

**AUGUST 18, 2015**

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

**MINUTES**

**AUGUST 18, 2015**

**Hanover Area Junior/Senior High School  
Hanover Township, Pennsylvania  
August 18, 2015**

A Special Meeting of the Board of School Directors of the Hanover Area School District was held in the Hanover Area Junior/Senior High School on Tuesday, August 18, 2015, at 6:50 P.M. The meeting was called to order by the Board President, Mr. Joseph Steininger.

**PLEDGE OF ALLEGIANCE TO OUR FLAG**

Board President Joseph Steininger apologized for the Board being a little late this evening. We had some discussions in the board room that we had to get through.

**ROLL CALL OF BOARD MEMBERS:**

**PRESENT:** Joseph Steininger, President; Paul Holmgren, Vice-President; Kevin Quaglia, Treasurer; Lorraine Heydt, Secretary; Frank Ciavarella, Jr., Evelyn R. Evans, John J. Mahle, Jr., and Stacy McGovern.

**ABSENT:** John Pericci

Lorraine Heydt, Secretary, stated a Quorum was established for the meeting.

**OTHER PEOPLE PRESENT:**

Mr. Andrew Kuhl, Superintendent; Attorney George Shovlin, Solicitor; and a number of citizens.

**AUGUST 18, 2015**

**RECOMMENDATIONS:**

**PERSONNEL:**

It was moved by Paul Holmgren, seconded by Frank Ciavarella: To approve the following motions:

1. Approve the 2015-2016 hourly rate of \$26.00 for Assistant School Nurses.
2. MOTION TABLED
3. Appoint Tara Slusser as an Elementary Computer Teacher, at a grant-funded position, plus benefits for the 2015-2016 School Year. (This is contingent upon the approval of the Ready to Learn Block Grant and is a one-year position.)
4. Appoint Kim Josefowicz as HAESPA Junior-Senior High School Principal's Office Secretary, effective August 24, 2015.

**BOARD VOTE: (ON MOTIONS #1 TO AND INCLUDING #4 ABOVE) YES:** Ciavarella, Evans, Heydt, Holmgren, Mahle, McGovern, Quaglia, Steininger.  
**NO:** None    **ABSENT:** Pericci    **ABSTAIN:** None    Chair declared the motions carried.

**NEW BUSINESS:**

None

**OLD BUSINESS:**

None

**AUGUST 18, 2015**

**RECOGNITION OF VISITORS:**

Mrs. Debra Castrignano stated she has been hearing different stories so I decided to come to the meeting and ask the question myself. When my daughter was in the 9<sup>th</sup> grade she took the Keystone Test. It was the first year for the Keystones and they said if you pass, you don't have to do a Senior Project, and she passed. So now does she have to do the Senior Project since she passed the Keystones.

Mr. Andrew Kuhl, Superintendent, replied you are confusing two separate projects. There was a stand-alone project for remediation for anyone who failed the Keystones, in the specific subject that they failed; algebra, literature or biology. That was tabled this year by the legislature; the project does not exist as of right now; a change in the law. The Senior Project is still a mandate for every student; it is not locked in or tied into any other courses. The language was confusing. There was remediation for anyone who, after the second time of failing the Keystone Test, would be able to do a project associated with that course and specific to that test. It was not the Senior Project, a graduation requirement project. What doesn't exist now is the project to pass the Keystone Test.

Mrs. Castrignano replied thank you.

Mr. Robert Woolfolk asked could we find out what motion #2 was that you tabled.

Board President Joseph Steininger replied the motion was to appoint a Secondary Social Studies Teacher, effective August 26, 2016, as per the HAEA Agreement.

Mr. Woolfolk replied thank you.

Mr. James Bush stated he was here tonight to bring some things to the attention of the Board. Two weeks ago I came in to see Mr. Cipriano to find out exactly what my retroactive pay for the upcoming year would be. Mr. Cipriano informed me that I would not be able to get that information until the contract was signed. Unfortunately to this day, the contract has not been signed. I thought the information was public record and all I wanted to do was to check my figures with Mr. Cipriano. He informed me that until the contract was signed, I could not see this information for myself. So I started to inquire why not, because I knew as of July 1<sup>st</sup> our health care was switched over, however, that was done in good faith. We never signed anything to have our health care switched over on July 1<sup>st</sup>, because we were still technically under the old contract.

**AUGUST 18, 2015**

Mr. Bush then proceeded to hand out information to the Board, he said, to bring some things to your attention and to reinforce why I am here tonight. Right now we are at a stalemate with the contract itself. This was the information I found when I contacted Terry Dravage. And again, this all started with me just asking a simple question, and then it grew into more of an issue.

