

# Warwick School District

Lititz, PA 17543

November 16, 2010

A meeting of the Warwick Board of School Directors of the Warwick School District convened in the District Board room on Tuesday, November 16, 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, Darryl L. Miller, Warren Newberry, David M. Pusey, Dr. Timothy Quinn, Todd L. Rucci, Debra J. Wenger, and Kelsey Cowher, Student Representative, were present at roll call.

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, Michael Upton of *Lititz Record Express*, Lori Zimmerman, Howard Snoke, Kathy Snoke, Rob Sperry, Lisa Hochreiter, Tom Bigler, David Warren, Mark Leidich, Art Barr, Nancy Reddig, Scott Galen, Doreen Packer, Kevin Martzell, Michael Smith, Flip Steinour, Karen Miller, Gerrie Elder, Kara Henke, Sue Ann Hummel, Justin Weaver, Kristen Kellenberger, Patrick Devlin, Sue and Jim Weaver, and Steve Risk.

### **RECOGNITION OF CITIZENS**

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

Patrick Devlin addressed the Board regarding a recent speaker in a health class from the Planned Parenthood organization. He expressed his opinion that this organization is liberal and has extreme views, specifically on abortion. He questioned why this speaker was permitted to come into the classroom and if they had certification and normal clearances that are required, and whether allowance would be given for someone to come in and speak about the other side of the issue.

Dr. Hershey responded that abstinence is the main tenet of our curriculum, and at no time is abortion promoted as a way to deal with unexpected pregnancy. She and Dr. Felty are in the process of conducting a thorough investigation and will present a balanced curriculum to our students.

### **APPROVAL OF AGENDA**

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

### **APPROVAL OF MINUTES ([Regular meeting](#))**

Mr. Pusey moved, Mr. Landis seconded the motion to approve the minutes of the October 19, 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	\$1,274,690.05
Wire Transfers	\$2,803,882.83
Athletic Fund	\$ 17,908.91
Construction Fund	\$ 534,103.39
Cafeteria Fund	\$ 177,300.21
Elementary Fund	\$ 2,881.55
Middle School Fund	\$ 1,509.00
High School Fund	\$ 3,607.24

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,  
Mr. Pusey, Dr. Quinn, Mr. Rucci, and Mrs. Wenger  
**Nays:** None  
**Absent:** None

**COMMUNICATIONS**

Mrs. McClain, Board Secretary, reported receipt of approval letters from PDE for PlanCon Part K, “Project Refinancing” for Lease Numbers 092803 and 092804, copies of which have been attached to these minutes.

**REPORT OF THE SUPERINTENDENT**

Dr. Hershey welcomed Dr. Felty to her first official board meeting as assistant superintendent for secondary education, and Kelsey Cowher to her first official meeting as student representative.

**1. PERSONNEL**

**A. Retirement**

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

Non-Instructional

Kenneth A. Warren, from a building services position at Warwick High School, effective March 12, 2011.

**B. Resignations**

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

Extra-Duty

Fred Griffiths from the positions of computer technology resource and computer fair coordinator at Warwick High School, effective October 20, 2010.

Jim Croyle as JH assistant girls’ basketball coach, effective October 18, 2010.

Mr. Pusey moved, Mr. Eppig seconded the motion to accept the retirement and resignations of the above individuals. Motion passed unanimously.

**C. Elections**

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

Non-Instructional

Kelly Rago as a reading assistant at Lititz Elementary School, effective November 29, 2010, at the rate of \$9.65 per hour for 6.0 hours/day – 30.0 hours/week. Ms. Rago is replacing Madhurita Banerjee who was transferred.

Rita Clarke as a learning support assistant at Lititz Elementary School, effective October 25, 2010, through the end of the 2010/11 school year, at the rate of \$9.20 per hour for 3.0 hours/day. This is a new interim position.

Extra-Duty

Douglas Knepp as JH head girls' basketball coach for the 2010/11 school year at the salary of \$3,524. Mr. Knepp is replacing Amy Derr due to her change of status.

Colleen Heckman as JH assistant girls' basketball coach for the 2010/11 school year at the salary of \$3,007. Ms. Heckman is replacing Allison Butler who resigned.

Allison Fund as assistant drama director HS fall for the 2010/11 school year at the salary of \$1,566. Ms. Fund is replacing Dean Sobon who resigned.

Daniel Potts as guidance co-head teacher, effective the 2010/11 school year at the salary of \$433.

Volunteer Coaches

It was recommended that the Board approve the following individuals as volunteer coaches for the 2010/11 athletic season.

