

The regular meeting of the Berks County Intermediate Unit Board of Directors was held on Thursday, January 21, 2021. The meeting was held in a hybrid fashion, with some board members attending in-person, and some attending virtually via Zoom due to the COVID-19 health emergency.

President Gary McEwen called the meeting to order at 8:04 p.m. Following the pledge of allegiance, Jan Krotee, recording secretary, called the roll. Attendance was as follows:

Intermediate Unit Board: Jill A. Dennin; 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: Robin Costenbader-Jacobson; James Dotzenroth; and Randall R. Madara;

Intermediate Unit: Dr. Jill M. Hackman; Donna DeLoretta; Scott Major; Dr. Michelle Reichard-Huff; Dan Richards; Rob Rosenberry; Beth Kozloski; Bennett Steinle; and Jan Krotee

Solicitor(s): John M. Stott, Esq. and James Mancuso, Esq.

Guest(s): None

Press: None

Following the pledge of allegiance and roll call, President McEwen welcomed participants to the BCIU Board meeting. He announced that the meeting was being held in a hybrid fashion for board members due to the COVID-19 pandemic. He thanked those community members who attended via the livestream link provided. He stated that the 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 to discuss personnel matters, contacts, and negotiations.

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 Huhn, seconded by Ritter, to the minutes of the November 19, 2020 Board meeting.

**Approval of Minutes  
—Item 02.**

Motion carried.

**Voice Vote**

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A motion was made by Richard, seconded by Ulrich, to approve agenda items 03. through 08., as follows:

**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.)*

<b>SOURCE</b>		<b>PAGE</b>	<b>AMOUNT</b>
November	2020 Ratification - IU	1-09	\$883,461.52
November	2020 Ratifications - PSDLAF	1-01	\$20,240.83
December	2020 Ratification - IU	1-24	\$3,795,656.45
December	2020 Ratifications - PSDLAF	1-01	\$22,539.05
January	2021 Ratifications - IU	1-06	\$816,861.79
January	2021 Approvals - IU	1-05	\$1,036,864.72
<b>TOTAL</b>			<b>\$6,575,624.36</b>

**04. TOMPKINS/VIST REVENUE ANTICIPATION NOTE – \$10,000,000** *(Information Item):*

<b>Amount Outstanding</b>
January 15, 2021
\$0

**05. ACCOUNTS RECEIVABLE AGING REPORT AS OF JANUARY 15, 2021** *(Information item):*

<b>Funding Source</b>	<b>Current</b>	<b>30 Days</b>	<b>60 Days</b>	<b>90 Days</b>	<b>120 Days</b>
School Districts	\$704,213.03	\$570,466.40	\$1,206,399.50	\$23,095.99	\$30,374.71
Commonwealth of PA	\$5,757,987.32	\$82,294.01	\$0.00	\$25,953.44	\$0.00
Other Revenue Sources	\$262,159.11	\$36,334.37	\$3,729.12	\$35.00	\$9,707.95
<b>TOTALS</b>	<b>\$6,724,359.46</b>	<b>\$689,094.78</b>	<b>\$1,210,128.62</b>	<b>\$49,084.43</b>	<b>\$40,082.66</b>
<b>GRAND TOTAL</b>	<b>\$8,712,749.95</b>				

**06. APPROVAL/RATIFICATION OF HEAD START:**

- Notice of Award 2020 Budget Revision
- Head Start 2021 NOA Partial Award
- Carry-Over Request Narrative for CARES Funding
- Credit Card Purchases (November and December 2020)
- Financial Statements (November and December 2020)
- Non-Federal Share Report (November and December 2020)
- Policy Council Minutes/Resolutions (November and December 2020)
- Head Start Director’s Reports

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**07. COMBINED FINANCIAL REPORT**

**CASH - NOVEMBER 2020**

<b>BEGINNING BALANCE NOVEMBER 1, 2020</b>		<b>\$6,682,343.02</b>
<b>RECEIPTS</b>		
REVENUE RECEIPTS	\$8,132,556.22	
RETURNED CHECKS	\$0.00	
INVESTMENT REDEMPTIONS	<u>\$0.00</u>	<u>\$8,132,556.22</u>
		\$14,814,899.24
<b>DISBURSEMENTS</b>		
PRE-BOARD RATIFICATIONS	\$642,669.59	
PRE-BOARD RATIFICATIONS-PSDLAF	\$0.00	
BOARD APPROVALS	\$797,354.76	
POST BOARD RATIFICATIONS PSDLAF	\$20,240.83	
POST BOARD RATIFICATIONS IU	<u>\$883,461.52</u>	
TOTAL CHECKS WRITTEN	\$2,343,726.70	
CHECKS VOIDED	(\$62,897.20)	
PAYROLL DISTRIBUTIONS	<u>\$4,940,315.26</u>	<u>\$7,221,144.76</u>
ENDING BALANCE -NOVEMBER 30, 2020		\$7,593,754.48
<b>CASH AVAILABLE-NOVEMBER 30,2020</b>		<b>\$7,593,754.48</b>

**CASH - DECEMBER 2020**

<b>BEGINNING BALANCE DECEMBER 1, 2020</b>		<b>\$7,593,754.48</b>
<b>RECEIPTS</b>		
REVENUE RECEIPTS	\$9,379,562.77	
RETURNED CHECKS	\$0.00	
INVESTMENT REDEMPTIONS	<u>\$0.00</u>	<u>\$9,379,562.77</u>
		\$16,973,317.25
<b>DISBURSEMENTS</b>		
PRE-BOARD RATIFICATIONS	\$0.00	
PRE-BOARD RATIFICATIONS-PSDLAF	\$0.00	
BOARD APPROVALS	\$0.00	
POST BOARD RATIFICATIONS PSDLAF	\$22,539.05	
POST BOARD RATIFICATIONS IU	<u>\$3,795,656.45</u>	
TOTAL CHECKS WRITTEN	\$3,818,195.50	
CHECKS VOIDED	(\$876.61)	
PAYROLL DISTRIBUTIONS	<u>\$7,039,848.89</u>	<u>\$10,857,167.78</u>
ENDING BALANCE -DECEMBER 31, 2020		\$6,116,149.47
<b>CASH AVAILABLE-DECEMBER 31,2020</b>		<b>\$6,116,149.47</b>

**08. INVESTMENT OF FUNDS**

Interest earned on investments is as follows:

	<b>November 2020</b>		<b>December 2020</b>
Tompkins VIST	\$1,643.58	Tompkins VIST	\$723.20
PNC	\$1.12	PNC	\$1.12

Yeas:	Dennin; Hemberger; Huhn; Kennedy; Lash; Manbeck; Manmiller; Miller; Richard; Ritter; Sellers; Specht; Taylor; Ulrich; McEwen	<b>Roll Call Vote</b>
Nays:	None. Motion carried.	

