

MINUTES
CARBON LEHIGH INTERMEDIATE UNIT
BOARD OF DIRECTORS

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

MONDAY, APRIL 20, 2026

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

Meeting No. 663

CALL TO ORDER

President George Williams called the six hundredth and sixty third meeting of the Carbon Lehigh Intermediate Unit Board of Directors to order at 6:35 p.m.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance followed the Call to Order.

MOMENT OF SILENCE

President Williams asked for a moment of silence in memoriam of Mr. Richard Flacco, former CLIU Board member who represented the Jim Thorpe Area school district.

Sherry Haas shared that she attended the service for Mr. Flacco to represent the board and was deeply moved by the experience. She reflected on the many former students who spoke about the profound impact Mr. Flacco had on their lives, giving her a greater appreciation for the kind of teacher and person he was. She also noted a touching moment when a poem from his wife, which Mr. Flacco had carried in his wallet for years, was read aloud, saying it spoke volumes about the kind of man he was.

ATTENDANCE

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

AUDIENCE INPUT ON AGENDA

There was no audience input on the agenda.

APPROVAL OF THE MARCH 16, 2026 CLIU BOARD OF DIRECTORS MEETING MINUTES

- MOTION: The Carbon Lehigh Intermediate Unit Board of Directors approves the minutes of the March 16, 2026 meeting as presented:

Moved: Jeremy Glaush; Seconded: Gale Husack; Vote: Yes – 10; No – 0; Abstentions – 0; Absent – 4.

BOARD PRESIDENT’S REPORT

President George Williams thanked everyone for attending the Spring Fling, noting that it was wonderful to see everyone together and enjoy an evening of camaraderie. He shared that the event reflected the sentiments expressed about former board member Richard Flacco, emphasizing the importance of building relationships and truly getting to know one another.

BOARD PRESIDENT’S REPORT (continued)

Board President George Williams reminded board members that graduation season is approaching and encouraged attendance at upcoming ceremonies. Members planning to attend were asked to notify Dr. Koons, Jennifer Roselli, or Kimberly Talipan in advance so appropriate accommodations can be arranged. He noted how meaningful the events are for students and families.

President Williams also shared that the 2024–2025 auditing books are available for anyone interested in reviewing them.

He highlighted the upcoming Children’s Foundation Golf Outing on June 16 at Old Homestead, noting that sponsorship opportunities are still available and encouraging support through participation, sponsorships, or donations.

Lastly, he announced that the board will soon begin forming the nominations committee for next month and invited anyone interested in serving to express their interest.

CORRESPONDENCE TO THE BOARD/CLIU UPDATE

Dr. Gregory Koons reported that on March 24, members of the CLIU leadership team participated in the PAIU Day on the Hill, meeting with legislators to advocate for increased funding in Early Intervention, Special Education, and Behavioral Health. He noted that Aspiring Leaders also took part in the event, and shared that Kim Talipan, who oversees the PAIU Aspiring Leader Program, will provide additional information at the next meeting.

Dr. Koons also highlighted participation in Music Monday during the Week of the Young Child at Whitehall-Coplay Early Learning Center, where he, Dr. Nelson, and Kim joined in celebrating early learning; during this event, all Early Intervention students received personalized copies of the book “A Dream at Symphony Hall,” developed in collaboration with the Allentown Symphony Orchestra.

In a Curriculum and Instruction update, he recognized Kelli Tremba, Staff Development Facilitator, for receiving the Pennsylvania School Press Association’s 2026 Friend of Student Journalism Award, noting her leadership in organizing a Journalism Summit over the past four years that has impacted nearly 1,000 students across the region.

Finally, Dr. Koons shared that CLIU will be implementing Diligent Community as its new board agenda software, with a soft launch planned for the June meeting and full implementation scheduled for July.

FISCAL MATTERS

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

Treasurer’s Report

Treasurer’s Report for the month ended March 31, 2026 as presented.

Bills to be Ratified—March 9, 2026 through April 12, 2026

Ratification of bills paid from March 9, 2026 through April 12, 2026 in the amount of \$5,512,808.66.

Bills to be Approved

Payment of bills for April 20, 2026 as listed: Bills for Approval – 04/20/2026 - \$2,617,472.47.

