

CENTRAL SUSQUEHANNA INTERMEDIATE UNIT BOARD OF DIRECTORS
MINUTES OF THE REGULAR MONTHLY MEETING
Wednesday, May 21, 2025

CSIU Central Office
 90 Lawton Lane
 Milton, PA 17847

COMMITTEE MEETINGS – 5 p.m.

Budget and Finance Committee
 Buildings and Grounds Committee
 Human Resources Committee
 Technology/Marketplace Committee

DINNER/ART RECEPTION – 5:45 p.m.

BUSINESS MEETING – 7 p.m.

1. INTRODUCTION

1.1 Call to Order

President Rhoads called the meeting to order at 7:02 p.m.

1.2 Pledge of Allegiance

1.3 Roll Call – Directors present: 12; Directors absent: 3; Vacant: 2

Director	District	Present	Absent
Terry Boonie	Midd-West	X	
William Brecker	Mount Carmel Area		X
Thomas Eberhart	Mifflinburg Area		X
Dr. John (Jove) Graham	Lewisburg Area	X	
Lauren Hackenburg, Treasurer	Line Mountain	X	
David Hess	Selinsgrove Area	X	
Robert Hormell	Warrior Run	X	
Jeffrey Kashner	Shamokin Area	X	
Brianna Maciejewski	Southern Columbia Area		X
Susan Myers	Millville Area	X	
William Pasukinis	Benton Area	X	
Brenda Post	Berwick Area	X	
Bruce Rhoads, President	Central Columbia	X	
Slade Shreck, Vice President	Shikellamy	X	
Dr. Alvin Weaver, Secretary	Milton Area	X	
Vacant	Bloomsburg Area		
Vacant	Danville Area		

1.4 Announcements

President Rhoads called an executive session to be held following the board meeting to discuss the Executive Director's Performance Evaluation for 2024-25.

The next regular monthly meeting will begin at 7 p.m. on Wednesday, June 18, 2025 at the CSIU central office.

1.5 Recognition of Guests and Opportunity for Public Comment

- Robert Carmo, Statewide Network and Information Technology Project Manager
- Rae Ann Crispell, Administrative Support Director
- Kenneth Erb, Manager of Buildings and Grounds
- Dr. Samuel Faulkner, Danville Area School Board
- Alan Hack, Chief Academic Officer
- Kaitlyn Hall, Director of Early Childhood Education
- Kevin Kilgus, Director of Financial Services
- John Kurelja, Executive Director
- Jared Lehman, Chief Innovation Officer
- Terri Locke, Director of Special Education and Alternative Placement
- Shileste Overton-Morris, Chief Programs Officer
- Amy Pfleegor, Executive Office Manager/Board Recording Secretary
- Laura Saccente, Center for Schools and Communities Assistant Director
- Eric Shearer, Telecommunications Technology Network Coordinator
- Brian Snyder, Chief Financial and Operations Officer
- Jessica Whitmoyer, Millville Area School District Board Member
- Daniel Wilson, Center for Schools & Communities Data Support Specialist

1.6 Approval of Minutes (Attachment)

Directors were asked to approve the minutes of the CSIU Board of Directors meeting held on Wednesday, April 16, 2025.

Motion to approve the minutes of the meeting held on Wednesday, April 16, 2025 as presented.

Motion by Terry Boonie, second by Slade Shreck.

Final Resolution: Motion passed unanimously.

Yes: Terry Boonie, John Graham, Lauren Hackenburg, David Hess, Robert Hormell, Jeffrey Kashner, Susan Myers, William Pasukinis, Brenda Post, Bruce Rhoads, Slade Shreck, Alvin Weaver

1.7 Spotlight Segment

There was no spotlight presentation this month.

2. BOARD GOVERNANCE

2.1 Director Appointment

Directors were asked to approve Mrs. Jessica Whitmoyer, Millville Area School District, as its CSIU Board representative. Mrs. Whitmoyer will fill the position to be vacated by Mrs. Susan Myers from her home district school board. This replacement position will be effective July 1, 2025 through June 30, 2028.

Mrs. Myers will resign June 30, 2025 after two years of service to the CSIU Board of Directors.

Motion to approve a director appointment as presented.

Motion by Robert Hormell, second by John Graham.

