The regular meeting of the Berks County Intermediate Unit Board of Directors was held on Thursday, January 16, 2020, in the Berks County Intermediate Unit Main Office Building, 1111 Commons Boulevard, Reading, Pennsylvania.

President Timothy Heffner called the meeting to order 8:33 p.m. Following the pledge of allegiance, Jan Krotee, recording secretary, called the roll. Attendance was as follows:

Intermediate Unit Board: Bill Carl; Jill A. Dennin; Dr. David Hemberger; Elizabeth S. Huhn; Jean Kelleher; Dr. Amy Kennedy; Linda R. Lash; Randall R. Madara; Oscar Manbeck; Kevin L. Manniller; Steven Miller; Ralph C. Richard; Ann Sellers; James Shrawder; Brian Specht; Terrie Taylor, LSW; James Ulrich; and Gary McEwen.

Absent: None

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

Solicitor: John M. Stott, Esq. and James Mancuso, Esq.

Guest/s: Dr. Kevin Andreyo; Bernice Crutchfield; and John Ford

Press: Keith Smoker, Reading Eagle

Following the pledge of allegiance and roll call, Vice President McEwen noted that an executive session was held prior to the meeting to discuss personnel matters, specifically a termination and PA Key contract renewal.

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

Vice President McEwen requested a moment of silence in honor of John C. Micka, who passed away suddenly on December 22. Mr. Micka served as a Tulpehocken school bus driver in the BCIU Operations Department. Mr. Micka was a US Air Force Veteran and was a news anchor prior to his employment at the BCIU.

A motion was made by Carl, seconded by Huhn, to seat the following BCIU representatives:


Yeas: Carl; Dennin; Hemberger; Huhn; Kelleher; Kennedy; Lash; Madara; Manbeck; Manniller; Miller; Richard; Sellers; Shrawder; Specht; Taylor; Ulrich; McEwen.  
Nays: None. Motion carried.
Vice President McEwen turned the meeting over to Attorney Stott, stating that reorganization was necessary to elect a Board President to fill the unexpired term of Mr. Timothy Heffner, effective January 16, 2020, to June 30, 2020.

Mr. Stott opened nominations for President. Dennin, Chair of the Nominations Committee, nominated Gary McEwen for the position of President.

There were no further nominations. Attorney Stott called for a motion to close nominations for President. A motion was made by Richard, seconded by Carl, to close nominations for President.

Motion carried.  Voice Vote

Mr. Stott called for a motion to cast an unanimous ballot for Gary McEwen for President.

A motion was made by Carl, seconded by Lash, to cast an unanimous ballot for Gary McEwen for President.

Motion carried.  Voice Vote

With the election of Mr. McEwen as President, Mr. McEwen offered his resignation as Vice President of the Board.

A motion was made by Carl, seconded by Kelleher, to accept the resignation of McEwen as Vice President.

Motion carried.  Voice Vote

With the election of McEwen as President and his subsequent resignation as Vice President, Attorney Stott stated it was necessary to elect a Vice President to fill the open position of Vice President. Attorney Stott opened nominations for Vice President. Dennin, Chair of the Nominations Committee, nominated Ralph Richard for the position of Vice President.

There were no further nominations. Attorney Stott called for a motion to close nominations for Vice President. A motion was made by Ulrich, seconded by Carl, to close nominations for Vice President.

Motion carried.  Voice Vote

Mr. Stott called for a motion to cast an unanimous ballot for Ralph Richard for Vice President.

A motion was made by Carl, seconded by Taylor, to cast an unanimous ballot for Ralph Richard for Vice President.

Motion carried.  Voice Vote
With the election of Ralph Richard as Vice President, he offered his resignation as Treasurer of the Board.

A motion was made by Carl, seconded by Kelleher, to accept the resignation of Ralph Richard as Treasurer.

Motion carried.  Voice Vote

With the election of Ralph Richard as Vice President and his subsequent resignation as Treasurer, Attorney Stott stated it was necessary to elect a Treasurer to fill the open position of Treasurer. Attorney Stott opened nominations for Treasurer. Dennin, Chair of the Nominations Committee, nominated Elizabeth Huhn for the position of Treasurer.

There were no further nominations. Attorney Stott called for a motion to close nominations for Treasurer. A motion was made by Ulrich, seconded by Carl, to close nominations for Treasurer.

Motion carried.  Voice Vote

Mr. Stott called for a motion to cast an unanimous ballot for Elizabeth Huhn for Treasurer.

A motion was made by Lash, seconded by Carl, to cast an unanimous ballot for Elizabeth Huhn for Treasurer.

Motion carried.  Voice Vote

With the election of Elizabeth Huhn as Treasurer, she offered her resignation as Secretary of the Board.

A motion was made by Lash, seconded by Kelleher, to accept the resignation of Elizabeth Huhn as Secretary.

Motion carried.  Voice Vote

With the election of Elizabeth Huhn as Treasurer and her subsequent resignation as Secretary, Attorney Stott stated it was necessary to elect a Secretary to fill the open position of Secretary. Attorney Stott opened nominations for Secretary. Dennin, Chair of the Nominations Committee, nominated Brian Specht for the position of Secretary.

There were no further nominations. Attorney Stott called for a motion to close nominations for Secretary. A motion was made by Ulrich, seconded by Carl, to close nominations for Secretary.

Motion carried.  Voice Vote

Mr. Stott called for a motion to cast an unanimous ballot for Brian Specht for Secretary.
A motion was made by Richard, seconded by Huhn, to cast an unanimous ballot for Brian Specht for Secretary.

Motion carried.

With the elections completed, Dr. Hackman offered her thanks and congratulations. She shared that the four newly-elected officers had 59 years of combined experience on the BCIU Board of Directors. The BCIU is fortunate to have such committed and dedicated Board officers and Board members.

Attorney Stott turned the meeting back over to President McEwen.

