

The regular meeting of the Berks County Intermediate Unit Board of Directors was held on Thursday, August 20, 2020. The meeting was held in-person and available via Zoom for those who wished to attend virtually due to the COVID-19 health emergency.

President Gary McEwen called the meeting to order at 8:26 p.m. Following the pledge of allegiance, Jan Krotee, recording secretary, called the roll. Attendance was as follows:

Intermediate Unit Board:	Dr. David Hemberger; Elizabeth S. Huhn; Dr. Amy Kennedy; Linda R. Lash; Oscar Manbeck; Kevin L. Manmiller; Steven Miller; Ralph C. Richard; Rev. Dr. Dennis Ritter; Ann Sellers; Brian Specht; Terrie Taylor, LSW; James Ulrich; and Gary McEwen.
Absent:	Jill A. Dennin; Randall R. Madara
Intermediate Unit:	Dr. Jill M. Hackman; Donna DeLoretta; Scott Major; Michelle Reichard-Huff; Dan Richards; Rob Rosenberry; Beth Kozloski; and Jan Krotee
Solicitor:	John M. Stott, Esq. and James Mancuso, Esq.
Guest/s:	None
Press:	None

Following the pledge of allegiance and roll call, President McEwen welcomed BCIU Board members to the Board meeting. He announced that the meeting was held in-person (physically distancing) and via Zoom for those Board members who preferred that option due to the COVID-19 pandemic. He thanked those community members who attended via the livestream link provided. He stated that the virtual meeting had been advertised and the agenda had been posted on the BCIU website prior to the meeting. A phone line was provided for those who wished to leave public comments and any public comments received via the phone line would be read during Agenda Item 01. B. 3. Persons Desiring to be Heard.

Announcements

President McEwen then announced that an executive session was held prior to the official meeting to discuss personnel matters.

President McEwen announced that no one had left a public comment on the phone line provided to be shared at the meeting.

Persons Desiring to Be Heard —Item 01. B. 3.

A motion was made by Manbeck, seconded by Huhn, to approve agenda items 01. C. through 13. N., as follows:

Based on the COVID-10 emergency, the Berks County Intermediate Unit Board of Directors waives its past practice and any applicable Board policies that may require two readings before adopting a new or revised policy.

Waive Second Reading of Policy Based on COVID-19 Emergency—Item 01. C.

To approve the minutes of the June 18, 2020 meeting.

Approval of Minutes —Item 02.

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03. APPROVAL/RATIFICATION OF BCIU GENERAL FUND BILLS
(Detailed list of bills is available.)

**IU Bills and Financial
Reports—Items 03., 04., 05.,
06., 07., & 08.**
(Detailed list of bills available
for review.)

SOURCE		PAGE	AMOUNT
June	2020 Ratifications - IU	1-12	\$2,549,976.88
June	2020 Ratifications - PSDLAF	1-01	\$39,484.42
July	2020 Ratification - IU	1-15	\$2,353,283.36
July	2020 Ratifications - PSDLAF	1-01	\$23,990.20
August	2020 Ratification - IU	1-04	\$1,490,441.43
August	2020 Approvals - IU	1-06	\$821,467.19
TOTAL			\$7,278,643.48

04. TOMPKINS/VIST REVENUE ANTICIPATION NOTE – \$6,000,000 (Information Item):

Amount Outstanding
August 14, 2020
\$0

05. ACCOUNTS RECEIVABLE AGING REPORT AS OF AUGUST 14, 2020 (Information item):

Funding Source	Current	30 Days	60 Days	90 Days	120 Days
School Districts	\$241,573.08	\$1,091,892.41	\$5,382.88	\$61,108.84	\$1,491,432.76
Commonwealth of PA	\$1,726,987.56	\$533,444.98	\$0.00	\$0.00	\$0.00
Other Revenue Sources	\$101,592.47	\$365,602.88	\$1,160.00	\$2,631.16	\$46,651.48
TOTALS	\$2,070,153.11	\$1,990,940.27	\$6,542.88	\$63,740.00	\$1,538,084.24
GRAND TOTAL	\$5,669,460.50				

06. APPROVAL/RATIFICATION OF HEAD START:

- Head Start Notice of Award – COVID-19
- Head Start Notice of Award – COLA and Quality Improvement
- Head Start 2021 Funding Guidance Letter
- Financial Statements (June and July 2020)
- Credit Card Purchases June and July 2020)
- Non-Federal Share Report (June and July 2020)
- Policy Council Minutes/Resolutions (June and July 2020)
- Head Start Director’s Report (July and August 2020)

07. COMBINED FINANCIAL REPORT

CASH

BEGINNING BALANCE JUNE 1, 2020		\$214,086.51
RECEIPTS		
REVENUE RECEIPTS	\$13,628,011.31	
RETURNED CHECKS	\$0.00	
INVESTMENT REDEMPTIONS	\$0.00	\$13,628,011.31
		\$13,842,097.82
DISBURSEMENTS		
PRE-BOARD RATIFICATIONS	\$846,725.86	
PRE-BOARD RATIFICATIONS-PSDLAF	\$0.00	
BOARD APPROVALS	\$1,720,777.06	

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POST BOARD RATIFICATIONS		
PSDLAF	\$39,484.42	
POST BOARD RATIFICATIONS IU	<u>\$2,549,976.88</u>	
TOTAL CHECKS WRITTEN	\$5,156,964.22	
CHECKS VOIDED	(\$26,755.70)	
PAYROLL DISTRIBUTIONS	<u>\$5,202,131.15</u>	<u>\$10,332,339.67</u>
ENDING BALANCE -JUNE 30, 2020		\$3,509,758.15
CASH AVAILABLE-JUNE 30, 2020		\$3,509,758.15
BEGINNING BALANCE JULY 1, 2020		\$3,509,758.15
RECEIPTS		
REVENUE RECEIPTS	\$8,840,994.25	
RETURNED CHECKS	\$0.00	
INVESTMENT REDEMPTIONS	<u>\$0.00</u>	<u>\$8,840,994.25</u>
		\$12,350,752.40
DISBURSEMENTS		
PRE-BOARD RATIFICATIONS	\$0.00	
PRE-BOARD RATIFICATIONS-PSDLAF	\$0.00	
BOARD APPROVALS	\$0.00	
POST BOARD RATIFICATIONS		
PSDLAF	\$23,990.20	
POST BOARD RATIFICATIONS IU	<u>\$2,353,283.36</u>	
TOTAL CHECKS WRITTEN	\$2,377,273.56	
CHECKS VOIDED	(\$26.68)	
PAYROLL DISTRIBUTIONS	<u>\$6,393,412.56</u>	<u>\$8,770,659.44</u>
ENDING BALANCE -JULY 31, 2020		\$3,580,092.96
CASH AVAILABLE-JULY 31, 2020		\$3,580,092.96

08. INVESTMENT OF FUNDS

Interest earned on investments is as follows:

June 2020

Tompkins VIST	\$1,351.48
PNC	\$1.93

July 2020

Tompkins VIST	\$696.29
PNC	\$1.86

09. COMMUNICATIONS

Brian Specht, *Secretary*

- PSBA Slate of Candidates

**COMMUNICATION
—Item 09.**

Information was provided for Board members to review regarding the PSBA Slate of Candidates for leadership positions for 2020-2021. It was announced that this item will be placed on the September Board agenda for action so that consensus could be reached and the vote on behalf of the BCIU can be registered by the close of the voting period on October 11, 2020.

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10. OLD BUSINESS

**Old Business
Second Reading of Policies
113.2 and 138
—Item 10. 1.**

To approve the second reading of the following policies:

- 113.2 Behavior Support (Revised)
- 138 Language Instruction Educational Program for English Learners (Revised)

To appoint Terrie Taylor, LSW as the Berks County Intermediate Unit Voting Delegate for the PSBA Delegate Assembly Meeting. | Saturday, November 7, 2020 | Mountain View Middle School / Cumberland Valley School District, or via Zoom.

**PSBA Delegate Assembly /
Appointment of Voting
Delegate
—Item 10. 2.**

President McEwen thanked Terrie Taylor, LSW for her willingness to represent the BCIU as Voting Delegate for the PSBA Delegate Assembly.

