



LIU BOARD OF DIRECTORS MINUTES June 3, 2025

1. Call to Order

The regular meeting of the Lincoln Intermediate Unit 12 Board of Directors was held on June 3, 2025 at the LIU Central Office. Board President Todd Gettys called the meeting to order at 7:02pm. Mr. Gettys announced that the Board met in executive session prior to the meeting to discuss a personnel and safety and security matter.

2. Pledge of Allegiance

The meeting was opened with the pledge of allegiance.

3. Roll Call

The following Board members attended: Todd Gettys, Jennifer Goldhahn, Jay Gray, Marc Greenly, Sally Kacar, Sara Keefer, Cassandra Liggins, Tedd Sayres, Mark Smith and Scott Wingard. LIU staff attending were Dr. M. Christopher Marchese, Dr. Kendra Trail, Julie Alu, Rebecca Gibboney, Brent Kessler, Jared Mader, Tracy Williams, Lauren Zima-Engro and Amy Crouse.

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

Heather Petry, Teacher Assistant, Autistic Support, New Oxford Middle School
The Chamberlain Award for a Paraeducator/Classroom Support Staff Member

Janet Smith, Administrative Assistant, New Oxford Central Office
The Jennie Wade Award for a Support Staff Member

Michelle Ewing, ILS Teacher, Dover Elementary
The Lincoln Award for a Professional Staff Member

Dr. Kendra Trail shared a short introduction about each staff award recipient. Todd Gettys, Board President, and Dr. Marchese presented the certificates of achievement.

6. Election of Officers

Background: The Board will elect officers for the 2025-2026 school year. The LIU Director of Finance serves as the Board Secretary. Nominations will be accepted from the floor for all other positions.

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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 nominations for Vice President. Todd moved to appoint Sally Kacar to serve as Vice President. Sally declined due to her decision to step down from her local school district board in November. Sally Kacar moved to appoint Scott Wingard to serve as Vice President. The motion was seconded by Mark Smith. 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 nominations for Treasurer. Todd Gettys moved to appoint Cassandra Liggins to serve as Treasurer. The motion was seconded by Scott Wingard. 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.

7. Approval of Minutes of May 6, 2025

The minutes of May 6, 2025 were approved as presented.

8. Consent Agenda

Background: The following routine operational matters are 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 Sally Kacar. All Board members voted in favor and the motion carried.

8.a. Resignations/Retirements/Terminations

Last Name	First Name	Position	Program	Term Date	Reason
Carbaugh	Rebecca	Personal Care Assistant	Life Skills Support	5/30/2025	Resignation
Cox	Kristine	Teacher	Life Skills Support	7/31/2025	Resignation
Johnson-Coble	Leslie	Teacher	Emotional Support	5/30/2025	Retirement
Mylet	Margaret	Student Liaison	ELECT	6/6/2025	Resignation
Noll	Deborah	Itinerant Teacher	Vision Impaired	6/3/2025	Retirement
Northup	David	Courier	Business Services	5/14/2025	Retirement
Reed	Laura	Personal Care Assistant	Autistic Support	4/24/2025	Termination
Rodrigo	Felicia	Associate Supervisor Special Education	Student Services	7/1/2025	Resignation

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Schaner	Sherri	Teacher Assistant	Multidisabilities Support	5/30/2025	Resignation
Shearer	Kendra	Summer Help	Business Services	5/16/2025	Not Returning for Summer
Williamson	Anastasia	Personal Care Assistant	Dual Diagnosis	4/24/2025	Resignation

