

**Warwick School District**  
Lititz, PA 17543

August 17, 2010

A meeting of the Warwick Board of School Directors of the Warwick School District convened in the District Board room on Tuesday, August 17, 2010, 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, Dr. Karen W. Malleus, Darryl L. Miller, David M. Pusey, Dr. Timothy Quinn, Todd L. Rucci, and Debra J. Wenger were present at roll call.

Others attending the meeting: Dr. April Hershey, Superintendent, Dr. Keith Floyd, Assistant Superintendent for Elementary Education, Jo Anne McClain, Board Secretary, David L. Zerbe, Business Manager, Laura Knowles of Lancaster Newspapers, Michael Upton of *Lititz Record Express*, Lori Zimmerman, Lisa Himes, Mike Himes, Matt Good, Howard Snoke, Patrick O’Keeffe, Tom Becker, Melissa Vulopas, Marian Shatto, Donald Gallagher, Eric Thompson, Cable 11 representatives, Arthur Barr, Bob Fitzgerald, Judy Fitzgerald, Mark Leidich, Troy Price, Doreen Packer, Conner Good, Ron Loose, Susan Wert, Rick Ruhl, Ron McCarvey, Lyn Brosnan, Howie Brosnan, Rick Gochnaur, Frank and Judy Matarazzo, Clarissa O’Conor, and Alyssa Peters.

**RECOGNITION OF CITIZENS**

Dr. Quinn welcomed those attending the meeting and asked if there were any questions or comments.

The following residents provided written statements, parts of which they read to the Board members, in support of discontinuing the use of the warrior logo and symbols. These statements are attached to the minutes in their entirety.

Donald Gallagher, 38 Green Acre Road, Warwick Township  
Patrick O’Keeffe, Pennwick Drive, Lititz.  
Matthew Diabes, Warwick graduate, class of 2008  
Clarissa O’Conor, 837 Ballstown Road, Lititz, a senior student  
Alyssa Peters, 324 Regents Drive, Lititz  
Marian L. Shatto, 47 Laurie Lane, Lititz

Howard Snoke, 121 Skyview Lane, Lititz, spoke in support of continuing the use of the warrior logo.

Conner Good, 201 West Orange Street, Lititz, referred to the three “R’s” in the current student handbook: responsibility, respect, and the right thing.

**APPROVAL OF AGENDA**

Mr. Eppig moved, Mr. Rucci seconded the motion to approve the agenda as presented.  
Motion passed unanimously.

**APPROVAL OF MINUTES** ([Regular meeting](#) of July 20, 2010)

Mr. Pusey moved, Mrs. Wenger seconded the motion to approve the minutes from the July 20, 2010, 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	\$1,739,586.87
Wire Transfers	\$1,207,388.81
Athletic Fund	\$ 46,234.95
Construction Fund	\$1,002,095.00
Cafeteria Fund	\$ 53,990.34
Elementary Fund	\$ 866.48
Middle School Fund	\$ 1,041.08
High School Fund	\$ 2,968.64

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

### **On roll call vote:**

<b>Ayes:</b>	Mr. Conrad, Mr. Eppig, Mr. Landis, Dr. Malleus, Mr. Miller, Mr. Pusey Dr. Quinn, Mr. Rucci, and Mrs. Wenger
<b>Nayes:</b>	None
<b>Absent:</b>	None

## **COMMUNICATIONS**

Dr. Hershey stated that letters were received previously from Marian L. Shatto and James C. Gibbel regarding the logo issue, copies of which were at the Board members' seats and have been attached to these minutes. She received an e-mail from Gary Schreckengost on this issue which she forwarded to the Board members previously.

Mark Neff emailed Dr. Hershey seeking clarification about the volunteer policy asking if persons would be allowed to participate in school activities/field trips once all required clearances and documentation are submitted if the event occurred prior to Board approval.

Mr. Miller asked about past experiences, and Dr. Hershey explained that since the effective date of the policy in May, 2009, we have required board endorsement before participation. Mr. Rucci expressed concern that problems could arise if we circumvented the whole idea of board approval to make exceptions. He is confident that volunteers will act sooner to obtain the required documentation as the district becomes more familiar with this policy. Mr. Pusey stated that you need time to protect the students. Mr. Conrad added that he is in agreement to keep it the way it is, as did the other board members.

