

**OFFICIAL PROCEEDINGS OF THE  
BCIU BOARD OF DIRECTORS  
JANUARY 20, 2022  
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The regular meeting of the Berks County Intermediate Unit Board of Directors was held on Thursday, January 20, 2022. The meeting was held virtually via Zoom.

President Gary McEwen called the meeting to order at 8:37 p.m. Following the pledge of allegiance, Jan Krotee, recording secretary, called the roll. Attendance was as follows:

Intermediate Unit Board:	Dr. Noahleen Betts; Michael Gierula; Dr. David Hemberger; Lisa Hogan; Elizabeth S. Huhn; Todd Hummel; Russell Jirik; Dr. Amy Kennedy; Linda R. Lash; Joseph A. Lupia; Kevin L. Manmiller; Rev. Dr. Dennis Ritter; Bret Sabold; Terrie Taylor, LSW; James Ulrich; and Gary McEwen
Absent:	Nancy Jackson (attended Committee-of-the-Whole)
Intermediate Unit:	Dr. Jill M. Hackman; Donna DeLoretta; Scott Major; Dan Richards; Dr. Michelle Reichard-Huff; Rob Rosenberry; Beth Kozloski; and Jan Krotee
Solicitor:	James Mancuso, Esq.
Guest(s):	Bernice Crutchfield, BCIUEA President; and Amy Adams, BCIUEA Secretary
Press:	None

Following the pledge of allegiance and roll call, President McEwen welcomed participants to the BCIU Board meeting, announcing that six new Board members would be seated at the beginning of the meeting. He also welcomed and introduced BCIUEA leaders Bernice Crutchfield, BCIUEA President, and Amy Adams, BCIUEA Secretary, and thanked them for attending. President McEwen then noted that an executive session was held prior to the meeting to discuss personnel matters and contracts.

**Announcements**

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

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

A motion was made by Ulrich, seconded by Lash, to seat the following BCIU representatives as follows:

**Seating of New Board  
Members —Item 01. C.**

- a. Michael Gierula, Antietam School District, to fill the unexpired term of Ann Sellers, ending June 30, 2022.
- b. Lisa Hogan, Boyertown Area School District, to fill the unexpired term of Jill Dennin, ending June 30, 2023.
- c. Russell Jirik, Daniel Boone Area School District, to fill the unexpired term of Steven Miller, ending June 30, 2023.
- d. Todd Hummel, Hamburg Area School District, to fill the unexpired term of Brian Specht, ending June 30, 2024.
- e. Nancy Jackson, Oley Valley School District, to fill the unexpired term of Ralph Richard, ending June 30, 2022.
- f. Dr. Noahleen Betts, Reading School District, to fill the unexpired term of Robin Costenbader- Jacobson, ending June 30, 2022

Motion Carried

Voice Vote

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A motion was made by Ritter, seconded by Ulrich, to accept the resignation of Elizabeth Huhn as Treasurer of the BCIU Board of Directors, and to appoint Linda Lash as Treasurer to fill the unexpired term, effective January 20, 2022.

**Accept Resignation of  
Elisabeth Huhn as  
Treasurer and Appoint  
Linda Lash as Treasurer  
—Item 01. D.**

Motion Carried.

**Voice Vote**

A motion was made by Ritter, seconded by Jirik, to appoint Elizabeth Huhn as Vice President of the BCIU Board of Directors to fill the unexpired term of Ralph Richard, effective January 20, 2022.

**Appoint Elizabeth Huhn as  
Vice President  
—Item 01. E.**

Motion Carried.

**Voice Vote**

A motion was made by Ulrich, seconded by Jirik, to approve agenda items 01. F. through 13. N., as follows:

To acknowledge receipt of bids through the Berks County Joint Purchasing Board for Copy Paper on Tuesday, November 16, 2021, at 11:00 A.M.

**Bids for Copy Paper  
—Item 01. F.**

To approve the minutes of the November 18, 2021 Board meeting.

**Approval of Minutes  
—Item 02.**

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

**IU Bills and Financial  
Reports—Items 03., 04., 05.,  
06., 07., 08., and 09.**  
*(Detailed list of bills available  
for review.)*

SOURCE		PAGE	AMOUNT
November	2021 Ratifications - IU	1-16	\$698,765.77
November	2021 Ratifications - PSDLAF	1-01	\$9,046.40
December	2021 Ratifications - IU	1-29	\$4,878,565.38
December	2021 Ratifications - PSDLAF	1-01	\$6,158.81
January	2022 Ratifications - IU	1-10	\$1,036,036.67
January	2022 Approvals - IU	1-07	\$947,487.68
<b>TOTAL</b>			<b>\$7,576,060.71</b>

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

<b>Amount Outstanding</b>
January 12, 2022
\$0

**05. ACCOUNTS RECEIVABLE AGING REPORT AS OF JANUARY 12, 2022 (Information item):**

Funding Source	Current	30 Days	60 Days	90 Days	120 Days
School Districts	\$530,097.07	\$1,687,711.26	\$481,322.90	\$160.00	\$548,019.79
Commonwealth of PA	\$3,427,213.08	\$0.00	\$62,974.88	\$0.00	\$81,844.44
Other Revenue Sources	\$154,364.18	\$26,610.77	\$10,707.70	\$75.00	\$5,205.08
<b>TOTALS</b>	<b>\$4,111,674.33</b>	<b>\$1,714,322.03</b>	<b>\$555,005.48</b>	<b>\$235.00</b>	<b>\$635,069.31</b>
<b>GRAND TOTAL</b>	<b>\$7,016,306.15</b>				

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

- a. Head Start Notice of Award 2022 (partial – 50%)
- b. Financial Statements (November and December 2021)
- c. Credit Card Purchases (November and December 2021)
- d. Non-Federal Share Report (November and December 2021)
- e. Policy Council Minutes/Resolutions (November and December 2021)
- f. Head Start Director's Report

**07. COMBINED FINANCIAL REPORT**

**CASH-NOVEMBER 2021**

**BEGINNING BALANCE NOVEMBER 1, 2021** **\$5,459,548.59**

**RECEIPTS**

REVENUE RECEIPTS	\$6,680,397.66	
RETURNED CHECKS	\$0.00	
INVESTMENT REDEMPTIONS	<u>\$0.00</u>	<u>\$6,680,397.66</u>
		\$12,139,946.25

**DISBURSEMENTS**

PRE-BOARD RATIFICATIONS	\$350,742.99	
PRE-BOARD RATIFICATIONS-PSDLAF	\$0.00	
BOARD APPROVALS	\$1,124,492.59	
POST BOARD RATIFICATIONS PSDLAF	\$9,046.40	
POST BOARD RATIFICATIONS IU	<u>\$698,765.77</u>	
TOTAL CHECKS WRITTEN	\$2,183,047.75	
CHECKS VOIDED	(\$2,153.94)	
PAYROLL DISTRIBUTIONS	<u>\$5,483,063.97</u>	<u>\$7,663,957.78</u>
ENDING BALANCE -NOVEMBER 30, 2021		\$4,475,988.47

**CASH AVAILABLE-NOVEMBER 30, 2021** **\$4,475,988.47**

**BEGINNING BALANCE DECEMBER 1, 2021** **\$4,475,988.47**

**RECEIPTS**

REVENUE RECEIPTS	\$12,185,532.22	
RETURNED CHECKS	\$0.00	
INVESTMENT REDEMPTIONS	<u>\$0.00</u>	<u>\$12,185,532.22</u>
		\$16,661,520.69

**DISBURSEMENTS**

PRE-BOARD RATIFICATIONS		
PRE-BOARD RATIFICATIONS-PSDLAF	\$0.00	
BOARD APPROVALS		
POST BOARD RATIFICATIONS PSDLAF	\$6,158.81	
POST BOARD RATIFICATIONS IU	<u>\$4,878,565.38</u>	
TOTAL CHECKS WRITTEN	\$4,884,724.19	
CHECKS VOIDED	(\$45.79)	
PAYROLL DISTRIBUTIONS	<u>\$7,870,908.04</u>	<u>\$12,755,586.44</u>
ENDING BALANCE -DECEMBER 31, 2021		\$3,905,934.25

**CASH AVAILABLE-DECEMBER 31, 2021** **\$3,905,934.25**

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**08. INVESTMENT OF FUNDS**

Interest earned on investments is as follows:

NOVEMBER 2021	
TOMPKINS VIST	\$517.89
CHASE	\$4.35

DECEMBER 2021	
TOMPKINS VIST	\$457.29
CHASE	\$4.22

**09. BUDGETS**

**A. New and Proposed Budgets**

**BUDGETS**

*No Items to Consider*

**B. Initial Budgets**

**1. Head Start – Program 22-165**

Office of Early Childhood and Student Services

1/1/22 – 12/31/22

\$7,861,285

The 2022 Head Start Program is funded primarily by federal dollars, which are distributed by the Department of Health and Human Services, Administration for Children and Families. Additional funding is received through the Child and Adult Care Food Program. These funds will serve approximately 610 children in 35 classrooms across Berks County (since 1965).

