

Harrisburg School District

Act 141 Advisory Committee Meeting

April 10, 2025  
5:00 p.m. – 6:00 p.m.

Minutes

***In Attendance:***

***Committee Members:*** Autumn Anderson, Jody Barksdale, Melanie Cook, Dr. Marisol Craig, Dr. Ben Henry, Yvonne Hollins, Beth Light, Susan Roth, Dr. Andria Saia, Dr. Marcia Stokes, Dr. Lori Suski, Doug Thompson  
Leader

***Staff Member:*** Marlena Lang

- Mrs. Hollins welcomed everyone to the meeting at 5:04 p.m. and asked that everyone participate in one minute of silent reflection. Mrs. Hollins introduced Ms. Marlena Lang, Director of Human Resources, who provided a power point presentation on the Workforce and Operations initiatives of the Amended Recovery Plan for which she is responsible (see attached PDF). The topics addressed included staff attendance, staff evaluation tools, position control, ensuring highly qualified staff, and exit interviews.
- The committee posed the following questions/comments to Ms. Lang:
  - Is 91.5% and 93.5% attendance rate or absence rate?
  - What is position control?
  - Using multiple contractors for substitutes creates consternation since the pay rates differ.
  - Is it better to use an agency for substitutes? Why or why not?
  - Substitutes should be able to provide feedback in exit interviews.
  - What is supervisor's role in accountability for substitute satisfaction in the workplace?
  - Kelly Services substitutes need to act professionally. Teachers get angry because some subs don't do what the teacher has asked them to do.
  - Does HEA get support from Central Office?
  - Leadership is key!
  - Positions need to align with the vision of the District.
- Dr. Suski announced that the next meeting is scheduled for May 8, 2025. Dr. Marcia Stokes, Chief Financial Officer, will present updates on the Financial Management/Revenue sections of the Amended Recovery Plan. Dr. Suski also indicated that she is working on a report for the PA Department of Education to

recommend a potential exit from receivership and she hopes to be able to share more information at the May 8<sup>th</sup> meeting.

- The meeting adjourned at 6:08 p.m.