



**BOARD OF DIRECTORS  
MINUTES  
August 2, 2022**

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**1. Call to Order**

The regular meeting of the Lincoln Intermediate Unit 12 Board of Directors was held on August 2, 2022 at the LIU Central Office. Board President Sue Heistand called the meeting to order at 7:09 pm.

**2. Pledge of Allegiance**

The meeting opened with the pledge of allegiance. Mrs. Heistand announced that the Board met in executive session on July 12, 2022 and just prior to this meeting to discuss personnel matters.

**3. Oath of Office**

David Walker, Esq., of Appel, Yost and Zee, conducted the swearing-in ceremony for the following newly-elected directors.

Directors to serve new three-year terms beginning July 1, 2022 through June 30, 2025:

Brian Hoffman, South Eastern School District  
Dolores Nester, Littlestown Area School District  
Cindy Rohrbaugh, Eastern York School District  
Mark Schur, Chambersburg Area School District  
Vanessa Snell, Northeastern School District

Directors to serve unexpired terms through June 30, 2023:

AmyBeth Hodges, Gettysburg Area School District  
Mark Smith, Waynesboro Area School District

Directors to serve unexpired terms through June 30, 2024:

Brandon Boyer, Tuscarora School District  
Janon Gray, Greencastle-Antrim School District  
Sally Kacar, Hanover Public School District

**4. Roll Call**

The following Board members attended: Brandon Boyer, Janon Gray, Sue Heistand, AmyBeth Hodges, Brian Hoffman, Sally Kacar, Cassandra Liggins, Dolores Nester, Cynthia

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Rohrbaugh, Mark Schur, Mark Smith, Vanessa Snell and Douglas White. LIU staff attending were: Dr. Jeffrey West, Dr. Kendra Trail, Brent Kessler, Dr. Jennifer Leese, Jared Mader, Julie Romig, Dr. Brad Sterner, Tracy Williams, Jill Trostle, and David Walker, Esq., Appel, Yost & Zee, Board Solicitor.

**5. Recognition of Visitors and Public Comment: Sue Heistand, Board President**

Mrs. Heistand welcomed visitors that may be viewing the meeting via livestream and provided an opportunity for public comments. There were no public comments.

**6. Approval of Minutes of June 28, 2022**

The minutes of the previous meeting were approved as presented.

**7. Consent Agenda**

Background: The following routine operational matters were presented for action by the Board of Directors. Items that require special attention may be removed from the consent agenda upon request.

Recommendation: Motion to approve all recommendations under the Consent Agenda. Vanessa Snell moved approval of the Consent agenda, seconded by Dolores Nester. Roll call vote recorded all in favor and the motion carried.

**7.a. Resignations/Retirements/Terminations**

Last Name	First Name	Position	Program	Term Date	Reason
Baumgardner	Karen	Teacher Assistant	Emotional Support	05/27/2022	Resignation
Berger	Lindsay	Teacher	Life Skills Support	06/28/2022	Never Started
Caruso	Jo	Psychologist Intern	Pupil Personnel Services	06/01/2022	End of Internship
Conrad	Cory	Teacher	Therapeutic Emotional Support	07/28/2022	Resignation
Dodge	Michele	Teacher Assistant	Life Skills Support	06/01/2022	Resignation
Douglass	Paige	Teacher	Therapeutic Emotional Support	05/27/2022	Resignation
Feuchtenberger	Jaymi	Speech Therapist	Preschool	07/21/2022	Resignation
Gettel	Crystal	Personal Care Assistant	Life Skills Support	05/31/2022	Resignation
Hartman	Brenda	Supervisor	Autistic Support	01/03/2023	Retirement
Hays	Beverley	Teacher Assistant	Multidisabilities Support	05/31/2022	Retirement
Heaton	Mary Kay	Personal Care Assistant	Multidisabilities Support	05/27/2022	Resignation
Holt	Ryan	Staff Accountant	Business Services	08/04/2022	Resignation
Holtzapple	Heidi	Teacher	Preschool	08/15/2022	Resignation
Innerst	Bonny	Personal Care Assistant	Preschool	06/16/2022	Resignation
Kauffmann	Kourtney	Teacher Assistant	Emotional Support	05/27/2022	Resignation
Keller	Lacy	Teacher	Autistic Support	05/27/2022	Resignation
Kinard	Carla	Teacher Assistant	Multidisabilities Support	05/31/2022	Retirement
Kniss	Patricia	Personal Care Assistant	Autistic Support	05/31/2022	Resignation
Lloyd	Rachel	Teacher Assistant	Life Skills Support	06/01/2022	Resignation
McCarney	Danielle	Teacher	Autistic Support	06/02/2022	Resignation
Millwater	Cara	Teacher	Autistic Support	06/03/2022	Resignation
Musselman	Christine	Teacher	Autistic Support	05/31/2022	Resignation
Myers	Megan	Teacher	Autistic Support	05/27/2022	Resignation

