Agenda of the Schuylkill Intermediate Unit Board of Directors

A meeting of the Schuylkill Intermediate Unit Board of Directors will be held Monday, July 13, 2026, beginning at 7:00 p.m. Schuylkill Technology Center - South Campus / Conference Room, 15 Maple Avenue, MarLin, PA 17951.

1. **Meeting Opening**

   1.A. Call to Order
   Description:
   The regular monthly meeting of the Schuylkill Intermediate Unit 29 Board of Directors, held at the Conference Room of the Schuylkill Technology Center — South Campus, Mar Lin, Pennsylvania, will be called to order by President Scott Jacoby

   1.B. Pledge of Allegiance

   1.C. Roll Call

   1.D. Committee Meeting
   Description:
   The Committee of the Whole will meet before the board meeting at 6:30 p.m.

2. **Addenda/Corrections**
3. **Public Comments/Correspondence**
4. **Annual Reorganization of the Schuylkill Intermediate Unit Board of Directors**
5. **Approval of Minutes**
6. **Finance**

   6.A. Financial Reports
   Description: Approve the Schuylkill Intermediate Unit Financial Reports for May 2026 as presented.

   6.B. Budgets
   Description: Approve the following budgets for the 2026–2027 School Year:

Budget Name	Amount
State Early Intervention	$5,854,522
IDEA B: Component I	$370,549
IDEA B: COMPONENT II AND III	$4,700,552
IDEA: SECTION 619	$347,622
ELECT	$344,000
ABLE-STATE	$121,690
ABLE-FEDERAL	$222,780
FAMILY LITERACY	$88,291
ACT 89	$579,010

   6.C. 21st Century Community Learning Centers
   Description: Approve payments to the following districts as listed for instructional services, transportation, and supplies utilized during May of the 2025-2026 after-

school program. All expenses are covered through the respective grant funds.

6.D. Renewal of Insurance Policies

Description: Approve the renewal of the insurance coverage through Seltzer Insurance Agency effective for the fiscal year July 1, 2025, through June 30, 2026, at annual premiums as presented.

CM REGENT	
Package	$128,109
Auto	$9,948
Unbrella	$4,378
Legal Liability	$5,494
AMTRUST	
Workers Comp	$170,130
ELPHASECURE	
Cyber Liability	$5,048
TOTAL	**$323,107**

6.E. Cafeteria Daily Rates

Description: Establish the daily rates for the 2025-2026 fiscal year as below. Schuylkill Intermediate Unit 29 participates in the Community Eligibility Provision (CEP); therefore, the first student meal purchased is free. The prices listed are for additional student meals purchased.

Regular Student Breakfast	$1.20
Regular Student Lunch	$2.45
Milk (1/2 Pint)	$.65
Adult Breakfast	$3.05
Adult Lunch	$4.85

6.F. Authorized Signers of Bank/Investment Accounts

Description: Appoint authorized signers for the Schuylkill Intermediate Unit bank and investment accounts for the 2026–2027 fiscal year as presented.

- Board President
- Board Treasurer
- Board Secretary
- Executive Director
- Assistant Executive Director
- Business Manager
- Assistant Business Manager

6.G. Renewal of Board Officer Bonds

Description: Authorize administration to obtain renewal of the Board Secretary and Board Treasurer bonds effective July 1, 2026.

6.H. Cooperative Purchasing Programs

Description: Approve the Schuylkill Intermediate Unit to participate in cooperative purchasing programs for the 2026–2027 school year.

7. **Personnel**

7.A. Intent to Retire

Description: Accept the Intent to Retire for Cecelia Reber, Paraprofessional at the Maple Avenue Campus, effective at the end of the day on January 2, 2027.

7.B. Resignations

Description: Accept the resignation of the following employees effective at the end of the day listed:

Employee Name	Position	Employment	Location/Department	Last Day of Employment
Support Staff Compensation Plan				
Elizabeth Brensinger	Non-Public Guidance Counselor	full-time	Nativity BVM/ Curriculum	June 30, 2026

7.C. Employment

Description: Approve the employment of the following employees pending receipt of all required documentation.

Employee Name	City	Position	Employment	Location / Department	Rate	Effective Date	Replacing
Educational Support Professionals Association							
Kyle Welkie	Llewellyn	Custodian — 2nd Shift	full-time	Maple Avenue Campus / Maintenance	$14.50	June 15, 2026	Penelope Davis
Amy Marmas	Schuylkill Haven	Paraprofessional	part-time	Maple Avenue Campus	$14.50	to be determined	open position
Corrine Firestine	Pottsville	Administrative Assistant	full-time	Transportation	$15.50	July 20, 2026	Melissa Zula

7.D. Employment — Long-Term Substitute Teachers

Description: Approve the employment of the following Long-Term Substitute Teachers, start date to be determined pending approval of a Pennsylvania Department of Education Emergency Permit and completion of all pre-employment requirements.

- Robert Oravitz, Minersville, as a long-term Itinerant Support substitute teacher at the Maple Avenue Campus. Due to the extended nature of this assignment, compensation for the 2026–2027 school year will be $50,439, determined by the Schuylkill IU Education Association Salary Schedule for an Entry (1st Year) Teacher - Master's Level.
- Kayla Merwine, Frackville, as a long-term Autistic Support substitute teacher at the Maple Avenue Campus. Due to the extended nature of this assignment, compensation for the 2026–2027 school year will be $48,439, determined by the Schuylkill IU Education Association Salary Schedule for an Entry (1st Year) Teacher.
- Jessica Sickle, Pottsville, as a long-term Autistic Support substitute teacher at the Maple Avenue Campus. Due to the extended nature of this assignment, compensation for the 2026–2027 school year will be $48,439, determined by the Schuylkill IU

Education Association Salary Schedule for an Entry (1st Year) Teacher.
These employees will receive all benefits in accordance with the applicable Collective Bargaining Agreement.

7.E. Summer Custodial Staff
Description: Permission to employ a seasonal summer custodial staff to complete indoor and outdoor tasks at a rate of $12.00 per hour. The staff will start on or about the week of June 22, 2026, through on or about July 30, 2026.

- Shane Fessler
- Chase Sep
- Brack Brown
- Chase Zimerofsky
- Marcela Paniagua
- Grace Lapachinsky

7.F. IU29 Teacher Salaries 2026-2027
Description: Approve the agreed-upon teachers' salaries for the 2026-2027 fiscal year as presented per the approved 2024-2028 Intermediate Unit Education Association/PSEA/NEA Contract.

7.G. ACT 93 and Support Staff Compensation Plan Salaries 2026-2027
Description: Approve the agreed-upon ACT 93 and Support Staff Compensation Plan salaries for the 2026-2027 fiscal year as presented.

7.H. Business Manager Salary Increase
Description: Approve a salary increase of 3.0% for the 2026–2027 fiscal year for the Business Manager.

7.I. Executive Director Salary Increase
Description: Approve a salary increase of 3.0% for the 2026–2027 fiscal year salary of the Executive Director.

7.J. School Police Officer Rates
Description: As of July 1, 2026, adjust the hourly rate for School Police Officers to $32.00, with subsequent increases aligned to the annual percentage increases approved under the Act 93/Support Staff Compensation Plan.

7.K. Additional Hours - Special Education
Description: Approve the following staff for additional hours, not to exceed 20 hours, for the 2026-2027 School Year to prepare Individual Educational Programs (IEP) for students as per the Collective Bargaining Agreement.

- Nikki Stock

7.L. Stipend-Social Service Coordinator
Description: Approve a $5,000.00 stipend to Kristin Nunes, Social Service Coordinator, for the performance of additional PACTT Alliance duties during the 2026-2027 school year.

7.M. Leave of Absence — Leave without Pay
Description: Approve an unpaid leave of absence for the following employee(s). The employee(s) will reimburse the cost of health insurance for their absence when applicable.

- Employee #1160 on June 1, 2, 3, and 4, 2026

- Employee # 2637 on May 7 and 21, 2026
- Employee # 2871 on May 27, 2026

7.N. Job Descriptions
Description: Approve the following job descriptions:

- Administrative Assistant — Floater/Access
- Administrative Assistant - Transportation
- Secondary Mathematics Teacher
- Technology Intern
- Technology Specialist I
- Technology Specialist II
- Technology Specialist Networks & Systems

7.O. Applications
Description:
Accept the applications received and place them on file for all programs as presented. (Supplemental Attachment).

8. **Contracts/Agreements**

8.A. Amergis Healthcare Staffing Agreement
Description: Approve an agreement with Amergis Healthcare Staffing, Inc., Reading, PA, for a School Psychologist in the amount of $100 per hour.

8.B. Catapult Revised Title I Agreement
Description: Approve the revised agreement between the Schuylkill Intermediate Unit and Catapult Learning, LLC of Newark, NJ, in the amount of $123,195.09 plus an 11% administrative fee for providing Title I services to the Schuylkill County non-public and private schools in the 2025-2026 school year.

8.C. Chester County Intermediate Unit - Data Backup Service
Description: Approve the contract amendment with Chester County Intermediate Unit, Downington, PA, to provide off-site data protection and recovery. This service will provide 24x7 support, including monitoring, investigation, and secondary cloud replication.

8.D. Child Development, Inc. Agreement
Description: Enter into an Agreement between the Schuylkill Intermediate Unit 29's Early Intervention Program and Child Development, Inc. to establish working procedures between the two [2] agencies for the provision of services to eligible Early Intervention children at the Child Development Centers for the period July 1, 2026, through June 30, 2027..

8.E. Clear Path Pediatric Therapy LLC Agreement
Description: Extend agreement with Clear Path Pediatric Therapy LLC to provide speech therapy services to students in the IU29 programs through the contractor's therapists at $94.00/hour effective July 1, 2026, through June 30, 2027.

8.F. CVS Health Front Store Work Experience Training Agreement
Description: Approve an agreement with CVS Health for collaborative efforts to provide employability skills training and create meaningful career opportunities for students for two years upon execution. (attachment)

8.G. Featured Speaker Service Agreement

Description: Approve an agreement with All The Way Up Life Inc for an In-Service Keynote Presentation in the amount of $5,000. The cost will be grant-funded.

8.H. FSL Public Finance - Engagement Agreement
Description: Approve an engagement agreement with FSL Public Finance as presented.

8.I. GSL Government Consulting LLC - Consulting and Grant Advisory Services Agreement
Description: Approve a Consulting and Grant Advisory Services Agreement with GSL Government Consulting LLC for assistance in identifying, securing, and implementing grants through the Commonwealth of Pennsylvania

8.J. Husky Research Corporation - Audiological Services
Description: Authorize the administration to approve and execute an Agreement with Husky Research Corporation for services through the Bloomsburg University Department of Audiology and Speech Pathology for the 2026-2027 school year, as outlined in the agreement. This will also provide observation opportunities to Audiology students attending Bloomsburg University.

8.K. IU13 - EES Renewal
Description: Approve the Microsoft Renewal Agreement for EES-IU13 with Lancaster Lebanon IU13, Lancaster, PA, for the 2026-2027 fiscal year. The software allows for the use of Microsoft products, software, and solutions.

8.L. Lease Agreement — Tri-Valley School District
Description: Approve the continuation of the lease agreement with Tri-Valley School District for Early Intervention classroom space in the Hegins-Hubley Elementary Building, effective July 1, 2026, to June 30, 2027, at a rate of $850.00 per month.

8.M. LIEP Agreements
Description: Approve the following LIEP agreements between the Schuylkill Intermediate and the following school districts to support Language Instruction Education Program services for the 2026-2027 school year.

District	Amount
Gillingham Charter	$2,304
Mahanoy Area	$13,176
Minersville Area	$12,804
North Schuylkill	$24,996
Pine Grove Area	$18,048
Pottsville Area	$28,392
Saint Clair Area	$8,028
Shenandoah Valley	$14,544
Tri-Valley	$10,488
Williams Valley	$11,280

8.N. Matrix Linkage Agreement
Description: Approve a letter of linkage with Matrix Behavioral Solutions, LLC, and Schuylkill Intermediate Unit 29 to establish a referral relationship between agencies

and provide continuity of care for the 2026–2027 through 2030–2031 school years. (attachment)

8.O. North Schuylkill School District - Grant Implementation Partner Agreement
Description: Approve a Grant Implementation Partner Agreement with North Schuylkill School District for the implementation of the PDE'S Developing Future Special Educators Grant.

8.P. Pennsylvania PRE-K COUNTS Partnership Agreement
Description: Approve the Pennsylvania PRE-K COUNTS Partnership Agreement with Pine Grove Area School District from July 1, 2026, until June 30, 2027. Schuylkill Intermediate Unit 29 is responsible for fiscal and administrative oversight, program leadership, and decision-making authority relative to PA Pre-K Counts.

8.Q. PenTeleData - Internet Services
Description: Approve the agreement with PenTeleData, Palmerton, PA, for broadband Internet services at the Child Development, Inc. - Fountain Springs Center for the Schuylkill IU29 Early Intervention program. This agreement is for 36 months at a cost of $67.95 per month.

8.R. Point Park University/BloomBoard - Para Educator Advancement Grant Service Agreement
Description: Approve the Service Agreement between Schuylkill Intermediate Unit 29 and Point Park University/BloomBoard for the administration and payment of tuition expenses associated with participants enrolled in the Para Educator Advancement Grant program.

8.S. Sunbelt Staffing Client Service Agreement for Substitute Speech and Language Therapist and Certified Occupational Therapy Assistants
Description: Approve the continuation of the agreement with Sunbelt Staffing Client Service for a Substitute Speech and Language Therapist for $115 per hour and Substitute Certified Occupational Therapy Assistants for $67 per hour.

8.T. Technology Support Agreement - Saint Clair Area School District
Description: Enter into an agreement with Saint Clair Area School District for the provision of technology support services effective July 1, 2026, through June 30, 2027.

8.U. Title I Agreements - Amended
Description: Approve the revised Title I contract for the 2025-2026 school year. Contracts are revised due to school district changes presented in the funding adjustments.

District	Amount
Blue Mountain	$1,194.50

8.V. Title I Agreements
Description: Approve the agreements listed below between the following school districts and the Schuylkill Intermediate Unit for providing Title I services to nonpublic students in the 2026-2027 school year:

District	Amount
Jim Thorpe Area	$1, 588.59

Minersville Area	$2,416.13

8.W. Title III – ESL Summer Tutoring
Description: Request permission to reimburse Title III member districts for district-employed ESL teachers to provide supplemental English Language Development (ELD) virtual tutoring to English learners as requested by parents during the summer, not to exceed 30 hours per teacher at the 2025-26 employee personnel hourly rate listed. All costs are to be covered with Title III funds.

Name	District	HourlyRate
Denise Wahinski	Tamaqua Area	$77.09

8.X. Transportation - Driver Rates and Revisions
Description: Approve the driver rates and revisions as presented.

8.Y. Transportation Contract - 2026-2027 School Year

9. **Policy/Procedure/Protocol**

9.A. Policy — Second and Final Reading
Description: Approve the second and final reading of the following policies:

- 000 Board Procedures

9.B. IU Threat Assessment Plan
Description: Approve the IU Threat Assessment Plan as presented.

9.C. IU/STC Emergency Operations and Multi-Hazard Plan
Description: Approve the IU/STC Emergency Operations Multi-Hazard Plan

9.D. Schuylkill County Emergency Operations Plan
Description: Permission to adopt the Schuylkill County Emergency Operations Plan.

10. **Facility Use**

10.A. Facility Use — Gymnasium and Board Room
Description: Approve PSERS' use of the following rooms at the Maple Avenue Campus

- Gymnasium for the Foundations for Your Future Presentation on Wednesday, September 30, 2026, and Wednesday, April 14, 2027, from 3:30 p.m. to 6:30 p.m.
- Board Room for small group exit counseling on Thursday, October 15, 2026, Thursday, April 1, 2027, and Wednesday, May 5, 2027, from 12:30 p.m. to 5:30 p.m.

11. **Informational Items**

11.A. CPE End of Year Report
Description:

Total Number of Participants	Participant Payment	Instructor Payments	Profit
196	$52,700	$34,125	$18,575

11.B. The Nutrition Group — STC & IU29 Food Service Report May & June 2026

12. **Upcoming Meeting Dates**
Description: Board Meeting
Monday, August 3, 2026
7:00 p.m.

Schuylkill Technology Center - South Campus, Conference Room

13. **Adjournment**

SCHUYLKILL INTERMEDIATE UNIT 29
MONTHLY CASH REPORT

		PSDLAF #8176 GF CHECKING	PSDLAF #8168 PR CHECKING	PSDLAF #1247 GF	PSDLAF #4401 CAP RESERVE	PSDLAF #3377 REVTRAK	M&T #6145 GF	M&T #6153 SPECIAL ED	M&T #9298 CHECKING
BALANCE AS OF	4/30/2026	$ 207,768.82	82,102.49	$ 10,053,777.72	$ 1,004,112.04	$ 32,129.03	$ 4,672.23	$ 28,203.29	$ 2,130.30
RECEIPTS:									
Deposits			-	4,274,126.90		1,330.00	326.45	69.00	-
Transfers		1,702,576.96	894,628.69			-		-	-
Interest		1,818.83	610.33	28,728.63	3,061.25	93.84	0.41	2.40	6.09
Adjustments				-	-	-	-	-	-
		1,704,395.79	895,239.02	4,302,855.53	3,061.25	1,423.84	326.86	71.40	6.09
EXPENDITURES:									
Cash Disbursements		(1,691,411.36)	(315,692.23)	-	-	-			-
Payroll		-	(569,068.49)	-	-	-	-	-	-
ACH		(13,029.83)		(22,216.48)		(241.75)	-	-	-
Transfers				(2,597,205.65)				-	-
Adjustments			4,544.96	-	-	-	-	-	-
		(1,704,441.19)	(880,215.76)	(2,619,422.13)	-	(241.75)	-	-	-
BALANCE AS OF	5/31/2026	$ 207,723.42	97,125.75	$ 11,737,211.12	$ 1,007,173.29	$ 33,311.12	$ 4,999.09	$ 28,274.69	$ 2,136.39

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: GF - GF Checking PSDLAF **Payment Dates:** 05/01/2026 - 05/31/2026

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: **Payment Number**

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000168493	05/04/2026	AMAZON CAPITAL SERVICES	TV classroom snacks, OT, speech items	Privacy screens for Jacoby Conference Room	848.95
0000168494	05/04/2026	CELESTE Y BAILEY	Other Prof Ed Serv		525.00
0000168495	05/04/2026	LISA BALKIEWICZ	CONTRACTED CARRIERS		4,066.00
0000168496	05/04/2026	BLUE MOUNTAIN SCHOOL DISTRICT	PASS THRU		3,595.88
0000168497	05/04/2026	BRUSH STROKES	Other Prof Ed Serv		0.00
0000168498	05/04/2026	COLTON BUTLER	OTHER EMPLOYEE BENEFITS		4,780.00
0000168499	05/04/2026	CATAPULT LEARNING	Other Prof Ed Serv		34,582.89
0000168500	05/04/2026	C&R BUS TOURS	CONTRACTED CARRIERS		4,039.00
0000168501	05/04/2026	D & H DISTRIBUTING COMPANY	TECHNOLOGY SUPPLIES & FEES		79.82
0000168502	05/04/2026	EDLAW INTERACTIVE LLC	Other Prof Ed Serv		4,800.00
0000168503	05/04/2026	GLORIA FREHAFER	CONTRACTED CARRIERS		1,848.00
0000168504	05/04/2026	FROMM ELECTRIC SUPPLY CORP	GENERAL SUPP		107.16
0000168505	05/04/2026	GOVCONNECTION INC	Replacement laptop for Michelle Stone		984.00
0000168506	05/04/2026	GRAINGER INC	GENERAL SUPP		331.81
0000168507	05/04/2026	GILLINGHAM CHARTER SCHOOL	PASS THRU		272.46
0000168508	05/04/2026	DONALD HOLOHAN	CONTRACTED CARRIERS		3,141.00
0000168509	05/04/2026	CODY HUGHES	OTHER EMPLOYEE BENEFITS		585.00
0000168510	05/04/2026	KOPPY'S PROPANE, INC.	GENERAL SUPP		459.02
0000168511	05/04/2026	JAMIE KUEHN	OTHER EMPLOYEE BENEFITS		5,864.69
0000168512	05/04/2026	LJC DISTRIBUTOR FULLER BRUSH	GENERAL SUPP		2,064.00
0000168513	05/04/2026	MAGIC TOUCH ENTERTAINMENT	Other Prof Ed Serv		1,950.00

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

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Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: **Payment Number**

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000168514	05/04/2026	MAHANOY AREA SCHOOL DISTRICT	PASS THRU		49,264.06
0000168515	05/04/2026	MAMMOTH MATERIALS	GENERAL SUPP		20.00
0000168516	05/04/2026	MATTERA CONSTRUCTION INC	OTHER PROF. SVC.		4,050.00
0000168517	05/04/2026	MINERSVILLE AREA SCHOOL DISTRICT	PASS THRU		67,499.05
0000168518	05/04/2026	SHERRY MOYER	CONTRACTED CARRIERS		3,990.00
0000168519	05/04/2026	VICTOR E MUNCY INC	REPAIRS & MAINT BLDG		125.00
0000168520	05/04/2026	NEXT CENTURY INC	Other Prof Ed Serv		6,218.81
0000168521	05/04/2026	NORTH SCHUYLKILL SCHOOL DISTRICT	PASS THRU		2,946.45
0000168522	05/04/2026	PPL ELECTRIC UTILITIES	ENERGY		0.00
0000168523	05/04/2026	PENNSYLVANIA SCHOOL COUNSELORS ASSOCIATION	GENERAL SUPP		30.00
0000168524	05/04/2026	SHERRI L PADELSKY-QUANDEL	CONTRACTED CARRIERS		11,000.00
0000168525	05/04/2026	PANTHER VALLEY SCHOOL DISTRICT	PASS THRU		3,063.48
0000168526	05/04/2026	PINE GROVE AREA SCHOOL DISTRICT	PASS THRU		23,644.61
0000168527	05/04/2026	POTTSVILLE AREA SCHOOL DISTRICT	PASS THRU		569,522.64
0000168528	05/04/2026	RAVINE TRANSPORTATION INC.	CONTRACTED CARRIERS		3,132.00
0000168529	05/04/2026	RED CREEK WILDLIFE CENTER	Other Prof Ed Serv		361.00
0000168530	05/04/2026	EARL RENNINGER INC	CONTRACTED CARRIERS		417.50
0000168531	05/04/2026	SAINT CLAIR AREA SCHOOL DISTRICT	PASS THRU		15,654.17
0000168532	05/04/2026	ST. NICHOLAS CATERING	GENERAL SUPP		4,309.20
0000168533	05/04/2026	SCHUYLKILL IU 29	COMMUNICATIONS		590.00

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Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: **Payment Number**

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000168534	05/04/2026	SCHUYLKILL HAVEN AREA SCHOOL DISTRICT	PASS THRU		14,309.65
0000168535	05/04/2026	SCH HAVEN AREA SCHOOL DISTRICT	RENT LAND BUILDINGS		850.00
0000168536	05/04/2026	SHENANDOAH VALLEY SCHOOL DISTRICT	PASS THRU		44,054.90
0000168537	05/04/2026	SMART FUTURES	GENERAL SUPP		2,000.00
0000168538	05/04/2026	SONOVA USA INC	Assistive Device		2,030.73
0000168539	05/04/2026	DEBORAH A STIVERS	Other Prof Ed Serv		2,250.00
0000168540	05/04/2026	SUNBELT STAFFING, LLC	Other Prof Ed Serv		12,244.25
0000168541	05/04/2026	SUNOCO UNIVERSAL FLEET	GASOLINE		493.45
0000168542	05/04/2026	SWEET STEVENS KATZ & WILLIAMS	OTHER PROF. SVC.		1,640.00
0000168543	05/04/2026	TAMAQUA AREA SCHOOL DISTRICT	PASS THRU		15,589.71
0000168544	05/04/2026	TAMAQUA AREA SCHOOL DISTRICT	RENT LAND BUILDINGS		850.00
0000168545	05/04/2026	TRI-VALLEY SCHOOL DISTRICT	PASS THRU		2,938.93
0000168546	05/04/2026	TRI-VALLEY SCHOOL DISTRICT	RENT LAND BUILDINGS		850.00
0000168547	05/04/2026	WALTER T TRUANCE	CONTRACTED CARRIERS		5,245.00
0000168548	05/04/2026	PAMELA S ULICNY	Other Prof Ed Serv		1,020.00
0000168549	05/04/2026	WILLIAMS VALLEY SCHOOL DISTRICT	PASS THRU		27,574.71
0000168550	05/04/2026	INSTRUCTIONAL ACCOUNT	GENERAL SUPP		71.65
0000168551	05/04/2026	MOUNT CARMEL SCHOOL DISTRICT	PASS THRU		33,336.52
0000168552	05/08/2026	AMAZON CAPITAL SERVICES	Nurse supplies	teacher supplies	1,614.61
0000168553	05/08/2026	MICHELLE ARGUST	Other Prof Ed Serv		544.11

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Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000168554	05/08/2026	BAYADA HOME HEALTH CARE INC	OTHER PROF. SVC.		9,310.00
0000168555	05/08/2026	DIANE BELSAK	Other Prof Ed Serv		555.22
0000168556	05/08/2026	BERKS COUNTY IU #14	Other Prof Ed Serv		2,565.00
0000168557	05/08/2026	THE CAKE PROS/MOTHER BEARS CANDY	Other Prof Ed Serv		82.50
0000168558	05/08/2026	CLEAR PATH PEDIATRIC THERAPY LLC	Other Prof Ed Serv		8,463.00
0000168559	05/08/2026	COMCAST	COMMUNICATIONS		18,501.79
0000168560	05/08/2026	CONEXUS	REPAIRS & MAINT BLDG		1,675.00
0000168561	05/08/2026	D & H DISTRIBUTING COMPANY	TECHNOLOGY SUPPLIES & FEES		109.75
0000168562	05/08/2026	SANDRA DAVENPORT	TRAVEL		54.38
0000168563	05/08/2026	EDU-CARE SERVICES INC	Cohort 11 - NSE		37.95
0000168564	05/08/2026	FRASER ADVANCED INFO. SYSTEMS	CORE	EI	2,474.77
0000168565	05/08/2026	GOVCONNECTION INC	Replacment batteries for UPS's in main network closet		498.00
0000168566	05/08/2026	GRAINGER INC	GENERAL SUPP		58.51
0000168567	05/08/2026	HADESTY'S	GENERAL SUPP		55.35
0000168568	05/08/2026	PATRICIA HINKEL	Other Prof Ed Serv		500.00
0000168569	05/08/2026	ITC GLOBAL NETWORKS, LLC	COMMUNICATIONS	GENERAL SUPP	351.58
0000168570	05/08/2026	KEGEL'S PRODUCE, INC.	FOOD SVCS FOOD COSTS		100.90
0000168571	05/08/2026	BRIANA KNARR	TRAVEL		43.14
0000168572	05/08/2026	ALICIA LAHR	TRAVEL		153.70
0000168573	05/08/2026	LANGUAGE LINE SERVICES, INC.	Other Prof Ed Serv		156.35
0000168574	05/08/2026	LEADER SERVICES	Other Prof Ed Serv	Technical Services	1,152.20

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: GF - GF Checking PSDLAF **Payment Dates:** 05/01/2026 - 05/31/2026

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: **Payment Number**

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000168575	05/08/2026	LVHN FINANCE	Other Prof Ed Serv	OTHER PROF. SVC.	450.00
0000168576	05/08/2026	LOWE'S HOME CENTERS INC	GENERAL SUPP		723.02
0000168577	05/08/2026	MINERSVILLE AREA SCHOOL DISTRICT	Other Prof Ed Serv	CONTRACTED CARRIERS	5,027.56
0000168578	05/08/2026	NEXT CENTURY INC	Other Prof Ed Serv		14,061.82
0000168579	05/08/2026	NORTH SCHUYLKILL SCHOOL DISTRICT	Other Prof Ed Serv		9,983.01
0000168580	05/08/2026	NORTHERN SPEECH SERVICES	Speech supplies		312.59
0000168581	05/08/2026	PENN NATIONAL INSURANCE	BONDS		100.00
0000168582	05/08/2026	POTTSVILLE AREA SCHOOL DISTRICT	Other Prof Ed Serv		1,396.80
0000168583	05/08/2026	POTTER'S FARM LLC	Other Prof Ed Serv		175.00
0000168584	05/08/2026	POWER SCHOOL GROUP LLC	OTHER PROF. SVC.		1,896.15
0000168585	05/08/2026	ROCHE FINANCIAL	NONCATEGORICAL		925.20
0000168586	05/08/2026	SAINT CLAIR AREA SCHOOL DISTRICT	Other Prof Ed Serv	CONTRACTED CARRIERS	5,435.45
0000168587	05/08/2026	SCH AVTS - SHOP ACCOUNT	MEALS		330.00
0000168588	05/08/2026	SCHUYLKILL CO. SCHOOL EMPLOYEE	NONCATEGORICAL		441,946.00
0000168589	05/08/2026	SCHUYLKILL IU 29	GENERAL SUPP		5.57
0000168590	05/08/2026	SCHUYLKILL HAVEN AREA SCHOOL DISTRICT	Other Prof Ed Serv		4,537.26
0000168591	05/08/2026	SUNBELT STAFFING, LLC	Other Prof Ed Serv		5,230.00
0000168592	05/08/2026	SUNTEX INTERNATIONAL INC.	Math 24 Competition 2026		98.84
0000168593	05/08/2026	VERIZON WIRELESS	570-728-4227 OUTREACH	EVETTE POGIRSKI	2,505.52
0000168594	05/08/2026	WILLIAMS VALLEY SCHOOL DISTRICT	Other Prof Ed Serv		2,749.00

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FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: GF - GF Checking PSDLAF **Payment Dates:** 05/01/2026 - 05/31/2026

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: **Payment Number**

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000168595	05/11/2026	HAZLETON DMV	GENERAL SUPP		45.50
0000168596	05/22/2026	ALVERNIA UNIVERSITY	TUITION REIMB		1,625.40
0000168597	05/22/2026	AMAZON CAPITAL SERVICES	GENERAL SUPP	teacher supplies	461.30
0000168598	05/22/2026	ANZIO ACADEMICS INC.	Other Prof Ed Serv		1,125.00
0000168599	05/22/2026	CELESTE Y BAILEY	Other Prof Ed Serv		350.00
0000168600	05/22/2026	MARK BARNETT	TUITION REIMB		2,141.00
0000168601	05/22/2026	BAYADA HOME HEALTH CARE INC	OTHER PROF. SVC.		6,685.00
0000168602	05/22/2026	JILL BROOKS	Other Prof Ed Serv		1,575.00
0000168603	05/22/2026	BRUSH STROKES	Other Prof Ed Serv		800.00
0000168604	05/22/2026	CENTRE STREET HARDWARE	GENERAL SUPP		82.95
0000168605	05/22/2026	CATAPULT LEARNING	Other Prof Ed Serv		36,991.20
0000168606	05/22/2026	JENNIFER CORY	OTHER EMPLOYEE BENEFITS		630.00
0000168607	05/22/2026	C&R BUS TOURS	CONTRACTED CARRIERS		4,480.00
0000168608	05/22/2026	J C EHRLICH CO	REPAIRS & MAINT BLDG		724.50
0000168609	05/22/2026	ANNE GRABOWSKI	OTHER EMPLOYEE BENEFITS		3,111.00
0000168610	05/22/2026	GENEVA COLLEGE	OTHER EMPLOYEE BENEFITS		1,542.00
0000168611	05/22/2026	PATRICIA HINKEL	Other Prof Ed Serv		500.00
0000168612	05/22/2026	HOME DEPOT CREDIT SERVICES	GENERAL SUPP		114.21
0000168613	05/22/2026	KEGEL'S PRODUCE, INC.	FOOD SVCS FOOD COSTS		81.60
0000168614	05/22/2026	LINDA LIGHT	LONG	HARNER	1,280.00
0000168615	05/22/2026	LJC DISTRIBUTOR FULLER BRUSH	GENERAL SUPP		61.00
0000168616	05/22/2026	MICHELE MAMROSH	OTHER EMPLOYEE BENEFITS		2,205.00

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FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: GF - GF Checking PSDLAF **Payment Dates:** 05/01/2026 - 05/31/2026

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: **Payment Number**

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000168617	05/22/2026	AMY MARRONGELLE	GENERAL SUPP		116.39
0000168618	05/22/2026	METIRI ANALYTICAL GROUP INC	REPAIRS & MAINT BLDG		130.29
0000168619	05/22/2026	TAYLOR MISKE	OTHER EMPLOYEE BENEFITS		675.00
0000168620	05/22/2026	VICTOR E MUNCY INC	REPAIRS & MAINT BLDG		925.00
0000168621	05/22/2026	NEWHURST INC	CONTRACTED CARRIERS		460.00
0000168622	05/22/2026	NEW READERS PRESS	State Incentive Funds Supplies	State Text	2,516.13
0000168623	05/22/2026	NORTH SCHUYLKILL SCHOOL DISTRICT	Other Prof Ed Serv		10,581.00
0000168624	05/22/2026	NUTRITION, INC.	FOOD SERVICE - NON-FOOD COSTS	FOOD SVCS FOOD COSTS	16,664.53
0000168625	05/22/2026	PASAP OFFICE	OTHER EMPLOYEE BENEFITS		45.00
0000168626	05/22/2026	KELLY SERVICES	Other Prof Ed Serv		9,038.90
0000168627	05/22/2026	PENTELEDATA	COMMUNICATIONS		92.95
0000168628	05/22/2026	NEPA -REPUBLICAN-HERALD	Other Advertising		544.50
0000168629	05/22/2026	PROGRESSIVE PEDIATRIC THERAPY, LLC	Other Prof Ed Serv		6,260.24
0000168630	05/22/2026	PURE WATER TECHNOLOGY OF CENTRAL PA	GENERAL SUPP		445.75
0000168631	05/22/2026	R&J TRANSPORTATION INC.	CONTRACTED CARRIERS		1,800.00
0000168632	05/22/2026	READING ELEVATOR SERVICE INC	REPAIRS & MAINT BLDG		2,044.00
0000168633	05/22/2026	RENAISSANCE	BOOKS & PERIOD		5,637.50
0000168634	05/22/2026	CHRISTI A RHODE	OTHER EMPLOYEE BENEFITS		1,901.95
0000168635	05/22/2026	ROHRER BUS SERVICE	CONTRACTED CARRIERS		927.00
0000168636	05/22/2026	PETER RUSHTON	Other Prof Ed Serv		325.00
0000168637	05/22/2026	ABRA SCHULTZ	REPAIRS & MAINT BLDG		26.02

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: GF - GF Checking PSDLAF **Payment Dates:** 05/01/2026 - 05/31/2026

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: **Payment Number**

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000168638	05/22/2026	SCH AVTS - SHOP ACCOUNT	MEALS		240.00
0000168639	05/22/2026	SCH AVTS - OPERATING AGENCY	REG SALARY CLERK		5,594.53
0000168640	05/22/2026	SPECTROTEL	COMMUNICATIONS		778.61
0000168641	05/22/2026	DEBORAH STIVERS	Other Prof Ed Serv		18.88
0000168642	05/22/2026	SWEET STEVENS KATZ & WILLIAMS	OTHER PROF. SVC.		380.00
0000168643	05/22/2026	PAMELA S ULICNY	Other Prof Ed Serv		200.00
0000168644	05/22/2026	BARBARA WILKINSON	Other Prof Ed Serv		675.00
0000168645	05/22/2026	INSTRUCTIONAL ACCOUNT	MEALS		498.78

10 - GENERAL FUND	**668,320.08**
23 - CORE/ FEDERAL STATE	**829,432.33**
24 - SPECIAL ED TRANS FUND	**34,823.45**
26 - EARLY INTERVENTION PROG	**129,831.85**
51 - FOOD SVC FUND	**16,847.03**
58 - OTHER ENTERPRISE FUNDS	**11,958.62**
Grand Total All Funds	**1,691,213.36**
Grand Total Credit Cards	**0.00**
Grand Total Direct Deposits	**0.00**
Grand Total Manual Checks	**(27,191.57)**
Grand Total Other Disbursement Non-negotiables	**0.00**
Grand Total Procurement Card Other Disbursement Non-negotiables	**0.00**
Grand Total Regular Checks	**1,718,404.93**
Grand Total Virtual Payments	**0.00**
Grand Total All Payments	**1,691,213.36**

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: PY - PAYROLL PSDLAF **Payment Dates:** 05/01/2026 - 05/31/2026

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: **Payment Number**

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000225482	05/08/2026	SCHUYLKILL COUNTY SCHOOL EMPLOYEES	DED: HSA - Full Payroll Pay Date: 5/8/2026		4,986.00
0000225485	05/22/2026	SCHUYLKILL COUNTY SCHOOL EMPLOYEES	DED: HSA - Full Payroll Pay Date: 5/22/2026		4,961.00
0000225486	05/26/2026	SCHUYLKILL IU 29	DED: LWOP MED - Full Payroll Pay Date: 5/22/2026		77.68
0000225487	05/26/2026	STATEWIDE TAX RECOVERY	DED: Statewide Tax - Full Payroll Pay Date: 5/22/2026	DED: Statewide Tax - Full Payroll Pay Date: 5/8/2026	404.90
0000225488	05/26/2026	HAB-DLT (ER)	DED: BERK WAGE GARN - Full Payroll Pay Date: 5/8/2026	DED: BERK WAGE GARN - Full Payroll Pay Date: 5/22/2026	251.89
0000225489	05/26/2026	SCHUYLKILL UNITED WAY	DED: UNITED WAY - Full Payroll Pay Date: 5/22/2026	DED: UNITED WAY - Full Payroll Pay Date: 5/8/2026	228.00
0000225490	05/26/2026	AMERICAN HERITAGE LIFE INSURANCE CO	DED: Life/LTC - Full Payroll Pay Date: 5/22/2026	DED: Life/LTC - Full Payroll Pay Date: 5/8/2026	1,206.86
0000225491	05/26/2026	NORTH AMERICAN BENEFITS COMPANY	DED: LONG TERM DIS - Full Payroll Pay Date: 5/22/2026	DED: LONG TERM DIS - Full Payroll Pay Date: 5/8/2026	971.56
0000225492	05/26/2026	TSA CONSULTING GROUP INC.	DED: ROTH 403B KADES - Full Payroll Pay Date: 5/22/2026	DED: ROTH 403B KADES - Full Payroll Pay Date: 5/8/2026	14,965.12
0000225493	05/26/2026	IUESPA	DED: NON-PROF DUES - Full Payroll Pay Date: 5/8/2026	DED: NON-PROF DUES - Full Payroll Pay Date: 5/22/2026	590.30
0000225494	05/26/2026	PSEA SCHUYLKILL COUNTY IU 29	DED: PROF DUES - Full Payroll Pay Date: 5/8/2026	DED: PROF DUES - Full Payroll Pay Date: 5/22/2026	4,740.20
0000225495	05/26/2026	SCHUYLKILL COUNTY SCHOOL EMPLOYEES	DED: 125 COPAY TEACH - Full Payroll Pay Date: 5/22/2026	DED: 125 COPAY TEACH - Full Payroll Pay Date: 5/8/2026	9,322.00
* AF00000531	05/31/2026	AFLAC	DED:[AFLAC CANCER] AFLAC CANCER PLAN - Pay Date: 5/22/2026	DED:[AFLAC CANCER] AFLAC CANCER PLAN - Pay Date: 5/8/2026	3,610.50
* ET00000508	05/08/2026	IRS	Purpose: EE FED Pay Date: 5/8/2026	Purpose: EE SS Pay Date: 5/8/2026	90,070.88
* ET00000522	05/22/2026	IRS	Purpose: EE FED Pay Date: 5/22/2026	Purpose: EE SS Pay Date: 5/22/2026	87,692.51
* RE00000531	05/31/2026	PSERS	Purpose: EE RETP Pay Date: 5/8/2026	Purpose: EE RETP Pay Date: 5/22/2026	57,157.96
* ST00000508	05/08/2026	PA DEPT OF REVENUE	Purpose: EE STPA Pay Date: 5/8/2026		12,356.87
* ST00000522	05/22/2026	PA DEPT OF REVENUE	Purpose: EE STPA Pay Date: 5/22/2026		12,081.87

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: PY - PAYROLL PSDLAF **Payment Dates:** 05/01/2026 - 05/31/2026

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: **Payment Number**

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
* VOYA000508	05/08/2026	VOYA	Purpose: EE RETD Pay Date: 5/8/2026	Purpose: ER RETD Pay Date: 5/8/2026	5,014.77
* VOYA000522	05/22/2026	VOYA	Purpose: EE RETD Pay Date: 5/22/2026	Purpose: ER RETD Pay Date: 5/22/2026	5,001.36

10 - GENERAL FUND	**14,642.36**
23 - CORE/ FEDERAL STATE	**37,979.80**
26 - EARLY INTERVENTION PROG	**11,597.28**
58 - OTHER ENTERPRISE FUNDS	**1,189.30**
71 - PAYROLL FUND	**250,283.49**
Grand Total All Funds	**315,692.23**
Grand Total Credit Cards	**0.00**
Grand Total Direct Deposits	**0.00**
Grand Total Manual Checks	**0.00**
Grand Total Other Disbursement Non-negotiables	**272,986.72**
Grand Total Procurement Card Other Disbursement Non-negotiables	**0.00**
Grand Total Regular Checks	**42,705.51**
Grand Total Virtual Payments	**0.00**
Grand Total All Payments	**315,692.23**

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

SCHUYLKILL INTERMEDIATE UNIT #29
STATE EARLY INTERVENTION BUDGET
2026-2027

PROGRAM SUPERVISOR, SERVICE COORDINATORS				
1281-111-012	HESS, Ashley	10.00%	$ 93,456	$ 253,495
1281-111-012	TEDESCO, Nina	100.00%	$ 77,568	
1281-111-012	TBD	100.00%	$ 83,000	
1281-111-012	SCHWENK, Alretta	100.00%	$ 83,581	
1281-210-012	GROUP INSURANCE	3.10	$ 45,000	$ 139,500
1281-220-012	SOCIAL SECURITY	7.65%	$ 253,495	$ 19,392
1281-230-012	RETIREMENT	33.59%	$ 253,495	$ 85,149
1281-299-012	TUITION			$ -
1281-250-012	UNEMPLOYMENT	1.00%	$ 10,000	$ 310
1281-260-012	WORKMAN COMPENSATION	1.95%	$ 253,495	$ 4,943
1281-441-012	RENT			$ -
1281-580-012	TRAVEL			$ 9,000
SPEECH/LANGUAGE CLINICIANS				
1225-121-0-12	**SPEECH**			$ 880,712
	BUCHER, Andrea	100.00%	$ 69,994	
	BURNS, Dawn	100.00%	$ 79,625	
	FATULA, Taryn	100.00%	$ 80,117	
	FORNEY, Ashley	100.00%	$ 73,961	
	GRETSKY, Jaclyn	100.00%	$ 78,008	
	HOPPEL, Tonya	100.00%	$ 76,410	
	HOWELL, Robyn	100.00%	$ 81,299	
	NEMETH, Cheryl	100.00%	$ 91,803	
	STOKES, Gwen	100.00%	$ 86,199	
	SAVITSKI, Lindsey	100.00%	$ 56,588	
	MISKE, Taylor	100.00%	$ 58,268	
	TBD	100.00%	$ 48,439	
1281-126-0-12	Ins. Opt. Out			$ 8,000
1225-210-0-12	GROUP INSURANCE	11.00	$ 45,000	$ 495,000
1225-220-0-12	SOCIAL SECURITY	7.65%	$ 888,712	$ 67,986
1225-230-0-12	RETIREMENT	33.59%	$ 888,712	$ 298,518
1225-250-0-12	UNEMPLOYMENT	1.00%	$ 10,000	$ 1,100
1225-260-0-12	WORKMAN COMPENSATION	1.95%	$ 880,712	$ 17,174
1225-299-0-12	TUITION/OTHER EMPLOYEE BENEFITS			$ 15,000
1225-329-0-12	SPEECH			$ 175,000
1225-580-0-12	TRAVEL			$ 18,000
1225-610-0-12	GENERAL SUPPLIES			$ 1,900

