

**April 13, 2021**

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

**MINUTES**

April 13, 2021

**Hanover Area Junior/Senior High School  
Hanover Township, Pennsylvania  
April 13, 2021**

**NOTE: Due to the mandated closure of schools, and for the health and safety of individuals, the Board of Education held this Regular School Board Meeting using the virtual platform *Zoom*.**

A Regular Meeting of the Board of School Directors of the Hanover Area School District was held using the virtual platform *Zoom*, on Tuesday, April 13, at 6:15PM. 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; Stacy Bleich, Vice President; Joyce Potsko, Treasurer; Rick Stevens, Secretary; Frank Ciavarella Jr., Dr. Vic Kopko, and Michael Mazur, and Matthew Redick.

**ABSENT:** Paul Holmgren

Rick Stevens, Secretary, stated a Quorum was established for the meeting.

**OTHER PEOPLE PRESENT:** Mr. Nathan Barrett, Superintendent; Attorney William Finnegan, School Solicitor; Mrs. Lisa Kitchen, Administrative Assistant; and a number of citizens.

Mr. Mahle welcomed all present on the virtual platform to the meeting.

Jack Dean, School Solicitor, offered the following prior to the start of business: "Mr. Chairman, before we begin, I just want to make an announcement. We did have an executive session prior to the meeting to discuss personnel matters listed on the agenda. We also, with regard to agenda items, on personnel recommendations, item #7 on your agenda, we will make it to include after Exhibit P-7 the following language 'and provide an increase of \$1,000.00 per year for confidential secretary Lisa Kitchen'. And, then on item #14, we will be inserting the name Amanda Sabecky, as the head cheerleading coach for consideration by the Board. Finally, with regard to the Financial Agenda, item #7, there were two quotes received with regard to that item and the low quote is \$49,764.07 supplied by Singer and that is a costar pricing. So that will be

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submitted for consideration on item #7 on the agenda. And that is all I have, Mr. Chairman.”

**APPROVAL AND ACCEPTANCE OF MINUTES/REPORTS:**

It was moved by Ms. Bleich and seconded by Dr. Kopko: To approve the following minutes and accept the following reports:

- Regular Board Meeting minutes of March 2, 2021.
- Wilkes-Barre Area Career & Technical Center Board of Education-Joint Operating Committee Reorganization Meeting minutes of March 15, 2021.
- Luzerne Intermediate Unit Board of Directors Regular Meeting minutes of February 15, 2021.

**BOARD VOTE:** YES: Bleich, Chivarella, Kopko, Mahle Mazur, Potsko, Redick, Stevens

No: None:

ABSTAIN: None

ABSENT: Holmgren

Chair declared the motion carried.

**SUPERINTENDENT’S REPORT:**

Mr. Nathan Barrett, Superintendent, offered the following report:

“Thank you, Mr. President. OK, Ladies and Gentlemen, I just want to let the public know, and this Board of Education know, that PSSA examinations will begin next Monday. We have worked very closely with our cafeteria staff to make sure that our students are receiving a hearty breakfast next week. So, our state testing does begin. There was a survey that went out to the community to those folks that will be participating in these high stakes examinations. Next week, I will be hosting an informational night with the community. It will be hosted through a Zoom Session and this would be an offering of our summer programs due to the learning loss that we are seeing across the Commonwealth of Pennsylvania and across the nation. So I will be discussing some options for our students from Kindergarten through 12<sup>th</sup> Grade. This will be conducted next Wednesday at 6PM. Our Spring Sports Season is getting off the ground. I am proud to say that we are one of the very few, if not the first school districts within the Commonwealth of Pennsylvania, to begin to offer Dual Enrollment for Career Technology. Myself, the Hanover Area School District, and Dr. Greco at IU 18 have created a program that is working directly with our Trade Unions. All 13 Trade Unions are now working directly for a Pre-Apprenticeship Program with the Hanover Area School District and we are proud to say that this is an offering that is going to begin next year, leading into the Apprenticeship Program for students

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that chose a career pathway upon graduation and we are very proud, as a district to be the first school district in the state of Pennsylvania offering such a program. It would be equivalent to a Dual Enrollment program, as students attending Wilkes University, but in this particular case, a student would go to a trade school for the same amount of time that a student would attend a college pathway program. So, I am very proud as a Superintendent in this district to say that we are pioneers in this form, in Career Tech Education for our students. I very happy and thankful of the Trade Unions who have signed on to this agreement and am proud to say that this is something we will be offering next year.

