

**July 23, 2026**

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

**MINUTES**

**Hanover Area Junior/Senior High School**

**Hanover Township, Pennsylvania**

**July 23, 2026**

A Regular Meeting of the Board of Directors of the Hanover Area School district was held on Thursday, July 23, 2026, at 6:05PM. The meeting was called to order by Board President, Mr. Rick Stevens.

**PLEDGE TO THE FLAG:**

Following the Pledge of Allegiance, a moment of silence was dedicated to the memory of Robert Ashton, a longtime coach, student advisor and educator of the Hanover Area School District, who recently passed away.

**ROLL CALL OF BOARD MEMBERS:**

**PRESENT:**

Stacy Bleich; Frank Ciavarella, Jr.; Paul Holmgren; Jacob Hyer; Michael Mazur (by phone); Brian C. McDermott; Rick Oravic; Rick Stevens

**ABSENT:** Matthew Redick

Stacy Bleich, Board Secretary, stated a Quorum was established for the public meeting.

**OTHER PEOPLE PRESENT:** Dr. Daphne Pugh, Assistant to the Superintendent; Amy Kosch, Human Resources Officer; Attorney Christopher Slusser, District Solicitor; several District Administrators, citizens and stakeholders.

Board President, Mr. Rick Stevens, made the following statement regarding the Sunshine Act: "Pursuant to the Pennsylvania Sunshine Act, the Board President wishes to announce that at its Special Meeting convened for special purposes on July 23, 2026, the Board of Education of the Hanover Area School District held an Executive Session at 4:30PM and began the public meeting at 6:05PM. The subjects discussed in executive session related solely to matters of employee relations, labor negotiations, and threatened or actual litigation. At this time, would anyone from the public like to address the Board on agenda items only?"

No one from Press or Public offered Public Input on Agenda Items

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

It was moved by Jacob Hyder and seconded by Stacy Bleich to approve the following minutes/reports:

- Special Meeting Minutes of June 23, 2026
- Wilkes-Barre Area Career & Technical Center Board of Education- Joint Operating Committee meeting minutes of June 22, 2026

July 23, 2026

**Board Vote:**

YES: Bleich, Ciavarella, Holmgren, Hyder, Mazur, McDermott, Oravic, and Stevens

NO: NONE

ABSTAIN: NONE

ABSENT: Redick

**Chair declared the motion carries.**

**SUPERINTENDENT'S REPORT:**

**There are no items for this special meeting.**

**RECOMMENDATIONS:**

**GENERAL:**

It was moved by Jacob Hyder and seconded by Paul Holmgren to approve the following Motion #1:

1. Approve the second reading of the following policies:

- Policy Manual - 100 Programs – Charter Schools #140 Vol I 2026
- Policy Manual - 200 Pupils – Threat Assessment #236.1 Vol I 2026
- Policy Manual – 200 Pupils – Dress and Grooming #221 Vol I 2026
- Policy Manual – 300 Employees – Working Periods #332 Vol I 2026
- Policy Manual – 300 Employees – Dress and Grooming #325 Vol I 2026
- Policy Manual – 600 Finances – District Audit #619 Vol I 2026
- Policy Manual – 800 Operations – Transportation #810 Vol I 2026

**(Exhibit G-1)**

**BOARD VOTE (ON Financial Motion #1)**

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

NO: NONE

ABSTAIN: NONE

ABSENT: Redick

**Chair declared Motion #1 Passed.**

**FINANCIAL:**

It was moved by Jacob Hyder and seconded by Mike Mazur to approve the following Financial Motions #1 through #11:

It was moved by Jacob Hyder and seconded by Rick Oravic to add and approve Financial Motions #12 to the agenda. (Chairman Stevens read the motion aloud as entered below and sought questions/public input prior to the vote.)

**July 23, 2026**

It was moved by Frank Ciavarella and seconded by Brian McDermott to add and approve Financial Motion #13 to the agenda. (Chairman Stevens read the motion aloud as entered below and sought questions/public input prior to the vote.)

