



## Eastern Lebanon County School District

180 ELCO Drive, Myerstown, PA 17067

April 7, 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**

Also present: JP Santos, Megan Schaeffer, Joya Morrissey, Jordan Weaver, Howard Kramer

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

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

- Policy 005 - Organization
  - Mrs. Moyer suggested changes to the current policy under the organization of standing committees. The changes would permit the President to appoint committees at the reorganization meeting or within 5 business days after the meeting. The committee also asked for the district's solicitor to provide examples of "Board Operations Guidelines" mentioned in the policy, stating that this board has never developed these guidelines in the past. The policy moved forward for first reading.
- Policy 140 – Charter Schools
  - The committee moved this policy forward for first reading with minor changes suggested by PSBA to clarify transportation provided to charter school students if the school is within 10 miles of the district.
- Policy 810 - Transportation
  - This policy was aligned with the changes to Policy 140 regarding transportation for charter school students and was moved forward for first reading.
- Policy 221 – Dress and Grooming (Pupils)

- Minor changes were made to this policy to comply with the law prohibiting discrimination of students based on hairstyles and head coverings. The policy was moved to first reading.
- Policy 325 – Dress and Grooming (Employees)
  - Similar to Policy 221 for students, this policy was revised to comply with the law prohibiting discrimination of employees based on hairstyles and head coverings. Also, visors were removed from the list of items permitted for food service employees, and the daycare exceptions were removed because the District no longer has a daycare. The policy was moved to first reading.
- Policy 332 – Working Periods
  - A citation was changed in this policy, but the rest of the policy remained unchanged. This policy was moved to first reading.
- Policy 619 – District Audit
  - Slight language changes were made to this policy, stating that the annual financial report is submitted to the PA Department of Education instead of the Auditor General. This policy was moved for first reading.

Public Comment: None

Next Policy Meeting:

- May 4, 2026

The meeting adjourned at 5:30 pm.

Future Policy Committee Meetings:

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

Also present: Ray Ondrusek, Megan Schaeffer, Jack Kahl, JP Santos.

Call to Order and Welcome

- Mrs. Kantner called the meeting to order at 5:34 pm.

Discussion Items

- Review of Textbook Recommendations: The Committee reported out on their review of the textbooks. Dr. Davis provided a comparison of curriculum and policy, noting that both start with what is in the law (Chapter 4: PA Standards) and flow down to the district's interpretation of the law through procedures (curriculum maps). Dr. Davis also discussed a conversation she had with Mrs. Moyer and Mrs. Kantner to find common ground on the review of resources, stating a responsibility to align with standards, teach about religions objectively and without favoritism, and provide balanced perspectives.
  - Personal Financial Literacy
    - The committee liked this book and moved it forward for Board approval.
  - 7th Grade Social Studies
    - The committee discussed concerns, including the timeline of Earth's creation and climate change. After discussion, the committee moved the resource forward for Board approval.
  - World History: Eastern and Western Civilizations
    - The committee discussed concerns about the definition of socialism in the resource. They also discussed the differences in the 10 Commandments presented in the book, stating that the first commandment was incorrect. Dr. Davis shared that the citation on that page is rooted in Judaism. The 10 Commandments are presented as part of the section in the book on "Judaism's Legacy." The Protestant Reformation is presented later in the text with comparisons to Catholicism, Lutheranism, and Calvinism. The committee emphasized the need to provide balanced perspectives and to encourage students to think critically about what is being presented in the text. After discussion, the committee moved the resource forward for Board approval.

