

LIU BOARD OF DIRECTORS MINUTES June 4, 2024

1. Call to Order

The regular meeting of the Lincoln Intermediate Unit 12 Board of Directors was held on June 4, 2024 at the LIU Central Office. Board President Todd Gettys called the meeting to order at 7:05pm.

2. Pledge of Allegiance

The meeting was opened with the pledge of allegiance. Mr. Gettys announced that the Board met in executive session on May 22, 2024 to discuss a personnel matter.

3. Roll Call

The following Board members attended: Todd Gettys, Jennifer Goldhahn, Jay Gray, Marc Greenly, Sally Kacar, Sara Keefer, Cassandra Liggins, Cindy Rohrbaugh, Tedd Sayres, Mark Smith, and Scott Wingard. LIU staff attending were Dr. Jeffrey West, Dr. Kendra Trail, Brent Kessler, Dr. Jennifer Leese, Jared Mader, Dr. Michele Orner, Julie Romig, Tracy Williams, Amy Crouse and William Zee, Esq., Appel, Yost & Zee, Board Solicitor. Visitors included Michael DelPriore, Malinda DelPriore, Leah Deitrich, Leann Starner, Lauri Bogart, Valerie Chapman-Jones, Becky Cook, Lisa Menges, and Lauren Zima-Engro.

4. Recognition of Visitors and Public Comment: Todd Gettys, Board President

Mr. Gettys provided an opportunity for public comments. There were no public comments.

5. Presentation of Staff Awards

Lauri Bogart- Teacher Assistant, Eastern York High School
The Chamberlain Award for a Paraeducator/Classroom Support Staff Member

Rebecca Cook - Secretary for Nonpublic Schools at New Oxford Central Office The Jennie Wade Award for a Support Staff Member

Leann Starner- *Transition Teacher at the East Berlin Community Center*The Lincoln Award for a Professional Staff Member

Dr. Kendra Trail provided a brief background on each staff award recipient. Certificates of achievement were presented by Todd Gettys, Board President.

6. Presentation: LIU Health Centers

Mr. Brent Kessler introduced Erin Eason, a representative from CBIZ, who provided a report on the utilization of the health centers during the second year. From January 1, 2023 through December 21, 2023 there were 249 new patients, 1,929 total kept visits and 3,936 total services provided. The total employee engagement from July 1, 2022 - December 31, 2023 was 41%.

7. Election of Officers for 2024-2025

<u>Background:</u> The Board will elect officers for the 2024-2025 school year. The LIU Director of Finance serves as the Board Secretary. Nominations will be accepted from the floor for all other positions.

President

Vice-President

Treasurer

Secretary - Brent A. Kessler

Brent Kessler opened the floor to nominations for President. Scott Wingard moved to appoint Todd Gettys to serve as President. The motion was seconded by Sally Kacar. Brent asked if there were any additional nominations for President. Hearing none, Brent closed nominations. Roll call vote recorded all in favor and the motion carried.

Todd Gettys opened the floor to nomination for Vice President. Tedd Sayres moved to appoint Sally Kacar to serve as Vice President. The motion was seconded by Jennifer Goldhahn. Todd asked if there were any additional nominations for office of Vice President. Hearing none, Todd closed nominations. Roll call vote recorded all in favor and the motion carried.

Todd Gettys opened the floor to nomination for Treasurer. Sally Kacar moved to appoint Cassandra Liggins to serve as Treasurer. The motion was seconded by Jennifer Goldhahn. Todd asked if there were any additional nominations for office of Treasurer. Hearing none, Todd closed nominations. Roll call vote recorded all in favor and the motion carried.

8. Approval of Minutes of May 7, 2024

The minutes of May 7, 2024 were approved as presented.

9. Consent Agenda

<u>Background</u>: 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.

Marc Greenly moved to approve the Consent agenda, seconded by Cassandra Liggins. All Board members present voted in favor and the motion carried.

