

Warwick School District

Lititz, PA 17543

May 21, 2024

A meeting of the Board of School Directors of the Warwick School District convened in the Auditorium of the Warwick Middle School, on Tuesday, May 21, 2024 at 7:00 p.m. The meeting was made available virtually as well.

Prior to the start of this meeting, Mrs. Zimmerman noted that the Board was scheduled to meet with William Zee of Appel, Yost & Zee in executive session following this meeting. However due to the anticipated length of this board meeting the executive session was cancelled. The Board will reschedule the meeting with Mr. Zee.

CALL TO ORDER

Mrs. Emily Zimmerman, President, called the meeting to order at approximately 7:00 p.m.

PLEDGE OF ALLEGIANCE

ROLL CALL

The Board Secretary called the roll of the Board: Bill Breault, Michael Brown, James Koelsch, Scott Landis, Angie Lingo, Amy Martin, Reggie Weaver, Daniel Woolley, Emily Zimmerman, and Zoe Wiker, Student Representative, were present.

Others attending the meeting in person: Dr. April Hershey, Superintendent; Dr. Melanie Calender; Dr. Steve Szobocsan; Nathan Wertsch, Treasurer; Noelle Brossman; Janice Boyer, Board Secretary; Kevin Martzall; Carolyn Enigk; Heriberto Cordero; Melissa Weitzel; Dr. Michelle Harris; Pete Sheppard; and Tom Shumaker.

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

Brenda Dooley	Tracy Hostetter	Lamar Lutz	Kelly Burkholder
Bret Fitzpatrick – Fidevia	Abigail Weiss	Jennifer Weiss	Kerri Hample
Cyndi Delong	Nate McGinnis	Allen Correll	Kayla Cook
Justin Cook	N. Miller	William Zee	Vicky Wallace
GJ Weaver	Rob Myallis	Christina Smoker	Leslie Penkunas
Wendy Schmid	Cynthia Kensingler	Bill Turner	Erin Bills
Merle Zimmerman	Kim Zimmerman	Mark Nolt	Chelsea
Mary Turner	Michele Rossi	Dale Keeney	Janice Sommerhoff
Laura Gibble	Brian Smoker	Cindy Wingenroth	Troy Wingenroth
Louise Sitler	Tracy Bosis	Laura Knowles	Chris Aronson
Amy Lloyd	Sharon Conlin	Moriah Stauffer	Beth Tomassetti
Jen Rose	Ashley Stainecker	David Ziegler	Phillip Symarowski
Violet Weitzel	Gina Rhinier	Julia Walker	Pat Meyers
Larry Martin	Jonah Ahlers	Margie Hall	Dan Maher
B. Moore	Bill Cowden	Jane Cowden	Angie Hohenadel
Beth Lynch	Rev. Dr. Matthew Lenahan	Sam Wilson	Robert Johnson
Theo Burkholder	Jill Whitcomb	Heidi Immediato	Esther De La Cruz
Emily Schnee	Sebastian Pilarto	Amy Nolt	Matt Spon
Steve Wilson	Arielle Miller	Marian Shatto	Michelle Sayles
Judi Larkin	Don Larkin	Madison Brubaker	Jenna Brower
Carly Evans	Zoe Buchanan	Joe DiGarbo	Ann Wallace-DiGarbo
Megan Anthony	Shawn Anthony	Liesl Wolf	Jess Musser
Akash Banerjee	Lynn Brubaker	Jason Burkholder	Frank Brown
Chrissy Ovalle	Samuel Lynch	Bryn Alleman	Kayla Ketchum
Jeffrey Wile	Rebekah Johnsen	John Walker	Doug Balmer
Eric Strayer	Morgan Hosler	Veronica Myer	Aimee Ketchum
P. Webb	Kerina Marcon	Gail Johnson	Stephanie Campbell
Stuart Showalter	Angela Kost	Lexie Kost	Megan Cash
Lynette Meck	Annie Wiker	Rebecca Noon	Shelly Chmil

