



---

# CAIU BOARD HIGHLIGHTS

The following actions were taken at the **April 22, 2021** meeting, held virtually, of the Capital Area Intermediate Unit.

---

## Executive Session

- The Board held an Executive Session to discuss Personnel Matters.

## Reports/Updates

- **The Board Spotlight** was on the PeaceBeat program. For the past year CAIU staff have been working with Lenny Tepsich, aka Mr. Music, along with Bob Welsh, Leanne Cox and others to provide students with social emotional learning in the form of fun, music based lessons. Mr. Music has been regularly visiting with our pre-school and Hill Top classrooms, teaching our kids how to deal with many of the challenges they face everyday and encouraging them to be their best self. Mr. Music, Bob Welsh, and several students from Hill Top performed several songs for the Board Members.
- **Ms. Alicia McDonald, Director of Student Services**, shared some sad news regarding one of our preschool Speech Clinicians, Karen Etter, who passed away on April 11; she will be missed by staff and children alike. The exit interview for Loysville special ed monitoring went well. PaTTAN provided positive feedback on the work that our teachers have done with the students in special education and the great job with paperwork! We will be working with Dr. Andrew McCrea to finalize the Special Education Plan and Flexible Instruction Days and will come to the Board in May for review and approval. Ms. McDonald expressed her gratitude to the Board for all of their support of the Student Services staff and programs over the years. She participated in the Franklin Covey Leadership session and has reflected on the amazing Student Services Leadership team who works hard to execute the CAIU vision and program vision. Mr. Eric Samples thanked Alicia for all that she has done for the CAIU and wished her well in her retirement.
- **Mr. Dave Martin, Director of Technology Services**, reported on Cyber security and Multi-Factor Authentication. Security breaches are unfortunately becoming everyday occurrences, especially with so many students and staff working from home, creating new vulnerabilities. We are working diligently with our school districts to be vigilant about protecting our students and staff. Multi-Factor Authentication (MFA) is an important technique to combat security breaches and to keep our staff, students and their data more secure. Dave also reported on the need for providing internet access for all students. He is currently working with a team across all IUs on a project to provided funding to ensure that all homes have internet access regardless of accessibility and affordability.
- **Mr. Brian Griffith, Director of Educational Services**, provided an update on the CAIU Summer 2021 Professional Learning opportunities. Click [HERE](#) for more information. Please see the great info in the All In Executive Director's Report about our Arts in Education Partnership. Our first CAIU AIE Residency was completed mid-February and the artist put together a video to sum up what the students did over the couple of months they worked together. Link to video: <https://vimeo.com/527895766>. Mr. Griffith also reported on the incredible growth of the CAOLA program as the budget increased by 18 million dollars this year. IU11 has recently joined CAOLA. The program has experienced great success in a very challenging year and has helped support our districts.
- **Mr. Len Kapp, Supervisor of Operations & Transportation**, provided a facility update: we are deep in the planning stages for summer classroom moves. The Miller House has been moved successfully. Transportation report: We continue to deal with very challenging and complex calendar changes due to Covid related closures. Len shared appreciation for his small staff of two and the great contractors that are working hard to keep up with these changes. We continue

to experience a shortage in drivers. Safety update: We continue to plan for 2021-22 and will update the Board with any changes.

- **Dr. Thomas Calvecchio, Assistant Executive Director**, reported that May is Mental Health Awareness month. During the month of May, the CAIU is going to wear green ribbons in support of mental health awareness. Please let Tom know if you are interested in receiving a ribbon. We are providing staff with an increased number of free counseling sessions and unlimited access to articles and videos on a variety of topics provided by our EAP.
- **Dr. Andria Saia, Executive Director**, highlighted the All In Newsletter and the virtual PAIU Day on the Hill where we shared a presentation on our Early Intervention program, mental health challenges, and CAOLA program. Our CAOLA program is providing savings in the millions for our counties. Dr. Saia also highlighted Mr. Music and the PeaceBeat program. Mr. Music is working with Steelton-Highspire SD, Hill Top School, and CAIU Early Intervention students. The program has been highly success in engaging the children. We have partnered with WITF this year on programming, music clips, lesson plans, and printable suggestions for parents. Click [HERE](#) for more information on the WITF Ready Set Music. We continue with our equity work; members from CAIU Leadership Team has written another great article on *Reframing our Views to Increase Awareness of Implicit Bias*. CAIU Leadership team recently participated in day 1 of our Four Essential Roles of Leadership training with Franklin Covey. The second day of training will be in July. Dr. Saia provided an updated on her personal goals: Developing multi audits to collect data and working to simplify reports into a more user-friendly format. Update on our equity work: we are using PDEs Pillars as a foundation and have a Diversifying the Workforce team comprised of several school district representatives and consultants. The team has developed a Blueprint for our school districts to use. Our leadership team has engaged in a 360 evaluation through Franklin Covey. Leadership tools and surveys are also available. We are working with a facilitator who will assist us in using the survey data to develop an action plan and to gauge our progress. We are looking to provide cascading objectives for staff so they can see themselves in the CAIU vision and work. Very excited about the upcoming CAIU facilities project and possibility of combining several of our EI classrooms into one Lower Allen location. We are moving along on our website Redesign. Reported on external projects: we continue to work with the state on the Keystone Academy for at risk students.
- **Daren Moran, Director of Business & Operations**, gave a shout out to our school districts for moving the General Operating Budget through the process and supporting it. Provided an update on Cyber Liability Insurance. Over the years, Mr. Moran has been involved in negotiating insurance premiums and liabilities. Cyber insurance is an especially challenging application with a large checklist of needs. Multi-factor authentication will likely be required in order to obtain insurance. Daren recognized Len and his crew for all of their work over this past year in transforming our IU into classrooms, vaccine clinics, etc. all in addition to maintaining the building. For those districts that are members of the South-Central Trust, we are in the process of transitioning to another Benefit Consultant. Conrad Segal will be our new consultant for the trust. CAIU is the point person on this large project. The CAIU construction project is now slowly progressing. The planning committee will reengage with Crabtree to get the project off the ground again. Currently, we lease several facilities that house some of our EI classrooms. There is a potential opportunity to work with West Shore SD, using Lower Elementary school, to consolidate several lease locations to one. Daren took a moment to recognize and share his gratitude to Alicia McDonald, for her great work and partnership over the years. Daren provided an update on the Esport project at Hill Top. The equipment was just delivered to Hill Top and will provide a more detailed update next month.
- **Rennie Gibson**, Board Secretary, reminded the Board that the 2020 Statement of Financial Interest forms are due to her by May 1. The CAIU annual voting ballots for new CAIU Board Members have been sent out for all school district's board members to vote. Ballots are due to her by June 11, 2021.