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- 09. COMMUNICATIONS**  
Brian Specht, Secretary  
*No Items to Consider*

**COMMUNICATIONS  
—Item 09.**

- 10. OLD BUSINESS**  
*No Items to Consider*

**OLD BUSINESS  
PSBA Officer Elections  
—Item 10. 1.**

- 11. REPORT OF NEGOTIATIONS COMMITTEE**  
Mrs. Huhn, Negotiations Chair, thanked BCIUEA officials for their leadership in the negotiations process and for the collaborative and productive manner that negotiations took place. She noted that official action would be taking place for approval of the BCIUEA agreement under Personnel Matters.

**REPORT OF NEGOTIATIONS  
COMMITTEE —Item 11.**

A motion was made by Richard, seconded by Dennin, to approve agenda items 12. B. and C., as follows:

**12. BUDGETS**

- A. New and Proposed Budgets**  
*No Items to Consider*

**BUDGETS**

**B. Initial Budgets**

**1. Berks County Intermediate Unit General Fund – Program 115**

Office of Business Services

7/1/21 – 6/30/22

\$11,485,536

This budget is the general operating budget for the Berks County Intermediate Unit (BCIU). The BCIU provides mandated services for the school districts of Berks County, along with providing support services for all the programs at the Intermediate Unit.

**2. Head Start – Program 21-165**

Office of Early Childhood and Student Services

1/1/21 – 12/31/21

\$7,703,020

Funded primarily by federal dollars through the Department of Health and Human Services, Administration for Children and Families, with additional monies from the Child and Adult Care Food Program, this program provides education services to approximately 610 children in 18 school districts (since 1965).

**3. Head Start Training and Technical Assistance – Program 21-175**

Office of Early Childhood and Student Services

1/1/21 – 12/31/21

\$58,512

Funded by federal dollars through the Department of Health and Human Services, Administration for Children and Families, the Head Start Training and Technical Assistance Program supports the professional development needs of Head Start staff, which may include the cost of trainings, supplies associated with training, costs to attend conferences, and coaching needs. Program funds may also be used to support the professional development and training needs of parents whose children are enrolled in the Head Start program (since 1985).

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- 4. Alternative Education Program - GED Preparation – Program 21-308**  
Office of Early Childhood and Student Services  
1/1/21 – 12/31/21 \$149,465  
The GED Preparation program and support classes are designed to provide an educationally conducive instructional environment for adults on behalf of the Berks County Jail System. The GED Preparation class, Adult Basic Education class, and English Language Support class are designed so that inmates age 18 or older, or those age 16-17 that have officially withdrawn from secondary education, are able to continue their educational progress while incarcerated with the goal of obtaining their GED or high school diploma equivalency. There is close staff collaboration with the officials at the Berks County Jail System for supports and services. This program is funded by the Berks County Jail System (since 2018).
- 5. PA Career Readiness State Training Plan – Program 272**  
Office of Professional Development and Curriculum  
7/1/20 – 6/30/21 \$95,050  
The BCIU, through an agreement with the Allegheny Intermediate Unit (AIU3), will serve as the liaison for Career Ready Region 10 for the PA Career Readiness State Training Plan. Region 10 includes Berks County IU (14), Bucks County IU (22), Chester County IU (24), Delaware County IU (25), Montgomery County IU (23), and Philadelphia IU (26). BCIU under this agreement is charged with facilitating LEA trainings designed by State Training Plan Partners, providing Teacher in the Workplace training, and supporting schools in strategies, action planning, and technical assistance as it relates to career readiness (since 2020).

**C. Changes to Initial Budgets**

- 1. Education of Homeless Children and Youth – Program 18-150**  
Office of Early Childhood and Student Services  
7/1/18 – 9/30/19 \$160,846  
**Total Proposed Revised Budget: \$643,488**  
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). These changes are necessary to make year-end adjustments.
- 2. Auxiliary Services to Nonpublic Schools (ACT 89) – Program 189**  
Office of Professional Development and Curriculum  
7/1/20 – 6/30/21 \$99,190  
**Total Proposed Revised Budget: \$2,645,957**  
Funded by the state, the Act 89 program provides support to approximately 5,500 students in nonpublic schools. Act 89 staff includes 11 remedial teachers who provide reading and mathematics and 3 psychologists (since 1974). These changes are necessary due to an increase in funding.

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**D. Budgetary Transfers**  
*No Items to Consider*

Yeas: Dennin; Hemberger; Huhn; Kennedy; Lash; Manbeck; Manmiller; Miller; Richard; Ritter; Sellers; Specht; Taylor; Ulrich; McEwen	<b>Roll Call Vote</b>
Nays: None. Motion carried.	

**13. PERSONNEL MATTERS**

**PERSONNEL MATTERS**

—ROB ROSENBERRY, DIRECTOR

A motion was made by Richard, seconded by Huhn, to approve the following item 13. A. 1. Personnel Matters:

**A. General**

To authorize the appropriate officers to execute a collective bargaining agreement with the Berks County Intermediate Unit Education Association (BCIUEA), for the period July 1, 2021, to June 30, 2024, subject to review by the solicitor and the administration.

**Approve Collective  
Bargaining Agreement with  
BCIUEA – July 1, 2021, to  
June 30, 2024  
— Item 13. A. 1.**

Yeas: Dennin; Hemberger; Huhn; Kennedy; Lash; Manbeck; Manmiller; Miller; Richard; Ritter; Sellers; Specht; Taylor; Ulrich; McEwen	<b>Roll Call Vote</b>
Nays: None. Motion carried.	

On behalf on the BCIU Board of Directors, President McEwen extended his appreciation to the BCIUEA for a successful negotiations process. He noted that the BCIU is fortunate to have such talented professionals who are dedicated to offering high-quality services to students and supporting families. He also thanked BCIUEA members for their continued services and commitment to the BCIU. He then introduced BCIUEA President Bernice Crutchfield and Vice President John Ford and asked if they would like to share comments on behalf of the BCIUEA.

Mrs. Crutchfield thanked the Board for endorsing the agreement. She stated that the negotiations process ran smoothly and much of that was due to Dr. Hackman, Dr. Michelle Reichard-Huff, and the rest of the Leadership Team who continued to lead them through such difficult times.

Mr. Ford echoed the same sentiments and said that the collaboration of Dr. Hackman, Mr. Rosenberry, Mrs. DeLoretta, and Dr. Reichard-Huff made the negotiations process one of the most cordial in his memory. They found much common ground and the agreement was fair to all.

Negotiations Chair Huhn again extended appreciation to the BCIUEA and said she was looking forward to the continued collaboration and work on behalf of our students.

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A motion was made by Ritter, seconded by Taylor, to approve the remaining items under Personnel Matters, Items 13. A. 2. through M.