11. REPORT OF NEGOTIATIONS COMMITTEE

No Items to Consider

**Report of Negotiations
Committee —Item 11.**

A. New and Proposed Budgets

BUDGETS

1. Nonpublic School Health and Safety Grant (COVID 19) – Program 133

Office of Professional Development and Curriculum

7/1/20 – 6/30/21

\$277,323

Per Act 30 of 2020, the PA General Assembly allocated \$7.5 million to support COVID-19 Disaster Emergency Targeted School Health and Safety Grants for the 2020-2021 school year. The 29 intermediate units (IUs) could apply on behalf of their nonpublic schools for targeted health and safety grants to address COVID-19 related health and safety needs. Both nonpublic schools and IUs could apply for up to \$10,000 each; due to overwhelming response, the actual awards were prorated. The BCIU was awarded \$8,533 and 28 Berks County nonpublic schools were awarded between \$1,726 and \$8,538 each. The BCIU will reimburse each nonpublic school upon full expenditure of the school's award. The BCIU will utilize its own award for educational technology and personal protective equipment and supplies for BCIU Act 89 staff who support nonpublic schools. This is federal funding through the CARES Act administered by PA Commission on Crime and Delinquency (PCCD) (new).

2. School Health and Safety Grant (COVID 19) – Program 20-132

Office of Business Services

3/1/20 – 10/30/20

\$89,981

Per Act 30 of 2020, the PA General Assembly allocated \$150 million to support COVID-19 Disaster Emergency Targeted School Health and Safety Grants for the 2020-2021 school year. School entities including intermediate units could apply for funds to address COVID-19 related health and safety needs for the eight-month project period of March 1 through October 30, 2020. The BCIU was awarded \$89,981 for the purchase of cleaning and sanitizing products, equipment including personal protective equipment and thermometers, educational technology for distance learning, and other health and safety items necessary to address the COVID-19 disaster emergency. This is federal funding through the CARES Act administered by PA Commission on Crime and Delinquency (PCCD) (new).

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B. Initial Budgets

1. Educational Stability for Foster Care Youth – Program 20-149

Office of Early Childhood and Student Services

7/1/20 – 9/30/21

\$50,000

The BCIU has been allocated the above amount to manage Region 2 of the Educational Stability for Foster Care Youth program through the PA Department of Education. There are eight grantees in the Commonwealth that receive these funds to form a management team through regional offices. The goal of the regional office is to provide technical assistance, training, and support to all Public-School districts and county children and youth agencies with regards to the education of children in foster care. Region 2 consists of Berks, Chester, Dauphin, Lancaster, Lebanon and Schuylkill counties. The grant is allocated through Title I, Part A funds annually (since 2017).

2. Educational of Homeless Children and Youth – Program 20-150

Office of Early Childhood and Student Services

7/1/20 – 9/30/21

\$557,277

BCIU serves as the Region II coordinator for the administration of the federally funded homeless education program. In addition to Berks County, BCIU provides direct service to Schuylkill, Lebanon, and Lancaster counties. BCIU flows thru funding to Chester and Dauphin Counties, and Lancaster School District and is responsible for the oversight and supervision of the other county providers. The grant is for a three-year period (since 1993).

3. Early Intervention – IDEA Section 619 – Program 185

Office of Early Childhood and Student Services

7/1/20 – 6/30/21

\$852,778

This program is federally funded for Early Intervention under the provisions of P.L. 99-457. It supplements Early Intervention services, by funding office rent, property and liability insurance, professional legal fees, and other supplemental expenditures; \$485,000 will be funding for Early Childhood Mental Health programs (since 1986).

4. Early Intervention – IDEA Act 2004 (Part B) – Program 186

Office of Early Childhood and Student Services

7/1/20 – 6/30/21

\$1,330,615

The federal funding source for this program is P.L. 108-446, Individuals with Disabilities Education Act 2004 – Part B. This budget is Component 1 which supports Early Intervention services such as speech, educational itinerant and assistant teacher staff in addition to supplemental staff expenditures (since 1982/83).

5. Early Intervention - ACCESS – Program 215

Office of Early Childhood and Student Services

7/1/20 – 6/30/21

\$687,761

Funded by the state, this program, now referred to as School-Based Access Program (SBAP), is an avenue for the BCIU to receive additional federal funding through Medicaid dollars for medical/mental health related special education services to students in the PA Medical Assistance Program (since 1991).

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- 6. Early Intervention – School Age Program – Program 300**
Office of Early Childhood and Student Services
7/1/20 – 6/30/21 \$669,878
Mandated by the Department of Education and contracted through a MAWA (Mutually Agreed Upon Written Agreement), this program serves preschool children identified with special education needs who are transitioning to placement in their respective districts. In the year prior to eligibility for school age placement, parents have the option to maintain placement for their child in the Early Intervention Program for an additional year. Educational costs for school age students who remain in the EI Program is the responsibility of the home district (since 1983).
- 7. Alternative Education Program for Immigration & Customs Enforcement at Berks Heim – Program 309**
Office of Early Childhood and Student Services
7/1/20 – 6/30/21 \$564,827
Funded by the federal government through the County of Berks, this program provides education services for youth who have been taken into custody along with adult family members by Immigration Customs Enforcement personnel. Following adjudication, these students and their families may return to their homeland or may be placed with family members in the United States (since 1998).
- 8. Early Intervention – Program 348**
Office of Early Childhood and Student Services
7/1/20 – 6/30/21 \$16,781,017
Funded by the state, this program provides services to newly identified, preschool handicapped children in Berks County (since 1983).
- 9. BCIU Print Service Center – Program 605**
Office of Information Technology
7/1/20 – 6/30/21 \$490,899
This proprietary program provides printing and duplicating and document imaging services to all BCIU programs and to school districts choosing these services (since 1971).
- 10. Berks Academic Challenge – Program 625**
Office of Early Childhood and Student Services
7/1/20 – 6/30/21 \$8,000
This proprietary program features academic quiz competition based on a student’s general scholastic knowledge and is designed to recognize the high level of scholastic achievement in Berks County and to provide role models for younger students in areas of scholarly pursuit (since 1985).
- 11. Alternative Education Program
Learning Academy at Thomas Ford – Program 626**
Office of Early Childhood and Student Services
7/1/20 – 6/30/21 \$3,005,153
This proprietary program provides alternative education services at Learning Academy at Thomas Ford to students from grades seven through twelve. A full range of academic courses are provided and there is close staff collaboration with juvenile probation, children and youth services, Service Access Management (SAM), community mental health providers, and drug and alcohol agencies (since 1995).

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12. PA Key – Program 225

Office of Professional Development and Curriculum

7/1/20 – 6/30/21

\$18,656,742

The PDE Office of Child Development and Early Learning and BCIU collaborate to provide statewide leadership in the development of an integrated system of quality early childhood education programs. PA Key works to develop a statewide quality improvement plan that includes professional development, technical assistance, career lattices, and a data management system for all preschool, childcare, and Head Start centers. This program is federally funded through Child Care Development Fund, the Head Start Fund, the American Reinvestment and Recovery Act (ARRA) Child Development Fund, and the Affordable Care Act (ACA) Maternal, Infant and Early Childhood Home Visiting Program Fund (since 2005).

13. PA Pre-K Counts - OCDEL – Program 228

Office of Professional Development and Curriculum

7/1/20 – 6/30/21

\$2,421,191

Funded by the Pennsylvania Department of Education through a contract with the BCIU, this program provides monitoring, technical assistance, consultation, and training and materials for all Pennsylvania Pre-K Counts approved providers. In addition, the BCIU will administer a sub-grant program for two faith-based Pennsylvania Pre-K Counts approved providers (since 2007).

14. Guest Teacher Training Program - Program 692

Office of Human Relations and Public Relations

7/1/20 – 6/30/21

\$16,300

This budget supports a program for the recruitment, training, and recertification of individuals possessing bachelor's degrees to serve as per-diem substitute teachers in Berks County school districts and career and technology centers participating in the program. The BCIU Department of Human Resources maintains files on those who participate in this program and processes the emergency permit applications and recertification required by the Pennsylvania Department of Education. This program has provided more than 700 emergency certified substitutes for Berks County school districts (since 1998).

15. Special Education Transportation – Program 344

Office of Business Services

7/1/20 – 6/30/21

\$8,813,296

Funded by the state, this budget provides for transportation of approximately 1800 special needs children between their homes and schools and to activities prescribed by the individual education program (since 1969).

