

# Warwick School District

Lititz, PA 17543

October 19, 2010

A regular meeting of the Warwick Board of School Directors of the Warwick School District convened in the District Board room on Tuesday, October 19, 2010, at 7:00 p.m.

Dr. Quinn, President, called the meeting to order.

## PLEDGE OF ALLEGIANCE

## ROLL CALL

The Board Secretary called the roll of the Board: Millard P. Eppig, Jr., Michael R. Landis, Darryl L. Miller, David M. Pusey, Dr. Timothy Quinn, Todd L. Rucci, and Debra J. Wenger were present at roll call.

Excused absence: Jeffrey A. Conrad and Kelsey Cowher, Student Representative

Others attending the meeting: Dr. April Hershey, Superintendent, Dr. Keith Floyd, Assistant Superintendent for Elementary Education, Jo Anne McClain, Board Secretary, David L. Zerbe, Business Manager, Laura Knowles of Lancaster Newspapers, Michael Upton of *Lititz Record Express*, Lori Zimmerman, Dr. Joseph Elder, Yvette Line-Koller, Tom Becker, Howard Snoke, Kathleen Snoke, Howie Brosnan, Lyn Brosnan, Donald Gallagher, Fred Griffiths, Mark Leidich, Penny Mason, Doreen Packer, Art Barr, Elaine Mathias, Tracey Weller, Ron Loose, Terry Fulmer, and Sue Weaver.

## RECOGNITION OF CITIZENS

Dr. Quinn welcomed those attending the meeting and asked if there were any questions or comments.

Donald Gallagher, of 38 Green Acre Road, distributed a handout, which is attached to these minutes. His topic of concern was the recommendation to approve guest teachers as substitutes in the district. He requested that the board be polled on this matter and that each member state the reason for their vote. Dr. Hershey responded that this has been a past practice since the state approved it 15 years ago to alleviate the substitute shortage, adding that there is no obligation to take individual votes.

Howard Snoke, of Warwick Township, inquired about tuition costs for teachers who continue their education. Dr. Hershey explained that the Collective Bargaining Agreement specifies that a teacher may take up to 12 credits or a maximum of \$5,000 per year for tuition reimbursement. The salary schedules and tuition guidelines are set forth in the Collective Bargaining Agreement.

## APPROVAL OF AGENDA

Mr. Eppig moved, Mr. Rucci seconded the motion to approve the agenda as presented.

Motion passed unanimously.

## APPROVAL OF MINUTES ([Regular meeting](#) of 09/21/10)

Mr. Rucci moved, Mrs. Wenger seconded the motion to approve the minutes of the September 21, 2010, regular meeting of the Board.

Motion passed unanimously.

## APPOINTMENT OF BOARD MEMBER

It was recommended that the Board approve Warren Newberry to fill the vacant seat on the Warwick Board of School Directors for the remainder of Dr. Karen Malleus's term, effective October 19, 2010, through 2011. Dr. Malleus has resigned from this position.

Mr. Eppig moved, Mr. Miller seconded the motion to appoint Warren Newberry to the Board.

**On roll call vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mr. Miller, Mr. Pusey  
Dr. Quinn, Mr. Rucci, and Mrs. Wenger  
**Nayes:** None  
**Absent:** Mr. Conrad

**ADMINISTER OATH TO NEW BOARD MEMBER**

Jo Anne McClain, Board Secretary and Notary Public, administered the oath to Warren Newberry. Mr. Newberry assumed his seat on the Board at 7:09 p.m.

**TREASURER'S REPORT**

Mr. Miller presented the Treasurer's Report. A copy of the report is attached to these minutes. The Treasurer's Report was unanimously accepted by the Board.

**PAYMENT OF BILLS**

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

General Fund	\$1,400,824.75
Wire Transfers	\$1,423,587.39
Athletic Fund	\$ 30,117.19
Construction Fund	\$ 167,234.14
Cafeteria Fund	\$ 141,241.64
Elementary Fund	\$ 3,895.06
Middle School Fund	\$ 8,569.11
High School Fund	\$ 127.61

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

**On roll call vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mr. Miller, Mr. Newberry,  
Mr. Pusey, Dr. Quinn, Mr. Rucci, and Mrs. Wenger  
**Nayes:** None  
**Absent:** Mr. Conrad

**COMMUNICATIONS**

Mr. Gallagher presented a written statement to Board members, which is attached to these minutes.

