

Warwick School District

Lititz, PA 17543

September 7, 2021

A special voting meeting of the Board of School Directors of the Warwick School District convened in the Warwick Middle School Auditorium on Tuesday, September 7, 2021 at 7:00 p.m. The meeting was made available virtually as well.

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 (via Zoom), Debra J. Wenger, and Liam Zee, Student Representative, were present.

Others attending the meeting in person: Dr. April Hershey, Superintendent; Dr. Melanie Calender; Dr. Ryan Axe; Nathan Wertsch, Treasurer; Noelle Brossman; Jackie Yanhocik; Dr. Fred Griffiths; Dr. Kristina Szobocsan; Dr. Steve Szobocsan; Dr. Michelle Harris; Dr. Ron Hallett; Lisa Bonfield; Kevin Martzall; Chief John Schofield; and Officer Ken Wolfe.

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

Shawn Gehman	Samantha Wilson	Isaac Chavez	Nicole Gassert
Ashley Winn	Jennifer Thompson	Richard Thompson	Thomas Cachelin
Steven Martin	Ingrid Martin	Seana Zee	Christa Smucker
Amy Martin	Larry Martin	Lisa Clayton	Kelly Testa
Lisa Hochreiter	Krista Roe	Claire Dodds	Kristen Herr
Adriane Esposito	Leo Hegarty	Kyle Pickel	Laurie Mumma
Loren Miller	Merle W. Zimmerman	Megan Raugh	Ryan Martin
Dr. Sara Bowen	Sarah Martens	Bill Rohrbach	Stephanie Martin
Josh Buckwalter	Shanna Myer	Savannah Henschel	Janine Graybill
Carly Fritz	Nathan Myer	Jeff Wagner	Tim Gingrich
Melissa Gingrich	Gail Miller-Watts	Julie Shirk	Sheila Martin
Kent Martin	Glenn Harnish	Pam Harnish	Britani LoPresti
Jennifer King	Stuart J. Heisey	Nate Minnich	Bethany Tomassetti
Mark Tomassetti	Cleason Hoover	Carl Searfoss	Sherry Woolley
? Hippensteel (illegible)	Lauren Hess	John Rigg	Kenneth Kramer
Jason Garman	Noel Garman	Ella Lucas	Rachel Wilson-Snyder
Dina Carter Ishler	Taryn MacLaren	Chris MacLaren	Ty Flowers
Jeff Class	Michelle Helderman	Vanessa Lutz	Gary Nolt
Megan Nolt	Becca Graham	Jan Brown	Sharon Reiff
Greta Horst	Kerri Demmy	Justin Kratzer	Jim Koelsch
Katie Phillips	T. Kratzer	Bruce Caton	Laken Caton
Sue Rigg	Debora Lobb	Heidi Immediato	Dan Trusty
Cathy Bomberger	Amanda Steenburgh	Aaron Steenburgh	Lloyd Nolt
Reba Nolt	Patrick Kochel	Steven Hibshman	Sherry Hibshman
Matt Nolt	Bobbi Jo Sensenig	Larry Gassert	Janelle Cachelin
Matt Wenger	Kerri Hample	Brian Hample	Bryan Monroe
Megan Becker	Andrea Vanderella	Mandy Arduini	Nancy Fisher
Matt Arrell	Justin Weaver	Jackie Weaver	Corey Pickel
Janelle Stoltzfus	Kim Zimmerman	Stephanie McGarvey	Sara D'Onofrio
Mindy Miller	Brenda Minney	Dave Minney	Angie Lingo
Ella Lingo	Nikki Lepisto	Keith Kratzer	Nicole Fisher

