

**Warwick School District**  
Lititz, PA 17543

March 19, 2024

A meeting of the Board of School Directors of the Warwick School District convened in the Board Room on Tuesday, March 19, 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 board met at March 16, 2024 for a workshop session focusing on discipline and student behavior.

**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; Jenna Louderback; Melissa Weitzel; and Carolyn Enigk.

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

Jim Senft	Annie Wiker	Lynn Brubaker	Lisa Colino
Shelly Chmil	Lisa Hochreiter	Allen Correll	Kayla Cook
Rachael Haverstick	Kimberly Regennas	Harriette Droke	Karen Davis
Leslie Penkunas	Kellye Martin	Shirley Showalter	Bill List
Cindy Wingenroth	Maryann Richmond	Christina Bracken	Janet Weber
Penny Mason	Susan Woolley	Ken Gibble	Kellye McMillion
Anais McMillion	Kori McMillion	Nandi McMillion	Kaci McMillion
Mary Turner	Ella Lingo	Polly Gainer	

Up to **52** unique viewers were present and were 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 with comments regarding motions on the Agenda. Individual addresses were verified by the school board secretary prior to the meeting.*

Rachael Haverstick

Kimberly Regennas

Policy 903 – Public Comments at Board Meetings

Policy 903 – Public Comments at Board Meetings (recordings of board meetings)

**APPROVAL OF AGENDA**

Mrs. Martin moved, Mr. Weaver seconded, the motion to approve the agenda as presented.  
Motion passed 9-0.

**APPROVAL OF MINUTES (Special Voting Meeting of March 5, 2024)**

Mr. Weaver moved, Mrs. Martin seconded, the motion to approve the Minutes of the Special Voting meeting of March 5, 2024.

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	\$1,469,245.02
Wire Transfers	\$9,364,310.34
Capital Reserve Fund	\$106,939.00
Capital Projects Fund	\$764,684.15
Cafeteria Fund	\$161,035.48
Middle School Fund	\$228.81
High School Fund	\$4,415.51

Mr. Woolley moved, Mr. Landis 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 all communications to the Board were received through the established email accounts, and have been seen by all members of the Board.

**REPORT OF THE SUPERINTENDENT**

**1. PERSONNEL**

**A. Retirement**

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

Non-Instructional

Donald Robbins as a Technical Support Assistant for Warwick School District, effective March 14, 2024.

Mr. Koelsch moved, Mr. Weaver seconded, the motion to approve the retirement 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

**B. Resignation**

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

Extra-Curricular/Extra Duty

Ashley Becker as Assistant Girls Basketball Coach at Warwick High School, effective March 8, 2024.

Mr. Landis moved, Mr. Woolley seconded, the motion to approve the resignation 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

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

Brooke Langowski as a Social Studies Teacher at Warwick High School, at the annual salary of \$66,758.00, effective on the first day of the first semester of the 2024/2025 school year. Ms. Langowski is replacing Sherry Ruggiero who will retire at the end of the 2023/2024 school year.

Kimberly Speece as a Business Education Teacher at Warwick High School, at the annual salary of \$61,614.00, effective on the first day of the first semester of the 2024/2025 school year. Ms. Speece is replacing Brenda Crosetto who will retire at the end of the 2023/2024 school year.

Non-Instructional

Alexandra Beacham as a Food & Nutrition Services Assistant at Warwick Middle School, 4.0 hours/day, at the hourly rate of \$12.48, effective pending receipt of the appropriate paperwork. Ms. Beacham is replacing LuAnn Rohrer who resigned.

Extra-Curricular/Extra Duty

Eric Jeanes as an Assistant Girls Lacrosse Coach (50%) at Warwick High School, at the annual salary of \$2,310.00, effective March 20, 2024. Mr. Jeanes is replacing Megan Bomba who resigned from this position.

