



Warwick School District

Committee of the Whole

January 4, 2022

Warwick Middle School Auditorium

7:00 p.m.

MINUTES

Members Present: Leslie Penkunas, Millard Eppig, Matt Knouse, James Koelsch, Nelson Peters, Todd Rucci, Emily Zimmerman
C. Edward Browne, April Hershey, Nate Wertsch, Melanie Calender, Liam Zee

Guests: Noelle Brossman, Jackie Yanchocik, Ryan Axe, Janelle Cachelin, Thomas Cachelin, Tunnice Carpenter, Kerri Hample, Adam Graybill, Brandon Wenger, Kevin Martzall, Michele Rossi, Michelle Hilderman, Jason Garman, Rachael Haverstick, Christina Smoker, Doug Morrissy, R. Wilson Snyder, Violet Weitzel, Christy Kramer, Noel Garman, Kacy Mackenze,

Virtual guests (Names are listed as they appeared on Zoom): Ryan Bollinger, Sara Bowen, Shawn, Sue Rigg, Tricia, Valerie, JS, Julie, , Juliette DeVore, Kauffman, Kayla Cook, Keith Penkunas, Kelly Reber, Kim Woyurka, KParker, Krista, Laura Knowles, Dale Kline, Ebrowne, Elizabeth Radecic, Greta, Jeff Weber, Jen, Jenna, JES, Jess, Jill Kramer, jmusser, Aaron's Books, aiddings, Arielle Miller, Athena W, Aviana Wolfe, Bob, Brooke, Cathleen Clausen, CBomberger, Charles Ingalls, Christy, Courtney, Lauren Melusky, Lisa Sangrey, Lynn Brubaker, Marni Van Grouw, Martin, Matt, Michelle Dombach, Mike miller, Par ker, Rachel Wilson-Snyder, Reggie Weaver, rhallett

1. Presentation of Bids for the Field House Project
~ Craig Kimmel & Erin Hoffman, RLPS Architects
~ Dan Cicala, Fidevia

Dr. Hershey provided a brief overview of the proposed Field House project. Ms. Hoffman shared that bids were accepted prior to the holiday. She discussed the changes in the economy and its effect on the cost of the project with estimates and actual numbers related to the various components of the project. Mr. Kimmel discussed the spread within the bids. He shared that construction costs are currently high and are projected to increase at about 6% a year. Alternates were also discussed with regards to state contracts. Mr. Cicala presented information on similar projects and comparison costs. Additional information was provided related to selected construction materials, the ability to stay on schedule with the project, and building structure.

2. SRI Review/Support Staff Wages
~ Noelle Brossman, Director of Human Resources

Ms. Brossman shared information regarding the Salary Range Index. She shared various positions and recommended changes with regards to specific positions, their SRI levels, and per hour rates. Ms. Brossman provided a rationale for these recommended increases with regards to recruitment and retention of employees. Recommendations for substitute incentives were also shared to help address the current substitute shortage.

3. School Board Equity Definition

Dr. Calender, Dr. Axe, and Dr. Hershey presented on equity within education and meeting all students' needs. The topic of equity vs. equality was addressed. A definition of equity per Warwick School District's current Board Policy 833 and PDE were shared. Responses from a survey provided to the members of the Board were shared. It was emphasized that providing all children with what they need were at the heart of all responses. The Board had a discussion regarding ideas and wording they would like added to the current policy and definition to provide clarification.

4. Other Relevant Items
None

The committee adjourned at 8:25 p.m.

Respectfully Submitted,



Lisa Bonfield



Warwick School District
Building and Property Committee

January 10, 2022

Conference Room A

6:00 p.m.

MINUTES

Cancelled

The Building and Property Committee did not meet in January
due to a lack of agenda items.

Next Meeting: **February 14, 2022**

Warwick School District

Education Committee



January 10, 2022

Board Room

6:00 p.m.

MINUTES

1. Welcome - Mrs. Leslie Penkunas & Mrs. Emily Zimmerman

Mrs. Penkunas welcomed the group and introduced herself and Mrs. Zimmerman, and introduced herself as chairperson of the committee. Mrs. Zimmerman introduced herself to the committee since she was new to the board, sharing she was a Special Education teacher here at Warwick, working at a church, and teaching in some other districts. Shelly Chmil was introduced as a new committee member, as an elementary teacher prior to taking her role as one of the district technology coaches. The members of the committee introduced themselves.

