

**EASTERN LEBANON COUNTY SCHOOL DISTRICT  
180 ELCO DRIVE, MYERSTOWN, PA 17067**

**Regular Board of Education Voting Meeting  
District Board Room**

**Hybrid (In-person and via Zoom)**

**April 20, 2026**

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6:00 p.m. Regular Board of Education Meeting

- I. Call to Order
- II. Moment of Silent Meditation
- III. Pledge of Allegiance
- IV. Roll Call
- V. Board President Communication
- VI. Student Council Report – Cadynce Thornton, President
- VII. Student Recognition
  - A. Cast of 5<sup>th</sup> Grade Musical, The Little Mermaid – Dr. Michael Gerhart  
Intermediate School Principal
  - B. Tractor Restoration Team – Madison Balthaser, High School Agriculture Teacher
- VIII. Board Committee and Rep Reports
  - Policy Committee
  - Curriculum Committee
  - Personnel Committee
  - General Services Committee
  - Finance Committee
  - IU13 Rep Report
  - PSBA Report
  - CTC Report
  - Lebanon County Tax Collection Committee Rep Report
  - ELCO Education Foundation
- IX. Public Comments – Items On the Agenda
  - A. Residents and taxpayers may make comments concerning items on the agenda pertaining to Board governance or the operation of the District’s schools.  
**NOTE:** Personnel matters are never discussed at public meetings.

- B. Residents and taxpayers desiring consideration of School Board action on a topic not included on the agenda may make a written request to the Superintendent by Thursday, 12:00 noon, prior to the day of the meeting. This is in accordance with Policy 903 in the official policy manual of the School District.
- X. Approval of Minutes from 03-16-2026
- XI. Approval of Treasurer’s Report from 03-31-2026

**ACTION ITEMS FOR APPROVAL**

- XII. Personnel Committee – Mr. Jack Kahl, Chairperson
  - A. Move to accept a “Letter of Resignation” from Jessica Shaak, 2<sup>nd</sup> shift Custodian, effective and retroactive to March 20, 2026.
  - B. Move to accept a “Letter of Resignation” from Holly Hartman, Assistant Indoor Track Coach, effective and retroactive to March 23, 2026.
  - C. Move to accept a “Letter of Resignation” from Danielle Ebersole, Specialized Paraprofessional, effective April 7, 2026.
  - D. Move to accept a “Letter of Resignation” from Caitlin Lucas, Specialized Paraprofessional, effective April 24, 2026.
  - E. Move to accept a “Letter of Resignation” from Anna Martin, Specialized Paraprofessional, effective June 4, 2026.
  - F. Motion to approve the appointment and the employment agreement for Dr. Karen Nell to serve as the Superintendent of Schools for a five (5) year term beginning July 1, 2026. (Board Attachment)
  - G. Move to approve the employment of Rebecca Mitchell on a “Temporary Professional Contract” as a Middle School Life Skills teacher, at a salary of Bachelor’s – Step 1 (\$58,224), start date TBD, pending receipt of all required documentation, clearances, and disclosures.  
*Background: This position is being filled due to a retirement.*
  - H. Move to approve the administrative transfer of Megan Worley *from* Intermediate School Life Skills teacher *to* Intermediate School Learning Support teacher, effective the start of the 2026-2027 school year, with no change in salary.
  - I. Move to approve the administrative transfer of Tara Clauss *from* High School Learning Support teacher *to* Intermediate School Life Skills teacher, effective the start of the 2026-2027 school year, with no change in salary.
  - J. Move to approve the following 2026 SPA teachers at a rate of \$165/day, as listed:

Katie Jackson	Alysha Burkholder
Haley Thunberg	Jamie Yocum
Maddyrae Winters – substitute	Madelyn Strickler – substitute
Ruthanne Gray – substitute	

