

**Warwick School District**  
Lititz, PA 17543

July 7, 2020

A special voting meeting of the Board of School Directors of the Warwick School District convened virtually due to the current emergency closure declared by Governor Wolf by Proclamation dated March 16, 2020, and in consideration of the health and safety of the school community, on Tuesday, July 7, 2020 at 7:00 p.m.

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

**PLEDGE OF ALLEGIANCE**

**ROLL CALL**

The Board Secretary called the roll of the Board: Michael R. Landis, C. Edward Browne, Millard P. Eppig, Jr., Matthew Knouse, Lisa Miller, Leslie Penkunas, Nelson L. Peters, Todd L. Rucci, and Debra J. Wenger, were present utilizing the Zoom application. During roll call, C. Edward Browne, could be seen as present, but had audio difficulty. To correct the audio issues, Mr. Browne switched devices and reentered the meeting at approximately 7:08 p.m. Olivia Hartman, Student Representative, was not present.

Others attending the meeting via the Zoom application: Dr. April Hershey, Superintendent; Dr. Melanie Calender; Dr. Ryan Axe; Nathan Wertsch, Treasurer; Mark Leidich; Janice Boyer, Board Secretary; Fred Griffiths; and Laura Knowles, LNP/Lititz Record Express

Members of the public were able to observe this virtual meeting, and the list of attendees is below.

*Note - this is what appeared as attendees in Zoom.*

Ashley	Bob Fitz	BradM
Jen (1)	jkautz	jmurphy
Johnna McCormick	jyanhocik	Karen Troxell
Kenneth Wolfe	Kevin Martzall	17176694629
Bill Turner	Caroline Maza	ChadSchnee
Chris Balson	Cindy Hopkins	Colleenheckman
Faith Siegrist	Marni Van Grouw	Orozco
rfs0909	Gordon Scott	Ian Davis
Imelda Montpetit	Jack OConnor	Jason Harris
Jen (2)	jeremyweaver	jhutch
Jim Davis	Julie Lee Mellett	karen hutchison
Kellie	Metzler	Monica Gennace
Pamela Rineer	Robin Boyer	Scott-Stef
Shannon Heavner	Shawn Beamenderfer	Tina Kline
Veronica Swope	Nate & Veronica	Laura Knowles
Lisa_S	Jenn Walker	fred

**COMMUNICATIONS**

A letter was received from Donald Gallagher, 38 Green Acre Road, Lititz, regarding the Warrior nickname and Indian mascot imagery, and was shared electronically with the Board. A copy of the letter is attached to these Minutes.

**RECOGNITION OF CITIZENS**

*Questions and comments from the public were collected using a Google Survey.*

Chad Schnee, 55 Brookview Drive, shared a question regarding how the district would handle hearing-impaired students with regard to the mask requirement issued by Secretary Levine to ensure the students are receiving a free and appropriate education as required by Section 504 of the Rehabilitation Act.

Dr. Hershey thanked Mr. Schnee for his question and shared that the Administration and Leadership Teams are working to put together an Instructional Plan for the reopening of school. This plan should provide additional information to parents.

## **APPROVAL OF AGENDA**

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

## **REPORT OF THE SUPERINTENDENT**

### **1. PERSONNEL**

#### **A. Resignations**

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

##### Administration

Dr. Kristin Testerman as an Assistant Principal at Warwick High School, effective July 31, 2020.

##### Instructional

Megan Graupensperger as a Grade 1 Teacher at Lititz Elementary School, effective at the end of the 2019/2020 school year.

##### Non-Instructional

Stephen Bodden as a Building Services employee at John Beck Elementary School, effective July 2, 2020.

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

#### **On voice vote:**

**Ayes:** Mr. Landis, Mr. Browne, Mr. Eppig, Mr. Knouse, Mrs. Miller,  
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

#### **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

Natalie Strickler as a Home and School Visitor/Social Worker at Warwick School District, at the annual salary of \$60,303.00, effective on the first day of the 2020/2021 school year. This new position is due to student needs and will be funded jointly using grant money as well as district funds.

Sarah Hamonko as a Learning Support Teacher at Warwick Middle School, at the annual salary of \$54,896.00, effective on the first day of the 2020/2021 school year. Ms. Hamonko is replacing Katelyn Hipple who received a change of status.

Ashley Landers has previously been approved on May 19, 2020 as a Grade 2 Teacher at John Beck Elementary School effective with the start of the 2020/2021 school year. In addition, it is requested that she be approved as a Summer Educational Program Instructor, up to 10.0 hours/week, at the hourly rate of \$30.00 (the established curriculum rate), effective July 13, 2020 through August 4, 2020.

Non-Instructional

Officer Kenneth Wolfe as a School Police Officer (2-year) at Warwick School District, at the annual salary of \$60,314.00 (1<sup>st</sup> year) and \$62,426.00 (2<sup>nd</sup> year), effective on the first student day of the 2020/2021 school year. The hiring of Officer Wolfe has been made possible by utilizing the PCCD grant funds received by the District.