A motion was made by Dennin, seconded by Kelleher, to acknowledge receipt of bids through the Berks County Joint Purchasing Board for Copy Paper on Tuesday, November 26, 2019, at 11:00 A.M.

Motion carried.

A motion was made by Ulrich, seconded by Carl, to approve the minutes of the November 21, 2019 meeting.

Motion carried.

A motion was made by Richard, seconded by Taylor, to ratify / approve / acknowledge the following:

<table>
<thead>
<tr>
<th>SOURCE</th>
<th>PAGE</th>
<th>AMOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>November 2019 Ratifications</td>
<td>1-16</td>
<td>$2,982,917.28</td>
</tr>
<tr>
<td>November 2019 Ratifications-PSDLAF</td>
<td></td>
<td>$0.00</td>
</tr>
<tr>
<td>December 2019 Ratifications</td>
<td>1-22</td>
<td>$4,881,760.29</td>
</tr>
<tr>
<td>December 2019 Ratifications-PSDLAF</td>
<td>1-01</td>
<td>$17,144.22</td>
</tr>
<tr>
<td>January 2020 Ratifications</td>
<td>1-03</td>
<td>$235,826.06</td>
</tr>
<tr>
<td>January 2020 Ratifications-PSDLAF</td>
<td>1-01</td>
<td>$20,334.10</td>
</tr>
<tr>
<td>January 2020 Approvals</td>
<td>1-06</td>
<td>$618,695.08</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td>$8,756,677.03</td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th>Amount Outstanding</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 10, 2020</td>
</tr>
<tr>
<td>$0</td>
</tr>
</tbody>
</table>
05. **Accounts Receivable Aging Report as of January 10, 2020** (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>
</tr>
</thead>
<tbody>
<tr>
<td>School Districts</td>
<td>$737,546.38</td>
<td>$1,060,129.21</td>
<td>$497,580.97</td>
<td>$1,413.71</td>
<td>$9,413.51</td>
</tr>
<tr>
<td>Commonwealth of PA</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$93,643.65</td>
</tr>
<tr>
<td>Other Revenue Sources</td>
<td>$153,344.54</td>
<td>$34,932.99</td>
<td>$17,809.72</td>
<td>$7,515.93</td>
<td>$14,335.70</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td><strong>$890,890.92</strong></td>
<td><strong>$1,095,062.20</strong></td>
<td><strong>$515,390.69</strong></td>
<td><strong>$8,929.64</strong></td>
<td><strong>$117,392.86</strong></td>
</tr>
<tr>
<td><strong>GRAND TOTAL</strong></td>
<td><strong>$2,627,666.31</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

06. **Approval/Ratification of Head Start:**
- Head Start 2020 Notice of Award
- Financial Statements (November and December 2019)
- Credit Card Purchases (November and December 2019)
- Non-Federal Share Report (November and December 2019)
- Policy Council Minutes/Resolutions (November 2019 and December 2019)
- Program Information/Updates/Attachments

07. **Combined Financial Report**

**CASH-NOVEMBER 2019**

BEGINNING BALANCE November 1, 2019 $2,454,146.27

**RECEIPTS**
- Revenue Receipts $12,582,025.29
- Returned Checks $0.00
- Investment Redemptions $0.00 $12,582,025.29

**DISBURSEMENTS**
- Pre-Board Ratifications $2,480,214.56
- Board Approvals $614,695.34
- Post Board Ratifications
- PSDLAF $0.00
- Post Board Ratifications IU $2,982,917.28

**TOTAL CHECKS WRITTEN** $6,077,827.18 ($4,952.28)

Payroll Distributions $5,379,278.30 $11,452,153.20

ENDING BALANCE - November 30, 2019 $3,584,018.36

**INVESTMENTS**

<table>
<thead>
<tr>
<th>Type</th>
<th>Of Deposit</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning Balance</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Purchases</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Redemptions</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Ending Balance</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
</tbody>
</table>

**CASH AVAILABLE-NOVEMBER 30, 2019** $3,584,018.36
CASH-DECEMBER-2019
BEGINNING BALANCE December 1, 2019 $3,584,018.36
RECEIPTS
  REVENUE RECEIPTS $11,415,300.12
  RETURNED CHECKS $0.00
  INVESTMENT REDEMPTIONS $0.00 $11,415,300.12
  $14,999,318.48
DISBURSEMENTS
  PRE-BOARD RATIFICATIONS $0.00
  BOARD APPROVALS $0.00
  POST BOARD RATIFICATIONS
    PSDLAF $17,144.22
    POST BOARD RATIFICATIONS IU $4,881,760.29
    TOTAL CHECKS WRITTEN $4,898,904.51
    CHECKS VOIDED ($5,885.74)
    PAYROLL DISTRIBUTIONS $5,356,282.45 $10,249,301.22
ENDING BALANCE - December 31, 2019 $4,750,017.26

INVESTMENTS
  CERTIFICATES OF DEPOSIT
  BEGINNING BALANCE $0.00 $0.00
  PURCHASES $0.00 $0.00
  REDEMPTIONS $0.00 $0.00
  ENDING BALANCE $0.00 $0.00

CASH AVAILABLE-December 31, 2019 $4,750,017.26

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

  November 2019
  Tompkins VIST $6,807.89
  PNC $29.59

  December 2019
  Tompkins VIST $8,302.86
  PNC $32.68

Yeas: Carl; Dennin; Hemberger; Huhn; Kelleher; Kennedy; Lash; Madara; Manbeck; Manmiller; Miller; Richard; Sellers; Shrawder; Specht; Taylor; Ulrich; McEwen.
Nays: None. Motion carried.
09. **COMMUNICATIONS**

Mrs. Huhn shared a handwritten thank you note from Senator Judy Schwank to Dr. Hackman for “the excellent programs and dialogue that you sponsor through the IU. I learn so much at each session and leave inspired to do even better to educate the 70,000 students in our county.”

