



Eastern Lebanon County School District

180 ELCO Drive, Myerstown, PA 17067

February 2, 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**

Megan Schaeffer and Joya Morrissey attended the meeting, and Howard Kramer attended online.

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

Daniel Ebling recorded the meeting in both audio and video.

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

- Policy 626 - Federal Fiscal Compliance
 - Mrs. Vicente presented Policy 626, explaining that it is an attachment dealing with procurement thresholds for federal programs. There are no recommended changes to the policy, just to the attachments. The changes raise the thresholds for procurement procedures in line with new Federal guidelines.
 - The committee moved these changes forward for approval.
- Policy 122 - Extracurricular Activities
 - Mrs. Vicente noted that the primary definitional change is that "athletic activities" in this policy replaces the prior term "interscholastic athletics," which is now addressed separately under Policy 123. The new definition is more precise but does not change the substantive intent.
 - Mrs. Vicente reviewed bracketed sections where the committee must select options. She recommended checking the new option that may allow students to assume all or part of the cost of travel and attendance at extracurricular events and trips, to ensure transparency for families. The committee agreed.

- In the section on eligibility requirements, Mrs. Vicente reviewed six standards: academics, policy compliance, attendance (including on the day of the activity), practice participation, returning equipment, and conduct. She recommended that all six eligibility requirements be included. The committee agreed.
- In the section on off-campus activities, Mrs. Vicente explained that the off-campus conduct language has been revised to align with Policy 218 (Student Discipline), incorporating current legal guidance, including the U.S. Supreme Court's 2021 Mahanoy Area School District v. B.L. decision. Under the new structure, off-campus student conduct with a clear and direct impact on the school environment is handled under Policy 218, which enumerates examples such as threats, serious harm, disruption of school operations, interference with rights or safety, or damage to school property.
- In the guidelines section, Mrs. Vicente reviewed eight guideline items for the extracurricular program. One is new: inviting parents/guardians and the community to participate in developing extracurricular activities, in accordance with the Equal Access Act. The committee agreed to include all eight guideline items.
- Mrs. Moyer confirmed that the revised Policy 122, with the agreed options, would move forward.
- **Policy 209.2 - Diabetes Management**
 - Mrs. Vicente reported that the policy language is essentially unchanged except for the addition of a requirement that the district publish or distribute information on Type 1 diabetes (in writing, electronically, or via the internet). She confirmed with the director of pupil services that the district has already been complying with this requirement since the beginning of the school year.
 - The committee agreed to move the revised diabetes management policy forward.
- **Policy 253 - Student Physical Privacy in School Facilities**
 - The Board approved the first reading of this policy in January.
 - Mrs. Moyer introduced revised Policy 253, stating that there are no current incidents driving the change and that the revisions were drafted in May 2025.
 - Mr. Kahl expressed concern that adopting the revised policy now would depart from the long-standing practice of following the solicitor's recommendations. He emphasized the potential for litigation and stated that he was uncomfortable putting the district in a more exposed legal position.

- Mrs. Moyer responded that the district already has a biological sex–based athletics policy, and that there is also risk of federal scrutiny or funding consequences if the district is not seen as compliant with federal guidance or executive orders.
- Mr. Kahl referenced recent regional court cases that have tended to favor transgender students and noted that the solicitor’s recommendation is based on this case law.
- Mrs. Moyer emphasized that her primary concern is the safety and privacy of all students, citing a 2023 incident in which a female student attempted to use a male locker room, which she characterized as unsafe. She argued that a policy grounded in biological sex would improve safety, privacy, and clarity by removing ambiguity in the current policy.
- Mr. Ondrusek questioned prioritizing lawsuit risk over student safety and compared the situation to COVID-era measures, which he felt had been detrimental despite legal or regulatory pressure.
- Mrs. Kantner stated that the language in Policy 253 and the district’s sports policy are not aligned, and suggested they should be brought into alignment.
- Mr. Kahl argued that since the solicitor has advised waiting for an imminent U.S. Supreme Court ruling on related issues, it would be more efficient to delay changes to Policy 253 until after that decision, rather than revising the policy now and potentially revising it again.
- Mrs. Moyer noted that another district (in Chester County) has already come under federal scrutiny over its transgender policy, and reiterated that the district faces possible legal exposure from multiple directions.
- Mr. Ondrusek commented on the importance of doing what he believes is right, even when other districts are waiting, again referencing the district’s earlier decisions on masks.
- Mr. Kahl stated that while he supports the substance of changing the policy, he disagrees with the timing and views his objection as purely about when, not whether, to revise it.
- After the discussion, Rachel summarized the positions and opened the floor for public comment on the policy.

Public Comment:

- Daniel Ebling, a parent of five (four currently in ELCO schools), spoke in support of revising the facilities policy to a biological sex-based standard for multi-user bathrooms and locker rooms. He argued that policies for bathrooms and locker rooms should be clear, objective, and rooted in biological sex to protect all students and reduce ambiguity for staff and families. He stated that single-user

facilities provide a respectful solution for students who identify differently without requiring all students to accommodate changes in multi-user spaces. He also defended Mrs. Moyer's legitimacy as a board member regardless of where her children attend school, noting that she was elected by district voters.

- Barb Seifert spoke briefly to endorse Mr. Ebling's comments, expressing support for a biological sex-based standard in multi-user facilities, emphasizing safety and the role of science, and supporting Mrs. Moyer as a trusted, elected representative and taxpayer.
- Megan Schaeffer raised a concern that the district's policy should explicitly consider and include intersex students, noting broader recognition of intersex conditions and suggesting that the language be reviewed to ensure such students are not overlooked.

Next Policy Meeting:

- March 2, 2026

The meeting adjourned at 5:25 pm.

