

Warwick School District

Lititz, PA 17543

December 19, 2023

A meeting of the Board of School Directors of the Warwick School District convened in the Board Room on Tuesday, December 19, 2023 at 7:00 p.m. The meeting was made available virtually as well.

CALL TO ORDER

Mrs. Emily Zimmerman, President, called the meeting to order at approximately 7:01 p.m.

PLEDGE OF ALLEGIANCE

ROLL CALL

The Board Secretary called the roll of the Board: Michael Brown, James Koelsch, Scott Landis, Angie Lingo, Amy Martin, Reggie Weaver, Daniel Woolley, Emily Zimmerman, and Zoe Wiker, Student Representative, were present. Bill Breault was absent.

Others attending the meeting in person: Dr. April Hershey, Superintendent; Dr. Melanie Calender; Dr. Steve Szobocsan; Nathan Wertsch, Treasurer; Noelle Brossman; Dr. Fred Griffiths; Janice Boyer, Board Secretary; Kevin Martzall; Carolyn Enigk; Amy Balsbaugh; Heriberto Cordero; Michelle Harris; Justin Welker; and Tom Shumaker.

The following individuals were in attendance at the meeting and utilized the sign in sheets provided:

Lynn Brubaker	James Patterson Senft	Shirley Showalter	Lynette Meck
Susan Wooley	Lisa Hochreiter	Polly Gainer	Kimberly Regennas
Jess Musser	Christina Bracken	Penny Mason	Cindy Wingenroth
Rachael Haverstick	Jeanette List	Bill List	Brian Wimer
John Shoff	Amy Shoff	Kimberly Rodemaker	Christina Smoker
Ryan McCrory			

Up to **32** unique viewers were present and were able to observe this meeting via YouTube. No names are available through YouTube.

A moment of silence was held for the passing of Dean Sobon. Mr. Sobon has been a part of many productions at Warwick.

RECOGNITION OF CITIZENS

Board Policy 903 addresses public participation at meetings and can be found using this [LINK](#).

The following individuals contacted the school board secretary and indicated their desire to address the board with comments regarding motions on the Agenda. Individual addresses were verified by the school board secretary prior to the meeting.

NONE

APPROVAL OF AGENDA

Mr. Landis moved, Mr. Koelsch seconded, the motion to approve the agenda as presented.
Motion passed 8-0.

APPROVAL OF MINUTES (**Regular Meeting** of November 21, 2023 and **Reorganization Meeting** of December 5, 2023.)

Mr. Weaver moved, Mr. Woolley seconded, the motion to approve the Minutes of the regular meeting of November 21, 2023 and Reorganization Meeting of December 5, 2023.
Motion passed 8-0.

TREASURERS REPORT

Mr. Wertsch 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. Wertsch. A copy of the bills with wire transfer information is attached to these Minutes.

General Fund	\$1,708,717.50
Wire Transfers	\$1,998,507.71
Capital Reserve Fund	\$599,994.66
Cafeteria Fund	\$213,949.80
Middle School Fund	\$744.19
High School Fund	\$12,289.39

Mr. Woolley moved, Mr. Weaver seconded, the motion to approve payment of the bills as presented.

On roll call vote:

Ayes: Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin,
Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Breault

COMMUNICATIONS

Dr. Hershey shared that communications to the Board were received through the established email accounts, and have been seen by all members of the Board. No additional communications were received.

REPORT OF THE SUPERINTENDENT

1. PERSONNEL

A. Retirement

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

Non-Instructional

Kendall Hurst as a Lead Building Services employee at Warwick Middle School, effective April 30, 2024.

Mr. Landis moved, Mr. Woolley seconded, the motion to approve the retirement of the individual named above.

On voice vote:

Ayes: Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin,
Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Breault

B. Resignations

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

Instructional

David Houseknecht as a Music Teacher at Lititz Elementary School, effective January 29, 2024 or upon release by the district.

Non-Instructional

Isabella Carvell as a Behavior Support Assistant at Warwick Middle School, effective December 13, 2023.

