

July 11, 2024

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

MINUTES

**Hanover Area Junior/Senior High School
Hanover Township, Pennsylvania
July 11, 2024**

A Special Meeting of the Board of School Directors of the Hanover Area School District was held on Thursday, July 11, 2024, at 6:00 PM. The meeting was called to order by the Board President, Brian C. McDermott.

PLEDGE OF ALLEGIANCE TO OUR FLAG

ROLL CALL OF BOARD MEMBERS:

PRESENT: Stacy Bleich, Paul Holmgren, Jacob Hyder, Dr. Vic Kopko, Michael Mazur, Rick Stevens, Brian McDermott

ABSENT: Richard Oravic, Matthew Redick

Brian McDermott, Board President, stated a Quorum was established for the meeting.

OTHER PEOPLE PRESENT: Mr. Nathan Barrett, Superintendent; Attorney Mark Bufalino, District Solicitor; Mrs. Lynn Vitale, Administrative Assistant; several District Administrators and several citizens.

Brian McDermott, Board President, made the following statement: "Pursuant to the Pennsylvania Sunshine Act, the Board President wishes to announce that at its Regular Meeting convened for general purposes on Thursday, July 11th, the Board of Education of the Hanover Area School District held an Executive Session to discuss matters of employee relations, labor negotiations, threatened or actual litigation and went into a closed executive session at 5:15PM and began the public meeting at 6:02PM. The subjects discussed in executive session related solely to matters of employee relations, labor negotiations and threatened or actual litigation."

Chairman McDermott solicited public input on Board Agenda Items.

No one from Press or Public addressed the board on Agenda Items.

APPROVAL AND ACCEPTANCE OF MINUTES/REPORTS:

None

SUPERINTENDENT'S REPORT:

None

July 11, 2024

RECOMMENDATIONS:

GENERAL:

There are NO General Items for this meeting.

FINANCIAL:

There are NO Financial Items for this meeting.

PERSONNEL:

It was moved by Mike Masur seconded by Rick Stevens: To approve Motion #1 through #4:

1. Ratify the request of Employee #32150 to take May 3, 2024, May 20, 2024, and May 30, 2024 off as unpaid days with the understanding that this will not set a precedent or establish a past practice.

(Exhibit P-1)

2. Accept the resignation of Robert Stelma, Secondary Science Teacher, effective June 26, 2024.

(Exhibit P-2)

3. Ratify the salary increase for Employee #32310.

4. Appoint/Re-appoint the following Extra-Curricular personnel for the 2024-2025 school year:

Brandon Chafin	Football Volunteer Asst. Varsity Coach	UNPAID
Gary Kroll	Football Volunteer Asst. Varsity Coach	UNPAID
Tyrek Matthews	Football Volunteer Asst. Varsity Coach	UNPAID
Landon Rubenstein	Football Volunteer Asst. Varsity Coach	UNPAID
Joseph Balbach	Soccer Co-Ed Jr. High Head Coach	\$2,982
Brian Bannon	Soccer Girls Asst. Varsity Coach	\$2,919
Kim Drozda	Soccer Girls Volunteer Coach	UNPAID
Elbros Samkough	Volleyball Girls Head Coach	\$4,535
Ana Pac	Volleyball Girls Asst. Varsity Coach	\$2,222

July 11, 2024

BOARD VOTE: (ON MOTIONS #1 through #4):

YES: Bleich, Holmgren, Hyder, Kopko, Mazur, Stevens, McDermott

NO: NONE

ABSTAIN: Masur (on #1)

ABSENT: Oravic, Redick

Chair declared the motions carried.

A motion was made by Stacy Bleich on the recommendation by the Athletic Committee to approve Motion #5 and seconded by Rick Stevens.

5. Appoint Justin Thomas as Boys Varsity Wrestling Coach Extra-Curricular Personnel for the 2024-25 school year, at a salary of \$7,456.

BOARD VOTE: (ON MOTION #5):

YES: Bleich, Hyder, Kopko, Mazur, Stevens

NO: Holmgren, Kopko, McDermott

ABSTAIN: NONE

ABSENT: Oravic, Redick

Chair declared the motion carried.