## **REPORT OF THE SUPERINTENDENT**

### **1. PERSONNEL**

#### **A. Resignations**

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

#### **Non-Instructional**

Paige Quinn as a special needs assistant at Kissel Hill Elementary School, effective August 4, 2010.

Kiersten Wood as a special needs assistant at John Beck Elementary School, effective August 3, 2010.

Extra-Duty

Sherry Ruggiero as a cafeteria monitor at Warwick Middle School, effective July 29, 2010.

Jerry McDonald as an assistant wrestling coach, effective the 2010/11 school year.

John Mousetis as head JH wrestling coach, effective the 2010/11 school year.

Allison Butler as JH assistant girls' basketball coach, effective the 2010/11 school year.

Quantina Chau as JH head field hockey coach, effective August 2, 2010.

Mr. Eppig moved, Mrs. Wenger seconded the motion to accept the above resignations.  
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

Maggie Karstetter as a learning support teacher at Warwick Middle School, effective September 1, 2010, at the salary of \$43,624. Ms. Karstetter is replacing Emily Heisler.

Kimberly Marks as a family & consumer sciences teacher at Warwick High School, effective September 1, 2010, at the salary of \$43,624. Ms. Marks is replacing Dixie Heacock.

Rachel Hilt as a physical education teacher at John R. Bonfield Elementary School, effective September 1, 2010, at the salary of \$43,624. Ms. Hilt is replacing Gerald McDonald.

Angela Nagy as a long-term substitute reading specialist at John R. Bonfield Elementary School, effective September 1, 2010, at the rate of \$230.81 per day. Ms. Nagy is substituting for Yvonne Engroff during her leave of absence.

Non-Instructional

Stephanie Downs as an office assistant at John R. Bonfield Elementary School, effective August 30, 2010, at the rate of \$9.25 per hour for 6.0 hours/day. Ms. Downs is replacing Regina Robinson.

Jean Hoover as a food & nutrition services assistant at Warwick Middle School, effective September 7, 2010, at the rate of \$8.30 per hour for 3.0 hours/day – 15.0 hours/week. Ms. Hoover is replacing Kathleen Carroll.

Lynn Schaffner as a food & nutrition services assistant at Kissel Hill Elementary School, effective August 24, 2010, at the rate of \$9.00 per hour for 3.0 hours/day – 15.0 hours/week. Ms. Schaffner is replacing Mary McEntire.

Mary Fitz as a special needs assistant at Lititz Elementary School, effective September 7, 2010, at the rate of \$11.21 per hour for 6.0 hours/day – 30.0 hours/week. This is a new position.

Patricia Lorraine as a special needs assistant at Warwick Middle School, effective September 7, 2010, at the rate of \$10.82 per hour for 7.0 hours/day – 35.0 hours/week. This is a new position.

Extra-Duty

Allison Butler as SH assistant girls' basketball coach for the 2010/11 school year at the salary of \$4,982. Ms. Butler is replacing James Roak.

Matt Bomberger as varsity assistant cross country coach for the 2010/11 school year at the salary of \$1,856. Mr. Bomberger is replacing Nate Nixdorf.

Nicole Bomberger as varsity assistant field hockey coach for the 2010/11 school year at the salary of \$2,363. Ms. Bomberger is replacing Leslie Buckwalter.

Scott Teale as varsity assistant girls volleyball coach for the 2010/11 school year at the salary of \$2,363. Mr. Teale is replacing Katie Byler.

Anthony Smoker as JH assistant football coach for the 2010/11 school year at the salary of \$2,936. Mr. Smoker is replacing Todd Smoker.

Jerry McDonald as JH head wrestling coach for the 2010/11 school year at the salary of \$5,181. Mr. McDonald is replacing John Mousetis.

John Mousetis as varsity assistant wrestling coach for the 2010/11 school year at the salary of \$5,664. Mr. Mousetis is replacing Jerry McDonald.

Volunteer Coaches

It was recommended that the Board approve the election of the following individuals as volunteer coaches for the 2010/11 school year.

Katie Gerfen	Softball
Neal Stemplinger	Bowling
Sandy Morris	Cross Country

Substitute Teachers and Assistants

It was recommended that the Board approve the election of the individuals named on [ATTACHMENT #1](#), effective August 18, 2010, until they submit their resignation or have their active status changed by the district.