**REPORT OF THE SUPERINTENDENT**

Dr. Hershey welcomed Yvette Line-Koller, the Supervisor of Student Services, to present an overview of the 2010 AYP, PSSA, SAT & ACT status. A handout was distributed to Board members and the audience.

**1. PERSONNEL**

**A. Retirements**

It was recommended that the Board accept the retirements of the following individuals with thanks and appreciation:

**Non-Instructional**

Ronald L. Bortner from a lead building services position at Kissel Hill Elementary School, effective January 7, 2011.

Lois Martin, a learning support assistant at John R. Bonfield Elementary School, effective September 24, 2010.

**B. Resignations**

It was recommended that the Board accept the resignations of the following individuals:

Non-Instructional

S. Trevor Gochnauer as a technology support specialist, effective October 8, 2010.

Barbara Eisenberg as a food & nutrition services assistant at John Beck Elementary School, effective October 25, 2010.

Extra-Duty

Lisa Colino as elementary music director at Kissel Hill Elementary School, effective October 5, 2010.

Mr. Eppig moved, Mr. Landis seconded the motion to accept the retirements and resignations of the above individuals.

Motion passed unanimously.

**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 Clugston as a food & nutrition services assistant at Warwick High School, effective October 20, 2010, at the rate of \$8.27 per hour for 3.0 hours/day – 15.0 hours/week. Ms. Clugston is replacing Kathy Felpel due to her change of status.

Consaundra Patterson as a food & nutrition services assistant at Warwick High School, effective October 20, 2010, at the rate of \$8.47 per hour for 3.0 hours/day – 15.0 hours/week. Ms. Patterson is replacing Thelma Martin who resigned.

Luann Hain as a food & nutrition services assistant at John Beck Elementary School, effective October 26, 2010, at the rate of \$8.47 per hour for 3.0 hours/day – 15.0 hours/week. Ms. Hain is replacing Barbara Eisenberg who resigned.

Steven Studholm to a building services position at John R. Bonfield Elementary School, effective October 20, 2010, at the rate of \$9.62 per hour for 4.0 hours/day – 20 hours/week. Mr. Studholm is replacing Brenda Pfautz who resigned.

Extra-Duty

Mary Ann Seitz as elementary music director at Kissel Hill Elementary School, effective October 20, 2010, for the 2010/11 school year, at the salary of \$1,661. Ms. Seitz is replacing Lisa Colino who resigned.

Ann Behling as concession stand supervisor for the 2010/11 school year at the salary of \$2,040.

Volunteer Coaches

It was recommended that the Board approve the following individuals as volunteer coaches for the 2010/11 athletic season.

Michelle Deckard	Cross Country
Rhonda Whiting	Cross Country
Steve Mousetis	Cross Country
Kevin Boland	Football

Independent Volunteers

It was recommended that the Board approve the following individuals as independent volunteers for the 2010/11 school year.

Erica Adams	Laura Bowman	Abby Dodds
Joan Garman	Janelle Gregory	Gregory Hughes
Coanne Luckenbill	Lawanda McKay	Jennifer Macnair
Karen Miller	Karen Myers	Mark Myers
William Parry	Keri Lynn Sapp	Angie Strouse
Michelle Waltman		

Substitute Teachers and Assistants

It was recommended that the Board approve the election of the following individuals as substitutes, effective October 20, 2010, until they submit their resignation or have their active status changed by the district.

Teachers

Amy Arndt	Tina Loose
Kenneth Chitwood	Susan Neikirk
Lauren Dufault	Rose Trimble
James Izydorczyk	Sarah Voran

Assistants

John Davidson	Kristin Kreider
Barb Eisenberg	Kimberly Martin
Lori Greenawalt	Nicholas Shaub
LuAnn Hain	

Guest Teachers

Emma Capriotti	Christine Cigan
Gerald Carson	Bogdan Cristea
Kevin Carson	Justin Quinn

Mr. Miller moved, Mr. Rucci seconded the motion to approve the elections of the individuals named above.