Contracted Operational Services

Contract with the firm of Sweet, Stevens, Katz, and Williams, LLP, Solicitors to the Carbon Lehigh Intermediate Unit Board of Directors, as presented, for the 2026-2027 fiscal year.

Lease Extension

Approve the lease extension between Carbon Lehigh Intermediate Unit #21 and the Coaldale Borough for 150 W Phillips St, Coaldale from July 1, 2026 to June 30, 2027. Early Intervention budget.

FISCAL MATTERS

Permission to Purchase

Approve the purchase of four (4) (2026 Model Year) Chrysler Pacifica vehicles under the COSTARS purchasing program, at the cost of \$44,130.00 per unit.

Moved: Chris Pirrotta; Seconded: Barbara Sipler; Vote: Yes – 10; No – 0; Abstentions – 0 ; Absent – 4.

PERSONNEL MATTERS

Before requesting a motion, President Williams took a moment to recognize Jeanne Coy on her retirement.

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

Resignations

Resignation of the following person(s):

Amy Pidgeon, Certified Occupational Therapy Assistant, effective the close of business March 23, 2026.

Jocelyn Muffley, Job Coach, effective the close of business March 25, 2026.

Elizabeth Florence, Software Support Specialist, effective the close of business April 17, 2026.

Steven Hawkes, Social Worker and Contracted Social Worker, effective the close of business April 9, 2026.

Brianne Farrell, Instructional Assistant, effective the close of business April 20, 2026.

Alysha Gavornik, Teacher, Special Education and Summer Employment Pool Professional, effective the close of business April 17, 2026.

Melissa Leo, Administrative Assistant, effective the close of business April 14, 2026.

Judy Mayer, Emergency Employment Occupational Therapist, effective the close of business April 14, 2026.

Brian Smith, Vehicle Assistant and Transportation Summer Employment, effective the close of business March 25, 2026.

Bechara Semaan, Substitute Vehicle Assistant, effective the close of business April 20, 2026.

Retirement

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

Raymond Nunemacher, Mechanic, effective the close of business July 22, 2026 (7 Years of Service).

Leanne Toth, Technology Specialist, effective the close of business August 18, 2026 (16 Years of Service).

Richard Bloom, Vehicle Driver/Vehicle Assistant, Substitute Utility Staff and Transportation Summer Employment, effective the close of business June 30, 2026 (12 Years of Service).

Amy Haas, Speech Therapist and Contracted Speech Therapist, effective the close of business June 30, 2026 (30 Years of Service).

Andrew Barnett, Staff Accountant, effective the close of business June 30, 2026 (15 Years of Service).

Jacquelyn Novicki, Part-Time Administrative Assistant, effective the close of business June 25, 2026 (8 Years of Service).

Jeanne Coy, Director of Business Services, effective the close of business August 5, 2026 (11 Years of Service).

PERSONNEL MATTERS (continued)

Full-Time Employment

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

Edward Roach, Teacher, Special Education, Itinerant, at an annual salary of \$67,825, Step 8, Column M, prorated for the 194-day work year, effective March 23, 2026 (Replacement for Adrienne Kline, Transferred; Early Intervention Budget; Non-Tenured).

Nicholas Fewell, Vehicle Driver/Vehicle Assistant, at an hourly rate of \$17.82/Vehicle Driver and \$15.00/Vehicle Assistant, effective March 23, 2026 (Transportation Pool; Transportation Budget).

Michelle Power, Vehicle Driver/Vehicle Assistant, at an hourly rate of \$17.82/Vehicle Driver and \$15.00/Vehicle Assistant, effective March 23, 2026 (Transportation Pool; Transportation Budget).

Danielle Zemotel, Instructional Assistant, Salisbury Township High School, at an annual salary of \$26,000, prorated for the 191-day work year, effective March 30, 2026 (Instructional Assistant Pool; Special Programs and Services Budget).

Claudia Camacho Correa, Instructional Assistant, Whitehall Coplay Early Learning Center, at an annual salary of \$23,500, prorated for the 191-day work year, effective March 30, 2026 (Instructional Assistant Pool; Early Intervention Budget).