1281-121-0-12	**TEACHER SALARIES**			$ 524,942.00
	APPLEGATE, Tara	100.00%	$ 53,585	
	BUTCAVAGE, Linda	100.00%	$ 78,175	
	DRASDIS, Kayla	10.00%	$ 55,242	
	MCGROARTY, Kelly	10.00%	$ 74,875	
	MAMROSH, Michelle	100.00%	$ 49,173	
	URBAN, Kimberly	100.00%	$ 72,392	
	WALLACE, Megan	100.00%	$ 73,994	
	BROWN, Carrie	100.00%	$ 53,007	
	BOYER, Lisa	100.00%	$ 49,173	
	MARK, Alexandra	15.00%	$ 59,842	
	HOLLAND, Amy	32.00%	$ 78,175	
	TBD	100.00%	$ 48,439	
1281-126-0-12	Ins. Opt. Out			$ 16,000
1281-329-0-12	SUBSTITUTE TEACHERS			$ 11,000
1281-151-0-12	**SECRETARY/CLERICAL** (1,875 Hours)			$ 104,625
	LEONARD, HEATHER	100.00%	$ 42,094	
	GRIFFITH, MELISSA	100.00%	$ 44,156	
	TBD	10.00%	$ 29,063	
	TOBIN, Tracey	50.00%	$ 30,938	
1281-191-0-12	**AIDES** (1,000 Hours)			$ 209,607
	SPARKS, Grace (PT) - MAC		$ 14,496	
	SHOMPER, Johanne (PT) - MAC		$ 23,513	
	KELLY, Brianne (PT) - MAC		$ 15,984	
	ZELWALK, Christine (PT) - MAC		$ 15,984	
	HARNER, Lexis (PT) - Tri Valley		$ 15,984	
	TBD (PT) - Tri Valley		$ 14,953	
	BUEHLER, Holly (PT) - Schuylkill Haven		$ 20,006	
	COOPER, Jennifer (PT) - Schuylkill Haven		$ 23,513	
	MCCABE, Lydia (PT) - STC North		$ 17,222	
	AMBROSE, Linda (PT) - STC North		$ 15,984	
	DE LOS SANTOS, Germania (PT) - Tamaqua		$ 15,984	
	HEIM, Farrah (PT) - Tamaqua		$ 15,984	

1281-210-0-12	GROUP INSURANCE			$ 417,150	
1281-211-0-12	Teachers	6.67	$ 45,000		
	Secretaries	2.60	$ 45,000		
	Aides	0.00	$ 45,000		
1281-220-0-12	SOCIAL SECURITY	7.65%	$ 855,174	$ 65,421	
1281-230-0-12	RETIREMENT	33.59%	$ 855,174	$ 287,253	
1281-250-0-12	UNEMPLOYMENT	1.00%	$ 10,000	$ 2,600	
1281-260-0-12	WORKMAN COMPENSATION	1.95%	$ 839,174	$ 16,364	
1281-299-0-12	TUITION/OTHER EMPLOYEE BENEFITS			$ 6,000	
1281-329-0-12	PROFESSIONAL SERVICES - TRAINING			$ 11,000	
1281-329-0-12	SUBSTITUTE AIDES - ESS	12*$13.34*7*5		$ 5,602	
1281-413-0-12	CLEANING SERVICE			$ -	
1281-448-0-12	COPIER RENTAL			$ 4,500	
1281-438-0-12	M & R INFO SYSTEMS			$ -	
1281-441-0-12	RENT			$ -	
1281-441-ACEI	RENT			$ 30,600	$ 30,600
1281-513-0-12	CONTRACTED CARRIERS			$ 20,000	
1281-530-0-12	COMMUNICATIONS - POSTAGE - PRINTING			$ 8,500	
1281-580-0-12	TRAVEL			$ 9,000	
1281-610-0-12	SUPPLIES-GENERAL			$ 25,000	
1281-640-0-12	BOOKS & PERIODICALS			$ -	
NURSING SERVICES					
2440-131-ACEI	NURSE PRETZER, Kristi		$ 30,344	$ 41,440	
2440-210-ACEI	GROUP INSURANCE		$ 45,000	$ 45,000	
2440-220-ACEI	SOCIAL SECURITY	7.65%	$ 41,440	$ 3,170	
2440-230-ACEI	RETIREMENT	33.59%	$ 41,440	$ 13,920	
2440-250-ACEI	UNEMPLOYMENT	1.00%	$ 10,000	$ 100	
2440-260-ACEI	WORKMAN COMPENSATION	1.95%	$ 41,440	$ 808	
2440-299-ACEI	OTHER EMPLOYEE BENEFITS			$ 250	$ 104,688
SALARIES-PROFESSIONAL, OTHER					
2490-131-ACEI	TBD		$ 80,000	$ 105,000	
2490-210-ACEI	GROUP INSURANCE		$ 45,000	$ 45,000	
2490-220-ACEI	SOCIAL SECURITY	7.65%	$ 105,000	$ 8,033	
2490-230-ACEI	RETIREMENT	33.59%	$ 105,000	$ 35,270	
2490-250-ACEI	UNEMPLOYMENT	1.00%	$ 10,000	$ 100	
2490-260-ACEI	WORKMAN COMPENSATION	1.95%	$ 105,000	$ 2,048	
2490-299-ACEI	OTHER EMPLOYEE BENEFITS			$ 250	
2490-329-ACEI	OTHER PROFESSIONAL SERVICES			$ 4,000	
2490-580-ACEI	TRAVEL			$ 1,750	
2490-610-ACEI	GENERAL SUPPLIES			$ 1,178	$ 202,629

2490-131-0-12	**SALARIES-PROFESSIONAL, OTHER**			$ 415,164	
	DRUM, Alison (Phys Ther)		$ 83,442		
	KOCH, Ricki (COTA)		$ 43,800		
	KETCHUM, Larissa (OTR)		$ 60,750		
	MAJOR, Savannah (OTR)		$ 59,489		
	BANKUS, Abigail (OTR)		$ 57,984		
	LAHR, Alicia (OTR)		$ 61,260		
	TBD (COTA)		$ 48,439		
2490-136-0-12	Ins. Opt. Out			$ 24,000	
2490-210-0-12	GROUP INSURANCE	4.00	$ 45,000	$ 180,000	
2490-220-0-12	SOCIAL SECURITY	7.65%	$ 415,164	$ 31,760	
2490-230-0-12	RETIREMENT	33.59%	$ 415,164	$ 139,454	
2490-250-0-12	UNEMPLOYMENT	1.00%	$ 10,000	$ 700	
2490-260-0-12	WORKMAN COMPENSATION	1.95%	$ 415,164	$ 8,096	
2490-299-0-12	TUITION/OTHER EMPLOYEE BENEFITS			$ 5,000	
2490-330-0-12	PURCHASED PROFESSIONAL & TECHNICAL SERVICES			$ 175,000	$ -
2490-580-0-12	TRAVEL			$ 15,000	
2490-610-0-12	GENERAL SUPPLIES			$ 750	
2490-640-0-12	BOOKS & PERIODICALS			$ -	
2990-899-0-12	PASS THRU TO DISTRICTS			$ -	
5210-934-0-12	ADMINISTRATIVE FEE (7%)	$ 4,478,718		$ 286,938	
					$ 337,917
			TOTAL	$ 5,854,522	
					$ -

SOCIAL SECURITY	$ 97,881	ALLOCATION		$ 4,478,718	
RETIREMENT	$ 558,717	DIFFERENCE		$ 1,375,804	
TOTAL	$ 656,598	SUBSIDIES	$ 656,598		
		ACCESS	$ 337,917		
		SAM, INC	$ -		
		SCHOOL AGE BILLINGS	$ 30,000		
		INTEREST	$ 20	$ 1,024,535	

SCHUYLKILL INTERMEDIATE UNIT #29
IDEA - B COMPONENT I
2026-2027

I-SYSTEM SERVICES I.D.E.A. (2026-2027)

1281-121-0-13	TEACHER SALARIES			$154,574
	WERT, Amey	100%	$ 52,242	
	SHOLLENBERGER, NICOLE	100%	$ 49,173	
	HOLLAND, Amy	68%	$ 78,175	
1281-126-0-13	INSURANCE OPT-OUT	100%	$ -	$ -
1281-210-0-13	GROUP INSURANCE	268.00%	$ 45,000	$120,600
1281-220-0-13	SOCIAL SECURITY	7.6500%	$ 154,574	$ 11,825
1281-230-0-13	RETIREMENT	16.7950%	$ 154,574	$ 25,961
1281-240-0-13	TUITION			$ -
1281-250-0-13	UNEMPLOYMENT	1.0000%	$ 10,000	$ 368
1281-260-0-13	WORKMAN COMPENSATION	1.9500%	$ 154,574	$ 3,014
1281-299-0-13	OTHER EMPLOYEE BENEFITS			$ 7,000
1281-329-0-13	SUBSTITUTE TEACHERS	1*186.76*20		$ 3,720
1281-441-0-13	RENT			$ -
1281-531-0-13	POSTAGE/COPY EXPENSE			$ -
1281-580-0-13	TRAVEL			$ 2,000
1281-610-0-13	SUPPLIES-GENERAL			$ 14,044
1281-640-0-13	BOOKS & PERIODICALS			$ -
5210-939-13	INDIRECT COST (8%)			$ 27,442
			TOTAL	**$370,549**

Schuylkill Intermediate Unit #29
I.D.E.A. BUDGET
2026-2027

COMPONENT I		
COMPONENT II	$	883,807.00
COMPONENT III	$	3,816,745.00
TOTAL	$	4,700,552.00

II-SYSTEM SERVICES I.D.E.A. (2026-2027)

2260-131-0-14	SALARIES-PROFESSIONAL				$	433,492
	MILOT, Doreen	100.00%	$	91,803		
	LESHKO, Amanda	100.00%	$	52,242		
	GRABOWSKI, Anne	100.00%	$	79,990		
	STUDLACK, Cindy	100.00%	$	82,599		
	CIAVARELLA, Elizabeth	100.00%	$	81,510		
	RUSSELL, Larissa	50.00%	$	90,696		
2260-136-0-14	INSURANCE OPT OUT		$	-	$	-
2260-210-0-14	GROUP INSURANCE	550.00%	$	45,000	$	247,500
2260-220-0-14	SOCIAL SECURITY	7.65%	$	433,492	$	33,162
2260-230-0-14	RETIREMENT	16.795%	$	433,492	$	72,805
2260-250-0-14	UNEMPLOYMENT	1.00%	$	10,000	$	550
2260-260-0-14	WORKMAN COMPENSATION	1.95%	$	433,492	$	8,453
2260-299-0-14	TUITION/OTHER EMPLOYEE BENEFITS				$	12,000
2260-329-0-14	PROFESSIONAL-EDUCATIONAL SERVICES				$	1,000
2260-530-0-14	COMMUNICATIONS				$	2,500
2260-580-0-14	TRAVEL				$	13,000
2260-610-0-14	SUPPLIES-GENERAL				$	6,000
5210-939-14	INDIRECT COST (5.5%)				$	53,344
					TOTAL	**$ 883,807**

III-SYSTEM SERVICES I.D.E.A. (2026-2027)

	Equitable Participation				
	SPEECH SALARIES				
1225-121-0-15		0.00%	$ -	$	-
1225-210-0-15	GROUP INSURANCE	0.00%	$ 37,000	$	-
1225-220-0-15	SOCIAL SECURITY	7.65%	$ -	$	-
1225-230-0-15	RETIREMENT	16.795%	$ -	$	-
1225-250-0-15	UNEMPLOYMENT	1.00%	$ 10,000	$	-
1225-260-0-15	WORKERS COMP	1.95%	$ -	$	-
1225-329-0-15	Speech-Pediatric Therapeutic			$	2,500
1225-580-0-15	TRAVEL			$	-
1225-610-0-15	SUPPLIES			$	-
1241-121-0-15	TEACHER SALARIES				
	DALSIMERWARE, Deborah	100.00%	$ 61,468	$	61,468
1241-210-0-15	GROUP INSURANCE	100.00%	$ 45,000	$	45,000
1241-220-0-15	SOCIAL SECURITY	7.65%	$ 61,468	$	4,702
1241-230-0-15	RETIREMENT	16.795%	$ 61,468	$	10,324
1241-240-0-15	TUITION			$	-
1241-250-0-15	UNEMPLOYMENT	1.00%	$ 10,000	$	100
1241-260-0-15	WORKERS COMP	1.95%	$ 61,468	$	1,199
1241-580-0-15	TRAVEL			$	-
1241-610-0-15	GENERAL SUPPLIES			$	14,162
			Total Equitable Participation	$	139,455
2990-663-0-15	Pass Through Funds				
	Blue Mountain	489	$ 441,600		
	Mahanoy Area	282	$ 254,665		
	Minersville Area	273	$ 246,537		
	North Schuylkill	498	$ 449,728		
	Pine Grove Area	283	$ 255,568		
	Pottsville Area	590	$ 532,810		
	Saint Clair	185	$ 167,067		
	Schuylkill Haven	299	$ 270,017		
	Shenandoah Valley	227	$ 204,996		
	Tamaqua Area	474	$ 428,054		
	Tri-Valley	175	$ 158,037		
	Williams Valley	221	$ 199,578		
	Gillingham Charter	76	$ 68,633		
		4,072	$ 3,677,290		
			$ 3,677,290	Total Pass Through	$ 3,677,290
				TOTAL	**$ 3,816,745**

Schuylkill Intermediate Unit #29
I.D.E.A. - Section 619
2026-2027

IDEA-619 (2026-2027)

1281-121-0-07	TEACHERS				$ 116,058
	WOLFGANG, Emily	100%	$ 65,192		
	MARK, Alexandra	85%	$ 59,842		
1281-210-0-07	GROUP INSURANCE	185.00%	$ 45,000		$ 83,250
1281-220-0-07	SOCIAL SECURITY	7.6500%	$ 116,058		$ 8,878
1281-230-0-07	RETIREMENT	16.7950%	$ 116,058		$ 19,492
1281-250-0-07	UNEMPLOYMENT	1.0000%	$ 10,000		$ 185
1281-260-0-07	WORKMAN COMPENSATION	1.9500%	$ 116,058		$ 2,263
1281-299-0-07	OTHER EMPLOYEE BENEFITS				$ -
1281-329-0-07	SUBSTITUTE TEACHERS				$ -
1281-441-0-07	RENT				$ -
1281-580-0-07	TRAVEL				$ 983
1281-610-0-07	SUPPLIES-GENERAL				$ 3,276
					-
1281-640-0-07	BOOKS & PERIODICALS				$ -
2900-899-007	PASS THRU				
	Blue Mountain	$ 7,146			
	Mahanoy	$ 6,352			
	Minersville	$ 5,558			
	North Schuylkill	$ 14,292			
	Pine Grove	$ 7,146			
	Pottsville	$ 11,116			
	St Clair	$ 7,940			
	Schuylkill Haven	$ 7,940			
	Shenandoah	$ 6,352			
	Tamaqua	$ 11,910			
	Tri-Valley	$ 4,764			
	Williams Valley	$ 3,176			
	Gillingham Charter	$ 794			$ 94,486
5210-934-07	INDIRECT COST (8.0%)				$ 18,751
				TOTAL	**$ 347,622**

SCHUYLKILL IU 29
ELECT
BUDGET YEAR 2026-2027
$344,000.00

Account Code	Description			Budget Amount
1691-111-640	Salary-Admin-Laura Hoppes	25.00%	$ 63,792.76	$ 15,948.19
	Salary-Admin- Caitlyn Eifert	100.00%	$ 47,247.75	$ 47,247.75
1691-121-64	Salary-Instructor-Amanda Wessner	52.00%	$ 45,835.71	$ 23,834.57
				$ -
	Salary-Instructor-Carrie Falls	100.00%	$ 59,971.65	$ 59,971.65
1691-210-64	Group Insurance	252.00%	$ 45,000.00	$ 113,400.00
1691-220-64	Social Security	7.65%	$ 147,002.16	$ 11,245.67
1691-230-64	Retirement	16.795%	$ 147,002.16	$ 24,689.01
1691-250-64	Unemployment Compensation	277.00%	$ 100.00	$ 277.00
1691-260-64	Worker's Compensation	1.80%	$ 147,002.16	$ 2,646.04
2910-151-640	Salary-Admin Support-Lisa Greenawalt	16.00%	$ 52,193.51	$ 8,350.96
2910-210-640	Group Insurance	16.00%	$ 45,000.00	$ 7,200.00
2910-220-640	Social Security	7.65%	$ 8,350.96	$ 638.85
2910-230-640	Retirement	16.795%	$ 8,350.96	$ 1,402.54
2910-250-640	Unemployment Compensation	16.00%	$ 100.00	$ 16.00
2910-260-640	Worker's Compensation	1.80%	$ 8,350.96	$ 150.32
1691-441-640	Rent			$ -
1691-580-64	Travel & Conferences			$ 6,100.00
1691-610-640	Supplies			$ 10,862.03
				.
5410-939-64	Indirect Costs	3.00%	$ 333,980.58	$ 10,019.42
869064	Federal Revenue			$ (344,000.00)
				$ (0.00)

SCHUYLKILL IU 29
STATE - ABLE
BUDGET YEAR 2026-2027
$121,690.00
CONTRACT # 064-26/27

Account Code	Description				Budget Amount
1691-111-610	Salary-FT Coordinator-Laura Hoppes	5.00%	$	63,792.76	$ 3,189.64
1691-121-610	Salary-FT Instructor-Lisa Greenawalt	7.00%	$	52,193.51	$ 3,653.55
	Salary-PT Instructor-Karen Damiter	42.00%	$	37,765.00	$ 15,861.30
	Salary-PT Instructor-Nate Hafer	32.00%	$	20,963.00	$ 6,708.16
1691-210-61	Group Insurance	49.00%	$	45,000.00	$ 22,050.00
1691-220-61	Social Security	3.83%	$	29,412.64	$ 1,125.03
1691-230-61	Retirement	16.795%	$	29,412.64	$ 4,939.85
1691-250-61	Unemployment Compensation	86.00%	$	100.00	$ 86.00
1691-260-61	Worker's Compensation	1.80%	$	29,412.64	$ 529.43
1692-141-61	Salary-FT Tutor Trainer-Laura Hoppes	13.00%	$	63,792.76	$ 8,293.06
1692-210-61	Group Insurance	0.00%	$	45,000.00	$ -
1692-220-61	Social Security	3.83%	$	8,293.06	$ 317.21
1692-230-61	Retirement	16.795%	$	8,293.06	$ 1,392.82
1692-250-61	Unemployment Compensation	13.00%	$	100.00	$ 13.00
1692-260-61	Worker's Compensation	1.80%	$	8,293.06	$ 149.28
2910-151-610	Salary-Admin Support-Laura Wixted	40.00%	$	34,406.00	$ 13,762.40
2910-210-610	Group Insurance	40.0000%	$	45,000.00	$ 18,000.00
2910-220-610	Social Security	3.83%	$	13,762.40	$ 526.41
2910-230-610	Retirement	16.795%	$	13,762.40	$ 2,311.40
2910-250-610	Unemployment Compensation	40.00%	$	100.00	$ 40.00
2910-260-610	Worker's Compensation	1.80%	$	13,762.40	$ 247.72
2160-121-610	Salary-CounselorB-Laura Hoppes	6.00%	$	63,792.76	$ 3,827.57
2160-210-61	Group Insurance		$	30,000.00	$ -
2160-220-61	Social Security	3.83%	$	3,827.57	$ 146.40
2160-230-61	Retirement	16.795%	$	3,827.57	$ 642.84
2160-250-61	Unemployment Compensation	6.00%	$	100.00	$ 6.00
2160-260-61	Worker's Compensation	1.80%	$	3,827.57	$ 68.90
1691-441-61	Rent				$ -
1691-580-61	Travel & Conferences				$ 1,694.30
1691-610-61	Supplies				$ 5,696.19
1691-640-610	Texts				$ 2,867.18
5410-939-61	Indirect Costs	3.00%	$	118,145.63	$ 3,544.37
728061	State Revenue				$ (121,690.00)
					$ (0.00)

SCHUYLKILL IU 29
FEDERAL - ABLE
BUDGET YEAR 2026-2027
$222,780.00
CONTRACT # 064-26/27

Account Code	Description				Budget Amount
1691-111-60	Salary-Coordinator-Laura Hoppes	36.00%	$	63,792.76	$ 22,965.39
1691-116-60	Ins Opt Out-Laura Hoppes	100.00%	$	8,000.00	$ 8,000.00
	Ins Opt Out-Colton Butler	0.00%	$	4,000.00	$ -
1691-121-60	Salary-Instructor-Nate Haffer	68.00%	$	20,963.00	$ 14,254.84
	Salary-Instructor-Karen Damiter	28.00%	$	37,765.00	$ 10,574.20
	Salary-Orientation Sp-Karen Damiter	10.00%	$	37,765.00	$ 3,776.50
	Salary-Instructor-Colton Butler	95.00%	$	9,600.00	$ 9,120.00
	Salary-Counselor-Lisa Greenawalt	55.00%	$	52,193.51	$ 28,706.43
	Salary-Instructor	0.00%			$ -
1691-210-60	Group Insurance	83.83%	$	45,000.00	$ 37,724.85
1691-220-60	Social Security	7.65%	$	97,397.36	$ 7,450.90
1691-230-60	Retirement	16.795%	$	89,397.36	$ 15,014.29
1691-250-60	Unemployment Compensation	292.00%	$	100.00	$ 292.00
1691-260-60	Worker's Compensation	1.80%	$	97,397.36	$ 1,753.15
2122-121-600	Salary-Counselor- Colton Butler	5.00%	$	9,600.00	$ 480.00
2122-210-600	Group Insurance	0.42%	$	45,000.00	$ -
2122-220-600	Social Security	7.65%	$	480.00	$ 36.72
2122-230-600	Retirement	16.795%	$	480.00	$ 80.62
2122-250-600	Unemployment Compensation	5.00%	$	100.00	$ 5.00
2122-260-600	Worker's Compensation	1.80%	$	480.00	$ 8.64
2910-151-600	Salary-Admin Support-Laura Wixted	45.00%	$	34,406.00	$ 15,482.70
2910-210-600	Group Insurance	45.00%	$	45,000.00	$ 20,250.00
2910-220-600	Social Security	7.65%	$	15,482.70	$ 1,184.43
2910-230-600	Retirement	16.795%	$	15,482.70	$ 2,600.32
2910-250-600	Unemployment Compensation	45.00%	$	100.00	$ 45.00
2910-260-600	Worker's Compensation	1.80%	$	15,482.70	$ 278.69
1691-441-600	Rent				$ -
1691-580-60	Travel & Conferences				$ 1,250.00
1691-610-60	Supplies				$ 10,230.27
1691-640-60	Texts				$ 4,726.33
5410-939-60	Indirect Costs	3.00%	$	216,291.26	$ 6,488.74
862060	Federal Revenue				$ (222,780.00)
					$ 0.00

SCHUYLKILL IU 29
STATE FAMILY LITERACY
BUDGET YEAR 2026-2027
$86,800.00
CONTRACT # 054-26-27

Account Code	Description				Budget Amount
1691-111-630	Salary-Coordinator-Laura Hoppes	15.00%	$	63,792.76	$ 9,568.91
1691-121-63	Salary-Instructor- Amanda Wessner	48.00%	$	45,835.71	$ 22,001.14
1691-116-630	OPT OUT Hoppes	0.00%	$	8,000.00	$ -
	OPT OUT Butler	50.00%	$	-	$ -
1691-210-63	Group Insurance	48.00%	$	45,000.00	$ 21,600.00
1691-220-63	Social Security	3.83%	$	31,570.05	$ 1,207.55
1691-230-63	Retirement	16.795%	$	31,570.05	$ 5,302.19
1691-250-63	Unemployment Compensation	63.00%	$	100.00	$ 63.00
1691-260-63	Worker's Compensation	1.80%	$	31,570.05	$ 568.26
2910-151-630	Salary-Admin Support-Lisa Greenawalt	22.00%	$	52,193.51	$ 11,482.57
2910-210-630	Group Insurance	22.00%	$	45,000.00	$ 9,900.00
2910-220-630	Social Security	3.83%	$	11,482.57	$ 439.21
2910-230-630	Retirement	16.795%	$	11,482.57	$ 1,928.50
2910-250-630	Unemployment Compensation	22.00%	$	100.00	$ 22.00
2910-260-630	Worker's Compensation	1.80%	$	11,482.57	$ 206.69
1691-441-63	Rent				$ -
1691-580-63	Travel & Conferences				$ -
1691-610-63	Supplies				$ 800.00
1691-640-630	Texts				$ 691.00
5410-939-63	Indirect Costs	3.50%	$	85,781.03	$ 2,509.97
728063	State Revenue				**$ (88,291.00)**
					$ (0.00)

Schuylkill Intermediate Unit 29
Act 89 Non-Public (Final)
2026-2027

Account Code	Description			Budget Amount
1500 - NON-PUBLIC INSTRUCTIONAL				
1500-121-28	Salary - Professional, Director of Curriculum	42.00%	$ 101,623	$ 42,682
1500-210-28	Group Insurance	42.00%	$ 45,000	$ 18,900
1500-220-28	Social Security	7.65%	$ 42,682	$ 3,265
1500-230-28	Retirement	33.59%	$ 42,682	$ 14,337
1500-250-28	Unemployment Compensation	1.00%	$ 10,000	$ 42
1500-260-28	Worker's Compensation	1.95%	$ 42,682	$ 832
1500-329-28	Purchase Professional Services - PTS (Speech)			$ 100,000
1500-329-28	Purchase Professional Services - Catapult (Remedial & Guidance, Elementary)			$ 120,687
1500-329-28	Purchase Professional Services - Catapult (Psych Evals)			$ -
1500-580-28	Travel			$ 11,000
1500-610-28	General Supplies			$ 6,000
1500-640-28	Books & Periodicals			$ 14,000
2122-121-28	Salary - Guidence Counselor, Secondary	100.00%	$ 44,757	$ 44,757
2122-121-28	Salary - Guidence Counselor, Secondary	100.00%	$ 43,102	$ 43,102
2122-126-28	Salary - Insurance Opt-Out	100.00%	$ 8,000	$ -
2122-210-28	Group Insurance	200.00%	$ 45,000	$ 90,000
2122-220-28	Social Security	7.65%	$ 87,859	$ 6,721
2122-230-28	Retirement	33.59%	$ 87,859	$ 29,512
2122-240-28	Tuition			$ 7,500
2122-250-28	Unemployment Compensation	1.00%	$ 20,000	$ 200
2122-260-28	Worker's Compensation	1.95%	$ 87,859	$ 1,713
	Total Non-Public Instructional			**$ 555,250**
2300 - SUPPORT SERVICES ADMINISTRATION				
2310-111-28	Salary - Officer, Board Secretary			$ -
2310-220-28	Social Security	7.65%	$ -	$ -
2310-260-28	Worker's Compensation	1.95%	$ -	$ -
	Total Board Secretary Services			**$ -**
2320-111-28	Salary - Officer, Board Treasurer			$ -
2310-220-28	Social Security	7.65%	$ -	$ -
2310-260-28	Worker's Compensation	1.95%	$ -	$ -
	Total Board Treasurer Services			**$ -**
2360-111-28	Salary - Executive Director	10.00%	$ 159,650	$ 15,965
2360-210-28	Group Insurance/Opt Out	10.00%	$ 8,000	$ 800
2360-220-28	Social Security	7.65%	$ 15,965	$ 1,221
2360-230-28	Retirement	33.59%	$ 15,965	$ 5,363
2360-250-28	Unemployment Compensation	1.00%	$ 10,000	$ 100
2360-260-28	Worker's Compensation	1.95%	$ 15,965	$ 311
	Total Office of Executive Director			**$ 23,760**
	Total Administrative Expenditures			**$ 23,760**

Schuylkill Intermediate Unit 29
Act 89 Non-Public (Final)
2026-2027

	Expenditures			
1500	Non-Public Instructional			$ 555,250
2300	Administrative Services			$ 23,760
	Total Expenditures			**$ 579,010**
	Revenue			
6510-28	Interest			$ 25
7700-28	State Subsidy - Auxiliary Services			$ 548,775
7810-28	Social Security Subsidy	50.00%	$ 11,207	$ 5,604
7820-28	Retirement Subsidy	50.00%	$ 49,212	$ 24,606
	Total Revenue			**$ 579,010**

A. Grants

21st Century Community Learning Centers -COHORT 11

Payment to the district as listed for instructional services and supplies utilized during the month of May for the 2025-2026 after school program. The 21st CCLC Cohort 11 grant covers all costs.

District	Amount
North Schuylkill School District (2 Sites)	$17,780.50 (Apr-May)
Saint Clair School District	$5,300.49
Schuylkill Haven Area School District	$3,299.28

21st Century Community Learning Centers -COHORT 12

Payment to the district as listed for instructional services and supplies utilized during the month of May for the 2025-2026 after school program. The 21st CCLC Cohort 12 grant covers all costs.

District	Amount
Minersville School District	$3,341.79
Pine Grove School District	$
Schuylkill Haven Area School District	$4,718.25
Tri-Valley School District	$

Afterschool Programming Grant – State Funding

Payment to the district as listed for instructional services and supplies utilized during the month of May for the 2025-2026 after school program. The PDE State Funding covers all costs.

District	Amount
North Schuylkill School District	$12,066.87 (Apr-May)
Pottsville Area School District	$4,416.10
Williams Valley School District	$2,347.02

Schuylkill Intermediate Unit 29
Professional Staff
Salary List - 2026-2027

TRACK	Employee		26-27
BS	ANDRUCHEK, REBECCA	$	51,042
M + 60	ANGELO, ROCHELLE	$	82,708
BS	APPLEGATE, TARA	$	53,585
BS	BOSSONS, AMBER	$	50,268
BS	BOYER, LISA	$	49,173
M + 30	BROWN, CARRIE	$	55,007
M + 15	BROWN, KRYSTAL	$	74,973
M	BUCHER, ANDREA	$	69,994
M	BURNS, DAWN	$	79,625
BS + 24	BUTCAVAGE, LINDA	$	78,175
M	BUTLER, COLTON	$	52,573
M + 45	CIAVARELLA, ELIZABETH	$	81,510
BS	DALSIMERWARE, DEBORAH	$	61,468
M	DRASDIS, KAYLA	$	55,242
M	FALLS, TAMMY	$	83,019
M	FATULA, TARYN	$	80,117
M	FORNEY, ASHLEY	$	73,961
M + 30	GOEHRING, APRILE	$	64,373
M + 30	GRABOWSKI, ANNE	$	79,990
M	GRETSKY, JACLYN	$	78,008
BS + 24	HOLLAND, AMY	$	78,175
M	HOPPEL, TONYA	$	76,410
M	HOWELL, ROBYN	$	81,299
BS	HUGHES, CODY	$	49,173
M	HUNSICKER, JENNY	$	55,934
M	JACAVAGE, MICHAEL	$	88,025
M	JONES, KIMBERLY	$	79,625
BS	KENNEY, SHANNON	$	51,807
M	KOHLENBERG, MELISSA	$	59,531
M	KRUMANOCKER, MORGAN	$	59,753
M	LESHKO, AMANDA	$	53,973
BS + 24	LIEBERMAN, LAUREN	$	71,200
BS	MAMROSH, MICHELE	$	49,173
BS	MARK, ALEXANDRIA	$	59,842
BS	MCGROARTY, KELLY	$	74,875
M	MENTZER, KEITH	$	83,019
BS	MILLER, ELENA	$	52,574
M	MILOT, DOREEN	$	91,803
Au.D.	MISKE, TAYLOR	$	58,268

Schuylkill Intermediate Unit 29
Professional Staff
Salary List - 2026-2027

TRACK	Employee		26-27
BS	MOCK, CHARLES	$	61,468
M	NEMETH, CHERYL	$	91,803
M + 45	OSWALD, SUSAN	$	79,910
BS	PEEL, AIMEE	$	52,268
BS + 24	POTTS, MARCIE	$	71,708
BS	PRESCOTT, JACOB	$	55,542
M	REA, TABITHA	$	53,807
BA	RHODE, CHRISTI	$	65,342
BS	SANTAI, AMY	$	55,068
M	SAVITSKI, LINDSEY	$	56,588
BS	SHOLLENBERGER, NICOLE	$	49,174
M + 45	SLONAKER, MATTHEW	$	72,001
BS	SPOTTS, CATHERINE	$	49,174
BS	STOCK, NIKKI	$	63,414
BS	STOCK, MICHAEL	$	71,270
M + 60	STOKES, GWENDOLYNN	$	86,199
M + 15	STUDLACK, CINDY	$	82,599
BS + 24	SWINEHART, GABRIELLE	$	71,708
BS + 24	URBAN, KIMBERLY	$	72,392
M	WALLACE, MEGAN	$	73,994
M	WERT, AMEY-KATHERINE	$	52,242
BS	WOLFGANG, EMILY	$	65,192
		$	4,082,133

26/27 Salary Increase for IU Professional Staff - $2,478

Schuylkill Intermediate Unit #29
Act 93/Support Staff Compensation Plan Salaries
2026-2027 School Year

7/1/2026	Name	26-27 Increase	26-27 Salary
	Bankus, Abigail	$ 2,144.26	$ 57,984.00
	Barnett, Mark	$ 3,108.44	$ 84,057.00
	Buffington, Craig	$ 2,206.12	$ 59,657.00
	Cory, Jennifer	$ 1,655.12	$ 44,757.00
	Damiter, Karen	$ 1,400.00	$ 37,800.00
	Decusky, Melissa	$ 2,841.60	$ 76,842.00
	Drum, Alison	$ 3,085.67	$ 83,442.00
	Eifert, Caitlyn	$ 1,748.74	$ 47,289.00
	Evans, Rene	$ 4,207.07	$ 113,766.00
	Falls, Carrie	$ 2,219.67	$ 60,024.00
	Greenawalt, Lisa	$ 1,931.79	$ 52,239.00
	Hess, Ashley	$ 3,456.00	$ 93,456.00
	Hoppes, Laura	$ 2,361.10	$ 63,848.00
	Houseknecht, Rob	$ 2,790.37	$ 75,456.00
	Hunyara, Linette	$ 2,002.79	$ 54,159.00
	Ketchum, Larissa	$ 2,246.52	$ 60,750.00
	Koch, Ricki	$ 1,681.92	$ 45,482.00
	Koury-Schultz, Abra	$ 1,938.24	$ 52,413.00
	Lahr, Alicia	$ 2,265.41	$ 61,260.00
	Lattis, Randy	$ 3,517.09	$ 95,108.00
	Macer, Greg	$ 3,072.00	$ 83,072.00
	Major, Savanna	$ 2,199.90	$ 59,489.00
	Marrongelle, Amy	$ 3,072.00	$ 83,072.00
	Milewski, Elizabeth	$ 3,758.02	$ 101,623.00
	Miller, R-E	$ 1,781.76	$ 48,182.00
	Nunes, Kristin	$ 2,072.06	$ 56,032.00
	Ossman, Lorie	$ 1,728.00	$ 46,728.00
	Portland, Erin	$ 3,213.20	$ 86,890.00
	Rose, Michelle	$ 1,887.71	$ 51,047.00
	Russell, Larissa	$ 3,353.93	$ 90,696.00
	Ryan-Huda, Marie	$ 1,788.48	$ 48,363.00
	Sacco, John	$ 1,517.91	$ 41,047.00
	Schwenk, Alretta	$ 3,090.82	$ 83,581.00
	Stehr, Gail	$ 2,449.42	$ 66,236.00
	Sterner, Rachel	$ 1,788.48	$ 48,363.00
	Stivers, Debra	$ 2,833.31	$ 76,617.00
	Stone, Michelle	$ 1,589.76	$ 42,990.00
	Tedesco, Nina	$ 2,868.48	$ 77,568.00
	Wapinsky, Jacqueline	$ 3,863.62	$ 104,479.00

	Wessner, Amanda	$ 1,696.47	$ 45,875.00
	White, Kristen	$ 2,038.31	$ 55,119.00
	Wilkinson, Barbara	$ 3,773.72	$ 102,048.00
	Zimerofsky, Jaime	$ 1,826.69	$ 49,397.00

	Name	26-27 Increase	26-27 Salary
9/1/2026	Caporuscio, Karin	$ 1,903.37	$ 51,470.00
	Cavanaugh, Tracy	$ 3,214.85	$ 86,935.00
	Hendricks, Michelle	$ 1,697.28	$ 45,897.00
	Hepler, Olivia	$ 1,867.97	$ 50,513.00
	Kuehn, Jamie	$ 3,299.87	$ 89,234.00
	Ryan-Motuk, Kathleen	$ 2,810.46	$ 75,999.00
	Wallace, Adele	$ 1,728.00	$ 46,728.00
	Witman, Gretchen	$ 2,808.12	$ 75,936.00
	Wonn-Oettl, Jennifer	$ 2,206.12	$ 59,657.00

Board Approved: 7/13/2026

JOB TITLE: Technology Intern

JOB DEFINITION: The Technology Intern will gain hands on experience in technology support, network administration, and system administration within a K-12 environment. The intern will gain practical knowledge in troubleshooting hardware and software issues, assisting with technology projects, and supporting the daily operations of technology for the organization(s).

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Duties of this position include, but are not limited to:

1. Assist in troubleshooting and resolving hardware, software, and network related issues
2. Support technology infrastructure, including desktops, laptops, printers, and other manufacturing technology
3. Help maintain and update documentation, inventory, and asset tracking
4. Assist in setting up and configuring new employee workstations and accounts
5. Work closely with the technology team on system upgrades, installations, and maintenance
6. Document issues and solutions for future reference
7. Assist with data entry or data analysis
8. Basic knowledge of computer hardware and operating systems and various software
9. Proficient with Microsoft Office (Word, Excel, Outlook, etc.)
10. Proficient with Google (Gmail, Docs, Sheets, etc.)
11. Strong time management skills with the ability to prioritize tasks and work efficiently
12. Highly motivated with the ability to work independently or as part of a team
13. Dependable and trustworthy, with a strong work ethic
14. Strong analytical, reasoning, and problem-solving skills
15. Work with and communicate with staff within the department as well as other departments to complete job assignments within the scheduled amount of time
16. Perform any additional duties assigned by the Director of Technology Services

EDUCATION, EXPERIENCE, AND SKILLS REQUIRED:

1. Pursuing a degree in Information Technology, Computer Science or relevant discipline. General knowledge of computers, hardware, software, and networks
2. Previous IT experience or internships are a plus but not required
3. Good verbal and written communication skills

ADDITIONAL ELIGIBILITY QUALIFICATIONS:

1. Current, approved Act 34 (PA State Police), Act 151 (PA Child Abuse Registry) and Act 114-FBI Fingerprint clearances are required and must be renewed at appropriate, specific intervals pursuant to Act 153 of 2014 (revised Act 15 of 2015).
2. Current, approved Act 126 Mandated Reporter Training certificate showing completion of a minimum of three (3) hours of training every five (5) years.

PROGRAM/CLASSIFICATION:

- Technology Services / Part-Time Intern

REPORTS TO:

- Director of Technology Services

METHOD OF EVALUATION:

- Performance of the job will be evaluated annually by the Director of Technology Services per the provisions of the Board's Policy on evaluation of personnel.

SUPERVISORY RESPONSIBILITY:

- None

TERMS OF EMPLOYMENT:

1. This is a part-time position throughout the year. The specific work hours, daily schedule, and work year shall align with those established for the employee's representative group as outlined in the applicable agreement or administrative guidelines. Adjustments to the work schedule may occasionally be required to meet program or organizational needs. Attendance at work is a requirement of this position; any and all absences must be approved by the immediate supervisor.
2. Must have transportation to work locations.

PHYSICAL REQUIREMENTS:

1. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position.
2. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.
3. This is an active position requiring the ability to stoop, kneel, crouch, crawl, reach, stand, walk, and have the ability to lift and/or move objects up to 50 lbs.; verbal and hearing skills to effectively communicate; visual acuity to oversee projects, and make observations. Work is done mainly indoors but could include outside tasks.

IU29 PROPERTY AND CONFIDENTIALITY REQUIREMENTS:

1. All property, including intellectual property, materials, equipment or actual products and services developed or accrued as part of the job duties and responsibilities listed above, is the property of IU29. It may not be used for personal profit or gain and will be relinquished to IU29 upon termination of employment from IU29.

2. The person employed in this position shall maintain confidentiality regarding the personal and private information about clients and coworkers, programs and services, and any other proprietary information accrued as a result of IU29 employment or as required by state or federal laws and regulations.
3. The position holder must be able to perform the essential job functions with or without reasonable accommodation. It is the responsibility of the employee to inform their supervisor and Human Resources of all reasonable accommodations that will be required.

Employee and supervisor signatures indicate receipt of the job description. This document is not an employee contract, nor does it imply a guarantee of continued employment in this position.

I have read and understand my job description as outlined above.

_____	X_____	_____
Employee Name (Print)	Employee Signature	Date
_____	X_____	_____
HR Name (Print)	HR Signature	Date
_____	X_____	_____
Supervisor Name (Print)	Supervisor Signature	Date

Board Approved: 7/13/2026

JOB TITLE: Technology Specialist I

JOB DEFINITION: Provide first line technical support for computers, equipment, and technology services that support educational programs and administrative functions across Schuylkill Intermediate Unit 29, Schuylkill Technology Center, and member school districts. Main responsibilities include help desk tickets and diagnosis, repair, installation, and maintenance of computer and hardware devices.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Duties of this position include, but are not limited to:

1. Provide help desk support: identify problems, troubleshooting issues, and offer guidance on technology-related services
2. Assist, IU, STC, and district staff with hardware, software, procedural issues, and skills development
3. Test, install, troubleshoot, and resolve issues with hardware, software, audio/video systems, peripherals, and cabling
4. Deliver, unpack, configure, install, and maintain computers, peripherals, and audio/video equipment
5. Maintain user accounts (add/changes/delete) for systems such as Google Workspace and Microsoft platforms
6. Install software in accordance with procedures and vendor licensing agreements
7. Evaluate and assess new hardware and software
8. Effectively use new and existing equipment and software
9. Maintain a clean, orderly, and safe working environment
10. Assist technology staff with current and future technology initiatives
11. Catalog and track technology assets from purchase through end-of-life within the asset inventory system(s)
12. Assist with organizing and executing technology events, in-service programs, and workshops
13. Perform additional duties as assigned by the Director of Technology Services

EDUCATION, EXPERIENCE, AND SKILLS REQUIRED:

1. Associate's Degree in Technology or a related field, or industry certification required; Bachelor's Degree preferred
2. General knowledge of computers, hardware, software, and networks
3. Good verbal and written communication skills

ADDITIONAL ELIGIBILITY QUALIFICATIONS:

1. Current, approved Act 34 (PA State Police), Act 151 (PA Child Abuse Registry) and Act 114-FBI Fingerprint clearances are required and must be renewed at appropriate, specific intervals pursuant to Act 153 of 2014 (revised Act 15 of 2015).
2. Current, approved Act 126 Mandated Reporter Training certificate showing completion of a minimum of three (3) hours of training every five (5) years.

PROGRAM/CLASSIFICATION:

- Technology Services / Compensation Support Plan

REPORTS TO:

- Director of Technology Services

METHOD OF EVALUATION:

- Performance of the job will be evaluated annually by the Director of Technology Services per the provisions of the Board's Policy on evaluation of personnel.

SUPERVISORY RESPONSIBILITY:

- None

TERMS OF EMPLOYMENT:

1. This is a full-time position based on 1,800 hours, a 12-month work schedule. This includes vacation, sick, and personal time off. The specific work hours, daily schedule, and work year shall align with those established for the employee representative group as outlined in the applicable agreement or administrative guidelines. Adjustments to the work schedule may occasionally be required to meet program or organizational needs. Attendance at work is a requirement of this position; any and all absences must be approved by the immediate supervisor.
2. Must have transportation to work locations.

PHYSICAL REQUIREMENTS:

1. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position.
2. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.
3. This is an active position requiring the ability to stoop, kneel, crouch, crawl, reach, stand, walk, and have the ability to lift and/or move objects up to 50 lbs.; verbal and hearing skills to effectively communicate; visual acuity to oversee projects, and make observations. Work is done mainly indoors but could include outside tasks.

IU29 PROPERTY AND CONFIDENTIALITY REQUIREMENTS:

1. All property, including intellectual property, materials, equipment or actual products and services developed or accrued as part of the job duties and responsibilities listed above, is the property of IU29. It may not be used for personal profit or gain and will be relinquished to IU29 upon termination of employment from IU29.

2. The person employed in this position shall maintain confidentiality regarding the personal and private information about clients and coworkers, programs and services, and any other proprietary information accrued as a result of IU29 employment or as required by state or federal laws and regulations.
3. The position holder must be able to perform the essential job functions with or without reasonable accommodation. It is the responsibility of the employee to inform their supervisor and Human Resources of all reasonable accommodations that will be required.

Employee and supervisor signatures indicate receipt of the job description. This document is not an employee contract, nor does it imply a guarantee of continued employment in this position.

I have read and understand my job description as outlined above.

_____	X_____	_____
Employee Name (Print)	Employee Signature	Date
_____	X_____	_____
HR Name (Print)	HR Signature	Date
_____	X_____	_____
Supervisor Name (Print)	Supervisor Signature	Date

JOB TITLE: Technology Specialist II

JOB DEFINITION: Provide advanced technical support for computers, equipment, and technology services that support educational programs and administrative functions across Schuylkill Intermediate Unit 29, Schuylkill Technology Center, and member school districts. Main responsibilities include escalated support for help desk, hardware, software, and network related technology.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Duties of this position include, but are not limited to:

1. Provide advanced help desk support; identify, troubleshoot, and resolve technology-related issues
2. Assist IU, STC, and district staff with hardware, software, and procedural issues, as well as skills development
3. Provide on-site technical support to districts as needed
4. Install, test, troubleshoot, and resolve issues involving hardware, software, servers, networks, audio/video equipment, peripherals, and cabling
5. Deliver, configure, install, and maintain computers, peripherals, network equipment, servers, and audio/video systems
6. Create and maintain user accounts (e.g., Google Workspace, Microsoft accounts) for IU and STC
7. Install software in accordance with procedures and licensing requirements
8. Evaluate and recommend hardware and software solutions
9. Inform staff of emerging and appropriate technologies
10. Effectively use new and existing equipment and software
11. Recommend and implement security, hardware, and software improvements
12. Maintain an organized, professional, and safe work environment
13. Assist with current and future technology initiatives
14. Help coordinate technology events, in-service programs, and workshops
15. Support, install, configure, and maintain server-based systems and equipment
16. Monitor server and network performance, security, and utilization; take corrective action as needed
17. Monitor system backups and archival processes to ensure compliance with policies and standards
18. Perform additional duties as assigned by the Director of Technology Services

EDUCATION, EXPERIENCE, AND SKILLS REQUIRED:

1. Associate's Degree in Technology or a related field, or industry certification required; Bachelor's Degree preferred
2. Moderate knowledge of computers, hardware, software, and networks
3. Strong verbal and written communication skills

ADDITIONAL ELIGIBILITY QUALIFICATIONS:

1. Current, approved Act 34 (PA State Police), Act 151 (PA Child Abuse Registry) and Act 114-FBI Fingerprint clearances are required and must be renewed at appropriate, specific intervals pursuant to Act 153 of 2014 (revised Act 15 of 2015).
2. Current, approved Act 126 Mandated Reporter Training certificate showing completion of a minimum of three (3) hours of training every five (5) years.