**On roll call vote:**

<b>Ayes:</b>	Mr. Eppig, Mr. Landis, Mr. Miller, Mr. Newberry, Mr. Pusey, Dr. Quinn, Mr. Rucci, and Mrs. Wenger
<b>Nayes:</b>	None
<b>Absent:</b>	Mr. Conrad

2. **CHANGE OF STATUS**

It was recommended that the Board approve the changes of status of the following individuals.

Instructional Change of Status

Frederick Griffiths from technology integration coach at the salary of \$74,109 to secondary technology coordinator at the salary of \$82,500 effective October 20, 2010. Mr. Griffiths is replacing Jeffery Rothenberger who resigned.

Elizabeth Smith from an EDK and gifted teacher at Lititz Elementary School, to a gifted teacher at Kissel Hill Elementary School, effective October 20, 2010. Mrs. Smith will remain in her position at Lititz Elementary School until her replacement is hired. She is replacing Linda Brooks who retired.

Mr. Landis moved, Mr. Eppig seconded the motion to approve the above changes of status.

**On roll call vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mr. Miller, Mr. Newberry,  
Mr. Pusey, Dr. Quinn, Mr. Rucci, and Mrs. Wenger  
**Nayes:** None  
**Absent:** Mr. Conrad

Mr. Griffiths was introduced and expressed his thanks for the approval of his change of status.

**3. LEAVE OF ABSENCE REQUESTS**

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

- A. Rosemary Miller is requesting FMLA for the period beginning September 24, 2010, until her estimated return-to-work date of November 22, 2010, or until released by her doctor.
- B. Sue Zimmerman was previously approved for unpaid leave pending release from her doctor. She has continued to remain unable to return to work and has remained on unpaid leave. Her earliest return-to-work date is uncertain and is subject to release by her doctor.
- C. Danielle Reist is requesting FMLA from an anticipated start date of January 14, 2011, through March 4, 2011. Her anticipated return-to-work date is March 7, 2011, pending release from her doctor.
- D. Mary Kay Guthrie is requesting an unpaid leave of absence due to medical circumstances. She plans to return to work as soon as she is released by her doctor.

Mr. Landis moved, Mrs. Wenger seconded the motion to approve the above leave of absence requests.

**On roll call vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mr. Miller, Mr. Newberry,  
Mr. Pusey, Dr. Quinn, Mr. Rucci, and Mrs. Wenger  
**Nayes:** None  
**Absent:** Mr. Conrad

**4. BOARD COMMITTEE APPOINTMENTS**

It was recommended that the Board approve the following committee appointments, effective October 20, 2010:

- A. Debra Wenger as chair of the Education Committee, replacing Dr. Malleus;
- B. Millard Eppig as the second board member on the Education Committee, transferring from the Building and Property Committee; and
- C. Warren Newberry as the second board member on the Building and Property Committee.

Mr. Landis moved, Mr. Pusey seconded the motion to approve the above Board committee appointments.

**On roll call vote:**

**Ayes:** Mr. Eppig, Mr. Landis, Mr. Miller, Mr. Newberry,  
Mr. Pusey, Dr. Quinn, Mr. Rucci, and Mrs. Wenger  
**Nayes:** None  
**Absent:** Mr. Conrad

**Information from the Superintendent**

Coach Bob Derr achieved his 500<sup>th</sup> career field hockey win on October 7, 2010, with the Warwick field hockey team defeating Elizabethtown. Dr. Hershey outlined the accomplishments he's had over his 27-year coaching career. A certificate of recognition from the Board was prepared for presentation to him, however, he was not

able to attend due to a playoff game this evening. He will be inducted into the National Field Hockey Coaches' Hall of Fame in January.

