

Warwick School District

Lititz, PA 17543

April 16, 2019

A meeting of the Warwick Board of School Directors of the Warwick School District convened in the District Board room on Tuesday, April 16, 2019 at 7:00 p.m.

Mr. Michael 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, Millard P. Eppig, Jr., Matthew Knouse, Leslie Penkunas, Nelson L. Peters, Todd L. Rucci, Dr. Timothy Quinn, Debra J. Wenger, and Carson Garland, Student Representative, were present. Mr. Scott A. Shaub was absent.

Others attending the meeting: Dr. April Hershey, Superintendent; Dr. Melanie Calender; Dr. Ryan Axe; Nathan Wertsch; Mark Leidich; Fred Griffiths; Kevin Martzall; Jackie Yanchocik; Janice Boyer, Board Secretary; Dr. Jennifer Murphy; Dr. Michelle Harris; Lisa Hochreiter; Christine Landis; Jessica Bigsby; Chris Dickson; Jeannine Walker; Tom Busch; Derek Busch; Gerard J. Link; and Laura Knowles of Lancaster Newspapers/Lititz Record Express.

RECOGNITION OF CITIZENS

None.

APPROVAL OF AGENDA

Mr. Eppig moved, Mrs. Wenger seconded, the motion to approve the agenda as presented. Motion passed 8-0.

APPROVAL OF MINUTES ([Regular meeting](#) of March 19, 2019)

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the minutes of the Regular meeting of March 19, 2019.

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	\$1,242,774.12
Wire Transfers	\$6,635,790.08
Construction Fund	None
Cafeteria Fund	\$135,099.17
Middle School Fund	\$1,415.43
High School Fund	\$21,694.51

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

On roll call vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters, Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None
Absent: Mr. Shaub

COMMUNICATIONS

Dr. Hershey shared that a letter from Pedro Rivera, Secretary of Education, was received. It congratulated Warwick for receiving the Best Communities for Music Education designation from the NAMM Foundation.

REPORT OF THE SUPERINTENDENT

1. PERSONNEL

A. Retirement

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

Instructional

Susan Oswald as a Grade 5 Teacher at Lititz Elementary School, effective at the end of the 2018/2019 school year.

Mr. Eppig moved, Mrs. Wenger seconded, the motion to approve the retirement of the individual named above.

On voice vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters,
Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None

Absent: Mr. Shaub

B. Resignations

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

Non-Instructional

Consaundra Patterson as a Special Programs Assistant at John R. Bonfield Elementary School, effective April 11, 2019.

Debra Kolk as a Building Services employee at Kissel Hill Elementary School, effective March 20, 2019.

Katie Dowling as a Building Services employee at Lititz Elementary School, effective April 7, 2019.

Extra-Duty/Extra Curricular

Bradley Glouner as Head Girls Volleyball Coach at Warwick High School, effective April 1, 2019.

Beth Lynch as an Assistant Field Hockey Coach at Warwick High School, effective March 18, 2019.

Dana Hess as an Assistant JH Cheerleading Coach at Warwick Middle School, effective April 1, 2019.

Carl Keener as a JH Boys Basketball Assistant Coach at Warwick Middle School, effective March 18, 2019.

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

On voice vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters,
Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None

Absent: Mr. Shaub

C. Elections

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

Administrative

Jenna Ginder as Coordinator of Secondary Student Services at Warwick School District, 8.0 hours/day, at the annual salary of \$86,000.00, effective upon release from her current employer. Ms. Ginder is replacing Debra Ulicny who resigned.

Non-Instructional

Trey Sites as Business Office Generalist at Warwick School District, 8.0 hours/day, at the hourly rate of \$13.50, effective pending receipt of the appropriate paperwork. Mr. Sites is replacing Michelle Schlegel who resigned.

Mireylis Figueroa as an Office Assistant at Warwick High School, 5.5 hours/day, at the hourly rate of \$11.40, effective pending receipt of the appropriate paperwork. Ms. Figueroa is replacing Stephanie Downs who received a change of status.

Troy Graffius as a Building Services employee at Warwick High School, 8.0 hours/day, at the hourly rate of \$11.95, effective pending receipt of the appropriate paperwork. Mr. Graffius is replacing Thomas Reisher who retired.