A motion was made by Paul Holmgren and seconded by Stacy Bleich to approve Motions #6 and #7.

6. Ratify Peter Connors, as Cleaner #1, effective June 12, 2024 as per the HAESPA contract.

7. Approve lateral transfer of Jeffrey Urbanski from Custodial Position #1, Lyndwood Elementary to Custodial Position #1 Memorial Elementary, effective July 15, 2024.

BOARD VOTE: (ON MOTIONS #6 and #7):

YES: Bleich, Holmgren, Hyder, Kopko, Mazur, Stevens, McDermott

NO: NONE

ABSTAIN: NONE

ABSENT: Oravic, Redick

Chair declared the motions carried.

July 11, 2024

A motion was made to TABLE item #8 by Paul Holmgren and seconded by Mike Masur.

8. (TABLED) Appoint _____, as a Part-time School Bus Driver position, at a rate of

\$20/hr., effective July 15, 2024.

BOARD VOTE: (On Motion to TABLE item #8):

YES: Bleich, Holmgren, Hyder, Kopko, Mazur, Stevens, McDermott

NO: NONE

ABSTAIN: NONE

ABSENT: Oravic, Redick

Chair declared the motions carried.

On the recommendation of the Superintendent, a motion was made by Jacob Hyder to approve item #9 by and seconded by Stacy Bleich.

9. Appoint Courtney Cragle as an Elementary Teacher, at a salary of Step B1, \$53,768, effective August 21, 2024.

BOARD VOTE: (ON MOTION #9):

YES: Bleich, Holmgren, Hyder, Kopko, Mazur, Stevens, McDermott

NO: NONE

ABSTAIN: NONE

ABSENT: Oravic, Redick

Chair declared the motions carried.

On the recommendation of the Superintendent, a motion was made by Rick Stevens and seconded by Jacob Hyder to approve Item #10.

10. Appoint Nicole Cragle as an Elementary Teacher, at a salary of Step B1, \$53,768, effective August 21, 2024.

Dr. Kopko noted that on the motions to approve items 9 and 10, that the individuals recommended had substituted for the district for 2 years. Superintendent Barrett confirmed this to be true adding "they indeed have earned their spots here".

July 11, 2024

BOARD VOTE: (ON MOTION #10):

YES: Bleich, Holmgren, Hyder, Kopko, Mazur, Stevens, McDermott

NO: NONE

ABSTAIN: NONE

ABSENT: Oravic, Redick

Chair declared the motions carried.

On the recommendation of the Superintendent, a motion was made by Paul Holmgren and seconded by Stacy Bleich to approve Item #11.

11. Appoint Marybeth Scatton as an Elementary Teacher, at a salary of Step M17, \$74,433, effective August 21, 2024.

Noted by Mr. McDermott and confirmed by Superintendent Barrett on the question is the offsetting of the pay and benefits through Title II Funding, a Federal Grant Program for our elementary classrooms.

BOARD VOTE: (ON MOTION #11):

YES: Bleich, Holmgren, Hyder, Kopko, Mazur, Oravic, Stevens, McDermott

NO: NONE

ABSTAIN: NONE

ABSENT: Oravic, Redick

Chair declared the motions carried.

On the recommendation of the Superintendent, a motion was made by Jacob Hyder and seconded by Rick Stevens to approve Item #12.

12. Appoint Shannon Mizikoski as a Special Education Teacher, at a salary of Step B1, \$53,768, effective August 21, 2024.

BOARD VOTE: (ON MOTION #12):

YES: Bleich, Holmgren, Hyder, Kopko, Mazur, Stevens, McDermott

NO: NONE

ABSTAIN: NONE

ABSENT: Oravic, Redick

Chair declared the motions carried.

July 11, 2024

On the recommendation of the Superintendent, a motion was made by Jacob Hyder and seconded by Paul Holmgren to approve Item #13.