C. Changes to Initial Budgets

1. Guest Teacher Training Program - Program 692

Office of Human Relations and Public Relations

7/1/19 – 6/30/20

\$1,835

Total Proposed Revised Budget: \$17,235

This budget supports a program for the recruitment, training, and recertification of individuals possessing bachelor's degrees to serve as per-diem substitute teachers in

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Berks County school districts and career and technology centers participating in the program. The BCIU Department of Human Resources maintains files on those who participate in this program and processes the emergency permit applications and recertification required by the Pennsylvania Department of Education. This program has provided more than 700 emergency certified substitutes for Berks County school districts (since 1998). This change to budget is necessary to make year-end adjustments.

D. Budgetary Transfers

1. Berks County Head Start State Supplemental – Program 105

Office of Early Childhood and Student Services

7/1/19 – 6/30/20

\$22,053

Funded by the state through the Department of Education and the Head Start State Collaboration Office, this program supports expanded services of a comprehensive child development program for low-income preschool children and their families (since 2005). These transfers are necessary due to year-end projections.

2. Berks Academic Challenge – Program 625

Office of Early Childhood and Student Services

7/1/19 – 6/30/20

\$200

This proprietary program features academic quiz competition based on a student's general scholastic knowledge and is designed to recognize the high level of scholastic achievement in Berks County and to provide role models for younger students in areas of scholarly pursuit (since 1985). These transfers are necessary due to year-end projections.

3. Head Start State Supplemental Assistance Program – Program 170

Office of Professional Development and Curriculum

7/1/19 – 6/30/20

\$490

Funded by the federal government through the Pennsylvania Department of Education and the Head Start State Collaboration Office, this program provides monitoring and technical assistance to Head Start State Supplemental grantees throughout the state (since 2005). These budget transfers were necessary to make year-end adjustments.

4. PA Key - Omnibus – Program 18-285

Office of Professional Development and Curriculum

12/1/18 – 9/30/19

\$339,000

This program consists of one-time federal funding passed through the Office of Child Development and Early Learning to the BCIU PA Key to enhance the professional development for the early childhood education workforce throughout the Commonwealth of Pennsylvania. Major initiatives to be implemented with these funds include expansion of the Rising STARS tuition assistance program, enhancements to PA's Professional Development Workforce Registry, access to the new online learning platforms LearnERS and myTeachstone, providing the Classroom Assessment Scoring System (CLASS) program quality assessment tools, and increasing additional coaching and technical supports to all early childhood educators across the state. These budget transfers were necessary to make final adjustments.

**5. PA KEY Preschool Development Grant Birth Thru Five (PDG)
Program 19-286**

Office of Professional Development and Curriculum
1/1/19 – 6/30/20

\$20,000

This program consists of a federal grant from the Department of Health and Human Services passed through Pennsylvania Department of Education to OCDEL and the BCIU PA Key to accelerate systems-building to benefit priority populations including infants, toddlers, vulnerable children, children transitioning to kindergarten, migrant families, children with special needs and the ECE workforce who serve children and families across PA. Major initiatives the PA Key is focusing on include bringing on additional staff to support Mental Health and Professional Development, awarding additional stipends to Quality Coaches at the ELRCs in collaboration with education provided by Better Kid Care (Penn State University), and partnering with the University of Wisconsin (WIDA) and the University of Pennsylvania to carry out research, meetings, workshops & modules that will help Pennsylvania to better serve our children and families statewide. PDE & OCDEL have the option to apply for a 3-year grant renewal (new). These budget transfers were necessary to make final adjustments.

13. PERSONNEL MATTERS

PERSONNEL MATTERS

—ROB ROSENBERRY, DIRECTOR

A. General

1. To approve the following position descriptions:
 - a. Early Head Start/Child Care Partnerships Supervisor – Early Head Start
 - b. Systems Analyst/Developer II
2. To approve the revised Berks County Head Start Salary Schedule, effective July 1, 2020.
3. To employ the following staff, effective July 1, 2020:
 - a. Out of Class Alternative Education Teachers
 - b. Title I Summer Program Staff
4. To modify Transportation’s Compensation and Benefits Plan relative to Perfect Attendance Incentive:
 - a. The quarterly perfect attendance incentive amount of \$147.50 for Early Intervention and \$191.25 for all other programs shall be prorated based on the number of days programs are delivering transportation services during the 2020-2021 schools year in response to COVID-19.
 - b. Perfect attendance shall not be impacted by any absence that can be proven to be related to COVID-19.
5. To acknowledge receipt of the list containing additional hours for Pre-K Counts Teachers and Paraeducators for Board Approval.

**Position Descriptions
— Item 13. A. 1.**

**Revised Head Start Salary
Schedule — Item 13. A. 2.**

**Employ Staff / Out of Class
Alternative Education
Teachers / Title I Program
Staff — Item 13. A. 3.**

**Transportation – Perfect
Attendance Incentive
— Item 13. A. 4.**

**Receipt of List / Additional
Hours for Pre-K Counts
Teachers and Paraeducators
— Item 13. A. 5.**

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6. To award professional contracts to the following employees who have completed three years of satisfactory service:
 - a. Anelys Santos, Psychologist, Special Education, effective August 14, 2020
 - b. Lauren A. Wasmuth, Speech Therapist, Early Intervention, effective July 31, 2020

**Professional Contracts for
Anelys Santos and Lauren
Wasmuth — Item 13. A. 6.**

B. Employment – Ratifications

**Ratifications – Employment
—Items 13. B.**

1. Business Services/Operations Office
 - a. Cathy M. Buller – Level III Custodian, Facilities
Recommended Hourly Rate – \$13.57
Effective Date – August 3, 2020
Replacement
 - b. Mark E. Veres – Part-time School Bus Driver Trainee,
Transportation
Recommended Hourly Rate – \$12.20
Effective Date – July 13, 2020
Replacement
2. Early Childhood & Student Services Office
 - a. Rosanella Badalamenti – Speech Therapist, Early Intervention
Recommended Annual Salary – Column 4, Step 1, \$58,236 (to be prorated)
Effective Date – August 17, 2020
Additional Position
 - b. Kymberly Beyer – Bilingual ESL Teacher, Alternative Education
Recommended Annual Salary – Column 7, Step 16, \$89,505
Effective Date – August 17, 2020
Replacement
 - c. Conni L. DeAcosta – Paraeducator, Pre-K Counts
Recommended Hourly Rate – \$12.70
Effective Date – August 17, 2020
Replacement
 - d. Lauren M. Hammond – Site Coordinator, Education of Children and Youth Experiencing Homelessness
Recommended Annual Salary – \$35,331 (to be prorated)
Effective Date – August 17, 2020
Replacement
 - e. Jamie Hlavinka – Specialized Preschool Teacher – Itinerant, Early Intervention
Recommended Annual Salary – Column 1, Step 2, \$47,279
Effective Date – July 6, 2020
Replacement

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- f. Melanie C. Marcano – Teacher, Head Start
Recommended Hourly Rate – Level III, Probationary, \$19.96
Effective Date – August 10, 2020
Replacement

- g. Madeline E. Martin – Speech Therapist, Early Intervention
Recommended Annual Salary – Column 4, Step 1, \$58,236 (to be prorated)
Effective Date – July 27, 2020
Replacement

- h. Ana C. Moya-Perez – Paraeducator, Head Start
Recommended Hourly Rate – Level I, Probationary, \$12.11
Effective Date – August 10, 2020
Additional Position

- i. Bryan A. Poepperling – Alternative Education Teacher, Alternative Education
Recommended Annual Salary – Column 4, Step 7, \$63,430
Effective Date – August 17, 2020
Replacement

- j. Linda M. Schmitz – Paraeducator, Early Intervention
Recommended Hourly Rate – \$12.70
Effective Date – July 20, 2020
Replacement

- 3. Professional Development & Curriculum Office
 - a. Kathleen S. Adams – Administrative Assistant, PA Key
Recommended Annual Salary – \$40,770 (to be prorated)
Effective Date – June 15, 2020
Replacement

 - b. Karen M. Henrichs – Subject Matter Expert Serving CSI Schools, OPDC
Recommended Annual Salary – \$89,000 (to be prorated)
Effective Date – August 17, 2020
New Position

C. Change of Status – Ratifications

- 1. Business Services/Operations Office
 - a. Erlie Ann Colon
Change from Part-time School Bus Driver Trainee, Transportation to Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
Change Recommended Hourly Rate from \$12.20 to \$14.35, \$12.15, and \$11.08
Effective Date – July 9, 2020
Replacement

Ratifications – Change of Status—Items Item 13. C.

