

MARCH 10, 2020

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

MINUTES

MARCH 10, 2020

**Hanover Area Junior/Senior High School
Hanover Township, Pennsylvania
March 10, 2020**

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 Tuesday, March 10, 2020, at 6:53 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 DIRECTORS:

PRESENT: John J. Mahle, Jr., President; Joyce Potsko, Treasurer;
Rick Stevens, Secretary; Frank Ciavarella, Jr., Paul Holmgren,
Dr. Vic Kopko, Michael Mazur and Matthew Redick

ABSENT: Stacy Bleich, Vice-President

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

OTHER PEOPLE PRESENT:

Mr. Nathan Barrett, Superintendent; Mr. Robert Kachurak, Business Administrator;
Attorney Jack Dean, School Solicitor, and a number of citizens.

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Attorney Jack Dean, School Solicitor, stated we held an Executive Session to discuss personnel matters prior to tonight's meeting.

APPROVAL AND ACCEPTANCE OF MINUTES/REPORTS:

It was moved by Paul Holmgren, seconded by Frank Ciavarella: To approve the following minutes and accept the following reports:

- Regular School Board Meeting minutes of February 4, 2020
- Wilkes-Barre Area Career & Technical Center Board of Education-Joint Operating Committee Meeting minutes of January 27, 2020
- Luzerne Intermediate Unit Board of Directors Meeting minutes of January 22, 2020

BOARD VOTE: YES: Ciavarella, Holmgren, Kopko, Mahle, Mazur, Potsko, Redick, Stevens. NO: None ABSENT: Bleich ABSTAIN: None Chair declared the motion carried.

SUPERINTENDENT'S REPORT:

Mr. Nathan Barrett, Superintendent, stated this evening we have several presentations due to scheduling conflicts with some of our student athletes, we will be presenting our November, January and February "Students of the Month". I would like to turn the program over to Mr. Daniel Malloy, Principal of the Hanover Area Junior/Senior High School.

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Mr. Daniel Malloy, Principal of the Hanover Area Junior/Senior High School, stated as Mr. Barrett alluded to if you had a chance to look at the Agenda, we have a number of students that we are honoring this evening. That being said, what I will be doing is having less of me talking and more of them talking. What I will say is this, the three individuals who I will introduce you to this evening as “Students of the Month”; they, not surprising, share some nice characteristics. Academically, they are all outstanding and ranks in the top of their class; they are involved in the College Scholars Program like the Gateway Program, where they are taking college courses and credits outside of the school day; and again academically you won’t find better students within the school. Athletically each one of them is involved in multi sports athletes. And also with their extracurriculars, much the same. What you are going to find when you hear them speak this evening is they are all involved in not one, not two, but three or more extracurricular activities; which ties right in with the fourth part of what we see with our “Students of the Month” which is community involvement. And as a result, if it is with the extracurriculars or being involved in activities outside of the school, each of them checks off that box as well. I couldn’t be more proud to have these three individuals representing our school this evening. Our first speaker of the evening is the November “Student of the Month”, Christopher George.

Christopher George, November “Student of the Month”, speech can be found in Exhibit S-1 (November).

Mrs. Krista Kota-Langdon, Representing the Leo Club and Student Council, presented Christopher George with tokens of appreciation for being chosen as the “Student of the Month” for November and wished him the very best in his future plans.

Mr. Daniel Malloy stated something else that pops into my head when he talked about the school and courses and teachers that he had along the way; as I introduce you to these three students here tonight, please keep in mind that not only do they rank at the top of their class, amongst their many academic accolades, they have all been able to do this while taking our most challenging courses too, which makes me very proud also. I would like to introduce you now to our January “Student of the Month”, Charles Cribbs.

Charles Cribbs, January “Student of the Month”, speech can be found in Exhibit S-1 (January).

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Mrs. Krista Kota-Langdon, Representing the Leo Club and Student Council, presented Charles Cribbs with tokens of appreciation for being chosen as the “Student of the Month” for January and wished him the very best in his future plans.

Mr. Daniel Malloy stated you can see why I feel lucky every day, as an Administrator, to have the company of these students in our school. Last of the “Students of the Month”, but certainly not least, is our February “Student of the Month”, Caitlyn Bly.

Caitlyn Bly, February “Student of the Month”, speech can be found in Exhibit S-1 (February).