8.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
Bradnick	Beverly	FLC Assistant Principal	Student Services	TBD	\$84,000.00	Act 93	200 Days
Hardman	Abigail	Teacher	Dual Diagnosis	8/11/20245	\$59,172.22	LIUEA, D-1	190 Days
Neal	Mark	Lincoln Benefit Trust Manager	Business Services	6/4/2025	\$103,199.51	Act 93	260 Days
Pascual	Emily Victoria	Teacher	Hearing Impaired Support	8/11/2025	\$59,172.22	LIUEA, D-1	190 Days
Pearson	Jessica	Occupational Therapist	Occupational & Physical Therapy Services	8/11/2025	\$62,036.00	LIUEA, D-5	190 Days
Seiffert	Alyssa	Occupational Therapist	Occupational & Physical Therapy Services	8/11/2025	\$64,672.22	LIUEA, F-2	190 Days
Wenger	Georgia	Teacher	Life Skills Support	8/11/2025	\$59,172.22	LIUEA, D-1	190 Days
Williams	Kendra	Teacher	Hearing Impaired Support	8/11/2025	\$66,672.22	LIUEA, G-1	190 Days

8.c. Non-Certified 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
Ash	Aynjala	Teacher Assistant	Autistic Support	8/11/2025	\$18.45 per hour + additional \$0.25 per hour	ESPA, Level 3	188 Days
Bridwell	Mason	Help Desk Tier 1 Rep	Educational Technology Services	5/28/2025	\$20.59 per hour	ESPA, Level 5	260 Days
Johnson	Keyara	Teacher Assistant	Behavioral Intervention	8/11/2025	\$18.45 per hour	ESPA, Level 3	188 Days
Martin	Shari	Teacher Assistant	Autistic Support	8/11/2025	\$18.84 per hour + additional \$0.25 per hour	ESPA, Level3	188 Days

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Wolfe	Mykenzy	Personal Care Assistant	Autistic Support	8/11/2025	\$18.48 per hour + additional \$0.25 per hour	ESPA, Level 3	188 Days
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8.d. Change in Employment Status

Last Name	First Name	Position	Program	Rate	Category Step/Scale	Effective	From	To	Reason
Almoney	Kristy	Teacher	Preschool	\$58,550.00	LIUEA, F-7	5/22/2025	\$55,085.00	58,550.00	Salary Correction
Clafferty	Paige	Associate Supervisor Special Education	Student Services	\$85,378.85	Act 93	7/1/2025	\$73,185.44	\$85,378.75	Salary Adjustment
McCusker	Laura	Assistant Director of Educational Services	Educational Services	\$102,740.41	Act 93	5/15/2025	Interim Director of Educational Services \$120,259.08	Assistant Director of Educational Services \$102,740.41	Interim Position time ended
Owen	David	Associate Director	Student Services	\$107,000.00	Act 93	7/1/2025	Supervisor Special Education \$94,095.00	Associate Director \$107,000.00	Position Transfer
Taylor	Nicole	Associate Director	Student Services	\$110,000.00	Act 93	7/1/2025	Supervisor Special Education \$85,000.00	Associate Director \$110,000.00	Position Transfer
Wagaman	Katie	Learning Center Site Administrator	Student Services	\$105,040.00	Act 93	7/1/2025	\$96,709.33	\$105,040.00	Salary Adjustment
Zima-Engro	Lauren	Assistant Director of Student Services & District Engagement	Student Services	\$126,646.94	Act 93	7/1/2025	Associate Director of Behavioral & Mental Health \$114,500.00	Assistant Director of Student Services & District Engagement \$126,646.94	Position Transfer

8.e. Awarding of Tenure

Last Name	First Name
Beegle	Alicia
Cackowski	Kathy

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DeFelice	Maria
Dougherty	Aimee
Feaser	Alyssa
Foster	Jacob
Kemeny	Gail
Piskula	Anita
Tohill	Megan
Wolf	Maria

8.f. Additional Service Agreements

Last Name	First Name	Position	Rate	School District	Dates
Hockensmith	Kimberly	Interpreter	\$ 39.63 per hour	West York Area SD	May 30, 2025
Sterner	Marilyn	Interpreter	\$ 47.13 per hour	West York Area SD	May 30, 2025
Haid	Paul	Interpreter	\$ 59.98 per hour	Bermudian Springs SD	May 28, 2025
Haid	Paul	Interpreter	\$ 59.98 per hour	Central York SD	May 28, 2025

