



**BOARD ITEMS APPROVED:**

- **STUDENTS OF THE MONTH**

- Middle School Music Students

- **PERSONNEL COMMITTEE ITEMS:**

- **Employment/Changes/Retirements/Resignations:**

- Approved a four-year contract renewal of Dr. Barbara Davis, Assistant Superintendent, effective July 1, 2025, through June 30, 2029
- Approved Holly Hartman as Department Chair for the Business Department for the 2024-2025 school year
- Alexis Burkholder – new hire – full-time Specialized Paraprofessional, effective and retroactive to February 5, 2025
- Morgan Petersen – new hire – Secondary Music teacher – effective February 19, 2025
- Rebecca Glenn – new hire – part-time Food Service worker – effective start date TBD
- Rebecca Zimmerman – resignation – High School Learning Support teacher, effective March 28, 2025
- Jamie Cascarino – resignation – Head Varsity Boys' Soccer Coach, effective and retroactive to February 3, 2025

- **Start Dates**

- Kirsten Hurley – Secondary School Psychologist, effective March 18, 2025
- Valerie Musser – High School Business/Computer and Information Technology teacher, effective March 24, 2025
- Melodie Fair – High School Dean of Students, effective February 24, 2025
- Tim Titlow – full-time Custodian, effective and retroactive to January 27, 2025
- George Adamson – full-time Custodian, effective and retroactive to February 3, 2025

- **Extra-Curricular Positions:**

Deacon Shearer – Pit Musician  
Alex Fair – Pit Musician

- **2025 Spring Coaches:**

Weight Room Monitor	Robert Williams
Volunteer Softball Coach	Darian Reichard
Volunteer Tennis Coach	Malachi Bomgardner
Volunteer Unified Track & Field	Danelle Burkholder
	Wanda Kulp

- **2025 Fall Coaches:**  
Head Varsity Girls' Volleyball Coach    Wesley Harpold
  
- **Volunteers (new and/or renewals)**

Trey Collar	Daniel Long	Rick MeFeaters
Michael Owens	Amanda Tresselt	Scott Johnson
David Woolf		
  
- **Trip/Travel Requests:**
  - Holly Hartman and Michael Harnish, Indoor Track Coaches, and approximately three (3) students to attend and participate in the Indoor Track & Field State Championships to be held March 1-2, 2025, in State College, PA
  - Madison Balthaser, High School Ag teacher, chaperone, and approximately seven (7) students to travel and participate in the SLLC (State Legislative Leadership Conference) to be held March 23-25, 2025, in Harrisburg, PA
  - David Fair, High School Band Director, chaperone, and approximately three (3) students to travel and participate in the PMEA Region 5 Chorus Festival to be held March 20-22, 2025, in Bethlehem, PA
  - David Fair, High School Band Director, chaperone, and three (3) students to travel and participate in the PMEA App-State Chorus Festival to be held April 9-12, 2025, in Pocono Manor, PA
  - David Ludwig, Food Service Director, to travel and attend the SNAPA (School Nutrition Association of Pennsylvania) Annual Directors Workshop to be held March 17-18, 2025, in Champion, PA
  - Wyatt Hall, Technology Education teacher, chaperone, and approximately nine (9) students to travel and participate in the TSA State Conference to be held April 23-25, 2025, in Seven Springs, PA
  - Adam Zurick, Athletic Trainer, to travel and attend the NATA (National Athletic Trainers Association) Clinical Symposia and Athletic Trainer Expo to be held June 24-27, 2025, in Orlando, FL.

