

MINUTES
CARBON LEHIGH INTERMEDIATE UNIT
BOARD OF DIRECTORS

**CARBON LEHIGH INTERMEDIATE UNIT #21
4210 INDEPENDENCE DRIVE
SCHNECKSVILLE, PA**

MONDAY, MARCH 16, 2026

6:30 P.M. - REGULAR MEETING - BOARD ROOM

Meeting No. 662

CALL TO ORDER

President George Williams called the six hundredth and sixty second meeting of the Carbon Lehigh Intermediate Unit Board of Directors to order at 6:32 p.m.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance followed the Call to Order.

ATTENDANCE

Board Members in Attendance: Jason Bashaw, Mary Figura, Jeremy Glaush, Sherry Haas, Anthony DeMarco, Chris Pirrotta, Laura McKelvey, and George Williams. Board Members Absent: Andrene Brown-Nowell, Dr. William Whitney, Gale Husack, Jennifer Senavaitis, Emily Gehman, and Barbara Sipler. Staff: Dr. Gregory Koons, Gretchen Boyer, Jeanne Coy, George Husack, Eric Lech, Dr. Cathy Nelson, Lucia Miletto-O'Brien, Jennifer Roselli, David Russell, Dr. Lisa Schumacher, Amber Snyder, Kim Talipan, Jonathan Walter, Dr. Susan White and Rebecca DeFeo, Supervisors, Special Programs and Services, Early Intervention Community Partnership Presentation. Also in attendance: Ellis Katz, Esq., Solicitor.

AUDIENCE INPUT ON AGENDA

There was no audience input on the agenda.

APPROVAL OF THE JANUARY 28, 2026 CLIU BOARD OF DIRECTORS MEETING MINUTES

- MOTION: The Carbon Lehigh Intermediate Unit Board of Directors approves the minutes of the January 28, 2026 meeting as presented:

Moved: Chris Pirrotta Seconded: Sherry Haas; Vote: Yes – 8; No – 0; Abstentions – 0; Absent – 6.

BOARD PRESIDENT'S REPORT

President George Williams shared several important updates with the Board and Leadership. He reminded members about the upcoming 33rd Annual CLIU Special Children's Foundation Golf Tournament on June 16, 2026, at Old Homestead, encouraging participation through attendance, volunteering, or sponsorship support.

President Williams also highlighted an impressive milestone in the personnel report, noting a combined 159 years of service among upcoming retirees and expressing appreciation for their longstanding dedication.

Looking ahead, he previewed the Spring Fling event scheduled prior to the April 20th Board meeting, with more details to follow.

Additionally, he directed members' attention to the list of upcoming graduations, noting that a more detailed breakdown by district will be provided next month, and encouraged attendance at these celebrations while asking members to notify Jennifer Roselli in advance if they plan to attend.

Emily Gehman joined the meeting virtually at 6:43 p.m.; all subsequent votes will include Ms. Gehman's participation.

CORRESPONDENCE TO THE BOARD/CLIU UPDATE

Dr. Greg Koons provided several updates for Board members, beginning with reminders about materials at their place settings. He noted the list of 2026 Graduation Ceremonies and encouraged members to contact Jennifer Roselli if they are interested in attending. He also highlighted the included save-the-date for the annual golf tournament and reminded members to complete and return their Statement of Financial Interest Forms as soon as possible.

Dr. Koons recognized the efforts of the Curriculum and Instruction Department, led by Eric Lech, for organizing the upcoming "Heart of the School" Administrative Assistant Conference. He shared that the full-day event will take place this Wednesday and will feature specialized AI training, networking opportunities, and the sharing of best practices, emphasizing its value for professional growth and collaboration.

Finally, Dr. Koons spoke about the 50th anniversary of IDEA legislation, noting that CLIU created a commemorative video to mark the milestone. He shared that the video was featured ahead of the closing keynote at the recent PDE Conference and has also been presented to Executive Directors and Superintendents. The video was shown to conclude his updates.

EARLY INTERVENTION COMMUNITY PARTNERSHIP PRESENTATION

Dr. Cathy Nelson, Director of Special Programs and Services, gave some background information on the Early Intervention Program and then introduced Rebecca DeFeo and Dr. Susan White, Supervisors of Special Programs and Services to speak on Early Intervention Community Partnerships.