Laurie Ann Stemplinger	Bowling
Jerry McDonnell	Boys' Basketball
Wes Soto	Boys' Basketball

Independent Volunteers

It was recommended that the Board approve the following individuals as independent volunteers for the 2010/11 school year.

Karen Beatty	Kristie Burkett	Susan Ciampaglia
Tammy Charles	Heather Hahn	Tina Hegarty
Brook Long	Sheila McEvoy	Michelle Quirion
Sara Rhoads-Shank	Aubree Sensenig	Jeffrey Wise
Jennifer Harris	Nicole Eisenbach	Heather Deibler

Substitute Teachers

It was recommended that the Board approve the election of the following individuals as substitutes, effective November 17, 2010, until they submit their resignation or have their active status changed by the district.

Teachers

Lauren Brandt	Kathleen Girten	Charles Goodrich
Claudine Hart	Joseph Henderson	Stephanie Herr
Jessica Hilt	Leah Hollinger	Shane Landis
Michelle Martin	Jerry McDonald	Donna Trach

Guest Teachers

Lonnie Daws	Jennifer Porter
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Mr. Eppig moved, Mrs. Wenger seconded the motion to approve the elections of the individuals named above.

**On roll call vote:**

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

2. **TRANSFERS AND CHANGES OF STATUS**

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

Non-Instructional Transfers

Valerie Dorosz from a reading assistant at John Beck Elementary School to a learning support assistant at John R. Bonfield Elementary School, effective November 29, 2010, continuing at 6.0 hours/day. Ms. Dorosz is replacing Lois Martin who retired.

Madhurita Banerjee from a reading assistant at Lititz Elementary School to a reading assistant at John Beck Elementary School, effective November 29, 2010, continuing at 6.0 hours/day. Ms. Banerjee is replacing Valerie Dorosz due to her transfer.

Instructional Change of Status

Elizabeth Hartranft from an art teacher at Warwick Middle School to a technology integration coach at Warwick High School, effective following the hiring of her replacement. Mrs. Hartranft is replacing Fred Griffiths due to his change of status.

Non-Instructional Change of Status

Tammy Mill from a computer assistant at Warwick High School, 6.5 hours/day at the rate of \$11.23 per hour, to a technology support specialist at Warwick High School, 8.0 hours/day at the rate of \$16.83 per hour, effective November 17, 2010. Ms. Mill is replacing Trevor Gochnauer who resigned.

Lauri Darling, a special needs assistant at Warwick Middle School, from 5.5 hours/day to 5.0 hours/day, effective October 11, 2010.

Brenda Fox from a cafeteria monitor at John Beck Elementary School 3.0 hours/day, to a classroom assistant at Lititz Elementary School, 3.5 hours/day, effective November 29, 2010. This is a new position due to increase in class size.

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

**On roll call vote:**

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

3. **LEAVE OF ABSENCE REQUEST**

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

A. Jennifer Shreiner is in need of a leave of absence for medical reasons beginning October 29, 2010 through December 10, 2010, pending release from her physician. Her anticipated return-to-work date is December 13, 2010.

Mr. Pusey moved, Mr. Miller seconded the motion to approve the above leave of absence request.

**On roll call vote:**

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

4. **COLLECTIVE BARGAINING AGREEMENT EXTENSION**

It was recommended that the Board approve the Collective Bargaining Agreement Contract Extension, effective July 1, 2011, through June 30, 2015, as more fully set forth on [ATTACHMENT #1](#).

Mr. Pusey moved, Mr. Miller seconded the motion to approve the Collective Bargaining Agreement Contract Extension, as per Attachment #1.

**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 there was a full-scale emergency evacuation drill yesterday at the Middle School, which went very well. She commended Michael Smith and staff for organizing it as part of the REMS grant. Parent/teacher conferences are scheduled next week.

There will be no school from November 23 through 26. Students will be back in class on Monday, the 29<sup>th</sup>. Veterans' Day programs were held at all elementary schools.

The first edition of the *Warwick Word* went out recently. If anyone wants to continue receiving paper copies, they need to contact Lori Zimmerman.

Yesterday the House reconvened to address legislation. House Bill 2497 passed, which is the Pension Reform Bill. The Bill includes changes to the school and state pension system for new employees hired after July 1, 2011. It will revert to pre-2001 levels with a 10 year vesting period and a multiplier reduction from 2.5% to 2%. Withdrawal of full employee contributions will be eliminated, and the retirement age will be 65.