Ladies and Gentlemen, in the program next Wednesday, I will also announce our plans for our seniors with Awards Night, both Athletic and Academic Awards, in addition to Graduation. I know there has been some anxiousness and some fear the plans of the school district, however we were waiting on approval from, believe it or not, approval from the New York Yankees. You would never think that the New York Yankees would have anything to do with the Hanover Area School District, but we were attempting to try to get a beautiful venue for our school district, but it does not look like the Yankees want us on their turf. So, we are going to Plan B and this will be offered next Wednesday evening to all the community members out there concerned about their 2021 Graduates. With that being said, I have one more announcement that's very positive, we have been hosting and making our community healthier as we are hosting Vaccination Clinics here at our High School. The excellent piece of this is Walmart has shown their appreciation by donating \$10,000.00 back towards our school district in the form of a grant. So, I am currently in the process of applying for that grant and that is to be used for any project of our choosing as a Board and as an Administration. I am very proud of the accomplishments that this Hanover Area School District has done, so I thank you, and that is all I have."

President Mahle: "Ok. Dr. Kopko?"

Dr. Vick Kopko: "Thank you, Mr. Barret and Mr. Mahle. The School Board has some excellent news as well. On behalf of the Hanover Area Board of Education, I'd like to take a moment to recognize our Superintendent of Schools, Mr. Nathan Barrett. Back in December of 2019, Mr. Barrett was chosen to be part of the Pennsylvania Superintendent's Academy, a program offered by Pedro Riviera, the former PA Secretary of Education to select Superintendents around the state, a very exclusive group. The PA Superintendent's Academy is an 18-month long, research-based, cohort delivered executive development program for district superintendents. It focuses on facilitated sessions led by successful former superintendents and educational experts. Not only did Mr. Barrett join this program at the beginning of his career as a new superintendent, but he has also dedicated and persevered through and accomplished the demands of such a program in the middle of a national pandemic. On Friday, April 9<sup>th</sup>, Mr. Barrett shared a presentation entitled: "Cultural Equality" to a panel of educators

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including our Secretary of Education, Mr. Noah Ortega, and former Secretary of Education, Dr. Francis Barnes. It is an honor to recognize Mr. Barrett, for not only being accepted into this prestigious academy, but for the commitment and devotion to our students, the staff, and our communities within the Hanover Area School District. Congratulations.”

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

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

NO: None

ABSENT: Holmgren

ABSTAIN: None

Chair declared the motion carried.

### **RECOMMENDATIONS:**

#### **GENERAL:**

It was moved by Mr. Masur, seconded by Ms. Bleich: To approve the following motions:

1. Approve the first reading of the following Board Policies and attachments as per Exhibit G-1:

Policy #104 Discrimination/Title IX Sexual Harassment Affecting Staff

Policy #104 Attachment #1 Report Form

Policy #104 Attachment #2 Complaint Procedures

Policy #104 Attachment #3 Grievance Process for Formal Complaints

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

NO: None

ABSENT: Holmgren

ABSTAIN: None

Chair declared the motions carried.

#### **FINANCIAL:**

President Mahle introduced Attorney Brian Stahl representing North Point to present the following to the Board of Education:

Attorney Stahl: “Good evening and thank you for having us this evening. It is a pleasure. Joining via Zoom is Eric Washburn of North Point Development as well.