Extra Curricular/Extra Duty

Zachary Fulmer as an Assistant Football Coach at Warwick High School, at the annual salary of \$4,695.00, effective July 8, 2020, pending receipt of the appropriate paperwork. Mr. Fulmer is replacing John Ridinger who resigned.

Summer Custodial Work Crew - Rehire

It was recommended that the Board approve the election of the following individual to the Summer Custodial Work Crew for work to be performed between June 15, 2020 and August 21, 2020, 40 hours/week unless otherwise indicated:

<u>Name</u>	<u>Rate per hour</u>	
Noah Kauffman	\$7.25	Effective July 8, 2020

Independent Volunteers

It was recommended that the Board approve the election of the individuals listed below as independent volunteers, effective July 8, 2020, until they submit their resignations or have their active status changed by the district:

Susan Bomberger	Lyndsay Gardner	Mark Leidich
Jodi Brill	Louise Gerrity	

Volunteer Coaches

It was recommended that the Board approve the election of the individuals listed below as volunteer coaches, effective for the 2020/2021 school year, until they submit their resignation or have their active status changed by the district:

Chris Christensen, Sr.	Tommy Garner	Tyler Stief
Tom Devenney		

*Dr. Hershey shared some information regarding the positions of School Resource Officer (SRO) and School Police Officer (SPO). Warwick started the SRO Program during the 2016-17 school year. The cost of which was shared between the School District and the Lititz Borough Police Department. During the 2018-19 school year, our SPO Program began. The presence of an SRO or SPO in our school has NOT increased arrests of students.*

*The District has received and will continue to pursue grants for future support of our SPO program. The District has also been awarded grants for equipment such as:*

- o *\$25,000 for server upgrades, camera upgrades, metal detector, Gate Guardian*
- o *Additional grant funding coming for the same items*
- o *Grant for SPO vehicle also in process*

*A data point that is difficult to quantify is how many issues and situations that our SRO and SPO help avoid because of their presence in our schools. Below are positives from their presence:*

- o *They help with lessons in classrooms*
- o *They are visible in the cafe and large student gatherings*
- o *They are visible during drop off and pick up before and after school*
- o *They are so connected to the Lititz Borough and the community that they are seen as a resource*

- *They work to connect with challenging students*

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the election of the individuals named above.

**On voice vote:**

**Ayes:** Mr. Landis, Mr. Browne, Mr. Eppig, Mr. Knouse, Mrs. Miller,  
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Wenger  
**Abstain:** None  
**Nays:** None  
**Absent:** None

*Dr. Calender shared correspondence received from Natalie Strickler and Sarah Hamonko. Ms. Strickler and Ms. Hamonko were looking forward to joining the Warwick team and expressed appreciation for the opportunity to serve students and their families within the Warwick School District.*

**2. CHANGE OF STATUS REQUESTS**

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

Instructional

Katelyn Hipple from a Learning Support Teacher at Warwick Middle School, to a Life Skills Support Teacher at Warwick Middle School, effective on the first day of the 2020/2021 school year. Ms. Hipple is replacing Sandy Yoder who retired.

Extra Curricular/Extra Duty

Megan Obetz from Assistant Girls Volleyball Coach at Warwick High School, to Head Girls Volleyball Coach at Warwick High School, at the annual salary of \$3,851.00, effective May 30, 2020. Mrs. Obetz is replacing Jeff Dietrich who resigned.

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

**On voice vote:**

**Ayes:** Mr. Landis, Mr. Browne, Mr. Eppig, Mr. Knouse, Mrs. Miller,  
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Wenger  
**Abstain:** None  
**Nays:** None  
**Absent:** None

**3. SABBATICAL LEAVE REQUEST**

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

- a. Sandy Weismandel is requesting a Sabbatical Leave of Absence for the purpose of study for the second semester of the 2020/2021 school year. Mrs. Weismandel plans to return to work on the first day of the 2021/2022 school year.

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the Sabbatical Leave Request of the individual named above.

**On voice vote:**

**Ayes:** Mr. Landis, Mr. Browne, Mr. Eppig, Mr. Knouse, Mrs. Miller,  
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Wenger  
**Abstain:** None  
**Nays:** None  
**Absent:** None

4. **TUITION STUDENT APPROVAL**

It was recommended that the Board approve the student identified on [ATTACHMENT #1](#) to attend the vocational agriculture program at Manheim Central School District during the 2020-2021 school year. The District will be responsible for the tuition (\$12,403.03) of the student while continuing to receive reimbursement for the student as a Warwick enrollee, and the parents will be responsible for transportation.

Mr. Eppig moved, Mr. Rucci seconded, the motion to approve the tuition student to attend the vocational agricultural program as presented above.

**On roll call vote:**

**Ayes:** Mr. Landis, Mr. Browne, Mr. Eppig, Mr. Knouse, Mrs. Miller,  
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

5. **SUMMER EDUCATIONAL PROGRAM AT WARWICK**

It was recommended that the Board approve the individuals and rates, as set forth on [ATTACHMENT #2](#), as staff members for the 2020 Summer Educational Program at Warwick.