Jonathan Olshan	Emily Sheffer	Melissa Reinhart	Cindy Bingeman
Pat Cost	William List	Lisa Hochreiter	Kim Stoner
Tannia Carpenter	Ella Lingo	Lisa Colino	Sierra Wimer
Julian Goldman	Marilyn Moffett	Elliot Simcoe	Christian Wolf
Rich Barbour	Todd Fulginiti	David Bosis	Krista VanZandt
Charlie Powell	Kerri Demmy	Steven Martin	Ingrid Martin
Amanda Chap	Katie Mansey	Susanna Grubb	Ann Ahlers
Duncan Clark	C. Moore	Julian Hall	Lindsey Snavelly
Jennifer Kratzer	Polly Gainer	Zachary Weiser	Rebecca Branle
Becky Hershey Becker	Rev. Jim Grossnickle-Batterton	Alicia Albright	Bob Banerjee
Carolyn Eisenbach	Randy Cottrell	Sheila O'Rourke	Tonia Trovinger
Caleb Hettinger	Karen Horst	Lydia Walker de'Ardon	Allison Bernstein
Karen Garvey	Marcy Diem	Brittany Hoeschele	Kellye McMillion
Tammy Fulginiti	Dorothy Szymanski	Tim Card	Kellye Martin
Kimberly Regennas	Amanda Petersen	Mary Goldstein	Mike Goldstein
Nicole Eisenbach	Kay Burky	Jim Senft	Pat Ayers
Erin Gibson	John Kolodzy	Mary Ann Richmond	Tammy Kratzer
Dick Hall	Aiden Kost	Keeley Purnell	Greg Purnell

Up to **205** unique viewers were present and were able to observe this meeting via YouTube. No names are available through YouTube.

RECOGNITION OF CITIZENS

Board Policy 903 addresses public participation at meetings and can be found using this [LINK](#).

Mrs. Zimmerman also shared a statement regarding public comment and participation in board meetings. A copy of this statement is attached to these Minutes.

The following individuals contacted the school board secretary and indicated their desire to address the board with comments regarding motions on the Agenda. Individual addresses were verified by the school board secretary prior to the meeting.

Kayla Cook	Lititz, PA	Independance Law Center Approval
Jason Burkholder	Lititz, PA	Special Legal Counsel
Zachary Weiser	Lititz, PA	Hiring of the law firm ILC
Samantha Wilson	Lititz, PA	Item #8 - Addiitonal Legal Counsel
Ella Lingo	Lititz, PA	New lawyer - ILC
Jill Whitcomb	Lititz, PA	Item #8 - Approval of Additional Legal Counsel
Jonathan Olshan	Lititz, PA	Item #8 - Approval of Additional Legal Counsel
Lynette Meck	Lititz, PA	The vote regarding the ILC
Michelle Sayles	Lititz, PA	Independence Law Center contract vote
Chris Aronson	Lititz, PA	Opposition to ILC
Tracy Bosis	Lititz, PA	The vote on the contract with the ILC
David Bosis	Lititz, PA	The topic of the ILC law firm
Cindy Wingenroth	Lititz, PA	Item #8 - ILC
Justin Cook	Lititz, PA	Independance Law Center Approval
Allen Correll	Lititz, PA	ILC Contract
Megan Cash	Lititz, PA	Item #8 - Additional Legal Counsel
Leslie Penkunas	Lititz, PA	Item #8 - Additional Legal Counsel
Polly Gainer	Lititz, PA	Trust - Item #8 - Legal Counsel, as well as Librarians
Arielle Miller	Lititz, PA	Board Partnerships
Sheila O'Rourke	Lititz, PA	Item #8 - Approval of Additional Legal Counsel
Alicia Albright	Lititz, PA	Item #8 - Approval of Additional Legal Counsel
Jim Senft	Lititz, PA	Item #8 - Approval of Additional Legal Counsel
Erin Gibson	Lititz, PA	Item #8 - Approval of Additional Legal Counsel

