

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

Monday, September 25, 2017  
6:00 P.M.

MINUTES

- A. Opening Business
- Call to Order - The meeting was called to order at 6:00 PM.
  - Pledge of Allegiance
  - Roll Call
    - Board Members Present: Mrs. Daubert, Mr. Engle, Mr. Frederick, Mrs. Gulden, Mrs. Lingg, Mr. Reck, Mr. Roland, Mrs. Shea
    - Board Member Absent: Mr. Henry
  
    - Also Present: Dr. Scola, Dr. Seiple, Troy Wentz, David Fry, BJ Frock, Darlene Klenk, Lois Gunnet, Rina Houck, Tessa Hilyard, Mark Hershner, Dr. Smith, Jenn Greening, Betsy Ernst, Emily Ernst, Riddick Fleming, Chris Fleming, David Harnish, Mike Vaux, Deb Smith, Dr. Krout, Marc Abels, Teresa Erdman, Tim Kress
- B. Recognition of Visitors: None
- C. Public Comments: None
- D. Approval of Minutes from Past Meetings - The Board was requested to approve the minutes for August 28, 2017 and September 11, 2017.
- 08-28-17 ([enclosure](#))
  - 09-11-17 ([enclosure](#))

BOARD ACTION:

The minutes were approved as presented.

E. Committee Reports

York County School of Technology – Henry, Representative

Recreation - Reck, Representative - Mr. Bowersox from the Hanover Borough is working to restore the Borough T Ball Program and Baseball Program.

Meet & Discuss Professional, Classified & Administrative – Engle, Chair; Daubert, Henry

York Adams Earned Income Tax Bureau - Gulden, Representative; Reck, Alternate

Lincoln Benefit Insurance Trust - Wentz, Representative - August 31 meeting hired a data analytics service company to keep Highmark in line with claims processing and

costs and also hired a company to assist with prescription drug contract negotiations, with the prescription drug segment of health care costs now being the largest increase to expenses. All costs of both companies are shared costs with all School Districts of the Trust.

Legislative Liaison with Pennsylvania School Board Association – Shea, Representative

Policy Committee – Frederick, Chair; Shea, Lingg - Agenda contains policies for approval.

Educational Programs Committee - Daubert, Chair; Henry, Reck - Hybrid classes within three years at the high school for all classes was discussed and presented.

Building & Grounds Committee - Roland, Chair; Lingg, Engle ([enclosure](#)) - Next week Dallastown will visit our STEAM program.

Parents' Advisory Committee - Frederick - New and energetic volunteers on the Committee. Dr. Scola and Dr. Seiple presented on the District STEAM programs, hybrid learning and Comprehensive Plan. Feedback on the District STEAM programs was positive.

F. Superintendent's Report -

Presentation of Certificates - Dr. Scola recognized Mr. Engle and Mr. Frederick for eight years of service on the Board. Dr. Scola commented on the commitment of the Board and the ability to get the job done and to move in a quick fashion.

- Foundation Meeting Update - Recently a Foundation meeting was held and Mr. Sheppard provided positive comments at the end of the meeting regarding the activities of the District. They are committed to HPSD and the District appreciates what Mr. Sheppard and Mr. Williams has done for the District. From this meeting a presentation will follow. Forward thinking along with fourteen Advanced Placement Courses, Spanish in grades K - 12 and Chromebooks for grades 2-12. A video was shown along with District initiatives. Dr. Seiple explained Elementary Integration and Resources where all elementary students are learning coding, engineering through google hangouts, along with STEAM and art and design. Seventy-five people attended the Hanover Street technology evening. Middle School core content integration with technology is occurring. Middle School last year had a team place First Place at an IU STEAM event. Animation stations, vinyl cutters are available and presentation studios. Virtual reality in the 6th grade along with Field Trips and collaboration stations involving 3 D Design and Printing. Middle School STEAM in grade 7 is a new course and was begun as a result of last year's tweets by Mrs. Greening in regards to what was happening in her classroom. All students will take this course. VIP<sup>2</sup> is an individual plan for each student, unique to this area involving interest surveys and individual meetings. Robotics through Carnegie Mellon and animation through Disney. Mrs. Fry works with Mrs. Greening in regards to design of clay pots with 3 D. Mrs. Lingg commented that it is important that Foundation offers the monies and the teachers and administrators take ownership to accomplish this for our students. Mrs. Houck introduced Riddick Fleming who designed, upon request of Kevin Schriver of York County Economic Alliance, through Tinkercad a replica of the dome on the York County Courthouse. Riddick presented his project details. Music Technology was discussed by Deb Smith where recording studios are being utilized by thirty six students. AMP of McSherrystown comes on site and assists the students. The

equipment is industry standard equipment that our students are utilizing. Mr. Harnish discussed the Metals program and NOCTI certifications. Currently three graduates are in the workforce through this program. Each program has an Advisory Committee. Megatronics is a new program and Culinary is being explored. Dr. Scola thanked the presenters and students. All eighth graders next week will tour Gettysburg College and Gettysburg HACC campuses. District fully believes that all students can learn. This all takes teamwork to accomplish and Dr. Scola thanked the Foundation, Board, and teachers and students for working together.

G. Assistant to the Superintendent's Report

- Professional Development Overview - October 9 professional development will include blended learning, data analysis and elementary curriculum.

H. Personnel

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

Classified Employee:

Kim Reimhold, part-time 4 hour custodian, effective September 25, 2017. Ms. Reimhold is requesting to remain on the substitute custodial listing for the 2017-2018 school year.

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

Classified Employees:

Marissa Poole, lunchroom/playground supervisor, effective September 26, 2017. Rate of compensation will be \$10.89 per hour ([enclosure](#)).

