

**APRIL 6, 2017**

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

**MINUTES**

**APRIL 6, 2017**

**Hanover Area Junior/Senior High School  
Hanover Township, Pennsylvania  
April 6, 2017**

A Regular Meeting of the Board of School Directors of the Hanover Area School District was held in the Hanover Area Junior/Senior High School on Thursday April 6, 2017, at 6:30 P.M. The meeting was called to order by the Board President, Mr. John J. Mahle, Jr.

**PLEDGE OF ALLEGIANCE TO OUR FLAG**

**ROLL CALL OF BOARD MEMBERS:**

**PRESENT:** John J. Mahle, Jr, President; Paul Holmgren, Vice-President;  
Lorraine Heydt, Secretary; Frank Ciavarella, Jr., Dr. Vic  
Kopko,  
Joyce Potsko and Joseph Steininger.

**ABSENT:** Stacy McGovern and Kevin Quaglia, Treasurer

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

**OTHER PEOPLE PRESENT:**

Mr. Andrew Kuhl, Superintendent; Mr. Thomas R. Cipriano, Jr., Business Administrator; and a number of citizens.

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**APPROVAL OF MINUTES:**

It was moved by Paul Holmgren, seconded by Joseph Steininger: To approve the following minutes:

March 9, 2017	Board of Education Regular Meeting
March 30, 2017	Board of Education Special Meeting

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

**REPORT OF COMMITTEES:**

It was moved by Paul Holmgren, seconded by Joseph Steininger: To approve the following reports:

- Luzerne Intermediate Unit 18 Board of Directors Regular Meeting minutes of February 22, 2017.
- Wilkes-Barre Area Career & Technical Center Board of Education-Joint Operating Committee minutes of March 20, 2017.

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

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**SUPERINTENDENT'S REPORT:**

Mr. Andrew Kuhl, Superintendent, stated in the last week I had the pleasure of meeting with three groups who are planning big things for Hanover Area School District and our students. First is our Shine After School Program. We currently have 40 students in grades 1 through 3 enrolled in our Lee Park Center and 18 students in kindergarten benefiting from home visits. Yesterday I was also informed that we had 8 new students join the Shine After School Program at the Wilkes-Barre Area Career and Technical Center, taking our total of over 15. We are also planning our Powers Scholars Academy for the summer, which will be a six-week summer program for 4<sup>th</sup> to 7<sup>th</sup> grade students; to provide enrichment, acceleration, and remediation to 120 students. Yesterday nearly 20 school community and higher education representatives met here in the library of the High School, to support our District 339 Plan for Career and Education Planning. While all three of these outstanding and productive meetings caused excitement in the direction that we are moving, a common thread began to emerge, and that is, that test scores will not increase, our attendance will not improve, and behaviors will deteriorate, unless students are goal driven. Our desire and our direction moving forward is to do all that we can do to help our students become goal driven to strive to succeed. I think a great example of what we are doing in these types of programs is to create an excitement with our students to learn. And excitement for those kids to see what their futures could be. When we wake up in the morning and say we have nothing to do today, we usually do nothing. And the same is true with our students to wake up in the morning and not have that goal; to coming to school and going to their calculus class, science class, etc., with no goal and no general direction, makes it very difficult for them to succeed. I wanted the school community to understand and realize that our direction and we will be proceeding forward with our planning and preparation with our administrators and teachers, will involve setting those goals and helping our students become, I'll steal this phrase from the Army, "All that they can be".

I would like to turn the program over the Mr. Malloy right now to speak of a goal driven student with a great desire to succeed.