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Last Name	First Name	Position	Program	Term Date	Reason
Pond	Pamela	Fingerprint Clerk	Human Resources	07/27/2022	Retirement
Quinn	Erica	Teacher	Life Skills Support	06/03/2022	Resignation
Reifel	Emily	Personal Care Assistant	Behavioral Intervention	05/31/2022	Resignation
Rose	John	Speech Therapist	Act 89 Nonpublic School Services	07/28/2022	Resignation
Schmalzer	Joshua	Psychologist	Pupil Personnel Services	06/02/2022	Resignation
Stewart	Tara	Case Manager	Adult Education	07/05/2022	Resignation
Sullivan	Lamanda	Teacher	Emotional Support	05/27/2022	Resignation
Tart	Dawn	Personal Care Assistant	Hearing Impaired Support	07/26/2022	Resignation
Thompson	Dorothy	Teacher	Life Skills Support	11/04/2022	Retirement
Trinks	Heather	Personal Care Assistant	Preschool	07/21/2022	Resignation
Triplett	Jordyn	Teacher	Autistic Support	06/03/2022	Resignation
Tyler	April	School Nurse	Special Education	08/29/2022	Resignation
Waulk	Kennedee	Secretary	Adult Education	07/29/2022	Resignation
Webster	Adriannah	Teacher Assistant	Preschool	08/15/2022	Resignation
Wheeler	Melanie	Occupational Therapist	Occupational and Physical Therapy Services	09/09/2022	Resignation

**7.b. Professional Staff Nominations (pending receipt of all required paperwork)**

Last Name	First Name	Position	Program	Orientation or Hire Date	Rate	Category Step/Scale	Work Calendar
Cackowski	Kathy	Teacher	Intensive Learning Support	07/13/2022	\$52,072.00	LIUEA F-2	188 Days
Caldwell	Deborah	Staff Developer	Educational Services	08/03/2022	\$75,039.00	LIUEA I-13	188 Days
Capparuccini	Anita	Teacher	Preschool	08/03/2022	\$63,478.00	LIUEA F-10	188 Day Stretch
Cardamone	Kristin	Teacher	Autistic Support	07/13/2022	\$47,057.00	LIUEA D-3	188 Days
DeFelice	Maria	Social Worker	Pupil Personnel Services	08/03/2022	\$52,072.00	LIUEA F-2	188 Days
Dougherty	Aimee	Teacher	Preschool	07/27/2022	\$47,657.00	LIUEA D-10	188 Day Stretch
Fortney	Kelly	Staff Developer	Educational Services	07/27/2022	\$61,346.00	LIUEA F-9	188 Days
Glatfelter	Morgan	Speech Therapist	Preschool	08/03/2022	\$51,772.00	LIUEA F-1	188 Day Stretch
Gottsch	Nicole	Teacher	Preschool	07/27/2022	\$46,757.00	LIUEA D-2	188 Day Stretch
James	Lauren	Social Worker	Pupil Personnel Services	08/08/2022	\$61,346.00	LIUEA F-9	188 Days
Kemeny	Gail	Speech Therapist	Preschool	07/13/2022	\$52,972.00	LIUEA F-5	188 Day Stretch
Marks	Timothy	Instructional Support Teacher	Educational Technology Services	08/03/2022	\$71,377.00	LIUEA I-12	188 Day Stretch
McPoyle-Callahan	Jennifer	Staff Developer	Educational Services	08/03/2022	\$63,478.00	LIUEA F-10	188 Days
Myers	Brittany	Social Worker	Pupil Personnel Services	07/13/2022	\$51,772.00	LIUEA F-1	188 Days
Nash	Sydney	Teacher	Intensive Learning Support	08/03/2022	\$46,457.00	LIUEA D-1	188 Days
Santoemma	Kelci	Speech Therapist	Speech and Language Support	TBD	\$52,972.00	LIUEA F-5	188 Days
Showers	Kortney	Staff Developer	Educational Services	07/27/2022	\$52,372.00	LIUEA F-3	188 Days
Stockman	Lori	Teacher	Learning Support	07/27/2022	\$66,655.00	LIUEA G-11	188 Days