13. Appoint Madison Wynn as a Special Education Teacher, at a salary of Step B1, \$53,768, effective August 21, 2024.

BOARD VOTE: (ON MOTION #13):

YES: Bleich, Holmgren, Hyder, Kopko, Mazur, Stevens, McDermott

NO: NONE

ABSTAIN: NONE

ABSENT: Oravic, Redick

Chair declared the motions carried.

On the recommendation of the Superintendent, a motion was made by Stacy Bleich and seconded by Rick Stevens to approve Item #14.

14. Appoint Alison Park as an Instructional Aide, at a salary as per the HAESPA Contract, for the 2024-2025 school year.

BOARD VOTE: (ON MOTION #14):

YES: Bleich, Holmgren, Hyder, Kopko, Mazur, Stevens, McDermott

NO: NONE

ABSTAIN: NONE

ABSENT: Oravic, Redick

Chair declared the motions carried.

On the recommendation of the Superintendent, a motion was made by Paul Holmgren and seconded by Jacob Hyder to approve Item #15.

15. Appoint Rachel Tarnalicki as an Instructional Aide, at a salary as per the HAESPA Contract, for the 2024-2025 school year, beginning at \$15.00/hr.

BOARD VOTE: (ON MOTION #15):

YES: Bleich, Holmgren, Hyder, Kopko, Mazur, Stevens, McDermott

NO: NONE

ABSTAIN: NONE

ABSENT: Oravic, Redick

Chair declared the motions carried.

July 11, 2024

On the recommendation of the Superintendent, a motion was made by Rick Stevens and seconded by Mike Masur to approve Item #16.

16. Appoint Jenna Gronka as a Paraprofessional, at a salary of \$20.00/hr., for the 2024-2025 school year.

BOARD VOTE: (ON MOTION #16):

YES: Bleich, Holmgren, Hyder, Kopko, Mazur, Stevens, McDermott

NO: NONE

ABSTAIN: NONE

ABSENT: Oravic, Redick

Chair declared the motions carried.

On the recommendation of the Superintendent, a motion was made by Mike Masur and seconded by Stacy Bleich to approve Item #17.

17. Appoint Sanja Kovetski as a Paraprofessional, at a salary of \$20.00/hr., for the 2024-2025 school year.

BOARD VOTE: (ON MOTION #17):

YES: Bleich, Holmgren, Hyder, Kopko, Mazur, Stevens, McDermott

NO: NONE

ABSTAIN: NONE

ABSENT: Oravic, Redick

Chair declared the motions carried.

On the recommendation of the Superintendent, a motion was made by Rick Stevens and seconded by Mike Masur to approve Item #18.

18. Appoint Vonetta Simmons as a Paraprofessional, at a salary of \$20.00/hr., for the 2024-2025 school year.

BOARD VOTE: (ON MOTION #18):

YES: Bleich, Holmgren, Hyder, Kopko, Mazur, Stevens, McDermott

NO: NONE

ABSTAIN: NONE

ABSENT: Oravic, Redick

Chair declared the motions carried.

July 11, 2024

On the recommendation of the Superintendent, a motion was made by Paul Holmgren and seconded by Mike Masur to approve Item #19.

19. Appoint Eva Wickkiser as a Paraprofessional, at a salary of \$20.00/hr., for the 2024-2025 school year.

BOARD VOTE: (ON MOTION #19):

YES: Bleich, Holmgren, Hyder, Kopko, Mazur, Stevens, McDermott

NO: NONE

ABSTAIN: NONE

ABSENT: Oravic, Redick

Chair declared the motions carried.

NEW BUSINESS

None

OLD BUSINESS:

None

PUBLIC COMMENT:

Dakota Zyskowski, Assistant Coach HASD Girls Softball addressed the Board, noting the following:

- Concerned regarding the rule of head coach not allowing "coaches coaching family" which would result in her firing.
- Noted the rule contradicts the team motto of "one team one family" and noted other district sports allow family members of student athletes to coach.
- Noted she "was not given a voice at practices, leading same drills over and over".
- Lack of communication and respect from the current head coach.
- Noted she was "fired via text message".
- Thanked Board for the opportunity to speak and hoped for support to allow her to continue coaching.