PROGRAM/CLASSIFICATION:

- Technology Services / Compensation Support Plan

REPORTS TO:

- Director of Technology Services

METHOD OF EVALUATION:

- Performance of the job will be evaluated annually by the Director of Technology Services per the provisions of the Board's Policy on evaluation of personnel.

SUPERVISORY RESPONSIBILITY:

- None

TERMS OF EMPLOYMENT:

1. This is a full-time position based on 1,800 hours, a 12-month work schedule. This includes vacation, sick, and personal time off. The specific work hours, daily schedule, and work year shall align with those established for the employee representative group as outlined in the applicable agreement or administrative guidelines. Adjustments to the work schedule may occasionally be required to meet program or organizational needs. Attendance at work is a requirement of this position; any and all absences must be approved by the immediate supervisor.
2. Must have transportation to work locations.

PHYSICAL REQUIREMENTS:

1. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position.
2. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.
3. This is an active position requiring the ability to stoop, kneel, crouch, crawl, reach, stand, walk, and have the ability to lift and/or move objects up to 50 lbs.; verbal and hearing skills to effectively communicate; visual acuity to oversee projects, and make observations. Work is done mainly indoors but could include outside tasks.

IU29 PROPERTY AND CONFIDENTIALITY REQUIREMENTS:

1. All property, including intellectual property, materials, equipment or actual products and services developed or accrued as part of the job duties and responsibilities listed above, is the property of IU29. It may not be used for personal profit or gain and will be relinquished to IU29 upon termination of employment from IU29.
2. The person employed in this position shall maintain confidentiality regarding the personal and private information about clients and coworkers, programs and services, and any other proprietary information accrued as a result of IU29 employment or as required by state or federal laws and regulations.
3. The position holder must be able to perform the essential job functions with or without reasonable accommodation. It is the responsibility of the employee to inform their supervisor and Human Resources of all reasonable accommodations that will be required.

Employee and supervisor signatures indicate receipt of the job description. This document is not an employee contract, nor does it imply a guarantee of continued employment in this position.

I have read and understand my job description as outlined above.

_____	X_____	_____
Employee Name (Print)	Employee Signature	Date
_____	X_____	_____
HR Name (Print)	HR Signature	Date
_____	X_____	_____
Supervisor Name (Print)	Supervisor Signature	Date

JOB TITLE: Technology Specialist, Networks & Systems

JOB DEFINITION: Provide enterprise-level technical support for networked information systems, including servers, networks, cybersecurity, and related technology services. This role supports and enhances instructional programs and administrative operations for Schuylkill Intermediate Unit 29, Schuylkill Technology Center, and member school districts. The position requires advanced technical expertise, research skills, and the ability to plan and execute organization-wide technology initiatives involving hardware, software, and network systems.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Duties of this position include, but are not limited to:

1. Provide enterprise-level support for servers, networks, security systems, and related infrastructure
2. Research, design, implement, maintain, and optimize enterprise technology systems
3. Plan and execute organization-wide projects involving hardware, software, and network technologies
4. Provide advanced help desk and technical support, including diagnosing, troubleshooting, and resolving complex issues
5. Install, configure, manage, and maintain:
6. Servers, switches, routers, and firewalls
7. Network operating systems and client/server applications
8. Troubleshoot network connectivity and infrastructure issues
9. Provide onsite technical support for member school districts as needed
10. Design, implement, upgrade, and maintain network hardware and software systems
11. Monitor server and network performance, utilization, backups, and security
12. Recommend and implement system, hardware, software, and security enhancements
13. Assist with planning, maintenance, and monitoring of the IU Regional Wide Area Network
14. Support system backup, archival, and compliance processes
15. Manage and maintain organizational telephone systems
16. Evaluate emerging technologies and make recommendations to staff and administration
17. Ensure compliance with software licensing and vendor agreements
18. Maintain a safe, organized, and professional work environment
19. Support current and future technology initiatives across the organization
20. Perform other duties as assigned by the Director of Technology Services

EDUCATION, EXPERIENCE, AND SKILLS REQUIRED:

1. Associate's Degree in Technology or a related field, or industry certification required; bachelor's degree preferred
2. Strong knowledge of computers, hardware, software, and networks
3. Experience with enterprise systems and project-based technology implementations.
4. Strong verbal and written communication skills, with the ability to lead and support projects.

ADDITIONAL ELIGIBILITY QUALIFICATIONS:

1. Current, approved Act 34 (PA State Police), Act 151 (PA Child Abuse Registry) and Act 114-FBI Fingerprint clearances are required and must be renewed at appropriate, specific intervals pursuant to Act 153 of 2014 (revised Act 15 of 2015).
2. Current, approved Act 126 Mandated Reporter Training certificate showing completion of a minimum of three (3) hours of training every five (5) years.

PROGRAM/CLASSIFICATION:

- Technology Services / Compensation Support Plan

REPORTS TO:

- Director of Technology Services

METHOD OF EVALUATION:

- Performance of the job will be evaluated annually by the Director of Technology Services per the provisions of the Board's Policy on evaluation of personnel.

SUPERVISORY RESPONSIBILITY:

- None

TERMS OF EMPLOYMENT:

1. This is a full-time position based on 1,800 hours, a 12-month work schedule. This includes vacation, sick, and personal time off. The specific work hours, daily schedule, and work year shall align with those established for the employee representative group as outlined in the applicable agreement or administrative guidelines. Adjustments to the work schedule may occasionally be required to meet program or organizational needs. Attendance at work is a requirement of this position; any and all absences must be approved by the immediate supervisor.
2. Must have transportation to work locations.

PHYSICAL REQUIREMENTS:

1. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position.
2. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

3. This is an active position requiring the ability to stoop, kneel, crouch, crawl, reach, stand, walk, and have the ability to lift and/or move objects up to 50 lbs.; verbal and hearing skills to effectively communicate; visual acuity to oversee projects, and make observations. Work is done mainly indoors but could include outside tasks.

IU29 PROPERTY AND CONFIDENTIALITY REQUIREMENTS:

1. All property, including intellectual property, materials, equipment or actual products and services developed or accrued as part of the job duties and responsibilities listed above, is the property of IU29. It may not be used for personal profit or gain and will be relinquished to IU29 upon termination of employment from IU29.
2. The person employed in this position shall maintain confidentiality regarding the personal and private information about clients and coworkers, programs and services, and any other proprietary information accrued as a result of IU29 employment or as required by state or federal laws and regulations.
3. The position holder must be able to perform the essential job functions with or without reasonable accommodation. It is the responsibility of the employee to inform their supervisor and Human Resources of all reasonable accommodations that will be required.

Employee and supervisor signatures indicate receipt of the job description. This document is not an employee contract, nor does it imply a guarantee of continued employment in this position.

I have read and understand my job description as outlined above.

_____	X_____	_____
Employee Name (Print)	Employee Signature	Date
_____	X_____	_____
HR Name (Print)	HR Signature	Date
_____	X_____	_____
Supervisor Name (Print)	Supervisor Signature	Date

JOB TITLE: Administrative Assistant

JOB DEFINITION: The position is responsible for providing comprehensive clerical, data management, and compliance support for School-Based Access Program (SBAP), Early Intervention (EI), and related special education and student service programs.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Duties of this position include, but are not limited to:

1. Maintain and organize School-Based Access Program (SBAP) billing logs and related documentation.

2. Prepare, distribute, and file parental consent forms, parental notice letters, and physician authorization documents in accordance with program requirements.

3. Update and maintain databases related to Early Intervention (EI) and School-Age notification processes.

4. Manage and maintain attendance, transportation, and compliance records to ensure accuracy and regulatory compliance.

5. Monitor and track medical scripts and authorizations to ensure compliance throughout the school year.

6. Perform filing, recordkeeping, and data management functions to support departmental operations.

7. Conduct interoffice, district mail and USPS distribution and delivery as assigned.

8. Assist with quarterly reporting, cost settlement procedures, and other fiscal documentation requirements.

9. Provide reception and front office coverage for the main entrance as needed.

10. Support departmental staff with administrative and clerical tasks and perform other duties as assigned.

EDUCATION, EXPERIENCE, AND SKILLS REQUIRED:

1. Minimum High School Diploma or equivalent experience.
2. Experience and extensive knowledge of Google Drive and Microsoft 365
3. Strong communication and excellent organizational skills
4. Able to work independently and effectively with staff and colleagues

ADDITIONAL ELIGIBILITY QUALIFICATIONS:

1. Current, approved Act 34 (PA State Police), Act 151 (PA Child Abuse Registry) and Act 114-FBI Fingerprint clearances are required and must be renewed at appropriate, specific intervals pursuant to Act 153 of 2014 (revised Act 15 of 2015).
2. Current, approved Act 126 Mandated Reporter Training certificate showing completion of a minimum of three (3) hours of training every five (5) years.

PROGRAM/CLASSIFICATION:

- Special Education Department

REPORTS TO:

- Special Education Director

METHOD OF EVALUATION:

- Shall be evaluated annually by the Special Education Director in accordance with the support personnel collective bargaining agreement.

SUPERVISORY RESPONSIBILITY:

- None

TERMS OF EMPLOYMENT:

1. This is a full-time position based on 1,800 hours, 12-month work schedule. This includes 10 paid holidays established in the approved CBA. This includes vacation, sick and personal time off. The specific work hours, daily schedule, and work year shall align with those established for the employee's representative group as outlined in the applicable agreement or administrative guidelines. Adjustments to the work schedule may occasionally be required to meet program or organizational needs. Attendance at work is a requirement of this position; any and all absences must be approved by the immediate supervisor.
2. Must have transportation to work locations.

PHYSICAL REQUIREMENTS:

1. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position.
2. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

3. This is an active position requiring the ability to stoop, kneel, crouch, crawl, reach, stand, walk, and have the ability to lift and/or move objects up to 50 lbs.; verbal and hearing skills to effectively communicate; visual acuity to oversee projects, and make observations. Work is done mainly indoors but could include outside tasks.

IU29 PROPERTY AND CONFIDENTIALITY REQUIREMENTS:

1. All property, including intellectual property, materials, equipment or actual products and services developed or accrued as part of the job duties and responsibilities listed above, is the property of IU29. It may not be used for personal profit or gain and will be relinquished to IU29 upon termination of employment from IU29.
2. The person employed in this position shall maintain confidentiality regarding the personal and private information about clients and coworkers, programs and services, and any other proprietary information accrued as a result of IU29 employment or as required by state or federal laws and regulations.
3. The position holder must be able to perform the essential job functions with or without reasonable accommodation. It is the responsibility of the employee to inform their supervisor and Human Resources of all reasonable accommodations that will be required.

Employee and supervisor signatures indicate receipt of the job description. This document is not an employee contract, nor does it imply a guarantee of continued employment in this position.

I have read and understand my job description as outlined above.

_____	X_____	_____
Employee Name (Print)	Employee Signature	Date
_____	X_____	_____
HR Name (Print)	HR Signature	Date
_____	X_____	_____
Supervisor Name (Print)	Supervisor Signature	Date

JOB TITLE: Administrative Assistant -Transportation

JOB DEFINITION: The position serves as a central point of communication for transportation services and is responsible for maintaining transportation records, coordinating schedules, supporting contractor compliance, managing transportation-related documentation, and assisting with the safe and efficient transportation of students served by the Intermediate Unit and affiliated programs.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Duties of this position include, but are not limited to:

1. Provide administrative and clerical support to the Transportation Coordinator, including managing correspondence, schedules, meetings, communications, and office operations.
2. Prepare, process, and maintain transportation-related documents, reports, contracts, memos, route information, driver packets, and regulatory records.
3. Maintain accurate student, contractor, driver, vehicle, and transportation databases, spreadsheets, files, and tracking systems.
4. Coordinate transportation services for students, field trips, special events, and program activities, including scheduling vehicles and accommodations.
5. Monitor and maintain contractor compliance records, including physical, clearances, licenses, certifications, vehicle inspections, registrations, insurance, and required training documentation.
6. Maintain transportation department records related to state reporting, PennDOT requirements, safety programs, emergency preparedness, and regulatory compliance.
7. Manage transportation office mail, deliveries, supply inventories, and departmental filing systems.
8. Track transportation-related invoices, mileage reports, vehicle maintenance records, and other operational documentation.
9. Maintain district transportation contacts, school calendars, schedule changes, early dismissals, and related parent and contractor communications.
10. Operate Intermediate Unit vehicles as needed to transport mail, supplies, documents, and materials between locations.
11. Maintain confidentiality of student, employee, contractor, and organizational information.
12. Perform other duties assigned by the Transportation Coordinator.

EDUCATION, EXPERIENCE, AND SKILLS REQUIRED:

1. Minimum High School Diploma or equivalent experience.
2. Experience and extensive knowledge of Google Drive and Microsoft 365

3. Strong communication and excellent organizational skills
4. Able to work independently and effectively with staff and colleagues

ADDITIONAL ELIGIBILITY QUALIFICATIONS:

1. Current, approved Act 34 (PA State Police), Act 151 (PA Child Abuse Registry) and Act 114-FBI Fingerprint clearances are required and must be renewed at appropriate, specific intervals pursuant to Act 153 of 2014 (revised Act 15 of 2015).
2. Current, approved Act 126 Mandated Reporter Training certificate showing completion of a minimum of three (3) hours of training every five (5) years.

PROGRAM/CLASSIFICATION:

- Transportation Department

REPORTS TO:

- Transportation Coordinator

METHOD OF EVALUATION:

- The Transportation Secretary shall be evaluated annually by the Transportation Coordinator in accordance with the support personnel collective bargaining agreement.

SUPERVISORY RESPONSIBILITY:

- None

TERMS OF EMPLOYMENT:

1. This is a full-time position based on 1,800 hours, 12-month work schedule. This includes 10 paid holidays established in the approved CBA. This includes vacation, sick and personal time off. The specific work hours, daily schedule, and work year shall align with those established for the employee's representative group as outlined in the applicable agreement or administrative guidelines. Adjustments to the work schedule may occasionally be required to meet program or organizational needs. Attendance at work is a requirement of this position; any and all absences must be approved by the immediate supervisor.
2. Must have transportation to work locations.

PHYSICAL REQUIREMENTS:

1. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position.
2. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.
3. This is an active position requiring the ability to stoop, kneel, crouch, crawl, reach, stand, walk, and have the ability to lift and/or move objects up to 50 lbs.; verbal and hearing skills to effectively communicate; visual acuity to oversee projects, and make observations. Work is done mainly indoors but could include outside tasks.

IU29 PROPERTY AND CONFIDENTIALITY REQUIREMENTS:

1. All property, including intellectual property, materials, equipment or actual products and services developed or accrued as part of the job duties and responsibilities listed above, is the property of IU29. It may not be used for personal profit or gain and will be relinquished to IU29 upon termination of employment from IU29.
2. The person employed in this position shall maintain confidentiality regarding the personal and private information about clients and coworkers, programs and services, and any other proprietary information accrued as a result of IU29 employment or as required by state or federal laws and regulations.
3. The position holder must be able to perform the essential job functions with or without reasonable accommodation. It is the responsibility of the employee to inform their supervisor and Human Resources of all reasonable accommodations that will be required.

Employee and supervisor signatures indicate receipt of the job description. This document is not an employee contract, nor does it imply a guarantee of continued employment in this position.

I have read and understand my job description as outlined above.

_____	X_____	_____
Employee Name (Print)	Employee Signature	Date
_____	X_____	_____
HR Name (Print)	HR Signature	Date
_____	X_____	_____
Supervisor Name (Print)	Supervisor Signature	Date

Board Approved: 7/13/2026

JOB TITLE: Secondary Mathematics Teacher (Grades 7-12)

JOB DEFINITION: The Secondary Mathematics Teacher is responsible for providing engaging, standards-based mathematics instruction to students in grades 7–12 within an alternative education and special education environment.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

1. Plan and deliver differentiated mathematics instruction aligned with Pennsylvania Academic Standards and district curriculum.
2. Teach a variety of mathematics courses, including but not limited to Pre-Algebra, Algebra, Geometry, Trigonometry, and Statistics.
3. Adapt lessons, assessments, and instructional strategies to meet the diverse learning needs of students with disabilities and students enrolled in alternative education programs.
4. Develop and implement Individualized Education Programs (IEPs), including specially designed instruction (SDI), progress monitoring, and data collection, as appropriate.
5. Create a positive, trauma-informed classroom environment that fosters respect, accountability, and student engagement.
6. Utilize evidence-based instructional practices and technology to support student achievement.
7. Collaborate effectively with special education teachers, related service providers, behavioral support staff, administrators, and families to support student success.
8. Implement positive behavior intervention strategies and maintain consistent classroom management practices.
9. Assess student progress regularly and use data to inform instructional decisions and interventions.
10. Maintain accurate records of attendance, grades, progress reports, and other required documentation.
11. Participate in IEP meetings, multidisciplinary team meetings, professional development activities, and other school-related functions.
12. Support the mission and goals of the alternative education program by building meaningful relationships with students and promoting social-emotional growth alongside academic achievement.
13. Comply with any other duties as assigned by the administration.

EDUCATION, EXPERIENCE, AND SKILLS REQUIRED:

1. Valid Pennsylvania Instructional Certificate in Mathematics 7–12 or appropriate certification required.
2. Special Education certification or experience working with students with disabilities and/or in alternative education settings preferred.

3. Knowledge of differentiated instruction, classroom management strategies, and evidence-based interventions for at-risk learners.
4. Strong communication, collaboration, and organizational skills.
5. Demonstrated ability to establish positive relationships with students, families, and colleagues

ADDITIONAL ELIGIBILITY QUALIFICATIONS:

1. Current, approved Act 34 (PA State Police), Act 151 (PA Child Abuse Registry) and Act 114-FBI Fingerprint clearances are required and must be renewed at appropriate, specific intervals pursuant to Act 153 of 2014 (revised Act 15 of 2015).
2. Current, approved Act 126 Mandated Reporter Training certificate showing completion of a minimum of three (3) hours of training every five (5) years.

PROGRAM/CLASSIFICATION:

- Maple Avenue Campus/Special Education Department

REPORTS TO:

- Principal and/or their designee

METHOD OF EVALUATION:

- Annual evaluations made by the principal and/or their designee in accordance with provisions established by the Schuylkill Intermediate Unit #29 Evaluation Process for Professional Employees.

SUPERVISORY RESPONSIBILITY:

- None

TERMS OF EMPLOYMENT:

1. This is a full-time position based on 185-day teachers' calendar. This includes sick and personal time off. Adjustments to the work schedule may occasionally be required to meet program or organizational needs. Attendance at work is a requirement of this position; any and all absences must be approved by the immediate supervisor.
2. Must have transportation to work locations.

PHYSICAL REQUIREMENTS:

1. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position.
2. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.
3. This is an active position requiring the ability to stoop, kneel, crouch, crawl, reach, stand, walk, and have the ability to lift and/or move objects up to 50 lbs.; verbal and hearing skills to effectively communicate; visual acuity to oversee projects, and make observations. Work is done mainly indoors but could include outside tasks.

IU29 PROPERTY AND CONFIDENTIALITY REQUIREMENTS:

1. All property, including intellectual property, materials, equipment or actual products and services developed or accrued as part of the job duties and responsibilities listed above, is the property of IU29. It may not be used for personal profit or gain and will be relinquished to IU29 upon termination of employment from IU29.
2. The person employed in this position shall maintain confidentiality regarding the personal and private information about clients and coworkers, programs and services, and any other proprietary information accrued as a result of IU29 employment or as required by state or federal laws and regulations.
3. The position holder must be able to perform the essential job functions with or without reasonable accommodation. It is the responsibility of the employee to inform their supervisor and Human Resources of all reasonable accommodations that will be required.

Employee and supervisor signatures indicate receipt of the job description. This document is not an employee contract, nor does it imply a guarantee of continued employment in this position.

I have read and understand my job description as outlined above.

_____	X_____	_____
Employee Name (Print)	Employee Signature	Date
_____	X_____	_____
HR Name (Print)	HR Signature	Date
_____	X_____	_____
Supervisor Name (Print)	Supervisor Signature	Date

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EDUCATION MASTER SERVICES AGREEMENT

This Education Master Services Agreement (hereinafter "Agreement") is entered into on this ("**Effective Date**") May 13, 2026, by and between **Schuylkill Intermediate Unit 29** located at 17 Maple Avenue Pottsville, Pennsylvania 17901, referred to in this Agreement as ("Customer"), and **Amergis Healthcare Staffing, Inc.**, a Maryland Corporation including its affiliates and subsidiaries, with an office located at 2208 Quarry Drive, Suite 101, Reading, PA, 19609, United States of America referred to in this Agreement as ("Amergis"). Customer or Amergis may be referred to herein as a "Party" or jointly as the "Parties."

RECITALS

WHEREAS, Customer operates a School located in Pennsylvania and wishes to engage Amergis to provide personnel to supplement Customer's staff;

WHEREAS, Amergis operates a staffing agency that provides supplemental staffing services to its customers; and

THEREFORE, in consideration of the above premises set forth herein, and for other good and valuable consideration, the receipt and sufficiency of which are acknowledged by the Parties, and intending to be legally bound, Customer and Amergis hereby agree to the following terms and conditions.

ARTICLE I. DEFINITIONS

1.1. Definitions. As used in this Agreement, the following terms shall have the meanings specified below unless the context otherwise requires. Capitalized terms, acronyms and phrases used in the staffing industry (i.e. HR) and business process outsourcing services, industries or other pertinent business context that are not defined will be interpreted in accordance with their then-generally understood meaning:

"Assignment Confirmation" is a document specifying additional details and Bill Rate for any individual Personnel matched for the Customer.

"Bill Rate" means the rates billed to Customer for Work pursuant to this Agreement, any Statement of Work, subsequent Amendment or any Assignment Confirmation.

"On Call/Call Back Rates" means those rates, as applicable and as more specifically set forth on the Assignment Confirmation, for hours where Personnel may be called back for previously unscheduled hours to the Work Site to perform assigned duties.

"Out of School and Off-Site Work" is defined as Work conducted by Personnel outside of normal school hours, whether that be after the school day or during any breaks in the school year, or off-site. These types of requests generally include but are not limited to school day length field trips, extended field trips surpassing the length of the school day, overnight field trips, weekend field trips, summer and weekend camps, one-day field trips.

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"Personnel" means clinical and other school-based professionals, behavioral, educational assistance, and instructional employees of Amergis, providing Services to Customer under Customer's direction and control pursuant to the terms of this Agreement.

"Plan" means any student-specific written plan developed to support the student's educational, behavioral, or medical needs, including: (a) a Behavior Intervention Plan (BIP), which is a written improvement plan created for a student based on the results of a Functional Behavior Assessment; (b) an Individualized Education Program (IEP), which is a plan developed under the Individuals with Disabilities Education Act (IDEA) to provide eligible students with special education and related services designed to enable the student to make progress appropriate in light of the student's unique circumstances; and (c) an Individual Health Plan (IHP), which addresses a student's medical needs and may include physician orders, and whose medical services may be incorporated into a student's IEP or Section 504 Plan when such services are necessary for the student to benefit from education.

"Services" means the temporary staffing services provided to Customer by Amergis as detailed in Article III.

"Supplies" means any and all necessary supplies to be used in administering and/or providing Work to student(s), including, but not limited to personal protective equipment ("PPE").

"Week" or **"Invoicing Week"** as used herein means a seven-day period beginning Sunday and ending Saturday. Amergis timekeeping considers all shifts as occurring completely on the day in which the shift begins.

"Work" means the services, duties, and tasks performed by Personnel for Customer at a Customer Work Site, carried out at Customer's direction and under Customer's management, control, and supervision.

"Work Site" means any location Customer assigns Personnel to render Work.

ARTICLE II. TERM

2.1 Term. This Agreement will commence on the Effective Date and will continue for a school calendar year.

2.2 Renewal. This Agreement shall automatically renew at the end of the term for successive one (1) year terms unless either Party provides written notice at least thirty (30) days prior to the end of the term or renewal term, as applicable, of such Party's decision not to automatically renew this Agreement.

ARTICLE III. NATURE AND SCOPE OF SERVICES

3.1 Staffing Services. Amergis will use its best efforts to recruit, screen, onboard, and assign Personnel to Customer as described herein and any applicable Statement of Work to perform Work under Customer's management and supervision at a school Work Site or another Customer-controlled environment. Customer will direct, oversee, and supervise the Work performed by such Personnel. Customer is responsible for ensuring that the Work it directs Personnel to perform is appropriate under applicable scope-of-practice laws and professional standards.

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3.2 Onboarding Requirements. Amergis will onboard Personnel consistent with the criteria detailed in Attachment "B".

3.3 Amergis as Employer. Amergis acknowledges and agrees that its Personnel are Amergis employees and shall be treated as such and not as employees of Customer. Amergis agrees that it (i) is responsible for providing any wages or other benefits to its Personnel; (ii) will make all appropriate tax, social security, Medicare, and other withholding deductions and payments with respect to its Personnel; (iii) will provide workers' compensation insurance coverage for its Personnel; (iv) will make all appropriate unemployment tax payments with respect to its Personnel; and (v) will take any additional actions legally required to establish that the Work provided under this Agreement are employees of Amergis.

3.4 Availability of Personnel. The Parties agree that Amergis' duty to supply Personnel is subject to the availability of qualified Personnel. The failure of Amergis to provide Personnel shall not constitute a breach of this Agreement if the requested Personnel are not available. To the extent that Amergis is unable to provide the modality of Personnel requested by Customer, Amergis will provide Customer with a higher skilled Personnel. Amergis will bill Customer at that Personnel's fair market value rate for the modality provided.

ARTICLE IV. WORK, WORK SITE REQUIREMENTS AND OBLIGATIONS

4.1 Plan Implementation. Customer is responsible for directing and supervising the Work provided by Personnel to students, including any students with medical disabilities. Customer will make available to Personnel, and upon request to Amergis, the applicable Plan(s). Customer shall provide student specific orientation for the requirements of the Plan(s). If the student requires school transportation, Customer shall assess whether the student's disability would allow for safe transport by Customer, and will make all determinations on Placement of Personnel to implement safe transport of both student(s) and Personnel. Customer shall provide all assessments and protocols to Amergis prior to Personnel accompanying a student for transport. Amergis reserves the right to deny a transportation request, in the event there is a concern for safety or other circumstances. In the event, Customer determines transport is safe, Customer shall orient Amergis Personnel on the transportation and emergency protocol(s).

4.2 Orientation and Evaluation. Customer will provide Personnel with orientation of Customer's policies, procedures and School Work Site specific training. Customer will provide School Work Site specific emergency protocol training for all student's with a medically related disability. Customer will perform evaluations of Personnel annually and provide documentation of the evaluation to Amergis. If Customer identifies area for improvement for any Personnel, Customer will collaborate with Amergis to provide additional resources for training and orientation.

4.3 Supplies. Customer will provide all necessary Supplies to Personnel in performance of this Agreement. Customer shall be responsible for disposing of all medical waste and biohazard produced by the Work and will comply with all applicable local, state, and federal rules, regulations, and laws governing such disposal.

4.4 Float Policy. Subject to prior written notification, Customer may Float Personnel, if Personnel satisfies the Customer's requisite specialty qualifications. If Customer Floats Personnel, the Personnel must perform the duties

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of the revised assignment as if the revised assignment were the original assignment. Customer will provide the Personnel with additional orientation regarding the Float assignment as necessary. If Personnel Floats to a staff classification that has a lower Base Rate, then the Base Rate that was applicable to the original Personnel assignment remains the applicable Base Rate despite the Float. If Personnel Floats to a staff classification that has a higher Base Rate, then the Base Rate that is applicable to the newly assigned staff classification is the applicable Base Rate for as long as the Personnel continues to work in that staff classification.

4.5 Right to Dismiss. If at any time Customer, in its reasonable judgment, determines that the Work provided by any Personnel hereunder is inadequate, unsatisfactory or has failed to comply with Customer's rules, regulations, or policies, Customer shall immediately advise Amergis. Amergis will remove Personnel from Customer's School Work Site as requested. Customer will cooperate with Amergis and provide reasonable detail(s) for the dismissal. Customer will provide Amergis with any reports it provides to any governing oversight agency(ies) as a result of Amergis Personnel's conduct, including all drug screens conducted, results of peer review and/or documentation of Customer's investigation(s).

4.6 Work Environment and OSHA. Customer will provide a clean and properly maintained workspace(s) for Amergis to conduct the Services that will enable Amergis to safely provide Work to student(s). Customer will provide furniture at its sole risk to include, but not limited to, tables and chairs, and allow Personnel reasonable access to telephones for business use. Amergis will not be responsible for the proper maintenance of any property supplied by Customer. Customer will orient Personnel to the specific exposure control plan(s), emergency action plan(s), and/or protocol(s) of the Customer as it pertains to all federal OSHA requirements and equivalent state agency requirements, directives, or standards, with respect to blood borne pathogens, other emergent matters, and any of the Customer's specific policies and procedures for safety, hazardous communications and/or operations instructions. Customer will be responsible for all OSHA recordkeeping, logging, and reporting responsibilities required by law pertinent to Work provided under this Agreement.

4.7 Out of School and Off-Site Work. Customer must submit any request for Personnel to perform Out of School and Off-Site Work in advance and in writing, and such Work may not be performed unless and until Amergis provides written approval. For any approved Out of School or Off-Site Work, Customer is solely responsible for overseeing and directing Personnel placement, providing all necessary supplies and resources at its own expense, and maintaining a safe working environment. Customer accepts responsibility for any incidents arising out of the Out of School or Off-Site Work.

4.8 Notification of Incidents and Claims. Customer agrees to notify Amergis of any incident involving Amergis Personnel within forty-eight (48) hours of its occurrence. Customer agrees to provide Amergis documentation of any investigation conducted. Amergis and Customer agree to notify each other in writing of any asserted claim relating to this Agreement within ten (10) days of either discovery of the occurrence upon which the claim may be based or learning of the claim. Indemnity to Customer shall not cover any claims or liabilities in which there is a failure to give the indemnifying party prompt notice of any incident within forty-eight (48) hours of its occurrence.

ARTICLE V. HIRING OF PERSONNEL

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5.1 Conversion. The Parties acknowledge and agree that: (i) the primary purpose of this Agreement is for Amergis to provide supplemental staffing Services, not direct hire services, to Customer; and (ii) Amergis invests significant resources in recruiting candidates and onboarding, training, and employing Personnel. Accordingly, if Customer, or any of its affiliates, subsidiaries, or agents, elects to directly hire any candidate or Personnel introduced by Amergis, Customer agrees to pay Amergis a fee in accordance with the table below ("Conversion Fee"), unless such hire occurs at least twelve (12) months after the later of: (i) the last interview of a candidate by Customer under this Agreement, or (ii) the last shift worked by the Personnel under this Agreement.

The Parties further acknowledge and agree that the Conversion Fees are intended to reasonably approximate Amergis' costs associated with recruiting candidates and onboarding and placing Personnel, and are not intended to be a penalty or to restrict employment opportunities. Rather, they serve as a fair reimbursement for the business-related expenses incurred by Amergis in connection with the engagement of candidates and Personnel.

Tier 1	School Aide/Behavior Aide and similar roles
Tier 2	Special Education Teacher, General Education Teacher, RN, LPN, CNA, Social Worker, SLP, PT, OT, COTA, PTA, Teacher for Deaf and Hard of Hearing, Orientation and Mobility Specialist, School Psychologist, Teacher for Visually Impaired, Sign Language Interpreter and similar roles

Tier 1:

Aggregate Hours Worked By Amergis Personnel for Customer in a Twelve (12) Month Period	Conversion Fee
Prior to completing 180 hours	25% of annualized starting salary
Between completion of 181 and 360 hours	20% of annualized starting salary
After completion of 361 and 540 hours	15% of annualized starting salary
After completion of 541 and 720 hours	10% of annualized starting salary
After completion of 721 hours	0% of annualized starting salary

Tier 2:

Aggregate Hours Worked By Amergis Personnel for Customer in a Twelve (12) Month Period	Conversion Fee
Prior to completing 280 hours	25% of annualized starting salary
Between completion of 281 and 560 hours	20% of annualized starting salary
After completion of 561 and 840 hours	15% of annualized starting salary
After completion of 841 and 1,350 hours	10% of annualized starting salary
After completion of 1,351 hours	0% of annualized starting salary

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5.2 Breach of Conversion of Personnel. In the event that Customer hires or contracts with any candidate or Personnel but does not notify Amergis, the Placement Fee that applies is the lesser of 150% of the amount set forth above or the maximum amount allowed by applicable law.

5.3 Compliance with Staffing Laws. Amergis and Customer acknowledge that certain states have enacted, and in the future may enact, laws, rules and regulations governing Amergis, Customer and/or the Services contemplated by this Agreement (collectively, "State Staffing Laws"). Accordingly, the terms of the Agreement are hereby amended to the extent necessary to comply with applicable State Staffing Laws and any terms contrary to such State Staffing Laws are deemed void and unenforceable. If Customer has Worksites located in multiple states, the laws of the state in which that Worksite resides shall determine whether any State Staffing Law applies to such Worksite.

ARTICLE VI. INVOICING, PAYMENT, AND TAXES

6.1 Invoicing. Amergis will supply Personnel under this Agreement at the rate(s) listed in the Statement of Work or Assignment Confirmations for this Agreement. Amergis will submit invoices to Customer every week for Personnel provided to Customer during the preceding week. Customer Invoices shall be submitted to the following electronic mail address or by the applicable agreed upon Timecard Application.

Invoicing E-mail:
Invoicing Contact:
Invoicing Address:

6.2 Payment. All amounts are due and payable within thirty (30) days from the date of invoice. Amergis' preferred payment is via electronic payment (EFT). If Customer is unable to pay electronically, Customer will send all payments to the address set forth on the invoice. Amergis reserves the right to accept or deny payment via credit card on a case-by case basis. Customer will be responsible for an additional surcharge of the lesser of 4% or the maximum amount allowed under applicable law for administrative/processing fee on all accepted payments made via credit card. If any portion of an amount billed by Amergis under this Agreement is subject to a good faith dispute between the Parties, Customer shall give written notice to Amergis of the amounts it disputes ("Disputed Amounts") upon the discovery of the billing dispute and include in such written notice the specific details and reasons for disputing each item. Written notice of a dispute must be provided within fourteen (14) days from date of invoice or the invoice amount is presumed to be valid. Customer shall pay by the due date all undisputed amounts, including, in the event of a billing rate dispute, the amount of the Services at the lower billing rate. Billing disputes shall be subject to the terms of Article XIII, Dispute Resolution.

6.3 Late Payment. Payments not received within thirty (30) days from the applicable invoice date will accumulate interest, until paid, at the rate of one and one-half percent (1.5%) per month on the unpaid balance, equating to an annual percentage rate of eighteen percent (18%), or the maximum rate permitted by applicable law, whichever is less.

6.4 Annual Rate Increases. Customer agrees to and accepts annual rate increases at the percentage listed on "Attachment A" of this Agreement.

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6.5 Customer Bankruptcy or Insolvency. Customer agrees that in the event Customer files bankruptcy, (i) to the extent Amergis pays the salary and other direct labor costs of Personnel it provides to Customer and such amounts incurred within one-hundred eighty (180) days prior to bankruptcy are not paid by Customer to Amergis prior to bankruptcy, and/or (ii) Customer is the assignee of claims held by such Personnel against Customer for such amounts incurred within one-hundred eighty (180) days prior to bankruptcy, then Amergis has a claim against Customer in bankruptcy for the amount of such salary and other direct labor costs, which is entitled to a priority under 11 U.S.C. §507(a)(4). All pre-bankruptcy conduct, including amounts due and actions related to payment that could be brought by Customer are released.

6.6 Assurances. In the event Amergis in good faith becomes concerned about impending bankruptcy or other insolvency by Customer, the Parties agree that Amergis may request in writing from Customer a prepayment deposit in the amount equal to the average of two weeks of Services, which Amergis may apply to outstanding invoices in the event that Customer fails to timely pay such invoices. Customer agrees to provide the requested prepayment deposit within five (5) days. In the event that Amergis applies the prepayment deposit in accordance with this section at such time that concern about Customer's impending insolvency remains, Customer agrees to replenish the prepayment deposit within five (5) days of receipt of written notice of its application.

6.7 Transaction Taxes. Customer shall be responsible for any sales tax, gross receipts tax, excise tax or other state taxes applicable to the Services provided by Amergis. If Customer provides Amergis with a valid tax exemption certificate in accordance with local laws covering the Services provided by Amergis, Amergis will not collect Transaction Taxes.

6.8 Reimbursement for Travel Expenses. The Bill Rates herein are inclusive of per day or per diem allowances for lodging, meals, and/or incidental expenses incurred when traveling to be paid by Amergis to Personnel whose primary residence is greater than fifty (50) miles from the Customer Worksite where such Personnel perform Work ("Travel Personnel"). Amergis will provide Customer with sufficient information regarding such Travel-Expense Payments in accordance with section 274(d) of the Internal Revenue Code. Customer is subject to any applicable limitations on deduction under section 274 of the Internal Revenue Code and regulations promulgated thereunder.

ARTICLE VII. RELATIONSHIP OF THE PARTIES

7.1 Independent Legal Entities. Amergis and Customer are independent legal entities. Nothing in this Agreement shall be construed to create the relationship of employer and employee, or principal and agent, or any relationship other than that of independent parties contracting with each other solely for the purpose of carrying out the terms of this Agreement. Neither Amergis nor Customer nor any of their respective agents or employees shall control or have any right to control the activities of the other Party in carrying out the terms of this Agreement.

7.2 Conflict of Interest. By entering into this Agreement, the Parties agree that all conflicts of interest shall and have been disclosed to the other Party for review in accordance with that Party's policies and procedures. A conflict of interest occurs when a Customer, employee or Personnel has professional or personal interests that

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compete with his/her/their ability to provide Services to or on behalf of Amergis or Customer. Such competing interests may make it difficult for the Customer employee or Personnel to fulfill his/her/their duties impartially.

ARTICLE VIII. PER DIEM SERVICES

8.1 Per Diem Personnel. If Customer requires short-term, shift-based, or as-needed assignments ("Per Diem Personnel"), Customer will use its best efforts to request Per Diem Personnel at least twenty-four (24) hours prior to reporting time in order to assure prompt arrival of assigned Per Diem Personnel. All information regarding reporting time and assignment will be provided by Customer to Amergis in writing.

(a) Per Diem Personnel Short-notice Requests. Amergis will bill Customer for the entire shift if an order for Per Diem Personnel is made less than two (2) hours prior to the start of the shift, as long as the Per Diem Personnel report for work within a reasonably prompt period of time under existing conditions after receiving notice of the assignment.

(b) Per Diem Personnel Order Cancellation. If Customer changes or cancels an order for Per Diem Personnel less than two (2) hours prior to the start of a shift, Amergis will bill Customer for two (2) hours at the established fee for each scheduled Per Diem Personnel. Amergis will be responsible for contacting Per Diem Personnel prior to reporting time.

ARTICLE IX. ADDITIONAL OFFERINGS

9.1 MaxView. The Parties acknowledge and agree that notwithstanding any Customer manuals, instructions, or other Customer policies, Amergis reserves the right to utilize MaxView, a proprietary web-based timekeeping system, for the provision of Services and is not required and/or mandated to use paper-based timekeeping records, unless otherwise required by applicable law. Personnel will submit hours worked to Customer via MaxView. Customer will be notified via electronic mail regarding the hours submitted and agrees to review and approve the submitted hours on a weekly basis, each Monday by noon local time. Customer approved hours will be utilized for the weekly payroll and billing. Any non-approved hours will be discussed between Customer and Amergis; notwithstanding this, Customer and Amergis agree to cooperate in good faith to ensure that all Personnel time is properly captured to ensure compliance with applicable local, state, and federal wage and hour laws.

9.2 Sunburst. The Parties may agree to utilize Amergis' in-house workforce solution, Sunburst Workforce Advisors, LLC ("Sunburst"), by mutual written agreement ("MSP Opt-In"), after which Attachment "C" shall take effect and govern the scope of work for the managed service provider offering ("MSP"). For the purpose of this section, email correspondence between the Parties indicating mutual intent to utilize Sunburst shall be sufficient to effectuate the MSP Opt-In. In absence of such MSP Opt-In, Attachment "C" shall not take effect.

9.3 Amergis Teletherapy Services. If Customer requests that Personnel perform remote Work through a teletherapy platform, Customer may request in writing (email suffices) that such Personnel utilize the Amergis Teletherapy Platform for the delivery of the remote Work. Upon such election, the Amergis Teletherapy Platform Addendum, attached hereto as Attachment "D", shall automatically apply. If Customer elects not to utilize the Amergis Teletherapy Platform, Attachment "D" shall not apply and shall have no force or effect. If Customer

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directs Personnel to perform remote Work, but does not elect to utilize the Amergis Teletherapy Platform, Customer shall be solely responsible for providing and supporting any teletherapy equipment, systems, and platform access for remote Personnel, as well as ensuring the secure transfer, maintenance, and handling of any student or service records necessary for remote service delivery.

ARTICLE X. INSURANCE

10.1 Amergis Insurance. Amergis will maintain (at its sole expense), or require the Contractors it utilizes under this Agreement to maintain, valid policies of insurance evidencing general and professional liability coverage of not less than $1,000,000 per occurrence and $3,000,000 in the aggregate, covering Services. Amergis will provide a certificate of insurance evidencing such coverage upon written request by Customer.

10.2 Customer Insurance. Customer will maintain at its sole expense valid policies of general and professional liability insurance with minimum limits of $1,000,000 per occurrence and $3,000,000 annual aggregate. Customer will give Amergis prompt written notice of any material change in Customer coverage. Customer shall name Amergis as an additional insured on its general liability policy.

ARTICLE XI. INDEMNIFICATION

11.1 Indemnification by Amergis. Amergis agrees, at its own expense, to indemnify, defend, and hold harmless Customer and its parent, subsidiaries, Affiliates, directors, officers, employees, and agents against any and all third-party losses, liabilities, judgments, awards, and costs (including reasonable attorneys' fees and expenses) to the extent arising out of or relating to:

(a) bodily injury (including death) or any real or tangible property loss or damage as a direct result of Amergis' employees' negligent acts or omissions in the performance of Services under this Agreement; or

(b) any breach by Amergis of Section 3.2.

11.2 Indemnification by Customer. Customer agrees, at its own expense, to indemnify, defend, and hold harmless Amergis and its parent, subsidiaries, affiliates, directors, officers, employees, and agents against any and all third-party losses, liabilities, judgments, awards, and costs (including reasonable attorneys' fees and expenses) to the extent arising out of or relating to:

(a) bodily injury (including death) or any real or tangible property loss or damage as a direct result of Customer's employees' negligent acts or omissions;

(b) any breach of this Agreement by Customer; or

(c) any Transaction Taxes levied, assessed, or imposed by any taxing authority as a result of, or in connection with this Agreement, whatever the source and regardless of whether invoiced to or remitted by Customer.

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11.3 Indemnification Procedures. The Party seeking indemnification under this Article XI (the "**Indemnified Party**") shall notify the other Party (the "**Indemnifying Party**") promptly after the Indemnified Party receives notice of a claim for which indemnification is sought under this Agreement; provided, however, that no failure to so notify the Indemnifying Party shall relieve the Indemnifying Party of its obligations under this Agreement except to the extent that it can demonstrate damages directly attributable to such failure. To the extent permitted by law, the Indemnifying Party shall have authority to defend or settle the claim; provided, however, that the Indemnified Party, at its sole discretion and expense, shall have the right to participate in the defense and/or settlement of the claim, and provided further, that the Indemnifying Party shall not settle any such claim imposing any liability or other obligation on the Indemnified Party without the Indemnified Party's prior written consent.

