

EASTERN LEBANON COUNTY SCHOOL DISTRICT
180 ELCO Drive, Myerstown, PA 17067

Regular Board of Education Meeting
District Board Room
Hybrid
(In-person or via Zoom)

January 18, 2022

The Regular Board of Education Meeting was called to order by President, Tom Ferrari at 6:00 p.m.

The Eastern Lebanon County School Board met in a Regular Board of Education Session with President Ferrari presiding.

Mr. Ferrari noted the District is audio recording the meeting, which will be posted on the District website. Mr. Ferrari also inquired if anyone in attendance was recording the meeting; it is noted Joel Risser, 2 Park View Dr., Myerstown, indicated recording the meeting.

A Moment of Silent Mediation was observed, which is optional for attendees.

The Pledge of Allegiance was led by Mr. Kramer.

Roll Call

Board Secretary, Gloria Hill, called the roll. The following members were present: Mrs. Kantner, Mrs. Moyer, Mrs. Noll and *Ms. Schaeffer; and Messer's Ferrari, Kahl, Kramer, Ondrusek, and Ziegler. Also, in attendance were the following from the administrative team: Mrs. Vicente, Dr. Davis, Ms. Haas, Mr. Deane, Dr. Gerhart, Mrs. Hower, Mr. Lin, ~~Mr. Breeden~~, Mrs. Lutz, Mrs. Shoemaker, ~~Mr. Sweigart~~, Mrs. Himmelreich, Mr. Miller, Mr. Boltz, ~~Mr. Dresch~~, Gloria Hill, Board Secretary; William Zee, School Solicitor; and faculty/staff and community residents (in-person and via Zoom).

*Designate board members and/or administration attending via Zoom.

Student Council Report – Emma Willhoyte, President

Events and activities reported:

- Hosted Holiday Spirit Days in December
- Successful Food Drive for the ELCO Food Pantry
- Student Council Conference in Red Lion
- Gold Rush events and activities

Students of the Month – presented by Mr. Howard Kramer

- Fort Zeller, K - Hudson Horning (*Miss Kolovani's class) and Evelyn Miller (*Mrs. Yocum's class)
- Jackson, K – Celia Bender (*Mrs. Marquette's class) and **Cameron Hostetter (Mrs. Gray's class)
- Intermediate School – **Benjamin Ney and Emma Umbenhauer (*Mr. Longenecker's class)
- Middle School – **Alexis Hartz and Samuel Keener
- High School – Lucy Bickel, Alexis Shytle (CTC), and Jason Whelan

Students were recognized and introduced by their respective principal. Highlights of the student's favorite things, fun facts, most memorable school experience, favorite quotes, and future plans were shared. Each student received a certificate of recognition from board member, Mr. Howard Kramer.

On behalf of the School Board, Mr. Ferrari congratulated the students on their achievements. He also thanked everyone who had a part in supporting and encouraging these students, with special thanks to the parents.

*Teachers in attendance.

**Students unable to attend.

Mr. Ferrari called a brief intermission at 6:41pm. to allow students and parents attending to leave prior to the start of the business meeting.

The meeting reconvened at 6:44pm.

Board President Communications

- The General Services Committee held a meeting at 5:00pm, January 18, 2022, to review the high school renovation project and discuss general items.
- The Board will meet in an Executive Session immediately following the adjournment of tonight's meeting for the purpose of consulting with legal counsel.
- Changes to the agenda were restated.
- Board Director Recognition Month – Thanked each member for their dedication and commitment to the District.

On a motion by Mr. Ferrari, seconded by Mr. Ondrusek and approved by Voice vote, all voting Aye, the board approved the following motion:

- Approved the adoption of PSBA's Principles for Governance and Leadership. (Board Attachment)

Additional Board President Communications:

- Mr. Ferrari made a statement on the negativity, conduct and controversy among board members, and expectations to remain united for the good and betterment of our students and community.
- Action to be taken under New Business:
 - Directed and requests Mr. Ondrusek to attend a board leadership workshop through PSBA. Mr. Ferrari and Mrs. Vicente will also attend.
 - Removal of Mr. Ondrusek as Chair of the Policy Committee.
 - Censure of Mr. Ondrusek.

