

CAIU BOARD HIGHLIGHTS

*The following actions were taken at the **June 23, 2022** meeting, held in the Board Room of the Capital Area Intermediate Unit.*

EXECUTIVE SESSION

- Executive Session was held to discuss personnel, safety, and negotiation matters.

REPORTS/UPDATES

- **Announcement of CAIU Retirees** The CAIU Board of Directors would like to take a moment at this month's Board meeting to announce the following June 2022 CAIU Retirees:
 - Susan Brussese, EI EPP, retirement after 20 years of service.
 - Debra Vandling, Teacher, Center Point Program, retirement after 19 years of service.
 - Denise Kramer, Teacher, Hospital Program, retirement after 38 years of service.
 - Melissa Lyon, S/L Clinician, retirement after 19 years of service.
 - Anne Hartzfeld, Remedial Specialist, retirement after 9 years of service.
 - Keith Strickler, Teacher, LYDC, retirement after 12 years of service.
 - Bryon Benner, Teacher, LYDC, retirement after 4 years of service.
 - R. Scott Moyer, Teacher, LYDC, retirement after 12 years of service.
 - Darcy Thompson, Occupational Therapist, retirement after 28 years of service.
 - Janice Susi, Educational Consultant, retirement after 20 years of service.
 - Bettina Seidel, School Nurse, retirement after 27 years of service.
- **CAIU Team Reports:**
 - **Dr. Andrew McCrea, Director of Student Services**, provided an update on staffing: We just approved the hiring of two interns from Messiah and Carlisle High School, who will be interning at Hill Top Academy and the Early Learning Center. Currently, there are 55 vacancies posted this week for professional and support staff in both Student Services and Educational Services. Congratulations to our retirees! They share over 200 years of service to the IU! Dr. McCrea highlighted two articles in this month's All In Newsletter. The article entitled *Hill Top Academy Students Learn About Dogs* that was written by several of our Hill Top students and the article *Project SEARCH Success Story* written by one of our staff about the success of one of our former students after graduation from Project Search. CAIU's Extended School Year and EI summer programs start next week. In addition, the Student Services team has started their professional development schedules and planning for 2022-23 year and has been busy working on interviews.
 - **Mr. Len Kapp, Supervisor of Operations & Transportation**, had nothing to report.
 - **Mr. Blake Wise, HR Manager**, is excited to report that his department is fully staffed as the HR Recruitment & Hiring Generalist position has been filled with an experienced candidate (Britny Hopkins) from Mechanicsburg School District who will be starting on July 13. She is a welcomed addition to the team and will greatly support our recruitment efforts during this extremely busy hiring season. In addition, Mr. Wise has begun work to identify a compensation management system for non-bargaining unit staff. This along with a new compensation philosophy will help the IU stay competitive in attracting and retaining highly qualified employees.

- **Mr. David Martin, Director of Technology Services**, reported that his team is working with the PA National Guard's Cyber Division as part of the planning process for cyber security. Letters of intent will be sent out soon to our districts. The summer is a very busy time for technology as we get ready for the next school year. In addition, Mr. Martin reported that he will be participating in a visit to Penn College of Technology in Williamsport to observe and learn more about the use of virtual reality in career placement and exploration.
 - **Dr. Thomas Calvecchio, Assistant Executive Director**, is proud to report that the CAIU's Green Apple podcast was launched! Staff were very excited to share their experiences based on our core value of expertise. The All In! Newsletter contains a QR that will take you to podcasts. We hope to put out future episodes. A shout out to Emily Veronikis for learning and implementing the tools necessary to make the podcast happen. Dr. Calvecchio also provided an end of the year Strategic Plan update. CAIU team strategic plan updates are available for your review. The teams put in a lot of hard work and effort despite many challenges with Covid and new staff. We saw an increase in organizational commitment. At the Cabinet Retreat held earlier this month, the team developed a draft 2022-23 plan which will be reviewed with our Leadership Team in July. We will present the final 2022-23 plan to the Board in August. Our main areas of focus are: Making it easier to do business with us (internally/externally), staff retention and hiring, and fostering a culture of dignity and belonging. Included in the updates were the Organizational Health Standards of Success. A cross functional committee was created to identify things that would make our organization healthy. Six buckets or domains of standards were established. This document will serve our leadership team well as a tool to engage with their staff to ensure alignment to organizational priorities reaching all levels of our organization. These standards will be implemented into staff goals.
 - Daren Moran reported that a lot of time and effort went into this process and these documents are valuable in helping us better align goals for staff at all levels of the organization. This will be a fluid document.
- **Recognition of Departing Board Members: We pause to recognize and thank the following departing Board Members for their dedicated service and commitment to the students, staff, and region:**
- Brian Carter, Harrisburg SD
 - Rodney Wagner, South Middleton SD
 - Emily Hoffman, Halifax SD