**2. Head Start Training and Technical Assistance – Program 22-175**

Office of Early Childhood and Student Services

1/1/22 – 12/31/22

\$58,512

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

**3. Alternative Education Program – GED Preparation – Program 22-308**

Office of Early Childhood and Student Services

1/1/22 – 12/31/22

\$157,629

The GED Preparation program and support classes are designed to provide an educationally conducive instructional environment for adults on behalf of the Berks County Jail System. The GED Preparation class, Adult Basic Education class, and English Language Support class are designed so that inmates age 18 or older, or those age 16-17 that have officially withdrawn from secondary education, are able to continue their educational progress while incarcerated with the goal of obtaining their GED or high school diploma equivalency. There is close staff collaboration with the officials at the Berks County Jail System for supports and services. This program is funded by the Berks County Jail System (since 2018).

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

Office of Business Services

7/1/22 – 6/30/23

\$11,648,801

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.

**5. Operation and Maintenance of Buildings – Program 116**

Office of Business Services

7/1/21 – 6/30/22

\$5,031,660

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).

**6. Title II Non-Public – Program 21-191**

Office of Business Services

7/1/21 – 9/30/22

\$111,491

The Title II Non-Public program coordinates funding to provide private school personnel with high-quality, personalized professional development that is evidence-based and focused on improving teaching and student learning and achievement. The Berks County Public School Districts may choose to contract with the Berks County Intermediate Unit to manage these funds for eligible non-public schools within Berks County. The Title II professional development services for non-public schoolteachers and administrators are developed in consultation with officials of the non-public schools and in accordance with federal regulations (since 2017).

**7. Title IV Non-Public – Program 21-192**

Office of Business Services

7/1/21 – 9/30/22

\$75,601

The Title IV Non-Public program coordinates funding to improve academic achievement of private schools by increasing the capacity of non-public schools to:

1. Provide all students with access to a well-rounded education.
2. Improve school conditions for student learning.
3. Improve the use of technology to improve the academic achievement and digital literacy of all students.

The Berks County Public School Districts may choose to contract with the Berks County Intermediate Unit to manage these funds for eligible non-public schools within Berks County. The Title IV services for non-public school students are developed in consultation with officials of the non-public schools and in accordance with federal regulations (since 2017).

**8. Central Inventory Warehouse – Program 698**

Office of Business Services

7/1/21 – 6/30/22

\$30,000

This program is designed to provide warehouse supplies services to all programs channeled through the Intermediate Unit. Efficiencies come from BCIU purchasing in bulk instead of program purchasing separately (since 1980).

**C. Changes to Initial Budgets**

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

Office of Early Childhood and Student Services

7/1/20 – 9/30/21

\$6,388

**Total Proposed Revised Budget: \$56,388**

The BCIU has been allocated the above amount to manage Region 2 of the Educational Stability for Foster Care Youth program through the PA Department of Education. There are eight grantees in the Commonwealth that receive these funds to form a management team through regional offices. The goal of the regional office is to provide technical assistance, training, and support to all public-school districts and county children and youth agencies with regards to the education of children in foster care. Region 2 consists of Berks, Chester, Dauphin, Lancaster, Lebanon, and Schuylkill counties. The grant is allocated through Title I, Part A funds annually (since 2017). The grant is for a three-year period (since 1993). These changes are necessary to make year-end adjustments.

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

Office of Early Childhood and Student Services

7/1/20 – 9/30/21

\$33,669

**Total Proposed Revised Budget: \$590,946**

The BCIU has been allocated the above amount to manage Region 2 of the PA Education for Children and Youth Experiencing Homelessness Program through PA Department of Education. There are eight grantees in the Commonwealth that receive McKinney-Vento funds to form a management team that provides all public-school districts in the Commonwealth a regional office to oversee compliance issues and assist with homeless student identification and data management. Region 2 consists of Berks, Chester, Dauphin, Lancaster, Lebanon, and Schuylkill counties. The grant is in the first year of a five-year period. This program is funded by federal dollars and has been existence since 1992/1993. These changes are necessary to make year-end adjustments.

**3. Head Start State Supplemental Assistance Program (HSSAP) – Program 170**

Office of Early Childhood and Student Services

7/1/20 – 6/30/21

9,253

**Total Proposed Revised Budget: \$651,476**

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 budget change reflects additional state reimbursements based on year-end personnel expenditures.

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- 4. Project ELECT/Fatherhood Initiative – Program 235  
(Education Leading to Employment and Career Training)**  
Office of Early Childhood and Student Services  
7/1/20 – 6/30/21 (\$20,645.45)  
**Total Proposed Revised Budget: \$632,081.55**  
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.
- 5. Extended School Year Program – Program 303**  
Office of Early Childhood and Student Services  
7/1/20 – 6/30/21 \$9,999  
**Total Proposed Revised Budget: \$57,680**  
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. These changes are necessary to make year-end adjustments.
- 6. Tower Behavioral Health – Program 624**  
Office of Early Childhood and Student Services  
2/1/21 – 6/30/21 \$17,836  
**Total Proposed Revised Budget: \$78,361**  
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 changes are necessary to make year-end adjustments.
- 7. Operation and Maintenance of Buildings – Program 116**  
Office of Business Services  
7/1/20 – 6/30/21 \$224,434  
**Total Proposed Revised Budget: \$5,048,250**  
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 changes are necessary due to year-end adjustments.

**D. Budgetary Transfers**

**1. Guest Teacher Training Program – Program 692**

Office of Human Resources

7/1/20 – 6/30/21

\$1,865

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

**2. Early Childhood Mental Health Initiative – Program 223**

Office of Early Childhood and Student Services

7/1/20 – 6/30/21

\$90,189

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

**3. PA Pre-K Counts OCDEL – Program 228**

Office of Early Childhood and Student Services

7/1/20 – 6/30/21

\$305,750

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

**4. BCIU Pre-K Counts Partnership – Program 231**

Office of Early Childhood and Student Services

7/1/21 – 6/30/22

\$4,345

Funded by the state and administered by the PA Department of Education, the BCIU Pre-K Counts Partnership provides high quality preschool services to 160 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 adjusting to year-end projections.



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**5. Title I - Neglected – Program 19-261**

Office of Early Childhood and Student Services

7/1/19 – 9/30/21

\$9,449

Funded by the federal government through the Pennsylvania Department of Education, this program offers remedial reading and math instruction to students in the Immigration Family Shelter facility during the summer of 2020 (since 1996). These budget transfers are necessary to adjust expenditures to year-end projections.

**6. Special Education Contracted Services – Program 302**

Office of Early Childhood and Student Services

7/1/20 – 6/30/21

\$194,826

This proprietary program provides to local school districts special education instructional programs and services including Deaf & Hard of Hearing classrooms, Life Skills Support classrooms, Interpreter services, and Itinerant services (since 1991). These budget transfers are necessary to adjust expenditures to year-end projections.

**7. Special Education Core – Program 304**

Office of Early Childhood and Student Services

7/1/20 – 6/30/21

\$513,037

Funded by the Pennsylvania Department of Education, this budget covers costs for management, federal/state mandates for special education, direct services, child tracking (Penn Data) services, and administrative functions designed to support the Special Education programs throughout the Berks County Intermediate Unit and our school districts (since 1991). These transfers are necessary to make year-end adjustments.

**8. Juveniles Incarcerated in Adult Facilities Program – Program 307**

Office of Early Childhood and Student Services

7/1/20 – 6/30/21

\$2,634

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 transfers are necessary to make year-end adjustments.

