

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)

October 20, 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. No one in attendance indicated audio or video recording the meeting.

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. Moyer, and Mrs. Morrissey; 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. Ressler~~, Mrs. Houck, Mr. Dornes, Mrs. Smith, Mrs. Springborn, Mrs. Shoemaker, ~~Dr. Mecca~~, Mr. Ludwig, ~~Mr. Mealy~~, Mr. Boltz, Mr. Frantz, Mrs. Hanichak, Jeffrey Litts, School Solicitor, and Lori Mosser Board Secretary; and faculty/staff and community residents (in-person and via Zoom).

Board President Communications

- Welcome to everyone attending.
- There will be an Executive Session immediately following the adjournment of the Regular Board of Education Voting meeting to discuss matters of employment of conditions of employment.

Student Council Report – Cadynce Thornton, President

Cadynce Thornton, Student Council President, reported on the following activities:

- Student Council is preparing for Haunted Hallways which will take place on October 30, 2025.
- On September 27, 2025, we hosted our Homecoming Dance at the Middle School. We had over 500 students attend, making it one of the largest attended events in school history.
- On September 13, 2025, the Interact Club helped run the SCHOTT employee family event and also painted the story walk at Myerstown Park.
- Student Council is currently planning a potential food drive or food donation for families in need to assist with Thanksgiving.

Students of the Month

- EMT Students – Presented by Mr. Stephen Zimmerman, EMT Instructor

Presentation – Mr. Keith Fox, Penn Medicine Healthworks

Public Comments – Items On the Agenda

- Mrs. Barb Seifert – PAYS Survey

Board Committee and Rep Reports

- Policy Committee – Mrs. Rachel Moyer
 - A meeting was held prior to tonight’s Regular Board of Education meeting. Policy 253 was discussed.
- General Services Committee – Mr. JP Santos
 - Update on the Intermediate School Gym Floor, it should be complete by October 21, 2025.
 - The High School Athletic Entrance railing was installed October 13, 2025.
 - ELCO Legacy Barn – to date more than \$250,000 has been pledged for this project.
- Finance Committee – Mr. Ray Ondrusek
 - Mr. Ludwig provided information on the purchase of the Temperature Monitoring System.
 - Due to the timing of the bond sale, the school district will realize an additional savings, now exceeding \$1 million dollars.
 - A budget timeline was presented for the 2026-2027 school year.
- Curriculum Committee – Mrs. Bonnie Kantner
 - Dr. Gerhart and Mr. Treese presented the Continuous Improvement Plan for both the Intermediate School and Middle School.
 - Mrs. Shoemaker shared an overview of the PAYS survey.
- Personnel Committee – Mrs. Joya Morrissey
 - New hires, resignations, leaves and sabbatical leaves were discussed.
- IU13 Report – Mr. Ray Ondrusek
 - Next meeting November 12, 2025.
- PSBA Report – Mr. David Ziegler
 - School Board Organization Guide available on the PSBA website.
 - A webinar available on the PSBA website is titled “Organizing your School Board for Success.”
- CTC Report – Mr. JP Santos
 - Next meeting October 21, 2025.
- Lebanon County Tax Collection Rep Report – Mr. Thomas Ferrari
 - No report given.
- ELCO Education Foundation
 - Meeting was held October 13, 2025.
 - A meeting will be held October 27, 2025, to review the 15 teacher grant applications.
 - Last meeting for the 2025 year will be held December 9, 2025.

Approval of Minutes

On a motion by Mrs. Moyer, seconded by Mr. Ondrusek and approved by Voice vote, all voting Aye, the Minutes of 09-22-2025 were approved.

Approval of Treasurer's Report

On a motion by Mrs. Morrissey, seconded by Mr. Santos, and approved by Voice vote, all voting Aye, the Treasurer's Report of 09-30-2025 was approved.