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- b. Johanna De La Cruz
Change from Part-time School Bus Driver Trainee, Transportation to
Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
Change Recommended Hourly Rate from \$12.20 to \$14.35, \$12.15, and \$11.08
Effective Date – July 9, 2020
Replacement
 - c. Dary Esther Del Orbe Rosa
Change from Dispatcher, Transportation to
Substitute Driver w/o Bus License, Assistant, and Misc. Transportation
Change Recommended Hourly Rate from \$15.32 to \$14.00, \$11.85, and \$10.83
Effective Date – June 15, 2020
Voluntary Reassignment
 - d. Michael Hoffert – Lead Building and Grounds Maintenance Worker
Recommended Hourly Rate – Current Hourly Rate of \$22.08 plus \$.50
Effective Date – July 1, 2020 – June 30, 2021
Additional Assignment
 - e. Stacey Miccike – Part-time Driver w/o Bus License, Assistant, and Misc.
Transportation
Change Recommended Hourly Rates from \$14.25, \$12.05, and \$11.03 to \$14.60,
\$12.35, and \$11.28
Effective Date – July 1, 2020
Salary Adjustment per Transportation Compensation and Benefit Agreement
 - f. Mariluz Montanez – Part-time Driver w/ Bus License, Transportation
Recommended Hourly Rate – \$16.70
Effective Date – June 29, 2020
Obtained CDL
 - g. Mariluz Montanez – Part-time Driver w/ Bus License, Transportation
Change Recommended Hourly Rate from \$16.70 to \$17.10
Effective Date – July 1, 2020
Salary Adjustment per Transportation Compensation and Benefit Agreement
2. Early Childhood & Student Services Office
- a. Jena Crea – Speech Therapist, Early Intervention
Change Recommended Annual Salary from Column 5, Step 16, \$87,405 to Column 6,
Step 16, \$88,105
Effective Date – July 1, 2020
Salary Adjustment per BCIUEA Agreement
 - b. Jessica Disney – Family Engagement Worker
Change Recommended Hourly Rate from Level V, Probationary, \$19.96 to Level V,
Entry, \$20.51
Effective Date – July 1, 2020
Completed Probationary Period

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- c. Kristin Evans – Physical Therapist, Early Intervention
Change Recommended Annual Salary from Col. 7, Step 16, \$89,505 to Col. 8, Step 16, \$90,755
Effective Date – July 1, 2020
Salary Adjustment per BCIEUA Agreement
- d. Melany Fiato – Substitute Paraeducator, Early Intervention
Change Recommended Hourly Rate from \$10.00 to \$10.05
Effective Date – July 1, 2020
Rate Correction in accordance with the Substitute Wage Rates
- e. Michelle Hernandez
Change from Enrollment Specialist, Child Care to Spanish Interpreter, Special Education
No Change in Recommended Annual Salary
Effective Date – August 17, 2020
New Position
- f. Lori Hu – Psychologist, Special Education
Change Recommended Annual Salary from Col. 6, Step 2, \$60,116 to Col. 6, Step 2, \$46.17
(to be prorated)
Effective Date – August 18, 2020
Voluntary Reassignment
- g. Jennifer Knabb
Change from Specialized Preschool Teacher – Coordinator, Early Intervention to
Specialized Preschool Teacher – Itinerant, Early Intervention
No Change in Recommended Annual Salary
Effective Date – June 25, 2020
Replacement
- h. Nikolette Lawrence
Change from Special Education Teacher, Alternative Education to
Special Education Teacher, Special Education
No Change in Recommended Annual Salary
Effective Date – August 18, 2020
Replacement
- i. Brenda Newcomer
Change from Teacher, Head Start to Substitute Teacher, Head Start
Change Recommended Hourly Rate from Level I, Entry, \$18.85 to \$15.15
Effective Date – August 14, 2020
Voluntary Reassignment
- j. Dr. Joy Polignano
Change from Psychologist, Early Intervention to Assistant Program Administrator, Early
Intervention
Change Recommended Annual Salary from Col. 8, Step 8, \$68,674 to \$75,710 (to be prorated)
Effective Date – August 3, 2020
Replacement

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- k. Casey Resneck – Substitute Paraeducator, Child Care
Change Recommended Hourly Rate from \$9.68 to \$10.00
Effective Date – July 1, 2020
Rate Correction in accordance with the Substitute Wage Rates
- l. Theresa Soley – Occupational Therapist, Early Intervention
Change Recommended Hourly Rate from Column 4, Step 4, \$45.87 to Column 5, Step 4, \$46.40
Effective Date – July 1, 2020
Salary Adjustment per BCIUEA Agreement
- m. Madison VanPelt
Change from Family Engagement Worker, Head Start to Disabilities/Transition Specialist, Head Start
Change Recommended Hourly Rate from Level V, Entry, \$20.51 to Level I, Probationary, \$23.22
Effective Date – August 17, 2020
Additional Position
- n. Beth Weckel
Change from Teacher, Head Start to Mental Health Specialist, Head Start
Change Recommended Hourly Rate from Level IV, Entry, \$22.10 to Level I, Probationary, \$23.22
Effective Date – August 17, 2020
Additional Position
- o. Diamond Yulfo
Change from Paraeducator, Head Start to Substitute Paraeducator Head Start
Change Recommended Hourly Rate from Level I, Entry, \$12.67 to \$10.00
Effective Date – August 4, 2020
Voluntary Reassignment
- 3. Information Technology Office
 - a. Erika Tarnoski – Software Support Specialist, Software Support Services
Recommended Hourly Rate - \$31.71
Effective Date – June 22, 2020 – June 24, 2020
Temporary Additional Assignment
- 4. Professional Development & Curriculum Office
 - a. Kathleen Adams – Administrative Assistant, PA Key
Change Recommended Annual Salary from \$40,770 to \$41,720
Effective Date – July 1, 2020
Salary Adjustment per the Pennsylvania Key Technology and Support Services Compensation and Benefits Plan
 - b. Colleen Lombard – Infant Early Childhood Mental Health Consultant, PA Key
Change Recommended Annual Salary from \$52,801 to \$56,963
Effective Date – July 1, 2020
Salary Adjustment per the Pennsylvania Key Technology and Support Services Compensation and Benefits Plan

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- D. Additions to 2019-2020 Approved Substitute Lists – Ratifications**
Business Services/Operations Office
Steven Rissmiller, Custodian – Effective June 22, 2020

**Ratifications - Additions
to Approved Substitute Lists
—Item 13. D.**

- Additions to 2020-2021 Approved Substitute Lists – Ratifications**
Child Care
Priscilla Chavez-Roque, Teacher – Effective July 13, 2020

Head Start
Priscilla Chavez-Roque, Teacher – Effective July 13, 2020

- E. Additions to Approved 2019-2020 Out-of-Class Substitute Lists –
Ratifications**
No Items to Consider

**Ratifications - Additions
to Approved Out-of-Class
Substitute Lists—Item 13. E.**

- F. Remove from 2019-2020 Approved Substitute Lists**
Child Care
Mary Anderson, Teacher – Effective June 30, 2020

**Remove from Approved
Substitute Lists—Item 13. F**

Early Intervention
Mary Anderson, Teacher – Effective June 30, 2020

Head Start
Mary Anderson, Paraeducator – Effective June 30, 2020

Pre-K Counts
Mary Anderson, Teacher – Effective June 30, 2020

- Remove from 2020-2021 Approved Substitute Lists**
Alternative Education

Brittany Brown, Specialist – Effective July 22, 2020
Alexa Chronister, Specialist – Effective August 3, 2020
Suehelen Gonzalez, Specialist – Effective July 13, 2020
Cassandra Hillegass, Teacher – Effective August 3, 2020
Sadiqa Jefferson, Specialist – Effective July 6, 2020
Audrey Kreider, Specialist – Effective July 27, 2020
Fred Lingenfelter, Specialist – Effective August 3, 2020
Alicia Marston, Teacher – Effective August 3, 2020
Nicole Peters, Specialist – Effective July 22, 2020
Brittany Pinti, Specialist – Effective July 27, 2020
Theresa Readinger, Teacher – Effective August 3, 2020
Rebecca Travaglini, Teacher – Effective July 27, 2020
Tiffany Weitzel, Specialist – Effective August 3, 2020

Child Care
Rita Amadio, Paraeducator – Effective August 3, 2020
Morgan Auton, Paraeducator – Effective July 27, 2020
Brittany Brown, Paraeducator – Effective July 22, 2020
Judy Butler, Paraeducator – Effective August 12, 2020
Priscilla Chavez-Roque, Paraeducator – Effective July 10, 2020