To award professional contracts to the following employees who have completed three years of satisfactory service as noted below:

- a. Gina M. Mocchi, Teacher, Pre-K Counts, effective December 4, 2020
- b. Dr. Stacy A. Shober, Psychologist, Special Education, effective January 2, 2021
- c. Misty H. Stoltzfus, Remedial Teacher, Act 89, effective January 2, 2021

**Professional Contracts to  
Gina M. Mocchi, Dr. Stacy A.  
Shober, and Misty H.  
Stoltzfus  
— Item 13. A. 2.**

To ratify the unpaid internships as noted below:

- a. Virginia Cacciatore, Kutztown University graduate student majoring in School Counseling, under the supervision of Edward Yeager, Guidance Counselor, effective January 19, 2021, through May 8, 2021
- b. Gabrielle Cox, Wilson High School student interested in working with the hearing impaired, under the supervision of Rachel Wheeler, Specialized Preschool Teacher – Itinerant, effective December 3, 2020, through May 15, 2021
- c. Rachel Sandritter, Kutztown University graduate student majoring in School Counseling, under the supervision of Andrew Johnson, Guidance Counselor, effective January 11, 2021, through May 8, 2021
- d. Teresa Zavala-Olivares, Pennsylvania State University undergraduate student majoring in Rehabilitation and Human Services, under the supervision of Edward Yeager, Guidance Counselor, effective January 18, 2021, through April 30, 2021

**Ratify Unpaid Internships of  
Virginia Cacciatore,  
Gabrielle Cox, Rachel  
Sandritter, and Teresa  
Zavala-Olivares  
— Item 13. A. 3.**

To approve the unpaid internships as noted below:

- a. Geovanni Charles, Kutztown University graduate student majoring in School Counseling, under the supervision of Andrew Johnson, Guidance Counselor, effective January 26, 2021, through May 8, 2021
- b. Kellyn DeFusco, Kutztown University graduate student majoring in School Counseling, under the supervision of Edward Yeager, Guidance Counselor, effective January 26, 2021, through May 8, 2021
- c. Jenna Martorana, Kutztown University graduate student majoring in School Counseling, under the supervision of Edward Yeager, Guidance Counselor, effective January 22, 2021, through May 7, 2021
- d. Nathaniel Stevens, Millersville University graduate student majoring in School Counseling, under the supervision of Andrew Johnson, Guidance Counselor, effective January 25, 2021, through May 8, 2021

**Approve Unpaid Internships  
of Geovanni Charles, Kellyn  
DeFusco, Jenna Martonana,  
and Nathaniel Stevens  
— Item 13. A. 4.**

To ratify the unpaid Level 2 field experience of Dayana Torres Nieto, Chatham University graduate student majoring in Occupational Therapy, under the supervision of Theresa Soley, Occupational Therapist, effective January 4, 2021, through March 26, 2021.

**Unpaid Level 2 Field  
Experience of Dayana Torres  
Nieto— Item 13. A. 5.**

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To authorize the administration of the Berks County Intermediate Unit to implement a COVID-19 Leave Plan in accordance with the following terms and conditions:

- a. Employees who are required to quarantine because of a workplace COVID-19 exposure will, if telework is not available, be eligible for paid administrative leave during the quarantine period.
  - This benefit is available January 1, 2021, through March 31, 2021, unless otherwise modified earlier.
  - Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid administrative leave based on their regular rate of pay, paid at 100%, up to \$511 daily and \$5,110 total from April 1, 2020, through March 31, 2021.
  - A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.
  - This benefit is not available for those employees who test positive for COVID-19 unless it can be determined that test result occurred because of a workplace exposure.
  - Wages paid under this plan are not creditable for PSERS.
  - Any federal or state relief plan enacted would supersede this plan.
  - The administration of the Berks County Intermediate Unit may discontinue the COVID-19 Leave Plan at any time, with or without notice.
- b. Employees who cannot telework and require time off to care for a child whose school or place of care has closed or transitioned to a virtual (hybrid or total remote) instruction model may take approved uncompensated leave.
  - Employees on approved uncompensated leave who are eligible to participate in BCIU's fringe benefit plans shall remain eligible.
  - The BCIU and the employee shall continue to make their respective contributions.
- c. Employees who are required to quarantine because of a non-workplace COVID-19 exposure will, if telework is not available, be eligible to use accrued paid time off (e.g., sick days, personal days, or vacation).
- d. Employees who are required to quarantine as a result of non-work-related travel out-of-state may not use sick leave during the quarantine.

To approve a \$300 referral bonus to employees who recommend employment candidates through March 31, 2021, ultimately hired by the Berks County Intermediate Unit to serve as school bus drivers, school bus driver trainees, van drivers and/or bus/van assistants on or after January 25, 2021, and who remain employed in said assignment(s).

- a. \$50 to be paid after the first thirty (30) days of work.
- b. \$100 to be paid after the first sixty (60) days of work.
- c. \$150 to be paid after the first ninety (90) days of work.
- d. Applicant must list employee on their application for employment.
- e. Only one employee may be listed for the referral

**Implementation of BCIU  
COVID-19 Leave Plan  
— Item 13. A. 6.**

**Referral Bonus for  
Recommendation and Hire  
of Employment Candidates  
— Item 13. A. 7.**



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- f. Employees can refer former BCIU employees who left the organization in good standing before March 13, 2020. Employees can refer more than one individual and will receive a referral bonus for each new applicant who is hired and meets the criteria.
- g. Employees can refer more than one individual and will receive a referral bonus for each new applicant who is hired and meets the criteria.

To approve a \$200 bonus for transportation employees working four (4) or more days per week who achieve perfect attendance from February 1, 2021, through the end of the 2020-2021 school year.

- a. Perfect attendance shall not be impacted by bereavement leave as defined by the Transportation Employee Handbook, jury duty, mandated court appearances (subpoena must be provided), and any absence that can be proved to be related to COVID-19 but will be impacted by a personal day and authorized unpaid sick leave.
- b. All other absences, even if approved by the Administration, will nullify perfect attendance.
- c. Employees, with the exception of substitutes, and hired for less than four (4) days per week will be eligible for a pro-rata share of the perfect attendance bonus.
- d. Employees, with the exception of substitutes, working one route/run per day for four (4) or more days per week will be eligible for a pro-rata share of the perfect attendance bonus.
- e. Perfect attendance bonus will be prorated if an employee returns to service after February 1, 2021.
- f. This \$200 bonus is in addition to the already existing approved perfect attendance bonus

**Bonus for Perfect Attendance for Transportation Employees  
— Item 13. A. 8.**

To approve a \$1,500 recruitment bonus for applicants who meet the following requirements:

- a. Individual must have current Pennsylvania Commercial Driver's License (CDL) and proper endorsements as a school bus driver.
- b. Individual must begin employment on or after January 25, 2021.
- c. Individual must be hired for a regular assignment – not as a substitute.
- d. Individual must be available for at least two assignments – must work at least morning and afternoon, but can also work noontime.