She also shared correspondence from Berks Schuylkill Helping Harvest Fresh Food Bank, thanking BCIU employees for their donation of $225. The funds were raised through a “jeans day” surrounding the Thanksgiving holiday.

10. **OLD BUSINESS**

*No Items to Report.*

11. **REPORT OF NEGOTIATIONS COMMITTEE**

*No Items to Report.*

A motion was made by Lash, seconded by Carl, to approve the following budget items:

A. **New and Proposed Budgets**

*No Items to Consider*

B. **Initial Budgets**

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

   Office of Business Services  
   7/1/20 – 6/30/21  
   $11,583,476  

   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.

C. **Changes to Initial Budgets**

1. **Prison Program – Program 307**

   Office of Early Childhood and Student Services  
   7/1/19 – 6/30/20  
   ($116,449)  

   **Total Proposed Revised Budget: $331,450**

   Funded by the participant’s resident district, this program provides education services to adjudicated adolescents who are housed in the Adult Prison Program, including young adults with disabilities who have not yet reached their 21st birthday and have not finished high school (since 1997). This budget change is necessary because less students are projected throughout the year.
2. Early Intervention – Program 348
   Office of Early Childhood and Student Services
   7/1/19 – 6/30/20
   Total Proposed Revised Budget: $16,604,017
   Funded by the state, this program provides services to newly identified, preschool handicapped children in Berks County (since 1983). This budget change is necessary due to additional state funding allocation

D. Budgetary Transfers
   1. BCIU Pre-K Counts Partnership – Program 231
      Office of Early Childhood and Student Services
      7/1/19 – 6/30/20
      $41,775
      Funded by the state and administered by the PA Department of Education, the BCIU Pre-K Counts Partnership provides high quality preschool services to 140 at-risk children, which as defined is living in households below 300 percent of the federal poverty rate, those who are English language learners or are at-risk due to community factors, academic difficulties, or economic disadvantage. BCIU Pre-K Counts is operated in partnership with participating Berks County school districts and two local Child Care centers (since 2016). These transfers are necessary due to a reallocation of pass-through funds.

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

13. PERSONNEL MATTERS
   —ROB ROSENBERRY, DIRECTOR

A motion was made by Huhn, seconded by Carl, to approve the following items under Personnel Matters:

   A. General

   To award a professional contract to Lashae Stitt, Teacher, Pre-K Counts, who has completed three years of satisfactory service, effective December 19, 2019.

   To approve the assignment of Carl D. Blessing as Temporary Business Administrator to support the Office of Business Services, effective December 19, 2019, through January 27, 2020, at the per diem rate of $650.

   To approve the Senior Health Manager, PA Key position description.

   Roll Call Vote

   PERSONNEL MATTERS

   GENERAL

   Award Professional Contract to Lashae Stitt

   Assignment of Carl D. Blessing as Temporary Business Administrator

   Senior Health Manager, PA Key Position Description
B. Employment – Ratifications
1. Business Services/Operations Office
   a. Melissa Cancel – Part-time School Bus Driver Trainee
      Recommended Hourly Rate – $11.90
      Effective Date – November 18, 2019
      Replacement

   b. Paul M. DeLapp – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
      Recommended Hourly Rates – $14.00, $11.85, and $10.83
      Effective Date – November 18, 2019
      Replacement

   c. Megan E. Griffin – Part-time School Bus Driver Trainee
      Recommended Hourly Rate – $11.90
      Effective Date – December 16, 2019
      Replacement

   d. Raymond Hernandez – Part-time School Bus Driver Trainee
      Recommended Hourly Rate – $11.90
      Effective Date – December 3, 2019
      Replacement

   e. Lysette M. Hodges – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
      Recommended Hourly Rates – $14.00, $11.85, and $10.83
      Effective Date – December 16, 2019
      Replacement

   f. Antoinette B. Johnson – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
      Recommended Hourly Rates – $14.00, $11.85, and $10.83
      Effective Date – December 3, 2019
      Replacement

   g. Galen E. Koller – Part-time School Bus Driver Trainee
      Recommended Hourly Rate – $11.90
      Effective Date – November 18, 2019
      Replacement

   h. Freddie A. Morales Soto – Part-time School Bus Driver Trainee
      Recommended Hourly Rate – $11.90
      Effective Date – December 16, 2019
      Replacement

   i. Liza M. Velazquez-Velazquez – Part-time Bus/Van Assistant and Misc. Transportation
      Recommended Hourly Rates – $11.85 and $10.83
      Effective Date – December 3, 2019
      Replacement
j. Jacqueline R. Wise – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
   Recommended Hourly Rates – $14.00, $11.85, and $10.83
   Effective Date – December 3, 2019
   Replacement

2. Early Childhood & Student Services Office
   a. Taylor N. Hartline – Teacher, Head Start
      Recommended Hourly Rate – Level III, Probationary, $19.57
      Effective Date – December 3, 2019
      Replacement

   b. Diane Kay – Specialized Preschool Teacher, Early Intervention
      Recommended Annual Salary – Col. 5, Step 12, $72,096 (to be prorated)
      Effective Date – December 9, 2019
      Replacement

   c. Grace N. Phillips – Paraeducator, Head Start
      Recommended Hourly Rate – Level I, Probationary, $11.87
      Effective Date – January 6, 2020
      Replacement

   d. Elba Rodriguez – Paraeducator, Head Start
      Recommended Hourly Rate – Level II, Probationary, $12.42
      Effective Date – January 6, 2020
      Replacement

   e. Andrea E. Torres – Paraeducator, Pre-K Counts
      Recommended Hourly Rate – $12.30
      Effective Date – January 6, 2020
      Replacement

