



Eastern Lebanon County School District
Committee Minutes
April 2025



Eastern Lebanon County School District

180 ELCO Drive, Myerstown, PA 17067

April 7, 2025, DO Boardroom, 5:30 pm

Policy Committee Minutes

Policy Committee Chair: **Rachel Moyer**,

Policy Committee Members: **Howard Kramer, Ray Ondrusek, Joya Morrissey;**
Board President, Jack Kahl

Tom Ferrari also attended as a member of the community.

The meeting was called to order at 5:32 pm by Mrs. Moyer

The following policies were discussed and will move forward for first reading.

- Policy 614 Payroll Authorization
 - No changes were recommended to this policy. The policy will move forward for first reading.
- Policy 615 Payroll Deductions
 - No changes were recommended to this policy. The policy will move forward for first reading.
- Policy 616 Payment of Bills
 - No changes were recommended to this policy. The policy will move forward for first reading.
- Policy 617 Petty Cash
 - The Committee recommended retiring this policy since the District does not use petty cash.
- Policy 618 Student Activity Funds
 - The Committee reviewed the revised policy recommendations from PSBA and accepted those revisions but maintained the current policy's Delegation of Responsibility language, which was aligned with the centralized procedures used for student activity funds in the District. The policy will move forward for first reading.
- Policy 619 District Audit
 - The policy was revised to remove unnecessary language and clarify the public's right to review audits to better align with the PA Code. The policy will move forward for first reading.

- Policy 620 Fund Balance
 - No changes were recommended to this policy. The policy will move forward for first reading.
- Policy 621 Local Taxpayer Bill of Rights
 - This policy is being held for future review. It will be revised and reviewed at a later meeting.
- Policy 622 GASB Statement 34
 - No changes were recommended to this policy. The policy will move forward for first reading.
- Policy 624 Taxable Fringe Benefits
 - No changes were recommended to this policy. The policy will move forward for first reading.
- Policy 625 Credit Cards
 - Minor revisions were made to this policy to reflect the accounting procedures used in managing credit cards. The policy will move forward for first reading.
- Policy 626 Federal Fiscal Compliance
 - This policy is being held for future review. It will be revised and reviewed at a later meeting.
- Policy 626.1 Travel Reimbursement – Federal Programs
 - No changes were recommended to this policy. The policy will move forward for first reading.
- Policy 715 Commercial Advertising, Partnerships, Sponsorships, and Naming Rights
 - An addition was made to this policy to permit naming in honor of groups. The committee was also informed that there will be a form available for anyone interested in submitting a naming request to the Board for consideration. The policy will move forward for first reading.
- Policy 718 Service Animals in Schools
 - This policy is being held for further discussion at the May Policy Committee meeting.
- Policy 807.1 Display of Flags
 - The Committee reviewed the solicitor's draft policy and made recommendations for additional items to be added including a definition of a pennant, clarification on the exemptions for students that is similar to the employee exemption, addition of flags or pennants to be permitted for colleges and sports teams, and permission for teachers of world languages to display flags of relevant countries continuously in their classrooms. Mrs. Vicente will send these suggestions to the solicitor for

review. If the solicitor is able to incorporate these items into the policy, the Committee agreed to move the policy forward for first reading.

Public Comment:

Bryan Fisher asked if the District had spending limits established on the district credit cards. Mrs. Vicente stated that the limits are relatively low.

Next Policy Meeting:

- May 5, 2025, at 5:00 pm (note time change)

The meeting adjourned at 6:06 pm.

Future Policy Committee Meetings:

Monday, May 5, 2025
Monday, June 9, 2025
Monday, July 7, 2025

Monday, August 4, 2025
Monday, September 8, 2025
Monday, October 6, 2025
Monday, November 3, 2025



Eastern Lebanon County School District

180 ELCO Drive, Myerstown, PA 17067

District Board Room

April 8, 2025, 5:00 pm

General Services Committee Minutes

General Services Committee Chair: **JP Santos**

General Services Committee Members: **Howard Kramer, Ray Ondrusek, David Ziegler; Board President, Jack Kahl**

Tom Ferrari attended the meeting as a member of the community.