Mrs. Krista Kota-Langdon, Representing the Leo Club and Student Council, presented Caitlyn Bly with tokens of appreciation for being chosen as the “Student of the Month” for February and wished her the very best in her future plans.

Mr. Daniel Malloy stated at this time I will turn the program over to the District Superintendent, Mr. Nathan Barrett, to present the Recognition of Exemplary Act of Kindness to A.J. Verga.

Mr. Nathan Barrett, Superintendent, stated I am here to give a Special Award this evening. This is something that we stumbled upon last week while working on a story concerning the safety of our district. The WBRE television station was here doing a News story on how we were going to spend grant money to improve safety in all of our school buildings, districtwide. While they were here, one of our administrators came in and made us aware of a student who recently enrolled into the Hanover Area School District. The student was wandering around lost and didn't know where they were going and in addition to this they had no school supplies. The teacher began to notice that one of our students, out of the kindness of their heart, took that student under their wing and also got him some school supplies and began to lead the student around. Miraculously when this student arrived, we began to recognize because one of the things that we are trying to do in the district, is starting to recognize the good things that are happening around here verses giving so much effort and recognition to the things that need improvement or have been viewed in the past as bad issues within the School District. We are starting to pay more attention to the things that are more kind and more positive; we might start seeing some contagious behaviors rather than the coronavirus being contagious around here. While we were there doing this interview about district security, I got introduced for the first time to A.J. Verga. A.J. came into the office

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miraculously just as the tripod was being set up with WBRE. So this very generous student walked in and we began to hear the story about the kindness and about the trials and tribulations that that student went through in particular then began to spread her kindness. So I would like to bring that student up to introduce and recognize A.J. Verga and give this Certificate of Kindness and hopefully this spreads districtwide. A.J. has not only received recognition from WBRE, but we had tremendous exposure throughout our social media. I want to thank you for your kindness, A.J. Verga.

Mr. Daniel Malloy, Principal at the Junior/Senior High School, stated at this time, for our final Student Presentation, I would like to introduce to you Mrs. Krista Kota-Langdon.

Mrs. Krista Langdon stated earlier this school year a police officer gave me a list of different kinds of competitions for our students to participate in. I came across one on the Pennsylvania Website in the Transportation Department and they were basically looking for students from 7th through 12th grades to come up with a synopsis of 750 words or less on a plan that would be innovative to help make our highways and roadways cleaner and have a nicer appearance. And they are looking for a plan to be utilized between a five and ten year period. They also wanted to be included in the plan, was what is presently being done in our counties and road departments. These three young ladies took this competition to a fantastic level. They came up with an amazing innovative theory as to what they would like to do and what they would like to see, using a yearly and semi-yearly drop off at all counties; in cooperation between our counties and the state; also emphasizing education early on. They are now being recognized and are going to our Capital on April 29th to be presented in front of a large panel. Hopefully they will bring home everything with a wonderful monetary award as well, for implementing something statewide to help make our state look a little prettier and to take back our roads. I would like to thank all three young ladies as the Pennsylvania Transportation Innovative Challenge Winners: Dayna Cruz, Sierra Hildebrand, and Amelia Joubert. Mrs. Langdon showed the audience some of their logo that will be put on sweatshirts and tee-shirts, to take and display in the East Wing at the Capital as well.

Mr. Daniel Malloy stated he finds himself to be very lucky to have such great kids in Hanover Area.

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Mr. Nathan Barrett, Superintendent, stated this completes my Superintendent's Report but I would like to thank Mrs. Langdon; and he appreciates everything that she does for our students. It is above and beyond her job duties.

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

BOARD VOTE: YES: Ciavarella, Holmgren, Kopko, Mahle, Mazur, Potsko, Redick, Stevens. NO: None ABSENT: Bleich ABSTAIN: None Chair declared the motion carried.

RECOMMENDATIONS:

GENERAL:

Mr. John Mahle, Board President, asked if there was any input from the public at this time regarding anything on the General Agenda items; would anyone from the public like to address the Board.

No one in the audience responded.

