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

Regular Board of Education Voting Meeting

District Board Room
Hybrid Meeting

November 16, 2026
AGENDA

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

I. Call to Order

II. Moment of Silent Meditation

III. Pledge of Allegiance

IV. Roll Call

V. Board President's Communications

VI. Student Council Report – Karli Hauck, Vice President

VII. Students of the Month

- High School FFA Students – Mrs. Jennifer Janicelli – Principal, ELCO High School

VIII. Presentation

- Recognition of Military Service – ELCO Staff and Board Members – Dr. Karen Nell, Superintendent

- 2025-2026 Audit Report – Mr. Jeffrey Kowalczyk, Barbacane, Thornton & Company, LLP

IX. Public Comments – Items On the Agenda

1. 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.

2. 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. Board Committees & Rep Reports

- Policy Committee
- Curriculum Committee
- Personnel Committee
- General Services Committee
- Finance Committee
- IU13 Rep Report
- PSBA Rep Report
- CTC Rep Report
- Lebanon County Tax Collection Committee Rep Report
- ELCO Education Foundation

XI. Approval of Minutes from 10-19-2026

XII. Approval of Treasurer's Report from 10-31-2026

ACTION ITEMS FOR APPROVAL

XIII. Personnel Committee – Mr. Jack Kahl, Chairperson

A. Move to accept a "Letter of Retirement" from Patricia Polynone, full-time 2nd shift custodian, effective November 16, 2026.

B. Move to accept a "Letter of Resignation" from Brittany Sweitzer, full-time custodian, effective and retroactive to October 16, 2026.

C. Move to accept a "Letter of Resignation" from Michelle Renyard, full-time Paraprofessional, effective and retroactive to October 30, 2026.

D. Move to approve the employment of Debra Bernecker as Director of Human Resources of ELCO School District on a 5-year contract at a salary of $118,000 (pro-rated for the 2026-2027 school year), with a start date TBD, with applicable Act 93 benefits pending receipt of all required documentation, clearances, and disclosures.
(Board Attachment)
Background: This position is being filled due to a resignation.

E. Move to approve the employment of Tara Lutz as Assistant Director of Pupil Services, on a "Professional Administrative Contract" at a salary of $120,000 (pro-rated for the 2026-2027 school year), with a start date of November 17, 2026, with applicable Act 93 benefits pending receipt of all required documentation, clearances, and disclosures.
Background: This is a new position that was board approved September 21, 2026.

F. Move to approve the employment of Jaskarampreet Singh as the Intermediate School Assistant Principal on a "Professional Administrative Contract" at a salary of $102,000 (pro-rated for the 2026-2027 school year), with a start date on or about November 30, 2026, with applicable Act 93 benefits pending receipt of all required documentation, clearances, and disclosures.
Background: This position is being filled due to a position transfer.

G. Move to approve the employment of Alexander Krioneris as a part-time Paraprofessional at the Intermediate School, at a rate of $13.19/hour, 3.0 hours/day, (10-month position), with a start date effective and retroactive to November 2, 2026.
Background: Position filled due to vacancy.

H. Move to approve a "Letter of Temporary Employment" to Hannah Kibby as a short-term Intermediate School 3rd Grade substitute teacher, effective and retroactive from November 6, 2026, through February 8, 2027, at the daily substitute rate.

I. Move to approve the official start date of Alyssa Rowe, full-time Specialized Paraprofessional, effective and retroactive to November 2, 2026.
Background: This position was approved October 19, 2026; this motion approves her official start date.

J. Move to approve the following individual to the ELCO sub listing for the 2026-2027 school year, pending receipt of all required documentation, clearances, and disclosures.