**COMMITTEE REPORTS**

**Student Representative**

Miss Kelsey Cowher reported that on Nov. 5-7, the high school fall play "John Lennon and Me" was performed at the Performing Arts Center. Two weeks ago, 180 students and faculty at the high school donated 125 units of blood, to become the Central PA Blood Bank's top producing school in Lancaster County. Veterans' Day programs were held at the elementary schools.

**Building and Property Committee**

Mr. Pusey reported that the Building and Property Committee met on November 8, 2010. The Middle School project was discussed, including change orders, cafeteria truss mediation, the closeout process, and sinkhole remediation. Updates were given on the Campus Master Plan electrical contract for softball field lighting, and the LCCTC project for the Buch Farm pavilion. The 2011/12 budget, non-repetitive maintenance, and the McCall residence were reviewed. The parent group project for the softball/baseball field improvements was discussed. Other topics included the utility-demand response program, the Class of '57 Memorial Garden proposal at the high school, and a solar project update. The Committee had no recommendations to bring to the Board at this time.

**Education Committee**

Mrs. Wenger reported that the Education Committee met on November 8, 2010. Miss Kelsey Cowher presented a student report. Mr. Brad McClain presented information regarding the Occupational Advisory Committee of the Diversified Occupations program. Other topics of discussion were the IU#13 Elementary Literacy Audit, Keystone Exams, and Elementary Standards-Based Report Cards. The Committee made the following recommendation to the Board:

1. That the Board approve the Occupational Advisory Committee members for Diversified Occupations for the 2010/11 school year, as per [ATTACHMENT #2](#).

Mrs. Wenger moved, Mr. Eppig seconded the motion to approve the OAC for Diversified Occupations, per Attachment #2.

**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

### **Finance and Legal Committee**

Mr. Miller reported that the Finance and Legal Committee met on November 11, 2010. Project updates were given on the Middle School project, Grosh Field, and the Buch Farm pavilion. An update on the Intellectual Property Project was given and next steps discussed. A summary of the PTO/Parent Groups was received, and the 2011/12 budget planning and review continues along with the issue of PSERS. Transportation contracts were reviewed. The Committee made the following recommendation to the Board:

1. That the Board approve entering into license agreements with pilot school districts for district created and developed software per the Intellectual Property Project Plan Summary, dated November, 2010, and set forth as [ATTACHMENT #3](#).

Mr. Miller moved, Mr. Landis seconded the motion to approve entering into license agreements, as set forth above and on Attachment #3.

After discussion, Dr. Quinn commended Mr. Miller and the committee for their work on this issue, applauding them for thinking outside the box and promoting a different way to bring in a new revenue stream.

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

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

2. That the Board approve the following equipment as “obsolete” for the purposes of disposal as per policy.
  - A. Computer equipment (iMac’s, PC’s & printers) detailed on [ATTACHMENT #4](#).

Mr. Miller moved, Mr. Pusey seconded the motion to approve disposal of obsolete equipment, as detailed on Attachment #4.

#### **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. That the Board approve 2010/2011 transportation contracts and drivers as presented on [ATTACHMENT #5](#).

Mr. Miller moved, Mr. Landis seconded the motion to approve the 2010/2011 transportation contracts and drivers, per Attachment #5.

#### **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

### **Student Activities Committee**

Mr. Rucci reported that the Student Activities Committee met on November 11, 2010. John Kosydar, A.D., introduced new coach, Amy Derr. Debra Weidler, Transportation Coordinator, presented the 2010/11 public and non-public transportation contracts. Troy Price reviewed the overnight/out-of-state field trip requests and Sunday use of facilities requests. He also addressed the Committee regarding the high school commencement ceremony.

The concession stand supervisor position was reviewed. Kelsey Cowher presented her student representative report. The Committee made the following recommendations to the Board:

1. It was recommended that the Board approve the following Sunday use of facilities requests:
  - A. The Lititz Youth Soccer Club to use the high school large and small gymnasiums for indoor soccer on March 6, 2011, from 1:00 to 6:00 p.m.
  - B. The Lititz Youth Soccer Club to use turf football stadium 14, varsity field hockey field 1, multi-purpose fields 3, 4, 7, and 8, running track field 12, field hockey field 11, varsity soccer field 9, soccer field 10, lighted soccer field 6, JV softball field 5, varsity baseball field 13, Ambucs field 16, and the MS cafeteria-dining area only for the Lititz Summer Showcase Soccer Tournament on July 31, 2011, from 1:00 to 7:00 p.m.

