

COMMITTEE-OF-THE-WHOLE MEETING

I. BCIU HONORS

◆ EMPLOYEE OF THE MONTH FOR JUNE 2021

- Laura Johnston, Alternative Education for Disruptive Youth (AEDY) English Teacher, Office of Early Childhood and Student Services

◆ RETIREES

OFFICE OF EARLY CHILDHOOD AND STUDENT SERVICES

- Diane J. Hamilton, Special Education Health Assistant
- Ann Kowalski, Head Start Assistant Program Administrator
- Jody L. Schappell Buery, Special Education Educational Interpreter
- Linda Schmitz, Early Intervention Paraeducator

OFFICE OF PROFESSIONAL DEVELOPMENT AND CURRICULUM

- Dr. Melody Shoemaker, Act 89 Psychologist

◆ BCIU CHAMPION

- Dr. Michelle Reichard-Huff, Director, Office of Early Childhood and Student Services
- Jessica Bailey, AEDY School Counselor, Office of Early Childhood and Student Services

II. FEATURED PROGRAMS

◆ BCIU 50th Anniversary / Logo

- Amelia Krotee, Marketing Communication Specialist, Office of the Executive Director

◆ Edgenuity Success Story: Virtual Teachers Create Outstanding Relationships

- Dan Richards, Director, Office of Professional Development and Curriculum
- Marcelle McGhee, Virtual Learning Supervisor, Office of Professional Development and Curriculum

III. EXECUTIVE DIRECTOR'S REPORT

A. Executive Director Update

1. Newslink
2. Legislative Report
3. BCIU Transition Forward
 - BCIU Health and Safety Plan
 - Health and Safety Plan: Organizational Standards + Expectations
 - Frequently Asked Questions
4. Other Items

IV. EXECUTIVE SESSION

V. AGENDA REVIEW

REGULAR MEETING

01. CALL TO ORDER

- A. Pledge to the Flag and Roll Call
- B. Announcements
 - 1. Executive Session
 - 2. Agenda Update
 - 3. Persons Desiring to be Heard
- C. To approve the following slate of Berks County Intermediate Unit Board representatives as elected via electronic ballot, and to seat these duly elected representatives for terms as noted, effective July 1, 2021, as follows:

THREE-YEAR TERM (EXPIRING JUNE 30, 2024)

Elizabeth S. Huhn	Brandywine Heights Area School District
James D. Ulrich	Governor Mifflin School District
Brian R. Specht	Hamburg Area School District
Rev. Dr. Dennis Ritter	Kutztown Area School District
Gary R. McEwen	Twin Valley School District
Dr. Amy Kennedy	Wilson School District

ONE YEAR TERM (EXPIRING JUNE 30, 2022)

Robin Costenbader-Jacobson	Reading School District
James H. Dotzenroth	Conrad Weiser Area School District
Joseph A. Lupia, Jr.	Muhlenberg School District

- D. To acknowledge receipt of bids through the Berks County Joint Purchasing Board for Copy Paper on Tuesday, May 4, 2021, at 11:00 A.M.

02. APPROVAL OF MINUTES

- A. Meeting of May 20, 2021

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

SOURCE		PAGE	AMOUNT
May	2021 Ratifications - IU	1-30	\$2,764,945.20
May	2021 Ratifications - PSDLAF	1-01	\$4,291.28
June	2021 Ratifications - IU	1-05	\$908,175.31
June	2021 Approvals - IU	1-08	\$880,337.58
TOTAL			\$4,557,749.37

04. INFORMATION ITEM – TOMPKINS/VIST REVENUE ANTICIPATION NOTE – \$10,000,000:

Amount Outstanding
June 11, 2021
\$0

05. INFORMATION ITEM – ACCOUNTS RECEIVABLE AGING REPORT AS OF JUNE 11, 2021:

Funding Source	Current	30 Days	60 Days	90 Days	120 Days
School Districts	\$2,256,520.18	\$364,926.20	\$25,034.95	\$1,480,573.15	\$62,046.90
Commonwealth of PA	\$3,883,970.58	\$0.00	\$0.00	\$0.00	\$0.00
Other Revenue Sources	\$199,724.04	\$84,640.75	\$9,616.56	\$4,563.55	\$7,814.79
TOTALS	\$6,340,214.80	\$449,566.95	\$34,651.51	\$1,485,136.70	\$69,861.69
GRAND TOTAL	\$8,379,431.65				

06. APPROVAL/RATIFICATION OF HEAD START:

- Head Start 2021 Budget Revision
- Head Start Notice of Award CRRSA and ARP
- Financial Statements (May 2021)
- Credit Card Purchases (May 2021)
- Non-Federal Share Report (May 2021)
- Policy Council Minutes/Resolutions (May 2021)
- Head Start Director’s Reports

07. COMBINED FINANCIAL REPORT

CASH

BEGINNING BALANCE MAY 1, 2021		\$8,466,575.00
RECEIPTS		
REVENUE RECEIPTS	\$8,236,155.31	
RETURNED CHECKS	\$0.00	
INVESTMENT REDEMPTIONS	<u>\$0.00</u>	<u>\$8,236,155.31</u>
		\$16,702,730.31
DISBURSEMENTS		
PRE-BOARD RATIFICATIONS	\$253,460.23	
PRE-BOARD RATIFICATIONS-PSDLAF	\$0.00	
BOARD APPROVALS	\$818,358.49	
POST BOARD RATIFICATIONS PSDLAF	\$4,291.28	
POST BOARD RATIFICATIONS IU	<u>\$2,764,945.20</u>	
TOTAL CHECKS WRITTEN	\$3,841,055.20	
CHECKS VOIDED	(\$19,599.10)	
PAYROLL DISTRIBUTIONS	<u>\$5,161,241.69</u>	<u>\$8,982,697.79</u>
ENDING BALANCE -MAY 31, 2021		\$7,720,032.52
CASH AVAILABLE-MAY 31,2021		\$7,720,032.52

08. INVESTMENT OF FUNDS

Interest earned on investments is as follows:

MAY 2021

Tompkins VIST	\$845.49
PNC	\$.34
Chase	\$3.81

09. BUDGETS

A. New and Proposed Budgets

No Items to Consider

B. Initial Budgets

1. Head Start State Supplemental Assistance Program:

The Pennsylvania Key – Program 170

Office of Professional Development and Curriculum

7/1/21 – 6/30/22

\$649,128

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).

