The regular meeting of the Berks County Intermediate Unit Board of Directors was held on Thursday, October 20, 2022, at the BCIU Main Office.

President McEwen called the meeting to order at 9:02 p.m. Following the pledge of allegiance, Jan Krotee, recording secretary, called the roll. Attendance was as follows:

Intermediate Unit Board: Michael Gierula; Christopher Heck; Dr. David Hemberger; Elizabeth S. Huhn; Todd Hummel; Nancy Jackson; Dr. Amy Kennedy; Linda R. Lash; Kevin L. Manmiller; Rev. Dr. Dennis Ritter; Terrie Taylor, LSW; Miguel Vasquez; and Gary McEwen

Absent: Mark Detterline; Lisa Hogan; Russell Jirik; Bret A.B. Sabold; and James Ulrich

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

Solicitor: James Mancuso, Esq.

Guest(s): Amy Adam, BCIUEA Vice President; Hope Kafka, BCIUEA Treasurer

Press: None

Following the pledge of allegiance and roll call, President McEwen welcomed Board members and BCIUEA officers, Amy Adam, BCIUEA Vice President; and Hope Kavka, BCIUEA Treasurer.

President McEwen noted that an executive session was held prior to the meeting for the purpose of personnel content, specifically terminations and contracts.

President McEwen asked if anyone present would like to speak regarding an agenda item. No one desired to speak.

A motion was made by Huhn, seconded by Heck, to approve the minutes of the meeting of September 15, 2022.

Motion carried. Voice Vote
A motion was made by Ritter, seconded by Heck, to approve Items 03. through Item 9. D., as follows:

### 03. APPROVAL/RATIFICATION OF BCIU GENERAL FUND BILLS

*(Detailed list of bills is available.)*

<table>
<thead>
<tr>
<th>SOURCE</th>
<th>PAGE</th>
<th>AMOUNT</th>
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</thead>
<tbody>
<tr>
<td>September 2022 Ratifications – IU</td>
<td>1-30</td>
<td>$6,997,832.53</td>
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<tr>
<td>September 2022 Ratifications – PSDLAF</td>
<td>1-01</td>
<td>$5,181.76</td>
</tr>
<tr>
<td>September 2022 Ratifications – IU Wires</td>
<td>1-01</td>
<td>$6,000.00</td>
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<tr>
<td>October 2022 Ratifications – IU</td>
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<td>$768,621.96</td>
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<td>October 2022 Approvals – IU</td>
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<td>$396,015.60</td>
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<tr>
<td>October 2022 Approvals – IU Wires</td>
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<td><strong>$8,173,651.85</strong></td>
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### 04. TOMPKINS/VIST REVENUE ANTICIPATION NOTE – $10,000,000 *(Information Item):*

<table>
<thead>
<tr>
<th>Amount Outstanding</th>
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<tbody>
<tr>
<td>October 14, 2022</td>
<td>$0</td>
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</tbody>
</table>

### 05. ACCOUNTS RECEIVABLE AGING REPORT AS OF OCTOBER 14, 2022 *(Information item):*

<table>
<thead>
<tr>
<th>Funding Source</th>
<th>Current</th>
<th>30 Days</th>
<th>60 Days</th>
<th>90 Days</th>
<th>120 Days</th>
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<tbody>
<tr>
<td>School Districts</td>
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<td>Commonwealth of PA</td>
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<td>$296,468.73</td>
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<td>Other Revenue Sources</td>
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<td>$85,925.44</td>
<td>$27,987.33</td>
<td>$171,787.88</td>
<td>$27,283.38</td>
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<td><strong>TOTALS</strong></td>
<td>$9,040,385.28</td>
<td>$187,082.46</td>
<td>$41,487.33</td>
<td>$542,749.07</td>
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<tr>
<td><strong>GRAND TOTAL</strong></td>
<td>$9,842,060.15</td>
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</tbody>
</table>

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

a. Head Start Notice of Award Closeout 2021  
b. Financial Statements (September 2022)  
c. Credit Card Purchases (September 2022)  
d. Policy Council Minutes/Resolutions (September 2022)  
e. Head Start Director’s Report

### 07. COMBINED FINANCIAL REPORT

**CASH**

<table>
<thead>
<tr>
<th>BEGINNING BALANCE SEPTEMBER 1, 2022</th>
<th>$11,077,042.38</th>
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<tbody>
<tr>
<td>RECEIPTS</td>
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<tr>
<td>REVENUE RECEIPTS</td>
<td>$9,316,737.82</td>
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<tr>
<td>RETURNED CHECKS</td>
<td>$0.00</td>
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<tr>
<td>INVESTMENT REDEMPTIONS</td>
<td>$0.00</td>
</tr>
<tr>
<td></td>
<td>$20,393,780.20</td>
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</table>
DISBURSEMENTS

PRE-BOARD RATIFICATIONS $601,134.03
PRE-BOARD RATIFICATIONS-PSDLAF $0.00
BOARD APPROVALS $134,608.90
BOARD APPROVAL WIRES $3,000.00
POST-BOARD RATIFICATIONS PSDLAF $5,181.76
POST-BOARD RATIFICATIONS IU $6,997,832.53
POST-BOARD RATIFICATIONS WIRES $6,000.00
TOTAL CHECKS WRITTEN $7,747,757.22
CHECKS VOIDED ($9,797.79)
CURRENT PAYROLL DISTRIBUTIONS $5,326,712.27 $13,064,671.70
ENDING BALANCE - SEPTEMBER 30, 2022 $7,329,108.50
CASH AVAILABLE-SEPTEMBER 30, 2022 $7,329,108.50

08. INVESTMENT OF FUNDS
Interest earned on investments is as follows:

<table>
<thead>
<tr>
<th>SEPTEMBER 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOMPKINS</td>
</tr>
<tr>
<td>CHASE</td>
</tr>
</tbody>
</table>

09. BUDGETS

A. New and Proposed Budgets

1. **The Pennsylvania Key Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA) - Program 22-129**
   Office of Professional Learning
   7/1/22 – 9/30/23 $1,099,456
   As a result of the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA), The Pennsylvania Key has been awarded a supplemental grant for activities in response to COVID-19. The supplement contains funding that will pay for, in part, the OCDEL Technology Access Grant Awards through Kaplan Early Learning’s platform (new).