8.g. Days Beyond Contract

Last Name	First Name	Position	Program	May 2025	June 2025	July 2025	August 2025
Clafferty	Paige	Associate Supervisor of Special Education	YLC		6		
Young	Kacie	Instructional Advisor	Autistic Support	3			
Oberdorf	Melissa	Staff Developer	TAC			5.5	
McMurphy	Lindsay	Staff Developer	TAC		1	5.5	
Chapman-Jones	Valerie	Staff Developer	TAC			3	
Monday	Billiejo	Staff Developer	TAC			3	
Musick	Stacy	Staff Developer	TAC		1.5	2	
Lockett	Wendy	ELD Teacher	LIEP		2		
Marcano-Muniz	Mariela	ELD Teacher	LIEP		2		
Dean	Sarah	School Nurse	FLC		8		

8.h. Extended School Year

Extended School Year - Professional

Last Name	First Name	ESY Role	Rate
Arganbright	Jennifer	Teacher	Per Diem
Arnold	Michelle	Teacher	Per Diem
Beegle	Alicia	School Social Worker	Per Diem
Combs	Susan	School Nurse	Per Diem
Connolly	Casey	Teacher	Per Diem
Cox	Kristine	Teacher	Per Diem
Curwood	Marc	Teacher	Per Diem

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Dean	Sarah	School Nurse	Per Diem
Decker	Kenneth	Teacher	Per Diem
Delauder	Latoya	Teacher	Per Diem
Dell	Debbie	Teacher	Per Diem
Dooley	Sara	Speech-Language Pathologist	Per Diem
Durbin	David	Teacher	Per Diem
Eckenroth	Suzanne	Occupational Therapist	Per Diem
Eisenhauer	Marissa	Teacher	Per Diem
Ewing	Michelle	Teacher	Per Diem
Garcia	Myriah	Speech-Language Pathologist	Per Diem
Gerber-Eckard	Lisa	Teacher	Per Diem
Hawbaker	Heidi	Teacher	Per Diem
Hinton	Colette	Occupational Therapist	Per Diem
Hoover	Hanna	School Psychologist	Per Diem
Johnson	Kristianne	Occupational Therapist	Per Diem
Justinus	Rebecca	Teacher	Per Diem
King	Noelle	Teacher	Per Diem
Kuhn	Laura	Teacher	Per Diem
Legore	Laura	Teacher	Per Diem
McElroy	Ashlin	Speech-Language Pathologist	Per Diem
McLaughlin	Alexa	Teacher	Per Diem
McManama	Kevin	Teacher	Per Diem
Medina	Alexis	Teacher	Per Diem
Myers	Diana	Teacher	Per Diem
Osborne	Allison	Occupational Therapist	Per Diem
Reda	Stacy	Teacher	Per Diem
Ryan	Kaylee	Teacher	Per Diem
Sauders	Vicki	Occupational Therapist	Per Diem
Shearer	Tarra	Teacher	Per Diem
Shoemaker	Taylor	Transition Service Coordinator	Per Diem
Stoehr	Heather	School Psychologist	Per Diem
Szabo-Carney	Gabriela	Teacher	Per Diem
Thomas	Shawnee	Teacher	Per Diem
Todorczuk	Grace	Teacher	Per Diem
Tohill	Megan	Teacher	Per Diem
Tomczyk	Debra	Occupational Therapist	Per Diem
Williams	Gretchen	Teacher	Per Diem
Yaukey	Robin	Teacher	Per Diem
Young	Kacie	Teacher	Per Diem

Extended School Year - Support Staff

Last Name	First Name	ESY Role	Rate
Ballard	Teresa	TA/PCA	\$22.30 per hour
Beamenderfer	Kristina	TA/PCA	Hourly
Beck	Jamie	TA/PCA	Hourly
Bianchi	Sonia	TA/PCA	Hourly
Bowser	Heidi	TA/PCA	Hourly

