

Elk Lake Board Meeting

Thursday, August 20, 2026 7:00 PM

High School Library, 2380 Elk Lake School Road, Springville, PA 18844

1.	Correspondence	
2.	Executive Session - Mr. Bender	
3.	Visitors - Mr. Bender	Speaker(s): Mr. Bender
4.	Curriculum - Mr. Galella 1. 2026/2027 School Calendar Revision 2. Pre-settlement Conference	Speaker(s): Mr. Galella
5.	Personnel - Mr. Galella 3. Maintenance II Position 4. Substitute List 5. Employee 1033 - Salary adjustment from \$15.60 to \$16.10 due to education degree	Speaker(s): Mr. Galella
6.	Budget - Mr. Galella 6. Equity Plan 7. TGS Services Contract	Speaker(s): Mr. Galella
7.	Athletics - Mr. Keihl	Speaker(s): Mr. Galella
8.	Open Items - Mr. Bender 8. Reschedule September and October Board Meetings	Speaker(s): Mr. Bender
9.	Adjournment - Mr. Bender	Speaker(s): Board President

July						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

4 Independence Day (Off July 3)

1 New Year's - No School

18 Martin Luther King Day - No School

Teacher Days: 19

Student Days: 19

January						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

20,24,25 Teacher In-Service/Work Day

26 First Student Day

Teacher Days: 7

Student Days: 4

3 Parent/Teacher Conferences - 11:30 Dismissal (Snow Date February 10)

15 Presidents' Day - No School

Teacher Days: 19.5

Student Days: 19

February						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

September						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

4 11:30 Dismissal Teacher In-Service

7 Labor Day - No School

Teacher Days: 21

Student Days: 21

19 Teacher In-Service
25,26,29 Easter Break - No School

Teacher Days: 20

Student Days: 19

March						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

October						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

7 Parent/Teacher Conference 11:30 Dismissal

12 Columbus Day - No School

Teacher Days: 21.5

Student Days: 21

Teacher Days: 22

Student Days: 22

April						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

November						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

11 Veteran's Day No School

25,26,27, Thanksgiving Break - No School

30 No School

Teacher Days: 16

Student Days: 16

31 Memorial Day - No School

26 6th Grade Graduation

30 Baccalaureate

Teacher Days: 20

Student Days: 20

May						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

December						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

23-31 Christmas/Winter Break - No School

Teacher Days: 16

Student Days: 16

2,3 10:45 Dismissal

5 Graduation

Teacher Days: 3

Student Days: 3

June						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Students will be dismissed at 2:00 pm on Wednesdays from September thru May for Teacher In-service. Snow/weather days will be made up: January 18, February 15 and March 25. All others will be FID and/or added on to the end of the year. If there is a 2 hour delay on a Wednesday, students will be dismissed at 3:00 pm

SUBSTITUTE LIST

8.20.2026

Pending receipt of required documents

Professional

Bradish, Brian

Crocker, Jenna

Knipe, Brandon

Luna, Kimberly (Nurse/LPN)

Way, Brandon

Paraprofessional/Clerical

Krayeski, Megan



CONSULTING AGREEMENT

This Agreement is made effective as of September 1, 2026, by and between **Edu Consult Consulting dba Total Grant Services** (hereinafter referred to as the “Consultant”) with a principal place of business at PO Box 118, Clarks Summit, PA 18411, and Elk Lake School District (hereinafter referred to as the “Buyer”) with a principal place of business at 2380 Elk Lake School Road Springville, PA 18844. The Consultant and the Buyer are hereinafter collectively referred to as the “Parties.”

The buyer desires to have services provided by the **consultant**. Therefore, the Parties agree as follows:

1. DESCRIPTION OF SERVICES. Beginning on September 1, 2026, the

Consultant will provide the following services (collectively, the

“Services”):

a. Services:

Strategy & Readiness

Conduct a needs assessment of the organization/programs.

Research the demographics of the area and organizations/populations.

Check if the organization has the capacity for the grant requirements.

Create a funding strategy and timeline.

Finding Grants

Research and identify funders that match the mission and outcomes of programs.

Respond to specific needs/asks from program managers/districts.

Writing Proposals

Draft and edit grant applications.

Prepare budgets with designated contact and required attachments.

Managing the Process

Track deadlines and submissions.

Keep communication with funders organized.

Keep communication with the organization liaison informed.

Reporting & Compliance

Submit progress and financial reports.

Make sure all funder rules are followed.

Lobbying Services

Access to lobbying services through consulting services

2. **PERFORMANCE OF SERVICES.** How the Services are to be performed and the

specific hours to be worked by the Consultant shall be determined by the Consultant.

Buyer will rely on Consultant to work as many hours as may be reasonably necessary

to fulfill Consultant's obligation under this agreement. Services and hours will be

discussed monthly in a meeting between the Consultant and the Buyer.

3. **PRICING/PAYMENT.** The Buyer shall pay to the Consultant a monthly fee (the

"Monthly Fee") of \$2,000.

