

September 3, 2024

A special voting meeting of the Board of School Directors of the Warwick School District convened in the Board Room on Tuesday, September 3, 2024 at 7:00 p.m. The meeting was made available virtually as well.

Mrs. Zimmerman announced that the board met in Executive Session prior to the start of this meeting. The meeting was with Tom Templeton of Templeton Advantage to discuss the Superintendent Search.

### **CALL TO ORDER**

Mrs. 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: Michael Brown, Scott Landis, Angie Lingo, Amy Martin, Reggie Weaver, Daniel Woolley, Emily Zimmerman, and Zoe Wiker, Student Representative, were present. Bill Breault and James Koelsch were absent

Others attending the meeting in person: Dr. Steve Szobocsan, Acting Superintendent; Dr. Melanie Calender, Assistant Superintendent; Dr. Fred Griffiths; Janice Boyer, Board Secretary; Carolyn Enigk; Justin Welker; and Tom Shumaker.

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

|                 |                    |                  |               |
|-----------------|--------------------|------------------|---------------|
| Lisa Hochreiter | Annie Wiker        | Molly Zelewicz   | Luke Thompson |
| Molly Swift     | Louisa Landis      | Rya McKain       | Susan McKain  |
| Doug McKain     | Penny Mason        | Cindy Wingenroth | Matt Morgan   |
| Michelle Morgan | Rachael Haverstick |                  |               |

An approximately **26** concurrent viewers were present throughout the meeting and able to observe via YouTube. No names are available through YouTube.

Prior to moving forward with the rest of the Special Voting Session, Mrs. Zimmerman asked Mrs. Molly Zelewicz to begin a presentation on the GAPP Exchange trip which took place this past summer. Several students shared positive feedback about the experiences in Germany and throughout the trip. A parent also provided feedback on the experience from their perspective. This presentation was originally scheduled to be given during the Committee of the Whole meeting which would follow this Special Voting Session.

### **RECOGNITION OF CITIZENS**

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

*The following individuals contacted the school board secretary and indicated their desire to address the board. Individual addresses were verified by the school board secretary prior to the meeting.*

NONE

### **APPROVAL OF AGENDA**

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the agenda as presented. Motion passed 7-0.

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## APPROVAL OF MINUTES

Mr. Weaver moved, Mrs. Lingo seconded, the motion to approve the Minutes of the [regular meeting](#) of August 20, 2024, as presented.

Motion passed 7-0.

## COMMUNICATIONS

Dr. Szobocsan 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:

##### Instructional

Ashley Walter as a Learning Support Teacher at Warwick High School, effective pending release by the district.

Lori Earle as a School Psychologist at Lititz Elementary School, effective pending release by the district.

##### Non-Instructional

Brittany Byus as a Behavior Support Assistant at Warwick High School, effective September 9, 2024.

##### Extra-Curricular/Extra-Duty

Lisa Hochreiter as a Science Olympiad Advisor at Warwick Middle School, effective August 20, 2024.

Sarah Martens as a Science Olympiad Advisor at Warwick Middle School, effective August 20, 2024.

Krista Roe as a Science Olympiad Advisor at Warwick Middle School, effective August 20, 2024.

Mr. Weaver moved, Mrs. Martin seconded, the motion to approve the resignation of the individuals named above.

#### **On voice vote:**

**Ayes:** Mr. Brown, Mr. Landis, Mrs. Lingo, Mrs. Martin,  
Mr. Weaver, Mr. Woolley, Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** Mr. Breault, Mr. Koelsch

#### 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 - LTS

Rebecca Day as a Long-Term Substitute (LTS) ELDP Teacher at Kissel Hill Elementary School (50%) and at John Beck Elementary School (50%), at the annual salary of \$61,614.00, effective pending receipt of the appropriate paperwork. Ms. Day is replacing a staff member who received a sabbatical leave.

