

**Warwick School District**

Lititz, PA 17543

August 20, 2019

A meeting of the Warwick Board of School Directors of the Warwick School District convened in the District Board room on Tuesday, August 20, 2019 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, Millard P. Eppig, Jr., Matthew Knouse, Leslie Penkunas, Nelson L. Peters, Dr. Timothy Quinn, Todd L. Rucci, Scott A. Shaub, and Debra J. Wenger were present.

Others attending the meeting: Dr. April Hershey, Superintendent; Dr. Melanie Calender; Dr. Ryan Axe; Nathan Wertsch, Board Treasurer; Mark Leidich; Jackie Yanchocik; Janice Boyer, Board Secretary; Fred Griffiths; Dr. Ryan Berardi; Dr. Jennifer Murphy; Dr. Kristina Szobocsan; Chief John Schofield; Rich Hershey; Kelly Testa; Michelle Krause; Valerie Dorosz; Sean Dorosz; Judi Brinkman; Roseanne Roberts; Don Gallagher; Bob Daecher; Ed Browne; Robert Fitz; Owen Blevins; Olha Drobot; Andrey Drobot; Dave Hilbert; Pete Carson; and Laura Knowles of Lancaster Newspapers/Lititz Record Express.

**RECOGNITION OF CITIZENS**

None.

**APPROVAL OF AGENDA**

A motion was made by Mr. Eppig, Mr. Peters seconded, the motion to approve the agenda as presented. Motion passed 9-0.

**APPROVAL OF MINUTES** ([Regular meeting](#) of July 16, 2019 and [Special Voting Session](#) of August 6, 2019)

Mr. Eppig moved, Mrs. Wenger seconded, the motion to approve the Minutes of the regular meeting of July 16, 2019 and the Special Voting Session of August 6, 2019.

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	\$1,246,234.01
Wire Transfers	\$1,411,594.27
Construction Fund	None
Cafeteria Fund	\$86,995.76
Middle School Fund	\$503.58
High School Fund	\$712.39

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

**On roll call vote:**

**Ayes:** Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters, Dr. Quinn, Mr. Rucci, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

## **COMMUNICATIONS**

Dr. Hershey noted that an e-mail was received from Don Gallagher regarding athletic scholarships and had been forwarded to the board. A copy of the e-mail is attached to these Minutes.

## **REPORT OF THE SUPERINTENDENT**

### **1. PERSONNEL**

#### **A. Resignations**

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

##### Instructional

Jarrett Falduts as an Emotional Support Teacher at John R. Bonfield Elementary School, effective upon release from his contract.

Amanda Cash as a Behavior Specialist at John R. Bonfield Elementary School, effective upon release from her contract.

##### Non-Instructional

Lori Goshorn as a Food & Nutrition Services Assistant at Warwick High School, effective August 8, 2019.

Andrea Litzenberg as a Student Support Assistant at Warwick High School, effective August 2, 2019.

Melissa Ovrut as a Special Programs Assistant at Warwick Middle School, effective August 13, 2019.

Anna Lauer as a Student Support Assistant at John Beck Elementary School, effective August 5, 2019.

Lisa Sangrey as a Student Support Assistant at John Beck Elementary School, effective August 26, 2019.

Kendra Weiler as a Student Support Assistant at John R. Bonfield Elementary School, effective July 31, 2019.

Heather Reber as a Student Support Assistant at Kissel Hill Elementary School, effective July 31, 2019.

Victoria Collins as a Food & Nutrition Services Elementary Lead at Lititz Elementary School, effective August 1, 2019.

Michelle Krause as a Special Programs Assistant at Lititz Elementary School, effective August 1, 2019.

##### Extra-Duty/Extra Curricular

Jeffrey Cusano as Musical Lighting Technician at Warwick High School, effective July 9, 2019.

Tracey Davis as Assistant Drama Director HS Fall (50%) at Warwick High School, effective July 30, 2019.

Elefteria Zerefos as Band Assistant (50%) at Warwick High School, effective August 7, 2019.

Austen Lambert as Science Olympiad Advisor (50%) at Warwick Middle School, effective August 13, 2019.

Kristen Matthew as a Cafeteria Monitor MS at Warwick Middle School, effective August 6, 2019.