Call to Order and Welcome

- Mr. Santos called the meeting to order at 5:17 pm.

Discussion Items

- Camera Service Agreement – LowV Systems
 - Mrs. Vicente discussed the annual renewal contract with LowV Systems for the maintenance of the camera systems and security systems in the school buildings. Expenses have been budgeted. The Committee agreed to move this item forward for approval at the April Board meeting.
- Mitel Phone Service Contract
 - Mr. Boltz provided background on using Sage to support the District's phone systems. Sage has now been purchased by Ronco. Service from Sage has not always been reliable. Ronco decided that it would no longer service Mitel phone systems. They will be refunding the remainder of our contract for this year.
 - Mr. Boltz surveyed other districts to see who they use to service their Mitel systems and discussed that some companies were not recommended due to poor customer service.
 - Convergent is a company out of Wyomissing that would be able to service the Mitel phones in the District. Mr. Boltz presented a contract. The cost is approximately \$9,000 higher than Ronco, at approximately \$23,700. The contract includes equipment repair, remote diagnostic support, account renewals, 911 support, and testing.

- The District could choose a less expensive option by going with a company that hasn't been recommended by other districts. However, only three companies within a 25-mile radius service Mitel systems.
- The Committee asked for more information on the Silver and Gold options with Convergent to see the differences. Mr. Boltz will get these options to share with the Board.
- IU13 Teams Phone Solution
 - Mr. Boltz provided an overview of the Microsoft Teams solution as a phone alternative.
 - The IU and a few IU 13 districts already use this solution. Many offices have phone service on the computers and do not have physical phones. If ELCO were to go with this solution, purchasing phones for classrooms would probably be necessary because the current phones are proprietary to Mitel and would not work with another system.
 - Mr. Kramer shared that Zoom also has this capability.
 - Mr. Boltz shared that there will be fiber redundancy after this summer due to upgrades, which should improve our internet reliability.
 - Mr. Santos asked to see the savings that could be realized in 5-10 years.
- Mr. Santos shared that he and Mrs. Vicente walked around the campus to look for opportunities for marketing locations. There will be an ad hoc meeting on April 23rd at 5:00 pm to discuss.

Public Comment:

- None

Next General Services Meeting: May 6, 2025

Adjournment: Mr. Santos adjourned the meeting at 5:47 pm.

Future General Services Committee Meetings:

Tuesday, May 6, 2025
 Tuesday, June 10, 2025
 Tuesday, July 8, 2025

Tuesday, August 5, 2025
 Tuesday, September 9, 2025
 Tuesday, October 7, 2025
 Tuesday, November 4, 2025



Eastern Lebanon County School District

180 ELCO Drive, Myerstown, PA 17067

April 8, 2025, DO Boardroom, 6:00 pm

Finance Committee Minutes

Finance Committee Chair: **Ray Ondrusek**

Finance Committee Members: **Howard Kramer, JP Santos, David Ziegler; Board President, Jack Kahl**

Tom Ferrari attended the meeting as a member of the community.

Call to Order and Welcome

- Mr. Ondrusek called the meeting to order at 6:00 pm.

Discussion Items

- 2025-2026 Budget Process Update
 - Mrs. Mathias shared an update on the preliminary budget.
 - Information was presented for Lebanon County School Districts as requested by the Committee, including:
 - Millage rate information - ELCO is in the middle of the districts
 - Average tax bill for homes - ELCO is the 4th lowest
 - The same information was also shared for districts that border ELCO (Lebanon, Lancaster, and Berks Counties)
 - Mrs. Vicente shared additional proposed reductions that have been made to the budget, including (but not limited to):
 - Classroom library reduction
 - Capital reserve transfer reduction
 - Conferences (no out-of-state), professional development reduction
 - Curriculum supplies
 - Equipment and technology subscriptions
 - Reduction in the number of field trips for students
 - Services, Rentals, Repairs, Purchased Services
 - Services, Professional, Legal, Advertising
 - Supplies
 - Athletic uniforms - delaying one year
 - MS Camera replacement - delaying for one year

