

Warwick School District

Lititz, PA 17543

July 15, 2025

A regular meeting of the Board of School Directors of the Warwick School District convened in the Library located at Kissel Hill Elementary School, 215 Landis Valley Road, Lititz, PA on Tuesday, July 15, 2025 at 7:00 p.m. The meeting was not livestreamed.

CALL TO ORDER

Mrs. Emily Zimmerman, President, called the meeting to order at approximately 7:00 p.m.

PLEDGE OF ALLEGIANCE

ROLL CALL

The Board Secretary called the roll of the Board: Michael Brown, Scott Landis, Amy Martin, Kirk Wolfe, Daniel Woolley, and Emily Zimmerman were present. James Koelsch, Angie Lingo, and Reggie Weaver were absent.

Others attending the meeting in person: Dr. Jason Reifsnnyder, Superintendent; Dr. Steve Szobocsan, Assistant Superintendent; Dr. Melanie Calender, Assistant Superintendent; Mrs. Jennifer Snyderman, Chief Financial Officer and Treasurer; Dr. Fred Griffiths; Noelle Brossman; Janice Boyer, Board Secretary; Andrea Shertzer; Joshua Barnas; Kevin Martzall; and Carolyn Besjak.

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

Jess Musser
Jeff DiFrank
Laura Knowles

Jerry Steinman
Kimberly Regennas

Kellye McMillion
Cindy Wingenroth

Penny Mason
Lynn Brubaker

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. Woolley moved, Mrs. Martin seconded, the motion to approve the agenda as presented.
Motion passed 6-0.

APPROVAL OF MINUTES ([Regular meeting](#) of June 17, 2025)

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the Minutes of the Regular meeting of June 17, 2025.

On voice vote:

Ayes: Mr. Brown, Mr. Landis, Mrs. Martin,
Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Weaver, Mrs. Lingo, and Mr. Koelsch

[TREASURERS REPORT](#)

Mrs. Snyderman presented the Treasurer's Report. A copy of the report is attached to these minutes.

The Treasurer's Report was accepted 6-0 by the Board.

PAYMENT OF BILLS

The following bills were presented for payment by Mrs. Snyderman. A copy of the bills with wire transfer information is attached to these Minutes.

General Fund	\$1,276,800.05
Wire Transfers	\$6,827,340.16
Capital Reserve Fund	None
Capital Projects Fund	\$2,704,039.94
Cafeteria Fund	\$352,493.84
Middle School Fund	\$1,645.81
High School Fund	\$8,310.38

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

On roll call vote:

Ayes: Mr. Brown, Mr. Landis, Mrs. Martin,
Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Weaver, Mrs. Lingo, and Mr. Koelsch

COMMUNICATIONS

All communications to the Board were received through the established email accounts, and have been seen by all members of the Board.

REPORT OF THE SUPERINTENDENT

1. PERSONNEL

A. Retirement

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

Instructional

Dr. Joanna Lynch as a Language Arts Teacher at Warwick High School, effective August 19, 2025.

Mrs. Martin moved, Mr. Woolley seconded, the motion to approve the retirement of the individual, as presented.

On voice vote:

Ayes: Mr. Brown, Mr. Landis, Mrs. Martin,
Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Weaver, Mrs. Lingo, and Mr. Koelsch

B. Resignations

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

Non-Instructional

Miriam Patterson as a Behavior Support Assistant at Warwick High School, effective August 1, 2025.

Susan DeGothseir as a Secretary at Warwick Middle School, effective July 7, 2025.

Elaine Enteria as a Behavior Support Assistant at Lititz Elementary School, effective July 7, 2025.

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

On voice vote:

Ayes: Mr. Brown, Mr. Landis, Mrs. Martin,
Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Weaver, Mrs. Lingo, and Mr. Koelsch

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

Ryan Hough as a Science Teacher at Warwick Middle School, at the annual salary of \$100,065.00, effective on the first day of the first semester of the 2025/2026 school year, pending release by his current employer and receipt of the appropriate paperwork. Mr. Hough is replacing Lisbeth Kelley who resigned.

Morgan Leakway as a Grade 4 Teacher at John R. Bonfield Elementary School, at the annual salary of \$63,977.00, effective on the first day of the first semester of the 2025/2026 school year, pending receipt of the appropriate paperwork. Ms. Leakway is replacing Megan Esbenshade who resigned.