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Conway	Jennifer	TA/PCA	Hourly
Culbertson	Emily	TA/PCA	Hourly
Decker	Jennifer	TA/PCA	Hourly
Deller	Jodi	TA/PCA	Hourly
Edwards	Megan	TA/PCA	Hourly
Fontanez	Teresa	TA/PCA	Hourly
Gibson	Angie	TA/PCA	Hourly
Gilbert	Sherri	TA/PCA	Hourly
Goldman	Ashlee	TA/PCA	Hourly
Hamilton	Kaleigh	TA/PCA	Hourly
Haught	Nicholas	TA/PCA	Hourly
Hertzer	Kelly	TA/PCA	Hourly
Holt	Pamela	TA/PCA	Hourly
Hurt	Madison	TA/PCA	Hourly
Johns	Bonnie	TA/PCA	Hourly
Keeney	Gabrielle	TA/PCA	Hourly
Key	Deartis	TA/PCA	Hourly
Kornbau	Grace	TA/PCA	Hourly
Kress-Greenlee	Heather	TA/PCA	Hourly
Mendoza	Alondra	TA/PCA	Hourly
Mickey	Melody	TA/PCA	Hourly
Monn	Jordynn	TA/PCA	Hourly
Mummert	Holly	TA/PCA	Hourly
Myers	Beth	TA/PCA	Hourly
Naylor	Erika	TA/PCA	Hourly
Olivero	Arleen	TA/PCA	Hourly
Osbaugh	Amber	TA/PCA	Hourly
Parson	Lila	TA/PCA	Hourly
Price	Robin	TA/PCA	Hourly
Putt	Leslie	TA/PCA	Hourly
Queitzsch	Sherri	TA/PCA	Hourly
Reed	Brady	TA/PCA	Hourly
Resto	Gaviella	TA/PCA	Hourly
Rodriguez	Ernesto	TA/PCA	Hourly
Ronzo	Molly	TA/PCA	Hourly
Ronzo	Danielle	TA/PCA	Hourly
Small	Rodney	TA/PCA	Hourly
Smith	Nathan	TA/PCA	Hourly
Snyder	Lori	TA/PCA	Hourly
Stanton	Sandra	TA/PCA	Hourly
Vincion	Sherry	TA/PCA	\$18.74 per hour
Warrenfeltz	Gabrielle	TA/PCA	Hourly
Weaver	Travis	TA/PCA	Hourly
Wiley	Jessica	TA/PCA	Hourly
Witman	Michelle	TA/PCA	Hourly
Wysocki	Abigail	TA/PCA	\$19.02 per hour

8.i. Classroom Monitors

The following employees are recommended to join a pool of classroom monitors to be paid \$2.50 per hour in addition to their current hourly rate:

Last Name	First Name
Smith	Nathan

8.j. Student Workers

Employee ID #	Location	Rate
10007541	New Oxford Central Office	\$11 per hour
10007542	New Oxford Central Office	\$11 per hour

8.k. Transportation Drivers

Background: 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.

8.l. Job Descriptions for Adoption

Background: The following job descriptions are presented for adoption:

- Assistant Principal
- Behavior Analyst
- Board Certified Behavioral Analyst (BCBA)
- Principal
- Registered Behavior Technician (RBT)
- Staff Developer

Recommendation: Motion to adopt job descriptions.

8.m. Addendum – 2025-26 Substitute Rates – Kelly Education

Recommendation: Motion to adopt the 2025-26 substitution rates with Kelly Education.

8.n. MOU – LIU Education Support Professionals Association

Recommendation: Motion to approve the attached MOU between the Lincoln Intermediate Unit Board of Directors and the LIU Education Support Professionals Association.

8.o. Financial Report

Background: The Financial report includes all disbursements made since the last Board report through May 19, 2025.

Recommendation: Motion to approve the Financial Report of payments and payroll totaling \$10,415,883.08

8.p. Treasurer's Report

Recommendation: Motion to accept the Treasurer's Report of April 30, 2025 showing cash on hand in the amount of \$38,196,651.14

8.q. Modification to 2024-2025 Board Meeting Schedule

Recommendation: Motion to amend the 2024-2025 Board meeting schedule by removing the June 24, 2025 meeting.

