

**Warwick School District**

Lititz, PA 17543

March 15, 2016

A meeting of the Warwick Board of School Directors of the Warwick School District convened in the District Board room on Tuesday, March 15, 2016 at 7:00 p.m.

Mr. Todd Rucci, Vice-President, called the meeting to order at 7:00 p.m.

**PLEDGE OF ALLEGIANCE**

**ROLL CALL**

The Board Secretary called the roll of the Board: Millard P. Eppig, Jr., Michael R. Landis, Leslie Penkunas, Nelson L. Peters, Todd L. Rucci, Benedict R. Sahd, Scott A. Shaub, Debra J. Wenger, and Abigael Weit, Student Representative, were present. Dr. Timothy Quinn was absent.

Others attending the meeting: Dr. April Hershey, Superintendent; Dr. Robin Felty, Assistant Superintendent; Melanie Calender, Assistant to the Superintendent; Nathan Wertsch; Mark Leidich; Dr. Doreen Packer; Dr. Ryan Berardi; Steve Szobocsan; Lori Zimmerman; Laura Knowles of Lancaster Newspapers/Lititz Record Express; Howard Snoke; Fran Halligan; and Bridgitte Chavez.

**RECOGNITION OF CITIZENS**

Mr. Howard Snoke offered a statement regarding taxes. A copy of his statement is attached to these Minutes.

**APPROVAL OF AGENDA**

Mr. Eppig moved, Mrs. Wenger seconded, the motion to approve the agenda as presented.  
Motion passed 8-0.

**APPROVAL OF MINUTES** ([Regular meeting](#) of February 16, 2016)

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the minutes of the Regular meeting of February 16, 2016.

Motion passed 8-0.

**TREASURERS REPORT**

Mr. Landis presented the Treasurer’s Report. A copy of the report is attached to these minutes.  
The Treasurer’s Report was accepted 8-0 by the Board.

**PAYMENT OF BILLS**

The following bills were presented for payment by Mr. Landis. A copy of the bills with wire transfer information is attached to these minutes.

|                    |                |
|--------------------|----------------|
| General Fund       | \$593,381.74   |
| Wire Transfers     | \$5,148,126.44 |
| Construction Fund  | None           |
| Cafeteria Fund     | \$141,911.18   |
| Middle School Fund | None           |
| High School Fund   | \$15,585.35    |

Mr. Landis moved, Mr. Peters seconded, the motion to approve payment of the bills as presented.

**On roll call vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mrs. Penkunas, Mr. Peters,  
Mr. Rucci, Mr. Sahd, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None  
**Absent:** Dr. Quinn

## COMMUNICATIONS

None

## REPORT OF THE SUPERINTENDENT

### 1. PERSONNEL

#### A. **Retirements**

It was recommended that the Board approve the retirement of the following individuals:

##### Instructional

Elisabeth Fuhrman as an Art Teacher at Warwick High School, effective at the end of the 2015/2016 school year.

Sally McGeehan as a Language Arts Teacher at Warwick Middle School, effective at the end of the 2015/2016 school year.

Linda Miskinis as a Family and Consumer Science Teacher at Warwick Middle School, effective at the end of the 2015/2016 school year.

Gerald Thomas as a Grade 5 Teacher at John Beck Elementary School, effective at the end of the 2015/2016 school year.

Abbe Barbato as a Grade 3 Teacher at John R. Bonfield Elementary School, effective at the end of the 2015/2016 school year.

Marcia Brenner as a Grade 1 Teacher at John R. Bonfield Elementary School, effective at the end of the 2015/2016 school year.

Wendy Creamer as a Speech/Language Pathologist at Kissel Hill Elementary School effective at the end of the 2015/2016 school year.

Kathleen Wood as a Grade 4 Teacher at Kissel Hill Elementary School effective at the end of the 2015/2016 school year.

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the retirement of the individuals named above.

##### **On voice vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mrs. Penkunas, Mr. Peters,  
Mr. Rucci, Mr. Sahd, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** Dr. Quinn

#### B. **Resignations**

It was recommended that the Board approve the resignation of the following individuals:

##### Non-Instructional

Jill Tipton as a Building Services employee at Warwick High School, effective February 26, 2016.

