



WESTMORELAND INTERMEDIATE UNIT
102 EQUITY DRIVE, GREENSBURG, PENNSYLVANIA 15601-7190
PHONE: 724-836-2460

June 4, 2025

Greetings,

I want to notify the Pennsylvania Department of Education that, due to a sustained decrease in service demand from our member school districts, the Westmoreland Intermediate Unit Board of Directors voted to curtail our Hearing Impaired and School Psychology services.

The Board of the Westmoreland Intermediate Unit, through its Executive Director and Administration, holds an ongoing responsibility to evaluate staffing levels, program efficiency, and alignment with district needs. Over the past several years, the Executive Director and Administration have monitored enrollment and referral trends in both the Hearing Impaired and Psychological Services programs. This review revealed that many of our member districts have increasingly opted to hire their own staff or contract with alternative providers to meet student needs. In addition, reductions in student populations requiring these specialized services and increased use of telehealth and regional shared-service models have further contributed to the declining demand for our direct service offerings in these areas.

Given these ongoing trends and in the interest of fiscal and operational efficiency, the Executive Director recommended, and the Board of Directors approved, in accordance with Section 1124.2 of the Pennsylvania Public School Code of 1949 (as amended), to promote a more effective and efficient educational program and to conform with standards of reorganization, the alteration/curtailment of these educational services and the discontinuation of the programs.

The position impacted are the following:

1. The elimination of three (3) full time Teachers of the Deaf and Hearing Impaired at the end of the 2024-2025 school term. The affected employees are Ms. Laken Hergert, Ms. Margaret Cowan, and Ms. Marie Barnes.
2. The elimination of one (1) full-time Audiologist at the end of the 2024-2025 school term. The affected employee is Ms. Emily Miller.
3. The elimination of two (2) full-time Certified School Psychologist positions at the end of the 2024-2025 school term. The affected employees are Ms. Caitlin Siko and Dr. Haley Noonan.

The board passed the attached resolution at its May 27, 2025 meeting and will be reflected in the approval of the minutes during its June 24, 2025 meeting.

Please let me know if I need to provide any additional information, such as the signed approved Board minutes.

Warm regards,

A handwritten signature in cursive script that reads 'Jason A. Conway'.

Jason A. Conway, Ed.D., Executive Director
Westmoreland Intermediate Unit #7
724-219-2327

Attachment-HR-2425-099 Resolution

Resolution

WHEREAS, the Board of the Westmoreland Intermediate Unit through its Executive Director and Administration has an ongoing responsibility to look at staffing levels, curriculum and delivery of its educational programs; and

WHEREAS, the Executive Director and Administration have reviewed the delivery of its educational programs regarding its Hearing Impaired and Psychological Services program; and

WHEREAS, as a result of same, upon the recommendation of the Executive Director, the Board of Directors will entertain a Motion as follows:

Motion by _____, seconded by _____, on recommendation of the Executive Director of the Westmoreland Intermediate Unit, in accordance with Section 1124.2 of the Pennsylvania Public School Code of 1949, as amended, in order to promote a more effective and efficient educational program and to conform with standards of reorganization, to approve alteration/curtailment of the educational program to approve the elimination/discontinuation of the following:

1. The elimination of three (3) full time Teachers of the Deaf and Hearing Impaired at the end of the 2024-2025 school term. The affected employees are Ms. Laken Hergert, Ms. Margaret Cowan, and Ms. Marie Barnes.
2. The elimination of one (1) full-time Audiologist at the end of the 2024-2025 school term. The affected employee is Ms. Emily Miller.
3. The elimination of two (2) full-time Certified School Psychologist positions at the end of the 2024-2025 school term. The affected employees are Ms. Caitlin Siko and Dr. Haley Noonan.

Be it further resolved that the affected individual be notified by the Board Secretary and/or the Executive Director of the Westmoreland Intermediate Unit's actions in this case; and

Be it further resolved the Executive Director, his designee or other appropriate individuals, shall take such other action as may be necessary or appropriate to carry out this Motion, including but not limited to, notifying the affected individuals in writing of this action, adoption of this Motion and notification to the Pennsylvania Department of Education if so required.