

## Warwick School District

Lititz, PA 17543

December 16, 2025

A regular meeting of the Board of School Directors of the Warwick School District convened in the Board Room located at Warwick School District, 301 West Orange Street, Lititz, PA on Tuesday, December 16, 2025 at 7:00 p.m. The meeting was livestreamed.

Prior to the meeting, staff members from the Music Department performed holiday music. Those performing were Mr. Jonathan Shoff, Mrs. Ann Ahlers, Mr. Timothy Thompson, & Anna Gutzler.

### 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, Jerry Steinman, Reggie Weaver, Dr. Kirk Wolfe, Daniel Woolley, Emily Zimmerman, and Trent Goodhart were present.

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

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

Bret Fitzpatrick

Teresa Goodhart

### 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, Mr. Koelsch seconded, the motion to approve the agenda as presented.  
Motion passed 9-0.

**APPROVAL OF MINUTES** ([regular meeting](#) of November 18, 2025 and [Reorganization meeting](#) of December 2, 2025)

Mr. Woolley moved, Mr. Weaver seconded, the motion to approve the Minutes of the regular meeting of November 18, 2025 and the Reorganization meeting of December 2, 2025.

#### On voice vote:

**Ayes:** Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mr. Steinman,  
Mr. Weaver, Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** None

## **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 9-0 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	\$ 5,772,385.41
Wire Transfers	\$ 6,584,412.92
Capital Reserve Fund	\$ 531,984.75
Capital Projects Fund	\$ 51,678.36
Cafeteria Fund	\$ 300,446.93
Middle School Fund	\$ 498.08
High School Fund	\$ 11,049.04

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, Mr. Steinman,  
Mr. Weaver, Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** None

## **COMMUNICATIONS**

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

## **REPORT OF THE SUPERINTENDENT**

### **1. PERSONNEL**

#### **A. Resignations**

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

#### **Extra-Duty/Extra-Curricular**

<b>Name</b>	<b>Building</b>	<b>Position</b>	<b>Effective Date</b>
Carolyn Besjak	WHS	Head Dance Team Coach	6/8/2026
Eric Rothenberger	WHS	Marching Band Assistant	12/3/2025

Mr. Woolley 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, Mr. Steinman  
Mr. Weaver, Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** None

#### **B. Elections**

It was recommended that the Board approve the election of the following individuals subject to all pre-employment requirements, clearance checks, and release from current employer (*if applicable*):

**Non-Instructional**

<b>Name</b>	<b>Building</b>	<b>Position</b>	<b>Hourly Rate</b>	<b>Effective Date</b>
Harris Dissinger	WHS	Building Service Employee (8.0 hours/day)	\$17.21	1/5/2026

**Extra-Duty/Extra-Curricular**

<b>Name</b>	<b>Building</b>	<b>Position</b>	<b>Step/Annual Salary/Hourly Rate</b>	<b>Effective Date</b>
Carsyn Greene	WHS	Musical Assistant	Fc1 / \$590.00	12/17/2025

**Independent Volunteers**

It was recommended that the Board approve the election of the individuals listed below as independent volunteers, effective December 17, 2025, until a resignation is submitted or active status is changed by the district:

Sydney Conlin	Jacqueline Felter	Greg Robinson	Monica Trimble
Vincent Dubesky	Jessica Pastrana		

**Volunteer Coaches**

It was recommended that the Board approve the election of the individuals listed below as volunteer coaches, effective for the 2025/2026 school year, until a resignation is submitted or active status is changed by the district:

<b><u>Name</u></b>	<b><u>Sport</u></b>
Hailee Bradley	Unified Track
Nichole Dilts	Girls Lacrosse
Eric Jeanes	Football

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

**On voice vote:**

**Ayes:** Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mr. Steinman  
Mr. Weaver, Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** None