**Recruitment Bonus for Applicants Meeting Specified Requirements  
— Item 13. A. 9.**

Successful applicants would receive the incentives as follows:

- a. Individual would receive \$300 after the first thirty (30) days of work.
- b. Individual would receive \$300 after the first sixty (60) days of work.
- c. Individual would receive \$300 after the first ninety (90) days of work.
- d. Individual would receive \$600 on the pay date following his/her one (1) year employment anniversary so long as the individual remains in a regular assignment

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**B. Employment – Ratifications**

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

1. Business Services/Operations Office
  - a. Andrea J. Andrzejewski – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation  
Recommended Hourly Rates – \$14.35, \$12.15, and \$11.08  
Effective Date – November 16, 2020  
*Replacement*
  - b. Daniel Encarnacion – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation  
Recommended Hourly Rates – \$17.10, \$14.35, \$12.15, and \$11.08  
Effective Date – November 16, 2020  
*Replacement*
  - c. David S. Geist – Level II Custodian, Custodial  
Recommended Hourly Rate – \$13.16  
Effective Date – January 4, 2021  
*Additional Position*
  - d. Bria L. Shawell – Part-time Bus/Van Assistant and Misc. Transportation  
Recommended Hourly Rates – \$12.15 and \$11.08  
Effective Date – November 16, 2020  
*Replacement*
2. Early Childhood & Student Services Office
  - a. Gleidy M. Bachiller Duran – Paraeducator, Head Start  
Recommended Hourly Rate – Level II, Probationary, \$12.67  
Effective Date – December 14, 2020  
*Replacement*
  - b. Aaryn C. Brasher – Teacher, Head Start  
Recommended Hourly Rate – Level VII, Probationary, \$20.51  
Effective Date – January 4, 2021  
*Replacement*
  - c. Julia DeVos – Paraeducator, Pre-K Counts  
Recommended Hourly Rate – \$12.70  
Effective Date – December 14, 2020  
*Replacement*
  - d. Daryll L. Ellison – Family Engagement Worker, Head Start  
Recommended Hourly Rate – Level IV, Probationary, \$21.07  
Effective Date – January 4, 2021  
*Replacement*
  - e. Susan M. Garman – Teacher, Pre-K Counts  
Recommended Annual Salary – Column 1, Step 1, \$35,000 (to be prorated)  
Effective Date – December 7, 2020  
*Replacement*

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- f. Brendan M. Hickey – School Psychologist, Special Education  
Recommended Annual Salary – Column 8, Step 9, \$69,911  
(to be prorated)  
Effective Date – December 7, 2020  
*Additional Position*
- g. Ana Popovici – Paraeducator, Early Intervention  
Recommended Hourly Rate – \$12.70  
Effective Date – December 14, 2020  
*Replacement*
- h. Jennipher N. Ralson – Teacher, Head Start  
Recommended Hourly Rate – Level III, Probationary, \$19.96  
Effective Date – November 23, 2020  
*Replacement*
- i. Alison K. Zeller – Paraeducator, Head Start  
Recommended Hourly Rate – Level I, Probationary, \$12.11  
Effective Date – December 14, 2020  
*Replacement*
- 3. Professional Development and Curriculum Office
  - a. Stephanie N. Katsifis – Data Verification Associate, The Pennsylvania Key  
Recommended Annual Salary – \$45,720 (to be prorated)  
Effective Date – January 4, 2021  
*Additional Position*
  - b. William M. Yerger – Continuing Professional Education (CPE) Instructor  
Recommended Rate – \$750 per credit  
Effective Date – January 4, 2021  
*Additional Position*

**C. Change of Status – Ratifications**

- 1. Business Services/Operations Office
  - a. Leonard Aska – Substitute Driver w/ Bus License, Transportation  
Effective Date – January 4, 2021  
*Removal of Assignment*
  - b. Melissa Cancel  
Change from Part-time School Bus Driver Trainee to Part-time Driver w/o Bus License, Assistant, and Misc. Transportation  
Change in Recommended Hourly Rate from \$12.20 to \$14.35, \$12.15, and \$11.08  
Effective Date – December 3, 2020  
*Replacement*

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

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- c. Bethzaida Cheek – Dispatcher, Transportation  
Recommended Hourly Rate – \$15.84  
Effective Date – December 1, 2020  
*Additional Assignment*
  
- d. Catherine Cintron-Valentin  
Change from Part-time Driver w/o Bus License, Assistant, and Misc.  
Transportation to Substitute Driver w/o Bus License, Assistant, and  
Misc. Transportation  
No Change in Recommended Hourly Rates  
Effective Date – September 1, 2020  
*Voluntary Reassignment*
  
- e. Jessenia Diaz  
Change from Part-time Driver w & w/o Bus License, Assistant, and  
Misc. Transportation to Substitute Driver w & w/o Bus License,  
Assistant, and Misc. Transportation  
No Change in Recommended Hourly Rates  
Effective Date – January 4, 2021  
*Voluntary Reassignment*
  
- f. Juan Dorta – Part-time Driver w/o Bus License, Transportation  
Effective Date – February 12, 2020  
*Removal of Assignment*
  
- g. Timothy Koch  
Change from Part-time Driver w/o Bus License, Assistant, and Misc.  
Transportation to Substitute Driver w/o Bus License, Assistant, and  
Misc. Transportation  
No Change in Recommended Hourly Rates  
Effective Date – November 16, 2020  
*Voluntary Reassignment*
  
- h. Thomas Petro  
Change from Part-time Driver w/o Bus License, Assistant, and Misc.  
Transportation to Substitute Driver w/o Bus License, Assistant, and  
Misc. Transportation  
No Change in Recommended Hourly Rates  
Effective Date – September 1, 2020  
*Voluntary Reassignment*
  
- i. Mildry Santana  
Change from Part-time Driver w/o Bus License, Assistant, and Misc.  
Transportation to Substitute Driver w/o Bus License, Assistant, and  
Misc. Transportation  
No Change in Recommended Hourly Rates  
Effective Date – September 1, 2020  
*Voluntary Reassignment*

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- j. Eliezer Velazquez  
Change from Part-time School Bus Driver Trainee to  
Part-time Driver w/o Bus License, Assistant, and Misc. Transportation  
Change in Recommended Hourly Rate from \$12.20 to \$14.35, \$12.15,  
and \$11.08  
Effective Date – December 7, 2020  
*Replacement*
  
- k. Liza Velazquez-Velazquez  
Change from Part-time Bus/Van Assistant and Misc. Transportation to  
Substitute Bus/Van Assistant and Misc. Transportation  
No Change in Recommended Hourly Rates  
Effective Date – November 2, 2020  
*Voluntary Reassignment*
  
- l. Lori Williams  
Change from Part-time Driver w/o Bus License, Assistant, and Misc.  
Transportation to Substitute Driver w/o Bus License, Assistant, and  
Misc. Transportation  
No Change in Recommended Hourly Rates  
Effective Date – September 1, 2020  
*Voluntary Reassignment*
  