**9. Berks Academic Challenge – Program 625**

Office of Early Childhood and Student Services

7/1/20 – 6/30/21

\$3,530

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

- 10. Alternative Education Program - Learning Academy at Thomas Ford – Program 626**  
Office of Early Childhood and Student Services  
7/1/20 – 6/30/21 \$559,540  
This proprietary program provides alternative education services at Learning Academy at Thomas Ford to students from grades seven through twelve. A full range of academic courses are provided and there is close staff collaboration with juvenile probation, children and youth services, Service Access Management (SAM), community mental health providers, and drug and alcohol agencies (since 1995). These budget transfers are necessary to make year-end adjustments.
- 11. Auxiliary Services to Non-Public Schools (Act 89) – Program 189**  
Office of Professional Development & Curriculum  
7/1/20 – 6/30/21 \$51,648  
Funded by the state, the Act 89 program provides support to approximately 4,826 students in non-public schools. Act 89 staff includes 9 remedial teachers who provide reading and mathematics and 3 psychologists (since 1974). These transfers are necessary to adjust to year-end projections.
- 12. Title I Non-Public – Program 190**  
Office of Professional Development & Curriculum  
7/1/20 – 6/30/21 \$42,809  
The Title I Non-public 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 non-public schools within Berks County (since July 2007). These budget transfers are necessary to make year-end adjustments.
- 13. Title II Non-Public – Program 19-191**  
Office of Professional Development & Curriculum  
7/1/19 – 9/30/21 \$45,160  
The Title II Non-Public program coordinates funding to provide private school personnel with high-quality, personalized professional development that is evidence-based and focused on improving teaching and student learning and achievement. The Berks County Public School Districts may choose to contract with the Berks County Intermediate Unit to manage these funds for eligible non-public schools within Berks County. The Title II professional development services for non-public schoolteachers, and administrators are developed in consultation with officials of the non-public schools and in accordance with federal regulations (since 2017) These budget transfers are necessary to make year-end adjustments.
- 14. Title IV Non-Public – Program 19-192**  
Office of Professional Development & Curriculum  
7/1/19 – 9/30/21 \$16,490  
The Title IV Non-Public program coordinates funding to improve academic achievement of private schools by increasing the capacity of non-public schools to:  
  1. Provide all students with access to a well-rounded education.
  2. Improve school conditions for student learning.
  3. Improve the use of technology in to improve the academic achievement and digital literacy of all students.

The Berks County Public School Districts may choose to contract with the Berks County Intermediate Unit to manage these funds for eligible non-public schools within Berks County. The Title IV services for non-public school students are developed in consultation with officials of the non-public schools and in accordance with federal regulations (since 2017). These budget transfers are necessary to make year-end adjustments.

**15. Statewide System of Support Initiatives – Program 209**

Office of Professional Development & Curriculum

7/1/20 – 6/30/21

\$66,771

Funded with both State and Federal dollars, the Commonwealth of Pennsylvania has contracted with the BCIU to provide training and technical assistance for facilitation and coordination of PDE initiatives: Data Governance, Federal Equity, Safe Schools Support, School Climate, State Classroom Diagnostic Tools, State STEM, State Text Dependent Analysis and Targeted School Improvement (since 2015). These transfers are necessary to make year-end adjustments.

**16. Career Readiness – Program 273**

Office of Professional Development & Curriculum

7/1/20 – 6/30/21

\$280

BCIU will provide technical assistance to operationally define and manage the training, technical support, program planning, evidence collection, and monitoring necessary to implement the College and Career Readiness indicators associated with Every Student Succeeds Act, the Future Ready PA Index, and proposed Pennsylvania graduation requirements (since 2018). These transfers are necessary due to year-end adjustments.

**17. Comprehensive Support and Improvement – Program 284**

Office of Professional Development & Curriculum

7/1/20 – 6/30/21

\$3,016

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 transfers are necessary for year-end projections.

**18. Professional Development Programs – Program 600**

Office of Professional Development & Curriculum

7/1/20 – 6/30/21

\$510

This budget is a proprietary program which 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.

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- 19. Staff Development Workshops – Program 609**  
Office of Professional Development & Curriculum  
7/1/20 – 6/30/21 \$8,755  
This proprietary program provides in-service opportunities on a non-credit basis to 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 transfers are necessary due to year-end actuals.
- 20. BCIU Print Service Center – Program 605**  
Office of Information Technology  
7/1/20 – 6/30/21 \$24,171  
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 to make year-end adjustments.
- 21. Network and Computer Services – Program 670**  
Office of Information Technology  
7/1/20 – 6/30/21 \$2,657  
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). These transfers are necessary for year-end adjustments.
- 22. Information Technology Software Services – Program 671**  
Office of Information Technology  
7/1/20 – 6/30/21 \$42,473  
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). These transfers are necessary for year-end projections.
- 23. Berks County Intermediate Unit General Fund – Program 115**  
Office of Business Services  
7/1/20 – 6/30/21 \$433,803  
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 transfers are necessary for year-end adjustments.

**10. COMMUNICATIONS**  
*No Items to Report*

**COMMUNICATIONS—Item 10.**

**11. OLD BUSINESS**  
*No Items to Report*

**OLD BUSINESS  
PSBA Delegate Assembly  
—Item 11.**

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**REPORT OF NEGOTIATIONS  
COMMITTEE—Item 12.**

**12. REPORT OF NEGOTIATIONS COMMITTEE**

Mrs. Huhn reported that the SEIU contract expires on June 30, 2022. SEIU membership includes 76 total staff (44 early intervention para-educators, 15 pre-k counts teachers, 15 pre-k para-educators, and 2 pre-k counts enrollment specialists). Framework meetings were held prior to the holiday break and on January 6, 2022, an official SEIU negotiations session was held. Union leaders agreed to take a proposed MOU and proposed three-year agreement back to its membership for a vote. The vote will take place in the coming weeks with the goal of official BCIU Board approval of the MOU and three-year contract at the February 17, 2022 Board meeting. Mrs. Huhn extended appreciation to the SEIU members for their continued dedication to the work of serving our students in Early Intervention and Pre-K Counts programs.

**13. PERSONNEL MATTERS**

—ROB ROSENBERRY, DIRECTOR

**PERSONNEL MATTERS**

**A. General**

To approve the position description for Supervisor – PA’s Education for Children and Youth Experiencing Homelessness Program and Foster Care Education, Office of Early Childhood and Student Services, effective January 3, 2022.

**Position Description /  
Supervisor – PA’s Education  
for Children and Youth  
Experiencing Homelessness  
Program and Foster Care  
Education— Item 13. A. 1.**

To approve the position descriptions for Data Specialist, The Pennsylvania Key; and Employee Relations Coordinator, Office of Human Resources.

**Position Descriptions / Data  
Specialist, The Pennsylvania  
Key; and Employee  
Relations Coordinator, HR  
— Item 13. A. 2.**

To acknowledge receipt of the list containing the removal of Transportation Substitutes from the 2021-2022 Approved Substitute List, effective January 21, 2022.