9.a. Resignations/Retirements/Terminations

Last Name	First Name	Position	Program	Term Date	Reason
10007149		Student Worker	Transition	5/24/2024	Position Ended (Exited Program)
10007281		Student Worker	Transition	5/24/2024	Position Ended (Graduated)
10006054		Student Worker	Transition	5/24/2025	Position Ended (Graduated)
10007279		Student Worker	Transition	5/24/2025	Position Ended (Graduated)
Albright	Kristy	Student Support/Tutor II	Nonpublic School Services	5/29/2024	Position Ended
Baumgardner	Jamie	Teacher Assistant	Autistic Support	5/24/2024	Resignation
Beck	Victoria	Student Support/Tutor I	Nonpublic School Services	5/31/2024	Position Ended
Beshara	Mervat	Personal Care Assistant	Multidisabilities Support	5/30/2024	Retirement
Brambir	Jennifer	Personal Care Assistant	Multidisabilities Support	5/17/2024	Resignation
Brunner	Lauren	Student Support/Tutor II	Nonpublic School Services	5/20/2024	Position Ended
Crooks	Brianna	Teacher	Autistic Support	5/30/2024	Resignation
Dehoff	Christina	Physical Therapist	Preschool	8/16/2024	Resignation
Eakin	Karen	Administrative Assistant to the Director of Educational Services	Educational Services	5/23/2024	Resignation
Ecker	Laura	Teacher	Autistic Support	5/30/2024	Resignation
Evans	Angela	Student Support/Tutor II	Nonpublic School Services	9/13/2024	Position Ended
Fraim	Julia	Speech-Language Pathologist	Speech & Language Support	7/31/2024	Resignation
Giesselbach	Ann	Student Support/Tutor II	Nonpublic School Services	5/31/2024	Position Ended
Hernandez	Carlie	Teacher	Autistic Support	5/30/2024	Resignation
Holtzman	Crystal	Student Support/Tutor II	Nonpublic School Services	5/30/2024	Position Ended
Huntzinger	Leah	Speech- Language Pathologist	Speech & Language Support		
Kirchner	Kelly	Teacher	Autistic Support	5/24/2024	Resignation
Livingston	Meagan	Student Support/Tutor I	Nannublia Sahaal		Position Ended
Pantano	Maria	Student Support/Tutor II	Nonpublic School Services	5/23/2024	Position Ended
Plank	Michelle	Teacher	Autistic Support	5/24/2024	Resignation
Poff	Kylie	Teacher	Autistic Support	7/31/2024	Resignation

LIU Board of Directors Minutes June 4, 2024

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9.b. Professional Staff Nominations (contingent upon completion of required paperwork/clearances)

Last Name	First Name	Position	Program	Orientation or Hire Date	Rate	Category Step/Scale	Work Calendar
Danz	Destiny	Teacher	Dual Diagnosis	7/10/2024	\$48,157.00	LIUEA D-1	188 Days
DelPriore	Michael	Supervisor of Online Learning	Educational Technology Services	6/11/2024	\$108,949.03	Act 93	260 Days
Eisenhauer	Marissa	Teacher	Autistic Support	7/3/2024	\$48,157.00	LIUEA D-1	188 Days
Hand	Lauren	Itinerant Teacher	Visually Impaired Support	7/10/2024	\$48,157.00	LIUEA D-1	188 Days
Lerman	Paije	School Social Worker	Pupil Personnel Services	7/10/2024	\$54,050.00	LIUEA F-2	188 Days
McCarthy	Taylor	Transition Services Coordinator	Transition	5/8/2024	\$54,050.00	LIUEA F-2	188 Days
Sands	Eric	Facilities Manager	Business Services	6/5/2024	\$101,000.00	Act 93 Level III	260 Days
Wheeler	Melanie	Occupational Therapist	Occupational/Physical Therapy Services	7/10/2024	\$80,200.00	LIUEA DRT-13	188 Days
Zima- Engro	Lauren	Associate Director of Student Services - Behavior and Mental Health	Student Services	7/10/2024	\$114,500.00	Act 93	260 Days

9.c. Non-Certified Staff (contingent upon completion of required paperwork/clearances)