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

**On voice vote:**

**Ayes:** Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas,  
Mr. Peters, Dr. Quinn, Mr. Rucci, Mr. Shaub, and Mrs. Wenger

**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 and clearance checks:

Instructional

Olha Drobot as an English Language Learner (ELL) Teacher – Secondary at Warwick High School (50%) and Warwick Middle School (50%), at the annual salary of \$58,699.00, effective on the first day of the 2019/2020 school year. Ms. Drobot is replacing Megan Nolt who resigned.

Roseanne Roberts as an English Language Arts (ELA) Teacher at Warwick Middle School, at the annual salary of \$64,631.00, effective on the first day of the 2019/2020 school year. Ms. Roberts is replacing Jonathan Olshan who received a change of status.

Non-Instructional

Jessica Newswanger as a Food & Nutrition Services Assistant at Warwick High School, 3.0 hours/day, at the hourly rate of \$11.00, effective August 29, 2019, pending receipt of the appropriate paperwork. Ms. Newswanger is replacing Hser Bwe who resigned.

Rachel Hoffman as a Special Programs Assistant at Warwick Middle School, 5.5 hours/day, at the hourly rate of \$13.90, effective September 3, 2019, pending receipt of the appropriate paperwork. This is a new position and is needed to meet student needs.

Sarah Bugg as a Student Support Assistant at John R. Bonfield Elementary School, 5.5 hours/day, at the hourly rate of \$12.20, effective September 3, 2019, pending receipt of the appropriate paperwork. Ms. Bugg is replacing Kendra Weiler who resigned.

Jocelyn Hirschfeld as a Behavior Support Assistant at John R. Bonfield Elementary School, 5.75 hours/day, at the hourly rate of \$13.50, effective September 3, 2019, pending receipt of the appropriate paperwork. Ms. Hirschfeld is replacing Consaundra Patterson who resigned.

Corey Hudock as a Student Support Assistant at Kissel Hill Elementary School, 5.5 hours/day, at the hourly rate of \$11.70, effective September 3, 2019, pending receipt of the appropriate paperwork. Ms. Hudock is replacing Lawanda McKay who received a change of status.

Extra-Duty/Extra Curricular

Matthew Jerchau as Musical Lighting Technician at Warwick High School, at the annual salary of \$1,751.00, effective for the 2019/2020 school year. Mr. Jerchau is replacing Jeffrey Cusano who resigned.

Nathan Morgan as a Marching Band Assistant (50%) at Warwick High School, at the annual salary of \$1,245.00, effective for the 2019/2020 school year. Mr. Morgan is replacing Elefteria Zerefos who resigned.

Carl Wagner as an Assistant Boys Soccer Coach (50%) at Warwick High School, at the annual salary of \$2,042.00, effective August 21, 2019, pending receipt of the appropriate paperwork. Mr. Wagner is replacing Matt Wagner who received a change of status.

Brittany Boultee as an Assistant JH Cheerleading Coach at Warwick Middle School, at the annual salary of \$1,203.00, effective for the 2019/2020 school year. Ms. Boultee is replacing Dana Hess who resigned, and will be sharing this position with Brittany Obetz.

Brittany Obetz as an Assistant JH Cheerleading Coach at Warwick Middle School, at the annual salary of \$851.00, effective for the 2019/2020 school year. Ms. Obetz is replacing Dana Hess who resigned, and will be sharing this position with Brittany Boultee.

Gwen Reist as Head JH Cheerleading Coach at Warwick Middle School, at the annual salary of \$1,955.00, effective August 21, 2019, pending receipt of the appropriate paperwork. Ms. Reist is replacing Cherie Crosby who resigned.

#### In-House Substitutes

It was recommended that the Board approve the election of the individuals listed below, effective August 20, 2019, until they submit their resignation or have their active status changed by the district:

#### Support Staff

Lori Goshorn

Heather Gouse

Catherine Rivera

#### Independent Volunteers

It was recommended that the Board approve the election of the individuals listed below as independent volunteers, effective August 21, 2019, until they submit their resignation or have their active status changed by the district.

