



Warwick School District Committee of the Whole

August 5, 2024

7:00 p.m.

MEETING LOCATION: WARWICK MIDDLE SCHOOL AUDITORIUM SPECIAL SESSION

The school board's Committee of the Whole meeting on Monday, August 5, 2024 was held in the Auditorium at Warwick Middle School, 401 Maple Street, Lititz, PA. Doors will open at 6:30 p.m.

Committee of the Whole meetings are not voting sessions. These meetings are held for the board to hear presentations, review policies, evaluate data, and hold discussions. Individuals interested in providing public comments must provide their name, their address, and their topic of comment to the Board Secretary at boardsecretary@warwick.org before 3:30 p.m. on the day of the meeting. The board may or may not elect to respond to comments.

This meeting will be held in person as well as virtually using this link:

<https://youtube.com/live/fzjFLbzSQQ?feature=share>

MINUTES

In attendance

- Mrs. Janice Boyer, Mr. Nate Wertsch, Mr. Dan Woolley, Mrs. Amy Martin, Mrs. Emily Zimmerman, Mr. Scott Landis, Mrs. Angie Lingo, Mr. Michael Brown, Mr. James Koelsch, Dr. Melanie Calendar, Dr. Steve Szobocsan, Mrs. Melissa Weitzel, Dr. Fred Griffiths, Ms. Noelle Brossman

Absent

- Mr. Bill Breault, Reggie Weaver

Visitors In Attendance (Utilized Sign-In Sheets)

- Violet Weitzel, Veronica Myer, Gail Johnson, Laura Knowles, Lynn Brubaker

Visitors In Attendance (virtually)

- Approximately 13 concurrent users were present and able to observe this meeting via YouTube. No names are available through YouTube.

1. Superintendent Search Firm Presentation

a. PSBA

- Question on flat fee, clarifying fees; optional posting fee even if choosing another search firm. Each fee is a separate item on the menu.
- Question on local representation within the past 5 years for PSBA.

Next meeting: August 6, 2024

- Question on how many current searches PSBA is conducting and clarified that location would not counteract a WSD search.
- Question on if candidates can be accepted outside of Career Gateway.
- Question on if the performance assessment is a requirement as a part of the PSBA process and how criteria is developed.
- Question on length of support and continuation after the appointment and into the transition period. That is not offered.
- Question on consultants length of time within PSBA search firm.
- Question to presenter on a difficult search challenge they personally overcame. Answered with discourse on lessening candidate pools over the last few years as a major restriction.
- Question on including stakeholders and process within.
- Question elaborating on external stakeholders and specifically community involvement.
- Question on candidates hired from outside of Pennsylvania. Answered that majority hire is within Pennsylvania due to certification and qualifications necessary.
 - Further question on if candidates outside of Pennsylvania can apply without state certification.
- Question on Average timeline. Answered that it can vary but on average 3 months.
- Question on if PSBA has done any background on WSD.

2. Other Relevant Items

None

3. Public Comment

The following individuals contacted the school board secretary and indicated their desire to address the board with comments regarding items not specific to any Agenda items. Individual addresses were verified by the school board secretary prior to the meeting, and these individuals spoke following the Committee of the Whole meeting on topics as listed.

None

The meeting adjourned at approximately **7:33** p.m.

Respectfully submitted by
Melissa Weitzel

Next meeting: August 6, 2024



Warwick School District Committee of the Whole

August 6, 2024

7:00 p.m.

MEETING LOCATION: WARWICK MIDDLE SCHOOL AUDITORIUM

The school board's Committee of the Whole meeting on Tuesday, August 6, 2024 was held in the Auditorium at Warwick Middle School, 401 Maple Street, Lititz, PA. Doors open at 6:30 p.m.

Committee of the Whole meetings are not voting sessions. These meetings are held for the board to hear presentations, review policies, evaluate data, and hold discussions. Individuals interested in providing public comments must provide their name, their address, and their topic of comment to the Board Secretary at boardsecretary@warwick.org before 3:30 p.m. on the day of the meeting. The board may or may not elect to respond to comments.