Non-Instructional

Grace Zima as a Behavior Support Assistant at Warwick High School, 7.5 hours/day, at the hourly rate of \$19.42\*, effective pending receipt of the appropriate paperwork. Ms. Zima is replacing Sarah VanCisco who received a change of status.

Rhonda Abers as a Food & Nutrition Services Assistant at Warwick Middle School, 3.0 hours/day, at the hourly rate of \$13.99, effective pending receipt of the appropriate paperwork. Ms. Abers is replacing Kayla Halbleib who resigned.

Veronica Castro as a Student Support Assistant at Warwick Middle School, 5.75 hours/day, at the hourly rate of \$15.30, effective pending receipt of the appropriate paperwork. Ms. Castro is replacing Kristine Cole who received a change of status.

Christina Boyer as a Student Support Assistant at John Beck Elementary School, 5.75 hours/day, at the hourly rate of \$15.40, effective September 4, 2024. Mrs. Boyer is replacing Ally Latshaw who resigned.

Blanca Depouli as a Food & Nutrition Services Assistant at John Beck Elementary School, 5.75 hours/day, at the hourly rate of \$16.00, effective pending receipt of the appropriate paperwork. Ms. Depouli is replacing Brittany Graber-Hicks who received a change of status.

Ashley Martin as a Food & Nutrition Services Assistant at Kissel Hill Elementary School, 4.0 hours/day, at the hourly rate of \$13.99, effective pending receipt of the appropriate paperwork. Ms. Martin is filling an open position.

Christi Zahm as a Student Support Assistant at Kissel Hill Elementary School, 5.75 hours/day, at the hourly rate of \$15.30, effective pending receipt of the appropriate paperwork. Ms. Zahm is replacing Theresa Martin who received a change of status.

\*includes a toileting differential

Extra-Curricular/Extra-Duty

Sheldon Christner as an Assistant eSports Coach at Warwick High School, at the annual salary of \$2,124.00, effective August 21, 2024. Mr. Christner is replacing Brian Pearson who received a change of status.

Kathryn Lapkowicz as a Board and Card Game Club Advisor at Warwick High School, at the annual salary of \$203.00, effective August 21, 2024. Ms. Lapkowicz is filling an open position.

Emmeline McFarling as a Musical Assistant (*incorrectly listed on the Agenda as Marching Band Assistant*) at Warwick High School, at the annual salary of \$579.00, effective pending receipt of the appropriate paperwork. Ms. McFarling is filling an open position.

Emmeline McFarling as a Drama Assistant at Warwick High School, at the annual salary of \$579.00, effective September 4, 2024. Ms. McFarling is filling an open position.

Padraic McKendry as an Assistant Boys Lacrosse Coach at Warwick High School, at the annual salary of \$3,136.00, effective pending receipt of the appropriate paperwork. Mr. McKendry is replacing Hans Deutsch who resigned.

Meghan Wolf as a Marching Band Assistant (50%) at Warwick High School, at the annual salary of \$1,352.00, effective pending receipt of the appropriate paperwork. Ms. Wolf is replacing Anthony Rodriguez who resigned.

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Matthew Burr as a JH Assistant Boys Basketball Coach at Warwick Middle School, at the annual salary of \$3,025.00, effective pending receipt of the appropriate paperwork. Mr. Burr is replacing Tyler Stief who resigned.

Stephen Lee as a JH Assistant Boys Basketball Coach at Warwick Middle School, at the annual salary of \$3,443.00, effective pending receipt of the appropriate paperwork. Mr. Lee is filling an open position.

Lee Walter as a Science Olympiad Advisor at Warwick Middle School, at the annual salary of \$2,613.00, effective August 21, 2024. Mr. Walter is replacing Lisa Hochreiter, Sarah Martens, & Krista Roe who shared this position and resigned from this position.

Emily Sheffer as an Elementary Band Director at John Beck Elementary School, at the annual salary of \$579.00, effective August 21, 2024.

Emily Sheffer as an Orchestra Director at John Beck Elementary School and at Kissel Hill Elementary School, at the annual salary of \$858.00 for each position, effective August 21, 2024.