Lauren Musser – IU Guest Teacher

K. Move to approve the following ELCO Virtual Academy teacher for the 2026-2027 school year, as listed:

Michelle Angstadt

L. Move to approve the following individual for an extra-curricular position for the 2026-2027 school year, as listed:

Jonathan Swift – Intermediate School Musical Director

M. Move to approve the following individuals in an extra-curricular position as a High School musical pit musician, as listed: (all required documentation, clearances, and disclosures are on file)

Eric Boyd	Mark Doll
Jen Zimmerman	Wheeler Walker
Alex Fair	Deacon Stauffer
Mike Stauffer	Matthew Stolarski

N. Move to approve the following individuals as coaches for the 2026-2027 Winter Sports season, as listed, (pending receipt of all required documentation, clearances, and disclosures)

Aaron Yohn – Volunteer Boys' Wrestling Coach
Sean Lees – Volunteer Boys' Wrestling Coach
Shane Hyman – Volunteer Boys' Wrestling Coach
Tonya Goodison – Volunteer Cheerleading

O. Move to approve adding the following individuals to the ELCO volunteer listing for the 2026-2027 school year, as listed, (noting all required documentation, clearances, and trainings are on file):

Jennifer Jo Bowers	Jessica Hoffer	Christopher Keener
Melodie Fair	Kris Thomas	Duane Nolt

XIV. Curriculum Committee – Mrs. Bonnie Kantner, Chairperson

A. Move to approve the Club Chartering application for the Art Appreciation Society, noting the required club By-Laws and list of officers has been submitted. (Board Attachment)

B. Move to approve the Club Chartering application and account for the ELCO Class of 2030, noting the required club By-laws and list of officers has been submitted. (Board Attachment)

C. Move to approve the October 28, 2026, meeting minutes for the ELCO Agricultural Occupational Advisory Committee (OAC). (Board Attachment)

D. Move to approve a trip and travel request from Matt Fittery, Head Varsity Wrestling Coach, Assistant Coaches, and approximately 25 student athletes to travel and participate in the Athens High School Wrestling Tournament to be held December 4-5, 2026, at Athens High School, Athens, PA.
Background: The costs of this trip will be funded through the Booster Club.

E. Move to approve a trip and travel request from Matt Fittery, Head Varsity Wrestling Coach, Assistant Coaches, and approximately 25 student athletes, to travel and participate in the Chambersburg Trojan War Wrestling Tournament to be held December 27-29, 2026, at Chambersburg High School, Chambersburg, PA.
Background: The costs of this trip will be funded through the Booster Club.

F. Move to approve a trip and travel request from Mike Harnish, Indoor Track Head Coach, Assistant Coach, and approximately eight (8) student athletes to travel and participate in the Ocean Breeze Indoor Track and Field Invitational to be held February 12, 2027, at the Ocean Breeze Athletic Complex, Staten Island, NY.
Background: The costs of this trip have been budgeted.

G. Move to approve a trip and travel request from Morgan Petersen, High School Choral teacher, and two (2) qualifying students, to travel and participate in the Regional V Chorus Festival to be held March 4-5, 2027, at Kutztown High School, Kutztown, PA.
Background: Annual event attended by qualifying students. Costs have been budgeted.

XV. Policy Committee – Mrs. Rachel Moyer

A. Move to approve the following policies (revised/reviewed/ and/or/new) for a second reading, as listed: (Board Attachment)

1. Policy 209 – Health Examinations/Screenings
2. Policy 246 – School Wellness
3. Policy 704 – Maintenance
4. Policy 803 – School Calendar
5. Policy 822 - Automated External Defibrillators (AED)/Cardiopulmonary Resuscitation (CPR)

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

A. Move to approve a proposal from T&T/Lanco, Inc. for the replacement and installation of two (2) PK Boilers at Jackson Elementary at a total cost of $265,000.00. (Board Attachment)
Background: The existing boilers are over 20 years old, and the existing mechanical issues are unrepairable due to parts not being available. To offset the costs of the project, we have applied for a grant, we will be given notification of the award by November 18, 2026. Costs have been budgeted.

B. Move to approve the signage design and naming of the completed ELCO Barn as the "ELCO Legacy Barn proudly sponsored by Bell and Evans" as per Policy 715: Commercial Advertising, Partnerships, Sponsorships, and Naming Rights. (Board Attachment)
Background: The ELCO Agricultural Occupational Advisory Committee submitted a proposal to formally name the barn. The General Services Committee discussed the proposal and recommended moving forward for full board consideration.

C. Move to approve the transfer of ownership of the ELCO Legacy Barn from the ELCO Educational Foundation to the ELCO School District, effective November 30, 2026.
Background: The ELCO School District will assume ownership of the ELCO Legacy Barn with the understanding that all remaining outstanding debt will be paid in full by the date of ownership transfer.