3. Professional Development and Curriculum Office
   a. Paula L. Alcock – Fiscal Contract Supervisor, PA Key
      Recommended Annual Salary – $61,710 (to be prorated)
      Effective Date – January 13, 2020
      Replacement

   b. Amy R. Requa – Senior Health Manager, PA Key
      Recommended Annual Salary – $70,635 (to be prorated)
      Effective Date – January 2, 2020
      New Position

   c. Leslie A. Weaver – Continuing Professional Education (CPE) Instructor
      Recommended Rate – $750 per credit
      Effective Date – December 23, 2019
      Additional Position
C. Change of Status – Ratifications

1. Business Services/Operations Office
   a. Albert Adams
      Change from Part-time School Bus Driver Trainee to
      Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
      Change Recommended Hourly Rate from $11.90 to $16.70, $14.00, $11.85, and $10.83
      Effective Date – January 3, 2020
      Obtained CDL

   b. Ivanova Campo
      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 – January 6, 2020
      Replacement

   c. Bethzaida Cheek – Dispatcher, Transportation
      Recommended Hourly Rate – $15.32
      Effective Date – December 9, 2019
      Replacement - Additional Assignment

   d. Jennifer Colon
      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 – August 21, 2019
      Voluntary Reassignment – Date Correction

   e. Connie Erickson
      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 – May 25, 2018
      Replacement

   f. Iamdra Flores
      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 – July 3, 2019
      Voluntary Reassignment
g. Kaja Nichlas
   Change from Substitute Bus/Van Assistant and Misc. Transportation to Part-time Bus/Van Assistant and Misc. Transportation
   No Change in Recommended Hourly Rates
   Effective Date – December 17, 2019
   Replacement

h. Kaja Nichlas
   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 – January 2, 2020
   Voluntary Reassignment

i. Maira Pascoe
   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 – October 28, 2019
   Replacement

j. Leslie Rhodes – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
   Change Recommended Hourly Rates from $13.15, $11.05 and $10.08 to $13.65, $11.55, and $10.58
   Effective Date – April 10, 2019
   Completed Probationary Period

k. Leslie Rhodes – Substitute Driver w/o Bus License, Assistant, and Misc. Transportation
   Change Recommended Hourly Rates from $13.65, $11.55, and $10.58 to $14.00, $11.85, and $10.83
   Effective Date – July 1, 2019
   Rate Correction per Transportation Compensation & Benefits Agreement

l. Yajaira Rivera
   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 – August 23, 2019
   Voluntary Reassignment

m. Yajaira Rivera
   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 – November 19, 2019
   Replacement
n. Jocelyn Sass  
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 – December 10, 2019  
Replacement  

o. Shanice Towles – Part-time Driver w/o Bus License  
Recommended Hourly Rate – $14.25  
Effective Date – November 18, 2019  
Additional Assignment  

2. Early Childhood & Student Services Office  
a. Christina Argentati – Occupational Therapist, Early Intervention  
Recommended Hourly Rate – $66.65  
Effective Date – November 27, 2019  
Additional Hours (not to exceed 7 hours)  

b. Orquidea Batista – Paraeducator, Head Start  
Change Recommended Hourly Rate from Level I, Probationary, $11.87 to Level I, Entry, $12.42  
Effective Date – November 11, 2019  
Completed Probationary Period  

c. Zenaida Calero-Nieves – Paraeducator, Head Start  
Change Recommended Hourly Rate from Level II, Probationary, $12.42 to Level II, Entry, $12.95  
Effective Date – November 11, 2019  
Completed Probationary Period  

d. Jennifer Chupak – Lead Speech Therapist, Early Intervention  
Effective Date – November 22, 2019  
Remove Additional Assignment  

e. Jennifer Chupak  
Change from Speech Therapist, Early Intervention to Assistant Program Administrator, Early Intervention  
Change Recommended Annual Salary from Col. 4, Step 8, $64,042 to $74,664 (to be prorated)  
Effective Date – November 25, 2019  
Replacement  

f. Joanna Cogan-Ferchalk – Psychologist, Early Intervention  
Recommended Hourly Rate – $54.24  
Effective Date – December 18, 2019 – June 30, 2020  
Additional Days (not to exceed 5 days)
g. Susan Cornish – Paraeducator, Head Start
  Change Recommended Hourly Rate from Level I, Probationary, $11.87 to Level I, Entry, $12.42
  Effective Date – November 11, 2019
  Completed Probationary Period

h. Kayleen Cruz Morales
  Change from Paraeducator, Child Care to Substitute Paraeducator, Child Care
  Change Recommended Hourly Rate from $11.02 to $9.68
  Effective Date – December 27, 2019
  Voluntary Reassignment

i. Jenniffer Dove – Paraeducator, Head Start
  Change Recommended Hourly Rate from Level I, Probationary, $11.87 to Level I, Entry, $12.42
  Effective Date – November 11, 2019
  Completed Probationary Period

j. Ad-Beel Gracius – Paraeducator, Head Start
  Change Recommended Hourly Rate from Level I, Probationary, $11.87 to Level I, Entry, $12.42
  Effective Date – November 11, 2019
  Completed Probationary Period

k. Michael Hall – Paraeducator, Head Start
  Change Recommended Hourly Rate from Level I, Probationary, $11.87 to Level I, Entry, $12.42
  Effective Date – November 25, 2019
  Completed Probationary Period

l. Branden Jambeau – Mental Health Specialist, Head Start
  Change Recommended Hourly Rate from Level II, Entry, $23.83 to Level III, Entry, $24.38
  Effective Date – November 5, 2019
  Obtained Additional Credits

m. Jamie Kingsbury – Special Education Itinerant Teacher, Special Education
  Change Recommended Annual Salary from Col. 6, Step 6, $62,954 to Col. 7, Step 6, $64,339 (to be prorated)
  Effective Date – February 1, 2020
  Salary Adjustment per BCIUEA Agreement

n. Jill Lenhart – Specialized Preschool Teacher – Classroom, Early Intervention
  Change Recommended Annual Salary from Col. 4, Step 9, $65,279 to Col. 5, Step 9, $65,972 (to be prorated)
  Effective Date – January 1, 2020
  Salary Adjustment per BCIUEA Agreement
o. Rickiesha Logan – Disabilities/Transition Specialist, Head Start
   Change Recommended Hourly Rate from Level III, Probationary, $23.83 to
   Level III, Entry, $24.38
   Effective Date – December 16, 2019
   \textit{Completed Probationary Period}