Dr. Susan White and Rebecca DeFeo provided a comprehensive overview of the CLIU Early Intervention (EI) Community Partnership program, highlighting its broad impact and deep commitment to inclusion and early childhood development. During the 2024–2025 school year, CLIU 21 served 2,690 children ages 3 to 5 across Lehigh and Carbon counties, representing thousands of individual success stories supported through early specialized education. The program delivers individualized IEP services focused on critical developmental years while ensuring smooth transitions into school-age education. Through a robust network of more than 300 community partners, including Head Start, Pre-K Counts, Lehigh Valley Children's Centers, and Community Services for Children, students primarily receive services in natural, inclusive settings alongside their typically developing peers. Grounded in the principles of the least restrictive environment, the program also offers 14 specialized classrooms for students requiring more intensive support.

A key focus of the presentation was the program's emphasis on embedded instruction, supported through participation in the OCDEL initiative, with trained staff integrating skill development into everyday classroom routines such as circle time, meals, and play. This approach allows interventions to occur seamlessly within a child's typical day, promoting meaningful engagement and progress. The presenters also emphasized strong family and community connections, including partnerships with local libraries, Special Olympics, and the Migrant Education Association, as well as recognition of the program at the national level through Penn State's Better Kid Care. Ongoing outreach efforts, such as active Child Find initiatives and participation in community events, further enhance accessibility for families. The program remains dedicated to strengthening transition practices from early intervention through school-age services, ensuring continuity of support.

Both Dr. Susan White and Rebecca DeFeo thanked the Board for their time and the presentation concluded with an invitation to view a video showcasing the program in action, offering a firsthand look at its inclusive practices and the vital role of community partnerships.

FISCAL MATTERS

- MOTION: The Carbon Lehigh Intermediate Unit Board of Directors approves the following fiscal matters as presented:

FISCAL MATTERS (continued)

Treasurer's Report

Treasurer's Report for the month ended January 31, 2026 and February 28, 2026 as presented.

Bills to be Ratified—January 19, 2026 through March 8, 2026

Ratification of bills paid from January 19, 2026 through March 8, 2026 in the amount of \$6,451,356.00.

Bills to be Approved

Payment of bills for March 16, 2026 as listed: Bills for Approval – 03/16/2026 - \$3,598,738.48.

Moved: Jeremy Glaush; Seconded: Chris Pirrotta; Vote: Yes – 9; No – 0; Abstentions – 0; Absent – 5.

PERSONNEL MATTERS

- MOTION: The Carbon Lehigh Intermediate Unit Board of Directors approves the following personnel matters as presented:

Resignations

Resignation of the following person(s):

Matthew Brown, Contracted Driver Education Teacher, effective the close of business January 20, 2026.

Rudy Mendez, Teacher, Special Education and Homebound Instruction and Instruction in the Home Professional, effective the close of business February 6, 2026.

Christina Anthony, Substitute Teacher and Instructional Assistant, effective the close of business January 20, 2026.

Lauren Heller, Behavioral Health Technician (ABA), effective the close of business February 3, 2026.

Penny Zastko, Emergency Employment Substitute Vehicle Driver/Vehicle Assistant, effective the close of business February 2, 2026.

Richard Breidegam, Emergency Employment CDL Examiner, effective the close of business February 4, 2026.

Tatjana Zimmerman, Certified Occupational Therapy Assistant and Summer Employment Pool Support Staff, effective the close of business January 28, 2026.

Darlene Shannon, Instructional Assistant, effective the close of business February 13, 2026.

Timothy Frantz, Vehicle Assistant, effective the close of business February 6, 2026.

Carol Colaviti, Vehicle Assistant and Substitute Utility Staff, effective the close of business February 12, 2026.

Aubrey Scott, Occupational Therapist, Contracted Occupational Therapist and Summer Employment Pool Professional Staff, effective the last day of 2025-2026 school year.

Kaitlyn Steuer, Vehicle Assistant, effective the close of business March 1, 2026.

Carolyn Brown, Vehicle Driver/Vehicle Assistant, Substitute Utility Staff and Transportation Summer Employment, effective the close of business March 13, 2026.

Tessa Palmer, Social Worker, effective the close of business March 20, 2026.

