

A meeting of the Warwick Board of School Directors of the Warwick School District convened in the District Board room on Tuesday, August 16, 2011, at 7:00 p.m.

Dr. Quinn, President, called the meeting to order.

PLEDGE OF ALLEGIANCE

ROLL CALL

The Board Secretary called the roll of the Board: Jeffrey A. Conrad, Millard P. Eppig, Jr., Michael R. Landis, Darryl L. Miller, Warren Newberry, Dr. Timothy Quinn, Todd L. Rucci, and Debra J. Wenger, were present at roll call.

David M. Pusey arrived at 7:20 p.m.

Others attending the meeting: Dr. April Hershey, Superintendent, Dr. Keith Floyd, Assistant Superintendent for Elementary Education, Dr. Robin Felty, Assistant Superintendent for Secondary Education, Jo Anne McClain, Board Secretary, David L. Zerbe, Business Manager, Laura Knowles of Lancaster Newspapers, Angela Keith of *Lititz Record Express*, Melanie Calender, Nelson Peters, Lori Zimmerman, Troy Price, Tom Becker, Melissa Vulopas, Christina Moore, Michael Smith, Doreen Packer, Mark Leidich, Dr. Peggy Montgomery, Connor Chapman, Wesley Bunton, Pete Bunton, Jeannine Walker, Britnee Mathin, and Katelyn Ream.

RECOGNITION OF CITIZENS

Dr. Quinn welcomed those attending the meeting and asked if there were any questions or comments. There being none, the meeting proceeded.

APPROVAL OF AGENDA and SUPPLEMENTAL AGENDA

Mr. Eppig moved, Mrs. Wenger seconded the motion to approve the agendas as presented.
Motion passed unanimously.

APPROVAL OF MINUTES ([Regular meeting](#) of 07/19/11)

Mr. Eppig moved, Mrs. Wenger seconded the motion to approve the minutes of the June 21, 2011, regular meeting of the Board.
Motion passed unanimously.

TREASURER'S REPORT

Mr. Miller presented the Treasurer's Report. A copy of the report is attached to these minutes.
The Treasurer's Report was unanimously accepted by the Board.

PAYMENT OF BILLS

The following bills were presented for payment by Mr. Miller. A copy of the bills with wire transfer information is attached to these minutes.

General Fund	\$5,126,512.83
Wire Transfers	\$1,044,194.13
Athletic Fund	\$ 29,518.45
Construction Fund	\$ 7,433.50
Cafeteria Fund	\$ 58,628.82
Elementary Fund	\$ 1,340.18
Middle School Fund	\$ 4,147.18
High School Fund	\$ 1,127.12

Mr. Miller moved, Mr. Landis seconded the motion to approve payment of the bills as presented.

On roll call vote:

Ayes: Mr. Conrad, Mr. Eppig, Mr. Landis, Mr. Miller, Mr. Newberry,
Dr. Quinn, Mr. Rucci, and Mrs. Wenger
Nayes: None
Absent: Mr. Pusey

COMMUNICATIONS

Donald Gallagher sent a letter to the Board regarding the mascot issue. Copies were sent to the Board members and it is attached to these minutes. A thank you note was received from Lucie Brown for her retirement gift.

REPORT OF THE SUPERINTENDENT

1. PERSONNEL

A. Retirement

It was recommended that the Board accept the retirement of the following individual with thanks and appreciation.

Non-Instructional

Leona Thomas as a secretary at Warwick Middle School, effective September 30, 2011.

Resignations

It was recommended that the Board accept the resignations of the following individuals:

Instructional

Orlando Roth as a grade 3 teacher at John R. Bonfield Elementary School, effective July 27, 2011.

Non-Instructional

Joan Silver as a food & nutrition services assistant at Lititz Elementary School, effective July 14, 2011.

Michelle Dowd as a special needs assistant at Warwick High School, effective August 9, 2011.

Extra-Duty

Jennifer Coveleskie as a cafeteria monitor at Warwick Middle School, effective June 17, 2011.

Susan Brunk as junior high head cheerleading coach, effective July 26, 2011.

Andrea Hoglund as elementary drama director (50% position) at Lititz Elementary School, effective September 1, 2011.

Mr. Eppig moved, Mrs. Wenger seconded the motion to accept the retirement and resignations of the above individuals.

Motion passed unanimously.

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

Christina Ann Moore as a school psychologist at Warwick Middle School, effective the first day of the 2011/12 school year, or pending release from her current school district, at the salary of \$48,456. Ms. Moore is replacing Amy Hensel who resigned.

