

Warwick School District

Lititz, PA 17543

January 16, 2024

A meeting of the Board of School Directors of the Warwick School District convened in the Board Room on Tuesday, January 16, 2024 at 7:00 p.m. The meeting was made available virtually as well.

CALL TO ORDER

Mrs. Emily Zimmerman, President, called the meeting to order at approximately 7:00 p.m.

Mrs. Zimmerman noted that the board held a workshop on Saturday, January 13, 2024 from 8:30 to 11:30 a.m. in which they reviewed the climate survey. She stated that more information will be forthcoming in the future on this topic. It was also noted that board met at 6:00 p.m. this evening for an orientation session with the Human Resources and Finance team.

PLEDGE OF ALLEGIANCE

ROLL CALL

The Board Secretary called the roll of the Board: Bill Breault, Michael Brown, James Koelsch, Scott Landis, Angie Lingo, Amy Martin, Reggie Weaver, Daniel Woolley, Emily Zimmerman, and Zoe Wiker, Student Representative, were present.

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

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

Lisa Hochreiter	Annie Wiker	Pat Ayers	Lynette Meck
Shirley Showalter	Sharyn Bowman	Louise Sitler	Carla Weidman
Bill List	Joan Bohan	Kimberly Regennas	Kellye McMillion
Ella Lingo			

Up to 74 unique viewers were present and were able to observe this meeting via YouTube. No names are available through YouTube.

BOARD RECOGNITION

Dr. Hershey shared that January is designated as School Board Appreciation Month. To show appreciation and to honor the members of Warwick Board of School Directors, the Middle School recognized each board member with a book donated in their name to the library. We are grateful to the members of the school board for their service to the students, families, staff, and greater community of Warwick.

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 with comments regarding motions on the Agenda. Individual addresses were verified by the school board secretary prior to the meeting.

NONE

APPROVAL OF AGENDA

Mr. Landis moved, Mr. Woolley seconded, the motion to approve the agenda as presented. Motion passed 9-0.

APPROVAL OF MINUTES (Regular Meeting of December 19, 2023.)

Mr. Koelsch moved, Mr. Woolley seconded, the motion to approve the Minutes of the regular meeting of December 19, 2023.

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	\$891,282.31
Wire Transfers	\$4,307,337.07
Capital Reserve Fund	\$208,113.85
Cafeteria Fund	\$218,306.69
Middle School Fund	\$185.16
High School Fund	\$9,949.03

Mr. Woolley moved, Mr. Weaver seconded, the motion to approve payment of the bills as presented.

On roll call vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

COMMUNICATIONS

Dr. Hershey shared that communications to the Board were received through the established email accounts, and have been seen by all members of the Board. No additional communications were received.

REPORT OF THE SUPERINTENDENT

1. PERSONNEL

A. Retirements

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

Instructional

Laura Houghton as a Language Arts Teacher at Warwick High School, effective on the last day of the 2023/2024 school year.

Non-Instructional

Rebecca Spatz as a Student Support Assistant at Lititz Elementary School, effective on the last day of the 2023/2024 school year.

Mr. Weaver moved, Mr. Landis seconded, the motion to approve the retirement of the individuals named above.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley 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

Dr. Kathy Steinour as a Grade 1 Teacher at John Beck Elementary School, effective upon release by the district or no later than March 8, 2024.

Extra-Curricular/Extra Duty

Dean Sobon as Musical Producer: Drama & Choreographer at Warwick High School, effective December 18, 2023.

Mr. Koelsch moved, Mr. Woolley seconded, the motion to approve the resignation of the individuals named above.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

C. **Termination**

It was recommended that the Board approve the termination of the following individual:

Non-Instructional

Jennifer Hammonds as a Food & Nutrition Services Assistant at Warwick High School and at Warwick Middle School, effective January 16, 2024.

Mr. Weaver moved, Mr. Landis seconded, the motion to approve the termination of the individual named above.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

D. **Elections**

It was recommended that the Board approve the election of the following individuals subject to all pre-employment requirements and clearance checks:

Instructional

Hannah Dunnenberger as a Kindergarten Teacher at Lititz Elementary School, at the annual salary of \$59,397.00, effective pending receipt of the appropriate paperwork. Ms. Dunnenberger is filling a new position resulting from a change in student enrollment.

Instructional – LTS

Jennifer Sweeney as a Long-Term Substitute Social Studies Teacher at Warwick High School, at the annual salary of \$59,397.00, effective on the first day of the second semester of the 2023/2024 school year. Mrs. Sweeney is remaining in this position for the second semester due to an extension of a leave of absence.

