



# Warwick School District

## Committee of the Whole

April 5, 2022

Board Room

7:00 p.m.

### *MINUTES*

**Members Present:** Leslie Penkunas, Lisa Miller, Matt Knouse, James Koelsch, Nelson Peters, Todd Rucci, Emily Zimmerman  
C. Edward Browne, April Hershey, Nate Wertsch, Melanie Calender

**Guests:** Noelle Brossman, Kevin Martzall, Fred Griffiths, Kristy Szobocsan, Amy Balsbaugh, Laura Knowles, Justin Kratzer, Tannia Carpenter, Andrea Vanderella, Sue Rigg, Jess Musser, Chrissy Ardille, Jaden Ardille, Courtney Dietrich, Bill Breault, Rachel Wilson-Snyder, Mark Mueller, Kerri Hample, Larry Martin, Violet Weibel, Jenn Gravely, Lindsey Snavelly, Nate Myer, Veronica Myer, Michelle Heldergraw, Reggie Weaver, Kerry Demmy, Greta Stoner, Jim Smith, Peggy Smith, Andrew Lind, Leo Hegarty, Amy Martin, Kayla Cook, Rachael Haverstick, Arielle Miller

**Virtual guests** (Names are listed as they appeared on Zoom): Julie, JW, Kim Woyurka, Kimberly Regennas, Krista, Lindsey, Meg, melanie, None, PHeckman, Rachel, Rebecca, A, Angie, Clausen, Dale Kline, David Houseknecht, Faith Siegrist, Heather, Heather Kline, Janelle Cachelin, JES, Jessica bigsby, Jim Senft, rhallett, Smoker, Valerie Dorosz, Zoom user

1. Comprehensive Plan Review  
~ Dr. Melanie Calender, Assistant Superintendent

The comprehensive planning process occurs every three years. Dr. Calender reviewed the Comprehensive Plan for 2022-2025. She explained that copies of the Comprehensive Plan 2022-2025 are available for community members to review at the District Office and Lititz Public Library. She shared all types of stakeholders involved in the process, and the critical components involved in the comprehensive planning process. The new format for the comprehensive plan is a Ready, Set, Go! model. Data gathering started in the Summer and Fall. Data was gathered through a survey in which stakeholders provided their feedback. There were 559 responses. Survey results and stakeholder feedback were

reviewed. The district's mission and vision statements, and shared values were read. Newly added values were noted. A summary of WSD strengths and challenges. District goals related to aligned curriculum and rigorous instruction PK-12 in mathematics and English language Arts were presented. A goal focused on diversity, equity and inclusion training for staff was also shared. The Special Education Plan was also explained to include: data reports – pointing out growth areas, numbers of students enrolled, number of students receiving special education services, RTI/MTSS intervention model, LRE, positive behavior supports, special education support services, special education personnel development. A timeline for reviewing the plan, providing feedback, analyzing feedback, and making of revisions was provided by Dr. Calender. Feedback is requested by May 7<sup>th</sup>.

2. Salary Range (SRI) Guidelines

~ Ms. Noelle Brossman, Director of Human Resources &  
Mr. Nathan Wertsch, Chief Financial Officer

Ms. Noelle Brossman presented a proposed SRI schedule with updated salary ranges for salary and hourly positions within the district. An explanation of the proposed reorganization of the executive and leadership teams was also provided. Wage increase guidelines based on performance was also shown.

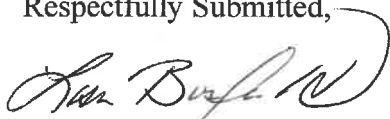
3. Other Relevant Items

Dr. Kristy Szobocsan provided a statement regarding the incidents in the HS bathrooms. She provided details about what occurred and how these issues were addressed. This information was provided to dispel rumors and misinformation being shared through social media and within the community to provide clarity and accurate information. And to encourage anyone with information to share it with administration.

Mr. Rucci shared that more information will be forthcoming about the process for filling Mr. Eppig's position on the Board at the April 19<sup>th</sup> Board meeting.

The committee adjourned at 9:13p.m.

Respectfully Submitted,



Lisa Bonfield



# Warwick School District

## Building and Property Committee

April 11, 2022

Conference Room A

6:00 p.m.