Last Name	First Name	Position	Program	Orientation or Hire Date	Rate	Category Step/Scale	Work Calendar
Allgood	Angela	Teacher Assistant	Preschool	6/5/2024	\$15.30 per hour	TA/PCA A-4	188 Day Stretch
Carter	Tensley	Educational Technology Support Associate	Educational Technology Services	6/5/2024	\$21.47 per hour	Secretary D D-4	260 Days
Edwards	Megan	Personal Care Assistant	Life Skills Support	5/17/2024	\$14.83 per hour	TA/PCA F-1	Part Time Hourly
Rankin	Tamarah	Student Classroom Assistant	Student Service	5/17/2024	\$11.00 per hour	N/A	Temporary Part Time Hourly

9.d. Additional Service Agreements

Last Name	First Name	Position	Rate	School District	Dates
Frischkorn	Eryn	Interpreter	\$32.35/hr	Chambersburg SD	June 5,2024
Gray	Taylor	TA	\$17.37/hr	Gettysburg Area SD	May 23, 2024
Hawbaker	Heidi	Teacher	\$35.83/hr	Greencastle-Antrim SD	April 22, 2024 - June 30, 2024
Hockensmith	Kimberly	Interpreter	\$38.14/hr	Bermudian Springs SD	May 8, 2024
Hockensmith	Kimberly	Interpreter	\$38.14/hr	Littlestown Area SD	May 8, 2024
Jessee	Anne	Intervener	\$25.43/hr	Littlestown Area SD	May 8 2024
Mamay	Allison	Interpreter	\$32.04/hr	Conewago Valley SD	May 8, 2024
Metherell	Paula	Interpreter	\$39.46/hr	Dallastown SD	May 8, 2024
Metherell	Paula	Interpreter	\$39.46/hr	York Suburban SD	May 8, 2024
Metherell	Paula	Interpreter	\$39.46/hr	Central York SD	May 8, 2024
Sager	Eryka	TA	\$14.88/hr	Conewago Valley SD	May 8, 2024

9.e. Change in Employment Status

Last Name	First Name	Position	Program	Rate	Category Step/Scale	Effective	From	То	Reason
Gallagher	Kellie	Job Coach (Summer)	Transition	\$19.08 per hour	TA/PCA E-5	6/4/2024	N/A	N/A	Additional Part Time Temporary Position
Karandrikas	Vasiliki	Teacher	Preschool	\$60,650.00	LIUEA F-8	7/1/2024	LIUEA D-7 \$49,157.00	LIUEA F-8 \$60,650.00	Salary Column Movement - Master's Equivalency
McMurphy	Lindsay	Staff Developer	Educational Services	\$42.90 per hour	LIUEA F-6 Hourly	6/1/2024	Speech- Language Pathologist	Staff Developer	Position Transfer

LIU Board of Directors Minutes June 4, 2024

McMurphy	Lindsay	Staff Developer	Educational Services	\$58,550.00	LIUEA F-7	8/1/2024	Part Time Hourly LIUEA F-6 \$42.90 per hour	Full Time 188 Days LIUEA F-7 \$58,550.00	Work Calendar Adjustment
Nelson	Nichole	Teacher	Preschool	\$48,657.00	LIUEA D-2	7/1/2024	Teacher Assistant ESPA TA/PCA G-3 \$17.37 per hour	Teacher LIUEA LIUEA D-2 \$48,657.00	Position Transfer
Nicholson	Tashawna	Learning Center Site Administrator	Student Services	\$97,275.00	Act 93	7/1/2024	Supervisor Special Education Act 93 \$92,025.00	Learning Center Site Administrator Act 93 \$97,275.00	Position Transfer
Randolph	John	Instructional Advisor	Student Services	\$75,256.00 + \$5000 IA Stipend	LIUEA H-12	8/13/2024	Teacher LIUEA H-11 \$69,082.00	Instructional Advisor LIUEA H-12 \$75,256.00 + \$5000 IA Stipend	Position Transfer
Snyder	Marsha	CPR Trainer	Business Services	\$29.22 per hour (per diem)	N/A	5/1/2024	N/A	N/A	Additional Supplemental Position
Stohon	Lindsy	Speech- Language Pathologist	Preschool	N/A	N/A	7/2/2024	6/13/2024	7/2/2024	Updated Separation Date
Todorczuk	Grace	Instruction in the Home Teacher	Student Services	\$54,750.00	LIUEA F-3	8/13/2024	Personal Care Assistant ESPA TA/PCA G-8 \$22.35 per hour	Teacher LIUEA F-3 \$54,750.00	Position Transfer

