

EASTERN LEBANON COUNTY SCHOOL DISTRICT
180 ELCO Drive, Myerstown, PA 17067

Regular Board of Education Voting Meeting
District Board Room
Hybrid
(In-person or via Zoom)

March 17, 2025

The Regular Board of Education Meeting was called to order by President, Jack Kahl at 6:00 p.m.

The Eastern Lebanon County School Board met in a Regular Board of Education Session with President Kahl presiding.

Mr. Kahl noted the District is audio recording the meeting, which will be posted on the District website. Mr. Kahl also inquired if anyone in attendance was recording the meeting. Mr. Joel Risser indicated he was recording the meeting.

A Moment of Silent Mediation was observed, which is optional for attendees.

The Pledge of Allegiance was led by Mr. Jack Kahl.

Roll Call

Board Secretary, Lori Mosser, called the roll. The following members were present: Mrs. Kantner, Mrs. Morrissey, Mrs. Moyer; and Messer's Ferrari, Jr., Kahl, Kramer, Ondrusek, Santos and Ziegler. Also in attendance were the following from the administrative team: Mrs. Vicente, Dr. Davis, Mrs. Mathias, Mrs. DeHaven, Ms. Haas, Mr. Treese, Dr. Gerhart, Mrs. Houck, Mrs. Ressler, Mrs. Springborn, Mrs. Smith, Mrs. Shoemaker, Dr. Mecca, ~~Mr. Ludwig~~, Mr. Mealy, Mr. Boltz, Mr. Dresch, Lori Mosser, Board Secretary; and faculty/staff and community residents (in-person and via Zoom).

Board President Communications

- Welcome to everyone attending.
- A Finance Committee meeting took place at 5:00 p.m. prior to the Board Voting Meeting to discuss the 2025-2026 Budget.
- The Board met in an Executive Session at 5:30 p.m. prior to the Board Voting Meeting to discuss matters of employment and conditions of employment.
- Next month the Board will be voting on two keys issues. The first being the 2025-2026 Budget and the second being the proposed new K-5 Language/Arts program.

Student Council Report

- Karli Hauck and Cadynce Thornton, Student Council Representatives reported on the following events:
 - This month the Interact Club will participate in the Wreaths Across America Clean Up.
 - Teacher Appreciation Day is May 6, and our members will deliver donuts and coffee to teachers and staff as an act of appreciation.
 - We are preparing for the talent show and lawn lunch to be held May 22, 2025.
 - RaiderTHON is preparing for the Color Run to be held in May.

Student Recognition

- Raider Voices presented by Dr. Michael Gerhart, Principal Intermediate School

Presentation

- Woodson Award - Presented by Mrs. Brenda Bomberger – Pennsylvania Association of School Retirees to Mr. James Thomas and Ms. Judy Umbenhauer

Board Committee and Rep Reports

- Policy Committee – Mrs. Rachel Moyer
 - Policies 601 through 613 were discussed. All policies were moved forward for their first reading.
 - The committee reviewed a revised draft of a Display of Flags policy.
- General Services Committee – Mr. JP Santos
 - A report was given on the amount of money that was saved by the district due to the Guaranteed Energy Savings Act in 2018.
 - A quote was reviewed to add a railing outside the High School athletic entrance. The committee would like to secure additional quotes for this project.
 - The committee discussed the naming of the planetarium.
- Finance Committee – Mr. Ray Ondrusek
 - Additional information was provided on the 2025-2026 budget.
 - ELCO is the only Lebanon County School District not receiving Adequacy Funding.
 - Several scenarios were presented for tax increase percentages between 3.8% and 4.8% and the impact on the fund balance.
- Curriculum Committee – Mrs. Bonnie Kantner
 - Highlights from the new Comprehensive Plan for 2025-2028 were shared.
 - New Resource Update: The committee/public commented on the new CKLA literacy program being considered. It will continue to be discussed at the April committee meeting, with the intent to approve the program at the April Board meeting.
- Personnel Committee – Mrs. Joya Morrissey
 - Items were discussed that will be added to the March agenda.
 - An AWOP report was provided to committee members.
- IU13 Rep Report – Mr. Ray Ondrusek
 - The ELCO School Board will be voting on the CTC General Operating Budget next month.
 - Next meeting will be held April 9, 2025.
- PSBA Report – Mr. David Ziegler
 - The State of Education report is available for review on the PSBA website.
 - Cyber Charter funding reform is being discussed for the 2025-2026 state budget.
- CTC Report – Mr. JP Santos
 - Next meeting will be held March 18, 2025.
 - Several ELCO students placed in their field of study at the PA Skills Contest.
- Lebanon County Tax Collection Rep Report – Mr. Thomas Ferrari, Jr.
 - No Report.
- ELCO Education Foundation – Mr. Howard Kramer
 - Applications for the Spring Teacher grants are due by April 1, 2025.
 - Hosting the ELCO Intermediate Color Run on April 27, 2025.
 - Asking for recipes from the community to submit to the ELCO Community Cookbook.