Instructional - LTS

Anna Gutzler as a Long-Term Substitute (LTS) Music Teacher at John Beck Elementary School, at the annual salary of \$63,977.00, effective on the first day of the first semester of the 2025/2026 school year, pending receipt of the appropriate paperwork. Ms. Gutzler is replacing a staff member who received a sabbatical leave of absence.

Non-Instructional

Timothy Dougherty as a Building Services employee at Kissel Hill Elementary School, 8.0 hours/day, at the hourly rate of \$17.21, effective pending receipt of the appropriate paperwork. Mr. Dougherty is replacing Dot Bisking who retired.

Skylar Douglas as a Student Support Assistant at Lititz Elementary School, 5.75 hours/day, at the hourly rate of \$16.27, effective pending receipt of the appropriate paperwork. Ms. Douglas is replacing Regina Rothenberger who resigned.

Independent Volunteers

It was recommended that the Board approve the election of the individuals listed below as independent volunteers, effective July 16, 2025, until a resignation is submitted or active status is changed by the district:

Michael Blose
Chloe Harris

Andrew Kretlow
Andrew Krupa

Erika Martino
Rebekah Trovinger

Volunteer Coach

It was recommended that the Board approve the election of the individual listed below as a volunteer coach, effective July 16, 2025, until a resignation is submitted or active status is changed by the district:

<u>Name</u>	<u>Sport</u>
Brett Mitchley	Cross Country/Wrestling

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the election of the individuals named above.

On voice vote:

Ayes: Mr. Brown, Mr. Landis, Mrs. Martin,
Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Weaver, Mrs. Lingo, and Mr. Koelsch

2. CHANGE OF STATUS REQUESTS

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

Instructional

April McGinty from a Grade 3 Teacher at John Beck Elementary School to a Kindergarten Teacher at John Beck Elementary School, effective on the first day of the first semester of the 2025/2026 school year. Mrs. McGinty is replacing a staff member who received a leave of absence.

Lynn Brubaker from a Grade 2 Teacher at John R. Bonfield Elementary School, to a Learning Facilitator at John R. Bonfield Elementary School, effective on the first day of the first semester of the 2025/2026 school year. Mrs. Brubaker is replacing a staff member who received a leave of absence.

Andrea Hoglund from a Grade 4 Teacher at Lititz Elementary School, to a Learning Facilitator at Lititz Elementary School, effective on the first day of the first semester of the 2025/2026 school year. Mrs. Hoglund is replacing a staff member who received a leave of absence.

Instructional to Non-Instructional

Amy Dullinger from a Long-Term Substitute (LTS) School Psychologist at John Beck Elementary School to a Student Support Assistant at John Beck Elementary School, effective June 13, 2025. Ms. Dullinger is returning to her previous position, now 5 days/week.

Non-Instructional

Jolene Brennehan from a Secretary for the Technology Department of Warwick School District, 5.5 hours/day, to an Administrative Assistant at John Beck Elementary School, 8.0 hours/day, at the hourly rate of \$18.60, effective on a date to be determined. Ms. Brennehan is replacing Amy Cappoli who received a change of status.

Thelma Martin from a Food & Nutrition Services Substitute at Warwick High School, on an as needed basis, to a Food & Nutrition Services Assistant at Warwick High School, 4.5 hours/day, 4 days/week, at the hourly rate of \$16.80, effective August 25, 2025. Ms. Martin is filling an open position.

Ashley Sauder from a Student Support Assistant at Warwick Middle School, 5.75 hours/day, to a Behavior Support Assistant at Warwick Middle School, 7.25 hours/day, at the hourly rate of \$18.60, effective August 25, 2025. This change of status is necessary to meet student needs.

Tiffany Henkel as a Student Support Assistant at John Beck Elementary School, 5.75 hours/day, to a Student Support Assistant at John Beck Elementary School, 4.5 hours/day, effective August 25, 2025.

Gisselle Borjas from a Student Support Assistant at Lititz Elementary School, 5.75 hours/day, to a Student Support Assistant at John R. Bonfield Elementary School, 5.75 hours/day, effective August 25, 2025. Ms. Borjas is replacing Hillary Zoccola who resigned.

Maria Quaranta from a Food & Nutrition Services Head Cook at Lititz Elementary School, 8.0 hours/day, to a Food & Nutrition Services Elementary Manager at Kissel Hill Elementary School and at Lititz Elementary School, 8.0 hours/day, at the hourly rate of \$24.40, effective July 16, 2025. Ms. Quaranta is replacing Jessica Black who resigned.