Presentations

- Budget Presentation – Mr. Michael Miller
 - 2022-2023 Preliminary Budget

Public Comments – Items On the Agenda

- Joel Risser, 2 Park View Dr., Myerstown – questioned previous Policy Committee item not included on the agenda.

Approval of Minutes

On a motion by Mr. Ferrari, seconded by Mr. Ziegler and approved by Voice vote, all voting Aye, the Minutes of 11-15-2021, 12-01-2021 and 01-04-2022 were approved.

Approval of Treasurer's Report

On a motion by Mr. Kramer, seconded by Mrs. Noll and approved by Voice vote, all voting Aye, the Treasurer's Report of 12-31-2021 was approved.

CONSENT ITEMS (items discussed on 01-04-2022)

On a motion by Mr. Ondrusek, seconded by Mr. Kahl and approved by Voice vote, all voting Aye, Consent Items were approved:

Personnel Committee

- A. Accepted a “Letter of Resignation” from Erin Harris as Head Varsity Softball Coach effective December 23, 2021.
- B. Accepted a “Letter of Resignation” from Erin Snader as Assistant Varsity Cheerleading Coach, effective at the completion of the 2021-2022 Winter Season.

Technology Committee

- A. Approved an agreement with TekSavers to purchase older laptops and desktops from the district at a maximum value of \$53,571.00, subject to conditions of the computers. The district will look to sell between 550-600 computers to TekSavers under this agreement. (Board Attachment)
Background: Three companies submitted proposals with TekSavers providing the highest competitive quote. TekSavers also provides a certificate of destruction of hard drives in accordance with industry standards set forth by HIPAA and GLBA compliance requirements and will come onsite to package equipment.

Finance Committee

- A. Approved a proposal from Asset Control Solutions, Inc., for an asset inventory for GASB 34 Audit reporting, at a cost of \$7,250. (Board Attachment)
Background: This is a fixed asset inventory conducted every two years for financial statement purposes as recommended by the District’s CPA auditors.

NON-CONSENT ITEMS

Personnel Committee – Mrs. Rachel Moyer, Chair

No items were requested to be separated from the overall vote.

On a motion by Mrs. Moyer, seconded by Mrs. Kantner and approved by Voice vote, all voting Aye, Personnel Items A – R, were approved:

- A. Accepted a “Letter of Resignation” from Natasha Field, full-time Paraprofessional, effective and retroactive to December 31, 2021.**
- B. Accepted a “Letter of Resignation” from April Habecker, full-time High School Administrative Assistant, effective and retroactive to January 14, 2022.**
- C. Accepted a “Letter of Retirement” from John Carley, High School Technology Education teacher, effective the last teacher day of the 2021-2022 school year.**
- D. Approved the employment of Jennifer Bachman as a full-time High School Administrative Assistant, effective January 18, 2022, at an hourly rate of \$15.50, 7.5 hours/day (12-month position), noting all required documentation, clearances, and disclosures are on file. Benefits will begin after the 60-day probationary period.**
Background: Position filled due to resignation.
- E. Approved the official start date of Tara Lutz as Middle School Assistant Principal, effective Thursday, January 20, 2022.**
Background: Official start date was TBD when Mrs. Lutz was approved as Middle School Assistant Principal on January 4, 2022.
- F. Approved the employment of Debra Blouch as a full-time Specialized Paraprofessional (subject to assignment), at an hourly rate of \$14.85, 7.5 hours/day (10-month position),**

effective January 24, 2022, pending receipt of all required documentation, clearances, and disclosures. Benefits will begin after the 60-day probationary period.

Background: Position filled due to resignation.