ARTICLE XII. LIMITATION OF LIABILITY

12.1 Limitation on Liability. IN NO EVENT SHALL EITHER PARTY BE LIABLE TO THE OTHER PARTY FOR ANY INDIRECT, INCIDENTAL, PUNITIVE, EXEMPLARY, RELIANCE OR SPECIAL OR CONSEQUENTIAL DAMAGES, INCLUDING DAMAGES FOR LOST PROFITS, LOSS OF USE, BUSINESS INTERRUPTION, OR LOSS OF DATA IN CONNECTION WITH OR ARISING OUT OF THIS AGREEMENT REGARDLESS OF THE FORM OF ACTION WHETHER IN CONTRACT, WARRANTY, STRICT LIABILITY OR TORT AND EVEN IF SUCH PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

12.2 Cap on Damages. THE TOTAL AGGREGATE LIABILITY OF EACH PARTY TO THE OTHER PARTY FOR DAMAGES UNDER THIS AGREEMENT OR OTHERWISE SHALL NOT EXCEED THE SUM OF ALL FEES PAID OR PAYABLE TO AMERGIS BY CUSTOMER UNDER EITHER THE APPLICABLE STATEMENT OF WORK OR FOR SERVICES RENDERED DURING THE TWELVE (12) MONTHS IMMEDIATELY PRECEDING THE MONTH IN WHICH SUCH LIABILITY AROSE, WHICHEVER IS LESS. MULTIPLE CLAIMS UNDER THIS AGREEMENT WILL NOT ENLARGE THIS LIMIT. THIS LIMITATION OF LIABILITY SHALL APPLY NOTWITHSTANDING ANY FAILURE OF ESSENTIAL PURPOSE OF ANY EXCLUSIVE REMEDY HEREIN.

ARTICLE XIII. DISPUTE RESOLUTION

13.1 Dispute Resolution. Except as otherwise provided in this Agreement, any dispute between the Parties regarding the interpretation or enforcement of this Agreement or any of its terms shall be addressed by good faith negotiation between the Parties.

13.2 Dispute Resolution Process. To initiate such negotiation, a Party must provide to the other Party written notice of the dispute that includes both a detailed description of the dispute or alleged nonperformance and the name of an individual who will serve as the initiating Party's representative in the negotiation. The other Party shall have ten (10) business days to designate its own representative in the negotiation. The Parties' representatives shall meet at least once within forty-five (45) days after the date of the initiating Party's written notice in an attempt to reach a good faith resolution of the dispute. Upon agreement, the Parties' representatives may utilize other alternative dispute resolution procedures such as private mediation to assist in the negotiations.

13.3 Inability to Resolve. If the Parties have been unable to resolve the dispute within forty-five (45) days of the date of the initiating Party's written notice, either Party may pursue any remedies available to it under this Agreement,

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at law, in equity, or otherwise, including, but not limited to, instituting an appropriate proceeding before a court of competent jurisdiction.

ARTICLE XIV. CONFIDENTIALITY AND USAGE OF DATA

14.1 Confidentiality.

(a) **Amergis/Customer Information**. The Parties recognize and acknowledge that, by virtue of entering into this Agreement and providing Services hereunder, the Parties will have access to certain information, which may be considered confidential or trade secret information (collectively "Information") such that a Party may derive independent economic value, actual or potential, from the Information not being generally known to the public or to other persons or entities, which are not a party to this Agreement. This Information may include, without limitation, information with respect to the Party's customers, vendors, cost structure, and/or business strategy, or business methods at any time used, developed, or disclosed by the Party. Each of the Parties agree that neither it, nor its staff shall, at any time either during or subsequent to the termination of this Agreement, disclose the Information to others, use, copy, or permit the Information to be copied, except pursuant to duties for or on behalf of the other Party as defined within this Agreement. A Party may disclose the Information pursuant to a governmental, judicial, or administrative order, subpoena, discovery request, regulatory request or similar request, provided that the other Party promptly notifies the non-disclosing Party, in writing of such request or demand for disclosure, and no later than within forty-eight (48) hours of receipt of such request, so that the non-disclosing Party, at its sole expense, may seek to make such disclosure subject to a protective order or other appropriate remedy to preserve the confidentiality of the Information.

(b) **Disclosure of Amergis/Customer Partnership**. From time to time, Amergis lists or mentions its customers in its marketing, communication, and business initiatives barring any restrictions and obligations as set forth in Section 14.1(C) and/or Section 14.2 of this Agreement. Customer agrees that Amergis may disclose the partnership between Amergis and Customer, and use Customer's name for such marketing, communication, and business purposes and initiatives. The Parties will make all commercially reasonable efforts to facilitate and coordinate press announcements, press releases, and other joint-marketing efforts related to this Agreement and the Amergis /Customer partnership. If either Party reasonably objects to use or disclosure of said partnership in such initiative(s), the other Party may ask the Party that developed the marketing or promotional content to edit or adjust such materials, and such Party will not unreasonably disagree.

(c) **Student Information**. In the event that Amergis receives student information, which may include student financial or medical information (collectively "Student Information"), Amergis shall not disclose any Student Information for which Services are provided under this Agreement to any third-party, except where permitted or required by law or where such disclosure is expressly approved by Customer, Amergis, and if required, student in writing. Further, each Party and its employees shall comply with the other Party's policies and obligations. Amergis may maintain and use Student Education Records to perform the Services under this Agreement and may disclose de-identified data to third parties in performance of Services under this Agreement. If Amergis is provided access to students' records, Amergis shall limit its Personnel's access to the records to those persons for whom access is essential to the performance of the Services under this Agreement. Amergis shall, at all times and in all respects, comply with the terms of the Family Rights and

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Privacy Act of 1974, as amended. Amergis reserves the right to retain any Student Education Records for the length of time necessary to meet Amergis' contractual and legal commitments.

14.2 Data Security. Customer will be responsible for establishing and overseeing all access, maintenance, and transmission of Customer and Student data and information, including privacy and security measures required under Law, which may further be needed to maintain and protect the security of all Customer computer systems, networks, and/or data related to the Services under this Agreement. Customer will be responsible for providing all education and training to Personnel as it relates to Customer's privacy and security measures and processes, including, without limitation the Customer's processes and expectations for collecting, storing, securing, and transferring Customer or Student data and information accessed, collected, and maintained under this Agreement.

Customer acknowledges and understands and agrees that no Personally identifiable information ("PII") or Protected Health Information ("PHI") PHI will be relayed, transmitted, or otherwise provided to or stored by Amergis or Amergis Personnel, unless necessary to be provided in performance of Services under this Agreement. Customer further acknowledges that it will provide Amergis with deidentified data, whenever possible, including removal of direct identifiers. Customer shall indemnify and hold harmless Amergis, its directors, officers, shareholders, employees, and agents from and against any and all claims, losses, liabilities, costs and other expenses resulting from, or relating to, the negligent handling of PII or PHI, including the unauthorized use, access, or disclosure by Customer, its employees, agents, and subcontractors.

14.3 Aggregate Statistical Usage. Customer acknowledges and agrees that Amergis will collect data related to the performance of the Services for the purposes of aggregation and the creation of a centralized benchmarking mechanism, such data does not contain student data or identifying student information. Notwithstanding anything to the contrary in this Agreement, Customer acknowledges and agrees that Amergis shall have a perpetual right to collect, use, and disclose the data collected relating to the Services and derived from Customer's use of Amergis, Amergis Personnel, and Contractors affiliated with Amergis under this Agreement for the analysis, benchmarking, analytics, marketing, or other business purposes as long as all data collected is done in an anonymized aggregated manner, with Customer's data aggregated with data of other Amergis customers, so as to be non-specific to any individual Customer.

14.4 Survival. All obligations set forth in this Article XIV shall survive the termination of this Agreement.

ARTICLE XV. TERMINATION

15.1. Termination for Convenience. Either Party may terminate this Agreement for any reason by providing at least thirty (30) days advance written notice of the termination date to the other Party.

15.2. Termination for Cause. If payment default occurs, Amergis may terminate this Agreement upon seven (7) days advance written notice of the termination date to Customer.

15.3 Post Termination Obligations. Termination will have no effect upon the rights and obligations resulting from any transactions occurring prior to the effective date of the termination.

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ARTICLE XVI. GENERAL TERMS

16.1 Amergis Subcontracting. Amergis may subcontract this Agreement upon written notice to Customer.

16.2 Non-discrimination. Neither Amergis nor Customer will discriminate on the basis of race, color, religion, creed, national origin or ancestry, ethnicity, sex (including gender, pregnancy, sexual orientation, and gender identity), age, physical or mental disability, citizenship, past, current, or prospective service in the uniformed Services, genetic information, or any other characteristic protected under applicable federal, state, or local law.

16.3 Compliance with Laws. Amergis agrees that all Services provided pursuant to this Agreement shall be performed in compliance with all applicable federal, state, and/or local rules and regulations. In the event that applicable federal, state, or local laws and regulations or applicable accrediting body standards are modified, Amergis reserves the right to notify Customer in writing of any modifications to the Agreement in order to remain in compliance with such law, rule, or regulation.

16.4 Governing Law, Jurisdiction. This Agreement will be governed by and construed in accordance with the laws of the State of Maryland, without regard to its principles of conflict of laws. Any dispute or claim from this Agreement shall be resolved exclusively in the federal and state courts of the State of Maryland and the parties hereby irrevocably submit to the personal jurisdiction of said courts and waive all defenses thereto.

16.5 Assignment of Agreement. Customer may not assign this Agreement without the prior written consent of Amergis, and such consent will not be unreasonably withheld. Amergis may assign this Agreement without consent and/or notice for assignment to either: (i) an entity owned by or under common control with assignor, (ii) in connection with any acquisition of all of the assets or capital stock of Amergis, and/or (iii) a name change by Amergis.

16.6 Attorneys' Fees. In the event either Party is required to obtain legal assistance (including in-house counsel) to enforce its rights under this Agreement, or to collect any monies due to such Party for Services provided, the prevailing Party shall be entitled to receive from the other Party, in addition to all other sums due, reasonable attorney's fees, court costs, and expenses, if any, incurred enforcing its rights and/or collecting its monies, including any fees and costs incurred on an appeal.

16.7 Notices. Any notice or demand required under this Agreement will be in writing; will be personally served or sent by certified mail, return receipt requested, postage prepaid, or by a recognized overnight carrier which provides proof of receipt; and will be sent to the addresses below. Either Party may change the address to which notices are sent by sending written notice of such change of address to the other Party.

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Schuylkill Intermediate Unit 29
17 Maple Avenue,
Pottsville Pennsylvania 17901

ATTN: Rene Evans

Amergis Healthcare Staffing, Inc.
7223 Lee DeForest Drive
Columbia, MD 21046
ATTN: Contracts Department
Email copy to: contracts@amergis.com

COPY TO:
Amergis Healthcare Staffing, Inc.
2208 Quarry Drive, Suite 101, Reading, PA, 19609, United States of America
ATTN: Ana Sanchez

16.8 Headings. The headings of sections and subsections of this Agreement are solely for reference only and will neither affect nor control the meaning or interpretation of this Agreement.

16.9 Merger. This Agreement constitutes the entire contract between Customer and Amergis regarding the Services to be provided hereunder. Any agreements, promises, negotiations, or representations not expressly set forth in this Agreement are of no force or effect. All terms of a later signed Agreement will supersede a prior signed Agreement. This Agreement may be executed in any number of counterparts, each of which will be deemed to be the original, but all of which shall constitute one and the same document.

16.10 Amendment. No changes and/or amendments to this Agreement will be effective unless made in writing and signed by duly authorized representatives of both Parties except as provided in Section 3.1, Section 16.3, and Attachment(s).

16.11 Severability. In the event that one or more provision(s) of this Agreement is deemed invalid, unlawful, and/or unenforceable, then only that provision will be omitted, and will not affect the validity or enforceability of any other provision; the remaining provisions will be deemed to continue in full force and effect.

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Customer and Amergis have acknowledged their understanding of and agreement to the mutual promises written above by executing and delivering this Agreement as of the Effective Date set forth above.

SCHUYLKILL INTERMEDIATE UNIT 29	AMERGIS HEALTHCARE STAFFING, INC.:
Signature of Authorized Representative	Signed by: Shreeprada Aachar DF3289BAF14540E... Signature of Authorized Representative
Anthony Sorrin Printed Name	Shreeprada Aachar Printed Name
Executive Director Title	Assistant Controller Title
7/23/2024 Date	21-Jul-26 Date

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ATTACHMENT "A"
STATEMENT OF WORK

1. **Scope of Services.** Amergis is responsible for recruiting, screening, and hiring its Personnel as set forth herein to provide Services to Customer, with such Work provided by Personnel under Customer's management and supervision at a Work Site or in an environment controlled by Customer. Upon Customer's request for supplemental Personnel, Amergis will use commercially reasonable efforts to provide Personnel to Customer. Customer shall communicate duties, shifts, unit assignments and other working details to Personnel during their Assignment.

2. **Personnel Requirements and Screening.** Amergis will supply Customer with Personnel who meet the criteria set forth in the Assignment Onboarding Attachment "B". Amergis will provide Personnel who have the necessary and appropriate skills, education, knowledge and experience for the positions to be filled, subject to the approval of the Customer.

3. **Interview.** Customer may request to conduct a telephone interview with any Personnel candidate prior to the Services commencing.

4. **Bill Rates.** Bill Rates are agreed to between the Customer and Amergis for the following positions. If Customer and Amergis execute a subsequent Assignment Confirmation(s) per individual Personnel the Bill Rates in the Assignment Confirmation will apply to the named Personnel therein and for the timeframe indicated.

Positions	Long Term Assignment Rate (per hour)
Support Staff (PCA, PARA, CNA, IA, BT)	$37
Registered Behaviour Technician	$44
Classroom Monitor	$45
Administrative Assistant Level 1	$44
Administrative Assistant Level 2	$48
School Nurse (LPN or RN)	$59
Certified School Nurse (CSN)	$72
Physical Therapist Assistant, Certified Occupational Therapist Assistant, Speech Language Pathologist Assistant	$75
Physical or Occupational Therapist (PT/OT)	$80

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Speech Language Pathologist (SLP)	$90
Substitute Teacher (Short/Day to Day)	$45
General Education Teacher	$70
Special Education Teacher	$75
Sign Language Interpreter	$65
School Counselor	$70
Social Worker	$70
Licensed Social Worker	$75
School Psychologist	$100
Board Certified Assistant Behavior Analyst (BCaBA)	$72
Board Certified Behavior Analyst (BCBA)	$90

5. **Out of School Time and Off-Site School Time.** Rates charged for Work rendered outside of school time or off-site during school time will be in accordance with the local and/or state regulatory wage laws. Overtime Rates are also charged for all hours worked in excess according to applicable state law.

6. **Annual Rate Increase.** Effective on the Agreement renewal date and every year thereafter, Bill Rates for all modalities listed above will be increased by three percent (3%) of Bill Rate(s).

7. **Weekend Rates.** Customer and Amergis may agree in individual Assignment Confirmations to Weekend Rates that differ from the Bill Rate. As applicable, Weekend Rates will apply to shifts beginning at 11:00 p.m. on Friday and will apply through shifts ending at 7:00 a.m. on Monday.

8. **Orientation.** Bill Rate(s) will be billed for all time spent in required Customer orientation.

9. **Overtime.** Overtime Rates are charged for all hours worked in excess of forty (40) per week or according to applicable state law. The overtime rate is a one and one-half times (1.5x) multiplier of the Bill Rate for such hours, unless applicable state law requires a different multiplier.

10. **Holidays.** Holiday Rates will apply to all hours worked in the time period beginning at 11:00 p.m. the night before the holiday through 11:00 p.m. the night of the holiday. The Holiday Rate is a one and one-half times (1.5x) multiplier of the Bill Rate for the following holidays:

New Year's Day	Labor Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

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11. **Work Site.** This Statement of Work and underlying Agreement shall apply to the following Work Site(s) or Customer locations:

12. **Invoicing.** Amergis will supply Personnel under this Agreement at the Bill Rates listed herein or in any Assignment Confirmation. Amergis will submit invoices to Customer every week for Personnel provided to Customer during the preceding week. The specified contacts for individual Work Sites is set forth below:

13. **Changes.** Pursuant to Section 3.2 of the Agreement, the Parties agree that Changes may be made to this Statement of Work by execution of a subsequent Statement of Work(s) or Assignment Confirmation(s), or Change Request.

14. **On Call.** Hours for Personnel that are placed on call will be invoiced to Customer at the "On-Call Hourly Rate" as specified in herein, if applicable, and if called in will be billed at the overtime rate, unless a greater rate such as double time must be used under federal and/or state law.

15. **Construction.** Except as expressly set forth by this Statement of Work, the Agreement shall continue in full force and effect in accordance with the provisions thereof. Nothing in this Amendment to the Agreement is intended to modify, alter, reduce, or change the right or obligations in the Agreement executed except as expressly stated in this Statement of Work.

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ATTACHMENT "B"
PRE-ASSIGNMENT SCREENING

1. **For all Personnel submitted to Customer under the Agreement, Amergis will:**
   a. Conduct a criminal background screening in accordance with applicable law, including any state exclusion review as applicable;
   b. Verify current license, registration, or certification for the Services to be provided, if applicable to role;
   c. Verify relevant professional and specialty experience, as requested by Customer;
   d. Confirm Personnel are authorized to work;
   e. Perform federal exclusion and abuse check(s) including but not limited to, List of Excluded Individuals/Entities (LEIE) and the Excluded Parties List System (EPLS) and the National Sex Offender Registry;
   f. Verify skills checklist of competencies for the position and exam;
   g. Verify that a current diagnostic Tuberculosis (TB) test or screening is on file, in accordance with state regulations.
2. **Upon written request by Customer, Amergis will provide Customer with the following:**
   a. Reasonable proof of previous employment;
   b. Education verification.
3. **Customer Criminal Background Report.** In the event that Customer requires its own criminal background screening, which may include fingerprinting, for Amergis Personnel, Customer shall provide Amergis with a copy of the results and/or report, or the "Clear" or "Not Clear" status. Providing first day instructions for Amergis Personnel following Customer required background screening will constitute a "Clear" status. Customer agrees that Personnel may begin assignment following completion of a successful Customer background screening.

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ATTACHMENT "C"
WORKFORCE SOLUTION ADDENDUM

This Workforce Solution Addendum ("Addendum") takes effect as of the date of the MSP Opt-In, as described in the Education Master Services Agreement ("Agreement") between Customer and Amergis, the terms of which are expressly incorporated herein.

1. **Scope of Services.** Customer wishes to utilize Amergis Healthcare Staffing, Inc.'s workforce solution, Sunburst ("MSP"), to centralize and consolidate the management Services of its temporary school-based professionals ("Contract Workers"). Customer agrees that all providers of Services ("Staffing Suppliers") inquiring to provide healthcare-related, school-based Services ("Staffing Services") to Customer will be overseen by MSP. Customer shall notify incumbent Staffing Suppliers 1) to work with MSP to obtain necessary program information and onboarding documentation from MSP; and 2) that all communication regarding day-to-day activity and will be conducted between MSP and Customer. MSP will establish a program management team consisting of MSP personnel to be Customer's central point for all matters relating to Customer's staffing needs.

2. **MSP Services.** The MSP Services provided by MSP to Customer will generally consist of:
   a. Identifying strategic Staffing Suppliers for Customer's educational, healthcare and administrative staffing needs;
   b. Contracting with Staffing Suppliers;
   c. Providing a web-based application software program ("System") to automate the process by which Contract Workers are requisitioned from Staffing Suppliers;
   d. Onboarding Contract Workers and providing assignment details;
   e. Coordinating with Customer regarding Staffing Suppliers;
   f. Verifying each Staffing Supplier has uploaded onboarding documentation;
   g. Maintaining accurate and complete statuses; and
   h. Validating submission of electronic timecards.

3. **Purchasing Agent.** MSP will act as Customer's purchasing agent. As Customer's purchasing agent, MSP will enter into Staffing Supplier Agreements with Staffing Suppliers to Provide Services to Customer under terms that are substantially the same as those in the Education Master Services Agreement.

4. **Onboarding and Orientation.** MSP will participate in a review of all Staffing Supplier work progress and satisfaction of any onboarding and orientation requirements set forth in the Education Master Services Agreement, which may be updated/modified by Customer in the System.

5. **Rates.** Charges will be based on a Customer approved hourly bill rate at the time an order for Contract Worker(s) is posted via the System. Bill rates are subject to change at time of order posting based on Customer Approval. Customer and MSP reserve the right to add additional modalities/positions if needed and agreed upon. All orders for Contract Workers will be submitted through the System.

6. **Incident Reporting.** Customer agrees to notify MSP of any incident involving Contract Workers within forty-eight (48) hours of its occurrence. Customer agrees to provide MSP with documentation of any investigation conducted related to Contract Workers and/or the Services.

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7. **Consolidated Invoices.** All Staffing Supplier invoices are consolidated as a part the MSP Services. MSP will issue consolidated invoices to Customer on a weekly basis (or on a less frequent basis if requested by Customer). Customer will remit payment for uncontested invoices in a timeframe consistent with the Education Master Services Agreement.

8. **Taxes.** Bill Rates do not include any applicable Transaction Taxes. Customer is responsible for any applicable Transaction Taxes and, if applicable, shall pay or reimburse MSP for Transaction Taxes as a result of, relating to, or in connection with this Addendum (including with respect to Transaction Taxes required to be forwarded by MSP to Staffing Suppliers in connection with their provision of Services). If Customer provides MSP with a tax exemption certificate in accordance with local laws that covers the MSP Services provided by MSP, MSP will not collect Transaction Taxes if the tax exemption certificate is valid. The rates paid to Suppliers for Travel Personnel include amounts to reimburse Suppliers for Travel-Expense Payments made to Travel Personnel. Suppliers shall provide Customer with sufficient information regarding such Travel-Expense Payments in accordance with section 274(d) of the Internal Revenue Code. Customer is subject to any applicable limitations on deduction under section 274 of the Internal Revenue Code and regulations promulgated thereunder.

9. **MSP Fee.** MSP will provide MSP Services at no direct cost to Customer. MSP's administrative fee for MSP Services will be funded by participating Staffing Suppliers.

10. **Aggregate Statistical Usage.** Customer acknowledges and agrees that MSP will collect data related to the performance of the Services for the purposes of aggregation and the creation of a centralized benchmarking mechanism. Customer acknowledges and agrees that MSP shall have the perpetual right to use and disclose the data collected relating to the Services, in any manner, as long as any data collected is done on an aggregate basis, with Customer's data aggregated so as to be non-specific to Customer or including any personally identifiable information of an individual.

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ATTACHMENT "D"
AMERGIS TELETHERAPY PLATFORM

This Telehealth Platform Addendum ("Addendum") takes effect as of the date of the Opt-In, as described in the Education Master Services Agreement ("Agreement") between Customer and Amergis, the terms of which are expressly incorporated herein.

1. **Access.** Subject to Customer's compliance with the terms herein, Amergis may, in its sole discretion, provide certain Teletherapy Personnel on assignment with Customer access to a third-party browser-based teletherapy platform ("Teletherapy Platform") for use with Customer's students. Customer and Amergis acknowledge and agree that the Teletherapy Platform serves a legitimate educational interest, including supporting instruction and permitted remote telehealth assessments and documentation of student progress.

2. **Equipment.** Customer will be responsible for providing students with a secure device to access the Teletherapy Platform (computer, tablet, or similar device with worker webcam and microphone) and internet access (together, "Device").

3. **Misuse.** Amergis is not responsible for the misuse of the Device or Teletherapy Platform by Customer or its students.

4. **Transfer of Educational Records.** Customer acknowledges and agrees that certain reports or similar documents generated by the Teletherapy Platform ("Teletherapy Records") may be classified as educational records under the Family Educational Rights and Privacy Act (FERPA).

   Amergis will use commercially reasonable efforts to facilitate the transfer of Teletherapy Records to Customer. Customer will establish and maintain a Secure File Transfer Protocol (SFTP) or equivalent secure transmission method that meets or exceeds prevailing industry standards for the protection of Teletherapy Records. Amergis is not responsible for any data security vulnerabilities or breaches arising from the transmission method selected or maintained by Customer. Customer will remain responsible for responding to and complying with applicable law regarding all requests to access educational records, including the Teletherapy Records.

5. **Permissible Use.** Amergis will access, use, view, store, maintain, or otherwise process Teletherapy Records solely to the extent reasonably necessary to: (i) support the provision of the teletherapy Services by Teletherapy Personnel; (ii) facilitate the secure transfer of the records to Customer; and (iii) comply with applicable laws and regulations and its internal policies regarding record retention (collectively, "Permissible Use").

   Amergis will not process Teletherapy Records for any purpose outside the scope of Permissible Use, including, without limitation, selling, licensing, or sharing such records with unauthorized third parties. Amergis has no obligation to Customer to retain the Teletherapy Records, and makes no guarantees to Customer regarding the retention of the Teletherapy Records.

6. **Standard of Care.** Amergis will protect the systems processing the Teletherapy Records in accordance with reasonable commercial practices and will use safeguards no less protective than those used to secure Amergis' own data of a similar type.

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2025 - 2026 Amended TITLE I PROFESSIONAL SERVICES AGREEMENT

This Professional Services Agreement is made and entered into as of the 1st day of June, 2026, by and between Schuylkill Intermediate Unit and Catapult Learning, LLC, herein after referred to as "Catapult Learning."

In consideration of the mutual covenants and conditions set forth in this Agreement, the parties agree as follows:

1. TERM

The term of this agreement shall commence on August 25, 2025 and terminate on May 29, 2026, unless earlier terminated in accordance with Section 6 of this agreement.

2. DESCRIPTION OF PROFESSIONAL SERVICES

2.1 Upon the terms and conditions set forth herein, Catapult Learning shall provide Title I reading and mathematics to nonpublic school student services in the following school districts:

Blue Mountain School District
Jim Thorpe Area School District
Mahanoy Area School District
Minersville Area School District
North Schuylkill School District
Pottsville Area School District
Saint Clair Area School District
Shenandoah Valley School District
Tamaqua Area School District
Panther Valley School District (to students attending a Schuylkill County school)

2.2 Services will generally be provided at the school facility. When necessary, Catapult may deliver the Program, in whole or in part, via distance learning to the extent practicable, without any additional consent or authorization, using programs, systems, teaching techniques, diagnostic tests, evaluation, academic courses and materials adapted for distance learning at the fees, rates and payment schedules as set forth in this Agreement. In circumstances of government mandated actions impacting school operations, Catapult shall make reasonable good faith efforts to provide continuous education via distance learning.

BOX 130, 17 MAPLE AVENUE, MAR LIN, PA 17951-0130 • (570) 544-9131 • FAX (570) 544-2169
"We are an Equal Rights and Opportunity Intermediate Unit."

2.3 Personnel who provide services in the Catapult Learning program shall at all times remain Catapult Learning employees, subject to Catapult's ultimate control and authority, including on issues of teacher conduct, discipline and termination.

2.4 The participating school districts understand that Catapult Learning has a substantial interest and role in overseeing and maintaining the quality of the Catapult Learning program. In that regard, the participating school districts will consult with the non-public schools served to determine the method used for identification of students who will participate in the program. The Schuylkill Intermediate Unit will adhere to all responsibilities set forth herein in order to assist Catapult in ensuring the quality of instruction delivered, which is material to the satisfactory performance of this agreement.

2.5 Catapult Learning shall provide remedial services to a maximum of 122 students during the 2025-26 school year beginning August 25, 2025 and ending May 29, 2026.

2.6 Catapult Learning shall provide, prior to September 30, 2025, a listing of administrative costs including name, salary and service provided by each employee.

2.7 Catapult Learning shall provide definitions and uses for administrative, instructional and professional development costs prior to September 30, 2025.

2.8 Catapult Learning shall comply with all regulations as outlined in the current Title I Non-regulatory Guidance document.

2.9 Prior to October 1, 2025, Catapult Learning shall provide a list of faculty meetings and professional development activities that will be conducted throughout the 2025-26 school year.

2.10 Prior to October 1, 2025, Catapult Learning shall provide a narrative of services provided including length of sessions, number of sessions per month and instructors' names.

2.11 Catapult Learning shall provide teacher schedules prior to September 30, 2025. All revisions shall be reported to the Director of Curriculum Services at the Schuylkill Intermediate Unit within five (5) calendar days.

2.12 Catapult Learning shall provide copies of sign-in forms for all professional development activities and faculty meetings.

2.13 Meetings of appropriate Catapult Learning and Schuylkill Intermediate Unit staff shall be conducted as necessary to review compliance of this agreement and the Title I Non-regulatory Guidance.

2.14 Near the completion of the 2025-26 school year, Catapult teachers shall review the testing results of all remedial reading and mathematics students receiving Title I services to determine their academic growth. The agreed upon expected academic growth is 3 NCE gains in reading and 5 NCE gains in mathematics. Special Needs students and students with IEPs are exempt from this growth standard and will be reported separately.

2.15 Assessment for eligibility for Title I services for K – 2 students shall consist of DIBELS for reading and the Catapult Learning Criteria Referenced Test for mathematics. For grades 3 – 8, the Iowa Tests of Basic Skills (IBTS) and the Catapult Learning CLCCIT norm-referenced tests will be used to determine eligibility. All assessment results shall be provided to the Schuylkill Intermediate Unit prior to June 30, 2026 in a completed chart format that includes data for every child served during the agreement period.

2.16 End of the Year Report will provide a cumulative summary of the students served, a progress report for each student served, the overall instructional gains of students served and the parent and school staff interactions throughout the school year. Catapult Learning shall deliver this report to the Schuylkill Intermediate Unit contact by June 30, 2026.

2.17 Services provided shall be secular, neutral and non-ideological.

2.18 Catapult Learning will comply with all Title I Statutory and Regulatory requirements.

3. FEES AND PAYMENTS

3.1 In consideration of the services, materials and equipment provided by Catapult Learning as described herein, the Schuylkill Intermediate Unit shall pay Catapult and hourly rate of $74.00 per Program Hour for the provision of services over the term. Hourly Rate is per scheduled teacher hour. Teacher hours include all hours required to operate the program including but not limited to direct service time with students, prep time, parent conferences, and team meetings. Total compensation due to Catapult Learning is not to exceed **$123,195.09**. It is understood by both parties that this is a preliminary allocation and Catapult shall understand that this allocation may be revised by ten percent (10%) more or less than the preliminary allocation. It is understood that, if the allocation is reduced, it may result in reduced service time to the non-public schools. If, at a later date it is revised by the Pennsylvania Department of Education, the Schuylkill Intermediate Unit will notify Catapult Learning within five (5) calendar days of notification. In addition, the Schuylkill Intermediate Unit shall pay to Catapult Learning an administrative fee of eleven percent (11%) of the above-described sum, as it may be adjusted from time to time.

3.2 Payment shall be made by the Schuylkill Intermediate Unit on a monthly basis. Each payment will be based on services rendered during the previous month. Catapult Learning invoices received by the Schuylkill Intermediate Unit prior to the fifteenth (15^{th}) day of the month will be paid following the Schuylkill Intermediate Unit 29 monthly Board meeting.

3.3 Monthly invoices, sent to the Director of Curriculum Services at the Schuylkill Intermediate Unit 29, shall include itemization of purchases over $500.00 and the following items will be provided to the Schuylkill Intermediate Unit 29 whenever they are needed for monitoring purposes: supervisor's salary and office, travel, telephone, postage, mailings, capital and professional development expenses as well as Catapult Learning's eleven percent (11%) administrative fee. The Schuylkill Intermediate Unit must approve all expenditures over $500.00 in writing prior to purchase.

3.4 During the term of this agreement for a period of twelve (12) months thereafter (the "Non-solicitation Period"), the Schuylkill Intermediate Unit agrees not to, either directly or indirectly through a third party, hire, attempt to hire, nor solicit for employment any Catapult Learning employee unless such solicitation is agreed upon in advance and in writing by Catapult Learning. In the event Schuylkill Intermediate Unit solicits a Catapult Learning employee for hire pursuant to written permission from Catapult Learning during the term of this agreement and for twelve (12) months, thereafter, and the Catapult Learning employee accepts a position with Schuylkill Intermediate Unit, the Schuylkill Intermediate Unit agrees to pay Catapult Learning a commission of thirty percent (30%) of the employee's base salary at the time the employee accepts employment. The commission is non-refundable even if the employee does not remain employed with the Schuylkill Intermediate Unit for any length of time and no matter the reason why the employee separates employment with Schuylkill Intermediate Unit.

3.5 Catapult Learning may assess late payment charges equal to one and one-half percent (1.5%) per month or portion thereof that any amount payable by the Schuylkill Intermediate Unit hereunder remains outstanding after payment thereof is due.

3.6 The Schuylkill Intermediate Unit may withhold payment if requirements are not met until such time as Catapult Learning has complied with all such requirements.

4. CONFIDENTIAL AND PROPRIETARY INFORMATION

4.1 The Schuylkill Intermediate Unit and the participating school districts acknowledge that Catapult Learning programs, courses and diagnostic tests are proprietary in nature and the confidential and exclusive property of Catapult Learning, and that the Schuylkill Intermediate Unit and participating school districts have no right by virtue of this agreement or otherwise, to have access to

or to disclose said property, except as may be required for monitoring purposes, in which case, prior written approval of disclosure must be obtained from an office of Catapult Learning. Catapult Learning is aware that this agreement and various other documents may be disclosed in accordance with requests made under the Pennsylvania Open Records Law or similar statutes.

4.2 In the event that any proprietary or confidential information is disclosed, intentionally or otherwise to the Schuylkill Intermediate Unit and participating school districts, its employees, agents or assigns, the Schuylkill Intermediate Unit and participating school districts agree to hold same in strictest confidence and not to disclose same to any other person for any reasons nor utilize same within the Schuylkill Intermediate Unit and participating districts without prior written approval by Catapult Learning.

4.3 The Schuylkill Intermediate and participating school districts further agree to use all efforts at its disposal to assure that its employees, agents or assigns are aware of the confidential and proprietary nature of the subject matter and do not disclose same to any other person for any reason nor utilize same without prior written approval by Catapult Learning. The Schuylkill Intermediate Unit and participating school districts acknowledge that unauthorized disclosure of Catapult Learning proprietary and confidential information may cause Catapult Learning irreparable harm and may entitle Catapult Learning to injunctive relief in a court of competent jurisdiction.

5. STUDENT RECORDS

Student records, "Catapult Student Records" for the purpose of this agreement, shall constitute all Catapult Learning tests, attendance records and student diagnostic summaries. Catapult Learning shall maintain the confidentiality of all students' records in compliance with applicable federal and state laws. Catapult Learning will hold student records for a period no less than six (6) years or until the program ends, whichever is longer.

6. BREACH AND TERMINATION

6.1 This agreement may be terminated by either party if the other party is in breach of any material provision of this agreement, but only after written notice of default and an opportunity to cure has been given to the breaching party. The notice of default must give the breaching party an opportunity to cure of at least sixty (60) days in the case on a non-monetary default and at least ten (10) days in the case of monetary default. If the breaching party has not cured the breach before the cure date stated in the notice of default, the party giving notice may terminate this agreement by giving the breaching party written notice of termination stating the date on which the termination is to be effective. Notwithstanding the delivery of a notice of default or notice of termination under this section, the parties shall

continue to observe and perform their respective obligations under this agreement until the effective date of termination.

6.2 In the event either party elects to terminate this agreement pursuant to Section 6.1, Catapult Learning shall be entitled to an equitable adjustment hereunder. Said equitable adjustment shall include all fees for services rendered up to the date of termination and costs reasonably incurred by Catapult Learning in connection with such termination. If adequate notice is not provided in accordance with Section 6.1, Catapult Learning shall also be entitled to payment of any fees that would have been earned during the balance of the notice period.

7. INDEMNIFICATION

7.1 Schuylkill Intermediate Unit shall indemnify Catapult Learning against and from all third-party costs, expenses, damages, injury or loss, specifically excluding any incidental, consequential, special or punitive damages to which Catapult Learning may be subject ("Catapult Losses") by reason of any wrongdoing, misconduct, want of care, skill, negligence or default by Schuylkill Intermediate, its agents, employees or assigns, in the execution or performance of this agreement. The forgoing indemnity obligation shall not apply to the extent that the Catapult Losses were called by the sole negligence or willful misconduct of Catapult.

7.2 Catapult Learning shall indemnify Schuylkill Intermediate Unit against and from all third-party costs, expenses, damages, injury or loss, specifically excluding any incidental, consequential, special or punitive damages to which the Schuylkill Intermediate Unit may be subjected ("Schuylkill Loses") by reason of any wrongdoing, misconduct, want of care, skill, negligence or default by Catapult Learning, its agents, employees or assigns, in the execution or performance of this agreement. The foregoing indemnity obligation shall not apply to the extent the Schuylkill Losses were caused by the sole negligence or willful misconduct of Schuylkill Intermediate Unit.

7.3 In the event that any action, suit, proceeding or investigation relating hereto or to the transactions contemplated by this agreement is commenced, the parties hereto agree to immediately notify each other in writing of the pending action, suit, proceeding or investigation and to cooperate to the extent possible to defend against and respond thereto and make available to each other such personnel, witnesses, books, records, documents or other information within its control that are reasonably necessary or appropriate for such defense. Neither Catapult nor Schuylkill Intermediate Unit shall in any event be liable for any indirect, consequential, loss of profits or revenue, enhanced damages or punitive damages, even if Catapult or the Schuylkill Intermediate Unit has been advised of the possibility of such damages. Notwithstanding anything to the contrary in this agreement, the provisions shall not be construed as a waiver of any of the rights, privileges, or immunities that Schuylkill Intermediate Unit is entitled to under the

Political Subdivision Tolls Claim Act or other statutes of the Commonwealth of Pennsylvania.

8. INSURANCE

8.1 Catapult Learning maintains and keeps in force such insurance as workmen compensation, liability and property damage, as will protect it from claims under Workman's Compensation Acts and also such insurance as will protect it and Schuylkill Intermediate Unit from any other claims for damages for personal injury, including death and claims for damages to any property of Schuylkill Intermediate Unit or of the public, which may arise from operations under this agreement, whether such operations be by Catapult Learning or by any subcontractor or anyone directly or indirectly employed by any of them.

8.2 Catapult shall maintain and keep in force liability insurance which shall under no circumstance be no less than one million dollars ($1,000,000) per occurrence and two million dollars ($2,000,000) in the aggregate. The amount of property damage insurance shall not be less than one million dollars ($1,000,000).

8.3 Schuylkill Intermediate Unit will maintain and keep in force such insurance as compensation, liability and property damage, as will protect it from claims under Workman's Compensation Acts and also such insurance as will protect it and Catapult Learning from any other claims for damages for personal injury, including death and claims for damages to any property of Catapult Learning, which may arise from operations under this agreement, whether such operations be by Schuylkill Intermediate Unit or by any subcontractor or anyone directly or indirectly employed by any of them.

8.4 Upon request, both parties shall exchange proofs of insurance coverage as necessitated in Sections 8.1, 8.2 and 8.3 of this agreement.

9. STATUS CHANGE

9.1 Catapult Learning shall inform the Schuylkill Intermediate Unit of any and all circumstances that may impede the progress of the work or inhibit the performance of this agreement including, but not limited to, bankruptcy, dissolution or liquidation, merger sale of business, assignment, etc. within five (5) calendar days of the change.

9.2 Catapult Learning shall inform Schuylkill Intermediate Unit of any and all circumstances that may directly or indirectly affect the performance of this agreement, including, but not limited to, change in administration, change in teaching staff, etc. within five calendar days of the change and schedule a meeting within thirty (30) days of the change.

9.3 In the case of a change in Catapult Learning personnel, Catapult Learning shall notify the Schuylkill Intermediate Unit contact within five (5) days of the change and schedule a meeting within thirty (30) days of the start of the change. In the event that it is necessary to replace a teacher, every effort will be made to hire a highly qualified teacher. If this is not possible, the minimum requirement will be a certification in education.

9.4 In addition, the Schuylkill Intermediate Unit shall inform Catapult Learning of any and all circumstances which may directly or indirectly affect the performance of this agreement, including, but not limited to, change in administration, decrease in original funding sources, etc. within thirty (30) days of the change.

9.5 In the case of a change in Schuylkill Intermediate Unit school administration, specifically in program supervision, the Schuylkill Intermediate Unit shall notify Catapult Learning within five (5) days and schedule a meeting with Catapult Learning management and the new supervisor within thirty (30) days of the change.

9.6 This agreement may be modified if there is a reauthorization of the Elementary and Secondary Education Act (ESEA) during the performance period of the agreement.

10. NOTICES

10.1 All notices required or permitted to be given under this agreement shall be in writing and shall be deemed to have been given to the party to whom intended if (i) delivered (with an acknowledgement) by hand, (ii) sent by facsimile machine or (iii) sent by certified or registered mail postage pre-paid, return receipt requested. Any notice so delivered or sent shall be deemed to have been duly given on the date of receipt.

10.2 Until changed by notice in the manner specified above, the addresses and telephone numbers of the parties to this agreement for purposes of this paragraph shall be:

FOR SCHUYLKILL INTERMEDIATE UNIT
Annie Milewski
Director of Curriculum Services
Schuylkill Intermediate Unit 29
17 Maple Avenue
P O Box 130
Mar Lin, PA 17951-0130
Telephone: (570) 544-9131 ext. 1227

FOR CATAPULT LEARNING
Contract Department
Catapult Learning, LLC
150 Rouse BLVD, Suite 210
Philadelphia, PA 19112

Telephone: (856) 831-7909

11. MISCELLANEOUS

11.1 Force Majeure. Neither party will be liable to the other party hereunder or in default under this agreement for failures of performance resulting from acts or events beyond the reasonable control of such party, including, by way of example and not limitation, acts of God, disease outbreak or widespread illness, computer virus attack or infiltration, civil disturbances, war and strikes.

11.2 No Agency. Nothing in this agreement shall be deemed to create or give rise to a partnership or joint venture between the parties. Neither party shall have the authority to, or shall attempt to, bind or commit the other party for any purpose except as expressly provided herein.

11.3 Applicable Law. In providing all services under this agreement, Catapult Learning shall abide by all applicable federal, state and local statutes, ordinances, rules, regulations and standards, as well as the standards and requirements imposed upon the Schuylkill Intermediate Unit by federal and/or state agencies providing funding to the Schuylkill Intermediate Unit for the purposes of Catapult Learning services.

11.4 Governing Law. This agreement shall be governed by and construed in accordance with the laws of the Commonwealth of Pennsylvania.

11.5 Non-discrimination. Catapult is an equal opportunity employer. It conducts all business activities, including hiring, without regard to age, race, color, sex, disability, martial status, national origin, citizenship status or other legally protected category.

11.6 No Waiver. No failure on the part of either party to exercise, no delay in exercising and no course of dealing with respect to any right, power or privilege under this agreement shall operate as a waiver thereof, nor shall any single or partial exercise of any such right, power or privilege preclude any other or further exercise thereof or the exercise of any other right, power or privilege.

11.7 Entire Agreement. This agreement constitutes the entire agreement between the parties with respect to the subject matter hereof and all previous agreements or discussions between the parties relating to the subject matter hereof, written or oral, are hereby terminated and/or superseded by this agreement. This agreement may be amended or modified only by a written instrument signed by both parties. If any provision of this agreement is held invalid, the validity of the remainder of this agreement shall not be affected. This agreement may be executive simultaneously in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

11.8 Publicity. Each party may disclose the existence, subject matter, size and/or value of this agreement in press releases and public announcements and in such

connection may refer by name to the other party, subject to the other party's consent which consent shall not be unreasonably withheld. Catapult Learning is aware that this agreement and various other documents may be disclosed in accordance with requests made under the Pennsylvania Open Records Law or similar statutes.

11.9 Number and Gender. Whenever the singular number is used in this agreement and when required by the context, the same shall include the plural and the masculine gender shall include the feminine and neutral genders.

11.10 Binding Effect. This agreement will be binding upon the parties hereto and their respective successors and assigns.

IN WITNESS WHEREOF, the parties hereto have entered into this agreement as of the effective date first written above.

SCHUYLKILL INTERMEDIATE UNIT	**CATAPULT LEARNING, LLC**
By: Anthony Scaffidi	Diane Rymer
Title: Executive Director	TVP
Date: 7/13/2026	06/28/2026

MEMORANDUM OF UNDERSTANDING
BETWEEN

SCHUYLKILL IU #29
(PRESCHOOL AGENCY)
AND
CHILD DEVELOPMENT INC.

This Agreement is between Schuylkill IU #29 and Child Development Inc. for the period of July 1, 2025 to June 30, 2026.

I. Purpose Statement

The purpose of this Agreement is to establish working procedures between Schuylkill IU #29 and Child Development Inc. (CDI) in the provision of services to preschool children eligible for Early Intervention Service in compliance with Federal and Pennsylvania laws and regulations.

It is the intent of this Agreement to:

1. Define which service will be provided by each agency.
2. Ensure that children eligible for Early Intervention services receive a free and appropriate public education, as required by law, in the least restrictive environment.
3. Ensure that each agency cooperatively maintains communication and shares leadership responsibilities at the local level to ensure that available resources are utilized in the most effective manner.
4. Ensure that cooperative arrangements between Schuylkill IU #29 and Child Development Inc. are developed, implemented, and preserved.

II. Program Mandates

Responsibility of Schuylkill IU #29

1. Provide services to preschool children with disabilities on a mandatory basis following Pennsylvania State Regulations from June 2008 and IDEA '04.
2. Provide preschool children with disabilities a free and appropriate public education (FAPE), including the development and implementation of an Individualized Education Plan (IEP), procedural safeguards, and the provision of related services.