Future Policy Committee Meetings:

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 (attended online), Jordan Weaver;**

Board President, Rachel Moyer

Call to Order and Welcome

Mrs. Kantner called the meeting to order at 5:29 pm.

Discussion Items

- Future Ready Updates

- Mrs. Jennifer Martin, Future Ready Facilitator, provided an update on the activities she has implemented and is currently overseeing as part of her role.
- Mrs. Martin began by connecting all Future Ready work to the district strategic plan. She stated that initiatives are chosen and implemented only when they align with strategic plan priorities
- Community Partnerships and Asset Mapping: Mrs. Martin reported that she has met with over 90 community partners, with the list continuing to grow and noted that businesses are now frequently reaching out to the district to partner, reflecting the perceived value of the program.
- Student-Facing Activities: Lunch and Learns, Career Speakers, and Industry Tours were discussed, with specific examples of how Lunch and Learns led to Industry Tours and the impact on a student's career path. Mrs. Martin noted that she was out with students over 30 times in the prior year for various industry tours, covering sectors such as healthcare, manufacturing, trades, logistics/supply chain (e.g., Walmart consolidation center), emergency services (911 call center), and others.
- Job Shadowing and Work-Based Learning: Mrs. Martin distinguished job shadowing from industry tours and emphasized the importance of coupling rigorous classroom instruction with real-world experience to help students clarify career interests and understand the skills required for success.
- Student Employment and Employer Connections: Mrs. Martin highlighted a successful partnership with Laserfab:
 - Following an earlier tour with administrators, a student expressing interest in metals and hands-on work was referred to Laserfab. The student was hired to work after school and gradually expanded his hours. That position evolved into a work-based learning placement, and the company has indicated a strong interest in hiring more ELCO students.
 - Mrs. Martin also noted positive employer feedback from other local businesses (e.g., a local gym) employing ELCO students, praising their work ethic and professionalism. She stressed that Future Ready helps "vet" students—matching their skills and interests with suitable employers.
- Educator in the Workforce / Adopt-a-School Initiatives: Mrs. Martin outlined the Adopt a Middle School / Adopt a High School and Educator in the Workforce components, developed in collaboration with IU partner Brian Booker: In the program, teachers visit local businesses to: tour facilities, learn about required workplace skills and "essential skills" (soft

- skills), and discuss how classroom content can better align with real-world expectations.
- Mrs. Martin and Mr. Josh Glant are co-leading an engineering-focused sequence of tours to help engineering-interested students and high-level math students see the real-world application of advanced math and engineering concepts.
 - She also shared success from SHOT Pharma's innovation challenge, where two ELCO students placed first and second with projects involving innovative glass concepts.
 - Employment Readiness Activities (Resumes, Interviews, Future Ready Fair): Resume and mock interview programming: Last year, about 40 students participated; this year, over 100 are expected.
 - Future Ready Fair:
 - Held annually in April in the high school gym.
 - Brings in over 30 businesses, colleges, and military representatives.
 - Students meet with employers and institutions, learn about career and education opportunities, and make connections.
 - Industry-Recognized Credentials (Act 158 Pathways): Mrs. Martin outlined industry credentials offered to students:
 - CPR certification.
 - OSHA 10.
 - ServSafe Food Handler.
 - Forklift certification (coordinated annually with Jack and his company)
 - Special Activities and Early-Grades Exposure: Mrs. Martin touched on other activities that reach into the elementary and middle schools, including:
 - Foundry in a Box with BQC Foundry
 - What's So Cool About Manufacturing
 - Gifted Student Partnerships
 - Artwork in the Community
 - Architecture, Construction, Engineering for Students (ACES)
 - Committee members expressed their appreciation for the scope and impact of the Future Ready work, and Mr. Weaver commented on the value of connecting abstract academic content to real-world careers.
 - Dr. Davis and Mrs. Vicente briefly described the Educator Rising / FCS-based elective sequence:
 - Offered as an elective series in Family and Consumer Science for students interested in education careers.

- Aligns well with CTE standards and may be expanded into a formal CTE program in the future.
- The intent is to build a teacher pipeline that starts earlier in high school and to encourage ELCO graduates to pursue teaching and potentially return to the district.
- It was noted that a high percentage of current ELCO employees are ELCO graduates, and many alumni return to work in roles such as Summer Academy teachers and paraprofessionals.

Public Comment:

- Mr. Ondrusek and others remarked that the work effectively "brings education to life" and helps students see how their studies connect to future careers.

Next Curriculum Committee Meeting: March 2, 2026

Adjournment: Mrs. Kantner adjourned the meeting at 6:06 pm.

Future Curriculum Committee Meetings:

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

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

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 6:08 pm.

Discussion Items

The Committee reviewed a draft agenda for the February 17, 2026, meeting that reflects actions as of the date of the meeting. There will likely be additional items included in the time leading up to the voting Board meeting.

As of February 2, the following items will appear on the February 17, 2026, Board Agenda:

- New hires:
 - Two junior high track and field coaches will be on the agenda, as well as Girls' soccer
- Resignations:
 - One coach and one paraprofessional
- Staffing Update:
 - A part-time teacher will fill in during the other half of the day for a vacancy in family and consumer sciences this spring.
- Requested Leaves:
 - None

Absence Without Pay Requests

- None

Sabbatical Requests

- None

Mr. Kahl asked about the status of the day-to-day substitutes in the district, and Mrs. Vicente shared that the change in the pay structure approved by the Board last year has improved the fill rate for vacancies.

There was no need for an executive session after the personnel meeting.

Public Comment: None

Next Personnel Committee Meeting:

- March 2, 2026

Adjournment: Mr. Kahl adjourned the meeting at 6:12 pm.

Future Personnel Committee Meetings:

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

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