- m. Andrea Wolf  
Change from Dispatcher, Transportation to  
Substitute Driver w & w/o Bus License, Assistant, and Misc.  
Transportation  
Change in Recommended Hourly Rate from \$15.84 to \$17.10, \$14.35,  
\$12.15, and \$11.08  
Effective Date – December 7, 2020  
*Voluntary Reassignment*
  
- 2. Early Childhood & Student Services Office
  - a. Merline Aristilde  
Change from Substitute Paraeducator, Pre-K Counts to Paraeducator, Pre-K Counts  
Change Recommended Hourly Rate from \$10.00 to \$12.70  
Effective Date – January 4, 2021  
*Replacement*
  
  - b. Merline Aristilde – Substitute Paraeducator, Child Care, Substitute  
Paraeducator, Early Intervention, and Substitute Paraeducator, Head Start  
Change Recommended Hourly Rates from \$10.00, \$10.05, and \$10.00 to  
\$12.70, \$12.70, and \$13.21  
Effective Date – January 4, 2021  
*Salary Adjustment per Substitute Wage Rates*
  
  - c. Mariangelin Cruz – Paraeducator, Head Start  
Change Recommended Hourly Rate from Level II, Probationary, \$12.67  
to Level II, Entry, \$13.21  
Effective Date – December 8, 2020  
*Completed Probationary Period*

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- d. Susana Gutierrez – Family Engagement Worker, Head Start  
Change Recommended Hourly Rate from Level V, Probationary, \$19.96  
to Level V, Entry, \$20.51  
Effective Date – December 21, 2020  
*Completed Probationary Period*
  
- e. Kimberly Keim  
Change from Substitute Paraeducator, Early Intervention to  
Specialized Preschool Teacher – Classroom, Early Intervention  
Change Recommended Hourly Rate from \$15.90 to Annual Salary, Column 3,  
Step 1, \$48,293 (to be prorated)  
Effective Date – November 16, 2020  
*Replacement*
  
- f. Melanie Marceno – Teacher, Head Start  
Change Recommended Hourly Rate from Level III, Probationary, \$19.96  
to Level III, Entry, \$20.51  
Effective Date – November 9, 2020  
*Completed Probationary Period*
  
- g. Cynthia Mersinger – Paraeducator, Head Start  
Change Recommended Hourly Rate from Level I, Entry, \$12.67 to Level  
II, Entry, \$13.21  
Effective Date – December 10, 2020  
*Obtained CDA*
  
- h. Ana Moya-Perez – Paraeducator, Head Start  
Change Recommended Hourly Rate from Level I, Probationary, \$12.11 to  
Level I, Entry, \$12.67  
Effective Date – November 9, 2020  
*Completed Probationary Period*
  
- i. Riley Owen – Teacher, Head Start  
Change Recommended Hourly Rate from Level III, Probationary, \$19.96 to  
Level III, Entry, \$20.51  
Effective Date – December 8, 2020  
*Completed Probationary Period*
  
- j. Nicole Reeser-Mazur  
Change from Child Care Supervisor, Child Care to Early Head Start / Child  
Care Partnership Supervisor, Head Start  
No Change in Recommended Annual Salary  
Effective Date – December 7, 2020  
*New Position*
  
- k. Deborah Schneck – Paraeducator, Head Start  
Change Recommended Hourly Rate from Level I, Probationary, \$12.11 to  
Level I, Entry, \$12.67  
Effective Date – December 21, 2020  
*Completed Probationary Period*

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- l. Marisa Solis – Speech Therapist, Early Intervention  
Recommended Hourly Rate – \$52.75  
Effective Date – November 24, 2020 – June 30, 2021  
*Additional Hours (as assigned)*
- m. Lashae Stitt – Teacher, Pre-K Counts  
Recommended Hourly Rate – \$34.65  
Effective Date – October 27, 2020  
*Additional Hours (not to exceed 4.5 hours)*
- n. Madison VanPelt – Disabilities / Transition Specialist, Head Start  
Change Recommended Hourly Rate from Level I, Probationary, \$23.22 to  
Level I, Entry, \$23.77  
Effective Date – November 16, 2020  
*Completed Probationary Period*
- o. Beth Weckel – Mental Health Specialist, Head Start  
Change Recommended Hourly Rate from Level I, Probationary, \$23.22 to  
Level I, Entry, \$23.77  
Effective Date – November 16, 2020  
*Completed Probationary Period*
- p. Andrea Zabrecchi – Mental Health Specialist, Head Start  
Change Recommended Hourly Rate from Level I, Probationary, \$23.22 to  
Level I, Entry, \$23.77  
Effective Date – December 8, 2020  
*Completed Probationary Period*

**D. Additions to 2020-2021 Approved Substitute Lists – Ratifications**

Alternative Education

Tara Leshner, Teacher – Effective February 15, 2021  
Ana Popovici, Specialist – Effective December 14, 2020

Early Intervention

Tara Leshner, Teacher – Effective February 15, 2021

Head Start

Tara Leshner, Teacher – Effective February 15, 2021  
Ana Popovici, Teacher – Effective December 14, 2020

Pre-K Counts

Ana Popovici, Paraeducator – Effective December 14, 2020

Special Education

Tara Leshner, Teacher – Effective February 15, 2021  
Ana Popovici, Specialist – Effective December 14, 2020

**E. Additions to Approved 2020-2021 Out-of-Class Substitute Lists – Ratifications**

Head Start

Gleidy Bachiller Duran – Effective December 14, 2020  
Cynthia Mersinger – Effective December 10, 2020

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

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

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**F. Remove from 2020-2021 Approved Substitute Lists**

Child Care

Kathy Garrett, Aide – Effective November 23, 2020

Kimberly Keim, Teacher – Effective November 16, 2020

Early Intervention

Kathy Garrett, Aide – Effective November 23, 2020

Head Start

Kathy Garrett, Paraeducator – Effective November 23, 2020

Kimberly Keim, Paraeducator – Effective November 16, 2020

Pre-K Counts

Kimberly Keim, Teacher – Effective November 16, 2020

Transportation

Beverly Scharf, Substitute Bus/Van Assistant and Misc. Transportation  
Effective – December 30, 2020

Kristy Stoudt, Substitute Driver w & w/o Bus License, Assistant, and  
Misc. Transportation

Effective – December 22, 2020

**G. Employment – Approvals**

*No Items to Consider*

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

**H. Change of Status – Approvals**

1. Business Services/Operations Office

- a. Kathryn Raifsnider – Assistant Program Administrator,  
Transportation

Change Recommended Annual Salary from \$64,589.46 to  
\$66,389.46 (to be prorated)

Effective Date – February 1, 2021

*Reorganization*

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

2. Early Childhood & Student Services Office

- a. Tara Leshner

Change from Teacher, Pre-K Counts to Substitute Teacher,  
Pre-K Counts

Change Recommended Annual Salary from Column 2, Step 5,  
\$46,079 to Hourly Rate, \$15.15