Classroom Monitor

It was recommended that the Board approve the election of the individual listed below as a Classroom Monitor, effective March 20, 2024, until a resignation is submitted or active status is changed by the district:

Amanda Huhtala

Independent Volunteers

It was recommended that the Board approve the election of the individuals listed below as independent volunteers, effective March 20, 2024, until a resignation is submitted or active status is changed by the district:

Benjamin Bewley  
Amy Boal  
Kristin Childers

Erich Deutsch  
David Gibson  
Annalyce Hess

Crystal Laureano  
Brittany Meadows

Elizabeth Nestlerode  
Adam Webb

### Volunteer Coaches

It was recommended that the Board approve the election of the individuals listed below as volunteer coaches, effective March 20, 2024, until a resignation is submitted or active status is changed by the district:

<b>Name</b>	<b>Sport</b>
Austin Barto	Boys Lacrosse
Robert Keeney	Girls Lacrosse

Mr. Koelsch moved, Mr. Weaver 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

Troy Graffius from a Building Services employee at Warwick High School, 8.0 hours/day, to a Lead Building Services employee at Warwick High School, 8.0 hours/day, at the hourly rate of \$17.82, effective June 7, 2024. Mr. Graffius is replacing Donna Mazenko who received a change of status.

David Hoak from a Lead Building Services employee at John Beck Elementary School, to a Maintenance Specialist for Warwick School District, at the hourly rate of \$24.00, effective March 20, 2024. Mr. Hoak is replacing Barry Wenger who retired.

Gabriela Martinez from a Student Support Assistant at John R. Bonfield Elementary School, 5.5 hours/day, to a Student Support Assistant at John R. Bonfield Elementary School, 5.75 hours/day, effective March 20, 2024. This change of status is necessary to meet student needs.

Mrs. Martin 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. **LEAVE OF ABSENCE REQUEST**

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

Employee No. 13212 is requesting a Family and Medical Leave of Absence (FMLA) with concurrent Child Rearing Leave, beginning approximately May 12, 2024, and continuing through approximately March 12, 2025. The anticipated return-to-work date is approximately March 13, 2025.

Mr. Weaver moved, Mr. Woolley seconded, the motion to approve the leave of absence request, 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. APPROVAL OF MEMORANDUM OF UNDERSTANDING**

It was recommended that the Board approve the Memorandum of Understanding with Community Action Partnership of Lancaster County for programs of the Education & Child Development Team, including Head Start, effective July 1, 2024 and continuing through June 30, 2029, as presented on [ATTACHMENT #1](#).

Mr. Weaver moved, Mr. Landis seconded, the motion to approve the Memorandum of Understanding with Community Action Partnership of Lancaster County, 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

**5. BOARD POLICY REVISIONS – FIRST READING**

It was recommended that the Board approve, as a first reading, the policy revisions to the policies listed below, and as presented on [ATTACHMENT #2](#).

<u>Policy No.</u>	<u>Title</u>
200	Enrollment of Students
202	Eligibility of Nonresident Students
217	Graduation
254	Educational Opportunity for Military Children
810	Transportation
815	Acceptable Use of Internet, Computers and Network Resources
819	Suicide Awareness, Prevention and Response
903	Public Comment in Board Meetings

Mr. Weaver moved, Mrs. Martin seconded, the motion to approve the policy revisions to the policies listed above, as presented.

The board engaged in discussion surrounding updates to Policy 903. The suggested updates will be made to Policy 903 and will be read again at the next board meeting.

**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

**6. APPROVAL OF SUBSTITUTE GUEST TEACHER**

It was recommended that the Board approve the election of the individual listed below as a Substitute Guest Teacher enrolled in the Guest Teacher program, effective March 20, 2024, until a resignation is submitted or active status is changed by the district:

Amy Dullinger

Mrs. Martin moved, Mr. Landis seconded, the motion to approve the election of the individual listed above as a Substitute Guest Teacher, 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

**7. SABBATICAL LEAVE REQUESTS**

It was recommended that the Board approve the following Sabbatical Leave requests:

- a. Sharon Conlin is requesting a Sabbatical Leave of Absence for the purpose of study for the second semester of the 2024/2025 school year. Mrs. Conlin plans to return to work on the first day of the first semester of the 2025/2026 school year.
- b. Shirley Kachelries is requesting a Sabbatical Leave of Absence for the purpose of study for the second semester of the 2024/2025 school year. Mrs. Kachelries plans to return to work on the first day of the first semester of the 2025/2026 school year.