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Doug Fisher	Violet Weitzel	Travis Weitzel	Mandy Hoffman
Mandi Martin	Greta Stoner	Shane Stoner	Cindy Cislo
Jessica Musser	David Weachter	Jennifer Rohrbach	Juan Ocasio
Shirley Ocasio	Jason Yon	Meredith Bailey	Diane Davis
Linda Carson	Kelly Knouse	Terry Sonder	Marie Sonder
Rachael Wendel	Mark Weit	Heather Gearh	David Brubaker
Mindi Esbenshade	Jenn Trusty	Adam Graybill	Jason Hursh
Joy Boss	Jess Boss	Krystle Groff	Leah Robbins
Lily Bollinger	Kim Kline	Matt Morgan	Michelle Morgan
Brittany Smith	Andy Weaver	Diane Weaver	Tannia Carpenter
Brandon Wenger	Matthew D'Onofrio	Jeff Truempy	Melanie Truempy
Rachel Weaver	Josh Smucker	Dave Wiest	Jenn Gravely
John Ditmore	Fran Arrell	Diana Hoover	Melissa Esbenshade
Courtney Dietrich	Reggie Weaver	Valerie Martin	Kim Ginder
Jen Overly	Amanda Fleischer	Sara Weaver	Casey Weaver
Melissa Kilgore	Jennifer Weaver	Shannon Weaver	Lauren Nazzaro
Samantha Fisher	Kristin Peifer	Lindsey Snavely	Alisha Taylor
Jenny Weiss	Amanda Sauder	Sam Ovale	Chrissy Ovale
Kendra Wilber	Christy Kramer	Sabrina Derr	K. Kramer
Heather Spoonhoward	Takeysha Vazquez	Yaleena Lucas	Donata Kline
Piper Hepler	Candy Peifer	Brad Zimmerman	Kate Zimmerman
Jon Willard	Mike Miller	Devon M	Skyler Busswood
Scott Graham	Becca Graham		

Members of the public were able to observe this meeting via the Zoom application, and that list of attendees is below. *Note – these individuals appeared as attendees in Zoom.*

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AD1415	Adam	aliddings	Allecia
Amanda Funk	amarley	Amy Balsbaugh	Amy Evans
Amy Gorton	amy henschel	Amy Murphy	Andy
Angie	Angie Lingo	anna b	April Norman
Ashley	Ashley Glinko	Ashley W	Audio Connecting
Bekah Jackson	Beky Getz	Bethany Leister	Bobbie Strausbaugh (Dover SD)
Bonnie Wiest	Brittany	Bruce Morgan	caller
cam_b	Carly Fritz	Caroline Maza	Cathleen Clausen
Cathy and Randy Culley	Chance Wilson	Christie Hartman	Christine
Christopher MacLaren	Chuck	Cmg240	Conner Weismandel
Corey Lipisko	Corey Pickel	Corrine Wenger	Cr
Crystal Munoz	d horst	Dale Kline	Danielle
Danielle Williamson	davidcarson	Doug	Eileen Jones
ELS	Emily Ferguson	Eric Wenger – [RKL]	Erica
Erin M	esmith	Farrah	Flowers
Gary Minnich	Gavin Clausen	Georgia Lobb	Gina Diaz Perez
Heather	iPhone	J&Family	J. Wile
Jamie	Janelle Goss	JB	jeff weber
Jen	Jen	Jenna	Jessica
Jessica Bigsby	Jews	jill	Jill Kramer
jmeckley	JMill	Jodi	joe
John Baldwin	Jolshan	Joseph strauss	Judy
jw	K. Beatty	Kara Grube	Kara Plastino
karen hutchison	Kathleen Ciccarone	Katie Reiff	Kayla Cook
Kellie Linares	Kelly cahill	Kelly Reber	Kellye Martin
Kendall Penkunas	kendra	Kim	Kimberly Regennas
L	L Brubaker	Laura Knowles	Lauren McMullen

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Leslie Morgan	Lindsay	Lines	lisa
Lisa	Lissa	l Mitchell	Luis
Lydia walker	Mallory Weber	MamaLlama	Mandi Martin
Mandy hoffman	Margie Miles	Marlene	mdemianovich
Mervin Wenger	Michael Neuman	Michael Shirk	Michelle
michelle	Michelle Dombach	Mike	Mike
Mo	Mrs	Mwagner	Na
Nancy Tassoni	Nicole Miller	nls	Noel
P H	Patrick Ishler	Pennie Haddad	Rachael Haverstick
Rachel	Rachel Weaver	Raising Wildflowers Podcast	Renee Campeau
Rob	Ryan B	Ryan Bruckart	S Dickinson
Sandy Morris	Sara	Sarah	Sarah Bromirski
Sarah Hobson	Sarah Korch	Sarah Miller	Sarah Minnich
Sarah Mitchell	sbardell	Scouts BSA Troop 142	Shelley Myers
Shirley Kachelries	Sonya	Stephan Shaub	Steve
Steve Bell	Susan Vassallo	SYDNEY CONLIN	Tammy
Tammy Charles	Tanya	Tanya	Tara
Taryn	Teresa Goodhart	The Brandts	Tiana Webb
Tiffany Miller	Timothy Charles	Tonya	Valerie Madenford
Vicki	Wendi	Will Stover	William Maney
Yankee	Ziegler		

