

Warwick School District

Lititz, PA 17543

July 19, 2022

A meeting of the Warwick Board of School Directors of the Warwick School District convened in the Board Room on Tuesday, July 19, 2022 at 7:00 p.m. The meeting was made available virtually as well.

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

PLEDGE OF ALLEGIANCE

ROLL CALL

The Board Secretary called the roll of the Board: C. Edward Browne, James B. Koelsch, Scott Landis, Lisa Miller, Leslie Penkunas, Nelson L. Peters, Todd L. Rucci, and Emily K. Zimmerman were present. Matthew Knouse was absent.

Others attending the meeting in person: Dr. April Hershey, Superintendent; Dr. Melanie Calender; Nathan Wertsch, Treasurer; Janice Boyer, Board Secretary; Noelle Brossman; Dr. Lindsey Stock; Dr. Steve Szobocsan; Dr. Zachary Bauermaster; Dr. Fred Griffiths; Carolyn Enigk; Tom Shumaker; and Colleen Heckman.

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

Laura Knowles	Amy Martin	Veronica Myer	Tannia Carpenter
Mark Mueller	Violet Weitzel	Rachael Haverstick	Megan Nolt
Peggy Smith	Jim Smith	Rachel Wilson-Snyder	Cynthia Myers
Larry Martin	Kimberly Regennas	Bridget Fassnacht	Kayla Cook
Elizabeth Radecic	Justin R. Cook	Reggie Weaver	Megan Webb

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

Amy Martin

Athletic Trainer & other topics on Agenda

APPROVAL OF AGENDA

A motion was made by Mr. Peters, Mrs. Penkunas seconded, the motion to approve the agenda as presented. Motion passed 8-0.

APPROVAL OF MINUTES ([Regular meeting](#) of June 21, 2022)

Mrs. Penkunas moved, Mr. Peters seconded, the motion to approve the minutes of the Regular meeting of June 21, 2022.

Motion passed 8-0.

[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 8-0 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	\$1,946,912.28
Wire Transfers	\$4,701,540.20
Capital Reserve Fund	\$1,450,914.14
Cafeteria Fund	\$155,215.75
Middle School Fund	None
High School Fund	\$32,473.28

Mr. Peters moved, Mrs. Penkunas seconded, the motion to approve payment of the bills as presented.

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: Mr. Knouse

COMMUNICATIONS

Dr. Hershey indicated that no additional communications were received. 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. Resignations

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

Instructional

Rebecca Lewis as an Autistic Support Teacher at Kissel Hill Elementary School, effective July 28, 2022.

Jessica Bigsby as a Learning Support Teacher at Lititz Elementary School, effective July 29, 2022.

Non-Instructional

Robyn Rissinger as an Administrative Assistant for Athletics at Warwick School District, effective July 21, 2022.

Extra-Duty/Extra Curricular

Jon Martin as an Assistant Boys Volleyball Coach at Warwick High School, effective June 28, 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: Mr. Knouse

B. Elections

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

Instructional

Abigail L. Cox as a Language Arts Teacher at Warwick Middle School, at the annual salary of \$59,885.00, effective on the first day of the 2022/2023 school year. Ms. Cox is replacing Earl Hazel who received a change of status.

Megan L. MacNair as an Occupational Therapist for John Beck Elementary School (25%), John R. Bonfield Elementary School (25%), Kissel Hill Elementary School (25%), and Lititz Elementary School (25%), at the annual salary of \$62,445.00, effective on the first day of the 2022/2023 school year. Ms. MacNair is replacing Ashley Corrigan who resigned.

Non-Instructional

Hillary M. Zoccola as a Student Support Assistant at John R. Bonfield Elementary School, 5.5 hours/day, at the hourly rate of \$13.60, effective pending receipt of the appropriate paperwork. Ms. Zoccola is replacing Susan Cardwell who resigned.

Rachael M. DellaCroce as a Student Support Assistant at Lititz Elementary School, 5.5 hours/day, at the hourly rate of \$13.60, effective pending receipt of the appropriate paperwork. Ms. DellaCroce is filling a vacant position.