### *MINUTES*

#### Welcome and Public Comment

**Attendees-** Mr. Nate Wertsch, Dr. April Hershey, Dr. Steve Szobocsan, Mr. Jeff Weber, Mr. James Koelsch, Mr. Dennis Quinn, Mr. Todd Bergman, Mr. Keith Mekley, Mr. Phil Saleet, Mr. Dan Cicala (Fidevia), Mr. Nelson Peters

- Mr. Wertsch opened the floor for public comment and there were none
1. Middle School Rooftop Unit Replacement
    - Mr. Weber shared that the coils have gone bad in this unit and it will be more cost effective to replace the unit than to repair it.
    - Mr. Wertsch showed a proposal from Moore Engineering to the committee
    - Mr. Quinn asked some clarifying questions related to the potential installers of new units. It was shared that installers won't be known until after a bid is obtained and selected.
    - This expense would likely come out of our capital reserve fund
    - The committee recommends that this goes to the Board for consideration
  2. Service Project/Donation – GaGa Pit at Bonfield Elementary
    - Ryker Geesaman, an 8th grade student at WMS, is working on a Life Scout project in Troop 44. He has completed the entire process and intends to fundraise for the entire project.
    - There was a conversation about who inspects these types of projects and Jeff shared that we self-inspect all playground equipment.
    - The committee recommends that this goes to the Board for consideration
  3. Siemens – Desigo – Building Automation System Upgrade
    - Mr. Weber shared updates related to the proposal for this project. He shared that the original proposal was to do the three buildings that are not due for a building project but the committee suggested a quote for all buildings. The buildings that are due for building will include this upgrade within their project.
    - Mr. Weber didn't have any specific figures for this project but is hopeful to have it by the next meeting. He also shared that he would like to utilize some of the monthly time that we get now for service to install in one of

*Next Meeting: May 9, 2022*

the buildings.

- This will allow the District to meld our existing service contract into the larger project as a whole.

#### 4. Field House Update

- Mr. Dan Cicala from Fidevia shared an update on the Field House project. He shared that the main person who is handling the project for Fidevia sat on the Building and Property Committee many years ago. He stated that the project is going well. He did state that the bleachers are significantly delayed. They do not anticipate them to arrive until October 31. It will take approximately two weeks to install the bleachers. The lead time on all other materials seems to be in a good spot.
- They have corrected the unsuitable soils under the main building and they are hopeful that there will not be any more in the future. The site has been maintained well and is being kept clean.
- He stated that the auxiliary parking lot portion and the utility work will be done after school has let out for the year.
- There was a dialogue related to how we can use the space without the bleachers being installed. We are hopeful that the rest of the facility will be ready for the beginning of the fall season. The committee feels this will be a larger discussion once we get closer to the fall season.

#### 5. Board Recommendations Recap

- The Moore Engineering proposal for the middle school rooftop unit replacement.
- The service project proposal for a GaGa Pit at Bonfield Elementary School.

# Warwick School District

## Education Committee



April 11, 2022

Board Room

6:00 p.m.

## MINUTES

*Committee Members: Amy Balsbaugh, Melanie Calendar, Shelly Chmil, Stacey Geesaman, Ron Hallett, Tina Kline, Ross Kramer, Kevin Krause, Kellye McMillion, Leslie Penkunas, Emily Zimmerman*

*Community Sign In: Lynette Meck, Gerald Meck, Margaret Thorn, Chris Buchmoyer, Ryan Runkle, Steve Sweigart, Jude Gemmell, Joanne Robb, Janet Chalfant, Jenn Gravely, Susanna Grubb, Danielle Reist, Leslie Morgan, Amy Griffith, Zac Bauermaster, Arielle Miller, Stephanie Merris, Dan Weidman, Sarah Holton, Dennis Quinn, Liana McFadden, Adam Graybil, Rachel Haverstick, Kayla Cook, and Kimberly Regennas*

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

*Mrs. Penkunas greeted everyone and noted that this is not a voting session. She noted public comments will be left until the end of the meeting because the questions may be answered through the presentation, so the second item on the agenda will be stricken, and will be stricken moving forward, so the comments can be asked at the end of the meeting.*

*Mrs. Penkunas respectfully asked that comments and questions are respectfully asked only by those sitting on the committee. When it is opened up for public comment at the end, the comment will be limited to 3 minutes and is requested to be related to the agenda and presentations.*

*Dr. Calendar noted that this is the evening that the presentations must be in by in order to move to board approval to begin for the following school year, thus why there are so many presentations this year. She noted anything beyond this would be coming forward as a pilot program for next year.*

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2. Student Representative Report - Mr. Liam Zee, Student Representative