Rev. Jim Grossnickle-Batterton	Lititz, PA	Item #8 - Additional Legal Counsel
Rev. Matthew Lenahan	Lititz, PA	Item #8 - Approval of Additional Legal Counsel
Keeley Purnell	Lititz, PA	ILC
Greg Purnell	Lititz, PA	Item #8 - Approval of Additional Legal Counsel
Esther De La Cruz	Lititz, PA	Engagement of the ILC
Marian Shatto	Lititz, PA	The dangers of engaging with the Independence Law Center
Christina Smoker	Lititz, PA	Item #8 - ILC
Julia Walker	Lititz, PA	Independence Law Center
Veronica Myer	Lititz, PA	Items #6 and #8
Rebecca Branle	Lititz, PA	Item #8 - Approval of Additional Legal Counsel
Julian Goldman	Lititz, PA	Item #8 - Approval of Additional Legal Counsel
Jess Musser	Lititz, PA	Item #8 - ILC Contract
Katie Mansey	Ephrata, PA	Item #8 - ILC
Kerri Hample	Lititz, PA	Item #8 - Approval of Additional Legal Counsel
Chrissy Ovalle	Lititz, PA	Item #8 - Approval of Additional Legal Counsel
Gail Johnson	Lititz, PA	Board plans to retain Independence Law Center on a pro bono basis
Heidi Immediato	Lititz, PA	Possible retention of the ILC and the Title IX implications
Becky Hershey Becker	Lititz, PA	Subject of the ILC
Michelle Helderman	Lititz, PA	Item 6 (furniture) & Item 11 (Wellness program) & ILC
Tannia Carpenter	Lititz, PA	ILC
Lisa Hochreiter	Ephrata, PA	Item #8 - Approval of Additional Legal Counsel

A 10 minute break was taken following public comment (9:18 p.m. to 9:28 p.m.)

APPROVAL OF AGENDA

Mr. Landis moved, Mr. Woolley seconded, the motion to approve the agenda as presented. Motion passed 9-0.

APPROVAL OF MINUTES ([Special Voting Session](#) of May 7, 2024)

Mr. Weaver moved, Mr. Woolley seconded, the motion to approve the Minutes of the Special Voting Session of May 7, 2024. Motion passed 9-0.

At approximately 9:30 p.m., Mrs. Zimmerman asked Zoe Wiker, Student Representative to the Board, to provide her report. Miss Wiker was dismissed following her report.

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 9-0 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	\$2,372,075.57
Wire Transfers	\$1,991,641.92
Capital Reserve Fund	\$6,589.27
Capital Projects Fund	\$2,309,195.04
Cafeteria Fund	\$183,149.97
Middle School Fund	\$477.07
High School Fund	\$4,539.29

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

On roll call vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

COMMUNICATIONS

Dr. Hershey shared that all communications to the Board were received through the established email accounts, and have been seen by all members of the Board.

REPORT OF THE SUPERINTENDENT

1. PERSONNEL

A. Resignations

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

Non-Instructional

Sharon Kready as a Student Support Assistant at Lititz Elementary School, effective May 10, 2024.

Sara Wolf as a Building Services employee at Lititz Elementary School, effective May 23, 2024.

Mr. Weaver moved, Mr. Woolley seconded, the motion to approve the retirement of the individuals named above.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

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

Rebecca Myers as a Business Education Teacher at Warwick High School, at the annual salary of \$79,628.00, effective on the first day of the first semester of the 2024/2025 school year. Mrs. Myers is replacing Joseph Gates who resigned.

Emily Sheffer as Music Teacher 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%), at an annual salary of \$89,976.00, effective on the first day of the first semester of the 2024/2025 school year pending receipt of the appropriate paperwork. Ms. Sheffer is replacing Timothy Thompson who received a change of status.

Non-Instructional

Brian Mehaffey as a Maintenance Specialist for Warwick School District, 8.0 hours/day, at the hourly rate of \$24.00, effective pending receipt of the appropriate paperwork. Mr. Mehaffey is replacing Dwayne Whitehead who retired.

Extra-Curricular/Extra-Duty

Aislinn Sutcliffe as an Assistant Girls Basketball Coach at Warwick High School, at the annual salary of \$4,032.00, effective pending receipt of the appropriate paperwork. Ms. Sutcliffe is replacing Ashlea Becker who resigned from this position.