2. Early Childhood Mental Health Initiative:

The Pennsylvania Key – Program 223

Office of Professional Development and Curriculum

7/1/21 – 6/30/22

\$909,395

Funded by the federal government through BCIU IDEA Section-619 and BCIU State Early Intervention funds, this program provides funding for Early Childhood Mental Health Consultant Specialists to provide targeted mental health support and monitoring to pre-school children in Pre-K Counts, Head Start State Supplemental and Accountability Block Grant programs throughout the state (since 2009).

3. The Pennsylvania Key – Program 225

Office of Professional Development and Curriculum

7/1/21 – 6/30/22

\$17,594,200

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. The Pennsylvania 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).

4. PA Pre-K Counts - OCDEL – PA Key – Program 228

Office of Professional Development and Curriculum

7/1/21 – 6/30/22

\$2,427,175

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).

C. Changes to Initial Budgets

1. Head Start Federal COVID-19 Supplement – Program 21-166

Office of Early Childhood and Student Services

4/1/21 – 3/31/23

\$750,962

Total Proposed Revised Budget: \$934,553

As a result of the CARES Act, Head Start has been awarded a supplemental grant for activities in response of COVID-19. This supplement contains funding for actions or activities to prevent, prepare for, and respond to COVID-19. Activities may include, but are not limited to, mental health supports for children and families, needed training for staff, cleaning and sanitizing costs directly related to COVID-19, and other related costs such as PPE, take-home materials for students, and/or technology needs (since 2020). This change is necessary due to additional funds for the American Rescue Plan.

2. Early Intervention - School Age Program – Program 300

Office of Early Childhood and Student Services

7/1/20 – 6/30/21

\$261,080

Total Proposed Revised Budget: \$930,958

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). These changes are necessary to reflect year-end projections.

3. Early Childhood Social Emotional Marketing Campaign – Program 19-199

Office of Administration

6/1/19 – 6/30/22

\$250,000

Total Proposed Revised Budget: \$462,487

The BCIU Executive Office Creative Team through a memorandum of understanding with the PA Key Office and the Office of Childhood Development and Early Learning (OCDEL) will provide contracted services for the Pennsylvania Key Early Childhood Social Emotional marketing campaign (since 2019). This change is necessary due to additional funding.

D. Budgetary Transfers

1. Early Intervention – Program 348

Office of Early Childhood and Student Services

7/1/20 – 6/30/21

\$1,104,486

Funded by the state, this program provides services to newly identified, preschool handicapped children in Berks County (since 1983). These budget transfers are necessary to adjust expenditures to year-end projections.

10. COMMUNICATIONS

Brian Specht, *Secretary*

11. OLD BUSINESS

- A. To appoint Dr. David Hemberger as the BCIU Voting Delegate for the PSBA Delegate Assembly.
Saturday, October 23, 2021 | 9:00 A.M. | PSBA Headquarters, Harrisburg or via Zoom
- B. Report of Nominations Chair and Officer Elections
Jill Dennin, *Chair*

12. REPORT OF NEGOTIATIONS COMMITTEE

Elizabeth S. Huhn, *Chair*

13. PERSONNEL MATTERS

—ROB ROSENBERRY, DIRECTOR

A. General

- 1. Resolved, for the Board of Directors to ratify the following Atlas Transportation employees to be assigned to the Berks County Intermediate Unit to provide transportation services according to the terms of the agreement with Atlas Transportation during the 2020-2021 fiscal year:
 - a. Van Driver
 - i. Beatrice Torres – Effective May 17, 2021
 - ii. Yisoupi Ortiz – Effective May 24, 2021
 - iii. Priscila Sepulveda – Effective May 24, 2021
- 2. To approve wage rates for the following positions, effective July 1, 2021:
 - a. Recording Secretary
 - b. Business Services
 - c. Technology and Support Services
 - d. Early Intervention Substitute Classification
 - e. Head Start Substitute Classification
 - f. Pre-K Counts Substitute Classification
 - g. Alternative Education and Student Services Substitute Classifications
 - h. Special Education Substitute Classifications
 - i. Student and Family Services: PA's Education for Children and Youth Experiencing Homelessness Program
 - j. Nolde Aides
 - k. Head Start Summer Program
 - l. Special Education Summer Program – Extended School Year Staff
 - m. Title I Summer Program Staff
 - n. Professional Development and Curriculum
- 3. To employ the following staff, effective July 1, 2021:
 - a. Recording Secretary
 - b. Business Services
 - c. Substitutes
 - d. Nolde Aides
 - e. (Continuing Professional Education (CPE) Instructors
 - f. The Pennsylvania Key Quality Assurance System (PQAS) Reviewers
- 4. To employ the following staff, effective during the summer of 2021:
 - a. Head Start Summer Program / Additional Summer Hours
 - b. Special Education Summer Program – Extended School Year