Shannon Wisser, Autism Support Interventionist, effective the close of business March 16, 2026.

PERSONNEL MATTERS (continued)

Resignations (continued)

Amber Christman, Instructional Assistant, effective the close of business February 27, 2026.

Ronald Roth, Vehicle Driver/Vehicle Assistant, effective the close of business February 27, 2026.

Retirement

Resignation, due to retirement, of the following person(s):

Diane Hartman, Instructional Assistant, effective the close of business April 10, 2026 (28 Years of Service).

Yraida Ogrodnick, Instructional Assistant, effective the last day of the 2025-2026 school year (28 Years of Service).

Mark Hartley, Educational Interpreter and Contracted Educational Interpreter, effective the close of business June 30, 2026 (19 Years of Service).

Steven Marsh, Vehicle Driver/Vehicle Assistant and Substitute Utility Staff, effective the close of business December 31, 2026 (12 Years of Service).

Laurie Wilson, Speech Therapist, effective the last day of the 2025-2026 school year (30 Years of Service).

Sharlene Conarty, Vehicle Assistant, effective the close of business June 30, 2026 (18 Years of Service).

Robin Rimbey, Vehicle Driver/Vehicle Assistant, effective the close of business June 30, 2026 (24 Years of Service).

New Position(s)

Approve the following new position(s):

Instructional Assistant Pool 250 Full-time/Part-time Instructional Assistants for the 2026-2027 fiscal year.

Transportation Pool 250 Full-time/Part-time Vehicle Drivers and Vehicle Assistants for the 2026-2027 fiscal year.

Full-Time Employment

Full-Time Employment of the following person(s):

Laura White, Vehicle Assistant, at an hourly rate of \$15.00, effective February 17, 2026 (Transportation Pool; Transportation Budget).

Ronald Roth, Vehicle Driver/Vehicle Assistant, at an hourly rate of \$17.82/Vehicle Driver and \$15.00/Vehicle Assistant, effective February 17, 2026 (Transportation Pool; Transportation Budget).

Leda Soundara, Instructional Assistant, Carbon County Early Childhood Center, at an annual salary of \$29,000, prorated for the 191-day work year, effective February 26, 2026 (Instructional Assistant Pool; Early Intervention Budget).

Dorothy Peralta, Emotional Support Interventionist, Francis H. Sheckler Elementary School, at an annual salary of \$38,500, prorated for the 194-day work year, effective February 24, 2026 (Replacement for Katrina Herber, Resigned; Special Programs and Services Budget).

Malorin Monegro Lopez, Vehicle Driver/Vehicle Assistant, at an hourly rate of \$17.82/Vehicle Driver and \$15.00/Vehicle Assistant, effective February 24, 2026 (Transportation Pool; Transportation Budget).

PERSONNEL MATTERS (continued)

Full-Time Employment (continued)

Jennifer Ketchledge, Administrative Assistant, Transportation Office, at an annual salary of \$39,500, prorated for the 242-day work year, effective March 9, 2026 (Replacement for Denise Belnoski, Resigned; Transportation Budget).

Jennifer Tanzola, Occupational Therapist, Itinerant, at an annual salary of \$82,000, prorated for the 191-day work year, effective March 13, 2026 (New Position; Special Programs and Services Budget).

Connie Diehl, Instructional Assistant, Carbon County Enhanced Autism, at an annual salary of \$29,500, prorated for the 191-day work year, effective March 17, 2026 (Instructional Assistant Pool; Special Programs and Services Budget).

Aida Pope-Cruz, Instructional Assistant, L.B. Morris Elementary School, at an annual salary of \$24,000, prorated for the 191-day work year, effective March 17, 2026 (Instructional Assistant Pool; Special Programs and Services Budget).

Jennifer Deussing, Teacher, Special Education, Itinerant, at an annual salary of \$84,592, Step 17, Column M, prorated for the 194-day work year, effective March 17, 2026 (Replacement for Amber Shiffer, Resigned; Special Programs and Services Budget; Non-Tenured).

Kiersten Nice, Occupational Therapist, Itinerant, at an annual salary of \$65,000, prorated for the 191-day work year, effective March 17, 2026 (New Position; Special Programs and Services Budget).