Public Comments – Items On the Agenda

- No comments were made.

Approval of Minutes

On a motion by Mrs. Moyer, seconded by Mr. Santos and approved by Voice vote, all voting Aye, the Minutes of 02-18-2025 were approved.

Approval of Treasurer's Report

On a motion by Mr. Ferrari, Jr., seconded by Mrs. Morrissey and approved by Voice vote, all voting Aye, the Treasurer's Report of 02-28-2025 was approved.

ACTION ITEMS FOR APPROVAL

Personnel Committee – Mrs. Joya Morrissey, Chairperson

No items were requested to be separated from the overall vote.

On a motion by Mrs. Morrissey, seconded by Mr. Kramer and approved by Voice vote, all voting Aye, Personnel Committee Items A-T were approved:

- A. Approved the employment of Ying Moua-Yang, full-time Administrative Assistant to the Director of Special Education and Director of Pupil Services at a rate of \$23.19 per hour, 7.5 hours/day (12-month position), start date effective and retroactive to March 12, 2025, pending receipt of all required documentation, clearances, and disclosures.
Background: This position is being filled due to a retirement.
- B. Approved the employment of Andrew Dornes as Assistant High School Principal on a "Professional Administrative Contract", at a salary of \$100,000 with applicable Act 93 benefits, with an effective starting date TBD, pending receipt of all required documentation, clearances, and disclosures.
Background: This position is being filled due to a resignation.
- C. Approved the employment of Aleksandr Melnik, full-time Custodian (subject to assignment) at a rate of \$14.75 per hour, 8.0 hours/day (12-month position) start date effective and retroactive to March 11, 2025, pending receipt of all required documentation, clearances, and disclosures.
Background: This position is being filled due to a resignation.
- D. Approved the employment of Alondra Plasterer as High School Head Food Service Manager at a rate of \$21.00/hour, 8.0 hours/day (10-month position), start date effective and retroactive to February 26, 2025.
Background: This position is being filled due to an Administrative transfer.
- E. Approved the employment of Virginia Showers, part-time Paraprofessional at the Intermediate School, at a rate of \$12.31 per hour, 3.0 hours/day (10-month position), start date effective on or about March 27, 2025.
Background: This position is being filled due to a staff vacancy.
- F. Accepted a "Letter of Resignation" from Elizabeth Porter, 1st Grade Teacher at Jackson Elementary effective and retroactive to February 24, 2025.
- G. Approved Kaitlyn Strayer as a teacher on temporary assignment as a First Grade Teacher at Jackson Elementary effective and retroactive to February 25, 2025, through the end of the 2024-2025 school year with no change in salary.
Background: This position is being filled due to a resignation. The math coach position held by Mrs. Strayer will not be backfilled for the remainder of the 2024-2025 school year.
- H. Approved a stipend of \$500.00 for Kaitlyn Strayer to continue coordinating the elementary virtual academy for the remainder of the 2024-2025 school year.
Background: Mrs. Strayer will continue to serve in this role in addition to her assuming the 1st Grade Teacher position.