Veronica Auker

Shani Evans

Yuisa Pickel

Ashlee Showalter

Laura Brinkman

Michelle Lapham

Kristin Rynier

Georganne Watson

Victoria Cagno

Sandra Mullin

Alex Showalter

Kristin Zimmerman

Kristine Cole

Marisa Onderko

#### Volunteer Coaches

It was recommended that the Board approve the election of the individuals listed below as volunteer coaches, effective August 21, 2019, until they submit their resignation or have their active status changed by the district.

Marissa Lewis

Alex Matthew

Michael Sham

#### District Approved Photographer

It was recommended that the Board approve the election of the individual listed below as a district approved photographer, effective for the 2019/2020 school year, until he submits his resignation or has his active status changed by the district.

Brian T. Evans

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

#### **On voice vote:**

**Ayes:** Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas,

Mr. Peters, Dr. Quinn, Mr. Rucci, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

*Roseanne Roberts and Olha Drobot expressed their thanks to the board for the opportunity to serve the students of the Warwick School District and to join the Warwick family.*

## 2. **TRANSFER REQUESTS**

It was recommended that the Board approve the transfer requests for the following individuals:

### Instructional

Jonathan Taylor from a Guidance Counselor at Warwick High School, at a Guidance Counselor at Warwick Middle School, effective July 1, 2019. This transfer is due to the rotation of grade 7-9 guidance counselors.

Marianne Brobst from a Guidance Counselor at Warwick Middle School, to a Guidance Counselor at Warwick High School, effective July 1, 2019. This transfer is due to the rotation of grade 7-9 guidance counselors.

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the transfer requests, as presented.

### **On voice vote:**

**Ayes:** Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas,  
Mr. Peters, Dr. Quinn, Mr. Rucci, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

## 3. **CHANGE OF STATUS REQUESTS**

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

### Instructional

Renée Campeau from a French Teacher (100%) at Warwick High School District, to a French Teacher (60%) at Warwick High School and a French Teacher (40%) at Warwick Middle School, effective on the first day of the 2019/2020 school year. This change of status is necessary due to enrollment.

Debra Kline-Smith from a Vocal Music Teacher (100%) at Warwick High School, to a Vocal Music Teacher (85%) at Warwick High School, and a Vocal Music Teacher (15%) at Warwick Middle School, effective on the first day of the 2019/2020 school year. This change of status is necessary due to restructuring.

Michael Smith from a Gifted Teacher (100%) at Warwick Middle School, to a Gifted Teacher (50%) at Warwick Middle School, and a Gifted Teacher (50%) at Warwick High School, effective on the first day of the 2019/2020 school year. This change of status is necessary due to restructuring.

### Non-Instructional

Jessica Black from a Food & Nutrition Services Assistant at Warwick High School, 4.0 hours/day, to a Lead Elementary Food & Nutrition at Lititz Elementary School, 29.75 hours/week, at the hourly rate of \$13.50, effective August 26, 2019. Ms. Black is replacing Victoria Collins who resigned.

Julie Brennan from a Special Programs Assistant at Warwick Middle School, 5.5 hours/day, to a Special Programs Assistant at Warwick High School, 5.5 hours/day, effective September 3, 2019. This change of status is necessary to meet student needs.

Kathy Sozzi from a Student Support Assistant at John Beck Elementary School, 5.5 hours/day, to a Student Support Assistant at Warwick Middle School, 5.75 hours/day, effective September 3, 2019. This change of status is necessary to meet student needs.

Extra-Duty/Extra Curricular

Lee Walter from Science Olympiad Advisor (50%) at Warwick Middle School, to Science Olympiad Advisor (100%) at Warwick Middle School, at the annual salary of \$3,111.00, effective for the 2019/2020 school year. Mr. Walter is replacing Austen Lambert who resigned.

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

**On voice vote:**

**Ayes:** Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas,  
Mr. Peters, Dr. Quinn, Mr. Rucci, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

4. **LEAVE OF ABSENCE REQUEST**

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

Instructional

Molly Zelewicz is requesting a Family and Medical Leave of Absence (FMLA), beginning August 28, 2019, and continuing through October 18, 2019. Mrs. Zelewicz is anticipating her return to work date as October 21, 2019, pending release by her doctor.

Mr. Eppig moved, Mr. Rucci seconded, the motion to approve the leave of absence request, as presented.