Mr. Daniel Malloy, Principal of the Hanover Area Junior/Senior High School, said that was a very great introduction and very accurate. As always it is a pleasure to be here this evening to introduce you to our "Student of the Month". The part that is very seldom a surprise is that I am going to introduce you to a young man who is an excellent student; to put that in perspective currently he is 2<sup>nd</sup> in his class of a class that may be the most competitive that I could ever remember. He is an outstanding academic student and involved in many school activities and outside school activities. I think the best way that I can explain to you the

character of this young man is to put yourselves in the position of being an employer for just a

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moment. If this young man was in front of you there are a few things that would stand out; he is a very intelligent and bright young man, he is exceptionally hard working, his flexibility meaning he is going to go to his classes in school and do exceptionally well, and after school he is going to work at his family business and put an engine together or cut down trees. He is not only intelligent; he has abilities on all ends of the spectrum. And when I use the word commitment; if you were here on his first day of 7<sup>th</sup> grade or his last day as a senior, you would come to realize he hasn't missed a day in between. It gives me great pleasure and I am exceptionally excited to introduce you to our "Student of the Month" for March, Giuseppe Salci.

Giuseppe Salci gave a brief synopsis of his many academic accomplishments, along with various awards and recognitions he received while attending the Hanover Area School District. He began his speech by honoring the memory of all the deceased members of his family who could not be there. Giuseppe expressed his gratitude for being chosen as "Student of the Month" for March and having the opportunity to speak to everyone this evening. He remarked that it was a true honor to know that all of the hard work he has put into his education has been recognized. He said he couldn't thank just a few of his teachers for his academic achievements because it has been a collaborated effort from all of his teachers here at Hanover Area who have all helped him become the person standing before you today. Most importantly, he thanked his family for providing unwavering love and support, mentoring him by example and helping to prepare him for what lies ahead. Giuseppe said his mom is always there for him, keeps him organized and on the right track, and she and his sister helped him study for a test or critique a power point; and his father taught him the most important qualities: respect, responsibility, problem solving, and the will to never give up or take shortcuts.

He said doing your job the right way, even if it means taking the long road, is always the most rewarding. He also thanked the rest of his family which includes his grandparents and aunts and uncles because they also encourage, love and support him. Giuseppe works alongside his father and his grandfather, and over the years he has learned many facets of their business which includes demolishing large buildings, harvesting massive maple and oak trees, replanting small sap to always give back to mother earth for our future generations, how to repair and perform maintenance on trucks, machines and tools and most recently providing round the clock assistance to clients and strangers from the large record breaking snow storm. He credited all of these for providing him with broad experiences and teaching him organization, how to communicate with the public, showing up to work every day and what a hard day's work feels like. He said his

attendance at school, just like at work, reflects his dedication. At school, Giuseppe said he has been a member of the National Honor Society for six years, and a member of the Leo Club, Spanish Club, and Co-Op Work Program. He has recently been

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accepted to the Pre-Pharmacy Program at Wilkes University and he is looking forward to taking all the great attributes he acquired here at Hanover Area and with his dad and applying them to his future.

Mrs. Christa Kota-Langdon, Representing the Leo Club and Student Council, presented Giuseppe Salci with tokens of appreciation for being chosen as the "Student of the Month" for March. She said he was one of her favorite students who holds the characteristics of integrity, responsibility and family values. She wished him the very best in his future endeavors.

John Mahle, Board President, said he would like to recognize Giuseppe's grandfather, Joe Salci, who is a professional boxer in the "Hall of Fame"

Mr. Andrew Kuhl stated that concludes the Superintendent's Report.

It was moved by Frank Ciavarella, seconded by Vic Kopko: To accept the Report of the Superintendent.

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

**RECOMMENDATIONS:**

**GENERAL:**

**THERE ARE NO GENERAL ITEMS.**

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**FINANCIAL:**

It was moved by Joyce Potsko, seconded by Paul Holmgren: To approve the following motions:

1. Approve the following Investment Treasurer Report: (Exhibit F-1)  
March, 2017
  
2. Approve the following check register: (Exhibit F-2)  
March, 2017
  
3. Sweet, Stevens, Katz & Williams, LLP \$195.00  
Attorney Angela Evans  
Invoice #105779
  
4. Law Office of George F. Shovlin, Esquire \$1,212.50  
Attorney George Shovlin  
Invoice #1041
  
5. Authorize the refund of 2016 property taxes to Grant & Sharon Dobbs,  
Hanover Township, PA.  
  
Grant & Sharon Dobbs \$372.08  
Hanover Township, PA

**NOTE:** The Board thanks Mr. Dobbs for his service to our country.  
All paperwork is on file in the Business Office.

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6. Authorize the Board Officers and the Superintendent to execute the Cash Management Account Agreement and the related Facsimile Signature Resolution with First Keystone Community Bank per Exhibit F-6.
  