ACTION ITEMS FOR APPROVAL

Personnel Committee – Mrs. Joya Morrissey Chairperson

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

- A. Accepted a "Letter of Resignation" from Darbe DeHaven, Director of Human Resources, effective date October 31, 2025.
- B. Accepted a "Letter of Resignation" from Kayla Hurd, Paraprofessional, effective October 6, 2025.
- C. Accepted a "Letter of Resignation" from Brianna Wentzel, Specialized Paraprofessional, effective October 8, 2025.
- D. Accepted a "Letter of Resignation" from Carly Keith, Paraprofessional, effective October 9, 2025.
- E. Accepted a "Letter of Resignation" from Greg Underkoffler, Junior High Track and Field Coach, effective October 6, 2025.
- F. Approved the employment of Ty Erisman on a "Temporary Professional Contract" as a Middle School Health and Physical Education teacher at a salary of Bachelor's – Step 1 (\$56,099), effective start date TBD, pending receipt of all required documentation, clearances, and disclosures.
Background: This position is being filled due to a change in employment status.
- G. Approved the employment of Megan Fitzpatrick on a "Temporary Professional Contract" as a K-2 Learning Support teacher at Fort Zeller Elementary, at a salary of Bachelor's – Step 1 (\$56,099), effective start date TBD, pending receipt of all required documentation, clearances, and disclosures.
Background: This position is being filled due to a resignation.
- H. Approved the employment of Gannon Ulrey on a "Temporary Professional Contract" as a High School Special Education Math teacher, at a salary of Bachelor's – Step 1 (\$56,099), effective start date TBD, pending receipt of all required documentation, clearances, and disclosures.
Background: This position is being filled due to a resignation.
- I. Approved the employment of Kaitlyn Burger, as a full-time Specialized Paraprofessional (subject to assignment), at an hourly rate of \$16.32, 7.5 hours/day (10-month position), start date TBD, pending receipt of all required documentation, clearances, and disclosures.
Background: This position is being filled due to a resignation.
- J. Approved the employment of Deborah Wyse, full-time Specialized Paraprofessional (subject to assignment), at an hourly rate of \$19.05, 7.5 hours/day (10-month position), effective start date October 27, 2025, pending receipt of all required documentation, clearances, and disclosures.
Background: This position is being filled due to a resignation.
- K. Approved the employment of Wendy Lorah, full-time Specialized Paraprofessional (subject to assignment), at an hourly rate of \$16.17, 7.5 hours/day (10-month position), start date TBD, pending receipt of all required documentation, clearances, and disclosures.
Background: This position is being filled due to a resignation.

- L. Approved the employment of Susan Sweigert, part-time Food Service employee, (subject to assignment), at an hourly rate of \$13.59, 5.0 hours/day (10-month position), start date TBD, pending receipt of all required documentation, clearances, and disclosures.

Background: This position is being filled due to a resignation.

- M. Approved the following individuals for extra-curricular positions for the 2025-2026 school year, as listed:

Musical Director	Morgan Petersen
Musical Choreographer	Bente Weaver
Musical Costume Designer	Kolani Doll
Musical Set/Stage	David Fair
Musical Orchestra Director	David Fair
Musical Vocal Music Director	Morgan Petersen
Rehearsal Accompanist	Morgan Petersen
Show Choir Choreographer	Bente Weaver
Co-Advisor MS Envirothon Team	Angela Bicher
Co-Advisor MS Envirothon Team	Jamie Cascarino

- N. Approved the following individuals as coaches for the 2025-2026 Winter Sports Season, (pending receipt of all required documentation, clearances, and disclosures), as listed:

Boys' Basketball	Head Varsity Coach	Brad Connors
	Assistant Coaches	Wes Soto, Mitch Gray, Brett Hildebrand
	Volunteer Coaches	Scott Attivo, Joe Hayes, Doug Strickler
Girls' Basketball	Head Varsity Coach	Karl Keath
	Assistant Coaches	Scott Laicha, Zoe Zerman, Kara Schaeffer
	Volunteer Coach	Derek Fulk
Bowling	Head Varsity Coach	Pamela Rittle
Boys' Wrestling	Head Varsity Coach	Matt Fittery
	Assistant Coaches	TBD, Chris Longstaff, Warren Zimmerman
	Volunteer Coaches	David Ziegler, Ken Miller, Wesley Bankus, Brandon Lawrence
Girls' Wrestling	Head Varsity Coach	Chad Miller
	Volunteer Coaches	Evie Trostle, Katelyn Rueppel
Indoor Track	Head Varsity Coach	Mike Harnish
	Assistant Coaches	Jackie Bender, Holly Hartman
	Volunteer Coaches	Robert Miller, Earl Thomas
Weight Room Monitors:		Robert Miller, Bob Williams

- O. Approved the following individual as a coach for the 2025-2026 Spring Sports season, (pending receipt of all required documentation, clearances, and disclosures) as listed:

Volunteer Baseball Coach	Joe Shanaman
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- P. Approved the administrative transfer of Nicholas Wright *from* Intermediate School STEM Coach *to* Middle School STEM and Technology Education teacher, effective October 30, 2025.