4. **TERM/TERMINATION.** This Agreement shall continue for 24 months upon

evaluation and may be renewed unless canceled with ninety (90) days' written notice to

the Consultant.

5. **RELATIONSHIP OF PARTIES.** The parties understand that Consultant is an

independent contractor with respect to Buyer, not an employee of Buyer. Buyer will

not provide fringe benefits, including health insurance benefits, paid vacation, or any

other employee benefits, for the benefit of the consultant.

6. **CONFIDENTIALITY OF RECORDS.** Under this Agreement, the parties may have

access to information that is confidential in nature. Such information may include, but not

be limited to, student information and data;; work product, facts or statistics, ideas,

materials, business plans, technical information, methodologies, or any other shared data.

The parties agree not to use or disclose such confidential information for any purpose other than in fulfillment of this Agreement, and/or as required by activities described herein, and further agree that they are bound by FERPA and HIPAA and all other State and federal laws as may be applicable. Upon termination of this Agreement, Consultant shall deliver all records, notes, data, memoranda, etc., of any nature that are in Consultant's possession or under Consultant's control and that are Buyer's property or related to Buyer's business.

7. NOTICES. All notices required or permitted under this Agreement shall be in writing and shall be deemed delivered when delivered electronically with submission of a receipt notice.

If for Consultant:

nbarrett@totalgrantservices.com
EduConsult
PO Box 118
Clarks Summit, PA 18411

If for Buyer:

bob.galella@elklakeschool.org
lori.evans@elklakeschool.org
Elk Lake School District
2380 Elk Lake School Road
Springville, PA 18844

Such address may be changed from time to time by either party by providing written notice to the other in the manner set forth above.

8. ENTIRE AGREEMENT. This Agreement contains the entire agreement of the parties, and there are no other promises or conditions in any other agreement, whether oral or written. This Agreement supersedes any prior written or oral agreements between the parties.

9. **AMENDMENT.** This Agreement may be modified or amended if the amendment is made in writing and is signed by both parties.

10. **SEVERABILITY.** If any provision of this Agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of this Agreement is invalid or unenforceable, but that by limiting such provision it would become valid and enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.

11. **WAIVER OF CONTRACTUAL RIGHT.** The failure of either party to enforce any provision of this Agreement shall not be construed as a waiver or limitation of that party's right to subsequently enforce and compel strict compliance with every provision of this Agreement.

12. **APPLICABLE LAW.** This Agreement shall be governed by the laws of the Commonwealth of Pennsylvania.

13. **INTERRUPTION OF SERVICE.** Either party shall be excused from any delay or failure in performance required hereunder if caused by any occurrence or contingency beyond its reasonable control, including, but not limited to, acts of God, acts of war, fire, insurrection, laws, edicts, ordinances or regulations, or other acts of nature. The obligations and rights of the party so excused shall be extended on a day-to-day basis for a period equal to the period of such excusable interruption. When such events have abated, the parties' respective obligations hereunder shall resume. In the event the interruption of the excused party's obligation continues for a period above thirty (30) days, either party shall have the right to terminate this Agreement upon ten (10) days'

prior written notice to the other party.

14. **ASSIGNMENT.** Consultant agrees that it will not assign, sell, transfer, delegate, or otherwise dispose of any rights or obligations under this Agreement without the prior written consent of Buyer. Any purported assignment, transfer, or delegation shall be null and void. Nothing in this Agreement shall prevent the consolidation of Consultant with, or its merger into, any other corporation, or the sale by Consultant of all or substantially all of its properties or assets, or the assignment of Consultant of this Agreement and the performance of its obligations hereunder to any successor interest or any Affiliated Company. Subject to the foregoing, this Agreement shall be binding upon and shall inure to the benefit of the parties and their respective heirs, legal representatives, successors, and permitted assigns, and shall not benefit any person or entity other than those enumerated above.

15. **SIGNATORIES.** This Agreement shall be signed on behalf of Consultant by Nathan

Barrett, and on behalf of Buyer by

and effective as of the date first above written.

Buyer:

BY: Date:

NAME:

TITLE:

Consultant:

BY:

Date:

LOCAL EDUCATION AGENCY (LEA) TEACHER EQUITY PLAN
2026-2027 SCHOOL YEAR

Elk Lake School District

LEA Name

August 20, 2026

Date

August 20, 2026

Revised Date

Marsha Mosier

Name of Contact Person

570-278-1106 ext. 713

Contact Person's Phone Number

marsha.mosier@elklakeschool.org

Contact Person's E-Mail Address

1. LEA EQUITY WORKSHEET: Enter LEA data from 2025-2026 school year for the following elements:

- School Name
- School Accountability Status
- School Minority Percentage
- Number and Percentage of Highly Qualified Teachers
- Number and Percentage of Non-Highly Qualified Teachers
- Number and Percentage of "NOT new teachers" (one who has taught in a public school for three or more full academic years"
- Number and percentage of "new teachers" (one who has taught in a public school less than three full academic years.