Dr. Malleus moved, Mr. Rucci seconded the motion to approve the elections of the above named individuals.

**On roll call vote:**

<b>Ayes:</b>	Mr. Conrad, Mr. Eppig, Mr. Landis, Dr. Malleus, Mr. Pusey Dr. Quinn, Mr. Rucci, and Mrs. Wenger
<b>Nayes:</b>	None
<b>Absent:</b>	None
<b>Abstain:</b>	Mr. Miller

**2. TRANSFERS and CHANGE OF STATUS**

It was recommended that the Board approve the transfers and changes of status of the following individuals.

Instructional Transfer

Christine Landis, from a grade 3 teaching position at John R. Bonfield Elementary School, to the librarian at Lititz Elementary School, effective September 1, 2010. Ms. Landis is replacing Mary Ebersole who resigned.

Diane Bergner, from a psychologist at John R. Bonfield Elementary School and Warwick Middle School to a psychologist at Warwick High School, effective September 1, 2010. Mrs. Bergner is replacing Titina Brown due to her transfer.

Titina Brown, from a psychologist at Warwick High School and Warwick Middle School to a psychologist at John R. Bonfield Elementary School, effective September 1, 2010. Ms. Brown is replacing Diane Bergner due to her transfer.

Change of Status – Instructional

Sharon Conlin from a psychologist at John Beck Elementary School to a psychologist at Warwick Middle School and John Beck Elementary School, effective September 1, 2010. Mrs. Conlin is replacing Diane Bergner and Titina Brown due to their transfers.

Non-Instructional Change of Status

Nancy Kulp from a recess monitor, 5 hours/day – 25 hours/week at the rate of \$10.15 per hour, to a special needs assistant, 6.0 hours/day – 30.0 hours/week at the rate of \$10.45 per hour, at John R. Bonfield Elementary School, effective September 7, 2010. Mrs. Kulp is replacing Matt Collins.

Mr. Pusey moved, Mrs. Wenger seconded the motion to approve the above transfers and changes of status.

**On roll call vote:**

<b>Ayes:</b>	Mr. Conrad, Mr. Eppig, Mr. Landis, Dr. Malleus, Mr. Miller, Mr. Pusey Dr. Quinn, Mr. Rucci, and Mrs. Wenger
<b>Nayes:</b>	None
<b>Absent:</b>	None

**3. LEAVE OF ABSENCE REQUESTS**

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

- A. Bethany Getway is requesting unpaid leave for medical and child care needs. Her anticipated return-to-work date will be October 4, 2010, pending physician's release.
- B. Mary K. Rapp is requesting Family and Medical Leave from an anticipated start date of September 13, 2010, through December 3, 2010. Her anticipated return-to-work date is December 6, 2010.

Mr. Rucci moved, Mr. Miller seconded the motion to approve the leave of absence requests listed above.

**On roll call vote:**

<b>Ayes:</b>	Mr. Conrad, Mr. Eppig, Mr. Landis, Dr. Malleus, Mr. Miller, Mr. Pusey Dr. Quinn, Mr. Rucci, and Mrs. Wenger
<b>Nayes:</b>	None
<b>Absent:</b>	None

**4. SUNDAY USE OF FACILITIES REQUEST**

It was recommended that the Board approve the following Sunday use of facilities request.

- A. Warwick Youth Girls' Softball Association to use JB baseball field 21, JV softball field 5, and Ambucs field 16 for games/practice from September 5, 2010, through October 17, 2010, from 1:00 p.m. to 9:00 p.m.
- B. The RAFL Pilots Football League Team to use football stadium 14 for home games on July 10, 2011, July 24, 2011, August 14, 2011, August 28, 2011, and September 11, 2011, from 2:30 p.m. to 6:00 p.m.
- C. Warwick Midget Football to use football stadium 14 for games from September 5, 2010, through October 24, 2010, from 1:00 p.m. to 7:00 p.m.
- D. The Lancaster Area Volleyball Association Volleyball Club to use the HS large gym for the MLK Volleyball Tournament on January 16, 2011, from 1:00 p.m. to 10:30 p.m.

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

#### 5. **BOARD COMMITTEE APPOINTMENTS**

Mr. Frank Matarazzo was recognized for his years of service on the Finance and Legal Committee. Mr. Zerbe presented him with a plaque of appreciation, and Board members extended their thanks to him for his time and dedication.