APPROVED ACTION ITEMS

- **Re-organization**
- 2022-23 Appointment of CAIU Committee Chairs/Members
 - Election of New Board Members for a 3-year Term from July 1, 2022-June 30, 2025
 - David Barder, Upper Dauphin School District
 - Scott Campbell, Susquehanna Township School District
 - Judith Crocenzi, West Shore School District
 - Melanie Gurgiolo, Camp Hill School District
 - Dennis Helm, East Pennsboro School District
 - Jaime Johnsen, Harrisburg School District
 - **NOMINATIONS TO FILL UNEXPIRED TERMS**
 - Ericka Schmidt, Derry Township School District BEGINNING July 1, 2022 AND ENDING JUNE 30, 2024
 - Jesse Biretz, Lower Dauphin School District BEGINNING July 1, 2022 AND ENDING JUNE 30, 2023.
 - **2022-23 Election of Officers**
 - Mrs. Jean Rice elected as President

- Mrs. Judy Crocenzi elected Vice-President
 - Mr. Daren Moran elected as Treasurer
 - Mrs. Rennie Gibson elected as Secretary
- Patriot News as the **Newspaper of General Circulation**
- **May 26, 2022 - Board Meeting Minutes**
- **May 2022 Treasurer's Report** – a total of \$6,605,454.96 in receipts and \$7,865,344.86 in expenses.
- **Summary of Operations for May 2022** showing revenues of \$108,309,152.84 and \$90,344,517.78 in expenses.
- **Budget Administration**
 - The following Proposed 2022-23 Original Budgets:
 - 2022-23 Original Budget - Alio Financial Software
 - 2022-23 Original Budget - ANPS Act 89
 - 2022-23 Original Budget - Administrative Time Study (ATS) ACCESS
 - 2022-23 Original Budget - Cafeteria
 - 2022-23 Original Budget - CAMhP
 - 2022-23 Original Budget - Diakon
 - 2022-23 Original Budget - EI Access
 - 2022-23 Original Budget - EI IDEA Section 611
 - 2022-23 Original Budget - EI IDEA Section 619
 - 2022-23 Original Budget - EI State
 - 2022-23 Original Budget - ELECT
 - 2022-23 Original Budget - English as a Second Language
 - 2022-23 Original Budget - Higher Ed Review
 - 2022-23 Original Budget - School Age - IDEA Section 611
 - 2022-23 Original Budget - Institutionalized
 - 2022-23 Original Budget - Keystone State Challenge Academy
 - 2022-23 Original Budget - LYDC State
 - 2022-23 Original Budget - LYDC Title ID
 - 2022-23 Original Budget - Misc Transportation
 - 2022-23 Original Budget - Nonpublic Auxiliary (Title I)
 - 2022-23 Original Budget - Nonpublic Prof Development
 - 2022-23 Original Budget - Online Learning Association
 - 2022-23 Original Budget - Hospital Education
 - 2022-23 Original Budget - Professional Services
 - 2022-23 Original Budget - School-age ACCESS
 - 2022-23 Original Budget - Student Services
 - 2022-23 Original Budget - Technology Entrepreneurial
 - 2022-23 Original Budget – Transportation
- **Other Fiscal Matters**
 - Keystone Services Sublease of Capital Area Early Learning Center
- **Other Business Items**
 - Contracts – June 2022
 - Appointment of Jason Miller as CAIU Voting Delegate for the PSBA Delegate Assembly on November 5, 2022.
 - Cancellation of July 28, 2022 CAIU Board Meeting
- **Policies & Programs**
 - Second Reading, Revised Policy #220 - Student Expression & Attachment
 - Second Reading, Revised Policy #227 - Controlled Substance
 - First Reading, Revised Policy #218 - Student Discipline