9.f. Days Beyond Contract

Last Name	First Name	Position	Program	May/June 2024	July 2024	August 2024
Cabosco	Tammy	Intervener	DHH	1 day		
Discearse	Rosemary	Interpreter	DHH	1 day		
Farley	Cynthia	DHH Teacher	DHH	1 day	1 day	

Haid	Paul	DHH Teacher	DHH	1 day	1 day	
McMurphy	Lindsay	Staff Developer	TaC	3 days	2 days	5 days
Mittner	Lauren	DHH Teacher	DHH	1 day	1 day	
Nefflin	Benjamin	DHH Teacher	DHH	1 day	1 day	
Oberdorff	Melissa	Staff Developer	TaC		1 day	1 day
Ryann	Kaylee	DHH Teacher	DHH	1 day	1 day	
Srebro	Jennifer	DHH Teacher	DHH	1 day	1 day	
Topper	Lori	DHH Teacher	DHH	1 day	1 day	
Topper	Cassie	DHH PCA	DHH	1 day		

9.g. 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 plus an additional \$2.50 per hour if the current per diem rate is \$17.51 per hour or higher:

Last Name	First Name
Lipinski	Sandra

9.h. Treasurer's Report

<u>Recommendation</u>: Motion to accept the Treasurer's Report of April 30,2024 showing cash on hand in the amount of \$35,020,858.97.

9.i. Financial Report

<u>Background</u>: The Financial report includes all disbursements made since the last Board report through May 17, 2024.

<u>Recommendation</u>: Motion to approve the Financial Report of payments and payroll totaling \$13,202,691.12.

9.j. Transportation Drivers

<u>Background:</u> A list of new transportation drivers is provided to LIU Board members throughout the school year, showing new and replacement drivers.

Recommendation: Motion to accept the list of Transportation Drivers.

9.k. Grants

9.k.a. Max & Victoria Dreyfus Foundation

<u>Background:</u> The purpose of this grant is to provide operational funding for adult education within the Franklin Country Literacy Council. The amount of the grant is \$15,000.

<u>Recommendation:</u> Motion to approve the Max & Victoria Dreyfus Foundation grant in the amount of \$15,000.

9.1. Job Descriptions for Adoption

Background: The following job descriptions are presented for adoption.

- Accounting Manager Transportation & General Accounting
- Facilities Manager

Recommendation: Motion to adopt job descriptions.

9.m. Board Policies for Second Reading/Adoption

Background: The following Board policies are presented for second reading/adoption.

815 Acceptable Use of Computer Networks, Computer Ethics and Network Security

Recommendation: Motion to adopt policies.

10. Action Items

10.a. Teller's Report on LIU Board Election

<u>Background:</u> The final Teller's Report of votes on the annual election of Directors to the LIU Board of Directors is attached to the agenda.

Recommendation: Motion to adopt the Teller's Report of Votes on the LIU Annual Election of Directors. Sally Kacar moved approval, seconded by Tedd Sayres. Roll call vote recorded: Todd Gettys/aye; Jennifer Goldhahn/aye; Jay Gray/aye; Marc Greenly/aye; Sally Kacar/aye; Sara Keefer/aye; Cassandra Liggins/aye; Cindy Rohrbaugh/aye; Tedd Sayres/aye; Mark Smith/aye; Scott Wingard/aye. The motion passed with a vote of 11 ayes.

10.b. Pennsylvania Western University Affiliation Agreement

<u>Background:</u> The Student Services Division is requesting approval to enter into an agreement with Pennsylvania Western University for five years from the date of June 5, 2024, to provide an opportunity for student observations and/or internships for PWU students within the IU. These students will have the educational experience necessary to qualify for this program, and agree to follow guidelines provided by LIU12. The Lincoln Intermediate Unit will provide the use of its facilities for the learning experience of PWU students.