It was moved by Rick Stevens, seconded by Joyce Potsko: To approve the following motions:

1. Approve the first reading of the new/revised Board Policies:
 - Policy 210.1 Possession/Use of Asthma Inhalers/Epinephrine Auto-Injectors
 - Policy #222 Tobacco and Vaping Products
 - Policy #233 Suspension and Expulsion
 - Policy #323 Tobacco and Vaping Products
 - Policy #707 Use of School Facilities
 - Policy #805.2 School Security Personnel
 - Policy #904 Public Attendance at School Events
 - SAFE2SAY Something Procedures

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2. Approve the following Administrative Regulations: (Exhibit G-2)
 - AR-121-0 Field Trips
 - AR-121-1 Field Trip Request Form
 - AR-121-2 Field Trip Request Form Curriculum Information
 - AR-121-3 Field Trip Planning Checklist
 - AR-121-5 Field Trip Chaperones
 - AR-121-6 Letter to Chaperones
 - AR-121-7 Chaperone Supervision Guidelines
 - AR-121-8 Chaperone List
 - AR-121-9 Field Trip Evaluation Form
 - AR-121-10 Foreign Field Trips
 - AR-121-11 Letter to Parents/Guardians Foreign Field Trips
 - AR-121-12 Emergency Treatment Form Foreign Field Trips
 - AR-210.1 Information about Emergency Epinephrine Administration
 - AR-222-0 Tobacco and Vaping Products
 - AR-222-1 Tobacco and Vaping Product Violation Parental Notification
 - AR-233-0 Suspension and Expulsion
 - AR-707-0 Use of School Facilities
 - AR-707-1 Rules for use of School Facilities
 - AR-707-2 Application for Use of School Facilities
 - AR-904-0 Admission to School Events

3. Approve the 2020-2021 School District Calendar. (Exhibit G-3)

4. Authorize the Superintendent to notify the Northeast Pennsylvania School District's Health Trust, by letter, of our intent to withdraw from participating as of June 30, 2021.

5. Approve the Agreement between the Hanover Area School District and Lackawanna College for Dual Enrollment, for a period July 1, 2020 through June 30, 2021. (Exhibit G-5)

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6. To move the Meeting from April 7, 2020 to April 14, 2020.

BOARD VOTE: (ON MOTIONS #1 TO AND INCLUDING #6 ABOVE): YES: Ciavarella, Holmgren, Kopko, Mahle, Mazur, Potsko, Redick, Stevens. NO: None ABSENT: Bleich ABSTAIN: None Chair declared the motions carried.

FINANCIAL:

Mr. John Mahle, Board President, asked if there was any input from the public at this time regarding anything on the Financial Agenda items; would anyone from the public like to address the Board.

No one in the audience responded.

It was moved by Michael Mazur, seconded by Frank Ciavarella: To approve the following motions:

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

January 30, 2020 to February 24, 2020

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

February 25, 2020

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3. Approve the following Treasurer Report: (Exhibit F-3)
General Fund

4. Elliott Greenleaf & Dean \$3,297.60
January, 2020
Invoice #154060

5. Terminate the current contract between the Hanover Area School District and the Luzerne Intermediate Unit for the lease of Lyndwood Elementary.

6. Authorize the school solicitor to re-negotiate agreement with the Luzerne Intermediate Unit, for the use of the second floor of Lyndwood Elementary School.

BOARD VOTE: (ON MOTIONS #1 TO AND INCLUDING #6 ABOVE): YES:
Ciavarella, Holmgren, Kopko (No on Motion #2 and yes on everything else);
Mahle, Mazur, Potsko, Redick, Stevens. **NO:** Kopko (on Motion #2 only).
ABSENT: Bleich **ABSTAIN:** None Chair declared the motions carried.

PERSONNEL:

Mr. John Mahle, Board President, asked if there was any input from the public at this time regarding anything on the Personnel Agenda items; would anyone from the public like to address the Board.

No one in the audience responded.