Jeannine Walker as a third grade teacher at John R. Bonfield Elementary School, effective the first day of the 2011/12 school year, at the salary of \$45,706. Ms. Walker is replacing Orlando Roth who resigned.

Britnee Mathin as an elementary learning facilitator at Kissel Hill Elementary School, effective the first day of the 2011/12 school year, at the salary of \$49,524. Ms. Mathin is replacing Melissa Vulopas due to her change of status.

Katelyn Ream as a speech-language therapist at Lititz Elementary School, effective the first day of the 2011/12 school year, at the salary of \$44,056. This is a new position created to replace a contracted position from IU13.

Paul Castellitto as a long-term substitute social studies teacher at Warwick High School, effective the first day of the 2011/12 school year, through the last day of the first semester of the 2011/12 school year, at the prorated annual salary of \$43,624. Mr. Castellitto is substituting for Curtis Morris during his leave of absence.

Non-Instructional

Sonya Heisey as a food & nutrition services assistant at Lititz Elementary School, for 3.0 hours/day – 15.0 hours/week, at the rate of \$8.60 per hour, effective September 7, 2011. Ms. Heisey is replacing Joan Silver who resigned.

Justin Bucher as a driver at Warwick Middle School, for 8.0 hours/day – 40.0 hours/week, at the rate of \$11.10 per hour, effective August 22, 2011. Mr. Bucher is replacing James Whitehead due to his change of status.

Craig Young to a building services position at Warwick Middle School, 4.0 hours/day (3 p.m. – 7 p.m.) 12 months, at the rate of \$10.50 per hour, effective August 22, 2011. Mr. Young is replacing one-half of Chad Minnich's position due to his transfer.

Glenn Miller to a building services position at Warwick Middle School, 4.0 hours/day (3 p.m. – 7 p.m.) 12 months, at the rate of \$10.50 per hour, effective August 22, 2011. Mr. Miller is replacing one-half of Chad Minnich's position due to his transfer.

Amber Kready as a computer assistant at Kissel Hill Elementary School, effective September 6, 2011, for 5.5 hours/day at the rate of \$9.30 per hour. Ms. Kready is replacing Marielin Rottkamp who resigned.

Extra-Duty

Tom Daly as junior high assistant cross country coach for the 2011/12 school year at the salary of \$2,283. Mr. Daly is replacing Mark Mueller due to his change of status.

Nicole Auker as junior high head field hockey coach for the 2011/12 school year, at the salary of \$2,363. Miss Auker is replacing Ron Stief who resigned.

Michael Neuman as assistant boys soccer coach for the 2011/12 school year, at the salary of \$3,875. Mr. Neuman is replacing Gordy Cowher who resigned.

Earl Hazel as a cafeteria monitor at Warwick Middle School for the 2011/12 school year, at the salary of \$685. Mr. Hazel is replacing Jennifer Coveleskie who resigned.

Volunteer Coaches

It was recommended that the Board approve the election of the following individuals as volunteer coaches for the 2011/12 school year.

Lance Benko	JH Football
Chad Mitchell	Golf

Independent Volunteers

It was recommended that the Board approve the election of the following individuals as independent volunteers for the 2011/12 school year.

Substitute Teachers and Assistants

It was recommended that the Board approve the election of the individuals named on **ATTACHMENT #1**, effective August 17, 2011, until they submit their resignation or have their active status changed by the district.

Mrs. Wenger moved, Mr. Conrad seconded the motion to approve the elections of the above individuals.

On roll call vote:

Ayes: Mr. Conrad, Mr. Eppig, Mr. Landis, Mr. Newberry,
Dr. Quinn, Mr. Rucci, and Mrs. Wenger
Nays: None
Abstain: Mr. Miller
Absent: Mr. Pusey

Dr. Floyd introduced the newly elected teachers, Christina Ann Moore, Jeannine Walker, Britnee Mathin, and Katelyn Ream. They all thanked the Board for the opportunity to be employed by the district.

2. TRANSFERS and CHANGE OF STATUS

It was recommended that the Board approve the transfers and changes of status as set forth below.