5. To acknowledge receipt of the lists containing 2021-2022 salaries for the following employee groups in accordance with the applicable collective bargaining agreement or compensation and benefits plan:
 - a. American Federation of State, County and Municipal Employees (AFSCME)
 - b. Berks County Intermediate Unit Education Association (BCIUEA) Employees
 - c. Head Start Employees
 - d. Leadership Team, Middle Management, Technology and Support Services Staff
 - e. The Pennsylvania Key Middle Management and Technology Support Services Staff
 - f. Service Employees International Union (SEIU) Employees
 - g. Transportation Employees
6. To acknowledge receipt of the list containing the removal of Substitute Child Care Teachers, Substitute Child Care Paraeducators, and Substitute Child Care Aides from the 2020-2021 Approved Substitute List, effective June 30, 2021.
7. To acknowledge receipt of the list containing Early Intervention staff assigned additional hours related to compensatory services through August 31, 2021.
8. To approve the Bus / Van Cleaner, Transportation wage of \$17.80 per hour, effective July 1, 2021.
9. To approve the elimination of the following position, effective June 27, 2021:
 - a. Immigration and Customs Enforcement Specialist, Alternative Education
10. To approve a Memorandum of Understanding between the Board of Directors of the Berks County Intermediate Unit and the Pennsylvania Social Services Union, Local 668, Service Employees International Union, AFL-CIO (SEIU) which because of the closure of the Child Care program, for any Child Care employees that accept a position within the Union, provides for employees to keep their hourly rate as long as it is within the wage range of the new position; employees that do not have the Chapter 14 Paraeducator Credentialing will keep their hourly rate as long as it is within the wage range of the new position with the expectation that the employee must get the credentialing within one year; full-time employees hired before July 1, 2010, may retain Two-Party or Family coverage as long as the employee accepts a position with benefits; employees will keep their benefits over the summer if the employee accepts a position with benefits that starts in August or September; and Employer will recognize employees' years under a certification and years of service in early childhood on the Pre-K Counts Teacher Salary Schedule.

B. Employment – Ratifications

1. Business Services/Operations Office
 - a. Diana R. Caba – Level IV Clerk / Level V Program Secretary, Fiscal Services
Recommended Hourly Rates – \$13.97 and \$14.43
Effective Date – June 14, 2021
Replacement
2. Professional Development & Curriculum Office
 - a. Erica A. Shortridge – Early Head Start Specialist, The Pennsylvania Key
Recommended Annual Salary – \$52,020 (to be prorated)
Effective Date – May 17, 2021
Replacement

C. Change of Status – Ratifications

1. Business Services/Operations Office
 - a. Carl Andrzejewski – Van Fueller, Transportation
Recommended Hourly Rate – \$14.80
Effective Date – May 3, 2021
Additional Assignment
 - b. Cynthia Boraten – Van Fueller, Transportation
Recommended Hourly Rate – \$14.80
Effective Date – April 12, 2021
Additional Assignment
 - c. Richard Ewen
Change from Substitute Driver w & w/o Bus License, Assistant, and Misc. Transportation to Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
No Change in Recommended Hourly Rates
Effective Date – April 19, 2021
Replacement
 - d. Miosodis Gonzalez – Part-time Driver w/o Bus License, Transportation
Recommended Hourly Rate – \$14.35
Effective Date – May 14, 2021
Additional Assignment
 - e. Kristen Grassley
Change from Substitute Driver w & w/o Bus License, Assistant, and Misc. Transportation to Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
No Change in Recommended Hourly Rates
Effective Date – April 19, 2021
Replacement
 - f. Carol Grube
Change from Substitute Driver w & w/o Bus License, Assistant, and Misc. Transportation to Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
No Change in Recommended Hourly Rates
Effective Date – April 19, 2021
Replacement
 - g. Deborah Hoster
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 – May 21, 2021
Voluntary Reassignment
 - h. Emelyn Matos-Hernandez
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 – May 25, 2021
Voluntary Reassignment

- i. Arsenio Melendez
Change from Substitute Driver w & w/o Bus License, Assistant, and Misc. Transportation to Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
No Change in Recommended Hourly Rates
Effective Date – April 19, 2021
Replacement
- j. Elsie Nieves
Change from Substitute Driver w & w/o Bus License, Assistant, and Misc. Transportation to Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
No Change in Recommended Hourly Rates
Effective Date – April 19, 2021
Replacement
- k. Luisa Rodriguez
Change from Substitute School Bus Fueler, Transportation to Substitute Van Fueler, Transportation
Change Recommended Hourly Rate from \$17.50 to \$14.80
Effective Date – March 22, 2021
Assignment Correction
- l. Luz Ruiz
Change from Substitute Driver w & w/o Bus License, Assistant, and Misc. Transportation to Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
No Change in Recommended Hourly Rates
Effective Date – April 22, 2021
Replacement
- m. Felix Santiago
Change from Substitute Driver w & w/o Bus License, Assistant, and Misc. Transportation to Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
No Change in Recommended Hourly Rates
Effective Date – April 19, 2021
Replacement
- n. Lori Scheider – School Bus Fueler, Transportation
Recommended Hourly Rate – \$17.50
Effective Date – April 9, 2021
Additional Assignment
- o. Patricia Stefanick
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 – June 11, 2021
Voluntary Reassignment

- p. Rileydi Tapia
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 – May 10, 2021
Voluntary Reassignment
- q. Cynthia Thomas – School Bus Fueler, Transportation
Recommended Hourly Rate – \$17.50
Effective Date – May 5, 2021
Additional Assignment
- r. Jeffrey Webber
Change from Substitute Driver w & w/o Bus License, Assistant, and Misc. Transportation to Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
No Change in Recommended Hourly Rates
Effective Date – April 19, 2021
Replacement
- s. Lori Williams
Change from Substitute Driver w/o Bus License, Assistant, and Misc. Transportation to Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
No Change in Recommended Hourly Rates
Effective Date – April 19, 2021
Replacement
- 2. Early Childhood & Student Services Office
 - a. Kathryn Bates – Teacher, Pre-K Counts
Recommended Hourly Rate – \$39.91
Effective Date – June 8, 2021
Additional Hours (not to exceed 7 hours)
 - b. Kymberly Beyer
Change from Bilingual ESL Teacher, Alternative Education to Bilingual ESL Teacher, Special Education
No Change in Recommended Annual Salary
Effective Date – June 7, 2021
Additional Position
 - c. Zenaida Calero-Nieves
Change from Paraeducator, Head Start to Family Engagement Worker, Head Start
Change Recommended Hourly Rate from Level II, Entry, \$13.47 to Level V, Probationary, \$20.20
Effective Date – June 14, 2021
Replacement
 - d. Christina DeJesus – Family Life Education Specialist, Education Leading to Employment and Career Training (ELECT)
Recommended Hourly Rate - \$66.59
Effective Date – June 7, 2021 – August 16, 2021
Additional Hours (not to exceed 20 hours per week)