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

1. Approve the February 2020 Salary Adjustments as per the HAEA Union Contract. (Exhibit P-1)
2. Approve the February 2020 Tuition Reimbursements as per the HAEA Union Contract. (Exhibit P-2)
3. Approve the Family and Medical Leave (FMLA) for Employee #31987, effective February 1, 2020.
4. Approve a medical sabbatical for employee #30920 for a period beginning March 16, 2020 to March 16, 2021.
5. Approve the Agreement between the Hanover Area School District and the Luzerne Intermediate Unit for the Department of Education ELECT (Pregnant/Parenting Teens) grant. (Exhibit P-5)
6. Appoint Renee Benavage as mentor teacher for Ethan Hoolick, Secondary English Teacher.
7. Accept, with regret, the retirement of Margie Geiger, Cleaner, effective August 21, 2020. (Exhibit P-7)

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8. Accept the resignation of Paulette Ansemli, Cleaner, effective February 26, 2020. (Exhibit P-8)

9. Accept the resignation of Michael Griffith, Head Wrestling Coach. (Exhibit P-9)

10. Approve Frank Nowakoski "Nowakoski Driving School" as a non-exclusive provider for End Of Course Skills Test (EOCST).

11. Accept motion to approve expulsion adjudication regarding student "A".

12. Motion to approve request of Nathan Barrett, Superintendent, to enroll in the Educational Leadership Course, as per the current Superintendent Contract.

13. Appoint Amy DeMarzo as Assistant School Nurse for the 2019-2020 School Year, at a rate of \$26.00/hour, with no benefits.

14. Appoint/re-appoint the following Extra-Curricular Personnel for the 2019-2020 School Year:

| | | |
|----------------|--|------------|
| Cory Koons | Head Jr. High Baseball | \$2,145.00 |
| Tom Mercadante | 7 th & 8 th Grade Baseball | \$1,700.00 |
| Kyle Kowalski | Jr. High Asst. Baseball | \$1,478.00 |

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| | | |
|-----------------|-----------------------------|------------|
| Natasha Milazzo | Head Varsity Cheerleading | \$2,474.00 |
| Amanda Sabecky | Head Jr. High Cheerleading | \$1,395.00 |
| Victoria Groff | Head Jr. High Softball | \$2,145.00 |
| Lauren Stamm | Asst. Jr. High Softball | \$1,478.00 |
| Al Weston | Head Track & Field | \$3,348.00 |
| John Centak | Head Jr. High Track & Field | \$2,011.00 |
| Kelly Rine | Asst. Varsity Track & Field | \$1,936.00 |
| Kenneth White | Asst. Varsity Track & Field | UNPAID |

BOARD VOTE: (ON MOTIONS #1 TO AND INCLUDING #14 ABOVE): YES: Ciavarella, Holmgren, Kopko, Mahle, Mazur, Potsko, Redick, Stevens. NO: None ABSTAIN: None ABSENT: Bleich Chair declared the motions carried.

NEW BUSINESS:

Mr. Michael Mazur, School Board Member, stated he has a motion under New Business:

A motion to appoint the following Extra-Curricular Personnel: Richard Hummer and Richard Colorusso, as Co-Weightlifting Coaches at a salary of \$2,259.00 per individual for the 2019-2020 School Year.

The motion was seconded by Rick Stevens.

Attorney Jack Dean, School Solicitor, asked if anyone has any questions.

Mr. Frank Ciavarella, Board Member, replied yes, I have a question on the motion. Is there going to be set schedules and set times?

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Attorney Jack Dean, School Solicitor, replied I hope so.

Mr. Michael Mazur, Board Member, replied you can set it up anyway you want to do it.

Attorney Jack Dean, School Solicitor, replied why don't you make it part of your motion, if you so desire, to add to the motion: to be contingent upon having a schedule approved by the Superintendent.

Mr. Michael Mazur, Board Member, stated add to the motion contingent upon having a schedule approved by the Superintendent.

Attorney Jack Dean, School Solicitor, stated now you need a second.

Mr. Rick Stevens, Board Member, seconded the motion.

Mr. Frank Ciavarella, Board Member, stated they are being appointed tonight, right.

Dr. Vic Kopko, Board Member, stated Attorney Dean, on question if I may. We just completed a Finance Committee Meeting a half hour before the Executive Session. We identified that this School District is well over a million dollar deficit and maybe even more. The individuals who are brought up here are good and decent men, but they are already football coaches who are responsible for taking their teams into the weightlifting room and lifting with them, just as every other coach does here. They are already getting paid as weightlifting coaches. I believe it's better to spend any monies that we have on academics and computers, to increase our unacceptable test scores which our Superintendent is working diligently on. I don't know how we cannot put money into academics and then we are hiring two weightlifting coaches that we've talked about already. With over a million dollar deficit, you got to start somewhere. And again if these individuals were coming in and not getting paid as football coaches, that is one thing; but where is the money coming from.