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.

Gary Greene	not in attendance, did not speak
Greta Stoner	addressed the board regarding concerns related to masks
Josh Smucker	addressed the board regarding concerns related to masks
Nathan Myer	addressed the board regarding concerns related to masks
Reggie Weaver	addressed the board regarding concerns related to masks and transparency
Justin Kratzer	addressed the board regarding concerns related to masks and transparency
Dr. Sara Bowen	addressed the board regarding concerns related to masks
Sara D'Onofrio	addressed the board regarding concerns related to masks
Ella Lingo	addressed the board regarding concerns related to masks
Donata Kline	addressed the board regarding concerns related to masks
Larry Gassert	addressed the board regarding concerns related to masks
Amy Martin	addressed the board regarding concerns related to masks
Dr. Kerri Hample	addressed the board regarding concerns related to masks & contact tracing
Christy Kramer	addressed the board regarding concerns related to masks
Shawn Gehman	addressed the board regarding concerns related to masks
Christa Smucker	addressed the board regarding concerns related to masks
Nate Minnich	addressed the board regarding concerns related to masks
Violet Weitzel	addressed the board regarding concerns related to masks & contact tracing
Andrea Vanderella	addressed the board regarding concerns related to masks
Linda Carson	addressed the board regarding concerns related to masks & board emails
Tannia Carpenter	addressed the board regarding concerns related to masks
John Rigg	addressed the board regarding concerns related to masks

APPROVAL OF AGENDA

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

APPROVAL OF MINUTES

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the Minutes of the [regular meeting](#) of August 17, 2021, as presented.

Motion passed 9-0.

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.

REPORT OF THE SUPERINTENDENT

1. PERSONNEL

A. Retirement

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

Instructional

Gary Skinner as a Language Arts Teacher at Warwick High School, effective on the last day of the 2021/2022 school year.

Mr. Eppig moved, Mrs. Penkunas seconded, the motion to approve the retirement 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

B. Resignations

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

Administrative

Jenna Ginder as a Coordinator of Student Services at Warwick School District, effective August 20, 2021.

Instructional

Christopher Fairbanks as a Behavior Specialist K-12 at Warwick School District, effective pending release by the district.

Diana Delmotte as a Grade 4 Teacher at John R. Bonfield Elementary School, effective pending release by the district.

Amy Kopp as a School Psychologist at Kissel Hill Elementary School, effective pending release by the district.

Non-Instructional

Tara Salmi as a Health Room RN at Warwick Middle School, effective August 16, 2021.

Kathy Sozzi as a Behavior Support Assistant at Warwick Middle School, effective September 6, 2021.

Tonya Yecker as a Food & Nutrition Services Assistant at Warwick High School, effective August 23, 2021.

Kayla Ziegler as a Student Support Assistant at Lititz Elementary School, effective August 28, 2021.

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Extra-Curricular/Extra Duty

Megan Demianovich as an Avidum Advisor (50%) at Warwick High School, effective August 26, 2021.

Emily Fetsick as a Marching Band Assistant at Warwick High School, effective August 2, 2021.

Tiffany Miller as an Avidum Advisor (50%) at Warwick High School, effective August 26, 2021.

Jami Zimmerman as Yearbook Advisor at Warwick High School, effective August 19, 2021.

Jennifer Pletz as a JH Assistant Cheerleading Coach at Warwick Middle School, effective August 6, 2021.

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

C. Elections

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

Administration

Jason Soule as Principal at Lititz Elementary School, at the annual salary of \$95,000.00, effective September 8, 2021. Mr. Soule is replacing Dr. Jennifer Murphy who resigned.

