



Eastern Lebanon County School District
Committee Minutes
November 2025



Eastern Lebanon County School District

180 ELCO Drive, Myerstown, PA 17067

October 20, 2025, DO Boardroom, 5:15 pm

Policy Committee Minutes

Policy Committee Chair: **Rachel Moyer**,

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

Bonnie Kantner, David Ziegler, and JP Santos were also in attendance.

The meeting was called to order at 5:17 pm by Mrs. Moyer

The following policies were discussed.

- Policy 253 - Student Physical Privacy in School Facilities
 - Mr. Ondrusek handed out a draft 253 Policy
 - Mr. Ondrusek stated that the current president's executive order overturned regulations. He noted that the draft copy reflects changes aligned with current federal regulations and state law.
 - Mr. Kahl asked what was to be done with this draft. Mr. Ondrusek stated that he wanted the policy to go through the process of being adopted by going through first reading.
 - Jeff Litts, District Solicitor, shared that there are two issues. The first is privacy, which is a concern regardless of gender, for example, boys who may be uncomfortable changing in front of other boys. The second issue is about transgender students. He stated that the 2020 Title IX regulations are currently the law that should be followed. There are still two pending court decisions that are expected to be decided by June 2026. He stated that depending on how the decisions are written, they may impact the policy and require revision or further consideration. His recommendation is to wait until the decisions are made before taking action. If the policy were revised now, it would have to be revised again after June. Unless there is an immediate problem that needs to be resolved, he advised the district to wait. The PA regulations are being challenged in a lawsuit, but this case is moving very slowly through the courts. Once the case is decided, the

district's solicitor will send out information to all districts about what the change means for districts and will work with the district to revise the policy.

- Mr. Ondrusek stated that the district provides for student privacy by offering single-use changing areas as needed. He said that we don't know for sure that our girls are protected. He requested a copy of the district's procedures that align with the policy.
- Mr. Litts stated that the courts may define what is meant by sex in the regulations, or they may just focus on the issue of sex-separated athletics.
- Mr. Ondrusek says he is confident in how the Supreme Court will rule. The committee can come together quickly if it changes and make the modifications, if needed.
- Mrs. Morrissey and Mr. Kahl stated they would prefer to go with what is recommended by the district's solicitor.
- Mrs. Moyer stated that the district would provide the administrative regulations at a future meeting.
- Mrs. Vicente stated that those regulations will be provided.
- Policy 816 - District Social Media
 - This policy was put on hold until the November 3 meeting.

Public Comment: None

Next Policy Meeting:

- November 3, 2025

The meeting adjourned at 5:44 pm.

Future Policy Committee Meetings:

Monday, November 3, 2025



Eastern Lebanon County School District

180 ELCO Drive, Myerstown, PA 17067

November 3, 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

The meeting was called to order at 6:00 pm by Mrs. Moyer

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

- Policy 816 - District Social Media
 - Mrs. Vicente shared a summary of the policy that was adopted in August 2025. She stated that she is seeking direction and clarity from the Committee on the implementation of the policy.
 - Mrs. Vicente reviewed the definitions in the policy and asked if the committee would like a list of all district-owned social media accounts brought to the January 2026 committee meeting. Along with the list, the name of the district employee who manages the account will also be brought to the committee.
 - Mrs. Vicente shared that social media posts should always direct users to the district's website, rather than the other way around.
 - When this policy was approved, the ability to comment was turned off for the district's account that Social Schools for EDU manages. The committee expressed satisfaction with this service.
 - Mrs. Vicente shared that students are not tagged in social media, and staff are very careful not to use photos of students without media releases.
 - Employees and board directors are advised to use privacy settings on their personal social media accounts and clearly indicate that these accounts are not affiliated with the ELCO School District.
 - Mrs. Vicente shared that the district will need to determine whether it wants to hire a communications director in the future.

Public Comment:

Bryan Fischer inquired whether there was a policy that addressed student vaping. Mrs. Vicente shared that she could speak with him after the meeting about that policy.

Next Policy Meeting:

- TBD

The meeting adjourned at 6:53 pm.