K. Move to approve the following 2026 SPA paraprofessionals at a rate of \$60/day, as listed:

Lori Binkley                      Mary Gassert  
Lindsay Layser                    Jaycee Schott

L. Move to approve the following nurses to provide services during Extended School Year and SPA programs, at their individual hourly rate, for the period of June 22, 2026, through July 30, 2026, as listed:

*Background: Nursing staff are needed to support students attending summer programs. One nurse is scheduled each day to cover students across all summer programs.*

Abigail Beatty  
Emily Miller  
Melissa Rambler

M. Move to approve the following teachers to serve as ELCO+ Summer School teachers at a rate of \$165/day, as listed:

Heather Kahl                      Dustin Miller                      Michael Landis  
Sean Miller                        Kelly Espenshade                Chad Miller  
Warren Zimmerman

N. Move to approve up to seven (7) additional days of employment at per diem rate for Jennifer Martin, Future Ready Facilitator, during the summer of 2026.

*Background: Mrs. Martin will be engaging in activities as the Future Ready Facilitator, including workshops, meetings with local business leaders, and professional learning activities.*

O. Move to approve the following individual as a coach for the 2026-2027 Fall Sports Season, (pending receipt of all required documentation, clearances, and disclosures)

Football Assistant Coach                      Colin Gillen

P. Move to approve adding the following individual to the ELCO substitute list for the 2025-2026 school year, as listed:

Rachael Smith – Paraprofessional

Q. Move to approve a non-precedent setting stipend to Heather Gery, in the amount of \$7,612.50, for unanticipated work during the 2025-2026 school year.

*Background: The additional work is due to a vacancy in the Health/Physical Education department and concluded on the first day of the newly hired teacher, December 1, 2025.*

R. Move to approve a non-precedent setting stipend to Kimberly Sandoe, in the amount of \$306.25, for unanticipated work during the 2025-2026 school year.

*Background: The additional work is due to a vacancy in the Math department and concluded on the first day of the newly transferred teacher, December 1, 2025.*

S. Move to approve a non-precedent setting stipend to Elissa McCallum, in the amount of \$1,330.00, for unanticipated work during the 2025-2026 school year.

*Background: The additional work is due to a vacancy in the Math department and concluded on the first day of the newly transferred teacher, December 1, 2025.*

T. Move to approve a non-precedent setting stipend to Warren Zimmerman in the amount of \$490.00, for unanticipated work during the 2025-2026 school year.

*Background: The additional work is due to a vacancy in the Math department and concluded on the first day of the newly transferred teacher, December 1, 2025.*

- U. Move to approve a non-precedent setting stipend to Zoe Zerman in the amount of \$402.50 , for unanticipated work during the 2025-2026 school year.  
*Background: The additional work is due to a vacancy in the Math department and concluded on the first day of the newly transferred teacher, December 1, 2025.*
- V. Move to approve the official start date of Dmitry Shmelev, 2<sup>nd</sup> Shift Custodian, effective and retroactive to March 23, 2026.  
*Background: This position was approved March 16, 2026, this motion approves his official start date.*
- W. Move to approve the official start date of Alyson Kunkelman, 2<sup>nd</sup> Shift Custodian, effective and retroactive to March 30, 2026.  
*Background: This position was approved March 16, 2026, this motion approves her official start date.*
- X. Move to approve an extension of a sabbatical for the restoration of health through the first semester of the 2026-2027 school year.  
*Background: The sabbatical was originally approved through the second semester of the 2025-2026 school year.*

2627 - 356

- Y. Move to approve an Unpaid Leave of Absence for the following employees, per Policy 336 Personal Necessity Leave.