**On voice vote:**

**Ayes:** Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas,  
Mr. Peters, Dr. Quinn, Mr. Rucci, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

5. **BOARD COMMITTEE ELECTION**

It is recommended that the Board approve the election of the following individuals for the Board Committees listed below, effective August 21, 2019:

Building & Property Committee

Todd Bergman

Keith Meckley

Dennis Quinn

Phil Saleet

Finance & Legal Committee

Edward Browne

Russel Dicks

Lisa Miller

Student Activities Committee

Shari Medini

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the election of the individuals to Board Committees, as presented.

**On voice vote:**

**Ayes:** Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas,  
Mr. Peters, Dr. Quinn, Mr. Rucci, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

**Information from the Superintendent**

Dr. Hershey shared the following items:

- A Special Voting Session will be held on Tuesday, September 3, 2019 prior to the Committee of the Whole meeting for personnel items only.
- Marching Band and fall athletes were back on campus. It is great to have students back in the buildings.
- New Teacher Orientation took place today (August 20, 2019).
- The first teacher day will be Tuesday, September 3, 2019 and we look forward to welcoming them.
- Students return for classes beginning on Wednesday, September 4, 2019.
- The beginning of school is an exciting time.

## **COMMITTEE REPORTS**

### **Student Representative**

No report was given for the month of August. Olivia Hartman has been selected as the Student Representative for the 2019/2020 school year. She will begin her duties in September.

### **Building and Property Committee**

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

### **Education Committee**

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

### **Finance and Legal Committee**

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

### **Student Activities Committee**

The Student Activities Committee did not meet in August, but several Sunday Use Facilities Requests were discussed and approved via digital communication for recommendation to the Board. The Committee had the following recommendations for Board approval:

1. It was recommended that the board approve the following Sunday Use Facilities requests:
  - a. Lancaster Bike Club to use the HS parking lot on August 25, 2019 from 1:00 – 3:00 p.m. for a bike ride – Heavenly Hike on a Bike.
  - b. Warwick Youth Girls Softball to use JB baseball field 21 for practice/games recurring weekly from September 8, 2019 through October 27, 2019 from 1:00 – 5:00 p.m.
  - c. Warwick Youth Football to add September 1st, 2019 as a home game on the turf field. This is an addition to the schedule, which was previously approved.

Mr. Rucci moved, Dr. Quinn seconded, the motion to approve the Sunday Use Facilities requests, as presented.

#### **On voice vote:**

**Ayes:** Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas,  
Mr. Peters, Dr. Quinn, Mr. Rucci, Mr. Shaub, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

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

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

### **Labor and Management Committee**

It was reported that no meeting was held in August, and there was no report at this time.

### **Lititz Recreation Center Representative**

It was reported that no meeting was held in August, and there was no report at this time.

### **Legislative Committee**

The following was reported:

- Governor Wolf wants reform to the Charter School Law. He would like it to include more accountability and more transparency.
- At this time, there are four bills pending on charter school reform.

### **IU Representative**

It was reported that a meeting was held last Wednesday, August 14, 2019. Following the typical agenda items, each district was asked to share what is going on in their district. Handouts and information was shared electronically with Board members.

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

It was reported that a meeting will take place on Thursday, August 22, 2019. A report will be given at the September meeting.

### **PRIOR BUSINESS**

None.

### **NEW BUSINESS**

None.

### **INFORMATION**

Dr. Hershey shared that there will be a special voting session on Tuesday, September 3, 2019 for personnel items only.

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

Bob Daecher, 18 Sussex Place – shared his thoughts on the facilities updates and the field house. He noted that he is in favor of the updates.

Kelly Testa, 52 East Meadow Valley Road – shared some of her concerns with the Board.

- Her hope is that there is a plan in place to monitor activity in the restrooms at the High School.
- The shortening of class time in the High School to make room for a study hall is a concern as well.
- She expressed that she is pleased with the career forward initiatives that are taking place in the district.
- Mrs. Testa would like to see more field trips for all students in the High School as well as throughout the district.

Mr. Knouse thanked Mrs. Testa for sharing her concerns and comments.