- T. Approved adding the following individuals to the ELCO volunteer listing for the 2024-2025 school year, as listed. Noting all required documentation, clearances, and trainings are on file:
- | | | |
|----------------------|-------------------|------------------|
| Gary Althouse, Jr. | Emily Carnegie | Michael Cesarz |
| Kathy Jo Custer | Kaitlyn Dohner | Allison Ebersole |
| Christopher Gilmer | Sarah Gresh | Shane Miller |
| Brooke Moyer | Amber Palm | Tracy Scipioni |
| Samantha Smith | Suzanne Stehr | Emily Hartman |
| Rooseveltha Baptiste | Robert Dulabohn | David Frandsen |
| Cynthia Harnish | Melanie Stoeffler | Kayla Gettle |

Curriculum Committee – Mrs. Bonnie Kantner, Chairperson

No items were requested to be separated from the overall vote.

On a motion by Mrs. Kantner, seconded by Mr. Santos, and approved by Voice vote, all voting Aye, Curriculum Committee Items A-K were approved:

- A. Approved an agreement between ELCO School District and Lancaster-Lebanon IU1. 3 to participate in the Lancaster-Lebanon Virtual Solutions from August 25, 2025, through June 30, 2028. (Board Attachment)
Background: This agreement is a contract renewal providing the learning management and curriculum for the ELCO Virtual Academy.
- B. Approved the ELCO School District Comprehensive Plan for 2025-2028. (Board Attachment)
Background: The Comprehensive Plan was reviewed and revised based on a review of District data and results from a community survey. The Plan was reviewed by a Steering Committee that met on February 20, 2025, and March 12, 2025. A draft of the Comprehensive Plan was posted on the District's website for public review and comment.
- C. Approved Dallin Yang as an exchange student through the ICES Exchange Program for the period of August 25, 2025, through June 4, 2026.
Background: This motion is in accordance with Policy 239, Foreign Exchange Students.
- D. Approved a trip and travel request from Darbe DeHaven, Director of Human Resources, to travel and attend the 13th Annual District HR Exchange Conference to be held on April 23-25, 2025, at Glasbern Inn, Fogelsville, PA.
Background: This conference is held by the IU13 to provide activities and collaboration centered around district HR topics such as TIMS, Emergency Permits & Intern Permits, Progressive Discipline, Emotional Intelligence, and Red Flags in the hiring process. This conference has been budgeted.
- E. Approved a trip and travel request from Dr. Kimberly Mecca, Director of Special Education, to travel and attend the 46th Annual PAPSA Conference to be held April 9-11, 2025, at The Inn at Leola Village, Leola, PA.
Background: This conference will focus on topics in Special Education and provide the opportunity to connect with other Special Education leaders from across the state. This conference has been budgeted.
- F. Approved a trip and travel request from Dr. Barbara Davis, Assistant Superintendent, to travel and attend the PA Summit 25 – PASCD and PA Principals Conference to be held August 3-5, 2025, at The Nittany Lion Inn, State College, PA.
Background: This conference is an opportunity to connect with educational leaders from across Pennsylvania. The registration cost is covered by PASCD.
- G. Approved a trip and travel request from David Fair, High School Band Director, to travel and attend the PMEA State Conference to be held April 9-12, 2025, at the Kalahari Resort, Pocono Manor, PA.
Background: This conference would provide the opportunity for professional development including sessions specific in band and classroom music. This conference has been budgeted.
- H. Approved a trip and travel request from David Fair, High School Band Director, chaperone, and one (1) student, to travel and participate in the All Eastern NAFME Conference to be held April 24-26, 2025, at the Connecticut Convention Center, Hartford, CT.
Background: This is an annual event for qualifying students. This trip is budgeted.
- I. Approved a trip and travel request from Michael O'Neill, High School English teacher, and approximately five (5) students to travel and participate in the TSA (Technology Student Association) State Conference to be held April 23-25, 2025, at Seven Springs Mountain Resort, Seven Springs, PA.
Background: Students will compete in various STEM related events such as Story Book Design, Video Game Design, and Problem Solving. The students will compete with other students from across the state with a chance to represent our district in the National competition in June. This trip is budgeted.