Future Policy Committee Meetings: TBD



Eastern Lebanon County School District

180 ELCO Drive, Myerstown, PA 17067

District Board Room

November 3, 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**

Call to Order and Welcome

- Mr. Santos called the meeting to order at 6:02 pm.

Discussion Items

- Security Enhancement, Intermediate School, grant-funded
 - Looking to add a film to the windows that will provide a tint, creating privacy. Additionally, it is bullet-resistant. The lower third of the cafeteria windows and the main entrance will be tinted, allowing those inside to see out but not be visible from the outside.
 - Mr. Kahl asked if bollards would be installed. All buildings have had bollards installed, except for the high school. Installation at the high school will be next.
- Feenics Badging System, District-wide, grant-funded
 - This will incur no cost to the district for replacing the card swipe system.
 - Card readers will be installed on interior doors ... need to add where.
- Update: Middle School Roofing Project, partially grant-funded
 - Mr. Frantz presented the lowest cost from Sensinig ... add the cost.
 - The district received a grant to cover 75% of the project cost.
 - The roof coating will be black, which will help mitigate summer and winter temperature fluctuations in the building.
- Required Lead Testing Report Results

- Water samples were collected at 25 different tap locations across the district and tested for lead. All samples met state and federal standards. Samples will be collected next year from different locations.
- Donation in Memory of Brenda B. Haverstick
 - Mrs. Vicente shared that the family and friends of Mrs. Haverstick would like to donate a bench through the ELCO Education Foundation in honor of long-term Principal Brenda Haverstick. The bench will be placed at Fort Zeller Elementary School.
- Follow-Up to Mr. Benson's October 2025 Presentation Regarding the CTC Renovation Proposal
 - Mr. Santos shared an update from the JOC meeting. The committee is looking at which programs would be needed across the districts in conjunction with the building renovation plans. He reviewed the various options being discussed, ranging from new construction to partial renovation of the current building. The project will be spread out over four summers. All options increase instructional areas by 50K sq ft. The targeted date to start is 2027. They are looking at a 25-year bond to finance the project. The cost to ELCO for the project is based on our average daily membership for students we send to CTC. The cost to ELCO will be approximately \$1 million.
 - Mrs. Vicente shared that the JOC is like the school board for the CTC. The Authority is above the JOC and can incur debt.
 - To approve the project, all six Lebanon County school districts must each pass a motion by a majority vote.
 - Mr. Santos asked the committee to provide direction for future JOC meetings, where this project will be discussed. ELCO is located in the middle of the counties in terms of the number of students who can attend CTC.
 - Mr. Kahl shared that the cost being presented is likely to cause sticker shock for districts, making it difficult for them to absorb into their budgets. He encouraged the JOC to understand the anxiety and stress that school districts face in passing their own budgets, and adding this cost to an already tight budget will be difficult.
 - Mr. Ziegler shared that adding more than \$1 million to ELCO's budget will not be possible.
 - Mrs. Mathias shared that there is currently existing debt from the CTC from previous projects, and this debt will not fall off for several more years.
 - Mr. Santos shared that if we agree to this project, taxes will have to increase.

- Mrs. Vicente shared that the district has not received a definitive answer regarding the number of seats to be added for ELCO as a result of the new construction.
- Mrs. Vicente asked if Mr. Benson had looked at sponsorships for the project.

Public Comment: None

Next General Services Meeting: TBD

Adjournment: Mr. Santos adjourned the meeting at 6:38 pm.

Future General Services Committee Meetings: TBD



Eastern Lebanon County School District

180 ELCO Drive, Myerstown, PA 17067

November 3, 2025, DO Boardroom, 6:30 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 TIME pm.