Final Resolution: Motion passed unanimously.

Yes: Terry Boonie, John Graham, Lauren Hackenburg, David Hess, Robert Hormell, Jeffrey Kashner, Susan Myers, William Pasukinis, Brenda Post, Bruce Rhoads, Slade Shreck, Alvin Weaver

2.2 PSBA Voting Delegate

The CSIU is entitled to appoint up to two voting members to participate in the 2025 PSBA

Delegate Assembly. This year's Assembly will be held in-person at Kalahari Resorts & Conventions in the Poconos on Tuesday, Oct. 21, 2025. Mr. Shreck has served as the representative for the last four years.

Directors appointed **Mr. Slade Shreck** (Shikellamy School District) and **Mr. David Hess** (Selinsgrove Area School District) as the CSIU's representatives to serve as the voting delegate.

Motion to approve two delegates to attend the 2025 PSBA Delegate Assembly as presented.

Motion by Terry Boonie, second by Lauren Hackenburg.

Final Resolution: Motion passed unanimously.

Yes: Terry Boonie, John Graham, Lauren Hackenburg, David Hess, Robert Hormell, Jeffrey Kashner, Susan Myers, William Pasukinis, Brenda Post, Bruce Rhoads, Slade Shreck, Alvin Weaver

2.3 Director Resignations

Dr. Samuel Faulkner, Danville Area School District, submitted his resignation from the CSIU Board of Directors effective May 6, 2025 after 15 months of service. President Rhoads also reported Mr. Jonathan Jones, Bloomsburg Area School District, submitted his resignation from the CSIU Board effective May 21, 2025 after seven years of service.

3. BUDGET AND FINANCE COMMITTEE - Lauren Hackenburg, Chair; Robert Hormell and Brenda Post, Committee Members

3.1 Monthly Financial Statements for April 2025 (Attachments)

Directors were asked to approve the following April 2025 financial statements:

- Financial Report;
- Program Balance Sheet; and
- General Fund Accounting Payment Summary. Funds for payment are available in program budgets.

Motion to approve monthly financial statements for April 2025 as presented.

Motion by Brenda Post, second by David Hess.

Final Resolution: Motion passed unanimously.

Yes: Terry Boonie, John Graham, Lauren Hackenburg, David Hess, Robert Hormell, Jeffrey Kashner, Susan Myers, William Pasukinis, Brenda Post, Bruce Rhoads, Slade Shreck, Alvin Weaver

4. TECHNOLOGY/MARKETPLACE COMMITTEE - Alvin Weaver, Interim Chair; Terry Boonie, Thomas Eberhart and John Graham, Committee Members

4.1 Keystone Purchasing Network (KPN) Definite Quantity Line Item Bids (Attachments)

Directors were asked to approve KPN definite quantity line item bid awards, pending documentation, effective for the 2025-26 purchasing cycle.

- Fuel Oil/Diesel/Gasoline (July 1, 2025 to June 30, 2026 Delivery)

Motion to approve KPN definite quantity line item bid awards, pending documentation, as presented.

Motion by Alvin Weaver, second by Susan Myers.

Final Resolution: Motion passed unanimously.

Yes: Terry Boonie, John Graham, Lauren Hackenburg, David Hess, Robert Hormell, Jeffrey Kashner, Susan Myers, William Pasukinis, Brenda Post, Bruce Rhoads, Slade Shreck, Alvin Weaver

4.2 Keystone Purchasing Network (KPN) Contract Extensions (Attachment)

Directors were asked to approve contract extensions for the Association of Educational Purchasing Agencies (AEPA) and Keystone Purchasing Network (KPN) contracts as presented.

- KPN Contract Extensions through June 30, 2026
- KPN-AEPA Contract Extensions through May 31, 2026
- KPN-AEPA Monthly Extension up through Nov. 30, 2025

Motion to approve KPN contract extensions as presented.

Motion by Alvin Weaver, second by Susan Myers.

Final Resolution: Motion passed unanimously.