Kalyn Burger as a Long-Term Substitute (LTS) Mathematics Teacher at Warwick Middle School, at the annual salary of \$59,397.00, effective January 24, 2024, pending receipt of the appropriate paperwork. Ms. Burger is replacing a staff member who received a Sabbatical Leave of Absence.

Non-Instructional

Luis Rodriguez-Ortiz as a Building Assistant at Warwick High School, 7.5 hours/day, at the hourly rate of \$17.59*, effective pending receipt of the appropriate paperwork. Mr. Rodriguez-Ortiz is replacing Kathleen Miller who received a change of status.

Brittany Graber as a Food & Nutrition Services Assistant at Warwick Middle School, 4.0 hours/day, 3 days/week, and at John Beck Elementary School, 4.0 hours/day, 2 days/week, at the hourly rate of \$12.58, effective pending receipt of the appropriate paperwork. Ms. Graber will be filling a vacancy.

Lori Ruchalski as a Student Support Assistant at Warwick Middle School, 5.75 hours/day, at the hourly rate of \$13.55, effective pending receipt of the appropriate paperwork. Ms. Ruchalski is replacing Kathy Sozzi who resigned.

*includes a toileting differential.

Extra-Curricular/Extra Duty

Lauren Loercher as Musical Producer: Drama and Choreographer at Warwick High School, at the annual salary of \$2,488.00, effective pending receipt of the appropriate paperwork. Ms. Loercher is filling an open position.

Karyn Sherwood as a Choral Concert Assistant at Warwick High School, at the annual salary of \$934.00, effective January 16, 2024.

Veronica Auker as a JH Assistant Track Coach at Warwick Middle School, at the annual salary of \$1,992.00, effective January 17, 2024. Ms. Auker is replacing Marni VanGrouw who received a change of status.

Classroom Monitors

It was recommended that the Board approve the election of the individuals listed below as Classroom Monitors, effective January 17, 2024, until a resignation is submitted or active status is changed by the district:

Brittany Byus	Diane Perry	Jennifer Reedy	Lisa Thompson
Ainsley Zima			

Independent Volunteers

It was recommended that the Board approve the election of the individuals listed below as independent volunteers, effective January 17, 2024, until a resignation is submitted or active status is changed by the district:

Angie Bean	Cynthia Dougherty	Kayla Moore	Lydia Walker
Samantha Burkey	Robert Ellis		

Volunteer Coaches

It was recommended that the Board approve the election of the individuals listed below as volunteer coaches, effective January 17, 2024, until a resignation is submitted or active status is changed by the district:

Name	Sport
Angie Borden	Wrestling
Lindsay Gabers	Cross Country/Track
Tyler Miller	Bowling
Ryan Stewart	Wrestling
Bryanna Urban	Cross Country/Track
Michael Urban	Track

Mr. Woolley moved, Mr. Koelsch seconded, the motion to approve the election of the individuals named above.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

2. CHANGE OF STATUS REQUESTS

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

Non-Instructional

Sarah VanCisco from a Behavior Support Assistant at Warwick High School, 6.75 hours/day, 5 days/week, to a Behavior Support Assistant at Warwick High School, 6.75 hours/day, 4 days/week, effective January 16, 2024.

Theresa Martin from a Student Support Assistant at Kissel Hill Elementary School, 5.75 hours/day, to a Student Support Assistant at Kissel Hill Elementary School, 7.5 hours/day, at the hourly rate of \$17.98*, effective January 17, 2024. This is change of status is necessary to meet student needs.

*includes a toileting differential.

Joslyn Michaels from a Food & Nutrition Services Head Cook at Lititz Elementary School, 8.0 hours/day, to a Food & Nutrition Services Assistant at Lititz Elementary School, 3.0 hours/day, at the hourly rate of \$14.25, effective January 8, 2024. Ms. Michaels is replacing Mary Moore who resigned.

Mr. Weaver moved, Mr. Woolley seconded, the motion to approve the change of status requests, as presented.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

3. TEACHER TENURE

The following teachers have met the teacher tenure requirements as set forth by the Pennsylvania School Code and were recommended for tenure, effective January 17, 2024.

<u>Building</u>	<u>Position</u>
<u>Warwick High School</u> Ashley K. Driscoll	Learning Support Teacher
<u>John R. Bonfield Elementary School</u> Kristen M. Bonshock	Intervention Specialist
<u>Lititz Elementary School</u> Christopher D. Ferranti	Physical Education Teacher

Mr. Weaver moved, Mr. Landis seconded, the motion to approve the teacher tenure, as presented.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None
Absent: None

4. DISTRICT CALENDAR 2024/2025

It was recommended that the Board approve the District Calendar for the 2024/2025 school year, as set forth on [ATTACHMENT #1](#).