Christine Callahan, teaching assistant, Title 1, effective September 26, 2017. Rate of compensation will be \$11.35 per hour ([enclosure](#)).

Holly DiFlippo, teaching assistant, Title 1, effective date to be determined, pending receipt of required clearances. Rate of compensation will be \$11.50 per hour ([enclosure](#)).

Carey Wacker, part-time 4 hour personal assistant, effective October 23, 2017. Rate of compensation will be \$11.00 per hour ([enclosure](#)).

Christian Hernandez, part-time 4 hour custodian, effective September 26, 2017. Rate of compensation will be \$10.15 per hour ([enclosure](#)).

Substitute Employees:

Michael Kirwin, Kathleen Lambe and Kelly Sipes, day-to-day substitute teacher, effective for the 2017-2018 school year. Rate of compensation will be \$100.00 per day (completed).

Kae Wetzel, day-to-day substitute teaching/personal assistant and secretarial substitute, effective for the 2017-2018 school year. Rate of compensation will be \$10.89 per hour (completed).

Supplemental Employees:

Alexa Merrel, gameworker, effective for the 2017-2018 school year. Rate of compensation will be as listed on the SA-107a Athletic/Event for Payment (completed).

Amanda Wallick, Middle School Service Club #1 - SWEBS, effective for the 2017-2018 school year. Rate of compensation will be \$434.00 (current).

- 4) Leaves of Absence - The Board was requested to approve the following request for leaves of absence:

Amanda Morgret, fourth grade elementary teacher, request for FMLA leave, effective November 28, 2017, to approximately January 1, 2018, but no longer than allowable 12 weeks.

Pamela M. Smith, part-time cafeteria worker, request for uncompensated medical leave, effective September 29, 2017 to approximately January 2, 2018.

- 5) Conferences/Workshops - The Board was requested to approve the following conference:

Kristin Johnson                      A/CAPA Conference  
Hershey, PA  
November 1-3, 2017  
[\(enclosure\)](#)

Dave Harnish                        Cooperative Education Association State Conf.  
State College  
October 10-11, 2017  
[\(enclosure\)](#)

**BOARD ACTION:**

Mr. Reck made a motion to approve the personnel items as presented. Second by Mr. Frederick and approved on a roll call vote of 8-0.

I. Class Trip

- 1) The administration recommended approval of French students traveling to Canada under the direction of Ms. Olivia Quynn for June 18-22, 2018.

BOARD ACTION:

Mr. Reck made a motion to approve the class trip as presented. Second by Mr. Frederick and approved on a roll call vote of 8-0.

J. Policies

1) The Board was requested tentative approval for the following policies and regulations:

- [008](#) Organizational Plan
- [208](#) Withdrawal from School
- [401](#) Creating a Position
  - [401-R1](#) Job Analysis
- [501](#) Creating a Position
  - [501-R1](#) Job Analysis
- [302](#) Employment of Superintendent/Assistant Superintendent
- [408](#) Employment Contract
- [508](#) Employment Letter
- [409](#) Assignment and Transfer
  - [409-R1](#) Staff Reduction and Change of Assignment
- [509](#) Assignment and Transfer
- [410](#) Abolishing a Position
- [416](#) Nontenured Employees
- [326](#) Complaint Process
- [426](#) Complaint Process
- [526](#) Complaint Process

2) The Board was requested to delete the following regulation:

- [416-R](#) Procedure for Evaluating Present Supplemental Salaries and the Addition of New Positions

BOARD ACTION:

Mr. Frederick made a motion to approve the policies and regulations as presented. Second by Mrs. Shea and approved on a roll call vote of 8-0.

K. Budget and Finance

1) Monthly Reports - The Board was requested to approve the following monthly reports:

Investment Report ([June](#)) ([July](#))  
Tax Collector Report ([June](#)) ([July](#))  
Board Summary ([June](#)) ([July](#))  
Middle School Student Activity ([June](#)) ([July](#))  
High School Student Activity ([June](#)) ([July](#))

BOARD ACTION:

Mrs. Shea made a motion to approve the monthly reports as presented. Second by Mr. Engle and approved on a roll call vote of 8-0.

- 2) Check Registers - The Board was requested to approve the following check registers: General Fund including athletic, middle school and high school Activity accounts totaling \$2,242,400.18, Capital Reserve totaling \$28,028.68 and Cafeteria totaling \$56,163.36. Grand total \$2,326,592.22. ([General Fund](#)) ([Capital Reserve](#)) ([Cafeteria](#))

BOARD ACTION:

Mrs. Shea made a motion to approve the check registers as presented. Second by Mr. Engle and approved on a roll call vote of 8-0.

- 3) Appraiser - The Board was requested to approve Patrick Noone of Noone & Associates to prepare an appraisal of the Hanover Crossings Shopping Center, 411 Eisenhower Drive, Hanover, in the estimated amount of \$8,000.00 with a retainer of \$4,000.00.

BOARD ACTION:

Mr. Reck made a motion to approve the appraiser as presented. Second by Mr. Frederick and approved on a roll call vote of 8-0.

- 4) Architect - The Board authorizes the hiring of Crabtree Rohrbaugh Architects as Architect of Record for potential capital projects upon approval of a contract by District Solicitor and the Board.

BOARD ACTION:

Mr. Engle made a motion to approve the architect as presented. Second by Mr. Frederick and approved on a roll call vote of 8-0.

L. Public Comment: None

Mrs. Lingg mentioned the first time publisher on the Board, Mr. Reck, and congratulated him on his new book.

It was announced that the next meeting is on a Tuesday night.

M. Adjournment : Mr. Engle made a motion to adjourn the meeting. The meeting was adjourned at 7:07 PM.

Planning Meeting - Tuesday, October 10, at 6:00 PM.

Board Meeting - Monday, October 23, at 6:00 PM.