Recommendation: Motion to approve an agreement between the Lincoln Intermediate Unit 12 and Pennsylvania Western University to provide student observations and/or internships to PWU students within the IU. Jennifer Goldhahn moved approval, seconded by Sally

Kacar. Roll call vote recorded: Todd Gettys/aye; Jennifer Goldhahn/aye; Jay Gray/aye; Marc Greenly/aye; Sally Kacar/aye; Sara Keefer/aye; Cassandra Liggins/aye; Cindy Rohrbaugh/aye; Tedd Sayres/aye; Mark Smith/aye; Scott Wingard/aye. The motion passed with a vote of 11 ayes.

10.c. Early Intervention Special Education Plan Assurance

<u>Background:</u> As a Mutually Agreed Upon Written Agreement (MAWA) provider of Early Intervention Services, we must provide a written assurance to the Pennsylvania Department of Education for the operation of Special Education Early Intervention programs. The agreement is attached.

Recommendation: Motion to approve and sign the Mutually Agreed Upon Written Agreement for Early Intervention Services. Marc Greenly moved approval, seconded by Cassandra Liggins. Roll call vote recorded: Todd Gettys/aye; Jennifer Goldhahn/aye; Jay Gray/aye; Marc Greenly/aye; Sally Kacar/aye; Sara Keefer/aye; Cassandra Liggins/aye; Cindy Rohrbaugh/aye; Tedd Sayres/aye; Mark Smith/aye; Scott Wingard/aye. The motion passed with a vote of 11 ayes.

10.d. Parent Handbook 2024-2025

<u>Background:</u> The Student Services and District Engagement Division prepares an annual Parent Handbook that is presented to the Board for adoption prior to distribution to parents. The 2024-2025 Parent Handbook is presented for final adoption.

<u>Recommendation:</u> Motion to adopt the Parent Handbook for 2024-2025. Sara Keefer moved approval, seconded by Marc Greenly. Roll call vote recorded: Todd Gettys/aye; Jennifer Goldhahn/aye; Jay Gray/aye; Marc Greenly/aye; Sally Kacar/aye; Sara Keefer/aye; Cassandra Liggins/aye; Cindy Rohrbaugh/aye; Tedd Sayres/aye; Mark Smith/aye; Scott Wingard/aye. The motion passed with a vote of 11 ayes.

10.e. Contract with The Schlechty Center - Superintendents

<u>Background:</u> Dr. Trail leads the superintendent committee on professional development and the planning of superintendent symposiums. The members of this committee were invited to attend a virtual meeting with two members of the Schlechty Center. Those who were able to attend the meeting were very impressed and want to move forward on the contract.

<u>Recommendation:</u> Motion to contract with the Schlechty Center for four sessions at a cost not to exceed \$36,000 to be funded by increased symposium rates and ESSER funds.

Agenda item 10.e. and 10.f. were voted on simultaneously.

Marc Greenly moved approval, seconded by Sara Keefer. Roll call vote recorded: Todd Gettys/aye; Jennifer Goldhahn/aye; Jay Gray/aye; Marc Greenly/aye; Sally Kacar/aye; Sara Keefer/aye; Cassandra Liggins/aye; Cindy Rohrbaugh/aye; Tedd Sayres/aye; Mark Smith/aye; Scott Wingard/aye. The motion passed with a vote of 11 ayes.

10.f. Contract with The Schlechty Center - LIU Leadership Team

<u>Background:</u> Dr. Trail and Dr. West met with two members of the Schlechty Center as we focus on our theme for next year which is "leadership of staff".

- 1. Creating Common Understandings and Common Language Around Core Concepts such as Learning Organization vs. Bureaucracy, Engagement vs. Compliance, leading change, etc.
- 2. Leadership Capacities and Capabilities Focusing on the Future
- 3. Leadership Capacity 2: Maintaining Direction and Focus
- 4. Leadership Capacity 3: Acting Strategically

<u>Recommendation:</u> Motion to contract with the Schlechty Center for five sessions at a cost not to exceed \$23,000 to be funded by ESSER funds.

Agenda item 10.e. and 10.f. were voted on simultaneously.