Effective Date – February 15, 2021

*Voluntary Reassignment*

**I. Leave of Absence Requests**

1. Business Services/Operations Office

Personal Leave (unpaid – without benefits – not FMLA)

- a. Randy Becker – Level III Custodian, Custodial

Effective Date – December 4, 2020

- b. Leslie Rhodes – Part-time Driver w/o Bus License, Assistant,  
and Misc. Transportation

Effective Date – December 9, 2020

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



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2. Early Childhood & Student Services Office  
Personal Leave (unpaid – without benefits – not FMLA)
  - a. Yameiry Perez – Paraeducator, Head Start  
Effective Date – November 24, 2020
  - b. Ashley Sierra – Paraeducator, Head Start  
Effective Date – November 12, 2020
  
3. Professional Development & Curriculum Office  
Personal Leave (unpaid – with benefits – not FMLA)
  - a. Shanta Austin – Infant Early Childhood Mental Health  
Consultant, The Pennsylvania Key  
Effective Date – November 19, 2020
  - b. Erika Burns – Infant Early Childhood Mental Health  
Consultant, The Pennsylvania Key  
Effective Date – January 5, 2021Personal Leave (unpaid – without benefits – not FMLA)
  - c. Janay Gordon – Administrative Assistant, The Pennsylvania  
Key  
Effective Date – January 5, 2021

**J. Return from Leave of Absence Requests**

1. Business Services/Operations Office  
Personal Leave (paid – with benefits – FMLA)
  - a. Christopher Hess – Vehicle Maintenance Technician,  
Transportation  
Effective Date – December 10, 2020Personal Leave (paid – without benefits – FMLA)
  - b. Alicia Kachel – Part-time Driver w & w/o Bus License,  
Assistant, and Misc. Transportation  
Effective Date – November 23, 2020
  - c. Nedelka Pina – Part-time Driver w & w/o Bus License,  
Assistant, and Misc. Transportation  
Effective Date – January 4, 2021
  - d. Jennifer Pineda – Part-time Driver w/o Bus License, Assistant,  
and Misc. Transportation  
Effective Date – January 4, 2021
  - e. Masiel Ramirez de Gomez – Part-time Driver w & w/o Bus  
License, Assistant, and Misc. Transportation  
Effective Date – December 1, 2020Personal Leave (unpaid – without benefits – not FMLA)
  - f. Timothy Koch – Part-time Driver w/o Bus License, Assistant  
and Misc. Transportation  
Effective Date – October 16, 2020
  
2. Early Childhood & Student Services Office  
Personal Leave (paid – with benefits – FMLA)
  - a. David Kapoana – Supervisor, Alternative Education  
Effective Date – January 4, 2021

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

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- b. Yameiry Perez – Paraeducator, Head Start  
Effective Date – November 23, 2020
- c. Ashley Sierra – Paraeducator, Head Start  
Effective Date – November 11, 2020
- d. Sarah Thompson – Specialized Preschool Teacher –  
Classroom, Early Intervention  
Effective Date – January 4, 2021  
Personal Leave (unpaid – with benefits – FMLA)
- e. Lynne Rentschler – Paraeducator, Child Care  
Effective Date – December 28, 2020

- 3. Professional Development & Curriculum Office  
Personal Leave (unpaid – with benefits – not FMLA)
  - a. Shanta Austin – Infant Early Childhood Mental Health  
Consultant, The Pennsylvania Key  
Effective Date – November 23, 2020

**K. Retirements**

**Retirements  
—Item 13. K.**

- 1. Business Services/Operations Office
  - a. Stephanie L. Carter – Substitute Driver w & w/o Bus License,  
Assistant, and Misc. Transportation  
Effective Date – December 1, 2020
  - b. Scott L. Doughman – Vehicle Maintenance Technician,  
Transportation  
Effective Date – November 16, 2020
  - c. Gary D. Stupp – Part-time Driver w & w/o Bus License,  
Assistant, and Misc. Transportation  
Effective Date – August 20, 2020
- 2. Early Childhood & Student Services Office
  - a. Ann M. Kowalski – Assistant Program Administrator, Family  
Services, Head Start  
Effective Date – July 29, 2021
- 3. Professional Development & Curriculum Office
  - a. Mary Ann Reardon – Level V Program Secretary  
Effective Date – March 31, 2021

**L. Resignations**

**Resignations  
—Item 13. L.**

- 1. Business Services/Operations Office
  - a. Lisa E. Kline – Part-time Driver w/o Bus License, Assistant,  
and Misc. Transportation  
Effective Date – December 11, 2020
  - b. Jamie S. Quay – Level IV/V Clerk, Fiscal Services  
Effective Date – January 4, 2021

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2. Early Childhood & Student Services Office
  - a. Carolina D. Castaneda Escobar – Paraeducator, Head Start  
Effective Date – January 18, 2021
  - b. Luis O. Huertas-Cirino – Security Specialist, Alternative Education  
Effective Date – December 1, 2020
  - c. Paula L. Plummer – Special Education Itinerant Teacher, Special Education  
Effective Date – December 11, 2020
  - d. Jennipher N. Ralston – Teacher, Head Start  
Effective Date – December 16, 2020
  - e. Lisha L. Rowe – Nolde Aide  
Effective Date – November 11, 2020
3. Human Resources Office
  - a. Nina Temchatin – Talent Acquisition Specialist  
Effective Date – November 23, 2020

**M. Terminations**

**Terminations  
—Item 13. M.**

1. Business Services/Operations Office
  - a. Albert M. Adams, Jr. – Substitute Driver w & w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – January 22, 2021  
*Violation of Policy*
  - b. Carissa Eisenhour – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – January 22, 2021  
*Job Abandonment*
  - c. Yasmina I. Francisco – Substitute Driver w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – January 22, 2021  
*Violation of Policy*
  - d. Lysette M. Hodges – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – January 22, 2021  
*Job Abandonment*
  - e. Vanessa Michel – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – January 22, 2021  
*Job Abandonment*
  - f. Jelisa Rhodes – Substitute Driver w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – January 22, 2021  
*Violation of Policy*

**Other  
—Item 13. N.**

**N. Other**

*No Items to Consider*

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

**Roll Call Vote**

**OFFICIAL PROCEEDINGS OF THE  
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**A. EARLY CHILDHOOD & STUDENT SERVICES**

—MICHELLE REICHARD-HUFF, DIRECTOR

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the County of Berks, for the BCIU to provide education services for the General Education Development (GED) Preparation Program for the Berks County Jail System (BCJS), for an amount not to exceed \$131,863 effective January 1, 2021, through December 31, 2021, unless terminated in accordance with the terms and conditions of the agreement.