Background: This position is being filled due to a resignation.

- Q. Approved the change in assignment of Christi Kirchoff *from* Middle School Specialized Paraprofessional *to* High School Specialized Paraprofessional, effective and retroactive to October 15, 2025.

Background: This change was made due to student needs.

- R. Granted tenure to the following individual, as listed:

Background: Per PA School Code 1949 Act 14, each board of school directors in all school districts shall hereafter enter into contracts, in writing, with each professional employee initially employed by a school district on or after June 30, 1996, who has satisfactorily completed three (3) years of service in any school district in the commonwealth.

Heather Kahl

- S. Approved the official start date of Dennis Egan, full-time Custodian, effective and retroactive to September 23, 2025.

Background: This position was approved September 22, 2025; this motion approves his official start date.

- T. Approved the official start date of Phoebe Troxel, part-time Food Service employee, effective and retroactive to September 30, 2025.

Background: This position was approved September 22, 2025; this motion approves her official start date.

- U. Approved the official start date of Doyce Glenn, full-time Custodian, effective and retroactive to October 1, 2025.

Background: This position was approved September 22, 2025; this motion approves his official start date.

- V. Approved adding the following individuals to the ELCO sub list for the 2025-2026 school year, pending receipt of all required documentation, clearances, and disclosures.

Alana Clements – IU Guest Teacher
Susan Cox – IU Guest Teacher
Emily Miller – Substitute Teacher
Aaron Nevada – IU Guest Teacher
Somerset Parker – Substitute Teacher
Jennifer Parks-Snyder – IU Guest Teacher
Tomas Ramos-Martin – IU Guest Teacher
Alexis Seifert – Substitute Teacher
Kirk Wolfe – IU Guest Teacher

- W. Approved adding the following individuals to the ELCO Volunteer listing for the 2025-2026 school year, as listed (noting all required documentation, clearances, and trainings are on file):

Rebekah Bollinger	Christopher Cantos	Fraser Clements
Greg Gray	Blake Harris	Travis Hibshman
Amanda Kohr	Derek Neiswender	Nancy Ristenbatt
Emily Santos	Alexander Weaver	Liam Savitsky

- X. Approved the new and/or revised job description. (Board Attachment)

Technology Support Specialist

Curriculum Committee – Mrs. Bonnie Kantner, Chairperson

A motion was made by Mrs. Kantner, seconded by Mr. Ziegler, to adopt Curriculum Item A.

Discussion was had.

A motion made by Mr. Ondrusek, seconded by Mrs. Moyer, a Roll Call vote was conducted to accept amending Curriculum Item A. The vote resulted in a tie; therefore, the motion fails.

Roll Call Vote

Mr. Santos – Yea
 Mrs. Morrissey – Nay
 Mr. Kramer – Nay
 Mr. Ondrusek – Yea
 Mr. Zeigler – Nay
 Mrs. Kantner – Yea
 Mrs. Moyer – Yea
 Mr. Kahl - Nay

The original motion made by Mrs. Kantner, seconded by Mr. Zeigler, to adopt Curriculum Item A; a Roll Call vote was conducted. The vote resulted in a tie; therefore, the motion fails.

Roll Call Vote

Mr. Ondrusek – Nay
 Mr. Zeigler – Yea
 Mrs. Kantner – Nay
 Mr. Santos – Nay
 Mrs. Morrissey – Yea
 Mr. Kramer – Yea
 Mrs. Moyer – Nay
 Mr. Kahl – Yea

- A. *Move to the administration of the PA Youth Survey (PAYS) to 6th, 8th, 10th, and 12th grade students in November 2025. Background: This survey is administered across Pennsylvania every other year at no charge to school districts and ELCO has participated regularly. All parents/guardians have the option to decline their child's participation, and students can also decline participation themselves. This item was discussed in Curriculum Committee and is moving forward per their recommendation.*

Policy Committee – Mrs. Rachel Moyer, Chairperson

On a motion by Mrs. Moyer, seconded by Mr. Ondrusek, and approved by Voice vote, all voting Aye, Policy Committee Item A was approved.