**7.c. Non-Certified Staff (Pending receipt of all required paperwork)**

Last Name	First Name	Position	Program	Orientation or Hire Date	Rate	Category Step/Scale	Work Calendar
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Bowman	Erika	Personal Care Assistant	Autistic Support	07/27/2022	\$14.15 per hour	TA/PCA A-1	188 Days
Chappell	Romara	Referral Secretary	Preschool	07/13/2022	\$17.65 per hour	Sec C E-2	260 Days
Eline	Amy	Personal Care Assistant	Preschool	07/27/2022	\$15.17 per hour	TA/PCA A-5	188 Day Stretch
Gerlach	Louise	Personal Care Assistant	Preschool	07/13/2022	\$21.80 per hour	TA/PCA G-9	188 Day Stretch
Kasten	Lisa	Data Specialist	Preschool	07/13/2022	\$20.34 per hour	Sec C A-7	260 Days
McCampbell	Patricia	Teacher Assistant	Learning Support	07/27/2022	\$14.97 per hour	TA/PCA C-2	188 Days
Redden	Derek	Maintenance	Business Services	07/27/2022	\$22.58 per hour	Maint C F-2	260 Days
Stanton	Sandra	Teacher Assistant	Life Skills Support	07/27/2022	\$21.80 per hour	TA/PCA G-8	188 Days

**7.d. Additional Service Agreements**

Last Name	First Name	Position	Rate	School District	Dates
DiCesare	Rosemary	Interpreter	\$38.38 per hour	Dallastown Area School District	June 20, 2022 - August 15, 2022
Haid	Paul	Interpreter	\$57.02 per hour	Dallastown Area School District	June 20, 2022 - August 15, 2022
Imhoff	Jennifer	Interpreter	\$44.01 per hour	Dallastown Area School District	June 20, 2022 - August 15, 2022
Nunemaker	Olga	Teacher Assistant	\$16.58 per hour	Gettysburg Area School District	May 26, 2022
Snelbaker	Tesla	Personal Care Assistant	\$14.97 per hour	Central York School District	June 27, 2022 - July 29, 2022

**7.e. Professional Contracts**

Last Name	First Name
Sollenberger	Kayla
Tannous	Derek

**7.f. Change in Employment Status**

Last Name	First Name	Position	Program	Rate	Category Step/ Scale	Effective	From	To	Reason
Baginski	Amanda	Temporary Student Support/Tutor	Act 89 Nonpublic School Services	\$26.27 per hour	Grant Funded	07/18/2022	n/a	n/a	Additional Part Time Temporary Position
Baker	Francine	Instructional Advisor	Special Education	\$74,356.00 + \$5,000.00 IA Stipend	LIUEA H-13	08/09/2022	\$71,997.00 + \$5,000.00 IA Stipend LIUEA G-13	\$74,356.00 + \$5,000.00 IA Stipend LIUEA H-13	Salary Column Movement - Master's + 30
Barnes	Stacy	Personal Care Assistant	Autistic Support	\$19,042.52	TA/PCA F-1	08/09/2022	\$18,621.40 TA/PCA A-1	\$19,042.52 TA/PCA F-1	Salary Column Movement - Associate's
Barrick	Ryan	Teacher	Therapeutic Emotional Support	\$52,972.00	LIUEA F-5	08/09/2022	\$46,672.00 LIUEA D-4	\$52,972.00 LIUEA F-5	Salary Column Movement - Master's
Buckler	Rebecca	Teacher	Therapeutic Emotional Support	\$51,471.00	LIUEA E-6	08/09/2022	\$46,972.00 LIUEA D-5	\$51,471.00 LIUEA E-6	Salary Column Movement - Level II Certification