- G. Approved a change in the employment status of Danielle Reber from Paraprofessional to Specialized Paraprofessional (subject to assignment), at an hourly rate of \$15.30, 7.5 hours/day (10-month position), effective and retroactive to November 8, 2021.**
Background: Position filled due to resignation.
- H. Approved a change in the employment status of Melissa Bowman from Paraprofessional to Specialized Paraprofessional (subject to assignment), at an hourly rate of \$13.00, 7.5 hours/day (10-month position), effective January 18, 2022.**
Background: Position filled due to resignation.
- I. Approved a wage adjustment for Michelle Hitz, full-time Specialized Paraprofessional, at an hourly rate of \$15.94, retroactive to January 3, 2022.**
Background: Adjustment made as part of ongoing review of paraprofessional wages within the District.
- J. Approved a wage adjustment for Leann Clark, full-time Specialized Paraprofessional, at an hourly rate of \$15.94, retroactive to January 3, 2022.**
Background: Adjustment made as part of ongoing review of paraprofessional wages within the District.
- K. Approved a wage adjustment for Justine Bewley, full-time Specialized Paraprofessional, at an hourly rate of \$16.25, retroactive to January 3, 2022.**
Background: Adjustment made as part of ongoing review of paraprofessional wages within the District.
- L. Approved a wage adjustment for Victoria Oswald, full-time Specialized Paraprofessional, at an hourly rate of \$14.70, retroactive to January 3, 2022.**
Background: Adjustment made as part of ongoing review of paraprofessional wages within the District.
- M. Approved a wage adjustment for Maria Fisher, full-time Specialized Paraprofessional, at an hourly rate of \$14.70, retroactive to January 3, 2022.**
Background: Adjustment made as part of ongoing review of paraprofessional wages within the District.
- N. Approved Kaila Ober as an elementary ELCO Virtual Academy teacher for the remainder of the 2021-2022 school year, retroactive to January 3, 2022.**
- O. Approved a non-precedent setting stipend to Lucas Sandoe, not to exceed \$96 per week, for unanticipated work during the 2021-2022 school year.**
Background: The additional work is due to the current vacancy in the Agriculture Science department and will conclude when a new Agriculture Science teacher is hired.
- P. Approved a travel/trip request from Jonathan Bickel, High School teacher, chaperones, and approximately 45 students, to travel and participate in the Veterans History Project in Washington, D.C., April 22, 2022.**
Background: Annual trip to present projects to VHP Director and tour the Library of Congress. Costs for the trip are budgeted.
- Q. Approved adding the following individuals to the ELCO Sub listing for the 2021-2022 school year, pending receipt of all required documentation, clearances, and disclosures, as listed:**
1. Eric Stombaugh, IU Guest Teacher Substitute – all areas
 2. Natasha Field – Paraprofessional Substitute
- R. Approved adding the following individuals to the ELCO Volunteer listing for the 2021-2022 school year, as listed, (noting all required documentation, clearances, and trainings are on file):**
1. Karen Sanchez
 2. Trista Everhart

- 3. **Jeanne Miller**
- 4. **Salvatore Scutti**

General Services – Mr. David Ziegler, Chair

No items were requested to be separated from the overall vote.

On a motion by Mr. Ziegler, seconded by Mr. Kramer and approved Voice vote, all voting Aye, General Services Items A - B were approved:

- A. Approved a proposal from Good’s Tree and Lawn Care for tree trimming on the tennis court and baseball field fence, at a cost of \$5,280. (Board Attachment)**
Background: The proposal is budgeted.
- B. Approved directing AEM Architects and the administration to proceed with seeking bids for the stadium turf sitework scope.**
Background: The stadium turf project is on an expedited schedule from the rest of the High School project for timely completion prior to the 2022 Fall Sports Season. The sitework will be a bid project, while the synthetic turf will be procured using COSTARS.

Finance Committee – Mr. Jack Kahl, Chair

Item A was separated for a Roll Call vote.

On a motion by Mr. Kahl, seconded by Mr. Ondrusek and approved by Roll Call vote, 9-0, Item A was approved:

Roll Call:

- Mr. Kahl – Aye
- Mrs. Moyer – Aye
- Mr. Ondrusek – Aye
- Ms. Schaeffer – Aye
- Mrs. Kantner – Aye
- Mrs. Noll – Aye
- Mr. Kramer – Aye
- Mr. Ziegler – Aye
- Mr. Ferrari – Aye

- A. Approved Resolution #01-18-2022-I, of the Board of School Directors of the Eastern Lebanon County School District electing to not increase its tax rate above the Act 1 Index of 4.1% for the 2022-2023 fiscal year. (Roll Call Vote, Board Attachment)**
Background: The District has to either pass a preliminary budget by February 16, 2022, or adopt an “Opt-Out” resolution by January 27, 2022, stating the District will not raise the rate of any tax by more than the adjusted index. There will be budget discussions in Finance Committee on January 13, 2022, and a board budget presentation on January 18, 2022, prior to voting on the resolution.