B. Initial Budgets

1. **Special Education Contracted Services – Program 302**
   Office of Early Childhood- and Student Services
   7/1/22 – 6/30/23 $5,981,337
   This proprietary program provides local school districts with special education instructional programs and services including Deaf & Hard of Hearing classrooms, Life Skills Support classrooms, Interpreter services, and Itinerant services (since 1991).

2. **Extended School Year Program – Program 303**
   Office of Early Childhood- and Student Services
   7/1/22 – 6/30/23 $80,580
   Extended School Year services are determined by the IEP team. Districts have the option to provide ESY services themselves or contract with the Intermediate Unit on a fee-for-service basis. This program has been in existence since 1988.
3. **Head Start State Supplemental Assistance Program – Program 170**
   Office of Professional Learning
   7/1/22 – 6/30/23
   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).

4. **Berks Online Learning – Program 680**
   Office of Professional Learning
   7/1/22 – 6/30/23
   This proprietary program is a partnership between BCIU and multiple cyber course providers to offer local school districts online education options for K-12 students (since 2008).

5. **BCIU Print Service Center – Program 605**
   Office of Information Technology
   7/1/22 – 6/30/23
   This proprietary program provides printing and duplicating services to school districts and to all BCIU departments and programs (since 1980).

6. **Vehicle Maintenance – Program 630**
   Office of Business Services
   7/1/22 – 6/30/23
   This proprietary fund accounts for all expenditures for vehicle maintenance including such items as mechanics, service helpers, vehicle washers, contracted repairs and maintenance, and supplies. Revenue is derived from other BCIU programs, which will utilize these vehicle maintenance items (since 1990).

7. **Vehicle Maintenance Parts Inventory – Program 631**
   Office of Business Services
   7/1/22 – 6/30/23
   This proprietary fund accounts for all consumable vehicle parts and fuel purchased by the Berks County Intermediate Unit. Other BCIU programs whose vehicles utilize these parts and fuel will fund this program (since 1990).

8. **BCIU Contracted Transportation – Program 632**
   Office of Business Services
   7/1/22 – 6/30/23
   This proprietary fund accounts for all contracted transportation services including the transportation of regular education students for Reading School District, Muhlenberg School District, Antietam School District, Berks Career & Technology Center, and Extended School Year and field trips. In addition, this program provides transportation for the BCIU Head Start program in the city of Reading and to all rural Berks County classrooms (since 1990).
C. Changes to Initial Budgets

1. Project ELECT/Fatherhood Initiative (Education Leading to Employment and Career Training) – Program 235
   Office of Early Childhood- and Student Services
   7/1/21 – 6/30/22
   Total Proposed Revised Budget: $734,165.18
   $1,942.18
   Funded by state, local, and federal monies through the Family Support Act which is designed to enable families with dependent children to become financially independent of public assistance, this budget helps ELECT participants to complete high school and train for a job. Additionally, the fatherhood initiative provides education resources to custodial and non-custodial fathers under the age of 22 who are enrolled in middle school, high school, or GED programs (since 1993). These changes are necessary to meet year-end reporting requirements.

2. Education of Juveniles Incarcerated in Adult Facilities – Program 307
   Office of Early Childhood- and Student Services
   7/1/21 – 6/30/22
   Total Proposed Revised Budget: $324,764
   $1,200
   Funded by the participant’s resident district, this program provides education services to adjudicated adolescents who are housed in the Berks County Jail System, including young adults with disabilities who have not yet reached their 21st birthday and have not finished high school (since 1997). These changes are necessary to adjust to year-end projections.

3. The Pennsylvania Key American Rescue Plan Act (ARPA) Discretionary Funds – Program 22-128
   Office of Professional Learning
   2/1/22 – 9/30/24
   Total Proposed Revised Budget: $17,114,686
   $6,957,452
   As a result of the American Rescue Plan (ARP), The Pennsylvania Key has been awarded a supplemental grant for activities in response to COVID-19. The supplement contains funding for projects that will improve professional development and technical assistance for all preschool, childcare, and Head Start Centers (new). This change is necessary due to additional funding being awarded to continue the OCDEL Child Care Technology Access Grant and fund two new positions: an Early Childhood Education Strategy Advisor and a Certification Bureau Manager.

4. The Pennsylvania Key Coronavirus Aid, Relief and Economic Security Act (CARES) – Program 22-135
   Office of Professional Learning
   2/1/22 – 9/30/23
   Total Proposed Revised Budget: $3,617,164
   $1,802,164
   As a result of the Coronavirus Aid, Relief and Economic Security (CARES) Act, The Pennsylvania Key has been awarded a supplemental grant for activities in response to COVID-19. The supplement contains funding for OCDEL-approved projects (new). This change is due to additional funding for the OCDEL Child Care Technology Access Grant through Kaplan Early Learning’s platform.
5. **Head Start State Supplemental Assistance Program Program 170**
   Office of Professional Learning
   7/1/21 – 6/30/22
   **Total Proposed Revised Budget: $763,570**
   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). This change is necessary to adjust to year-end actuals.

6. **Individuals with Disabilities Education Act 2004 (Part B) – Program 184**
   Office of Professional Learning
   7/1/21 – 6/30/23
   **Total Proposed Revised Budget: $17,267,381**
   Funded by the federal government through the Individuals with Disabilities Education Act 2004—Part B, this budget contains Component 2 which supports professional development and curriculum services to school districts, and Component 3 which provides services/monies to school districts as well as equitable participation for eligible parentally-placed private school children (since 1982). This change is due to additional state retirement subsidy.

7. **Auxiliary Services to Nonpublic Schools (ACT 89) – Program 189**
   Office of Professional Learning
   7/1/21 – 6/30/22
   **Total Proposed Revised Budget: $2,371,185**
   Act 89 is a state-funded program that provides support to nonpublic schools in the Berks County Intermediate Unit area. The types of services provided are determined in consultation with nonpublic administrators and in accordance with state regulations. Act 89 staff includes eight remedial teachers who provide reading and mathematics and three psychologists. This program has been in existence since the 1974-1975 fiscal year and serves approximately 4,366 students. These changes are necessary to adjust to year-end projections.