8.r. Organization Chart

Recommendation: Motion to approve the proposed LIU12 organization chart, effective July 1, 2025 which reflects the updated administrative structure and staffing.

8.s. Project Staff Compensation Plan

Background: As our organization continues to evolve in the delivery of high-quality, evidence-based services, we recognize the importance of fairly and consistently acknowledging staff contributions to special projects and initiatives.

The Project Staff Compensation Plan has been developed to ensure transparent and equitable recognition for employees who work on these initiatives. While the initial implementation of this plan focuses on Board Certified Behavior Analysts (BCBAs), it is designed with future expansion in mind to include other staffing roles as needs and opportunities arise.

The goals of this plan are to:

- Encourage active engagement in high-impact organizational initiatives
- Support professional growth and leadership development
- Promote innovation and excellence in support of student development
- Acknowledge and reward contributions that align with and advance organizational goals

This plan supports our broader mission to foster a supportive and effective work environment, foster a supportive educational environment, and retain top-tier talent by valuing the multifaceted contributions of our staff.

Recommendation: Motion to approve the attached Project Staff Compensation Agreement effective July 1, 2025 - June 30, 2026.

8.t. Flexible Instructional Days

Background: Bi-annual approval of the LIU Flexible Instructional Day plan, consistent with school code and regulations for the 2025-26 and 2026-27 school years.

Recommendation: Motion to approve the Lincoln Intermediate Unit plan for Flexible Instructional Days, per PDE code.

8.u. New Hires

Recommendation: Motion to allow the Administration to fill open positions and process new hires (including account creation) with retroactive approval to hire date affirmed at the August 12, 2025 meeting.

8.v. Payment of Bills

Recommendation: Motion to make payment of bills as they become due and to approve the release of checks from June 3, 2025 - August 12, 2025.

8.w. Contract Approvals

Recommendation: Motion to approve the Director of Finance and Business Services to execute contracts on behalf of the Lincoln Intermediate Unit, with solicitor approval, from June 3, 2025 through August 12, 2025, with all actions to be affirmed at the August 12 board meeting.

9. Action Items

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

Background: 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.

Scott Wingard moved approval, seconded by Tedd Sayres. Roll call vote recorded: Scott Wingard/aye; Jennifer Goldhahn/aye; Jay Gray/aye; Marc Greenly/aye; Sally Kacar/aye; Sara Keefer/aye; Cassandra Liggins/aye; Tedd Sayres/aye; Mark Smith/aye; Todd Gettys/aye. The motion passed with a vote of 10 ayes.

9.b. Special Education Plan Assurance

Background: As a component of our annual LIU Special Education Plan submission to PDE, we must provide annually a written assurance to the Pennsylvania Department of Education for the operation of Special Education programs in compliance with State and Federal guidelines.

Recommendation: Motion to approve the LIU Special Education Plan Assurance for submission to PDE for the 2025-2026 school year.

Scott Wingard moved approval, seconded by Tedd Sayres. Roll call vote recorded: Mark Smith/aye; Scott Wingard/aye; Jennifer Goldhahn/aye; Jay Gray/aye; Marc Greenly/aye; Sally Kacar/aye; Sara Keefer/aye; Cassandra Liggins/aye; Tedd Sayres/aye; Todd Gettys/aye. The motion passed with a vote of 10 ayes.

9.c. Workshop Agreement - Jessica L. Stewart, Psy.D.