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Alexa Chronister, Aide – Effective August 3, 2020
Suehelen Gonzalez, Paraeducator – Effective July 13, 2020
Cassandra Hillegass, Teacher – Effective August 3, 2020
Sadiqa Jefferson, Teacher – Effective July 6, 2020
Audrey Kreider, Paraeducator – Effective July 27, 2020
Fred Lingenfelter, Paraeducator – Effective August 3, 2020
Alicia Marston, Teacher – Effective August 3, 2020
Nicole Peters, Teacher – Effective July 22, 2020
Brittany Pinti, Paraeducator – Effective July 27, 2020
Theresa Readinger, Teacher – Effective August 3, 2020
Rebecca Travaglini, Teacher – Effective July 27, 2020
Tiffany Weitzel, Paraeducator – Effective August 3, 2020

Early Intervention

Rita Amadio, Paraeducator – Effective August 3, 2020
Morgan Auton, Paraeducator – Effective July 27, 2020
Brittany Brown, Paraeducator – Effective July 22, 2020
Judy Butler, Paraeducator – Effective August 12, 2020
Alexa Chronister, Paraeducator – Effective August 3, 2020
Suehelen Gonzalez, Paraeducator – Effective July 13, 2020
Cassandra Hillegass, Teacher – Effective August 3, 2020
Sadiqa Jefferson, Paraeducator – Effective July 6, 2020
Audrey Kreider, Paraeducator – Effective July 27, 2020
Alicia Marston, Teacher – Effective August 3, 2020
Nicole Peters, Paraeducator – Effective July 22, 2020
Brittany Pinti, Paraeducator – Effective July 27, 2020
Theresa Readinger, Teacher – Effective August 3, 2020
Rebecca Travaglini, Teacher – Effective July 27, 2020
Tiffany Weitzel, Paraeducator – Effective August 3, 2020

Head Start

Rita Amadio, Paraeducator – Effective August 3, 2020
Morgan Auton, Paraeducator – Effective July 27, 2020
Brittany Brown, Paraeducator – Effective July 22, 2020
Judy Butler, Paraeducator – Effective August 12, 2020
Priscilla Chavez-Roque, Paraeducator – Effective July 10, 2020
Alexa Chronister, Paraeducator – Effective August 3, 2020
Suehelen Gonzalez, Paraeducator – Effective July 13, 2020
Cassandra Hillegass, Teacher – Effective August 3, 2020
Sadiqa Jefferson, Teacher – Effective July 6, 2020
Audrey Kreider, Paraeducator – Effective July 27, 2020
Fred Lingenfelter, Paraeducator – Effective August 3, 2020
Alicia Marston, Teacher – Effective August 3, 2020
Nicole Peters, Paraeducator – Effective July 22, 2020
Brittany Pinti, Paraeducator – Effective July 27, 2020
Theresa Readinger, Teacher – Effective August 3, 2020
Rebecca Travaglini, Paraeducator – Effective July 27, 2020
Tiffany Weitzel, Paraeducator – Effective August 3, 2020

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Pre-K Counts

Rita Amadio, Paraeducator – Effective August 3, 2020
Morgan Auton, Paraeducator – Effective July 27, 2020
Brittany Brown, Paraeducator – Effective July 22, 2020
Suehelen Gonzalez, Paraeducator – Effective July 13, 2020
Cassandra Hillegass, Teacher – Effective August 3, 2020
Sadiqa Jefferson, Paraeducator – Effective July 6, 2020
Audrey Kreider, Paraeducator – Effective July 27, 2020
Fred Lingenfelter, Paraeducator – Effective August 3, 2020
Alicia Marston, Teacher – Effective August 3, 2020
Nicole Peters, Teacher – Effective July 22, 2020
Brittany Pinti, Paraeducator – Effective July 27, 2020
Rebecca Travaglini, Paraeducator – Effective July 27, 2020
Tiffany Weitzel, Paraeducator – Effective August 3, 2020

Special Education

Brittany Brown, Specialist – Effective July 22, 2020
Alexa Chronister, Specialist – Effective August 3, 2020
Suehelen Gonzalez, Specialist – Effective July 13, 2020
Cassandra Hillegass, Teacher – Effective August 3, 2020
Sadiqa Jefferson, Specialist – Effective July 6, 2020
Audrey Kreider, Specialist – Effective July 27, 2020
Fred Lingenfelter, Specialist – Effective August 3, 2020
Alicia Marston, Teacher – Effective August 3, 2020
Nicole Peters, Specialist – Effective July 22, 2020
Brittany Pinti, Specialist – Effective July 27, 2020
Theresa Readinger, Teacher – Effective August 3, 2020
Rebecca Travaglini, Teacher – Effective July 27, 2020
Tiffany Weitzel, Specialist – Effective August 3, 2020

Transportation

Dewilka Basora, Substitute Driver w/o Bus License, Assistant, and
Misc. Transportation
Effective Date – August 14, 2020
Jeanette Carlo DelValle, Substitute Driver w/o Bus License, Assistant,
and Misc. Transportation
Effective Date – August 14, 2020
Dennis Carpio, Substitute School Bus Driver Trainee
Effective Date – August 14, 2020
Jose Chavez, Substitute Driver w & w/o Bus License, Assistant, and
Misc. Transportation
Effective Date – August 14, 2020
Marlene Dawson, Substitute Driver w & w/o Bus License, Assistant,
and Misc. Transportation
Effective Date – August 14, 2020
Belkis Diaz Vasquez, Substitute Driver w & w/o Bus License,
Assistant, and Misc. Transportation
Effective Date – August 14, 2020
Maytte Espinal, Substitute School Bus Driver Trainee
Effective Date – August 14, 2020

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Iandra Flores, Substitute Driver w/o Bus License, Assistant, and Misc. Transportation
Effective Date – August 14, 2020
Lori Goldsborough, Substitute Driver w/o Bus License, Assistant, and Misc. Transportation
Effective Date – August 14, 2020
Victor Marmolejos, Substitute Driver w/o Bus License, Assistant, and Misc. Transportation
Effective Date – August 14, 2020
Juan Orsini, Jr., Substitute Driver w/o Bus License, Assistant, and Misc. Transportation
Effective Date – August 14, 2020
Julie Roman, Substitute Driver w/o Bus License, Assistant, and Misc. Transportation
Effective Date – August 14, 2020
Luis Rosario, Substitute Driver w/o Bus License, Assistant, and Misc. Transportation
Effective Date – August 14, 2020
Leslie Schilling, Substitute Driver w & w/o Bus License, Assistant, and Misc. Transportation
Effective Date – August 14, 2020
Jacqueline Torres, Substitute Driver w/o Bus License, Assistant, and Misc. Transportation
Effective Date – August 14, 2020
Ramona Turner Turpin, Substitute Driver w/o Bus License, Assistant, and Misc. Transportation
Effective Date – August 14, 2020
Kimberly Turpin, Substitute Driver w/o Bus License, Assistant, and Misc. Transportation
Effective Date – August 14, 2020

G. Employment – Approvals

No Items to Consider

**Approvals – Employment
—Item 13. G.**

H. Change of Status – Approvals

1. Business Services/Operations Office
 - a. Gary Schumacher – Program Administrator, Transportation
Change Recommended Annual Salary from \$78,193.73 to \$83,661 (to be prorated)
Effective Date – September 1, 2020
Position Responsibilities
2. Early Childhood & Student Services
 - a. Cindy Mock – Special Education Teacher – Itinerant, Special Education
Change Recommended Annual Salary from Column 7, Step 16, \$89,505 to Column 8, Step 16, \$90,755
Effective Date – September 1, 2020
Salary Adjustment per BCIUEA Agreement

**Change of Status –
Approvals —Item 13. H.**

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I. Leave of Absence Requests

**Leave of Absence Requests
— Item 13. I.**

1. Business Services/Operations Office
Personal Leave (unpaid – with benefits – FMLA)
 - a. Jamie Quay – Level IV Clerk, Fiscal Services
Effective Date – June 23, 2020

2. Early Childhood & Student Services
Personal Leave (paid – with benefits – FMLA)
 - a. Megan Parks – Paraeducator, Child Care
Effective Date – June 17, 2020Personal Leave (unpaid – with benefits – FMLA)
 - b. Kaitlin Cushner – Speech Therapist, Early Intervention
Effective Date – August 28, 2020
 - c. Lori Fetterolf – Teacher, Child Care
Effective Date – June 22, 2020
 - d. Megan Pankonien – Education Supervisor, Head Start
Effective Date – August 11, 2020
 - e. Melissa Restrepo – Speech Therapist, Early Intervention
Effective Date – September 1, 2020