Yes: Terry Boonie, John Graham, Lauren Hackenburg, David Hess, Robert Hormell, Jeffrey Kashner, Susan Myers, William Pasukinis, Brenda Post, Bruce Rhoads, Slade Shreck, Alvin Weaver

5. HUMAN RESOURCES COMMITTEE - Slade Shreck, Chair; Brianna Maciejewski and Bruce Rhoads, Committee Members

5.1 Full-Time Personnel

New Employee – Instructional Staff

- **Heidi Bowen**, Danville, received a master's degree from Commonwealth University, Bloomsburg. She has been employed as a substitute teacher with the CSIU, Milton. Ms. Bowen is recommended as a **reading/resource teacher** at the master's step 5 classification, effective Aug. 5, 2025, at an annual salary of \$61,779, according to the terms of the Collective Bargaining Agreement. Funds for this replacement position are available in the non-public education budget.

New Employees – Non-Instructional Staff

- **Dr. Samuel A. Faulkner**, Danville, received a doctoral degree from East Carolina University, Greenville, N.C. He has been employed as a director of pediatric psychology with Geisinger Medical Center, Danville. Dr. Faulkner is recommended as a **clinical director of outpatient psychological services** at an annual salary of \$130,000, effective June 9, 2025 (contingent upon receipt of required clearances). Funds for this new position are available in the Impact AWARE grant.
- **Joy W. Fleming**, Harrisburg, received a juris doctorate from Dickinson School of Law, Carlisle. She has been self-employed as an attorney and was recently an attorney with the Pennsylvania Department of Education, Harrisburg. Ms. Fleming is recommended as a **special education due process hearing officer** at an annual salary of \$115,000, effective July 7, 2025 (contingent upon receipt of required clearances). Funds for this replacement position are available in the ODR budget.
- **Jami K. VanKirk**, Sunbury, received a diploma from Shikellamy High School, Sunbury. She has been employed as a substitute teacher and was recently a classroom assistant with the CSIU, Milton. Ms. VanKirk is recommended as an **operations assistant** at an hourly rate of \$15.50 (\$23,250 annually), effective May 5, 2025. Funds for this new position are available in the special education budget.

Position Transfers

- **Lees M. Chevere**, from Migrant Education student support and recruitment coordinator at a current annual salary of \$67,682.16 to **Migrant Education team leader** at an annual salary of \$71,750, effective July 1, 2025
- **Nicholas Gallinot**, from educational consultant at a current annual salary of \$62,250 to **behavioral health support services project coordinator** at an annual salary of \$75,000, effective May 22, 2025
- **Sharon M. Koser**, from special education teacher at a current annual salary of \$60,786 to **alternative education special education teacher**, also at an annual salary of \$60,786, effective Aug. 6, 2025
- **Susan J. Luna**, from Migrant Education student and parent support coordinator at an

annual salary of \$61,477 to **Migrant Education team leader** at an annual salary of \$68,500, effective July 1, 2025

- **Kaitlin L. O'Neill**, from compensation and compliance specialist at a current annual salary of \$63,370.50 to **human resources coordinator** at an annual salary of \$68,588.47, effective July 1, 2025
- **Carol S. Styers**, from cooperative purchasing order specialist at a current hourly rate of \$31.79 (\$61,990.50 annually) to **cooperative purchasing order compliance coordinator** at an hourly rate of \$34.36 (\$67,002 annually), effective July 1, 2025
- **Danielle Thomas**, from non-traditional education support coordinator at a current hourly rate of \$36.67 (\$55,005 annually) to **non-traditional education support and data reporting supervisor** at an annual salary of \$74,002.50, effective July 1, 2025

Salary Adjustments

- **Andrew Crago**, Migrant Education student support specialist, from a current hourly rate of \$18.98 (\$37,011 annually) to \$22 (\$42,900 annually), due to wage equity adjustments, effective July 1, 2025
- **Angelina R. Fritz**, Migrant Education data specialist, from a current hourly rate of \$25.79 (\$50,290.50 annually) to \$28.21 (\$55,009.50 annually), due to increased job duties, effective July 1, 2025
- **Helen Hyun**, Migrant Education student support specialist, from a current hourly rate of \$18.98 (\$37,011 annually) to \$22 (\$42,900 annually), due to wage equity adjustments, effective July 1, 2025
- **Jasmine B. Mendez**, Migrant Education student support specialist, from a current hourly rate of \$19.74 (\$38,493 annually) to \$22 (\$42,900 annually), due to wage equity adjustments, effective July 1, 2025
- **Lorenza Perez-Martinez**, recruitment specialist, from a current hourly rate of \$18.68 (\$36,426 annually) to \$22 (\$42,900 annually), due to wage equity adjustments, effective July 1, 2025
- **Michelle L. Wills**, behavior intervention assistant from a current hourly rate of \$22.39 (\$31,066.13 annually) to \$23.39 (\$32,453.63 annually) due to her obtaining her Registered Behavior Technician certificate, effective May 22, 2025