Lisa Thompson as a Special Programs Assistant at Warwick High School, 5.5 hours/day, at the hourly rate of \$12.70, effective pending receipt of the appropriate paperwork. Ms. Thompson is replacing Jennifer Bates who resigned.

Amanda Cracroft as a Student Support Assistant at Kissel Hill Elementary School, 5.5 hours/day, at the hourly rate of \$11.25, effective pending receipt of the appropriate paperwork. Ms. Cracroft is replacing Lynette Fasnacht who resigned.

Extra-Duty/Extra Curricular

Matthew Jerchau as Choral Concert Lighting Engineer at Warwick High School, at the annual salary of \$750.00, effective for the 2018/2019 school year. Mr. Jerchau is replacing Jeffery Cusano who resigned.

Jennie Streich as an Assistant JH Track Coach (50%) at Warwick Middle School, at the annual salary of \$1,068.50, effective for the 2018/2019 school year. Ms. Streich is replacing Eric Jeanes who resigned and she will be sharing this position with Janine Graybill.

Independent Volunteers

It is recommended that the Board approve the election of the individuals listed below as independent volunteers, effective April 17, 2019, until they submit their resignations or have their active status changed by the district.

Pamela Armstrong-Pautz	Dyane Eckert	Lora Hicks	Taylor Nornhold
Pamela Brunken	Robert Gosling	Jason Karcheski	Robin Reniker
Saline Cassel	Andrea Hartranft	Lisa Kercher	Amy Sechrist
Kelly Clemens	Brian Hayes	Jessica Levan	Tiffany Stief
Christopher Dickson	Kevin Hicks	Robyn Matus	Vincent Whitman

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

On voice vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters,
Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None
Nays: None
Absent: Mr. Shaub

Mrs. Jenna Ginder thanked the Board for the opportunity to serve Warwick students.

2. CHANGE OF STATUS REQUEST

It was recommended that the Board approve the change of status request for the following individual:

Non-Instructional

Lynn Montemurno from Food & Nutrition Services Assistant at Warwick High School, 4.0 hours/day, to Food & Nutrition Services Assistant at Warwick High School, 4.5 hours/day, effective September 4, 2018. This change of status is due to position restructuring.

Mr. Eppig moved, Mrs. Wenger seconded, the motion to approve the change of status request, as presented.

On voice vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters,
Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None

Absent: Mr. Shaub

3. LANCASTER-LEBANON INTERMEDIATE UNIT BOARD OF DIRECTORS

It was recommended that the Board approve the nomination of Michael R. Landis to serve on the Lancaster-Lebanon Intermediate Unit 13 Board of Directors.

Mr. Rucci moved, Mr. Knouse seconded, the motion to approve the nomination of Michael R. Landis to serve on the Lancaster-Lebanon Intermediate Unit 13 Board of Directors, as presented.

On voice vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters,
Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None

Absent: Mr. Shaub

4. 2019/2020 PROPOSED FINAL GENERAL FUND BUDGET

It was recommended that the Board approve the adoption of the 2019/2020 Warwick School District Proposed Final General Fund Budget in the amount of \$75,274,020. There is no tax increase needed for the proposed final budget, which would keep the millage rate at 16.3711 as presented on [ATTACHMENT #1](#). *(Note: The Finance & Legal Committee reviewed the proposed final budget and supports the recommendation)*

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the 2019/2020 Warwick School District Proposed Final General Fund Budget, as presented.

On roll call vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters,
Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None

Absent: Mr. Shaub

Mr. Landis shared that there is no tax increase with this budget. He thanked Mr. Wertsch and Kevin Martzall for their work.

5. **COLLECTIVE BARGAINING AGREEMENT – CONTRACT EXTENSION**

It was recommended that the Board approve a 3-year extension to the existing contract between the Warwick School District and the Warwick Education Association as presented on [ATTACHMENT #2](#).

Mr. Eppig moved, Mrs. Wenger seconded, the motion to approve the 3-year extension to the existing contract between the Warwick School District and the Warwick Education Association, as presented.

On roll call vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters,
Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None

Absent: Mr. Shaub

Mr. Landis thanked Lisa Hochreiter and WEA, and the team for working together to reach an agreeable settlement and extension for the contract.

6. **2019-2020 SALARY RANGES**

It was recommended that the Board approve the 2019-2020 salary range (SRI) guidelines as per [ATTACHMENT #3](#).

