

November 9, 2021

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

MINUTES

November 9, 2021

Hanover Area Junior/Senior High School
Hanover Township, Pennsylvania
November 9, 2021

NOTE: The Board of Education held this Regular School Board Meeting in person. Due to the ongoing pandemic and for the health and safety of individuals, the meeting was streamed live using the virtual platform **Zoom**, so that the public had the option to attend in person or participate virtually.

A Regular Meeting of the Board of School Directors of the Hanover Area School District was held on Tuesday, November 9, at 6:14 PM. 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; Stacy Bleich, Vice President; Joyce Potsko, Treasurer; Rick Stevens, Secretary; Frank Ciavarella Jr., Paul Holmgren, Dr. Vic Kopko, Michael Mazur 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; and a number of citizens, both in person and via the Zoom Platform.

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 Tuesday November 9, 2021, the board of education of the Hanover Area School District held an Executive Session to discuss matters of employee relations, labor negotiations, threats of or actual litigation and went into a closed executive session at 5:00PM and began the public meeting at 6:05PM. The subjects discussed in executive session related solely to matters of employee relations, labor negotiations and threats of or actual litigation. Is there any public input on the Agenda Items Only?"

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APPROVAL AND ACCEPTANCE OF MINUTES/REPORTS:

It was moved by Mr. Ciavarella and seconded by Mr. Stevens: To approve the following minutes and accept the following reports:

- Regular Board Meeting minutes of October 5, 2021.
- Luzerne Intermediate Unit Board of Directors Regular Meeting minutes of September 22, 2021.
- Wilkes-Barre Area Career & Technical Center board of Education-Joint Operating Committee Regular Meeting Minutes of September 20, 2021

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

No: None

ABSTAIN: None

ABSENT: None

Chair declared the motion carried.

SUPERINTENDENT'S REPORT:

Mr. Nathan Barrett, Superintendent, offered the following report: "Ok, Chairman, members of the public, I'd like to congratulate our October Student of the Month, Jacob Zola. Jacob is a multi-sport athlete that is within the top ten of his class. He was recognized this month by our high school as our October Student of the Month. So, I want to congratulate Jacob and his accomplishments and wish him the best of luck in his Senior Year. I'd also like to recognize Ryan Kairo. The night of our Senior Swoire back in October there was an accident out in our parking lot. He is a recently certificated Paramedic with our local Hanover Ambulance. This young man sprung into action, stabilized the student right out here in our parking lot. So I want to recognize him for his heroism tonight and also for taking care of the student that got injured that night at the accident out in the parking lot. Next, I'd also like to announce this evening that there will be a high school Semi Dance. I know that this was something that was in question due to the pandemic or as I want to refer to it as the endemic here at this point, let's get it over with and get it behind us, but as a movement toward the endemic, we at the Hanover Area High School will still host this Semi and it is scheduled for December 3rd. I see Christa Langdon here, she is the Senior Class Advisor and she is working very closely with Mr. Sipper to make this happen. It will be December 3rd at the East Mountain Inn. Finally, this evening, with much regret, I want to recognize Mr. Frank Ciavarella, Jr. Since I got on this Board, he has been nothing but a gentleman to me, he did 12 years of service to this community and I want to thank him this evening and present him with this token of appreciation as he departs this evening as his last meeting. With that being said, that concludes my Superintendent's Report."

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It was motioned by Mr. Holmgren, seconded by Mr. Masur: To accept the Report of the Superintendent.

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

NO: None

ABSENT: None

ABSTAIN: None

Chair declared the motion carried.

RECOMMENDATIONS:

GENERAL:

It was moved by Dr. Kopko, seconded by Mrs. Potsko: To approve the following motions #1 through #4:

1. Approve the second and final reading of the following new/updated Board Policies as per Exhibit G-1:

#800.1	Electronic Signatures
#816	District Social Media
#903	Public Participation in Board Meetings

2. Approve the first reading of the following Board Policies:

#718	Service Animals in Schools
#718.1	Therapy Animals in Schools

3. Approve the following Administrative Regulation/Procedure(s) as per Exhibit G-2:

#718-AR-0	Service Animals in Schools
#718-AR-1	Evaluation of Requests by Students and Employees
#718.1-AR-1	Therapy Dog Request Form
#718.1-AR-2	Therapy Dog Owner/Handler Application

4. Approve the formation of a new athletics opportunity, high school girls' wrestling team, at the Hanover Area Jr./Sr. High School. At the present time, this is not a PIAA sanctioned team.

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BOARD VOTE: (ON MOTION #1 through #4 ABOVE): YES: Bleich, Chivarella, Holmgren, Kopko, Mahle, Masur, Potsko, Redick, and Stevens.