- J. Approved a trip and travel request from Robert Miller, Head Varsity Track and Field Coach, Assistant Coaches, and qualifying student athletes, to travel and participate in the Outdoor Track & Field District III Championships to be held May 16-17, 2025, at Shippensburg University, Shippensburg, PA.

Background: This is an annual trip subject to qualifying students. This trip is budgeted.

- K. Approved a trip and travel request from Robert Miller, Head Varsity Track & Field Coach, Assistant Coaches, and qualifying student athletes, to travel and participate in the Outdoor Track & Field PIAA State Championships to be held May 23-24, 2025, at Shippensburg University, Shippensburg, PA.

Background: This is an annual trip subject to qualifying students. This trip is budgeted.

Policy Committee – Mrs. Rachel Moyer, Chairperson

No items were requested to be separated from the overall vote.

On a motion from Mrs. Moyer, seconded by Mrs. Kantner and approved by Voice vote, all voting Aye, Policy Committee Items A-N were approved.

- A. Approved Policy 601 – Fiscal Objectives for first reading. (Board Attachment)

Background: This policy was reviewed by committee. There are no revisions to the policy; the review date will change.

- B. Approved Policy 602 – Budget Planning for first reading. (Board Attachment)

Background: The policy was reviewed by committee. There are no revisions to the policy; the review date will change.

- C. Approved Policy 603 – Budget Preparation for first reading. (Board Attachment)

Background: This policy was reviewed by committee. The time frame to present the proposed/preliminary budget to the Board due to inconsistencies in the time frame between Act 1 and School Code 687 was removed. The school district will maintain a specific time frame but will move it to procedures to ensure it aligns with school code.

- D. Approved Policy 604 – Budget Adoption for first reading. (Board Attachment)

Background: The policy was reviewed by committee. There are no revisions to the policy; the review date will change.

- E. Approved Policy 605 – Tax Levy for first reading. (Board Attachment)

Background: The policy was reviewed by committee. There are no revisions to the policy; the review date will change.

- F. Approved Policy 606 – Tax Collection for first reading. (Board Attachment)

Background: The policy was reviewed by committee. There are minor language changes to increase clarity.

- G. Approved Policy 607 – Tuition Income for first reading. (Board Attachment)

Background: The policy was reviewed by committee. There were minor language changes for clarity and conciseness.

- H. Approved Policy 608 – Bank Accounts for first reading. (Board Attachment)

Background: The policy was reviewed by committee. There are no revisions to the policy; the review date will change.

- I. Approved Policy 609 – Investment of District Funds for first reading. (Board Attachment)

Background: The policy was reviewed by committee. The language was updated in the Delegation of Responsibility section to provide guidance in the role of the Board, Investment Officer, and the Superintendent in approving an annual investment plan.

J. Approved Policy 610 – Purchases Subject to Bid/Quotation for first reading. (Board Attachment)

Background: This policy was reviewed by committee. The policy was updated to clarify competitive bid and price quotation requirements under the School Code to reflect the current dollar limits. Language was also updated to clarify the authority of the Business Manager or Assistant Business Manager to purchase supplies and award contracts consistent with School Code.

K. Approved Policy 611 – Purchases Budgeted for first reading. (Board Attachment)

Background: The policy was reviewed by committee. The updated policy reflects the current dollar limits for purchases based on the Consumer Price Index. Language was updated to identify who authorizes purchases that are within budgetary limits.

L. Approved Policy 612 – Purchases Not Budgeted for first reading. (Board Attachment)

Background: This policy was reviewed by committee. There are no revisions to the policy; the review date will change.

