

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)

November 17, 2025

The Committee-of-the-Whole 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 (hybrid – in-person and via Zoom) with President Jack Kahl presiding.

Mr. Kahl noted the District is audio recording the meeting and the audio recording will be posted to the district website. Mr. Kahl also inquired if anyone in attendance was recording the meeting; no one indicated audio recording the meeting.

A Moment of Silent Meditation was observed.

The Pledge of Allegiance was led by Mr. 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, Ms. Haas, Mr. Treese, Dr. Gerhart, Mrs. Houck, Mrs. Ressler, Mr. Dornes, Mrs. Springborn, Mrs. Smith, Mrs. Shoemaker, Dr. Mecca, Mr. Ludwig, Mr. Boltz, Mr. Frantz, Mr. Mealy, Mrs. Hanichak, Mrs. Mosser; and faculty/staff and community members (in-person and Zoom).

Board President Communications

- Welcome and thank you to everyone attending tonight's meeting.
- There was an Executive Session held this evening prior to the Regular Board of Education Voting Meeting to discuss employment matters and conditions of employment.

Student Council Report – Cadynce Thornton, Student Council President

- Student Council is sponsoring four families in need for the upcoming Thanksgiving holiday by providing complete meals donated by members of our student council.
- On October 30, 2025, student council hosted the annual Haunted Hallways fundraiser, which saw an outstanding turnout of more than 300 attendees.
- Interact Club is currently running its Coins for a Cause fundraiser, with proceeds supporting the purchase of gifts and small items to fill holiday stockings for families in need.
- RaiderTHON is preparing to launch its R&K Sub Fundraiser this December.

Students of the Month

- High School/K-2 Reading Raiders – Mrs. Jodi Houck – Principal, Fort Zeller Elementary
Mrs. Megan Ressler – Principal, Jackson Elementary

At 6:09 p.m. the board took a recess to allow students and parents to leave prior to the start of the business meeting.

The meeting reconvened at 6:12 p.m.

Presentation

- 2024-2025 Audit Report – Mr. Jeffrey Kowalczyk – Barbacane, Thornton & Company, LLP

Public Comments – Items On the Agenda

- No comments were made.

Board Committee & Rep Reports

- Policy Committee – Mrs. Rachel Moyer
 - Policy 253 and Policy 816 were reviewed by committee. On Policy 253, the committee agreed to wait until the June 2026 court decisions (Title IX related) before revising. Policy 816 we will wait until January 2026 to receive more information regarding district owned social media accounts.
- General Services Committee – Mr. JP Santos
 - Discussed several proposals which were moved forward for board approval this month. Water samples were submitted for lead testing, and all results were within state and federal standards.
- Finance Committee – Mr. Ray Ondrusek
 - The 24-25 Audit was presented. Cyber Charter costs were discussed, along with assessed values. The Act I Index Resolution was also discussed and the committee recommended it move forward for full board consideration.
- Curriculum Committee – Mrs. Bonnie Kantner
 - The committee reviewed Social Studies Course Sequence Updates so the district may align with updated PA standards. Reviewed proposed changes and new course proposals.
- Personnel Committee-Mrs. Joya Morrissey
 - New Hires, Resignations, Absence Without Pay Requests, and a Sabbatical were discussed at committee. An Executive Session was held to discuss an employment issue per Policy 006.
- IU13 Rep Report – Mr. Ray Ondrusek
 - Next meeting Wednesday, December 10, 2025.
- PSBA Rep Report – Mr. David Ziegler
 - PSBA offers board re-organization resources.
 - Keystone Educational Radio on PCN offers informative videos on current educational issues the first and fourth Wednesday of every month.
- CTC Rep Report – Mr. JP Santos
 - JOC is reviewing options from new construction to partial renovation. Targeted start date would be summer 2027. ELCO's estimated share is 1 million dollars based on ADM. All six Lebanon County schools must approve this project by majority vote for it to begin.
- Lebanon Co. Tax Collection Rep Report – Mr. Thomas Ferrari
 - 2024 EIT Report- the tax return extensions have been processed.
- ELCO Education Foundation – Mr. Howard Kramer
 - Completed the Fall 2025 Teacher Grants, all grants have or are in the process of being issued. Our next meeting will be December 9, 2025. The Foundation is always looking for new members.

Approval of Minutes

On a motion from Mrs. Moyer, seconded by Mr. Santos and approved by Voice vote, all voting Aye, the Minutes of 10-22-2025 were approved.