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the district calendar for the 2024/2025 school year, as presented.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley 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 #2](#).

Mrs. Martin moved, Mr. Brown seconded, the motion to approve the settlement agreement and general release, as presented.

On roll call vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

6. REVIEW AND APPROVAL OF ARP ESSER HEALTH AND SAFETY PLAN

It was recommended that the Board approve the ARP ESSER Health and Safety Plan, as presented on [LINK #1](#).

Mr. Landis moved, Mr. Woolley seconded, the motion to approve the ARP ESSER Health and Safety Plan, as presented.

On roll call vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

Information from the Superintendent

Dr. Hershey shared the following:

- January 16th was a snow day and will be made up on Friday, February 16, 2024. The Floating In-Service Day which had been scheduled for Wednesday, January 24, 2024 will move to Thursday, January 25, 2024.
- A 2 hour delay is scheduled for Wednesday, January 17th.
- A huge thank you to the staff (including administrative, professional, support, technology, buildings & grounds/custodial, and food services) for their willingness to adapt on January 10, 2024 when John Beck Elementary was without power for the entire day. Each team member helped to prepare for the closing of school on January 11th had the power **not** been restored.
- Brett Fitzpatrick of Fidevia was introduced. He will be working with the district on the current High School renovation project.
- A date for the 2023/2024 Graduation will be set and voted on at the March voting meeting.

- The Kindergarten Expo was held last week. The incoming class will be the class of 2037.
- 8 students from Mrs. Shickman’s creative writing class wrote and illustrated books, and read the books in elementary classrooms to the students. It was great to see the students interacting with each other.

COMMITTEE REPORTS

Student Representative

The student representative, Zoe Wiker, provided an overview of student activities across the district in December.

Building and Property Committee

The Building & Property Committee did not meet in January, but was able to electronically review a proposal related to 3rd party testing services on the high school renovation and had the following recommendation for Board approval:

1. It was recommended that the Board approve the proposal from Hillis-Carnes Engineering Associates for 3rd party testing services on the high school renovation as presented on [ATTACHMENT #7](#).

Mr. Weaver moved, Mrs. Lingo seconded, the motion to approve the proposal from Hillis-Carnes Engineering Associates for 3rd party testing services on the high school renovation, as presented.

On roll call vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

Education Committee

The Education Committee met on Monday, January 8, 2024. Mr. Landis and Mrs. Lingo provided a welcome to the committee and community members. Dr. Calender provided a review of the purpose of the education committee. Zoe Wiker provided an update on happenings throughout the district. Dr. Szobocsan shared information regarding additional dual enrollment agreements. He also provided information regarding a Notice of Statutory Merger of PA College of Health Sciences and Saint Joseph’s University. The High School Counseling Team shared information about the “Breaking the Silence” Mental Health Awareness program presented through the Byrnes Health Education Center. Dr. Szobocsan also presented information regarding the Targeted School Improvement (TSI) plan. The next committee meeting is scheduled for February 12, 2024. The committee had the following recommendations for board approval:

1. It was recommended that the board approve the Dual Enrollment Agreements with the following entities:
 - a. Lancaster County Career & Technology Center
 - b. Alvernia University
 - c. PA College of Art & Design

Mr. Landis moved, Mrs. Lingo seconded, the motion to approve the Dual Enrollment Agreements, as presented above.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

2. It was recommended that the board approve the Notice of Statutory Merger between PA College of Health Sciences and St. Joseph’s University, as presented on [ATTACHMENT #3](#).

Mr. Landis moved, Mrs. Lingo seconded, the motion to approve the Notice of Statutory Merger between PA College of Health Sciences and St. Joseph’s University, as presented above.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

3. It was recommended that the board approve the “Breaking the Silence” Mental Health Awareness program presented through the Byrnes Health Education Center for students in Grade 9.

Mr. Landis moved, Mrs. Lingo seconded, the motion to approve the “Breaking the Silence” Mental Health Awareness program, as presented.

Prior to the vote on this agenda item, discussion took place among the board members. Discussion centered on the content of the program and what is being presented to students. This program is part of the counselor’s curriculum on mental health.