- e. Ann Marie Hopley – Alternative Education Teacher, Alternative Education
Change Recommended Annual Salary from Column 4, Step 6, \$62,194 to Column 5, Step 6, \$62,886
Effective Date – September 1, 2020
Salary Adjustment per BCIUEA Agreement
- f. Jari-Lin Jones – Substitute Paraeducator, Early Intervention
Change Recommended Hourly Rate from \$10.05 to \$12.70
Effective Date – July 1, 2020
Rate Correction
- g. Molly Lenko – Speech Therapist, Early Intervention
Change Recommended Annual Salary from Column 4, Step 2, \$58,731 to
Column 5, Step 2, \$59,423 (to be prorated)
Effective Date – January 1, 2021
Salary Adjustment per BCIUEA Agreement
- h. Ryan Oberly
Change from Teacher, Child Care to Substitute Teacher, Child Care
Change Recommended Hourly Rate from \$19.00 to \$15.15
Effective Date – June 1, 2021
Voluntary Reassignment
- i. Lisa Pisano – Family Life Education Specialist, Education Leading to
Employment and Career Training (ELECT)
Recommended Hourly Rate - \$66.59
Effective Date – June 7, 2021 – August 16, 2021
Additional Hours (not to exceed 20 hours per week)
- j. Jacqueline Ruffer
Change from Immigration and Customs Enforcement Specialist, Alternative Education to
Emotional Support Specialist, Alternative Education
No Change in Recommended Annual Salary
Effective Date – June 7, 2021
Replacement
- k. Kara Stezenko – Educational Interpreter, Special Education
Recommended Hourly Rate - \$23.50
Effective Date – March 29, 2021 – June 1, 2021
Additional Hours Correction (not to exceed 58 hours)
- l. Lashae Stitt – Teacher, Pre-K Counts
Recommended Hourly Rate – \$34.65
Effective Date – June 8, 2021 – June 9, 2021
Additional Hours (not to exceed 14 hours)
- m. Carmen Trinidad – Substitute Paraeducator, Early Intervention
Change Recommended Hourly Rate from \$10.05 to \$12.70
Effective Date – July 1, 2020
Rate Correction

- n. Diana Vaughn
Change from Immigration and Customs Enforcement Specialist, Alternative Education to Emotional Support Specialist, Alternative Education
No Change in Recommended Annual Salary
Effective Date – June 7, 2021
Additional Position
 - o. Rosa Vidal De Camilo – Substitute Paraeducator, Early Intervention
Change Recommended Hourly Rate from \$10.05 to \$12.70
Effective Date – July 1, 2020
Rate Correction
 - p. Annette Walton – Substitute Paraeducator, Early Intervention
Change Recommended Hourly Rate from \$10.05 to \$12.70
Effective Date – July 1, 2020
Rate Correction
 - q. Maria Yopez
Change from Paraeducator, Head Start to Teacher, Head Start
Change Recommended Hourly Rate from Level III, Entry, \$14.05 to Level III, Probationary, \$20.20
Effective Date – June 14, 2021
Replacement
3. Professional Development & Curriculum Office
- a. Misty Stoltzfus – Remedial Teacher, Act 89
Change Recommended Annual Salary from Column 4, Step 4, \$59,720 to Column 5, Step 4, \$60,413
Effective Date – September 1, 2020
Salary Adjustment per BCIUEA Agreement

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

Alternative Education

Ryan Oberly, Teacher – Effective June 1, 2021

Early Intervention

Ryan Oberly, Teacher – Effective June 1, 2021

Head Start

Ryan Oberly, Teacher – Effective June 1, 2021

Pre-K Counts

Ryan Oberly, Teacher – Effective June 1, 2021

Special Education

Ryan Oberly, Teacher – Effective June 1, 2021

Transportation

Timothy Devlin, Substitute School Bus Fueller – Effective May 17, 2021

Mariluz Montanez, Substitute Bus/Van Deep Cleaner – Effective May 3, 2021

Robert Smith, Substitute Bus/Van Deep Cleaner – Effective May 3, 2021

E. Additions to Approved 2021-2022 Out-Of-Class Substitute Lists – Ratifications
No Items to Consider

Removal from 2020-2021 Out-of-Class Substitute Lists – Ratifications

Child Care

Jennie Hafer – Effective June 30, 2021

Shamima Mukhtarzada – Effective June 30, 2021

Illiana Zayas – Effective June 30, 2021

Head Start

Zenaida Calero-Nieves – Effective June 14, 2021

Maria Yopez – Effective June 14, 2021

F. Remove from 2020-2021 Approved Substitute Lists

Alternative Education

Jenna Reed, Specialist – Effective June 11, 2021

Early Intervention

Jenna Reed, Paraeducator – Effective June 11, 2021

Head Start

Jenna Reed, Paraeducator – Effective June 11, 2021

Pre-K Counts

Jenna Reed, Paraeducator – Effective June 11, 2021

Special Education

Jenna Reed, Specialist – Effective June 11, 2021

Transportation

Shanice Towles, Substitute Driver w/o Bus License, Assistant, and Misc. Transportation
Effective – May 27, 2021

Charles Weaver, Substitute Driver w & w/o Bus License, Assistant, and Misc. Transportation
Effective – May 24, 2021

Remove from 2021-2022 Approved Substitute Lists

Early Intervention

Jennie Hafer, Paraeducator – Effective July 1, 2021

G. Employment – Approvals

1. Executive Office

- a. Gabriel P. Sabo – Digital Marketing Specialist
Recommended Annual Salary – \$45,424 (to be prorated)
Effective Date – June 21, 2021

