

# Warwick School District

Lititz, PA 17543

July 21, 2020

Due to the current emergency closure declared by Governor Wolf by Proclamation dated March 16, 2020, and in consideration of the health and safety of the school community, a meeting of the Warwick Board of School Directors of the Warwick School District convened virtually on Tuesday, July 21, 2020 at 7:00 p.m.

Mr. Michael Landis, 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: Michael R. Landis, C. Edward Browne, Millard P. Eppig, Jr., Matthew Knouse, Lisa Miller, Leslie Penkunas, Nelson L. Peters, Todd L. Rucci, and Debra J. Wenger, were present utilizing the Zoom application. Olivia Hartman, Student Representative, was not present.

Others attending the meeting via the Zoom application from the District: Dr. April Hershey, Superintendent; Dr. Melanie Calender; Dr. Ryan Axe; Nathan Wertsch, Treasurer; Mark Leidich; Janice Boyer, Board Secretary; Fred Griffiths; Dr. Ronald Hallett; Dr. Jennifer Murphy; Kevin Martzall; Dr. Kristy Szobocsan; Lisa Bonfield; and Jackie Yanchocik.

Members of the public were able to observe this virtual meeting, and the list of attendees is below.

*Note - this is what appeared as attendees in Zoom.*

Sadia Batool	Sandra Vigilante	Shayna Sharp
Stacy Rucci	Steph	Tina Kline
Toni Thomas	Trina	Trish
Valerie	Valisa Vealey	Walker
wbernstein	Maggie Karstetter	Mandi Martin
Matt Tenaglia	Matthew Stauffer	Michele
Mike Winters	mmoffett	Monica Gennace
MZiggy	Nicole Eisenbach	Nikole
Pam	Pamela Rineer	Pete Carson
Jason Harris	Jennifer L Smith	Jennifer Sensenig Weise
jsmith	Julie Heffner	Kate Parker
kc	Kristina Merenda	Laura Knowles (LNP Lititz Record)
lgardner	Lynn Brubaker	Ashley
Bob Fitz	Britnee Mathin	Cathy Dommel
christy	cindyhopkins	Courtney
Emily Trees	hillarydaecher	Holly DeKarske
Jane Barley	aevans	ajacobs528
Alyson Kernion		

## RECOGNITION OF CITIZENS

Comments were accepted electronically from citizens:

Pete Carson, 46 Pinewood Avenue – commented on Attachment #3 and shared objections to the Salary Rate Increase (SRI) Guidelines as proposed. He had a question regarding what was being implemented to reduce spending Taxpayers dollars.

*Mr. Landis commented that expense reduction has been ongoing throughout the years and has resulted in little to no tax increase.*

## APPROVAL OF AGENDA

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the agenda as presented.  
Motion passed 9-0.

## APPROVAL OF MINUTES ([Regular meeting](#) of June 16, 2020 and [Special Voting Session](#) of July 7, 2020)

Mr. Eppig moved, Mrs. Wenger seconded, the motion to approve the minutes of the Regular meeting of June 16, 2020 and Special Voting Session of July 7, 2020.  
Motion passed 9-0.

## 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 9-0 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	\$1,867,834.43
Wire Transfers	\$4,599,644.34
Construction Fund	None
Cafeteria Fund	\$89,092.58
Middle School Fund	\$750.00
High School Fund	\$19,441.58

Mr. Eppig moved, Mrs. Wenger seconded, the motion to approve payment of the bills as presented.

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

**Ayes:** Mr. Landis, Mr. Browne, Mr. Eppig, Mr. Knouse, Mrs. Miller,  
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

## COMMUNICATIONS

None.

## REPORT OF THE SUPERINTENDENT

### 1. PERSONNEL

#### A. Retirement

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

#### Non-Instructional

Lynn Wright as an Administrative Assistant at Warwick Middle School, effective September 30, 2020.  
Mrs. Wright's retirement was approved previously, but the effective date has been updated.

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

### **On voice vote:**

**Ayes:** Mr. Landis, Mr. Browne, Mr. Eppig, Mr. Knouse, Mrs. Miller,  
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

**B. Resignations**

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

Non-Instructional

Sharon Gingrich as Lead Elementary Food & Nutrition Services at Kissel Hill Elementary School, effective July 2, 2020.

Mickayla Harris as a Building Services – Summer Custodian for Warwick School District, effective July 16, 2020.

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

**On voice vote:**

**Ayes:** Mr. Landis, Mr. Browne, Mr. Eppig, Mr. Knouse, Mrs. Miller, Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

**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

Thalia Cid as a Building Services employee at Lititz Elementary School, 8.0 hours/day, at the hourly rate of \$12.25, effective pending receipt of the appropriate paperwork. Ms. Cid is replacing Anthony Wolf who resigned.