Approval of Treasurer's Report

On a motion by Mr. Ferrari, seconded by Mrs. Morrissey and approved by Voice vote, all voting Aye, the Treasurer's Report of 10-31-2025 was approved.

ACTION ITEMS

Personnel Committee – Mrs. Joya Morrissey, Chairperson

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

On a motion from Mrs. Morrissey, seconded by Mr. Kramer, and approved by Voice vote, all voting Aye, Personnel Committee Items A – U were approved.

- A. Accepted a “Letter of Resignation” from Natasha Field, Specialized Paraprofessional, effective date November 21, 2025.
- B. Approved a “Letter of Temporary Employment” to Alana Clements as a Long-Term Intermediate School 4th Grade teacher at a salary of Bachelor’s – Step 1 (\$56,099), effective and retroactive to October 22, 2025.
Background: This position is for 90 days and is being filled due to a teacher on leave.
- C. Approved the administrative transfer of Megan Andress *from* 6th Grade Mathematics Teacher *to* 8th Grade Mathematics Teacher, effective December 1, 2025, with no change in salary.
Background: This transfer is due to a resignation.
- D. Approved the administrative transfer of Kori Landis *from* 4th Grade Teacher *to* 6th Grade Mathematics Teacher, effective December 1, 2025, with no change in salary.
Background: This transfer is due to the transfer of another staff member due to a resignation.
- E. Approved the administrative transfer of Cynthia Sholly *from* Payroll and Benefits Coordinator *to* Human Resources Generalist, effective and retroactive to November 10, 2025, at an annual salary of \$82,500.
Background: This position is being filled due to the resignation of the Human Resources Director.
- F. Approved the administrative transfer of Kate Blakeslee *from* District Office Administrative Assistant *to* Payroll and Benefits Coordinator, at an hourly rate of \$23.00, 7.5 hours/day (12-month position) effective and retroactive to November 10, 2025.
Background: This position is being filled due to a vacancy created by an administrative transfer.
- G. Approved the employment of Kaitlyn Zerbe, as a full-time Specialized Paraprofessional (subject to assignment), at an hourly rate of \$15.53, 7.5 hours/day (10-month position), effective and retroactive to November 4, 2025.
Background: This position was filled due to a staff reassignment.
- H. Approved the employment of David Ziegler, as a full-time Skilled Maintenance worker, at an hourly rate of \$29.21, 8.0 hours/day (12-month position) effective and retroactive to November 10, 2025.
Background: This position is being filled due to a retirement.

- I. Approved the official start date of Ty Erisman, Middle School Health and Physical Education teacher, effective December 1, 2025.
Background: This position was approved October 20, 2025; this motion approves his official start date.
- J. Approved the official start date of Wendy Lorah, full-time Specialized Paraprofessional, effective and retroactive to October 27, 2025.
Background: This position was approved October 20, 2025; this motion approves her official start date.
- K. Approved the official start date of Susan Sweigert, part-time Food Service employee, effective and retroactive to October 27, 2025.
Background: This position was approved October 20, 2025; this motion approves her official start date.
- L. Accepted a “Letter of Resignation” from Susan Sweigert, part-time food service employee, effective October 31, 2025.
- M. Approved the official start date of Megan Fitzpatrick, K-2 Learning Support Teacher, effective and retroactive to October 23, 2025.
Background: This position was approved October 20, 2025; this motion approves her official start date.
- N. Approved the official start date of Gannon Ulrey, High School Special Education Math teacher, effective and retroactive to November 3, 2025.
Background: This position was approved October 20, 2025; this motion approves his official start date.
- O. Approved the following individuals for extra-curricular positions for the 2025-2026 school year, as listed:
- | | |
|------------------------------|-----------------|
| Musical Vocal Music Director | Morgan Petersen |
| ROCS Choreographer | Bente Lefever |
| Middle School TSA Advisor | Kimberly Sandoe |
| Middle School TSA Advisor | Nicholas Wright |
- P. 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’ Wrestling | Assistant Coach | Ken Miller |
| | Volunteer Coach | Craig Ziegler |
| Indoor Track & Field | Volunteer Coach | Cynthia Harnish |
| | Volunteer Coach | Hailey Thunberg |
- Q. Approved the following individual as a weight room attendant for the 2025-2026 school year, as listed.
- Todd Dresch
- R. Approved adding the following individuals to the ELCO sub list for the 2025-2026 school year, effective and retroactive to October 23, 2025, as listed (noting all required documentation, clearances, and disclosures are on file):
- Bethany Snyder - Substitute Teacher
Cheryl Wallace - IU Guest Teacher
- S. Approved an Unpaid Leave of Absence for the following employee, per Board Policy 336, Personal Necessity Leave.