Independent Volunteers

It was recommended that the Board approve the election of the individuals listed below as independent volunteers, effective July 20, 2022, until a resignation is submitted or active status is changed by the district:

Melissa Delduca
Marian Shoup

Juliette DeVore
Reece Shoup

Alex Garrett
Brian Smoker

Meg Garrett

Volunteer Coaches

It was recommended that the Board approve the election of the individuals listed below as volunteer coaches, effective for the 2022/2023 school year, until a resignation is submitted or active status is changed by the district:

Robert Myallis

Casie Sands

Jennie Streich

Mr. Peters moved, Mrs. Penkunas seconded, the motion to approve the election 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: Mr. Knouse

2. CHANGE OF STATUS REQUESTS

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

Administrative

Colleen Heckman from a Learning Facilitator at John Beck Elementary School, to Director of Student Services for Warwick School District, at the annual salary of \$110,000.00, effective July 20, 2022. Mrs. Heckman is filling a vacant position.

Instructional

Hannah Barkey from a Language Arts Teacher at Warwick Middle School, to a Grade 6 Teacher at Kissel Hill Elementary School, effective on the first day of the 2022/2023 school year. Ms. Barkey is replacing Christopher Schaffer who resigned.

Kristen Bedger from a Nurse at John Beck Elementary School, to a Nurse at Warwick High School, effective on July 25, 2022. Ms. Bedger is replacing Carli Youndt who resigned.

Cathy Dommel from a Grade 5 Teacher at John R. Bonfield Elementary School, to a Gifted Support Teacher at John R. Bonfield Elementary School (50%) and at Kissel Hill Elementary School (50%), effective on the first day of the 2022/2023 school year. Mrs. Dommel is replacing Linnea Martin who resigned.

Non-Instructional

Caitlyn Burrey from a Student Support Assistant at John Beck Elementary School, 5.5 hours/day, to a Behavior Support Assistant at Warwick High School, 7.5 hours/day, at the hourly rate of \$15.90, effective on the first day of the 2022/2023 school year. This is a new position in the new Emotional Support classroom.

Jasmine Boyd from a Behavior Support Assistant at Warwick High School, 7.5 hours/day, to a Behavior Support Assistant at Kissel Hill Elementary School, 7.0 hours/day, at the hourly rate of \$17.95, effective on the first day of the 2022/2023 school year. Ms. Boyd is replacing Emily Rowe who resigned.

Mrs. Penkunas moved, Mrs. Zimmerman seconded, the motion to approve the change of status requests, as presented.

On voice vote:

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

Abstain: Mr. Koelsch

Nays: None

Absent: Mr. Knouse

3. LEAVE OF ABSENCE REQUEST

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

Employee No. 13272 is requesting a Family and Medical Leave of Absence (FMLA) with concurrent Child Rearing Leave, beginning approximately October 31, 2022, and continuing through approximately June 5, 2023. The anticipated return-to-work date is the 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 request, as presented.

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: Mr. Knouse

4. BOARD POLICY REVISIONS – SECOND READING

It was recommended that the Board approve, as a second reading, the policy revisions to the policies listed below, and as presented on [ATTACHMENT #1](#).

<u>Policy No.</u>	<u>Title</u>
220	Student Expression/Dissemination of Materials
913	Nonschool Organizations/Groups/Individuals

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

Mr. Landis shared that he had posed some questions regarding Policy 220 at the June 21, 2022 meeting and has since received clarification on the proposed revisions to this policy. Upon reflection of the answers which he received to his questions; he will be voting in support Policy 220 as revised.

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: Mr. Knouse

5. ATHLETIC TRAINING SERVICES AGREEMENT

It was recommended that the Board approve the Athletic Training Services Agreement with Lancaster General Medical Group as presented on [ATTACHMENT #2](#).

Mr. Peters moved, Mrs. Penkunas seconded, the motion to approve the Athletic Training Services Agreement with Lancaster General Medical Group, as presented.

Mrs. Zimmerman asked for clarification that this is only for trainers on the field.

Mr. Rucci shared that this agreement is in support of Mrs. Sheila Hershey, Athletic Trainer. She supports all athletes and at times there are multiple events happening at the same time. This agreement will provide additional help to her by expanding the number of contracted hours.