- Miscellaneous Rightsizing—Mrs. Mathias shared that some budget items were duplicates. Once those duplicates were removed, this item resulted in approximately \$200,000 in savings.
 - Salary and benefits reductions
- Mrs. Vicente shared that many of these reductions are difficult to accept and impact staff and students. She also shared that the budget, as it stands, does not include any furloughs. She stated that she does not want to see any staff furloughs.
- Mrs. Mathias shared that the budget now stands at \$57,282,213, which is still a deficit of \$913,422 at a tax rate of 3.8%. These current numbers would maintain a fund balance of \$6,594,110 at the start of the 2025-2026 school year.
- The Committee discussed the pros and cons of removing certain proposed items from the list of budget reductions. Field trips, in particular, were highlighted as valuable experiences, especially for students who might not otherwise have the opportunity to visit these destinations.
- Mr. Kahl reminded the Committee that last year's advice was to raise taxes to the index for multiple years.
- Mr. Kramer discussed the potential impacts of cutting staff development for teachers and its impact on retaining high-quality staff. He also mentioned that some of the items cut will eventually need to be added to the budget in future years.
- Mr. Santos noted that the current budget already includes a tax increase, and adding to that would place an additional burden on taxpayers. He emphasized that meaningful savings would likely require staff layoffs. He also acknowledged that the administration has done a commendable job identifying and implementing budget cuts.
- Mr. Ziegler shared that the District's values should be reflected in the budget. Mr. Ziegler would like to see the field trips back in the budget.
- Mrs. Mathias shared that if field trips are added back into the budget, the deficit would increase if the tax rate is maintained.
- Mrs. Mathias provided additional information on potential scenarios, including tax rate increases up to the index. She explained that an additional 1% increase this year would significantly affect the District's five-year budget projections. Without this increase, the District is projected to exhaust its entire fund balance by the 2030–2031 school year. In contrast, the added 1% could generate approximately \$2.6 million in revenue by 2030.

- Mrs. Mathias also shared that the Middle School roof repair will cost the District \$700,000 in the 2026-2027 budget and must be completed if the District is to use the grant awarded for the project.
- Earned Income Tax, assessed values, Basic Education Funding, and current-year collections could increase, but none of these increases are guaranteed, and we cannot rely on them.
- Cyber-Charter Survey Results and Update
 - Dr. Davis shared the survey results sent to ELCO's cyber charter families. More than 90 surveys were mailed to families, and 18 families responded. Responses to the survey included:
 - Why did you first choose cyber charter? Families cited flexible schedules, bullying incidents, special education needs, COVID, anxiety, school safety, and lack of diversity.
 - What keeps you going back to cyber charter each year? Families shared that they like the flexible schedules, number of field trips available, individualized instruction, safety, amount of oversight available to parents, diversity and cultural education, and communication.
 - What could ELCO offer that would make you consider sending your students to ELCO? Most families shared that they are happy with cyber charter and that there isn't anything the district could offer to make them return. Some ideas were provided, including internet reimbursement, offering a variety of curricula aligned to the needs of the child, updated curriculum, the ability to choose from hundreds of field trips, sensitivity and awareness, diversity training for educators, a better culture of inclusivity, no liberal agenda, and none.
 - Mr. Santos commented on bringing cyber-charter students back to the school district.
- Lebanon County CTC Budget
 - Mrs. Mathias shared the budget with the Committee. The budget decreased slightly (less than 1%) due to a reduction in seats along with a 3-year rolling average.
 - Mr. Santos shared that there will be meetings to discuss changes to the articles of agreement.
 - The Committee agreed to move this forward to the Board agenda.
- Lancaster-Lebanon IU13 Budget Resolution
 - Mrs. Mathias shared that there was a minimal increase in the instructional media budget.
 - The Committee agreed to move this forward to the Board agenda.

- CSIU Contract
 - Mrs. Mathias shared the contract for CSIU, which is the accounting and payroll software. The contract reflects a slight increase.
 - The Committee agreed to move this forward to the Board agenda.