This meeting was held in person as well as virtually using this link:
<https://youtube.com/live/SICzWormXps?feature=share>

MINUTES

In attendance

- Mrs. Janice Boyer, Mr. Nate Wertsch, Mr. Dan Woolley, Mrs. Amy Martin, Mr. Bill Breault, Mr. Reggie Weaver, Mrs. Emily Zimmerman, Mr. Scott Landis, Mrs. Angie Lingo, Mr. Michael Brown, Mr. James Koelsch, Dr. Melanie Calendar, Dr. Steve Szobocsan, Mrs. Melissa Weitzel, Dr. Fred Griffiths, Ms. Noelle Brossman

Absent

-

Visitors In Attendance (Utilized Sign-In Sheets)

- Lisa Hochreiter, Polly Gainer, Penny Mason, Gail Johnson, Lisa Colino, Cindy Wingenroth, Kimberly Regennas, Laura Knowles, Veronica Myer, Michelle Helderman, and Megan Nolt

Visitors In Attendance (virtually)

- Approximately **25** concurrent users were present and able to observe this meeting via YouTube. No names are available through YouTube.

1. Superintendent Search Firm Presentations

a. Templeton Advantage LLC – Tom Templeton

- Question concerning stakeholder engagement and use of survey versus a group forum. Clarified that several could be conducted.
- Questioned on the most challenging search and how that was completed; answered with State College and rigorous search.
- Question on advantages or disadvantages of using a search committee of the board versus the whole board.

Next meeting: *September 3, 2024*

- Question on presenters access to candidates and if there is an identified pool of candidates.
- Question on timeframe for process. Answer of average of 3 months with exceptions for longer timeline.
- Question on transition after Candidate is hired; intentionality for entry and transition plan, goals & evaluation plan.
 - Follow up question on summer transition plan versus during the school year plan.
- Question on presenter as the identified person to complete the search and work alongside the board.
- Question on applicant pool outside of Pennsylvania.
- Question on staff shortage and difficulty of candidate pool.
- Question on presenters key benefit to bring to WSD superintendent search.
- Question on entry plan as it entails working with current administration.
- Question on specific timeline of neighboring SD.

b. **Albert Educational Consulting**

- Question on difficult search at prior district search mentioned; answered on how to maintain integrity.
- Question on timeline of contract with consultant; explanation of variations that can impact timeline.
 - Clarifying question on transition process after hiring; answer that a mentor can be provided.
- Question on access to candidates; answered that recruiting is a part of the process.
- Question on other expenses mentioned; presenter listed out a few regular expenses incurred.
- Question on location of any local Lancaster County Districts search involvement; answered no.
- Question on benefits that presenter brings to search; Answered with survey advantages and video pre-interviews benefit.
- Question on possibility of 2nd search if necessary and cost involved.

2. ~~High School Renovation Change Orders ~ Bret Fitzpatrick~~

The above presentation was removed from the Agenda as of 8/5/2024.

3. Targeted School Improvement (TSI) Plan (re-approval) ~ *Dr. Steve Szobocsan*

- Discussion on how to improve; use of scores and data has been reviewed.
- Will be posted on Website and brought back to the board for review and approval.

4. Board Policy Review

- a. 222 – Tobacco and Vaping Products (Pupils)
- b. 227 – Controlled Substances/Paraphernalia (Pupils)
- c. 323 – Tobacco and Vaping Products (Employees)
- d. 351 – Controlled Substance Abuse (Employees)
- e. 707 – Use of School Facilities (Property)
- f. 801 – Public Records (Operations)

- A first reading of the policies will take place at the August 20th board meeting and a second reading will happen in September before updates are approved.

Next meeting: September 3, 2024

5. Other Relevant Items

NONE

6. Public Comment

The following individuals contacted the school board secretary and indicated their desire to address the board with comments regarding items not specific to any Agenda items. Individual addresses were verified by the school board secretary prior to the meeting, and these individuals spoke following the Committee of the Whole meeting on topics as listed.

Lisa Hochreiter Superintendent Selection process

The meeting adjourned at approximately **8:46** p.m.

Respectfully submitted by
Melissa Weitzel

*Next meeting: **September 3, 2024***



Warwick School District
Building and Property Committee

August 12, 2024

Conference Room A

6:00 p.m.

MINUTES

Cancelled

Due to the lack of discussion/agenda items, no meeting was held during the month of August.