## **COMMITTEE REPORTS**

### **Student Representative**

Kelsey Cowher was absent due to a field hockey game, however, she provided the following written report: As a continuation of this year's No Place for Hate theme, "ageism", John Beck fifth graders received a visit from a Moravian Manor senior citizen, and completed a discussion and writing project to learn about the various stages of life and how to appreciate all that our senior citizens contribute to our community. On September 28<sup>th</sup>, Mr. DuBosq received a grant in the amount of \$5,000 from Dart Container Corporation for the WHS Technology Education Department. The money will be used to supplement current software upgrades in the drafting, design and engineering technology lab. Also, a prototyping machine called a "Makerbot" which allows students to create and test actual parts they have designed, will be purchased. Warwick's Academic Competition team competed on WGAL's Brainbusters show which aired on October 23<sup>rd</sup>. On October 7, the field hockey team defeated Elizabethtown which marked Coach Bob Derr's 500<sup>th</sup> win. The team has continued in league competition. Warwick soccer qualified for leagues and districts, and the cross-country team had a league meet today. Preparations are underway as clubs and students ready themselves for homecoming on October 23.

### **Building and Property Committee**

Mr. Pusey reported that the Building and Property Committee met on October 11, 2010. The Middle School project was discussed, including the close out process, change orders, and the cafeteria truss mediation. The Campus Master Plan was reviewed with updates on the schedule and an electrical contract for the softball field. The Buch Farm pavilion project with the LCCTC was reviewed. Other topics of discussion included the McCall residence at John Beck Elementary, the Bonfield Elementary School project, and an update on solar panels and facilities rental. The Middle School dedication ceremony was held on October 17, 2010. The Committee had no recommendations to bring before the Board.

### **Education Committee**

Mrs. Wenger reported that the Education Committee met on October 11, 2010. Dr. Floyd and Mrs. Line-Koller presented reports on the 2010 assessment scores and the 2010/11 assessment calendar. Other topics of discussion were the IU#13 Elementary Literacy Audit, which is ongoing, the Keystone Exams, and elementary standards-based report cards. The Committee had no recommendations to bring before the Board.

### **Finance and Legal Committee**

Mr. Miller reported that the Finance and Legal Committee met on October 14, 2010. Project updates were given on the Middle School, Grosh Field, and the Buch Farm pavilion. Other topics of discussion included the June 30, 2010, audit report, disposal of obsolete equipment, and a review of the unemployment cost experience. Budget planning followed which included information on PDE funding, PSERS legislative action, and cost savings. The tax cap for next year is 1.7% and exceptions may be considered at future meetings. The Committee made the following recommendation to the Board:

1. That the Board approve the following equipment as "obsolete" for the purposes of disposal as per policy:
  - A. Lowery Organ – model m325 approximately 40 years old (originally donated, not used in program anymore)
  - B. Hobart Auto Slicer – model 1712, 30+ years old (failed state inspection due to pitting in stainless steel)

Mr. Miller moved, Mr. Landis seconded the motion to approve the disposal of the above obsolete equipment.

#### **On roll call vote:**

<b>Ayes:</b>	Mr. Eppig, Mr. Landis, Mr. Miller, Mr. Newberry, Mr. Pusey, Dr. Quinn, Mr. Rucci, and Mrs. Wenger
<b>Nayes:</b>	None
<b>Absent:</b>	Mr. Conrad

### **Student Activities Committee**

Mr. Rucci reported that the Student Activities Committee met on October 14, 2010. John Kosydar, A.D., gave an update of the Grosh field and the Master Plan. Mr. Troy Price reviewed the requests for overnight/out-of-state field trips and Sunday use of facilities. The high school commencement ceremony was discussed, and Kelsey Cowher presented her student representative report. The Committee made the following recommendations to the Board:

1. It was recommended that the Board approve the following Sunday use of facilities requests:
  - A. ~~PA Classics Soccer Club to use the high school large gym on December 5, 2010, and December 12, 2010, for team training from 1:00 p.m. to 5:30 p.m. (Cancelled)~~
  - B. Lititz Borough to use Ambucs Field 16 for skating on Sundays recurring weekly from October 24, 2010, through February 27, 2011, from 1:00 p.m. to 9:00 p.m.

Mr. Rucci moved, Mrs. Wenger seconded the motion to approve the above Sunday use of facilities requests. Motion passed unanimously.