**Agreement with County of Berks / GED Preparation Program for the Berks County Jail System  
—Item 14. 1.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Tuscarora Intermediate Unit, for the BCIU to provide training and technical assistance to support early intervention programs with a focus on inclusive practices, social emotional positive behavior, autism, or language and early literacy strategies, effective September 1, 2020, through June 30, 2021, in the amount of \$15,000.

**Agreement with Tuscarora IU / Support EI Programs  
—Item 14. A. 2.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Berks Community Action Program, Inc., for the BCIU to operate the Pre-K Counts Program for 137 eligible Pre-K children, three and four years of age, in full day programs, effective July 1, 2020, through June 30, 2021, with funding in the amount of \$1,130,250.

**Agreement with Berks Community Action Program, Inc. / Pre-K Counts Program  
—Item 14. A. 3.**

To ratify an agreement between the Berks County Head Start and Branden Jambeau, for Branden Jambeau to provide professional services related to mental health consultation, effective January 1, 2021, through May 31, 2021, for a fee of \$100 per hour.

**Agreement with Berks County Head Start and Branden Jambeau—Item 14. A. 4.**

To approve an agreement between the Berks County Intermediate Unit (BCIU) and John’s Driving School & Auto Tags, Inc., for the BCIU to assist students to obtain their PA Driver’s License and promote safe driving habits within the requirements of PA Transportation and the PA Department of Education, effective January 12, 2021, through June 30, 2023.

**Agreement with John’s Driving School & Auto Tags, Inc.—Item 14. A. 5.**

**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 ESSER/CARES Act support services to districts who are required to provide Equitable Participation Funds to nonpublic schools, effective March 13, 2020, through September 30, 2022.

**ESSER / CARES Act Support Services for Daniel Boone Area, Muhlenberg, Reading, and Wilson School Districts—Item 14. B. 1.**

<b>School District</b>	<b>Total Services</b>
Daniel Boone Area	9,210.51
Muhlenberg	19,517.00
Reading	506,050.56
Wilson	7,365.00

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To ratify an amendment to the agreement between the Berks County Intermediate Unit (BCIU) and the Governor Mifflin School District for the BCIU to provide Elementary and Secondary School Emergency Relief (ESSER) Fund / Coronavirus Aid, Relief, and Economic Security (CARES) Act support services to districts who are required to provide Equitable Participation Funds to nonpublic schools, revising the total services amount to \$11,560.92.

**Amendment to Agreement with Governor Mifflin School District / ESSER / CARES Act Support Services**  
—Item 14. B. 2.

To ratify amendment #2 of the current agreement between the Berks County Intermediate Unit (BCIU) and the American Institutes for Research (AIR), to modify the scope of services for AIR to provide professional services relative to providing technical assistance to support the science standards revision process on behalf of the Pennsylvania Department of Education and extend the term through June 30, 2021. This amendment provides for a funding increase of \$190,000 for a revised total of \$492,000.

**Amendment #2 to Agreement with American Institutes for Research (AIR)**  
—Item 14. B. 3.

To ratify a memorandum of understanding between the Berks County Intermediate Unit (BCIU) and the National Workforce Registry Alliance, for the transfer and use of Pennsylvania Professional Development (PD) Registry data to produce a national picture of early childhood and afterschool workforce. The MOU is effective January 1, 2021 (The Pennsylvania Key).

**MOU with National Workforce Registry Alliance (The Pennsylvania Key)**  
—Item 14. B. 4.

To ratify a memorandum of understanding between the Berks County Intermediate Unit (BCIU), Office of Child Development and Early Learning (OCDEL), and the Public Health Management Corporation (PHMC), for the transfer and use of Pennsylvania Professional Development (PD) Registry data to support the city of Philadelphia PreK programs. The MOU is effective upon completion of all entity signatures (The Pennsylvania Key).

**MOU with OCDEL and PHMC / PA Professional Development Registry Data / Support Philadelphia PreK Programs (The Pennsylvania Key)**  
—Item 14. B. 5.

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and K Gerlach Consulting, for K Gerlach Consulting to train 250 participants/professionals in Adult Mental Health First Aid for a fee not to exceed \$20,000 for the period of December 15, 2020, through April 2, 2021 (The Pennsylvania Key).

**Agreement with K Gerlach Consulting / Adult Mental Health First Aid Training (The Pennsylvania Key)**  
—Item 14. B. 6.

To ratify Amendment #1 between the Berks County Intermediate Unit and the following contractors, for the Early Head Start Child Care Partnership Program to modify its scope of services to provide additional funding toward health and safety and quality improvement, effective November 2, 2020. All other terms and conditions remain in force (The Pennsylvania Key):

**Amendment #1 to Agreements with Contractors / Early Head Start Child Care Partnership Program (The Pennsylvania Key)**  
—Item 14. B. 7.

- Chester County Intermediate Unit d/b/a Chester County Head Start for a funding increase of \$201,107.30 for a revised total of \$2,440,817.30.
- Child Development Centers, Inc. for a funding increase of \$27,252.35 for a revised total of \$649,394.56.
- Huntingdon County Child and Adult Development Corp. for a funding increase of \$6,683.02 for a revised total of \$255,539.97.
- Lancaster-Lebanon IU 13, for a funding increase of \$179,135.00 for a revised total of \$1,547,848.00.
- Lawrence County Social Services, Inc., d/b/a Lawrence County Community Action Partnership, for a funding increase of \$41,971.35 for a revised total of \$664,112.97.
- Pocono Services for Families and Children, for a funding increase of \$9,330.47 for a revised total of \$133,758.52

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To ratify Amendment #1 to the memorandum of understanding between the Berks County Intermediate Unit and the Berks County Head Start Program, for the Early Head Start Child Care Partnership Program for BCIU Head Start to modify its scope of services to provide additional funding toward health and safety and quality improvement, effective November 2, 2020. This amendment provides for a funding increase of \$8,721.88 for a revised total of \$506,435.19. All other terms and conditions remain in force (The Pennsylvania Key).

**Amendment #1 to MOU with the Berks County Head Start Program / Early Head Start Child Care Partnership Program  
(The Pennsylvania Key)  
—Item 14. B. 8.**

To ratify Amendment #9 to the current agreement between the Berks County Intermediate Unit and New World Now, LLC (NWN), for NWN to modify its scope of services to provide consultation to Public Health Management Corporation (PHMC) relative to base registry system implementation and configuration for Philadelphia. This amendment provides for a funding increase of \$128,845 for a revised total of \$2,048,729.50. All other terms and conditions remain in force (The Pennsylvania Key).

**Amendment #9 to Agreement with New World Now / Consultation Services to Public Health Management Corporation (PHMC)  
(The Pennsylvania Key)  
—Item 14. B. 9.**

To ratify Amendment #1 to the current agreement between the Berks County Intermediate Unit (BCIU) and the Pennsylvania Chapter of the American Academy of Pediatrics (PAAAP), for the PAAAP to modify its scope of services to support ECELS' coordination of Pediatric First Aid/CPR efforts across Pennsylvania. This amendment provides for a funding increase of \$30,000 for a revised total of \$184,000. All other terms and conditions remain in force (The Pennsylvania Key).