Public Comment:

Megan Schaffer spoke on behalf of the ELCO Education Foundation. She mentioned how the lack of funding in the budget impacts students. She shared that there were an unprecedented number of teacher grant requests due to the funding cuts. The Foundation is trying to fund as many as possible, but they can't fund them all. As the Intermediate School PTO President, the color run is bringing in \$20,000. The community organizations that benefit the students are trying to do their part and encouraged the Board to raise taxes to the index to help. (2:49)

Tom Ferrari thanked the Board for looking at creative ways to bring in money. It is our job to reach out to legislators to make a change. Cyber charter schools have no accountability and can spend a lot of money on advertising. The Adequacy Funding is unfair to ELCO because other districts are getting more while ELCO gets less. My kids benefited from going on field trips. It is very beneficial for students. (4:04)

Next Finance Committee Meeting:

- May 6, 2025

Adjournment

- Mr. Ondrusek adjourned the meeting at 7:51 pm, and the board moved into an executive session to discuss personnel matters.

Future Finance Committee Meetings:

Tuesday, May 6, 2025
 Tuesday, June 10, 2025
 Tuesday, July 8, 2025

Tuesday, August 5, 2025
 Tuesday, September 9, 2025
 Tuesday, October 7, 2025
 Tuesday, November 4, 2025



Eastern Lebanon County School District

180 ELCO Drive, Myerstown, PA 17067

March 17, 2025, DO Boardroom, 5:00 pm

Finance Committee Minutes

Finance Committee Chair: **Ray Ondrusek**

Finance Committee Members: **Howard Kramer, JP Santos, David Ziegler; Board President, Jack Kahl**

Call to Order and Welcome

- Mr. Ondrusek called the meeting to order at 5:02 pm.

Discussion Items

2025-2026 Preliminary Budget Update

- Mrs. Mathias provided an update on the 2025-2026 Budget.
- Reductions have brought the deficit down to \$1.3 million.
- Reductions were presented, including potential salary reductions.
- Mrs. Vicente shared that during the April Finance Committee meeting, more details will be provided on what types of items have been cut from the budget.
- The budget has also been modified to reflect a 3.8% tax increase, as directed by the Committee at the last meeting.
- Potential cuts were also discussed, including:
 - Reduction in bank fees
 - Replacement of custodial/maintenance
 - Healthcare consortium clinics
- Mrs. Mathias shared the potential impact on the fund balance. As presented, including the deficit from 2024-2025 and 2025-2026, the fund balance would be decreased to around \$5 million.
- The average property assessed value in the district is \$183,342.
- The committee asked for more information on the following:
 - The millage rates for other districts
 - The average assessed value for other districts

- Mr. Kramer stated that every 1% tax increase generates approximately \$313,000 in revenue. He stated that if ELCO does not raise taxes by 1%, the district will lose money every year in the future.
- The assessed values are lower than the actual values. The County has not discussed reassessing properties.
- Mrs. Vicente shared that ELCO's student enrollment is increasing while many other districts in the IU are decreasing.
- The committee discussed ways to entice businesses to come into the district.
- The committee reiterated that the funding formula is not fair.

Public Comment:

- Mrs. Moyer shared that she spoke with Senator Gebhard, who now recognizes that ELCO did not receive Adequate Funding. He is going to reach out to others to get more information from PDE.

Next Finance Committee Meeting:

- April 8, 2025

Adjournment

- Mr. Ondrusek adjourned the meeting at 5:33 pm.

Future Finance Committee Meetings:

Tuesday, April 8, 2025
 Tuesday, May 6, 2025
 Tuesday, June 10, 2025
 Tuesday, July 8, 2025

Tuesday, August 5, 2025
 Tuesday, September 9, 2025
 Tuesday, October 7, 2025
 Tuesday, November 4, 2025



Eastern Lebanon County School District

180 ELCO Drive, Myerstown, PA 17067

April 10, 2025, DO Boardroom, 5:00 pm

Curriculum Committee Minutes

Curriculum Committee Chair: **Bonnie Kantner**,

Curriculum Committee Members: **Thomas Ferrari, Jr., Rachel Moyer, Joya Morrissey**; Board President, **Jack Kahl**

Mrs. Kantner called the meeting to order at 5:07 pm.