Mrs. Martin moved, Mr. Woolley seconded, the motion to approve the Sabbatical Leave 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

**8. STATE MANDATED HALF-YEAR/HALF-PAY STUDY SABBATICAL 2024/2025 – FIRST SEMESTER**

It was recommended that the Board approve the State Mandated Half-Year/Half-Pay Study Sabbatical request for Andrea Shertzer to begin on the first day of the first semester of the 2024/2025 school year. The anticipated return-to-work date is the first day of the second semester of the 2024/2025 school year.

Mr. Woolley moved, Mr. Weaver seconded, the motion to approve the State Mandated Half-Year/Half-Pay Study Sabbatical request, 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

**9. APPROVAL OF CONTRACTS FOR PROFESSIONAL SERVICES**

It was recommended that the Board approve the Contracts for Professional Services with Penn State Health Community Medical Group, LLC/Cornerstone Family Health, as presented on [ATTACHMENT #3](#) and [ATTACHMENT #4](#).

Mr. Woolley moved, Mr. Weaver seconded, the motion to approve the Contracts for Professional Services, 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:

- Student Council held a St. Patty's 'prom' at Luther Acres where roughly 60 residents attended including a very special reunion where one of the residents asked and reconnected with the girl, he took to prom nearly 70 years ago.
- Taylor Miller finished 2nd in the PIAA State Bowling Championship
- Our High School Special Programs classes recently spent the day at Eby's Store and Bakery where they learned about the different jobs in a bakery and had the opportunity to bake, decorate, and package some sweet treats
- Liliana Zimmerman won first prize in the League of Women Voters' Student Video Contest
- Warwick brought home 22 awards at the North Museum Science and Engineering Fair (NMSEF) and Austin Van Grouw was the Senior Division Champion (2nd place) so he qualified for the International Science and Engineering Fair (ISEF) in Los Angeles
- Upcoming Events:
  - Chris Nikic Community Presentation this Thursday at the Middle School at 7:00 pm. Chris was the first person with Down syndrome to complete an Ironman Triathlon and his presentation will highlight how he challenges himself to become 1% better every day and how you can too.
  - Spring Musicals - Lititz Elementary, John Beck, and Kissel Hill are all upcoming. Check out our website for more information on each show.

## **COMMITTEE REPORTS**

### **Student Representative**

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

### **Building and Property Committee**

The Building & Property Committee did not meet in March and did not have any recommendations for the Board at this time.

### **Education Committee**

The Education Committee met on Monday, March 11, 2024 Mr. Landis and Mrs. Lingo provided a welcome to the committee and community members. Zoe Wiker provided an update on happenings throughout the district. Mr. Pearson from the high school social studies department presented proposed updates to the Civics and Government curriculum. Ms. Zimmerman provided the committee with information related to proposed updates to World History courses at the high school. Mr. Nixdorf proposed a new Ceramics 3 course for students and presented a proposed name change for a high school art course. Mrs. Jenna Louderback gave a presentation related to a proposed pilot math resource for grades K-2, Star Math. This pilot will involve a select group of staff in grades K-2. Dr. Calender gave a presentation related to proposed updates to the attendance manual for the district. These changes would not be implemented until the 2024-2025 school year and are intended to respond to some of the concerns the district has worked through this year with parents/guardians. Dr. Szobocsan shared with the committee an updated dual enrollment agreement for Harrisburg Area Community College (HACC). This is a three-year renewal of the existing agreement. Mrs. Balsbaugh went over a presentation related to our Title II and IV grants. This presentation also presented an opportunity for stakeholder feedback from the committee. The next committee meeting is scheduled for April 8, 2024. The committee had the following recommendations for board approval:

1. It was recommended that the board approve the updates to the high school Civics and Government courses.

Mr. Landis moved, Mrs. Lingo seconded, the motion to approve the updates to the high school Civics and Government courses, 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

2. It was recommended that the board approve the updates to the World History courses.

Mr. Landis moved, Mrs. Lingo seconded, the motion to approve the updates to the World History courses, 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. It was recommended that the board approve the addition of a new Ceramics 3 course.