Amy Henschel as a Special Needs Assistant at John Beck Elementary School, effective at the end of the 2015/2016 school year.

Karen Eberly as a Cafeteria Monitor at John R. Bonfield Elementary School, effective March 3, 2016.

Mr. Eppig moved, Mrs. Wenger seconded, the motion to approve the resignation of the individuals named above.

**On voice vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mrs. Penkunas, Mr. Peters,  
Mr. Rucci, Mr. Sahd, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** Dr. Quinn

**C. Elections**

It was recommended that the Board approve the election of the following individuals subject to all pre-employment requirements and clearance checks:

Non-Instructional

Robin Weber as a Special Needs Assistant at Lititz Elementary School, 4.0 hours/day, at the hourly rate of \$12.20, effective March 16, 2016. Ms. Weber is replacing Michael Turi who resigned.

Non-Instructional - Rehire

Janice Bracken as a Special Needs Assistant at Warwick High School, 4.75 hours/day, at the hourly rate of \$11.50, effective March 16, 2016, pending receipt of the appropriate paperwork. Ms. Bracken is replacing Jennifer Davies who resigned.

Extra-Duty/Extra Curricular

Wendy Andrews as the German Honor Society Advisor at Warwick High School, at the annual salary of \$675.00, effective for the 2015/2016 school year. Mrs. Andrews is replacing David Hoffman who retired.

Samantha Derr as an Assistant Softball Coach at Warwick High School, at the annual salary of \$2,363.00, effective for the 2015/2016 school year. Ms. Derr is replacing Alyson Kernion who resigned.

John Ridinger as an Assistant Football Coach at Warwick High School, at the annual salary of \$5,535.00, effective January 21, 2016. Mr. Ridinger is replacing Kevin Krause who resigned.

Substitutes and Assistants

It was recommended that the Board approve the election of the individuals listed below, pending receipt of paperwork, effective March 16, 2016, until they submit their resignations or have their active status changed by the district.

Substitute Support Staff

Jill Tipton

Linda Queen

Independent Volunteers

It was recommended that the Board approve the election of the individuals listed below as independent volunteers, effective March 16, 2016, until they submit their resignations or have their active status changed by the district.

James Davis

Melodie Fair

Brenda Hershey-Kelley

David Hoglund

Steven Kelley

Cora Lowthert

Jennifer Lugar

Jennifer McCamant

Kristin Peifer

Carol Pereira

Betty Reinhart

Gwen Reist

Rodney Royer

Lynn Stover

Jeremy Strathmeyer

Volunteer Coaches

It was recommended that the Board approve the election of the individuals listed below as volunteer coaches, effective March 16, 2016, until they submit their resignation or have their active status changed by the district.

Kurt Maysilles

Lyle Ressler

District Approved Photographers

It was recommended that the Board approve the election of the individual listed below as a district approved photographer, effective for the 2015-2016 school year, pending receipt of the appropriate paperwork, until she submits her resignation or has her active status changed by the district.

Monica Hough

Mr. Eppig moved, Mrs. Wenger seconded, the motion to approve the election of the individuals named above.

**On voice vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mrs. Penkunas, Mr. Peters,  
Mr. Rucci, Mr. Sahd, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** Dr. Quinn

2. **CHANGE OF STATUS**

It was recommended that the Board approve the change of status requests for the following individuals:

Non-Instructional

Anna Brashers from a Special Needs Assistant at Kissel Hill Elementary School, 5.5 hours/day, to a Special Needs Assistant at John R. Bonfield Elementary School, 5.5 hours/day, effective March 10, 2016. This change of status is due to the student which Ms. Brashers works with, transferring to John R. Bonfield Elementary School.

Stephaine Good from a Special Needs Assistant at Lititz Elementary School, 2.5 hours/day, to a Special Needs Assistant at Lititz Elementary School, 5.5 hours/day, effective March 7, 2016. This change of status was necessary to meet student needs.

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the change of status requests of the individuals as presented.