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Carter	Shanna	Teacher	Emotional Support	\$54,589.00	LIUEA F-6	08/09/2022	\$46,972.00 LIUEA D-5	\$54,589.00 LIUEA F-6	Salary Column Movement - Master's
Chapman-Jones	Valerie	Staff Developer	Educational Services	\$72,682.00	LIUEA G-13	08/09/2022	\$71,323.00 LIUEA F-13	\$72,682.00 LIUEA G-13	Salary Column Movement - Master's + 15
Cole	Cynthia	Itinerant Teacher	Visually Impaired Support	no change	no change	08/09/2022	Full Time	Part Time Hourly	Work Calendar Adjustment
Conner	Corinne	Staff Developer	Educational Services	\$75,039.00	LIUEA I-13	08/09/2022	\$69,797.00 LIUEA H-12	\$75,039.00 LIUEA I-13	Salary Column Movement - Master's + 45
Connolly	Karen	Occupational Therapist	Occupational and Physical Therapy Services	\$64,564.00	LIUEA DRT-8	08/09/2022	\$52,786.00 LIUEA E-7	\$64,564.00 LIUEA DRT-8	Salary Column Movement - Doctorate
Dacheux	Summer	Speech Therapist	Speech and Language Support	\$53,238.00	LIUEA G-3	08/09/2022	\$51,387.00 LIUEA F-2	\$53,238.00 LIUEA G-3	Salary Column Movement - Master's + 15
Durbin	David	Teacher	Behavioral Intervention	\$74,356.00	LIUEA H-13	08/09/2022	\$71,997.00 LIUEA G-13	\$74,356.00 LIUEA H-13	Salary Column Movement - Master's + 30
Eisenhart	Katharine	Occupational Therapist	Occupational and Physical Therapy Services	\$77,772.00	LIUEA DRT-13	08/09/2022	\$71,997.00 LIUEA G-13	\$77,772.00 LIUEA DRT-13	Salary Column Movement - Doctorate
Gerber	Ryan	Counselor	Pupil Personnel Services	\$72,682.00	LIUEA G-13	08/09/2022	\$71,323.00 LIUEA F-13	\$72,682.00 LIUEA G-13	Salary Column Movement - Master's + 15
Gosnell	Melissa	ECYEH/ Foster Care Specialist	Education for Children and Youth Experiencing Homelessness	\$29.03 per hour	Recruiter G-9	07/06/2022	Homelessness Liaison \$21.80 per hour TA/PCA G-9	ECYEH/Foster Care Specialist \$29.03 per hour Recruiter G-9	Title and Pay Scale Update
Greer	Heather	Instructional Advisor	Special Education	\$71,851.00 + \$5,000.00 IA Stipend	LIUEA DRT-11	08/09/2022	\$65,959.00 + \$5,000.00 IA Stipend	\$71,851.00 + \$5,000.00 IA Stipend	Salary Column Movement - Doctorate
Hallenbeck	Melissa	Teacher	Autistic Support	\$49,167.00	LIUEA E-4	08/09/2022	\$46,372.00 LIUEA D-3	\$49,167.00 LIUEA E-4	Salary Column Movement - Level II Certification

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Jones	Brie	Teacher Assistant	Autistic Support	\$23,859.08	TA/PCA F-4	08/09/2022	\$19,213.60 TA/PCA A-4	\$23,859.08 TA/PCA F-4	Salary Column Movement - Associate's
Kern	Shannon	Physical Therapist	Occupational and Physical Therapy Services	\$72,008.00 + \$1,000.00 Advisor Stipend	LIUEA F-13	08/09/2022	\$72,008.00	\$72,008.00 + \$1,000.00 Advisor Stipend	Additional Duties
Kimpel	Kimberly	Occupational Therapist	Occupational and Physical Therapy Services	\$77,772.00	LIUEA DRT-13	08/09/2022	\$71,997.00 LIUEA G-13	\$77,772.00 LIUEA DRT-13	Salary Column Movement - Doctorate
Kline	Wendy	Teacher	Life Skills Support	\$49,467.00	LIUEA E-5	08/09/2022	\$46,672.00 LIUEA D-4	\$49,467.00 LIUEA E-5	Salary Column Movement - Level II Certification
Kolasa	Courtnei	Teacher	Therapeutic Emotional Support	\$58,471.00	LIUEA E-9	08/09/2022	\$46,972.00 LIUEA D-8	\$58,471.00 LIUEA E-9	Salary Column Movement - Level II Certification
Lockett	Wendy	Language Instruction Educational Program Teacher	Language Instruction Educational Program	\$49.04 per hour	LIUEA I-9 Hourly	08/09/2022	\$46.54 per hour LIUEA H-8 Hourly	\$49.04 per hour LIUEA I-9 Hourly	Salary Column Movement - Master's + 45
Markle	Christa	Licensed Practical Nurse	Preschool	\$28.51 per hour	Nurse-LPN A-9	07/11/2022	n/a	n/a	Additional Part Time Temporary Position
Martin	Melinda	Personal Care Assistant	Hearing Impaired Support	\$21,358.68	TA/PCA D-3	08/09/2022	\$20,582.24 TA/PCA C-3	\$21,358.68 TA/PCA D-3	Salary Column Movement - 300 PALS Hours
McMillan	Molly	Speech Therapist	Speech and Language Support	no change	no change	08/09/2022	Full Time	Part Time Hourly	Work Calendar Adjustment
Mills	Tracey	Counselor	Act 89 Nonpublic School Services	\$71,377.00	LIUEA I-12	08/09/2022	\$67,797.00 LIUEA H-11	\$71,377.00 LIUEA I-12	Salary Column Movement - Master's + 45
Mokua	Thomas	Teacher	Therapeutic Emotional Support	\$57,421.00	LIUEA G-7	08/09/2022	\$53,904.00 LIUEA F-6	\$57,421.00 LIUEA G-7	Salary Column Movement - Master's + 15
Moran	Terry	Interpreter	Hearing Impaired Support	\$43,901.76	Interpreter II D-6	08/09/2022	\$42,993.72 Interpreter II C-6	\$43,901.76 Interpreter II D-6	Salary Column Movement - 450 PALS Hours