Discussion Items

- 2024-2025 Audit Discussion (Virtual)
 - Jeffrey Kowalczyk from Barbacane, Thornton & Company, presented an overview of the audit.
 - Due to the Federal Government shutdown, the compliance supplement has not been supplied. Therefore, only drafts of the audit are presented while the auditors wait for the required information to complete the audit.
 - The Schedule of Findings and Recommendations reflects that there are no material weaknesses or significant deficiencies. Additionally, the district is considered a low-risk auditee. This was a clean audit.
 - The District was required to report on GASB 101, Compensated Absences, this year.
 - Mrs. Mathias provided additional information regarding the budget. Contributors to the deficit included medical expenses and cyber charter expenses. Regarding revenues, budgeted amounts exceeded the actual amounts.
 - Mr. Ziegler thanked Mrs. Mathias for providing additional details regarding the deficit and for clarifying the specific reasons behind it.
- Act 1 Index Resolution
 - Mrs. Mathias shared the Act 1 resolution and is asking for the committee to recommend that the resolution be approved at the next board meeting, stating that the district will not raise taxes above the Act 1 index.
 - The base index is 3.5% and the adjusted index is set at 4.2%

- Mr. Kahl commented that the district has never exceeded the index and that the board may want to consider the index this year.
- Projections for the Act 1 Index reflect a downward trend.
- The committee recommends that the Act 1 resolution be moved to the full Board for voting consideration.
- Cyber-Charter Costs
 - Mrs. Mathias shared that enrollment numbers have increased in cyber charter schools from 114 to 121 students.
 - The Governor had planned to lower the cost per student. Mrs. Mathias shared that this has not been in the news lately, so it may not come to fruition.
 - Mr. Ziegler shared that cyber charter schools have extremely high costs, and the costs for special education students are significantly higher than those for regular education students.
 - Mrs. Mathias shared that the district's costs for cyber charter students are driven by a formula based on the district's budget and the average daily membership.
 - Mr. Santos asked if there were details about the grade levels of students so the district could determine why students are enrolling. Mrs. Vicente cautioned the committee not to infer the reasons that families choose cyber charter from any of the data. A survey was conducted last year, and the results were presented in a previous committee meeting.
- Assessed Value Update
 - Mrs. Mathias shared the assessed values for the district. The district has realized a slight increase in the overall assessed value.
- Debt Restructure Account
 - Mrs. Mathias shared the details of the debt payments based on the bond restructuring. The November payment will be nearly \$1.5 million less, and the May payment will be \$ 500,000 less. The savings are to be transferred into the fund balance. Mrs. Mathias requested to hold these funds temporarily in case the district needs to use them to pay bills during the budget impasse.
- Cash Flow Update
 - Mrs. Mathias shared the Cash Flow Update and stated that the reserves are dwindling. We are solvent until the end of January 2026, at which point we will have an estimated 10.9M in reserve.
- Mr. Santos thanked Mrs. Mathias and Mrs. Hanichack for all their work that resulted in a clean audit.
- Mr. Ondrusek asked if the committee approved having the Act 1 Index motion on the agenda, and the committee agreed.

Public Comment:

Mrs. Tracy Hayes requested information on the Moody's credit rating downgrade, specifically what the downgraded rating is and how it will impact the district in both the short and long term. Mrs. Hayes requested the actual decrease in the fund balance and expressed her concern about the long-term implications of this reduction, as well as the plans in place to regain these funds.

Mr. Ziegler explained the purpose of the debt restructure and how that will benefit the district.

Mr. Ondrusek shared that spending needs to be cut and administrators should look for ways to cut items from their budgets..

Mrs. Hayes asked Mr. Ondrusek what cutting could mean for the district. Does it mean furloughing staff, cutting opportunities for students? Mr. Ondrusek said, yes, what other choice do we have?

Megan Schaeffer noted that Mrs. Gray-Hayes was the Finance Chair when she was a member of the ELCO School Board. Ms. Schaeffer thanked Mrs. Gray-Hayes, Mr. Miller, and those members of the Board who secured the increase in the Moody Rating.

Mr. Kahl added a comment on the value of the debt restructuring and having the additional funds.

Next Finance Committee Meeting:

- TBD

Adjournment

- Mr. Ondrusek adjourned the meeting at 7:25 pm.

Future Finance Committee Meetings: TBD



Eastern Lebanon County School District

180 ELCO Drive, Myerstown, PA 17067

November 6, 2025, DO Boardroom, 5:00 pm

Curriculum Committee Minutes

Curriculum Committee Chair: **Bonnie Kantner**,

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

The meeting was called to order at 5:00 pm by Mrs. Kantner.