Replacement

H. Change of Status - Approvals

1. Business Services/Operations Office
 - a. Cindy Auker
Change from Supervisor I, Transportation, Special Needs to
Supervisor II, Transportation, Special Needs
Change Recommended Annual Salary from \$45,173 to \$47,824
Effective Date – July 1, 2021
Reorganization
 - b. Kyle Batz
Change from Supervisor I, Transportation, Tulpehocken to
Supervisor II, Transportation, Tulpehocken
Change Recommended Annual Salary from \$44,773 to \$48,123
Effective Date – July 1, 2021
Reorganization
 - c. Donna Claypoole
Change from Supervisor I, Transportation, Reading and BCTC to
Supervisor II, Transportation, Reading and BCTC
Change Recommended Annual Salary from \$45,923 to \$49,273
Effective Date – July 1, 2021
Reorganization
 - d. Cathey Cruz
Change from Supervisor I, Transportation, Early Intervention to
Supervisor II, Transportation, Early Intervention
Change Recommended Annual Salary from \$50,643 to 54,055.86
Effective Date – July 1, 2021
Reorganization
 - e. Mark Loy
Change from Level V Program Secretary, Transportation to
Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
Change Recommended Hourly Rate from \$16.63 to \$18.15, \$15.30, \$13.00, and \$11.83
Effective Date – July 7, 2021
Replacement
 - f. Sheila Wyatt
Change from Supervisor I, Transportation, Muhlenberg, Head Start, and Antietam to
Supervisor II, Transportation, Muhlenberg, Head Start, and Antietam
Change Recommended Annual Salary from \$41,566 to \$45,424
Effective Date – July 1, 2021
Reorganization

2. Early Childhood & Student Services Office
 - a. Karen Allen
Change from Teacher, Child Care to Specialized Preschool Teacher – Classroom, Early Intervention
Change Recommended Hourly Rate from \$22.72 to Annual Salary, Column 1, Step 1, \$48,319
Effective Date – July 1, 2021
Replacement
 - b. Christina Argentati – Lead Occupational Therapist, Early Intervention
Recommended Annual Stipend – \$750
Effective Date – July 1, 2021 – June 30, 2022
Additional Assignment
 - c. Jamie Brendle – Lead Specialized Preschool Teacher, Early Intervention
Recommended Annual Stipend – \$750
Effective Date – July 1, 2021 – June 30, 2022
Additional Assignment
 - d. Megan Carr – Teacher, Child Care
Effective Date – July 1, 2021
Removal of Assignment
 - e. Mandy Gerhard
Change from Program Administrator, Head Start to
Program Administrator, Head Start / Pre-K Counts
Change Recommended Annual Salary from \$77,824.54 to \$78,588
Effective Date – July 1, 2021
Reorganization
 - f. Jennie Hafer
Change from Paraeducator, Child Care to Paraeducator, Early Intervention
Change Recommended Hourly Rate from \$15.68 to \$16.25
Effective Date – July 1, 2021
Replacement
 - g. Eileen LaScala – Lead Speech Therapist, Early Intervention
Recommended Annual Stipend – \$750
Effective Date – July 1, 2021 – June 30, 2022
Additional Assignment
 - h. Rickiesha Logan
Change from Disabilities / Transition Specialist, Head Start to Education Supervisor, Head Start
Change Recommended Hourly Rate from Level III, Entry, \$25.37 to Annual Salary, \$48,197.59
Effective Date – June 21, 2021
Replacement
 - i. Molly Manwiller
Change from Paraeducator, Child Care to Paraeducator, Early Intervention
Change Recommended Hourly Rate from \$12.89 to \$13.46
Effective Date – July 1, 2021
Additional Position

- j. Kathy Miller
Change from Paraeducator, Child Care to Paraeducator, Early Intervention
Change Recommended Hourly Rate from \$12.94 to \$13.51
Effective Date – July 1, 2021
Replacement
- k. Kettiya Monfort
Change from Paraeducator, Child Care to Paraeducator, Head Start
Change Recommended Hourly Rate from \$11.54 to Level I, Entry, \$12.82
Effective Date – July 1, 2021
Replacement
- l. Shamima Mukhtarzada
Change from Paraeducator, Child Care to Paraeducator, Pre-K Counts
Change Recommended Hourly Rate from \$13.27 to \$13.84
Effective Date – July 1, 2021
Replacement
- m. Katherine Palm-Seiler
Change from Teacher, Child Care to Floating Teacher, Head Start
Change Recommended Hourly Rate from \$13.67 to Level I, Entry, \$19.08
Effective Date – July 1, 2021
Replacement
- n. Kristina Rhodes – Specialized Preschool Teacher – Itinerant, Early Intervention
Recommended Hourly Rate – \$49.71
Effective Date – July 1, 2021 – September 30, 2021
Additional Hours (as assigned)
- o. Kimberly Rolon
Change from Assistant Program Administrator, Child Care / Pre-K Counts to
Assistant Program Administrator, Pre-K Counts
Change Recommended Annual Salary from \$60,568 to \$61,779.36
Effective Date – July 1, 2021
Position Title Change
- p. Amber Sell
Change from Teacher, Child Care to Teacher, Pre-K Counts
Change Recommended Hourly Rate from \$22.44 to Annual Salary, Column 1, Step 9, \$48,047
Effective Date – July 1, 2021
Replacement
- q. Alice Shomgard
Change from Teacher, Child Care to Paraeducator, Early Intervention
Change Recommended Hourly Rate from \$16.17 to \$16.74
Effective Date – July 1, 2021
Replacement