Extra-Duty/Extra Curricular

Katelyn Hipple as a JH Assistant Girls Soccer Coach at Warwick Middle School, at the annual salary of \$1,867.00, effective for the 2020/2021 school year. Ms. Hipple is replacing Angela Weiler who resigned.

Independent Volunteer

It was recommended that the Board approve the election of the individual listed below as an independent volunteer, effective July 22, 2020, until he submits his resignation or has his active status changed by the district.

Anthony Rodriquez

Volunteer Coaches

It was recommended that the Board approve the election of the individuals listed below as volunteer coaches, effective July 22, 2020, until they submit their resignation or have their active status changed by the district.

Chris Adams	Ryan Gajecki	Christina Madara	Aaron Schwartz
Ashlea Becker	Pete Gomez	Jamie Martin	Kate Seibert
Kelly Bollinger	Matt Knouse	John Martin	Michael Sham
Megan Bomba	Samantha Kutcher	Jerry McKonly	Matthew Snavelly
Hannah Bomberger	Steve Lee	Ryan Mosher	Craig Wagaman
Joseph Brenner	Marissa Lewis	Isaac Rissinger	Kyle Weaver
Darrell Brubaker	Tim Leister	Todd Rucci	Liz Wenger
Anthony Caine	Robert Longenecker	Abby Savicky	Wyatt Wingenroth
Steve Carvell	Beth Lynch	Ted Savicky	Kenneth Wolfe
			Bryce Workman

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

**On voice vote:**

**Ayes:** Mr. Landis, Mr. Browne, Mr. Eppig, Mrs. Miller,  
Mrs. Penkunas, Mr. Peters, and Mrs. Wenger

**Abstain:** Mr. Knouse and Mr. Rucci

**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

Gretchen Conrad from a Student Support Assistant at Warwick Middle School, 4.25 hours/day, to a Student Support Assistant at Warwick Middle School, 5.5 hours/day, effective at the beginning of the 2020/2021 school year. Ms. Conrad partially filled this position during the 2019/2020 school year, and will fill this position fully in the 2020/2021 school year.

Tracy Winters from a Secretary at Warwick Middle School, 8.0 hours/day (school year), 5.5 hours/day (summer), to an Administrative Assistant at Warwick Middle School, 8.0 hours/day, at the hourly rate of \$17.16, effective August 24, 2020. Mrs. Winters is replacing Lynn Wright who retired.

Hollyann Yoder from a Behavior Support Assistant at Kissel Hill Elementary School, 5.75 hours/day, to a Behavior Support Assistant at Kissel Hill Elementary School, 7.0 hours/day, effective at the beginning of the 2020/2021 school year.

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

**On voice vote:**

**Ayes:** Mr. Landis, Mr. Browne, Mr. Eppig, Mr. Knouse, Mrs. Miller,  
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

**3. LEAVE OF ABSENCE REQUESTS**

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

Instructional

Kendra Eby is requesting a Family and Medical Leave of Absence (FMLA), to begin on the first day of the 2020/2021 school year, and continuing through November 17, 2020. Mrs. Eby is anticipating her return to work date as November 18, 2020, pending release by her doctor.

Instructional

Julie Mowrer is requesting a Family and Medical Leave of Absence (FMLA) with concurrent Child Rearing Leave, to begin on the first day of the 2020/2021 school year, and continue through the end of the first semester of the 2020/2021 school year. Mrs. Mowrer is anticipating her return to work date as the first day of the second semester of the 2020/2021 school year, pending release by her doctor.

Brooke Rhoads is requesting a Family and Medical Leave of Absence (FMLA), beginning August 26, 2020, and continuing through November 17, 2020. Mrs. Rhoads is anticipating her return to work date as November 18, 2020, 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. Landis, Mr. Browne, Mr. Eppig, Mr. Knouse, Mrs. Miller,  
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

4. **LANCASTER LEBANON VIRTUAL SCHOOL AGREEMENT**

It was recommended that the Board approve the Lancaster Lebanon Virtual School (LLVS) Agreement for the beginning of the 2020/2021 school year and continuing through June 30, 2022, as per [ATTACHMENT #1](#).

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the Lancaster Lebanon Virtual School (LLVS) Agreement, as presented.

**On roll call vote:**

**Ayes:** Mr. Landis, Mr. Browne, Mr. Eppig, Mr. Knouse, Mrs. Miller, Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

*Dr. Hershey shared that this Agreement is one facet of the Instructional Pandemic Plan. LLVS is through the Lancaster Lebanon Intermediate Unit 13 and does not replace any Warwick teachers.*

5. **EMERGENCY INSTRUCTIONAL TIME TEMPLATE APPROVAL**

It was recommended that the Board approve the Emergency Instructional Time Template for the 2020-2021 school year, as per [ATTACHMENT #2](#).