Background: The Student Services Division is requesting approval to enter into an agreement with Jessica L. Stewart, Psy.D, for a one-day professional development workshop for Student Services staff on September 18, 2025. The speaker's name is Jessica Stewart, and the title of the presentation is Seeing Our Students More Clearly, Through a CBT Lens. In this engaging workshop, school based staff will learn the basic principles and foundational concepts of Cognitive Behavioral Therapy (CBT), including how to conceptualize the unique, interactive nature of factors (social, cognitive, emotional, behavioral, and physiological) that drive an individual's emotional and behavioral responses. This is a critical component to applying evidence-based interventions and strategies effectively, so that potential obstacles for that individual student can be anticipated, and personal strengths can be utilized to maximize connection, engagement, motivation, and ultimately success of the intervention. The Lincoln Intermediate Unit plans to utilize PCCD grant funds to pay the presenters \$6000.00 plus travel expenses for this service.

Recommendation: Motion to approve an agreement between the Lincoln Intermediate Unit 12 and Jessica L. Stewart, Psy.D, to provide a one day professional development workshop for Student Services on September 18, 2025, titled Seeing Our Students More Clearly, Through a CBT Lens.

Marc Greenly moved approval, seconded by Mark Smith. Roll call vote recorded: Tedd Sayres/aye; Mark Smith/aye; Scott Wingard/aye; Jennifer Goldhahn/aye; Jay Gray/aye; Marc Greenly/aye; Sally Kacar/aye; Sara Keefer/aye; Cassandra Liggins/aye; Todd Gettys/aye. The motion passed with a vote of 10 ayes.

9.d. New Contract - Effective School Solutions

Background: The Student Services Division requests approval to enter into contract with Effective School Solutions from the date of June 4, 2025 until June 30, 2027. ESS will provide behavioral health support services to the new secondary classroom at Franklin Learning Center. The services that ESS will provide to staff include the following: start up services (recruiting, staffing, implementation planning and consultation, etc.), Tier 3 Intensive Clinical Services (one clinician at FLC), up to 6 hours of professional development group sessions, supervision and oversight, risk management by ESS Quality Management Clinical Expert, regional vice president support, data analysis, progress monitoring, and infrastructure support services. Services provided by ESS to students include: group/individual/family therapy, urgent and "push in" support, parent/caregiver support group, screening and assessment, crisis assessment, structured lunch, participation/facilitation of teacher-led study skills class.

Recommendation: Motion to approve a contract between the Lincoln Intermediate Unit 12 and Effective School Solutions for the 2025-2026 and 2026-2027 school years.

Items 9.d. and 9.e. were voted on simultaneously.

Sally Kacar moved approval, seconded by Scott Wingard. Roll call vote recorded: Cassandra Liggins/aye; Tedd Sayres/aye; Mark Smith/aye; Scott Wingard/aye; Jennifer Goldhahn/aye; Jay Gray/aye; Marc Greenly/aye; Sally Kacar/aye; Sara Keefer/aye; Todd Gettys/aye. The motion passed with a vote of 10 ayes.

9.e. New Contract - Moving Mountains Pediatric Therapy

Background: The Student Services Division relies on various contracting agencies to support staffing needs in the areas of related services, nurses, and personal care assistants. The Student Services Division is requesting approval to enter into a contract with Moving Mountains Pediatric Therapy, to provide physical and occupational therapy to one of our students who requires home based services. Additional students can be added as needed. The term of this contract is until terminated with written notice by either party.

Recommendation: Motion to approve a contract between the Lincoln Intermediate Unit 12 and Moving Mountains Pediatric Therapy to provide physical and occupational services to our students.

Items 9.d. and 9.e. were voted on simultaneously.

Sally Kacar moved approval, seconded by Scott Wingard. Roll call vote recorded: Cassandra Liggins/aye; Tedd Sayres/aye; Mark Smith/aye; Scott Wingard/aye; Jennifer Goldhahn/aye; Jay Gray/aye; Marc Greenly/aye; Sally Kacar/aye; Sara Keefer/aye; Todd Gettys/aye. The motion passed with a vote of 10 ayes.

9.f. Contract Renewals - Division of Student Services and District Engagement

Background: The Student Services Division relies on various contracting agencies to support staffing needs in the areas of related services, nurses, and personal care assistants. The following contracts are presented for approval:

AHS/Pediastaff
Amergis
Clear Path
Compassionate Care
Connected
GHR
Presence
PTS
Supplemental Health Care

Recommendation: Motion to approve contracts to support staffing needs in the areas of related services, nurses, and personal care assistants.