**Receipt of List / Removal of  
Transportation Substitutes  
— Item 13. A. 3.**

To acknowledge receipt of the list containing stipend payments for participation in a Trauma-Informed Train the Trainer Program for Board Approval:

**Receipt of List / Stipend  
Payments for Participation  
in Trauma-Informed Train  
the Trainer Program  
— Item 13. A. 4.**

Resolved, for the Board of Directors to ratify the following Atlas Transportation employees to be assigned to the Berks County Intermediate Unit to provide transportation services according to the terms of the agreement with Atlas Transportation during the 2021-2022 fiscal year:

**Atlas Transportation  
Employees Assigned to BCIU  
— Item 13. A. 5.**

**a. Bus Assistant**

- i. Enrique Alberto Jaquez Benitez – November 17, 2021
- ii. Yisleida Lopez – Effective Date – December 3, 2021
- iii. Emelin Matos – Effective Date – November 16, 2021
- iv. Christopher Mora Rodriguez – Effective Date – November 11, 2021
- v. Xiomara Nunex – Effective Date – December 20, 2021

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- b. Van Driver
  - vi. Juan Carlos Delon Matos – Effective Date – November 11, 2021
  - vii. Michelle Cristina – Effective Date – December 3, 2021
  - viii. Mayory Guzman Acosta – Effective Date – November 17, 2021

**B. Employment – Ratifications**

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

- 1. Business Services/Operations Office
  - a. Brian G. Berger, Sr. – Part-time Driver w/o Bus License,  
Assistant, and Misc. Transportation  
Recommended Hourly Rates – \$17.75, \$14.50, and \$13.33  
Effective Date – November 22, 2021  
*Replacement*
  - b. Alan J. Burggraf – Part-time Driver w/o Bus License,  
Assistant, and Misc. Transportation  
Recommended Hourly Rates – \$17.75, \$14.50, and \$13.33  
Effective Date – November 15, 2021  
*Replacement*
  - c. Robert W. Gilbert – Part-time School Bus Driver Trainee,  
Transportation  
Recommended Hourly Rate – \$16.55  
Effective Date – November 30, 2021  
*Replacement*
  - d. Warren Z. Good – Part-time School Bus Driver Trainee,  
Transportation  
Recommended Hourly Rate – \$16.55  
Effective Date – November 15, 2021  
*Replacement*
  - e. Marie T. Hafer – Part-time School Bus Driver Trainee,  
Transportation  
Recommended Hourly Rate – \$16.55  
Effective Date – November 22, 2021  
*Replacement*
  - f. Samuel W. Hardy – Part-time Driver w/o Bus License,  
Assistant, and Misc. Transportation  
Recommended Hourly Rates – \$17.75, \$14.50, and \$13.33  
Effective Date – November 15, 2021  
*Replacement*
  - g. Norma I. Hidalgo Calderon – Part-time Bus/Van Assistant and  
Misc. Transportation  
Recommended Hourly Rates – \$14.50 and \$13.33  
Effective Date – November 15, 2021  
*Replacement*

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- h. Marie G. Leonardo – Part-time School Bus Driver Trainee,  
Transportation  
Recommended Hourly Rate – \$16.55  
Effective Date – November 15, 2021  
*Replacement*
- i. Giovanni Lievano – Part-time Driver w/o Bus License,  
Assistant, and Misc. Transportation  
Recommended Hourly Rates – \$17.75, \$14.50, and \$13.33  
Effective Date – November 22, 2021  
*Replacement*
- j. Luz M. Pizarro – Part-time Bus/Van Assistant and Misc.  
Transportation  
Recommended Hourly Rates – \$14.50 and \$13.33  
Effective Date – November 15, 2021  
*Replacement*
- k. Rosa O. Polanco – Part-time Driver w/o Bus License,  
Assistant, and Misc. Transportation  
Recommended Hourly Rates – \$17.75, \$14.50, and \$13.33  
Effective Date – December 20, 2021  
*Replacement*
- l. Rose Rivera Aponte – Part-time Driver w/o Bus License,  
Assistant, and Misc. Transportation  
Recommended Hourly Rates – \$17.75, \$14.50, and \$13.33  
Effective Date – November 22, 2021  
*Replacement*
- m. Antonio Romelis – Part-time School Bus Driver Trainee,  
Transportation  
Recommended Hourly Rate – \$16.55  
Effective Date – November 22, 2021  
*Replacement*
- n. Amber M. Sandoval – Part-time Bus/Van Assistant and Misc.  
Transportation  
Recommended Hourly Rates – \$14.50 and \$13.33  
Effective Date – November 15, 2021  
*Replacement*
- o. Monica Tinoco Fernandez – Part-time School Bus Driver  
Trainee, Transportation  
Recommended Hourly Rate – \$16.55  
Effective Date – December 6, 2021  
*Replacement*

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2. Early Childhood & Student Services Office
  - a. Katherine Abreu – Level V Bilingual Program Secretary, Pre-K Counts  
Recommended Hourly Rate – \$14.43  
Effective Date – January 3, 2022  
*Replacement*
  - b. Kathleen D. Burggraf – Paraeducator, Head Start  
Recommended Hourly Rate – Level I, Probationary, \$12.26  
Effective Date – January 3, 2022  
*Replacement*
  - c. Laury M. Cedeno – Enrollment Specialist, Pre-K Counts  
Recommended Hourly Rate – \$14.25  
Effective Date – December 6, 2021  
*Replacement*
  - d. Katherine A. Clemente-Colon – Paraeducator, Early Intervention  
Recommended Hourly Rate – \$12.70  
Effective Date – January 3, 2022  
*Replacement*
  - e. Stephanie DeLong – Teacher, Pre-K Counts  
Recommended Annual Salary – Column 2, Step 1, \$40,000 (to be prorated)  
Effective Date – December 20, 2021  
*Replacement*
  - f. Tara L. Eck – Paraeducator, Early Intervention  
Recommended Hourly Rate – \$12.70  
Effective Date – November 30, 2021  
*Replacement*
  - g. Kaitlyn A. Gibson – Paraeducator, Early Intervention  
Recommended Hourly Rate – \$11.35  
Effective Date – December 13, 2021  
*Replacement*
  - h. Madelyn M. Krause – Specialized Preschool Teacher – Classroom, Early Intervention  
Recommended Annual Salary – Column 1, Step 2, \$49,555 (to be prorated)  
Effective Date – January 3, 2022  
*Replacement*
  - i. Cierra I. Melendez – Paraeducator, Head Start  
Recommended Hourly Rate – Level I, Probationary, \$12.26  
Effective Date – November 15, 2021  
*Replacement*



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- j. Liliana Moore – Social Worker, Early Childhood and Student Services  
Recommended Annual Salary – Column 4, Step 7, \$67,290  
(to be prorated)  
Effective Date – November 22, 2021  
*Replacement*
- k. Sarah E. Rice Glezman – Occupational Therapist, Early Intervention  
Recommended Hourly Rate – Column 4, Step 3, \$47.81  
Effective Date – January 3, 2022  
*Replacement*
- l. Casey L. Slater – Floating Teacher, Head Start  
Recommended Hourly Rate – Level I, Probationary, \$18.51  
Effective Date – November 30, 2021  
*Replacement*
- 3. Professional Development & Curriculum Office
  - a. Rochelle S. Deane – Program Quality Assessor, The Pennsylvania Key  
Recommended Annual Salary – \$53,857 (to be prorated)  
Effective Date – November 30, 2021  
*Replacement*
  - b. Joanett Soto – Administrative Assistant, The Pennsylvania Key  
Recommended Annual Salary – \$42,670 (to be prorated)  
Effective Date – November 30, 2021  
*Replacement*

**C. Change of Status – Ratifications**

**Ratifications -  
Change of Status  
—Items 13. C.**

- 1. Business Services/Operations Office
  - a. Stacey Aguilar  
Change from Part-time Driver w/o Bus License, Assistant, and Misc. Transportation to Part-time School Bus Driver Trainee, Transportation  
Change Recommended Hourly Rates from \$17.75, \$14.50, and \$13.33 to \$16.55  
Effective Date – October 25, 2021  
*Replacement*
  - b. Gina Bernal  
Change from Part-time Driver w/o Bus License, Assistant, and Misc. Transportation to Part-time School Bus Driver Trainee, Transportation  
Change Recommended Hourly Rates from \$17.75, \$14.50, and \$13.33 to \$16.55  
Effective Date – October 4, 2021  
*Replacement*
  - c. Christina Cooper  
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 – December 2, 2021  
*Voluntary Reassignment*

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- d. Cathey Cruz – Supervisor, Transportation, Early Intervention  
Recommended Weekly Stipend – \$125  
Effective Date – September 7, 2021  
*Temporary Additional Responsibilities*
- e. Ernst Dasney  
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 – December 14, 2021  
*Voluntary Reassignment*
- f. Ruby Garcia-Aguirre  
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 – October 21, 2021  
*Voluntary Reassignment*
- g. Teresa Lemus  
Change from Part-time Driver w/o Bus License, Assistant, and Misc. Transportation to  
Substitute Driver w/o Bus License, Assistant, and Misc. Transportation  
No Change in Recommended Hourly Rates  
Effective Date – November 9, 2021  
*Voluntary Reassignment*
- h. Giovanni Lievano  
Change from Part-time Driver w/o Bus License, Assistant, and Misc. Transportation to  
Part-time School Bus Driver Trainee, Transportation  
Change Recommended Hourly Rates from \$17.75, \$14.50, and \$13.33 to \$16.55  
Effective Date – December 10, 2021  
*Replacement*
- i. Sherry Reaser  
Change from Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation to  
Part-time Bus/Van Specialist, Transportation  
Change Recommended Hourly Rates from \$22.05, \$17.75, \$14.50, and \$13.33 to \$26.75  
Effective Date – November 30, 2021  
*Replacement*
- j. Emily Sadowski – Level VI Clerk, Fiscal Services  
Recommended Hourly Rate – \$14.93  
Effective Date – November 1, 2021  
*Additional Assignment*
- k. Dre-Lynn Sanders  
Change from Part-time Driver w/o Bus License, Assistant, and Misc. Transportation to  
Substitute Driver w/o Bus License, Assistant, and Misc. Transportation  
No Change in Recommended Hourly Rates  
Effective Date – November 4, 2021  
*Voluntary Reassignment*