- T. Approved a sabbatical for the restoration of health for the following employee for the second semester of the 2025-2026 school year.

2526-0356

- U. 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):

Margaret Bowman
Wyatt Kane

Daren Ernfield
Jason Sholley

Sarah Hoglund
Karley Siegfried

Curriculum Committee – Mrs. Bonnie Kantner, Chairperson

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

On a motion from Mrs. Kantner, seconded by Mrs. Moyer and approved by Voice vote, all voting Aye, Curriculum Committee Item A - D were approved.

- A. Approved a trip and travel request from Matt Fittery, Head Varsity Wrestling Coach, Assistant Coach Ken Miller, and approximately 13 student athletes to travel and participate in the Athens High School Wrestling Tournament to be held December 5-6, 2025, at Athens High School.
Background: The costs for this trip will be funded by the Booster Club.
- B. Approved a trip and travel request from Matt Fittery, Head Varsity Wrestling Coach, Assistant Coaches – Ken Miller, Chris Longstaff, and Warren Zimmerman, and approximately 50 student athletes to travel and participate in the Chambersburg Trojan War Wrestling Tournament to be held December 26-28, 2025, at Chambersburg High School.
Background: The costs for this trip will be funded by the Booster Club.
- C. Approved a trip and travel request from Morgan Petersen, High School Choral teacher, to travel and attend with three qualifying chorus students to the PMEA District Chorus Festival being held January 9-10, 2026, at Boiling Springs High School.
Background: Annual event attended by qualifying students. Costs have been budgeted.
- D. Approved a trip and travel request from Jonathan Bickel, High School English teacher, chaperones, and approximately 35 students, to travel and participate in the Veterans History Project being held April 24, 2026, in Washington, D.C.
Background: This is an annual trip to present projects to the VHP Director and tour various museums and war memorials. Costs for this trip have been budgeted.

General Services Committee – Mr. JP Santos, Chairperson

Item B was requested to be separated from the overall vote.

On a motion from Mr. Santos, seconded by Mr. Ferrari and approved by Voice vote, all voting Aye, General Services Committee Items A and C were approved.

- A. Move to approve a proposal from Master Power Tint for the purchase and installation of safety and security window film on designated windows at the ELCO Intermediate School. The total cost of the project is \$15,365.00. (Board Attachment)
Background: The cost of this project will be fully covered by the 2024 Meritorious Safety Grant which was awarded to the District by the PA Commission on Crime and Delinquency. (Grant ID#43081). This item was discussed in General Services Committee and recommended to move forward.

- B. Move to approve a proposal from Low V Systems, Inc. for the purchase and installation of Feenics key card access readers for all Main Distribution Frame (MDF) and Intermediate Distribution Frame (IDF) technology locations in each building for a total of 12 access readers. Total cost of the project is \$46,807.00 (Board Attachment)
Background: Currently the MDF and IDF rooms are accessible via physical keys. Converting to badge access will provide additional security to prevent unauthorized access to the District technology systems. The cost of this project will be fully covered by the 2024 Competitive Safety Grant which was awarded to the District by the PA Commission on Crime and Delinquency. (Grant ID#43310). This item was discussed in General Services Committee and recommended to move forward.
- C. Move to approve a proposal from RL Sensenig Roofing to install a new Carlisle EPDM Roof System at ELCO Middle School, complete with a 30-year warranty. Installation is scheduled for the summer of 2026. (Board Attachment)
Background: The cost of this work will be partially covered by the 2023 Public School Facility Improvement Program Grant. The Grant will pay for 75% of the cost with the District covering the remaining 25%. The total cost incurred by the District would be \$301,320.00. This item was discussed in General Services Committee and recommended to move forward. Costs have been budgeted.

Discussion was had.

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

- B. Move to approve a proposal from Low V Systems, Inc. for the purchase and installation of Feenics key card access readers for all Main Distribution Frame (MDF) and Intermediate Distribution Frame (IDF) technology locations in each building for a total of 12 access readers. Total cost of the project is \$46,807.00 (Board Attachment)
Background: Currently the MDF and IDF rooms are accessible via physical keys. Converting to badge access will provide additional security to prevent unauthorized access to the District technology systems. The cost of this project will be fully covered by the 2024 Competitive Safety Grant which was awarded to the District by the PA Commission on Crime and Delinquency. (Grant ID#43310). This item was discussed in General Services Committee and recommended to move forward

Finance Committee - Mr. Ray Ondrusek, Chairperson

Item C and E were requested to be separated from the overall vote.