Mr. Landis shared that as a parent of a student-athlete, Mrs. Hershey, and the athletic trainers are of great benefit to our students.

On roll vote:

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

Abstain: None

Nays: None

Absent: Mr. Knouse

6. APPROVAL OF SETTLEMENT AGREEMENT & GENERAL RELEASE

It was recommended that the Board approve the settlement agreement and general release, as set forth on [ATTACHMENT #3](#).

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

Mrs. Zimmerman asked for clarification that the funds would be used for expenses as they relate to education.

On roll vote:

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

Abstain: None

Nays: None

Absent: Mr. Knouse

7. APPROVAL OF FIELD HOUSE CHANGE ORDER

It was recommended that the Board approve the change order associated with the Field House project as presented on [ATTACHMENT #4](#).

Mr. Peters moved, Mrs. Miller seconded, the motion to approve the change order associated with the Field House project, as presented.

Mr. Koelsch highlighted that the change order is for the addition of concrete pads and the reassembly of 4 sets of bleachers.

Mr. Peters noted that the change order had been reviewed by Mr. Knouse, Chair of the Building & Property Committee.

On roll vote:

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

Abstain: None

Nays: None

Absent: Mr. Knouse

8. APPROVAL OF JOHN BECK ELEMENTARY ROOF PROPOSAL

It was recommended that the Board approve the updated scope of work proposal with Houck Services, Inc. on the John Beck Elementary roof replacement project as presented on [ATTACHMENT #5](#).

Mr. Peters moved, Mrs. Miller seconded, the motion to approve the updated scope of work proposal with Houck Services, Inc. on the John Beck Elementary roof replacement project, as presented.

On roll vote:

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

Abstain: None

Nays: None

Absent: Mr. Knouse

9. APPROVAL OF EXTRA-CURRICULAR BARGAINING POSITIONS FOR ATHLETICS FOR 2022/2023

It was recommended that the Board approve the election and salaries of the extra-curricular bargaining positions for athletics for 2022/2023, as per [ATTACHMENT #6](#).

Mr. Peters moved, Mrs. Zimmerman seconded, the motion to approve the election and salaries of the extra-curricular bargaining positions for athletics for 2022/2023, as presented.

Dr. Hershey noted that one name was being removed from this listing: Philip Champagne as JH Head Girls Basketball Coach.

On roll vote:

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

Abstain: None

Nays: None

Absent: Mr. Knouse

10. APPROVAL OF EXTRA-DUTY BARGAINING POSITIONS FOR 2022/2023

It was recommended that the Board approve the extra-duty bargaining position rates and professional contracts for 2022/2023, as per [ATTACHMENT #7](#).

Mr. Peters moved, Mrs. Miller seconded, the motion to approve the extra-duty bargaining position rates and professional contracts for 2022/2023, as presented.

On roll vote:

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

Abstain: None

Nays: None

Absent: Mr. Knouse

11. APPROVAL OF EXTRA-DUTY NON-BARGAINING POSITIONS FOR 2022/2023

It was recommended that the Board approve the extra-duty non-bargaining position rates and professional contracts for 2022/2023, as per [ATTACHMENT #8](#).

Mr. Peters moved, Mrs. Penkunas seconded, the motion to approve the extra-duty non-bargaining position rates and professional contracts for 2022/2023, as presented.

On roll vote:

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

Abstain: None

Nays: None

Absent: Mr. Knouse

Information from the Superintendent

Dr. Hershey shared the following:

- The field house construction is currently on time and making great progress. They have begun laying the turf on the field hockey field. An issue with the sewer lines has been discovered and will delay the use of the field house until Spring.
- There will be one home football game this fall against Conestoga Valley. Bleachers will be brought in to accommodate the crowd. The Manheim Central game will be held at Manheim Central. One additional game is still in planning mode and we hope to have it finalized soon.
- There is a lot of activity happening on campus with students participating in Band, Summer School Academy, and athletic workouts/practices, and with staff who are cleaning and preparing for the return to school in late August.
- The Leadership Team participated in a 2-day retreat which provided some team bonding, reflection time, and learning. Members of the team will participate in a book study during the new school year.
- Dr. Hershey also welcomed Tom Shumaker as the new Coordinator of School Safety and Security for Warwick.