On voice vote:

Ayes: Mr. Koelsch, Mr. Landis, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: Mr. Brown, Mrs. Lingo, Mrs. Martin, Mr. Breault

Absent: None

Finance and Legal Committee

The Finance & Legal Committee met on Tuesday, January 9, 2024. The committee reviewed their role/purpose, the 2024-25 Lancaster County Career and Technology Center budget, 2023-24 budget transfers, and obsolete equipment. The committee had the following recommendations for Board approval:

1. It was recommended that the Board approve the 2024-25 Lancaster County Career and Technology Center budget as presented on [ATTACHMENT #4](#).

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the 2024-25 Lancaster County Career and Technology Center budget, as presented.

On roll call vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

2. It was recommended that the Board approve the 2023-24 budget transfers as presented on [ATTACHMENT #5](#).

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the 2023-24 budget transfers, as presented.

On roll call vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

3. It was recommended that the Board approve the disposal of obsolete equipment as presented on [ATTACHMENT #6](#).

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the disposal of obsolete equipment, as presented.

On roll call vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

Student Activities Committee

The Student Activities Committee met on Thursday, January 11, 2024, and was open to the public. Mr. Koelsch and Mr. Brown welcomed committee members and visitors to the meeting. Zoe Wiker shared the report of activities across the district. Mr. Hazel provided an update on extra-curricular activities. Dr. Szobocsan provided a review of the purpose of the Student Activities Committee and the role of its members. Mr. Hazel and Dr. Szobocsan shared additional information about A Better Way Athletics which has been gathered since the SAC meeting in December. The committee discussed the changing of meeting dates from the 2nd Thursday of the month to the 1st Thursday of the month. Moving forward the Student Activities Committee will meet on the 1st Thursday of each month beginning with the March meeting which will be held on Thursday, March 7th. The committee had the following recommendation for board approval:

1. It was recommended that the board approve the resource titled “A Better Way Athletics” for the 2024/2025 school year.

Mr. Koelsch moved, Mr. Brown seconded, the motion to approve the resource titled “A Better Way Athletics” for the 2024/2025 school year, as presented.

Prior to the vote on this agenda item, discussion took place regarding this resource. It was noted that the resource would be available for the 2024/2025 and 2025/2026 school year if approved.

On roll call vote:

Ayes: Mr. Koelsch, Mr. Landis, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: Mr. Breault, Mr. Brown, Mrs. Lingo, Mrs. Martin, and Mr. Weaver

Absent: None

The above motion was not approved.

Executive Session/Personnel Committee

It was announced that there would be an Executive Session immediately following this Board meeting to discuss various personnel matters.

Labor and Management Committee

It was reported that no meeting was held in the month of January.

Lititz Recreation Center Representative

It was reported that the childcare services committee of the Lititz recCenter met on January 9, 2024. They continue to have staffing challenges, and as a result there is a waiting list for their program. They are very thankful to the district for the use of the facilities to hold their before-school and after-school programs.

Legislative Committee

No report was given.

IU Representative

It was reported that Mr. Woolley had a breakfast meeting with Matt Stem, Executive Director of the IU. He noted that the IU exists to support school districts in the Lancaster and Lebanon Counties. The IU board meeting was held on January 10, 2024 with regular agenda items. Regular committee meetings were held as well. The IU is providing a training session for new school board members on January 31, 2024.

Lancaster County Career and Technology Center Representative

It was reported that a meeting will be held on January 25, 2024. An update will be provided at the next board meeting. Mrs. Zimmerman noted that there is a new Superintendent of Record for the CTC as Dr. Lausch will be retiring. The Superintendent from Lampeter-Strasburg will take over as the Superintendent of Record.

PRIOR BUSINESS

WHS Renovation Change Orders – [LINK](#)

NONE

NEW BUSINESS

NONE

INFORMATION

Right-To-Know Database – [LINK](#)

NONE

COMMENTS OR QUESTIONS FROM BOARD MEMBERS OR CITIZENS

Mr. Brown shared congratulations to the latest inductees to the Warwick Hall of Fame: Mr. Ned Bushong, Mrs. Laura Grimm-Fehrenbacher; and Mr. Eric Herr.

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.

Joan Bohan	Official Welcome to School Board from WEA
Louise Sitler	Share my history with the District and offer a compliment
Kimberly Regennas	Various topics: Byrnes Health Center, missed choral concert, recordings of meetings

ADJOURNMENT

There being no further business, Miss Wiker moved to adjourn the meeting. Mrs. Martin seconded the motion and the meeting adjourned at 8:52 p.m.

Respectfully submitted,

/s/

Janice E. Boyer, Board Secretary