Instructional

Jennifer Muchmore as a Behavior Specialist at Warwick School District, at the annual salary of \$61,056.00, effective pending receipt of the appropriate paperwork. Ms. Muchmore is replacing Sarah Favilla who resigned.

Kara D. Reynolds as a Behavior Specialist at Warwick School District, at the annual salary of \$61,056.00, effective pending receipt of the appropriate paperwork. Ms. Reynolds is replacing Christopher Fairbanks who resigned.

Gabrielle K. Dannehl as a Social Studies Teacher at Warwick High School, at the annual salary of \$56,031.00, effective pending receipt of the appropriate paperwork. Ms. Dannehl is replacing Eric Badaracco who resigned.

Meredith Bailey as an Intervention Specialist at John R. Bonfield Elementary School, at the annual salary of \$65,870.00, effective pending release by her current employer. Ms. Bailey is replacing Tara George who resigned.

Instructional - LTS

Rebecca Myers as a Long-Term Substitute Mathematics Teacher at Warwick High School, at the annual salary of \$56,031.00, effective pending receipt of the appropriate paperwork. Ms. Myers is replacing Holly Plumb who received a Family and Medical Leave of Absence (FMLA).

Non-Instructional

Gabriela Martinez as a Student Support Assistant at John R. Bonfield Elementary School, 5.5 hours/day, at the hourly rate of \$12.40, effective pending receipt of the appropriate paperwork. Ms. Martinez is replacing Amanda Arnold who resigned.

Michelle L. Erb as Lead Elementary Food & Nutrition at Lititz Elementary School, 5.95 hours/day, at the hourly rate of \$14.70, effective pending receipt of the appropriate paperwork. Ms. Erb is replacing Michelle Minney who received a change of status.

Non-Instructional - Rehire

Anna K. Lauer as a Student Support Assistant at Lititz Elementary School, 5.5 hours/day, at the hourly rate of \$12.60, effective pending receipt of the appropriate paperwork. Ms. Lauer is replacing Kayla Ziegler who resigned.

Extra-Curricular/Extra Duty

Megan Bomba as a Field Hockey Assistant Coach (50%) at Warwick High School, at the annual salary of \$1,488.00, effective September 8, 2021. Ms. Bomba will be sharing this position with Jaycie St. John.

Margaret Cascarella as a Marching Band Assistant (50%) at Warwick High School, at the annual salary of \$1,283.50, effective pending receipt of the appropriate paperwork. Ms. Cascarella is replacing Emily Fetsick who resigned.

Taylor Cole as Drama Club Advisor (50%) at Warwick High School, at the annual salary of \$128.50, effective September 8, 2021. Ms. Cole will be sharing this position with Connie Hilliar.

Taylor Cole as Sophomore Class Advisor (50%) at Warwick High School, at the annual salary of \$275.00, effective September 8, 2021. Ms. Cole will be sharing this position with Connie Hilliar.

Maggie Karstetter as Aevium Advisor (100%) at Warwick High School, at the annual salary of \$342.00, effective September 8, 2021. Ms. Karstetter is replacing Megan Demianovich and Tiffany Miller who previously shared this position, but have resigned.

Heather Lefever as National Honor Society Advisor (50%) at Warwick High School, at the annual salary of \$890.00, effective September 8, 2021. Mrs. Lefever will be sharing this position with Brittany Keifer.

Jeffrey Oberholtzer as a Science Olympiad Advisor (50%) at Warwick Middle School, at the annual salary of \$948.50, effective September 7, 2021. Mr. Oberholtzer will be sharing this position with Lee Walter.

Kimberly Sweigart as FACS Club Advisor at Warwick High School, at the annual salary of \$192.00, effective September 8, 2021. This is a new extra-curricular bargaining position at the High School for 2021/2022.

Michele Horton as Orff Ensemble/Music Club Advisor at John Beck Elementary School, at the annual salary of \$257.00, effective September 8, 2021. This is a new extra-curricular bargaining position at the John Beck Elementary School for 2021/2022.