Kaitlyn Steuer, Instructional Assistant, Francis H. Sheckler Elementary School, at an annual salary of \$24,500, prorated for the 191-day work year, effective March 2, 2026 (Instructional Assistant Pool; Special Programs and Services Budget).

Jason Winkler, Mental Health Specialist, Itinerant, at an annual salary of \$50,000, prorated for the 195-day work year, effective March 17, 2026 (Replacement for Joan Thomas, Retired; Special Programs and Services Budget).

Shannon Wisser, Teacher, Special Education, Northwestern Lehigh Middle School, at an annual salary of \$56,800, Step 1, Column B, prorated for the 194-day work year, effective March 17, 2026 (Replacement for Denise Fulmer, Transferred; Special Programs and Services Budget; Non-Tenured).

Cornelia Perry, Autism Support Interventionist, Peters Elementary School, at an annual salary of \$38,500, prorated for the 194-day work year, effective March 10, 2026 (Replacement for Janelle Roberts, Transferred; Special Programs and Services Budget).

Steven Drabik, Senior Network Engineer, CLIU Central Office, at an annual salary of \$90,000, prorated for the 242-day work year, effective March 17, 2026 or upon receipt of final paperwork, but no later than June 16, 2026 (Replacement for Scott McHenry, Resigned; Management Information Systems Budget).

Denisha Pearson, Instructional Assistant, Southern Lehigh High School, at an annual salary of \$25,000, prorated for the 191-day work year, effective March 17, 2026 or upon receipt of final paperwork, but no later than June 16, 2026 (Instructional Assistant Pool; Special Programs and Services Budget).

Tina George, Vehicle Assistant, at an hourly rate of \$15.00, effective March 17, 2026 or upon receipt of final paperwork but no later than June 16, 2026 (Transportation Pool; Transportation Budget).

PERSONNEL MATTERS (continued)

Full-Time Employment (continued)

Amber Bieling, Teacher, Special Education, Itinerant, at an annual salary per the schedule in place as of her start date, Step 12, Column M, prorated for the 194-day work year, effective July 1, 2026 or upon receipt of pending paperwork and proper certification, but no later than October 1, 2026 (Replacement for Sharon Thourot, Resigned; Special Programs and Services Budget; Non-Tenured).

Unpaid Leave

Grant an Unpaid Leave to the following person(s):

#3615, Teacher, Special Education, Medical Leave, without precedent, not provided for under the federal Family Medical Leave Act, beginning April 7, 2026 and ending on June 12, 2026 with a return to work date of July 1, 2026.

#4109, Vehicle Driver/Vehicle Assistant, Medical Leave, without precedent, not provided for under the federal Family Medical Leave Act, beginning March 16, 2026 and ending on March 24, 2026 with a return to work date of March 25, 2026.

#4485, Teacher, Special Education, Medical Leave, without precedent, not provided for under the federal Family Medical Leave Act, beginning March 10, 2026 and ending on April 17, 2026 with a return to work date of April 20, 2026.

#4263, Speech Therapist, Medical Leave, without precedent, not provided for under the federal Family Medical Leave Act, beginning April 8, 2026 and ending on June 1, 2026 with a return to work date of July 1, 2026.

Mentor(s)

Payment per the CLEA contract, to the following Mentor after the end of the mentoring period, for serving in the Mentor role for Year 1 of the CLIU Induction Program:

<u>Mentor</u>	<u>Inductee</u>
Holly Yon	Melissa Myers

Payment per the CLEA contract, to the following Resource Mentor after the end of the mentoring period, for serving in the Resource Mentor role for CLIU Orientation Program:

<u>Resource Mentor</u>	<u>PDE Certified Staff Member</u>
Donna Getz	Colleen Hoffman

Homebound Instruction and Instruction in the Home Pool

The following Professional Employee to provide Homebound Instruction/Instruction in the Home on an as-needed basis for the 2025-2026 fiscal year, at the appropriate hourly rate, up to 29 hours per week:

Kerrie Hoffman, effective March 17, 2026.

Contracted Services

Contract with the following person(s) for the 2025-2026 fiscal year, up to 29 hours per week:

Jillian Ralph, Occupational Therapist, at the hourly rate of \$70.00, effective March 17, 2026 or upon receipt of final paperwork and completion of onboarding requirements, but no later than June 16, 2026.

