

Warwick School District
Lititz, PA 17543

September 6, 2022

A special voting meeting of the Board of School Directors of the Warwick School District convened in the Board Room on Tuesday, September 6, 2022 at 7:00 p.m. The meeting was made available virtually as well.

Mr. Rucci, President, called the meeting to order at 7:00 p.m.

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

The Board Secretary called the roll of the Board: C. Edward Browne, James Koelsch, Scott Landis, Lisa Miller, Leslie Penkunas, Nelson L. Peters, Todd L. Rucci, Emily Zimmerman, and Liam Zee were present.

Others attending the meeting in person: Dr. April Hershey, Superintendent; Dr. Melanie Calender; Nathan Wertsch, Treasurer; Noelle Brossman; Dr. Fred Griffiths; Janice Boyer, Board Secretary; Carolyn Enigk; Dr. Kristy Szobocsan; Kevin Martzall; and Tom Shumaker.

The following individuals were in attendance at the meeting and utilized the sign in sheets provided:

Laura Knowles	Violet Weitzel	Justin Kratzer	Tannia Carpenter
Angie Lingo	Ella Lingo	Kimberly Regennas	Mikie S. ??
Amy Martin	Michael Sham	Scott Graham	Lara ??
Jim Smith	Peggy Smith	Chrissy Ovalle	Kayla Cook
Rachel Wilson-Snyder	Reggie Weaver	Veronica Myer	Nate Myer
Mike Brown	Nikki Lepisto	Robert Gosling	Larry Martin
Judy Ovalle	Becca Graham	Paula Shumaker	Kerri Hample
Dan Woolley	Mark Mueller	Sarah Miller	Michelle Helderman

38 concurrent users were present along with approx. 86 unique visitors and able to observe this meeting via YouTube. No names are available through YouTube.

RECOGNITION OF CITIZENS

Board Policy 903 addresses public participation at meetings and can be found using this [LINK](#).

The following individuals contacted the school board secretary and indicated their desire to address the board. Individual addresses were verified by the school board secretary prior to the meeting.

None

APPROVAL OF AGENDA

Mr. Peters moved, Mrs. Penkunas seconded, the motion to approve the agenda as presented.
Motion passed 8-0.

APPROVAL OF MINUTES

Mrs. Penkunas moved, Mrs. Miller seconded, the motion to approve the Minutes of the [regular meeting](#) of August 16, 2022, as presented.
Motion passed 7-0-1 (*Mr. Browne abstained*).

COMMUNICATIONS

Dr. Hershey noted that communications to the Board are being received through the individual emails which have been set up or through schoolboard@warwicksd.org email.

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REPORT OF THE SUPERINTENDENT

1. PERSONNEL

A. Retirements

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

Instructional

Linda Albert as a Grade 4 Teacher at Kissel Hill Elementary School, effective August 23, 2022.

R. Jonathan Lind as a Science Teacher at Warwick High School, effective October 10, 2022.

Non-Instructional

Steven Studholm as a Building Services employee at Warwick High School, effective December 30, 2022.

Mrs. Penkunas moved, Mr. Peters seconded, the motion to approve the retirement of the individuals named above.

On voice vote:

Ayes: Mr. Browne, Mr. Koelsch, Mr. Landis, Mrs. Miller,
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

B. Resignations

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

Instructional

Janelle Lewis as a Health/Physical Education Teacher at Warwick High School, effective pending September 16, 2022.

Liana McFadden as a Reading Specialist at John R. Bonfield Elementary School, effective effective pending release by the district.

Non-Instructional

Karen Fogarty as a Student Support Assistant at Warwick Middle School, effective August 19, 2022.

Danielle Arpey as a Behavior Support Assistant at John Beck Elementary School, effective August 19, 2022.

Katherine Karam as a Student Support Assistant at John Beck Elementary School, effective August 17, 2022.

Desteny Rivera as a Student Support Assistant at John Beck Elementary School, effective August 26, 2022.

Amy Lundvall as a Food & Nutrition Services Assistant at John R. Bonfield Elementary School, effective August 29, 2022.