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- l. Lauri Serrano – Part-time Fueler, Transportation  
Effective Date – August 30, 2021  
*Removal of Assignment*
- m. Yolette Thomas  
Change from Part-time Driver w/o Bus License, Assistant, and Misc. Transportation to Substitute Driver w/o Bus License, Assistant, and Misc. Transportation  
No Change in Recommended Hourly Rates  
Effective Date – September 13, 2021  
*Voluntary Reassignment*
- n. Yolette Thomas  
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 – October 31, 2021  
*Replacement*
- o. Archie Ulshafer  
Change from Part-time Bus/Van Specialist, Transportation to Assistant Supervisor, Transportation, Reading  
Change Recommended Hourly Rate from \$26.75 to Annual Salary, \$40,000 (to be prorated)  
Effective Date – November 30, 2021  
*Additional Position*
- p. Beth Wentzel – Assistant Supervisor, Transportation, Special Needs  
Change Recommended Hourly Rate from \$21.25 to Annual Salary, \$47,000 (to be prorated)  
Effective Date – November 22, 2021  
*Reorganization*
2. Early Childhood & Student Services Office
  - a. Geneva Aulenbach – Teacher, Head Start  
Change Recommended Hourly Rate from Level III, Probationary, \$20.20 to Level III, Entry, \$20.76  
Effective Date – November 29, 2021  
*Completed Probationary Period*
  - b. Mary Boyle  
Change from Paraeducator, Early Intervention to Substitute Paraeducator, Early Intervention  
Change Recommended Hourly Rate from \$13.46 to \$10.35  
Effective Date – December 8, 2021  
*Voluntary Reassignment*
  - c. Casiana Cristurean  
Change from Substitute Paraeducator, Pre-K Counts to Paraeducator, Pre-K Counts  
Change Recommended Hourly Rate from \$10.30 to \$12.70  
Effective Date – December 6, 2021  
*Replacement*
  - d. Stephanie DeLong – Teacher, Pre-K Counts  
Recommended Hourly Rate – \$30.08  
Effective Date – December 23, 2021 – January 3, 2022  
*Additional Hours (not to exceed 14 hours)*

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- e. Melissa DeMotta  
Change from PA's Education for Children and Youth Experiencing Homelessness Specialist, ECYEH to Supervisor, PA's Education for Children and Youth Experiencing Homelessness Program and Foster Care Education, ECYEH  
Change Recommended Annual Salary from \$50,798 to \$66,810 (to be prorated)  
Effective Date – January 3, 2022  
*New Position*
- f. Daryll Ellison – Mental Health Specialist, Head Start  
Change Recommended Hourly Rate from Level III, Probationary, \$24.61 to Level III, Entry, \$25.17  
Effective Date – December 13, 2021  
*Completed Probationary Period*
- g. Kelli Ernst – Disabilities/Transition Specialist, Head Start  
Change Recommended Hourly Rate from Level I, Probationary, \$23.50 to Level I, Entry, \$24.06  
Effective Date – December 7, 2021  
*Completed Probationary Period*
- h. Lauren Hammond  
Change from PA's Education for Children and Youth Experiencing Homelessness Site Coordinator, ECYEH to PA's Education for Children and Youth Experiencing Homelessness and Foster Care Education Specialist, ECYEH  
Change Recommended Annual Salary from \$36,281 to \$45,424 (to be prorated)  
Effective Date – January 3, 2022  
*Replacement*
- i. Kristen Hoffa – Program Administrator, PA's Education for Children and Youth Experiencing Homelessness Program and Foster Care Education, ECYEH  
Change Recommended Annual Salary from \$66,926.88 to \$81,926.28 (to be prorated)  
Effective Date – January 3, 2022  
*Reorganization*
- j. Mary-Teresa James – Audiologist, Special Education  
Change Recommended Hourly Rate from \$69.90 to Annual Salary, Column 7, Step 16, \$91,005 (to be prorated)  
Effective Date – November 8, 2021  
*Additional Hours*
- k. Tabitha Kramer  
Change from PA's Education for Children and Youth Experiencing Homelessness Specialist, ECYEH to Supervisor, PA's Education for Children and Youth Experiencing Homelessness Program and Foster Care Education, ECYEH  
Change Recommended Annual Salary from \$49,602 to \$65,614 (to be prorated)  
Effective Date – January 3, 2022  
*New Position*
- l. Kristin Mateer – Floating Teacher, Head Start  
Change Recommended Hourly Rate from Level III, Probationary, \$20.20 to Level III, Entry, \$20.76  
Effective Date – December 20, 2021  
*Completed Probationary Period*

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- m. Britanyana Santiago  
Change from Paraeducator, Head Start to Substitute Paraeducator, Head Start  
Change Recommended Hourly Rate from Level II, Entry, \$13.37 to \$10.30  
Effective Date – November 15, 2021  
*Voluntary Reassignment*
- n. Kara Stezenko – Educational Interpreter, Special Education  
Recommended Hourly Rate – \$24.02  
Effective Date – October 21, 2021 – March 19, 2022  
*Additional Hours (not to exceed 200 hours)*
- o. Kimberly Vega – Family Engagement Worker, Head Start  
Change Recommended Hourly Rate from Level III, Probationary, \$18.51 to Level III, Entry, \$19.08  
Effective Date – December 13, 2021  
*Completed Probationary Period*
- p. Olesia Wright  
Change from Enrollment Specialist, Pre-K Counts to Paraeducator, Head Start  
Change Recommended Hourly Rate from \$14.25 to Level I, Entry, \$12.82  
Effective Date – January 10, 2022  
*Replacement*
- 3. Professional Development & Curriculum Office
  - a. Stacey Breiner – Educational Consultant, Training and Consultation  
Recommended Hourly Rate – \$67.75  
Effective Date – January 3, 2022 – June 30, 2022  
*Additional Hours (not to exceed 49 hours)*
  - b. Alec Johnson  
Change from Customer Experience Specialist, The Pennsylvania Key to Customer Experience  
Administrative Coordinator, The Pennsylvania Key  
Change Recommended Annual Salary from \$42,670 to \$46,120 (to be prorated)  
Effective Date – November 30, 2021  
*New Position*
  - c. Colleen Rios – Educational Consultant, Training and Consultation  
Recommended Hourly Rate – \$67.75  
Effective Date – January 3, 2022 – June 30, 2022  
*Additional Hours (not to exceed 49 hours)*

**D. Additions to 2021-2022 Approved Substitute Lists – Ratifications**

Alternative Education

Mary Boyle, Specialist – Effective December 8, 2021  
Aimee Forte, Teacher – Effective November 15, 2021  
Miranda Madara, Specialist – Effective December 20, 2021  
Britanyana Santiago, Specialist – Effective November 15, 2021

Early Intervention

Aimee Forte, Teacher – Effective November 15, 2021  
Miranda Madara, Paraeducator – Effective December 20, 2021  
Britanyana Santiago, Paraeducator – Effective November 15, 2021