**2. CHANGE OF STATUS REQUESTS**

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

**Non-Instructional**

<b>Name</b>	<b>From</b>	<b>Building(s)</b>	<b>To</b>	<b>Building(s)</b>	<b>Effective Date</b>	<b>Updated Rate</b>
Corey Martin	Building Services employee (8.0 hours/day)	WHS	Building Services employee (8.0 hours/day)	KH	12/3/2025	\$15.92
Paul Pini	Building Services employee (4.0 hours/day)	KH	Building Services employee (4.0 hours/day)	JB	12/3/2025	
Charlee Crosby	Food & Nutrition Srvcs Head Cook (8.0 hours/day)	LE	Food & Nutrition Srvcs Head Cook (7.5 hours/day)	LE	11/17/2025	

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

**On voice vote:**

**Ayes:** Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mr. Steinman  
Mr. Weaver, Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** None

**3. LEAVE OF ABSENCE REQUEST**

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

<b>Employee ID</b>	<b>Leave Type</b>	<b>Beginning</b>	<b>Continuing through</b>	<b>Return-to-Work Date</b>
13993	Child Rearing Leave (CRL)	6/11/2026 (approx.)	10/4/2026 (approx.)	10/5/2026

Mr. Woolley 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, Mr. Steinman,  
Mr. Weaver, Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** None

**4. BOARD POLICY REVISION – FIRST READING**

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

<b><u>Policy No.</u></b>	<b><u>Title</u></b>
001	Name and Classification ( <i>Local Board Procedures</i> )
011	Principles of Governance & Leadership ( <i>Local Board Procedures</i> )
816	District Social Media ( <i>Operations</i> )

Mr. Weaver moved, Mrs. Lingo seconded, the motion to approve, as a first reading, the policy revisions to the policy as presented above.

**On voice vote:**

**Ayes:** Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mr. Steinman,  
Mr. Weaver, Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** None

**5. APPROVAL OF HIGH SCHOOL RENOVATION PROJECT CHANGE ORDERS**

It was recommended that the Board approve four (4) change orders totaling \$506,147.65 associated with the high school renovation project as presented on [ATTACHMENT #2](#), [ATTACHMENT #3](#), [ATTACHMENT #4](#), and [ATTACHMENT #5](#).

Mr. Weaver moved, Mr. Koelsch seconded, the motion to approve the high school renovation project change orders, as presented above.

Prior to the vote on this item, discussion took place among the board members regarding these change orders and the cost.

**On roll call vote:**

**Ayes:** Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mr. Steinman  
Mr. Weaver, Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** None

**COMMITTEE REPORTS**

**Student Representative**

The student representative, Trent Goodhart, provided an overview of student activities across the district in December.

**Report of the Superintendent**

Dr. Reifsnyder shared the following:

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

We have a number of exciting events and highlights to share:

- Throughout the remainder of December, we are continuing our Acts of Kindness in celebration of Warwick Strong Day. We invite members of our community to join us in spreading kindness, capture a photo, and share it with our Public Relations Coordinator. Additional information is available on our district website.
- This is a reminder that students will have an early dismissal on December 23rd, followed by no school from December 24th through January 4th. In addition, district offices will be closed on December 24th, 25th, 31st, and January 1st and 2nd.
- Please save the date for our 10th Annual Resilience Community Event, taking place on February 19th at 6:00 p.m. This year's event will include a screening of the film Brave the Dark, followed by an exclusive question-and-answer session with the filmmaker. Prior to the screening, food trucks will be available, along with a variety of community resource tables.
- Nine Warwick elementary students recently attended the PMEA District 7 Youth Honors Band, representing outstanding young musicians from eight counties across Pennsylvania.
- Our High School FBLA club earned two notable achievements. The chapter received its second chapter award, the Shaping Success Award, which recognizes excellence in recruiting and retaining members. In addition, students Sydney Lee and Alivia Myers earned the Contributor Level Business Achievement Award for their growth in leadership and business knowledge, as well as their involvement in supporting their school and community.
- In November, 268 SHINE nominations were submitted, recognizing Warwick staff members for going above and beyond in their roles. We encourage staff, students, and community members to continue using the nomination form on our website to highlight the exceptional work of our employees.
- One of our high school Mathematics and Science teachers, Mr. Jeff Wile, was honored as a finalist for the Keystone Presidential Awards for Excellence in recognition of his outstanding work in STEM education.
- Our district leadership team once again joined our food service staff to serve students a holiday meal, continuing a valued annual tradition.
- Recent elementary STEM lessons have included building prosthetic legs, designing pollinators, constructing garden fences to protect against wildlife, and many other hands-on learning experiences.