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We want to start of first and foremost by thanking this board, especially here, for the great success in Northeastern Pennsylvania. Hanover Area School District and Hanover Township have really been a dramatic catalyst for industrial development. And I think you hopefully share in our view of the great successes that we've had so far. We're here this evening on the next step in our story, which is the empty Bliss Property. It's by the Luzerne County Community College right off the Prospect Street roundabout. This board has approved 3 LERTAs in the past as part of North Point Projects. So were here asking the board to approve the same LERTA schedule that's been utilized successfully in the past. So, the presentation is very similar to what the board has done in the past. Since we've last been before the board just a few years ago, North Point is now the number one industrial landlord developer nation-wide, private landlord developer, nationwide. In 2011 they started with 8 employees now they are over 400 employees, so that is some dramatic growth. And really, their partnership here with the Hanover Area School District has been valuable to them and critical to that success. If you take a look on page 3, this is some of what this Board can take pride in. This highlights 5 of the buildings that North Point has constructed and that are occupied by first class tenants. If you look at the Hanover Ridge buildings, Chewey.com, Adidas and Patagonia were the first 3 tenants. That's the first LERTA that this board approved. And then if you look to the far left, the True Value building, trade post 164, that's the second LERTA that this board approved. That True Value building is the crown jewel in True Value's revamping of their redistribution network here in the United States, so it's something that was really critical for them and their great success. Coming online soon, your business manager will be receiving shortly, if he hasn't already, noted that there's completion on what we call the Chamber Loomis Site, which is here behind the athletic fields. There's temporary occupancy certificates that have been issued by the township desk. It will be filled, filled with tenants. If you flip to page 4, that's like what I was talking about to give you an idea of proximity where the Bliss Site is located in relation to other North Point Developments. So its really the Nanticoke section of Hanover in the Newport Township, building one is located in Newport Township and building two on this site is Hanover Township. Page 5 just shows a closer view of a 540,000 square foot building is planned for Hanover Township. As far as economic investment and projected job numbers for that site, it's expected that that will be about \$44 Million investment on the building two alone. So, that's in comparison to some of the other investments. You know obviously it's very significant. It's a 38.5 acre site and about 270+ jobs are expected to service the place. Flipping to the last page is the LERTA schedule. As with the other properties that were developed by North Point, this is Earth Conservancy Land. So this property generates zero tax dollars now for the school district. One of the goals is to return the Earth Conservancy property to the tax paying property owners. Immediately upon transfer of this property, if all goes well, we anticipate will be late in the 3<sup>rd</sup> quarter of this year there would be \$14,450.00 or so in transfer taxes paid to the school district and then the property

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will immediately go back on the tax rolls. The property will pay if LERTA is approved, it will pay on the land value all the way throughout that's why you see on the right most column, is the real estate capital to be generated then, per year, throughout the LERTA schedule. And this school district has been gracious enough to schedule a 400% abatement for years 1 through 7 and then if you go down the schedule to year 8 you'll see then there's a 90% abatement for a 10% capital improvements followed by a 20% capital improvements, 30% capital improvements in year 10. If you go to year 11, that's fully taxable then so the school district will realize in year 11, we're estimating about \$590,000.00 in real estate taxes. That equates to an assessment of about 31.5 Million and that's based on the other improvements to the area in the other industrial development. Are there any questions by the Board on the LERTA request?"

Dr. Kopko responded: "Attorney Stahl, if I may, I think it's important to point out, to everyone, that this is mine scarred land and for 100 years it sat there and if someone didn't develop it, it still would be mine scarred, without any opportunity for any type of revenue. The LERTA Program has been outstanding, partnering with North Point. As Attorney Stahl said, we receive the transfer tax, we receive immediately the land value, and there's a graduated schedule for when these buildings themselves would come online. So, personally, I just wanted everyone to be aware that it's not like the old Keystone Opportunity Zone, this immediately hits the tax rolls and the school district would enjoy immediately transfer tax and land value."

Attorney Stahl replied: "That's a great point, Dr. Kopko, a year in income tax, too, that we generated from the site in mercantile tax that we can give the township. It's a great point that it is a major distinction between LERTA and Keystone Opportunity."

Mr. Mahle: "That was what, Attorney Stahl, like two months time that we receive \$764,000 for the school district? That's on the sale of the True Value building?"

Attorney Stahl: "Correct. The North Point is still involved as the property manager on that property, but that just goes to show you that with the right kind of foresight and partnership and economic development that the LERTA program can produce for that site. You know, Eric who was joining on alert, on Zoom, making his way in, how many hundred of thousands of cubic yards of material that needed to be moved around on that site to generate that kind of value here. Really, it was LERTA that was the catalyst to jump start and pour gasoline on the economic development fire to jump start. It was only possible, though, with the LERTA to attract tenants, but, that's a great point. Somebody else saw the value in investment that True Value made at that level."

Mr. Barrett and the Board thanked Attorney Stahl for his presentation.