8. **The Pennsylvania Key Program – Program 225**
   Office of Professional Learning
   7/1/22 – 6/30/23
   **Total Proposed Revised Budget: $18,079,675**
   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 by the Department of Human Services through the Child Care Development Fund (since 2005). Change one is due to additional funding for additional contracted services on behalf of the Pennsylvania Key. Change 2 is due to a reduction in Rising STARS going back to OCDEL for an OCDEL Initiative with the PDOs.
9. **Staff Development Workshops – Program 609**
   Office of Professional Learning
   7/1/21 – 6/30/22
   **Total Proposed Revised Budget: $195,873**
   This proprietary program provides in-service opportunities on a non-credit basis to the school district and intermediate unit personnel. Professional staff and support staff are eligible to participate in these programs designed to increase an individual’s skills and knowledge (since 1987). These changes are due to additional workshop and state subsidy revenues.

10. **Creative Child Care Solutions (The Pennsylvania Key) – Program 675**
    Office of Professional Learning
    7/1/21 – 6/30/22
    **Total Proposed Revised Budget: $273,700**
    This proprietary program captures fee-for-service projects that utilize the professional expertise of The Pennsylvania Key and the agencies with which they are engaged. Activities will not compete or conflict with the primary objectives of OCDEL, are governed by an OCDEL-approved cost allocation plan and will be funded by local and other organizational revenues (since 2020). This change is necessary due to additional contracted services.

11. **Network and Computer Services – Program 670**
    Office of Information Technology
    7/1/21 – 6/30/22
    **Total Proposed Revised Budget: $543,380**
    Comprised of two sub-budgets including the Berks County Wide Area Network (WAN) project, this program combines networking, PAIUNET, and other technology-related services for external customers (since 1989). This change is necessary due to year-end adjustments.

12. **Information Technology Software Services – Program 671**
    Office of Information Technology
    7/1/21 – 6/30/22
    **Total Proposed Revised Budget: $1,594,919**
    Comprised of two sub-budgets, this proprietary fund accounts for expenditures and revenue related to supplemental services internal and external to the Berks County Intermediate Unit. These services include software as a service hosting, application development, software support and training, documentation, and technology consultation (since 1994). This change is necessary due to an increase in revenue.

D. **Budgetary Transfers**
   1. **Early Intervention - Program 348**
      Office of Early Childhood- and Student Services
      7/1/21 – 6/30/22
      **Funded by the state, this program provides services to newly identified, preschool children with special needs in Berks County (since 1983). These budget transfers are necessary to adjust expenditures to year-end projections.**
2. Tower Behavioral Health - Program 624
   Office of Early Childhood- and Student Services
   7/1/21 – 6/30/22
   $12,374
   BCIU and Tower Behavioral Health joined to develop a collaborative program for students in inpatient hospitalization for mental health treatment. The Tower Behavioral Health Program is a licensed hospitalization program serving students through crisis, emergency hospitalization, parent referrals, community agency referrals, and school district recommendation. Students receive counseling services provided by Tower Health staff. Educational services and social skills instruction are provided by an IU teacher. There is coordination with the students’ hospitalization treatment team and resident school district to provide a continuum of academic support with efforts focused on maintaining students’ progress in their home district’s curriculum. This program has been in existence since February 2021. The educational component is funded by the resident school districts of the students. These budget transfers are necessary to adjust expenditures to year-end projections.

3. Title I Nonpublic - Program 190
   Office of Professional Learning
   7/1/21 – 6/30/22
   $24,500
   The Title I Nonpublic program provides supplemental educational services so that all children have a fair, equal, and significant opportunity to obtain a high-quality education. The Berks County Public School Districts may choose to contract with the Berks County Intermediate Unit to provide these services to eligible students attending nonpublic schools within Berks County (since July 2007). These transfers are necessary to adjust to year-end projections.

4. Nonpublic School Advisory Committee - Program 206
   Office of Professional Learning
   7/1/20 – 9/30/22
   $27,208
   Federal Title I Funds will be used to support activities of the Nonpublic School Advisory Committee, in consultation with the SEA and nonpublic schools throughout Pennsylvania. Advisory Committee members will meet with the representatives of nonpublic schools to provide staff development and in-service on Title I consultation, standards, assessment procedures, and accountability for students participating in Title I. The Advisory Committee will also maintain a communications network with nonpublic schools and LEAs to assist them in their mission of serving Title I eligible students (since July 2006). These transfers are necessary for year-end projections.

5. PA Science Standards Revision - Program 217
   Office of Professional Learning
   7/1/21 – 6/30/22
   $6,282
   BCIU through an agreement with the Pennsylvania Department of Education will provide services to support the Pennsylvania Science Standards revision process. Services under this agreement will include assistance in the facilitation of initial information gathering and creation of a landscape report, stakeholder engagement sessions, steering committee, writing workgroups, community feedback, and presentation to the State Board of Education. BCIU will support and supply technical assistance to the Pennsylvania Department of Education throughout the revision process (since 2019). These transfers are necessary due to year-end adjustments.
6. **Early Childhood Mental Health Initiative - Program 223**
   Office of Professional Learning
   7/1/21 – 6/30/22
   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 preschool children in Pre-K Counts, Head Start State Supplemental and Accountability Block Grant programs throughout the state (since 2009). These budget transfers were necessary to make year-end adjustments.

7. **PA Pre-K Counts - OCDEL - Program 228**
   Office of Professional Learning
   7/1/21 – 6/30/22
   Funded by the Pennsylvania Department of Education through a contract with the BCIU, this program provides monitoring, technical assistance, consultation, 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). These budget transfers were necessary to make year-end adjustments.

8. **Comprehensive Support and Improvement - Program 284**
   Office of Professional Learning
   7/1/21 – 6/30/22
   The BCIU, through an agreement with the Allegheny Intermediate Unit (AIU3), will provide services associated with the overall system for school improvement and specifically services associated with the Comprehensive Support and Improvement (CSI) that AIU3 has contracted with the Pennsylvania Department of Education to provide statewide. BCIU’s services will include the recruitment, hiring, logistics, and supervision of the Director of School Improvement Performance Management and Assistant Directors of School Improvement Performance Management. BCIU will also serve as a lead partner and advisory member for CSI statewide services (since 2018). These budget transfers were necessary for year-end projections.