Debra Fritz, Instructional Assistant, Kernsville Elementary School, at an annual salary of \$28,500, prorated for the 191-day work year, effective April 7, 2026 (Instructional Assistant Pool; Special Programs and Services Budget).

Melissa Leo, Administrative Assistant, CLIU Central Office, at an annual salary of \$48,500, prorated for the 242-day work year, effective April 8, 2026 (Replacement for Susan Christman, Retired; Management Information Systems Budget).

Dameon Boring, Vehicle Driver/Vehicle Assistant, at an hourly rate of \$17.82/Vehicle Driver and \$15.00/Vehicle Assistant, effective April 15, 2026 (Transportation Pool; Transportation Budget).

Brianne Farrell, Autism Support Interventionist, Carbon County Enhanced Autism, at an annual salary of \$42,000, prorated for the 194-day work year, effective April 21, 2026 (Replacement for Joanna Kozyra Barilla, Transferred; Special Programs and Services Budget).

Pamela Edmondson, Administrative Assistant, CLIU Central Office, at an annual salary of \$43,000, prorated for the 242-day work year, effective April 21, 2026 (Replacement for Frances Sutovich, Transferred; Special Programs and Services Budget).

Lucas Gaston, Vehicle Driver/Vehicle Assistant, at an hourly rate of \$17.82/Vehicle Driver and \$15.00/Vehicle Assistant, effective April 15, 2026 (Transportation Pool; Transportation Budget).

Heidy Leiva Barahona, Vehicle Driver/Vehicle Assistant, at an hourly rate of \$17.82/Vehicle Driver and \$15.00/Vehicle Assistant, effective April 15, 2026 (Transportation Pool; Transportation Budget).

John Peralta, Instructional Assistant, Carbon County Enhanced Autism, at an annual salary of \$27,500, prorated for the 191-day work year, effective April 21, 2026 or upon receipt of final paperwork, but no later than July 20, 2026 (Instructional Assistant Pool; Special Programs and Services Budget).

Abrielle Milling, Occupational Therapist, Whitehall Coplay Early Learning Center, at an annual salary of \$62,000, prorated for the 191-day work year, effective April 21, 2026 or upon completion of final paperwork but no later than July 20, 2026 (Replacement for Krista Slane, Resigned; Early Intervention Budget).

PERSONNEL MATTERS (continued)

Full-Time Employment (continued)

Bechara Semaan, Vehicle Driver/Vehicle Assistant, at an hourly rate of \$17.82/Vehicle Driver and \$15.00/Vehicle Assistant, effective April 21, 2026 (Transportation Pool; Transportation Budget).

Unpaid Leave

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

#4226, Vehicle Assistant, Medical Leave, without precedent, not provided for under the federal Family Medical Leave Act, beginning March 25, 2026 and ending on April 1, 2026 with a return to work date of April 7, 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 2 of the CLIU Induction Program:

Mentor	Inductee
Kelly Howatt	Raven Freund

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

Resource Mentor	PDE Certified Staff Member
Ishma Lewis	Jennifer Deussing
Julianne Smith	Edward Roach

Emergency Employment

Emergency employment of the following person for the 2025-2026 fiscal year, up to 29 hours per week:

Lynne Stout, Speech Therapist, at the hourly rate of \$60.00, effective April 21, 2026 or upon completion of onboarding requirements, but no later than July 20, 2026.

Contracted Services

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

Elizabeth Kressin, Speech Therapist, at the appropriate hourly rate, effective April 21, 2026.

Contract with the following person(s) for the 2025-2026 fiscal year:

Susan Gair Luciano, Speech and Language Impairment Certification Instructor, at a stipend of \$375/participant who meets or exceeds 50% course completion, for course instruction of Neural Bases of Speech and Language, effective March 4, 2026 through April 19, 2026, to be paid upon course completion and submission of final grades.

Kelly Howatt, Speech and Language Impairment Certification Instructor, at a stipend of \$375/participant who meets or exceeds 50% course completion, for course instruction of Phonetic and Phonological Disorders, effective May 6, 2026 through June 17, 2026, to be paid upon course completion and submission of final grades.