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

On voice vote:

Ayes: Mr. Brown, Mr. Landis, Mrs. Martin,
Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Weaver, Mrs. Lingo, and Mr. Koelsch

3. BOARD POLICY REVISION – SECOND READING

It was recommended that the Board approve, as a second reading, the policy revisions to the policies listed below, and as presented on [ATTACHMENT #1](#).

<u>Policy No.</u>	<u>Title</u>
317	Conduct/Disciplinary Procedures
317.1	Educator Misconduct
320	Freedom of Speech by Employees
718	Service Animals in Schools

Mrs. Martin moved, Mr. Woolley seconded, the motion to approve, as a second reading, the policy revisions to the policies listed above, as presented.

On voice vote:

Ayes: Mr. Brown, Mr. Landis, Mrs. Martin,
Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Weaver, Mrs. Lingo, and Mr. Koelsch

4. APPROVAL OF APPOINTMENT OF RIGHT-TO-KNOW OFFICER

It was recommended that the Board approve Jennifer Snyderman as the Right-To-Know Officer for Warwick School District effective July 16, 2025.

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve Jennifer Snyderman as the Right-To-Know Officer for Warwick School District, as presented above.

On voice vote:

Ayes: Mr. Brown, Mr. Landis, Mrs. Martin,
Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Weaver, Mrs. Lingo, and Mr. Koelsch

5. APPROVAL OF UPDATED BOARD ROOM FURNITURE

It was recommended that the Board review and approve one of the proposals for updated furniture for the Warwick School District Board Room as presented on [ATTACHMENT #2](#) and [ATTACHMENT #3](#).

Mrs. Martin moved, Mr. Woolley seconded, the motion to approve the proposals for updated furniture for the Warwick School District Board Room, as presented above.

Dr. Steve Szobocsan shared the “why” for this motion. The removal of the existing furniture and the purchase of the updated furniture would allow more flexibility of the space. The expanded use of the space could include teacher in-service and induction events, space for student to do testing as needed, and many other events, including board meetings.

After discussion on both of these attachments, Mrs. Martin moved, and Mr. Woolley seconded, the motion to approve [ATTACHMENT #3](#), as presented above.

On roll call vote:

Ayes: Mr. Brown, Mr. Landis, Mrs. Martin,
Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman
Abstain: None
Nays: None
Absent: Mr. Weaver, Mrs. Lingo, and Mr. Koelsch

6. APPROVAL OF CHANGE ORDER

It was recommended that the Board review and approve the change order for Warwick High School, as presented on [ATTACHMENT #4](#).

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the change order for Warwick High School, as presented.

Prior to the vote on this motion, Dr. Steve Szobocsan shared information on reason for this change order and indicated that the final total would be reduced by \$6,500.00 which is the estimated cost to remove part of the existing flooring.

On roll call vote:

Ayes: Mr. Brown, Mr. Landis, Mrs. Martin,
Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman
Abstain: None
Nays: None
Absent: Mr. Weaver, Mrs. Lingo, and Mr. Koelsch

7. APPROVAL OF EXTENDED SCHOOL YEAR PERSONNEL

It was recommended that the Board approve the following employees to serve as 2025 Warwick Extended School Year (ESY) K-12+ personnel for specified areas as listed below:

Extended School Year (ESY)

Employee	Position	Pay Rate
Lori Guyton	Support Staff Substitute	current hourly rate
Christina Pollatos	Support Staff Substitute	current hourly rate
Kara Reynolds	Academic Instructor	hourly rate based upon current per diem rate

Mrs. Martin moved, Mr. Woolley seconded, the motion to approve the employees to serve as 2025 Warwick Extended School Year (ESY) K-12+ personnel for specified areas, as presented.

On voice vote:

Ayes: Mr. Brown, Mr. Landis, Mrs. Martin,
Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman
Abstain: None
Nays: None
Absent: Mr. Weaver, Mrs. Lingo, and Mr. Koelsch

8. APPROVAL OF EXTRA-DUTY BARGAINING POSITIONS

It was recommended that the Board approve the election and salaries of the extra-duty bargaining positions for the 2025-2026 school year, as per [ATTACHMENT #5](#).

This motion was adjusted to remove the 2 Aevium – HS (50%) advisors as presented as the individuals listed have either resigned or are on a leave of absence during the 2025/2026 school year.

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the election and salaries of the extra-duty bargaining positions, as presented.