7. Authorize the Board of Education to execute the Resolution, pending revue of District Solicitor, with Northeast Revenue, the delinquent real estate tax collector, per Exhibit F-7.

**BOARD VOTE: (ON MOTIONS #1 TO AND INCLUDING #7 ABOVE):** YES: Ciavarella, Heydt, Holmgren, Kopko, Mahle, Potsko, Steininger. NO: None  
ABSENT: McGovern, Quaglia ABSTAIN: None Chair declared the motions carried.

**PERSONNEL:**

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

1. Amend the 2016-2017 School Calendar as follows:

1 <sup>st</sup> Make-up Day	April 13, 2017	<b>Cancel Act 80 Day</b>
2 <sup>nd</sup> Make-up Day	April 18 2017	
3 <sup>rd</sup> Make-up Day	May 5 2017	<b>Change from In-Service to Act 80</b>
4 <sup>th</sup> Make-up Day	June 5, 2017	
5 <sup>th</sup> Make-up Day	June 6 2017	
6 <sup>th</sup> Make-up Day	June 7, 2017	
7 <sup>th</sup> Make-up Day	June 8, 2017	
8 <sup>th</sup> Make-up Day	June 9, 2017	Last Student Day & Graduation

June 12 2017 – In-Service Day for Teachers

**NOTE: For Child Accounting purposes, November 21<sup>st</sup> will be marked as an Act 80 Day for High School Students ONLY.  
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2. Accept, with regret, the resignation of Stephen A. Mahle, as Head Custodian of the Jr./Sr. High School, effective April 7, 2017.  
(Exhibit P-2)
  
3. Appoint Ryan Hulihan as Head Custodian at the Junior-Senior High School, effective April 10, 2017, as per HAESPA Contract.
  
4. Appoint Tim McAvoy as Utility Worker/Grounds Maintenance, effective April 10, 2017, as per the HAESPA Contract.
  
5. Appoint Mary Ellen Demchak as the PM Custodian at the Junior-Senior High School, effective April 10, 2017, as per the HAESPA Contract.
  
6. Accept, with regret, the resignation of Melissa Luksh, Head Cheerleading Coach, effective at the end of the 2016-2017 Season. (Exhibit P-6)
  
7. Approve the following Guest Teacher for the 2016-2017 School Year:

Leonard F. Cornish

8. Approve the Memorandum of Understanding between the Hanover Township Police Department and the Hanover Area School District, for a period beginning March 23, 2017 to August 31, 2018. (Exhibit P-8)  
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9. Approve the Family and Medical Leave (FMLA) for Employee #30123, beginning March 30, 2017.

10. Approve the following to the 2016-2017 Substitute Teacher List:

Christopher Gorki                      Elementary K-6

11. Appoint/re-appoint the following Extra-Curricular Personnel, as recommended by the Athletic Director, for the 2016-2017 School Year:

Mike Zapotoski	Head Varsity Baseball	\$3,348.00
Kyle Kreitzer	Asst. Varsity Baseball	\$2,145.00
Corey Koons	Head Jr. High Baseball	\$2,145.00
Steve Zoranski	Jr. High Asst. Baseball	\$1,478.00
Mike Wills	7 <sup>th</sup> & 8 <sup>th</sup> Grade Baseball	\$1,700.00
Jennifer Paull	Asst. Varsity Softball	\$2,145.00
Joseph Penczkowski	Asst. Varsity Softball	UNPAID
Al Weston	Head Varsity Track	\$3,348.00
Carl Daubert	Asst. Varsity Track	\$2,011.00
John Centak	Head Jr. High Track	\$2,011.00
Kim Sweeney	Asst. Varsity Field	\$1,936.00
Kelly Rine	Asst. Jr. High Track	\$1,478.00
John Paprota	Asst. Varsity Track	UNPAID
Sheldon Richards	Asst. Varsity Track	UNPAID
Kenny Daubert	Asst. Varsity Track	UNPAID
Chris Thompson	Asst. Varsity Track	UNPAID
Carl Daubert III	Asst. Varsity Track	UNPAID
Marissa Metric	Asst. Varsity Track	UNPAID
William Kane	Head Boys Volleyball	\$3,123.00