Title Changes

- **Jennifer J. Allen**, from supplemental education services program manager to **director of non-public education and title programs**, effective July 1, 2025
- **Tanya R. Dynda**, from instructional technology support specialist to **instructional technology support and STEM specialist**, effective May 22, 2025

Rescinded Acceptance of Job Offer

- **Amber Beaver** rescinded her acceptance of the classroom assistant position approved at the April board meeting.

Furlough

- **Melissa K. Bowersox-Hugar**, nursing assistant educator, effective June 30, 2025, due to the NARP Geisinger agreement not being renewed

Resignations

- **Rebecca Evans**, special education teacher, effective June 26, 2025
- **Beth Hamilton**, classroom assistant, effective June 5, 2025

*Please note that the effective date listed above is the last paid working day.

Retirements

- **Bette L. Arnold**, Early Intervention instructional assistant, effective Aug. 5, 2025
- **Melanie A. Klees**, grant and budget analyst technical specialist, effective Aug. 12,

2025

*Please note that the effective date listed above is the last paid working day.

Updated Retirement Dates

- **Melissa A. Fisher**, reading/resource teacher from June 30, 2025 to May 28, 2025
- **Tammy L. McCarthy**, alternative education teacher, from June 30, 2025 to June 4, 2025

*Please note that the effective date listed above is the last paid working day.

Motion to approve full-time personnel recommendations as presented.

Motion by Slade Shreck, second by Terry Boonie.

Final Resolution: Motion passed unanimously.

Yes: Terry Boonie, John Graham, Lauren Hackenburg, David Hess, Robert Hormell, Jeffrey Kashner, Susan Myers, William Pasukinis, Brenda Post, Bruce Rhoads, Slade Shreck, Alvin Weaver

5.2 Part-Time Personnel

Salary Adjustments

- **Jennifer Garcia**, Migrant Education student support specialist, from a current hourly rate of \$18.68 to \$20, due to wage equity adjustments, effective July 1, 2025
- **Ana R. Hernandez-Noyola**, Migrant Education student support specialist, from a current hourly rate of \$18.68 to \$20, due to wage equity adjustments, effective July 1, 2025
- **Jessarai Martinez**, Migrant Education student support specialist, from a current hourly rate of \$18.68 to \$22, due to wage equity adjustments, effective July 1, 2025
- **Lisa Neuhauser**, Migrant Education student support specialist, from a current hourly rate of \$18.68 to \$22, due to wage equity adjustments, effective July 1, 2025
- **Leonessy Rolffot-Ramirez**, Migrant Education student support specialist, from a current hourly rate of \$17.28 to \$18, due to wage equity increases, effective July 1, 2025

Furlough

- **Jeremy C. Gaines**, nursing skills laboratory instructional assistant, effective June 30, 2025, due to the Geisinger NARP agreement not being renewed

Resignations

- **Caleb G. Biddinger**, student mental health intern, effective June 6, 2025
- **Grace E. Watts**, 21st Century Community Learning Centers site coordinator, effective May 6, 2025

*Please note that the effective date listed above is the last paid working day.

Motion to approve part-time personnel recommendations as presented.

Motion by Slade Shreck, second by Terry Boonie.

Final Resolution: Motion passed unanimously.

Yes: Terry Boonie, John Graham, Lauren Hackenburg, David Hess, Robert Hormell, Jeffrey Kashner, Susan Myers, William Pasukinis, Brenda Post, Bruce Rhoads, Slade Shreck, Alvin Weaver

5.3 Substitute Personnel

Directors were asked to approve substitute personnel to work in CSIU classrooms and programs for the 2024-25 school year.