Extra-Curricular/Extra Duty

Megan Bomba as an Assistant Field Hockey Coach at Warwick High School, effective August 16, 2022.

Connie Hilliar as Drama Club Advisor at Warwick High School, effective August 23, 2022.

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Connie Hilliar as Sophomore Class Advisor at Warwick High School, effective August 23, 2022.

Brian Pearson as Philosophy Club Advisor at Warwick High School, effective August 17, 2022.

Zachary Minder as a Choral Concert Stage Craft Engineer at Warwick High School, effective August 17, 2022.

Zachary Minder as a Drama Lead Assistant at Warwick High School, effective August 17, 2022.

Zachary Minder as a Holiday Concert Stage Craft Engineer at Warwick High School, effective August 17, 2022.

Zachary Minder as Musical Set Construction at Warwick High School, effective August 17, 2022.

Matthew Kemble as Strategy Games Club Advisor at Warwick Middle School, effective August 4, 2022.

Mrs. Penkunas moved, Mr. Peters seconded, the motion to approve the resignation of the individuals named above.

On voice vote:

Ayes: Mr. Browne, Mr. Koelsch, Mr. Landis, Mrs. Miller,
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Zimmerman

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:

Instructional

Mariah Balmer as a Grade 3 Teacher at John R. Bonfield Elementary School, at the annual salary of \$62,445.00, effective pending receipt of the appropriate paperwork. This position is necessary due to enrollment.

Theresa Sheckler as an Intervention Specialist at Lititz Elementary School, at the annual salary of \$62,445.00, effective pending receipt of the appropriate paperwork. Ms. Sheckler is replacing Shanna Irish-Fyke who resigned.

Instructional - LTS

Kelsey E. Knox as a Long-Term Substitute Mathematics Teacher at Warwick High School, at the annual salary of \$57,302.00, effective October 31, 2022, pending receipt of the appropriate paperwork. Ms. Knox is replacing a staff member who received a Family and Medical Leave of Absence.

Non-Instructional

Jezebel Little as a Behavior Support Assistant at Warwick High School, 7.5 hours/day, at the hourly rate of \$17.45, effective pending receipt of the appropriate paperwork. Ms. Little is replacing Alicia Jolin who resigned.

Amanda Misselhorn as a Behavior Support Assistant at Warwick High School, 7.5 hours/day, at the hourly rate of \$16.20, effective September 7, 2022. Ms. Misselhorn is replacing Jasmine Boyd who received a change of status.

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Susan Peacock as a Student Support Assistant at Warwick High School, 5.5 hours/day, at the hourly rate of \$13.60, effective pending receipt of the appropriate paperwork. Ms. Peacock is replacing Katherine Esterby who resigned.

Renee M. Martin as a Food & Nutrition Services Assistant at Warwick Middle School, 5.0 hours/day, at the hourly rate of \$12.25, effective pending receipt of the appropriate paperwork. Ms. Martin is filling a vacant position.

Rosene M. Wenger as a Food & Nutrition Services Assistant at John Beck Elementary School, 3.5 hours/day, at the hourly rate of \$12.75, effective pending receipt of the appropriate paperwork. Ms. Wenger is replacing Julia Horne who retired.

Cynthia M. Bovich as a Food & Nutrition Services Assistant at John R. Bonfield Elementary School, 4.5 hours/day, at the hourly rate of \$12.25, effective pending receipt of the appropriate paperwork. Ms. Bovich is replacing Lindy Ruhl who retired.

Sophie Gehman as a Food & Nutrition Services Assistant at Lititz Elementary School, 4.5 hours/day, at the hourly rate of \$12.25, effective pending receipt of the appropriate paperwork. Ms. Gehman is replacing Jamie Iser who received a change of status.

Keith Hess as a Student Support Assistant at Lititz Elementary School, 5.5 hours/day, at the hourly rate of \$13.55, effective pending receipt of the appropriate paperwork. Mr. Hess is replacing Kathryn Brandt who resigned.

Anadys Rivera Rivas as a Special Programs Assistant at Lititz Elementary School, 5.75 hours/day, at the hourly rate of \$16.15, effective September 9, 2022. Ms. Rivera Rivas is replacing Elaine Enteria who resigned.