- r. Cindy Silverman Chronister – Lead Psychologist, Early Intervention
Recommended Annual Stipend – \$750
Effective Date – July 1, 2021 – June 30, 2022
Additional Assignment
 - s. Angela Smith – Teacher, Child Care
Effective Date – July 1, 2021
Removal of Assignment
 - t. Theresa Soley – Occupational Therapist, Early Intervention
Recommended Hourly Rate – \$47.39
Effective Date – July 1, 2021 – September 30, 2021
Additional Hours (as assigned)
 - u. Adam Solomon
Change from Teacher, Child Care to Teacher, Head Start
Change Recommended Hourly Rate from \$16.89 to Level III, Entry, \$20.76
Effective Date – July 1, 2021
Replacement
 - v. Tara Springer
Change from Paraeducator, Child Care to Paraeducator, Head Start
Change Recommended Hourly Rate from \$12.54 to Level I, Entry, \$12.82
Effective Date – July 1, 2021
Replacement
 - w. Jennifer Wentzel
Change from Assistant Program Administrator, Child Care / Pre-K Counts to
Assistant Program Administrator, Pre-K Counts
Change Recommended Annual Salary from \$63,201.24 to \$64,465.26
Effective Date – July 1, 2021
Position Title Change
 - x. Iliana Zayas
Change from Paraeducator, Child Care to Paraeducator, Head Start
No Change in Recommended Hourly Rate
Effective Date – July 1, 2021
Replacement
3. Information Technology Office
- a. Richard Loveless
Change from Supervisor, Applications, Architecture, and Development to
Program Administrator, Software Application Development
Change Recommended Annual Salary from \$81,151.20 to \$85,151.22.
Effective Date – July 1, 2021
Reorganization

4. Professional Development & Curriculum Office
 - a. Stephanie Camoni – Peer Reviewer, The Pennsylvania Key
Recommended Annual Stipend – \$1,000
Effective Date – July 1, 2021 – June 30, 2022
Additional Responsibilities
 - b. Kelli Harris – Peer Reviewer, The Pennsylvania Key
Recommended Annual Stipend – \$1,000
Effective Date – July 1, 2021 – June 30, 2022
Additional Responsibilities
 - c. Karen Henrichs
Change from Subject Matter Expert, OPDC to
Assistant Director of School Improvement Performance Management, OPDC
Change Recommended Annual Salary from \$89,000 to \$90,780
Effective Date – July 1, 2021
Position Title Change
 - d. Amy Hoffman – Peer Reviewer, The Pennsylvania Key
Recommended Annual Stipend – \$1,000
Effective Date – July 1, 2021 – June 30, 2022
Additional Responsibilities
 - e. Michael Imburgia
Change from Statewide School Improvement Dashboard Manager, OPDC to
Director of School Improvement Performance Management, OPDC
Change Recommended Annual Salary from \$123,807.60 to \$126,283.75
Effective Date – July 1, 2021
Position Title Change
 - f. Amanda Janesheskie
Change from Professional Development Specialist, The Pennsylvania Key to
to Professional Development Registry Administrative Coordinator, The Pennsylvania Key
Change Recommended Annual Salary from \$43,220 to \$47,650
Effective Date – July 1, 2021
Reorganization
 - g. Rebecca Lamar – Manager of Higher Education Initiatives, The Pennsylvania Key
Recommended Annual Stipend – \$5,000
Effective Date – July 1, 2021 – June 30, 2022
Additional Responsibilities
 - h. Kris Madden
Change from Registry Project Manager, The Pennsylvania Key to
to Assistant Program Director of Workforce Systems, The Pennsylvania Key
Change Recommended Annual Salary from \$72,049 to \$79,061
Effective Date – July 1, 2021
Reorganization

- i. Lisa Mulliken – Peer Reviewer, The Pennsylvania Key
Recommended Annual Stipend – \$1,000
Effective Date – July 1, 2021 – June 30, 2022
Additional Responsibilities
 - j. Amber Repman
Change from Administrative Coordinator Specialist, The Pennsylvania Key to
Administrative Coordinator, The Pennsylvania Key
No Change in Annual Salary
Effective Date – July 1, 2021
Reorganization
 - k. Betsy Saatman
Change from Technical Assistance Specialist, The Pennsylvania Key to
School Age Child Care Initiatives Technical Assistance Specialist, The Pennsylvania Key
Change Recommended Annual Salary from \$57,743 to \$58,898
Effective Date – July 1, 2021
Position Title
 - l. Beth Simon – Peer Reviewer, The Pennsylvania Key
Recommended Annual Stipend – \$1,000
Effective Date – July 1, 2021 – June 30, 2022
Additional Responsibilities
 - m. Donna Wennerholt
Change from Professional Development Project Manager, The Pennsylvania Key to
Career Pathway Verification Supervisor, The Pennsylvania Key
No Change in Annual Salary
Effective Date – July 1, 2021
Reorganization
 - n. Holly Weyer – Psychologist, Act 89
Change Recommended Hourly Rate to an Annual Salary, from Column 6, Step 15,
\$65.83 to \$88,155
Effective Date – August 17, 2021
Replacement
- I. Leave of Absence Requests**
- 1. 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 – May 3, 2021
- J. Return from Leave of Absence Requests**
- 1. Business Services/Operations Office
Personal Leave (unpaid – without benefits – not FMLA)
 - a. David Geist – Level II Custodian, Custodial
Effective Date – May 26, 2021
 - b. Leslie Rhodes – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
Effective Date – January 6, 2021
 - c. Ciera Towles – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
Effective Date – May 3, 2021

2. 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 – May 24, 2021

K. Retirements

1. Early Childhood & Student Services Office
 - a. Bonnie R. Bibbus – Paraeducator, Child Care
Effective Date – June 30, 2021
 - b. Ava E. Brown – Family Engagement Worker, Head Start
Effective Date – July 1, 2021
 - c. Stacey J. Kilgore – Level V Program Secretary, Office of Early Childhood and Student Services
Effective Date – August 2, 2021
 - d. Lynne M. Rentschler – Paraeducator, Child Care
Effective Date – June 30, 2021

