



Eastern Lebanon County School District

180 ELCO Drive, Myerstown, PA 17067

January 12, 2026, DO Boardroom, 5:00 pm

Policy, Curriculum, and Personnel

Committee Minutes

POLICY COMMITTEE

Policy Committee Chair and Board President: **Rachel Moyer**,

Policy Committee Members: **Jack Kahl, Bonnie Kantner, Ray Ondrusek**;

The meeting was called to order at 5:00 pm by Mrs. Moyer, who requested that the meeting begin with the Pledge of Allegiance.

Daniel Ebling recorded the committee meeting, both video and audio.

The following policies were discussed and will proceed to the first reading.

- Policy 253 – Student Physical Privacy in School Facilities
 - Mrs. Moyer Introduced Policy 253, noting it has been discussed since last year and that Mr. Ondrusek has revised it to tighten the language and express the original intent.
 - Mr. Ondrusek stated that the revision was intended to comply with PA School Code 24 PS §740 and President Trump’s executive order, and that this was the primary purpose of the changes.
 - Mr. Kahl recalled prior advice from Jeff Litts, School Solicitor, to wait for likely upcoming court rulings. He asked about the urgency and why the district should move now, given that court actions might soon change the landscape and increase litigation risk.
 - Mr. Ondrusek stated that the rights and safety of students were a priority.
 - Mrs. Moyer noted this was why there was a policy committee; policies could be revisited anytime, especially when a Supreme Court ruling came down.
 - Mr. Litts, School Solicitor, shared that the law was not cut-and-dried; federal circuits were split on bathroom policies. He noted that three Pennsylvania federal cases had held that districts could not prohibit transgender students from using bathrooms consistent with their gender

identity. He explained that the U.S. Supreme Court was hearing two cases on transgender student athletes and Title IX/Equal Protection, with decisions expected by the end of June, and described how the Court could define “sex” narrowly or broadly and how that would affect Title IX and this policy. As the solicitor, Mr. Litts recommended waiting for those decisions unless there was a compelling reason to make a change now. Mr. Litts did not dispute that safety is a priority, but as an attorney, he could not ignore existing federal decisions in PA until they were overruled. He repeated his advice to wait for the Supreme Court ruling and noted other districts were in “wait and see” mode.

- Mr. Kahl emphasized that Mr. Litts was a paid professional and that, as lay board members, they should follow the solicitor’s advice to avoid litigation.
- Mrs. Moyer said this was not a “challenge” to the solicitor; rather, it was intended to return to the policy’s original intent. She noted that the AR currently had too much flexibility and needed tighter language; reiterated that the policy committee could review and change policies at any time.
- Mr. Ondrusek responded that credentials meant little compared to being right about the law and argued PA state law was explicit and that they were in violation of it. He stated regulations (including ARs) were subservient to written law, and that federal supremacy could override state law. He cited the Loudoun County (VA) case of a transgender student sexually assaulting a female student, being transferred, and reoffending, and said they wanted to ensure that never happened in their district.
- Mrs. Kantner stated she agreed with tightening the language for safety.
- The committee recommends moving the revised draft of Policy 253 for a first read.
- Follow Up: Policy 816 – District Social Media
 - Mrs. Vicente presented a list of social media platforms, as defined in Policy 816 as District-owned social media accounts, emphasizing that booster and PTO accounts were excluded because the district had no jurisdiction over them.
 - Mr. Ondrusek commented that overall, the list looked good, but recommended that, going forward, official accounts be clearly identified in their names or descriptions to avoid confusion with personal accounts. He suggested that accounts should include terms such as “Elco” and the department name in their descriptions, and he remarked that at least one account on the list looked more like a personal account. He framed this as an organizational suggestion for the future, not a criticism of the current list.

- The committee recommends moving the list of District-affiliated social media platforms for full Board approval.
- Cell Phone Discussion
 - The committee heard updates from principals, Mr. Treese and Ms. Haas, on current cell phone and personal device procedures at the middle and high schools.
 - Mr. Treese reported that the middle school now requires phones to be off and out of sight (in backpacks/lockers) from 7:30 am –2:45 pm, with consistently applied consequences for violations, and that this has significantly reduced distractions and incidents over the past two years.
 - Ms. Haas explained that the high school prohibits phones in classrooms but allows use during class changes and lunches, noting that 1:1 iPads remove any academic need for phones and that students, staff, and parents have largely adjusted.
 - Both principals described case-by-case accommodations for students who need phones or devices for medical reasons and said they now use the broader term “personal devices” to cover phones, watches, earbuds, and other electronics. When asked what they would want in any future state-level policy, they emphasized keeping phones out of instructional time, teaching responsible use, and preserving reasonable, teacher-approved exceptions.

Public Comment: None

Next Policy Meeting:

- February 2, 2026

The meeting adjourned at 5:30 pm.