Mr. Landis moved, Mr. Weaver seconded, the motion to approve the addition of a new Ceramics 3 course, 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. It was recommended that the board approve the change of title for an art course, from “Textiles” to “Fiber Arts”.

Mr. Landis moved, Mrs. Lingo seconded, the motion to approve the change of title for an art course, from “Textiles” to “Fiber Arts”, 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. It was recommended that the board approve the Dual Enrollment Agreement with the following entity:

- a. Harrisburg Area Community College

Mr. Landis moved, Mrs. Lingo seconded, the motion to approve the Dual Enrollment Agreement, 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

6. It was recommended that the board approve a pilot math assessment, Star Math, for Grades K-2.

Mr. Landis moved, Mrs. Lingo seconded, the motion to approve a pilot math assessment, Star Math, for Grades K-2, 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

### **Finance and Legal Committee**

The Finance & Legal Committee did not meet in March and did not have any recommendations for the Board at this time.

### **Student Activities Committee**

The Student Activities Committee did not meet in March and did not have any recommendations for the Board at this time.

### **Executive Session/Personnel Committee**

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

### **Labor and Management Committee**

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

### **Lititz Recreation Center Representative**

It was reported that there were no new updates to report for the month of March.

### **Legislative Committee**

It was reported that Senate Education Committee has not taken any action during this month and there is nothing new to report at this time.

### **IU Representative**

It was reported that a meeting was held last Wednesday, March 13, 2024 at the IU in Lancaster. The board approved the Comprehensive Plan, the Professional Development Plan (Act 48), the Act 93 Induction program, as well as the 2024-2025 annual budget at the meeting. The IU website has information on upcoming events and meetings, and everyone was encouraged to visit the website ([www.iu13.org](http://www.iu13.org)).

### **Lancaster County Career and Technology Center Representative**

It was reported that a meeting was held on February 22, 2024. Mrs. Zimmerman noted that Braden Zimmerman (*at the Brownstown Campus*) and Joshua Hoyer (*at the Mount Joy Campus*) were each named Student of the Month for January. Braden participates in the Architectural CAD program while Josh participates in the Electro Mechanical Engineering program. Senator Lloyd Smucker recently toured the Brownstown Campus and was escorted by two Warwick students. 188 students from the CTC are out on co-op at this time. The next meeting will be held on March 12, 2024.

### **PRIOR BUSINESS**

WHS Renovation Change Orders – [LINK](#)

NONE

## NEW BUSINESS

Mr. Brown, Mrs. Lingo, and Mrs. Zimmerman were able to sit in on the presentation given by the Byrnes Health Center to students at the High School. Each of the board members present felt that information which was shared in the presentation was valuable and was presented well. The opportunity to sit in on this class was greatly appreciated.

## INFORMATION

Right-To-Know Database – [LINK](#)

NONE

## 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.*

Anais McMillion	Being a voice for the silenced - diversity at Warwick
Nandi McMillion	Being a voice for the silenced - strong abilities/special individuals
Kellye McMillion	Comment about Support Staff and feeling safe at Warwick
Shelly Chmil	Public Participation in School Board Meetings - Concerns from COW - Books & Spoken words
Rachael Haverstick	Appreciated dialogue on policy 903; Successes of the district are many at Warwick (Jr. Achievement)
Kellye Martin	My experiences as a WHS graduate (spoke in Spanish)
Kayla Cook	Appreciation for educators who have embraced my learner, LE educators - Thank you; Supporting staff is important
Kimberly Regennas	Acknowledged/appreciated the discussion on policy 903; /ask the questions
Lisa Hochreiter	Policy 903 - it is important do what is best for all students

## ADJOURNMENT

There being no further business, Miss Wiker moved to adjourn the meeting. Mr. Weaver seconded the motion and the meeting adjourned at 8:38 p.m.

Respectfully submitted,

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Janice E. Boyer, Board Secretary