*Liam noted that:*

*KHE: Mrs. Lewis has been nominated for a teacher impact award. Winners will be announced in May. KHE has been celebrating Autism acceptance month. Grade levels are gearing up for field trips. The PTO held staff appreciation week. Open House was held April 12. Mornings with Moms is coming up April 22 with the PTO. May 6 will be the chorus concert.*

*Beck: April -6th and 5th grade chorus and Orff concert; Field trips coming up; STEM career awareness.*

*Bonfield: Musical, Chorus and Orff Concert, Glow Lunch Challenge, Upcoming Field trips, Book Fair.*

*LE coming for the board meeting*

*MS: Future city team won the National Championship. Science Olympiad qualified for states. Preparing for PSSAs and Keystone. SEAD lesson in March was on emotion management.*

*HS: Spring Sports; Mini Thon is coming up this weekend; Chorus and Band wrapping up in the past few weeks; Bathrooms are getting in better shape.*

*Dr. Calender noted that Liam is the student board representative and shares on several committees.*

3. Pilot Curriculum Community Review of Feedback Forms - Dr. Melanie Calender

*Dr. Calender shared that over the last few meetings, it was discussed about ideas for making curriculum changes more available to the public. The curriculum material pilot occurred here for elementary ELA and Math. 15 different people came out. One person came 3 times. Another returned 6 times. All feedback forms were shared with the curriculum teams weekly and then the whole stack was shared. Not everyone who came filled out a form. The feedback forms were also sent to members of the Education Committee. It was discussed that it may be worth trying this moving forward to give people a chance to preview resources,*

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*attempting to do it as early in advance as possible. Mrs. Penkunas praised the team for responding so quickly to prepare the materials for sharing.*

4. English/Language Arts Curriculum, Grades K-2, 5-6 - Mrs. Amy Balsbaugh & the Elementary ELA Curriculum Writing Team

*The team shared the process for developing the new curriculum, impacted by the onset of Covid. The data review process was shared to determine curricular areas of need and strength. Alignment to current science of literacy research was also noted. Shifts were highlighted in stronger foundational skill development, a strong phonics continuum K-4; a continuous grammar scope and sequence, stronger emphasis on writing, increased rigor, greater diversity in texts, and more intentional alignment to and between standards, instruction, and assessment. This is recommended for grade K-2 and grades 5-6 for board approval this month. Grades 3-4 will prepare to write and implement for the following school year.*

5. Math Curriculum, Grades 3 & 4 - Ms. Lisa Bonfield & the Elementary Math Curriculum Writing Team

*Ms. Bonfield noted that Eureka is being used in K-2 math. Next year, if approved, grades 3 and 4 would use the new curriculum in their classes. Eureka math will be the focus, aligning it to the standards, and pulling supplementary tools to meet all standards. Standards that were not PA grade 3 or 4 were taken out from Eureka and those missing were supplemented. It uses a concrete, representational, abstract approach, showing multiple methods for solving mathematics. The standards for each grade level, grade 3 and 4 for math were reviewed with the team. Anticipated pacing guides were shared for 3rd and 4th grades. It was noted with time and experience with Eureka moving vertically, the scope and sequence may be able to be refined. The adjustment of module 2 to introduce customary units was discussed. 4th grade shared their recommended sequence and noted lessons recommended to be extended or compacted in each module. Hands on Equations are also listed as a part of 4th grade curriculum, as*

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*well as patterns that were not part of the Eureka math curriculum. The creation and break apart of assessments was shared. This is recommended for board approval for grade 3 and 4 for next year.*

*It was highlighted that every teacher K-6 will have something new in their teaching curriculum, either ELA or math next year.*

6. New Course: Emergency Medical Technician Basic - Mr. Ryan Runkel (parametric) presenter. Mr. Chris Buchmoyer - Program Director

- a. New Textbook: Limmer, D., Okeefe, M., (2021). Emergency Care, 14th Ed. Pearson Education Inc.