- First Reading, Revised Policy #237 - Electronic Devices
- **Job Descriptions**
 - Second Reading, Existing Position, Revised Description - Administrative Services Secretary
 - Rescind Second Reading of Existing Position, Revised Description of Remedial Specialist – revisions are no longer needed
 - First Reading, Existing Position, Revised Description - Assistant Supervisor, ANPS
- **Personnel Items**
 - Amendment of the Personnel agenda and Addendum to remove those individuals who are not eligible for salary movement based upon the legal advice of counsel and the terms of the Collective Bargaining agreement
 - See attached Personnel report and amended Addendum

EXECUTIVE DIRECTOR'S REPORT

- Click [here](#) for All In Executive Director's Report:

PRESIDENT'S REPORT

- Mrs. Jean Rice thanked the Board for their attendance. She attended several CAIU graduations including Project Search and Hill Top Academy. She was unable to attend Loysville due to Covid.

NEXT MEETING: Thursday, August 25, 2022, 8:00 a.m., Board Room, CAIU Enola Office
(The July 28, 2022 Board Meeting has been cancelled.)

Board Meeting Dates for 2022-2023

Time of Meetings: 8:00 a.m.

August 25, 2022	February 23, 2023
September 22, 2022	March 23, 2023
October 27, 2022	April 27, 2023
November 17, 2022	May 25, 2023
December 15, 2022	June 22, 2023 <i>Reorganization Meeting</i>
January 26, 2023	

Our Mission: *Provides innovative support and services in partnership with schools, families, and communities to build capacity and model courageous leadership to help them be great. #BeGreat*

Our Vision: *Recognized as a trusted and influential partner in achieving life-changing outcomes in the Capital Area. #ChangingLives*

June 23, 2022 APPROVED PERSONNEL ITEMS:

RESIGNATIONS

- **BRYON BENNER**, Teacher, Loysville Youth Development Center, effective June 9, 2022. Reason: Retirement after more than 3 years of continuous CAIU service.
- **CARLY JARVIS**, Certified Occupational Therapist Assistant, OT/PT Program, effective June 2, 2022. Reason: Personal.
- **BRIDGET WIBERG**, Speech and Language Therapist, Early Intervention Program, effective July 28, 2022. Reason: Personal.

RECOMMENDED FOR EMPLOYMENT OR CONTRACT

- **KAYLA BOYD**, Intern Teacher, Early Intervention Program, effective June 15, 2022– May 30, 2023. Hourly rate will be \$15.00. This is a temporary intern position funded through the MAWA budget.
- **BRITNY HOPKINS**, Human Resources Generalist, Administrative Team – Human Resources, effective date to be determined. Base salary of \$58,317.20 for 260 days of service will be prorated based on the number of days worked. This is a replacement position funded through the General Operating budget.
- **ANGIE KEEFER**, Paraeducator, effective for the 2022-2023 school year. Assignment: Educational Paraprofessional, ANPS Program with base salary of HS, \$24,985 for 190 days of service will be prorated based on the number of days worked with additional new hire days as required. This is a new position funded through the EANS I and II budgets.
- **ALICIA KELLER**, Paraeducator, effective for the 2022-2023 school year. Assignment: Educational Paraprofessional, Early Intervention Program with base salary of HS+48, \$27,075 for 190 days of service will be prorated based on the number of days worked with additional new hire days as required. This is a replacement position funded through the MAWA budget.
- **MIRANDA LONG**, Custodian, Administrative Team - Operations, effective date to be determined. Base salary of \$26,316.48 for 260 days of service will be prorated based on the number of days worked. This is a new position funded through the MAWA budget.
- **SIERRA TRUNICK**, Intern, Student Services Team, effective August 23, 2022 – June 2, 2023. Hourly rate will be \$15.00. This is a temporary intern position funded through the Classroom budget.
- **CAMERON WEST**, Custodian, Administrative Team - Operations, effective date to be determined. Base salary of \$25,063.31 for 260 days of service will be prorated based on the number of days worked. This is a new position funded through the MAWA budget.