XVII. Finance Committee – Mr. Ray Ondrusek, Chairperson

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

General Fund payments in the amount of	$2,526,045.72
Cafeteria Fund payments in the amount of	$203,974.44
Capital Reserve Fund payments in the amount of	$47,124.60
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	$1,114.94
Student Activity payments in the amount of	$18,472.17

B. Move to approve the Audit Report for June 30, 2026, prepared by Barbacane, Thornton & Company, LLC. (Board Attachment)
Background: The Audit was presented in Finance Committee with no findings. The Audit Report will be updated as a "final report" after board approval.

C. Move to approve a contract with Select DJ Group, LLC to provide Disc Jockey services on October 2, 2027, at a total cost of $1,150.00. (Board Attachment)
Background: This contract is for Disc Jockey services for the 2027 Homecoming Dance. The costs will be paid out of the Student Activity Funds.

D. Move to approve an event agreement with Eden Resort, Lancaster, PA for the 2028 Junior-Senior Prom to be held April 1, 2028. The total cost will be determined based on attendance. (Board Attachment)
Background: The costs will be paid out of the Student Activity Funds.

E. Move to approve a 3-year contract with Mile 2 Consulting to provide Medicaid Optimization Analysis and Monitoring Services and School-Based ACCESS Program Coordination Services. (Board Attachment)
Background: The service fee is a percentage of the total revenues collected. Year 1 – 36%; Year 2 – 33%; Year 3 – 30%.

F. Move to approve a contract with AllOne Health as the Employee Assistance Program (EAP) provider for all ELCO School District employees, effective January 1, 2027, at an annual cost of $3,614.52. (Board Attachment)
Background: The Employee Assistance Program provides employees with access to counseling services, emotional support, legal and financial consultations, along with wellness tools and resources. AllOne Health will replace Quest as the district's EAP provider, as Quest will discontinue to provide these services as of January 1, 2027.

G. Move to approve a contract with Amergis to provide qualified substitute nursing staff coverage on an as-needed basis. (Board Attachment)
Background: The hourly rate for an LPN is $58.00; the hourly rate for an RN is $70.00. This contract will allow the school district to secure nursing coverage so students will continue to receive necessary health services.

H. Move to approve a contract with Academic Insights, LLC to provide special education and gifted education evaluations on an as-needed basis, to assist the District in meeting state-mandated timelines. (Board Attachment)
Background: The District will enter into this contract until the vacant school psychologist position is filled. Costs have been budgeted.

I. Move to approve the purchase of an open display Merchandising Cooler for the Middle School from Singer Equipment at a cost of $11,094.81. (Board Attachment)
Background: The existing cooler is approximately 21 years old and has experienced mechanical issues that are no longer repairable. The cost of the replacement will be funded through the Food Service account.

J. Move to approve Resolution #11-16-2026 I, of the Board of Directors of the Eastern Lebanon County School District electing to not increase its tax rate above the Act I Index of 4.3% for the 2027-2028 fiscal year. (Roll Call Vote, Board Attachment)
Background: This resolution was discussed in Finance Committee, with committee support to move forward with the resolution.

XVIII. Superintendent's Report

- Principals' – Directors' Reports

Upcoming Dates/Announcements:
November 23-24, 2026 – K-12 Parent-Teacher Conferences – (NO SCHOOL for students K-12)
November 25, 2026 – Teacher In-Service Exchange Day – (NO SCHOOL for students K-12)
November 26-27, 2026 – NO SCHOOL – Closed for Thanksgiving Break
December 1, 2026 – 6:00 p.m. – Reorganization and Regular Board of Education Voting Meeting
December 8, 2026 – 7:00 p.m. – Middle School Holiday Concert – HS Auditorium
December 10, 2026 – 7:00 p.m. – Intermediate School Holiday Concert – HS Auditorium
December 13, 2026 – 2:00 p.m. – High School Holiday Concert – HS Auditorium
December 23, 2026 - EARLY DISMISSAL for students K-12
December 24, 2026 – January 1, 2027 – (NO SCHOOL for students K-12) – Winter Break

XIX. Public Comments – Items On/Off the Agenda

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XX. Board Announcements/Comments

XXI. Old Business

XXII. New Business

XXIII. Adjournment