**On voice vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mrs. Penkunas, Mr. Peters,  
Mr. Rucci, Mr. Sahd, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** Dr. Quinn

3. **LEAVE OF ABSENCE REQUESTS**

It was recommended that the Board approve the following leave of absence requests:

Non-Instructional

Robin Clugston is requesting an unpaid Family Medical Leave of Absence to begin April 7, 2016, and continuing through the end of the 2015/2016 school year. Mrs. Clugston is anticipating returning to work at the beginning of the 2016/2017 school year, pending release by her doctor.

Mary Fitz is requesting an extension of her previously approved unpaid Leave of Absence through May 4, 2016, due to not being released by her doctor. Mrs. Fitz is anticipating returning to work on May 5, 2016, pending release by her doctor.

Mr. Eppig moved, Mrs. Wenger seconded, the motion to approve the leave of absence requests as presented.

**On voice vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mrs. Penkunas, Mr. Peters,  
Mr. Rucci, Mr. Sahd, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** Dr. Quinn

4. **GRADUATION DATE**

It was recommended that the Board tentatively approve Monday, June 13, 2016 as the date for Warwick High School commencement exercises, and approve Calvary Church, 1051 Landis Valley Road, Lancaster, PA 17601, as the location site.

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the date and location site for Graduation, as presented.

**On voice vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mrs. Penkunas, Mr. Peters,  
Mr. Rucci, Mr. Sahd, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** Dr. Quinn

5. **NON-RESIDENT TUITION STUDENT APPROVAL**

It was recommended that the Board approve the non-resident tuition student request for the 2016-2017 school year as per [ATTACHMENT #1](#).

Mr. Eppig moved, Mrs. Wenger seconded, the motion to approve the non-resident tuition student request for 2016-2017 school year, as presented.

**On voice vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mrs. Penkunas, Mr. Peters,  
Mr. Rucci, Mr. Sahd, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** Dr. Quinn

6. **SABBATICAL LEAVE REQUESTS**

It was recommended that the Board approve the following Sabbatical Leave requests:

- a. Renee Campeau requested a Sabbatical Leave of Absence for the purpose of study for the first semester of the 2016-2017 school year. Ms. Campeau plans to return to work on the first day of the second semester of the 2016-2017 school year.
- b. Sue Ann Hummel requested a Sabbatical Leave of Absence for the purpose of study for the first semester of the 2016-2017 school year. Mrs. Hummel plans to return to work on the first day of the second semester of the 2016-2017 school year.

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the sabbatical leave requests, as presented.

**On voice vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mrs. Penkunas, Mr. Peters,  
Mr. Rucci, Mr. Sahd, Mr. Shaub, and Mrs. Wenger

**Abstain:** None  
**Nays:** None  
**Absent:** Dr. Quinn

#### 7. LANCASTER-LEBANON INTERMEDIATE UNIT BOARD OF DIRECTORS

It was recommended that the Board approve the nomination of Michael R. Landis to serve on the Lancaster-Lebanon Intermediate Unit 13 Board of Directors.

Mr. Eppig moved, Mr. Sahd seconded, the motion to approve the nomination of Michael R. Landis to the Lancaster-Lebanon Intermediate Unit 13 Board of Directors, as presented.

**On voice vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mrs. Penkunas, Mr. Peters,  
Mr. Rucci, Mr. Sahd, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** Dr. Quinn

#### 8. BOARD POLICY REVISIONS – FIRST READING

It was recommended that the Board approve, as a first reading, the following existing policy revisions to Board Policy 916 - Volunteers, per [ATTACHMENT #2](#).

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the Board Policy Revisions, as a first reading, as presented.

**On voice vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mrs. Penkunas, Mr. Peters,  
Mr. Rucci, Mr. Sahd, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** Dr. Quinn

#### Information from the Superintendent

- Dr. Hershey took note of the retirees and the hundreds of years of service and thousands of student lives that they've touched.
- Dr. Hershey recognized the budget and the potential impact as it relates to these retirements.
- Dr. Hershey noted that the Little Mermaid (HS musical) was a success this past weekend.
- Dr. Hershey congratulated our winter student athletes for their successes, and acknowledged the start of spring sports.

#### COMMITTEE REPORTS

##### **Student Representative**

The student representative, Ms. Abigail Weit, provided an overview of student activities across the district at this meeting as well as at the Education Committee meeting in March.