2. Public Comment on Agenda Items

Mrs. Penkunas shared that public comment for agenda items occurs at the beginning of the meeting. Items not on the agenda will be shared at the end of the meeting. Comments should be limited to three minutes or less. The committee may choose to respond or not respond.

Pastor Matthew Lenahan-Shared that he believes learning should push ourselves outside of our comfort zone. He shared censorship and banning of books dangers American culture. He shared concerns with denying the stories of others. He discussed concerns with the desire to remove All American Boys due to how the book can provoke discussion on race and racism.

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Mrs. Mary Turner shared that her tenth grader read the book last year, having read it at home prior. She brought the book home for her to read on purpose because she believed it to be important for her daughter to see the perspective of other people. She shared she was happy her child read the book, discussed it, and had a police officer discuss the text with her student.

Kayla Cook shared her belief that books are a doorway to allow discussion for students. She shared a concern with parents blocking books from other students beyond their own.

Elizabeth Radecic shared her background personally as well as her perspective as a mother of black children. She noted being able to see her son as one of the characters in the book and reflected on if her son was Rashad. She related her husband and his life experience to another character. She believes keeping the book in the curriculum should be an option for Warwick teachers.

Rachel Haverstick shared that she is concerned for what is next, nothing her concern over taking All American Boys from the curriculum. She shared concern with noting all but not identifying who, leaving definition unclear. She shared her support for the current challenge process, continuing to make diverse learning opportunities a priority for our district.

Kristen Buchanon shared her historical experiences in the community. She shared the meaningful lessons she found from the All American Boys text. She shared remarks that are still being made right now in school and in our community, feeling the need for education in this area. She shared her belief that books should not be shared.

Ingrid Martin shared she personally would not ask to ban the book from the school but to not have it be a part of the book because she feels there are many books without profanity that are of similar topic. She spoke about a book A Dream to Big as an alternative option. She shared her desire that our school does teach the ugly parts of our history.

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Denise Keeler shared her concerns with taking All American Boys away. She shared she believes there is confusion with what critical race theory is. She asked where it will end with demands for changes in the curriculum since parents have opportunities to opt out, beginning a precedence.

3. Student Representative Report - *Mr. Liam Zee, Student Representative*

Liam shared updates from some buildings for the month.

Bonfield-Mystery Kindness Mission; Holiday Lip Dub; Fine Dining Challenge; A team testing; STEM lab, Musical; Drum Fit

Beck-A Team Assessments; Jan. 11 Kindergarten Info Night; Spirit Week Jan. 24-28 Black Hawk Hunt

MS- Orchestra, Chorus, Band Concerts; Giving with Gratitude lessons; Course Selection process beginning

4. Unified Arts Presentation - *Mr. Nathan Nixdorf, Art Department Coordinator*

Mr. Nixdorf proposed a new course for programming at the high school. Unified is an introductory art course focusing on elements and principles of design, through production of 2d and 3d artwork. IT is very similar to the curriculum to Essentials of Art, but this will allow different with varying ability levels to access and same curriculum and work together, similar to unified physical education and unified track. The structure of the course is based around the structure of Essentials of Art, with 5 units focusing on line, value, color, sculpture, and printmaking, with adaptations made based upon student motor skills and abilities, all tied to state standards. This course does not create any major shifts to the curriculum but it does make the department and curriculum more inclusive allowing access for all students. Some adaptive tools and materials may be needed based upon the student identified areas of need, fitting in within the current budget or medical access funding, however no staffing or facility changes will be needed for the course. The committee shared a recommendation for this to be taken to the board next week.

5. Graduation Requirements for 2023 - *Dr. Ron Hallett*

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Dr. Hallet shared information from the state for graduation requirements that had continued to be delayed for many years. The state has come up with a plan for the class of 2023 will be expected to meet these qualifications for graduation. The state has defined five pathways to determine if a student has demonstrated competency within a high school. The Keystone Proficiency Pathway is the preferred pathway for graduation, but there are four other options, knowing that not all students will path that way. Keystone Composite Pathway allows students to pass by adding all area scores together, as long as the sum of the scores is high enough. CTE Concentrator Pathway allows mastery through CTC certifications, to show expectations are met. Alternative Assessment Pathway allows students to show proficiency on other assessments (not pass Keystone, but pass AP test, SAT, etc.) The Evidence-Based Pathway that may not be measured by a level of assessment, such as acceptance to a four year college without passing the keystone or acceptance to a fulltime job. The state graduation requirements have been posted on the district website.