   Procedural safeguards notices will be given to parents and reviewed at these times:

   a. with the parent letter and Permission to Evaluate/Reevaluate Form (IU #29 Form)
   b. at the annual IEP Meeting
   c. whenever a NOREP is presented to the parent
3. Provide services to children with disabilities in the least restrictive environment with an opportunity to interact with non-disabled peers to the maximum extent appropriate.
4. Provide Embedded Instruction Coaching services in support of high-quality, inclusive, early childhood practices and instructional programming. Coaching services may include, but are not limited to, classroom observations, modeling of instructional strategies, collaborative planning, data collection support, feedback sessions, professional learning opportunities, and consultation related to curriculum implementation, child outcomes, behavior supports, and individualized instruction.
5. Will assign qualified personnel to deliver coaching services at mutually agreed-upon times and locations. Coaching shall be collaborative and non-evaluative in nature and is intended to build capacity to implement evidence-based practices within preschool classrooms and routines.
6. Work with appropriate community agencies to provide services to preschool children with disabilities and to collaborate based on those agencies' diagnoses.

Responsibility of Child Development Inc.

1. Recruit, enroll, and serve eligible children ages 3-5. A minimum of ten percent (10%) of the total number of enrollment opportunities in Head Start Programs shall be available for children with disabilities who are eligible to participate. (Head Start Program Performance Standards 2016 – Program Operations: Subpart A 1302.14, 1302.17; Subpart C 1302.33; Subpart F 1302.60-1302.63; Subpart G 1302.71 and Financial and Administrative Requirements: Subpart C 1303.20-1303.24).
2. Ensure that all newly enrolled children are screened for potential problems in the areas of health and development within 45 calendar days from the child's first day of attendance. Children screened by the EI Preschool staff within the previous six months of the first day of attendance may not need a screening unless the teacher and/or parent request a re-screen.
3. Refer children found to be at risk to appropriate professionals for diagnostic evaluation and appropriate determination of eligibility for that agency's services.
4. Participate in the development of and implementation of an IEP for children with disabilities (with parent participation) based on identified needs, parental input, and other team information.
5. Cooperate with the coaching process by providing reasonable access to classrooms, staff, instructional materials, and relevant child or program data.
6. Designate appropriate staff members to participate in coaching activities and professional discussions.
7. Work closely with other agencies in order to provide services to children with disabilities based on those agencies' professional recommendations.
8. Develop and implement a Health Impairment Plan for children who require special adaptations to their daily participation based on identified needs, parental input, and other team information. (These are children not identified by IU #29). The IU #29 will be invited to participate in these meetings by written or telephone notification. These are children included in the Health Impaired Category.

III. Program Description

1. **Schuylkill IU #29**, 17 Maple Avenue, P.O. Box 130, Marlin, PA 17951, provider of Early Intervention Services to children ages 3-5 throughout Schuylkill County.
2. **Child Development Inc.**, 2880 Pottsville Minersville Highway, Suite 210, Minersville, PA 17954, a comprehensive program with the following options available: Child Care, Head Start and PA PreK Counts.

IV. Service Implementation

1. Child Find/Screening

Schuylkill IU #29 will:

a. Conduct awareness activities to inform the public of early intervention services and programs and how to request these services.

b. Inform CDI Health/Development Manager that the child is in the process for services or is receiving services if the family called for a screening as a result of using the IU #29 Early Intervention (EI) Referral Form.

c. Provide a re-screen, upon request and at any time throughout the Program Year, when the CDI Teacher and/or parent has a concern with a child's development.

d. Make available results of the screening/evaluation to CDI Health/Development Manager via e-mail or phone call (IU #29 Preschool Program Service Coordinator).

e. Participate in local resource fairs and ICC activities to promote Early Intervention.

f. Suggest Child Development as a potential preschool program and provide Child Development brochures for parents (IU #29 staff).

Child Development Inc. will:

a. Provide the IU #29 with current Program brochures.

b. Discuss early intervention during the Eligibility Application (CDI ERSEA/Family Advocates)

(1.) Ask families if they have a concern with their child's speech and/or development; if their child is currently receiving IU #29 services; if their child will be attending an IU #29 classroom in the fall or if the child is currently attending an IU #29 classroom;

(2.) Complete the IU #29 Early Intervention (EI) Referral Form if the family has a concern (CDI ERSEA/Family Advocates) and encourage the family member to call IU #29 for a speech and/or developmental screening. Submit Early Intervention (EI) Referral Form to CDI Health/Development Manager. CDI Health and Development Manager will forward referrals to IU #29 and monitor referrals using Child Plus database.

c. Follow-up with families during the Enrollment Visit (CDI Family Advocates) regarding referrals for early intervention services.

(1.) Notify the CDI Health/Development Manager that the child has an ER and IEP (CDI Family Advocate). Have the family sign releases and send the signed releases to the CDI Health and Development Manager to track and forward to IU #29 in order to obtain the ER and IEP to appropriately plan for the child's entry into the Program.

(2.) The CDI Health/Development Manager will call/e-mail the IU #29 Preschool Program Service Coordinator to verify if the child is currently receiving early intervention services.

d. Distribute Family Handbook.

e. Network with other agencies and participate in the LICC.

f. Participate in local resource fairs and ICC activities to promote Early Intervention.

2. Referral for Evaluation

Schuylkill IU #29 will:

a. Conduct evaluations upon receipt of informed written parental consent for the evaluation(s) using the IU #29 Permission to Evaluate/Reevaluate Form. The parent must understand and participate in the evaluation process. Begin the evaluation process upon receipt of the IU #29 permission to evaluate, and complete the process with an MDT meeting within a sixty (60) calendar day period. If the IU #29 staff has difficulty securing their Parental Consent Forms, they will contact the CDI Family Advocate or CDI Teacher to assist.

b. Inform the CDI Teacher when children currently receiving early intervention services may need additional services added to their IEP.

Child Development Inc. will:

a. Conduct a Conference for Support with parents to share concerns for a child enrolled for the 2nd year (CDI Teacher). CDI Teacher will complete the IU #29 Early Intervention (EI) Referral Form to request a re-screen. CDI Teacher will make a copy of the form for the child's file and give the completed form to the EI Itinerant Teacher or Speech Therapist. CDI Family Advocate will track the referral for evaluation on the 30-35 report to notify CDI Health/Development Manager.

b. For children who have failed the Ages and Stages developmental screening, the CDI Teacher will conduct a Conference for Support with the child's parent/guardian within two (2) service days to share the screening results, complete the IU #29 Early Intervention (EI) Referral Form, and complete CDI's Release of Information forms. CDI Teacher will send the completed Conference for Support, IU #29 Early Intervention (EI) Referral Form, and signed Release of Information form to CDI's Health/Development Manager as soon as all documentation is completed. CDI Family Advocate will track the failed screening and referral for evaluation on the 30-35 report to notify CDI Health/Development Manager.

c. Forward all referral paperwork as they are received and in a timely manner, for further evaluation (CDI Health/Development Manager) to IU #29 Preschool Program Service Coordinator.

d. Ensure referrals for returning children who will transition to kindergarten at the end of the Program Year are sent to the IU #29 **by the first week of October**. For children who enter the Program after August and will transition to kindergarten, developmental screenings will be conducted by the CDI Teacher as soon as possible and no later than 20 calendar days after the child's first day in the classroom. The referral process will be initiated by the CDI Teacher within two (2) service days after completing the screening. *November begins the process for the transition to kindergarten meetings with the school districts in the area.*

e. Monitor referral process for failed screenings (newly enrolled children), re-screens (2nd year children), and files of children diagnosed with a disability (CDI Health/Development Manager). Assist families, as needed, to complete required referral paperwork so as not to delay the process.

3. Comprehensive Evaluation

Schuylkill IU #29 will:

a. Conduct assessments utilizing trained individuals.

b. Conduct assessments for purpose of gathering basic information to determine eligibility for services. The purpose of the child assessment may change over time, given the priorities of the child, family, and other team members.

c. Include information from the parent or other individuals with whom the child lives including, at parent's discretion, the family's perceived strengths and needs which will enhance the development of the child. This information is gathered using the Parent Input Form, which is mailed or sent via the school in the child's folder to the parent along with the Permission to Evaluate/Reevaluate Form. Verbal input is also gathered during the assessment or at the ER meeting.

d. Invite the parents to attend the meeting.

e. Include Preschool staff from IU #29, child's parents, and qualified professionals, as necessary, on the team.

f. Notify the CDI Teacher, by phone call and/or by written correspondence of scheduled MDT meetings (IU #29 Staff). Attempts will be made to accommodate CDI staff schedules. If the CDI Teacher cannot attend, the Team Leader will represent CDI.

g. Distribute (IU #29 Teacher/Therapists or IU Administrative Assistant) a copy of the ER and IEP to the CDI Teachers. The ER and IEP may be emailed to the Team Leader at each CDI Center. The CDI Teacher will share information from the ER and IEP dates and diagnosis with the CDI Family Advocate at the Family and Child Team (FACT) meetings. CDI Family Advocate will submit ER and IEP dates and diagnosis to the CDI Health and Development Manager for tracking and reporting using CDI's data base.

h. Scan (IU Admin Assistant) to the Team Leader at each CDI Center a copy of the ER and IEP for newly enrolled children who are receiving early intervention services prior to enrollment when Release of Information forms have been sent to the IU #29 by the CDI Health/Development Manager.

Child Development Inc. will:

a. Ensure CDI Teachers participate in the MDT meeting or in the Teacher's absence, the Team Leader.

b. Assist parents with transportation to MDT meetings, when necessary (CDI Family Advocate).

c. Ensure that the ER and IEP dates and diagnosis provided by the IU #29 staff are tracked in CDI's data base (CDI Health/Development Manager).

d. Will allow access to IU#29 staff to deliver early intervention services even if current ER/IEP is not in hand. Notification will be made to IU#29 Program Service Coordinator for delivery as soon as possible.

4. Individualized Education Program Development

Schuylkill IU #29 will:

a. Conduct IEP meetings upon completion of all MDT if recommended eligible for Early Intervention service within 30 calendar days after the ER is issued.

b. Provide written invitation to parents regarding the time, place, purpose of the meeting, and who will attend the IEP meeting. The time and location will be mutually agreed upon between parent and staff.

c. Schedule the ER/IEP meetings to reduce the time that CDI Teachers are out of the classroom during instructional hours.

d. Notify the CDI Teachers (IU #29 Staff) in writing or by phone call and provide an IEP Invitation for the CDI Teachers of scheduled meetings.

e. Distribute one copy of the ER and IEP to the CDI Teachers (IU #29 Teachers/Therapists or IU Administrative Assistant via email to the Team Leader).

f. Ensure that the parent receives a copy of the ER and IEP and the IEP will be in place for one (1) full year, or any member of the team can request a meeting earlier if needed.

Child Development Inc. will:

a. Ensure that the child's Teacher or, in the Teacher's absence, the Team Leader will attend IEP meetings for developmental and/or speech to participate in the development of the IEP.

b. Assist parents with transportation to IEP meetings (CDI Family Advocate), if needed.

c. Ensure that CDI Teachers maintain current copies of ERs and IEPs in their working files to use in planning for the child's individual needs.

d. Will allow access to IU#29 Staff to deliver early intervention services even if current ER/IEP is not in hand. Notification will be made to IU#29 Program Service Coordinator for delivery as soon as possible.

d. Ensure that CDI Teachers consult with itinerant staff regarding children who were evaluated but did not receive an IEP to identify speech and developmental areas that need strengthening and plan accordingly for the child's individual needs.

5. Placement

Schuylkill IU #29 will:

Develop and determine the location that services and/or programs are to be provided in relation to the child's needs as part of the IEP Team. The least restrictive environment for which to meet the child's needs will be involved in placement decisions. The rationale for the team's decision must be provided. Child Development, Inc. will be considered as a placement of Least Restrictive Environment if the child meets eligibility requirements. Discussion with the CDI Health/Development Manager and IU#29 Program Service Coordinator must occur before any placement decisions are made to determine acceptance prior to writing the IEP.

Children may not be placed based on the following:

- Category of eligibility
- Availability of placement alternatives
- Availability of efforts to make education or related services available
- Lack of qualified staff
- Lack of space or specific facility
- Administrative convenience

Child Development Inc. will:

a. Accept referrals based on eligibility criteria.

b. Apply the following procedures if the IU #29 wishes to refer a child for a tuition slot.

- IU #29 will notify the CDI Health/Development Manager.
- CDI will schedule an intake appointment with the family to obtain the necessary information (Child Health and Development Profile, Emergency Info, Physical, Release of Information Forms, etc.).
- The Child Care Brokerage Agreement will detail rates as they apply for a tuition slot.

b. Discuss placement options of children receiving early intervention services who are eligible for enrollment at Child Dev, Inc. prior to acceptance determinations (CDI Health/Development Manager and IU#29 Program Service Coordinator).

6. Specific Program Service Delivery (to include transportation, therapies, and special educational resource)

Schuylkill IU #29 will:

a. Make available assessment services, center-based and/or itinerant special education services, OT, PT, SP/L, audiology, vision, assistive technology, and other services related to special health concerns.

b. Provide transportation to children where the IEP team has agreed as a needed related service in relationship to the child benefiting from the educational program.

Child Development Inc. will:

a. Provide a setting which encourages inclusion for children with disabilities.

b. Provide a developmentally appropriate curriculum with opportunities for all children.

c. Provide space for itinerant staff to work with the children in each center site to have meetings or complete paperwork.

7. Procedures for Hiring and Supervising Staff Providing Special Services

Schuylkill IU #29 will:

Employ and supervise staff to provide services identified; where appropriate and/or necessary, services may be contracted with other agencies/providers.

Child Development Inc. will:

Not hire or supervise any staff providing special services with the exception of the CDI Health/ Development Manager.

8. Procedures for Review/Monitoring Child's Progress

Schuylkill IU #29 will:

a. Reconvene the IEP team yearly or sooner if requested.

b. Reevaluate each child's program every two (2) years, or subject to new regulations.

c. Provide session notes to the parent(s) and a copy will be given to staff for the child's file.

d. Provide access to Progress Reports at least two (2) times a year as outlined in the child's IEP, to parent and the CDI Teachers.

Child Development Inc. will:

a. Dialogue with Special Education staff/therapists on an on-going basis.

b. Review the session notes regularly and, along with the IU #29 teacher/therapist, make contributions to the Progress Notes.

c. Utilize the child's IEP Goals on the child's Individualized Developmental Plan (IDP) and Teachers will work on the strategies found on the IEP and incorporate the goals and strategies into the Weekly Lesson Plan.

d. Keep parents informed of the child's progress through regularly scheduled home visits and conferences.

e. Discuss any concerns regarding early intervention services for those children already identified with IU#29 Staff/Administration prior to meeting/discussion with parents.

IV. Confidentiality

Schuylkill IU #29 and Child Development Inc. shall follow the requirements outlined in the Special Education Regulations and Standards.

V. Training and Technical Assistance

Schuylkill IU #29 will:

Provide staff training to IU #29 staff according to IU #29 contract and invite CDI staff as appropriate.

Child Development Inc. will:

Provide staff and parent training and invite IU #29 staff to participate as appropriate.

VI. Counting and Reporting Children with Disabilities

Schuylkill IU #29 will:

Maintain a child count through a locally established system required by the PDE/OCDEL.

Child Development Inc. will:

a. Count and identify children for federal and state compliance and required reporting.

b. Ensure that minimum ten percent (10%) mandates are maintained.

VII. Transition Activities

Schuylkill IU #29 will:

a. Identify, by December 1, all children who are approaching the age for kindergarten or first grade in the district of residence, and notify the parents about the transition process by letter.

b. Hold transition meetings by the end of February, inviting the parents and the school district, unless the parent has decided to have the child remain in the Early Intervention Program. This meeting includes the Intent to Register Form and written input provided by both IU and CDI staff.

c. Provide a list of eligible children approaching kindergarten age to the teaching staff and the CDI Health/Development Manager. CDI Teachers will attend the Transition Meetings, along with the parent, and provide needed input. The IU #29 staff will inform the CDI Health/ Development Manager of the names of the children whose parents have elected *not* to register their child for kindergarten and remain in Early Intervention.

d. Following the transition meeting, if the Intent to Register Form is signed, the child's school district of resident can either adopt the Preschool IEP by signing a NOREP or can conduct a new re-evaluation within sixty (60) days of the district's receipt of the Intent to Register Form. A new IEP would be developed within thirty (30) calendar days from the issuance of the ER report.

e. Share the Early Intervention records with the school district; the district must provide services described in the Preschool IEP or newly developed School Age IEP at the beginning of the school year for children registered for kindergarten by May 15th. Parents can elect to not register the child. In that case, the child is to be treated as a new district enrollee and placed into a regular class. At the age of first grade, neither the Preschool nor districts have a responsibility to treat the child as eligible for special services if the child is not registered in their district.

Child Development Inc. will:

a. Support parents in the transition process.

b. Complete an IU #29 Teacher Input Form, to be included in the IU #29 Transition Packet for the school districts.

c. Attend the Transition Meetings (CDI Teachers or Team Leaders).

d. Attend school-age IEP meetings at parent's request.

e. Forward two (2) copies of the child's medical and developmental information to the parent. The parent can keep a copy; and at the time of School Age Registration, the parent can give the above information to the School District Representative.

SIGNED: _____ **DATE:** 7/13/2026

SCHUYLKILL IU #29

TITLE: Executive Director

SIGNED: _____ **DATE:** 06/18/2026

CHILD DEVELOPMENT INC.

TITLE: Executive Director

SCHOOL CONTRACT

This School Contract ("Contract") is made effective as of 6/23/2026, by and between Clear Path Pediatric Therapy LLC ("Company") of 4819 E Trindle Road, Mechanicsburg, Pennsylvania, 17050 and Schuylkill Intermediate Unit 29 ("School") of 17 Maple Avenue, Mar Lin, Pennsylvania, 17951 (each a "Party" and both the "Parties"), who mutually agree as follows:

1. A Speech-Language Pathologist associated with Company, will provide Speech-Language Services to the School beginning August 18, 2026, and continuing until June 10, 2027, for a total of 5 days per week (the "Term") and a total of 35-40 hours ("Billable Hours") per week. This Contract may be terminated (1) immediately upon written notice of breach by any party by the other party; or (2) by either party upon sixty (60) days' prior written notice.

2. "Speech-Language Services" are:
   2.1. Services to assess, diagnose, treat and help prevent disorders related to speech, language, communication, voice, swallowing, and fluency.
   2.2. Any, all or some of the following:
      2.2.1. Screening of speech-language and dysphagia disorders.
      2.2.2. Diagnosis of speech-language and dysphagia disorders.
      2.2.3. Treatment of speech-language and dysphagia disorders.
      2.2.4. Preparation of materials necessary for such treatment.
      2.2.5. Record keeping and documentation.
      2.2.6. Report writing, including writing IEPs for speech-only students.
      2.2.7. Writing speech-language IEP goals and objectives.
      2.2.8. Consultation with school officials and families.
      2.2.9. Attendance at IEP and other meetings as necessary.
      2.2.10 Supervision of speech-language assistants.

3. Compensation
   3.1. Company shall be compensated $94 per hour, for all direct and indirect Speech-Language Services provided in two monthly payments, due on the first and the fifteenth of each month. School shall pay invoices provided by Company within 30 days of receiving the invoice or 10% invoice increase will be applied for late payment.
   3.2. Company shall be reimbursed for mileage required for the services being rendered. Mileage will be reimbursed for any travel required between two service locations.
   3.3. All amounts payable under this Agreement shall be paid directly to Company.

4. Company Responsibilities
   4.1. Company shall provide Speech-Language Services to a standard of quality typical of professionals in the speech-language industry.

4.2. Company shall perform its duties and responsibilities under this Agreement with commercially reasonable best efforts.
4.3. Company shall ensure all providers maintain professional liability insurance and, dependent on employee status, is responsible for any Social Security and Income Tax withholdings. Proof of liability insurance with a minimum 1,000,000/3,000,000 aggregate will be provided to the district. School is not responsible for workers compensation insurance or teacher's retirement system.

5. School Responsibilities
   5.1. School will use commercially reasonable efforts to assist Company in providing Speech-Language Services.
   5.2. School will provide a clean, quiet and private treatment space as well as any materials or support services required by Company.

6. Subcontractors/Employees
   6.1. To enforce agreement, Company may utilize subcontracts and/or employees to implement services. All subcontractors and employees will provide ONLY services listed above. Rates will be implemented as outlined in Agreement. School is not to directly employ and/or contract with Company's subcontractors/employees within two years of contract end date.

7. General Terms.
   7.1. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original and all of which taken together shall constitute one signed agreement between the Parties. Signatures may be transmitted by facsimile or a scanned copy and shall be deemed original.
   7.2. This Agreement, including all schedules and exhibits that are incorporated herein by reference, contains the entire agreement of the Parties regarding the subject matter described herein, and all other promises, representations, understandings, arrangements, and prior agreements related thereto are merged herein and superseded hereby. The provisions of this Agreement may not be amended, except by an agreement in writing signed by authorized representatives of both Parties.
   7.3. Company is an independent contractor of School and not an employee, agent, partners, representative or broker of School.
   7.4. Each Party shall at all times comply with all applicable laws and government rules, regulations, and guidelines pertaining to its business, products or services, employment obligations, and the subject matter of this Agreement. This Agreement shall be governed by and construed under the laws of the State of Pennsylvania, without giving effect to its choice of law rules.

If services vary from the contracted number of hours in paragraph one above, due to illness, professional meetings, personal time off, inclement weather, school closing, or additional hours approved by the Supervisor of Special Education, appropriate adjustment will be reflected in the final month's billing.

IN WITNESS HEREOF, SCHUYLKILL INTERMEDIATE UNIT 29 ACCEPTS THE TERMS SET FORTH IN THIS AGREEMENT DATED, THIS 23rd DAY OF JUNE 2026, AND EFFECTIVE IMMEDIATELY UPON EXECUTION OF THIS AGREEMENT.

Authorized Signature for the School/District	Date
Megan Dennae, M.S., CCC-SLP Clear Path Pediatric Therapy LLC	Date

FSL Public Finance

Direct Dial: (610) 478-2153
Email: Michael.vind@fslpf.com
Direct Fax: (610) 988-0843

May 28, 2026

Schuylkill Intermediate Unit 29
Attn: Dr. Anthony Serafini, Executive Director
17 Maple Avenue
Mar Lin, PA 17951

Re: Independent Financial Advisory Services

Dear Dr. Serafini:

This letter will serve as the engagement agreement (the "Agreement") between the Schuylkill Intermediate Unit 29 (the "SIU 29") and FSL Public Finance LLC ("FSL"). The SIU 29 agrees to employ FSL to act as its exclusive independent financial advisor with respect to financing transactions during the term of the Agreement.

Scope of Services

The work FSL will perform will include the following:

1. Assist the SIU 29 with the evaluation of structuring options (benefits and risks) in connection with its debt, including but not limited to: (i) refunding of the SIU 29's outstanding short and long-term debt; and (ii) issuing additional debt to fund various projects and cash flow needs.

2. Provide general financial advice to the SIU 29 in connection with budgetary and fund balance issues as requested as it relates to debt service and financing transactions.

3. Attendance at Administration, Committee and Board meetings, as requested, to discuss the SIU 29's debt structure, overall market conditions and to respond to related School Board questions on an as needed/requested basis.

4. Evaluate the current borrowing capacity of the SIU 29 and advise the SIU 29 as to the capacity for additional debt available to the SIU 29 for capital projects.

5. Assist the SIU 29 with evaluating how any debt financing would affect the SIU 29's various financial ratios, cash flows and credit ratings.

6. Provide general financial advice to the SIU 29 in connection with any debt financing, its overall debt portfolio and any other requested matters.

7. Assist the SIU 29 in presenting and obtaining a credit rating from one or more rating agency in connection with any publicly issued debt (if applicable).

8. Assist the SIU 29 and the financing team with the preparation of any offering documents or requests for proposals necessary to successfully execute any publicly or privately issued debt.

9. Work with the SIU 29 and its underwriter(s) or bank lender(s) to ensure that the SIU 29 is receiving a market priced transaction in connection with any publicly issued debt or privately placed.

10. Provide general financial advice to the SIU 29 in connection with any publicly or privately issued debt and any other requested matters.

11. Evaluate the economic benefit and assist the SIU 29 in obtaining credit enhancement (if necessary) in connection with any financing at the most cost-effective level for the SIU 29.

12. Assist the SIU 29 with the implementation and management of any debt financing process to ensure that the SIU 29 successfully closes any debt financing in a timely manner.

13. Assist the SIU 29's Bond Counsel, Solicitor and other financing team members in reviewing financing documents.

14. Provide our standard certificates as the SIU 29's financial advisor in connection with any debt financing.

15. Assist the SIU 29 with the posting of its annual continuing disclosure requirements (if required).

16. Assist the SIU 29 with completing and filing PLANCON forms, as applicable.

We are committed to providing the SIU 29 with the best possible, comprehensive, independent advice concerning the SIU 29's current financial situation, its outstanding indebtedness and its need for future financing. We do not engage in selling nor are we affiliated with any firm engaged in selling financial products or in lending money to the SIU 29.

Cost Proposal

Financial Advisory Services – The SIU 29 shall pay FSL a fixed fee, per transaction, for any debt, borrowing or other financing transaction that is executed by the SIU 29 during the term of this Agreement ("Transaction Fees"). The Transaction Fees would be equal to 0.35% par amount issued with a minimum fee of $40,000 per transaction. The Transaction Fees would be payable out of the transaction proceeds at the time any financing transaction is successfully closed. In the event that a debt issuance, borrowing, or other financing transaction does not successfully close the SIU 29 will not owe any fee to FSL for financial advisory services described in this Agreement.

Fiduciary Obligation

As an entity that is registered as a Municipal Advisor with the United States Securities and Exchange Commission ("SEC") and subject to the rules of the Municipal Securities Rulemaking Board ("MSRB") applicable to Municipal Advisors, FSL acknowledges that it owes a fiduciary duty to the SIU 29, which includes a duty of care and a duty of loyalty, when performing and providing its municipal advisory services to the SIU 29.

Electronic Communications

FSL and our clients rely upon electronic communication such as e-mail and cellular telephones and faxes, tools and media ("Electronic Communications") in day-to-day business communications. Because of their nature, Electronic Communications are not as secure as more traditional lines of communications, such as hard-wired telephones and faxes, U.S. Mail, or couriers. In the course of representation of the SIU 29, Electronic Communications for all general information, requests, and otherwise are hereby authorized. The SIU 29 understands that some risk exists that any and all Electronic Communications could be intercepted by an unauthorized third party, and the SIU 29 accepts that risk. For matters or particular sensitivity or for information that could be compromising or damaging to the SIU 29, the contact person who is working with us has the SIU 29 to consent specifically to the use of Electronic Communications for such matters. FSL shall also consider all requests for, or communications of, information from the SIU 29 by Electronic Communications as specific consent to respond by Electronic Communications.

Disclosure of Affiliation

FSL is affiliated with Stevens & Lee, P.C. ("S&L"). S&L and FSL are separate businesses and no S&L lawyer works in FSL's municipal advisory business or vice versa.

Disclosure of Conflict of Interests and Other Information

1. After the exercise of reasonable diligence in anticipation of entering into this Agreement, FSL has determined that it has no known material conflict of interests that could impact its provision of advisory services pursuant to this Agreement that would require disclosure to the SIU 29. If any material conflict of interest should arise during the effectiveness of this Agreement, FSL acknowledges its obligation to promptly provide the SIU 29 with written notice of such conflict of interest.

2. FSL represents that in connection with the issuance of municipal securities, it may receive compensation from the SIU 29 for services rendered, which compensation is contingent upon the successful closing of the transaction and/or is based on the size of the transaction. FSL hereby discloses that such contingent compensation may present a potential conflict of interest regarding FSL's ability to provide unbiased advice to enter such transaction. FSL mitigates such conflicts through its adherence to its fiduciary duty to the SIU 29, which includes a duty of loyalty to the SIU 29 in performing all municipal advisory activities for the SIU 29. This duty of loyalty obligates FSL to deal honestly and with the utmost good faith with the SIU 29 and to act in the SIU 29's best interests without regard to FSL's financial or other interests. If FSL becomes aware of any additional potential or actual conflict of interest after this disclosure, FSL will promptly update this disclosure to the SIU 29.

3. FSL does not have any legal events or disciplinary history on FSL's Form MA and Form MA-I, which includes information about any criminal actions, regulatory actions, investigations, terminations, judgments, liens, civil judicial actions, customer complaints, arbitrations, and civil litigation. The SIU 29 may electronically access FSL's most recent Form MA and each most recent Form MA-I filed with the Commission by searching for "FSL Public Finance" at the following website: www.sec.gov/edgar/searchedgar/companysearch.html.

Confidentiality

FSL agrees to maintain the confidentiality of all information provided to it by the SIU 29 regarding the SIU 29 or a financial transaction and shall not disclose any such information to any person other than the employees of FSL, potential financing sources, or the agents of potential financing sources without the prior consent of the SIU 29 or its Counsel. The obligations regarding confidential information received hereunder shall not apply to any such information which: (a) is or becomes part of the public domain or is or becomes publicly available without breach hereof by FSL; or (b) is lawfully acquired by FSL from a source not under any obligation to the SIU 29 regarding disclosure of such information and its release is expressly authorized by such source; or (c) is disclosed to any third party by or with the permission of the SIU 29 without confidentiality restrictions; or (d) is developed by or on behalf of FSL by individuals who have not received confidential information hereunder.

Notwithstanding the foregoing, the SIU 29 agrees that FSL has the right, following the closing of a financial transaction, to place advertisements in financial or other newspapers and journals at its own expense describing its services to the SIU 29 hereunder.

Any amendment, modification or other change to this Agreement must be in writing and signed by both parties to be enforceable. If any provision of this Agreement is or becomes inconsistent with any applicable present of future law, rule or regulation, that provision will be deemed rescinded or modified in order to comply with the relevant law, rule or regulation. All other provisions of this Agreement shall remain in full force and effect.

Term and Termination

The initial term of this Agreement will commence on the date executed by the SIU 29 and will be in effect for a three (3) year period. Following the initial term, this Agreement may be extended at the agreement of both the SIU 29 and FSL.

ACCEPTED AND AGREED TO
this 25th day of June, 2026

By _____
Name: Dr. Anthony Serafini
Title: Executive Director
Schuylkill Intermediate Unit 29

FSL PUBLIC FINANCE, LLC

By _____
Michael D. Vind
Senior Managing Director
FSL Public Finance, LLC

GSL Government Consulting
A STEVENS & LEE COMPANY

17 N. Second Street, 16th Floor
Harrisburg, PA 17101
Phone: (717) 437-0855
Email: nicholas.soccio@gslconsulting.com

May 27, 2026

Schuylkill Intermediate Unit 29
ATTN: Dr. Anthony Serafini- Executive Director
P.O. Box 130
17 Maple Ave.
Mar Lin, PA 17951

Re: Assistance in Identifying, Securing and Implementing Grants through the Commonwealth of Pennsylvania

Dear Dr. Serafini:

GSL Government Consulting LLC ("GSL") is pleased to provide consulting and grant advisory services to Schuylkill Intermediate Unit 29, its owners, its affiliates, successors, and assigns (collectively, "IU 29" or "you") in connection with helping to identify, secure and implement grants currently available from the Commonwealth of Pennsylvania to assist with funding opportunities as it relates to site preparation, renovations, construction, and other activities at your facility located in Schuylkill County. This letter shall serve as the formal agreement ("Agreement") under which GSL shall provide consulting and grant advisory services to IU 29. GSL is pleased with your decision to engage GSL to assist IU 29 in this endeavor and looks forward to working with you and your team.

Our Understanding of the Project

IU 29 is committed to promoting education and providing services, programs, and career pathways to learners of all ages and backgrounds. IU 29 is currently looking to renovate it's facilities that are aging and have internal infrastructure that is reaching it's end of life. As a result of these renovations and construction, IU 29 would be able to increase their course offerings and better serve the larger community. Potential funding opportunities may include various grant programs such as Redevelopment Capital Assistance Program, Multi-Modal, and others. The estimated total project cost is $10-15M (the, "Project"). IU 29 is looking for assistance in funding a portion of the Project through the help of GSL Consulting and funding available through the Commonwealth of Pennsylvania.

Proposed Scope of Work

To partially fund this request, IU 29 has asked GSL for assistance in helping to identify, secure, and implement grants currently available from the Commonwealth of Pennsylvania.

In accordance with our understanding of the Project, we propose providing the following services over five phases:

Feasibility Phase

During the Feasibility Phase, GSL will identify grant opportunities from the Commonwealth of Pennsylvania for which IU 29 may be eligible, analyze each opportunity's eligibility requirements, and recommend to IU 29 a strategy to maximize IU 29's chances of receiving an award under each opportunity. At the conclusion of this Phase, GSL shall present such a strategy to IU 29. If IU 29 elects irrevocably not to proceed with identifying, securing, and implementing grants currently available from or through the Commonwealth of Pennsylvania related to the Project (the, "State Funding"), IU 29 will not owe GSL any compensation for fees. If IU 29 elects to proceed with the State Funding, or elects not to proceed, but during the succeeding 36 months proceeds with State Funding related to the Project, IU 29 agrees to pay GSL in accordance with the section entitled Compensation and Billing.

GSL is prepared to commence the Feasibility Phase as soon as IU 29 engages GSL for these services.

Application Phase

Once GSL has determined the general feasibility of grants that the Project may be eligible to receive and has a better understanding of the relevant political landscape related to the Project, GSL will then arrange for an application kickoff meeting with IU 29, its engineers, and other professionals relevant to the development of the Project. GSL will identify, gather, review, and assimilate data that is necessary, vital, and advantageous for grant application(s). With IU 29's authorization to proceed, GSL will assist IU 29 in drafting any required grant application(s) and exhibits thereto, which will be reviewed and approved by IU 29 before submission to the Commonwealth.

Coordination and Negotiation Phase

After the Project's application(s) has/have been submitted, GSL will propose a strategy to IU 29 for gaining Commonwealth approval of each application. With IU 29's authorization, GSL will: 1) meet with the appropriate officials to discuss the application(s); 2) obtain additional information, including letters of support, to submit to the appropriate agency(ies); 3) coordinate with the appropriate agency(ies) any threshold tests needed to be satisfied for favorable consideration of the application(s); and 4) advocate for the maximum award the Project may be eligible to receive.

Acceptance Phase

If IU 29 receives a Notice of Award, GSL will, for each grant awarded: 1) summarize the rights and responsibilities of IU 29; 2) provide a checklist of any compliance requirements; 3) and, if required, assist IU 29 in drafting a letter(s) of acceptance to secure the State Funding within the appropriate agency's stipulated timelines. GSL will also review, from a consulting perspective, any related reports, or forms to be submitted by IU 29 to the agency(ies) or the General Assembly for the initial period covered by the written commitment letter(s). For State Funding awarded through Redevelopment Assistance Capital Program (RACP), GSL will assist IU 29 in completing and reviewing its formal Project Management Proposal (PMP) that follows the Commonwealth's Notice of Award. GSL will not directly submit written information to any agency on IU 29's behalf unless authorized by IU 29 in writing.

CONFIDENTIAL

Recordkeeping Phase

GSL will assist IU 29, and if requested, its counsel, in completing paperwork required to close-out IU 29's respective commitment letter(s)/contract(s) in accordance with grant program guidelines as applicable.

Services Generally

GSL shall use commercially reasonable efforts to complete the services provided for in this Agreement as set forth herein.

Please note that grant awards are discretionary and there is no assurance that IU 29 will receive an award from the Commonwealth of Pennsylvania. Before a grant is sought on IU 29's behalf, GSL will inform IU 29 of each program's conditions and obtain IU 29's written consent to proceed with an application under that program. While every reasonable effort will be made to obtain a maximum award, a lesser amount may be awarded in the discretion of the agency(ies) making the award. In addition, there could be a delay in receipt of the grant, in whole or in part, which is paid, in many cases, only after eligible Project costs are expended. Further, there could be changes to the programs that are beyond the control of GSL resulting in a change in eligibility or grant requirements.

GSL's proposed services under this Agreement do not include any effort to influence State or Federal legislative action nor does GSL provide project management/engineering/prevailing wage services often needed to complete grant applications. GSL is part of The Stevens & Lee Companies (Platform) which is comprised of a law firm, investment bank and various consulting companies. GSL's proposed services under this Agreement are in the nature of government consulting services and not legal services. Accordingly, the protection of an attorney-client relationship does not exist with respect to the provision of GSL services to IU 29 under this Agreement.

GSL is not presently engaged by any client in connection with any legislation or public policy related state government lobbying effort where such representation would conflict with GSL's advice to or representation of IU 29 under this Agreement. GSL will comply with all applicable laws.

Compensation and Billing

Our proposed fees for this matter are strictly success-based.

IU 29 agrees to pay GSL a success fee equal to 15% of the amount of each grant awarded by the Commonwealth of Pennsylvania related to the Project to or for the benefit of IU 29 during the term of this engagement, and for a period of 36 months thereafter in accordance with the Feasibility Phase and Termination sections.

CONFIDENTIAL

GSL acknowledges that GSL's success fee for each grant is dependent on the amount, if any, of the award. Since any fee paid to GSL related to the Project may not be paid net from an award, but must be paid from other funds of IU 29, a GSL success fee for an award related to the Project must be paid prior to the receipt of the awarded grant funds. Accordingly, IU 29 specifically agrees to:

(i) notify GSL of each grant awarded by the Commonwealth of Pennsylvania related to the Project within ten (10) calendar days of the date of any notice of award or official public announcement, whichever occurs first, stating that a grant related to the Project has been awarded to or for the benefit of IU 29 during the term of this Agreement or during the thirty-six (36) month period thereafter; and

(ii) except if IU 29 foregoes acceptance of an award, pay GSL, subject to the Termination section, the success fee GSL is owed under this Agreement for that announced award within thirty (30) days of the date of the official notice of that award.

Notwithstanding the immediately preceding paragraph, if IU 29 foregoes the acceptance of any grant related to the Project after it is awarded either voluntarily or by failure to meet conditions of the grant, IU 29 acknowledges that GSL shall be entitled to the success fees identified above, regardless if the awards are actually received, and shall pay GSL its entire success fee for each grant awarded within thirty (30) days of the date of the notice of the award or official public announcement, whichever occurs first, for each grant awarded.

In addition to any success fee, IU 29 agrees to pay any required filing fees to file the necessary grant application(s).

Notwithstanding any termination of this Agreement, the provisions of this Agreement regarding the structure of the fees and payment of success fees shall survive such termination and remain operative and in full force and effect.

Terms of Engagement and Timing

To ensure sufficient time to complete our grant advisory services for IU 29 (including acceptance and recordkeeping reviews), we propose an engagement term that coincides with the time it takes to complete the five phases identified in our "Proposed Scope of Work" and for IU 29's receipt of its final reimbursement payment (if applicable) from the Commonwealth of Pennsylvania unless otherwise mutually agreed upon in writing. Upon completion of its services, GSL shall notify IU 29 of the expiration of this Agreement.

If the scope of our proposed services is enlarged beyond that described above and if GSL determines that a fee arrangement different from that described in this letter would be appropriate, we will reach agreement with IU 29 on a separate fee arrangement for the additional work.

CONFIDENTIAL

Termination

Each party reserves the right to terminate any of the above-described activities with the other party's consent or without consent for good cause. "Good cause" shall be limited to (i) the other party's failure to honor the material terms of this Agreement in any significant respect after timely notice and a commercially reasonable opportunity to cure; or (ii) any fact or circumstance which clearly and objectively impairs the ability of the other party to perform under this Agreement.

If IU 29 terminates this Agreement (i) for other than good cause after electing to proceed under the Feasibility Phase or (ii) after electing not to proceed under the Feasibility Phase, but during the succeeding 36 months from such election proceeds with State Funding related to the Project, IU 29 agrees to pay GSL any fee to which GSL would be entitled to receive in accordance with the section entitled Compensation and Billing. This termination fee shall be due and payable within thirty (30) days of the date of each notice of award or official public announcement, whichever occurs first, stating that a grant related to the Project has been awarded to or for the benefit of IU 29.

If GSL terminates this Agreement other than for good cause after IU 29 elects to proceed under the Feasibility Phase, then the termination fee shall not be applicable.

Proposed Project Team

We expect that John C. Bear, Nicholas Soccio, Kevin Acklin, and Ashley Boop will lead, with assistance from others on the GSL Public Strategies team.

Mr. Bear is the CEO and Chief Innovation Officer of GSL. He co-founded GSL Public Strategies Group, one of the Commonwealth's premier government consulting, public affairs and strategic communication companies, which ranked among the top ten in the "Top 50 Pennsylvania Lobbyists 2022" by City & State PA and is a former Pennsylvania State

Representative of the 97th Legislative District and Lititz Borough Councilman. He has also been a long-time Principal in The Stevens & Lee Companies, leading GSL Government Consulting since 2012. He currently serves on the Manheim Township Board of Commissioners and has over twenty-four (24) years of experience working with public and private sector clients throughout the United States and within the Commonwealth of Pennsylvania. John was recently named to City and State's 2023 Fifty Over 50 and PA Power 100 Lists. In 2011, the Pittsburgh Tribune, "10 to Watch in 2011," identified John as one of the state's most capable legislators. Prior to being elected to the General Assembly, John worked for nine years as a management consultant/project manager for the global professional services firms BearingPoint and KPMG LLP. He is an active member of Pennsylvania's business, civic and political community.

Mr. Soccio serves as a Vice-President of Economic Incentives within GSL Consulting. Mr. Soccio has served in key leadership positions both within Pennsylvania's Office of Administration (O.A.) and Governor's Office under both Governor Corbett and Governor Wolf. He brings a bipartisan approach to assisting GSL clients, with a specific focus on economic incentives and funding opportunities. In his current role, Mr. Soccio works with a wide variety of public and private sector clients to understand their funding needs and partner with them to assist in state funding opportunities. Leading the GSL Government Consulting Economic Incentives unit, Mr. Soccio has been successful in helping clients obtain various funding including The Redevelopment Assistance Capital Program (RACP), Local Share Account (LSA), Public School Facility Improvement Grant and many other DCED and Commonwealth related programs. Mr. Soccio and his team ensure that clients are assisted throughout the entire grant process including grant awareness, application, advocacy, reporting requirements and reimbursement/payout. While working in state government in O.A., Mr. Soccio served as the Director of the Bureau of State Employment overseeing 32,000 non-civil service jobs and their application, interview and selection processes. Mr. Soccio built relationships with key stakeholders in the hiring process, including Deputies for Administration, labor unions and human resources personnel. Additionally, he was influential in proposing and implementing various executive orders, HR initiatives, management directives and policies throughout the enterprise. After transferring to the Governor's Office under Governor Wolf, Mr. Soccio served as the Director of Administration and as a Deputy Chief of Staff before being named the Governor's Executive Deputy Chief of Staff. In these various roles, he oversaw personnel, procurement and the Governor's Office of Performance Through Excellence. He participated in legislative negotiations and played a key role in the Governor's final budget. Through his administration and procurement background, Mr. Soccio has extensive experience working with all state agencies and delivery centers and specifically served as a liaison for the Office of Inspector General, Office of Administration, Department of General Services and the Department of Agriculture.

Ms. Boop serves as a Senior Consultant in GSL Consulting and GSL Touring. She specializes in communications, grant writing, and assisting the GSL team with economic development initiatives. She is a member of our live events client service delivery team, working with industry business managers, tour accountants and individual artists' touring companies.

Confidentiality

GSL acknowledges that during the course of its services for IU 29 it may become aware of or in possession of confidential information about IU 29. GSL agrees that it will treat all material non-public information relating to the activities of IU 29 as confidential (collectively, "Confidential Information") and shall not disclose any Confidential Information to any other party unless authorized to do so in writing by IU 29. This covenant shall survive any termination of this Agreement.

For the purposes of this letter, Confidential Information does not include (a) information which, at the time of disclosure or thereafter, through no fault of GSL, is or becomes generally known, (b) information which is disclosed to GSL by a third party who to GSL's knowledge was not subject to an obligation of confidentiality as to such information, (c) information already known to GSL prior to the signing of this Agreement and not under an obligation of confidentiality, and (d) information which is required to be disclosed by law, rule, regulation, legal process or order of court or government unit having jurisdiction over the subject matter or to prosecute or defend a claim under this Agreement.

All Confidential Information provided by IU 29 to GSL and any analysis of such Confidential Information by GSL may be used by GSL solely for purposes of providing services to IU 29 as set forth herein.

Indemnification, Contribution and Limitation of Liability

IU 29 agrees to indemnify GSL, its officers, directors, employees, agents, affiliates and controlling persons in accordance with the indemnification provisions set forth in Exhibit 1 which are incorporated in, and form a material part of, this Agreement. The provisions of this Agreement regarding indemnity will survive any expiration or termination of this Agreement.

Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the Commonwealth of Pennsylvania applicable to contracts executed and to be wholly performed therein without giving effects to its conflicts of laws, principles or rules that would result in the application of the law of any other jurisdiction.

Amendments

Any amendment, modification or other change to this Agreement must be in writing and signed by both parties to be enforceable. If any provision of this Agreement is or becomes inconsistent with any applicable present or future law, rule or regulation, that provision will be

deemed rescinded or modified in order to comply with the relevant law, rule or regulation. All other provisions of this Agreement shall remain in full force and effect.