Robert Fryberger as a JH Assistant Girls Basketball Coach at Warwick Middle School, at the annual salary of \$3,025.00, effective pending receipt of the appropriate paperwork. Mr. Fryberger is replacing Marissa Lewis who resigned from this position.

In-House Substitute

It was recommended that the Board approve the election of the individual listed below, effective as listed below, until a resignation is submitted or active status is changed by the district:

<u>Office Staff – Substitute</u>	<u>Effective Date</u>	<u>Status</u>
Yamayra Morales	May 22, 2024	As needed

Independent Volunteers

It was recommended that the Board approve the election of the individuals listed below as independent volunteers, effective May 22, 2024, until a resignation is submitted or active status is changed by the district:

Twinam Bracken	Jessica Eiceman	Nathan Minnich	Yelitza Pena
Jonathan Clark	Kristen Gawel		

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the election of the individuals named above.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

2. CHANGE OF STATUS REQUEST

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

Instructional

Wendy Andrews from a World Languages Teacher at Warwick High School (40%) and at Warwick Middle School (60%), to a Learning Facilitator at Lititz Elementary School, effective on the first day of the first semester of the 2024/2025 school year. Mrs. Andrews is replacing a staff member who received a sabbatical leave of absence.

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

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

3. LEAVE OF ABSENCE REQUEST

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

Employee No. 10791 is requesting an Unpaid Leave of Absence (UPLOA), beginning April 25, 2024, and continuing through May 13, 2024. The anticipated return-to-work date is May 14, 2024.

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the leave of absence request, as presented.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

4. ELECTION OF BOARD TREASURER

It was recommended that the Board elect a Treasurer for the Warwick Board of School Directors effective July 1, 2024, through June 30, 2025.

Mrs. Zimmerman stated that nominations were open for the office of Board Treasurer.

Mr. Woolley nominated Nathan Wertsch as Board Treasurer. Mr. Landis seconded this nomination.

Mr. Weaver moved that nominations be closed. Mr. Woolley seconded the motion.

Motion passed unanimously.

Mrs. Zimmerman called for a vote and instructed the Board Secretary to cast a ballot for Nathan Wertsch as Treasurer of the Warwick Board of School Directors.

Mr. Wertsch was elected Board Treasurer unanimously.

5. ELECTION OF BOARD SECRETARY

It was recommended that the Board elect Janice Boyer, Executive Assistant, as Board Secretary for the Warwick Board of School Directors, effective July 1, 2024, through June 30, 2025.

Mrs. Martin moved, Mr. Landis seconded, the motion to approve Janice Boyer, Executive Assistant, as Board Secretary for the Warwick Board of School Directors, as presented.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

6. APPROVAL OF HIGH SCHOOL RENOVATION FURNITURE PROPOSAL

It was recommended that the Board approve the furniture proposal from Corbett Inc. (COSTARS-035-E23-197) associated with the high school renovation as presented on [ATTACHMENT #1](#).

Mr. Woolley moved, Mr. Koelsch seconded, the motion to approve the furniture proposal from Corbett Inc., as presented.

On roll call vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

7. APPROVAL OF UNMANNED AIRCRAFT SYSTEMS (UAS)/DRONE OPERATOR ON SCHOOL DISTRICT PROPERTY

It was recommended that the Board approve the use of an Unmanned Aircraft Systems (UAS)/Drone on the property of Warwick School District by Matt Jerchau beginning May 1, 2024. Mr. Jerchau has provided

appropriate documentation for this approval and will contact the Lancaster Airport when a drone will be in use on school district property.

Mr. Woolley moved, Mr. Weaver seconded, the motion to approve the use of an Unmanned Aircraft Systems (UAS)/Drone on the property of Warwick School District by Matt Jerchau, as presented.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

8. APPROVAL OF ADDITIONAL LEGAL COUNSEL

It was recommended that the Board approve the addition of the Independence Law Center, 23 North Front Street, Harrisburg, PA, as special counsel for Warwick School District for the 2024-2025 school year, as presented on [ATTACHMENT #2](#).