##### **Building and Property Committee**

The Building & Property Committee did not meet in March and did not have any recommendations for the Board at this time.

##### **Education Committee**

The Education Committee met on Monday, March 14, 2016. Ms. Abigail Weit, student representative, offered a summary of student activities occurring throughout the district. Mrs. Melanie Calender provided an update and clarification about the report cards for students in grades K-6. She also offered an update on the full-day kindergarten program. Mrs. Erika Rhoadside shared a proposal for a new high school course,

*Yearbook*, to be implemented during the 2017-2018 school year. The Committee made the following recommendation to the Board.

1. It was recommended that the Board approve the request for the adoption of the new proposed high school course – *Yearbook*. The course will be implemented during the 2017-2018 school year.

Mrs. Wenger moved, Mrs. Penkunas seconded, the motion to approve the adoption of the new proposed high school course – *Yearbook*, as presented:

**On voice vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mrs. Penkunas, Mr. Peters,  
Mr. Rucci, Mr. Sahd, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** Dr. Quinn

**Finance and Legal Committee**

The Finance & Legal Committee did not meet in March, however there was one recommendation for the Board from their February meeting:

1. It was recommended that the Board approve the 2016 Bond Authorizing resolution as presented on [ATTACHMENT #3](#).

Mr. Landis moved, Mr. Peters seconded, the motion to approve the 2016 Bond Authorizing resolution, as presented:

**On roll call vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mrs. Penkunas, Mr. Peters,  
Mr. Rucci, Mr. Sahd, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** Dr. Quinn

**Student Activities Committee**

The Student Activities Committee did not meet in March. However, the committee communicated via email and offered the following recommendations for the Board.

1. It was recommended that the Board approve the following Out-of-State Trip Request:
  - a. HS students to Washington D. C. on May 19, 2016. Students will visit the National Gallery, Hirshorn and Freer Sackle Museums. Students will view art from different cultures, time periods and media.

Mr. Rucci moved, Mr. Sahd seconded, the motion to approve the overnight trip request as presented:

**On voice vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mrs. Penkunas, Mr. Peters,  
Mr. Rucci, Mr. Sahd, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** Dr. Quinn

2. It was recommended that the Board approve the following Sunday Use Requests.
  - a. Lititz Youth Soccer Club to use the MS cafeteria-dining area only, turf football stadium 14, VAR baseball field 13, VAR field hockey field 1, multi-purpose fields 3, 4, 7, & 8, running track field 12, JV baseball field 11, soccer field 10, VAR soccer field 9, lighted soccer field

6, VAR softball field 5, JRB baseball/MP fields 23, 24, 25, & 26, Moores Run fields 27, 28, 29, 30, 31 on July 31, 2016 from 1:00 to 6:00 p.m. for the 11<sup>th</sup> Annual Lititz Summer Showcase Soccer Tournament.

- b. PA Classics AC to use lighted soccer field 6, multi-purpose field 8, VAR soccer field 9, soccer field 10, VAR field hockey field 1, and turf football stadium 14 on May 8, 2016 from 1:00 to 4:00 p.m. for the Challenger Invitational 2016 tournament.

Mr. Rucci moved, Mr. Sahd seconded, the motion to approve the Sunday Use requests as presented:

**On voice vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mrs. Penkunas, Mr. Peters,  
Mr. Rucci, Mr. Sahd, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** Dr. Quinn

**Executive Session/Personnel Committee**

It was announced that there would be a meeting immediately following this Board meeting.

**Labor and Management Committee**

It was reported that a meeting is to be held Thursday, March 17, 2016 and that the Minutes from the last meeting will be forthcoming.

**Lititz Recreation Center Representative**

An update on the renovation and facilities was provided.

**Legislative Committee**

It was reported that it is Day 258 with no budget. Districts across the state are faced with the possibility of being shut down. A budget bill is supposed to land on the Governor's desk tomorrow but missing key components

**IU Representative**

It was reported that the Legislative breakfast was held Monday, March 14<sup>th</sup>, and that a general Meeting was held last Wednesday, which included an executive session discussing negotiations.