On a motion by Mr. Kahl, seconded by Mr. Kramer and approved by Voice vote, all voting Aye, Finance Items B – E were approved:

- B. Approved payment of bills as found listed and attached to the January 18, 2022, Board Agenda for payments made December 2021, in the amounts indicated: (Board Attachment)**

General Fund payments in the amount of	\$4,913,540.95
Cafeteria Fund payments in the amount of	\$30,092.05
Capital Reserve Fund payments in the amount of	\$155,661.58
Debt Service payments in the amount of	\$0.00
Construction Fund payments in the amount of	\$147,121.62
Student Activity payments in the amount of	\$6,635.70

- C. Approved a contract with Kenmark, Inc., for backdrops for the High School musical in the amount of \$2,933. (Board Attachment)**

Background: This is a budgeted cost for rental equipment used for the musical.

D. Approved a proposal from SPRINTURF to install a 114,000 square foot synthetic turf field in the ELCO High School stadium field at a cost of \$618,050. (Board Attachment)

Background: This is COSTARS contract #014-25. The field will include a shock pad manufactured by Regupol America located in Lebanon. The proposal includes a 12-year warranty, 8 years through a third party and 4 years through Sprinturf. Four vendors were reviewed through the turf committee and finance committee for a final recommendation to the board.

E. Permitted administration to enter into a 20-month agreement between (Supplier TBD) (School District Energy/Utility Rates Analysts) and Eastern Lebanon County School District for High School and Middle School natural gas starting March 2022 meter read dates, when prices reach appropriate target levels. (Board Attachment)

Background: This motion will instruct School District Energy to lock in prices when they are at or below quotes received on January 13, 2022.

Superintendent's Report

A. Principal reports:

- Mrs. Tam Hower – Jackson Elementary
 - Highlighted activities and events at Jackson Elementary.
 - Thanked the PTO who sponsored Annette Garber's visit to read aloud her book "Carry."
 - Collaboration took place with Mrs. Strayer, elementary Instructional Coach, and Kindergarten teachers' teaching the attributes of shapes to Kindergarten students through training they received from Apple. Students were excited to use the technology on their iPads.
- Mr. Steven Lin – Fort Zeller Elementary
 - Children's author, Annette Garber, came to visit, which was sponsored by the PTO. Ms. Garber authored two books, "Quite the Same" and "Carry." She read aloud her book, "Carry" and every student went home with an activity to complete.
- Dr. Michael Gerhart – ELCO Intermediate School
 - Highlighted the upcoming 5th grade visit to Lebanon County CTC to learn about career opportunities.
- Mr. Jason Deane, ELCO Middle School
 - Updates given on classroom instruction and student learning environment; and, character lessons taught through student-produced videos on kindness.
- Ms. Jennifer Haas, ELCO High School
 - ELCO will host the LLMEA County Band Festival, Saturday, January 22, 2022, with a concert taking place at 5:00pm.
 - Gold Rush kicking off this week with activities and events to raise awareness of childhood cancer. The girls basketball game will support Abbey Keath, ELCO grad, and her continued battle with cancer.

Mrs. Vicente reported on the following items:

- FFA awards received at the recent 2022 Farm Show, included Best of Show, Best Presentation and Best Record.
- As Superintendent of Record at the Lebanon County CTC, shared exciting activities taking place at CTC – project with NASA; and participated in a recent Zoom call with the PA Pipeline Project, which connects our students to future job possibilities.

