary

Rick Stevens
Hanover Area School Board