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Board President John Mahle then asked for public comment. Lisa Kitchen, indicated that there was input via Zoom by a person identified as "iPhone".

"I'm pretty sure that's me, can you guys hear me?" All present replied, "Yes." The speaker continued: "So, I just have a question about graduation. This is Erica Woychio. The last community meeting, one of the comments, or one of the questions that we had were if the parents have a say as to what happens with graduation. And, I know you guys were working on something but you didn't happen to say what and the community you said was, you know, one of the options was the Drive In. And, I know a lot of the parents had concerns, because a lot of the parents don't want that for these kids because of the fact that nothing has happened for any of the seniors this year. They have lost out on so much and continue to lose out on so much. And I know you want to make the announcement next Wednesday, but do parents have a say? Because I think most parents are thinking that you guys are just going to have the graduation at the Drive In when most parents don't want that."

Mr. Barrett responded: "I thank you for your comment. Next Wednesday we will have a community night that has taken your thoughts into consideration from the last meeting. And, we did take down some recommendations and that is not going to be one of the options. OK?"

Mrs. Woychio: "What's not going to be one of the options? I'm sorry."

Barrett continued: "The Drive In."

Woychio: "It is not an option?"

Barrett: "That is something that we are not, you know, next Wednesday, we will have a meeting format like we've had in the past, which is community-friendly. So, as I had mentioned before, we were trying to secure a location nearby but it didn't work out for us and that's why you haven't have a community meeting and I was trying to by myself kind of saying 'we have a surprise' but it just didn't work out for us. So, that is what I mentioned earlier, about PNC Field, but now, it doesn't look like it's going to be an opportunity for the Hanover Area School District. As a result, we had made a pivot to where we are going to have a community night, next Wednesday, and I wouldn't like to discuss it further here. I do not want to hold up this Board any further. So, if you can bring your thoughts and input to that meeting, I would greatly appreciate that, and, most certainly it will be taken into consideration."

Woychio: "I would gladly do that. And, is there anything that us as the parents can do to help you guys secure a location? The parents have pulled together and are doing our own things for the Senior Class because they've lost so much. So the parents of the Senior Class of 2021 have done so much and are doing so



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much for the kids for the future between May and June so it would be nice if the school district can come together and do something on the school's behalf so the parents aren't coming up with everything. So, we look forward to next Wednesday, and there is anything that we can do, to help make calls to secure a location, we would be glad to do it, or I would be glad to do it."

Barrett: "I appreciate the offers and prescheduled events are athletic, academic awards nights and graduation. So, those are the three events that we have sponsored as a school district and we appreciate all that you have done for the Seniors and we will most certainly take into consideration your thoughts next week. With that being said, I'd like to continue to move forward. Let's bring all your, all these ideas back next week. OK?"

Woychio: "Thank you, I appreciate it."

Barrett: "You're welcome."

**President Mahle resumed the business of the meeting. "Ok, Financial. Can I have a motion to approve items 1-7?"**

It was moved by Frank Ciavarella, seconded by Rick Stevens: To approve the following motions 1 through 7:

1. Ratify the following PNC check register(s): (Exhibit F-1)

February 25, 2021 to April 5, 2021

2. Approve the PNC check registers of: (Exhibit F-2)

April 6, 2021

- |  |            |
|--|------------|
| 3. Elliot, Greenleaf & Dean<br>February 2021<br>Invoice #158196          | \$1,765.41 |
| 4. Joseph Caputo<br>March 2021<br>Invoice #HASD-002                      | \$3,150.00 |
| 5. Kronick, Kalada, Berdy & Co., P.C.<br>December 2020<br>Invoice #32962 | \$5,000.00 |

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6. Motion to approve Resolution #04-13-2021, establishing a LERTA designated area in Hanover Township, PA as described in Exhibit A to the Resolution.

7. Motion to approve the purchase of cafeteria equipment from Singer Equipment Company, in the amount of \$49,764.07. The district received two (2) quotes from CoStars approved vendors.

**BOARD VOTE: (ON MOTIONS #1 TO AND INCLUDING #7 ABOVE):**

YES: Bleich, Chivarella, Kopko, Mahle, Masur, and Potsko

NO: Kopko (on #2)

ABSENT: Holmgren

ABSTAIN: Masur (on #1 and #2)

Chair declared the motions carried.