Non-Instructional – Changes of Status

The following individuals were recommended for a reduction of hours from 6.0 hours/day to 5.5 hours/day, effective September 6, 2011, due to district-wide restructuring:

CherylInn Tompkinson, learning support assistant	John Beck Elementary School
Julie Caracci, learning support assistant	John Beck Elementary School
Madhurita Banerjee, reading assistant	John Beck Elementary School
Debra Gochnauer, computer assistant	John Beck Elementary School
Vickie Brumbach, library assistant	John Beck Elementary School
Kimberly Souder, learning support assistant	John R. Bonfield Elementary School
Valerie Dorosz, learning support assistant	John R. Bonfield Elementary School
Cynthia Ferguson, reading assistant	John R. Bonfield Elementary School
Suzanne Carbonell-Lewis, reading assistant	John R. Bonfield Elementary School
Patrice Moccio-Turner, computer assistant	John R. Bonfield Elementary School
Barbara Hoffer, library assistant	John R. Bonfield Elementary School
Jayne Hutchison, learning support assistant	Kissel Hill Elementary School
Lisa Hardy, learning support assistant	Kissel Hill Elementary School
Theresa Crawford, learning support assistant	Kissel Hill Elementary School
Michelle Ashworth, reading assistant	Kissel Hill Elementary School
Mary Lou Bucher, library assistant	Kissel Hill Elementary School
Elizabeth Sandkuhler, library assistant	Lititz Elementary School
Sandra Skoronski, computer assistant	Lititz Elementary School
Stacey McCarthy, reading assistant	Lititz Elementary School
Susan Bomberger, learning support assistant	Lititz Elementary School
Kelly Rago, learning support assistant	Lititz Elementary School
Virginia Birmingham, learning support assistant	Lititz Elementary School

The following individuals at Warwick Middle School were recommended for hourly reductions, effective September 6, 2011, due to district-wide restructuring:

Lauri Darling, special needs assistant	5.0 hours/day to 4.0 hours/day
Valerie Bomberger, learning support assistant	7.0 hours/day to 5.5 hours/day
Jacqueline Malec, learning support assistant	7.0 hours/day to 5.5 hours/day
Valerie Metzler, computer assistant	7.0 hours/day to 6.0 hours/day
Dorinda Cochran, computer assistant	7.0 hours/day to 6.0 hours/day

Kathleen Donmoyer, learning support assistant	7.0 hours/day to 6.0 hours/day
Beth Frame, library assistant	7.0 hours/day to 6.5 hours/day
Renee Billow, learning support assistant	7.0 hours/day to 6.5 hours/day

The following individuals at Warwick High School were recommended for hourly reductions, effective September 6, 2011, due to district-wide restructuring:

Rebecca Spatz, special needs assistant	7.0 hours/day to 6.0 hours/day
Carol Schofield, special needs assistant	7.0 hours/day to 6.0 hours/day
Gayle Simmons, learning support assistant	7.0 hours/day to 6.0 hours/day
Mary Lou Berkey, learning support assistant	7.0 hours/day to 6.0 hours/day
Julie Miller, learning support assistant	7.0 hours/day to 6.0 hours/day
Shama Dawood, learning support assistant	7.0 hours/day to 5.5 hours/day
Jami Stacey, learning support assistant	7.0 hours/day to 5.5 hours/day
Megan Miller, learning support assistant	7.0 hours/day to 5.5 hours/day
Dianne Davenport, special needs assistant	7.0 hours/day to 5.0 hours/day
Jill Judt, special needs assistant	7.0 hours/day to 5.0 hours/day
Jennifer Reedy, special needs assistant	7.0 hours/day to 5.0 hours/day
Cheryl Large, special needs assistant	7.0 hours/day to 5.0 hours/day

Non-Instructional Changes of Status

Melissa Landis, a food & nutrition services assistant at Warwick High School, from 4.0 hours/day to 5.5 hours/day, effective September 8, 2011. Ms. Landis is replacing Theresa Cross due to her change of status.

Robin Clugston, a food & nutrition services assistant at Warwick High School, from 3.0 hours/day to 4.0 hours/day, effective September 8, 2011. Ms. Clugston is replacing Melissa Landis due to her change of status.

Michelle Horsburgh, from a special needs assistant (1.0 hour/day) and cafeteria monitor (3.0 hours/day), to a cafeteria monitor (3.0 hours/day), at Lititz Elementary School, effective September 6, 2011.

Brenda Fox from a classroom assistant (3.5 hours/day at \$8.60 per hour), to a special needs assistant (6.0 hours/day at \$10.45 per hour), at Lititz Elementary School, effective September 6, 2011.

Stephanie Zahn, from a special assistant (6.0 hours/day) to a learning support assistant (6.0 hours/day), at Lititz Elementary School, effective September 6, 2011.

Lori Guyton, from a special needs assistant at John Beck Elementary School (6.0 hours/day), to a learning support assistant at John R. Bonfield Elementary School (6.0 hours/day), effective September 6, 2011.