3. Professional Development & Curriculum
Personal Leave (paid – with benefits – FMLA)
 - a. Ingrid Russell – Program Quality Assessor, PA Key
Effective Date – June 24, 2020Personal Leave (unpaid – with benefits – FMLA)
 - b. Carissa Noel – Program Administrator, OPDC
Effective Date – June 17, 2020Personal Leave (unpaid – with benefits – not FMLA)
 - c. Dana Moser – Infant/Toddler Specialist, PA Key
Effective Date – July 29, 2020

J. Return from Leave of Absence Requests

**Return from Leave of
Absence Requests
—Item 13. J.**

1. Business Services/Operations Office
Personal Leave (unpaid – with benefits – FMLA)
 - a. Jamie Quay – Level IV Clerk, Fiscal Services
Effective Date – June 29, 2020

2. Early Childhood & Student Services
Personal Leave (unpaid – with benefits – FMLA)
 - a. Lori Fetterolf – Teacher, Child Care
Effective Date – July 6, 2020Personal Leave (unpaid – without benefits – not FMLA)
 - b. Katelyn Cutts – Specialized Preschool Teacher – Itinerant,
Early Intervention
Effective Date – July 6, 2020

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3. Professional Development & Curriculum
Personal Leave (unpaid – with benefits – not FMLA)
 - a. Dana Moser – Infant/Toddler Specialist, PA Key
Effective Date – August 5, 2020

K. Retirements

**Retirements
—Item 13. K.**

1. Business Services/Operations Office
 - a. Susan E. Dorman – Part-time Driver w & w/o Bus License, Assi and Misc. Transportation
Effective Date – June 4, 2020
 - b. Gary R. Moseman – Part-time Driver w & w/o Bus License, Ass and Misc. Transportation
Effective Date – June 5, 2020
 - c. Hector J. Ortiz – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
Effective Date – June 19, 2020
2. Early Childhood & Student Services Office
 - a. Carol J. Christy – Alternative Education Teacher, Alternative Education
Effective Date – September 18, 2020
 - b. Jocelyne Richardson – Paraeducator, Child Care
Effective Date – August 28, 2020
3. Information Technology Office
 - a. Robert A. Kirker – Systems Analyst Developer, Application, Architecture, & Development
Effective Date – August 3, 2020

L. Resignations

**Resignations
—Item 13. L.**

1. Business Services/Operations Office
 - a. Richard E. Croft – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
Effective Date – June 5, 2020
 - b. Barbara A. Zillhardt – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
Effective Date – June 16, 2020
2. Early Childhood & Student Services Office
 - a. Orquidea Batista – Paraeducator, Head Start
Effective Date – July 22, 2020
 - b. Kim T. Bracey – Specialized Preschool Teacher – Itinerant, Early Intervention
Effective Date – June 12, 2020
 - c. Rebecca E. Ceccola – Teacher, Head Start
Effective Date – July 16, 2020
 - d. Kali E. Dzon – Paraeducator, Child Care
Effective Date – June 9, 2020

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- e. Allison K. Garner – Paraeducator, Head Start
Effective Date – August 14, 2020
 - f. Branden R. Jambeau – Mental Health Specialist, Head Start
Effective Date – August 21, 2020
 - g. June E. Malocu – Health Nutrition Specialist, Head Start
Effective Date – July 30, 2020
 - h. Ana A. Pena – Paraeducator, Head Start
Effective Date – August 12, 2020
 - i. Emery J. Rowe – Nolde Aide
Effective Date – June 18, 2020
3. Human Resources Office
- a. Jessica M. Dawson – Human Resources Specialist
Effective Date – August 28, 2020
4. Professional Development & Curriculum
- a. Dereka M. Lint – Level V Program Secretary, OPDC
Effective Date – July 2, 2020

M. Terminations

1. Business Services/Operations Office
- a. Jennifer L. Moyer – Part-time Driver w & w/o Bus License,
Assistant, and Misc. Transportation
Effective Date – August 21, 2020
Violation of Policy

**Terminations
—Item 13. M.**

N. Other

1. Business Services/Operations Office
- a. David M. Mallo – Vehicle Maintenance Technician,
Transportation
Effective Date – August 10, 2020
Furlough
2. Early Childhood & Student Services Office
- a. Kim T. Bracey – Specialized Preschool Teacher – Itinerant,
Early Intervention
To approve all terms of a separation between the Berks
County Intermediate Unit and Kim Bracey as per the
attached Severance and Release Agreement.

**Other
—Item 13. N.**

Yeas:	Hemberger; Huhn; Kennedy; Lash; Manbeck; Manmiller; Miller; Richard; Ritter; Sellers; Specht; Taylor; Ulrich; McEwen
Nays:	None. Motion carried.

Roll Call Vote

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A motion was made by Ulrich, seconded by Lash, to approve the following items under Other Matters for Consideration:

14. OTHER MATTERS FOR CONSIDERATION

**OTHER MATTERS
FOR CONSIDERATION**

A. EARLY CHILDHOOD & STUDENT SERVICES

—MICHELLE REICHARD-HUFF, DIRECTOR

To approve the BCIU Child Care Rate Schedule for Private Clients, amended for the addition of Virtual District School-Age Full Day Care, effective August 20, 2020.

**Approve Child Care Rate
Schedule for Private Clients,
Effective August 20, 2020
—Item 14. A. 1.**

B. PROFESSIONAL DEVELOPMENT & CURRICULUM

—DAN RICHARDS, DIRECTOR

To ratify agreements between the Berks County Intermediate Unit (BCIU) and the following school districts, for the BCIU to provide Title 1 services to students who reside within Title I eligible schools and attend nonpublic schools, effective August 1, 2020, through June 15, 2021:

**Title I Service Agreements
with Governor Mifflin,
Muhlenberg, and Wyomissing
Area School Districts
—Item 14. B. 1.**

School District	Total Services
Governor Mifflin	13,007.00
Muhlenberg	24,406.00
Wyomissing Area	6,616.00

To ratify agreements between the Berks County Intermediate Unit (BCIU) and the following school districts, for the BCIU to provide Title II services to students who reside within Title II eligible schools and attend nonpublic schools, effective August 1, 2020, through August 31, 2021:

**Title II Service Agreements
with Governor Mifflin,
Muhlenberg, and Wyomissing
Area School Districts
—Item 14. B. 2.**

School District	Total Services
Governor Mifflin	5,650.25
Muhlenberg	9,037.74
Wyomissing Area	3,754.40

To ratify agreements between the Berks County Intermediate Unit (BCIU) and the following school districts, for the BCIU to provide Title IV services to students who reside within Title IV eligible schools and attend nonpublic schools, effective August 1, 2020, through August 31, 2021:

**Title IV Service Agreements
with Governor Mifflin and
Wyomissing Area School
Districts —Item 14. B. 3.**

School District	Total Services
Governor Mifflin	2,228.00
Wyomissing Area	1,495.68

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Pennsylvania Department of Education (PDE), for the BCIU to provide statewide professional development and services related to the Classroom Diagnostic Tools (CDT), PA Science Standards Revision, and Career Readiness Technical Services for the amount of \$422,366.40 pending full fiscal year budget approval, effective July 17, 2020, through June 30, 2021.

**Agreement with PDE /
Services Related to Classroom
Diagnostic Tools (CDT), PA
Science Standards Revision,
and Career Readiness
Technical Services
—Item 14. B. 4.**

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To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Lincoln Intermediate Unit 12 (LIU), for the LIU to provide statewide professional development related to the Classroom Diagnostic Tool (CDT), for the amount of \$49,200 effective July 17, 2020, through June 30, 2021.

**Agreement with Lincoln Intermediate Unit 1 / Professional Development Related to Classroom Diagnostic Tool (CDT)
—Item 14. B. 5.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Allegheny Intermediate Unit 3 (AIU), for the AIU to provide statewide professional development related to the Classroom Diagnostic Tool (CDT), for the amount of \$49,200 effective July 17, 2020, through June 30, 2021.

**Agreement with Allegheny Intermediate Unit 3 / Professional Development Related to Classroom Diagnostic Tool (CDT)
—Item 14. B. 6.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Wyomissing Area School District, for the BCIU to provide services and support related to BCIU Edgenuity online learning content and related professional development services, for a cost of \$38,490 plus additional variable charges as per the agreement, effective August 1, 2020, through July 31, 2021.