Kirsten Lefever as Orff Ensemble/Music Club Advisor at John R. Bonfield Elementary School, at the annual salary of \$257.00, effective September 8, 2021. This is a new extra-curricular bargaining position at the John R. Bonfield Elementary School for 2021/2022.

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Independent Volunteers

It was recommended that the Board approve the election of the individuals listed below as independent volunteers, effective September 8, 2021, until a resignation is submitted or active status is changed by the district:

Emily Fetsick Nicole Maurer Jason Mearig Kathy Miller
Jacqualyn Shultz

Volunteer Coaches

It was recommended that the Board approve the election of the individuals listed below as volunteer coaches, effective September 8, 2021, until a resignation is submitted or active status is changed by the district:

Foster Lobb Casie Sands

Mr. Eppig moved, Mrs. Wenger 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

Mr. Soule and Ms. Bailey expressed thanks for the opportunity to be a part of the Warwick School District.

2. CHANGE OF STATUS/CHANGE OF RATE REQUESTS

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

Change of Status

Instructional

Ann Ahlers from a Music Teacher at Warwick High School (30%), at Warwick Middle School (55%), and at Lititz Elementary School (15%), to a Music Teacher at Warwick High School (30%), at Warwick Middle School (45%), and at Lititz Elementary School (25%), effective on the first day of the 2021/2022 school year. This change of status is necessary to accommodate student and staff needs.

Timothy Thompson from a Music Teacher at John Beck Elementary School (49%), at Kissel Hill Elementary School (24%), and at Warwick Middle School (27%), to a Music Teacher at at John Beck Elementary School (25%), at John R. Bonfield Elementary School (25%), at Kissel Hill Elementary School (25%), and at Warwick Middle School (25%), effective on the first day of the 2021/2022 school year. This change of status is necessary to accommodate student and staff needs.

Sherry Kline from a Music Teacher at John R. Bonfield Elementary School (42%), at Lititz Elementary School (25%), and at Kissel Hill Elementary School (33%), to a Music Teacher at John R. Bonfield Elementary School (25%), at John Beck Elementary School (17%), at Kissel Hill Elementary School (33%) and at Lititz Elementary School (25%), effective on the first day of the 2021/2022 school year. This change of status is necessary to accommodate student and staff needs.

Kirstin Loperena from a Multiple Disabilities Support Teacher (MDS) Teacher at John Beck Elementary School, at John R. Bonfield Elementary School, at Lititz Elementary School, and at Warwick Middle School, to a Multiple Disabilities Support Teacher (MDS) Teacher at John Beck Elementary School (100%), effective on the first day of the 2021/2022 school year. Ms. Loperena is returning to her previous assignment at John Beck Elementary for the 2021/2022 school year.

Julie Meckley from a Grade 4 Teacher at Lititz Elementary School, to a Learning Facilitator at Lititz Elementary School, effective on the first day of the 2021/2022 school year. Mrs. Meckley is replacing Dr. Kathy Steinour who received a change of status.

Non-Instructional

Lindsey Collett as a Behavior Support Assistant at Warwick High School, 7.0 hours/day, to a Behavior Support Assistant at Warwick High School, 7.5 hours/day, effective August 30, 2021. This change of status was necessary to meet student needs.

Alicia Jolin as a Behavior Support Assistant at Warwick High School, 7.0 hours/day, to a Behavior Support Assistant at Warwick High School, 7.5 hours/day, effective August 30, 2021. This change of status was necessary to meet student needs.

Susan Kirby as a Behavior Support Assistant at Warwick High School, 7.0 hours/day, to a Behavior Support Assistant at Warwick High School, 7.5 hours/day, effective August 30, 2021. This change of status was necessary to meet student needs.

Gretchen Conrad as a Behavior Support Assistant at Warwick Middle School, 7.0 hours/day, to a Behavior Support Assistant at Warwick Middle School, 7.5 hours/day, effective August 30, 2021. This change of status was necessary to meet student needs.

Cherie Crosby as a Behavior Support Assistant at Warwick Middle School, 7.0 hours/day, to a Behavior Support Assistant at Warwick Middle School, 7.5 hours/day, effective August 30, 2021. This change of status was necessary to meet student needs.