9. **Office of Professional Learning - Program 600**
   Office of Professional Learning
   7/1/21 – 6/30/22
   This budget is a proprietary program that provides Continuing Professional Education Courses and charges an appropriate fee to cover the costs of instructors, materials, lab costs, clerical support, and advertising (since 1982). These transfers are necessary due to year-end actuals.

10. **Berks Online Learning - Program 680**
    Office of Professional Learning
    7/1/21 – 6/30/22
    This proprietary program is a partnership between BCIU and multiple cyber course providers to offer local school districts online education options for K-12 students (since 2008). These budget transfers are necessary to reflect actual expenditures.
11. Guest Teacher Training Program - Program 692  
Office of Professional Learning  
7/1/21 – 6/30/22  
$840  
This budget supports a program for the recruitment, training, and recertification of individuals possessing bachelor’s degrees to serve as per-diem substitute teachers in Berks County school districts participating in the program. Participants are interviewed by BCIU and school district personnel for the fall and spring semesters and then receive two (2) days of training (September and January) to prepare them to serve in this capacity. The BCIU Department of Human Resources maintains files on those who participate in this program and processes the emergency permit applications and recertification required by the Pennsylvania Department of Education. This program has been in existence since the 1998/99 fiscal year and, to date has approximately 368 active participants serving the BCIU and Berks County school districts. These budget transfers are necessary to make year-end adjustments.

12. BCIU Print Service Center - Program 605  
Office of Information Technology  
7/1/21 – 6/30/22  
$8,378  
This proprietary program provides printing and duplicating services to school districts and to all BCIU departments and programs (since 1980). These budget transfers are necessary for year-end adjustments.

13. Intermediate Unit General Fund - Program 115  
Office of Business Services  
7/1/21 – 6/30/22  
$531,560  
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. These budget transfers are necessary for year-end adjustments.

14. Operation and Maintenance of Buildings - Program 116  
Office of Business Services  
7/1/21 – 6/30/22  
$239,705  
This program accounts for the operation and maintenance of the Berks County Intermediate Unit Rivers Chase building, the BCIU Learning Center at Hamburg, the Reading Crest building, the BCIU Learning Center at Lower Alsace, the BCIU Learning Center at St. Paul’s, the BCIU Learning Center at the Education Centre and the BCIU Transportation Center. Expenditures include salaries and benefits for building and maintenance staff, custodians, safety coordinator, utilities, insurance, contracted repairs, maintenance, supplies, equipment, and interest and principal payments. Revenues include rent from programs, meeting room rental income, repair services, first aid/CPR fees, and the state share of FICA and Retirement (since 1989). These budget transfers are necessary for year-end adjustments.
15. BCIU Contracted Transportation - Program 632
   Office of Business Services
   7/1/21 – 6/30/22
   $265,940
   This proprietary fund accounts for all contracted transportation services including
   the transportation of regular education students for Reading School District,
   Muhlenberg School District, Antietam School District, Tulpehocken Area School
   District, Berks Career & Technology Center, and Extended School Year and field
   trips. In addition, this program provides transportation for the BCIU Head Start
   program in the city of Reading and to all rural Berks County classrooms (since
   1990). These transfers are necessary to adjust expenditures to year-end
   projections.

Yeas: Gierula; Heck; Hemberger; Huhn; Hummel; Jackson; Kennedy; Lash; Manmiller;
Ritter; Taylor; Vasquez; McEwen
Nays: None. Motion carried.

10. COMMUNICATIONS
   Mrs. Lash shared a letter of appreciation from Mr. Thomas Voelker,
   Assistant to the Superintendent, and Team, Brandywine Heights Area
   School District, regarding support from Berks County Intermediate Unit
   Office of Information Technology Team for Infinite Campus transition.

11. OLD BUSINESS
   No Items to Consider

12. REPORT OF NEGOTIATIONS COMMITTEE
   As a follow-up to previous Board discussions regarding the Service Employees
   International Union (SEIU) MOU, Chair Huhn reported that BCIU
   administration has presented the MOU to BCIU SEIU leaders, which was
   reviewed and supported by Mr. Stott and Mr. Mancuso.

   The MOU specifically addresses the following:
   • Wage and hours of work increases
     o Pre-K counts paraeducators workday changed to 7.0 hours per day
   • Hiring and retention incentives
     o Minimum service requirements for the hiring and retention incentives
   • Classroom monitors – result of legislation establishing the position of
     classroom monitor, $1.25 per hour increase for those who complete the
     training and filling the classroom monitor role

   SEIU members will be voting on the MOU and the team hopes to be bringing
   the SEIU MOU to the Board on Thursday, November 17, for consideration and
   approval.
A motion was made by Hummel, seconded by Heck, to approve the following items under 13. A. through 13. M. 1. a. Personnel Matters:

**13. PERSONNEL MATTERS**

—ROB ROSENBERGY, DIRECTOR

**A. General**

To acknowledge receipt of the list containing BCIUEA salary adjustments for the 2022-2023 school year.

To ratify the amended Berks County Intermediate Unit Transportation Salary Schedule, effective July 1, 2022.

To ratify the hourly rate for the Substitute Pre-K Counts Out of Class Teacher position to be equal to the entry step of pay for the Pre-K Counts Teacher position, effective July 1, 2022.

To approve the position description for School Psychologist Intern, Office of Early Childhood and Student Services.