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the Emergency Instructional Time Template for the 2020-2021 school year, as presented.

**On voice vote:**

**Ayes:** Mr. Landis, Mr. Browne, Mr. Eppig, Mr. Knouse, Mrs. Miller, Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

*Dr. Hershey explained that this new form was given to the District last week by the PDE. The required days and hours for the school year will not be waived for the 2020/2021 school year as they had been during the 2019/2020 school year.*

6. **SALARY RANGE (SRI) GUIDELINES**

It was recommended that the Board approve the salary range (SRI) guidelines, effective July 1, 2020, as per [ATTACHMENT #3](#).

Mr. Eppig moved, Mr. Rucci seconded, the motion to approve the salary range (SRI) guidelines, effective July 1, 2020, as presented.

**On roll call vote:**

**Ayes:** Mr. Landis, Mr. Browne, Mr. Eppig, Mr. Knouse, Mrs. Miller, Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

*Except for the addition of School Police Officer, this Agreement remains unchanged since its original approval earlier this year.*

## **Information from the Superintendent**

Dr. Hershey shared the following:

- At the July 7<sup>th</sup> meeting, a letter from Don Gallagher was received regarding the Warrior mascot and logo. Ongoing conversation regarding these issues is welcomed and will continue once we get through these next few months. The conversations will begin at the student level first.
- The finishing touches are being put on the Instructional Plan and will be shared later this week with families. There will be several options for families to review, such as face to face in the classroom, fully virtual learning, etc. The information will contain a video and an infographic, along with links specific to Elementary and Secondary.
- Next week, a survey will be sent to families to make the best choice for their students. The collected information will help to determine what the 2020/2021 school year will look like as well as what is needed with regard to transportation.
- New guidance from the State, the PDE, and health organizations is received almost daily, so please bear with us as we navigate through it.

*Mr. Landis thanked the school district administration and staff for their communications to the board and community each week, keeping us all informed. He also thanked them for their time and efforts in putting together the health and safety plans as well as the instructional plans. He asked for patience and grace as these are still unprecedented times for all.*

## **COMMITTEE REPORTS**

### **Student Representative**

Olivia Hartman will remain as the Student Representative for the 2020/2021 school year. She will resume her duties in September.

### **Building and Property Committee**

The Building & Property Committee did not meet in July due to the Emergency School Closure Order from Governor Wolf, and did not have any recommendations for the Board at this time.

### **Education Committee**

The Education Committee did not meet in July due to the Emergency School Closure Order from Governor Wolf, and did not have any recommendations for the Board at this time.

### **Finance and Legal Committee**

The Finance & Legal Committee did not meet in July due to the Emergency School Closure Order from Governor Wolf, and did not have any recommendations for the Board at this time.

### **Student Activities Committee**

The Student Activities Committee did not meet in July due to the Emergency School Closure Order from Governor Wolf, and did not have any recommendations for the Board at this time.

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

It was announced that there would be a meeting immediately following this Board meeting to discuss various personnel matters issues.

### **Labor and Management Committee**

It was reported that no meeting was held in July.

### **Lititz Recreation Center Representative**

It was reported that no meeting was held in July. Mr. Peters shared that the recCenter is open with a limited schedule and programs. The pool has been very active since opening on June 13th. This week, the pool has been very popular because of the current heatwave.

## Legislative Committee

It was reported that a bill is on the Governor's desk which seeks to extend the discount and base payment periods for school tax bills for this year. The Senate has passed a bill with regard to the certification of teachers, providing for special provisions applicable to 2020-2021 school year, which would allow the Pennsylvania Department of Education (PDE) to issue a temporary certificate to individuals that have completed all of their teacher preparation requirements except their final assessment; to issue an exceptional case permit for current educators who are unable to take their assessment to move from an Instructional I certificate to an Instructional II certificate; and to issue a temporary certificate under limited circumstances for individuals who were seeking to add on a certification. Additionally, there was information regarding the Sunshine Act mostly relating to the posting of meeting agendas for public view at least 24 hours prior to a meeting and having copies of the agenda available for those in attendance. Warwick posts their agenda on the Wednesday prior to the meeting date.

## IU Representative

It was reported that no meeting was held in July. The next meeting will be held during the second week of August.

## Lancaster County Career and Technology Center Representative

It was reported that a virtual meeting was held on June 25, 2020 via the Zoom application. The August meeting is tentatively set to be in-person. Committee meetings and Executive Sessions were held. An update from the CTC Foundation was given. This year, members of the Foundation went to students' homes to deliver their awards. Discussions included the revision of bond payment schedules and other business. The Building & Property Committee discussed updates to the emergency plans. The Planning & Development Committee reviewed the 2020/2021 handbook and heard updates on enrollments and post-secondary enrollments.