Extra-Duty/Extra Curricular

Zach Snyder as an Assistant Football Coach at Warwick High School, effective December 4, 2023.

Neal Vital as Head Bowling Coach at Warwick High School, effective November 30, 2023.

Mrs. Martin moved, Mr. Weaver seconded, the motion to approve the resignation of the individuals named above.

On voice vote:

Ayes: Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin,
Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Breault

C. Elections

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

Instructional

Kimberly Rodemaker as a Speech & Language Pathologist at Lititz Elementary School, at the annual salary of \$67,113.00, effective pending release by her current employer and receipt of the appropriate paperwork. Ms. Rodemaker is replacing Libby Gerhart who resigned.

Non-Instructional

Debra Taylor as a Food & Nutrition Services Assistant at Kissel Hill Elementary School, 4.0 hours/day, at the hourly rate of \$12.58, effective pending receipt of the appropriate paperwork. Ms. Taylor is replacing Emily Afutiti who resigned.

Extra-Duty/Extra Curricular

Carson Armstrong as Head Girls Lacrosse Coach at Warwick High School, at the annual salary of \$3,539.00, effective pending receipt of the appropriate paperwork. Ms. Armstrong is replacing Eric Jeanes who resigned from this position.

Cynthia “CJ” Freeman as an Assistant Unified Track Coach at Warwick High School, at the annual salary of \$500.00, effective December 20, 2023. This is a new position added to meet the student enrollment in the Unified Track program.

Kara Reynolds as an Assistant Unified Track Coach at Warwick High School, at the annual salary of \$500.00, effective December 20, 2023. This is a new position added to meet the student enrollment in the Unified Track program.

Kylie Shreiner as an Assistant Softball Coach at Warwick High School, at the annual salary of \$2,656.00, effective December 20, 2023. Ms. Shreiner is replacing Alexis Leonard who did not return.

Valerie McClain as an Elementary Musical Director at John Beck Elementary School, at the annual salary of \$1,138.00, effective December 20, 2023. Ms. McClain is replacing Michele Horton who resigned.

Independent Volunteers

It was recommended that the Board approve the election of the individuals listed below as independent volunteers, effective December 20, 2023, until a resignation is submitted or active status is changed by the district:

Judith Cetkowski
Marisa Conigliaro

Kristy Kroeck
Martin Kyper, III

Lauren McMullen

Marie Yearick

Volunteer Coaches

It was recommended that the Board approve the election of the individuals listed below as volunteer coaches, effective for the 2023/2024 school year, until a resignation is submitted or active status is changed by the district:

Name	Sport	Name	Sport
Isaiah Ament	Boys Basketball	Lauren Pyle	Girls Basketball
Shane Galway	Boys Lacrosse	Zach Snyder	Football
Nate Owinski	Boys Lacrosse	Neal Vital	Bowling

Mr. Landis moved, Mr. Koelsch seconded, the motion to approve the election of the individuals named above.

On voice vote:

Ayes: Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin,
Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Breault

2. **CHANGE OF STATUS REQUESTS**

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

Instructional

Meghan Young from a Grade 6 Teacher at John R. Bonfield Elementary School, to a Gifted Support Teacher at Lititz Elementary School (50%) and at John Beck Elementary School (50%), effective on a date to be determined. Ms. Young will be replacing Jason Balsbaugh who received a transfer.

Non-Instructional:

It was recommended that the board approve the change of status requests as set forth on the chart below:

Name	Building	Position	From Hours per day	To Hours per day
Gail Allen	JB	Secretary	5.5	5.75
Christine Brumer	LE	Secretary	5.5	5.75
Cathy Ruth	KH	Secretary	5.5	5.75
Christine Snavelly	JRB	Secretary	5.5	5.75

Extra-Duty/Extra Curricular

Katherine Harmon-Argulski from an Elementary Drama Director (50%) at John Beck Elementary School to an Elementary Drama Director (100%) at John Beck Elementary School, at the annual salary of \$1,138.00, effective December 20, 2023. Ms. Harmon-Argulski is replacing Heather Groff who resigned.

Mr. Landis moved, Mr. Woolley seconded, the motion to approve the change of status requests, as presented.