Upcoming Dates/Announcements:

January 19, 2022 – End of Marking Period #2

January 20, 2022, 6:00pm – Curriculum Committee Meeting

January 24, 2022 – In-service K-12 (NO school for students)

January 31, 2022, 5:15pm – New School Board Members Orientation at IU13

February 7, 2022, 6:00pm – Committee-of-the-Whole Board of Education Meeting
 February 10, 2022, 6:00pm – Curriculum Committee Meeting
 February 17, 2022 – Act 80 Day, Parent/Teacher Conferences (1/2 day for students K-5)
 February 21, 2022 – NO School in observance of President’s Day
 February 22, 2022, 6:00pm – Regular Board of Education Meeting

- Recognition of School Board Directors for their service
 - January is School Director Recognition Month – board members were recognized for their service to the School District and presented with a wooden patriotic flag made by Mr. Carley, and high school students Andrew Fields, Maddie Gery, and Cole Thomas.

Public Comments – Items On/Off the Agenda

- Nathan Snee, 103 Gable Dr., Myerstown – commented on the adoption of PSBA’s Principles of Governance and Leadership; appreciates the dialogue with board members; agrees with action taken with change to committee chair; and looks forward to the board moving forward together with the community.

Board Announcements/Comments

- Mr. Ferrari – attended the recent basketball game honoring and recognizing Joe Kirsch as a coach in our community for 50 years. Thank You, Mr. Kirsch!

Old Business

- NO Old Business was discussed.

New Business

- Items addressed:
 - PSBA Board Leadership Workshop Series – Mr. Ondrusek accepted the request to attend this workshop, along with Mr. Ferrari and Mrs. Vicente.
 - Article to be sent to all board members – “Why Board Culture Matters.”
 - Unacceptable behavior and comments made by board members.
 - Removed Mr. Ondrusek as Chair of the Policy Committee.

A. Censure of Mr. Ondrusek

“I hereby move to censure Ray Ondrusek for conduct deemed reckless, inappropriate, insensitive, unprofessional, and denounced by the ELCO Board of School Directors. His offense was to make comments during a time for Board reports that were antagonistic perceived to be antagonistic and directly aimed at a specific ELCO School District family. These comments made by Mr. Ondrusek are antithetical to the commitment of this Board of School Directors to fostering “One Community, one school district, creating learning opportunities for each student every day.”

Mr. Ferrari made a motion, seconded by Mr. Kahl and approved by Roll Call vote, 5 Ayes and 4 Nays, motion passed:

“I hereby censure Ray Ondrusek for conduct deemed reckless, inappropriate, insensitive, unprofessional, and denounced by the ELCO Board of School Directors. His offense was to make comments during a time for Board reports that were antagonistic perceived to be antagonistic and directly aimed at a specific ELCO School District family. These comments made by Mr. Ondrusek are antithetical to the commitment of this Board of School Directors to fostering “One Community, one school district, creating learning opportunities for each student every day.”

Roll Call:

Ms. Schaeffer – Aye

Mr. Ziegler – Nay

Mr. Kramer – Aye

Mrs. Moyer – Nay
Mr. Kahl – Aye
Mrs. Kantner – Nay
Mr. Ondrusek – Nay
Mrs. Noll – Aye
Mr. Ferrari – Aye

Mr. Kahl made a motion to remove Mr. Ondrusek from the Policy Committee.

Discussion occurred regarding the new requirements/amendments to the Sunshine Act per Act 65 of 2021, in regard to adding items to the agenda during a meeting.

Mr. Kahl made a motion to add an item to the agenda, seconded by Mr. Kramer.

After much discussion by the board, Mr. Kahl made a motion to remove motion adding an item to the agenda.

Upon further discussion by the board, a recommendation was made by Mr. Ziegler to review board operations, as well as the Policy Committee to review policy guidelines.

Mr. Ondrusek opened discussion on Policy 005. Discussion took place between the members and Mr. Ferrari asked Mr. Zee to comment on the discussion occurring and for clarification and interpretation of ‘standing committees’.

After much discussion, Mr. Ferrari asked for a motion to adjourn.

Adjournment

On a motion by Mr. Kramer, seconded by Mr. Kahl and approved by a Voice vote, all voting Aye, President Ferrari adjourned the meeting at 8:49pm.

Respectfully submitted,

Gloria J. Hill
Board Secretary