**Ratifications - Additions  
to 2021-2022 Approved  
Substitute Lists  
—Item 13. D.**

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Facilities

Cory Hambrick, Custodian – Effective November 15, 2021

Head Start

Mary Boyle, Paraeducator – Effective December 8, 2021

Aimee Forte, Teacher – Effective November 15, 2021

Miranda Madara, Paraeducator – Effective December 20, 2021

Pre-K Counts

Mary Boyle, Paraeducator – Effective December 8, 2021

Aimee Forte, Teacher – Effective November 15, 2021

Miranda Madara, Paraeducator – Effective December 20, 2021

Britanyana Santiago, Paraeducator – Effective November 15, 2021

Special Education

Mary Boyle, Specialist – Effective December 8, 2021

Aimee Forte, Teacher – Effective November 15, 2021

Miranda Madara, Specialist – Effective December 20, 2021

Britanyana Santiago, Specialist – Effective November 15, 2021

Transportation

Miguel Rodriguez, Substitute Driver w/o Bus License, Assistant, and Misc. Transportation

Effective Date – November 30, 2021

Richard Schott, Substitute Driver w/o Bus License, Assistant, and Misc. Transportation

Effective Date – December 6, 2021

**E. Additions to Approved 2021-2022 Out-of-Class Substitute Lists –  
Ratifications**

*No Items to Consider*

**Ratifications - Additions  
to Approved 2021-2022  
Out-of-Class Substitute Lists  
—Item 13. E.**

**F. Remove from 2021-2022 Approved Substitute Lists**

Alternative Education

Britanyana Santiago, Specialist – Effective November 30, 2021

**Remove from 2021-2022  
Approved Substitute Lists  
—Item 13. F.**

Early Intervention

Britanyana Santiago, Paraeducator – Effective November 30, 2021

Head Start

Britanyana Santiago, Paraeducator – Effective November 30, 2021

Pre-K Counts

Britanyana Santiago, Paraeducator – Effective November 30, 2021

Special Education

Nicole Charles, Communication Facilitator – Effective December 22, 2021

Britanyana Santiago, Specialist – Effective November 30, 2021

Transportation

Carmen Colon, Substitute Driver w/o Bus License, Assistant, and Misc. – Effective November 1, 2021

Susan Hettrick, Substitute Driver w & w/o Bus License, Assistant, and Misc. – Effective November 12, 2021

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**G. Employment – Approvals**

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

1. Business Services/Operations Office
  - a. Russell A. Del Rosario – Safety and Security Program Administrator, Operations  
Recommended Annual Salary – \$90,000 (to be prorated)  
Effective Date – January 31, 2022  
*Replacement*
2. Early Childhood & Student Services Office
  - a. Danielle R. Smyre – School Psychologist, Special Education  
Recommended Annual Salary – Column 8, Step 10, \$78,639 (to be prorated)  
Effective Date – To be determined pending pre-employment process  
*Replacement*

**H. Change of Status – Approvals**

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

1. Human Resources Office
  - a. Isabel Henao  
Change from Administrative Assistant, Head Start to Data and Reporting Specialist, Human Resources  
Change Recommended Hourly Rate from \$22.12 to Annual Salary, \$46,333 (to be prorated)  
Effective Date – To be determined  
*Replacement*
2. Information Technology Office
  - a. Chaudene Michalek  
Change from Assistant Program Administrator, Fiscal Services to Customer Success Specialist, Information Technology  
Change Recommended Annual Salary from \$74,284.56 to \$54,060 (to be prorated)  
Effective Date – February 14, 2022  
*New Position*
3. Professional Development & Curriculum Office
  - a. Karen Henrichs  
Change from Assistant Director of School Improvement Performance Management, OPDC to Director of School Improvement Performance Management, OPDC  
Change Recommended Annual Salary from \$90,780 to \$101,640 (to be prorated)  
Effective Date – January 24, 2022  
*Replacement*

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**I. Leave of Absence Requests**

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

**1. Business Services/Operations**

Personal Leave (unpaid – with benefits –FMLA)

- a. Bethzaida Cheek – Dispatcher, Transportation  
Effective Date – November 17, 2021

Personal Leave (unpaid – without benefits – Not FMLA)

- b. Jamie Brango – Part-time Driver w & w/o Bus License,  
Assistant, and Misc. Transportation  
Effective Date – December 1, 2021
- c. Giselle Fargas – Part-time Driver w/o Bus License,  
Assistant, and Misc. Transportation  
Effective Date – December 16, 2021
- d. Tina Grande – Part-time Driver w & w/o Bus License,  
Assistant, and Misc. Transportation  
Effective Date – October 25, 2021
- e. Orsola Kirby – Part-time Bus/Van Assistant and Misc.  
Transportation  
Effective Date – September 1, 2021
- f. Marie Leonardo – Part-time School Bus Driver Trainee,  
Transportation  
Effective Date – December 7, 2021
- g. Jeanann Lynn-Roman – Part-time Driver w & w/o Bus  
License, Assistant, and Misc. Transportation  
Effective Date – November 2, 2021
- h. Marlene Richards – Part-time Driver w & w/o Bus  
License, Assistant, and Misc. Transportation  
Effective Date – November 8, 2021
- i. Lauri Serrano – Part-time Driver w & w/o Bus License,  
Assistant, and Misc. Transportation  
Effective Date – November 15, 2021
- j. Cynthia Thomas – Part-time Driver w & w/o Bus  
License, Assistant, and Misc. Transportation  
Effective Date – November 4, 2021
- k. Archie Ulshafer – Part-time Bus/Van Specialist.  
Transportation  
Effective Date – October 25, 2021

**2. Professional Development & Curriculum Office**

Personal Leave (unpaid – with benefits – FMLA)

- a. Shanta Austin – Infant Early Childhood Mental Health  
Consultant, The Pennsylvania Key  
Effective Date – December 6, 2021



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

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

1. Business Services/Operations Office  
Personal Leave (unpaid – without benefits – not FMLA)
  - a. Jamie Brango – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – December 14, 2021
  - b. Tina Grande – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – August 16, 2021
  - c. James McLoughlin – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – October 18, 2021
  - d. Marlene Richards – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – December 6, 2021
  - e. Lauri Serrano – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – November 30, 2021
  - f. Archie Ulshafer – Part-time Bus/Van Specialist, Transportation  
Effective Date – November 11, 2021
2. Early Childhood & Student Services Office  
Personal Leave (unpaid – with benefits – FMLA)
  - a. Myra Arndt – Family Engagement Worker, Head Start  
Effective Date – November 8, 2021
  - b. Stephanie Kirkner – Speech Therapist, Early Intervention  
Effective Date – December 1, 2021

**K. Retirements**

**Retirements  
—Item 13. K.**

1. Business Services/Operations Office
  - a. Bonnie L. Finkbone – Dispatcher, Transportation  
Effective Date – January 10, 2022
  - b. Timothy M. Koch – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – December 10, 2021
  - c. Josefa Pena – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – December 17, 2021
2. Early Childhood & Student Services Office
  - a. Robin D. Gruber – Specialized Preschool Teacher – Itinerant, Early Intervention  
Effective Date – June 14, 2022
  - b. Linda D. Johnson – Teacher, Head Start  
Effective Date – December 3, 2021
3. Professional Development & Curriculum Office
  - a. Cheryl L. Gregory – Level V Program Secretary  
Effective Date – February 21, 2022

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**L. Resignations**

**Resignations  
—Item 13. L.**

1. Business Services/Operations Office
  - a. Brian G. Berger, Sr. – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – November 30, 2021
  - b. Osvaldo Clemente, Sr. – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – December 17, 2021
  - c. Lori A. Emery – Part-time School Bus Driver Trainee, Transportation  
Effective Date – November 10, 2021
  - d. William G. Gleason – Safety and Security Program Administrator, Operations  
Effective Date – December 17, 2021
  - e. Masiel R. Gomez – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – December 6, 2021
  - f. Janet A. Marburger – Part-time Driver w & w/o Bus License, Misc., and Fueler, Transportation  
Effective Date – November 16, 2021
  - g. Frank J. McKenzie – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – December 22, 2021
  - h. Michael A. Molina – Part-time Driver w & w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – December 22, 2021
  - i. Luz M. Pizarro – Part-time Bus/Van Assistant and Misc. Transportation  
Effective Date – December 3, 2021
  - j. Rosaura M. Polanco – Part-time Bus/Van Assistant and Misc. Transportation  
Effective Date – November 18, 2021
  - k. Jacqueline R. Wise – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – January 3, 2022
2. Early Childhood & Student Services Office
  - a. Tanya M. Kleffel – Paraeducator, Early Intervention  
Effective Date – December 15, 2021
  - b. Erika R. Obiegbu – Speech Therapist, Early Intervention  
Effective Date – March 4, 2022
  - c. Monica Potoczky – Paraeducator, Early Intervention  
Effective Date – December 15, 2021
  - d. Aaryn C. Snyder – Teacher, Head Start  
Effective Date – January 7, 2022
  - e. Talitha A. Wolfe – Paraeducator, Head Start  
Effective Date – November 15, 2021
3. Information Technology Office
  - a. Lori A. Bogumil – Systems Analyst/Developer I  
Effective Date – January 7, 2022