Dr. Hallet shared there have been 5 pieces that have started, dropped, or entered the challenge process since last month. Only two have gone to complete the form to submit to an ad-hoc committee.

6. The Challenge of “All American Boys” - *Dr. Melanie Calender & Dr. Ron Hallett*

The Ad-Hoc team met last month and reviewed the concerns as part of the challenge process. The Ad-Hoc committee determined to keep the book in the curriculum as it is. The committee is thankful for parents who want to be involved and they took back the feedback to reflect upon as curricular conversations move on, to promote rich conversations. NOthing listed in the complaint had not already been considered by the team prior to reviewing the book for the curriculum.

7. Review of Procedure for Handling Challenged Materials - *Dr. Melanie Calender & Dr. Ron Hallett*

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As the committee worked through the process, Dr. Calender shared that the group was asked to define key terms (this was marked to be added) set reasonable and fair deadlines (this was added, noting that after going through this process, it does take time, especially when the process is happening with multiple books in the same building), to include the citizen in the decisions. Another parent shared concerns noting that all complaints should go to the school board directly, the school board should oversee the whole process, every complaint should be announced at the meeting and be put in the newspaper, the person filing the complaint should be renamed/labeled, key terms to be defined, timelines to be established, Ad-Hoc committee to include the person challenging, for the meetings to be public, change the review period to a 3 year period, allow more than one person to bring a challenge at a time, sharing many concerns. Dr. Calender shared it is important to not quickly change the procedure after going through the process just one time. The larger administrative team made some additional definitions of the process, starting the process with the citizen with a concern and the teacher. In addition, all curriculum is approved at the education committee and at the school board meeting, prior to instruction. Starting with the concern to be addressed at the building level as making an alternative for a specific student is the desire of this addition, with a timeline of 10 days. Additional timelines were added in the process and highlighted for the committee to review, with the reasoning behind the timeline developed. She noted that anyone who has a concern is able to share with the board on the third Tuesday of the month. Dr. Calender shared she wants us as a community to determine what we want to have our teachers spending their focus on, instruction or challenge processes. A committee member asked if there was consideration for required books going through this process and library books through another process. Dr. Calender noted that there is a library committee for determining materials, but school code requires a process for these materials to go through.

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Mrs. Zimmerman asked why the six year timeline was selected. Dr. Calender shared she believes it was aligned to the curriculum cycle. Mrs. Zimmerman shared how the world can change rapidly, but also noted it would be difficult to continue to annually go through the same process. Dr. Calender shared that our curriculum cycle is currently 5 years so it continued to make sense with this process. Dr. Calender shared the process for being involved in what is happening in schools is coming to education committee and being proactive, rather than being reactive and having to justify all decisions after they are made. A committee member shared she would love to have to get to the point how through the process we can avoid to getting to the challenge process. Mrs. Kline shared having texts prepared and then having time to look into it prior to the next meeting. Dr. Calender shared she will take the idea of having a review option of resources prior to the meeting as well as the 6 year timeline back to the administrative team. Mrs. Kline asked how the complaint is weighed as one person versus a large group of people. Dr. Calender the form allows that, being done as a person or as a group or an organization. Dr. Calender shared it is important the process is a safe process so any organization does not have ability to just pull things out of curriculum.

Discussion on how to support the level of family engagement throughout a student's learning experience beginning to end, teaching students and families to advocate. A suggestion of adult book groups was shared.

Dr. Hallett shared information about the library review committee and their first meeting that occurred. He reported that eighteen people are a part of the group, with sixteen of them present for the first meeting. The purpose of the group is to provide feedback for the donated materials and to look at books that have concerns, as well as previewing books for upcoming library purchase. It was also discussed that just because a book goes through the library review committee does not mean that it cannot go through a challenge process later. It was determined that if $\frac{2}{3}$ of the group felt a book was inappropriate, it was dismissed.