Danielle Arpey as a Behavior Support Assistant at Lititz Elementary School, 5.75 hours/day, to a Behavior Support Assistant at John Beck Elementary School, 5.75 hours/day, effective August 30, 2021. Ms. Arpey is returning to her previous assignment at John Beck Elementary for the 2021/2022 school year.

Extra-Curricular/Extra-Duty

Connie Hilliar from Drama Club Advisor (100%) at Warwick High School, to Drama Club Advisor (50%) at Warwick High School, at the annual salary of \$128.50, effective September 8, 2021. Ms. Hilliar will be sharing this position with Taylor Cole.

Connie Hilliar from Sophomore Class Advisor (100%) at Warwick High School, to Sophomore Class Advisor (50%) at Warwick High School, at the annual salary of \$450.50, effective September 7, 2021. Ms. Hilliar will be sharing this position with Taylor Cole.

Jaycie St. John from a Field Hockey Assistant Coach (100%) at Warwick High School, to a Field Hockey Assistant Coach (50%) at Warwick High School, at the annual salary of \$1,488.50, effective September 8, 2021. Ms. St. John will be sharing this position with Megan Bomba.

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Brittany Keifer from National Honor Society Advisor (100%) at Warwick High School, to National Honor Society Advisor (50%) at Warwick High School, at the annual salary of \$489.00, effective September 8, 2021. Ms. Keifer will be sharing this position with Heather Lefever.

Change of Rate

Non-Instructional

Lynn Bare from a Special Programs Assistant, at Warwick Middle School, at the hourly rate of \$16.55, to a Special Programs Assistant, at Warwick Middle School, at the hourly rate of \$15.05, effective August 30, 2021. This change for rate reflects the loss of the differential associated with Ms. Bare's previous assignment.

Tonya Miller from a Special Programs Assistant, at Warwick Middle School, at the hourly rate of \$15.05, to a Special Programs Assistant, at Warwick Middle School, at the hourly rate of \$13.55, effective August 30, 2021. This change for rate reflects the loss of the differential associated with Ms. Miller's previous assignment.

Sarah Scarborough from a Special Programs Assistant, at Warwick Middle School, at the hourly rate of \$14.85, to a Special Programs Assistant, at Warwick Middle School, at the hourly rate of \$13.35, effective August 30, 2021. This change for rate reflects the loss of the differential associated with Ms. Scarborough's previous assignment.

Brooke Hill from a Student Support Assistant at John R. Bonfield Elementary, at the hourly rate of \$12.20, to a Student Support Assistant at John R. Bonfield Elementary School, at the hourly rate of \$13.70, effective August 30, 2021. This change of rate reflects the addition of a differential associated with Ms. Hill's current assignment.

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the change of status/change of rate 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. LEAVE OF ABSENCE REQUEST

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

Instructional

Courtney Ansel is requesting a Family and Medical Leave of Absence (FMLA) with concurrent Child Rearing Leave, beginning approximately October 17, 2021, and continuing through approximately March 8, 2022. Mrs. Ansel is anticipating her return-to-work date as March 9, 2022, pending release by her doctor.

Mr. Eppig moved, Mrs. Wenger seconded, the motion to approve the leave of absence 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

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Nays: None
Absent: None

4. APPROVAL OF SPECIAL EDUCATION SUPPLEMENTAL CONTRACTS

It is recommended that the Board approve the Special Education Supplemental Contracts with Ephrata School District for the 2021-2022 school year as per [ATTACHMENT #1](#).

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the special education supplemental contracts, 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. BOARD COMMITTEE ELECTION

It is recommended that the Board approve the election of the following individual for the Board Committee listed below, effective September 8, 2021:

Student Activities Committee
Beth Wood

Mr. Eppig moved, Mrs. Penkunas seconded, the motion to approve the election of the following individual for the Board Committee listed 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. ADDENDUM TO AGREEMENT WITH SUBSTITUTE TEACHER SERVICE (STS)

It is recommended that the Board approve the amendment to the 2020-2022 contract with Substitute Teacher Service, 2901 Dutton Mill Road, Ashton, PA, as per [ATTACHMENT #2](#).