   Change Recommended Hourly Rate from Level I, Probationary, $17.93 to
   Level I, Entry, $18.48
   Effective Date – December 23, 2019
   \textit{Completed Probationary Period}

q. Mary Kate McGuire – Specialized Preschool Teacher – Itinerant, Early
   Intervention
   Change Recommended Annual Salary from Col. 5, Step 12, $72,096 to
   Col. 6, Step 12, $72,789 (to be prorated)
   Effective Date – January 1, 2020
   \textit{Salary Adjustment per BCIUEA Agreement}

r. Cynthia Mersinger – Paraeducator, Head Start
   Change Recommended Hourly Rate from Level I, Probationary, $11.87 to
   Level I, Entry, $12.42
   Effective Date – November 11, 2019
   \textit{Completed Probationary Period}

s. Yadnery Morales – Paraeducator, Head Start
   Change Recommended Hourly Rate from Level I, Probationary, $11.87 to
   Level I, Entry, $12.42
   Effective Date – November 11, 2019
   \textit{Completed Probationary Period}

t. Adelaida Noguet – Family Engagement Worker, Head Start
   Change Recommended Hourly Rate from Level IV, Probationary, $13.90 to
   Level IV, Entry, $14.44
   Effective Date – November 4, 2019
   \textit{Completed Probationary Period}

u. Katherine Palm-Seiler
   Change from Paraeducator, Child Care to Teacher, Child Care
   Change Recommended Hourly Rate from $13.35 to $13.15
   Effective Date – December 19, 2019
   \textit{Replacement}

v. Kaitlyn Quay – Paraeducator, Head Start
   Change Recommended Hourly Rate from Level I, Probationary, $11.87 to
   Level I, Entry, $12.42
   Effective Date – November 11, 2019
   \textit{Completed Probationary Period}
w. Jaime Roshon – Educational Coach, Head Start  
   Change Recommended Hourly Rate from Level III Probationary, $23.83 to  
   Level III Entry, $24.38  
   Effective Date – December 30, 2019  
   *Completed Probationary Period*  

x. Kamie Rothenberger – Enrichment Specialist, Education of Children &  
   Youth Experiencing Homelessness  
   Effective Date – December 17, 2019  
   *Removal of Assignment*  

y. Kamie Rothenberger – Educational Coach, Head Start  
   Change Recommended Hourly Rate from Level II Probationary, $23.30 to  
   Level II Entry, $23.83  
   Effective Date – December 23, 2019  
   *Completed Probationary Period*  

z. Britanyana Santiago – Paraeducator, Head Start  
   Change Recommended Hourly Rate from Level I, Probationary, $11.87 to  
   Level I, Entry, $12.42  
   Effective Date – December 30, 2019  
   *Completed Probationary Period*  

aa. Jamie Sauselen – Paraeducator, Head Start  
   Change Recommended Hourly Rate from Level I, Probationary, $11.87 to  
   Level I, Entry, $12.42  
   Effective Date – December 16, 2019  
   *Completed Probationary Period*  

bb. Alice Shomgard  
   Change from Paraeducator, Child Care to Teacher, Child Care  
   Change Recommended Hourly Rate from $12.97 to $15.65  
   Effective Date – December 18, 2019  
   *Replacement*  

c. Theresa Soley – Occupational Therapist, Early Intervention  
   Change Recommended Hourly Rate from Col. 4, Step 3, $44.06 to Col. 4,  
   Step 3, $45.01  
   Effective Date – July 1, 2019  
   *Rate Correction*  

dd. Mary Stelter – Physical Therapist, Early Intervention  
   Change Recommended Annual Salary/Hourly Rate from Col. 1, Step 3,  
   $46,649/$35.07 to Col. 1, Step 3, $47,149/$36.21  
   Effective Date – July 1, 2019  
   *Rate Correction in accordance with BCIUEA Salary Schedule*  

ee. Rebecca Thomas – Administrative Assistant, Head Start  
   Change Recommended Hourly Rate from Level III, Probationary, $18.36 to  
   Level III, Entry, $18.91  
   Effective Date – December 3, 2019  
   *Completed Probationary Period*
ff. Laura Young – Speech Therapist, Early Intervention  
   Recommended Hourly Rate – $56.10  
   Effective Date – December 16, 2019 – February 28, 2020  
   Additional Days (not to exceed 2 days)

3. Professional Development and Curriculum Office  
   a. Kelli Harris – Peer Reviewer, PA Key  
   Recommended Annual Stipend – $1,000 (to be prorated)  
   Effective Date – December 9, 2019 – June 30, 2020  
   Additional Responsibilities

   b. Beth Simon – Peer Reviewer, PA Key  
   Recommended Annual Stipend – $1,000 (to be prorated)  
   Effective Date – December 9, 2019 – June 30, 2020  
   Additional Responsibilities

D. Additions to 2019-2020 Approved Substitute Lists – Ratifications

   Alternative Education  
   Marlenny Martinez Inoa, Specialist – Effective December 16, 2019  
   Doreen Strausser, Teacher – Effective November 25, 2019  
   Jacqueline Vidal, Specialist – Effective January 6, 2020

Child Care  
Doreen Strausser, Degreed Teacher – Effective December 9, 2019

Early Intervention  
Marlenny Martinez Inoa, Paraeducator – Effective December 16, 2019  
Doreen Strausser, Teacher – Effective November 25, 2019  
Jacqueline Vidal, Paraeducator – Effective January 6, 2020