M. Approved Policy 613 – Cooperative Purchasing for first reading. (Board Attachment)

Background: This policy was reviewed by committee. There are no revisions to the policy; the review date will change.

N. Approved the following policies (revised/reviewed/and/or new) for 2nd reading. (Board Attachment)

1. Policy 325 Dress and Grooming
2. Policy 326 Complaint Process
3. Policy 328 Compensation Plans/Salary Schedules
4. Policy 330 Overtime
5. Policy 331 Job Related Expenses
6. Policy 332 Working Periods
7. Policy 333 Professional Development
8. Policy 334 Sick Leave
9. Policy 335 Family and Medical Leaves
10. Policy 336 Personal Necessity Leave
11. Policy 337 Vacation
12. Policy 338 Sabbatical Leave
13. Policy 338.1 Compensated Professional Leave
14. Policy 339 Uncompensated Leave
15. Policy 340 Responsibility of Student Welfare
16. Policy 341 Benefits for Part-Time Employees
17. Policy 342 Jury Duty
18. Policy 343 Paid Holidays
19. Policy 345 School Police – Use of Force and Weapons
20. Policy 347 Worker's Compensation Transitional Return-to-Work Program
21. Policy 351 Drug and Substance Abuse
22. Policy 360 Driver History Record

General Services Committee – Mr. JP Santos, Chairperson

No items were requested to be separated from the overall vote.

On a motion by Mr. Santos, seconded by Mrs. Morrissey and approved by Voice Vote, all voting Aye, Item A was approved:

A. Approved a renewal with JAMF for \$2,500.00 to use their Connect Basic Solution. (Board Attachment)

Background: This is an annual renewal that provides a solution for end users to sync their Directory password with their local computer login password, and their Microsoft account to maintain an alignment of the end user passwords for all systems. This is a budgeted expense.

Finance Committee – Mr. Ray Ondrusek, Chairperson

No Items were requested to be separated from the overall vote.

On a motion by Mr. Ondrusek, seconded by Mr. Kramer and approved by Voice vote, all voting Aye, Finance Items A-B, were approved:

- A. Approved payment of bills as found listed and attached to the March 17, 2025, Board Agenda for payments made February 2025, in the amounts indicated: (Board Attachment)

General Fund payments in the amount of	\$2,473,789.76
Cafeteria Fund payments in the amount of	\$200,060.62
Capital Reserve Fund payments in the amount of	\$40,338.00
Debt Service payments in the amount of	\$348,325.00
Construction Fund payments in the amount of	\$830,321.12
Student Activity payments in the amount of	\$10,269.16
Flex Spending payments in the amount of	\$4,566.73

- B. Approved a Special Education Contracting Agreement with Yellow Breeches Education Center for the 2025-2026 school year. (Board Attachment)

Background: This is an approval for contracted services for the 2025-2026 school year for six (6) secondary placements. This is a budgeted expense.

Superintendent's Report

- Principal's Reports:
- Mrs. Megan Ressler – Jackson Elementary
 - On March 12, 2025, we hosted the Rising Raiders workshop, and it was a great success. The many families that attended learned valuable tips to prepare their children for the transition to full-day kindergarten.
- Mrs. Jodi Houck – Fort Zeller Elementary
 - We just finished our activities for Read Across America week. There were several guest readers, we have a reading challenge that will last throughout this month. This year we are featuring author and illustrator Ben Clanton, and we are excited to share his books with our students.
- Dr. Michael Gerhart – ELCO Intermediate School
 - The ELCO High School RaiderTHON students visited the Intermediate School to talk about the program and raise awareness. The Intermediate School students will participate in a coin war to help meet this year's RaiderTHON goal.
- Mr. Jonathan Treese – ELCO Middle School
 - Our teachers are doing a great job recognizing positive student behavior. Students earn recognition points through our Blue Ticket program and are put towards the monthly PBIS drawing.
 - Mrs. Springborn has organized the start of a mentoring initiative program between teachers and students.
- Ms. Jennifer Haas – ELCO High School
 - On March 14, 2025, many teachers participated in a collaborative workshop with Jenn Martin, Future Ready Facilitator, and Brian Booker from the IU13. This workshop provided teachers with an "Education in the Workforce" experience.