2. It was recommended that the Board approve the following field trip requests:
  - A. HS students and staff to visit the National Gallery and Hirshhorn Museum in Washington D.C. on October 20, 2010. Students will get the opportunity to view master work at two world class museums.
  - B. HS and MS students and staff to tour the Museum of Modern Art and view the King Tut display on November 19, 2010, in New York City, NY.
  - C. KH 6<sup>th</sup> grade students and staff to visit the Smithsonian Museums in Washington, D.C., on June 7, 2011.

Mr. Rucci moved, Mr. Eppig seconded the motion to approve the above field trip requests. Motion passed unanimously.

### **Executive Session / Personnel Committee**

Dr. Quinn announced that there would be a meeting following this Board meeting.

### **Labor and Management Committee**

Dr. Quinn reported that there was no meeting in October.

### **Lititz Community Center Representative**

Mr. Conrad was absent – no report.

### **Legislative Committee**

Mr. Pusey reported that he and Mr. Eppig attended the PSBA Leadership Conference in Hershey last week. They attended a budgeting session on Tuesday which encouraged districts to use a multi-year budgeting process. Mr. Eppig spoke about the PSERS session they attended. The Senate decided to move on this bill. They added some amendments and now it is in the House. Balancing Your Budget in Difficult Times was another session where presenters from South Allegheny School District and Cheltham School District shared information about their districts' budgeting challenges. As voting delegates for Warwick, they attended the Legislative Policy Council session which outlines PSBA's legislative platform for the coming year. PSBA seeks guidance from the school districts in PA to prioritize issues. A controversial issue this year was the implementation of mandatory statewide curriculum and testing. A lot of schools are not opposed to this because it does bring up expectations. The resulting vote was 224-78, to continue encouraging the state not to go to a standardized graduation test. Both gentlemen concurred that this was an interesting conference and well worth attending.

**IU Representative**

Mr. Landis reported that a meeting was held on October 13, 2010. Four committees of the board meet prior to the meeting. He is on the H.R. Services Committee. There are 23 members on the full board. They approve the committee items as a consent agenda to speed up the process. Continuing the paperless effort, the IU reports were sent electronically to board members prior to this meeting.

**Lancaster County Career and Technology Center Representative**

Mr. Pusey reported that on Tuesday, October 12<sup>th</sup>, he had the opportunity to visit the Center to meet with architects and staff to discuss renovation options. The conclusion was that consolidating into one school is not economically feasible. They will continue with three campuses, which all need work. The recommendation will be not to exceed \$26.5 million, which they will fund with a 20-year bond. Every school board member will have to vote on this item in the future. The school districts will continue to pay the same amount as always, which is a \$103,000 annual payment by Warwick that has been placed into their capital reserve fund for this project. The buildings need upgraded electrical and heating systems, roofs, and an expansion of the practical nursing program. There has been no major work on any of the three campuses for 15 years. The practical nursing program generates revenue with a waiting list for students and by selling services to industry to upgrade employee training.

**Lancaster County Academy Representative**

Mr. Miller reported that there was no meeting this month. The Academy has a bi-monthly meeting schedule.

**PRIOR BUSINESS**

None

**NEW BUSINESS**

None

**INFORMATION**

None

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

Dr. Quinn thanked everyone for attending this evening and for the good information which was shared. He commended Dr. Hershey and Mr. Smith on the Middle School dedication program on Sunday, adding that the school is beautiful, but the best part was seeing the students perform and realizing that it's the students who are important.

Mr. Eppig encouraged board members to attend the PSBA Leadership Conference in the future. He said it was well worth the time with the breakout sessions, vendors, and the opportunity to meet a lot of people from different districts to learn about their schools.

Donald Gallagher, 38 Green Acre Road. "My question for all of you is, what does the district hope to gain by approving the use of guest teachers?"

**ADJOURNMENT**

There being no further business, Mr. Newberry moved to adjourn the meeting. Mr. Landis seconded the motion and the meeting adjourned at 8:12 p.m.

Respectfully submitted,

---

Jo Anne McClain, Board Secretary