Cheyenne Zyskowski, Student Athlete HASD Girls Softball, addressed the Board, noting the following:

- Noted the team was promised a different outcome at the start of the season with the motto of "One Team One Family", yet the season yielded the same culture as previous seasons.

July 11, 2024

- Concerned for change to occur for the upcoming season, her Senior year.
- Believes it unfair to Coach Zyskowski that she be fired without allowing her a proper and fair chance to succeed.

Amber Zyskowski, parent of Dakota and Cheyenne, addressed the Board, noting the following:

- Felt Dakota never got the "respect she deserved as a coach" and Cheyenne was treated the same way throughout the season.
- Opined that Dakota was regarded more like a player by Coach Ann, rather than a Coach.
- Noted the situation was brought to Mr. McCree and the Superintendent's attention on numerous occasions (3 occasions) of the way the Head Coach was treating Dakota and Cheyenne.
- Situation became frustrating as a parent, knowing the kind of individuals they are and deserving of so much more.
- Emails to the district have outlined the treatment her daughters received from Coach Ann.
- Genuinely hopes that the Board will investigate the matter, as Dakota genuinely cares for the student athletes under her care. She is capable of so much more than what she is currently allowed.

An unidentified member of the public addressed the Board on behalf of Boys Wrestling. She noted the following:

- Boys in the wrestling program have known Chris Kane since Kindergarten. He has raised these boys into wonderful young men.
- Kane's dedication to the program goes far beyond the wrestling room.
- He has always been a positive role model to them, giving up much of his own personal time to make the Hanover Boys Wrestling Program better.
- I may not agree with your choice here tonight. I just wish you could have asked the boys what their opinions were and who they thought might be the best choice.
- My son has wrestled for 10 years and would not be half of what he is now if not for Chris and some of the other coaches.
- Understands the decision was made, but believes it was the wrong decision, and may impact future participation of her son and several others.

Father of Derek Morgan addressed the Board on behalf of Boys Wrestling. He noted the following:

- Confused by the agenda, because the wrestling coach was not posted.
- Noted that there were some board members present that supported another choice and asked if that choice was going to be presented.

July 11, 2024

- Superintendent Barrett responded that no other choice would be presented as the item for the wrestling coached passed by majority vote and it was a final decision.
- Noted that he was very disappointed.

Dwight Smith, father of an incoming freshmen wrestler.

- His son wrestled under Chris Kane for the last 8 years, year-round.
- Understands the board had a difficult decision. Believes both options were good options—noting “that is a good problem to have”. However, he stated he believes “the wrong choice was made”.
- Noted he’s been around wrestling for 8 years and has seen “a lot of crappy programs. Hanover does not have a crappy program”.
- Chris ran the elementary program for 8 years and was the Junior High Coach for the last 2 years. “I don’t think he was given a fair chance.”
- Noted that Chris was not here tonight because he is at a wrestling practice. His life is his wrestling. He doesn’t just care for his son. He cares for every one of the kids in the room.
- “I understand your decision is made. I think it’s the wrong one and I think a lot of people feel the same way and will be disappointed.”]
- “I think perhaps there should have been some discussion with the students who are involved in this for whom you are making these decisions.”

Daniel Erickson, Ashley, addressed the Board and noted the following:

- I was one of the applicants for the Head Coach wrestling position.
- I believe my application and Chris Kane’s were overlooked for this position, mine specifically, because I am very young.
- I understand the decision was made. I am disappointed with the decision. I love these kids; they are like little brothers to me.
- I do not see this decision going well for this school and I believe that there should have been a better deliberation process. I wish you guys good luck with the upcoming wrestling season.

FUTURE MEETINGS:

August Work Session:

Tuesday, August 6, 2024

August Regular Meeting:


Tuesday, August 6, 2024

July 11, 2024

President McDermott then called for Adjournment.

ADJOURNMENT:

It was moved by Paul Holmgren, seconded by Stacy Bleich to adjourn the Special Meeting at 6:27PM.

ATTEST:  Secretary
Rick Stevens
Hanover Area School Board