NO: NONE

ABSENT: NONE

ABSTAIN: NONE

Chair declared the motions carried.

FINANCIAL:

It was moved by Mr. Ciavarella, seconded by Mr. Stevens: To approve the following motions 1 through 6:

1. Ratify the following PNC check register(s): (Exhibit F-1)
September 25, 2021 to November 1, 2021
2. Approve the PNC check registers of: (Exhibit F-2)
November 2, 2021
3. Elliott, Greeleaf & Dean \$3,366.24
September 2021
Invoice #160147
4. Pugliese, Finnegan, Shaffer & Ferentino, LLC \$819.00
September 2021
Invoice #267483
5. Approve the installation of a sewer line to the modular classroom from Krasavage Construction, in the amount of \$11,500. Hanover Area received (3) quotes. Costs will be out of the ESSER School and Safety Grant and ESSER II Grant.
6. Approve the Agreement for Contracted Bilingual Psychological Services between Apple Tree Educational Associates and the Hanover Area School District as per Exhibit F-6.

BOARD VOTE: (ON MOTIONS #1 TO AND INCLUDING #6 ABOVE):

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

NO: Kopko (on #2)

ABSENT: NONE

ABSTAIN: Masur (on #1 and #2)

Chair declared the motions carried.

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PERSONNEL:

It was moved by Mr. Masur, seconded by Mr. Holmgren: To approve the following motions 1 through 28:

1. Ratify the following substitute teachers for the 2021-2022 school year at a rate of \$100/day:

Donna Willis
Jolyn Dudick

2. Approve the following substitute Assistant School Nurse for the 2021-2022 school year at a rate of \$26/hour:

Taylor Farrell

3. Approve the Memorandum of Understanding between the Hanover Area School District and the Hanover Area Education Association on Distance Learning/Cyber Education. (Exhibit P-3)

4. Approve the Memorandum of Understanding between the Hanover Area School District and the Hanover Area Education Association on weekly COVID-19 Testing. (Exhibit P-4)

5. Approve the Memorandum of Understanding between the Hanover Area School District and the Hanover Area Education Association on cleaning and disinfecting the busses that transport District students. (Exhibit P-5)

6. Ratify the resignation of Megan McCabe, School Nurse, effective September 10, 2021.

7. Accept the resignation of Karen Muldoon, School Nurse. (Exhibit P-7)

8. Approve the separation agreement between Hanover Area School District and Lisa Kitchen, Confidential Executive Assistant to the Superintendent.

9. Approve the FMLA Leave of Employee #30952, effective November 1, 2021.

10. Accept the resignation of Marisa Langan, Junior High Honor Society Advisor, effective October 12, 2021. (Exhibit P-10)

11. Accept the resignation of Richard R. Hummer, as Head Football Coach, effective November 2, 2021. (Exhibit P-11)

12. Appoint Colleen McDonald as Cleaner Position #1B & #4 at the Junior/Senior High School, as per the HAESPA Contract, effective November 10, 2021. This is an 8 hour position.

13. Appoint Robert Swartz as Utility Worker-Groundskeeper, as per the HAESPA Contract, effective November 10th, 2021. This is an 8 hour position.

14. Appoint Mary Houston as a Hanover Township Crossing Guard at a rate of \$50.00/day.

15. Appoint Paulette Anselmi as a paraprofessional at a rate of \$10.00/hour.

16. Motion to approve the settlement agreement regarding Hanover Area School District student "A". (The student's actual name cannot be disclosed because of Federal and State privacy laws.)

17. Motion to approve the settlement agreement regarding Hanover Area School District student "B". (The student's actual name cannot be disclosed because of Federal and State privacy laws.)

18. Motion to approve the settlement agreement regarding Hanover Area School District student "C". (The student's actual name cannot be disclosed because of Federal and State privacy laws.)

19. Approve the payment for Megan McCabe, School Nurse, for extra hours worked during COVID-19. This will be paid in three equal payments, over a three-month period.

20. Appoint the following Co-Curricular personnel for the 2021-2022 school year:

Robert Lussier	Drama Club Advisor	\$1,080.00
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21. Appoint the following extra-curricular personnel for the 2021-2022 school year:

Chris Gray	Head Boys Basketball	\$5,135.00
Jared Carlo	JV Boys Basketball	\$2,822.00
Julian Maffei	Freshman Boys' Basketball	\$2,628.00
Dajon Rush	7 th & 8 th Grade Boys' Basketball	\$1,700.00
Tony Marcincavage	Boys' Basketball Volunteer	UNPAID
Matthew Dessoie	Boys' Basketball Volunteer	UNPAID
Kiley Sock	Boys' Basketball Volunteer	UNPAID
James McGavin	Head Girls' Basketball	\$5,135.00
Maria Skrepnak	JV Girls' Basketball	\$2,822.00
Tyler Smallcomb	Freshman Girls' Basketball	\$2,628.00
Bailey Smallcomb	7 th & 8 th Girls' Basketball	\$1,700.00