- A. Approved the following policies (revised/reviewed/and/or new) for a second reading, as listed:
 (Board Attachment)
1. Policy 901 Public Relations Objectives
 2. Policy 902 Publications Program
 3. Policy 904 Public Attendance at School Events
 4. Policy 905 Citizen Advisory Committees – **RETIRE**
 5. Policy 906 Public Complaint Procedures
 6. Policy 908 Relations With Parents/Guardians
 7. Policy 909 Municipal Government Relations
 8. Policy 910 Community Engagement
 9. Policy 911 News Media Relations
 10. Policy 912 Relations With Educational Institutions
 11. Policy 913 Nonschool Organizations/Groups/Individuals
 12. Policy 914 Relations With Intermediate Unit
 13. Policy 915 PTO and Booster Organizations
 14. Policy 916 Volunteers
 15. Policy 917 Parental/Family Involvement

General Services Committee – Mr. JP Santos, Chairperson

On a motion from Mr. Santos, seconded by Mrs. Morrissey, and approved by Voice vote, all voting Aye, General Services Committee Item A was approved.

- A. Approved a three-year contract renewal with VelocityEHS, for the period of December 2025 through December 2028 in the amount of \$9,457.50, to be paid over the three-year period. (Board Attachment)

Background: The contract renewal is for the software used for chemical management. This item is moving forward per committee recommendation. Costs have been budgeted.

Finance Committee – Mr. Ray Ondrusek, Chairperson

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

- A. Approved payment of bills as found listed and attached to the October 20, 2025, Board Agenda for payments made September 2025, in the amounts indicated: (Board Attachment)

General Fund payments in the amount of	\$2,479,902.98
Cafeteria Fund payments in the amount of	\$105,665.91
Capital Reserve Fund payments in the amount of	\$63,494.28
Debt Service payments in the amount of	\$0.00
Construction Fund payments in the amount of	\$0.00
Flex Spending payments in the amount of	\$275.34
Student Activity payments in the amount of	\$2,528.07

- B. Approved the purchase of a SmartSense Temperature Monitoring System in the amount of \$6,452.12. (Board Attachment)

Background: The SmartSense system will allow the Food Service Department to continuously monitor the temperatures of walk-in refrigerators and freezers, ensuring food safety, preventing food waste, and streamlining integration with PrimeroEdge through SmartSense's temperature monitoring tools. The total cost includes a one-time purchase price of \$4,952.12 and an annual monitoring fee of \$1,500.00. These costs are budgeted through the Food Service account and recommended by committee for approval.

- C. Approved a contract with All Party Starz to provide Disc Jockey and photobooth services on May 22, 2026, at a total cost of \$2,045.00. (Board Attachment)

Background: This contract is for Disc Jockey and photobooth services to be provided at the Junior-Senior prom. The costs will be funded through the Class of 2026 student activity account.

- D. Approved the appointment of the Lancaster-Lebanon IU13 to conduct the Superintendent search for the Eastern Lebanon County School District.

Background: The Lancaster-Lebanon IU13 will partner with the ELCO Board of Directors to facilitate the search for a new Superintendent. This will be at no cost to the district.

Superintendent's Report

Principals' – Directors' Reports:

- Mrs. Jodi Houck on behalf of Mrs. Megan Ressler, Principal Jackson Elementary
 - We recently hosted our annual Fall Fest, welcoming an estimated 500 attendees. This event serves as the PTO's largest fundraiser. We are grateful for the tremendous time and effort our PTO members dedicated to making it such a success.
 - We will be hosting our upcoming Family Math Night on November 5, 2025, with the theme "Let's Taco About Math." This event is designed to strengthen home-school partnerships and support mathematical thinking.