Independent Volunteers

It was recommended that the Board approve the election of the individuals listed below as independent volunteers, effective September 4, 2024, until a resignation is submitted or active status is changed by the district:

|                   |                  |                   |                  |
|-------------------|------------------|-------------------|------------------|
| Alison Anderson   | Brenda Crosetto  | Sherry Kline      | Rebecca Spatz    |
| Sydney Boreman    | Katherine Garner | Bethany Longer    | Jenna Yanchocik  |
| Kristy Bryan      | Sarah Gramling   | Keirsten Santiago | Brandt Zimmerman |
| Jackson Christner |                  |                   |                  |

Volunteer Coaches

It was recommended that the Board approve the election of the individuals listed below as volunteer coaches, effective for the 2024/2025 school year, until a resignation is submitted or active status is changed by the district:

| <u>Name</u>     | <u>Sport</u>     | <u>Name</u>   | <u>Sport</u>     |
|-----------------|------------------|---------------|------------------|
| Katie Byler     | Girls Volleyball | Ronald Kreitz | Girls Volleyball |
| Isabella Chmil  | Girls Basketball | Tyler Stief   | Boys Basketball  |
| Stephanie Henry | Girls Volleyball |               |                  |

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

**On voice vote:**

**Ayes:** Mr. Brown, Mr. Landis, Mrs. Lingo, Mrs. Martin,  
Mr. Weaver, Mr. Woolley, Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** Mr. Breault, Mr. Koelsch

2. **CHANGE OF STATUS/CHANGE OF RATE REQUESTS**

It was recommended that the Board approve the change of status/change of rate requests for the following individuals:

## **Change of Status**

### **Instructional**

Amanda Herr from an Emotional Support Teacher at Warwick Middle School, to an Emotional Support Teacher at Warwick High School, effective on the first day of the 1<sup>st</sup> semester of the 2024/2025 school year. Ms. Herr is replacing Timothy Mehl who resigned.

Allison Hausman from an Occupational Therapist at Warwick High School (30%), at John R. Bonfield Elementary School (25%), at Kissel Hill Elementary School (25%), and at Lititz Elementary School (20%), to an Occupational Therapist at John R. Bonfield Elementary School (50%) and at Kissel Hill Elementary School (50%), effective on the first day of the first semester of the 2024/2025 school year. This change of status is necessary due to the restructuring of the OT positions to meet student needs.

Megan McNair from an Occupational Therapist at Warwick Middle School (20%), at John Beck Elementary School (25%), at Kissel Hill Elementary School (30%), and at Lititz Elementary School (25%), to an Occupational Therapist at John Beck Elementary School (50%) and at Lititz Elementary School (50%), effective on the first day of the first semester of the 2024/2025 school year. This change of status is necessary due to the restructuring of the OT positions to meet student needs.

Taylor Capoferri from a Speech & Language Pathologist at Warwick High School (100%), to a Speech & Language Pathologist at Warwick High School (85%) and at Warwick Middle School (15%), effective August 21, 2024. This change of status is necessary to meet student needs.

### **Non-Instructional**

Jonathan Sindall from a Summer Custodian for Warwick School District, to a Building Services substitute, at the hourly rate of \$11.00, effective September 4, 2024. Mr. Sindall will be moving to the in-house sub list.

Samantha Aleman from a Student Support Assistant at Warwick High School, 5.75 hours/day, 5 days/week, to a Student Support Assistant at Warwick High School, 6.5 hours/day, 3 days/week, effective August 26, 2024.

Kenneth Larsen from a Driver for the Food & Nutrition Services Department at Warwick Middle School, 8.0 hours/day, to a Driver for the Food & Nutrition Services Department at Warwick Middle School, 5.0 hours/day, effective August 26, 2024.

Joslyn Michaels from a Food & Nutrition Services Assistant at Lititz Elementary School, to a Building Services substitute for Warwick School District, at the hourly rate of \$11.00, effective August 21, 2024. Ms. Michaels will be moving to the in-house sub list.