- **CURRICULUM COMMITTEE ITEMS:**

- Approved the 2025-2026 District Calendar
- Approved the Dual Credit Affiliation Agreement between ELCO School District and The Pennsylvania State University Berks Campus
- Approved an addendum to the Dual Credit Affiliation Agreement between ELCO School District and The Pennsylvania State University Berks Campus
- Approved a contract with Phoenix Learning Solutions for PS Vault Online Document Server
- Approved a contract with Lightspeed Systems for a Digital Insight subscription

- **POLICY COMMITTEE ITEMS:**

**Policies for 1<sup>st</sup> Reading**

Policy 325	Dress and Grooming
Policy 326	Complaint Process
Policy 328	Compensation Plans/Salary Schedules
Policy 330	Overtime
Policy 331	Job Related Expenses
Policy 332	Working Periods
Policy 334	Sick Leave
Policy 335	Family and Medical Leaves

Policy 336	Personal Necessity Leave
Policy 337	Vacation
Policy 338	Sabbatical Leave
Policy 339	Uncompensated Leave
Policy 340	Responsibility of Student Welfare
Policy 341	Benefits for Part-Time Employees
Policy 342	Jury Duty
Policy 343	Paid Holidays
Policy 347	Worker's Compensation
Policy 351	Controlled Substance Abuse
Policy 360	Driver History Records Policy – <b>RETIRE</b>

#### **Policies for 2<sup>nd</sup> Reading**

Policy 301	Creating a Position
Policy 302	Employment of Superintendent/Assistant Superintendent
Policy 304	Employment of District Staff
Policy 305	Employment of Substitutes
Policy 306	Employment of Summer School Staff
Policy 307	Student Teachers/Interns
Policy 308	Employment Contract/Board Resolution
Policy 309	Assignment and Transfer
Policy 309.1	Telework
Policy 310	Abolishing a Position
Policy 311	Reduction of Staff
Policy 312	Performance Assessment of Superintendent/Assistant Superintendent
Policy 313	Evaluation of Employees
Policy 314	Physical Examination
Policy 314.1	HIV Infection
Policy 317	Conduct/Disciplinary Procedures
Policy 318	Attendance and Tardiness
Policy 319	Outside Activities
Policy 320	Freedom of Speech in Nonschool Settings
Policy 321	Political Activities
Policy 322	Gifts
Policy 323	Tobacco and Vaping Products
Policy 324	Personnel Files
Policy 202	Eligibility of Nonresident Students
Policy 220	Student Expression/Dissemination of Materials

#### **• GENERAL SERVICES COMMITTEE ITEMS:**

- Approved a Preventative Maintenance agreement with CH Reed for the High School Shop air compressor systems
- Approved a proposal from Maiden USA to make necessary safety repairs to the Middle School bleachers and the basketball backboard hoist
- Approved a proposal from Houck Services, Inc., to add wood blockings to the roof edge of the High School weight room
- Awarded an agreement with ePlus Technology to upgrade the network battery backup systems within all buildings
- Awarded an agreement with ePlus Technology to upgrade network access points at the Intermediate School, Fort Zeller, and Jackson Elementary

- Approved the ELCO Barn Project with the costs funded through donations, fundraising, community contributions, and grants, if applicable
- **FINANCE COMMITTEE ITEMS:**
  - Payment of bills for January 2025.
  - Approved a contract with Dustin Paul Richard, bilingual school psychologist, to complete a bilingual psycho-educational evaluation(s)
  - Approved Change Order #32 to the High School Renovations and Additions project.
  - Approved the Lancaster-Lebanon IU13 IDEA Part B Use of Funds Agreement for the 2024-2025 school year.

**Upcoming Dates/Announcements:**

February 28 – March 1, 2025 – 7:00 pm – High School Spring Musical  
 March 3, 2025 – 5:30 pm – Policy Committee Meeting  
 March 4, 2025 – 5:00 pm – General Services Committee. Meeting  
 March 4, 2025 – 5:45 pm – Finance Committee Meeting  
 March 6, 2025 – 5:00 pm – Curriculum Committee Meeting  
 March 6, 2025 – 6:00 pm – Personnel Committee Meeting  
 March 14, 2025 – In-Service Day – NO SCHOOL for students K-12  
 March 17, 2025 – Regular Board of Education Voting Meeting