The slides presented at the meeting can be found at [this link](#).

Discussion Items

New Resource Final Review

- Dr. Davis reviewed the textbook review procedures and timeline and sought the committee's recommendations regarding the presented resources. Additionally, Dr. Davis presented the Committee members' strengths and concerns for each resource (below):
 - CDL, J. J. Kelly & Associates; recommended moving forward for approval consideration of the full board
 - AP Spanish Language and Culture, Vista; recommended moving forward for approval consideration of the full board
 - AP Biology, Bedford, Freeman & Worth; recommended moving forward for approval consideration of the full board
 - K-5 Literacy, Amplify, CKLA will be addressed separately below
- K-5 Literacy, Amplify
 - Dr. Davis provided an overview of the literacy resource review process, which began in the 2023-2024 school year.
 - Additionally, the committee members' comments on strengths and concerns were reviewed, and the relevant science and social studies standards were shared.
 - Dr. Davis shared additional content concerns and solutions since March 2025:
 - *House on Mango Street*, concern; solution - this book is in the 2nd edition and is not part of the 3rd edition under consideration

- Suggested reading on Diversity in a Geology unit, concern; solution - this suggested reading is in the 2nd edition and is not part of the 3rd edition under consideration
- Age appropriateness of teaching world religions, concern; solution - the units in 2nd, 1st, and 4th grades where the age appropriateness was questioned were not selected as they were choice units
- Age appropriateness on teaching world religions, concern; solution - four lessons can be removed, if requested, and not taught that address “myths and volcanoes”, a read-aloud that involves a rabbi, and a read-aloud that mentions a sky god
- Students in 5th grade without background knowledge in grades K-4, concern; solution - Amplify is providing Boost intervention for free to help support students; a slower pace will be adopted in grades 3-5 for the first year or two; and the 1st unit is designed to support students moving into CKLA
- Scripted lessons, concern; solution - supports will be in place for new teachers and teachers using the resource for the first time; implementation expectations will be established during training
- Climate change/ice age in Native American unit, grade 3, concern; solution, this is one part of a lesson and can be removed, if requested
- Themes for Critical Race Theory and/or Diversity, Equity and Inclusion are concerns; solution - more information is needed from the committee that identifies specific examples.
- Dr. Davis reviewed the materials, seeking content that could be considered to be aligned with CRT and DEI.
- Dr. Davis shared Resolution 09-20-2021-1, Critical Race Theory Resolution, created and approved by the Board in September 2021. The Curriculum Committee created a companion document to clarify the resolution for teachers, and staff sessions were offered to clarify the resolution.
- The resolution was used as the basis for the exploration of the materials
- Dr. Davis shared a statement from the FAQ Document from the US DoE, Office of Civil Rights, on February 28, 2025, that clarifies what is considered DEI.
- Dr. Davis presented the results of a comprehensive review of the material, using the CRT resolution and US DoE guidance as a basis. A keyword search was conducted, and the results were shared.

- DEI and CRT Search terms: Diversity/Diverse, Equity, Inclusion, Race, Oppress, Privilege
- Religion or Mythical Gods Search terms: Religion, God, god/goddess, Islam, Muhammad, Buddhism
- In all cases where references were found, those lessons/units can be removed, if requested (see presentation slides for details).
- Dr. Davis shared an overview of the Parent Night, which included a presentation and the opportunity for parents to review the resources. Dr. Davis provided information to parents about the units that have come up as potential concerns. Parents were encouraged to look closely at those units in breakout rooms. Parents were asked to provide written feedback. Seventeen parents attended, 10 families submitted feedback, and 40 comments were offered: 38 strengths and two concerns. Dr. Davis summarized and presented the strengths and concerns comments.
- During the March Curriculum Committee meeting, a comment was publicly made regarding Palmyra's perceived stronger performance. A comparison chart was shared comparing Palmyra and ELCO in the areas of demographics, staff during the ELA revision, and post-revision actions.
- Budget and curricular impacts were presented; ELA has already been delayed one year, which impacts all of the other curricular areas, bumping the cycle to a seven-year review cycle;
- CKLA includes start-up costs, teacher and classroom resources, professional development, consumable student books, MClass (would replace the current Acadience assessment), and the Boost intervention program. Total cost \$93,000, spread over multiple years. The program would be purchased in 2025, but expensed over six years
- Additional impacts include licenses expiring for current programs. For example, due to the ELA purchase delay, digital math resources will need to be purchased for one year to extend those resources beyond their 6-year cycle.
- Journeys, the current ELA resource, was set to cease publication in 2025, but after an email notification in March, the company extended its retirement for another year.
- Used book vendors, where resources are purchased, are running low on inventory. There is no guarantee that Journey resources will be available in 2026. Extending Journeys for one additional year will cost \$75,000, and Acadience will need to be purchased for