- Mrs. Jodi Houck, Principal, Fort Zeller Elementary
 - On October 10, 2025, Fort Zeller held our annual PTO Race for Education Fundraiser, and it was a huge success. A special thank you goes out to our phenomenal PTO for their dedication and organization in making this event so much fun.
 - Wednesday, October 15, 2025, we hosted our first Rising Raider Workshop for incoming kindergartners in the 2026-2027 school year. Over 20 students and their families joined us.
- Dr. Michael Gerhart, Principal Intermediate School
 - CKLA 3rd grade classroom visits from local veterinarians aligning with our unit Furs, Fins, and Feathers. Our 4th grade teachers dressed liked lords and ladies to align with the unit on Knights, and our 5th grade classrooms will have some high school chemistry students visit to do some chemistry activities to align with our science of Breakable Things unit.
 - The newly refinished gym floor.
- Mr. Jonathan Treese, Principal Middle School
 - As part of our intervention practices at the Middle School each grade level has an academic incentive day. Students who have been responsible for their learning behavior, and attendance can participate in a fun activity. This also allows teachers to work with students who need additional help.
- Ms. Jennifer Haas, Principal High School
 - Upcoming PSAT/NMSQT testing.
 - 11th grade visit to the College and Career Expo will take place next week.
 - CTC presentations at ELCO will occur October 23, 2025.
 - WellSpan will be in next week to host the first Lunch and Learn – focusing on opportunities in Nursing.
 - There will be upcoming industry tours of Fort Indiantown Gap, Rock Lititz, and Vanity Fair.
- Mrs. Amy Shoemaker, Director of Pupil Services
 - The 2025 Holiday Program is in full swing with Kelly Smith organizing the program. This program will provide aid to families over the winter holidays by providing gift cards to Dutchway, filling stockings with Target gift cards for each child, winter coats and shoes, if needed. Information will be sent home to all ELCO families so that everyone has the opportunity to donate or ask for assistance. Information about this program is located on the ELCO SD website.
 - We recently received a donation of over 100 pairs of Nike sneakers from the United Way and Volunteers in Medicine as well as an \$8400 donation from the Francis J. Dixon Foundation to benefit our Caring Closet.
- Mr. Robert Boltz, Director of Technology
 - Wednesday, October 22, 2025, Fort Zeller and Jackson Elementary will be hosting an Apple Distinguished School visit. Educators that represent 12 different school districts and Intermediate Units will be in attendance to observe how our teachers have embraced the use of the iPad in their learning. Mr. Bill Ziegler, Worldwide Program Manager of Apple Distinguished Schools will also be in attendance.
- Mr. Tommy Mealy, Athletic Director
 - Lebanon County Athletes of the Week: Gavin Yeiser - Football; Claire Jacoby - Girls' Soccer; Jevan Marquette - Boys' Soccer.
 - Congratulations to our Field Hockey and Girls' Soccer team for winning the Lancaster-Lebanon Section III Championship.
- Mrs. Vicente shared the following:
 - ELCO celebrated National School Lunch Week last week. Pictures of our ELCO Food Service staff are on the ELCO website. Our Food Service staff provide a welcoming environment for our students every day.

Upcoming Dates/Announcements:

Wednesday, October 29, 2025 – End of Marking Period #1
 Friday, October 31, 2025 – Teacher In-Service Day – NO SCHOOL for students K-12
 Monday, November 3, 2025 – 5:30 p.m. - Policy Committee Meeting
 Monday, November 3, 2025 – 6:00 p.m. - General Services Committee Meeting
 Monday, November 3, 2025 – 6:30 p.m. – Finance Committee Meeting
 Tuesday, November 4, 2025 – Election Day
 Thursday, November 6, 2025 – 5:00 p.m. – Curriculum Committee Meeting
 Thursday, November 6, 2025 – 6:00 p.m. – Personnel Committee Meeting
 Monday, November 17, 2025 – 6:00 p.m. – Regular Board of Education Voting Meeting

Public Comments – Items On/Off the Agenda

Bryan Fischer – Spoke on the Penn Medicine Healthworks presentation. He thinks it would be worth looking into if it will have a direct impact on lowering healthcare costs to the district.

Board Announcements/Comments

Howard Kramer – Announced the Girls Soccer team won their first round District 3 game tonight and will move on to play Thursday.

Joya Morrissey – Spoke highly of her experience volunteering with the Junior Achievement program.

Bonnie Kantner – Congratulations to our elementary schools in achieving the Apple Distinguished School recognition.

JP Santos – His family had a wonderful time at the Race for Education activity.

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 Kahl adjourned the meeting at 7:48 p.m.

Respectfully Submitted,

Lori Mosser
 Board Secretary