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the amendment to the 2020-2022 contract with Substitute Teacher Service, 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

7. APPROVAL OF ELEMENTARY AND SECONDARY INSTRUCTIONAL PLANS – 2021-22

It is recommended that the Board approve the Elementary Instructional Plan ([Link #1](#)) and the Secondary Instructional Plan ([Link #2](#)), as presented.

Mr. Eppig moved, Mrs. Penkunas seconded, the motion to approve the Elementary Instructional Plan and the Secondary Instructional 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

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Nays: None
Absent: None

8. APPROVAL OF SCHOOL BUS DRIVERS

It is recommended that the Board approve the individuals listed as school bus drivers for the 2021/2022 school year, as presented on [ATTACHMENT #3](#).

Mr. Eppig moved, Mr. Peters seconded, the motion to approve individuals listed as school bus drivers for the 2021/2022 school year, 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

Mr. Peters noted that the bus drivers are not employees of the school district.

9. 2021-2022 FLEXIBLE INSTRUCTIONAL DAYS ONLINE APPLICATION APPROVAL

It is recommended that the Board approve the 2021-2022 Flexible Instructional Days Online Application as presented per [ATTACHMENT #4](#).

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the 2021-2022 Flexible Instructional Days Online Application, 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

Dr. Hershey noted that Flexible Instruction Days (FID) can be used at times of school closure as well as on weather days.

Information from the Superintendent

Dr. Hershey shared information about the school day went and provided additional information regarding medical exceptions.

COMMENTS OR QUESTIONS FROM BOARD MEMBERS OR CITIZENS

Comments were continued from the beginning of the meeting:

Jessica Musser addressed the board regarding concerns related to masks

Mr. Landis welcomed Liam Zee as the new Student Representative to the School Board.

Mr. Peters noted his appreciation for the community's input.

Mr. Knouse made a motion to amend language contained in the Health & Safety Plan to remove language regarding mask mandates as well as to discontinue contract tracing by school staff. Mr. Eppig second this motion.

After discussion, it was decided to separate the motion into two separate motions – one with regard to mask mandates and one with regard to contact tracing.

Mr. Knouse made a motion to amend language contained in the Health & Safety Plan to remove language regarding the implementation and implementation of mask mandates from the State of Pennsylvania,

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Pennsylvania Department of Health, the Pennsylvania Department of Education, the CDC, WHO, or any similar agenda. Mr. Eppig seconded the motion.

Discussion followed:

Mr. Browne shared that he was against the approval of this motion, indicating that he did not feel the board had the authority to act on this.

Mr. Peters shared that he could not support the motion without consulting legal counsel noting that legal liability issues would increase with the passing of this motion.

Mrs. Miller shared that she would not be prepared to vote on this tonight.

Mr. Eppig shared his concerns on this motion and would like to seek advice from legal counsel.

Mr. Rucci shared the same concerns with regard to the legal issues of this motion.

A motion was made to table this item until such time as the board could consult with the district solicitor. Mr. Rucci moved, and Mrs. Miller seconded the motion to table this item.

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. Hershey will set up a meeting with the solicitor as soon as convenient for all parties if possible before the end of the week.

Mr. Knouse then made a motion to discontinue contact tracing by administration and district employees. Mr. Eppig seconded the motion.

Discussion followed:

Mr. Knouse shared his concern with the amount of time district personnel spend performing the tasks associated with contact tracing in addition to their regular duties.

Mr. Browne and Mr. Peters inquired about the process of contact tracing by district personnel versus by the State Department of Health.

Dr. Calender indicated that she would look into the differences between district contact tracing and state contact tracing and report her findings to the board.

A motion was made to table this item until such time as the board could obtain additional information regarding contact tracing. Mr. Knouse moved, and Mr. Eppig seconded the motion to table this item.

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

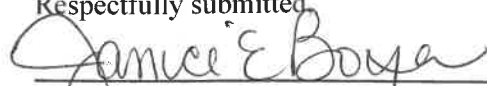
Nays: None

Absent: None

ADJOURNMENT

There being no further business, Liam Zee moved to adjourn the meeting. Mr. Eppig seconded the motion and the meeting adjourned at 9:24 p.m.

Respectfully submitted,



Janice Boyer, Board Secretary

September 7, 2021