Andrea N. Vanderella as a Special Programs Assistant at Lititz Elementary School, 5.75 hours/day, at the hourly rate of \$16.20, effective pending receipt of the appropriate paperwork. Ms. Vanderella is replacing Diane Perry who received a change of status.

Extra-Curricular/Extra Duty

Naomi Miller as a National Art Honor Society Advisor (50%) at Warwick High School, at the annual salary of \$372.50, effective August 24, 2022. Ms. Miller is sharing this position with Angie Hohendal.

Justin Droegemueller as MS Musical Drama Director at Warwick Middle School, effective on the first day of the 2022/2023 school year. Mr. Droegemueller is being renamed to this position which he held previously.

Allison Fund as MS Musical Vocal Director at Warwick Middle School, effective on the first day of the 2022/2023 school year. Ms. Fund is being renamed to this position which she previously held.

Leslie Morgan as the Elementary Safety Patrol advisor at John Beck Elementary School, at the annual salary of \$1,118.00, effective August 24, 2022. Mrs. Morgan is replacing Colleen Heckman who resigned.

Classroom Monitor

It was recommended that the Board approve the election of the individual listed below as a Classroom Monitor, effective September 7, 2022, until a resignation is submitted or active status is changed by the district:

Amanda Huhtala

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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 2022/2023 school year, until a resignation is submitted or active status is changed by the district:

Megan Cash

Independent Volunteers

It was recommended that the Board approve the election of the individuals listed below as independent volunteers, effective September 7, 2022, until a resignation is submitted or active status is changed by the district:

Marie Beamenderfer	Joan Erb	Alexandria McKenna-Storey	Nancy Roberts
Stephanie Bomberger	Samantha Fulton	Courtney Murphy	Sandra Salerno
Janice Bullock	Jaelyn Heintzelman	Voravanh Ober	Christopher Strayer
Josh Bullock	Sara Martin	Chelsea Reynolds	

Volunteer Coaches

It was recommended that the Board approve the election of the individuals listed below as volunteer coaches, effective September 7, 2022, until a resignation is submitted or active status is changed by the district:

Megan Bomba	Christopher Ferranti	Shannon Johnson	Beth Lynch
Jeff Sigle			

Mr. Peters moved, Mrs. Penkunas seconded, the motion to approve the resignation of the individuals named above.

Mrs. Zimmerman as questions regarding the ownership of the images taken by a district approved photographer. Mr. Landis also wished to review the contract that is used by the district when it comes to district approved photographers. Dr. Hershey will provide a copy of the contract which is signed by individuals wishing to serve as a district approved photographer.

On voice vote:

Ayes: Mr. Browne, Mr. Koelsch, Mr. Landis, Mrs. Miller, Mrs. Penkunas, Mr. Peters, and Mr. Rucci

Abstain: None

Nays: Mrs. Zimmerman

Absent: None

2. CHANGE OF STATUS REQUESTS

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

Instructional

Allison Hausman from an Occupational Therapist at Warwick High School (25%), Warwick Middle School (25%), Kissel Hill Elementary School (25%), and Lititz Elementary School (25%), to an Occupational Therapist at Warwick High School (20%), Warwick Middle School (10%), John R. Bonfield Elementary School (20%), Kissel Hill Elementary School (30%), and Lititz Elementary School (20%), effective September 7, 2022. This change of status is due to a change in student/staff needs.

Jason Balsbaugh from a Liaison/Teacher for Elementary Virtual Academy at John Beck Elementary, John R. Bonfield Elementary, Kissel Hill Elementary, and Lititz Elementary Schools, to a Gifted Support Teacher at John Beck Elementary School (50%) and at Lititz Elementary School (50%), effective July 1, 2022. This change of status is necessary due to student needs.

Megan MacNair from an Occupational Therapist at John Beck Elementary School (25%), John R. Bonfield Elementary School (25%), Kissel Hill Elementary School (25%), and Lititz Elementary School (25%), to an Occupational Therapist at Warwick High School (20%), Warwick Middle School (20%), John Beck Elementary School (20%), Kissel Hill Elementary School (20%), and Lititz Elementary School (20%), effective September 7, 2022. This change of status is due to a change in student/staff needs.