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the 2019-2020 salary range (SRI) guidelines, as presented.

On roll call vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters,
Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None

Absent: Mr. Shaub

7. **2019-2020 SALARY INCREASE GUIDELINES**

It was recommended that the Board approve the 2019-2020 wage increases based upon the Salary Increase Guidelines as per [ATTACHMENT #4](#).

Mr. Eppig moved, Mrs. Wenger seconded, the motion to approve the 2019-2020 wage increases based upon the Salary Increase Guidelines, as presented.

On roll call vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters,
Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None

Absent: Mr. Shaub

8. **SUBSTITUTE GUEST TEACHER PROGRAM**

It was recommended that the Board approve the list of STS substitutes enrolled in the Guest Teacher program, as per [ATTACHMENT #5](#). A listing of active Guest Teachers will be updated on a quarterly basis as needed.

Mr. Eppig moved, Mr. Knouse seconded, the motion to approve the list of STS substitutes enrolled in the Guest Teacher program, as presented.

On voice vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters,
Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None

Absent: Mr. Shaub

9. **DISTRICT AUTHORIZED INDEPENDENT EDUCATIONAL EVALUATION CONTRACT APPROVAL**

It was recommended that the Board approve the District Authorized Independent Educational Evaluation (IEE) contract with Independent Educational Evaluators of America, LLC, as presented on [ATTACHMENT #6](#).

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the District Authorized Independent Educational Evaluation (IEE) contract with Independent Educational Evaluators of America, LLC, as presented.

On roll call vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters, Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None

Absent: Mr. Shaub

Information from the Superintendent

Dr. Hershey shared that Spring athletics are in full swing. The Middle and High School Jazz Band Concert took place on Saturday, April 13th, while the Middle and High School Orchestra Concert was held on Sunday, April 14th. Mrs. Ahlers included a piece entitled “Service Dogs March” by J.C. Sherman and invited all the KPets to attend the concert on Sunday. Dr. Hershey shared that it was very special to have the service dogs at the concert. Friday evening, April 12th, an event was held to celebrate the 30th year of the GAPP Exchange between Warwick and König-Karlmann Gymnasium in Altötting, Germany. Deputy Secretary Matt Stem was in attendance. Dr. Hershey thanked the board for their commitment to giving students varied experiences and opportunities including ones such as the GAPP exchange.

COMMITTEE REPORTS

Student Representative

The student representative, Carson Garland, provided an overview of student activities across the district in April.

Building and Property Committee

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

Education Committee

The Education Committee met on Monday, April 8, 2019. Mr. Carson Garland provided an overview of student activities across the district. Dr. Ron Hallett provided an update on credits applied to the class of 2023 for middle school courses that are on the approved course credit transfer list. The Committee had the following recommendations for Board approval:

1. It was recommended that the board approve the course titled English 200, a course for English Language Learners aligned to updated English Language Development standards at Warwick High School.

Mrs. Wenger moved, Mrs. Penkunas seconded, the motion to approve the course titled English 200, as presented.

On voice vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters, Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None

Absent: Mr. Shaub

2. It was recommended that the board approve the course titled English 300, a course for English Language Learners aligned to updated English Language Development standards at Warwick High School.

Mrs. Wenger moved, Mrs. Penkunas seconded, the motion to approve the course titled English 300, as presented.

On voice vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters,
Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None

Absent: Mr. Shaub

3. It was recommended that the board approve the update to the German 2, German 3 and German 4 curriculum at Warwick High School.

Mrs. Wenger moved, Mrs. Penkunas seconded, the motion to approve the update to the German 2, German 3 and German 4 curriculum at Warwick High School, as presented.

On voice vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters,
Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None

Absent: Mr. Shaub

4. It was recommended that the board approve the update to the Elementary Technology Curriculum for grades K-6.

Mrs. Wenger moved, Mrs. Penkunas seconded, the motion to approve the update to the Elementary Technology Curriculum for grades K-6, as presented.

On voice vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters,
Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None

Absent: Mr. Shaub

5. It was recommended that the board approve the Life Science eBook.

Mrs. Wenger moved, Mrs. Penkunas seconded, the motion to approve the Life Science eBook, as presented.