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4. Professional Development & Curriculum Office
  - a. Alessandra M. Gonzalez – Infant Early Childhood Mental Health Consultant, The Pennsylvania Key  
Effective Date – December 6, 2021

**M. Terminations**

**Terminations  
—Item 13. M.**

1. Business Services/Operations Office
  - a. Josephine M. Audette – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – January 21, 2022  
*Violation of Policy*
  - b. Melissa Cancel – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – January 21, 2022  
*Violation of Policy*
  - c. Barbara J. Sims – Part-time Driver w/o Bus License, Assistant, and Misc. Transportation  
Effective Date – January 21, 2022  
*Violation of Policy*

**N. Other**

**Other  
—Item 13. N.**

1. Early Childhood & Student Services Office
  - a. Ilein Parra – Level V Bilingual Program Secretary, Pre-K Counts  
Effective Date – November 15, 2021  
*Rescinded Resignation*
  - b. Ilein Parra  
Change from Level V Bilingual Program Secretary, Pre-K Counts to Substitute Secretary, Office of Early Childhood & Student Services  
Change Recommended Hourly Rate from \$14.95 to \$12.50  
Effective Date – November 16, 2021  
*Voluntary Reassignment*
2. Professional Development & Curriculum Office
  - a. Tiffany D. Smith – Intervention Teacher, Act 89  
Recommended Annual Salary – Column 4, Step 11, \$77,185 (to be prorated)  
Effective Date – January 3, 2022  
*Date Amended*

Yeas:	Betts; Gierula; Hemberger; Hogan; Huhn; Hummel; Jirik; Kennedy; Lash; Lupia; Manmiller; Ritter; Sabold; Taylor; Ulrich; McEwen
Nays:	None. Motion carried.

**Roll Call Vote**

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A motion was made by Ulrich, seconded by Jirik, to approve the following items under Other Matters for Consideration – Items 14. A. through 14. E.:

**14. OTHER MATTERS FOR CONSIDERATION**

**A. EARLY CHILDHOOD & STUDENT SERVICES**

—DR. MICHELLE REICHARD-HUFF, DIRECTOR

To authorize the appropriate officers to execute an agreement between the Berks County Intermediate Unit and Tower Behavioral Health, for the Berks County Intermediate Unit to provide educational services for students with mental health needs attending Tower Behavioral Health for Summer Programming for a fee of \$212 per day.

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Tuscarora Intermediate Unit, for the BCIU to provide services and support related to early intervention evidence-based implementation for inclusive practices, effective September 1, 2021, through June 30, 2022, at a cost of \$15,000.

To ratify an amendment to Agreement # ICA-235028-21 between Berks County Intermediate Unit (BCIU) and the County of Berks, for the BCIU to operate the General Education Development Program at the Berks County Jail System, extending the agreement for an additional one-year term, effective January 1, 2022, through December 31, 2022, for an amount not to exceed \$142,782 during the term of the agreement.

To ratify an amendment to the agreement between the Berks County Intermediate Unit (BCIU) and the Community Services Group (CSG), for CSG to render services to children and youth experiencing homelessness in conjunction with the Education for Children and Youth Experiencing Homelessness program, changing the effective date to January 3, 2022, through June 30, 2022 (from nine months to six months). As a result, the payment that the BCIU provides to CSG will be \$472.64 per day, at a sum not to exceed \$60,971. All other terms and conditions of this agreement will remain in full force and effect

**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 the Brandywine Heights Area School District (BHASD), for the BCIU to provide professional services related to the neuroscience of belonging for a fee of \$125 according to the agreement, for services to be provided on March 22, 2022, or alternate dates as needed.

**OTHER MATTERS FOR  
CONSIDERATION**

**Agreement with Tower  
Behavioral Health for Summer  
Programming—Item 14. A. 1.**

**Agreement with Tuscarora IU /  
Early Intervention Evidence-  
Based Implementation for  
Inclusive Practices  
—Item 14. A. 2.**

**Agreement with County of  
Berks / GED Program for Berks  
County Jail System  
—Item 14. A. 3.**

**Agreement with Community  
Services Group / ECYEH  
Program  
—Item 14. A. 4.**

**Agreement with Brandywine  
Hts. ASD / Professional  
Services Related to  
Neuroscience  
—Item 14. B. 1.**

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To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Brandywine Heights Area School District (BHASD), for the BCIU to provide professional services related to ESL policy and instructional strategies, for a fee of \$250 according to the agreement, for services to be provided on January 11, 2022, or alternate dates as needed.

**Agreement with Brandywine Hts. ASD / Professional Services Related to ESL Policy and Instructional Strategies  
—Item 14. B. 2.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Northampton Community College, for Northampton Community College to offer a three (3) credit course, EARL 160, Early Childhood Health Advocate, during the spring 2022 semester to Early Childhood Education practitioners within the Commonwealth of Pennsylvania, for a fee not to exceed \$10,638 for the period of February 24, 2022, through June 30, 2022 (The Pennsylvania Key).

**Agreement Northampton Community College / Early Childhood Health Advocate Course—Item 14. B. 3.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the American Program Bureau, Inc., for the American Program Bureau, Inc. to secure Ms. Sonia Manzano as the keynote speaker for the Grantee Annual Meeting to be held on March 23, 2022, for a fee of \$10,000 plus expenses for the period of December 7, 2021, through March 31, 2022 (The Pennsylvania Key).

**Agreement with American Program Bureau / Sonia Manzano as Keynote Speaker for Grantee Annual Meeting  
—Item 14. B. 4.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and Expo, Inc., for Expo, Inc. to make its Expo Pass Platform available to the Pennsylvania Key for each event that takes place between December 16, 2021, to December 15, 2022, for a fee of \$10,995 (The Pennsylvania Key).

**Agreement with Expo, Inc. / Expo Pass Platform  
—Item 14. B. 5.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and Healthy Minds Innovation, Inc., for Healthy Minds Innovations, Inc. to provide the Healthy Minds Program Mobile Application to approximately 150 staff of Early Learning Resource Centers in Pennsylvania, for a fee of \$2,589 for the period of January 10, 2022, through January 9, 2024 (The Pennsylvania Key).

**Agreement with Healthy Minds Innovation, Inc. / Mobile Application for Early Learning Resource Centers  
—Item 14. B. 6.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and Illustrating Progress, for Illustrating Progress to serve in a graphic facilitation capacity for the 2022 Grantee Annual Meeting, for a fee of \$7,190 for the period of January 4, 2022, through June 30, 2022 (The Pennsylvania Key).

**Agreement with Illustrating Progress / Graphic Facilitation for Grantee Annual Meeting  
—Item 14. B. 7.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and Signing with Miss Steph, LLC, for Signing with Miss Steph, LLC to provide a Signing Smart™ Workshop for Early Communication for the Early Head Start Home Visiting Program, for a fee of \$1,684.20 for the period of December 1, 2021, through March 31, 2022 (The Pennsylvania Key).

**Agreement with Miss Steph, LLC. for Signing Smart™ Workshop  
—Item 14. B. 8.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and Public Health Management Corporation (PHMC), for the BCIU to replicate the established statewide IECHMC Consultation Project in an effort to expand supports in the Philadelphia area to early learning programs and to provide professional services through New World Now, LLC (NWN) for the Professional Development Registry for Philadelphia with total services in the amount not to exceed \$36,228.75 for the period of July 1, 2021, through June 30, 2022 (The Pennsylvania Key).

**Agreement with Public Health Management Corporation (PHMC) / Professional Supports Through New World Now, LLC for Professional Development Registry for Philadelphia  
—Item 14. B. 9.**

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To ratify Amendment #2 between the Berks County Intermediate Unit (BCIU) and the Central Susquehanna Intermediate Unit (CSIU), for CSIU to modify its scope of services to continue to provide professional services related to the maintenance and minimal development of the SMART / Document Uploader databases, effective July 1, 2021, through September 30, 2022. This amendment provides for a funding increase of \$78,097 for a revised total of \$360,247 (The Pennsylvania Key).