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O'Brien	Clare	Counselor	Pupil Personnel Services	\$74,356.00	LIUEA H-13	08/09/2022	\$71,997.00 LIUEA G-13	\$74,356.00 LIUEA H-13	Salary Column Movement - Master's + 30
Rohrer	Heather	Counselor	Act 89 Nonpublic School Services	\$59,678.00	LIUEA H-7	08/09/2022	\$54,736.00 LIUEA G-6	\$59,678.00 LIUEA H-7	Salary Column Movement - Master's + 30
Roomsburg	Ashley	Teacher	Autistic Support	\$54,827.00	LIUEA H-3	08/09/2022	\$52,253.00 LIUEA G-2	\$54,827.00 LIUEA H-3	Salary Column Movement - Master's + 30
Sinton	Lindsey	Teacher	Visually Impaired Support	\$52,672.00	LIUEA F-4	08/09/2022	\$46,372.00 LIUEA D-3	\$52,672.00 LIUEA F-4	Salary Column Movement - Master's
Snyder	Jennifer	Itinerant Teacher	Act 89 Nonpublic School Services	\$61,346.00	LIUEA F-9	08/09/2022	Part Time Hourly LIUEA F-9 Hourly \$46.09 per hour (2021-2022 School Year)	Full Time LIUEA F-9 \$61,346.00 (2022-2023 School Year)	Work Calendar Adjustment
Sterner	Marilyn	Interpreter	Hearing Impaired Support	\$57,917.16	Interpreter RID H-9	08/09/2022	\$56,640.64 Interpreter RID G-9	\$57,917.16 Interpreter RID H-9	Salary Column Movement - Bachelor's + 60
Tillett	Rachel	Teacher Assistant	Life Skills Support	\$22,345.68	TA/PCA C-5	08/09/2022	\$21,108.64 TA/PCA B-5	\$22,345.68 TA/PCA C-5	Salary Column Movement - 150 PALS Hours
Timcheck	Jessica	Work Experience Coordinator	Special Education	\$61,928.00	LIUEA H-8	08/09/2022	\$58,589.00 LIUEA F-8	\$61,928.00 LIUEA H-8	Salary Column Movement - Master's + 30
Triandafilou	Eleni	Teacher	Emotional Support	\$68,482.00	LIUEA H-11	08/09/2022	\$63,701.00 LIUEA G-10	\$68,482.00 LIUEA H-11	Salary Column Movement - Master's + 30
VanWhy	Amber	Teacher Assistant	Multidisabilities Support	\$19,042.52	TA/PCA F-1	08/09/2022	\$18,213.44 TA/PCA A-1	\$19,042.52 TA/PCA F-1	Salary Column Movement - Associate's
Washington	Tiffany	Personal Care Assistant	Multidisabilities Support	\$18,766.16	TA/PCA C-1	08/09/2022	\$18,213.44 TA/PCA A-1	\$18,766.16 TA/PCA C-1	Salary Column Movement - 15 Credits

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Weaver	Chelsey	Instructional Advisor	Preschool	\$48,867.00 + \$5,000.00 IA Stipend	LIUEA E-3	07/01/2022	\$46,072.00 + \$5,000.00 IA Stipend LIUEA D-2	\$48,867.00 + \$5,000.00 IA Stipend LIUEA E-3	Salary Column Movement - Level II Certification
Weaver	Kathy	Teacher Assistant	Multidisabilities Support	\$20,582.24	TA/PCA C-3	08/09/2022	\$19,911.08 TA/PCA B-3	\$20,582.24 TA/PCA C-3	Salary Column Movement - 150 PALS Hours
Wherley	Katie	Teacher	Autistic Support	\$55,127.00	LIUEA H-4	08/09/2022	\$52,553.00 LIUEA G-3	\$55,127.00 LIUEA H-4	Salary Column Movement - Master's + 30
Wolf	Maria	Teacher	Autistic Support	\$46,457.00	LIUEA D-1	07/13/2022	Floating Teacher Special Education	Teacher Autistic Support	Title and Program Correction
Wysocki	Patricia	Assistant Director	Special Education	\$116,500.00	Act 93	08/03/2022	Associate Director \$99,808.78	Assistant Director \$116,500.00	Position Transfer