**B. Employment – Ratifications**

1. Business Services/Operations Office
   a. Sydney P. Alvaro – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
      Recommended Hourly Rates – $22.50, $18.15, $14.85, and $17.45
      Effective Date – September 26, 2022
      Replacement
   b. Ivanova M. Campo – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
      Recommended Hourly Rates – $18.15, $14.85, and $17.45
      Effective Date – September 12, 2022
      Replacement
   c. Johanna C. Chalas de Quezada – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
      Recommended Hourly Rates – $18.15, $14.85, and $17.45
      Effective Date – September 26, 2022
      Replacement
   d. Richard W. Hinnershitz – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
      Recommended Hourly Rates – $23.95, $18.15, $14.85, and $17.45
      Effective Date – September 12, 2022
      Replacement
OFFICIAL PROCEEDINGS OF THE
BCIU BOARD OF DIRECTORS
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e. Catharine M. Mullin – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
   Recommended Hourly Rates – $22.00, $18.15, $14.85, and $17.45
   Effective Date – September 19, 2022
   Replacement

f. Renrick T. Woollery – Part-time School Bus Driver Trainee, Transportation
   Recommended Hourly Rate – $16.90
   Effective Date – September 19, 2022
   Replacement

2. Early Childhood & Student Services Office
   a. Samantha J. Adam – Paraeducator, Early Intervention
      Recommended Hourly Rate – $13.87
      Effective Date – September 19, 2022
      Replacement

   b. Margaret S. Allen – Speech Therapist, Early Intervention
      Recommended Annual Salary – Column 4, Step 5, $64,817 (to be prorated)
      Effective Date – October 10, 2022
      Replacement

   c. Matthew T. Gombar – Speech Therapist, Special Education
      Recommended Annual Salary – Column 4, Step 1, $59,870 (to be prorated)
      Effective Date – September 26, 2022
      Replacement

   d. Tisha E. Hess – Paraeducator, Early Intervention
      Recommended Hourly Rate – $13.87
      Effective Date – October 17, 2022
      Replacement

   e. June E. Malocu – Health and Nutrition Specialist, Head Start
      Recommended Hourly Rate – Level I, Entry, $19.52
      Effective Date – October 17, 2022
      Replacement

   f. Rashelle J. Whitcomb – Specialized Preschool Teacher – Classroom, Early Intervention
      Recommended Annual Salary – Column 4, Step 9, $72,179 (to be prorated)
      Effective Date – September 26, 2022
      Replacement
C. Change of Status – Ratifications

1. Business Services/Operations Office
   a. Casey Frasca
      Change from Part-time Bus/Van Specialist to Substitute Driver w/o Bus License, Assistant, and Misc. Transportation
      Change Recommended Hourly Rate from $27.20 to $23.95, $18.15, $14.85, and $17.45
      Effective Date – October 10, 2022
      Voluntary Reassignment

   b. Maira Frey
      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 – August 29, 2022
      Replacement

   c. Robert Gilbert
      Change from Part-time School Bus Driver Trainee to Part-time Bus/Van Assistant and Misc. Transportation
      Change Recommended Hourly Rate from $16.90 to $14.85 and $17.45
      Effective Date – September 30, 2022
      Replacement

   d. Kathleen Kemp
      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 – September 27, 2022
      Voluntary Reassignment

   e. Catharine Mullin
      Change from Part-time Driver w/o Bus License, Assistant, and Misc. Transportation to Part-time Bus/Van Specialist, Transportation
      Change Recommended Hourly Rates from $22.00, $18.15, $14.85, and $17.45 to $27.20
      Effective Date – September 20, 2022
      Replacement

   f. Monica Tinoco Fernandez
      Change from Part-time School Bus Driver Trainee, Transportation to Substitute Driver w/o Bus License, Assistant, and Misc. Transportation
      Change Recommended Hourly Rate from $16.90 to $18.15, $14.85, and $17.45
      Effective Date – September 26, 2022
      Voluntary Reassignment

   g. Donna VanKirk – Level V Program Secretary, Operations
      Recommended Hourly Rate – $22.29
      Effective Date – October 17, 2022
      Additional Assignment
2. Early Childhood & Student Services Office
   a. Geneva Aulenbach
      Change from Teacher, Head Start to Teacher, Pre-K Counts
      Change Recommended Hourly Rate from Level III, Entry, $21.82 to
      Annual Salary, Column 1, Step 6, $44,388 (to be prorated)
      Effective Date – October 10, 2022
      Replacement

   b. Madelyn Krause – Specialized Preschool Teacher – Classroom, Early Intervention
      Change Recommended Annual Salary from Column 1, Step 2, $49,555 to
      Column 1, Step 3, $50,792 (to be prorated)
      Effective Date – January 3, 2022
      Salary Correction

   c. Dr. Stacy Shober – Psychologist, Special Education
      Recommended Hourly Rate – $56.69
      Effective Date – August 16, 2022 – June 8, 2023
      Additional Hours (not to exceed 350 hours)

   d. Jacqueline Torres – Paraeducator, Head Start
      Recommended Hourly Rate – Level I, Entry, $13.71
      Effective Date – September 26, 2022
      Additional Assignment

   e. Kaitlyn Umberger – Teacher, Pre-K Counts
      Change Recommended Annual Salary from Column 1, Step 4, $39,416 to
      Column 2, Step 4, $44,477 (to be prorated)
      Effective Date – February 1, 2022
      Salary Adjustment per SEIU Agreement

   f. Kaitlyn Umberger – Teacher, Pre-K Counts
      Recommended Annual Salary – Column 2, Step 4, $46,079
      Effective Date – August 15, 2022
      Salary Adjustment per SEIU Agreement

3. Professional Learning Office
   a. Erin DelRegno Evans – Program Quality Assessor, The Pennsylvania Key
      Change Recommended Annual Salary from $54,122 to $27,061 (to be prorated)
      Effective Date – September 20, 2022
      Change in Status

   b. Megan Penson
      Change from Infant/Toddler Supervisor, The Pennsylvania Key to Assistant Director of
      Early Childhood Education Programs, The Pennsylvania Key
      Change Recommended Annual Salary from $66,301 to $80,642 (to be prorated)
      Effective Date – September 12, 2022
      New Position
D. Additions to 2022-2023 Approved Substitute Lists – Ratifications

Alternative Education
Maribeth Belmont, Specialist – Effective September 19, 2022
Rebecca Curry, Teacher – Effective July 1, 2022
Tara Eck, Teacher – Effective September 30, 2022
Leigh Maddux, Teacher – Effective October 3, 2022

Early Intervention
Maribeth Belmont, Paraeducator – Effective September 19, 2022
Ryan Oberly, Teacher – Effective July 1, 2022

Head Start
Maribeth Belmont, Paraeducator – Effective September 19, 2022
Tara Eck, Teacher – Effective September 30, 2022
Leigh Maddux, Teacher – Effective October 3, 2022

Pre-K Counts
Maribeth Belmont, Paraeducator – Effective September 19, 2022
Esmeralda Calderon, Enrollment Specialist – Effective July 1, 2022
Leigh Maddux, Teacher – Effective October 3, 2022