2526 – 1075

2627 - 579

- Z. Move to approve 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)

Christina Butler	Casey Clauser	Kerri Clauser
Chelsea Cordle	Dylan Dohner	Ryan Frederick
Erin Gahres	Ashley Gardner	Tiffinee Gettle
Jaclyn Hackman	Jessica Hartman	Angela Hartranft
Audrey Hurst	Bradley Kafferlin	Danna Keener
Khyle Keener	Jacinda Martin	Arlene Moll
Katie Myers	Ashley Olar	Michael Ostrich
Christopher Price	Eden Rittle	Brandon Staudt
Jeffrey Strayer	Melissa Terwilliger	Stacey Thomas
Jamie Wampler	Lily Watts	Cabrielle Zartman
McKenzie Hekman	Leykadelicht Torres	Katelynn Wolfe
Megan Keefer	Troy Ebersole	Sarah Aikey
Adam Saul	Trisha Rabold	Tiffany Lipsky

XIII. Curriculum Committee – Mrs. Bonnie Kantner , Chairperson

- A. Move to approve a trip and travel request from Robert Miller, Head Varsity Track and Field Coach, Holly Hartman, Michael Harnish, and Earl Thomas, Jr. – Assistant Coaches, and qualifying student athletes, to travel and participate in the District III Championships to be held May 15-16, 2026 at Shippensburg University, Shippensburg, PA.  
*Background: This is an annual trip for qualifying students. The costs have been budgeted.*

- B. Move to approve a trip and travel request from Robert Miller, Head Varsity Track and Field Coach, Holly Hartman, Michael Harnish, and Earl Thomas, Jr. – Assistant Coaches and qualifying student athletes, to travel and participate in the PIAA State Championships to be held May 22-23, 2026 at Shippensburg University, Shippensburg, PA.  
*Background: This is an annual trip for qualifying students. The costs have been budgeted.*
- C. Move to approve a trip and travel request from Madison Balthaser, High School Agriculture Teacher, chaperones, and approximately 40 students, to travel and participate in the State FFA Convention, to be held June 9-11, 2026, at Penn State University, State College, PA.  
*Background: This is an annual event where students will compete in public speaking and hands on career development. Students will also attend workshops while at the convention. This is a budgeted expense.*
- D. Move to approve a five-year purchase agreement with Apple Financial Services for \$534,766.45 over a five-year term, \$104,953.29 per year for the refresh of computer equipment. (Board Attachment)  
*Background: This renews the laptops, desktops, Apple TV's, device management software, and includes professional learning opportunities over the next five years. The yearly payment is under the current yearly purchase agreement that expires in June 2026. This is a budgeted expense.*
- E. Move to approve the new textbook resource for purchase in the 2026-2027 school year, as listed:  
*Background: The textbook was selected by the Business Department and is recommended for Board consideration by the Curriculum Committee.*

Title: Focus on Personal Financial Literacy  
 Course: Personal Financial Literacy  
 Publisher: Mc-Graw Hill  
 Authors: Kapoor, Dlabay, Hughes, and Hart  
 Copyright: 2024

- F. Move to approve the new textbook resource for purchase in the 2026-2027 school year, as listed:  
*Background: The textbook was selected by the Social Studies Department as part of the plan to re-align the social studies courses and is recommended for Board consideration by the Curriculum Committee.*

Title: Temas: World History: Great Civilizations, 2<sup>nd</sup> ed.  
 Course: 7<sup>th</sup> Grade Social Studies  
 Publisher: National Geographic Learning  
 Authors: National Geographic Learning  
 Copyright: 2025

- G. Move to approve the new textbook resource for purchase in the 2026-2027 school year, as listed:  
*Background: The textbook was selected by the Social Studies Department as part of the plan to re-align the social studies courses and is recommended for Board consideration by the Curriculum Committee.*

Title: World History Interactive  
 Course: World History: Eastern and Western Civilizations  
 Publisher: Savvas  
 Authors: Ellis and Esler  
 Copyright: 2022

- H. Move to approve the new textbook resource for purchase in the 2026-2027 school year, as listed:

*Background: The textbook was selected by the Social Studies Department and is recommended for Board consideration by the Curriculum Committee.*