Facilities  
Bethzaida Cheek, Custodian – Effective November 25, 2019  
Iralisa Mercedes, Custodian – Effective January 2, 2020

Head Start  
Doreen Strausser, Teacher – Effective November 25, 2019  
Jacqueline Vidal, Paraeducator – Effective January 6, 2020

Pre-K Counts  
Marlenny Martinez Inoa, Paraeducator – Effective December 16, 2019  
Doreen Strausser, Teacher – Effective November 25, 2019  
Jacqueline Vidal, Paraeducator – Effective January 6, 2020

Special Education  
Marlenny Martinez Inoa, Specialist – Effective December 16, 2019  
Doreen Strausser, Teacher – Effective November 25, 2019  
Jacqueline Vidal, Specialist – Effective January 6, 2020

E. Additions to Approved 2019-2020 Out-of-Class Substitute Lists – Ratifications

   Head Start  
   Elba Rodriguez – Effective January 6, 2020

Ratifications - Additions to Approved Substitute Lists —Item 13. D.  
F. Remove from 2019-2020 Approved Substitute Lists

Child Care
Verna Kinsey, Paraeducator – Effective November 11, 2019
Shanda Mengel, Teacher – Effective December 16, 2019
Kimberly Sivak, Paraeducator – Effective December 17, 2019

Early Intervention
Kimberly Sivak, Paraeducator – Effective December 17, 2019

Facilities
Yajaira Rivera, Custodian and Delivery Driver – Effective August 23, 2019
Gene Sedoti, Custodian – Effective November 18, 2019

Head Start
Kimberly Sivak, Paraeducator – Effective December 17, 2019

Pre-K Counts
Kimberly Sivak, Paraeducator – Effective December 17, 2019

Transportation
Cindy Emerich, Substitute Bus/Van Assistant and Misc. Transportation Effective December 9, 2019
William Haines, Substitute Bus/Van Assistant and Misc. Transportation Effective November 25, 2019
Gene Sedoti, Substitute Fueler, Transportation Effective November 18, 2019

G. Employment – Approvals

No Items to Consider

H. Change of Status – Approvals

No Items to Consider

I. Leave of Absence Requests

1. Business Services/Operations Office
   Personal Leave (unpaid - without benefits – FMLA)
   a. Charles Weaver – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
      Effective Date – November 20, 2019

   Personal Leave (unpaid - without benefits – not FMLA)
   b. David Arentz – Level II Custodian, Facilities
      Effective Date – October 9, 2019
c. Keisha Brown – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation  
   Effective Date – October 24, 2019

d. Jeremy Tinnin – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation  
   Effective Date – September 9, 2019

e. Nannette Waid – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation  
   Effective Date – December 18, 2019

2. Early Childhood & Student Services Office  
   Personal Leave (unpaid - with benefits – FMLA)
   a. Jamie Kingsbury – Special Education Itinerant Teacher, Special Education  
      Effective Date – November 18, 2019

3. Professional Development and Curriculum Office  
   Personal Leave (unpaid - with benefits – FMLA)
   1. Pamela Eyer – Preschool Program Specialist, PA Key  
      Effective Date – October 30, 2019

J. Return from Leave of Absence Requests
   1. Business Services/Operations Office  
      Personal Leave (unpaid – without benefits – not FMLA)
      a. David Arentz – Level II Custodian, Facilities  
         Effective Date – December 3, 2019
      b. Keisha Brown – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation  
         Effective Date – December 16, 2019
      c. Jeremy Tinnin – Part-time Driver w & w/o Bus License, Assistant Transportation  
         Effective Date – December 11, 2019

   2. Early Childhood & Student Services Office  
      Personal Leave (unpaid - with benefits – not FMLA)
      a. Diamond Yulfo – Paraeducator, Head Start  
         Effective Date – November 18, 2019

   3. Human Resources Office  
      Personal Leave (unpaid - without benefits – not FMLA)
      a. Jessica Dawson – Human Resources Specialist  
         Effective Date – January 6, 2020

   4. Professional Development and Curriculum Office  
      Personal Leave (unpaid - with benefits – FMLA)
      a. Pamela Eyer – Preschool Program Specialist, PA Key  
         Effective Date – December 9, 2019
K. Retirements

1. Business Services/Operations Office
   a. Beverly J. Brisan – Part-time Driver w & w/o Bus License, Assistant, Misc. Transportation
      Effective Date – December 20, 2019
   b. Gloria J. Gassert – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
      Effective Date – June 5, 2020
   c. James R. Lash – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
      Effective Date – December 20, 2019
   d. Janice M. Rubendall – Part-time Driver w & w/o Bus License, Assistant, Misc. Transportation, and Transportation Trainer
      Effective Date – November 27, 2019
   e. Carol A. Wehr – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation
      Effective Date – November 26, 2019

2. Professional Development and Curriculum Office
   a. Edward J. Dobry, Jr. – Remedial Teacher, Act 89
      Effective Date – June 5, 2020
   b. Mary D. Mazzoni – Educational Consultant, Training and Consultation
      Effective Date – January 31, 2020
   c. Marla Nesbitt-Laws – Infant Early Childhood Mental Health Consultant, PA Key
      Effective Date – January 10, 2020
   d. Teresa A. Schutt – Program Administrator
      Effective Date – June 30, 2020