On roll call vote:

Ayes: Mr. Brown, Mr. Landis, Mrs. Martin,
Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Weaver, Mrs. Lingo, and Mr. Koelsch

9. APPROVAL OF EXTRA-DUTY NON-BARGAINING POSITIONS

It was recommended that the Board approve the election and salaries of the extra-duty non-bargaining positions for the 2025-2026 school year, as per [ATTACHMENT #6](#).

Mrs. Martin moved, Mr. Woolley seconded, the motion to approve the election and salaries of the extra-duty non-bargaining positions, as presented.

On roll call vote:

Ayes: Mr. Brown, Mr. Landis, Mrs. Martin,
Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Weaver, Mrs. Lingo, and Mr. Koelsch

Information from the Superintendent

Dr. Reifsnnyder shared the following:

(The highlights which were shared correlate with the photos seen in a slideshow playing concurrently with this update.)

- Mark your calendars for our upcoming events! Please see the screen for dates and times for our annual orientations and back to school nights. These dates and times are listed on our district calendar and will be shared via our social media channels in the coming weeks.
- Please join us in congratulating the following students and staff member on some fantastic recent accomplishments!
 - 2025 graduate Collin Goshert earned 1st place in the CTC's Heavy Equipment Contest at the National SkillsUSA Competition.
 - Incoming freshman, Logan Bomgardner, recently headed to Fargo, ND, to compete in the 2025 U.S. Marine Corps Junior Nationals as a representative of the PA National Team
 - Lisa Hochreiter, a High School Agricultural Science Teacher, was recognized as the June Educator of the Month by State Senator James Malone's office for the incredible work she does both in and out of the classroom!

COMMITTEE REPORTS

Student Representative

Trent Goodhart has been selected as the Student Representative for the 2025/2026 school year. He will begin his duties in September.

Budget & Finance Committee

The Budget & Finance Committee did not meet in July, but was able to review obsolete equipment electronically. The committee had the following recommendation for Board approval:

1. It was recommended that the Board approve the disposal of obsolete equipment as presented on [ATTACHMENT #7](#).

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the disposal of obsolete equipment, as presented.

On voice vote:

Ayes: Mr. Brown, Mr. Landis, Mrs. Martin,
Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: Mr. Weaver, Mrs. Lingo, and Mr. Koelsch

Building & Property Committee

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

Education Committee

The Education Committee did not meet in July and did not have any recommendations for the Board at this time.

Student Activities Committee

The Student Activities Committee did not meet in July and did not have any recommendations for the Board at this time.

Executive Session/Personnel Committee

Mrs. Zimmerman announced that an Executive Session will be held immediately following this meeting. She also shared that the board meeting for a retreat with Tom Templeton to discuss goals and priorities for the board and district.

Labor and Management Committee

Mrs. Zimmerman reported that no meetings was held during the Summer months.

Lititz Recreation Center Representative

No report was given at the meeting.

Legislative Committee

No report was given at the meeting.

IU Representative

Mr. Woolley shared that the last meeting for the 2024/2025 school year was held on June 25, 2025 at the IU 13 offices in Lancaster. During the meeting, board officers were elected for the 2025/2026 school year, Lynette Waller was elected as the Assistant Executive Director for the IU, and she provided the Executive Director's review for 2024/2025. Mr. Woolley also noted that the IU is feeling the impact of federal funding cuts.

Lancaster County Career and Technology Center Representative

Mrs. Zimmerman reported that a meeting was held on June 26, 2025 at the Willow Street Campus. The meeting was relatively short but the JOC reviewed summer hirings and construction items. Mrs. Zimmerman gave a shout out to Collin Goshert for this performance at the SkillsUSA competition this summer. She also shared that Andrew Mohler, a Warwick student, also took 10th place at the SkillsUSA competition in the category of EMT. Congratulations to both students! The next meeting will be held on the fourth Thursday in August beginning at 7:00 p.m.

PRIOR BUSINESS

WHS Renovation Change Orders – [LINK](#)

NONE

NEW BUSINESS

NONE

INFORMATION

Right-To-Know Database – [LINK](#)

NONE

COMMENTS OR QUESTIONS FROM BOARD MEMBERS OR CITIZENS

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.

Kimberly Regennas

Parenting connections/communication with students
on difficult topics

ADJOURNMENT

There being no further business, Mrs. Martin moved to adjourn the meeting. Mr. Woolley seconded the motion and the meeting adjourned at 7:40 p.m. (6-0)

Respectfully submitted,

/s/

Janice E. Boyer, Board Secretary