**PERSONNEL:**

It was moved by Stacey Bleich, seconded by Frank Ciavarella: To approve the following motions:

1. Accept the resignation of Susan Mishanski, Paraprofessional, effective March 26, 2021. (Exhibit P-1)

2. Accept the resignation of Natasha Milazzo, Head Cheerleading Coach, effective March 5, 2021. (Exhibit P-2)

3. Approve the February 2021 Tuition Reimbursement as per the HAEA Union Contract, for Kelsey Gabriele, in the amount of \$675.00.

4. Approve the FMLA Leave of Employee #30924, effective April 7, 2021.

**5. Approve Frank Nowakoski "Nowakoski Driving School" as a non-exclusive provider for End of Course Skills Test (EOCST). Item TABLED.**

6. Approve the increase in the rate for day-to-day substitutes to \$100.00/day. The \$100/day increase is in accordance with fees associated with ESS.

7. Approve the Act 93 salaries as per Exhibit P-7 'and provide an increase of \$1,000.00 per year for confidential secretary Lisa Kitchen'.

8. Approve the contract with MLB Information Services, LLC for PIMS Data Services, in the amount of \$18,000 for the 2021-2022 school year, as per Exhibit P-8. The MLB information service proposal was one of 4 responses received as a result of public solicitation for proposals which were advertised on March 30, 2021 and posted on the district website. This was the response that in the

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district's determination most met the qualifying standards for the position. Due to Megan Barrett's ownership and interest and affiliation with this company the supervision and administration of this contract will not be performed by the current Superintendent in accordance with the requirement of the Public Official and Employee Ethics Act.

9. Motion to approve Memorandum of Understanding/Voluntary Employment Separation Plan ("VESP) between the Hanover Area School District and the Act 93 Administrators.

10. Motion to approve Memorandum of Understanding/Voluntary Employment Separation Plan ("VESP) between the Hanover Area School District and the Hanover Area Education Association.

11. Motion to approve Memorandum of Understanding/Voluntary Employment Separation Plan ("VESP) between the Hanover Area School District and the Hanover Area Educational Support Professionals Association.

12. Appoint the following Extra Curricular Personnel, for the 2020-2021 school year:

Stewart Caladie	Assistant Varsity Baseball	\$2,145.00
Joseph Mendygral	Assistant Varsity Baseball	\$1,700.00
Christopher Slusser	Softball Volunteer	UNPAID
Alfred Weston	Head Varsity Track	\$3,348.00
Sheldon Richards	Track Volunteer	UNPAID
John Paprota	Track Volunteer	UNPAID

13. Approve an increase in the contribution for Hanover Township Crossing Guards from \$15 to \$25/day.

14. Appoint Amanda Sabecky as Head Cheerleading Coach for the 2021-2022 school year at a salary of \$2,474.00.

**BOARD VOTE: (ON MOTIONS #1 - #4 and #6 -14 Above). Item #5 was TABLED.**

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

NO: Kopko (on #5) Redick (on #5)

ABSENT: Holmgren

ABSTAIN: Masur (on #7 and #9)

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Stacy Bleich made a motion to table financial item #5, seconded by Mike Masur.

**Board Vote: (ON MOTION TO TABLE ITEM #5):**

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

NO:

ABSENT: Holmgren

ABSTAIN: (on #7 and #9)

**NEW BUSINESS:**

None

**OLD BUSINESS:**

None

**PUBLIC COMMENTS:**

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

Mrs. Lisa Kitchen, Administrative Assistant to the Superintendent, advised that there was no one from the public on the Zoom call that raised a hand to address the board.

**FUTURE MEETINGS:**

May Work Session: Tuesday, May 4, 2021

May Regular Meeting: Tuesday, May 4, 2021

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**ADJOURNMENT:**

It was moved by Frank Ciavarella, seconded by Rick Stevens: To adjourn the Regular School Board Meeting at 6:43PM.

**BOARD VOTE:**

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

NO: None

ABSENT: Holmgren

ABSTAIN: None

Chair declared the motion carried.

ATTEST: \_\_\_\_\_, Secretary

**Rick Stevens**  
**Hanover Area School Board**