1. Ratify the following FNCB (now operating as Peoples Security Bank & Trust) check register:

June 4, 2026 – July 22, 2026

**(Exhibit F-1)**

2. Approve the FNCB (now operating as Peoples Security Bank & Trust) check register:

July 23, 2026

**(Exhibit F-2)**

3. Ratify the Intergovernmental Agreement between Northeast Educational Intermediate Unit No. 19 and Hanover Area School District for the 2026-2027 Professional Education and Support Services as listed in Schedule A of the contract, effective June 9, 2026.

**(Exhibit F-3)**

4. Approve the contract between Johnson Lambe/Under Armour for exclusive sports supplies and equipment vendor; when in compliance with procurement standards.

**(Exhibit F-4)**

5. Approve payment to Myco Mechanical, Inc for work completed through June 2026, with retainage, of the New Elementary School in the amount of \$498,656.38.

6. Approve payment to Multiscape, Inc., for work completed through June 2026, with retainage, of the New Elementary School in the amount of \$737,977.50.

7. Approve payment to Quandel for the Construction Phase of the New Elementary School in the amount of \$36,099.00

8. Approve the settlement agreement between Frank Ciavarella d/b/a Star Transportation and the Hanover Area School District and the Hanover Area School District Board of Education.

9. Approve the agreement between Margy Durkin and the Hanover Area School District to provide Trauma Therapy Services, not to exceed 15 hours per week, for the 2026-2027 school year.

10. Approve the agreement between Aaron Center, Inc and the Hanover Area School District to provide collaborative mental health, educational and medical services, as needed for the 2026-2027 school year.

11. Approve the agreement between Victoria Zimmerman and the Hanover Area School District to provide ASL Interpreting services, as needed effective July 23, 2026, through June 30, 2027.

12 Approve the district to procure air conditioning units for the press box at Memorial Stadium, not to exceed \$7,500 to the lowest qualified bidder.

13. Approve the district to procure air conditioning units for the locker room at Memorial Stadium, not to exceed \$10,000 to the lowest qualified bidder.

July 23, 2026

**BOARD VOTE (ON Financial Motions #1 through #11)**

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

NO: McDermott (on #1 and #2)

ABSTAIN: Ciavarella (on #8)

ABSENT: Redick

**Chair declared Motion #1 through #11 PASS.**

**BOARD VOTE (ON Motion to add/approve Financial Item #12)**

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

NO: NONE

ABSTAIN: NONE

ABSENT: Redick

**Chair declared Motion #12 PASSES.**

**BOARD VOTE (ON Motion to add/approve Financial Item #13)**

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

NO: NONE

ABSTAIN: NONE

ABSENT: Redick

**Chair declared Motion #13 PASSES.**

Following the Financial Votes, Mr. McDermott publicly thanked his fellow Board Members for the addition/passage of Financial Items #12 and #13 to this evening's agenda.

**PERSONNEL:**

It was moved by Jacob Hyder and Seconded by Stacy Bleich to approve the following Personnel Motions #1 through #5; #13 and #14:

On the recommendation of the Assistant to the Superintendent, it was moved by Jacob Hyder and Seconded by Rick Oravic to approve the following Motion #6:

On the recommendation of the Assistant to the Superintendent, it was moved by Rick Oravic and Seconded by Brian McDermott to approve the following Motion #7:

July 23, 2026

On the recommendation of the Assistant to the Superintendent, it was moved by Stacy Bleich and Seconded by Jacob Hyder to approve the following Motion #8:

On the recommendation of the Assistant to the Superintendent, it was moved by Frank Ciavarella, Jr. and Seconded by Paul Holmgren to approve the following Motion #9:

On the recommendation of the Assistant to the Superintendent, it was moved by Rick Oravic and Seconded by Jacob Hyder to approve the following Motion #10:

On the recommendation of the Assistant to the Superintendent, it was moved by Jacob Hyder and Seconded by Stacy Bleich to approve the following Motion #11:

On the recommendation of the Assistant to the Superintendent, it was moved by Brian McDermott and Seconded by Rick Oravic to approve the following Motion #12:

1. Approve the request from Employee #32308 to extend an existing Childrearing Leave through September 16, 2026, with the understanding that this will not set a precedent or establish a past practice.
2. Approve the request of Employee #32260 to take three (3) unpaid days: August 18, 19<sup>th</sup> and 20<sup>th</sup>, 2026, with the understanding that this will not set a precedent or establish a past practice.
3. Approve the request from Employee #32257 to take FMLA/ Childrearing Leave effective August 18, 2026, through an anticipated end date of December 23, 2026.
4. Accept the resignation of Amandalynn Bush, as summer (Per Diem) Buildings & Grounds Crew, effective June 29, 2026.
5. Ratify the appointment of Jeannie Nardone as Summer (Per Diem) Buildings & Grounds Crew, effective July 13, 2026, at a rate of pay of \$15/hour through a tentative end date of August 14, 2026.
6. Appoint Christine Misiura as a Secondary math Teacher, at a salary of \$80,443.00 as per the HAEA contract, contingent upon the satisfactory completion of all employment requirements, with an anticipated start date of August 18, 2026.
7. Appoint Alexandria Holmgren as a Math Coach, at a salary of \$76,443.00 as per the HAEA contract, with an anticipated start date of August 18, 2026.
8. Appoint Sasha Jimenez as an Elementary Teacher, at a salary of \$51,043.00 as per the HAEA contract, contingent upon the satisfactory completion of all employment requirements with an anticipated start date of August 18, 2026.
9. Appoint Cara Nolan as an Elementary Teacher, at a salary of \$67,943.00 as per the HAEA contract, contingent upon the satisfactory completion of all employment requirements with an anticipated start date of August 18, 2026.
10. Appoint Kathleen Neher-Grove as a Special Education Teacher/Dyslexia Specialist at a salary of \$82,843.00 as per the HAEA contract, contingent upon the satisfactory completion of all employment requirements with an anticipated start date of August 18, 2026.

July 23, 2026

11. Appoint Alisyn Bryfogle as a Special Education Teacher, at a salary of \$57,043.00 as per the HAEA contract, contingent upon the satisfactory completion of all employment requirements with an anticipated start date of August 18, 2026.
12. Appoint Suzanne Gill as an Accounts Payable Clerk, at a salary of \$30,000, contingent upon the satisfactory completion of all employment requirements (start date pending).
13. Approve the salary adjustment for Employee #32446 effective May 15, 2026, as per the HAEA contract.
14. Appoint the following Extra-Curricular Personnel for the 2026-2027 School Year, contingent upon the satisfactory completion of all employment requirements:

**Co-Ed Soccer**

Eric Chado      Assistant Coach:      \$2,486.00

**Cross Country**

Mara Ryan      Assistant Jr. High Coach:      \$1,154.00

**BOARD VOTE: (On Motions #1 though #5; Motions #13 and #14 Above):**

YES: Bleich, Ciavarella, Holmgren, Hyder, Mazur, McDermott, Oravic, and Stevens

NO: NONE

ABSTAIN: NONE

ABSENT: Redick

**Chair declared Motion #1 through #5 and Motions #13 and #14 PASS.**

**BOARD VOTE: (On Motion #6 Above):**

YES: Bleich, Ciavarella, Holmgren, Hyder, Mazur, McDermott, Oravic, and Stevens

NO: NONE

ABSTAIN: NONE

ABSENT: Redick

**Chair declared Motion #6 PASSES.**

**BOARD VOTE: (On Motion #7 Above)**

YES: Bleich, Ciavarella, Hyder, Mazur, McDermott, Oravic, and Stevens

NO: NONE

ABSTAIN: Holmgren

ABSENT: Redick

**Chair declared Motion #7 PASSES.**

July 23, 2026

**BOARD VOTE: (On Motion #8 Above)**

YES: Bleich, Ciavarella, Holmgren, Hyder, Mazur, McDermott, Oravic, and Stevens

NO: NONE

ABSTAIN: NONE

ABSENT: Redick

**Chair declared Motion #8 PASSES.**

**BOARD VOTE: (On Motion #9 Above)**

YES: Bleich, Ciavarella, Holmgren, Hyder, Mazur, McDermott, Oravic, and Stevens

NO: NONE

ABSTAIN: NONE

ABSENT: Redick

**Chair declared Motion #9 PASSES.**

**BOARD VOTE: (On Motion #10 Above)**

YES: Bleich, Ciavarella, Holmgren, Hyder, Mazur, McDermott, Oravic, and Stevens

NO: NONE

ABSTAIN: NONE

ABSENT: Redick

**Chair declared Motion #10 PASSES.**

**BOARD VOTE: (On Motion #11 Above)**

YES: Bleich, Ciavarella, Holmgren, Hyder, Mazur, McDermott, Oravic, and Stevens

NO: NONE

ABSTAIN: NONE

ABSENT: Redick

**Chair declared Motion #11 PASSES.**

July 23, 2026

**BOARD VOTE: (On Motion #12 Above)**

YES: Bleich, Ciavarella, Holmgren, Hyder, Mazur, McDermott, Oravic, and Stevens

NO: NONE

ABSTAIN: NONE

ABSENT: Redick

**Chair declared Motion #12 PASSES.**

**NEW BUSINESS:**

Chairman Stevens announced that the district recently received \$300,000.00 from the Keystone Community Grant for which Mr. Stevens thanked the Hanover Township Board of Commissioners as well as Township Manager, Sam Guesto for help in obtaining the grant. Stevens noted that it will be a great help to the district as it can be used in any way the district might have a need.

Mr. Keith Glynn, Business Manager, thanked the Board for the recent passage of the current district budget last month. With the passage of the sate budget, Mr. Glynn updated that our Basic Education Funding will be \$142,000 better than budget, Special Education Funding is projected to land at \$106,000.00 better than budget; regular adequacy funding is only about \$700.00 off our budget and our anticipated Transportation subsidy will be close to \$100,000.00 better than budget. Our PreK funding is on budget. Glynn noted that all this together with some other things the district can do, we could see potentially \$300,000.00-\$350,000.00 less of a draw down needed from our one-time revenue source of the school-based Access Funding. In general, there was codified language done around cyber charter residency verifications. The biggest change there is that the district can now withhold payment for a student that does not verify residency, where in the past it was automatically taken from subsidy deduction. So, this will ensure that only students who are residents of our district can have cyber/charter funding that is allocated for them. There is however, stepped up on truancy and wellness checks on both in district cyber and out of district cyber students. That has been shared with our principals and truancy officers and will be up to our administrative team on how to best deal with those new requirements. And, Lead Testing, there was some ups and downs with the requirements over the last year over whether any level was acceptable and they landed somewhere near EPA standards in this budget and other items in code related to flexible instruction days, the calculation of body mass index for physical education, mandatory recess levels, Intermediate Units are now eligible for PreK Counts, and there is also potentially \$7Million for SS districts that are in financial recovery. That summarizes the main impacts on education.

**OLD BUSINESS:** NONE

**PUBLIC COMMENTS:** NONE

July 23, 2026

**FUTURE MEETINGS:**

August 2026 Regular Public Meeting

◆ Tuesday, August 11, 2026

Chairman Stevens then called for Adjournment.

**ADJOURNMENT:**

It was moved by Paul Holmgren and Seconded by Stacy Bleich: to adjourn the public meeting at 6:21PM.

ATTEST: Stacy Bleich, Board Secretary  
Stacy Bleich  
Hanover Area Board of Education