Special Education
Maribeth Belmont, Specialist – Effective September 19, 2022
Tara Eck, Teacher – Effective September 30, 2022
Tara Lesher, Teacher – Effective July 1, 2022
Leigh Maddux, Teacher – Effective October 3, 2022

Substitute Service
Linda Pontician, Substitute Secretary – Effective September 5, 2022

Transportation
Bonnie Lynn Finkbone, Substitute Driver with Bus License
– Effective September 26, 2022

E. Additions to Approved 2022-2023 Out-of-Class Substitute Lists – Ratifications

Early Intervention
Tara Eck – Effective September 30, 2022

Pre-K Counts
Tara Eck – Effective September 30, 2022

Removal from 2021-2022 Out-of-Class Substitute Lists – Ratifications

Alternative Education
Christopher Miller – Effective June 30, 2022

F. Remove from 2022-2023 Approved Substitute Lists

Pre-K Counts
Nakia Robertson, Teacher – Effective June 30, 2022
Cynthia Smith, Teacher – Effective June 30, 2022
Carmen Trinidad, Teacher – Effective June 30, 2022
Radesky Ventura, Teacher – Effective June 30, 2022
Rosa Vidal de Camilo, Teacher – Effective June 30, 2022
Remove from 2022-2023 Approved Substitute Lists

**Alternative Education**
- Esmeralda Calderon, Specialist – Effective September 21, 2022
- Aimee Forte, Teacher – Effective September 9, 2022
- Wen Gan, Specialist – Effective September 6, 2022
- Bailey Miller, Specialist – Effective September 6, 2022
- Wafaa Taissir, Teacher – Effective September 26, 2022

**Early Intervention**
- Esmeralda Calderon, Paraeducator – Effective September 21, 2022
- Aimee Forte, Teacher – Effective September 9, 2022
- Wen Gan, Paraeducator – Effective September 6, 2022
- Bailey Miller, Paraeducator – Effective September 6, 2022
- Wafaa Taissir, Teacher – Effective September 26, 2022

**Head Start**
- Esmeralda Calderon, Paraeducator – Effective September 21, 2022
- Aimee Forte, Teacher – Effective September 9, 2022
- Wen Gan, Paraeducator – Effective September 6, 2022
- Bailey Miller, Paraeducator – Effective September 6, 2022
- Wafaa Taissir, Teacher – Effective September 26, 2022

**Pre-K Counts**
- Esmeralda Calderon, Paraeducator – Effective September 21, 2022
- Aimee Forte, Teacher – Effective September 9, 2022
- Wen Gan, Paraeducator – Effective September 6, 2022
- Bailey Miller, Paraeducator – Effective September 6, 2022
- Wafaa Taissir, Teacher – Effective September 26, 2022

**Special Education**
- Esmeralda Calderon, Specialist – Effective September 21, 2022
- Aimee Forte, Teacher – Effective September 9, 2022
- Wen Gan, Specialist – Effective September 6, 2022
- Tara Lesher, Specialist – Effective July 1, 2022
- Bailey Miller, Specialist – Effective September 6, 2022
- Wafaa Taissir, Teacher – Effective September 26, 2022

**Transportation**
- Brandi Hartman, Substitute Driver w/o Bus License, Assistant, and Misc. Transportation – Effective – September 6, 2022
- Mark Veres, Substitute Driver w & w/o Bus License, Assistant, and Misc. Transportation – Effective – September 22, 2022

G. **Employment – Approvals**

1. Early Childhood & Student Services Office
   a. Lyndsey R. Ferraro – Teacher, Pre-K Counts
      Recommended Annual Salary – Column 2, Step 6, $49,456 (to be prorated)
      Effective Date – November 21, 2022
      }
      Replacement

   Approval - Employment
   —Item 13. G.
H. Change of Status – Approvals

1. Early Childhood & Student Services Office
   a. Kimberly Seyler
      Change from Teacher, Head Start to Early Head Start/Child Care Partnership Supervisor, Head Start
      Change Recommended Hourly Rate from Level III, Entry, $21.98 to Annual Salary, $50,125.49 (to be prorated)
      Effective Date – October 24, 2022
      Replacement

I. Leave of Absence Requests

1. Business Services/Operations Office
   Personal Leave (unpaid – with benefits – FMLA)
   a. Archie Ulshafer – Operations Specialist, Transportation
      Effective Date – September 14, 2022
   Personal Leave (unpaid – without benefits – FMLA)
   b. Cathy Rickenbach – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
      Effective Date – August 30, 2022

2. Early Childhood & Student Services Office
   Personal Leave (unpaid – with benefits – Not FMLA)
   a. Summer Guidotto – Paraeducator, Early Intervention
      Effective Date – September 26, 2022

J. Return from Leave of Absence Requests

1. Business Services/Operations Office
   Personal Leave (unpaid – with benefits – FMLA)
   a. Archie Ulshafer – Operations Specialist, Transportation
      Effective Date – September 15, 2022
   Personal Leave (unpaid – without benefits – FMLA)
   b. Cathy Rickenbach – Part-time Driver w & w/o Bus License Assistant, and Misc. Transportation
      Effective Date – September 21, 2022

2. Professional Learning Office
   Personal Leave (unpaid – with benefits – FMLA)
   a. Erin DelRegno Evans – Program Quality Assessor, The Pennsylvania Key
      Effective Date – September 20, 2022

K. Retirements

1. Professional Learning Office
   a. Sherry L. Milchick – Program Administrator, Professional Learning
      Effective Date – December 2, 2022
L. Resignations

1. Business Services/Operations Office
   a. Joseph Borzellino – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
      Effective Date – October 7, 2022
   b. Joseph J. DeCisco – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
      Effective Date – September 14, 2022
   c. Donna M. Sell – Level V Program Secretary, Operations
      Effective Date – October 14, 2022
   d. Lauri A. Serrano – Part-time Driver w & w/o Bus License, Assistant, Misc., and Trainer, Transportation
      Effective Date – September 9, 2022
   e. Nancy A. Wroblewski – Level V Program Secretary, Transportation
      Effective Date – September 21, 2022

2. Early Childhood & Student Services Office
   a. Julia DeVos – Paraeducator, Head Start
      Effective Date – September 20, 2022
   b. Karina J. Peralta – Paraeducator, Pre-K Counts
      Effective Date – September 23, 2022

M. Terminations

1. Business Services/Operations Office
   a. Carl D. Ganster – Part-time Bus/Van Assistant and Misc. Transportation
      Effective Date – October 21, 2022
      *Violation of Policy*

Yeas: Gierula; Heck; Hemberger; Huhn; Hummel; Jackson; Kennedy; Lash; Manmiller; Ritter; Taylor; Vasquez; McEwen
Nays: None. Motion carried.