These events and accomplishments showcase the many ways Warwick students are learning, growing, and engaging with their community.

Dr. Reifsnyder also shared the following information regarding school calendar updates for this year:

As a result of the snow day closure on December 2, 2025, the following adjustments have been made to our 2025-2026 school calendar:

**No Change to January Schedule:**

- **Friday, January 16** - End of the first semester (high school)
- **Tuesday, January 20** - The floating in-service day remains unchanged at this time.
- **Wednesday, January 21** - Start of the second semester (high school)

**Changes to March Schedule:**

- **Thursday, March 5** - Originally scheduled as a floating in-service day, this will now be a regular school day and the end of the second trimester (elementary and middle schools)
- **Friday, March 6** - The floating in-service day has been moved to this date. This remains an **early dismissal day** with the following schedule:
  - Secondary Schools: 10:00 a.m. dismissal
  - Elementary Schools: 10:45 a.m. dismissal
  - Start of the third trimester (elementary and middle schools)
  - **No lunch will be served**
- **Friday, March 13** - This will now be a **regular school day** and serves as our first snow make-up day for the year.

We appreciate your understanding and flexibility as we navigate winter weather impacts on our school schedule. Please update your calendars accordingly and reach out to your building principal with any questions.

**Budget & Finance Committee**

The Budget & Finance Committee met on Tuesday, December 2, 2025. The committee reviewed and discussed the 2026-27 Act 1 Opt Out Resolution, 25-26 budget transfers, and obsolete equipment. The committee also received the 24-25 audited financial statements via email following the meeting, upon release of the federal compliance checklist. The committee had the following recommendations for Board approval:

1. It was recommended that the Board approve the 2026-27 Act 1 Accelerated Budget Opt Out Resolution, by which the School Board will not increase real estate taxes for the next fiscal year by more than 3.5% as presented in [ATTACHMENT #6](#).

Mr. Woolley moved, Mr. Koelsch seconded, the motion to approve the 2026-27 Act 1 Accelerated Budget Opt Out Resolution, as presented above.

**On roll call vote:**

**Ayes:** Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mr. Steinman,  
Mr. Weaver, Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** None

2. It was recommended that the Board approve the 25-26 budget transfers as presented in [ATTACHMENT #7](#).

Mr. Woolley moved, Mr. Koelsch seconded, the motion to approve the 25-26 budget transfers, as presented above.

**On roll call vote:**

**Ayes:** Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mr. Steinman  
Mr. Weaver, Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** None

3. It was recommended that the Board approve the disposal of obsolete equipment as presented in [ATTACHMENT #8](#).

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

**On roll call vote:**

**Ayes:** Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mr. Steinman  
Mr. Weaver, Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** None

4. It was recommended that the Board approve the 2024-25 audited Financial Statements prepared by Brown Plus as presented in [ATTACHMENT #9](#).

Mr. Woolley moved, Mr. Koelsch seconded, the motion to approve the 2024-25 audited Financial Statements prepared by Brown Plus, as presented above.

**On roll call vote:**

**Ayes:** Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mr. Steinman  
Mr. Weaver, Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** None

### **Building & Property Committee**

The Building & Property Committee met on Monday, December 8, 2025. The committee reviewed and discussed a memorial tree donation request, repairs to the Lititz Elementary fence, and the High School Renovation. The committee had the following recommendation for Board approval:

1. It was recommended that the board approval the installation of a memorial tree and plaque in honor of Will Fenninger. This memorial, donated by the High School Class of 2027, will be placed in a location identified by the Director of Building and Grounds in accordance with the district's landscaping plan, with preference for a site near the High School Stadium.

Mr. Weaver moved, Mr. Brown seconded, the motion to approve the installation of a memorial tree and plaque in honor of Will Fenninger, as presented above.