*This potential course would help provide opportunities for students to meet graduation requirements. Mr. Runkel noted he started this program at Elizabethtown and Donegal and he was asked to help start the program here. Mr. Runkel shared that this is how he got his senior graduation requirement, by getting his EMT at HAAC. The program will be taught in a blended format, through Pierson Education. Students work their way through lectures and chapter lectures. They will then ride with the Warwick Community Ambulance. The program is designed to prepare students for the National Registry Exam, which would allow reciprocity across states (40 states). It was noted that EMS is experiencing large growth in wage increases. Often, this is a great option for students who are interested in a path for nursing, as an experience in many subspecialties. The course is a 250 hour course. Parent permission forms for the program, detailing what the program is about and potentials for what could be observed on ride alongs will be required. It was also discussed that the district would potentially start the course in the spring to give time to get all components ready once it is known how many students are interested. Students must be 16 years old to be eligible to take the certification exam in PA. You cannot work until you are 18, but the 2 year mark is a good time to get experience until eligible. If 16 when taking the exam, volunteer programs are available. The course is about \$1,000 which is in alignment with local programs. The cost will*

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*be explored with the local ambulance and education foundation. The district does not have to pay a teacher as the teacher comes from the ambulance association.*

7. Music Curriculum K-12 - Mrs. Debbie Kline-Smith; Music Coordinator and Mrs. Ann Ahlers

*An overview of the courses offered for music was shared, highlighting any updates. Elementary General Music is adjusting assessments and rubrics to reflect that the team is working on trimesters. Elementary Instrumental Music also adjusted assessments and rubrics to align to trimesters. The report card grading has been made to align with this. Secondary Music programming was shared. Music 7 noted the request to update to trimesters, aligning instruction to PA State Standards and Incorporating a learning management system as well as the most up to date technology applications. (Garage Band, iMovie, Recording Sound, Noteflight, Flat for Google Suite for Composition, Music Creation Projects with the Applications). Middle School Band, Chorus, and Orchestra noted adjustment to trimester grading. High School Electives were shared Music Performance (Band, Orchestra, Concert Choir), Music Technology, Music Theory I and II, History of Vocal Music, and Unified Music. Music Technology has been noted to not be offered recently due to lack of interest. The highlights of Music Theory 1 and 2 were shared. History and Study of Vocal Music was detailed with an overview of the instruction. The updates were recommended for the next board meeting for approval.*

8. New Course Unified Music - Mrs. Debbie Kline-Smith; Music Coordinator and Mrs. Ann Ahlers

*Students from general education will partner with students of varying ability levels and backgrounds with varying musical abilities and knowledge. It will be like unified art and physical education that have already been approved, to develop appreciation and understanding of styles of music. The updates were recommended for the next board meeting for approval.*

9. Digital Citizenship, PK-6: Digital Citizenship moving to Library Curriculum - Mrs. Beth Hartranft

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*Mrs. Hartranft that some of the lessons will be shifted to the library curriculum for instruction, though the topics will not be changing. The direct instruction for the digital citizen unit will shift to the library instruction, using the common-sense media lessons that have been used in the past. This is not a change in what we are doing but rather it is a shift in who is instructionally responsible. No recommendation is needed, since this is just a change in instructor.*

10. Chapter 339, K-12 Update and Change in Title from Guidance Counselor to School Counselor - *Mrs. Colleen Heckman, School Counseling Coordinator*

*Mrs. Heckman shared the PA requirement for Chapter 339 for a school counseling program. 339 emphasizes career preparation as well as supporting social and emotional needs of students. A PDE template has been completed based upon the requirements. Career Readiness Indicators were noted and shared, with requirements in grade 5, 8 and 11. Program goals were shared, highlighting both elementary and secondary goals. At the elementary level, academically, students in grade 3-6 will participate in a lesson focusing on Skills for Learning (Focus Attention, Listening, Self-Talk, and Being Assertive.) The Social-Emotional goal will be that all students in grades 4 and 5 will acquire and review personal safety skills. The Career Goal is that 98% of students will have a consistent student portfolio at the end of 5th grade which includes a minimum of six required career artifacts. Middle School academic goal looks at 100 percent of 7th graders receiving an Academic Success lesson and being provided an opportunity to meet with their school counselor for further support. Their social emotional goal is that 100% of 7th grade students will meet with their school counselor via Minute Meetings by the end of the first trimester. Career Goal for Middle School is that 98% of 8th grade students will complete 6 career readiness indicators, with the addition of JA Digital Yes and JA Inspire activities to contribute to the consistent acquisition of career learning outcomes. The High School goal for academics is that counselors and/or administrators will meet with 85% of students that have failed one or more courses during each marking period. Social Emotional Goal is that counselors will meet with 95% of 11th graders to review implementing effective coping skills, identifying symptoms and warning signs of mental health needs, and where to go*

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*for help. The Career Goal is that 98% of junior students will complete all eight career indicators, by collecting career indicator evidence through a google classroom reflection tool. Career and Technology Center Strategies at all levels K-12 were shared. Dual Enrollment and Internship opportunities and intentionality were highlighted. Career Learning partners were shared. The final impact of chapter 339 is updating the term adjustment from guidance counselor to school counselor, notating the proactive support available for all students.*