Mr. Landis moved, Mrs. Lingo seconded, the motion to approve the addition of the Independence Law Center as special counsel for Warwick School District for the 2024-2025 school year, as presented.

Prior to the vote on this agenda item, Dr. Hershey advised the Board not to approve this motion.

On roll call vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

9. APPROVAL OF PUBLIC SCHOOL FACILITY IMPROVEMENT GRANT RESOLUTIONS

It was recommended that the Board approve the resolutions in order to request the Public School Facility Improvement Grant for Kissel Hill Elementary School and John Beck Elementary School as presented on [ATTACHMENT #3](#).

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the resolutions in order to request the Public School Facility Improvement Grant for Kissel Hill Elementary School and John Beck Elementary School, as presented.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

10. MEMORANDUM OF AGREEMENT (MOA) APPROVAL

It was recommended that the Board approve the Memorandum of Agreement (MOA) with the Warwick Education Association for Adjustments to Extra Curricular Positions and Placement Guide, as set forth on [ATTACHMENT #4](#).

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the Memorandum of Agreement (MOA) with the Warwick Education Association for Adjustments to Extra Curricular Positions and Placement Guide, as presented.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

11. MEMORANDUM OF AGREEMENT (MOA) APPROVAL

It was recommended that the Board approve the Memorandum of Agreement (MOA) with the Warwick Education Association for the addition of a Wellness Program, as set forth on [ATTACHMENT #5](#).

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the Memorandum of Agreement (MOA) with the Warwick Education Association for the addition of a Wellness Program, as presented.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

12. MEMORANDUM OF UNDERSTANDING (MOU) APPROVAL

It was recommended that the Board approve the Memorandum of Understanding (MOU) with the Warwick Education Association for the Extended School Year Rate of Pay, as set forth on [ATTACHMENT #6](#).

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the Memorandum of Understanding (MOU) with the Warwick Education Association for the Extended School Year Rate of Pay, as presented.

On roll call vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

13. APPROVAL OF 2024-2025 RIVER ROCK ACADEMY CONTRACTS

It was recommended that the Board approve the contracts with River Rock Academy for the 2024/2025 school year, as presented on [ATTACHMENT #7](#) and [ATTACHMENT #8](#).

Mr. Weaver moved, Mr. Landis seconded, the motion to approve the contracts with River Rock Academy, as presented.

On roll call vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

14. BOARD POLICY REVISION – FIRST READING

It was recommended that the Board approve, as a first reading, the policy revisions to the policy listed below, and as presented on [ATTACHMENT #9](#).

<u>Policy No.</u>	<u>Title</u>
338.1	Compensated Professional Leaves

Mrs. Martin moved, Mr. Weaver seconded, the motion to approve, as a first reading, the policy revisions to the policy listed above, as presented.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

15. APPROVAL OF 2024-2025 SALARY RANGE INDEX (SRI)

It was recommended that the Board approve the 2024-2025 salary range (SRI) guidelines and salary increase matrix, as presented on [ATTACHMENT #10](#).

Mr. Weaver moved, Mrs. Martin seconded, the motion to approve the 2024-2025 salary range (SRI) guidelines and salary increase matrix, as presented.

On roll call vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

16. APPROVAL OF WARWICK SUMMER EMPLOYMENT 2024

It was recommended that the Board approve the Warwick Summer Employment as set forth on [ATTACHMENT #11](#).

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the Warwick Summer Employment, as presented.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

17. APPROVAL OF SETTLEMENT AGREEMENT & GENERAL RELEASE

It was recommended that the Board approve the settlement agreement and general release, as set forth on [ATTACHMENT #12](#).

Mr. Woolley moved, Mr. Weaver seconded, the motion to approve the settlement agreement and general release, as presented.