**On voice vote:**

**Ayes:** Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mr. Steinman  
Mr. Weaver, Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** None

### **Education Committee**

The Education 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 evening, December 4, 2025, in the Board Room, and the meeting was open to the public. Mr. Brown and Mr. Steinman welcomed committee members to the meeting. Mr. Goodhart presented his student representative report. Mr. Hazel shared his report on extra-curricular activities throughout the district. Dr. Szobocsan shared information regarding Advertising Agreements with Riptide Carwash and Bomberger's Store. The committee additionally reviewed an Out-of-State/Overnight Trip

Request. The next committee meeting is scheduled for Thursday, January 8, 2026. The committee has the following recommendations for board approval:

1. It was recommended that the board approve the Advertising Agreement with Riptide Carwash, as presented on [ATTACHMENT #10.](#)

Mr. Brown moved, Mr. Steinman seconded, the motion to approve the Advertising Agreement with Riptide Carwash, as presented above.

**On roll call vote:**

**Ayes:** Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mr. Steinman  
Mr. Weaver, Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** None

2. It was recommended that the board approve the Advertising Agreement with Bomberger's Store, as presented on [ATTACHMENT #11.](#)

Mr. Brown moved, Mr. Steinman seconded, the motion to approve the Advertising Agreement with Bomberger's Store, as presented above.

**On roll call vote:**

**Ayes:** Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mr. Steinman  
Mr. Weaver, Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** None

3. It is recommended that the board approve the Out-of-State/Overnight Trip Requests as presented below:

- a. HS students and staff to Bethlehem, PA, on December 26 - 29, 2025. Students will be participating in a wrestling tournament.
- b. HS students and staff to Boiling Springs High School, Boiling Springs, PA, to participate in District Chorus on January 9 - 10, 2026. Students will participate in rehearsals and a performance.

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

**On voice vote:**

**Ayes:** Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mr. Steinman  
Mr. Weaver, Dr. Wolfe, Mr. Woolley, and Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** None

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

Mrs. Zimmerman announced that no Executive Session will be held this evening.

### **Labor and Management Committee**

Mrs. Zimmerman reported that the next meeting is scheduled for December 18, 2025.

### **Lititz recCenter Representative**

Mrs. Lingo shared that the next meeting will be held in January of 2026. She will provide a report at the January board meeting.



### **Legislative Committee**

Mr. Steinman reported on 3 bills proposed by legislators. 1) HB 2699 – which looks at free tuition at community colleges for PA residents – must live in PA 10 years following, and work in identified high need areas such as healthcare; 2) SB 1014 – Bell to Bell phone free schools – this bill is intended to boost mental health and the academics of students in PA schools; and 3) SB 1116 – addressing the teaching of historical, economic, and social dangers of communism in Pennsylvania schools.

### **IU Representative**

Mr. Woolley shared that the last meeting of the IU board was held last Wednesday, December 12, 2025. Unfortunately, he was unable to attend this meeting, but will provide a report next month.

### **Lancaster County Career and Technology Center Representative**

Mr. Steinman reported that the CTC offers such a variety of great programs. At the latest meeting of the board, 5 new members were sworn in. Mr. Steinman will participate on the Finance Committee. The CTC released its budget for 26/27 with a 0.31% increase. Teacher contract negotiations are beginning. The next meeting will be held on January 22, 2026 beginning at 7:00 p.m. at the Brownstown Campus.

### **Lancaster Academy Joint Operating Committee (JOC)**

Dr. Wolfe reported that the motto for the Lancaster Academy is “Succeeding through Adversity” and that their reorganization meeting took place recently. The next meeting of the JOC will take place on January 7<sup>th</sup>, 2026.

### **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.*

#### **Public Comment:**

NONE

#### **Comments from Board Members:**

NONE

## **ADJOURNMENT**

There being no further business, Trent Goodhart moved to adjourn the meeting. Mr. Weaver seconded the motion and the meeting adjourned at 7:53 p.m. (9-0)

Respectfully submitted,

**/s/**

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Janice E. Boyer, Board Secretary