#### **Approved Action Items**

- March 25, 2021 Board Meeting Minutes
- March 2021 Treasurer's Report – a total of \$14,519,773.51 in receipts and \$10,862,243.85 in expenditures.
- Summary of Operations for February 2021 showing revenues of \$81,209,121.02 and \$73,884,626.39 in expenditures

- Budget Administration
  - Proposed 2020-21 Budget Revision - Cafeteria
  - Proposed 2020-21 Budget Revision - IDEA Section 611 – School-Age
  - Proposed 2020-21 Budget Revision – LYDC State
  - Proposed 2020-21 Budget Revision – LYDC Title ID
  - Proposed 2020-21 Budget Revision - Online Learning Association
  - Proposed 2020-21 Budget Revision - Title ID – Neglected & Delinquent Subpart 2
  - Proposed 2020-21 Budget Revision - Transportation
- Other Fiscal Matters
  - 2021-22 Student Services Fixed Rates
  - Proposed 2021-22 Market Place Services
- Other Business Items
  - Contracts – April 2021
  - Appointment of New Board Members:
    - Appointment of new Board Member, Mr. John Abel, Derry Township SD, to fill an unexpired term from May 11, 2021 – June 30,2021.
    - Appointment of new Board Member, Mr. Jason Minnich, Millersburg Area SD, to fill an unexpired term from April 20, 2021 – June 30,2021.
- Policies & Programs
  - Second Reading, New Policy #218.3 – Discipline of Student convicted/Adjudicated of Sexual Assault
  - First Reading, Revised Policies:
    - Revised Policy #805 - Emergency Preparedness
    - Revised Policy #819 - Suicide Awareness, Prevention & Response
  - 2021-22 Educational Services Consultant Calendar
  - Proposed 2021-22 Student Services Master Calendar
  - Revised CAIU Health and Safety Plan
- Job Descriptions
  - First Reading, Existing Position, Revised Description – Principal, Adjudicated and At-Risk Youth
  - First Reading, New Position, New Description - Digital Marketing Assistant (Program Assistant)
  - First Reading, New Position, New Description - School Psychologist – ANPS
  - First Reading, Existing Position, New Description – Special Projects Supervisor
- Personnel Items - See attached report

### **Executive Director's Report**

- See attached report/newsletter.

### **President's Report**

- Mrs. Jean Rice thanked the Board for their attendance. She will be sending out the Executive Director evaluation form for completion as it is due in May.

**NEXT MEETING: Thursday, May 27 2021, 8:00 a.m., Board Room, CAIU Enola Office**

---

## *April 22, 2021 Approved Personnel Items:*

---

### **RESIGNATIONS:**

- **LYNONNE LEMING**, Educational Paraprofessional, Early Intervention Program, effective March 27, 2021. Reason: Personal.

### **RECOMMENDED FOR EMPLOYMENT OR CONTRACT:**

- **LYNDSAY GEORGE**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Early Intervention Program with base salary of HS+48, \$25,441 for 190 days of service will be prorated based on the number of hours/days worked with additional new hire days as required. This is a new position funded through the MAWA budget.
- **MOLLIE GOODLING**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Early Intervention Program with base salary of HS+48, \$25,441 for 190 days of service will be prorated based on the number of hours/days worked with additional new hire days as required. This is a replacement position funded through the MAWA budget.
- **MELISSA MATHIS**, Temporary Professional, effective date to be determined. Assignment: Teacher, Early Intervention Program with base salary of Bachelors, Step 3, \$49,487 for 190 days of service will be prorated based on the number of hours/days worked with additional new hire days as required. This is a new position funded through the MAWA budget.
- **JASMINE TANNER**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Early Intervention Program with base salary of HS, \$23,484 for 190 days of service will be prorated based on the number of hours/days worked with additional new hire days as required. This is a new position funded through the Geers budget.

### **CHANGES OF STATUS:**

- **JULIE GUNTER**, Educational Paraprofessional, Early Intervention Program, from part-time to full-time status, effective April 8, 2021.

### **LEAVES OF ABSENCE:**

- **TERI REED**, Educational Paraprofessional, Autism Support Program. Unpaid leave is requested for March 30, 2021, due to exceeding 10 days of leave without pay. This will be employee's 11<sup>th</sup> day without pay. Reason for Leave: Personal. Leave is requested in accordance with CAIU Board Policy #339 – Uncompensated Leave.
- **LAURA SPANGENBERG**, Inclusion Consultant, leave of absence beginning May 11, 2021. Leave is requested in accordance with Article VI Section D of the CBA.