On roll call vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

18. APPROVAL OF SCHOOL VAN DRIVERS

It was recommended that the Board approve the addition of the following individuals as school van drivers for the transportation provider listed below, effective May 22, 2024:

Faithful Transportation

Randy Bedway

Cynthia Dove

Leon Machan

Lewis Burross

Karl Grupe

John Roark

Keymonee Dotson

Michael Hoskins

Dustin Zechman

Mr. Weaver moved, Mr. Woolley seconded, the motion to approve the addition of the individuals listed above as school van drivers, as presented.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

19. **APPROVAL OF CHANGE ORDER FOR WARWICK HIGH SCHOOL PROJECT**

It was recommended that the Board approve the change order associated with the Warwick High School project as presented on [ATTACHMENT #17](#).

Mr. Weaver moved, Mr. Woolley seconded, the motion to approve the change order associated with the Warwick High School project, as presented.

On roll call vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

Information from the Superintendent

Dr. Hershey shared the following:

- 9 High School Students were recognized by the National Center for Women and Information Technology (NCWIT) for their future aspirations, passion for technology, and current abilities in working with technology and computer science-related fields.
- We wrapped up our Staff SHINE Program on May 1st – over 400 kudos submissions have been sent in by students, community members, and staff members highlighting the hard work of our faculty.
- Our High School Envirothon Club had two teams compete in the Lancaster County Envirothon competition where our teams took 1st and 7th place. Students will compete again at the state competition at the end of May.
- Students on the Science Olympiad team competed at the state competition where Maggie Turner and Johnny Kellogg took first place in the “Write it, Do it” event. Additionally, we had Nick Rossi and Patryk Palmer receive 12th place in the Robot Tour, Ansh Dwivedi receive 13th in Air Trajectory, and Trey Bergman and Ian Boltz receive 14th in the Tower Building competition.
- The High School held its 14th annual MiniTHON event where \$45,926.55 was raised for the Four Diamonds Fund.
- Maggie Turner received the Gold Scout Gold Award for her Cake Pan project. Maggie collected a variety of different-shaped cake pans and decorating tips and wrote out simplified instructions on how to use them. They will be available at the Lititz Library beginning June 1st for the community to borrow.
- Mrs. Kyri Bennett, a teacher at John Beck in the Deaf and Hard of Hearing Classroom, received the IU13 Annie Sullivan Award. The award, named after Helen Keller’s lifelong teacher and companion, is presented to a professional who demonstrates exemplary care for students with disabilities and goes above and beyond their duties to help the community (this will be publicized next week by IU13/us).
- Dr. Tanya Myers, our district Physical Therapist, received the 2022-2023 Therapist of the Year Award from the Lititz Ambucs and the 2023 Pediatric Special Interest Group Award of Excellence from APTA Pennsylvania.
- The MadCom State Competition was held today at Dickinson College where our programming team took 3rd place and our website designer won 2nd place.
- This Saturday, Gannon Ziegler will be formally recognized for earning the rank of Eagle Scout for his cemetery headstone refurbishing project called, ‘Dignity Beyond Death.’
- Last week, Mr. Balmer and Austin Van Grouw traveled to Los Angeles for the International Science and Engineering Fair (ISEF) where Austin competed.
- Last weekend we held choral concerts for WMS and WHS titled a Season of Hope

- The Warwick Education Foundation held their annual Gala on May 10th
- Prom was held at Listrak on Saturday, May 11th.
- The MS and HS band concert was held on Friday, May 17th.
- The elementary band will have their concert tomorrow night, Wednesday, May 22nd at 7:00 pm.

COMMITTEE REPORTS

Student Representative

The student representative, Zoe Wiker, provided an overview of student activities across the district in May. *(Report given at 9:30 p.m. prior to the Treasurer's Report)*

Building and Property Committee

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

Education Committee

The Education Committee did not meet in May, and did not have any recommendations for the Board at this time.

Finance and Legal Committee

The Finance & Legal Committee met on Tuesday, May 7, 2024. The committee reviewed the 2024-25 Food & Nutrition Services budget, received an update on the 2024-25 General Fund budget, discussed the audit services proposal with Brown Plus, and reviewed 2023-24 budget transfers and obsolete equipment. The committee had the following recommendations for board approval:

1. It was recommended that the Board approve the 2024-25 Food & Nutrition Services budget as presented on [ATTACHMENT #13](#). *(Note: The budget reflects anticipated free breakfasts for all students next year, and does not change any lunch prices from the current rates.)*

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the 2024-25 Food & Nutrition Services budget, as presented.