Discussion Items

- Social Studies - Task Force Changes
 - Dr. Davis outlined the changes to the social studies sequences of courses at the secondary level. The social studies department is in the Curriculum Task Force this year, according to the district's curriculum cycle.
 - Changes are being made to address the gaps currently existing between the PA Standards and the current course sequence.
 - Major changes include:
 - Changing the 7th-grade course to Ancient World History (Beginnings to Renaissance)
 - Maintaining two years of US history in 8th and 9th grades
 - Changing Global Studies to Eastern and Western Civilization course for 10th grade
 - Changing the 11th- and 12th-grade offerings to include
 - One semester of Government - moving this course to 11th/12th grade as it is closer to students turning 18 years old.
 - One quarter of economics
 - One quarter of Modern US/PA History, which adds a Pennsylvania-specific history component
- New Course Proposals
 - Dr. Davis and Ms. Haas discussed the new course proposals for the high school, including:
 - 7th Grade Ancient World History
 - Modern Eastern and Western Civilizations

- AP Pre-Calculus
 - Data from the College Board has shown that students have been successful in this course.
- AP Microeconomics
 - Mr. Kahl asked about class size in the past for economics classes. Ms. Haas shared that the class size was around 8.
- AP Business with Personal Finance
 - This offering will meet the requirement to offer Personal Finance to students. The course also aligns with the College Board's new emphasis on Career and Technical education.
- AP Studio 2D Art and Design
 - This will be the first AP course for the Art Department and will complement the current Portfolio and Independent Study Art courses.
 - Mr. Kahl asked how many AP courses the HS offers. We offer nearly 20 AP courses across various disciplines.
 - Mrs. Morrissey inquired how we compare to other school districts in our offering of AP courses. Ms. Haas shared that the master schedule creation process becomes more complex with the added course load; however, the benefit of the advanced study can be a reduction in the amount of college courses taken.

Public Comment:

Barbara Seifert: Commented on what is woke and what is not. PDE was pushing the "woke garbage" as they pushed DEI. IN 2024 PDE was sued because they were forcing teachers to cover DEI in standards. It is now optional. She strongly suggested that the task force considering pulling this stuff out when reviewing curriculum. She shared she does not want another New York and socialism. Kids are not being brought up to celebrate America. If we don't fix the curriculum that is out there, such as Core Knowledge, we will never get patriotism back from Kindergarten up. I am begging that someone looks at this to move the country forward and it starts here in Kindergarten.

Next Curriculum Committee meeting:

- TBD

Mrs. Kantner adjourned the meeting at 5:26 pm.

Future Curriculum Committee Meetings: TBD



Eastern Lebanon County School District

180 ELCO Drive, Myerstown, PA 17067

November 6, 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**

Mrs. Morrissey called the meeting to order at 5:25 pm.

Discussion Items

The Committee reviewed a draft agenda for the November 17, 2025, meeting which reflects actions as of the date of the Committee meeting. There will likely be additional items included in the time leading up to the voting Board meeting.

The following items will appear on the DATE Board Agenda:

- New hires:
 - Teachers, paraprofessionals, maintenance,
 - administrative transfers for teachers, HR generalist, and payroll and benefits coordinator
- Resignations:
 - One food service worker resignation
- Staffing Update:
 - Corrected items for student activities will be reflected along with approving TSA advisors for the middle school.
- A sabbatical was discussed for a staff member

Absence Without Pay Requests

- Mrs. Vicente reviewed the Absence Without Pay (AWOP) report to date for the District. As a reminder, staff who request five or more consecutive AWOP days will appear on the Board agenda for School Board approval. Additionally, individuals who request more than 10 AWOP days, excluding extended sickness

or approval FMLA leave, will also appear on the on the Board agenda for School Board approval.

The Committee moved into an Executive session to discuss an employment issue per Policy 006.

Public Comment: None

Next Personnel Committee Meeting:

- TBD

Adjournment: Mrs. Morrissey adjourned the meeting at 5:53 pm.

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

Future Personnel Committee Meetings: TBD