It was recommended that the Board approve the appointments of the following individuals effective August 18, 2010, through June 30, 2013:

##### Building and Property Committee

Robert Navitski

##### Education Committee

Cynthia Wingenroth  
Richard Barbour

##### Finance and Legal Committee

Brian A. Wiggins  
Priscilla L. Stoner

##### Student Activities Committee

Benedict Sahd  
David J. Jenkins

Mr. Miller moved, Mr. Pusey seconded the motion to approve the appointments of the above individuals.

##### **On roll call vote:**

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

#### 6. **TEACHER TENURE**

The following teachers have met the teacher tenure requirements as set forth by the Pennsylvania School Code and were recommended for tenure, effective August 18, 2010.

Rachel Kiehl	Warwick High School	Guidance Counselor
Jody Mateyak	Warwick High School	Guidance Counselor
Melissa Reifsnnyder	Warwick Middle School	Art
Jason Balsbaugh	John R. Bonfield Elementary	Grade 5
Janelle Banack	John Beck Elementary	Learning Support
Lindsey Buckwalter	John R. Bonfield Elementary	Grade 2
Allison Butler	John Beck Elementary	Grade 6
M. Kate Byler	John Beck Elementary	Grade 2
Christina Casella	John R. Bonfield Elementary	Art
Megan Cupo-Fisher	John R. Bonfield Elementary	Kindergarten
Sarah Holton	Kissel Hill Elementary	Grade 3
Rebecca Noon	John Beck Elementary	Reading Specialist
Danielle Reist	John Beck Elementary	Grade 4
Erica Rohrer	John Beck Elementary	Grade 2

Mr. Miller moved, Mrs. Wenger seconded the motion to approve tenure for the teachers named above.

##### **On roll call vote:**

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

**7. 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 2010/11 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 student identified on Attachment #2 to attend the vocational-agriculture program at Manheim Central School District during the 2010/11 school year, as set forth above.

**On roll call vote:**

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

**8. APPROVAL OF SCHOOL BOARD COMMITTEE MEETING GUIDELINES**

It was recommended that the Board approve the School Board Committee Meeting Guidelines as set forth on [ATTACHMENT #3](#).

Mr. Pusey moved, Mr. Landis seconded the motion to approve the School Board Committee Meeting Guidelines as set forth on Attachment #3.

**On roll call vote:**

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

**9. RESOLUTION FOR DISTRICT LOGO USE**

It was recommended that the Board approve the Resolution, per [ATTACHMENT #4](#), regarding the use of district logos.

Mr. Conrad moved, Mr. Miller seconded the motion to approve the resolution set forth on Attachment #4 regarding the use of district logos.

Mr. Conrad addressed the young people who came and spoke on this issue, stating that he has listened, heard, and rejects the notion that what is present in the schools projects any form of racism, and the legal precedence regarding use of these types of logos is entirely proper and will stand up to any challenge.

Dr. Malleus stated that she will be voting no to continuing the use of the logo, adding that she is a firm believer in tradition and has great memories and warm feelings of the logo. However, she added, we are a teaching institution, and if there is any possibility that we are violating anyone's civil rights and impacting anyone in negative way, she thinks it is time to retire it and allow a new tradition to develop at the students choosing.

Dr. Quinn thanked everyone for their input, and the motion proceeded to a vote.

**On roll call vote:**

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

**10. DELEGATE APPOINTMENT FOR PSBA LEGISLATIVE POLICY COUNCIL**

It was recommended that the Board appoint David Pusey as the voting delegate for the Legislative Policy Council meeting on October 14, 2010, at Hershey, PA.

Mr. Rucci moved, Mr. Miller seconded the motion to approve David Pusey as the Legislative Policy Council voting delegate.

Motion passed unanimously.

Dr. Hershey announced that Mr. Eppig also agreed to participate on this Legislative Policy Council and recommended that the Board approve his appointment also.

Mr. Miller moved, Mr. Landis seconded the motion to approve Mr. Eppig as the Legislative Policy Council voting delegate.

Motion passed unanimously.

**Information from the Superintendent**

The opening of school is approaching rapidly. The first day for students in grades 1 through 12 is September 8<sup>th</sup>, and kindergarten students' first day is September 10<sup>th</sup>. There will be teacher in-service on September 1 and 2, with opening day activities on September 7<sup>th</sup> for all staff members.