PERSONNEL MATTERS (continued)

Contracted Services (continued)

Megan Wagner, Special Education Teacher, at the appropriate hourly rate, effective March 17, 2026.

Jennifer Lax, Crisis Prevention Intervention (CPI) Instructor, at the hourly rate of \$27.00, effective March 17, 2026.

Substitutes

Approve the following substitutes for the 2025-2026 fiscal year, up to 29 hours per week:

Substitute Vehicle Driver and Vehicle Assistant

James Sillett, effective February 24, 2026.

Substitute Vehicle Assistant

Bechara Semaan, effective February 19, 2026.

Substitute Utility Staff

Gaza Labish, effective March 17, 2026.

Behavioral Health Services Personnel

Behavioral Health Services Personnel, casual employment, on an as-needed basis, for the 2025-2026 fiscal year, at the board approved rates for the position listed, up to 29 hours per week:

Alexis Arndt, Behavioral Health Technician (ABA), effective March 17, 2026.

Summer Employment Pool Professional Personnel

Summer Employment Pool Professional Personnel, on an as-needed basis, September 1, 2025 to August 31, 2026 at the appropriate hourly rate or board approved rate, up to 29 hours per week:

Lindsey Keiser
Jillian Scheel
Denise Fulmer

Behavioral Health Service Rates and Stipends

Approve the following Behavioral Health and Outpatient Services Personnel Pool Rates and Stipends for 2026-2027 Fiscal Year:

IBHS Direct Client Contact Rates:

BHT (BA)/Registered Behavioral Technician (RBT)	\$25 per hour
BHT (AA or High School Diploma-HS)/(RBT)	\$17 per hour
Behavioral Health Technician (AA/HS)	\$14 per hour
Behavioral Health Technician (BA)	\$17 per hour
Behavioral Health Technician (ABA)	\$25 per hour
Mobile Therapist (MT)	\$38 per hour
Behavioral Consultant (Ph.D. level)	\$38 per hour
Behavioral Consultant (BCBA level)	\$75 per hour
Behavioral Consultant (Master's level)	\$38 per hour
Behavioral Consultant (Licensed)	\$38 per hour
Behavioral Consultant ABA (Licensed)	\$45 per hour
Licensed Clinical Psychologist (LCP)	\$75 per hour

Outpatient Direct Client Contact Rates:

Licensed Outpatient Therapist	\$45 per hour
Outpatient Therapist (Bachelor's)	\$30 per hour
Outpatient Therapist (Master's)	\$38 per hour
Outpatient Therapist (Licensed) Bi-lingual	\$48 per hour
Outpatient Therapist (Master's) Bi-lingual	\$44 per hour
Case Worker	\$20 per hour

PERSONNEL MATTERS (continued)

Behavioral Health Service Rates and Stipends (continued)

Staff Consultation/Supervision Meeting Rates:

BHT (BA)/Registered Behavioral Technician (RBT)	\$10 per hour
BHT (AA or High School Diploma-HS)/(RBT)	\$10 per hour
Behavioral Health Technician (AA/HS)	\$10 per hour
Behavioral Health Technician (BA)	\$10 per hour
Behavioral Health Technician (ABA)	\$10 per hour
Mobile Therapist (MT)	\$15 per hour
Behavioral Consultant (Ph.D. level)	\$17 per hour
Behavioral Consultant (BCBA level)	\$16 per hour
Behavioral Consultant (Master's level)	\$15 per hour
Behavioral Consultant (Licensed)	\$16 per hour
Behavioral Consultant ABA (Licensed)	\$16 per hour
Licensed Clinical Psychologist (LCP)	\$24 per hour

Outpatient Staff Consultation/Supervision Rates:

Licensed Outpatient Therapist	\$18 per hour
Outpatient Therapist (Bachelor's)	\$11 per hour
Outpatient Therapist (Master's)	\$16 per hour
Outpatient Therapist (Licensed) Bi-Lingual	\$20 per hour
Outpatient Therapist (Master's) Bi-Lingual	\$18 per hour
Case Worker	\$10 per hour

Behavioral Health Technician Stipend:

Hiring Stipend: \$500 stipend to be paid after completing six months of work following the staff person's first workday.

Referral Stipend: \$500 stipend to be paid when existing staff refer a new staff person and the new hire completed six months of work and sixty (60) billable hours.