A motion was made by Hummel, seconded by Lash, to approve Item 1. M. 1. b., as follows:

   b. Elsie Nieves – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
      Effective Date – October 21, 2022
      *Violation of Policy*

Yeas: Gierula; Heck; Huhn; Hummel; Jackson; Kennedy; Lash; Manmiller; Ritter; Taylor; McEwen
Nays: Hemberger; Vasquez. Motion carried.
A motion was made by Hummel, seconded by Ulrich, to approve the following item under 13. N. 1. and items under 14. A. through E.

Other Matters for Consideration:

N. Other
1. Human Resources Office
   a. Charlene P. Brown – Compliance Specialist, Human Resources
      Recommended Annual Salary – $48,333 (to be prorated)
      Effective Date – October 3, 2022
      Date Amended

14. OTHER MATTERS FOR CONSIDERATION

A. EARLY CHILDHOOD & STUDENT SERVICES
   —DR. MICHELLE REICHARD-HUFF, DIRECTOR

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and Champion for Teens, for Champion for Teens to provide services to children and youth experiencing homelessness in connection with the Education for Children and Youth Experiencing Homelessness (ECYEH) program for Pennsylvania Region 2, for a sum not to exceed $5,000 during the period of September 1, 2022, through June 30, 2023.

B. PROFESSIONAL DEVELOPMENT & CURRICULUM
   —DR. DANIEL RICHARDS, DIRECTOR

To authorize the appropriate officers to execute an agreement between the Berks County Intermediate Unit (BCIU) and Saint Peter School, for the BCIU to provide professional services related to instructional techniques for students with disabilities, for a fee of $450 according to the agreement, for services to be provided on November 1, 2022, or alternate date as needed.

To authorize the appropriate officers to execute an agreement between the Berks County Intermediate Unit (BCIU) and Saint Peter School, for the BCIU to provide professional services related to STEM instructional practices, for a fee of $1,350 according to the agreement, for services to be provided on January 16, 2023, or alternate date as needed.

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Boyertown Area School District, for the BCIU to provide professional services related to gifted education, for a fee of $800 according to the agreement, for services to be provided starting on September 21, 2022.

To ratify amendments to the agreements between the Berks County Intermediate Unit (BCIU) and People Share, LLC, for the BCIU to contract services on behalf of Berks Christian School in line with applications submitted under the Emergency Assistance to Nonpublic Schools (EANS), according to the agreement, effective September 22, 2022, through September 30, 2024.
To authorize the appropriate officers to execute an agreement between the Berks County Intermediate Unit (BCIU) and Premier Speakers Bureau, for Premier Speakers Bureau to secure Mr. Michael Bonner as a keynote speaker and for a breakout session at the Pennsylvania Pre-K Counts Grantee Meeting on March 8, 2023, for a fee not to exceed $18,500 (The Pennsylvania Key).

To authorize the appropriate officers to execute an agreement between the Berks County Intermediate Unit (BCIU) and Ink International, Inc., for Ink International, Inc. to provide a 30-minute virtual keynote speaker during the Office of Child Development and Early Learning’s (OCDEL) Grantee Meeting for Pennsylvania PKC and HSSAP on March 9, 2023, for a fee not to exceed $5,000 (The Pennsylvania Key).

To ratify Amendment #1 to the current Memorandum of Understanding between the Berks County Intermediate Unit (BCIU) and Berks County Intermediate Unit Head Start, for Berks County Intermediate Unit Head Start to modify its scope of services to provide for a funding increase of $21,400 for a revised total not to exceed $43,500. All other terms and conditions remain in force (The Pennsylvania Key).

To ratify Amendment #1 to the current agreement between the Berks County Intermediate Unit (BCIU) and Chester County Intermediate Unit, d/b/a Chester County Head Start, for Chester County Intermediate Unit, d/b/a Chester County Head Start to modify its scope of services to provide for a funding increase of $25,000 for a revised total not to exceed $382,660. All other terms and conditions remain in force (The Pennsylvania Key).

To ratify Amendment #1 to the current agreement between the Berks County Intermediate Unit (BCIU) and Pocono Services for Families and Children, for Pocono Services for Families and Children to modify its scope of services to provide for a funding increase of $7,600 for a revised total not to exceed $27,600. All other terms and conditions remain in force (The Pennsylvania Key).

To ratify Amendment #2 to the current agreement between the Berks County Intermediate Unit (BCIU) and Dr. Grace Whitney, for Dr. Grace Whitney to provide additional policy analysis, training, and consultation for Pennsylvania’s Office of Child Development and Early Learning, (OCDEL). This amendment provides for a funding increase of $64,000 for a revised total not to exceed $122,000 and extends the term of the agreement to December 31, 2023. All other terms and conditions remain in force (The Pennsylvania Key).

C. INFORMATION TECHNOLOGY

—SCOTT MAJOR, DIRECTOR

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and PowerSchool Group, LLC, for PowerSchool Group, LLC to provide professional services required to upgrade to Cognos 11.1.7 necessary for security and compliance. The term of the agreement is October 3, 2022, through October 2, 2023. The total cost will not exceed $3,535 and includes technical design, configuration, implementation services, and “go live” services.
To ratify an amendment to the Zoom Consortium Master Agreement with Zoom Video Communications to add one Webinar 500 license for Governor Mifflin School District at an annual cost of $690, pro-rated and co-terminous with the current agreement term of August 29, 2022, through August 28, 2023.

To ratify the renewal of a service agreement with Norstar Networks for service and ongoing maintenance of the Mitel Unified Communications system at a cost of $27,556 for the term of September 1, 2022, through August 31, 2023.