**Amendment #1 to Agreement with PA Chapter of the American Academy of Pediatrics (PAAAP)  
(The Pennsylvania Key)  
—Item 14. B. 10.**

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

To authorize the appropriate officers to execute an agreement between the Berks County Intermediate Unit (BCIU) and PenTeleData, for a cable modem connection at Transition House Birdsboro, 511 Chestnut Street., Birdsboro, PA 19508 at total cost of \$100.95 per month (\$1,211.40 for the year). The term of the contract is July 1, 2021, through June 30, 2022

**Agreement with PenTeleData / Cable Modem Connection at Transition House Birdsboro—Item 14. C. 1.**

To authorize the appropriate officers to execute an agreement between the Berks County Intermediate Unit (BCIU) and Comcast Business, for cable modem connections at 16 BCIU Berks County locations at a total cost of \$3,013.60 per month (\$36,163.20 for the year). The term of the agreement is July 1, 2021, through June 30, 2022.

**Agreement Comcast Business / Cable Modem Connections at 16 BCIU Berks County Locations  
—Item 14. C. 2.**

To authorize the appropriate officers to execute an agreement between the Berks County Intermediate Unit (BCIU) and Windstream Enterprise, for building-to-building network connection at the Transportation Center, 61 Berkley Rd, at a cost of \$630 per month (\$7,560 for the year). Term of the contract is July 1, 2021, through June 30, 2024.

**Agreement with Windstream Enterprise / Network Connection at the Transportation Center  
—Item 14. C. 3.**

To authorize the appropriate officers to execute an agreement between Berks County Intermediate Unit (BCIU) and Strategic Link Consulting, Inc. for consulting services for the implementation of Microsoft System Center Configuration Manager. The project will commence after full agreement execution and is estimated at 138 hours at a cost of \$185/hour for a total projected cost of \$25,530.

**Agreement with Strategic Link Consulting Link, Inc. / Implementation of Microsoft System Center Configuration Manager—Item 14. C. 4.**

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

To request permission to solicit bids for Food Service Paper Products.

**Permission to Solicit Bids for  
Food Service Paper Products  
—Item 14. D. 1.**

To approve a change in the mileage allowance rate from 57.5¢ per mile to 56¢ per mile to conform with Internal Revenue Service regulations, effective January 1, 2021.

**Change in Mileage  
Allowance Rate  
—Item 14. D. 2.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Wilson School District, for the BCIU to provide transportation services for the 2020-2021 school year for one student to Camphill Special School, at \$113.73 per day, from September 8, 2020, through September 23, 2020, and then a reduced cost of \$94.78 per day, effective September 24, 2020, until the end of the school year 2021.

**Agreement with Wilson  
School District /  
Transportation Services to  
Camphill Special School  
—Item 14. D. 3.**

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

To approve the updated Berks County Intermediate Unit Health and Safety Plan, effective January 22, 2021

**Updated Health and Safety  
Plan—Item 14. E. 1.**

Yeas: Dennin; Hemberger; Huhn; Kennedy; Lash; Manbeck; Manmiller; Miller; Richard; Ritter; Sellers; Specht; Taylor; Ulrich; McEwen	<b>Roll Call Vote</b>
Nays: None. Motion carried.	

Dr. Hackman expressed her thanks and appreciation to Mrs. Bernice Crutchfield and Mr. John Ford for their leadership, stating both were amazing leaders who set the stage for the 193 members of the BCIUEA who they represent.

**Board Members Desiring to  
be Heard**

She thanked the Information Technology staff for their work behind the scenes to make sure the Board meeting ran smoothly, in addition to the work they have done on a daily basis during the pandemic to meet the demanding technology needs.

She also thanked the 18 BCIU Board members for their guidance and support.

A motion was made by Richard, seconded by Manbeck, to adjourn the meeting at 8:19 p.m.

**Adjournment**

Motion carried.	<b>Voice Vote</b>
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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:**

Prior to the Board meeting, BCIU Board members were acknowledged for their service and dedication to our children, schools, and the community. On behalf of the BCIU, Dr. Jill Hackman expressed appreciation to board members for devoting their time and energy to the support of public education and serving the BCIU, in addition to their home school districts.

**APPRECIATION TO BOARD  
MEMBERS | SCHOOL  
DIRECTOR RECOGNITION  
MONTH | STUDENT  
ARTWORK SHOWCASE**

As part of the recognition, the BCIU presented its fourth annual student artwork showcase which was based on the theme of “Keeping Connected in Extraordinary Times.” The live reception and recognition that was held in the past was adjusted to a virtual format due to the present health and safety concerns. Mrs. Julie Bunnick, Lead Creative Team Specialist and Graphic Designer, coordinated the event and attended the meeting virtually to present to the Board. A video highlighting the talented student artists and their work was shown to Board meeting participants, while students, parents, teachers, and others could view the presentation via a Livestream link on YouTube. In addition to being on display in the BCIU Board Room through the end of the calendar year, the students and their artwork will be showcased in a virtual gallery for all to see on the BCIU public website at [berksiu.org](http://berksiu.org) [Click here to see the gallery.](#)

Ms. Mandy Gerhard, Head Start Program Administrator, introduced **Mrs. Renee Vragazis** as the Employee of the Month for January. Renee serves as a Head Start Teacher at Mifflin Park. Ms. Gerhard shared that Renee is the first to volunteer and always has a positive attitude. Renee took the initiative this school year to conduct remote and virtual learning without being asked. The children in the classroom are her first priority. She is always available when needed to her parents, students, and colleagues.

**EMPLOYEE OF THE  
MONTH – JANUARY 2021  
—Renee Vragazis,  
Office of Early Childhood  
and Student Services**

Mrs. Vragazis told board members she loves her job and her team. She was honored and surprised to be named employee-of-the-month and was very appreciative of the honor.

Mr. Eric Clemmer, Assistant Director, Operations / Office of Business Services, introduced **Mr. Gary Schumacher**. Mr. Clemmer had high praise for Mr. Schumacher who has led the Transportation Department as Program Administrator for the past four years. Mr. Clemmer thanked Gary for his service in an extremely difficult and important job in education...getting children to school and home safely. He thanked him for all that he has done, not only for the BCIU, but for the kids.

**RETIREE  
—Gary Schumacher,  
Office of Business Services /  
Operations**

Mr. Schumacher thanked the Board and the leadership team, past and present, for the opportunities provided to him, saying that he has grown tremendously as a person. He has many fond memories, especially of his start as a driver in Head Start, which remains close to his heart. He feels fortunate to have had the opportunity to work with and get to know staff at all levels of the organization. He will miss working with the children and his Transportation “family.”