Mr. Eppig moved, Mr. Browne seconded, the motion to approve the individuals and rates as presented above.

**On voice vote:**

**Ayes:** Mr. Landis, Mr. Browne, Mr. Eppig, Mr. Knouse, Mrs. Miller,  
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

6. **TEMPORARY CONSTRUCTION EASEMENT AGREEMENT**

It was recommended that the Board approve the temporary construction easement agreement with Moravian Manors, Inc. as presented on [ATTACHMENT #3](#).

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the temporary construction easement agreement as presented above.

**On voice vote:**

**Ayes:** Mr. Landis, Mr. Browne, Mr. Eppig, Mr. Knouse, Mrs. Miller,  
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

7. **PK-12 ATHLETICS HEALTH AND SAFETY PLAN**

It was recommended that the Board approve the PK-12 Athletics Health and Safety Plan, as presented on [LINK #1](#).

*Mr. Rucci expressed thanks to the Administration and all those involved in putting together a plan that considers the students, staff, and community, and is right for Warwick.*

Mr. Eppig moved, Mr. Rucci seconded, the motion to approve the PK-12 Athletics Health and Safety Plan as provided above.

**On voice vote:**

**Ayes:** Mr. Landis, Mr. Browne, Mr. Eppig, Mr. Knouse, Mrs. Miller,  
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

**8. PHASED SCHOOL REOPENING HEALTH AND SAFETY PLAN**

It was recommended that the Board approve the Phased School Reopening Health and Safety Plan, as presented on [LINK #2](#).

*Dr. Hershey shared that the Reopening Health and Safety Plan was posted on our website around noon on Wednesday, July 1<sup>st</sup>, and 3 hours later Governor Wolf put out new guidance regarding the wearing of masks. An Instructional Plan is being worked on this week.*

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the Phased School Reopening Health And Safety Plan as presented above.

**On voice vote:**

**Ayes:** Mr. Landis, Mr. Browne, Mr. Eppig, Mr. Knouse, Mrs. Miller,  
Mrs. Penkunas, Mr. Peters, Mr. Rucci, and Mrs. Wenger

**Abstain:** None

**Nays:** None

**Absent:** None

**Information from the Superintendent**

Dr. Hershey shared that board meetings will continue in the virtual format for the foreseeable future.

**COMMENTS OR QUESTIONS FROM BOARD MEMBERS OR CITIZENS**

Mr. Landis thanked Dr. Hershey and her team for putting the health and safety plans together. He encouraged parents to be an example to their students, offering grace and understanding as we move forward in these uncertain times.

Karen Hutchison, 208 Ironstone Drive, shared the following question: "Will (*face*) shields be able to be used instead of masks?"

Dr. Hershey shared that at present, a mask must cover the mouth and nose fully. The District is currently looking into mask and face shield options and seeking samples, but the current guidance only covers masks.

**ADJOURNMENT**

There being no further business, Mr. Eppig moved to adjourn the meeting. Mr. Peters seconded the motion and the meeting adjourned at 7:25 p.m.

Respectfully submitted,

  
Janice Boyer, Board Secretary

Thursday, July 2, 2020

**Warwick Board of School Directors**  
**301 West Orange Street**  
**Lititz, PA 17543**

TO: President Michael Landis and Elected Members of the School Board

This is an extraordinary time when monumental changes are taking place across our country. The public's attention is suddenly focused on what can be done to remedy past injustices.

Here in Lititz the wooden statue of John Sutter has been removed. In downtown Lancaster a commemorative bust of Christopher Columbus is also being considered for removal. It's well documented that both men abused and enslaved Native peoples — Sutter in California, and Columbus throughout the Caribbean.

I think now is the time for the Board to impanel a committee that will recommend how best to retire the school's warrior nickname and Indian mascot imagery.

I would gladly serve on that committee, offering all of the research I've gathered. I can suggest Warwick alumni who'd be willing to contribute their efforts, as well. And I can invite to the table contemporary Native tribal leaders and local church officials who understand their shared history with the Lenape, the Nanticoke, the Susquehannock, and the Conestoga — Iroquois & Algonquin peoples on whose lands we now reside.

We should listen to Native voices. They will tell us of their culture. They know how their stories should be conveyed in ways both truthful and respectful when we teach. It begins with our listening. In good conscience, we'll follow a better path. Today's American Indians will lead us.

Respectfully submitted,



Donald Gallagher, Founder & Chair  
38 Green Acre Road, Lititz PA 17543-8770  
(717) 626-3038 (home)    [stevens.stamp@gmail.com](mailto:stevens.stamp@gmail.com)

***Warwick Bright Torch***

A District Taxpayer, Student & Alumni Civic Work Group

*"Let the Torch of Knowledge represent all aspects of student life in our schools."*

Note: I ask that a copy of this letter be provided to each School Board member; that it's receipt be noted when Communications are announced by the Superintendent, with a digital copy attached to next month's online Board minutes for public viewing; and that a paper copy be included with written records of the Board's minutes of the July 2020 Regular Meeting archived for future historical reference. Thank you!