Non-Instructional

Tammy Charles from a Student Support Assistant at Warwick High School, 5.75 hours/day, to a Special Programs Assistant at Warwick High School, 5.75 hours/day, at the hourly rate of \$17.94, effective August 29, 2022. This change of status is necessary to meet student needs.

Cherie Crosby from a Food & Nutrition Services Assistant Manager at Warwick High School, to a Food & Nutrition Services Manager at Warwick Middle School, at an hourly rate of \$18.29/hour, effective on August 1, 2022. Ms. Crosby is replacing Nicole Longer who had a change of status, and this is a correction to her previously approved change of status.

It was recommended that the board approve the change of status requests as set forth on the chart below:

Last Name	First Name	FROM			TO			Replacing	Reason
		Bldg	Position	Hours Per Day	Bldg	Position	Hours Per Day		
Castle	Winifred	MS	Food & Nutrition Services Assistant	5	HS	Food & Nutrition Services Assistant	5	LuAnn Rohrer	Change of Status
Larsen	Dawn	MS	Food & Nutrition Services Assistant	5	HS	Food & Nutrition Services Assistant	5	Sharon Wenger	Resigned
Heisey	Sonya	MS	Food & Nutrition Services Assistant	5	HS	Food & Nutrition Services Assistant	5	Open Position	Open Position
Care	Sasha	MS	Food & Nutrition Services Assistant	5	HS	Food & Nutrition Services Assistant	5	Lynn Montemurno	Change of Status
Montemurno	Lynn	HS	Food & Nutrition Services Assistant	5	MS	Food & Nutrition Services Assistant	5	Sasha Care	Change of Status
Rohrer	LuAnn	HS	Food & Nutrition Services Assistant	5	MS	Food & Nutrition Services Assistant	5	Winifred Castle	Change of Status
Iser	Jamie	LE	Food & Nutrition Services Assistant	5.5	MS	Food & Nutrition Services Assistant	5	Dawn Larsen	Change of Status

Extra-Curricular/Extra-Duty

Angela Hohenadel from National Art Honor Society Advisor (100%) at Warwick High School, to National Art Honor Society Advisor (50%) at Warwick High School, at the annual salary of \$649.29, effective August 24, 2022. Ms. Hohenadel will be sharing this position with Naomi Miller.

Gary Minnich from an Assistant Boys Lacrosse Coach at Warwick High School, to Head Boys Lacrosse Coach at Warwick High School, at the annual salary of \$5,144.00, effective September 7, 2022. Mr. Minnich is replacing Christopher Schaffer who resigned.

Mrs. Penkunas moved, Mr. Peters seconded, the motion to approve the change of status requests of the individuals named above.

On voice vote:

Ayes: Mr. Browne, Mr. Koelsch, Mr. Landis, Mrs. Miller,
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

3. LEAVE OF ABSENCE REQUESTS

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

Employee No. 13302 is requesting a Family and Medical Leave of Absence, beginning approximately February 13, 2023, and continuing through approximately May 5, 2023. The return-to-work date is approximately May 8, 2023, pending release by a doctor.

Employee No. 13526 is requesting an Unpaid Leave of Absence, beginning December 10, 2022, and continuing through June 5, 2023. The return-to-work date is August 28, 2023, pending release by a doctor. This is an extension of a previously approved leave.

Employee 13812 is requesting a Child Rearing Leave of Absence to begin on August 30, 2022, and continue through June 5, 2023. The return-to-work date is first day of the 2023/2024 school year, pending release by a doctor.

Mr. Peters moved, Mr. Koelsch seconded, the motion to approve the leave of absence requests of the individuals named above.

On voice vote:

Ayes: Mr. Browne, Mr. Koelsch, Mr. Landis, Mrs. Miller,
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

4. BOARD COMMITTEE ELECTION

It was recommended that the Board approve the election of the following individuals for the Board Committee listed below, effective September 7, 2022:

Finance & Legal Committee

Donald Haverstick
Michelle Helderman

Student Activities Committee

Lyndsay Gardner

Mr. Peters moved, Mrs. Penkunas seconded, the motion to approve the election of the following individuals for the Board Committee, as presented above.