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If $\frac{2}{3}$ felt it was appropriate, it was okay. If it was in the middle, it was not selected. The committee started with previewing books for purchase for next school year. 1,188 books were presented for consideration and awesome dialogue was held. Some books did not make it through the process because they required further investigation, but the majority continued through the process. The next meeting will review the historically challenged and often challenged books listing. Mrs. Kline asked how books are handled if they were voted no for this year. Dr. Hallett shared that is a great conversation to continue to have, as this committee just started and is starting with making plans for this year.

Public Comment

*Ingrid Martin thanked Dr. Calender for taking her concerns seriously and her gentle spirit. She shared her belief that an ordered and detailed process will foster better collaboration between parents, community, and the school. She would like to request that the group read the text *A Dream Too Big* be read as consideration for an alternative option, nothing that she understands *All American Boys* will stay.*

Kristin Buchanan shared that processes should be stuck to and parents should not just be suggesting books at meetings, rather when curriculum comes up. She believes we need to be careful.

Kim Reggenas noted the terminology used in the review process, with her field of work having challenges with the word complainant, even if the term is appropriate, they have shied away from the use of parent/guardian and also from the term citizen because it tends to be a loaded term, unintentionally disenfranchising someone supporting a student who has legal status but not citizenship. In the mental health field they have used participant or members.

Denise Keeler asked again where this ends that parents think they have full control over everything. She shared concerns with alternative texts requiring teachers to having to plan two paths of study, which she believes is not fair to teachers, just because it was seen on a list on a website.

Joan Bohan, a high school English teacher shared concerns with limiting resources. She shared her belief that a public school student should have access to texts that

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most students their age have access to because we want them to be thinkers. She also shared the ninth grade teachers were given a great deal of time to prepare their curriculum, which they appreciated.

Heather Lefever, a Warwick graduate and resident, a Warwick English teacher, shared that she feels her home is being threatened right now. She shared text that were removed for the reason that students did not connect with the text.

Dr. Calender thanked the community for their attendance for the evening, sharing the importance of working together and sharing our similarities. The meeting was convened at 8:00 pm.

Sign in

Mrs. Kline

Olha

Chmil

Ron

Melanie

Penkunas

Zimmerman

Balsbaugh

Zee

Mary Turner

Kayla Cook

Heather Lefever

Elizabeth Radeac

Rachel Haverstick

Kristen Buchanan

Dave Gerhart

Matthew Lenahan

Ingrid Martin

Kimberly Regennas

Lindsay Clark

Laura Hought

Denise Keeler

Next Meeting: February 14, 2022

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Warwick School District
Finance and Legal Committee

January 4, 2022

Conference Room A

6:00 p.m.

MINUTES

Cancelled

No meeting was held during the month of January.

Next meeting: **February 1, 2022**

Warwick School District

Student Activities Committee



January 13, 2022

Board Room

6:00PM

MINUTES

* In attendance: Todd Rucci, Ed Browne, Ryan Axe, Liam Zee, Marisa Tocci, Bill Bernstein, Beth Wood, Sharim Medini, Crystal Harnick

- If you have any questions or considerations before or during the meeting please email Dr. Axe @ raxe@warwicksd.org

1. Greeting - Mr. Todd Rucci
2. Student Representative Report - Liam Zee

Liam shared about what is happening across the elementary and secondary schools. There are a lot of activities going on in and out of the school day.

3. Extra-Curricular Report - Mr. Ryan Landis

Mr. Landis shared they are in mid-winter season, going well, a lot of students involved.

4. Sunday Usage Requests - Dr. Ryan Axe
 - a. Healthy Kid Running Series (Lititz) to use JRB Practice Field 26, JRB Baseball/MP Fields 23, 24, and 25 recurring weekly from April 24, 2022 through May 22, 2022 from 1:30 - 6:00 p.m.
 - b. HS Students and staff to use HS Auditorium Lobby, HS Orchestra Classroom M101, and HS Band Classroom M103 for Winter Open Gyms for Colorguard and Percussion on January 9, January 23, February 6, February 20, February 27, March 27, April 10, and May 1, 2022 from 1:30 - 5:00 p.m.
5. Out of State/Overnight Trip Requests - Dr. Ryan Axe
6. Additional considerations - SAC
 - a. ESports Update
 - b. Girls' Wrestling Update
 - c. Binder

Next Meeting: February 10, 2022

d. Field Trips

7. Other

8. Closing Comments - SAC

Next Meeting: February 10, 2022