- AP US History
  - The committee discussed that this resource is for an AP course. They would expect students in an AP course to think critically. Topics of concern from the committee in this text included the lack of diversity of thought around January 6, 2021, and the use of George Floyd as an example to discuss racism. The committee agreed that teachers can navigate these issues through classroom discussion. The committee moved the resource forward for Board approval.
- AP US Government & Politics
  - Again, the committee recognized the value of AP topics in promoting critical thinking among students. The committee referenced the statement that slavery was “America’s great birth defect,” and stated that this statement was not an appropriate way to discuss slavery. They also noted a left-leaning bias throughout the text but felt that teachers could balance perspectives through classroom discussions and supplemental resources. The committee moved the resource forward for Board approval.
- High School Education Courses
  - The committee discussed the online resource for Educators Rising. They did not appreciate being asked to sign a non-disclosure agreement to review the online resource, and felt that an NDA makes it look like the publisher has something to hide. After allowing some public comment, Mrs. Kantner stated that she did not want any SEL topics to indoctrinate students. Dr. Davis asked for examples of SEL topics that she found in the resource, but none were discussed. Mrs. Vicente asked what would happen if this resource were not approved. Dr. Davis shared that the resource has been used as a teacher-only resource as we transitioned to the new education classes. The teachers would like to continue using the resource for planning and instruction, even if the Board has not approved it for individual student use. The committee agreed to permit its use by the teachers, but did not agree to move the student resource forward for Board approval.
- AP Pre-Calculus
  - Dr. Davis shared that she recently received this textbook from the math department. She asked that this book be reviewed by the committee, with the hope of bringing it back for discussion at the May committee meeting.

- Apple Computer Refresh
  - Mr. Boltz presented information regarding the end of an Apple lease for desktop computers used by some staff members and in computer labs. The lease renewal and technology refresh would need to be approved this year. Mr. Boltz discussed the advantages of renewing this year, including the value of the current equipment for a buy-back opportunity. He also discussed the option to delay the refresh by one year, but noted that the JAMF device management software license would need to be purchased as a one-year extension. Mr. Boltz discussed how he schedules the lease payments to remain fairly constant from year to year. The new lease would fall under the \$120,000/year that is currently budgeted for this lease. This number is based on the worst-case scenario for a 2.99% interest rate and minimal buy-back amounts. Mr. Boltz stated that he is fairly certain that both of these amounts would come in with better numbers that would work in the district's favor. After the discussion and some comments permitted from the community, the committee agreed to move forward with this agenda item.

Public Comment:

- Barb Seifert was permitted to comment throughout the meeting regarding her concerns about the selection of publishing companies for all texts. She asked the district to conduct its own research into who is behind the publications. She expressed her dislike of NEA and PDK, which are contributors to the Educators Rising resource. She stated that NEA and PDK are behind a lot of Social Emotional Learning initiatives that she opposes.
- Ray Ondrusek offered a comment on the Apple computer lease, stating that his PC is still in working condition after several years.
- JP Santos asked about the potential to auction the computer equipment, similar to what was done with our facilities department.

Next Curriculum Committee Meeting: May 4, 2026

Adjournment: Mrs. Kantner adjourned the meeting at 7:17 pm.

Future Curriculum Committee Meetings:

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**

Also present: **JP Santos, Howard Kramer, Megan Schaeffer.**

Mr. Kahl called the meeting to order at 7:19 pm.

### Discussion Items

The Committee reviewed a draft agenda for the April 20 meeting, which reflects actions as of the Committee meeting date. There will likely be additional items included in the time leading up to the voting Board meeting.

As of April 7, the following items will appear on the April 20 Board Agenda:

- **New Hires**
  - New hires and official starting dates for current employees will be included.
- **Resignations**
- **Staffing Updates**
  - Additional days for the Future Ready Facilitator and Special Education Consultant
  - Payments for extra work for Middle School teachers during staffing transitions this fall
- **Requested Leaves**
  - Two AWOP requests
- **Tuition Reimbursement for Support Staff**
  - Mrs. Vicente shared an old policy from 2009. This policy, which no longer exists, provided tuition reimbursement to support staff. Mrs. Vicente shared that several paraprofessionals may be interested in returning to school to become educators. She encouraged the Board to consider offering tuition reimbursement for support staff interested in earning a teaching credential. A clause would be added to the policy requiring the employee to continue employment with ELCO for a period of time, or they would be required to repay the reimbursement. The CBA contains a similar clause.

#### 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 School Board agenda for approval. Additionally, individuals who request more than 10 AWOP days, excluding extended sickness or approved FMLA leave, will also appear on the Board agenda for School Board approval.

#### Public Comment:

#### Next Personnel Committee Meeting:

- May 4, 2026

Adjournment: Mr. Kahl adjourned the meeting at 7:27 pm.

*\*Please note that the Personnel Committee will move into an Executive Session to discuss confidential Personnel matters per Policy 006.\**

#### Future Personnel Committee Meetings:

June 8, 2026

August 3, 2026

September 8, 2026

October 5, 2026

November 2, 2026