David M. Pusey arrived – 7:20 p.m.

Patricia Lorraine from a special needs assistant (7.0 hours/day) to a learning support assistant (5.5 hours/day) at Warwick Middle School, effective September 6, 2011. Ms. Lorraine is replacing Brenda Goodhart who retired.

Cindy Shank from a special needs assistant (7.0 hours/day) at Warwick High School, to a learning support assistant (6.0 hours/day) at Lititz Elementary School, effective September 6, 2011.

Mary Ribaldo from a 5.0 hours/day learning support assistant, to a 5.5 hours/day learning support assistant at Warwick High School, effective September 6, 2011.

S. Michelle Long from a 5.0 hours/day to a 4.0 hours/day special needs assistant at Kissel Hill Elementary School, effective September 6, 2011.

Christine Mosher from a 23.5 hours/week to a 28.5 hours/week library assistant at Warwick High School, effective September 6, 2011.

Janel Good from a 30 hours/week to a 35 hours/week library assistant at Warwick High School, effective September 6, 2011.

Donna Mazenko from a special needs assistant (6.0 hours/day) at Kissel Hill Elementary School, to a building services position (8.0 hours/day) at Warwick High School, effective August 22, 2011. Ms. Mazenko is replacing Irene Eshleman due to her change of status.

Stephanie Clark from a special needs assistant (5.0 hours/day at \$10.05 per hour) at Kissel Hill Elementary School, to a learning support assistant (7.0 hours/day – at \$10.90 per hour) at John R. Bonfield Elementary School, effective September 6, 2011.

Irene Eshleman from a building services position (\$12.92 per hour) to a lead building services position (\$13.30 per hour) at Warwick High School, effective August 22, 2011. Mrs. Eshleman is replacing Clyde Hornberger who retired.

Chad Minnich from a building services position (\$14.22 per hour) at Warwick Middle School, to a lead building services position (\$14.65 per hour) at Kissel Hill Elementary School, effective August 22, 2011. Mr. Minnich is replacing Kenneth Longenecker due to his transfer.

Tammy Wiggins from a special needs assistant (3.5 hours/day) at Lititz Elementary School, to a special needs assistant (4.0 hours/day) at Warwick Middle School.

Non-Instructional Transfers

Kenneth Longenecker from a lead building services position at Kissel Hill Elementary School to a lead building services position at John Beck Elementary School, effective August 22, 2011. Mr. Longenecker is replacing Paul Miller who retired.

Claude Young from a building services position (8.0 hours/day) at John Beck Elementary School, to a building services position at John Beck Elementary School and John R. Bonfield Elementary School (4.0 hours/day at each building), effective August 22, 2011. Mr. Young is replacing Steven Studholm who resigned.

Phillip Williams from a building services position at Kissel Hill Elementary School, to a building services position at Warwick High School, effective August 22, 2011. Mr. Williams is replacing Ken Warren who retired.

Patricia Polt from a building services position at Lititz Elementary School, to a building services position at Kissel Hill Elementary School, effective August 22, 2011. Mrs. Polt is replacing Phillip Williams due to his transfer.

Extra-Duty Change of Status

Amy Pfeiffer as elementary drama director at Lititz Elementary School from 50% to 100% for the 2011/12 school year at the salary of \$1,727. Ms. Pfeiffer is replacing Andrea Hoglund who resigned.

Mr. Eppig moved, Mr. Rucci seconded the motion to approve the transfers and changes of status as listed above.

On roll call vote:

Ayes:	Mr. Conrad, Mr. Eppig, Mr. Landis, Mr. Miller, Mr. Newberry, Mr. Pusey, Dr. Quinn, Mr. Rucci, and Mrs. Wenger
Nayes:	None
Absent:	None

3. LEAVE OF ABSENCE REQUESTS

It was recommended that the Board approve the following leave of absence requests.

- A. Kathleen Derr has been previously approved for an unpaid leave of absence through July 26, 2011. She is requesting an extension of her unpaid leave of absence due to not being released by her physician.

- B. Curtis Morris continues to be in need of a medical leave of absence, as he has not been released by his physician. A return-to-work date is pending release by physician.

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

On roll call vote:

Ayes: Mr. Conrad, Mr. Eppig, Mr. Landis, Mr. Miller, Mr. Newberry, Mr. Pusey, Dr. Quinn, Mr. Rucci, and Mrs. Wenger
Nays: None
Absent: None

4. **BOARD COMMITTEE APPOINTMENTS**

It was recommended that the Board approve the appointments of the following individuals effective August 17, 2011, through June 30, 2014.