\$13,900. Keeping the current Journeys resource would cost \$88,900 next year.

- The ELA resource recommendation from administration remains: recommending the purchase of CKLA
- Dr. Davis presented four options for the committee:
 - The committee majority recommends CKLA
 - The committee majority rejects CKLA
 - The committee cannot reach a consensus; the administration was asked to consult the solicitor for guidance and direction. Mrs. Vicente shared a summary of the solicitor's guidance, which included references to the school code and the locally approved policies
 - The committee recommends CKLA with replacements; Dr. Davis shared explicit examples of what units could be replaced based on expressed concerns.
- Mrs. Kantner continued to express concerns about the age appropriateness of the program. She offered that the Science of Reading is encapsulated by something bad. Science of Reading is good, but the program is not. Mrs. Kantner expressed that not all materials were presented to the committee for a full review.
- Mrs. Moyer asked why we would purchase from a publisher who included inappropriate information. Mrs. Moyer believes the information is degrading to Christians and the military, especially the Native American unit.
- Mrs. Morrissey asked what was questionable: "Do you not trust the teachers and administrators to do what is best for our students? Who are you to decide what the students learn?"
- Mrs. Moyer believes the community voted her in to be the community's voice.
- Mrs. Morrissey stressed that we are a public school.
- Mrs. Moyer shared that the content is not aligned with conservative values and expressed that Wit and Wisdom should be reviewed.
- Mrs. Morrissey shared that she learned about Greek gods and goddesses as a young student.
- Dr. Davis read the reasons why Wit and Wisdom was not selected from the summary sheet that was provided to the Committee during the review. The items included: great alignment to the Science of Reading, interesting topics for knowledge lessons, would require the use of Foundations for skills units, and topics in the non-fiction

texts may not align with community needs. There were also errors found in the materials when they were reviewed.

- Mr. Kahl suggested that we need to keep in mind the student performance data and move away from the status quo.
- Mrs. Moyer shared that we've discussed that there is no guarantee that a new program will improve results.
- Mr. Kahl publicly stated he trusts Dr. Davis, known across the state for her curricular knowledge.
- Mr Ferrari commented that we need to do something. He supports Dr. Davis, Mrs. Vicente, and the teachers and values their recommendations. The research has been completed. Mr. Ferrari reviewed the parent comments from the parent night and read selected comments supporting CKLA. I am considering the recommendations from our teachers, administration, and neighboring school districts. Additionally, we have a policy that addresses a process if the content is in question. Mr. Ferrari supports moving forward with CKLA.
- Mrs. Moyer stated she disagrees with moving forward with CKLA.
- Mrs. Morrissey recommended moving forward with CKLA.
- Mrs. Kanter stated she does not recommend moving forward with CKLA.
- The Committee was unable to reach a consensus on moving forward with placing CKLA on the Board agenda, so the decision will now be up to the Board President, Board Secretary, and Superintendent.

Public Comment:

Mr. Kramer stated his support for Dr. Davis and the teachers. He commented that we need to learn both sides. He commented that this is all about trust, and he trusts the administration. (1:58)

Mrs. Gray-Hayes commented that the Comprehensive Plan was approved in the last school board meeting. She commented that all school board members are part of the steering committee. She read the School Board values in the Comprehensive Plan.