L. Resignations

1. Business Services/Operations Office
 - a. Brian K. Bachman – Vehicle Maintenance Technician, Transportation
Effective Date – July 6, 2021
2. Early Childhood & Student Services Office
 - a. Kirsten E. Abraham – Paraeducator, Child Care
Effective Date – June 30, 2021
 - b. Rosanella Badalamenti – Speech Therapist, Early Intervention
Effective Date – July 14, 2021
 - c. Cheyenne G. Potts – Special Education Teacher – Itinerant, Special Education
Effective Date – June 3, 2021
 - d. Jennifer R. Schaffer – Level V Program Secretary, Early Intervention
Effective Date – June 18, 2021
 - e. Alicia M. Vaux – Teacher, Pre-K Counts
Effective Date – June 7, 2021

M. Terminations

1. Business Services/Operations Office
 - a. Juan A. Dorta – Part-time Bus/Van Assistant and Misc., Transportation
Effective Date – June 18, 2021
Violation of Policy
 - b. Rose M. Miller – Part-time Driver w/o Bus License, Assistant, and Misc., Transportation
Effective Date – June 18, 2021
Violation of Policy

N. Other

1. Business Services/Operations Office
 - a. John J. Coakley – Assistant Program Administrator, Transportation
Recommended Annual Salary – \$76,000 (to be prorated)
Effective Date – June 7, 2021
Date Amended

2. Early Childhood & Student Services Office
 - a. Jodi S. Bixler – Paraeducator, Child Care
Effective Date – July 1, 2021
Layoff
 - b. Linda D. Bryant – Teacher, Child Care
Effective Date – July 1, 2021
Layoff
 - c. Gladys R. Dellon – Paraeducator, Child Care
Effective Date – July 1, 2021
Layoff
 - d. Marie A. Garrett – Paraeducator, Child Care
Effective Date – July 1, 2021
Layoff
 - e. Grace A. Hall – Paraeducator, Child Care
Effective Date – July 1, 2021
Layoff
 - f. Jean M. Heyer – Floating Substitute Teacher, Child Care
Effective Date – July 1, 2021
Layoff
 - g. Deja L. King – Paraeducator, Child Care
Effective Date – July 1, 2021
Layoff
 - h. Debra A. Oberly – Paraeducator, Child Care
Effective Date – July 1, 2021
Layoff
 - i. Megan M. Parks – Paraeducator, Child Care
Effective Date – July 1, 2021
Layoff
 - j. Shamella S. Peart – Teacher, Child Care
Effective Date – July 1, 2021
Layoff

14. OTHER MATTERS FOR CONSIDERATION

A. EARLY CHILDHOOD & STUDENT SERVICES

—DR. MICHELLE REICHARD-HUFF, DIRECTOR

1. To approve the BCIU Head Start Self-Assessment Summary Report for the 2020-2021 school year.
2. To approve the program recommendations for revisions to the BCIU Head Start Program five-year goals and action steps.
3. To approve the BCIU Head Start Community Needs Assessment Executive Summary.

B. PROFESSIONAL DEVELOPMENT & CURRICULUM

—DANIEL RICHARDS, DIRECTOR

1. To appoint the following representatives to the BCIU Comprehensive Plan Professional Development Steering Committee in accordance with PA Statute 24§ 12-1205.1 (b):
 - Parent Representatives
 - Ms. Shana Medina, Head Start Parent
 - Ms. Cynthia Quirindongo, Head Start Para Educator and Parent
 - Local Business Representative – Mrs. Connie Skipper, Greater Reading Chamber Alliance and Billy’s Candies
 - Community Representative – Dr. Rudy Ruth, Alvernia University
2. To authorize the appropriate officers to execute an agreement between the Berks County Intermediate Unit (BCIU) and Jason Mundok, LLC for Jason Mundok, LLC to provide consulting services to support the statewide Comprehensive Support and Improvement dashboard development initiative for a fee not to exceed \$10,755 effective upon signature date according to the agreement.
3. To authorize the appropriate officers to execute an agreement between the Berks County Intermediate Unit (BCIU) and Allegheny Intermediate Unit 3 (AIU), for the AIU to provide statewide professional development related to the Classroom Diagnostic Tool (CDT), for the amount of \$47,400 plus travel expenses according to the agreement, effective, July 1, 2021, through June 30, 2022.
4. To ratify Amendment #4 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 provide the Grants Module to be enabled and configured for The Pennsylvania Key’s version of the Insight Platform. This amendment provides for a funding increase of \$128,041 for a revised total of \$1,302,729.98. All other terms and conditions remain in force (The Pennsylvania Key).
5. To ratify Amendment #12 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 provide for organization review and validation process requirements and two factor authentication into identity. This amendment provides for a funding increase of \$58,330 for a revised total of \$2,557,485.50. All other terms and conditions remain in force (The Pennsylvania Key).
6. To ratify Amendment #1 to the current agreement between the Berks County Intermediate Unit (BCIU) and Public Health Management Corporation (PHMC), for the BCIU to modify its scope of services to provide Early Childhood Mental Health (ECMH) consultant services. This amendment provides for a funding increase of \$3,960 for a revised total of \$135,980. All other terms and conditions remain in force (The Pennsylvania Key).
7. To ratify Quote # 20/21-Q0011 between the Berks County Intermediate Unit (BCIU) and Penn State Better Kid Care Program, for Penn State to provide prepayment scholarship codes for use with the “CDA Course” in Better Kid Care’s on Demand. This quote provides funding for 100 scholarships to candidates approved by OCDEL / The Pennsylvania Key for a total of \$30,000 (The Pennsylvania Key).