On roll call vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

2. It was recommended that the Board approve the audit services proposal with Brown Plus as presented on [ATTACHMENT #14](#).

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the audit services proposal with Brown Plus, as presented.

On roll call vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo, Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

3. It was recommended that the Board approve the 2023-24 budget transfers as presented on [ATTACHMENT #15](#).

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the 2023-24 budget transfers, as presented.

On roll call vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

4. It was recommended that the Board approve the disposal of obsolete equipment as presented on [ATTACHMENT #16](#).

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the disposal of obsolete equipment, as presented.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

Student Activities Committee

The Student Activities Committee did not meet during the month of May due to a lack of discussion/agenda items for the month, but a few Out of State/Overnight Trip Requests were discussed and approved via digital communication for recommendation to the Board. The committee had the following recommendation for the Board at this time:

1. It was recommended that the board approve the following Out of State/Overnight Trip Requests as presented:
 - a. HS students and staff to the University of North Carolina (UNC) for a Field Hockey Camp on July 17 - 19, 2024. This camp will provide team bonding and opportunities for making connections with teammates as well as instruction from top college coaches and their teams.
 - b. HS students and staff to Shippensburg University for a National Cheerleaders Association Cheer Camp on July 24 - 27, 2024. This camp will provide skills training, coaches' education, safety training, one-on-one cheer instruction to athletes, and team bonding.

Mr. Koelsch moved, Mr. Brown seconded, the motion to approve the Out-of-State/Overnight Trip Requests, as presented.

On voice vote:

Ayes: Mr. Breault, Mr. Brown, Mr. Koelsch, Mr. Landis, Mrs. Lingo,
Mrs. Martin, Mr. Weaver, Mr. Woolley and Mrs. Zimmerman

Abstain: None

Nays: None

Absent: None

Executive Session/Personnel Committee

It was announced that the Executive Session scheduled to immediately follow this Board meeting was cancelled due to the anticipated length of this meeting.

Labor and Management Committee

It was reported that a meeting was held on May 16, 2024.

Lititz Recreation Center Representative

It was reported that a meeting was held today, May 21, 2024. The current construction project at the recCenter is going very well and is scheduled for completion at the end of October. That staff is beginning to transition for before and after school care to Summer camps and the opening of the pool.

Legislative Committee

No report was given at this time.

IU Representative

It was reported that a meeting will be held on Wednesday, May 22, 2024. More information will be shared at the next meeting of the board. Mr. Woolley encouraged the community to check out the IU website for more information about the programs and events at the IU.

Lancaster County Career and Technology Center Representative

It was reported that a meeting will be held on May 24, 2024. Mrs. Zimmerman shared that approx. 93% of the seats are filled for the 2024/2025 school year. Aaron Cash placed during the Skills USA Competition recently. Many students are out on co-op where they are applying skills learned at the CTC. NOCTI is the end of year exam for students of the CTC and 90% of students scored competent or advanced.

PRIOR BUSINESS

WHS Renovation Change Orders – [LINK](#)

NONE

NEW BUSINESS

NONE

INFORMATION

Right-To-Know Database – [LINK](#)

NONE

A 5 minute break was taken at this time (approx.10:15 p.m.)

COMMENTS OR QUESTIONS FROM BOARD MEMBERS OR CITIZENS

The following individuals contacted the school board secretary and indicated their desire to address the board with comments regarding items not specific to the Agenda. Individual addresses were verified by the school board secretary prior to the meeting.