Substitute Teachers

Vincent Barbati
 Kyle Bryant
 Aryn Ewig
 Kallista Gonzalez

Substitute Aide

Joseph Petrin

Motion to approve part-time personnel recommendations as presented.

Motion by Slade Shreck, second by Terry Boonie.

Final Resolution: Motion passed unanimously.

Yes: Terry Boonie, John Graham, Lauren Hackenburg, David Hess, Robert Hormell, Jeffrey Kashner, Susan Myers, William Pasukinis, Brenda Post, Bruce Rhoads, Slade Shreck, Alvin Weaver

5.4 Non-Bargaining Unit Staff Salary Adjustments for 2025-26 (Attachments)

Administration recommended salary increases for non-bargaining unit staff for the 2025-26 fiscal year, effective July 1, 2025. Adjustments will be made to this percentage according to administrative regulations, hire dates, position transfers and salary adjustments, as applicable.

Motion to approve salary recommendations for non-bargaining unit staff for fiscal year 2025-26 as presented.

Motion by Slade Shreck, second by Terry Boonie.

Final Resolution: Motion passed unanimously.

Yes: Terry Boonie, John Graham, Lauren Hackenburg, David Hess, Robert Hormell, Jeffrey Kashner, Susan Myers, William Pasukinis, Brenda Post, Bruce Rhoads, Slade Shreck, Alvin Weaver

5.5 Regular Part-time Staff Salary Adjustments for 2025-26 (Attachment)

Administration recommended salary increases for part-time staff for the 2025-26 fiscal year, effective July 1, 2025. Adjustments will be made to this percentage according to administrative regulations, hire dates, position transfers and salary adjustments, as applicable.

Motion to approve salary recommendations for part-time staff for fiscal year 2025-26 as presented.

Motion by Slade Shreck, second by Terry Boonie.

Final Resolution: Motion passed unanimously.

Yes: Terry Boonie, John Graham, Lauren Hackenburg, David Hess, Robert Hormell, Jeffrey Kashner, Susan Myers, William Pasukinis, Brenda Post, Bruce Rhoads, Slade Shreck, Alvin Weaver

5.6 Act 93 Compensation Plan (Attachments)

Directors were asked to approve the Act 93 Compensation Plan between the CSIU Board of Directors and the CSIU Act 93 Administrators, effective July 1, 2025 through June 30, 2028.

Motion to approve the Act 93 Compensation Plan as presented.

Motion by Slade Shreck, second by Terry Boonie.

Final Resolution: Motion passed unanimously.

Yes: Terry Boonie, John Graham, Lauren Hackenburg, David Hess, Robert Hormell, Jeffrey

Kashner, Susan Myers, William Pasukinis, Brenda Post, Bruce Rhoads, Slade Shreck, Alvin Weaver

6. BUILDINGS AND GROUNDS COMMITTEE – William Brecker, Chair; Jeffrey Kashner and William Pasukinis, Committee Members

6.1 Solar Farm Contract

Directors were asked to approve a contract with Gordian, Greenville, S.C., through the Keystone Purchasing Network contract, to install a Solar Farm at the CSIU central office, at a cost of \$1,005,021.84. The CSIU received a grant in the amount of \$300,000 from the PA Solar for Schools Grant Program, which will help to offset this cost.

Directors were also asked to approve the authorization of the executive director to approve any change orders that may occur up to a cumulative amount of \$10,000. Funds for this contract are available in the capital reserve budget. Administration will provide any change orders for board review.

Motion to approve a contract with Gordian for a Solar Farm as presented.

Motion by Jeffrey Kashner, second by Robert Hormell.

Final Resolution: Motion passed unanimously.

Yes: Terry Boonie, John Graham, Lauren Hackenburg, David Hess, Robert Hormell, Jeffrey Kashner, Susan Myers, William Pasukinis, Brenda Post, Bruce Rhoads, Slade Shreck, Alvin Weaver

6.2 Purchase of Meeting Room Chairs

Directors were asked to approve the purchase of 200 chairs for the meeting rooms at the CSIU central office, at a cost not to exceed \$33,214, from School Specialty, Greenville, Wis., through KPN contract #KPN-A-202112-01E. Funds for this purchase are available from the capital reserve budget.

Motion to approve the purchase of meeting room chairs as presented.