On a motion from Mr. Ondrusek, seconded by Mrs. Morrissey and approved by Voice vote, all voting Aye, Finance Committee Items A, B and D were approved.

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

General Fund payments in the amount of	\$2,468,277.32
Cafeteria Fund payments in the amount of	\$175,170.86
Capital Reserve Fund payments in the amount of	\$55,110.22
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	\$758.24
Student Activity payments in the amount of	\$19,183.37

- B. Approved a musical agreement with Concord Theatricals to secure the rights and license for the amateur production of the 2026 High School Spring Musical in the amount of \$5,494.27. (Board Attachment)
Background: The High School Spring Musical will be performed February 27, 2026, through February 28, 2026. This is a budgeted item.

- C. *Approved the Audit Report for June 30, 2025, prepared by Barbacane, Thornton & Company, LLC. (Board Attachment)*
Background: The Audit was presented in Finance Committee with no negative findings. The Audit Report will be updated as a “final report” after board approval.
- D. Approved the Club Chartering Application and account for the ELCO Class of 2029 Council, noting that required By-Laws/Constitution and list of officers has been submitted.

On a motion by Mr. Ondrusek, seconded by Mr. Kramer and approved by Voice vote, all voting Aye, Finance Committee Item C was approved.

- C. Approved the Audit Report for June 30, 2025, prepared by Barbacane, Thornton & Company, LLC.
 (Board Attachment)
Background: The Audit was presented in Finance Committee with no negative findings. The Audit Report will be updated as a “final report” after board approval.

Discussion was had.

On a motion by Mr. Ondrusek, seconded by Mrs. Moyer and approved by unanimous Roll Call vote, 9-0, Finance Committee Item E was approved.

Mr. Ziegler – Aye
 Mr. Ondrusek – Aye
 Mrs. Kantner – Aye
 Mr. Ferrari – Aye
 Mr. Kramer – Aye
 Mr. Santos – Aye
 Mrs. Morrissey – Aye
 Mrs. Moyer – Aye
 Mr. Kahl – Aye

- E. Approved Resolution #11-17-2025-I, of the Board of School Directors of the Eastern Lebanon County School District electing to not increase its tax rate above the Act I Index of 4.2% for the 2026-2027 fiscal year. (Roll Call Vote, Board Attachment)
Background: The resolution was discussed in Finance Committee, with Committee support to move forward with the resolution.

Superintendent’s Report

- Principal Reports
 - Mrs. Megan Ressler – Principal, Jackson Elementary School
 - Fall Book Fair will be held next week. This is an opportunity to promote literacy, build home libraries, and encourage the love of reading.
 - Our PBIS celebrations continue to be a meaningful way to reinforce and recognize positive behavior. Our next PBIS activity is Flashlight Friday.
 - Mrs. Jodi Houck – Principal, Fort Zeller Elementary School
 - Fort Zeller is continuing with Family Groups this year. Students love spending time with their groups and doing fun activities.
 - Parent-Teacher conferences will be held next week. These conferences are a wonderful opportunity to connect with families. We value these conversations and appreciate the home/school relationship.
 - Dr. Michael Gerhart – Principal, Intermediate School
 - Boots and Denim, a PTO family event was held Friday, November 7, 2025.