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

2. It was recommended that the Board approve the following overnight and/or out-of-state field trip request:
  - A. High School students and staff to New Orleans, Louisiana, for a performance tour from February 17, 2011, to February 21, 2011. Students will also experience the culture of the jazz musical capitol of the world.

Mr. Rucci moved, Mr. Conrad seconded the motion to approve the above field trip requests. Motion passed unanimously.

#### **Executive Session / Personnel Committee**

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

#### **Labor and Management Committee**

Dr. Quinn announced that a meeting is scheduled for November 18, 2010, at 3:30 p.m. in Dr. Hershey's office.

#### **Lititz Community Center Representative**

Mr. Conrad reported that a meeting was held this morning at 7:00 p.m. Santa Claus will be coming to town on December 12th. The Middle School emergency fire drill was discussed, and more advance notice would be appreciated in order for them to accommodate the students from the Middle School while conducting their normal operations. The pool expansion should be done around Feb. 28<sup>th</sup>. It will be available for the public. As a member of the board, he made a personal contribution to the fundraising drive. They may be coming to the school district in the near future to ask about directional signage for the recCenter on school property.

#### **Legislative Committee**

Mr. Pusey had nothing additional to report since Dr. Hershey covered the legislative action taken on House Bill 2497 earlier in the meeting.

#### **IU Representative**

Mr. Landis reported that a meeting was held on November 13, 2010. Board members received an email with the attachments of the reports to the local boards explaining the five committees, the "Helping Districts Help Students" publication, and the presentation by staff members to cut costs and generate additional sources of revenue. The IU has a software product currently marketed to five IU's called Itinerant Time Tracker, which monitors staff usage and billing for educational services. Two other programs are on track for 2012 release. Cost savings initiatives were reviewed. The IU is developing programs to compete in the cyber school process. Currently there are 1,450 students participating in cyber schools costing districts \$8,000/\$12,000 per student. They are undergoing a transportation study with all 22 districts to see what could be shared. A special education

legal consortium is being developed to answer questions for districts at a cost of \$1,000 per year. A common calendar was reviewed for 2012.

**Lancaster County Career and Technology Center Representative**

Mr. Pusey introduced David Warren, Executive Director, Tom Bigler, Business Manager, and Steve Risk who is a board member at Solanco School District and chairperson of the JOC building and property committee. Mr. Warren presented the Feasibility Study Report which involves renovations/upgrading to all three campuses. The complete presentation is attached to these minutes. An agreement will be coming to the Board for approval in the near future to allow the LCCTC to begin this \$26M project, which is expected to be completed in 18 months.

Mr. Steve Risk spoke about the homes the students construct and the first green house that was sold for \$410,000. The second green house was finished and sold for \$395,000. The third house is currently under construction, and he welcomed board members to visit the jobsite to see this project. He spoke about the daycare center that runs year around, adult education programs, equipment purchases, grant application matching, and building maintenance.

Mr. Tom Bigler spoke about a handout he had explaining the financial impact to Warwick School District for this project. (A copy is attached to these minutes.)

**Lancaster County Academy Representative**

Mr. Miller reported that a meeting was held on October 27, 2010. The audit report was reviewed, disbursements were approved, student withdrawals were approved, and fees for adult students were established. There is now a joint effort with PDE to find a niche for Academy. PDE may recognize the Academy by June, and it may revert back to a stand along program. Graduation ceremonies are planned for December. The declining enrollment was addressed. Warwick has 10 slots and only 5 slots are filled, which is low for our school district.

**PRIOR BUSINESS**

None

**NEW BUSINESS**

None

**INFORMATION**

None

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

Dr. Quinn thanked fellow board members for the meeting tonight, stating that he appreciated their hard work on various committees and their attendance at all of these meetings. He thanked community members who were present, inviting them to attend when the Board meets on the 1<sup>st</sup> and 3<sup>rd</sup> Tuesday of each month. He expressed his appreciation of the administrators and teachers who were present.

Howard Snoke commented on the issue brought up earlier in the meeting regarding guest speakers and whether their materials are reviewed. He also shared an experience his grandson had with Mr. Duncheskie at John R. Bonfield Elementary School, and commended him for being an outstanding teacher.

**ADJOURNMENT**

There being no further business, Kelsey Cowher moved to adjourn the meeting. Mr. Conrad seconded the motion and the meeting adjourned at 8:42 p.m.

Respectfully submitted,

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Jo Anne McClain, Board Secretary