A motion was made by Mr. Browne to amend the motion above into two separate motions, one motion for the Finance & Legal Committee candidates and one motion for the Student Activities Committee candidate. Mr. Landis seconded this motion.

Discussion took place among the board members with regard to the process of selecting candidates for committees. Following the discussion, a vote was taken on the motion to amend.

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On voice vote:

Ayes: Mr. Browne, Mr. Koelsch, Mr. Landis, Mrs. Miller,
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

a. It was recommended that the Board approve the election of the following individuals for the Board Committee listed below, effective September 7, 2022:

Finance & Legal Committee

Donald Haverstick

Michelle Helderman

Mr. Peters moved, Mrs. Miller seconded, the motion to approve the election of the following individuals for the Board Committee, as presented above.

On voice vote:

Ayes: Mr. Browne, Mr. Koelsch, Mr. Landis, Mrs. Miller,
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

b. It was recommended that the Board approve the election of the following individuals for the Board Committee listed below, effective September 7, 2022:

Student Activities Committee

Lyndsay Gardner

Mr. Landis moved, Mrs. Zimmerman seconded, a motion to table this approval until the next voting meeting of the board which is scheduled for Tuesday, September 20, 2022.

On voice vote:

Ayes: Mr. Browne, Mr. Koelsch, Mr. Landis, Mrs. Miller,
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

5. APPROVAL OF SETTLEMENT AGREEMENT & GENERAL RELEASE

It was recommended that the Board approve the settlement agreement and general release, as set forth on [ATTACHMENT #1](#).

Mr. Peters moved, Mrs. Penkunas seconded, the motion to approve the settlement agreement and general release, as presented above.

On roll call vote:

Ayes: Mr. Browne, Mr. Koelsch, Mr. Landis, Mrs. Miller,
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

6. APPROVAL OF SCHOOL BUS DRIVERS

It was recommended that the Board approve the individuals listed as school bus drivers for the 2022/2023 (*incorrectly listed as 2021/2022 on Agenda*) school year, as presented on [ATTACHMENT #2](#).

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Mr. Koelsch moved, Mr. Peters seconded, the motion to approve the individuals listed as school bus drivers for the 2022/2023 school year, as presented above.

One name was removed on Attachment #2. The board approved the amended list of school bus drivers and an updated list is attached to these Minutes.

On voice vote:

Ayes: Mr. Browne, Mr. Koelsch, Mr. Landis, Mrs. Miller,
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

7. APPROVAL OF TRANSPORTATION CONTRACTS

It was recommended that the Board approve the transportation contracts as presented on [ATTACHMENT #3](#).

Mr. Peters moved, Mrs. Miller seconded, the motion to approve the transportation contracts, as presented above.

On voice vote:

Ayes: Mr. Browne, Mr. Koelsch, Mr. Landis, Mrs. Miller,
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

Information from the Superintendent

Dr. Hershey shared that it was a wonderful start to the school year. Four board members were present to welcome staff on opening day. It is great to have staff and students back in the buildings.

COMMENTS OR QUESTIONS FROM BOARD MEMBERS OR CITIZENS

The following individuals contacted the school board secretary and indicated their desire to address the board with comments regarding items not specific to the Agenda. Individual addresses were verified by the school board secretary prior to the meeting.

Ella Lingo
Rachel Wilson-Snyder
Nikki Lepisto
Mark Mueller
Violet Weitzel
Tannia Carpenter
Veronica Myer
Nate Myer
Justin Kratzer

Interviews / What should you look for
Inappropriate books/Decency Standard
Policy 833 (gender definition)
Gender
Library Books
Questions/Concerns Regarding Google Docs/School
Spanish Classes at Warwick
Solution to the feuding - School Choice
Sept. Bldg & Property Committee Mtg

ADJOURNMENT

There being no further business, Liam Zee moved to adjourn the meeting. Mr. Peters seconded the motion and the meeting adjourned at 8:16 p.m.

Respectfully submitted,



Janice Boyer, Board Secretary

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