Mrs. Gray Hayes stated that she sent emails to Mrs. Kanter; she read the email that was sent to Mrs Kantner; Mrs. Gray-Hayes reached out regarding comments that Mrs. Kantner stated in a previous meeting stating that she would like clarification on CKLA lessons on Barak Obama and whether this topic would be appreciated in this community. Mrs. Gray-Hayes indicated that Mrs. Kanter confirmed she made these comments. When Mrs. Kantner did not respond, a second email was sent (date) as a

follow-up asking for a response. Thirty-two days have passed since the original email. Mrs. Kanter stated in the committee meeting that she will not offer a comment. Mrs. Gray-Hayes restated the values of the School Board and noted that the values mean nothing. (4:18)

Paul Kashella offered that he was a school van driver and is now a substitute driver. He used to drive students who had trouble in school and smart students. He said students were programmed, not educated. He would ask students what they did in school. He offered an example from around Thanksgiving. A student said they learned about Pocahontas and watched an animated version of the movie. He also asked them math questions (8x8); he got no answer. He asked whether they had learned this information and shared that he had memorized it. He asked students about the date December 7, 1941. Silence. Nobody knew the answer to what was 9/11. The curriculum you had then was the same. Are we asking what kids want to do with their lives? There are probably some good teachers who want to do the right thing. When was the last time a child was left behind because they didn't meet the standard? Christianity, I didn't hear too much about that. What does Jesus say? Love. Love one another. You love one another. What is so bad about that? (4:55)

Brian Fischer, parent and taxpayer. I would love to pay more if it meant my kids would get a better education. Dr. Davis, Mrs. Vicente, and the parents have put in much time. I attended parent night; I tried to find problems with the resource. I couldn't. This is about politics or religion. It's a public school. I'm a Christian. I don't have a problem with my children learning about Greek gods. I was astounded by the inability to see how clearly the teachers have laid this out. You were all voted in and can be voted out (1:47)

Megan Schaeffer, Thanks, Dr. Davis, and Mrs. Vicente, for supporting CKLA. She commented that she was disappointed that Mrs. Moyer texted and scrolled on her phone during the meeting. The teachers deserve your respect. The two board members voting for CKLA have or had children who attended ELCO. One who is voting against it does not send her children to this district. I can't imagine not being invested in the district to make these decisions. Consider all of the students. Ms. Schaeffer gave an example of traveling to Greece to learn about the civilization. Not all kids get that opportunity. Some will read about it. Students deserve to learn that there is more than Myerstown. We have an obligation to teach them so they are prepared for their next. (2:28)

Jessica Hoffer, Not every student in our district is Christian. Interestingly, evolution is in AP Biology, but will we exclude a rabbi story in elementary school? Last time I attended

the committee meeting, no decision was made. It is time to wrap it up so teachers can start to prepare. (:57)

Ray Ondrusek commented on Dr. Davis and Mrs. Vicente's talent and as assets to the district. He expressed concerns about CKLA, which is recommended by the Washington, DC Public Schools. Who is recommending this program? He is a 1974 graduate of ELCO. His generation sent men to the moon, and other great achievements were achieved by using slide rules and basic calculators. He learned all that without an expensive curriculum. Where are the real curriculum writers? He is not convinced this is the best decision. (2:38)

James Thomas stated that he understands the process and the time it took for this recommendation. He stated that his children are exposed to so much and offered caution about not limiting exposure. We don't know what our kids will be when they get older. The time has been put into selecting this resource. Don't focus on the words, please consider the big picture. (1:40)

Liz Miller shared that she attended the Parent Night to be able to examine the curriculum. She spoke to Mrs. Moyer for being dismissive and stated that she does not represent all of the people. The parents' opinions matter. She asked Mrs Moyer for data to show that so many are against the curriculum. My husband and I come because we care. (1:12)

Next Curriculum Committee meeting:

- Monday, May 5, 2025, date change due to a conflict with the FFA Banquet

Mrs. Kantner adjourned the meeting at 6:45 pm.