To approve the renewal of an agreement between the Berks County Intermediate Unit (BCIU) and BCC Software, LLC, for the renewal of subscription licensing for the Architect US Mail software utilized to provide discounted postal costs for the BCIU tax billing service offering. The cost of this service is $9,141.25 for the term of December 1, 2022, through November 30, 2023.

To approve the renewal of an agreement between the Berks County Intermediate Unit (BCIU) and SolarWinds for the Service Desk subscription. The term of the agreement is 12 months, from November 15, 2022, to November 14, 2023, at a cost not to exceed $14,596.25.

To authorize the appropriate officers to execute an agreement with HP, Inc. for a three-year lease of (115) HP laptop computers at a cost not to exceed $104,453.35 effective upon receipt of the equipment.

To authorize the appropriate officers to execute a five-year, $1 Buyout Lease agreement with HPE Financial Services to replace the current backup environment with Cohesity DataProtect (DaaS), including Remote Office Branch Office Server (DR) and Cohesity FortKnox at a total cost not to exceed $407,229.15 with five annual payments of $81,445.83(ea.), effective upon receipt of the equipment.

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

To ratify the revised renewal of the Berks County Intermediate Unit’s (BCIU) CrisisGo Emergency Communications Platform Subscription based on the district-signed letters of intent. The term of the subscription will be 24 months, beginning on September 1, 2022, at a revised cost of $20,000 per year. The following participating schools will be invoiced annually based on the sites included:
- Antietam School District
- Conrad Weiser Area School District
- Fleetwood Area School District
- Hamburg Area School District
- Kutztown Area School District
- Muhlenberg School District
- Reading Muhlenberg CTC
- Reading School District
- Schuylkill Valley School District
- Tulpehocken Area School District

**Amendment to Zoom Consortium Agreement with Zoom Video Communications / License for GMSD —Item 14. C. 2.**

**Renewal of Service Agreement with Mitel Unified Communications**
— Item 14. C. 3.

**Renewal of Subscription Licensing with BCC Software, LLC for Architect US Mail Software**

**Renewal of Agreement with Solarwinds for Service Desk Subscription**
— Item 14. C. 5.

**Lease Agreement with HP, Inc., for Laptop Computers**

**Lease Agreement with HPE Financial Services / Cohesity DataProtect (Daas) — Item 14. C. 7.**

**Renewal of BCIU CrisisGo Emergency Communications Platform Subscription**
To ratify an agreement between the Berks County Intermediate Unit (BCIU) and The Lamar Companies, for the purchase of digital advertising space to support BCIU Early Childhood and Student Services recruitment efforts from October 3, 2022, through October 30, 2022, at a cost of $4,015.

To ratify an agreement between the Berks County Intermediate Unit and Vital Records Control, for Vital Records Control to provide records storage for a monthly fee of $679 and document destruction services for a monthly fee of $750 effective October 1, 2022.

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

To approve Amendment #1 to the current agreement between the Berks County Intermediate Unit (BCIU) and Momentive, Inc., to provide for eight (8) additional Survey Monkey Enterprise EDU Seats on behalf of The Pennsylvania Key, effective October 21, 2022, through June 30, 2024, at a cost of $7,585.28.

To approve the first reading of the following policies:

SUMMARY OF CHANGES
004  Membership (Revised)
113.1 Discipline of Students with Disabilities (Revised)
210.1 Possession/Use of Asthma Inhalers/Epinephrine Auto-Injectors (Revised)
218  Student Discipline (Revised)
220  Student Expression/Dissemination of Materials (Revised)
227  Controlled Substances/Paraphernalia (Revised)
237  Electronic Devices (Revised)
705  Facilities and Workplace Safety (Revised)
707  Use of Facilities (Revised)
709  Building Security (Revised)
800  Records Management (Revised)
810  Transportation (Revised)
906  Public Complaint Procedures (Revised)

President McEwen thanked Board members for their attendance. He asked if anyone desired to comment before the conclusion of the meeting. No one desired to speak.

A motion was made by Taylor, seconded by Heck, to adjourn the meeting at 9:12 p.m.

Motion carried.

Approved by,

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

Mr. John Coakley, Transportation Program Administrator, introduced Mrs. Luz Ruiz as Employee of the Month for October 2022. Mrs. Ruiz has served as a driver since April 2012. She is always looking for ways she can contribute, remains flexible, and completes extra runs and summer work. She is quick to help other employees, recruit new hires, and is a wonderful ambassador for the BCIU.

Mr. Coakley shared that Luz faces every day positively and embodies the qualities of a model employee. Luz loves the children on her bus and assures they are safe and taken care of each day.

Luz thanked the board and administration for recognizing her efforts. Her husband accompanied her to the Board meeting.

Dr. Michelle Reichard-Huff, Director of the Office of Early Childhood and Student Services, provided remarks to honor Dr. Brenda Robertson as her official retirement from the BCIU approaches. Dr. Robertson joined the BCIU in January 1995 as one of a small number of itinerant teachers in the BCIU Preschool Early Intervention Program. As the early intervention program grew over the years, Dr. Robertson moved into supervisory and leadership roles, including Assistant Program Administrator and Program Administrator in Early Intervention. In her current role as Program Administrator of Logistics, she has faced every challenge presented and has led the ECSS Office in safety and security planning, streamlined office operations for efficiency and increased effectiveness, provided oversight of substitute services and student enrichment programs, and has been instrumental in securing grants for Pre-K Counts, Head Start, and other key initiatives. As the BCIU’s Pandemic Coordinator, her leadership has been strong, steady, and in many ways selfless. Over the past two years, she has spent countless hours ensuring we had the most up to date information, responded quickly to reports and cases or COVID-19, and supported state-wide vaccination and testing programs.

Dr. Robertson’s leadership and accomplishments over her 28 years are remarkable as her work in many ways has built a foundation of key programs and practices in the organization. Her colleagues consider her a positive, collaborative, and knowledgeable leader who treats everyone with respect and care.

Dr. Robertson was accompanied to the Board meeting by her husband John.

Dr. Hackman and Mrs. Donna DeLoretta shared a video about recruitment efforts for the Transportation Program. The video highlighted thoughts from employees about what makes their jobs rewarding, including working with children, flexible hours, and being part of the educational process. It also provided information on how to apply and what positions are available as part of the BCIU transportation department.