Scott Wingard moved approval, seconded by Jennifer Goldhahn. Roll call vote recorded: Sara Keefer/aye; Cassandra Liggins/aye; Tedd Sayres/aye; Mark Smith/aye; Scott Wingard/aye; Jennifer Goldhahn/aye; Jay Gray/aye; Marc Greenly/aye; Sally Kacar/aye; Todd Gettys/aye. The motion passed with a vote of 10 ayes.

9.g. Affiliation Agreement - College of William & Mary Practicum and Internship

Background: The Student Services Division is requesting approval to enter into an agreement with the College of William & Mary for five years from the date of June 4, 2025. This agreement provides an opportunity for student observations and/or internships for William & Mary practicum candidates within the IU. These students will have the educational experience necessary to qualify for this program, and agree to follow guidelines provided by LIU12. William & Mary students major in the

following: Elementary, Secondary, ESL/Bilingual, and Special Education, and Psychology. The Lincoln Intermediate Unit will provide the use of its facilities for the learning experience of William & Mary students.

Recommendation: Motion to approve an agreement between the Lincoln Intermediate Unit 12 and the College of William & Mary, to provide student observations and/or internships to William & Mary practicum candidates within the IU.

Items 9.g. and 9.h. were voted on simultaneously.

Marc Greenly moved approval, seconded by Mark Smith. Roll call vote recorded: Sally Kacar/aye; Sara Keefer/aye; Cassandra Liggins/aye; Tedd Sayres/aye; Mark Smith/aye; Scott Wingard/aye; Jennifer Goldhahn/aye; Jay Gray/aye; Marc Greenly/aye; Todd Gettys/aye. The motion passed with a vote of 10 ayes.

9.h. Affiliation Agreement – Gannon University

Background: The attached affiliation agreement will allow the Lincoln Intermediate Unit to facilitate a cohort model for the Principal Certificate Program through Gannon University. We are looking to expand the agreement to provide greater support for the region. There is no cost to the LIU for offering this service and we look to begin the cohort in 2026.

Recommendation: Motion to approve the affiliation agreement between Lincoln Intermediate Unit 12 and Gannon University.

Items 9.g. and 9.h. were voted on simultaneously.

Marc Greenly moved approval, seconded by Mark Smith. Roll call vote recorded: Sally Kacar/aye; Sara Keefer/aye; Cassandra Liggins/aye; Tedd Sayres/aye; Mark Smith/aye; Scott Wingard/aye; Jennifer Goldhahn/aye; Jay Gray/aye; Marc Greenly/aye; Todd Gettys/aye. The motion passed with a vote of 10 ayes.

9.i. Parent Handbook 2025-2026

Background: 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 2025-2026 Parent Handbook is presented for final adoption.

Recommendation: Motion to adopt the Parent Handbook for 2025-2026.

Jennifer Goldhahn moved approval, seconded by Scott Wingard. Roll call vote recorded: Marc Greenly/aye; Sally Kacar/aye; Sara Keefer/aye; Cassandra Liggins/aye; Tedd Sayres/aye; Mark Smith/aye; Scott Wingard/aye; Jennifer Goldhahn/aye; Jay Gray/aye; Todd Gettys/aye. The motion passed with a vote of 10 ayes.

9.j. Board Policies for First Reading

Background: The following policies are presented for first reading.

- 005 Organization
- 103 Discrimination/Title IX Sexual Harassment Affecting Students
- 103.1 Nondiscrimination - Qualified Students with Disabilities
- 104 Discrimination/Title IX Sexual Harassment Affecting Staff
- 824 Maintaining Professional Adult/Student Boundaries

Recommendation: Motion to approve first reading.