Elbros Samkough  
Joseph Tattersall

Asst. Boys Volleyball  
Asst. Boys Volleyball

\$1,530.00  
UNPAID

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12. MOTION TABLED.

13. Accept the agreement with Elliott Greenleaf for Solicitor Services at a rate of \$195.00 per hour.

**BOARD VOTE: (ON MOTIONS #1 TO AND INCLUDING #13 ABOVE, WITH MOTION #12 TABLED):** YES: Ciavarella (On Motion #2, I would like to thank Stephen Mahle for his years of service and on Motion #11, I vote no on the coaches list, because we weren't given the coaches list soon enough, other than that I vote yes), Heydt (I vote no on motion #11, all others yes), Holmgren, Kopko, Mahle, Potsko, Steininger NO: Ciavarella (On Motion #11 only) and Heydt (On Motion #11 only) ABSENT: McGovern, Quaglia ABSTAIN: None  
Chair declared the motions carried.

#### **RECOGNITION OF VISITORS:**

A few of the girls from the Basketball Team addressed the School Board asking why the Girls Basketball Coach's position was opened up. They were disappointed and couldn't understand why it was opened up. They stated their previous coach started a program for girls from 5<sup>th</sup> to 12<sup>th</sup> grades which opened up much more opportunities for them than the previous programs and they are doing a good job. The coaches give them positive reinforcement and have been very motivational. They help the team stick together no matter what by encouraging them even when they are defeated. Consistency is what we need and hiring a third coach in three years is not consistent. It started out rough in the beginning of the season, hearing rumors that other coaches wanted the positions but our coaches were hired, and we respect them and they respect us. No one really understands what goes on in the gym except for us; we are there every day. We work hard every day as a team and come together as a team. The majority of our team is here tonight to represent our coaches. Our coaches made us into the team we are today and we respect them. Thank you.

John Mahle, Board President, replied we as a Board appreciate your concern. We opened up the Boys and the Girls Basketball. They can apply for the job.

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Another man in the audience wanted to speak on two points; one that the girls did have it rough in the beginning with their new coaches but their coaches put in a lot of time and effort with these girls and do a lot of good things with them. I don't always agree with what they do coaching wise, but I don't believe that with all the coaching changes during the years that these girls, who are all juniors going into their senior year, should have an entirely new coaching staff. I don't think that uprooting them in their senior year is the way to go. I honestly believe that whatever decision you guys have is already made and has been in the works for a while. The second thing I want to say is when you look at extremely successful basketball programs like Nanticoke Area, we don't do any of the things that they do. The same thing those girls are doing in 5<sup>th</sup> grade is the same thing our girls are doing in 10<sup>th</sup>, 11<sup>th</sup> and 12<sup>th</sup> grades and that is why their team is so good. The other teams also have a place to practice, but we have to fight with the other sports for our practice space. When girls' cheerleading takes precedence over girls' basketball for gym time, that is absolutely ridiculous.

John Mahle, Board President, said may I ask when do the cheerleaders practice.

The man replied it is never the same, one day it's one time another day it's another time.

John Mahle, Board President, replied that is up to the head coach to schedule it with the athletic director.