On June 1<sup>st</sup>, Virginia scanned the contract and e-mailed it to Mr. John Audi with changes to the very last draft. We didn't receive anything in return. So on June 16<sup>th</sup>, she sent it again the Mr. Audi asking about the status of the contract. It had to be sent back to him again on July 22<sup>nd</sup>. Then finally on July 27<sup>th</sup> he got back to us on the contract. So as you can see, he had it for quite some time, since June 1<sup>st</sup>. You have a lot of people asking why this hasn't been done at this point. Mr. Audi is the one who is holding up any type of process on the contract, as you can see; Virginia sent him four e-mails between herself and Mr. Audi. We made every effort to get this settled and move on, which is what everyone wants at this point. Again we are not the ones who are holding up the process here.

Finally, on July 27<sup>th</sup> when Mr. Audi did get back to us with the contract, there was a slight problem with regard to the employee benefits. We had already accepted the PPO with the Board to help with the costs, and when we received the contract back, the paragraph that was underlined was added into the contract. It speaks about Dallas and Lake Lehman School Districts, its informational, that is all it is, and it has nothing to do with our contract, whatsoever. We requested that the paragraph be taken out because you are bringing two separate school districts into our contract. We sent this change back to Mr. Audi on July 31<sup>st</sup>, we had it a total of four days, and we sent it right back to get this done. Well it is now two weeks later, August 18<sup>th</sup>, and we didn't get a reply; and we are going back to school in two weeks.

Mr. Frank Ciavarella replied I am glad that you brought this to my attention because I couldn't understand why this wasn't already done.

Mr. Bush replied we are going back to school in two weeks, this should have been done. We are bringing this to your attention to let you know we did our part, Mr. Audi has sat on this and we don't know why. And this all started because I wanted to check what my retroactive pay would be, I had all my calculations, and all I wanted to know was my pay, it's my own business, but Mr. Cipriano said no, it can't be done until the contract is signed. The contract should have been signed.

Going back to the health care, I asked Mr. Cipriano and Lisa Kitchen was there, she was my witness to this conversation, please tell me why, on July 1<sup>st</sup>, our health care was switched over, and we never approved it. And we were also told, that we were going to get our retroactive pay on June 26<sup>th</sup>, if we agreed, in good faith,

**AUGUST 18, 2015**

that on July 1<sup>st</sup>, we would switch our health care. Not a one teacher received this pay, but the health service has been changed over. There is a copy of the letter regarding this change, in the information I gave you, from Sweet, Stevens, Katz and Williams, dated May 8, 2015, and Mr. Audi's signature is on there.

So as you can see, we came in tonight with a list of questions, which started with a telephone call I made to Mr. Cipriano. And unfortunately, as you can see, in the last page of the information I handed out, there is a grievance because the health care was switched over without any signature. And again I say, we switched over to try and make an attempt to save money for the district. Pay freezes in the past, switching to a PPO, are all ways to save the district money. All we are trying to do is settle the contract, and I hate to point fingers at anybody, but Mr. Audi was holding on to this. We were prompt in getting our stuff done.

Attorney George Shovlin replied that the Board will go over the contract and we will move forward to getting the contract signed by the first day of school.

Mr. Bush asked one last thing, if a teacher would like to know what their retroactive pay is going to be, is that public record.

Attorney Shovlin replied the contract will need to be signed in order for Mr. Cipriano to get the salary schedule before he is able to give that information out.

Virginia replied you had the salary schedule, it was submitted with the Fact Finding.

Board President Joseph Steininger stated we will talk to Mr. Audi this evening regarding getting the contract approved before school starts. We all appreciate you bringing this to our attention.

Mr. Michael O'Donnell asked for the name of the Right to Know Officer for the School District.

Attorney George Shovlin replied the Right to Know Officer for the School District is Lisa Kitchen. She is the Superintendent's Secretary.

**FUTURE MEETINGS:**

September Board Work Session

Tuesday, September 8, 2015  
at 6:00 P.M.

September Regular Monthly Meeting

Thursday, September 10, 2015  
at 7:00 P.M.

**AUGUST 18, 2015**

**ADJOURNMENT:**

It was moved by Paul Holmgren, seconded by Frank Ciavarella: To adjourn the Special School Board Meeting at 7:05 P.M.

**BOARD VOTE:** YES: Ciavarella, Evans, Heydt, Holmgren, Mahle, McGovern, Quaglia, Steininger. NO: None ABSENT: Pericci ABSTAIN: None  
Chair declared the motion carried.

ATTEST: \_\_\_\_\_, Secretary  
**Lorraine Heydt**  
**Hanover Area School Board**