## **Change of Rate**

### **Extra-Curricular/Extra-Duty**

Brian Pearson as Head eSports Coach at Warwick High School, from the annual salary of \$2,059.00 to the annual salary of \$2,832.00, effective August 21, 2024. This change in rate is a correction to the salary approved on August 20, 2024.

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the change of status/change of rate requests of the individuals named above.

#### **On voice vote:**

**Ayes:** Mr. Brown, Mr. Landis, Mrs. Lingo, Mrs. Martin,  
Mr. Weaver, Mr. Woolley, Mrs. Zimmerman

**Abstain:** None

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**Nays:** None  
**Absent:** Mr. Breault, Mr. Koelsch

**3. LEAVE OF ABSENCE REQUEST**

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

Employee No. 13829 is requesting a Family and Medical Leave of Absence (FMLA), beginning October 14, 2024, and continuing through approximately December 8, 2024. The anticipated return-to-work date is approximately December 9, 2024, pending release by a doctor.

Mr. Weaver moved, Mr. Woolley seconded, the motion to approve the leave of absence request of the individual listed above.

**On voice vote:**

**Ayes:** Mr. Brown, Mr. Landis, Mrs. Lingo, Mrs. Martin,  
Mr. Weaver, Mr. Woolley, Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** Mr. Breault, Mr. Koelsch

**4. BOARD COMMITTEE ELECTION**

It was recommended that the Board approve the election of the following individuals for the Board Committee listed below, effective September 4, 2024:

**Finance & Legal Committee**

Stan Freydlin

Jerry Steinman

**Building & Property Committee**

Carl Kline

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the election of the individuals for the Board Committee listed, as presented above.

**On voice vote:**

**Ayes:** Mr. Brown, Mr. Landis, Mrs. Lingo, Mrs. Martin,  
Mr. Weaver, Mr. Woolley, Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** Mr. Breault, Mr. Koelsch

**5. APPROVAL OF SERVICE AGREEMENT WITH EXCENTIA HUMAN SERVICES**

It was recommended that the Board approve the Service Agreement with Excentia Human Services, 1810 Rohrerstown Road, Lancaster, PA, as set forth on [ATTACHMENT #1](#).

Mr. Woolley moved, Mr. Weaver seconded, the motion to approve the Service Agreement with Excentia Human Services, as presented above.

**On roll call vote:**

**Ayes:** Mr. Brown, Mr. Landis, Mrs. Lingo, Mrs. Martin,  
Mr. Weaver, Mr. Woolley, Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** Mr. Breault, Mr. Koelsch

**6. APPROVAL OF CONTRACTED SERVICES AGREEMENT**

It was recommended that the Board approve the Contracted Services Agreement with the Lancaster-Lebanon Intermediate Unit 13, Lancaster, PA, as set forth on [ATTACHMENT #2](#).

Mr. Woolley moved, Mr. Weaver seconded, the motion to approve the Contracted Services Agreement with the Lancaster-Lebanon Intermediate Unit 13, as presented above.

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**On roll call vote:**

**Ayes:** Mr. Brown, Mr. Landis, Mrs. Lingo, Mrs. Martin,  
Mr. Weaver, Mr. Woolley, Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** Mr. Breault, Mr. Koelsch

**7. APPROVAL OF THERAPY SERVICES AGREEMENT**

It was recommended that the Board approve the Therapy Services Agreement with The Therapy Spot LLC, d/b/a Pediatric Development Services, Maryland, as set forth on [ATTACHMENT #3](#).

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the Therapy Services Agreement with The Therapy Spot LLC, d/b/a Pediatric Development Services, as presented above.

**On roll call vote:**

**Ayes:** Mr. Brown, Mr. Landis, Mrs. Lingo, Mrs. Martin,  
Mr. Weaver, Mr. Woolley, Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** Mr. Breault, Mr. Koelsch

**8. APPROVAL OF TRANSPORTATION CONTRACTS**

It was recommended that the Board approve the transportation contracts as presented on [ATTACHMENT #4](#).