**7.g. Extended School Year**

Last Name	First Name	ESY Position	Pay Rate
Barnhart	Gina	Assistant	Per Diem
Cabrera Ramos	Elena	Assistant	Per Diem
Garner	Amanda	Teacher	Per Diem
Garvick	Erika	Assistant	Per Diem
Glass	Harry	Assistant	Per Diem
Goldman	Ashlee	Assistant	Per Diem
Hetzer	Kelly	Assistant	Per Diem
Karandrikas	Vasiliki	Teacher	Per Diem
Kitzmiller	Jennifer	COTA	Per Diem
Krepps	Diane	Assistant	Per Diem
Miller	Nicole	Assistant	Per Diem
Moultrey	Andrew	Assistant	TA/PCA A-1
Putt	Leslie	Assistant	Per Diem
Snyder	Lori	Assistant	Per Diem
Thompson	Sophia	Speech Therapist	Per Diem
Updyke	Abigail	Speech Therapist	Per Diem
Wagner	Frances	Assistant	Per Diem
Washington	Tiffany	Assistant	Per Diem
Watson	Jennifer	Assistant	Per Diem
Wilde	Tanya	Teacher	Per Diem
Woodbury	Wendy	Assistant	Per Diem

**7.h. Days Beyond Contract**



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Last Name	First Name	Position	Program	May/June 2021/2022 Number of Days	July/August 2022/2023 Number of Days
Arnold	Dessylyn	Staff Developer	Educational Services	0	0.5
Chapman-Jones	Valerie	Staff Developer	Educational Services	0	1
Conner	Corinne	Staff Developer	Educational Services	0	3
D'Amore	Charlene	LIEP Teacher	Language Instruction Educational Program	0	1
Hare	Deborah	LIEP Teacher	Language Instruction Educational Program	0	1
Ishler	Brenda	LIEP Teacher	Language Instruction Educational Program	0	1
Foster	Nancy	LIEP Teacher	Language Instruction Educational Program	0	1
Lockett	Wendy	LIEP Teacher	Language Instruction Educational Program	0	1
Reese	Cathleen	LIEP Teacher	Language Instruction Educational Program	0	1
Sachelle	Diane	LIEP Teacher	Language Instruction Educational Program	0	1
Szabo-Carney	Gabriela	LIEP Teacher	Language Instruction Educational Program	0	1

**7.i. Classroom Monitors**

The following employees are recommended to join a pool of classroom monitors, to be paid at a rate of \$20.00 per hour or their current per diem hourly rate (whichever is higher):

Bair	Dawn
Baumgardner	Jamie
Foeks	Cheryl
Keefe	Katie
Petry	Heather
Stambaugh	Nancy

**7.j. Treasurer's Report**

Recommendation: Motion to accept the Treasurer's Report of June 2022, showing cash on hand in the amount of \$25,027,051.07.

**7.k. Financial Report**

Recommendation: Motion to approve the Financial Report of payments and payroll totaling \$9,710,819.60.

**7.l. Transportation Drivers**

Recommendation: Motion to accept the list of Transportation Drivers.

**7.m. Grant Request**

**7.m.a. Glatfelter Family Foundation Grant**

Recommendation: Motion to grant approval for the Adult Education Program to apply for \$20,000 through the Glatfelter Family Foundation to support and expand services offered through the Adult Education Program.

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**7.n. Job Descriptions for Review**

Background: The following job descriptions were presented for review.

Receptionist - York Learning Center (revised)  
ECYEH Outreach and Marketing Specialist (new position)

Recommendation: No action is required at this time.

**8. Action Items**

**8.a. Memorandum of Understanding for LIUEA Salaries**

Recommendation: Motion to approve the August 2, 2022 Memorandum of Understanding with the Lincoln Intermediate Unit Education Association replacing the salary schedules in the Collective Bargaining Agreement for the 2022-2023, 2023-2024 and 2024-2025 school years. Vanessa Snell moved approval of the MOU for LIUEA Salaries, seconded by Sally Kacar.

A lengthy discussion ensued. Prior to this meeting, the Board was encouraged to reach out to the Superintendents of the Districts they represent to discuss the proposed MOU. Several Board members shared the results of their discussions and expressed their opinions, as well as the opinions of the Districts they represent, as to whether or not the Board should adopt the MOU to increase salaries of LIUEA staff.

A roll call vote recorded: Brandon Boyer/aye; Janon Gray/nay; Sue Heistand/aye; AmyBeth Hodges/nay; Brian Hoffman/nay; Sally Kacar/aye; Cassandra Liggins/aye; Dolores Nester/nay; Cindy Rohrbaugh/aye; Mark Schur/aye; Mark Smith/aye; Vanessa Snell/aye; and Douglas White/aye. The motion carried with a vote of 9 ayes and 4 nays.