On voice vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters,
Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None

Absent: Mr. Shaub

Finance and Legal Committee

The Finance & Legal Committee met on Tuesday, April 2, 2019. The committee reviewed the 2019/2020 IU13 budget, reviewed the 2019/2020 Proposed Final General Fund Budget, and reviewed budget transfers and obsolete equipment. The committee had the following recommendations for Board approval:

1. It was recommended that the Board approve the IU13 Core Program Services and Instructional Media Services budgets for 2019/2020 as presented on [ATTACHMENT #7](#).

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the IU13 Core Program Services and Instructional Media Services budgets for 2019/2020, as presented.

On roll call vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters, Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None

Absent: Mr. Shaub

2. It was recommended that the Board approve the 2018-19 budget transfers as presented on [ATTACHMENT #8](#).

Mr. Eppig moved, Mr. Peters seconded, the motion to approve the 2018-19 budget transfers, as presented.

On voice vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters, Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None

Absent: Mr. Shaub

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

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

On voice vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters, Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None

Absent: Mr. Shaub

Student Activities Committee

The Student Activities Committee met on April 11 2019. The meeting began with Carson Garland's report about all of the events in our buildings K-12. Mr. Landis discussed the opening of the Spring season. Dr. Axe shared that the Facility Use team discussed charging for use of our parking lots and using non-refundable fees for groups that change and cancel at the last minute. The Ski Club and the Life Skills Class are seeking approval to open an account for all of their activities. Two out of state/overnight trips were then discussed for recommendation to the Board. Further information was shared with SAC about E Sports and the next steps in looking into these teams and the school visits made. The committee had the following recommendations for Board approval:

1. It was recommended that the Board approve the Out of State/Overnight Trip Requests as presented:
 - a. MS students and staff to Refreshing Mountain Camp, Stevens PA on May 23 & 24, 2019. Students will participate in various outdoor activities, team building communication, and planning. The trip will enhance the skills learned and practiced in school.
 - b. HS students and staff to Washington DC on May 20, 2019. Students will tour the National Archives and monuments that relate to the AP History curriculum.

Dr. Quinn moved, Mr. Rucci seconded, the motion to approve the out of state/overnight field trip requests, as presented.

On voice vote:

Ayes: Mr. Landis, Mr. Eppig, Mr. Knouse, Mrs. Penkunas, Mr. Peters, Mr. Rucci, Dr. Quinn, and Mrs. Wenger

Abstain: None

Nays: None
Absent: Mr. Shaub

Executive Session/Personnel Committee

It was announced that there would be a meeting immediately following this Board meeting to discuss various personnel matters issues.

Labor and Management Committee

It was reported that no meeting was held in April.

Lititz Recreation Center Representative

It was reported that no meeting was held in April.

Legislative Committee

It was reported that Senator Aument was voted into a leadership role in the Senate and would no longer be the Chairman of the Education Committee. There is optimism regarding the budget this year. The hope is that it will be approved early or at least on time this year. There has been some discussion regarding charter schools.

IU Representative

It was reported that a general meeting was held last Wednesday (April 10). Committee meetings were held first and were followed by the regular business meeting. Information regarding the meeting was distributed to the board electronically. Following the regular meeting, there was discussion regarding ESports.

Lancaster County Career and Technology Center Representative

It was reported that a meeting was held on March 28th at the Willow Street Campus. The Planning and Development Committee met and reviewed enrollment numbers for the post-secondary programs and discussed enrollment openings. The regular business meeting included discussions regarding chrome books and the lending library. The Strategic Plan was also reviewed and extended through 2019.

PRIOR BUSINESS

None

NEW BUSINESS

None

INFORMATION

None

COMMENTS OR QUESTIONS FROM BOARD MEMBERS OR CITIZENS

Mr. Landis thanked everyone for attending tonight's meeting and is looking forward to Graduation in June.

Mr. Knouse shared that he spoke with Ben Sahd (*former board member*). Mr. Sahd is thankful to everyone for their prayers. Mr. Sahd congratulated the board on approving the budget and thanked everyone for their hard work during the budget process.

ADJOURNMENT

There being no further business, Carson Garland moved to adjourn the meeting. Mrs. Wenger seconded the motion and the meeting adjourned at 7:38 p.m.

Respectfully submitted,


Janice Boyer, Board Secretary