L. Resignations

1. Business Services/Operations Office
   a. Allen P. Dahl – Custodial Supervisor, Facilities
      Effective Date – January 6, 2020
   b. Tammy L. Gerber – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
      Effective Date – December 20, 2019
   c. Alberto L. Gonzalez – Dispatcher, Transportation
      Effective Date – December 6, 2019
   d. Antoinette B. Johnson – Part-time Bus/Van Assistant and Misc. Transportation
      Effective Date – December 11, 2019
   e. Samuel J. Marks – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
      Effective Date – December 18, 2019
   f. Maria E. Perez-Vazquez – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
      Effective Date – December 20, 2019
g. Tracy J. Rutkowski – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
   Effective Date – December 18, 2019
h. Christian J. Sanchez – Part-time School Bus Driver Trainee
   Effective Date – November 20, 2019
i. Sarah E. Scharf – Part-time Bus/Van Assistant and Misc. Transportation
   Effective Date – December 2, 2019
j. Gene S. Sedoti – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
   Effective Date – November 18, 2019
k. Claire A. Shearer – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
   Effective Date – December 20, 2019
l. George E. Shull, Jr. – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
   Effective Date – August 20, 2019
m. Juli S. Suarez – Level III Custodian, Facilities
   Effective Date – January 2, 2020

2. Early Childhood & Student Services Office
   a. Nicole B. Ackley – Family Engagement Worker, Head Start
      Effective Date – January 17, 2020
   b. Jennifer L. Dixon – Specialized Preschool Teacher – Itinerant, Early Intervention
      Effective Date – December 16, 2019
   c. Holly J. Foster – Special Education Teacher, Special Education
      Effective Date – January 16, 2020
   d. Bruna Goncalves – Paraeducator, Pre-K Counts
      Effective Date – December 13, 2019
   e. Adelaida T. Noguet – Family Engagement Worker, Head Start
      Effective Date – December 2, 2019
   f. Christaline Santiago – Family Engagement Worker, Head Start
      Effective Date – November 15, 2019

3. Information Technology Office
   a. Scott M. Robertson – Systems Analyst Developer, Application, Architecture & Development
      Effective Date – December 20, 2019

4. Professional Development and Curriculum Office
   a. Lisbeth Q. Ramos – Infant Early Childhood Mental Health Consultant, PA Key
      Effective Date – December 20, 2019
M. Terminations
1. Business Services/Operations Office
   a. Brandi N. Mays – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
      Effective Date – January 17, 2020
      Violation of Policy

N. Other
1. Business Services/Operations Office
   a. Lucille K. Gallis – Assistant Director for Finance
      Recommended Annual Salary – $115,000 (to be prorated)
      Effective Date – January 28, 2020
   b. John C. Micka – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation
      Effective Date – December 22, 2019
      Deceased
2. Professional Development and Curriculum Office
   a. Lynmarie A. Hilt – Program Administrator
      Recommended Annual Salary – $91,500 (to be prorated)
      Effective Date – December 3, 2019
      Date Amended.

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

14. OTHER MATTERS FOR CONSIDERATION
A. EARLY CHILDHOOD & STUDENT SERVICES
   —MICHELLE REICHARD-HUFF, DIRECTOR
   No Items to Consider

B. PROFESSIONAL DEVELOPMENT & CURRICULUM
   —DAN RICHARDS, DIRECTOR
   To ratify an agreement between the Berks County Intermediate Unit (BCIU) and Camille Catlett, for Camille Catlett to provide professional services relative to supporting the Office of Child Development and Early Learning (OCDEL) and Institutes of Higher Education across the state in developing strategies that better ensure the competencies, skills, and knowledge that are needed to work with babies, toddlers, and young children are available with their degree programs for a fee of $34,500 effective December 3, 2019, through June 30, 2020 (PA Key).
To ratify an agreement between the Berks County Intermediate Unit (BCIU) and Ellen B. Kagen, for Ellen B. Kagen to provide professional services in support of Pennsylvania's plan for sustainability of its Early Childhood System by strengthening early childhood professionals’ ability to implement the coach approach framework and skills and implementing a Train the Trainer for the Coach Approach to Adaptive Leadership in Early Childhood for a fee of $247,600 effective August 1, 2019, through June 30, 2020 (PA Key).

Agreement with Ellen B. Kagen (PA Key)—Item 14. A. 2.

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the American Institutes for Research (AIR), for AIR to conduct a full-day kindergarten study in Pennsylvania for a fee of $199,605 effective November 1, 2019, through June 30, 2020 (PA Key).

Agreement American Institutes for Research (AIR) / Full-Day Kindergarten Study (PA Key)—Item 14. B. 3.

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Community College of Philadelphia (CCP), for CCP to deliver Child Development Associate courses to early childhood education professionals within the Commonwealth of Pennsylvania for a fee of $39,200 effective December 3, 2019, through June 30, 2020 (PA Key).

Agreement with Community College of Philadelphia (CCP) / Child Development Associate Courses (PA Key)—Item 14. B. 4.

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Edinboro University, for the Edinboro University to deliver Child Development Associate courses to early childhood education professionals within the Commonwealth of Pennsylvania for a fee of $33,800 effective January 9, 2020, through June 30, 2020 (PA Key).

Agreement with Edinboro University / Child Development Associate Courses (PA Key)—Item 14. B. 5.

To ratify Amendment #6 to the current agreement between the Berks County Intermediate Unit (BCIU) and New World NOW (NWN), for NWN to modify its scope of services to provide expert consultation to Public Health Management Corporation (PHMC) relative to the implementation of the Professional Development Registry for Philadelphia. This amendment provides for a funding increase of $241,687 for a revised total of $1,674,884.50. All other terms and conditions remain in force (PA Key).

Amendment to Current Agreement with New World NOW (PA Key)—Item 14. B. 6.

To ratify Amendment #1 to the current agreement between the Berks County Intermediate Unit (BCIU) and Meghan McDoniel, for Megan McDoniel to modify the scope of services in support of the Preschool Development Grant Birth-5 (PDG B-5) and to extend the term through June 30, 2020. This amendment provides for a funding increase of $10,000 for a revised total of $17,800. All other terms and conditions remain in force (PA Key).

Amendment to Current Agreement with Meghan McDoniel (PA Key)—Item 14. B. 7.