**8.b. Project SEARCH Provider Agreements**

Recommendation: Motion to adopt provider agreements with Project SEARCH to provide training and work experience internship opportunities for eligible youth and adults in Gettysburg and York locations effective for a period of five years from the date of approval and signature (September 6, 2022 through September 5, 2027). AmyBeth Hodges moved approval, seconded by Mark Schur. Roll call vote recorded all in favor and the motion carried.

**8.c. Appointment of Board Secretary**

Recommendation: Motion to appoint Brent Kessler, Director of Finance, to serve as Board Secretary for the remainder of the 2022-2023 school year. Vanessa Snell moved approval, seconded by Brian Hoffman. Roll call vote recorded all in favor and the motion carried.

**9. Presentation: Test-To-Stay Program - Dr. Kendra Trail and Neil O'Connor, State Lead for Gingko Bioworks**

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Dr. Kendra Trail provided an overview of the Test-To-Stay Program offered through Gingko Bioworks. Mr. Neil O'Connor, State Lead for Gingko Bioworks, was also present. The Pennsylvania Department of Health has contracted with Gingko Bioworks to serve as the sole provider for school-based testing. The program would allow staff and students to remain in school pending receipt of negative COVID test results. A universal masking policy is not required. The program is free, not mandatory to participate, and would require parental consent. In September, Dr. Trail plans to request approval to conduct a pilot program at Paradise School. Mrs. Heistand encouraged the Board to contact her, Dr. West or Dr. Trail with any questions or concerns prior to the September Board meeting.

## **10. Information Items**

### **10.a. PowerSchool Service Agreement**

Background: Educational Services and Educational Technology Services have conducted a request for information (RFI) evaluation process with event registration software vendors. The event registration system will be used by internal staff and external customers who are attending professional learning. PowerSchool Professional Learning provides services as both a registration system and reporting software for professional learning for staff and customers.

LIU administration is making the recommendation to enter into an agreement with PowerSchool to purchase PowerSchool Professional Learning for 7,000 users at a license and subscription fee price of \$21,196 in the first year of the agreement. This cost reflects a one-time discount of \$14,700. Each subsequent year's annual renewal fee will be in the amount of \$17,325.

Recommendation: No action required at this time. The following motion will be presented on September 6, 2022: Motion to grant approval for the Educational Services and Educational Technology Services divisions to enter into an agreement with PowerSchool to purchase PowerSchool Professional Learning for 7,000 users at a license and subscription fee price of \$21,196 for the first year, and \$17,325 for each subsequent year.

Jared Mader provided an overview of the PowerSchool Service agreement, noting that the services to be provided were reviewed by senior cabinet members over a six-month period using a 75-question rubric to compare the services to 12 other systems. Mr. Boyer shared concerns with this vendor based on his district's past negative experience with their student information system. Mr. Mader noted that the IU would not be using the student information system, but would be using their professional learning module, and based on the results of the six-month review process, he is confident in the vendor's ability to deliver the services promised based upon their ability to actually demonstrate the system's solution to each of the rubric areas. As far as costs for the proposed new system, Mr. Mader noted that he already budgets \$20,000 to maintain the current antiquated system which does not have the capacity to provide needed features such as registration management, accepting online payments, and communication with registrants. So, in comparison, the monthly renewal cost of \$17,325 is cheaper for the new system than the current

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cost of \$20,000 to maintain the old one. He also shared that the original quote was over \$75,000 and was based on total student population within our footprint. However, we were able to secure a rate based on the total number of students served by the IU--7,000, thereby reducing the total cost.

#### **10.b. PA Educator.net Agreement**

Background: The Human Resources Division recommends approval of an agreement with PA Educator.net. PA Educator.net is an online clearinghouse designed to improve the application process and assist in the job search of professional school employees interested in working within Pennsylvania. Participating organizations use it to post jobs and/or search their database for applicants who meet specific criteria. Educators, administrators, office personnel, education majors, custodians, paraprofessionals and more can use the system to apply for positions within Pennsylvania School Districts. Tracy Williams reviewed the renewal agreement with PA Educator.net. It will be presented for approval at the September 6 Board meeting

Recommendation: No action required at this time. The following motion will be presented on September 6, 2022: Motion to adopt an agreement with PA Educator.net effective September 6, 2022, to provide online employment applications at a fee of \$500 annually.

#### **11. President's Report**

Mrs. Heistand recognized Doug White's last meeting with the LIU Board of Directors, as he is resigning from the Spring Grove Area School Board at the end of August. Mr. White has served the LIU Board on and off for the past ten years. The Board and Administration extended their appreciation for his service to public education.

Mr. Brent Kessler and Dr. Jennifer Leese were welcomed to their first LIU Board meeting as the newest Cabinet members.