## PRIOR BUSINESS

None

## NEW BUSINESS

### 1. BOARD POLICY UPDATES – REVIEW

PSBA has provided updates to the following board policies, as presented on [ATTACHMENT #4](#).

<u>Policy No.</u>	<u>Title</u>
146.1	Trauma-Informed Approach
833	Educational Equity

*These policies will be approved as a first reading at the August board meeting.*

## INFORMATION

None

## COMMENTS OR QUESTIONS FROM BOARD MEMBERS OR CITIZENS

Mr. Landis thanked all those who attended and/or participated in this evening's meeting. He thanked the administrative team for their time and energy in putting together the plans for the district. It is a difficult task when the guidance is changing almost daily. He encouraged everyone to be flexible, adaptable and patient.

Bob Fitz, 112 Saybrooke Drive – shared comments on the Warrior nickname and Indian mascot imagery. A copy of his comments are attached to these Minutes.

Heather Daecher, 337 Coventry Lane – shared questions about the start of school and the possibility of another shutdown due to the virus. Will this information be part of the plan to be released on Thursday?

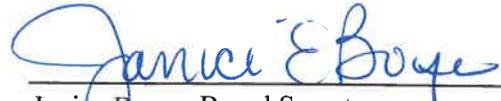
*Dr. Hershey indicated that these questions will be addressed in the communication to families this week.*

Pete Carson, 46 Pinewood Avenue – shared comments regarding teaching practices to improve basic math and reading proficiency. He additionally asked the administration and board to cease spending on and cancel any proposed projects during the pandemic.

**ADJOURNMENT**

There being no further business, Mr. Eppig moved to adjourn the meeting. Mr. Peters seconded the motion and the meeting adjourned at 7:38 p.m.

Respectfully submitted,

  
\_\_\_\_\_  
Janice Boyer, Board Secretary

----- Forwarded message -----

From: **Bob Personal (gmail)** < >  
Date: Mon, Jul 20, 2020 at 1:10 PM  
Subject: Revised Public Comments  
To: <[ahershey@warwicksd.org](mailto:ahershey@warwicksd.org)>

April, would you kindly submit the below “comments” to be read during the first “Public Comment” section on the WSB’s agenda tomorrow night?

No more re-writes – Promise!

Thanks!

Bob

“Good evening,

I’m Bob Fitz and live at 112 Saybrooke Drive in Lititz. I moved to Lititz in 1998 and both of my sons are graduates of Warwick H.S.

My comments tonight are strictly my own as I represent NO groups, organizations, public or governmental entities.

The July 16<sup>th</sup> issue of the Lititz Record Express had a front page article regarding a letter sent to Dr Hershey and the School Board, that “now is the time” to “retire the school’s Warrior nickname and Indian mascot imagery.

Quite frankly, I’m floored. Now is definitely NOT the time to tie up the school administration.

The impact of COVID-19 on school districts throughout the Commonwealth of PA is occupying an inordinate amount of time on school district officials due to seemingly ever-changing criteria to ensure the safety of students. There is no “one size fits all” detailed master plan that can be implemented. Each district must figure out the “details” on their own.

If you’ve been following the schoolboard meetings, Dr Wertsch has reported that the decreased interest income from bonds, etc., has forced the rebalancing/movement of budgeted funds for not only this year but for future years as well. Why? Because the intent is NOT to raise school taxes.

The Superintendent, Administration and School Board exist in order to ensure the education of students in facilities conducive to learning and personal growth.

This is why we pay taxes.

This is their priority - not spending precious time on non-essential discussions that have absolutely no impact on the students.

My understanding is that the use of the Indian logo was resolved years ago. There is the District crest that is used for academic and business purposes and the “spear” used primarily for sports-related purposes.

The name “Warrior”, no longer is linked to Native Americans in the district’s use and seems to fairly commonplace these days throughout the world with varying logos – many depicting armored knights, Spartans, and yet some, such as the NBA’s Golden State Warriors, have varying logos utilizing the name “Warriors”. Also, as reported by Washington Station WUSA9, one of the names under consideration for the NFL Washington Redskins is “Warriors”.

By the way, there IS a cost to making the changes to the name and logos. No mention was made as to just WHO would be footing the bill. As a taxpayer, I have a real problem with my tax dollars being used for the administration having to spend any time – especially now – on anything not directly related to the education and well-being of students within the Warwick School District.

Again, the above reflect my personal opinions.

Thank you for the opportunity to voice my opinion.”