Future Policy Committee Meetings:

March 2, 2026
April 7, 2026
May 4, 2026
June 8, 2026

August 3, 2026
September 8, 2026
October 5, 2026
November 2, 2026

CURRICULUM COMMITTEE

Curriculum Committee Chair: **Bonnie Kantner**

Curriculum Committee Members: **Joya Morrissey, Howard Kramer, Jordan Weaver;**
Board President, **Rachel Moyer**

Call to Order and Welcome

Mrs. Kantner called the meeting to order at 5:36 pm.

Daniel Ebling recorded the committee meeting, both video and audio.

Discussion Items

- New Courses
- High School Educational Planning Guide
 - Ms. Haas shared the highlights and changes in the 2026-2027 Educational Planning Guide.
 - The committee recommends moving the 2026-2027 Educational Planning Guide forward for full-board approval.
- Textbook Recommendations and Review Process
 - Dr. Davis reviewed the textbook review process for newly proposed resources to be used by the curriculum committee. Additionally, the approval timeline was discussed. All proposed textbooks are included in the preliminary 2026-2027 budget.
 - Dr. Davis shared the recommended resources, resource highlights, and budgeted costs.
- District Calendar 2026-2027
 - The curriculum council, department chairs, administrators, and county superintendents have engaged in conversation regarding the calendar.
 - There is no county alignment on the first day of school due to various factors affecting other districts, including construction and renovations.
 - A third day was added to the first week to accommodate professional learning and provide flexibility for plans the new superintendent and assistant superintendent may have.
 - Two snow days are included in the calendar for use before the FID days.
 - Graduation will take place on the Thursday of the Memorial Day weekend.
 - The last student day also occurs on the Friday of Memorial Day weekend.
 - The two-hour delay days are maintained and are used by our administrators for professional learning, collaborative meeting time, and data review.

- The committee recommends moving the 2026-2027 calendar forward for full board approval

Public Comment:

Jennifer Hoffert spoke to the two-hour delay schedule, which poses a challenge for childcare. She has spoken with other parents who do not like the two-hour delay schedule and who say that other districts do not use this format. How are they accommodating what we accomplish during that time?

Jack Kahl spoke about financial literacy. Requested that students be taught cursive and how to write checks. He asked the committee to review how Christopher Columbus is depicted in resources. He spoke that no elements of critical race theory should be included in our resources.

Brian Fischer spoke to the AP courses and verified that college credits can still be earned by passing the AP exam. He addressed the inclusion of two snow days in the calendar and wondered about the theory behind their inclusion before FID days are used. He believes that instruction should be held during those days. He believes it should be discussed.

Ray Ondrusek supported everything Mr. Kahl spoke about. He spoke to the economic principles included in the economics resources.

Barbara Seifert agreed that the 1619 book items should not be included in the curriculum. She added a comment regarding the two-hour delay schedule. Those meetings should occur after the school day. It's time that teachers start keeping the same hours of work. Go back to have them conduct this work after the school day.

Next Curriculum Committee Meeting: February 2, 2026

Adjournment: Mrs. Kantner adjourned the meeting at 6:20 pm.

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PERSONNEL COMMITTEE

Personnel Committee Chair: **Jack Kahl**

Personnel Committee Members: **Bonnie Kantner, Joya Morrissey, Jordan Weaver;**
Board President, **Rachel Moyer**

Mr. Kahl called the meeting to order at 6:25 pm.

Discussion Items

The Committee reviewed a draft agenda for the January 21, 2026, meeting that reflects actions as of the committee date. There will likely be additional items included in the time leading up to the voting Board meeting.

As of January 12, the following items will appear on the January 21, 2026, Board Agenda:

- New hires:
 - A 4th-grade teacher position was filled and will be on the agenda.
 - A new technology support specialist will appear on the agenda to fill in for a retirement and the transfer of a staff member.
 - The district office receptionist position has been filled due to transfers.
 - Food service and custodian positions have been filled.
 - Substitute teachers will also appear on the agenda.
- Resignations:
 - Retirements have started to be submitted. There are still a few days left to submit retirements to meet the January 15 deadline.
 - A few resignations have been submitted for support staff and coaching positions.
- Staffing Update:
 - Paraprofessionals are hard to find. Food service and custodial positions are filled.
 - Special education teachers are also hard to find.
- Requested Leaves:
 -
- New job descriptions were handed out for:
 - Superintendent
 - Administrative Assistant to the Assistant Superintendent

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

Mr. Kahl stated that his business has benefited from ELCO students learning about the workplace during their visits.

Public Comment: None

Next Personnel Committee Meeting:

- February 2, 2026

Adjournment: Mr. Kahl adjourned the meeting at 6:40 pm.

Please note that the Personnel Committee moved into an Executive Session to discuss confidential Personnel matters per Policy 006.

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