**Agreement with Wyomissing ASD / BCIU Edgenuity
—Item 14. B. 7.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Boyertown Area School District, for the BCIU to provide services and support related to BCIU Edgenuity online learning content and related professional development services, for a cost of \$107,470 plus additional variable charges as per the agreement effective August 10, 2020, through August 31, 2021.

**Agreement with Boyertown ASD / BCIU Edgenuity
—Item 14. B. 8.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Allegheny Intermediate Unit (AIU), for the BCIU to provide career readiness services in Region 10 as part of the PA Career Readiness State Training Plan per the agreement in the amount of \$39,363 effective July 1, 2020, through November 30, 2020.

**Agreement with Allegheny IU / Career Readiness Services in Region 10
—Item 14. B. 9.**

To ratify a memorandum of understanding between the Berks County Intermediate Unit (BCIU) and the Berks County Nonpublic Schools Program of the BCIU, for the BCIU Office of Professional Development and Curriculum (OPDC) to provide nonpublic school services under Title II and Title IV funding for STEM program assessment, planning, and professional development at the Berks Catholic High School for a maximum of 135 days at a rate of \$645 per day and a total of \$87,075 effective August 1, 2020, through June 30, 2021.

**Agreement with Berks County Nonpublic Schools Program / OPDC Services under Title II and IV / STEM / Berks Catholic High School
—Item 14. B. 10.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Chester County Intermediate Unit (CCIU), for the BCIU to provide a subject matter expert related to Comprehensive School Improvement (CSI), effective July 17, 2020, through June 30, 2023, per costs according to the agreement and a year one maximum of \$156,502.

**Agreement with Chester County IU / Comprehensive School Improvement
—Item 14. B. 11.**

To ratify an amendment to the current agreement between the Berks County Intermediate Unit (BCIU) and the County of Berks, for the BCIU to provide services in accordance with the Educator in the Workplace Grant 2019-2020 agreement, in the amount of \$44,750. This amendment extends the term of the agreement to December 30, 2020. All other terms and conditions remain in force.

**Amendment to Agreement with County of Berks / Educator in the Workplace Grant
—Item 14. B. 12.**

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To ratify an amendment to the current agreement between the Berks County Intermediate Unit (BCIU) and the County of Berks, for the BCIU to provide services in accordance with the Business-Education Partnership Grant agreement, in the amount of \$25,000. This amendment extends the term of the agreement to December 30, 2020. All other terms and conditions remain in force.

Amendment to Agreement with County of Berks / Business Education Partnership Grant Agreement —Item 14. B. 13.

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Central Susquehanna Intermediate Unit (CSIU) / The Center for Schools and Communities for CSIU / the Center for Schools and Communities to provide technical assistance relative to the Early Childhood Mental Health Consultation Data System for the purpose of tracking Early Childhood Mental Health Consultations, for a fee of \$21,000 for the period, July 1, 2020, through June 30, 2021 (PA Key).

Amendment to Agreement with Central Susquehanna IU / Center for Schools and Communities / Early Childhood and Mental Health Consultation Data System (PA Key) —Item 14. B. 14.

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Pennsylvania Child Care Association (PACCA), for the PACCA to provide professional services related to the Teacher Education and Compensation Helps (T.E.A.C.H.) Early Childhood Pennsylvania Scholarship Program, for a fee of \$4,143,750 for the period, July 1, 2020, through June 30, 2021 (PA Key).

Agreement with PA Child Care Association / TEACH Early Childhood PA Scholarship Program (PA Key)—Item 14. B. 15.

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and Living Strong Consulting, LLC, for Living Strong Consulting, LLC to provide Trauma Informed Community Collaboration services for a fee of \$55,000 for the period, June 1, 2020, through July 31, 2021 (PA Key).

Agreement with Living Strong Consulting, LLC / Trauma Informed Community Collaboration (PA Key) —Item 14. B. 16.

To ratify Amendment #8 to the current agreement between the Berks County Intermediate Unit (BCIU) and New World Now, LLC (NWN), for NWN to modify its scope of services to meet developmental projects at the request of the Office of Child Development and Early Learning (OCDEL). This amendment provides for a funding increase of \$245,000 for a revised total of \$1,919,884.50 and extends the term of the agreement to June 30, 2021. All other terms and conditions remain in force (PA Key).

Amendment #8 to Agreement with New World Now LLC (PA Key) —Item 14. B. 17.

**C. INFORMATION TECHNOLOGY
—SCOTT MAJOR, DIRECTOR**

To ratify a purchase agreement for the renewal of five licenses to Pluralsight Online Technical training at a total cost of \$2,895 for a one-year subscription from July 2, 2020, to June 1, 2021.

Purchase Agreement with Pluralsight Online Technical Training – Renewal of Five Licenses —Item 14. C. 1.

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and Docusign, Inc. for the renewal of eSignature Enterprise Pro Edition subscription services, at a cost of \$25,415 to be utilized organization wide. The term of this agreement is one year beginning July 1, 2020, through June 30, 2021.

Agreement with Docusign, Inc. / Renewal of eSignature Enterprise Pro Edition Subscription Services —Item 14. C. 2.

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To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Central Susquehanna Intermediate Unit (CSIU) for the use of BCIU's Data Center as a colocation site for CSIU. The term of the agreement is one year, beginning August 1, 2020, through July 31, 2021, at a cost of \$15,929 based on services as requested.

**Agreement with Central Susquehanna IU / Use of BCIU Data Center as Colocation Site
—Item 14. C. 3.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Reading School District, for renewal of the BCIU's eTaxTrax software, support, and tax bill print services. The term of the agreement is for two years, beginning July 1, 2020 through June 30, 2022, at a cost assessed in accordance with the BCIU Board approved IT Services Rate Schedule

**Agreement with Reading School District / Renewal of eTaxTrax
—Item 14. C. 4.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Muhlenberg School District for renewal of hosting and software support services for the PowerSchool eFinancePLUS application. The term of the agreement is for one year, effective July 1, 2020, through June 30, 2021, at costs reflected in the agreement for selected services.

**Agreement with Muhlenberg School District / Renewal for Support of PowerSchool eFinancePLUS Application
—Item 14. C. 5.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Brandywine Heights Area School District for renewal of hosting and software support services for the PowerSchool eFinancePLUS application. The term of the agreement is for one year, effective July 1, 2020, through June 30, 2021, at costs reflected in the agreement for selected services.

**Agreement with Brandywine Hts. Area SD for Support of PowerSchool eFinancePLUS Application
—Item 14. C. 6.**

To approve the purchase of 114 HP Laptops through IntegraOne, for use by Headstart, Pre-K Counts, and Early Intervention. The total cost of the purchase is not to exceed \$84,000 and will be funded through Pennsylvania Commission on Crime and Delinquency (PCCD) grant awards.

**Purchase of HP Laptops Through IntegraOne for Headstart, Pre-K Counts, and Early Intervention
—Item 14. C. 7.**

To approve the purchase of 240 iPads from Apple, Inc. for use by the Headstart and Pre-K Counts programs. Bundled pricing includes the device, rugged protection case, and four-year AppleCare+ support for a total cost not to exceed \$98,000 to be funded with grant awards.

**Purchase of iPads from Apple Inc. for Headstart and Pre-K Counts
—Item 14. C. 8.**

To approve the purchase of JAMF mobile device management subscription services, from CDW-G LLC for use with 240 student iPad devices by the Headstart and Pre-K Counts programs. Bundled pricing includes device lifetime licensing and enhanced support subscription for a total cost not to exceed \$4,500 to be funded with grant awards.

**Purchase of JAMF Mobile Device Management Subscription for Headstart and Pre-K Counts
—Item 14. C. 9.**

To approve the purchase of bundled content filter cloud subscription services, from iBoss Inc., for use with 240 student iPad devices by the Headstart and Pre-K Counts programs. Bundled pricing includes the cloud storage, implementation services, and three-year standard support subscription for a total cost not to exceed \$3,500 to be funded with grant awards.