Electronic Communications

GSL and its clients rely upon electronic communication such as email and cellular telephones and faxes, tools and media ("Electronic Communications") in day-to-day business communications. Because of their nature, Electronic Communications are not as secure as more traditional lines of communications, such as hard-wired telephones and faxes, U.S. Mail, or couriers. In the course of GSL's services for IU 29, Electronic Communications for all general information, requests, and otherwise are hereby authorized. IU 29 understands that some risk exists that all Electronic Communications could be intercepted by an unauthorized third party, and IU 29 accepts that risk. For matters of particular sensitivity or for information that could be compromising or damaging to IU 29, the contact person who is working with GSL has the authority to consent specifically to the use of Electronic Communications for such matters. GSL shall also consider all requests for, or communications of, information from IU 29 by Electronic Communications as specific consent to respond by Electronic Communications.

****

GSL encourages IU 29 to participate actively in this matter because IU 29 is much closer to the details of the Project than GSL is, and GSL wants to be certain that GSL's efforts are consistent with IU 29's goals. If at any time IU 29 has a question, comment or concern, or if GSL may be of additional service, GSL asks that IU 29 raise it with GSL at once so that GSL can address the matter without delay.

If the foregoing accurately reflects IU 29's understanding of the terms and conditions upon which IU 29 will engage GSL and the nature of our agreement, please confirm IU 29's acceptance and sign the enclosed duplicate copy of this letter in the space provided for this purpose below and return it to me at IU 29's earliest convenience. Upon IU 29's acceptance, these terms and conditions shall apply retroactively to the date GSL first performed services on behalf of IU 29 in connection with the Project. This Agreement shall be binding upon any successor(s) or assign(s) of IU 29 or GSL.

[Remainder of page intentionally left blank]

GSL is pleased to have this opportunity to be of service and to work with you. Thank you.

Very Truly Yours,

Nicholas V. Soccio
Vice-President of Economic Incentives
GSL Consulting

CONFIDENTIAL

cc: John Bear
Stephen F. Tuckey
Ernest J. Choquette

Accepted and agreed to this 25th day of June 2026

Schuylkill Intermediate Unit 29

By: _____

Print Name: Anthony Serafini

Title: Executive Director

EXHIBIT 1

This Exhibit 1 is attached to, made a part of and incorporated by reference in the agreement dated June 25, 2026 (the, "Agreement") between GSL Government Consulting LLC ("GSL") and Schuylkill Intermediate Unit 29, its affiliates, successors and assigns (collectively, the "IU 29").

Indemnification

The following provisions regarding indemnification, contribution and related matters have been agreed to by IU 29 and GSL.

1. Except for GSL's conditional reimbursement obligation provided in the last sentence of this paragraph, IU 29 shall indemnify and hold harmless GSL, and its partners, officers, employees and affiliates (collectively, "Indemnitees") from and against all losses, claims, judgments, liabilities, costs, damages and expenses, including, without limitation, reasonable attorneys' fees (collectively "Claims"), that Indemnitees or any of them may incur and which are based upon, or arise out of, any services GSL provides to IU 29 pursuant to the Agreement. IU 29 shall defend any Claim asserted against Indemnitees through counsel reasonably satisfactory to Indemnitees, which with Indemnitees' approval may be IU 29's counsel. IU 29 shall pay Indemnitees' reasonable fees and expenses, including, without limitation, attorney's fees, as they are incurred in defending any such Claim Indemnitees shall promptly repay IU 29 for any costs and expenses advanced by IU 29 pursuant to the preceding sentence in a case where it has been determined in a final judgment by a court of competent jurisdiction (not subject to further appeal) that the Claim resulted from the breach of the Agreement by GSL, or the gross negligence or willful misconduct of GSL; provided, however, that such repayment shall be limited in the aggregate to an amount equal to the fees actually paid to Indemnitees by IU 29 with respect to the Agreement.

2. If for any reason the foregoing indemnity is unavailable to the Indemnitees or insufficient to hold them harmless, IU 29 shall contribute to the amount paid or payable by the Indemnitees as a result of the Claim, in such proportion as is appropriate to reflect not only the relative benefits received by IU 29 on the one hand and the Indemnitees on the other, but also the relative fault of IU 29 and the Indemnitees, as well as any relevant equitable considerations. In no event shall the aggregate contribution of the Indemnitees to all Claims exceed the amount of fees actually received by the Indemnitees pursuant to the Agreement and no contribution shall be required if the Claim resulted from the breach of the Agreement by, or the gross negligence or willful misconduct of, the Indemnitees. The parties further agree that the relative benefits to IU 29 on the one hand and the Indemnitees on the other with respect to the scope of services contemplated by the Agreement shall be deemed in the same proportion as (a) the total value the Agreement bears to (b) the fees paid to Indemnitees with respect to the Agreement.

3. Indemnitees shall not have any liability to IU 29 or any other person in connection with the services performed by Indemnitees pursuant to the Agreement (whether direct or indirect, in contract or tort or otherwise) except for any liability for losses, claims, damages or liabilities that is found in a final judgment by a court of competent jurisdiction (not subject to further appeal) to have resulted from the breach of the Agreement by, or the gross negligence or

willful misconduct of, Indemnitees and such liability of Indemnitees shall not exceed the amount of fees actually received by Indemnitees pursuant to the Agreement. Without limitation of the foregoing, neither the Indemnitees nor IU 29 shall be entitled to recover, and each Indemnitee and IU 29 hereby disclaims and waives any right that any of them may otherwise have to recover, whether in contract, tort or equity or otherwise, indirect, special, consequential (including, but not limited to, lost profits) or punitive damages as a result of any breach or alleged breach by the other party of this agreement, whether or not such damages were foreseeable and whether or not a party is advised of the possibility of such damages.

4. IU 29 shall not settle or compromise, or consent to the entry of any judgment in any pending or threatened claim, action, suit or proceeding in respect of which indemnification may be sought from IU 29 by Indemnitees or any of them (whether Indemnitees are an actual or potential party to the claim, action, suit or proceeding) unless such settlement, compromise or consent is agreed to by Indemnitees (such consent not to be unreasonably withheld, delayed or conditioned) or includes an unconditional release of Indemnitees from all liability arising out of the claim, action, suit or proceeding.

5. Except as provided in Paragraph 1 above, each of GSL and IU 29 agrees to pay its own costs and expenses, including but not limited to attorney's fees and court costs, for the collection and/or enforcement of any obligation under the Agreement, whether or not a lawsuit or arbitration is commenced.

The provisions hereof shall survive any termination, expiration or completion of the Project set forth in the Agreement.

Initially capitalized terms used in this Exhibit 1 and not defined herein shall have the meanings assigned such term in the Agreement to which this Exhibit 1 is an exhibit.

Schuylkill Intermediate Unit 29

Serving the Needs of Education

Agreement between:

Husky Research Corporation and Schuylkill Intermediate Unit 29 for the 2026-2027 school year.

Services will be provided by the Bloomsburg University Speech and Hearing Clinic:

- Evaluation/re-evaluation and report, with up to two consults for technology (virtually preferred) $250.00.
    - Additional input virtual session via phone conference for $30.
    - Additional input virtual session and demonstration via HIPAA-compliant Zoom conference can be done at a cost of $75.
    - Additional input physical visit $100.

Support for individuals who are not in the evaluation/re-evaluation process:

- A virtual session via phone conference can be done at a cost of $30.
- A virtual session and demonstration via HIPAA-compliant Zoom conference can be done at a cost of $75.
- A physical session can be done at a cost of $100.

This agreement is to be reviewed annually; IU 29 will be invoiced on an as needed basis.

Husky Research Corporation, President	**Date**
Schuylkill IU29 Representative	**Date**

LEASE AGREEMENT

THIS AGREEMENT, made as of 17th day of June, 2026 by and between **TRI-VALLEY SCHOOL DISTRICT**, hereinafter referred to as "Lessor"

AND

SCHUYLKILL INTERMEDIATE UNIT 29, hereinafter referred to as "Lessee".

NOW, THEREFORE, witnesseth, that the Lessor does remise and let to the Lessee to conduct a pre-school instructional program, situated in the Hegins-Hubley Elementary Building, 1801 West Main Street, Valley View, Schuylkill County, Pennsylvania ("demised premises").

TO HAVE AND TO HOLD, unto the Lessee for the term of twelve (12) months, commencing the 1st day of July, 2026, through the 30th day of June, 2027, together with the right to sublet or assign the demised premises to such other person, firm or corporation, in whole or in part, only as the Lessor may in writing approve.

IN CONSIDERATION WHEREOF, and the mutual promises, covenants, and agreements herein contained, with the intent to be legally bound hereby, it is agreed by and between the parties hereto, as follows:

1. That the Lessee for the term of this Lease shall pay to the Lessor rental for the said premises payable without previous demand in the amount of Ten Thousand Two Hundred ($10,200) Dollars per year as the minimum annual rental, which sum shall be payable in twelve (12) equal consecutive monthly installments of Eight Hundred Fifty ($850.00) Dollars, payable in advance.

2. Lessee agrees to use the demised premises only to conduct preschool instructional programs and for no other purpose without the Lessor's written consent.

3. If Lessee wishes to extend this Lease Agreement, it must deliver to the Lessor written notice of its intention to extend before sixty (60) days before the Lease expiration date. Absent such notice, the lease shall terminate. In the event Lessee gives notice to extend, Lessor shall have thirty (30) days to notify the Lessee whether it agrees to the extension. Absent notice by the Lessor within thirty (30) days that it does not agree to the extension, the Lease shall be renewed. If the Lessor does not object, there will be a renewal of this Lease for a further term of one (1) year, and every further lawful continuance per the procedure set forth above shall be deemed a further renewal of a like term to end in like manner. Every renewal or holding over shall be subject to all conditions and provisions of this Lease Agreement.

4. Any permanent capital improvements to the demised premises must have the approval in writing of the Lessor before the improvements are made. These improvements shall become the property of the Lessor upon termination of this Lease Agreement.

5. Lessee agrees that Lessor, its employees, and agents shall not be liable to Lessee, and Lessee hereby releases Lessor from any liability for any personal injury, loss of income, or damage to or loss of persons or property in or about the demised premises from any cause whatsoever, unless such damage, loss, or injury results from the negligence of Lessor, its officers, employees, or agents. Lessor, its employees, and agents shall not be liable to Lessee for any such damage or loss, whether or not such damage or loss results from such negligence, to the extent Lessee is compensated by Lessee's insurance.

6. Lessee shall defend, indemnify, save and hold harmless ("Indemnify") Lessor, its agents and employees, from and against all liabilities, obligations, damages, penalties, claims, causes of action, costs, charges and expenses, including reasonable attorneys' fees, court costs, administrative costs, and costs of appeals which may be imposed upon or incurred by or asserted by reason of any one or more of the following which shall occur during the term of this Lease, or during any period of time prior to the commencement of the Lease when Lessee may have been given access to or possession of all or any portion of the demised premises: (1) any work or act done in, on or about the demised premises or the Building or any part of it at the direction of or caused by Lessee, its agents, contractors, subcontractors, servants, employees, licensees or invitees, unless such work or act is done or performed by Lessor or its agents or employees; or (2) any negligence or other wrongful act or omission on the part of Lessee or any of its agents, contractors, subcontractors, servants, employees, sublessees, licensees or invitees; or (3) any accident, injury or damage to any persons or property occurring in, on or about the demised premises or any part of it, unless caused by the negligence of Lessor, its employees or agents; or (4) any failure on the part of Lessee to perform or comply with any of the covenants, agreements, terms, provisions, conditions or limitations contained in this Lease on its part to be performed or complied with. The obligation of Lessee to indemnify Lessor contained in this section shall not be limited as to the amount or type of damages, compensation, or benefits payable by or for Lessee, its agents or contractors under workers' or workman's compensation acts, disability benefit acts, or other employee benefits acts.

7. Lessee, at its expense, shall maintain during the term comprehensive general liability insurance, having a limit for any one occurrence of not less than One Million ($1,000,000.00) Dollars naming Lessor as an additional insured for personal injury, bodily injury, death, disease and damage or injury to or destruction of property (including its loss of use) occurring upon, in, or about the demised premises. Lessee shall also maintain such other insurance in form and amount as Lessor may reasonably require.

8. In the event the Lessee shall abandon or vacate the premises before the expiration of the term of this Lease, the Lessor may, at its own option, declare the Lease forfeited forthwith.

9. Lessee shall not assign this Agreement without the written consent of the Lessor first had and obtained. No subletting or leasing of the demised premises or any portion thereof by the Lessee to a third party shall be valid without the written consent of the Lessor.

10. The Lessee shall have the right to equip the demised premises with all furniture and equipment necessary to carry on its contemplated use of the demised premises, and the Lessee, at the end of the term, may remove the same.

11. This Lease sets forth all the promises, agreements, conditions, and understandings between the Lessor and the Lessee relating to the demised premises, and there are no promises, agreements, conditions, or understandings either oral or written between them other than are herein set forth. It is further understood and agreed that, except as hereinafter provided, no subsequent alteration, amendment, change, or addition to this Lease shall be binding upon the Lessor or the Lessee unless reduced to writing and signed by both.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed the day and year first above written.

TRI-VALLEY SCHOOL DISTRICT

By: _____

Attest: _____

SCHUYLKILL INTERMEDIATE UNIT 29

By: _____

Attest: _____

SERVICE AGREEMENT
Between
Schuylkill Intermediate Unit 29
and
North Schuylkill School District

This Service Agreement (the "Agreement") is entered into as of July 1, 2026, by and between **SCHUYLKILL INTERMEDIATE UNIT 29** (IU29), located at 17 Maple Avenue, MarLin, PA 17951, hereinafter referred to as "Service Provider", and **NORTH SCHUYLKILL SCHOOL DISTRICT** (NSSD), located at 15 Academy Lane, Ashland, PA 17921, hereinafter referred to as "Client".

WITNESSETH:

WHEREAS, NSSD has been awarded funding through the Pennsylvania Department of Education ("PDE") under the Developing Future Special Educators Grant;

WHEREAS NSSD identified IU29 as its implementation partner within the approved grant application;

WHEREAS, IU29 has agreed to provide leadership, coordination, and implementation services associated with the grant; and

WHEREAS both parties desire to embody the terms and conditions of their agreement in writing.

NOW, THEREFORE, the parties agree as follows:

1. SERVICES PROVIDED

The Service Provider agrees to perform the following services for the Client. Leadership, coordination, and implementation services associated with the grant will be consistent with the activities and responsibilities outlined in the approved PDE Developing Future Special Educators Grant Application attached as Exhibit A.

2. TERM

This Agreement shall become effective on July 1, 2026, and will continue until June 30, 2028, unless earlier terminated.

3. COMPENSATION/INVOICE AND PAYMENT

Client agrees to pay Service Provider for the services described in this contract. The Service Provider will submit periodic invoices to the client. Payment shall be made within thirty (30) days of receipt of grant funds from PDE unless otherwise agreed in writing by both parties.

4. FEES AND EXPENSES

The client shall reimburse the Service Provider for all reasonable and pre-approved out-of-pocket expenses incurred in connection with the performance of the services under this Agreement. Receipts or other appropriate documentation must be provided for all expenses claimed. Total reimbursement shall not exceed $19,912.96 unless modified through a PDE-approved budget revision and mutually acknowledged by the parties

5. GRANT COMPLIANCE

Both parties agree to comply with all applicable federal and state statutes, regulations, grant requirements, audit requirements, and record retention requirements associated with the Developing Future Special Educators Grant and shall cooperate in any monitoring or audit activities.

6. INDEPENDENT CONTRACTOR STATUS

The Service Provider is an independent contractor and not an employee, agent, or partner of the Client.

7. CONFIDENTIALITY

Information and materials provided by either party are of a confidential nature. Except as otherwise required by law, neither party may use or disclose the other party's confidential information and/or materials for any purpose other than the performance of the Services pursuant to this Agreement without the other party's prior written consent. Each party shall return the other party's material to said other party promptly upon termination of this Agreement or earlier if requested by said other party.

The Service Provider agrees not to disclose or use any other Client's confidential information without prior written consent.

8. INTELLECTUAL PROPERTY

Any intellectual property created by the Service Provider in connection with this Agreement shall be the property of the Client upon full payment unless otherwise agreed in writing by both parties. The Service Provider may not use or share such intellectual property without the Client's prior written consent.

9. TERMINATION

Either party may terminate this Agreement, with or without cause, by providing thirty (30) days' written notice to the other party. In addition, either party may terminate this agreement immediately for cause if the other party fails to comply with any term of this Agreement and does not resolve the issue within thirty (30) days after receiving written notice. Upon termination, the Service Provider will be compensated for all services rendered up to the effective date of termination.

10. OWNERSHIP

Both parties may use materials and resources developed pursuant to this Agreement for educational purposes.

11. WARRANTIES AND REPRESENTATIONS

Each party warrants that it has the power to enter into this Agreement and has obtained all necessary approvals.

12. GOVERNING LAW

This Agreement shall be governed by the laws of the Commonwealth of Pennsylvania.

13. AMENDMENTS

Any amendments to this Agreement must be in writing and signed by both parties.

14. INDEMNIFICATION

a. Service Provider shall indemnify and hold harmless Client and its directors, employees, agents and servants, from and against all suits, claims, actions, liabilities, losses, costs and expenses (including, but not limited to, reasonable attorneys' fees and the costs of litigation), of every kind, asserted by any third party, by reason of any breach, violation, or nonperformance of any term or condition on the part of Service Provider hereunder, or on account of injuries to persons or damage to property when any such damage or injury is caused by any act or omission, whether negligent, willful, or otherwise, of Service Provider or its subcontractors. Nothing in this Section shall require that Service Provider indemnify, defend, or hold harmless Client for Client's own acts or omissions.

b. Client shall indemnify and hold harmless, and upon request, defend, Service Provider and its directors, employees, agents and servants, from and against all suits, claims, actions, liabilities, losses, costs and expenses (including, but not limited to, reasonable attorneys' fees and the costs of litigation), of every kind, asserted by any third party, by reason of any breach, violation, or nonperformance of any term or condition on the part of Client hereunder, or on account of injuries to persons or damage to property when any such damage or injury is caused by any act or omission, whether negligent, willful, or otherwise, of Client. Nothing in this Section shall require that Client indemnify, defend, or hold harmless Service Provider for the acts or omissions of Service Provider or Service Provider's subcontractors.

c. Nothing in this Agreement shall require one party to indemnify or defend the acts or omissions of a third party (with the exception of an indemnifying party's agents, employees, representatives, or subcontractors), arising out of, related to, or in connection with this Agreement.

d. This Section shall survive the termination or expiration of this Agreement with respect to any claims or liability accruing prior to such termination.

e. Nothing herein shall be construed as a waiver of governmental immunity.

15. CLEARANCES

As a Pennsylvania education agency, Service Provider complies with the Pennsylvania School Code, the Pennsylvania Department of Education (PDE), and any other rules and/or regulations regarding the hiring and administration of personnel. All Service Provider staff members, independent consultants, or subcontractors who may be assigned to work with Service Provider have met applicable standards regarding the completion of background checks and clearances, including Act 34-PA State Police Criminal Record (State Police via the Epatch system), Act 151 – PA Child Abuse History (DHS via the Compass system), and Act 114 -FBI fingerprint clearance (PDE via the IdentoGO system). Client agrees to perform the same background checks and clearances.

16. NOTICES

If to Service Provider:
Schuylkill Intermediate Unit
PO Box 130, 17 Maple Avenue, Mar Lin, PA 17951
Attn: Dr. Anthony Serafini
aserafini@iu29.org

If to Client:
North Schuylkill School District
15 Academy Lane, Ashland, PA 17921
Attn: Knute Brayford
kbrayford@northschuylkill.net

17. FORCE MAJEURE

Neither party will be liable for any failure to fulfill its obligations under this Agreement (except for the payment of money) or for delays in performance due to causes beyond its reasonable control, including, but not limited to, acts of God, acts or omissions of the other party, man-made or natural disasters, pandemics, epidemics, viral outbreaks, strikes, delays in transportation or inability to obtain labor or materials through its regular sources. The time for performance of any such obligation shall be extended for the time period lost by reason of the delay.

18. SEVERABILITY

If any provision is deemed invalid, the remainder shall remain in effect.

19. COUNTERPARTS

This Agreement may be executed in multiple counterparts, each of which shall be deemed an original and all of which together shall constitute the same instrument. The delivery of a facsimile signature or e-mail signature shall have the same force and effect as the delivery of an original signature.

20. ENTIRE AGREEMENT

This Agreement constitutes the entire understanding between the parties and supersedes all prior agreements.

This Agreement constitutes the entire agreement and understanding between the parties concerning the subject matter to which it expressly or implicitly pertains. It supersedes and rescinds all prior or contemporary agreements or understandings and can be modified only in writing executed by the parties.

[*signature page follows*]

IN WITNESS WHEREOF, the parties hereto, desiring to be legally bound hereby, have caused this Agreement to be executed and delivered as of the respective dates set forth below their signatures.

NORTH SCHUYLKILL SCHOOL DISTRICT

Robert J. Ackell

Dr. Robert J. Ackell
Superintendent
Date: June 25, 2026

SCHUYLKILL INTERMEDIATE UNIT (IU29)

Dr. Anthony Serafini
Executive Director
Date: 7/13/2026

EXHIBIT A
Scope of Work

Contracted Organization: Schuylkill Intermediate Unit 29

Organization Contact Person: Dr. Anthony Serafini

Effective Start Date: July 1, 2026

End Date: June 30, 2028

Project Description:

Approved PDE Developing Future Special Educators Grant Application
The approved PDE Developing Future Special Educators Grant Application, including all narratives, implementation activities, responsibilities, assurances, and any PDE-approved amendments, is hereby incorporated into and made part of this Agreement by reference

EXHIBIT B

Approved Grant Budget

Budget Category	Amount
Professional Salaries (131)	$7,000.00
Benefits (200)	$1,750.00
Professional Contracted Services (320)	$6,800.00
Printing & Copying (550)	$250.00
General Supplies (610)	$3,000.00
Indirect Costs (934)	$1,112.96
TOTAL	$19,912.96

The parties acknowledge that budget categories may be modified through subsequent PDE-approved budget revisions, which shall automatically supersede the original Exhibit B without requiring amendment to this Agreement.

Pennsylvania PRE-K COUNTS Partnership Agreement
Schuylkill Intermediate Unit 29 (IU 29) – Lead Agency
Pine Grove Area School District (PGA) – Partner Agency

Background

The Lead Agency is responsible for fiscal and administrative oversight, program leadership, and decision-making authority relative to PA Pre-K Counts. It is the entity that responds to the Office of Child Development & Early Learning (OCDEL) requests and submits documents to OCDEL (such as the Waiver Requests and Continuous Quality Improvement Plans (CQIP)) on behalf of the Partner Agency. The Lead Agency holds the responsibility for the Partners' compliance with PA Pre-K Counts requirements. The Lead Agency is responsible for working with its Partner Agency to develop a mutually agreed upon partnership agreement/contract.

Partner Agencies receive funding from the Lead Agency to provide pre-kindergarten programming to PA Pre-K Counts children. The Partner Agency is responsible for carrying out the requirements identified in a Partnership Agreement in a satisfactory and proper manner. The Partner Agency communicates directly with the Lead Agency.

Description of the Partnership Agreement

This Partnership Agreement is made as of July 1, 2026 by and between the Pine Grove Area School District, located at 103 School Street, Pine Grove, PA and the Schuylkill Intermediate Unit 29, located at 17 Maple Avenue, Marlin, PA.

The Pine Grove Area School District agrees to provide all services and program activities as described by the Program Requirements contained within this Partnership Agreement for 20 full-time children and agrees to be fiscally supported by the Pre-K Counts Grant via the Schuylkill IU 29. PGA agrees to provide a tuition-free pre-kindergarten opportunity for eligible children from August 24, 2026 until May 28, 2027, or after, if snow make-up days need to be used, for the agree upon services listed in this agreement.

Program Requirements

A. Length of Day and Program Year
    a. This program will provide a minimum of 5 hours per day, for a minimum of 180 days of classroom instruction per year. Thirty (30) minutes of the day is for lunch. Student days follow the PGA school calendar.
    b. If a Flexible Instruction Day (FID) is used, Pre-K Counts will follow the approved plans and procedures.
B. Standards-Based Curriculum
    a. The curriculum used by the Pre-K Counts classroom at PGA is aligned with the Early Learning Standards established by the Pennsylvania Department of Education. PGA aligns all curriculum, activities, and programs to these standards.
C. Class Size and Student/Teacher Ratio
    a. PGA assures employment of highly qualitied staff and maintain a student/teacher ration of no more than twenty (20) students to two (2) staff members who meet the PA Pre-K Counts requirements.
D. Staffing Qualifications

a. PGA Pre-K Counts teacher must have an active PDE certification. Teachers with an Instructional I Certificate must move to Instructional II within 6 years as noted by PDE.
b. PGA teacher paraprofessional qualifications must meet one of the following criteria:
    i. Completion of at least 2 years postsecondary study, or
    ii. Possession of an associate's degree or higher, or
    iii. Child Development Associate (CDA), or
    iv. Ability to meet rigorous standards of quality and demonstration of knowledge in and the ability to assist a teacher in instructing reading, writing, and mathematics.
c. The staff members will complete all required Pre-K Counts trainings in PA KEYS within the two (2) year time allotment.

E. On-Going Professional Development (PD)
    a. PGA staff must meet professional development requirements as per the District PD plan.
    b. Staff in the Pre-K Counts classroom will focus PD on Early Childhood education.
    c. Teachers are required to acquire Act 48 hours. This requires all professional staff to acquire 6 credits/180 hours/a combination of PD hours/credits equivalent to 180 hours every 5 years to maintain an active certificate.
    d. Teacher paraprofessionals must have at least 24 hours of continuing professional development each year half of which will be specific to early childhood education.
F. Meals and Snacks
    a. PGA will follow guidelines mandated by the PA State Food Program (CACFP and USDA) for meals/snacks that are provided daily for all Pre-K Counts children and staff.
    b. Full-time students and staff will receive breakfast, lunch, and a snack each day.
    c. There will be no charge for meals.
G. Transitioning Activities
    a. PGA will work with families during enrollment into kindergarten. Transition of students into the PA Pre-K Counts Program and from PA Pre-K Counts into Kindergarten must include specific and mindful activities in alignment with enrollment processes.
H. Parental Involvement
    a. Requirements for the plan for Parent Involvement include at a minimum: joint staff and parent planning process, policies that support parental involvement, role for parents in evaluating program success, system for reporting child's progress, recognition of parents' critical role and parent education activities.
I. Community Needs Assessment
    a. The community needs assessment will be created by Schuylkill IU29 and shared with PGA. Upon completion Schuylkill IU29 and PGA will review community needs to determine if any actions need to take place to meet the needs portrayed in the assessment.
J. Develop and Implement a Comprehensive Emergency Response Plan
    a. PGA has a Comprehensive Disaster Response and Emergency Preparedness Plan developed in collaboration with the local Emergency Management Agency on file at all times. This plan is consistent with the guidelines developed by the Pennsylvania Emergency Management Agency and other pertinent state requirements. The plan is reviewed annually and modified as necessary.
K. Immunization/Screening Requirements

   a. PGA attains a comprehensive child health assessment that include vision, hearing, and health screenings within 30 days of the child's first day in the classroom setting. The child's immunization record must be presented at the time of enrollment to the program.
   b. Pre-K Counts students will follow District procedures with regards to immunization/screening requirements.

L. Waivers
   a. PGA will work with Schuylkill IU 29 for advance approval of waivers. Waivers must be submitted by the Lead Agency on behalf of the Partner Agency and facilitated by the Preschool Program Specialist.

M. Eligibility of Children
   a. Eligible children must be three (3) years old before September 1st.
   b. Eligibility is based on income (300% FPL), family size, state residency and age.
   c. If more than 20 children apply for the PGA Pre-K Counts program, additional students will be placed on a wait list and are eligible for any open spots throughout the school year. Families of children placed on the wait list will be notified and referral information.
   d. Initial enrollment of the PGA Pre-K Counts classroom should not contain more than 20% of students who have been diagnosed with developmental delays or disabilities.

N. Serve At-Risk Children
   a. PGA targets Pre-K Counts services to children who are most at-risk. Parents will participate in community outreach activities that will target families who have most at-risk children of school failure.

O. Participation in Development and Implementation of Enrollment Plans
   a. All slots allotted at PGA will be filled prior to the opening day of class and the classroom will be opened for the first day of class. Full enrollment must be maintained at all times. PGA is responsible for filling the slot with another child within 20 service days of the original child's departure from the program. PGA must also assure Schuylkill IU 29 that they will have strategies in place to maintain at least 85% attendance rate in their PA Pre-K Counts classroom.

Coordination and Collaboration Requirements

The PA Pre-K Counts program requires participating providers to work in a coordinated and collaborative manner with other PA Pre-K Count programs as well as the early childhood community and OCDEL. Lead and Partner Agencies are expected to engage in coordination and collaboration partnerships organized for the purpose of community education and outreach on early childhood education, assessing needs and resources and coordinating and developing strategies to address these issues. The PA Pre-K Counts program expectations of working with the following can be addressed:

A. Early Intervention Programs and Services
   a. PGA in coordination with the Preschool Early Intervention (EI) program will ensure a smooth transition for children coming into PA Pre-K Counts from the Preschool EI services.

B. Schuylkill County Children & Youth

   a. PGA coordinates with any children in the C&Y system and will work collaboratively with the Schuylkill County Children & Youth services.

C. Community Engagement Groups
   a. PGA staff will meet with local Community Engagement Group Coordinators in order to connect with other early childhood education efforts in the community and become actively engaged in the transitioning activities.

D. Wrap Around Child Care Services
   a. PGA and Schuylkill IU 29 will work together with local subsidy office to coordinate services for those children who are receiving subsidy for wraparound child care.

E. Schuylkill IU 29 will create and share a community needs assessment in the year when the competitive rebid grant process occurs and then update the assessment in years 2 through 5. PGA will share the assessment link with the school community and request participation.

F. Family engagement plan is developed, implemented, and aligns with the PA Family Engagement Framework.

Monitoring, Program Reporting Requirements and Assurances

A listing of program reporting requirements, identified in the Pennsylvania Pre-K Counts eGrant Application – Program Assurances section and PA Pre-K Counts Guidance which must be adhered to by PGA. Schuylkill IU 29 is responsible to develop procedures for ongoing monitoring of PGA's compliance with PA Pre-K Counts requirements. PGA and Schuylkill IU 29 will meet a minimum of 4 times a year to review program operation and the Partnership Agreement.

A. Comply with all PA Pre-K Counts Monitoring Requirements
   a. PGA and Schuylkill IU 29 will work collaboratively in preparation for monitoring and site visits by their assigned Preschool Program Specialist. Preschool Program Specialists will evaluate an individual program's capacity to offer a high-quality Prekindergarten program through PA Pre-K Counts by using the Program Review Instrument and supporting documents. Sources used for assessment may include, the Program Review Instrument, the Environment Rating Scale (external and internal/self-assessment), and the Continuous Quality Improvement Plan.

B. Develop and Submit an Improvement Plan
   a. PGA is responsible for collaborating with Schuylkill IU 29 to develop and maintain an improvement plan for the any program deficiencies.

C. Assess the Early Learning Environment
   a. The Department of Education has identified the Early Childhood Environment Rating Scale (ECERS 3) as the tool that will be used to assess the learning environment in PA Pre-K Counts classrooms. PGA will complete an internal assessment prior to the formal assessment from an external source. If the PGA Pre-K Counts classroom falls below satisfactory, PGA will be required to develop and implement an individual improvement plan based on the sub-scale identified as needing improvement.

D. Assess Student Progress
   a. OCDEL requires the use of an approved child outcomes assessment tool for the statewide measurement of child progress for PA Pre-K Counts. The Agreement indicates

that PGA will cooperate with this requirement, including training and timely data entry. The Brookes Ages and Stages will be used as the assessment tool.

E. Comply with Reporting Requirements
    a. PGA will work collaboratively with Schuylkill IU 29 to collect, verify, and submit data to OCDEL using the PELICAN reporting system.
    b. The reporting requirements include: Child assessment outcomes reporting, enrollment reports/attendance data reports, financial reports, and any additional data requirements as requested by OCDEL.
F. Attend all PA Pre-K Counts Regional Meetings
    a. PGA coordinators will attend state and regional meetings. Schuylkill IU 29 will ensure the District is aware of such meetings.
G. Fees
    a. PGA agrees to not charge any fees to parents for Pre-K Counts services.
H. Agree to Maintain Required Provider Status
    a. PGA agrees to maintain required provider status.
I. Background Checks
    a. PGA requires background checks on all staff employed by the district.
J. Professional Induction Plan
    a. PGA follows the Schuylkill Countywide Induction Plan. All inductees are assigned a mentor and must complete all requirements of the Induction Plan based on suggestions from PDE.
K. Classroom Content
    a. PGA ensures all Pre-K Counts classroom content, activities, and materials are aligned with Early Learning Standards established by PDE. The curriculum materials purchased are also found on the OCDEL Comprehensive Curriculum list via PDE.
L. Agree to not supplant funds
    a. PGA agrees not to supplant funds but to supplement public funds received from another sources. The District will not use Pre-K Counts funds to replace services that are currently being provided by Head Start Programs.
M. Appropriate Use of Funds
    a. The funds will only be used for PA Pre-K Counts programming which includes, salary and benefits of both the classroom teacher and paraprofessional, meals and snacks for both students and staff, curriculum materials for the classroom, and any other necessary supplemental materials.
N. Termination
    a. Termination may be based on failure to comply with deadlines for OCDEL mandates and amendments and misuse of funds.

Financial Reporting Requirements

Budget and financial reporting responsibilities and expectations of PGA and Schuylkill IU 29 include:

A. Pass through Budgets
    a. PGA will create and approve a “pass through” budget in coordination with Schuylkill IU 29 and agree upon an administrative fee for the Schuylkill IU29. The budget will be

provided to OCDEL through the Schuylkill IU 29. Schuylkill IU 29 will share the budget guidance document, found in eGrants, which explains what is expected in each budget line. Both entities are expected to sign and date their pass through completed and approved budgets.

B. Participation in Pre-Determined Level of Financial Data Reporting
    a. Schuylkill IU 29 must determine and inform PGA as to the date and information required to complete mandatory financial reporting. Financial reports include, but are not limited to: budgets, quarterly expenditure reports, budget revisions, FAI (Reconciliation of Cas on Hand Reports and Final Expenditure Report).
C. Payment and Compensation Requirements
    a. Schuylkill IU 29 will compensate PGA on a monthly basis.
D. Accountability for Expenditures
    a. PGA and Schuylkill IU 29 will work together to develop a process to account for program related expenditures. PGA is required to maintain books, records, and all documents to support all claims against the PA Pre-K Counts funding in the event of an audit. The District must maintain an inventory list of equipment with a purchase prices exceeding $5,000. All documentation for the PA Pre-K Counts program must be maintained for seven (7) years.

Areas of Potential Collaboration in Program Delivery

A. Provision of Technical Assistance
    a. Together PGA and Schuylkill IU 29 will identify the professional development needs of staff members relative to the staffing qualifications required and identified in the PA Pre-K Counts Guidance.
    b. Trainings, as required by PA Pre-K Counts, must include: (1) Assessment: Beyond the Basics of Data Utilization; (2) Linking Standards, Curriculum Framework and Assessment; (3) Strengthening Relationships with Children, Families and Colleagues; (4) Application of Act 13 of 2020: Evaluation of Educator Effectiveness in Pre-Kindergarten Classrooms. These trainings but be completed within the first 2 years of PA Pre-K Counts participation. Training will also include program specific curriculum and program specific child assessment tools to assure fidelity.
    c. Additional trainings, as required by PDE, include Mandated Reporter Training and Trauma Informed Care.
B. Transportation Agreements
    a. Transportation for Pre-K Counts students will be provided by the District for students living within the District boundaries.
C. Joint Purchasing
    a. Opportunities for joint purchasing arrangements should be analyzed to maximize cost savings for the PA Pre-K Counts Program.

Confidentiality

All acknowledge confidentiality requirements that both PGA and Schuylkill IU 29 must follow regarding the sharing and release, with the consent of families, of personally identifiable information regarding

children and families. PGA and Schuylkill IU 29 will protect the rights of young children with respect to records and reports created, maintained, and used by the partners and local agencies. It is the intent of this agreement to ensure that parents have rights of access and rights of privacy with respect to such reports and records. Family Educational Rights and Privacy Act (FERPA) will be followed.

Review of Agreement

The agreement will be jointly reviewed by both parties every year and more frequently if laws and regulations are amended that will significantly impact this agreement, or when a party requests a formal change.

The following signatures signify an agreement to work identified in this Partnership Agreement/Contract between The Pine Grove Area School District and Schuylkill Intermediate Unity 29.

IN WITNESS WHEREOF, the parties hereto, have caused this partnership agreement/contract to be executed by their duly authorized officials:

Pine Grove Area School District	**Schuylkill IU 29**
BY_____	BY_____
(Authorize Signature)	(Authorized Signature)
_____	_____
(Title)	(Title)
_____	_____
(Date)	(Date)

Sunbelt

CLIENT SERVICES AGREEMENT
Education Division

Sunbelt Staffing, LLC (the "Company") and **Schuylkill Intermediate Unit 29** whose principal location is P.O. Box 130, Mar Lin, PA 17951 ("Client") enter into this non-exclusive Client Services Agreement for the purpose of referring and placing Company's employees (the "Consultant" or "Consultants") with Client. This Agreement shall govern the overall terms of the relationship, while a separate Client Assignment Confirmation (Addendum A) for each placement will outline specifics as to bill rates, personnel, and assignment lengths.

1. Scope of Services

The Company, a staffing agency in the business of providing supplemental staffing, recruiting, and candidate referral services, will use commercially reasonable efforts to identify, screen, refer, and provide Consultants to Client on a temporary basis or, if requested by Client, for direct hire. The parties agree that Company cannot and does not guarantee the results, performance, or continued availability of any Consultant. Client represents and warrants that it currently holds, and will maintain throughout the term of this Agreement, all licenses, permits, accreditations, and other requirements necessary to operate its business and to properly supervise and utilize the Consultants in the positions assigned. If a Consultant is unable or unwilling to complete the specified temporary assignment, Company will use commercially reasonable efforts to identify a replacement in a timely manner.

2. Independent Contractor

The parties agree that the relationship of each to the other is that of an independent contractor. All Consultants will remain employees of the Company, which is solely responsible for providing and maintaining payroll services for any Consultant placed with Client, maintaining payroll records, and withholding and remitting all payroll taxes and social security payments, unless the parties otherwise agreed to in writing. Company does not ordinarily use subcontractors in providing services. Should the need to use a separate staffing firm or independent contractor arise, Company will notify Client in advance of the assignment to receive approval of this arrangement unless the individual service providers are placed on substitute basis to address staffing absences or short-term shortages at which point Company will utilize Go Spindle, LLC. If such temporary staffing persists longer than thirty (30) consecutive days, advance notification and approval will be requested.

3. Term of Agreement

This Agreement begins on the date of the latest signature below ("Effective Date") and remains in effect for a period of one (1) year unless terminated earlier in accordance with the provisions of this Agreement. Following the initial term, this Agreement will automatically renew for successive one-year periods. If either party elects not to renew, all obligations under this Agreement will cease at the end of the current term, except for any provisions that expressly or by their nature survive termination.

4. Telepractice Services

Company, at Client's request, may provide telepractice services through its teletherapy provider VocoVision. Should utilization of VocoVision occur, Client will receive **Addendum A – Teleservices Assignment Confirmation** which outlines specific terms and conditions regarding VocoVision's telepractice services.

5. Insurance

Company will maintain at least the following minimum amounts of insurance:

a) General Liability - $2,000,000 per occurrence and $4,000,000 aggregate.
b) Workers Compensation - in accordance with state regulations.
c) Employer's Liability - $1,000,000.
d) Excess Liability over General Liability and Employer's Liability - $5,000,000 per occurrence and $5,000,000 aggregate.
e) Professional Liability - $1,000,000 per occurrence and $3,000,000 aggregate.
f) Sexual Abuse and Molestation - $1,000,000 per claim and $3,000,000 aggregate

6. Competency and Licensing

Company will make reasonable efforts to present only Consultants qualified for their discipline based on the applicable Department of Education licensing and certification requirements, professional standards, and Client requirements for the disciplines placed with Client. The Company will conduct pre-employment screenings to provide Consultants who meet the applicable standards and Client requirements. To assist in these efforts, Client will provide Company with all necessary standards and Client requirements for each discipline a Consultant may work in. Client acknowledges that it possesses the unique and necessary knowledge to assess the qualifications of any Consultant referred to work with Client, and Client agrees that it has the ultimate responsibility of approving a Consultant's licensure, certifications, and qualifications as acceptable for Client in the assigned discipline. To this end, Company will make available to Client all necessary Consultant records that Company may disclose and may, at Client's discretion, facilitate an interview between Client and Consultant to assist in the assignment decision. If Client becomes aware of any notices, findings, or information, including but not limited to fingerprint search results, that may negatively impact the start or continuation of an assignment, Client will notify Company in writing within three (3) business days of Client's knowledge of such information and will provide Company with all relevant and necessary details regarding the situation. Failure to notify Company may result in the termination of this Agreement and any current or future assignments.

7. Credentialing and Onboarding

Consultants assigned to Client must pass all required background checks, fingerprinting, and security screenings in accordance with federal, state, and local requirements as applicable to Client and the assigned discipline. Client will confirm that Consultants meet these requirements prior to the start of an assignment.

Client acknowledges that Consultants must complete Company's onboarding and credentialing processes prior to the start of an assignment, and Client agrees that Consultants may not provide any services prior to their completion of onboarding and credentialing. Company will provide Client with written notice of Consultant's completion of onboarding and credentialing and Consultant's authorization to begin work. If Client authorizes a Consultant to begin work before completion of the onboarding and credentialing process, Client accepts full responsibility for such authorization. Client agrees to indemnify, defend, and hold harmless Company from all liabilities, losses, damages, costs, and expenses arising due to Consultant's performance of services during such period and agrees that in no instance is Company liable to Client for its decision to authorize work without Company's written approval and confirmation of completion of onboarding and credentialing.

8. On-Site Responsibility

Client will provide Consultants with orientation to all Client specific policies, procedures, and processes necessary to provide services, including but not limited to safety policies and procedures, and Client will provide all necessary support, facilities, training, direction, and means for Consultants to satisfactorily complete the assignment. Client acknowledges that Company does not provide special education, therapy, nursing, or related services and only provides candidate identification and placement services. As such, the provision of Consultant's services is not supervised by Company. Client will provide Consultant and Company written notice and contact information of the Client supervisor assigned to each Consultant. At all times, Consultants are subject to Client's guidance, supervision, and control for the work performed and services provided. Client is responsible for Consultant's adherence to the applicable standards of practice and Client requirements, and only Client is responsible for determining the appropriate services to be provided by Consultant. Client will not allow Consultant, at any time, to perform work or provide services that are outside the scope of the duties and responsibilities of their assigned position, and Client will not allow Consultant to perform work at any location other than the location(s) agreed upon with Company. Client will not allow, request, or require that Consultants use any automobile, regardless of ownership, or Consultant's personal devices in performance of any work for Client without the written consent of Company. Client acknowledges that any deviation from Client's policies and procedures, as orientated to Consultants, should be immediately reported in writing and directly to Company so it may offer correction and/or counseling to the Consultant.

9. Administrative Responsibilities

Client is responsible for orienting Consultants to Client's policies and procedures regarding the submission of any paperwork required for reimbursement by funding entities such as Medicare, Medicaid, or health insurance. Such paperwork may include, but is not limited to, patient care plans, comprehensive patient histories, individual education plans, or Client specific program plans. Should Consultant fail to submit paperwork as required by Client's policies and procedures, Client will notify Company in writing within three (3) business days of Client's knowledge of the alleged failure. Failure to timely notify Company or notify Company before an assignment ends negates any Client claim to withhold payment due to untimely work and/or paperwork non-compliance.

Where required by federal, state, or local law, Client acknowledges it is responsible for providing and administering meal and rest periods to Consultants in accordance with such laws because Company does not maintain control over Client's workplace. If Client operates in such a jurisdiction, Client will provide a written policy outlining Client's requirements and procedures to Company and Consultants, and Client will provide appropriate training to Consultants so they may comply with such policy. Client agrees to indemnify Company for any payments or other expenses incurred by Company relating to Client's failure to properly administer any legally required meal or rest breaks. Client will immediately notify Company in writing if it is unable or unwilling to provide or administer legally required meal and rest breaks. In such an event, Company may immediately terminate any or all current and future assignments with Client. In the event of any inquiries regarding meal and rest break compliance, Client and Company will cooperate in good faith to resolve the matter in accordance with applicable laws and best practices. If corrective action is necessary, the parties will work together to determine an appropriate resolution.