COMMITTEE REPORTS

Student Representative

Liam Zee will continue as the Student Representative for the 2022/2023 school year. He will resume his duties in September.

Building and Property Committee

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

Education Committee

The Education Committee did not meet in July and did not have any recommendations for the Board at this time.

Finance and Legal Committee

The Finance & Legal Committee did not meet in in July, but was able to review obsolete equipment electronically. The committee had the following recommendation for Board approval:

1. It was recommended that the Board approve the disposal of obsolete equipment as presented on [ATTACHMENT #9](#).

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

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: Mr. Knouse

Student Activities Committee

The Student Activities Committee did not meet in July due to a lack of discussion items for the month, but a Sunday Use Facilities Request was discussed and approved via digital communication for recommendation to the Board. The Committee had the following recommendation for Board approval:

1. It was recommended that the board approve the following Sunday Use Facilities Request as presented:
 - a. COBYS Family Services to use the HS Parking Lot for Bike & Hike on September 11, 2022, beginning at 1:00 p.m. until 3:30 p.m.

Mr. Browne moved, Mr. Peters seconded, the motion to approve the Sunday Use Facilities Request, as presented.

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: Mr. Knouse

Executive Session/Personnel Committee

It was announced that there would be a meeting immediately following this Board meeting to discuss various personnel matters and to meet with Jeff Litts.

Labor and Management Committee

It was reported that no meeting was held in July.

Lititz Recreation Center Representative

Mr. Koelsch reported that two meetings were recently held. In the past week, Mr. Koelsch and Dr. Calender had a meeting with the new recCenter Director regarding their children services. The Director will be contacting and meeting with the principals as well in the near future. A board meeting was held on the morning of July 19th and budget challenges were discussed.

Legislative Committee

Mr. Peters shared that the budget has been passed in Harrisburg. He noted that the funds were numerous and took care of needs including school funding, and grants for school safety and mental health.

IU Representative

Mr. Peters reported that a meeting was held on June 22, 2022. Matt Oberly was recognized as the IU 13 Annie Sullivan Award winner for 2022 for his work with at-risk students. IU 13 service to the board milestones were also highlighted at the meeting. This meeting was also the IU board's reorganization meeting with Mr. Fullerton

being name President while Mrs. Rivera was named as Vice President. The IU operating budget was passed and approved. No meeting will be held in July.

Lancaster County Career and Technology Center Representative

Mrs. Zimmerman reported that a meeting was held on June 23, 2022. The meeting included a review of safety procedures and some updates were recommended and approved. Updates on enrollment were received. There are some many options available to students. No meeting will be held in July. The next meeting will be in August.

PRIOR BUSINESS

Recent Field House Change Orders - [LINK](#)

NEW BUSINESS

None.

INFORMATION

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.

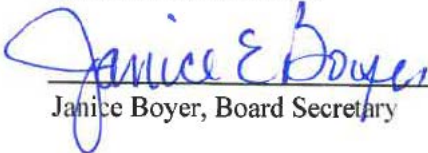
Violet Weitzel	Policy 833 & Decency Standard
Veronica Myer	Policy 833
Elizabeth Radeccic	How the board prioritizes the topics it engaged
Bethany Tomassetti	Policy 833
Mark Mueller	Gender Issues
Rachel Wilson-Snyder	Definition of Gender in Policy 833
Kimberly Regennas	General comment on Library Resources & some questions
Rachael Haverstick	Board Policy 105.2
Megan Webb	Gender
Kayla Cook	Board Procedure
Justin Cook	Board Policy

Mrs. Miller shared that all opinions are heard and valued, and that individuals are seen, by her and the other board members.

Mr. Rucci thanked everyone who attended, whether in person or virtually, and participated in tonight’s meeting.

ADJOURNMENT

There being no further business, Mr. Peters moved to adjourn the meeting. Mrs. Penkunas seconded the motion and the meeting adjourned at 8:23 p.m.

Respectfully submitted,

Janice Boyer, Board Secretary