Marc Greenly moved approval, seconded by Sara Keefer. Roll call vote recorded: Todd Gettys/aye; Jennifer Goldhahn/aye; Jay Gray/aye; Marc Greenly/aye; Sally Kacar/aye; Sara Keefer/aye; Cassandra Liggins/aye; Cindy Rohrbaugh/aye; Tedd Sayres/aye; Mark Smith/aye; Scott Wingard/aye. The motion passed with a vote of 11 ayes.

11. Information Items

11.a. LIU Health and Safety Plan Update

<u>Background:</u> The Health and Safety Plan Committee met to review LIU's Health and Safety Plan on May 24, 2024. No changes to the plan were recommended. The committee meets a minimum of every six months to review the plan in accordance with ARP ESSER requirements; however, this requirement ends September 30, 2024.

Recommendation: For information purposes only--no action required.

12. Presidents Report

Mr. Gettys provided another opportunity for public comments with no comments received.

Mr. Gettys announced that he represented the Board at the recent YLC graduation. He shared that it was a great event and a wonderful experience.

Mr. Gettys asked for a volunteer to meet with Valerie Chapman-Jones, a Staff Developer in the Educational Services Department. Valerie is currently working towards her Supervisor of Special Education certificate and one of her assignments is to meet with a Board member to discuss questions related to Special Education. Any interested Board member can email Valerie directly.

13. Executive Director's Report

Dr. West reminded all Board members of the upcoming retirement dinner which will be held on June 25 at 5:30pm. Dr. West asked all Board members to rsvp to Amy Crouse by June 7th.

Additionally, Dr. West also reminded the Board of the upcoming golf tournament on June 18 at the Bridges Golf Club. The golf tournament helps to provide \$1,000 scholarships to local graduating seniors from Adams, York, and Franklin counties who plan to enter the field of Special Education. Dr. West also thanked Jamie Tome, Golf Tournament Chair, for her hard work and dedication to make this event possible.

14. Assistant Executive Director's Report

Dr. Trail shared that Monday, June 3, 2024 was the last leadership meeting of the 2023-2024 school year. The theme of this year was "Leadership of Self". Dr. Trail thanked the Tactical Team, the LIU Assistant Directors, for all of their work in planning the leadership team meetings this year.

15. Cabinet Report

Julie Romig shared an update on the video series that was previously approved by the LIU Board. Interviews were recently completed of the four staff members that will be featured in the videos. The team also went to the LIU centers and one district classroom to film teachers and staff in action with students. The videos will be shared with the Board in August. These videos will be a great recruitment and retention tool.

Jared Mader welcomed Dr. Michael DelPriore who was approved earlier in the evening as the new Supervisor of Online Learning. The Lincoln EDGE Program ended the year with 431 active students and re-enrollment for next year has already begun.

Dr. Orner shared that Educational Services staff has been busy with providing professional development for the IU in addition to school districts. This week Staff Developers teamed up with Student Services staff to present at the Connect, Learn, and Inspire Conference. Lastly, Dr. Orner also shared about an upcoming event: The Social Emotional Wellness Symposium. This event will be held on June 11 and will be co-hosted by the LIU and WellSpan Health Well at Work.

Dr. Leese welcomed Lauren Zima-Engro as the new Associate Director of Student Services. Ms. Zima-Engro was approved earlier in the evening by the Board. Dr. Leese also shared about upcoming professional growth opportunities for the Student Services staff which includes sessions with Collaborative By Design and the Special Education Leadership Conference in Gettysburg.

Tracy Williams shared that the Human Resources Team has been working on several projects including the retirement dinner, virtual job fair, data for superintendents, support staff data, HR hub for consortium, Educational Pathways hub, and preparing professional development for next year.

Brent Kessler took time to acknowledge his team and express gratitude to everyone who supports him.

16. Good of the Order

No additional information was presented for good of the order.

17. Adjournment

Jennifer Goldhahn moved to adjourn the meeting, seconded by Tedd Sayres. The meeting adjourned at 8:09pm.

Respectfully,

Brent A. Kessler Board Secretary

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Next Meeting: June 25, 2024