10. Workplace Conditions and Reporting of Work-Related Injuries

Client will maintain a safe working environment and provide all appropriate personal protective equipment as deemed necessary for the positions to which Consultants are assigned. Client warrants that its facilities and operations comply with all applicable federal, state, and local safety and health laws, regulations, and standards, including but not limited to all applicable workplace safety standards. Client agrees it is responsible for providing all necessary safety training and equipment to Consultants, and for each Consultant's compliance with applicable health and safety requirements, including those instituted by Client. Client ensures compliance with all applicable workplace safety obligations, including general training on the reporting of work-place injuries or incidents, and occupational exposure to bloodborne pathogens. Records of such occurrences will be maintained by Client and will be accessible to Company. In the event of a workplace injury, incident, or exposure, each affected Consultant will contact their immediate Client-appointed supervisor and report to the appropriate treating department as per Client protocol. Consultant will concurrently report any workplace injury, incident, or exposure to Company for the purpose of reporting such event to Company's workers' compensation carrier. If Client's reporting requirements change during the term of this Agreement, Client is responsible for providing written notification of such change to both Company and Consultants.

11. Employment of Consultants

Any hire or engagement by Client of a Consultant introduced by Company, without Client first utilizing Company's temporary staffing services for that Consultant for at least one school year, will constitute a direct placement resulting from Company's recruiting efforts. In such event, Client will pay Company a recruiting fee equal to $22,500 or thirty percent (30%) of the Consultant's first-year base compensation (or annualized engagement value), whichever is greater, payable within thirty (30) days of the Consultant's start date. The parties further acknowledge and agree that: a) this provision is intended solely to compensate Company for recruiting and placement services actually performed; b) nothing in this Agreement restricts Client's right to hire any individual; and c) this section shall apply only to the extent permitted by applicable law and shall be construed accordingly. If any portion of this section is determined to be unenforceable under applicable law, it shall be modified to the minimum extent necessary to comply with such law while preserving the parties' original intent.

12. Equal Opportunity and Workplace Harassment

Both parties agree to provide equal opportunity to all Consultants and agree that they will not discriminate against, harass, or retaliate against any Consultant based on race, religion, color, sex, national origin, age, disability, veteran status, or any other status or condition protected by applicable federal, state, or local laws. Client will promptly investigate all allegations of discrimination, harassment, and retaliation, and will immediately report to Company any such incident or suspected incident involving a Consultant and Client employees or agents or occurring at Client's worksites. Client will indemnify Company for all losses, liabilities, or damages associated with defending any charge, complaint, claim, cause of action or suit by any governmental or administrative agency and/or any Consultant or anyone acting on Consultant's behalf, arising in whole or in part due of Client or Client's employees or agents.

13. Timekeeping and Invoicing

Client will ensure that Consultants accurately record the start and stop times for all hours worked in accordance with Client's policies and that Consultants utilize Client's designated method for submission of Company's timesheet. Timesheets and/or timesheet approvals are due weekly by 12:00 PM on the Monday following the end of Client's designated workweek.

Company will generate an invoice based on timesheets submitted. Each invoice will contain a unique invoice number, date(s) of services provided, Consultant name, job title, hourly bill rate, total hours billed, and total amount due. Company pays overtime in compliance with federal, state, and local laws. Client agrees to be billed at one and one-half (1.5) times the regular bill rate for all hours when Company is required to pay overtime. Client must notify Company in writing if pre-approval is required for overtime hours prior to any such hours being worked. Client attests that only Client employees with appropriate knowledge and authority will review and approve invoices and will notify Company of any errors within fifteen (15) days of the date of invoice, and Company agrees that all non-disputed amounts are due and payable according to the standard payment terms contained herein. Company and Client will work in good faith to resolve any errors, and Company will provide a corrected invoice mutually acceptable to both parties within ten (10) business days of a resolution. In the event Client fails to report errors within fifteen (15) days, disputes will not be accepted, and the invoice will be due and payable in full.

14. Payment Terms, Default Charges, and Minimum Wage Increases

Company will submit invoices to Client on a weekly basis for all services provided during the previous week. **Client's payment is due within fifteen (15) days of receipt of invoice.**

Invoices are considered past due if not paid by the agreed upon due date. Client agrees to pay all necessary collection costs, including reasonable attorney's fees and costs. Company reserves the right to approve or discontinue any extension of credit and the terms governing such credit.

If Company is required to increase Consultant's compensation due to minimum wage increases or experiences an increase in compensation costs as a direct result of any law, order, or other government action, Client agrees that Company may increase the bill rates at a proportional level. Company agrees it may only increase bill rates up to a level that places Company in the same position it was prior to such law, order, or action. Company will provide fifteen (15) days written notice to Client prior to any such change taking effect.

15. Limitation of Liability

NEITHER PARTY WILL BE LIABLE TO THE OTHER WHATSOEVER FOR ANY SPECIAL, CONSEQUENTIAL, INDIRECT, EXEMPLARY OR PUNITIVE DAMAGES, INCLUDING ANY DAMAGES ON ACCOUNT OF LOST PROFITS, LOST DATA, LOSS OF USE OF DATA, OR LOST OPPORTUNITY, WHETHER OR NOT PLACED ON NOTICE OF ANY SUCH ALLEGED DAMAGES AND REGARDLESS OF THE FORM OF ACTION IN WHICH SUCH DAMAGES MAY BE SOUGHT. THE FEES AND BILLINGS DUE UNDER THIS AGREEMENT ARE NOT CONSIDERED SPECIAL DAMAGES OR LOST PROFITS AND WILL NOT BE LIMITED BY THESE PROVISIONS.

16. Incident and Error Tracking

Client will report to Company any performance issues, incidents, errors, or other similar events related to the work or services provided by Consultants. Company will document reported incidents and may track all such events for quality assurance purposes. All supporting documentation is required within seventy-two (72) hours of Client's knowledge of the occurrence.

17. Termination of Assignment With Cause

Immediately upon Client's knowledge, Client will report to Company any behavior issue, deviation from the accepted standards of practice, policies, and procedures as orientated to Consultant, or incident that would be considered adverse to Client's operations. In such an event, Client may request, in writing, that Company facilitate the immediate removal of Consultant. Client agrees it will not immediately remove a Consultant or terminate an assignment unless Company has been notified in writing or, based on Client's good faith assessment, that immediate dismissal is necessary to protect Client's operations. Upon termination of assignment or removal of a Consultant, Client will provide documentation specifying the reasons and facts of the termination to Company within forty-eight (48) hours. If Client does not report such deviation(s) and terminates an assignment or does not provide the required documentation following a termination, Client will be assessed an amount equal to five (5) days of billings at the bill rates and minimum hours agreed upon in the applicable Client Assignment Confirmation. The parties agree that Consultants are an integral part of Company's operations and a resource that may have been developed over years, and Client acknowledges that Company may not be able to find another position for Consultant, ultimately leading to termination of Consultant's employment with Company. Accordingly, any delay or absence of written notice may result in lost revenue or other consequences not foreseen at this time. Therefore, the parties agree the liquidated damages in this Section are reasonable for the probable loss suffered by Company in the event of Client's breach of this provision.

Client is responsible for all costs and fees up to the point of termination. Client will provide Company a five (5) business days exclusivity period to refill the position in the event of termination with cause. Should Company identify a suitable Consultant, Client will agree to the original or extended terms of the terminated Consultant's assignment. In the event a replacement Consultant requires higher compensation, Client agrees that Company may proportionately increase the bill rate to put Company in the same position as it was before the termination.

18. Termination of Agreement and Termination of Assignment Without Cause

Client may terminate an assignment or this Agreement upon sixty (60) days written notice. Client is responsible for all charges and fees prior to notice date and through the 60-day period of notice. If Client is unable to or does not provide sixty (60) days written notice, Client will be billed for sixty (60) days at the agreed upon regular bill rate and minimum hours for all terminated assignments. In the event of termination without cause, Client is responsible for any housing and travel costs actually incurred by Company because of such termination.

19. Minimum Hours

Client will provide Consultants with the number of work hours per week specified in the applicable Client Assignment Confirmation. Cancellation of prescheduled workdays or reduction in work hours by Client will be billed reflecting the minimum work hours. Minimum work hours will be reduced to reflect scheduled closings for holidays and planning days.

20. Force Majeure and Unscheduled Facility Closure Policy

Neither party is liable for failure or delay in performing its obligations, if such failure or delay is due to natural disasters, pandemics, acts of war, government regulations, or other events or causes beyond the parties' control. Further, the parties agree that Company is not liable for failure or delay in performing its obligations, if such failure or delay is due to termination of Consultant or Consultant's resignation. If services are interrupted, both parties will make reasonable efforts to resume operations.

Notwithstanding the foregoing, the parties agree that in the event of an unforeseen or unexpected interruption resulting from a complete or partial unscheduled closure of Client's facilities due to natural or manmade events, including but not limited to fires, storms, flooding, earthquake, labor unrest, riots, and/or acts of terrorism or war (each an "Unscheduled Closure"), Client will transition to virtual services all Consultants whose services can be performed in such a setting. Client agrees to be billed for virtual services at the regular contracted hourly bill rate for all hours worked by Consultant. Virtual service hours will be entered and processed according to the normal time submittal and approval process, unless otherwise requested in writing by Client and agreed upon by Company. Company and Client will work in good faith to determine which contracted disciplines qualify for virtual services, however Client may not decline virtual services of a Consultant if the same services are provided virtually by Client employee(s). For Consultants not eligible for virtual services, Client will be invoiced and will pay for each affected Consultant a rate of $200 per day for each workday that the affected Consultant is unable to work due to an Unscheduled Closure.

21. Multiple Locations

If Client requires Consultant to travel to and perform services at more than one location, Client will compensate Company for travel time between facilities at the regular hourly bill rate and for mileage not to exceed the then current IRS reimbursement rate.

22. Issue Resolution

In the event Client encounters an issue that is not satisfactorily resolved by its Company representative, Client should escalate the issue to the appropriate Company manager by calling 800-849-5502. Please ask for your account representative's manager.

23. Indemnification

To the fullest extent permitted by law, each party (the "Indemnifying Party") will indemnify, defend, and hold harmless the other party, and each of their respective officers, directors, agents, and employees (the "Indemnified Party") against all liabilities, losses, damages, costs and expenses ("Losses") to the extent caused by the actions or inactions of the Indemnifying Party. In no event will the Indemnifying Party's obligations extend to Losses resulting solely from the negligent act or omission, willful misconduct, breach of this Agreement, or unlawful act of an Indemnified Party.

The Indemnified Party will notify the Indemnifying Party promptly after receiving notice of a claim, lawsuit, demand, action, or threatened action ("Claim") covered by the indemnity obligations in this Agreement and will provide the Indemnifying Party with all necessary documentation for the Indemnifying Party to assess its obligations under the Agreement. The parties will keep each other reasonably informed regarding the status of any Claim, will work in good faith in the defense and settlement of Claims, will provide notice to and consult with each other prior to settling any Claim. Neither party will, without the other's written consent, settle or compromise any claim or consent to the entry of any judgment regarding any Claim which indemnification is being sought unless such settlement, compromise, or consent (i) includes an unconditional release of the other party from all liability arising out of such claim; (ii) does not include any admission or statement suggesting any wrongdoing or liability on behalf of the other party; (iii) does not contain any equitable order, judgment, or term that affects, restricts or interferes with the business of the other party; and (iv) does not place any monetary obligations or liabilities on the other party. Any omission or delay in complying with this paragraph by the Indemnified Party will relieve the Indemnifying Party of its obligations to the extent it is prejudiced by such omission or delay. This Section will survive any termination or expiration of this Agreement.

24. Confidentiality

Each party acknowledges that, they (the "Receiving Party") will learn confidential information of the other party (the "Disclosing Party"). Confidential information (as defined here and below) is any information which is private

to the Disclosing Party but is shared by to the Receiving Party as required to accomplish this Agreement and **includes bill rates, fees for permanent placements, and terms and conditions of this Agreement.** It is agreed that neither party will disclose any Confidential Information of the other party to any person or entity nor permit any person or entity to use Confidential Information, except as required to fulfill the party's obligations under this Agreement.

Confidential Information of Company also includes, but is not limited to, any and all information owned or controlled by Company and/or its employees, that relates to the clinical, technical, marketing, business or financial operations of Company and which is not generally disclosed to the public, including but not limited to employee and Consultant information and Company's technical data, policies, financial data, contract terms and provisions, billing rates, and permanent placement fees whether disclosed orally, in writing, or by inspection, and that should be reasonably understood to be confidential given the nature of the information.

If the Receiving Party attempts to use or dispose of any Confidential Information, or any duplication or modification thereof, in any manner contrary to the terms of this Agreement, the Disclosing Party has the right, in addition to other remedies which may be available to it, to obtain injunctive relief enjoining such acts or attempts as a court of competent jurisdiction may grant. The parties acknowledge and agree that monetary damages may not be a sufficient remedy for any breach or threatened breach of this Section and, therefore, such injunctive relief is appropriate as a remedy and the breaching party waives any requirement for the securing or posting of any bond showing actual monetary damages in connection with such breach.

The parties understand and agree that nothing in this Section is meant to prevent any disclosure of Confidential Information required under federal, state, or local law, regulation, or a valid order issued by a court or governmental agency (each a "Legal Order"). Before making such disclosure, the Receiving Party will provide the Disclosing Party with (i) prompt written notice of such Legal Order so the Disclosing Party may seek, at its own costs and expense, a protective order or other remedy; and (ii) reasonable assistance, at the Disclosing Party's costs and expense, in opposing such disclosure. If, after providing notice, the Receiving Party remains subject to a Legal Order to disclose any Confidential Information, the Receiving Party will disclose only the portion of Confidential Information that such Legal Order specifically requires to be disclosed.

25. Family Education Rights and Privacy Act, Data Protection, and Cybersecurity

Where applicable, Company will comply with all laws, rules, and regulations pursuant to the Family Educational Rights and Privacy Act, 20 USC 1232g ("FERPA") and acknowledges that certain information about Client's students may be contained in records maintained by Company and the Consultant and that this information can be confidential by reason of FERPA and related Client policies. Both parties agree to protect relevant records in accordance with FERPA and Client policy. If necessary, Consultants assigned to Client will execute a FERPA Statement of Understanding outlining appropriate guidelines. Notwithstanding the foregoing, Client will not, unless necessary in furtherance of this Agreement, disclose such information to Company or Consultant, and Client will not, under any circumstances, allow Consultant to remove such information from Client facilities. If such removal occurs, Client will immediately notify Company, and the parties will work in good faith to remedy the situation. Except where required by law, Company will not disclose to any third party, without prior consent of a parent/guardian and written consent of Client, any information regarding students that Company may learn or obtain during this Agreement.

The parties will implement and maintain reasonable security measures to protect data from unauthorized access, disclosure, or use and will comply with all applicable federal, state, and local laws regarding privacy and data protection. In the event of a data breach affecting the other party, the affected party must notify the other party within five (5) business days of its awareness of the breach. Upon termination of this Agreement or upon the other party's request, each party will return or securely destroy records and data in accordance with applicable laws. Client agrees Company is free from any liability arising from or relating to Client's failure to provide onsite supervision or to orient and train Consultant on Client's policies, procedures, or oversight related to data protection.

26. State Retirement System Notice

This notice is intended to clarify the manner of payment in contemplation of a Consultant's mandatory or permissive participation in a state teacher retirement system, school employees' retirement system, and/or any similar or successor system applicable to the professionals provided by Company. Client agrees that if formal notice is required to be given to any Consultant that participation in any such retirement system/pension is either: 1) permitted by Consultant's election; or 2) is required by law, then Client is solely responsible for providing such notice to Consultant and fulfilling all associated administrative duties. The parties agree that the applicable employee share paid to the system by Client shall be deducted from the amount due to Consultant by Company. Client and Company expressly acknowledge and agree that if any Consultant is required to or elects to participate in a retirement system/pension, Client is solely responsible for: 1) creating an account for Consultant with the appropriate retirement system/pension; 2) all present and/or future obligations to make employee and employer cash payments/ contributions to the retirement system/pension as required by law and/or set by the retirement system/pension; and 3) otherwise administering all employer functions pertaining to the Consultant's interest in retirement system/pension. Client will immediately notify Company if any Consultant is required to or voluntarily elects to participate in any such system. In such event, Client will advise Company of the withholding obligation percentages (both employer and employee share) so that invoices to Client and payment to the Consultant may be adjusted accordingly. The parties agree that Client will withhold and pay to the retirement/pension both the employee and employer shares. The parties agree that the applicable employee and employer shares paid to the system by Client will be deducted from the amount owed to Company by Client.

27. Conflicts of Interest

The parties acknowledge their respective obligation to report any conflict of interest and/or apparent conflict of interest that may interfere with the ability to perform under this Agreement. To that end, the parties hereby certify and represent that their officials, employees, and agents do not have any significant financial or other pecuniary interest in the other party's business or operations, and no inducements of monetary or other value were offered or given to any officer, employee, or agent of the other party. Each party agrees to promptly notify the other in the event it becomes aware of any conflict of interest or apparent conflict of interest.

28. Client Funding

The parties acknowledge that Client's obligations under this Agreement may be subject to budgetary constraints and appropriations by government authorities. If funding for services under this Agreement is reduced or eliminated by governmental action, Client will immediately notify Company in writing. In such cases, the parties will negotiate in good faith to modify the Agreement to allow for continuation of services. However, if Company, in its sole discretion, determines that it is not feasible to continue providing services at reduced costs, Company may immediately terminate this Agreement and all current and future assignments, without liability to Client.

29. Notices

All notices required to be given in writing will be sent to the names/addresses listed below.

To: Sunbelt Staffing, LLC
Attn: Contract Department
501 Brooker Creek Boulevard, Suite A-400
Oldsmar FL 34677
Email: ContractNotices@sunbeltstaffing.com

To: Schuylkill Intermediate Unit 29
P.O. Box 130, Mar Lin, PA 17951

30. Survival

The parties' obligations under this Agreement which by their nature continue beyond termination, cancellation, or expiration of this Agreement, will survive termination, cancellation or expiration of this Agreement.

31. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State where the services are provided, without regard to its conflict of laws principles. Any legal action or proceeding arising out of or relating to this Agreement shall be brought exclusively in the state or federal courts located in the State in which services were performed.

32. Electronic Signatures, Counterparts, and Authority

This Agreement and any related documents may be executed and delivered electronically, including by email or electronic signature software. Signatures transmitted electronically will be considered valid and binding as if they were original signatures.

This Agreement may be executed in one or more counterparts, each of which will be deemed an original but all of which together will constitute one and the same instrument. A signed copy of this Agreement transmitted by electronic means (such as email or other software) will have the same legal effect as an original signed copy.

The persons signing this Agreement represent that they have the proper authority to bind their respective party. If Client is entering into this Agreement on behalf any additional affiliated facilities, Client represents that it has the proper authority to bind those facilities to the terms of this Agreement. As such, Client will be jointly and severally liable under this Agreement for the obligations of such additional affiliated facilities.

33. Severability and Waiver

If any provision of this Agreement is found to be invalid, illegal, or unenforceable by a court of competent jurisdiction, the remaining provisions will continue in full force and effect. When possible, the parties agree to negotiate in good faith to replace any invalid or unenforceable provision with a legally valid alternative.

Failure or delay by either party to enforce any provision of this Agreement will not be considered a waiver of that provision or any other provision, and a waiver of any right(s) under this Agreement must be in writing and signed by the waiving party. No waiver of any default will be deemed a waiver of any subsequent default.

34. Entire Agreement

This Agreement and each duly executed Amendment or Exhibit represents the entire agreement between the parties and supersedes any prior understandings or agreements, whether written or oral, between the parties with respect to the subject matter herein. The parties acknowledge that they were given the opportunity to discuss this Agreement with legal counsel. Should any provision of this Agreement require judicial interpretation, the interpretation shall not apply any rule of construction to construe the provision(s) more strictly against one party. This Agreement will inure to the benefit of and will be binding upon the parties hereto and their respective heirs, personal representatives, successors, and assigns, subject to the limitations contained herein. This Agreement may not be modified, amended, suspended, or waived, except by the mutual written agreement of the parties.

This Agreement and attached Assignment Confirmation contain terms that may only be altered when agreed upon in writing by both parties. ***(Please return all pages of this Client Services Agreement)***

CLIENT ID – CLIENT NAME

Sunbelt

CLIENT SERVICES AGREEMENT

Education Division

49743 - Schuylkill Intermediate Unit 29

Signature 7/13/2026 Date

Anthony Serafini
Print Name

Executive Director
Title

Sunbelt Staffing, LLC

Jordan Berry

Jordan Berry
Division Director
July 16, 2026 11:46 UTC
IP: 38.140.226.242

Schuylkill Intermediate Unit 29

Serving the Needs of Education

Presented to: Saint Clair Area School District

for consideration

By: Schuylkill Intermediate Unit 29

July 13, 2026

Technology Services Proposal for period July 1, 2026 to June 30, 2027

I. SERVICES:

- The Schuylkill IU29 will help support, troubleshoot, and configure the following as necessary:
  - Device management of laptops and iPads
  - Internet filter devices
  - AD/O365 systems
  - Wi-Fi infrastructure
  - Servers and other infrastructure equipment
  - Desktop/laptop computer troubleshooting
  - Printers and copiers
  - Interactive displays
  - Helpdesk items
- The Schuylkill IU29 will make recommendations, as necessary, for upgrades to the district network/computer system infrastructure.
- The Schuylkill IU29 will provide training, as needed, for teachers and other school personnel as necessary regarding software programs utilized by the SCSD.
- Additional services can be added on a case-by-case basis.
- The support stated above will be accomplished using an on-site Technology Specialist at the school district. Off-site support can be provided in case of emergencies.

II. COST:

- Total cost for services as described above will be: **$38,416.00**
- The cost of the service will be billed **monthly at $392.00 per diem**.
- FTE equivalent: **0.41 (98 days)**
- A Schuylkill IU29 Technology Specialist will be assigned to the SCSD two days per week (**0.41** FTE on site).
- SCSD can request to reconfigure or end the agreement if services are not provided to their satisfaction at any time during the term of the agreement.

III. APPROVALS:

For: Saint Clair Area School District	Schuylkill Intermediate Unit 29
By: [signature]	By: [signature]
Title: Supt.	Title: Executive Director
Date: 8/5/26	Date: 7/13/2026

No Representations or Warranties. Except as expressly set forth in this Agreement, neither party nor any person acting on its behalf makes any express or implied representations or warranties of any kind, whether oral or written, including any arising by law, course of dealing, course of performance, or trade usage, all of which are hereby expressly disclaimed to the fullest extent permitted by law. Each party acknowledges and agrees that it has not relied, and is not relying, on any representations or warranties other than those expressly set forth in this Agreement.

2026 - 2027 TITLE I
LETTER OF AGREEMENT
between
Jim Thorpe School District
and
Schuylkill Intermediate Unit

This agreement is made and entered into as of the 13th day of July, 2026, by and between Jim Thorpe School District and the Schuylkill Intermediate Unit.

1. **TERM**

The Term of this Agreement shall commence on August 24th, 2026, and terminate on May 28, 2027.

2. **DESCRIPTION**

Upon the terms and conditions set forth herein, Jim Thorpe School District requests that Schuylkill Intermediate Unit provide remedial reading and/or remedial math instructional services in accordance with the Title I Math and Reading Program at any or all of the following Non - Public Schools:

Assumption BVM School, Pottsville
Saint Jerome Regional School, Tamaqua
Saint Nicholas School, Minersville

3. **FEES AND PAYMENT**

- In consideration of the services mutually agreed upon as described herein, Jim Thorpe School District shall pay the Schuylkill Intermediate Unit an hourly rate of $74.00 per Program Hour for the provision of services over the term. Hourly rate is per scheduled teacher hour. Teacher hours include all hours required to operate the program including but not limited to direct service time with students, prep time, parent conferences, and team meetings. Total compensation due to the Schuylkill Intermediate Unit is not to exceed **$1,588.59**. In addition, Jim Thorpe School District agrees to pay the Catapult Learning 11% administrative fee as determined by Title I funds generated for students demonstrating academic need for Title I services during the 2026-2027 school year.

BOX 130, 17 MAPLE AVENUE, MAR LIN, PA 17951-0130 • (570) 544-9131 • FAX (570) 544-2169
"We are an Equal Rights and Opportunity Intermediate Unit."

- The Schuylkill Intermediate Unit shall invoice the Jim Thorpe School District monthly throughout the 2026-27 school year.

4. SCHUYLKILL INTERMEDIATE UNIT RESPONSIBILITIES

4.1 Contract with a third party professional educational service provider to:

- Provide instructional services in mathematics by a certified teacher, as required by Title I.
- Provide instructional services in reading by a certified teacher, as required by Title I.
- Provide supervision for all instructional personnel.
- Use appropriate evaluation testing/screening procedures and materials.
- Provide small group supplemental reading instruction for eligible private school students.
- Provide small group supplemental math instruction for eligible private school students.
- Pay salary and all benefits for the reading teachers and math teachers.
- Provide reading and math materials that supplement regular instruction.
- Provide diagnostic testing instruments.
- Provide remedial services to up to two (2) eligible students during the 2026-27 school year throughout May 28, 2027.
- Any other responsibilities necessary to conduct the program as intended.
- Conduct diagnostic and benchmark testing as needed for eligible private school students.
- Maintain records of assessment data, instructional activities and attendance for students serviced.
- Meet with parents for conferences as required.
- Provide a progress report at the end of the school year for each student served.
- Provide Jim Thorpe School District with the data necessary to complete their Title I nonpublic responsibilities.

- Meet with private school administrators twice annually to review services provided to their students.

- Provide Jim Thorpe School District access to the program at any time.

- Provide Jim Thorpe School District access to the Title I nonpublic program when in operation.

- Provide Jim Thorpe School District with a narrative of services provided including teachers' names, length of sessions and number of sessions per week. Upon request, a list of expenditures shall be provided to the districts prior to July 31, 2027.

- Services provided shall be secular, neutral and non-ideological.

5. SCHOOL DISTRICT RESPONSIBILITIES

- Inform the Schuylkill Intermediate Unit of any and all circumstances that may directly or indirectly affect the performance of this agreement, including changes in the original funding allocation within three (3) days of the district receiving notification from the Pennsylvania Department of Education.

- Inclusion of Catapult Learning teachers who provide Title I services to non-public and private school students in the professional development provided for the teachers who provide Title I services to students who attend the public schools in their district.

- Inclusion of the parents of students who attend non-public or private schools and receive Title I services in the parent involvement activities afforded to the parents of students who attend public schools and receive Title I services.

- All additional responsibilities as outlined in the Title I Non-regulatory Guidance document.

6. MISCELLANEOUS

- The Schuylkill Intermediate Unit shall require the private professional educational service provider to provide proof of insurance for Workers Compensation, Liability and Property Damage.

- The Schuylkill Intermediate Unit shall indemnify, defend and hold harmless the Jim Thorpe School District from any and all losses, damages, claims or costs, including attorney's fees, arising from any act or omission of the Jim Thorpe School District, its officials, agents or employees.

- The Jim Thorpe School District shall indemnify, defend and hold harmless the Schuylkill Intermediate Unit from any and all losses, damages, claims or costs,

including attorney's fees, arising from any act or omission of the Schuylkill Intermediate Unit, its officials, agents or employees.

- This contract may be modified if the Elementary and Secondary Education Act (ESEA) is reauthorized at any time during the performance period of this agreement.

- The district may withhold payments if requirements of this agreement are not met.

The parties have entered into this Agreement as of the effective date first above written:

Jim Thorpe School District	**Schuylkill Intermediate Unit 29**
_____	_____
Board President	Board President
Attest:	Attest:
_____	_____
Board Secretary	Board Secretary
_____	_____
Date	Date

2026-2027 TITLE I
LETTER OF AGREEMENT
between
Minersville Area School District
and
Schuylkill Intermediate Unit

This agreement is made and entered into as of the 13th day of July, 2026, by and between Minersville Area School District and the Schuylkill Intermediate Unit.

1. **TERM**

The Term of this Agreement shall commence on August 24th, 2026, and terminate on May 28th, 2027.

2. **DESCRIPTION**

Upon the terms and conditions set forth herein, Minersville Area School District requests that Schuylkill Intermediate Unit provide remedial reading and/or remedial math instructional services in accordance with the Title I Math and Reading Program at any or all of the following Non - Public Schools:

Assumption BVM School, Pottsville
Saint Jerome Regional School, Tamaqua
Saint Nicholas School, Minersville

Minersville Area School District and the other districts in the Schuylkill Intermediate Unit Consortium agree to pool funds for instruction in the private schools. The pooled funds are used to serve the private school students most at risk who reside in participating school attendance areas regardless of the amount of funds that was generated based on the number of children from low-income families attending that private school during the 2026-2027 school year.

3. **FEES AND PAYMENT**

- In consideration of the services mutually agreed upon as described herein, Minersville Area School District shall pay the Schuylkill Intermediate Unit an hourly rate of $74.00

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"We are an Equal Rights and Opportunity Intermediate Unit."

per Program Hour for the provision of services over the term. Hourly rate is per scheduled teacher hour. Teacher hours include all hours required to operate the program including but not limited to direct service time with students, prep time, parent conferences, and team meetings. Total compensation from funds received in 2026-2027 school year due to the Schuylkill Intermediate Unit is not to exceed **$2,426.13**. In addition, Minersville Area School District agrees to pay the Catapult Learning 11% administrative fee as determined by Title I funds generated for students demonstrating academic need for Title I services during the 2026-2027 school year.

- The Schuylkill Intermediate Unit shall invoice the Minersville Area School District on the first day of each month beginning September 1, 2026 and ending June 14, 2027.

4. SCHUYLKILL INTERMEDIATE UNIT RESPONSIBILITIES

4.1 Contract with a third party professional educational service provider to:

- Provide instructional services in mathematics by a certified teacher, as required by Title I.
- Provide instructional services in reading by a certified teacher, as required by Title I.
- Provide supervision for all instructional personnel.
- Use appropriate evaluation testing/screening procedures and materials.
- Provide small group supplemental reading instruction for eligible private school students.
- Provide small group supplemental math instruction for eligible private school students.
- Pay salary and all benefits for the reading teachers and math teachers.
- Provide reading and math materials that supplement regular instruction.
- Provide diagnostic testing instruments.
- Provide remedial services to approximately three (3) students during the 2026-2027 school year beginning August 24, 2026 and ending on May 28, 2027.
- Any other responsibilities necessary to conduct the program as intended.
- Conduct diagnostic and benchmark testing as needed for eligible private school students.
- Maintain records of assessment data, instructional activities and attendance for students serviced.

- Meet with parents for conferences as required.
- Provide a progress report at the end of the school year for each student served.
- Provide the Minersville Area School District with the data necessary to complete their Title I responsibilities.
- Meet with private school administrators twice annually to review services provided to their students.
- Provide the Minersville Area School District access to the program at any time.
- Provide the Minersville Area School District access to the Title I program when in operation.
- Provide the Minersville Area School District with a narrative of services provided including teachers' names, length of sessions and number of sessions per week. The Schuylkill Intermediate Unit shall provide approval in writing prior to Catapult Learning's expenditure of funds for materials applicable to the Title I program.
- Services provided shall be secular, neutral and non-ideological.

5. SCHOOL DISTRICT RESPONSIBILITIES

- Provide the Schuylkill Intermediate Unit with the preliminary non-public Title I allocation prior to July 1, 2027.
- Provide the Schuylkill Intermediate Unit with addresses of students who reside in their Title I attendance areas and attend non-public or private schools.
- Provide the Schuylkill Intermediate Unit with an outline of the local assessment plan.
- Inform the Schuylkill Intermediate Unit of any and all circumstances that may directly or indirectly affect the performance of this agreement, including changes in the original funding allocation within three (3) days of the district receiving notification from the Pennsylvania Department of Education.
- Inclusion of Catapult Learning teachers who provide Title I services to non-public and private school students in the professional development provided for the teachers who provide Title I services to students who attend the public schools in their district.
- Inclusion of the parents of students who attend non-public or private schools and receive Title I services in the parent involvement activities afforded to the parents of students who attend public schools and receive Title I services.

- All additional responsibilities as outlined in the Title I Non-regulatory Guidance document.

6. MISCELLANEOUS

- The Schuylkill Intermediate Unit shall require the private professional educational service provider to provide proof of insurance for Workers Compensation, Liability and Property Damage.

- The Schuylkill Intermediate Unit shall indemnify, defend and hold harmless the Minersville Area School District from any and all losses, damages, claims or costs, including attorney's fees, arising from any act or omission of the Minersville Area School District, its officials, agents or employees.

- The Minersville Area School District shall indemnify, defend and hold harmless the Schuylkill Intermediate Unit from any and all losses, damages, claims or costs, including attorney's fees, arising from any act or omission of the Schuylkill Intermediate Unit, its officials, agents or employees.

- This contract may be modified if the Elementary and Secondary Education Act (ESEA) is reauthorized at any time during the performance period of this agreement.

- The district may withhold payments if requirements of this agreement are not met.

The parties have entered into this Agreement as of the effective date first above written:

Minersville Area School District

Minersville Area Board President

Attest:

Minersville Area Board Secretary

09·24·2026

Date

Schuylkill Intermediate Unit

Schuylkill Intermediate Unit Board President

Attest:

Schuylkill Intermediate Unit Board Secretary

7/13/26

Date

CONTRACTOR	Vendor #
Lisa Balkiewicz	*007728*
Moyer Transportation	*068110*
Moyer Transportation	*068110*
Walter Truance	*100470*
Walter Truance	*100470*

SCH

SPECI

Vehicle Code
LB-1
MO-1
MO-1
WT-1
WT-1

UYLKILL INTERMEDIATE UNIT #29

DRIVER CONTRACTS/RATES

IAL EDUCATION TRANSPORTATION

MONDAY, JULY 13, 2026

ASSIGNED ROUTES
As of 7/14/2026 - ESY St. Joseph's Center (T-W-Th)
As of 7/1/2026 - IU Day Treatment Summer Prog. (T-W-Th) Cost Index Rate Cha
As of 6/16/2026 - IU Day Treatment Summer Prog. (T-W-Th)
As of 7/1/2026 - IU ESY Summer Prog. (T-W-Th) Cost Index Rate Change
As of 6/16/2026 - IU ESY Summer Prog. (T-W-Th)

OLD RATE	NEW RATE
	$197.00
$171.00	$175.00
	$171.00
$219.00	$225.00
	$219.00

SCHUYLKILL INTERMEDIATE UNIT #29
17 Maple Avenue
P.O. Box 130
Mar Lin, PA 17951

2026-2027 CONTRACT FOR THE TRANSPORTATION OF SCHOOL PUPILS

THIS CONTRACT, entered into this **13th** day of **JULY** AD, **2026** by and between the ***BOARD OF SCHOOL DIRECTORS OF SCHUYLKILL INTERMEDIATE UNIT #29***, hereinafter referred to as the BOARD, and_____; hereinafter referred to as the ***CONTRACTOR WITNESSETH*:**

1. Transportation upon the terms and conditions herein specified shall begin on the **1st** day of **July 2026** and shall terminate at the close of the school year, and shall be in accordance with the school calendar adopted by the BOARD. The BOARD reserves the right to renegotiate or cancel this contract if the need arises.

2. The BOARD shall pay the CONTRACTOR for each day he/she transports said pupils based on the BOARD-approved daily rate, except as noted in Item #3.

3. Should said CONTRACTOR'S assigned route take him/her to two different school districts on a daily basis, and should one district be in session and the other closed for any reason on the same day, then the BOARD shall pay the CONTRACTOR a percentage of his contracted daily rate. This percentage will be calculated by dividing the sum of the miles traveled to only one district, by the total miles traveled when both districts are in session. Payment under these conditions will be made only after the CONTRACTOR provides the actual miles traveled on these dates.

4. For the consideration hereinafter mentioned, the CONTRACTOR agrees to provide transportation for school pupils who shall be designated by the BOARD, to and from such points, along and over such routes, and at times set forth in the Schuylkill Intermediate Unit #29-prepared route/roster. CONTRACTOR agrees to have a substitute driver (with approved clearance requirements submitted and on file) in the event the said CONTRACTOR cannot perform their duties as stated in this contract.

5. Prior to the effective date of this contract, the BOARD shall have evidence that a public liability insurance policy shall be in effect for the duration of the contract. **The minimum liability coverage requirement is $1,000,000. The Certificate of Insurance must list Schuylkill Intermediate Unit #29 as an Additional Insured and must state that coverage of transportation of school pupils is included (i.e. no livery exclusion).** In addition, Sexual Abuse & Molestation coverage of $250,000/$500,000 is recommended.

6. Student routes and stops shall be determined by the BOARD or its designated representative and may be modified by the BOARD or its designated representative as occasion demands. The operator shall not deviate from the designated route except by written consent of the BOARD or, in the case of an emergency, which shall be reported **promptly** to the BOARD or the BOARD's designated representative.

7. Health and Safety Plan: In accordance with the Centers for Disease Control and Prevention (CDC) and the Pennsylvania Department of Health (DOH) requirements in cooperation with the BOARD, the CONTRACTOR agrees to follow national and state orders pertaining to any and all pandemic / state of emergency and their respective district's Health and Safety plan.

8. The CONTRACTOR agrees to furnish at his/her expense the vehicle(s), all labor, parts, and other materials required for the operation of the vehicle, including drivers, maintenance, repairs, gasoline, oil and other motor fuel, lubricants, and vehicle School Bus Student signs. The CONTRACTOR shall keep his/her vehicle in good and safe mechanical condition at all times. Any vehicle determined by inspection to be unsafe for any reason (i.e. failed inspection, lack of proper insurance coverage, expired state registration, etc.) shall immediately be taken out of service and replaced with an approved substitute vehicle at the CONTRACTOR'S expense until the vehicle is so removed has been certified safe to resume service by obtaining a current Pennsylvania inspection. It is understood and agreed that the use of any unsafe equipment shall be grounds for immediate suspension and possible termination of the contract by the BOARD. Copies of current Pennsylvania registration forms must be submitted, upon renewal, along with the date of Pennsylvania inspection and current Pennsylvania Driver's License to the BOARD or its designated representative and shall be kept in the CONTRACTOR'S file in the Schuylkill Intermediate Unit #29 Transportation Office.

9. The BOARD in cooperation with the CONTRACTOR shall prepare an operating time schedule. This schedule shall designate the time and place of all bus stops, both AM and PM, and shall be kept in the CONTRACTOR'S file in the Schuylkill Intermediate Unit #29's Transportation Office. The CONTRACTOR and any subcontracted drivers shall not depart from a designated stop before three minutes after the scheduled time unless all pupils to be transported from that point are aboard. The time schedule may be modified by the BOARD as occasion demands but only after due notice has been given to parents and the CONTRACTOR.

10. A background check is required for the CONTRACTOR, including all subcontractors providing services under this contract; therefore, any CONTRACTOR or driver who does not have a clean FBI Fingerprinting record, Criminal Background Check, and Child Abuse Clearances on file for the duration of this contract shall be prohibited from transporting school pupils. The CONTRACTOR will be responsible for assuring that all drivers under their employment have successfully satisfied the State and Federal background check requirements and for the submission of their clearances. The BOARD or its designated representative will determine if the person or persons are authorized to provide services in accordance with State and Federal policies.

11. The CONTRACTOR is responsible for annual physicals for all drivers and substitute drivers that are contracted with Schuylkill Intermediate Unit #29.

12. The BOARD or its designated representative is granted permission to monitor MVA record(s) for the CONTRACTOR and any subcontracted drivers.

13. No person other than a school pupil shall be transported in a school vehicle except a BOARD-designated teacher, nurse, aide or other BOARD-designated school official.

14. It is understood and agreed to by both parties hereto that the CONTRACTOR, while engaged in carrying out and complying with any of the terms and conditions of the contract is an INDEPENDENT CONTRACTOR and is not an officer, agent, or employee of the aforesaid school.

15. The CONTRACTOR, and any subcontracted drivers, must participate in any additional training set forth by the BOARD or its designated representative.

16. This contract shall not be transferred or assigned. Another vehicle which has been lawfully certified for current use in Pennsylvania and/or another properly certified driver may be substituted in emergencies upon consent of the BOARD or its designated representative, but only for the duration of the emergency and approved by the BOARD or its designated representative prior to utilizing or driving.

17. The CONTRACTOR is required to immediately notify the BOARD or its designated representative of any criminal violations that would affect the employment of the CONTRACTOR or any subcontracted drivers. It is the responsibility of the CONTRACTOR for the disciplinary actions of any subcontracted drivers, such as replacement, suspension, and/or removal.

18. The CONTRACTOR agrees to furnish reports as may be required by the BOARD or its designated representative.

19. The CONTRACTOR agrees to submit any and all required paperwork from the Transportation office by the due dates set by the Transportation office.

20. The CONTRACTOR agrees to comply with and observe all provisions of the Pennsylvania Vehicle Code and all other laws and regulations applicable to vehicles and drivers adopted or enacted by the Commonwealth of Pennsylvania or any of its departments. Any CONTRACTOR violating the Vehicle Code or all other laws or regulations or any terms of this contract shall be given notice specifying the violation with the possibility of immediate suspension and possible termination of the contract by the BOARD.

21. The CONTRACTOR agrees to provide a seat belt for every passenger assigned to his/her vehicle. The only exception will be if the CONTRACTOR receives written exemption from his/her provision from the BOARD or its designated representative. This provision applies only to those vehicles presently considered School Vehicles under Chapter 171.2 Title 67 of the Pennsylvania Code as amended.

22. The CONTRACTOR agrees to comply with all provisions of the Schuylkill Intermediate Unit #29 Dress Code Policy. The BOARD views each employee, CONTRACTOR, and volunteer as a representative of the Intermediate Unit and as a role model for children we educate; therefore, the actions and appearance of each employee, CONTRACTOR, and volunteer must reflect the professional nature of the Intermediate Unit. Any CONTRACTOR violating the Dress Code shall be given notice specifying the violation. Should there be any other violations the CONTRACTOR may be suspended immediately with possible termination by the BOARD.

23. The CONTRACTOR and or agent are responsible for the health, safety, and welfare of ALL students assigned to the vehicle from the time the student enters the vehicle until safely discharged. Should there be any violations the CONTRACTOR may be suspended immediately with possible termination by the BOARD.

24. It shall be the responsibility of the CONTRACTOR to **promptly** notify the BOARD or its designated representative when the CONTRACTOR, an officer or director of the CONTRACTOR, any driver, any substitute driver, or any other agent or employee of the CONTRACTOR who has direct contact with school students, is charged with any criminal offense as set forth in Section 111 of the Public School Code of1949, as amended (24 P.S. Section 1-111) (a list of those criminal offenses is set forth in Exhibit "A"); or is accused of child abuse and/or notified that an investigation for child abuse is pending; is charges with DUI or any equivalent or similar offense, or any misdemeanor or felony involving the use of a motor vehicle; or any moving violation of the Pennsylvania Vehicle Code or its equivalent in other jurisdictions. Failure to comply with this notification requirement could result in immediate termination of any and all contracts, at the discretion of the BOARD.

25. The following shall render a person ineligible to be a driver under this contract and any driver meeting any of the following conditions or circumstances shall immediately, upon knowledge of the same, cease the transporting of children and shall not have any active or direct contact with children under this contract.

a. A conviction or being placed on the ARD program or similar program for any of the offenses listed in Section 111 of the Public School Code of 1949; or

b. A conviction or being placed on the ARD program or similar program for any of the offenses, regardless of grading, contained in the Controlled Substance, Drug, Device and Cosmetic Act; or

c. A conviction or being placed on the ARD program or similar program for any DUI or similar offense, as set forth in Chapter 38 of the Vehicle Code;

d. A conviction or being placed on the ARD program or similar program for any moving violation of the Pennsylvania Vehicle Code or its equivalent in any other jurisdiction, provided that any conviction for a summary offense under this section shall be reviewed by the Executive Director of the Board to determine, in the Executive Director's sole discretion, whether such conviction is sufficient to warrant the driver being declared ineligible to transport children under this contract; or

e. A conviction or being placed on the ARD program or similar program for any criminal offense involving the use of a motor vehicle.

f. An accusation of child abuse with a report of "founded" or "indicated".

For purposes of this section, a conviction is established upon a plea of guilty or determination of guilt by the initial fact-finder, regardless of the pursuance of any appeal.

IN WITNESS WHEREOF, the parties above named have hereto set their hands and seals the day and year aforesaid.

SCHUYLKILL INTERMEDIATE UNIT #29
BOARD OF DIRECTORS

By: _____
President

_____
Secretary

By: _____
Executive Director

By: _____
Contractor

_____
Address

_____

Revised 6/30/2026

Book	Policy Manual
Section	000 Board Procedures
Title	Copy of Board Policy/Procedure/Administrative Regulations
Code	000
Status	
Adopted	January 5, 2006
Last Revised	July 14, 2026
Prior Revised Dates	8/5/2019, 1/6/2020

The Board of Directors of Schuylkill Intermediate Unit 29, in accordance with applicable state and federal laws and regulations, establishes policies and procedures for the governance of the Board and for the safe and orderly operation of the Intermediate Unit.

Purpose of Policy/Board Procedure

The policies and Board procedures adopted by the Board are intended to establish the general and overall rules within which the day-to-day operations of the Intermediate Unit are to be governed. As applicable, all members of the Schuylkill Intermediate Unit 29 community shall be expected to comply with Board policy and procedure, subject to the limitations established in this policy.

Contents of Policy Manual

a. Board Procedures

The bylaws and rules that pertain to Board governance shall hereinafter be referred to as Board Procedures and shall be policy series 000: Board Procedures.

b. Policies

The rules and guidelines that pertain to the safe and orderly operation of the Intermediate Unit shall hereinafter be referred to as Policy and shall be policy series 100: Programs, 200: Pupils, 300:Employees, 600: Finances, 700: Property, 800: Operations, and 900: Community.