Title: The American Pageant, 18<sup>th</sup> ed.  
Course: AP US History  
Publisher: Cengage  
Authors: Kennedy, O'Mara, and Cohen  
Copyright: 2025

- I. Move to approve the new textbook resource for purchase in the 2027-2028 school year, as listed:

*Background: The textbook was selected by the Social Studies Department. Due to the restructuring of the social studies courses, this course will not run in 2026-2027. The textbook will be approved for use in 2027-2028 and has been recommended for Board consideration by the Curriculum Committee.*

Title: American Politics and Government Today  
Course: AP US Government and Politics  
Publisher: WW Norton and Company  
Authors: Bianco and Canon  
Copyright: 2026

XIV. Policy Committee – Mrs. Rachel Moyer, Chairperson

- A. Move to approve Policy 005 – Organization for first reading. (Board Attachment)

*Background: This policy was reviewed by committee. The revised language allows newly appointed board members assigned to committees to request a change in their assignment within five (5) business days following the reorganization meeting.*

- B. Move to approve Policy 140 - Charter Schools for first reading. (Board Attachment)

*Background: The policy was reviewed by committee. Language was added to provide clarification pertaining to the school district providing transportation and the school district's responsibilities.*

- C. Move to approve Policy 810 – Transportation for first reading. (Board Attachment)

*Background: This policy was reviewed by committee. Language was added to provide clarification pertaining to the school district providing transportation to charter school students and the school district's responsibilities.*

- D. Move to approve Policy 221 – Dress and Grooming (Pupils) for first reading. (Board Attachment)

*Background: This policy was reviewed by committee. This policy was updated with the passing of the CROWN Act which provides protection for individuals from discrimination based on hairstyles associated with race or religion.*

- E. Move to approve Policy 325 – Dress and Grooming (Employees) for first reading. (Board Attachment)

*Background: This policy was reviewed by committee. This policy was updated with the passing of the CROWN Act which provides protection for individuals from discrimination based on hairstyles associated with race or religion.*

- F. Move to approve Policy 332 - Working Periods for first reading. (Board Attachment)

*Background: This policy was reviewed by committee. This policy has minor language updates referring to state law and the board's authority to determine the hours and days district programs and services are available to students and community.*

- G. Move to approve Policy 619 – District Audit for first reading. (Board Attachment)  
*Background: This policy was reviewed by committee. The updated language states that the Auditor General will no longer conduct school audits and the responsibility was returned to PDE.*
- H. Move to approve the following policies (revised/reviewed/and/or new) for a second reading as listed: (Board Attachment)
  - 1. Policy 102- Academic Standards
  - 2. Policy 105 – Curriculum
  - 3. Policy 320 – Freedom of Speech by Employees

XV. General Services Committee – Mr. JP Santos, Chairperson

- A. Move to approve a proposal from LowV Systems, Inc., for the purchase and installation of four (4) servers at a cost of \$32,000. (Board Attachment)  
*Background: The servers will be used to replace outdated servers and provide improvements to latency. The cost of this work will be fully covered by the PA Commission on Crime and Delinquency Grant#43310.*
- B. Move to approve a one-year renewal support contract with Morefield to provide Mitel Phone System support at a cost of \$14,104.  
*Background: This contract was approved last April with an automatic renewal for the 2026-2027 school year. This expense has been budgeted.*
- C. Move to approve a proposal from George Ely Associates, Inc., for the purchase and installation of playground equipment within designated areas at Fort Zeller Elementary School at a cost of \$164,431.00. (Board Attachment)  
*Background: The equipment is being replaced due to its age and condition, and because many components failed to meet the Standard Safety Performance Specifications after an in-depth inspection. This proposal is from Costars Contract #014-E23-299. The cost of this project will be funded utilizing proceeds from the 2025 debt restructuring.*