To ratify Amendment #2 to the current agreement between the Berks County Intermediate Unit (BCIU) and Aditya Voleti, for Aditya Voleti to modify the scope of services in support of the Office of Child Development and Early Learning’s (OCDEL) implementation of Professional Development Organizations and to extend the term through July 31, 2020. This amendment provides for a funding increase of $8,000 for a revised total of $12,500. All other terms and conditions remain in force (PA Key).

Amendment to Current Agreement with Aditya Voleti (PA Key)—Item 14. B. 8.
To ratify Amendment #1 to the current agreement between the Berks County Intermediate Unit (BCIU) and ZERO TO THREE for ZERO TO THREE to modify its scope of services to provide for a second P-5 Competencies cohort program. This amendment provides for a funding increase of $38,085 for a revised total of $83,435. All other terms and conditions remain in force (PA Key).

C. INFORMATION TECHNOLOGY
— SCOTT MAJOR, DIRECTOR

To authorize the appropriate officers to execute an agreement between the Berks County Intermediate Unit (BCIU) and the Daniel Boone Area School District, for the BCIU to provide Infinite Campus Standard Support Services, at a cost of $6.00/student, for the period of July 1, 2020, through June 30, 2021.

To authorize the appropriate officers to execute an agreement between the Berks County Intermediate Unit (BCIU) and the Oley Valley School District, for the BCIU to provide Infinite Campus Standard Support Services, at a cost of $6.00/student, for the period of July 1, 2020, through June 30, 2021.

To ratify a 12-month license agreement for the renewal purchase of 20 licenses of Wrike Project Management business licenses at a cost of $5,300 for the term December 8, 2019, through December 7, 2020.

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

To award contracts for Copy Paper through the Berks County Joint Purchasing Board.

To approve a change in the mileage allowance rate from 58.0¢ to 57.5¢ per mile to conform with Internal Revenue Service regulations, effective January 1, 2020.

To authorize the appropriate officers to execute an addendum to the student transportation contract between the Berks County Intermediate Unit (BCIU) and the Reading School District (RSD), authorizing the BCIU to contract with TransPar Group Inc, for advisory services and technical assistance in support of the original agreement, including but not limited to, the deployment of services from two (2) full time TransPar resources dedicated to transportation for the District, consisting of one (1) Transportation Support Manager and one (1) Transportation Liaison, effective January 17, 2020. The Reading School District will reimburse the BCIU at a cost of $14,062.50 per month.
To authorize the appropriate officers to execute an agreement between the Berks County Intermediate Unit (BCIU) and TransPar Group, Inc., for TransPar Group, Inc. to provide professional advisory services and technical support related to transportation services for the Reading School District (RSD). TransPar Group, Inc. will provide a Support Manager and a Bi-Lingual Liaison to support the integration of RouteFinderPro software and establish performance statistics and actionable information to increase the efficiency of RSD transportation services, effective January 17, 2020, through June 30, 2021, for a monthly fee of $18,750.

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

No Items to Consider

<table>
<thead>
<tr>
<th>Yeas:</th>
<th>Dennin; Huhn; Kelleher; Kennedy; Lash; Madara; Manbeck; McEwen; Rathgeb; Richard; Sellers; Specht; Taylor; Ulrich; Ziegler; Heffner.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nays:</td>
<td>None. Motion carried.</td>
</tr>
</tbody>
</table>

No one desired to speak.

A motion was made by Richard, seconded by Kelleher, to adjourn the meeting at 8:49 p.m.

Motion carried.

Approved by,

Brian R. Specht, Secretary
Prior to the Board meeting, BCIU Board members were acknowledged for their service and dedication to our children, schools, and the community. As part of the recognition, the BCIU presented its third annual student artwork showcase. More than 100 parents, students, teachers, and administrators attended for the meeting’s art debut, featuring a piece of artwork from each of the 18 districts high schools. The students’ work, which depicted “Faces and Places” of their districts, will be on display in the BCIU’s Board Room for one year. In addition, Board members viewed a “thank you” video from children in various programs and classrooms at the BCIU. Dr. Hackman expressed appreciation to board members for devoting their time and energy to the support of public education and serving the BCIU, in addition to their home school districts.

Mr. Timothy Heffner was recognized for his 19 years of service on the BCIU Board, with 13 of those years as Board President. Dr. Hackman; BCIU Board officers; and Dr. Greg Miller, Superintendent of Fleetwood Area School District, each provided special comments, thanking Mr. Heffner for his exemplary leadership, guidance, and collaboration. Among recognitions, Mr. Heffner received citations from Representative Barry Jozwiak and U.S. Representative Dan Meuser.

Mrs. Helenanne Drescher, Program Administrator, Software Services, introduced Kim Shimko to the Board as Employee of the Month for November. Kim is a Software Support Specialist who began her career at the BCIU in July of 1996. Mrs. Drescher shared that Kim has embraced the mission critical change that the Software Services Team is undergoing with the transition from the BCIU 12+ year partnership with eSchoolPLUS/IEPPLUS (PowerSchool) to the new BCIU partnership with Infinite Campus. Kim began and continues to use her 22+ year knowledge of special education to ensure the Infinite Campus product meets the needs of Pennsylvania schools. Through Kim’s efforts, Infinite Campus’ confidence in us as a partner has grown. Infinite Campus sees the BCIU as Pennsylvania special education and state reporting experts because of Kim’s efforts. In addition, our schools see Kim as a valuable resource.

Kim was joined by her husband at the meeting. She stated that she loves the BCIU and would not want to work anywhere else!

Kathi Raifsnider, Assistant Program Administrator for Transportation, introduced Beverly Brisan to the Board to honor her upon her retirement. Beverly joined the BCIU in February 2009, and retired as a bus driver for the Muhlenberg School District in December of 2019. Kathi shared that Beverly could always be counted on and she was a valuable member of the team.

Beverly stated that it was an honor to work for the BCIU.