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David Griffith	Head Wrestling Coach	\$5,135.00
Will Cameron	Asst. Varsity Wrestling	\$2,822.00
Justin Thomas	Head Jr. High Wrestling	\$2,546.00
Shawn Wright	Asst. Jr. High Wrestling	\$2,546.00
DJ Erickson	Wrestling Volunteer	UNPAID

22. Motion to increase the current and starting rate of paraprofessionals to \$15.00/hour.

23. Appoint Ann Marie Kochuba-Mantione as District Secondary Co-Principal at a salary of \$95,000, prorated.

24. Appoint John Sipper as District Secondary Co-Principal at a salary of \$91,000, prorated.

25. Appoint Christa Langdon as District Elementary Assistant Principal at a salary of \$85,000, prorated.

26. Appoint Asdone Hooper as Elementary Teacher at a salary of B, Step 2, \$49,828.

27. Appoint Brittany Mercandante as English as a Second Language (ESL) Teacher at a salary of M, Step 1, \$60,228.

28. Appoint Brittany Owens as Certified School Nurse at a salary of M, Step 1, \$60,228.

BOARD VOTE: (ON MOTIONS #1 - #28)

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

NO: NONE

ABSENT: NONE

ABSTAIN: NONE

NEW BUSINESS

None

OLD BUSINESS:

None

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FUTURE MEETINGS:

November Work Session: Tuesday, December 7, 2021

November Regular Meeting: Tuesday, December 7, 2021

Public Comments:

Mr. Mahle, Board President, asked if there was anyone from the public who would like to address the Board.

Sarah Miscavage addressed the Board of Education in person. Topics of concern she raised included:

- Status of the Driftnet Security System at the Jr/Sr High School. Mr. Barrett explained to the community present that we are in need of 1600 microchips to run the system and these chips are a part of the national shortage due to production issues. He indicated that this information was shared with Ms. Miscavage during a one to one meeting on Friday, Dec. 4, 2021.
- Status of an air filtration system (positive ionization units). Mr. Barrett responded again that as he previously discussed with her during a personal meeting last Friday (Dec. 4) in which he provided information on 3 companies the District is looking into as well as the schedule for changes of filters.
- Mr. Barrett noted that he provided answers to these questions directly Ms. Miscavage at their meeting on Friday, Dec. 4. He pointedly asked if her intention was to put him on display, since all of these queries were answered in their private meeting.
- Miscavage responded that her questions were not answered because the desk shields were still in use at her daughter's school, to which Mr. Barrett replied that he never made an agreement to eliminate desk shields for the school population, but allowed for her daughter only to be excused from the requirement.
- Miscavage asked if the District provided water to the students throughout the day. Barret replied that we do, to which Miscavage rebuked that her daughter states otherwise. She offered to donate water to children in the school that may not have access to water.
- Miscavage cited a Times Leader article from August regarding Mr. Barrett's intended use of the desk shields. Attorney Dean replied that the question was inappropriate as this forum is not a cross examination of Mr. Barrett's executive decisions.
- Miscavage asked why the policies regarding masks is so different is school versus what is allowed at school sporting events, and what the

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regulation is for students gathering in the auditorium at Memorial for indoor recess. Attorney Dean referred Ms. Miscavage to the District's health and safety plan which is posted on the District's website. He stated that she is asking questions that are matters of public record and that this meeting was not the appropriate forum for cross examination for anybody but especially those items that are already matters of public record.

- Miscavage then asked if students can have their indoor recess in their classrooms to give them a break from the masks. Response was affirmative.
- Miscavage then asked Barrett if he was satisfied with the quality of education that the District provides to students, with all the setbacks, and if students are on track with catching up considering all they have lost over the course of the pandemic. Barrett replied in the affirmative, highlighting the district's summer school offerings this past summer that was offered to all district students to specifically address learning loss.

Attorney Dean intervened stating that Miscavage was way beyond her speaking time, and requested that any additional concerns she had for the evening should be sent to Mr. Barrett in an email.

District resident Cindy Dinoski addressed the Board.