Behavioral Health Technicians are eligible for one of three stipends based on billable hours in the 2026-2027 fiscal year:

- (a) Stipend Level 1: 500 billable hours \$750
- (b) Stipend Level 2: 900 billable hours \$1,100
- (c) Stipend Level 3: 1,300 billable hours \$1,450

Summer Staff Employment Pool Rates

Approve the following hourly rates for the Extended School Year Staff not employed in a full-time or part-time capacity from September 1, 2025 to August 31, 2026:

Professional Staff

Master's Degree	\$40.00
Bachelor's Degree	\$35.00

Support Staff \$17.20

Approval of Stipend(s), to be paid to Summer Employment Pool Staff, for the 2025-2026 Extended School Year Program who work the required fourteen (14) days

Teacher of Record assigned to any location	\$750
Professional and Support Staff assigned to Enhanced Autism	\$750
Professional Staff (not Teacher of Record) and Support Staff Assigned to any location (not Enhanced Autism)	\$500

PERSONNEL MATTERS (continued)

Approval of Stipend(s), to be paid to Transportation Summer Employment Staff, who work the required fourteen (14) days during the Summer 2026 Programs

Vehicle Driver/Vehicle Assistant	\$500
Vehicle Assistant	\$500

Tenure Acknowledgement

Tenure has been granted to the following CLIU Employee:

Kelly Ehritz

Moved: Anthony DeMarco; Seconded: Jeremy Glaush; Vote: Yes – 9; No – 0; Abstentions – 0; Absent – 5.

APPROVAL OF THE 2026-2027 SPECIAL EDUCATION FACILITIES PLAN COMMITTEE REPORT

- MOTION: The Carbon Lehigh Intermediate Unit Board of Directors approves the 2026-2027 Facilities Plan Committee Report as adopted by the CLIU Facilities Plan Committee on February 4, 2026. In addition, the Board reaffirms its commitment to the original construct of the facilities planning, approved November 1, 1989, which consists of a series of prioritized inquiries to be considered in determining the future location of the CLIU and school district special education classes.

Moved: Sherry Haas; Seconded: Emily Gehman; Vote: Yes – 9; No – 0; Abstentions – 0; Absent – 5.

UNFINISHED BUSINESS

There was no unfinished business.

NEW BUSINESS

There was no new business.

PUBLIC COMMENT

The public offered no comments at this meeting.

BOARD SHARING

Sherry Haas shared that Read Across America remains one of her favorite weeks, despite weather disruptions, and she enjoyed reading to students in kindergarten through third grade, who were especially excited about the books and stuffed animals from raffle baskets. She also described attending the Carbon County Academic Competition, where she was impressed, and occasionally humbled, by the students' broad knowledge, especially in areas like video games and global topics, while noting some surprising gaps in familiar sports knowledge.

Chris Pirrotta noted his ongoing interest in learning from Board discussions, highlighting a forthcoming public meeting on the ALERTA tax program for business development that Parkland will be addressing, which he described as an interesting and relatively new topic he had only recently learned about but found potentially relevant for future district discussions.

Laura McKelvey asked that the Board keep in their thoughts the Emmaus student who recently passed away.

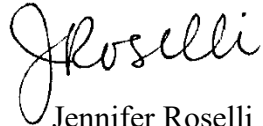
Jason Bashaw shared reflections on his participation in an AI-powered administrator course, praising the IU for its practical, differentiated professional learning and noting plans to collaborate with colleagues on operational practices such as emergency procedures and scheduling. He also discussed broader concerns around charter schools, athletics, and funding equity, emphasizing the challenges districts face in maintaining fairness for students who remain in their community schools while encouraging careful consideration of related policy discussions.

ADJOURNMENT

- MOTION: The Carbon Lehigh Intermediate Unit Board of Directors meeting adjourned at 7:08 p.m.

Moved: Jeremy Glaush; Seconded: Sherry Haas; President Williams declared the meeting adjourned.

Respectfully submitted,



Jennifer Roselli
Board Secretary

NEXT BOARD MEETING
MONDAY, APRIL 20, 2026
6:30 P.M.
Carbon Lehigh Intermediate Unit
4210 Independence Drive
Schnecksville, PA 18078