**Purchase of Bundled Content Filter Cloud Subscription Services from iBoss Inc.
—Item 14. C. 10.**

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**D. BUSINESS SERVICES/OPERATIONS
— DONNA DELORETTA, CFO / COO**

To authorize the appropriate officers to execute an agreement between the Berks County Intermediate Unit Transportation Department (BCIU) and the BCIU Head Start Program, for the BCIU to provide Head Start transportation services, effective August 26, 2020, at \$447.89 per run / per day (no increase)

**Agreement with BCIU
Transportation Department /
Head Start Transportation
Services—Item 14. D. 1.**

To authorize the appropriate officers to execute a lease agreement between the Berks County Intermediate Unit (BCIU) and the Berks Career and Technology Center (BCTC), for the rental of classroom space for Head Start, effective September 1, 2020, for nine months, as follows:

**Lease Agreement with BCTC
for Head Start Classroom
Space
—Item 14. D. 2.**

- a. 2,050 square feet at BCTC’s West Center @ \$783/month (3.06% increase)
- b. 2,050 square feet at BCTC’s East Center @ \$783/month (3.06% increase)

RESOLVED, that the Board of Directors of the Berks County Intermediate Unit No. 14 hereby approves the adoption of the Amending Resolution, as presented, to amend the Resolution previously enacted on June 18, 2020, which authorized the incurrence of nonelectoral debt through the issuance of a Revenue Note in the maximum aggregate principal amount of not to exceed \$7,500,000 to finance the refunding of certain outstanding indebtedness of the Intermediate Unit. The Amending Resolution permits the proceeds of the Note to be used to refund an additional certain outstanding revenue note, and to permit the issuance of the Note in one or more series if necessary to accomplish the expanded purpose for which the funds are being used.

**Amending Resolution for
Revenue Note
—Item 14. D. 3.**

**E. ADMINISTRATION
—DR. JILL M. HACKMAN, EXECUTIVE DIRECTOR**

To approve the following policies:

- | | |
|-----------------------|--|
| 103 | Discrimination / Title IX Sexual Harassment Affecting Students (Revised) |
| 104 | Discrimination / Title IX Sexual Harassment Affecting Staff (Revised) |
| 249 | Bullying / Cyberbullying (Revised) |
| 252 | Dating Violence (New) |
| 317.1 / 417.1 / 517.1 | Educator Misconduct (Revised) |
| 815.2 | Livestream Video (New) |
| 824 | Maintaining Professional Adult / Student Boundaries (Revised) |

**Approval of Policies 103, 104,
249, 252, 317.1 / 417.1 / 517.1,
815.2, 824
—Item 14. E. 1.**

To ratify the Berks County Intermediate Unit Health and Safety Plan, effective August 11, 2020.

**Ratify BCIU Health and
Safety Plan—Item 14. E. 2.**

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To approve a Resolution declaring an emergency within the Berks County Intermediate Unit for the 2020-2021 school year, pursuant to Section 520.1 of the Pennsylvania School Code due to the COVID-19 pandemic.

**Resolution Declaring an
Emergency for 2020-2021 SY
—Item 14. E. 3.**

To approve the Emergency Instructional Time Proposed Calendar and Schedule for the 2020-2021 school year for the Berks County Intermediate Unit, pursuant to Section 520.1 of the School Code, providing flexibility to meet minimum instructional time requirements in the event of an emergency.

**Emergency Instructional
Time Proposed Calendar and
Schedule for 2020-2021 SY
—Item 14. E. 4.**

To approve a Resolution supporting the continued commitment of the Berks County Intermediate Unit to diversity, equity, and inclusion.

**Resolution Supporting
Continued Commitment to
Diversity, Equity, and
Inclusion—Item 14. E. 5.**

Yeas:	Hemberger; Huhn; Kennedy; Lash; Manbeck; Manmiller; Miller; Richard; Ritter; Sellers; Specht; Taylor; Ulrich; McEwen
Nays:	None. Motion carried.

Roll Call Vote

Dr. Hackman told the Board that the Annual Start of the Year event was held virtually on August 18 due to the health emergency. The virtual meeting included a video message from the Executive Director and programs / departments held program specific meetings during the day. Dr. Hackman stated that other information traditionally presented annually at the Start of the Year such as recognition of employees of the month, employees who have reached milestones, and United Way information would be provided on Unify. Dr. Hackman then told the Board that Mrs. Jan Krotee, Recording Secretary, had reached her 40-year milestone of service at the BCIU. President McEwen also offered his appreciation and congratulations to Jan Krotee. Mrs. Krotee thanked the Dr. Hackman, Mr. McEwen, and the Board and commented that the time has passed quickly and she appreciated the opportunity to be challenged everyday and work with such a wonderful team.

**Board Members Desiring to
be Heard**

Mr. McEwen thanked Mr. Scott Major for setting up this month’s Board meeting in a blended fashion with some Board members attending in-person (physically distancing), and some attending virtually. His expertise is greatly appreciated, especially during this time with situations changing quickly and frequently.

A motion was made by Ritter, seconded by Taylor, to adjourn the meeting at 8:31 p.m.

Adjournment

Motion carried.

Voice Vote

Approved by,

Brian R. Specht, Secretary

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**THE FOLLOWING TOOK PLACE PRIOR TO THE REGULAR BOARD MEETING,
DURING COMMITTEE-OF-THE-WHOLE:**

Mrs. Alexis Luckhart, Program Administrator of Human Resources, introduced **Mrs. Kellilyn Aten** to the Board as the Employee of the Month for August. Mrs. Luckhart told Board members that Mrs. Aten started her employment in the BCIU Transportation Office in 1997, and now serves as a specialist in the Office of Human Resources. She is a conscientious, reliable, and committed employee of the BCIU. Kellilyn has provided support to new projects without hesitation and has accommodated schedule changes with a positive attitude. In addition, Kellilyn volunteered to come to the Main Office and continue fingerprinting services during COVID-19, as necessary.

Kellilyn attended the Board meeting with her husband and two sons.

Mr. Kyle Batz, Transportation Supervisor, joined the Zoom meeting to introduce **Ms. Corinne Bender**, who retired from her position of Van Driver for Tulpehocken early June. Corinne began at the BCIU in March 2009 and could always be counted on for her “words of wisdom.” She also served as a member of the BCIU Safety Committee.

Ms. Bender joined the meeting virtually. She shared that she enjoyed her 11 years at the BCIU and will miss it.

Mr. Gary Schumacher, Program Administrator of Transportation, , joined the meeting to honor **Mr. Gary Kiebach** and **Mrs. Serena Kiebach**, who were retiring together. Mr. Schumacher shared that Mr. Kiebach began at the BCIU in January 2000, driving for Head Start, and ended his career driving Tulpehocken students. Serena began her employment in March 1991, and drove for Head Start from then until her retirement. Together, they had 30 years of combined service to the BCIU. Gary and Serena were already employed at the BCIU when he arrived and he will miss them greatly. Not only are they dependable and committed, they are wonderful people who touched the lives of Head Start children and also his life in many ways. Mr. Schumacher thanked the Kiebachs for their service, and most importantly for their friendship throughout the time they served together.

Mr. and Mrs. Kiebach thanked the Board. Both shared that they enjoyed their time at the BCIU and they will miss everyone.

Mr. Brian Hocking, Special Education Program Administrator, joined the meeting virtually to read comments from **Ms. Diane Cusimano**, who was unable to attend the meeting. Ms. Cusimano retired from her position as Special Education Teacher in June. Diane joined the BCIU in 1990, serving for more than 30 years, in every district whether through the gifted program or the vision program. In her comments, she shared that she had many wonderful memories and is planning to continue to help children in some way through various volunteer positions. She thanked the Board and administration for providing her with the opportunity to be a part of the BCIU and shared that she will miss it tremendously.

Dr. Brenda Robertson joined the Board meeting to provide an overview of the BCIU Health and Safety Plan summary. Dr. Robertson serves as the BCIU Pandemic Coordinator. Overviews on various communications pieces and plans were shared as follows:

- Organizational Standards and Expectations – Mrs. Donna DeLoretta, CFO / COO
- Student Services and Educational Program Reentry Plans – Dr. Michelle Reichard-Huff, Director of Early Childhood and Student Services
- Professional Development Plan – Mr. Rob Rosenberry, Director of Human Resources

**EMPLOYEE OF THE
MONTH – AUGUST 2020
— Kellilyn Aten, Office of
Human Resources**

**RETIREES
— Corinne Bender, Office
of Business Services /
Operations**

**— Gary Kiebach and
Serena Kiebach, Office of
Business Services /
Operations**

**— Diane Cusimano, Office
of Early Childhood and
Student Services**

**FEATURED PROGRAM
—Health and Safety Plan /
Start of the Year Plan**