Building and Property Committee

Howard L. Snoko

Education Committee

Maria Navea Mitchell

Stephanie Taylor, teacher representative

Lisa Gleason, teacher representative

Finance and Legal Committee

Linda Sullivan

Student Activities Committee

Michael Joseph

Dawn Rissmiller

Mr. Eppig moved, Mr. Landis seconded the motion to approve the above appointments.

On roll call vote:

Ayes: Mr. Conrad, Mr. Eppig, Mr. Landis, Mr. Miller, Mr. Newberry, Mr. Pusey, Dr. Quinn, Mr. Rucci, and Mrs. Wenger
Nays: None
Absent: None

5. **TUITION STUDENT APPROVAL**

It was recommended that the Board approve the student identified on **ATTACHMENT #2** to attend the vocational-agriculture program at Manheim Central School District during the 2011/12 school year. The district will be responsible for the tuition of the student while continuing to receive reimbursement for the student as a Warwick enrollee, and the parents will be responsible for transportation.

Mr. Pusey moved, Mr. Miller seconded the motion to approve the above tuition program.

On roll call vote:

Ayes: Mr. Conrad, Mr. Eppig, Mr. Landis, Mr. Miller, Mr. Newberry, Mr. Pusey, Dr. Quinn, Mr. Rucci, and Mrs. Wenger
Nays: None
Absent: None

Information from the Superintendent

Dr. Hershey reported that we are gearing up for students to return on first day, September 7th. The district calendars were received and will go home with students the first week of school. Today, she, Dr. Felty, and Dr. Floyd visited the athletic teams and marching band. Dr. Hershey said we are looking forward to having everybody back with us when the new school year begins.

COMMITTEE REPORTS

Building and Property Committee

No meeting

Education Committee

No meeting.

Finance and Legal Committee

No meeting

Student Activities Committee

Mr. Rucci recommended that the Board approve the following Sunday use of facilities requests:

- A. Warwick Youth Girls' Softball Association to use Ambucs Field 16 for practice September 11, 2011, through October 16, 2011, from 1:00 to 7:00 p.m.
- B. Groove Productions LLC to use the high school auditorium and lobby and a classroom for a dance competition on March 25, 2012, from 1:00 to 9:00 p.m.
- C. Warwick Boys' Lacrosse to use Kissel Hill practice field 32 for camp on August 28, 2011, from 1:00 to 7:00 p.m.
- D. Warwick MS Girls' Lacrosse to use Kissel Hill practice field 32 for practice from September 18, 2011, to November 6, 2011, from 6:00 to 7:30 p.m.

Mr. Rucci moved, Mr. Conrad seconded the motion to approve the above Sunday use of facilities requests. Motion passed unanimously.

Executive Session / Personnel Committee

Dr. Quinn announced that there would be a meeting immediately following this Board meeting.

Labor and Management Committee

Dr. Quinn stated that the next meeting will be in September.

Lititz Community Center Representative

Mr. Conrad reported that the main pool should be finished in September. Membership is currently over 6,000, and there may be a small increase in dues.

Legislative Committee

Mr. Pusey had nothing to report.

IU Representative

Mr. Landis reported that meeting notes to the Board were contained in their packet as well as sent electronically. If there are any questions, please contact him.

Lancaster County Career and Technology Center Representative

No meeting.

Lancaster County Academy Representative

No meeting

PRIOR BUSINESS

None

NEW BUSINESS

None

INFORMATION

None

COMMENTS OR QUESTIONS FROM BOARD MEMBERS OR CITIZENS

Dr. Quinn thanked everyone in attendance for coming to the meeting, including the newly elected staff. He commented that the July and August meetings tend to be short, and encouraged everyone to come back in September when a lot of things will come up as school begins. Dr. Quinn commended the Interact Club for raising \$1,100 for cancer research at the August 11th FundRazor activity. Haircuts were \$5.00 and they sold bracelets. He complimented Mrs. Gleason for the nice job she does with this group, adding that it's one more example of the good things that our students do in this district. The new student representative, Abigail Barthe, will join the Board next month.

Connor Chapman and Wesley Bunton were in the audience. They are entering 9th grade and are members of Boy Scout Troop 192. They are currently studying communication skills, and they will report back to their troop on their experience tonight.

ADJOURNMENT

There being no further business, Mr. Pusey moved to adjourn the meeting. Mr. Conrad seconded the motion and the meeting adjourned at 7:33 p.m.

Respectfully submitted,

Jo Anne McClain, Board Secretary