Limitations of Policy/Board Procedure

Board policies and procedures are not intended and shall not be construed to supersede or preempt any applicable law, whether constitutional, statutory, regulatory, or common law. Consequently, all Board policies and procedures shall be given both an interpretation and application that is lawful. The Board shall determine the final interpretation of its policies and procedures.

As the Board policies and procedures are limited by legal constraints, so too are the rights of those to whom the Board policies and procedures apply. Board policies and procedures are not intended to expand the rights of individuals beyond those established by law or to give to any individual a cause of action not independently established in law. Enforcement of Board policy and procedure rests exclusively with the Board.

Board policy and procedure shall not preempt, create, supplant, expand or restrict the rights or liabilities of students, employees, or other members of the Intermediate Unit community beyond what is contemplated by law and are not intended to restrict or limit students, employees, or others from pursuing any claims or defenses available under law.

Administrative Regulations

Administrative regulations shall be developed by the administration, under the direction of the Executive Director, for implementing the broad policies of the Board on a day-to-day basis. Administrative regulations shall not conflict with Board policy.

Administrative regulations are not intended and shall not be construed to supersede or preempt any applicable law, whether constitutional, statutory, regulatory, or common law. Consequently, all administrative regulations shall be given both an interpretation and application that is lawful. The administration shall determine the final interpretation of administrative regulations.

As the administrative regulations are limited by legal constraints, so too are the rights of those to whom the administrative regulations apply. Administrative regulations are not intended to expand the rights of individuals beyond those established by law or to give to any individual a cause of action not independently established in law. Enforcement of administrative regulations rests exclusively with the administration.

Administrative regulations shall not preempt, create, supplant, expand or restrict the rights or liabilities of students, employees, or other members of the Intermediate Unit community beyond what is contemplated by law and are not intended to restrict or limit students, employees, or others from pursuing any claims or defenses available under law.

Administrative regulations are not part of Board policy and procedure and may be altered without Board action.[1]

Governance and Administrative Authority

The Schuylkill Intermediate Unit (IU) and the Schuylkill Technology Center (STC) operate as distinct entities, each governed by its respective Board of Directors and Joint Operating Committee and are subject to applicable laws, regulations, and adopted policies.

The IU and STC maintain an administrative and service-based relationship intended to promote efficiency, consistency, and compliance. Through this relationship, the IU provides administrative, operational, and support services to the STC pursuant to established agreements and administrative fees.

This administrative relationship supports the effective operation of both organizations and does not alter or supersede the governance authority of either the Board of Directors or the Joint Operating Committee. Authority for policy adoption, program oversight, and organizational direction remains vested in the respective governing bodies.

Operational coordination and policy alignment between the IU and STC are intended to facilitate effective administration and compliance and do not modify existing governance structures, reporting relationships, or authority established by law, contract, or policy.

Designation of Administrative Authority

For purposes of administration and implementation of these policies:

The Executive Director of the Schuylkill Intermediate Unit shall oversee the operations of the Schuylkill Intermediate Unit in accordance with policies adopted by the IU Board of Directors and shall serve as the Superintendent of Record for the Schuylkill Technology Center, as required by law. The Superintendent of Record designation reflects statutory and compliance responsibilities and does not change established governance or reporting structures.

The Administrative Director of the Schuylkill Technology Center shall report directly to the Joint Operating Committee of the Schuylkill Technology Center and shall maintain oversight of Schuylkill Technology Center programs and operations in accordance with policies adopted by the Joint Operating Authority.

For purposes of Schuylkill Technology Center operations only, references in these policies to the "Executive Director" shall mean the Director of Career and Technology with respect to the administration and implementation of policy.

Legal 1. Pol. 003

IU29 Threat Assessment Teams

2026-2027

Act 18 mandates that each school entity must establish at least one team for the assessment of – and intervention with – students whose behavior may indicate a threat to the safety of themselves or others.

IU29 has established a team and the members are as follows:

Anthony Serafini Exec. Director – Administrator
570-570-556-8800 or email aserafini@iu29.org

Jacqueline Wapinsky, Principal – Administrator
570-544-9131 ext. 2353 or email wapij@iu29.org

Jaime Kuehn, Dean of Students – Administrator
570-544-9131 ext. 2351 or email kuehja@iu29.org

Rene Evans Director of Special Education – Special Education/Administration
570-544-9131 ext. 1211 or email evanr@iu29.org

Kristin Nunes, Social Service Coordinator – Social Work/Counseling
570-544-9131 ext. 6421 or email nunek@iu29.org

Barbara Wilkinson, Supervisor of School Improvement/Administration
570-544-9131 ext.1215 or email wilkb@iu29.org

Christi Rhode, School Nurse
570-544-9131 or email at rhodc@iu29.org

Jack Killian, School Police Officer
570-544-9131, or killj@iu29.org

Specializing in Educational Solutions for Lifelong Learners

Comprehensive School Threat Assessment Plan

2026-2029

Board Approved July 13, 2026

What is Threat Assessment?

Threat assessment is a structured group process used to evaluate the risk posed by a student or another person, typically as a response to an actual or perceived threat or concerning behavior. Threat assessment as a process was developed by the Secret Service as a response to incidents of school violence. Threat assessment seeks to make an informed judgment on two questions: how credible and serious is the threat itself? And to what extent does the threatener appear to have the resources, intent, and motivation to carry out the threat?

The primary purpose of a threat assessment is to prevent targeted violence. The threat assessment process is centered upon on analysis of the facts and evidence of behavior in a given situation. The appraisal of risk in a threat assessment focuses on actions, communications, and specific circumstances that might suggest that an individual intends to mount an attack and is engaged in planning or preparing for that event.

In a situation that becomes the focus of a threat assessment inquiry or investigation, appropriate authorities gather information, evaluate facts, and make a determination as to whether a given student poses a threat of violence to a target. If an inquiry indicates that there is a risk of violence in a specific situation, school personnel and school resource officers conducting the threat assessment collaborate with others to develop and implement a plan to manage or reduce the threat posed by the student in that situation.

Schuylkill Intermediate Unit 29 utilizes a team approach, which utilizes trained site level threat assessment teams, in consultation with the District Threat Assessment Team to conduct threat assessments utilizing a standardized rating system. Based on the results of these rating, appropriate actions are taken to address the threat level which is determined by the team. These actions are taken in conjunction with collaboration from law enforcement, mental health professionals, and other relevant personnel/agencies.

Who Activates the Threat Assessment Team?

The threat assessment team is activated by a site administrator upon receiving information which indicates a threat to an individual, individuals or school site as a whole. This should be done immediately upon receiving this information in order that the threat assessment team may immediately be included in the process. This may involve coordination with law enforcement and/or mental health so that the TAT receive and document information prior to the student being removed from campus. When a threat assessment team is convened, please notify building administrator. They will work with the threat assessment team to determine next steps based on the information acquired by the team.

Who Comprises the Threat Assessment Team?

Threat assessment teams should be comprised of individuals who have received training in Threat Assessment. Team members may include the following: social worker, administrators, dean of students, and other individuals who know the student who is being assessed. The school nurse may also be important for providing information regarding any physical conditions or medications which may impact a student's functioning. It may also be important to include relevant community members including probation officers, social workers or other individuals with knowledge of a student's behavior and social-emotional functioning.

If the student of concern is being provided services under the Individuals with Disabilities in Education Act (IDEA), a representative from the team that developed or manages that student's Individualized Education Plan (IEP) also should be brought onto the threat assessment team as an ad hoc member for the inquiry regarding this particular student.

Forms for the Comprehensive School Threat Assessment Guidelines

What is the purpose of these forms?
These forms are used to conduct a threat assessment.

Do I conduct a threat assessment for all threats?
No. It is not feasible or necessary to conduct a formal assessment for clearly insignificant behavior such as playful bantering or joking. Conduct a threat assessment if there is some reason to be concerned about the behavior. When in doubt about a threat, conduct a threat assessment.

Do I use all of these forms for every threat assessment case?
No. Transient cases are documented with only a few pages (Threat Report, Interview(s), Key Observations, Threat Response), whereas only very serious substantive threats are likely to use all of the forms. In large samples, approximately 75% of cases are transient and fewer than 10% are very serious substantive threats.

Do I complete every section of each form?
No. These forms are intended as guidelines to help you consider the most likely aspects of a case, but you will use your judgment as to what is appropriate for your assessment and intervention.

Who completes the forms?
Threat assessment is a team process and can be documented by any member of the team. A transient threat might be handled by just one team member (preferably in consultation with at least one other team member), whereas a substantive threat will likely engage several team members.

Can I modify these forms?
Yes, within reasonable limits that do not significantly alter the CSTAG process. Be sure that changes are approved by an administrator.

If a threat is resolved, do I change the threat classification to "no threat"?
No. The threat classification reflects your initial assessment and guides your next steps, regardless of how the threat is resolved. Occasionally, the threat classification might change if you find, for example, that a transient case is more serious than you thought and should be changed to a substantive threat. The resolution of a threat should be recorded in the Case Plan section.

Should I document transient threats?

Yes. If a student later carries out a threat that was previously judged to be transient, you will want documentation to show that you made a defensible effort to assess the threat. If a student makes multiple threats, documentation will provide a useful perspective.

Where should I file these forms?
Please store the CSTAG paperwork outside of the educational record of the student in the Guidance Department. ***Any information placed in the student's educational record is subject to FERPA restrictions.***

Act 18 Threat Assessment Teams

Act 18 mandates that each school entity must establish at least one team for the assessment of – and intervention with – students whose behavior may indicate a threat to the safety of themselves or others.
IU29 has established a team and the members are as follows:

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Barbara Wilkinson, Supervisor of School Improvement/Administration
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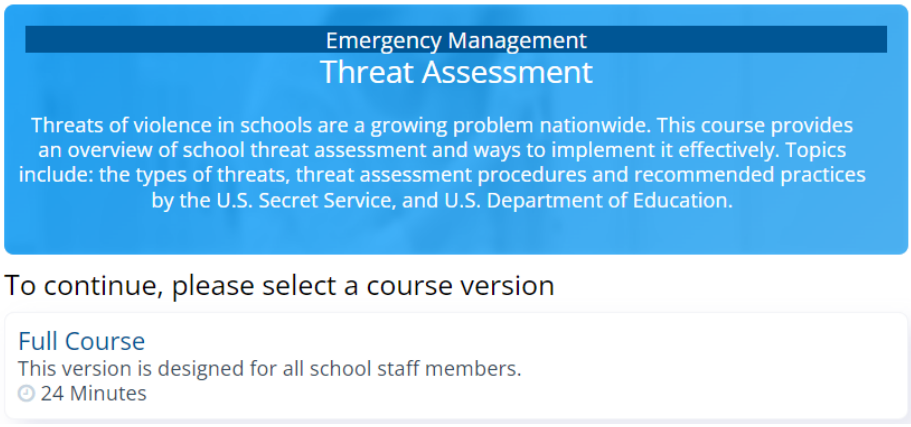
If a parent, family member, friend, member of the community or staff member who feels there is reason to believe that a student is demonstrating behavior that my indicate a threat to the safety of themselves or others, they should immediately report it in any of the following manners:

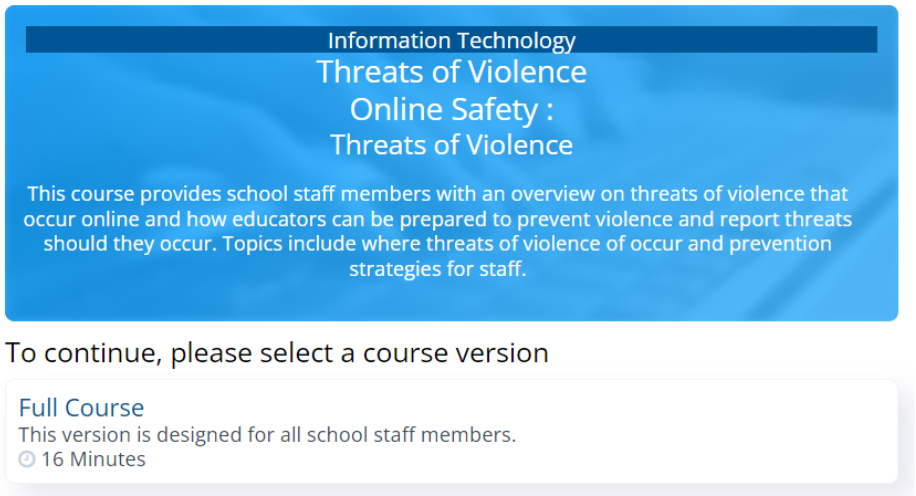
- Report to Safe2Say anonymously by calling 1-844-SAF2SAY (1-844-723-2729), through the mobile app or online at SAFE2SAYPA.ORG.
- Notify the school SAP (Student Assistance Program).
- Contact any of the above team members.
- Contact your local law enforcement

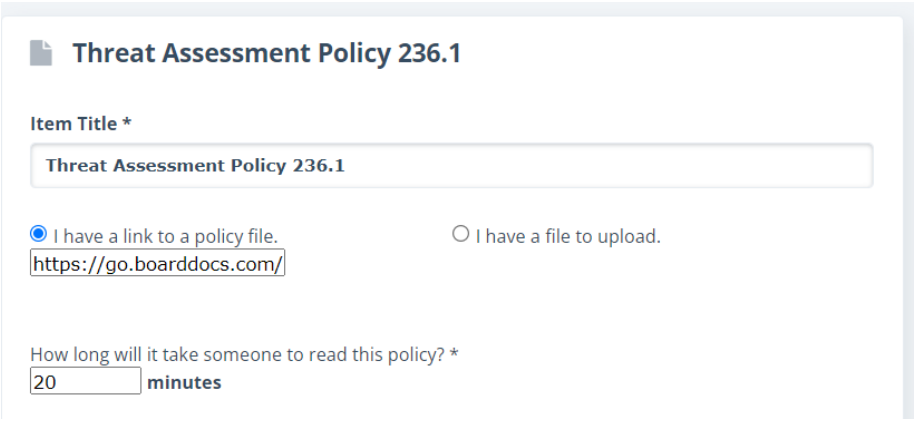
Threat Assessment Training

Act 18 Requires all public-school employees to complete a minimum of one hour of annual Threat Assessment Training. IU29 meets to this requirement through the following online training modules using the Vector Platform. The three courses include Threat Assessment (24 minutes), Threats of Violence Online Safety: Threats of Violence (16 minutes), and IU29 Threat Assessment Policy 236.1 & Procedures. The Human

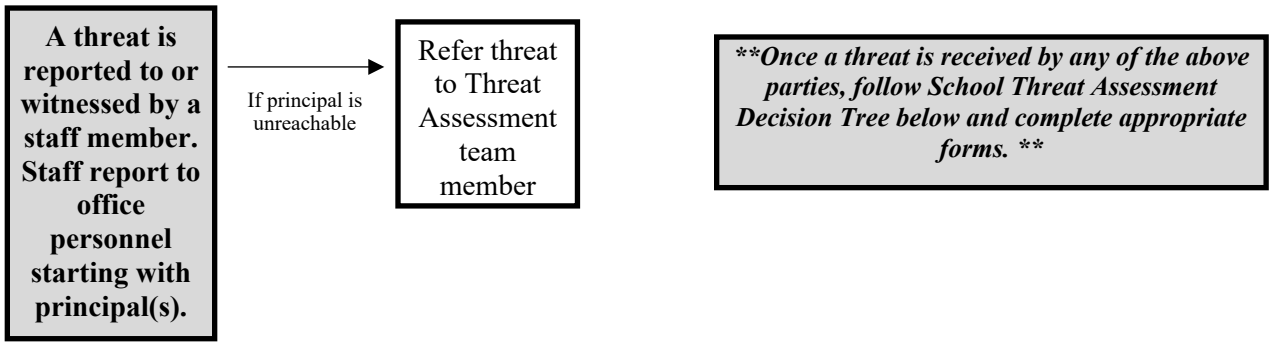
Resources Departments launches the online training for all employees and the Vector Platform is utilized to track employee completion.







Schuylkill Intermediate Unit 29
Comprehensive School Threat Assessment Guidelines



Utilize Attachment A.
PCCD FLOW CHART AND THREAT ASSESSMENT CASE MANAGEMENT FORM

Threat Assessment Plan Governing Body Affirmation Statement

The Board of Director for Schuylkill Intermediate Unit 29 Reviewed and approved the Threat Assessment Plan on:

Date: July 13, 2026

By

Signature Board President

Scott Jacoby

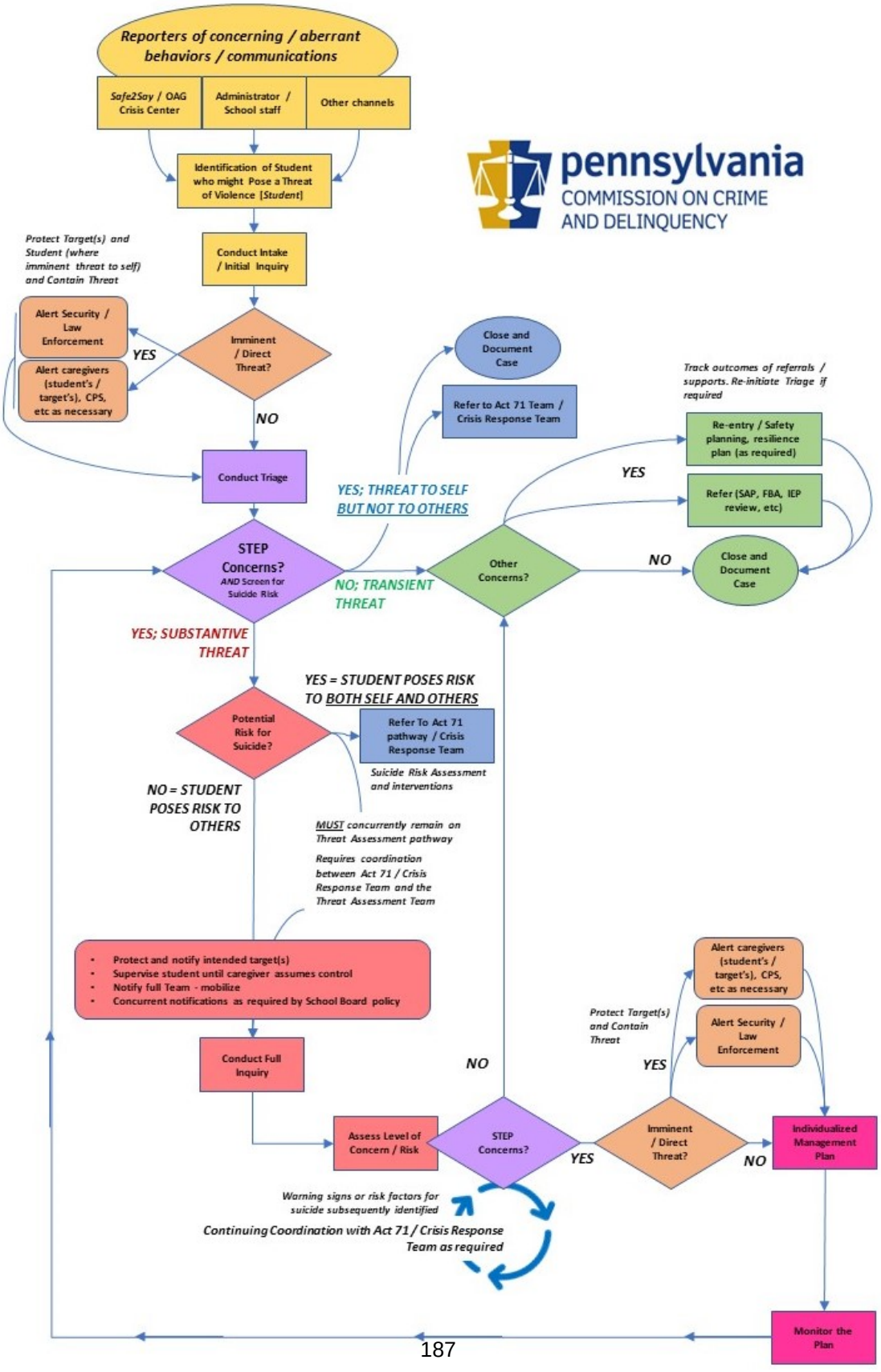
Print Board President

Date

Attachment A.

PCCD Threat Assessment Flow Chart & Case Management Form

Threat Assessment Process Flowchart: This forms the basis for threat assessment procedures and case formulation.



THREAT ASSESSMENT CASE MANAGEMENT FORM

PART 1: INTAKE / INITIAL INQUIRY		
Person Completing Form:		**Position:**
Date Reported:	**Time:**	☐ **AM** ☐ **PM**
Was this a Safe2Say Something Report? ☐ Yes ☐ No		**If Yes; Safe2Say Something Ref#:**

REPORTING PARTY:	
Name:	**Position (circle):** Student Teacher Administrator Staff Volunteer Parent/Guardian Anonymous Other:_____
Contact Phone:	
School/Program/Grade:	
Did you witness this threat? ☐ Yes ☐ No	**If NO, how did you learn about it?**

STUDENT WHO MAY POSE A THREAT OF VIOLENCE (SUBJECT OF CONCERN):		
Student Name:		**Grade:**
Date of Incident:	**Time:** ☐ AM ☐ PM	**Student ID:**
Location of Incident:	**Mode (circle):** In-Person Phone Text Letter Social Media Internet Email Gesture Other:_____	
Did the threat involve a weapon? ☐ Yes ☐ No	**If yes, identify type of weapon:**	
Name(s) of any witnesses:		
Description of Concerning Behaviors or Communications *(Use additional paper if needed to provide as much detail as possible, including language quoted. Attach copies of files/images/videos received in writing or electronically):*		
Does this student have an IEP/504? ☐ Yes ☐ No	**If yes/unknown, contact Director of Special Education.** DATE/TIME notified:	

PART 1: INTAKE / INITIAL INQUIRY | SUBJECT AND TARGET INQUIRIES
Student Engaging in Threatening or **Otherwise Concerning Behavior:** *(If more than one student, complete additional forms)*
Student Interview Summary:

TARGET (1):	
Name:	**ID#:**
Relationship to STUDENT [SUBJECT OF CONCERN]: **School/Program/Grade:**	**Position (circle):** Student Teacher Administrator Staff Volunteer Parent/Guardian Contractor Other:_____
Did you witness this threat? ☐ Yes ☐ No	**If NO, how did you learn about it?**
Emergency Contact NAME:	**Emergency Contact Number:**
Target Interview Summary:	

If more than one student subject of concern or more than one target in this incident, attach additional copies of this page.

PART 1: INTAKE / INITIAL INQUIRY | WITNESS INQUIRIES	
WITNESS (1):	
Name:	**ID#:**
Relationship to STUDENT:	**Position (circle):** Student Teacher Administrator Staff Volunteer Parent/Guardian Contractor Other:_____
School/Program/Grade:	
Emergency Contact NAME:	**Emergency Contact Number:**
Witness Interview Summary:	

WITNESS (2):	
Name:	**ID#:**
Relationship to STUDENT:	**Position (circle):** Student Teacher Administrator Staff Volunteer Parent/Guardian Contractor Other:_____
School/Program/Grade:	
Emergency Contact NAME:	**Emergency Contact Number:**
Witness Interview Summary:	

If more than two witnesses in this incident, attach additional copies of this page.

PART 1: INTAKE / INITIAL INQUIRY | RECORD REVIEW & OUTCOME OF SEARCH OF PERSON / PROPERTY		
RECORDS CHECKED	*S=Significant NS=Not Significant NA=Not Applicable*	**Remarks [include only where associated with significant findings]**
Photo	☐ S ☐ NS ☐ NA	
Prior Threat Assessment Case(s)	☐ S ☐ NS ☐ NA	
Prior Act 71/Suicide Risk Case(s)	☐ S ☐ NS ☐ NA	
Health Records	☐ S ☐ NS ☐ NA	
SAP Referrals	☐ S ☐ NS ☐ NA	
Conduct/Discipline	☐ S ☐ NS ☐ NA	
Class Schedule	☐ S ☐ NS ☐ NA	
Academic Records	☐ S ☐ NS ☐ NA	
IEP/504	☐ S ☐ NS ☐ NA	
Records from prior schools	☐ S ☐ NS ☐ NA	
Mental Health Evaluations	☐ S ☐ NS ☐ NA	
Criminal Records	☐ S ☐ NS ☐ NA	
Law Enforcement Contacts	☐ S ☐ NS ☐ NA	
Juvenile Probation Records	☐ S ☐ NS ☐ NA	
Driver License Information	☐ S ☐ NS ☐ NA	
Vehicle/Parking Information	☐ S ☐ NS ☐ NA	
SRO/School Police Contacts	☐ S ☐ NS ☐ NA	
Protective/No Contact Orders	☐ S ☐ NS ☐ NA	
No Trespass Notice	☐ S ☐ NS ☐ NA	
Weapons Permit(s)	☐ S ☐ NS ☐ NA	
Social Media Presence	☐ S ☐ NS ☐ NA	
Internet Usage/Search History	☐ S ☐ NS ☐ NA	
Title IX Actions	☐ S ☐ NS ☐ NA	
Search of person or property	☐ S ☐ NS ☐ NA	
Records from Outside Agencies *(e.g. social services/mental health)*	☐ S ☐ NS ☐ NA	
Other *(Describe):*	☐ S ☐ NS ☐ NA	

Attach additional copies of this page or supporting documentation if needed.

PART 2: IMMINENT/DIRECT THREATS

Did the student subject of concern identify a direct target? ☐ Yes ☐ No	**If yes, include NAME(S) of targets:**
Were target(s) notified? ☐ Yes ☐ No **Date/Time notified:**	**Were parents of target(s) notified?** ☐ Yes ☐ No **Date/Time notified and Name of Parent/Guardian:**
Is this an imminent threat requiring law enforcement attendance? ☐ Yes ☐ No **Is medical attention required?** ☐ Yes ☐ No	**The following have been notified (circle):** 9-1-1 SRO/School Police Building Principal Superintendent Other Threat Assessment Team Members Parents/Guardians School Safety and Security Coordinator Children & Youth Services
Is there imminent suicide risk? ☐ Yes ☐ No If YES, DO NOT LEAVE THE STUDENT ALONE.	**If YES, have parents been notified?** ☐ Yes ☐ No

For all imminent/direct threats, protect target(s) and student (for threat to self) and contain threat.

Additional Information Regarding the Reported Student or Incident/Behavior:

Is this student acting alone? ☐ Yes ☐ No
If No, include NAME(S) of others also engaging in concerning behaviors/communications:

PARENT/GUARDIAN CONTACT (Coordinate with Building Principal):

Parent Guardian NAME(S):	**Contact Phone Number(s):**
Date Notified:	**Method of Contact:**
Name of Staff who Contacted Parent(s)/Guardian(s)	

ONLY ONCE THE IMMINENT / DIRECT THREAT IS CONTAINED CAN THE THREAT ASSESSMENT TEAM PROCEED TO PART 3

PART 3: TRIAGE *(Questions adapted from INVESTIGATIVE THEMES described by the National Threat Assessment Center (NTAC))*		
INVESTIGATIVE THEMES		**SIGNIFICANT FINDINGS**
Motive: Does the student have motive(s) or grievances? *What first brought them to someone's attention?*	☐Yes ☐No ☐Unknown	
Communications: Has the student engaged in concerning, or otherwise threatening communications suggesting ideas, intent, planning or preparation for violence?	☐Yes ☐No ☐Unknown	
Inappropriate Interests: Has the student shown any inappropriate interest in, fascination, and / or identification with other incidents of mass attacks or other acts of targeted violence?	☐Yes ☐No ☐Unknown	
Weapons Access: Does the student have (or are they developing) the capacity to carry out an act of targeted violence?	☐Yes ☐No ☐Unknown	
Stressors: Has, or is, the student experiencing stressful events, setbacks, challenges or losses or are there circumstances that may affect the likelihood of an escalation to violent behavior?	☐Yes ☐No ☐Unknown	
Desperation or Despair: Is the student experiencing hopelessness, desperation, and/or despair?	☐Yes ☐No ☐Unknown	
Mental Health Disorders and Developmental Issues: Does the student have a diagnosed mental health disorder or developmental issue or exhibit behaviors that suggest a mental health disorder or developmental issue?	☐Yes ☐No ☐Unknown	
Violence as an Option: Does the student see violence as an acceptable, desirable (only?) way to solve a problem?	☐Yes ☐No ☐Unknown	
Concerned Others: Are other people concerned about the student's potential for violence?	☐Yes ☐No ☐Unknown	
Planning and Capacity to Carry Out an Attack: Does the student have the ability, intent and will to plan and carry out an attack?	☐Yes ☐No ☐Unknown	
Consistency: Are the student's conversation and "story" consistent with his or her actions?	☐Yes ☐No ☐Unknown	
Protective Factors: Does the student have a positive, trusting, sustained relationship with at least one responsible person?	☐Yes ☐No ☐Unknown	

TRIAGE NOTES *(Also refer to Appendix 1 for case formulation):*

THREAT CLASSIFICATION			
☐ No Threat / Transient Threat	☐ Substantive Threat	☐ Imminent/Direct Threat	☐ Threat to SELF

TRIAGE RECOMMENDATION:			
☐ No Threat / Transient Threat: **DOCUMENT & CLOSE CASE *UNLESS* OTHER CONCERNS EXIST – IN WHICH CASE CONDUCT RE-ENTRY / SAFETY PLANNING AND / OR REFER (E.G., TO SAP)**	☐ Unknown or Substantive Threat: **INITIATE FULL INQUIRY**	☐ Imminent/Direct Threat **INITIATE CRISIS RESPONSE PROTOCOL (CRP) FROM EMERGENCY OPERATIONS PLAN***	☐ Threat to SELF **REFERRAL(S) CLOSE THREAT ASSESSMENT CASE *UNLESS* THREAT TO OTHERS IS ALSO PRESENT**

***For Imminent/Direct Threats, initiate full threat assessment inquiry once the student, target, and environment are made safe.**

PART 4: THREAT TO SELF

For All Threats to Self, Implement the Following:

- Refer to Act 71 Team / Crisis Response Team (CRT)
- Close and Document Case
- Should the Act 71 Team / CRT identify potential for thereat to others, refer back to the Threat Assessment Team

PART 5: TRANSIENT THREATS

Are OTHER Concerns Present?	☐Yes ☐No ☐Unknown
If NO OTHER Concerns, Close and Document Case	
If YES, OTHER Concerns are Present or Unknown, Then Implement the Following: • Re-Entry / Safety Planning; Resilience Plan (as required) • Referrals (SAP, FBA, IEP Review, etc.) • Track Outcomes of Referrals / Supports; Re-Initiate Triage if Required	

TRIAGE COMPLETED BY:

Name	Position	Signature	Date

REVIEWED BY:

Name	Position	Signature	Date

PART 6: SUBSTANTIVE THREATS – FULL INQUIRY

Is there also potential suicide risk? ☐ Yes ☐ No If YES, DO NOT LEAVE THE STUDENT ALONE.	**If YES, RETURN to PART 4** **Student remains on Threat Assessment Pathway** **Act 71 Team / CRT coordinate with TAT**

For ALL Substantive Threats, Implement the Following:

- Protect and notify intended target(s)
- Supervise student until caregiver assumes control
- Notify full team – mobilize
- Concurrent notifications as required by School Board Policy

CONDUCT FULL INQUIRY & ASSESS LEVEL OF CONCERN / RISK

Student Engaging in Threatening or Otherwise Concerning Behavior:
(If more than one student, complete additional forms)

Student Interview Summary ***(A more in-depth interview may be conducted for substantive threats. Provide detail here):***

PARENT/GUARDIAN INTERVIEW

Name:	**Relationship to STUDENT [SUBJECT OF CONCERN]:**

Parent/Guardian Interview Summary:

If more than one student subject of concern or more than one parent/guardian interview, attach additional copies of this page.

CONTRIBUTOR INTERVIEW ***(May include other caregivers, teachers/school staff, police/SRO, community-based providers, other students, etc.)***	
Name:	**ID#:**
Relationship to STUDENT:	**Position (circle):** Student Teacher Administrator Staff Volunteer Parent/Guardian Contractor Other:_____
School/Program/Grade:	
Emergency Contact NAME:	**Emergency Contact Number:**
Interview Summary:	

CONTRIBUTOR INTERVIEW ***(May include other caregivers, teachers/school staff, police/SRO, community-based providers, other students, etc.)***	
Name:	**ID#:**
Relationship to STUDENT:	**Position (circle):** Student Teacher Administrator Staff Volunteer Parent/Guardian Contractor Other:_____
School/Program/Grade:	
Emergency Contact NAME:	**Emergency Contact Number:**
Interview Summary:	

CONTRIBUTOR INTERVIEW ***(May include other caregivers, teachers/school staff, police/SRO, community-based providers, other students, etc.)***	
Name:	**ID#:**
Relationship to STUDENT:	**Position (circle):** Student Teacher Administrator Staff Volunteer Parent/Guardian Contractor Other:_____
School/Program/Grade:	
Emergency Contact NAME:	**Emergency Contact Number:**
Interview Summary:	

CONTRIBUTOR INTERVIEW ***(May include other caregivers, teachers/school staff, police/SRO, community-based providers, other students, etc.)***	
Name:	**ID#:**
Relationship to STUDENT:	**Position (circle):** Student Teacher Administrator Staff Volunteer Parent/Guardian Contractor Other:_____
School/Program/Grade:	
Emergency Contact NAME:	**Emergency Contact Number:**
Interview Summary:	

If additional contributors in this incident, attach additional copies of this page.

PART 6: SUBSTANTIVE THREATS – FULL INQUIRY *(Questions adapted from INVESTIGATIVE THEMES described by the National Threat Assessment Center (NTAC)) – The themes explored here deliberately replicate those used at the Triage stage (PART 3) as they are consistently valid in the assessment of threat for violence. At FULL INQUIRY however, greater detail, including from other contributor interviews / information is generated*

INVESTIGATIVE THEMES		SIGNIFICANT FINDINGS
Motive: Does the student have motive(s) or grievances? *What first brought them to someone's attention?*	☐Yes ☐No ☐Unknown	
Communications: Has the student engaged in concerning, or otherwise threatening communications suggesting ideas, intent, planning or preparation for violence?	☐Yes ☐No ☐Unknown	
Inappropriate Interests: Has the student shown any inappropriate interest in, fascination, and / or identification with other incidents of mass attacks or other acts of targeted violence?	☐Yes ☐No ☐Unknown	
Weapons Access: Does the student have (or are they developing) the capacity to carry out an act of targeted violence?	☐Yes ☐No ☐Unknown	
Stressors: Has, or is, the student experiencing stressful events, setbacks, challenges or losses or are there circumstances that may affect the likelihood of an escalation to violent behavior?	☐Yes ☐No ☐Unknown	
Desperation or Despair: Is the student experiencing hopelessness, desperation, and/or despair?	☐Yes ☐No ☐Unknown	
Mental Health Disorders and Developmental Issues: Does the student have a diagnosed mental health disorder or developmental issue or exhibit behaviors that suggest a mental health disorder or developmental issue?	☐Yes ☐No ☐Unknown	
Violence as an Option: Does the student see violence as an acceptable, desirable (only?) way to solve a problem?	☐Yes ☐No ☐Unknown	
Concerned Others: Are other people concerned about the student's potential for violence?	☐Yes ☐No ☐Unknown	
Planning and Capacity to Carry Out an Attack: Does the student have the ability, intent and will to plan and carry out an attack?	☐Yes ☐No ☐Unknown	
Consistency: Are the student's conversation and "story" consistent with his or her actions?	☐Yes ☐No ☐Unknown	
Protective Factors: Does the student have a positive, trusting, sustained relationship with at least one responsible person?	☐Yes ☐No ☐Unknown	

FULL INQUIRY NOTES *(Also refer to Appendix 1 for case formulation):*

FULL INQUIRY: THREAT CLASSIFICATION			
☐ Low/Transient	☐ Moderate	☐ High	☐ Imminent/Direct Threat

Has subsequent suicide risk been noted? ☐ Yes ☐ No If YES, DO NOT LEAVE THE STUDENT ALONE.	**If YES:** • **Continue with Full Inquiry and assessment of level of risk to others; *AND*** • **RETURN to PART 4: THREAT TO SELF** • **Act 71 Team / CRT coordinate with TAT**
Are there STEP Concerns? ☐ Yes ☐ No	**If NO, Return to Part 5: TRANSIENT THREATS**
	If YES, Is this an Imminent/Direct Threat? ☐ **Yes** ☐ **No**
	If this is an IMMINENT/DIRECT THREAT, RETURN to PART 2
	If this is NOT an IMMINENT/DIRECT THREAT, Implement the Following: • **Individualized Management Plan (PART 7)** • **Monitor and update the Plan as required** • **Return to PART 3: TRIAGE: STEP CONCERNS to continue to monitor progress and screen suicide risk**

FULL INQUIRY COMPLETED BY:

Name	Position	Signature	Date

REVIEWED BY:

Name	Position	Signature	Date

PART 7: CASE MANAGEMENT PLAN

Student Name:	ID:

INTERVENTION/TASK	PERSON RESPONSIBLE	DATE DUE
SUBJECT INTERVENTIONS: De-escalate, contain, or control the individual who may take violent action		
TARGET INTERVENTIONS: Decrease vulnerabilities of the target		
ENVIRONMENTAL INTERVENTIONS: Address environment and systems to discourage escalation		
PRECIPITATING EVENTS: Prepare and mitigate against precipitating events that may trigger adverse reactions		

DATE FOR NEXT REVIEW:	
Print Name of Team Leader:	Date:
Signature of Team Leader:	

PART 7: CASE MANAGEMENT PLAN | UPDATE (*To Be Updated Regularly While Case is Active)*

Student Name:	ID:

INTERVENTION/TASK		
SUBJECT INTERVENTIONS: De-escalate, contain, or control the individual who may take violent action		
UPDATES:	SOURCE	
INTERVENTION/TASK	PERSON RESPONSIBLE	DATE DUE
TARGET INTERVENTIONS: Decrease vulnerabilities of the target		
UPDATES:	SOURCE	
INTERVENTION/TASK	PERSON RESPONSIBLE	DATE DUE
ENVIRONMENTAL INTERVENTIONS: Address environment and systems to discourage escalation		
UPDATES:	SOURCE	
INTERVENTION/TASK	PERSON RESPONSIBLE	DATE DUE
PRECIPITATING EVENTS: Prepare and mitigate against precipitating events that may trigger adverse reactions		
UPDATES:	SOURCE	

INTERVENTION/TASK	PERSON RESPONSIBLE	DATE DUE

COMMENTS (If CASE CLOSED, Include Reasons):

DATE FOR NEXT REVIEW (or CASE CLOSED):

Person Completing Update Form:	**Date:**

Signature of Person Completing Form:

CURRENT THREAT CLASSIFICATION			
☐ No Threat / Transient Threat	☐ Substantive Threat	☐ Imminent/Direct Threat	☐ Threat to SELF

CURRENT TRIAGE RECOMMENDATION:			
☐ No Threat/ Transient Threat: **DOCUMENT & CLOSE CASE**	☐ Continued Substantive Threat: **SUSTAIN TAT CASE**	☐ Imminent/Direct Threat **INITIATE EMERGENCY OPERATIONS PLAN**	☐ Threat to SELF **REFERRAL(S) CLOSE CASE**

REFERRALS:

Appendix 1: STEP©[1] CONCERNS

Targeted violence stems from an interaction among the subject(s), the target(s), the environment and the precipitating events. Continuously reflect on all parts of *STEP* to ensure vital information is not missed.

Use the following STEP© Concerns to guide case conceptualization **for both TRIAGE and FULL INQUIRY**.

STUDENT / SUBJECT OF CONCERN

The goal of threat assessment and management is to gain a holistic understanding of the subject of concern – the individual who might pose a threat of violence. This may be revealed by gathering information from school educational and discipline records, witnesses, social media posts, the individual themselves, and observations made by teachers, counselors, administrators, School Resource Officers or other Law Enforcement Officers and others who know the individual. Consider the following with regard to the subject:

- Self-perception, coping skills, mental health, response to rules and authority
- Exposure to or engagement in violence
- Access to and experience with weapons and motivation towards using violence as a means to solve problems
- Behavior(s) causing concern or impacting others
- Concerning communications and/or directly communicated threats
- Leakage behaviors: intentional or unintentional communication of intent to do harm
- Identified grievances and/or motives for violence; fixation on grievances or target(s)
- Pathway to violence behaviors: ideation/intent, planning, preparation (means, method, opportunity)
- Interest in or identification with perpetrators or violent acts
- Despondency, despair, isolation, difficulty coping, or suicidality
- Significant changes of behavior or mental health concerns
- Lack of protective factors

TARGET/OTHERS

The target may be an individual, a group of individuals or a location. In some cases, the relationship between a grievance and the target may be identified; however, in other cases it may be difficult or impossible to identify the relationship. Consider the following:

- The potential target and the factors that may increase or decrease their vulnerability for harm
- Are potential target(s) fearful of harm; does the subject present as a safety concern?

ENVIRONMENT (or SETTING)

A focus on the environment gives consideration to the context in which the individual is operating both in school and in the community. An understanding of the environments in which the individual exists, both in and out of school, is critical to determine the level of concern. Consider the following:

- School climate and culture (e.g., bullying, bias, poor conflict management, high rates of stress or violence, etc.)
- Social relationships, including adverse peer influences
- Family dynamics and relationships
- Lack of support, guidance, or resources at home, school and/or community

PRECIPITATING EVENTS (or SITUATION)

An understanding of the stressors affecting the individual of concern is an important step in assessing and managing the case. Stressors may be acute or chronic and can be anything in their life that causes them tension or worry. In general, the more stressors in a person's life, the more difficult it will be for them to cope. For this reason, an understanding of the individual's response to stressors is as important as identifying the stressors themselves. The threat assessment team must operate with the understanding that, in the face of multiple precipitating events, an individual's stress level may be such that they are vulnerable to a "last straw" or triggering event, an event which causes them to advance on the path to violence. Consider the following:

- Impending loss or failure or return to school after separation
- Key dates, events, triggers/reminders, or anniversaries of loss

[1] © Gene Deisinger and Marissa R. Randazzo, 2008.

Attachment B.

Medical Clearance for Returning School Following Mental Health Intervention Service or Hospitalization

AUTHORIZATION TO RECEIVE/RELEASE MEDICAL INFORMATION

Date: _____

Dear Doctor:

The student named below was either hospitalized or received mental health services recently for being a danger to himself/herself, danger to others and/or gravely disabled. Medical information from you is essential in planning for the student's safety, educational and health needs.

Student: _____DOB: _____ Grade: _____

Please complete the following information and return to school nurse. Your cooperation is much appreciated. Diagnosis/description of problem: _____

Please indicate any prescribed medications and dosages:

_____

If the student no longer poses a threat to self or others at the time of discharge and can return to school, please sign below and indicate restrictions, if any. The above named student does not pose a threat to self and/or others at the time of discharge and may return to school: without restrictions with the following modifications/restrictions (indicate below) Restrictions:

_____

Doctor's Name (print) _____ Doctor's Signature _____

Return to School Nurse: _____Contact Number: _____

Practitioner/Agency/Clinic: _____

Name: _____ Phone Number: _____

Practitioner/Agency/Clinic Address: (street, city, zip code)

_____

Purpose for which information may be used:

_____

_____

School District/Building Street City Zip code

This authorization shall be valid until _____ unless revoked earlier

Parent/Legal Guardian Signature: _____ Date: _____

Attachment C

STUDENT RE-ENTRY GUIDELINES

Student/Name/DOB:_____Location:_____Date:_____

In planning for the re-entry of a student who has been out of school for any length of time, including mental health hospitalization, or if the student will be transferring to a new school, the school site administrator/designee may consider any of the following action items:

Returning Day	Have parent escort student on first day back. Develop a re-entry communication and safety plan in the event of future emergencies. (See safety plan Threat Assessment documents).
Hospital Discharge Documents	Request discharge documents from hospital or Medical Clearance for Return to School from parent on first day back. Obtain Authorization or Exchange/Release Information for relevant providers including psychiatrist, treating physician, psychologist etc. Update medication list.
Meeting with Parents	Engage parents, school support staff, teachers, and student, as appropriate in a Reentry Planning Meeting. • Identify on-going mental health resources in school and/or in the community. • Modify academic programming, as appropriate. • Consider an assessment for special education for a student whose behavioral and emotional needs effect their ability to benefit from their educational If the student is prescribed medication, monitor with parent consent. • Offer suggestions to parents regarding monitoring personal communication devices, including social networking sites, as needed. • Notify student's teachers, as appropriate.
Identify Supports	Assist the student in identifying adults they trust and can go to for assistance at school and at home.
Address Bullying, Harassment, Discrimination	As needed, ensure that any bullying, harassment, discrimination is being addressed.
Designate Staff	Designate staff (e.g., Academic Counselor, Social worker/counselor, School Nurse, etc.) to check in with the student during the first couple weeks periodically.
Release of Information	Obtain consent by the parent to discuss student information with outside providers using the Parent Authorization for Release/Exchange of Information.
Manage and Monitor	Case management and monitoring – ensure the student is receiving and accessing the proper mental health and educational services needed.