LEA:

[illegible]

2. Provide a general summary of findings outlining where possible inequities exist. Address these areas as they specifically relate to LEA data:

Elk Lake Elementary is 100% HQT, with 1 working on permanent certificate, but has Experience Based Cert.

Elk Lake Junior/Senior High School is now 100% HQT, with 1 working on permanent certificates, has an Intern Experience Based Certificate.

4. Provide a brief description of strategies the LEA is implementing to ensure that poor and minority students are not taught at higher rates than other students by inexperienced, unqualified and/or out of field teachers.

Our district consists of only one elementary and one high school building, so equity distribution is not an issue. All District teachers are teaching in their proper area of certification, with the exception of 1 elementary and 1 secondary teachers on experience based certificates, while in courses completing their certificates. The large majority of staff are veteran teachers with over 10 years' experience. About 87% of the faculty are experienced teachers per the definition in Table 1 of this Plan (one who has taught in a public school for three or more full academic years). Professional development opportunities are offered to the faculty each year. District support and professional development are key to keeping staff in the teaching positions they currently have where they are highly qualified.

5. How will the LEA determine whether or not the strategies are effective?

Because the District is small, transience among the staff is not an issue. Most teachers hired stay with the District for many years. Those that leave usually do so to take administrative positions in other Districts. These facts speak to the idea that the hiring practices implemented are indeed utilizing effective recruitment strategies. Our students are being taught by highly qualified, experienced teachers.

To help provide guidance to LEAs this information was provided:

WHAT CAN LEAs DO.....

- Identify where inequities in teacher assignments exist
- Review school-level data on teacher turnover to identify characteristics of teachers who have left and whether or not they move to another school or leave the profession.
- Tap into pools of teachers and individuals who would be willing to be teachers and then distribute them equitably – paraprofessionals
- Use resources wisely to retain teachers
- Advertise federal loan forgiveness for teachers who agree to work in Title I schools for 5 years.
- Seek support from business and industry to implement teacher scholarships and other incentives
- Improve conditions in hard to-staff schools – working as well as classroom environment
- Streamline district recruitment and hiring practices
- Develop strong collaborations with colleges and universities to develop “grown your own” teacher recruitment strategies to encourage high school students to pursue the teaching profession
- Building the capacity of school leaders to support teachers in hard-to-staff schools
- Assign teachers to areas where they will be HQT
- Encourage Non-HQT teachers to participate in on-line PRAXIS preparation program offered by PaTTAN

- **Work with local union representatives**
- **Establish professional development schools with nearby college or university**
- **Involve experienced teachers in decision-making**
- **Promise to pay for advanced educational pursuits if experienced teachers agree to work in hard-to-staff schools**
- **Use experienced teachers as mentors and classroom coaches for novice teachers**
- **Collaborate with schools that have similar student populations to learn what steps they are taking to recruit and retain highly qualified and experienced teachers.**

-	<u>2025-2026 Activity Positions</u>							
42	SOFTBALL - VARSITY	Tony Blaisure	41	\$9,239.00	8/20/2026			
37	SOCCER - GIRLS ASSISTANT (JV)	Emily Hein	1	\$3,300.00	8/20/2026			
	BASKETBALL - BOYS - VOLUNTEER	Gary Johnson			8/20/2026			
	SOCCER - GIRLS - VOLUNTEER	Emily Hein			8/20/2026			
	CROSS COUNTRY - VOLUNTEER	Rob Squier			8/20/2026			
	BASKETBALL - GIRLS- VOLUNTEER	Alicia Traver			8/20/2026			
	BASKETBALL - GIRLS- VOLUNTEER	Leah Traver			8/20/2026			
	BASKETBALL - GIRLS- VOLUNTEER	Katie McGlynn			8/20/2026			
	BASKETBALL - GIRLS- VOLUNTEER	Leanna Bell			8/20/2026			
	BASKETBALL - GIRLS- VOLUNTEER	Tony Rezykowski			8/20/2026			
	BASKETBALL - GIRLS- VOLUNTEER	Marc Weisgold			8/20/2026			
	BASKETBALL - GIRLS- VOLUNTEER	Amber Hughes			8/20/2026			
	WRESTLING - VOLUNTEER	Dale Smith			8/20/2026			
	BASKETBALL - BOYS - VOLUNTEER	Wyatt Casselbury			8/20/2026			
	SWIM- VOLUNTEER	Jehiel Boner			8/20/2026			
	BASEBALL - BOYS - VOLUNTEER	Gary Johnson			8/20/2026			
	BASEBALL - BOYS - VOLUNTEER	Mike Pasco			8/20/2026			
	BASEBALL - BOYS - VOLUNTEER	Amanda Cokely			8/20/2026			
	TRACK - VOLUNTEER	Jeff Kuchak			8/20/2026			
	TRACK - VOLUNTEER	Kayla Record			8/20/2026			