**Amendment #2 to Agreement  
Central Susquehanna IU /  
SMART / Document Uploader  
Databases  
—Item 14. B. 10.**

To ratify Amendment #1 to the current agreement between the Berks County Intermediate Unit (BCIU) and the Pennsylvania Child Care Association (PACCA), T.E.A.C.H. Early Childhood Pennsylvania Scholarship Program, for PACCA, T.E.A.C.H. to modify the scope of services to further increase T.E.A.C.H. participation of staff employed at STAR 1 and 2 Programs, effective December 16, 2021. This amendment provides for a funding increase of \$502,000 for a revised total of \$4,645,750. All other terms and conditions remain in force (The Pennsylvania Key).

**Amendment #1 to Agreement  
with PACCA, T.E.A.C.H.  
Early Childhood PA  
Scholarship Program  
—Item 14. B. 11.**

To ratify Amendment #1 to the current agreement between the Berks County Intermediate Unit (BCIU) and the Pennsylvania State University (PSU), for PSU to modify its scope of services to deliver a one-hour course to all childcare providers in Pennsylvania to include updates to the 10-hour Get Started course focused on emergency preparedness, effective November 22, 2021. This amendment provides for a funding increase of \$365,007 for a revised total of \$735,416. All other terms and conditions remain in force (The Pennsylvania Key).

**Amendment #1 to Agreement  
with PSU / 10-Hour Get  
Started Course  
—Item 14. B. 12.**

To ratify Amendment #1 to the current memorandum of understanding regarding website transition between the Berks County Intermediate Unit – Executive Office Creative Team and The Pennsylvania Key, for the BCIU – Executive Office Creative Team to extend the term of the memorandum of understanding at no cost through June 30, 2022. All other terms and conditions remain in full force (The Pennsylvania Key)

**Amendment #1 to MOU with  
BCIU - Executive Office  
Creative Team and the  
Pennsylvania Key / Website  
Transition  
—Item 14. B. 13.**

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

To authorize the appropriate officers to execute a renewal of agreement between the Berks County Intermediate Unit (BCIU) and IntegraOne for VMware Production Support. The term of the agreement is 12 months, from February 1, 2022, to January 31, 2023, at a cost not to exceed \$8,764.

**Renewal of Agreement with  
IntegraOne for VMWare  
Production Support  
—Item 14. C. 1.**

To authorize the appropriate officers to execute a renewal of agreement between the Berks County Intermediate Unit (BCIU) and PatchMyPC for a subscription to PatchMyPC for SCCM. The term of the agreement is 12 months, from February 19, 2022, to February 18, 2023, at a cost not to exceed \$1,394.

**Renewal of Subscription  
Agreement with  
PatchMyPC  
—Item 14. C. 2.**

To authorize the appropriate officers to execute a renewal of the Cofense PhishMe Licenses (for Cybersecurity Education, Training and Awareness platform) from CDW-G on behalf of seven (7) districts/schools in Berks County, at a cost not to exceed \$1,685. The term of the agreement is one year commencing on January 22, 2022.

**Renewal of Cofense  
PhishMe Licenses from  
CDW-G—Item 14. C. 3.**

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To ratify an amendment to an agreement between the Berks County Intermediate Unit (BCIU) and Windstream Enterprise, for Windstream Enterprise to provide voice services at the BCIU Main Office and Education Centre locations, at a total monthly recurring cost of \$1,018.48. The term of the agreement is for 36 months commencing on December 29, 2021.

**Amendment to Agreement  
with Windstream  
Enterprise / Voice Services  
at BCIU Main Office and  
Education Centre  
—Item 14. C. 4.**

To ratify an agreement between the Berks County Intermediate Unit and the St. Margaret School, for Erate Support Services for the 2022-2023 fiscal year, at costs reflected in the agreement for selected services. The term of the agreement commences January 2022 and will remain in place until all Erate filings and reimbursements for the 2022-2023 fiscal year are completed, approximately August 2023.

**Agreement with St.  
Margaret School / Erate  
Support Services  
—Item 14. C. 5.**

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

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

**Award Contracts for Copy  
Paper—Item 14. D. 1.**

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

**Permission to Solicit Bids for  
Food Service Paper Products  
—Item 14. D. 2.**

To authorize the appropriate officers to execute an agreement with Co-County Wellness Services (CCWS), for CCWS to provide Contact Tracing as it relates to its students' and employees' confirmed or potential COVID-19 infections, effective January 24, 2022, through June 30, 2022, at a rate of \$30.92 per hour.

**Agreement with Co-County  
Wellness Services (CCWS)  
for Contact Tracing  
—Item 14. D. 3.**

To ratify an agreement between the Berks County Intermediate Unit (BCIU) and the Exeter Township School District, for the BCIU to lease approximately 525 square feet of garage bay space on a month-to-month basis for \$525 per month for the repair and servicing of their district transportation vehicles, effective January 17, 2022.

**Agreement with Exeter  
Township School District /  
Lease for Garage Bay Space  
for Transportation Vehicles  
—Item 14. D. 4.**

To ratify an agreement between the Berks County Intermediate Unit and Atlas Transportation, for Atlas Transportation to provide transportation services as follows:

- a. To transport Special Needs students to CCIU, effective November 11, 2021, with an aide at a rate of \$450 per day.
- b. To transport Special Needs students to Devereux Brandywine, effective November 29, 2021, at a rate of \$325 per day

**Agreement with Atlas  
Transportation for  
Transportation Services for  
Special Needs Students to  
CCIU and Devereux  
Brandywine  
—Item 14. D. 5.**

To approve a change in the mileage allowance rate from 56¢ per mile to 58.5¢ per mile to conform with Internal Revenue Service regulations, effective January 1, 2022.

**Change in Mileage  
Allowance Rate to 58.5¢ per  
mile—Item 14. D. 6.**

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

To acknowledge the six-month review of the Berks County Intermediate Unit Health and Safety Plan, as required by the American Rescue Plan (ARP) Act.

Six-Month Annual Review of  
Health and Safety Plan  
—Item 14. E. 1.

Yeas:	Betts; Gierula; Hemberger; Hogan; Huhn; Hummel; Jirik; Kennedy; Lash; Lupia; Manmiller; Ritter; Sabold; Taylor; Ulrich; McEwen	Roll Call Vote
Nays:	None. Motion carried.	

President McEwen again welcomed new members to the Board and thanked them for their willingness to serve as members of the BCIU Board.

Board Members Desiring to  
be Heard

A motion was made by Huhn, seconded by Jirik, to adjourn the meeting at 8:50 p.m.

Adjournment

Motion carried.	Voice Vote
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Approved by,

James Ulrich, Secretary

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

In celebration of School Director Recognition Month, BCIU Board members were acknowledged for their service and dedication to our children, schools, and the community. 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.

**BCIU BOARD MEMBER  
RECOGNITION AND  
APPRECIATION**

As part of the recognition, the BCIU presented its fifth annual student artwork showcase which was based on the theme of “Architectural Design in My School and Community.” Board members, participating students, parents, art teachers, and district administrators attended the virtual presentation, which included a video highlighting the talented student artists and their work. In addition to being on display in the BCIU Board Room through the end of the calendar year, the students and their artwork are showcased in a virtual gallery for all to see on the BCIU public website.

Dr. Brenda Robertson, Program Administrator for Logistics, introduced **Ali Templin** as Employee of the Month for January. Mrs. Robertson reported that Ali has served for three and one-half years as the Substitute Service Secretary in the Office of Early Childhood and Student Services. She has built positive working relationships with supervisors, staff, and substitutes and works hard to ensure as many positions are covered as possible, even with the current staffing challenges brought on by the COVID-19 pandemic. Ali has excellent attendance which is critical in this essential position. She has also taken the initiative to write procedures and provide training for the staff who fill in for her.

**EMPLOYEE OF THE  
MONTH – JANUARY 2022  
—Alexis (Ali) Templin,  
Office of Early Childhood  
and Student Services**

Ali was accompanied to the Board meeting by her proud parents.