Jennifer Goldhahn moved approval, seconded by Mark Smith. Roll call vote recorded: Jay Gray/aye; Marc Greenly/aye; Sally Kacar/aye; Sara Keefer/aye; Cassandra Liggins/aye; Tedd Sayres/aye; Mark Smith/aye; Scott Wingard/aye; Jennifer Goldhahn/aye; Todd Gettys/aye. The motion passed with a vote of 10 ayes.

9.k. Board Policies for Second Reading/Adoption

Background: The following policies are presented for adoption:

- 247 Hazing
- 252 Dating Violence
- 830.1 Data Governance - Storage/Security (New Policy)

Recommendation: Motion to adopt board policies.

Marc Greenly moved approval, seconded by Scott Wingard. Roll call vote recorded: Jennifer Goldhahn/aye; Jay Gray/aye; Marc Greenly/aye; Sally Kacar/aye; Sara Keefer/aye; Cassandra Liggins/aye; Tedd Sayres/aye; Mark Smith/aye; Scott Wingard/aye; Todd Gettys/aye. The motion passed with a vote of 10 ayes.

10. President's Report

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

11. Executive Director's Report

- Dr. Marchese shared that he had the honor of both attending and delivering remarks at the York County Learning Center graduation ceremony on May 27. Dr. Trail attended the Franklin Learning Center's graduation held the same evening. Dr. Marchese extended his congratulations to the Class of 2025.
- Dr. Marchese shared his attendance at several year-end programs, including our Gettysburg Area High School classroom celebration and Paradise School's Spring event. Over the past month, he also visited numerous transition programs across various locations.
- Dr. Marchese continues to host his Coffee & Conversation sessions, having held events at YLC, FLC, and Paradise School during May. Additional sessions are already scheduled for the upcoming school year.
- Finally, Dr. Marchese shared that the annual Leadership Retreat was held at the York History Center on June 2nd. He thanked Dr. Trail, Dr. McCusker and Ben Smith for their efforts in coordinating the event.

12. Assistant Executive Director's Report

Dr. Trail shared that in celebration of Employee Appreciation Month, Cabinet and Tactical Team

members delivered goodie bags to staff in all three counties. This year's bags included an LIU branded speaker. Each Board member also received a speaker as a gift.

13. Cabinet Report

Becky Gibboney shared that the Educational Services department will be extremely busy over the next three weeks. They are organizing three major events: the Social Emotional Wellness Symposium, the Connect-Learn-Inspire Conference for Nonpublic Schools, and the Curriculum Council Retreat. Additionally, Becky will be visiting each district throughout June.

Julie Alu recently hosted a networking session for school district communication directors. Nicole Bond from the Educational Technology Services department gave a presentation on ADA compliance for school districts. Julie also announced that this week is "LIU Night at the Ballpark," at the York Revolution game on Wednesday, June 4, and the Harrisburg Senators game on Thursday, June 5.

Tracy Williams shared that the Human Resources department is planning a virtual job fair this summer. Additionally, the department is also getting ready to implement the new onboarding process, which will take effect on July 1.

Brent Kessler gave an update on the state budget and the potential impact on the LIU if it fails to pass. The Business Department has been working with PNC Bank to prepare the necessary paperwork for the LIU to secure a loan, if that situation arises. If required, a motion will be presented at the August Board meeting.

Lauren Zima-Engro reported that the Transition Program graduated 30 students this year. This program focuses to prepare students to become members of the community as they graduate. Many of this year's graduates are pursuing further education at Grand Canyon University and Millersville University, while several others have already secured jobs at different workplaces.

Jared Mader shared that the Educational Services Technology Department had the opportunity to provide live streaming services for each of the graduation ceremonies. Over the past few years, several team members have received training to support and deliver these live streams. Jared also mentioned that Lincoln EDGE will soon begin its summer school program, with 80 students currently enrolled.


14. Good of the Order

No additional information was presented for good of the order.

15. Adjournment

Jennifer Goldhahn made a motion to adjourn the meeting, seconded by Sally Kacar. The meeting adjourned at 7:54pm.

Respectfully,


Brent A. Kessler
Board Secretary

/ac

Next Meeting: August 12, 2025