Visitors viewing the meeting via livestream were afforded another opportunity to provide public comments, but no public comments were received.

#### **12. Executive Director's Report**

Dr. West provided the following report:

As a follow-up to his report on June 28 regarding the annual LIU Golf Tournament, Dr. West noted that three scholarships were awarded to the following students:

- Ashlynn Godfrey, a 2022 Central York High School graduate who plans to attend Lebanon Valley College to study Speech and Language Pathology.
- Melody Leubecker, a 2022 graduate of York Suburban High School who plans to attend York College to study Special Education and Secondary Education.
- Kathlyn Khuc, a graduate of York Suburban High School who plans to attend Millersville University to study Early Child Education.

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Dr. West acknowledged the hard work of all staff who served on the Golf Tournament Committee to encourage student applicants, raise funds for the tournament and host the event, all of which would not be possible without their willingness to serve on the planning committee.

LIU will host its annual opening in-service on August 9-11, which will begin with an opening keynote address to all staff, including an update on progress toward completion of our Comprehensive Plan goals, as well as executive leadership goals for the coming year, and our focus on building a culture of trust at all levels of the organization. Dr. West extended his appreciation to the In-Service Planning Committee for their hard work in preparing for and providing LIU staff with customizable options to enhance their professional growth and development.

Dr. West provided an update on LIU Health Centers. Utilization continues to be above the anticipated rate. We are talking with potential partners in the area and touring prospective sites in an effort to provide a Health Center location in Franklin County.

With the addition of Brent Kessler and Jennifer Leese, who bring with them a wealth of experience, the IU now has a fully staffed Cabinet Team. Dr. West extended his appreciation to Scott Wilt and Lois Gunnet for serving as Interim Directors and providing leadership during the search, interview and transition process.

### **13. Assistant Executive Director's Report**

Dr. Trail is working with Dr. Jennifer Leese and Patti Wysocki on a presentation to superintendents on August 4 regarding our plan to address LIU's open positions for the coming school year. Dr. Leese will be sharing the same presentation with Special Education Advisory Council members right after the SAC meeting. We are working very hard to fill as many positions as we can prior to the start of the new school year. As of this date--August 2--there are (approximately) 38 professional staff openings; however, this is a fluid situation.

### **14. Cabinet Reports**

Cabinet members shared the following information:

Dr. Sterner recognized Charles Trovato, Supervisor of Professional Learning Services, who recently completed the Executives in Residence program with the Association of Educational Service Agencies. He was 1 of 10 persons who participated in this program and was selected to present the group's data at the annual conference held recently in Tennessee. Dr. Sterner noted that Mr. Trovato represented the IU well and we are very proud of his achievements.

Julie Romig and other state leaders in human resources and information technology will present a session titled "Using Culture to Drive Outcomes" at the Pennsylvania Technology Conference on August 3 at Harrisburg University. The session will provide attendees with insights into practical steps organizations can take to create a connected employee culture in support of achieving strategic outcomes.

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Mr. Mader reported that Ben Smith, Assistant Director of Educational Technology, has been a member of ISTE for many years and will serve as the Regional Program Chair for the 20K person annual conference coming to Philadelphia in 2023. Three of our Educational Services staff members presented sessions at the 2022 ISTE National Conference this year. Mr. Mader also publicly recognized the LIU Helpdesk crew who have worked tirelessly upgrading equipment and conference rooms in preparation for the new school year.

Brent Kessler, new Director of Finance, reported that he is both honored and excited to join the LIU. He extended his appreciation to Scott Wilt for serving as Interim Director prior to his arrival and he is looking forward to working with him.

Dr. Jennifer Leese extended kudos to our Special Education Supervisors for their teamwork and providing creative solutions to our staffing shortage in preparation for the opening of school. She announced that Patti Wysocki will be an incredible asset to her and the division in her new role as the Assistant Director of Student Services and District Engagement.

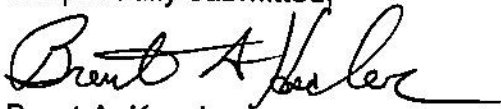
**15. Good of the Order**

For the good of the order, Mr. Kessler shared that he remembers when school districts had to reopen their bargaining agreements in the 2009-2010 school year to propose salary freezes in response to the recession that occurred at that time, and here we are almost 15 years later proposing salary increases for professional staff in order to respond to different market conditions.

**16. Adjournment**

AmyBeth Hodges moved to adjourn, seconded by Sally Kacar. The meeting adjourned at 8:39 pm.

Respectfully submitted,



Brent A. Kessler  
Board Secretary

**Next Meeting: September 6, 2022**