AUGUST 15, 2019

HANOVER AREA SCHOOL DISTRICT
BOARD OF EDUCATION
SPECIAL MEETING

MINUTES

August 15, 2019

Hanover Area Junior/Senior High School
Hanover Township, Pennsylvania
August 15, 2019

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 Thursday, August 15, 2019, at 5:15 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; Joyce Potsko, Treasurer; Rick Stevens, Secretary; Dr. Vic Kopko, Stacy McGovern Bleich and Kevin Quaglia.

ABSENT: Paul Holmgren, Vice-President and Joseph Steininger. Mr. John Mahle, Board President, stated Frank Ciavarella is excused.

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

OTHER PEOPLE PRESENT:

Dr. Terry Schnee, Acting Superintendent; Mr. Robert Kachurak, Business Administrator, Attorney Charles McCormick, School Solicitor; and a number of citizens.

RECOMMENDATIONS:

FINANCIAL:

It was moved by Joyce Potsko, seconded by Stacy Bleich: To approve the following motion:

1. Accept quotation proposal from Fidelity Bank, to issue a Tax Anticipation Note (TAN), in the amount of $2,500,000.00 for the period August 22, 2019 through June 30, 2020. The interest rate is fixed at 2.375%.

BOARD VOTE: (ON MOTION #1 ABOVE): YES: Kopko, Mahle, Bleich, Potsko, Quaglia, Stevens. NO: None ABSENT: Ciavarella, Holmgren, Steininger ABSTAIN: None Chair declared the motion carried.

PERSONNEL:

It was moved by Rick Stevens, seconded by Vic Kopko: To approve the following motions:

1. Appoint Paulette Anselmi to the 4/hour Cleaner Position #1 at Memorial Elementary, as per the HAESPA Contract.

2. Appoint the following Security Officers for Special Occasions at the Hanover Area School District for the 2019-2020 School Year, at a rate of $9.00/hour. All paperwork has been turned in with background checks.

John Sipper William Slabinski

BOARD VOTE: (ON MOTIONS #1 TO AND INCLUDING #2 ABOVE):
YES: Kopko, Mahle, Bleich, Potsko, Quaglia, Stevens. NO: None
ABSENT: Ciavarella, Holmgren, Steininger ABSTAIN: None
Chair declared the motions carried.

NEW BUSINESS:

None

OLD BUSINESS:

None

PUBLIC COMMENTS:

Adriana Herrera stated she is an employee of the Hanover Area School District saying she was hired initially on April of 2016 when she was appointed as a substitute per-diem cleaner at the rate of $10.00 per hour. She said she was informed that there was another position that was made available to her at the High School as a four hour cleaner, position #7; so she began that position last week. She said she was also contacted about a position she applied for a year ago as a paraprofessional, but at the time her clearances didn't come through in time so she took the part time cleaner position to get into the school district as far as employment. She went on to say that she was contacted by Denise Richardson for an interview which took place on July 25, 2019 with her and the Special Education Director, Shannon Bennett; at which time she was informed that she would be considered for the position and they would let her know where and when she was going to be placed. She said she was contacted by her again after a Board Meeting telling her she was appointed as a Paraprofessional at $10.00/hour rate. So, she said, from those two appointments she was appointed for two positions at the School District; one as a paraprofessional at the High School dayshift and her second position which is Cleaner #7 which is Monday through Friday from 2:00 to 6:00; saying she was pretty sure all of you are aware of

the schedule and the hours. She said she was later contacted and actually went down to Mrs. Bennett's office on August 13th to get her hours for the inservice because when she looked at the minutes from the Board Meeting the inservice was August 20, 21, and 22 of next week so she needed to confirm with her when her inservice would be for the position she will be starting on August 26, 2019 and she told me my inservice will be from 9:00 to 2:00 next week, Tuesday and Wednesday. She said so she was very surprised when Mrs. Bennett contacted her and informed her that they couldn't give her both of those jobs so she said she was not really quite sure what that means because she was appointed for both positions and in no point in time did she ever say that she wasn't interested in either one. She went on to say that she has demonstrated her ability to work as a cleaner and do her job efficiently; so as far as the paraprofessional job, she had references since she was considered as a candidate and she was accepted for this position that is why she was also given a letter in the mail which is dated August 7, 2019, from the Board Meeting on Tuesday, August 6th which clearly states that the Hanover Area Board of Education approved her appointment as a Paraprofessional at the rate of $10.00/hour starting on the 26th. She said so the reason that she is here today is because she was appointed for both positions and was looking forward to starting the other position next week and she is currently working as a cleaner now; so she just needed some clarification that if the school is terminating her, then she needs a letter of termination. She said so at this time she doesn't know how you want to do this.

Mr. Robert Kachurak, Business Administrator, stated I can speak to that. I was unaware that they were hiring one person for two part-time positions. No one approached me as Business Administrator. He said for me, from a Business Manager's standpoint, once you start working eight hours you have to pay benefits; and there is a possibility that you may have overtime for two part time positions, so I don't feel that it is good business practice to have one employee having two part-time positions.

Attorney Charles McCormick, School Solicitor, stated I am going to direct the Board that this is an administrative issue which could be a contractual issue, and it is not something that the Board is going to make a comment on today. It is not any type of action the Board would take. If you feel that either you or the administration feels that there is some type of conflict, because of either full time benefit requirements with hourly rates, that is a contractual interpretation, and you would have to go through the administrative process, you wouldn't come to the Board directly. You are accurate, you were appointed, I do recall your name on the paraprofessional list so your representations that you were appointed by the Board for the two positions are accurate and the Board is not going to go into the administrative details of how that works long term. My suggestion would be for you to make an appointment with Bob, and see if this thing can be worked out. I am not versed enough with the contract whether it is a contractual issue or an

interpretation issue, I just don't know. But that would be an administrative issue for you first. I am going to direct the Board not to discuss this issue any further because it could have potential ramifications for the employment. I don't want to cut you off but I think you set forth your position and see if you can work it out with the administration. If you can fine, if you can't you will have to take your position and the administration will have to take theirs. But it doesn't really rise to the Board level at this time.

She then stated another question that she has is she was not given a contract so on one of the letters she received when she was hired it said as per and then there was an acronym and she wasn't aware of what that stood for.

Attorney Charles McCormick, School Solicitor, replied again, go through the administration, you are five steps above, and you could have gotten the answer by just asking someone besides the administration.

She replied that she has exhausted that point because she has asked people and they re-directed her to other people; that is why she came here tonight.

Attorney Charles McCormick, School Solicitor, replied Bob will handle it, he is the Business Administrator; make an appointment with him tomorrow and work your way through it.

She replied she will absolutely do that and she said thank you very much for your time.

FUTURE MEETINGS:

September Board Work Session	Tuesday, September 10, 2019
September Regular Monthly Meeting	Tuesday, September 10, 2019

August 15, 2019

ADJOURNMENT:

It was moved by Rick Stevens, seconded by Joyce Potsko: To adjourn the Special School Board Meeting at 5:30 P.M.

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

ATTEST: _____, Secretary

Rick Stevens
Hanover Area School Board