On voice vote:

Ayes: Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin,
Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Breault

3. **LEAVE OF ABSENCE REQUEST**

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

Employee No. 11460 is requesting a sabbatical leave for restoration of health, beginning January 24, 2024 and continuing through June 7, 2024. The anticipated return-to-work date is the August 26, 2024, pending release by a doctor.

Mr. Koelsch moved, Mr. Weaver seconded, the motion to approve the leave of absence request, as presented.

On voice vote:

Ayes: Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin,
Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Breault

4. APPROVAL OF MEMORANDUM OF AGREEMENT (MOA)

It was recommended that the Board approve the Memorandum of Agreement (MOA) with the Warwick Education Association related to Extra Curricular Position Adjustments and Placement Guide, as set forth on [ATTACHMENT #1](#).

Mr. Weaver moved, Mr. Woolley seconded, the motion to approve the Memorandum of Agreement (MOA) with the Warwick Education Association, as presented.

On voice vote:

Ayes: Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin,
Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Breault

5. APPROVAL OF AFFILIATION AGREEMENT

It was recommended that the Board approve the Affiliation Agreement with the New York Institute of Technology (NYIT) for student teacher placement, as set forth on [ATTACHMENT #2](#).

Mr. Landis moved, Mrs. Martin seconded, the motion to approve the Affiliation Agreement with the New York Institute of Technology (NYIT), as presented.

On voice vote:

Ayes: Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin,
Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Breault

6. APPROVAL OF EMPLOYEES' HEALTH CARE CONSORTIUM (EHCC) AGREEMENT

It was recommended that the Board approve the revised EHCC joint membership agreement as presented on [ATTACHMENT #3](#).

Mr. Weaver moved, Mrs. Martin seconded, the motion to approve the revised EHCC joint membership agreement, as presented.

On roll call vote:

Ayes: Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin,
Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Breault

7. **APPROVAL OF AGREEMENT WITH EARS, INC.**

It was recommended that the Board approve the agreement with Ephrata Area Rehab Services, Inc. (EARS, Inc.) as presented on [ATTACHMENT #4](#).

Mr. Woolley moved, Mr. Weaver seconded, the motion to approve the agreement with Ephrata Area Rehab Services, Inc. (EARS, Inc.), as presented.

On roll call vote:

Ayes: Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin,
Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Breault

Information from the Superintendent

Dr. Hershey shared the following:

- Everyone is excited about the upcoming break.
- In recent weeks, concerts were held and showcased the talent of the students.
- The gifts in the lobby here the district office have been provided by community groups for our families in need and will be distributed by the end of this week.
- A groundbreaking was held last Friday for the High School Renovations.
- 30+ student athletes received recognition from the Lancaster-Lebanon League this fall; 21 music students will be participating in the Lancaster-Lebanon County Band Festival; 9 music students will be participating in the PMEA District 7 Band South Festival; 9 music students will take part in the Lebanon Valley College Honors Band; 11 HS orchestra students earned spots in the Lancaster-Lebanon County Orchestra Festival. Lots of wonderful opportunities and recognition of hard work for Warwick students.
- No Committee of the Whole meeting or Finance & Legal Committee meeting will be held on January 2, 2024.

COMMITTEE REPORTS

Student Representative

The student representative, Zoe Wiker, provided an overview of student activities across the district in December.

Building and Property Committee

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

Education Committee

The Education Committee did not meet in December, but previously reviewed and discussed a new Economics course and textbook. Following a 30-day public review of the textbook with no feedback, the Committee had the following recommendation for Board approval:

1. It was recommended that the board approve the course titled *Principles of Economics* along with the textbook titled *Economics: Principles & Practices* for the 2024/2025 school year.

Mr. Landis moved, Mrs. Lingo seconded, the motion to approve the course titled *Principles of Economics* along with the textbook titled *Economics: Principles & Practices* for the 2024/2025 school year, as presented.

On voice vote:

Ayes: Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin,
Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Breault

Finance and Legal Committee

The Finance & Legal Committee did not meet in December and did not have any recommendations for the Board at this time.