Director's Reports:

- Mrs. Amy Shoemaker- Director of Pupil Services
 - Our SAP teams have recently completed a three-hour maintenance training to review SAP fundamentals. Each of our buildings have a SAP team comprised of teachers, administrators, counselors, nurses, and home/school visitors.

- Dr. Kimberly Mecca – Director of Special Education
 - Several students from our High School Autistic Support and Life Skills programs are volunteering and gaining employability skills at the Savor-by-Suzie pretzel factory in Reading.
- Mr. Robert Boltz – Director of Technology
 - Recognize Tina Kunder, Administrative Assistant to the Assistant Superintendent, and also the district's Central Registrar. The Conestoga Valley School District Technology Director and two staff members met with Tina and myself to learn about our registration process and the online forms we use. They were very complimentary and impressed with Tina's efficiency and how we use PowerSchool for registration.
- Mr. Tommy Mealy – Athletic Director
 - Opening events for Spring Sports have or will be happening soon.
 - Congratulations to all of our Lancaster-Lebanon III All-Stars. ELCO was well represented in many sports.

Mrs. Vicente shared the following:

- Our Back-to-School picnic for the 2025-2026 school year will take place on Thursday, August 21, 2025, at the Middle School.
- On Friday, March 14, the Lebanon County Workforce Alliance Group visited the Carpenters Union. This is a great opportunity for students to learn employability skills through hands on training and practical exercises.
- Leslie Chadwick, an ELCO alumni, is donating a painting of Fort Zeller Elementary which was originally commissioned by her father and created by local artist Frank Weidman.

Upcoming Dates/Announcements:

March 18, 2025 – 2 Hr. Late Start for students K-12

March 26, 2025 – End of 3rd Marking Period

April 7, 2025 – 5:30 p.m. – Policy Committee Meeting

April 8, 2025 – 5:00 p.m. – General Services Committee Meeting

April 8, 2025 - 5:45 p.m. – Finance Committee Meeting

April 10, 2025 – 5:00 p.m. – Curriculum Committee Meeting

April 10, 2025 – 6:00 p.m. – Personnel Committee Meeting

April 18 – April 21, 2025 – Spring Break – NO SCHOOL for students K-12

April 22, 2025 – 6:00 p.m. – Regular Board of Education Voting Meeting

Public Comments – Items On/Off the Agenda

- Mr. Daniel Ebling spoke against approving the new CKLA Curriculum.
- Mrs. Barb Seifert spoke against approving the new CKLA Curriculum.
- Ms. Megan Scheaffer spoke in favor of approving the new CKLA Curriculum.
- Mr. Dennis Foltz spoke against approving the new CKLA Curriculum due to the cost.

Board Announcements/Comments

- Ms. Bonnie Kantner spoke out against approving the CKLA Curriculum.
- Ms. Rachel Moyer spoke out against approving the CKLA Curriculum.
- Mr. David Ziegler spoke about how the board members, administrators, and community members need to come together to find a solution to the curriculum needs in the district for the good of the students.
- Mr. Ray Ondrusek commented positively on the “Educators in the Workforce” workshop.
- Mr. Howard Kramer commented on how a strong curriculum leads to better student outcomes and is an investment in our future.
- Mr. JP Santos commented on his positive experience participating in the Rising Raiders program at Fort Zeller.

Old Business

- No Old Business was discussed.

New Business

- No New Business was discussed.

Adjournment

On a motion by Mrs. Morrissey, seconded by Mr. Santos and approved by Voice vote, all voting Aye, President Ziegler adjourned the meeting at 7:48 p.m.

Respectfully submitted,

Lori Mosser
Board Secretary