Owen Blevins, 944 Lititz Pike – shared three areas of concern

- Bathrooms at the High School – He would like to see more monitoring of the restrooms to ensure the safety and needs of students using those facilities.
- Guidance Appointments at the High School – He has heard that it can take up to a week to get an appointment with a counselor and the concern is that a student issue or need would go unaddressed.
- Gifted Program – He is concerned about the splitting of time between the High School and Middle School by the Gifted Teacher. He hoped that the Gifted program/students would not be short changed by this division of time.



Bob Fitz, 112 Saybrooke Drive – spoke in favor of the additional locker rooms (field house), but would like to see less costly ideas/alternatives for these facilities. He also shared concerns regarding restrooms. Suggested perhaps cameras could be utilized to help to curb some of the issues.

Chief Schofield shared that we do have cameras outside the restrooms and in hallways, and have had positive results in curbing some of the activity happening in and near the restrooms.

Judy Brinkman, 130 Mayfield Drive – shared that the board might like to join the Warwick Transparency Foundation Facebook page.

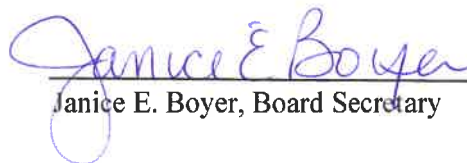
Pete Carson, 46 Pinewood Avenue – shared his continued concerns with regard to the Feasibility Study and the proposed field house project. He has many questions which he feels are not being answered such as why is an air conditioning unit needed for the gym, what is the cost of that unit, and what alternatives have been discussed for the sports facility.

Mr. Landis thanked everyone for coming out tonight and sharing their comments and encouraged continued attendance at meetings.

**ADJOURNMENT**

There being no further business, Mr. Eppig moved to adjourn the meeting. Mr. Peters seconded the motion and the meeting adjourned at 7:42 p.m.

Respectfully submitted,

  
Janice E. Boyer, Board Secretary

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**Re: Field House Forum / Committee of the Whole / Tues., August 6th**

1 message

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**April Hershey** <ahershey@warwicksd.org>  
To: "Donald W. Gallagher, Jr." <stevens.stamp@gmail.com>  
Cc: Janice Boyer <jboyer@warwicksd.org>

Sun, Aug 4, 2019 at 10:38 AM

Good morning, Mr. Gallagher,  
I have forwarded your information as requested. Just a minor point of clarification, Tuesday's meeting is a regular committee of the whole meeting for informational purposes. It is not a forum. There will be designated time for public comment as is usual in our regular board meetings.  
Thank you and have a great day.  
Dr. Hershey

On Sun, Aug 4, 2019 at 10:14 AM Donald W. Gallagher, Jr. <stevens.stamp@gmail.com> wrote:

Dear Dr. Hershey,

Please forward this email to each of the elected School Board Directors in advance of Tuesday night's meeting. I would also ask that this message be announced as part of your next "Communications" report, and a copy attached to the archived minutes of the monthly School Board meeting (August 20, 2019), available there for future viewing online.  
Thank you.

Do an online search of [ **ncaa survey high school athletic scholarships** ]. It will lead you to links like:

<https://www.ncaa.org/sites/default/files/Recruiting%20Fact%20Sheet%20WEB.pdf>

+

<http://www.scholarshipstats.com/average-per-athlete.html>

[ among many other relevant links revealed in the search ].

This data is also referenced in the July issue of *Harper's* magazine, in the "Harper's Index" article:

Portion of high school athletes who receive college athletic scholarships : 1/50

Of high school athletes' parents who think their child will receive one : 1/2

\* N.C.A.A. (Indianapolis)

Athletic scholarships are fewer, *and more restrictive* than academic scholarships. Athletic scholarships are granted for training and performance as a demanding job while also studying to complete a college education.

These are important considerations when you're asked to decide how best to budget for the success of all Warwick students.

Sincerely,  
Don Gallagher, founder & chair, **Warwick Bright Torch**  
[38 Green Acre Road, Lititz, PA 17543-8770](#)  
tel. (717) 626-3038 (home) [stevens.stamp@gmail.com](mailto:stevens.stamp@gmail.com)

~~ **Warwick Bright Torch** ~~  
*a volunteer taxpayer, student & alumni civic work group*

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April M. Hershey, Ed.D.  
Superintendent  
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