#### **11. Physical Education Programming Update 7-8 - Dr. Ron Hallett**

*Middle School Physical Education course update is not a content update but a name change. The programming will be combined on a 2 year rotation, so that 7th and 8th graders will take the courses together, with the same content, alternating over two years. Thus, the content doesn't change, just the name. This provides more flexibility in scheduling. PE 7 will be named PE ODD and PE 8 will be named as PE EVEN. Next year, PE ODD will be scheduled.*

#### **12. Library Committee/Challenged Resources Update - Dr. Ron Hallett**

*On March 30th, the committee met to go over the library resources. The purpose and process of the committee was reviewed as a reminder. 95 titles that were in our current collection that are referenced on historically challenged book lists. 95 titles were considered and from the committee, all were recommended to remain in the collection. All had at least 72% recommendation to remain. Librarians also looked through the entire collection to try to find books that might be considered controversial and not found on historically challenged lists. 394 books were considered. All were recommended to remain in the collection, with at least 72% recommendation to remain. Five books were considered on the donated book list. All were recommended to be placed on the shelves, with at least a 72% recommendation to remain. One book was considered for purchase which was a carryover from the last meeting and had enough support for purchase for the library.*

*There was a discussion on how to restrict access. This can now be found under the library tab within each building's web page (identify books using the electronic card catalog; inform the librarian; the request will follow the student from year to year.) As new books are added, a link to the list of new books will be posted on the library page. Librarians have also*

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*asked that families have these conversations with their students before requesting, so the librarians are not the first individuals having a conversation with the child.*

*The committee will meet again on October 5, 2022.*

*Challenge processes in place were updated as well. It Feels Good to Be Yourself has just had an Ad Hoc Committee to review the book as part of the process.*

### 13. Public Comment

*Arielle Miller-She thanked the teachers and administrators at our school. She asked to share about the repeatedly proposed decency standard as well as challenging books. She noted that decency is not a standard that can be measured, resulting in unintended consequences. She shared she does not believe teachers or staff are indoctrinating our students and she trusts that teachers and administrators until proven otherwise are treating students in a safe, equitable manner. She asked the education committee to consider the bending to constant demand to review materials.*

*Kimberly Regennas She thanked the team for the opportunity to preview the ELA and math curriculum. She noted the question if the various groups in the community are represented in the resources. She recognizes it and appreciates it. She is concerned about how some of the texts represent culture through historical lenses. She notes she is not advocating for the texts to be eliminated as they have value on multiple levels. Rather, she is questioning what support or training teachers have/will have to use texts in multiple ways. She notes the concerns of inadvertently misrepresenting groups. She hopes the board will make sure the teachers have all they need.*

*Gerald Meck-He shared he is here to support the district's revised educational equity policy. He notes the importance to grow as a community, with diversity as our strength.*

*Margaret Thorn-She shared she hopes our district will continue to encourage our children to learn to read about people different from ourselves, with the most ideal situation being to go to school with those different from ourselves. She*

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*noted her belief that children should be able to read books about themselves. She also noted that if she believes that if a book in a school library is challenged it should not be removed until it is reviewed, rather staying on the shelves and then being removed if deemed inappropriate.*

*Next Meeting: May 9, 2022*

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**Warwick School District**  
**Finance and Legal Committee**

**April 5, 2022**

**Conference Room A**

**6:00 p.m.**

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***MINUTES***

**Cancelled**

**No meeting was held during the month of April  
due to a lack of agenda items.**

*Next meeting: May 3, 2022*

**Warwick School District**  
**Student Activities Committee**



**April 14, 2022**

**Board Room**

**6:00PM**

***MINUTES***  
**CANCELLED**

**No meeting - April, 2022**

The following Out of State/Overnight Trip Request was communicated to the Committee digitally for approval to recommend to the Board, as follows:

1. Out of State/Overnight Trip Request -
  - a. HS students and staff to Walt Disney World, Orlando, FL, from March 31, 2023 - April 6, 2023, to perform at Disney Springs (Orchestra & Chorus) and Magic Kingdom (marching band).
  - b. MS students and staff to Penn State University – Altoona Campus, from April 29 - April 30, 2022, to participate in the Science Olympiad for Grades 7-12.

*Approved electronically for recommendation to the Board at its April 19th Meeting.*

*Next Meeting: May 12, 2022*