Future Curriculum Committee Meetings:

Monday, May 5, 2025 (change)
Thursday, June 12, 2025
Thursday, July 10, 2025

Thursday, August 7, 2025
Thursday, September 11, 2025
Thursday, October 9, 2025
Thursday, November 6, 2025



Eastern Lebanon County School District

180 ELCO Drive, Myerstown, PA 17067

April 10, 2025, DO Boardroom, 6:00 pm

Personnel Committee Minutes

Personnel Committee Chair: **Joya Morrissey**

Personnel Committee Members: **Thomas Ferrari, Jr., Bonnie Kantner, Rachel Moyer; Board President, Jack Kahl**

Ray Ondrusek attended as a member of the community.

Mrs. Morrissey called the meeting to order at 6:54 pm.

Discussion Items

The Committee reviewed a draft agenda for the April 22, 2025, meeting, which reflects actions as of the date of the Committee meeting. Additional items will likely be included in the time leading up to the voting Board meeting.

As of April 10th, the following items will appear on the April 22nd Board Agenda:

- Food Service Update
 - Mr. Ludwig provided an update on the ELCO Food Service Program. The Food Service budget is separate from the ELCO School District General Fund Budget.
 - The number of meals served this year has increased, which means the Food Service budget is \$73,000 higher than last year.
 - Mr. Ludwig provided an overview of the department's staff, including a few employees from the Ames staffing service.
 - Mr. Ludwig provided information on the recruiting matrix used to establish wages. The matrix was developed several years ago. Staff members who are retained for several years do not keep up with wage increases because of how staff wages are calculated. The new staff being hired are, in some cases, outpacing the existing staff's wages.
 - Mr. Ludwig presented a proposal that reflects wage increases for existing staff using the hiring matrix and eliminates the use of Ames contracted employees. New staff who were brought in on the matrix would not be adjusted.

- The cost of these wage increases is approximately \$45,888 per year.
- If the Food Service Department were fully staffed without Ames, we could eliminate the use of Styrofoam trays at a cost of \$38,500 per year. The trays started to be used when the cafeteria was short-staffed and there was no staff to wash them between lunches. If the department were fully staffed, disposable trays would not be necessary.
- Mr. Ludwig also proposed a second chance breakfast at the high school.
- Mrs. Vicente shared that we did a similar wage adjustment with support staff a few years ago for the same reasons.
- The Committee agreed to discuss the wage increases further. Mrs. Vicente shared that more information will be presented in the next Finance Committee meeting
- New hires:
 - Mrs. Vicente provided an overview of the new hires that will be on the agenda, including
 - New nurse substitutes
 - Summer employment for Extended School Year and ELCO+ (teachers, paraprofessionals, nurses)
 - Paraprofessionals for hourly rate adjustments
 - Three custodians
 - Offers have been made to two coaches, but these were still in process at the time of the committee meeting
 - Volunteers
- Resignations:
 - Mrs. Vicente provided an overview of the resignations that will be on the agenda, including two paraprofessionals and two coaches.
- Staffing Update:
 - There are currently 2 full-time and 2 part-time custodians employed through Ames contracted services. We have been making progress on converting these positions to ELCO employees.
 -
- Requested Leaves:
 - None

Absence Without Pay Requests

- Mrs. Vicente reviewed the district's Absence Without Pay (AWOP) report to date. As a reminder, staff who request five or more consecutive AWOP days will appear on the school Board agenda for approval. Additionally, individuals who

request more than 10 AWOP days, excluding extended sickness or approved FMLA leave, will also appear on the school Board agenda for approval.

Sabbatical Requests

- None

The committee discussed changing the date of the next meeting due to the FFA Banquet. The new date will be May 7, 2025, at 5:00.

Public Comment: None

Next Personnel Committee Meeting:

- May 7, 2025 at 5:00 pm

Adjournment: Mrs. Morrissey adjourned the meeting at 7:25 pm.

Please note that the Personnel Committee will move into an Executive Session to discuss confidential Personnel matters.

Future Personnel Committee Meetings:

Thursday, May 7, 2025 (change)
Thursday, June 12, 2025
Thursday, July 10, 2025

Thursday, August 7, 2025
Thursday, September 11, 2025
Thursday, October 9, 2025
Thursday, November 6, 2025