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the transportation contracts, as presented above.

**On roll call vote:**

**Ayes:** Mr. Brown, Mr. Landis, Mrs. Lingo, Mrs. Martin,  
Mr. Weaver, Mr. Woolley, Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** Mr. Breault, Mr. Koelsch

*These Minutes have been amended based on actions taken at the September 17, 2024 meeting of the Board of School Directors during the Approval of Minutes of the September 3, 2024 special voting meeting. The vote on this action item is amended as follows:*

**On roll call vote:**

**Ayes:** Mr. Landis, Mrs. Lingo, Mrs. Martin,  
Mr. Weaver, Mr. Woolley, Mrs. Zimmerman

**Abstain:** [Mr. Brown](#)

**Nays:** None

**Absent:** Mr. Breault, Mr. Koelsch

**9. APPROVAL OF BID OFFER ON REPOSITORY OF UNSOLD PROPERTY**

It was recommended that the Board approve the bid offer on the Repository of Unsold Property as presented in [ATTACHMENT #5](#).

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the bid offer on the Repository of Unsold Property, as presented above.

**On roll call vote:**

**Ayes:** Mr. Brown, Mr. Landis, Mrs. Lingo, Mrs. Martin,  
Mr. Weaver, Mr. Woolley, Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** Mr. Breault, Mr. Koelsch

**10. APPROVAL OF SCHOOL BUS & VAN DRIVERS**

It was recommended that the Board approve the individuals listed as school bus and van drivers for the 2024/2025 school year, as presented on [ATTACHMENT #6](#).

Mr. Woolley moved, Mrs. Martin seconded, the motion to approve the individuals listed as school bus and van drivers for the 2024/2025 school year, as presented above.

**On voice vote:**

**Ayes:** Mr. Brown, Mr. Landis, Mrs. Lingo, Mrs. Martin,  
Mr. Weaver, Mr. Woolley, Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** Mr. Breault, Mr. Koelsch

*These Minutes have been amended based on actions taken at the September 17, 2024 meeting of the Board of School Directors during the Approval of Minutes of the September 3, 2024 special voting meeting. The vote on this action item is amended as follows:*

**On roll call vote:**

**Ayes:** Mr. Landis, Mrs. Lingo, Mrs. Martin,  
Mr. Weaver, Mr. Woolley, Mrs. Zimmerman

**Abstain:** [Mr. Brown](#)

**Nays:** None

**Absent:** Mr. Breault, Mr. Koelsch

**11. APPROVAL OF MEMORANDUM OF UNDERSTANDING (MOU)**

It was recommended that the Board approve the Crossing Guard (WMS) Memorandum of Understanding (MOU) with the Lititz Borough Police Department (LBPD), 7 South Broad Street, Lititz, PA, as presented on [ATTACHMENT #7](#).

Mr. Weaver moved, Mr. Woolley seconded, the motion to approve the Crossing Guard (WMS) Memorandum of Understanding (MOU) with the Lititz Borough Police Department (LBPD), as presented above.

**On roll call vote:**

**Ayes:** Mr. Brown, Mr. Landis, Mrs. Lingo, Mrs. Martin,  
Mr. Weaver, Mr. Woolley, Mrs. Zimmerman

**Abstain:** None

**Nays:** None

**Absent:** Mr. Breault, Mr. Koelsch

**Information from the Acting Superintendent**

Dr. Szobocsan indicated that he would share items at the September 17, 2024 regular meeting.

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

It was noted that public comment will take place following the Committee of the Whole meeting which will take place immediately follow this voting session.

**ADJOURNMENT**

There being no further business, Zoe Wiker moved to adjourn the meeting. Mrs. Martin seconded the motion and the meeting adjourned at 7:34 p.m.

Respectfully submitted,

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Janice Boyer, Board Secretary

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