The preliminary PSSA data at this point is very good and looks as though every building, grade span, and subgroup has made AYP. When the final numbers come out, we hope this holds true, and that report will be presented to the Board when it becomes available.

**BUSINESS AFFAIRS**

It was recommended that the Board approve a Section 356 Agreement with the PA Department of Revenue, as per [ATTACHMENT #5](#). *(Note: This agreement will permit the sharing of data between the Lancaster County Tax Collection Bureau [LCTCB] and the PA Dept. of Revenue for the purpose of improving tax collection efforts.)*

Mr. Landis moved, Mr. Miller seconded the motion to approve the Section 356 Agreement per Attachment #5.

**On roll call vote:**

<b>Ayes:</b>	Mr. Conrad, Mr. Eppig, Mr. Landis, Dr. Malleus, Mr. Miller, Mr. Pusey Dr. Quinn, Mr. Rucci, and Mrs. Wenger
<b>Nays:</b>	None
<b>Absent:</b>	None

**COMMITTEE REPORTS**

**Building and Property Committee**

No meeting

**Education Committee**

No meeting.

**Finance and Legal Committee**

No meeting

**Student Activities Committee**

No meeting



**Executive Session / Personnel Committee**

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

**Labor and Management Committee**

Dr. Quinn reported that they will meet in September.

**Lititz Community Center Representative**

Mr. Conrad had no update.

**Legislative Committee**

Mr. Pusey spoke about the convention and a session on financial planning which he plans to attend and will report back to the Board.

**IU Representative**

Mr. Landis reported that a meeting was held on August 11, 2010, at the Lebanon office. Two publications were contained in the board packets. He also serves on the H.R. committee which has been busy hiring folks to begin in September. Outside organizations are beginning to take advantage at IU programs. Upcoming programs include the opening day session at LCBC, an open house on August 31 for the School-to Work program, which integrates students to the work force. The H.R. committee will be sponsoring a luncheon on September 15 focusing on the challenge of social media, with other programs scheduled in October and January, including performance management blunders. The executive committee met before the meeting to discuss early bird contracts.

**Lancaster County Career and Technology Center Representative**

Mr. Pusey reported there was no meeting last month but communication was received from the Executive Director, David Warren, which indicated that seniors will be able to take college qualifying courses this year to earn college credits.

**Lancaster County Academy Representative**

Mr. Miller reported that there was no meeting this month.

**PRIOR BUSINESS**

None

**NEW BUSINESS**

None

**INFORMATION**

None

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

Dr. Quinn extended appreciation for all of the information received from community members and to those in attendance, and encouraged them to continue attending future meetings of the Board.

Howard Snoke encouraged everyone to go out to the new field, take a look around, and enjoy what you have.

Marian L. Shatto questioned what criteria the Board will use to determine what is respectful use of Native American images.

Gary Schreckengost of Elm commented that both his mother and father have Native American heritage and questioned how putting a spear and head on the field shows respect.

Lyn Brosnan, 15 Hallmark Drive, thanked the Board for their time and for their support of the instrumental music program and elementary band camp. The program was great, the kids had fun, and they put on a fabulous performance at the end of the week.

James Nies, 44 Front Street, and a Warwick alumni, commented that today is August 17, 2010, and our country is experiencing an economic crisis, an oil spill in the Gulf, a war overseas, and a government approval rating in decline. He hopes that more serious issues will be considered, and thanked the Board for their time.

Conner Good applauded the efforts of Dr. Malleus and thanked the Board for considering everything everyone said regarding the logo issue.

Matthew Diabes of Reifsnyder Road in Brickerville found it alarming that, in light of all information brought forth this evening on the logo issue, that the decision was what it was.

Susan Wert, 68 Green Acre Road, spoke in favor of the continuance of the logo and thanked the Board for their vote.

Clarissa O'Connor commented that it is not the district's duty to define other cultures. Countless organizations have stated that we should stop using these images.

Dr. Quinn announced that there will be a special Board meeting on September 7, 2010, prior to the regularly scheduled Committee of the Whole meeting, to handle personnel issues.

**ADJOURNMENT**

There being no further business, Mr. Conrad moved to adjourn the meeting. Mrs. Wenger seconded the motion, and the meeting adjourned at 8:15 p.m.

Respectfully submitted,

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Jo Anne McClain, Board Secretary