XVI. Finance Committee – Mr. Ray Ondrusek, Chairperson

- A. Move to approve payment of bills as found listed and attached to the April 20, 2026, Board Agenda for payments made March 2026, in the amounts indicated: (Board Attachment)

General Fund payments in the amount of	\$2,190,790.19
Cafeteria Fund payments in the amount of	\$171,592.39
Capital Reserve Fund payments in the amount of	\$0.00
Debt Service payments in the amount of	\$0.00
Construction Fund payments in the amount of	\$0.00
Student Activity payments in the amount of	\$13,836.99
Flex Spending payments in the amount of	\$936.37

- B. Move to approve an agreement with John Paul II Learning Center to provide Extended School Year (ESY) services for one (1) secondary student. (Board Attachment)  
*Background: This is an approval for ESY services from June 15, 2026 through July 30, 2026. This is a budgeted expense.*

- C. Move to approve a three-year proposal from Walsworth Yearbooks for the printing of the ELCO High School yearbook at an approximate cost of \$29,250.00. (Board Attachment)  
*Background: The proposal for the cost of printing the yearbook is offset by annual yearbook sales and includes additional support services offered to the yearbook staff. There will be no greater than a 2% price increase over the term of the contract (2026-27, 2027-28, 2028-29)*
- D. Move to approve a three-year agreement with Cady Photography to serve as the photographer for the ELCO Senior High School, providing senior portrait and underclassman photography services. (Board Attachment)  
*Background: This contract guarantees a \$2500 senior commission and a \$3.00 commission on all underclassman pre-order packages. The term of the contract 2026-27, 2027-28, and 2028-29 school years.*
- E. Move to approve an agreement with Central Susquehanna Intermediate Unit (CSIU), to provide computer services for Fund Accounting, Payroll, and Human Resources modules for the period of July 1, 2026, to June 30, 2027, at a cost of approximately \$29,147.00 (Board Attachment)  
*Background: The cost is billed per student, and the agreement price is estimated for the next year. This is an annual license renewal and a budgeted expense.*
- F. Move to approve the 2026-2027 Lebanon County CTC Budget. (Board Attachment) (Roll Call Vote)  
*Background: The 2026-2027 Lebanon County CTC Budget reflects an increase of 7.42% or \$70,498.00 for the ELCO School District and is a budgeted expense.*
- G. Move to approve Resolution #04-20-2026 I, concerning the 2026-2027 Lancaster-Lebanon IU13 Budget. (Board Attachment) (Roll Call Vote)

XVII. Superintendent's Report

- Principal's Reports
- Director's Reports

Upcoming Dates/Announcements:

May 4, 2026 – 5:00 p.m. – Policy/Curriculum/Personnel Committee Meetings  
 May 5, 2026 – 5:00 p.m. – General Services/Finance Committee Meetings  
 May 18, 2026 – 6:00 p.m. – Regular Board of Education Voting Meeting  
 May 22, 2026 – In-Service Exchange Day – NO SCHOOL for students K-12  
 May 25, 2026 – NO SCHOOL in observance of Memorial Day  
 May 27, 2026 – 6:00 p.m. - Baccalaureate at Zion United Methodist Church, Myerstown  
 May 28, 2026 – 6:30 p.m. – Commencement

Spring Concert Dates:

May 3, 2026 – 2:00 p.m. - High School Spring Concert – HS Auditorium  
 May 5, 2025 – 7:00 p.m. – Middle School Spring Concert – HS Auditorium

XVIII. Public Comments – Items On/Off the Agenda

- A. Residents and taxpayers may make comments concerning items on the agenda pertaining to Board governance or the operation of the District's schools.  
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- B. Residents and taxpayers desiring consideration of School Board action on a topic not included on the agenda may make a written request to the Superintendent by Thursday, 12:00 noon, prior to the day of the meeting. This is in accordance with Policy 903 in the official policy manual of the School District.

XIX. Board Announcements/Comments

XX. Old Business

XXI. New Business

XXII. Adjournment