- Members of our Raider Voices and Student Innovation Team are starting to create iMovie commercials to promote what is happening in their school.
- Mr. Jonathan Treese – Principal, Middle School
 - We have a combination of career readiness and planning activities that will take place in March which will allow our students to participate in additional activities with Junior Achievement.
 - 8th graders have the opportunity to visit the CTC, but also do industry tours. This will provide exposure to the different career paths available to students.
- Ms. Jennifer Haas – Principal, High School
 - Our High School students are working on their community service projects such as collecting items for the Lebanon County Humane Society, holding a pickleball tournament to raise monies in support of Four Diamonds. Our Interact Club is collecting items to provide holiday stockings for families in need. Other student clubs and organizations are sponsoring District families by providing Thanksgiving meals and other necessities during the holiday season.
- Mrs. Amy Shoemaker – Director of Pupil Services
 - Our first school counseling advisory council meeting was held two weeks ago. These meetings are a requirement of the Chapter 339 Plan. Discussions centered on services such as the Student Assistance Program, Threat and Risk Assessments, and S2SS.
 - The counseling department is currently collaborating on updates and revisions to the Chapter 339 Plan which is due for renewal Spring 2026.
- Mr. Robert Boltz – Director of Technology
 - During the week of November 3, Apple Learning Specialist, Sydney Battle visited our schools. She met with our K-2 Innovation Team, also met with teachers on continuing to address technology iCan statements within their instructional materials. She met with High School science teachers to discuss the newly adopted STEELS standards and the implementation of formative assessment practices utilizing iPad.
- Mr. Tommy Mealy - Athletic Director
 - We had several ELCO student athletes' named Lancaster-Lebanon All Stars during the 2025 Fall Sports Season.
 - ELCO had the experience to host two state-wide events this past week - PIAA 1A Field Hockey and the Class 3A District III Football Championship. We will also be hosting the Class 4A District III Football Championship this Friday, November 21, 2025.
 - Congratulations to the ELCO district on being named the Lancaster-Lebanon Fall 2025 Sportsmanship Award.

Mrs. Vicente reported on the following:

- We are working on the articles for the next ELCO Communicator and anticipate the next edition to be published right before Christmas.
- We have a notice on both Facebook and Instagram advertising our current openings. Application review will begin next week.
- On Facebook you will see some great highlights of District happenings, such as our 7th grade students learning how to properly hydrate a Bearded Dragon. Our 1st grade students were sharing their opinion writings, and there are approximately 15 pictures of our High School students reading and leading an activity with our K-2 students.
- Thanked both Mr. Ferrari and Mr. Ziegler for the service to the School Board. It has been a privilege working with both of you.

Upcoming Dates/Announcements:

November 24-25, 2025 – K-12 Parent-Teacher Conferences – (NO SCHOOL for students K-12)

November 26, 2025 – Teacher In-Service Exchange Day – (NO SCHOOL for students K-12)

November 27-28, 2025 – NO SCHOOL – Closed for Thanksgiving Break

December 2, 2025 – 6:00 p.m. – Reorganization and Regular Board of Education Voting Meeting

December 9, 2025 – 7:00 p.m. – Middle School Holiday Concert – HS Auditorium

December 11, 2025 – 7:00 p.m. – Intermediate School Holiday Concert – HS Auditorium

December 14, 2025 – 2:00 p.m. – High School Holiday Concert – HS Auditorium

December 22-23, 2025 - Teacher In-Service Days – (NO SCHOOL for students K-12)

December 24, 2025 – January 2, 2026 – (NO SCHOOL for students K- 12) - Winter Break

Public Comments – Items On/Off the Agenda

- Bryan Fischer – Thanked both Mr. Ferrari and Mr. Ziegler for serving on the ELCO School Board. He is looking forward to seeing what Mrs. Schaeffer and Mr. Weaver will bring to the board over the next four years.
- Megan Schaeffer – Thanked both Mr. Ferrari and Mr. Ziegler for their service as a School Board Director. She is looking forward to having a positive impact as a new director over the next four years.

Board Announcements/Comments

- Mr. Kramer – Thanked the Board for approving the Spring Musical.
- Mr. Kahl – Thanked Jenn Martin for facilitating the Forklift training which will take place Saturday, November 22, 2025.
- Mr. Santos – Thanked Mrs. Shoemaker for her hard work on grants that were awarded to the district. Thanked both Mr. Ferrari and Mr. Ziegler for their service to the school board.
- Mrs. Morrissey – Appreciated the opportunity to serve on the board with both Mr. Ferrari and Mr. Ziegler.
- Mr. Ondrusek – Thanked both Mr. Ferrari and Mr. Ziegler for their years of service to the school board.
- Mr. Ferrari – Stated it was an honor and a privilege to serve on the school board.
- Mr. Zeigler – Stated he appreciated the opportunity to serve on the board and represent the community members.

Old Business

- No Old Business was discussed.

New Business

- Discussed managing a non-majority or tie votes during the re-organization of officer elections. The Board agreed with the guidance provided by the School Solicitor.

Adjournment

On a motion by Mrs. Morrissey, seconded by Mr. Santos and approved by a Voice vote, all voting Aye, President Kahl adjourned the meeting at 8:04 p.m.

Respectfully Submitted,

Lori Mosser
Board Secretary