Kayla Cook	Lititz, PA	Warwick United Meeting with Governor Shapiro
Jason Burkholder	Lititz, PA	Speakers Tally RE: ILC; Title IX; other items
Akash Banerjee	Lititz, PA	Love and Awareness in Our Schools and Community
Kayla Ketchum	Lititz, PA	Safe spaces, inclusiveness, value; Diversity; Community
Tracy Bosis	Lititz, PA	Moving to an opt in process and disbanding the Library Resource Review Committee; disappointment in the decision to approve the ILC Contract
David Bosis	Lititz, PA	Dissappointment in ILC Contract Approval; The issue of the opt out issue for libraries
Justin Cook	Lititz, PA	Extension of Trust is reciprocal
Jim Senft	Lititz, PA	Transparency; Doing what's right
Mary Turner	Lititz, PA	Regarding the Library; Catalog is diverse

Shawn Anthony	Lititz, PA	Would simply like to thank the board for their service and dedication to the district
Lisa Colino	Landisville, PA	Environment of Fear has been created
Bethany Tomassetti	Lititz, PA	Ad Hoc Committee should be dismantled. Banned books.
Violet Weitzel	Lititz, PA	Title IX issues; Bathroom concerns
Shelly Chmil	Lititz, PA	Let our LGBTQIA students, parents and staff know that regardless of the the board's decision on ILC tonight that they will continue to be loved and supported by teachers and the community
Stuart Showalter	Lititz, PA	The goal of seeking increased funding from the Commonwealth of Pennsylvania for public school education
Parker Webb	Lititz, PA	The importance of LGBTQ+ representation and inclusivity
Kimberly Regennas	Lititz, PA	Disappointment in the approval of the ILC as additional legal counsel; Role of board members
Lisa Hochreiter	Ephrata, PA	General Comments

ADJOURNMENT

There being no further business, Mrs. Martin moved to adjourn the meeting. Mr. Landis seconded the motion and the meeting adjourned at 11:16 p.m.

Respectfully submitted,

/s/

Janice E. Boyer, Board Secretary

Statement Regarding Public Comment

This Board welcomes and invites public comment at the appropriate time or times set forth in the agenda. Public comment is governed by Board policy 903, which provides, in part, that all public statements shall be directed to the presiding officer and that no speaker may individually address or question members of the Board or others in attendance. The presiding officer may terminate a speaker's statement when, in the presiding officer's opinion, the statement is too lengthy, abusive, obscene, irrelevant, directed to an attendee other than the presiding officer, or otherwise violates Board policy 903.

You may sign up to deliver comments at this point based on items on the agenda or at the end of the agenda under Comments from Public. Regardless of when you are speaking, please wait to be recognized, come to the podium, state your name and the general topic on which you will be speaking. If you choose to make a comment at this time based on items on the agenda, please also identify the specific agenda item that you will be addressing. Please limit all comments to 2 to 3 minutes. The Board may or may not elect to respond to any public comment. The Board's lack of response is not an indication that the Board in any way endorses, approves of, or agrees with a particular public comment or speaker.

The Board requires an appropriate level of respect and decorum during Board meetings. Board meetings are designed for the district to be able to conduct business and should be treated with the same decorum and respect as a legal or other government proceeding. All those in attendance must recognize that their personal behavior cannot interfere with, or otherwise disturb, the intended purpose of these meetings. Additionally, we are setting an example for the students of our district. Students may be physically or virtually present at any time. The Board reserves the right to remove individuals who violate these basic rules of decorum and behavior. Repeated violators may also be subject to being barred from attending meetings for a set period of time.

While public comment is an important and valued part of a school board meeting, the public is advised that such public comment may not always be the most appropriate or effective method for addressing a particular question or concern. District Policy 906 establishes a comprehensive and robust procedure for the public to communicate questions, suggestions, and complaints regarding our schools. The procedure sets out the general intent of the Board that complaints, concerns, and suggestions be first addressed and/or resolved at the lowest appropriate level of the district, whether that be a particular teacher, building principal, or administrator. The Board has the utmost faith and trust in district professional staff and administrators and their ability to promptly address and resolve the vast majority of questions and concerns.

While a public statement may not be terminated solely on the grounds that the presiding officer, or any other party, disagrees with the statement or finds the statement to be inaccurate or offensive, public comment should not be a forum for personal attacks, antagonistic behavior, or harassment of district employees, community members, or other parties. Please be advised that you are accountable for any legal or other ramifications and liability that may result from any statement you make, including any statement that misrepresents the truth, defames any individual, or discloses confidential non-public information.

Your cooperation with these rules is expected and appreciated.