The man replied I understand but look at all of the sports teams trying to use the one gym. There needs to be something done to have successful sports. With the coaching changes and lack of a place to practice, Hanover is never going to have a winning team and get into the playoffs, unless there are changes. You are never going to attract any really good coaches here until something changes, and that has to begin with the School Board deciding where their money is spent, how it's being spent, and what can be done to make the program better. There are a lot of younger girls who are interested in playing basketball but if you don't have the right program in place, these girls will not succeed. Hanover will be only mediocre at best and I don't think that is what you want, the girls want or the parents want either. I feel bias about this because my daughter plays but I think in years to come with all these young girls playing now with a lot of interest, they will lose their interest if we don't start moving in the right direction.

John Mahle, Board President, replied I understand where you are coming from but this Board's main concern is education. We wish we could afford to have another gym but we don't have the money.

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The man replied if mediocracy is your goal in academics and sports, then I guess that's the answer, but there should be something done about it. When is the last time any of the programs done really well, like going into the states or something like that.

Frank Ciavarella, Board Member, replied wrestling just went to Districts.

Paul Holmgren, Board Member, stated you are saying we are settling for mediocracy in education and sports. I don't understand what you are getting at, what are we settling for?

The man replied I don't want to get into the whole thing; I am just talking about basketball. But have you seen our test scores compared to other schools, our sports and we have the highest property taxes in the area.

Paul Holmgren, Board Member, stated don't accuse us of settling and not caring about education or anything about the kids in the school; our first goal is the kids in the district.

The man replied my point is, going forward you have to make some changes. That's my point. When Nanticoke beats us by 55 points, that is a long-term program issue.

Paul Holmgren, Board Member, stated the coaches can re-apply for their positions. You said that this has been in the works for years, no it hasn't. All the positions are open so they can re-apply, so don't say that we already had something set in the hopper. Thank you.

Lorraine Heydt, Board Member, thanked the girls for coming to the meeting. I know it takes courage and I would love to see you here more, not only for sports.

Another man in the audience asked if you already have a coach in place who is setting up a program, why would you open the position up. Is it for legal reasons?

John Mahle, Board President, replied we don't have a solicitor at this time. The Board felt that they wanted to open them up, both the Girls and the Boys, and maybe we can find that problem why we were beat by 55 points. I know the girls work very hard in basketball.

The first man replied the reason for the losses is because we don't have a feeder program, working with the young girls, and now we have someone in the position who is doing that; which means down the road, if they continue this path, they are going to have a good team.

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John Mahle, Board President, stated years back we did have a feeder program at the Memorial Elementary School.

A woman in the audience stated with all due respect the fact is that these coaches are interested in the future as well as the present and they have made that known; they held clinics, the Booster Club has helped them get into tournaments, and they are trying to get the girls in the gym in the summer to build up their skills and their talents to get these girls to stay in it all the way through. We have not had that

in our generation and it is disappointing to have to start that all over again. Now these kids are thinking like their summer practices are shot, their summer programs are shot, and it is very disheartening for them. This is about them and how they feel.

Another teammate said I am pretty sure all of us here don't want to have a whole new coaching staff next year. I came from a different school and am doing good here and keeping my grades up, but I honestly don't want to have new coaches. We wouldn't be where we are now without these coaches. Like the other teammates said, nobody knows what goes on every single day at the practices and at the games; only we do.

Frank Ciavarella, Board Member, stated he wanted to thank our staff for the wonderful job they did in the snowstorm and the Hanover Township Road Department for coming out and helping us. Everybody pulled together and did a great job. I want them to know that they are appreciated for the work that they did and how quick they cleaned up the snow and everything. Thanks.

**NEW BUSINESS:**

None

**OLD BUSINESS:**

None

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**FUTURE MEETINGS:**

May Board Work Session                      Monday, May 1, 2017 at 6:00 P.M.

May Regular Monthly Meeting              Thursday, May 4, 2017 at 6:30 P.M.

**ADJOURNMENT:**

It was moved by Vic Kopko, seconded by Lorraine Heydt: To adjourn the Regular School Board Meeting at 7:03 P.M.

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

ATTEST:

, Secretary

**Lorraine Heydt  
Hanover Area School Board**