- Ms. Dinoski questioned what was being done to the teachers who did not fulfill their portion of the summer school curriculum. She shared that her children did not get the proper download for summer school and that only one teacher communicated with her the problem (that her students were not sending the work in, and were in a constant "loop"). Ms. Dinoski expressed frustration that she was not notified the first week of summer school, so that the problem could be rectified. She queried as to what disciplinary action was taken against the teachers, who, in her opinion, did not do their job. Attorney Dean responded that the Board could not discuss matters involving personnel at a public meeting.
- Ms. Dinoski queried about the number of teachers calling off, teachers telling students not to come in on Friday, because they "were not doing anything". Attorney Dean again responded by stating we could not address personnel matters during a public meeting.
- Dinoski stated "of course you can't discuss any of this at a public meeting", but then you are going to say we are offering our students a quality education. Mr. Barrett replied that he did not have the ability to tell teachers how they could use their time.
- Dinoski stated that she loves this school and the people who are here, but things are getting ridiculous and there has to be consequences. Attorney Dean asked if Ms. Dinoski had a question for the Board.
- Mr. Barrett interrupted by explaining the national substitute shortage that is affecting every district in the nation.

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- He continued by explaining that our teachers are allowed to use their time, per their contract, and if we had known when it would balloon, we might have been able to use a flexible instruction day, but sometimes, there is no way to know that ahead of time. I don't feel that ideally we are under the best circumstances, but given the circumstances we are in, I believe we are in a good position.
- Dinoski stated that Barrett has been doing a good job making changes within the district, but noted that it doesn't appear that he has everyone on board with him.

Mike Potsko addressed the Board.

- He stated that smoking is not something that you require your staff to partake in because it is not allowed on school grounds and just like that these kids are going to extra-curricular activities with their friends and families from different schools, different grades and so on. His concern is the effectiveness of the contact tracing with all of that going on extra curricularly, where masking and use of shields is not required.
- As far as Vaccines that are not required for this virus, there is still tetanus, and whooping cough and measles, which have not been eradicated through vaccination, but are still required in order to be enrolled in school. He asked that grant money be used to perhaps make the bathrooms touch free.
- Mr. Barrett indicated that we did not address touch free bathrooms, but we do have touch free sinks, but the hand dryers have a push button.

James Sardone addressed the Board to drop of an application for Football Coach.

Heather Bush addressed the Board.

- Ms. Bush raised a concern about the crossing station at the Sans Souci Parkway, where a crossing guard was recently hit. She noted that there are many times when a crossing guard is not there and asked if there was any way to get some sort of back up, so that location is always covered.
- Mr. Barrett shared that Director Redick, along with Township Commissioner Guesto met and decided there would be LED lights installed to light that area up much better as an added safety measure.

Bill Lang addressed the Board via the Zoom platform.

- Concerned about the number of hours his son, an 11th grader at the high school, was spending in the Auditorium.
- Mr. Barrett explained that due to the lack of substitutes, if and Mr number of teachers call off, the classes are brought into the Auditorium to be covered by existing staff as a way to supervise them while they work. He explained that we are working with a recruitment company, we advertise

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on Social Media platforms, and are working with our local Intermediate Unit and their Guest Teacher Programs. He stated that we were able to pick up 4 teachers this week through these efforts, but that it has been challenging due to the national teacher shortage.

- Mr. Lang asked if there was an end in sight. Mr. Barrett responded that he was hopeful given that we were able to acquire 4 this week, hoping that trend will continue.
- Lang asked if the kids had assignments in the Auditorium or were the students just sitting there. The response from Mr. Sipper was that the students do have assignments to work on while they are in the auditorium.

Christina Valstar addressed the Board.

- Ms. Valstar expressed concern that the LED lights were not enough to protect students crossing the Sans Souci. LED lights would not be enough to stop speeding drivers. She stated that the intersection is dangerous.
- Director Redick replied that the Sans Souci is a state highway. He explained that the District wrote a letter to the Department of Transportation, because unfortunately that is the way it works and it may take months for that person from the state to get back to us. It is unfortunate, but that is how it works. It is a process. "None of us have control over that. Perhaps you should be directing your concerns to the Township or the Police Department. We are just the School District. We have no control over that."
- Valstar continued that she was asking for a bus to transport those students across the highway or a crossing guard.

Tiffany Wright addressed the Board.


- Her son also has issues with the shield. She asked Mr. Barrett if he wants every parent who has issues with the shield to come to him to address it, just like Sarah Miscavage did, because it is across the board, not just a single child.
- Barrett responded that he did address concerns with a parent over a specific concern. He offered to meet with Ms. Wright, who continued to insist that her problem was largely with the use of the desk shield and not so much the mask.
- Mr. Barret stated that as of now, the use of the desk shields along with the mask would remain district policy until January 17th (when the mandate is lifted) at which point he would revisit the policy.

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President Mahle then called for Adjournment.

ADJOURNMENT:

It was moved by Mr. Redick, seconded by Mr. Stevens: To adjourn the Regular School Board Meeting at 6:51PM.

ATTEST:  _____, Secretary

Rick Stevens
Hanover Area School Board