Mr. Michael Mazur, Board Member, replied it's budgeted from last year.

Dr. Vic Kopko, Board Member, replied and you do understand that we have about a million five in deficit, is that correct Mr. Kachurak.

Mr. Robert Kachurak, Business Administrator, replied right now we do.

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Dr. Vic Kopko, Board Member, stated okay, I just wanted to make that point Mr. Solicitor.

Attorney Jack Dean, School Solicitor, stated we have a motion and a second; now we need roll call.

BOARD VOTE: (ON NEW BUSINESS-MOTION ABOVE): YES: Mazur, Potsko, Redick, Stevens. NO: Ciavarella, Holmgren, Kopko (stating this money needs to be spent on academics or not at all, these people get paid already, absolutely not), Mahle. ABSENT: Bleich Chair declared the motion tied, so the motion failed.

OLD BUSINESS:

None

PUBLIC COMMENTS:

Mrs. Nancy Karpovich, President of the Hanover Area's PTA's, said she missed the beginning of the meeting where the Board approved the Field Trip things under General items 1 through 6. She asked if the PTA's will need to pay for the bussing for all the field trips this year; because the contracts were already made and that they were never notified. She stated in the past 19 years they never had to pay for bussing; and they really can't afford it. She said she understood that the Board has no money but everything for this year is already booked: for example, for the 6th Grade Class Trip, it would cost the PTA over \$11,000.00 to pay for the busses. She said they would like to know, before the rest of the trips, so they know where they stand moneywise.

Attorney Jack Dean, School Solicitor, replied that was Field Trip procedures that were addressed, so your proper procedure is speaking now about it because it is not an agenda item. We are for various reasons working now on all field trips based on what is going on in the world today. What we can do is, I am not familiar with all the policies on how field trips are paid for, so we are going to be looking at that and the Superintendent as the Representative will get back to you.

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Mr. Nathan Barrett, Superintendent, stated what we spoke of today; the Board and I did speak about this today and the pink elephant in the room was if we should be going anywhere at this point right now. So if you can fast forward and give us maybe a months' time with the financial situation that we are in and with the current situation we have right now. I did review your request; it is an important topic and we will be looking into it further.

Another woman in the audience voiced her concerns about all the rumors going around about the coronavirus; if they are closing the schools or making other arrangements.

Mr. Nathan Barrett, Superintendent, stated everything that is up-to-date on the coronavirus is on our website. There is not anything that you will see on social media that is valid, that doesn't come from this district. So I strongly encourage people, if there is anything on social media, look on our website first because it is up-to-date and up-to-the-minute.

She then asked if the schools are closed in the future, how much notice would the parents and students receive on the closing.

Mr. Nathan Barrett, Superintendent, replied if it is a confirmed case, it will be closed in an instant. We would not allow anybody into the building. And at this point right now we are doing every recommendation of the CDC and the Department of Health. We have followed every regulation and we have updated policies as recent as today. So it is changing and it is changing based on the level of the State and the level of the Country that folks have traveled or have been in contact with people who have been in those places; so we are taking every precaution. And as it was in the Citizen's Voice last week, we have met from food staff to cleaning staff to maintenance staff, all the way up, so if you call this building, every single clerical worker should have talking points readily available for your concerns. On a daily basis we disinfect every building as we normally would do, and as I have said, right now I promise you that if there is something, we would never be negligent and not reach out to the families and as you know I try to keep everybody informed with text messages with any situations. We keep parents on the forefront of every situation we are dealing with. Have confidence in us.

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FUTURE MEETINGS:

April Work Session

Tuesday, April 14, 2020 at 5:30 P.M.

April Regular Meeting

Tuesday, April 14, 2020 immediately
following the Work Session

ADJOURNMENT:

It was moved by Paul Holmgren, seconded by Dr. Vic Kopko: To adjourn the Regular School Board Meeting at 7:34 P.M.

BOARD VOTE: YES: Ciavarella, Holmgren, Kopko, Mahle, Mazur, Potsko, Redick, Stevens. NO: None ABSENT: Bleich ABSTAIN: None Chair declared the motion carried.

ATTEST: _____, Secretary

Rick Stevens

Hanover Area School Board