Contract with the following person(s) as Girls Club Summer Camp Staff, June 22, 2026 to June 30, 2026, for a stipend of \$1500 each:

Natalie Bojko
Katelyn Rende

PERSONNEL MATTERS (continued)

Substitutes

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

Substitute Teacher

Sumaya Jeeva, effective April 21, 2026 or upon completion of onboarding requirements, but no later than July 20, 2026.

Substitute Instructional Assistant

Nicole Baker, effective April 21, 2026 or upon completion of onboarding requirements, but no later than July 20, 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:

Marlen Padilla Tejada, Behavioral Health Technician (ABA), effective April 21, 2026 or upon completion of final paperwork and onboarding requirements, but no later than July 20, 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:

Erin Garman
Krista Kindt
Kayla Piacquadio
Jessica Verhauz

Summer Employment Pool Support Personnel

Summer Employment Pool Support 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:

Brook Allen
Jennifer Balliet
Cheyenne Burton
Connie Diehl
Chantele Grate
Shaista Khan
Jennifer Miller
Melisa Thompson
Kaitlyn Torres
Rebecca Zeitler

Moved: Dr. William Whitney; Seconded: Jason Bashaw; Vote: Yes – 10; No – 0; Abstentions – 0 ; Absent – 4.

APPROVAL OF THE 2026-2027 CLIU CALENDARS/SCHEDULES

- MOTION: The Carbon Lehigh Intermediate Unit #21 Board of Directors adopts the following CLIU Calendars/Schedules for the 2026-2027 fiscal/school year as presented:

- (a) Office Calendar
- (b) Board Meeting Calendar
- (c) Payroll Schedule

Moved: Sherry Haas; Seconded: Gale Husack; Vote: Yes – 10; No – 0; Abstentions – 0; Absent – 4.

ADOPTION OF PROGRAMS AND SERVICES

-MOTION: The Carbon Lehigh Intermediate Unit Board of Directors shall adopt a program of services for the period of July 1, 2026 through June 30, 2027, and submit such a program of services for the next school year to the Secretary of Education in accordance with Sections 906-A and 914-A. The services listed below are those that we have been providing:

Continuing Professional Education Curriculum Development
Strategic Planning Human Resources
Educational Technologies Services
Management Services

Moved: Emily Gehman; Seconded: Jeremy Glaush; Vote: Yes – 10; No – 0; Abstentions – 0; Absent – 4.

UNFINISHED BUSINESS

There was no Unfinished Business discussed.

NEW BUSINESS

FIRST READING OF POLICY 815: SCHOOL SECURITY PERSONNEL AND USE OF FORCE

The first reading of Policy 815: School Security Personnel and Use of Force was accomplished. The Board will act on this policy following their second reading at the next Board meeting.

PUBLIC COMMENT

The public offered no comments at this meeting.

BOARD SHARING

President Williams reviewed the General Operating Budget district vote results with the Board as noted below:

Proportionate Vote/2026-2027 CLIU General Operating Budget

The proportionate vote has been received from the Pennsylvania Department of Education. The proportionate vote was calculated for each district vote returned for the 2026-2027 CLIU General Operating Budget and passed as noted in the overall total of proportionate votes below, as of March 26, 2026:

569 votes in favor; 0 votes against; 0 abstentions

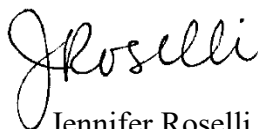
Board President George Williams thanked everyone for their passion and support of IU programs and services. He also recognized Michelle Khouri, of the Whitehall-Coplay school district, for her leadership of a well-attended statewide residency program presentation recently hosted at the IU.

ADJOURNMENT

- MOTION: The Carbon Lehigh Intermediate Unit Board of Directors meeting adjourned at 6:55 p.m.

Moved: Jason Bashaw; Seconded: Anthony DeMarco; President Williams declared the meeting adjourned.

Respectfully submitted,


Jennifer Roselli
Board Secretary

NEXT BOARD MEETING
MONDAY, MAY 18, 2026
6:30 P.M.
Via Zoom or at the Carbon Lehigh Intermediate Unit
4210 Independence Drive
Schnecksville, PA 18078