Next meeting: **September 9, 2024**

Warwick School District
Education Committee



August 12, 2024

Board Room

6:00 p.m.

MINUTES

Cancelled

Due to the lack of discussion/agenda items, no meeting was held during the month of August.

Next Meeting: Monday, September 9, 2024

In collaboration with the community, the mission of the Warwick School District is to enable all students to acquire the knowledge, skills, and values necessary to become responsible, productive, and resourceful citizens.



Warwick School District
Finance and Legal Committee

August 6, 2024

Conference Room A

6:00 p.m.

MINUTES

Cancelled

Due to the lack of discussion/agenda items, no meeting was held during the month of August.

Next Meeting: **September 3, 2024**

Warwick School District

Student Activities Committee



August 8, 2024**

Warwick Middle School
Auditorium**

6:00 p.m

***This was a change of date and location*

MINUTES

Minutes amended as of 9/5/2024.

Attendance: Dr. Szobocsan, Mr. Brown, Mr. Hazel, Mr. Cordero, Mrs. Wood, Mrs. Rossi, Mrs. Hample

Absent: Zoe Wiker, Mrs. Medini, Mr. Bernstein, *Mr. Todd - was not present at this meeting.*

Audience: None

- If you have any questions or considerations before or during the meeting, please email Dr. Szobocsan at sszobocsan@warwicksd.org
 1. Greetings - *Mr. Jim Koelsch and Mr. Mike Brown, School Board Members*
 2. Student Representative Report - *Zoe Wiker, Student Representative no report*
 3. Extra-Curricular Report - *Mr. Earl Hazel, Athletic Director Football is off to a great start with conditioning. Discussion of getting paperwork turned in. Great response from families with online program healthy roster. Practices begin on Monday. New Junior High Volleyball. Volunteer coaches have been amazing. Additional coach for JR High Football. Huge thank you to this committee and the board for this position. Twilight tune up is a cross country meet - 30 plus teams - Saturday August 24th, food trucks. Hall of fame night, meeting next week to talk about inductions. Introduced during half time at Solanco game on 9/13.*
 4. Disc Golf Course at WHS ~ *Mr. Earl Hazel Bombergers and Tree Magnet Proposal from business coming soon. For public and school use. Agreed as a committee to take to the board for final approval.*
 5. Concession Stand Agreement ([LINK](#)) - *Dr. Steve Szobocsan Identical agreement to last years. Agreed as a committee to take to the board for final approval.*
 6. Facility Use Requests - Outside Users - *Dr. Steve Szobocsan Feedback provided by all, admin will make final decision on facility use to reduce as many conflicts as possible.*

Next Meeting: *September 5, 2024*

7. WSD Event Expectations ([LINK](#)) - *Dr. Steve Szobocsan and Mr. Earl Hazel*
Feedback provided by the committee. Overwhelmingly positive.
8. Sponsorship Agreement - Stoll & Wolfe [Gracefully Decline, direct them to the Warwick Foundation](#)
9. Out-of-State/Overnight Trip Requests - *Dr. Steve Szobocsan*
10. Old Business
11. Additional Considerations [Mitch Davis strength and conditioning coach, working on a doctorate related to sports training, looking to do a voluntary study of coach/athlete relationships, optional survey. Presentation coming in September. Will go to the board for approval after the presentation.](#)
12. Public Comment

A message from the Cheerleading Coach regarding a recent camp which the team and coaches attended:

“The Warwick Varsity Cheerleading squad attended NCA camp July 24 to 27. During their time at camp, they learned new cheer material for the football games, reviewed proper technique for stunting, reviewed stunt safety, and bonded with their teammates. They received awards for “Stunt S.A.F.E.”, Technical Excellence for Jumps, and the NFHS Squad Credentialing. The girls also received a “Spirit Stick” 3 nights of camp, two Red Excellence ribbons and Superior ribbons on the last night. Nine of the cheerleaders received All American nominations for outstanding skills. The coaches attended training during the camp. All three coaches received a Coach Credentialing Certificate.”

*NFHS- National Federation of State High School Associations

*NCA- National Cheerleaders Association

The meeting was adjourned at approximately **7:18** p.m.

Respectfully submitted by
Heriberto Cordero

Amended by jeboyer 9/6/2024

*Next Meeting: **September 5, 2024***