Student Activities Committee

The Student Activities Committee met on Thursday, December 14, 2023, and was open to the public. Mr. Koelsch and Mr. Brown welcomed committee members and visitors to the meeting. Zoe Wiker shared the report of activities across the district. Mr. Heath Eslinger presented additional information on A Better Way Athletics, as a follow-up from the October Committee of the Whole meeting. *(A recommendation for board approval may be forthcoming following this meeting.)* Mr. Hazel provided an update on extra-curricular activities. He also shared information regarding event expectations, LL Hoops Livestream, and Neptune Radio. The committee discussed the addition of an activity account for the Computer Science Honor Society. Dr. Szobocsan also presented several Out of State/Overnight Trip Requests for consideration. The committee had the following recommendations for board approval:

1. It was recommended that the board approve the opening of an activity account for the Warwick High School Computer Science Honor Society.

Mr. Koelsch moved, Mr. Brown seconded, the motion to approve the agreement with Ephrata Area Rehab Services, Inc. (EARS, Inc.), as presented.

On roll call vote:

Ayes: Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin,
Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Breault

2. It was recommended that the board approve the following Out of State/Overnight Trip Requests:
 - a. HS students and staff to Lebanon Valley College, Annville, PA, from January 26, 2024 through January 27, 2024 to participate in District Chorus. Students will experience performing at a high level, learning techniques and repertoire.
 - b. HS students and staff to Bethlehem, PA, from December 27, 2023 through December 29, 2023 to participate in the Bethlehem Holiday Wrestling Classic.
 - c. MS and HS students and staff to College Park, Maryland on February 18, 2024. Student athletes will be attending the Maryland vs. Penn State women's basketball game.

Mr. Koelsch moved, Mr. Brown seconded, the motion to approve the Out of State/Overnight Trip Requests, as presented.

On voice vote:

Ayes: Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin,
Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Breault

Executive Session/Personnel Committee

It was announced that there would be an Executive Session immediately following this Board meeting to discuss various personnel matters.

Labor and Management Committee

It was reported that no meeting was held in the month of December.

Lititz Recreation Center Representative

It was reported that the construction is ongoing at the recCenter, but nothing additional to report.

Legislative Committee

No report was given.

IU Representative

It was reported that a meeting was held on Wednesday, December 13, 2023. The meeting was held at the Jonestown Elementary School (part of the Northern Lebanon SD). This facility will provide more accessibility to northern Lebanon and Lebanon County students and their families. A training for new school directors will be held at the IU on January 31, 2024. Mr. Woolley also gave a shout out to Kristie Beatty for her work with students.

Lancaster County Career and Technology Center Representative

It was reported that a meeting was held on December 11, 2023. The meeting was the equivalent to our reorganization meeting here at Warwick. A new board member meeting was held on this evening as well. 135 students are currently taking part in internships. A shout out was given to the CTC Foundation for providing items for students in various disciplines to support and enhance their learning. Applications for CTC will open soon for the 2024-2025 school year. The next meeting is scheduled for January 25, 2024.

PRIOR BUSINESS

Recent Field House Change Orders – [LINK](#)

NONE

NEW BUSINESS

NONE

INFORMATION

Right-To-Know Database – [LINK](#)

NONE

COMMENTS OR QUESTIONS FROM BOARD MEMBERS OR CITIZENS

Mr. Koelsch shared that he recently participated in a building visit along with Dr. Hershey at Lititz Elementary last week. It was an amazing experience and would encourage all board members to take advantage of this opportunity.

Mr. Brown thanked Mrs. Regennas for her comments.

The following individuals contacted the school board secretary and indicated their desire to address the board with comments regarding items not specific to the Agenda. Individual addresses were verified by the school board secretary prior to the meeting.

John Shoff

Attendance Policy

Kimberly Regennas

Climate Survey – sharing with public

ADJOURNMENT

There being no further business, Miss Wiker moved to adjourn the meeting. Mr. Weaver seconded the motion and the meeting adjourned at 8:00 p.m.

Respectfully submitted,

/s/

Janice E. Boyer, Board Secretary