Motion by Jeffrey Kashner, second by Robert Hormell.

Final Resolution: Motion passed unanimously.

Yes: Terry Boonie, John Graham, Lauren Hackenburg, David Hess, Robert Hormell, Jeffrey Kashner, Susan Myers, William Pasukinis, Brenda Post, Bruce Rhoads, Slade Shreck, Alvin Weaver

6.3 Purchase of Vehicles

Directors were asked to approve the purchase of two 2025 Chevrolet Equinox EV 4-door sedans from Hawkins Chevrolet, Danville, for a total cost not to exceed \$84,000, using the COSTARS (119607) purchasing agreement. Funds for this purchase are available in the capital reserve budget.

Motion to approve the purchase of two vehicles as presented.

Motion by Jeffrey Kashner, second by Robert Hormell.

Final Resolution: Motion passed unanimously.

Yes: Terry Boonie, John Graham, Lauren Hackenburg, David Hess, Robert Hormell, Jeffrey Kashner, Susan Myers, William Pasukinis, Brenda Post, Bruce Rhoads, Slade Shreck, Alvin Weaver

7. POLICY COMMITTEE - Slade Shreck, Chair; Bruce Rhoads, Committee Member

No report.

8. NOMINATIONS COMMITTEE

8.1 Committee Report

The Board President appointed the following board members to the Nominations Committee at the April 16, 2025 board meeting.

- Jonathan Jones, Chair
- David Hess, Committee Member

Mr. Jones resigned from the CSIU Board of Directors on May 21, 2025. Due to his resignation, Mr. Rhoads announced that the board recording secretary would email the slate of candidates' information on behalf of the Nominations Committee to all directors. The election of officers for 2025-26 will take place at the June reorganization meeting.

9. UNFINISHED BUSINESS

None.

10. NEW BUSINESS

None.

11. EDUCATIONAL PROGRAM MATTERS

11.1 Northumberland Area Head Start and Early Head Start (Attachments)

According to federal regulations, the CSIU Board of Directors is the governing body of the CSIU's Head Start programs; therefore, the following items were presented for approval.

- Head Start/Early Head Start Monthly Report for March 2025
- Outcomes Report: Preschool - 3
- Outcomes Report: Preschool - 4

Motion to approve the Head Start/Early Head Start items as presented.

Motion by Bruce Rhoads, second by Lauren Hackenburg.

Final Resolution: Motion passed unanimously.

Yes: Terry Boonie, John Graham, Lauren Hackenburg, David Hess, Robert Hormell, Jeffrey Kashner, Susan Myers, William Pasukinis, Brenda Post, Bruce Rhoads, Slade Shreck, Alvin Weaver

11.2 Purchase of Dell Laptops

Directors were asked to approve the purchase of 60 Dell Latitude 3140 laptops at a cost of \$23,333.40 and four Dell Latitude 5550 laptops at a cost of \$3,613.32 from Winslow Technology Group, a PEPPM vendor. These laptops will be used by the alternative placement program students and staff. Funds for this purchase are available in the alternative placements budget.

Motion to approve the purchase of Dell laptops as presented.

Motion by Bruce Rhoads, second by Lauren Hackenburg.

Final Resolution: Motion passed unanimously.

Yes: Terry Boonie, John Graham, Lauren Hackenburg, David Hess, Robert Hormell, Jeffrey Kashner, Susan Myers, William Pasukinis, Brenda Post, Bruce Rhoads, Slade Shreck, Alvin Weaver

12. ADMINISTRATIVE MATTERS

None.

13. ADMINISTRATIVE REPORTS

13.1 Executive Leadership - Dr. John Kurelja, Executive Director

14. ADJOURNMENT

14.1 Adjourn Meeting

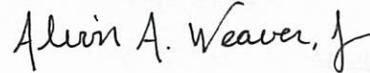
President Rhoads asked if there was any further action to come before the board. There was none.

President Rhoads called an executive session following adjournment to discuss the Executive Director's Performance Evaluation for 2024-25.

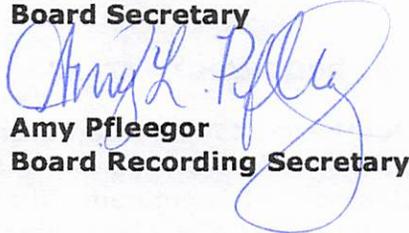
President Rhoads adjourned the meeting at 7:36 p.m.