C. INFORMATION TECHNOLOGY

—SCOTT MAJOR, CIO / DIRECTOR

1. To authorize the appropriate officers to execute a Legal Services Consultation agreement between the Berks County Intermediate Unit and Sweet, Stevens, Katz, and Williams, LLP, for Sweet, Stevens, Katz, and Williams, LLP, to provide legal services for participating school districts and career and technology centers as Technology Pool Counsel. Scheduled trainings and consultations will be provided for technology-related Board policies, phone conversations, and email advice, effective July 1, 2021, through June 30, 2022, for the amount of \$11,000. The cost of this service is invoiced and shared among all participating member school districts.
2. To authorize the appropriate officers to execute an agreement between the Berks County Intermediate Unit and Seneca Highlands Intermediate Unit for the renewal of KnowBe4 Security Awareness Training Subscription at a rate of \$9,808 for a period of one year, beginning on July 31, 2021.
3. To approve the license fees for the third year of the five-year Microsoft Campus and School Agreement, through Lebanon Lancaster Intermediate Unit 13, at a cost of \$75,228 for the term of July 1, 2021, through June 30, 2022.
4. To approve the renewal of the Barracuda Message Archiver subscription through IntegraONE, at a rate of \$5,814 for a period of one year, beginning on August 13, 2021.
5. To authorize the appropriate officers to execute an agreement between the Berks County Intermediate Unit and DocuSign, Inc. for the renewal of eSignature Enterprise Pro licensing and Premier Support for the period of July 1, 2021, through June 30, 2022, at a cost of \$24,840.
6. To approve the one-year renewal of Netskope Secure Access Secure Edge (SASE) Cloud Security Services at a cost of \$67,981.57. Service dates are from July 1, 2021, to June 30, 2022.
7. To approve the purchase of a Tenable.io subscription from CDW-G at a cost of \$16,420. The term of the subscription will be one year, beginning on July 1, 2021.
8. To approve the 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 beginning July 2, 2021.
9. To authorize the appropriate officers to execute an agreement between the Berks County Intermediate Unit (BCIU) and Instructure, Inc., for the renewal of an agreement for licensing of the Canvas Learning Management System utilized by the BCIU for professional development opportunities. The cost for 200 licenses is \$950 for the term July 1, 2021, through June 30, 2022.
10. To authorize the appropriate officers to execute a three-year lease with HP, Inc. for 25 laptop computers at a cost not to exceed \$37,593.32 effective upon receipt of the equipment.

D. BUSINESS SERVICES/OPERATIONS

—DONNA DELORETTA, CFO / COO

1. To award contracts through the Berks County Joint Purchasing Board for Copy Paper.
2. To authorize the appropriate officers to execute an Intergovernmental Agreement (IGA) with the Pennsylvania Department of Education (PDE) and the Berks County Intermediate Unit (BCIU), for BCIU to receive and then provide to its respective districts standardized All Hazards training. The BCIU will support PDE's Office for Safe Schools (OSS) by communicating with school entities on school safety, emergency planning, and their entities' needs for training and technical assistance in such areas as emergency management operations at a total cost of \$12,500. This is a two-year initiative, effective July 1, 2021, through June 30, 2023.
3. To authorize the appropriate officers to execute a five-year agreement between the Berks County Intermediate Unit (BCIU) and St. Luke's Evangelical Lutheran Church, 44 North Ninth Street, Reading, PA, for the rental of 11,038.33 square feet of classroom and miscellaneous space for BCIU Head Start and Early Intervention programs at a rate of \$6,657.46 per month (2.75% increase), effective July 1, 2021. The contract will then increase 2.75% annually for the remaining four years starting July 1, 2022, through June 30, 2026.
4. To authorize the appropriate officers to execute the lease/purchase agreements between the Berks County Intermediate (BCIU) and Municipal Capital Finance for the lease/purchase of the following:
 - Loan amount of \$ 1,308,900 with a monthly payment of \$ 22,661.55 for 60 months (1.56%) for the (13) 2021 9-Passenger Vans, (1) 2021 and (1) 2022 Pickup Trucks, (1) 2017 48-Passenger Bus, and (9) 2017 72-Passenger Diesel School Buses
 - Loan amount of \$ 1,072,605 with a monthly payment of \$12,019.49 for 96 months (1.87%) for (4) 2021 29-Passenger Vans, (3) 2022 48-Passenger School Buses, (3) 2022 48-Passenger with Lift School Buses, and (3) 2022 72-Passenger with Lift School Buses
5. To authorize the appropriate officers to execute a one-year agreement between the Berks County Intermediate Unit (BCIU) and Ironworker Properties, LLC, for the BCIU to lease 39,000 square feet of parking area to be used for the parking of buses and vans used for the Muhlenberg regular transportation contract and Head Start, effective August 1, 2021, through July 31, 2022, at an annual cost of \$17,940 (\$1,495/month), a 13.6% increase.
6. To ratify agreement between the Berks County Intermediate Unit and Atlas Transportation, for Atlas Transportation to provide transportation services as follows:
 - To transport Special Needs Students to Amanda Stoudt effective May 17, 2021 at a rate of \$375 per day
 - To transport Special Needs Students to RMCTC effective May 13, 2021 at a rate of \$490 per day
 - To transport Special Needs Students to Amanda Stoudt effective May 24, 2021 at a rate of \$475 per day

E. ADMINISTRATION

—DR. JILL HACKMAN, EXECUTIVE DIRECTOR

1. To approve the Berks County Intermediate Unit (BCIU) Health and Safety Plan (Safe Return to In-Person Instruction and Continuity of Services Plan), as per Section 2001(i)(1) of the American Rescue Plan (ARP) Act, effective July 1, 2021. This plan will replace the current BCIU Health and Safety Plan, adopted on August 11, 2020, and revised and approved by the BCIU Board of Directors on January 21, 2021.
2. To cancel the July 15 Berks County Intermediate Unit (BCIU) Board meeting and to authorize the officers and administration of the BCIU to take the necessary steps to pay bills and salaries during the time between the June and August meetings.
3. To authorize the Executive Director to offer employment to prospective employees between the June and August Board meetings subject to receiving approval from Berks County Intermediate Unit Board officers through polling of each officer. Employment shall be ratified at the August Board meeting.

15. BOARD MEMBERS DESIRING TO BE HEARD

16. ADJOURNMENT