**Lancaster County Career and Technology Center Representative**

It was reported that a meeting was recently held, and included the following items:

- Enrollments have been trending favorably.
- LCCTC is going to be the key sponsor of Clipper Magazine Stadium this year to get good visibility and get students into training at the stadium.
- LCCTC was just recognized for its state and national rankings, as well as just received matching money on equipment.
- Fly on the Run is May 11 and 12.

**PRIOR BUSINESS**

Mr. Wertsch informed the Board of recent conversations with Lititz Youth Soccer regarding the summer showcase tournament. Mr. Rucci detailed this has been extensively covered through the Student Activities Committee, and reiterated the Board's stance of sticking to the 1:00 p.m. start and acknowledged that they were grandfathered to allow planning time for LYSC. Mr. Sahd detailed the District personnel that were offered to assist with the event as well. The Board discussed the issue at length, and appreciates all the support LYSC has provided and the need to continue to support this event, however without LYSC acknowledging the agreement they will need to be treated similar to other groups. The recommendation was for the Student Activities Committee to further discuss this and bring a recommendation back to the Board.



**NEW BUSINESS**

None.

**INFORMATION**

None.

**COMMENTS OR QUESTIONS FROM BOARD MEMBERS OR CITIZENS**

Mr. Rucci thanked everyone for coming out and acknowledged the amazing things going on in the District right now.

**ADJOURNMENT**

There being no further business, Miss Weit moved to adjourn the meeting. Mrs. Wenger seconded the motion and the meeting adjourned at 7:56 p.m.

Respectfully submitted,



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Nathan Wertsch, Board Secretary

**President Tim Quinn,**

**Good Evening Ladies and Gentlemen of the Warwick School Board**

**Warwick School District is a Middle Class working Society.**

**With the average value of Homes at \$225,000. Taxes are about \$4,900**

**If taxes are increased 2.9 % as indicated, the Increase will be about \$150 per year or \$5.500 after four years. That's \$460 per month.**

**The average Social Security is \$1230 per month. There are many retired persons living in this district. These people did not receive a**

**cost of living, 3 out of the last 5 years, meaning no increase in their Social Security. 52% of working Americans earn less than \$30,000**

**dollars per year. The average Middle class worker lost, 6.5% of their wages based on 2007 wage scale. They now earn less than they did 8**

**years ago. However, the school teachers at the same time received an average of 2.5% every year but one or about \$1,500 to \$1,700**

**dollars per year increase.**

**The average teacher's salary in Lancaster County is \$64,500 per year.**

**Benefit package are \$8 to 10,000 dollars per year. Makes it close to \$75,000 dollars in earnings. Add another 21% being paid into the**

**retirement system, we are now somewhere near \$85,000 to \$90,000 dollar per year. Average per hour is about \$69.00 dollars.**

**These are numbers, and you might argue that I am a few thousand dollars off, one side or another, and I won't disagree with you. All**

**these numbers are to get my point across to this board. Two schools have already capitulated to the unions and have given 3.5% in wage**

**increased, for each of the next 4 years. Ladies and Gentlemen, the**

**taxpayers in our district can't afford this huge increase and when one school gives in, the rest usually follow, and I am trying to prevent that**

by speaking out before it is too late. I also want to remind you that these employees are only required to work 1300 per year. Not the 2080 required by the outside work force.

Furthermore, the taxpayers don't have any idea what the union is asking for, or what this board is willing to give, like Manheim Township, everything is keep secrete, from the taxpayers until everything is settled, and then it is too late. The board president says, all those in favor say I, and it is law. It is my opinion that every negotiation meeting should be made public to the Lititz Express after the meetings, and information should be made available to public, to those that will be required to pay the bill. I feel I, and all taxpayers have a right to know.

*As a taxpayer of this school district, I am recommending to this board, realizing the economic conditions of today, that you settle for a 1.5% increase in salary for each of the next two years, and make it possible to open the contract on wages in two years providing the economic conditions have improved. Considering two items at the time, possibly a cash bonus for each of the two remaining years, or a healthy increase in wages, or a continuation of the 1.5% each remaining year..*  
**A Warwick School District Taxpayer**

**Howard L. Snoke**  
**121 Skyview Lane Lititz Pa. 17543 626-7963**

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*Howard L. Snoke*

*District has a poverty rate of 24%*