The executive session began at 7:39 p.m. and ended at 7:47 p.m.

Respectfully submitted,



**Alvin Weaver
Board Secretary**



**Amy Pfleeger
Board Recording Secretary**

15. INFORMATION ONLY

15.1 Human Resources - Health Insurance Savings Report

Since 1993, the CSIU has offered a monetary incentive program for employees who are eligible to receive health insurance coverage elsewhere. The monetary incentive provides payment to each employee in lieu of CSIU-provided health insurance coverage. The following table shows the savings to the CSIU over the past five years through the monetary incentive program.

Year	No. of Employees on Monetary Incentive	Avoided Health Coverage Costs	Total Monetary Incentive Costs	Savings
2021 (BU)	41	\$789,562	\$163,999	\$625,563
2021 (NBU)	119	\$1,802,422	\$475,995	\$1,326,427
2022 (BU)	44	\$863,702	\$175,998	\$687,704
2022 (NBU)	111	\$1,722,010	\$443,996	\$1,278,014
2023 (BU)	45	\$944,760	\$179,998	\$764,762
2023 (NBU)	125	\$2,110,425	\$499,995	\$1,610,430
2024 (BU)	46	\$932,862	\$183,998	\$748,864
2024 (NBU)	123	\$2,195,944	\$491,995	\$1,703,949
2025 (BU)	53	\$713,232	\$211,998	\$501,234
2025 (NBU)	123	\$2,403,371	\$491,995	\$1,911,376
		Total 5-year savings		\$11,158,323

Bargaining Unit (BU) and non-bargaining unit (NBU) staff receive an annual payment of \$4,000 paid bi-weekly.

15.2 Human Resources – Staff Leaves of Absence

Paid Leave of Absence

- **Katie T. Thompson**, Head Start associate assistant, from April 2, 2025 to April 11, 2025

Paid/Unpaid Leaves of Absence

- **Tara R. Meslener**, occupational therapist, from April 10, 2025 to July 3, 2025
- **Dianna S. Sorgen**, Pre-K Counts teacher, from April 28, 2025 to June 16, 2025

Return from Paid Leaves of Absence

- **Liesl M. Lewis**, reading/resource teacher, effective April 3, 2025
- **Katie T. Thompson**, Head Start associate assistant, effective April 14, 2025

Return from Paid/Unpaid Leave of Absence

- **Maxwell Wright**, special education teacher, effective March 24, 2025

15.3 Human Resources – Probationary Period

The following staff members have completed their new employee probationary periods:

- **Kristen Brouse**, non-traditional education support para-educator, effective April 8, 2025
- **Suzanne Cavataio**, Center for Schools and Communities fiscal specialist, effective April 19, 2025
- **Megan Chapman**, Head Start floater senior instructor, effective May 5, 2025
- **Jennifer Garcia**, Migrant Education student support specialist, effective May 1, 2025
- **Helen Hyun**, Migrant Education student support specialist, effective April 5, 2025
- **Celestial Klinger**, Early Intervention instructional support program assistant, effective April 22, 2025
- **Katherine Laughlin**, Center for Schools and Communities executive assistant, effective April 25, 2025
- **Serenity I. Lopez**, Head Start assistant, effective April 17, 2025
- **Leslie Lozano**, Migrant Education family engagement and special project coordinator, effective April 23, 2025
- **Lisa Neuhauser**, Migrant Education student support specialist, effective April 6, 2025
- **Ana R. Hernandez Noyola**, Migrant Education student support specialist, effective April 4, 2025
- **Adam Unger**, grant specialist, effective May 1, 2025
- **Amber Yost**, non-traditional education support para-educator, effective April 8, 2025

15.4 Human Resources – Stipend Payments

The executive director authorized the following:

- per pay stipend payments to **Melissa L. Benscoter**, occupational therapist, in the amount of \$1,500 for National Board Certification as per the current Collective Bargaining Agreement
- per pay stipend payments to **Ruth K. Brewer**, licensed school social worker/board-certified behavior analyst for EI, in the amount of \$1,500 for National Board Certification as per the current Collective Bargaining Agreement
- per pay stipend payments to **Agatha Hall**, board-certified behavioral analyst, in the amount of \$1,500 for National Board Certification as per the current Collective Bargaining Agreement
- per pay stipend payments to **Tara R. Meslener**, occupational therapist, in the amount of \$1,500 for National Board Certification as per the current Collective Bargaining Agreement
- per pay stipend payments to **Tara L. Slyman**, speech therapist, in the amount of \$1,500 for National Board Certification as per the current Collective Bargaining Agreement
- per month stipends from July 2025 to December 2025 to the following staff members in recognition of record levels of utilization achieved through the CSIU's cooperative purchasing program:
 - **Mark C. Carollo**, associate director of cooperative purchasing, \$1,000 per month
 - **Thomas R. Caruso**, director of cooperative purchasing, \$1,000 per month
 - **Jill L. Gemberling**, cooperative purchasing order specialist, \$700 per month
 - **Lynne D. Howard**, cooperative purchasing marketing specialist, \$1,000 per month
 - **Michelle L. Kipple**, cooperative purchasing data specialist, \$700 per month
 - **Amber R. Lind**, cooperative purchasing programs manager, \$1,000 per month
 - **Michelle L. Michaels**, cooperative purchasing bidding specialist, \$700 per month
 - **Vickie M. Norman**, cooperative purchasing order specialist, \$700 per month
 - **Adrienne E. Randall**, cooperative purchasing services assistant, \$700 per month
 - **Cassie D. Seabridge**, cooperative purchasing marketing specialist, \$1,000 per month

- **Carol S. Styers**, cooperative purchasing order specialist, \$700 per month

15.5 Administration – Staff Travel

Leah Galkowski, safe schools coordinator, and **Shileste Overton Morris**, chief programs officer, will attend the **World Anti-Bullying Forum** on June 11-13, 2025 in Stavanger, Norway. While there, they will attend the premier international event and will announce the transition of the Olweus Bullying Prevention Program to the Center for Schools and Communities. Funds for estimated expenses in the amount of \$3,818 and \$4,018, respectively, are available in the safe schools budget.

John Wargo, director of technology, will attend the Multi-State Information Sharing and Analysis Center **MS-ISAC K12 Workgroup Meeting and Annual Conference** on June 22-25, 2025 in Scottsdale, Ariz. While there, he will co-chair and present to the national K12 working group in MS-ISAC. He will discuss national cyber-related plans and issues. He will also meet with leaders of the Federal Cybersecurity & Infrastructure Security Agency. Funds for estimated expenses in the amount of \$2,250 are available in the cybersecurity budget.

Nicola Manning-Davenport, PIMS application support manager, will attend the International Society for Technology in Education's **ISTELive 25 Conference** on June 29 to July 2, 2025 in San Antonio, Texas. While there, she will explore innovative and emerging technologies to inspire new ideas and strategies to deepen her learning with the use of AI, as well as other emerging technologies used in educational data. Registration and lodging costs are covered by the conference. Funds for estimated expenses in the amount of \$1,479.99 are available in the PIMS budget.

15.6 Fiscal Communications

April 1, 2025, an email from Michele Ametrano-Warford (Division Chief – Pennsylvania Department of Education, Bureau of Management Services) notifying CSIU of the fully executed Settlement Agreement for the PA Gifted Equity Initiative (Jacob K. Javits federal funding). Contract #4000029500 is in the amount of \$24,104.13 for the period of July 1, 2024 through Dec. 31, 2024.

April 24, 2025, an email from Grant Solutions notifying CSIU of an update to Notice of Award #03CH011898-05-02 for federal Head Start and Early Head Start programs. This action awards the balance of funds (\$2,012,156.00) for Head Start and Early Head Start operations for the Dec. 1, 2024 through Nov. 30, 2025 Budget Period. The total award amount remains \$4,024,313.00.

April 25, 2025, an email from Carmen M. Medina (Division Chief – Pennsylvania Department of Education, Bureau of School Support) notifying CSIU of the approved extension/carryover request for the Migrant Education Program (MEP) – Federal Grant #017-24-0101. This action extends the ending date to Dec. 31, 2025, with a carryover amount of approximately \$504,192.05.