CHANGES OF STATUS:

- **SHANA MONTGOMERY**, from Educational Program Specialist to Educational Program Supervisor, Special Projects Program, effective July 1, 2022. Change of status results in a change of salary to \$99,900 for 260 days of service.

CHANGES OF SALARY:

- **ASHLEY ADAMS**, Teacher, change of salary for completion of Master's Degree, effective for the 2022-2023 school year. Salary will be based on a Masters, Step 14, \$73,108 for 190 days of service.
- **THOMAS BAGGIO**, Intern, Technology Team, change of salary to \$15.00 per hour to reflect the standard intern pay rate for the 2022-2023 school year.
- **JANEL BOLIG**, Physical Therapist, change of salary for completion of Masters+45 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+45, Step 15, \$79,576 for 190 days of service.
- **AMY COOK**, Occupational Therapist, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 15, \$78,153 for 190 days of service.

- **CHRISTINA DERR**, Educational Coach, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 15, \$76,731 for 190 days of service.
- **HEATHER DONOVAN**, Inclusion Consultant, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 15, \$78,153 for 190 days of service.
- **CARA JURY**, Occupational Therapist, change of salary for completion of Masters+60/PhD credits, effective for the 2022-2023 school year. Salary will be based on a Masters+60/PhD, Step 3, \$60,507 for 190 days of service.
- **KRISTEN KIMSEY**, Educational Consultant, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 10, \$67,213 for 190 days of service.
- **KRISTI KUREN**, Occupational Therapist, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 15, \$78,153 for 190 days of service.
- **CAITLIN LAUGHMAN**, Teacher, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 10, \$67,213 for 190 days of service.
- **TERRI MANDIA**, Remedial Specialist, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 15, \$78,153 for 190 days of service.
- **AMY MURIMI**, Remedial Specialist, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 15, \$76,731 for 190 days of service.
- **KRISTEN OESTERLING**, Job Coach, change of salary for completion of HS+48 credits, effective for the 2022-2023 school year. Salary will be based on a HS+48, \$27,075 for 190 days of service.
- **HOLLY O'NEILL**, Teacher, change of salary for completion of Master's Degree, effective for the 2022-2023 school year. Salary will be based on a Masters, Step 13, \$70,809 for 190 days of service.
- **JAMIE POPP**, Teacher, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 13, \$72,088 for 190 days of service.
- **MEREDITH SEIDEL**, Teacher, change of salary for completion of Masters+45 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+45, Step 6, \$62,075 for 190 days of service.
- **LEIGH SHANNON**, Remedial Specialist, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 11, \$69,182 for 190 days of service.
- **EVAN TOTH**, Intern, Technology Team, change of salary to \$15.00 per hour to reflect the standard intern pay rate for the 2022-2023 school year.
- **STEVEN TRACEY**, Intern, Technology Team, change of salary to \$15.00 per hour to reflect the standard intern pay rate for the 2022-2023 school year.
- **JAMIE VANMETER**, Social Worker, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 12, \$71,283 for 190 days of service.
- **WENDY WALLACE**, Teacher, change of salary for completion of Masters+60 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+60/PhD, Step 15, \$80,999 for 190 days of service.
- **ELIZABETH WATKINS**, Teacher, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 4, \$56,726 for 190 days of service.

- **TODD WITTERS**, Teacher, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 12, \$71,283 for 190 days of service.

ISSUANCE OF TENURE:

- The following temporary professional employees have met all criteria required to obtain tenure and shall be elevated to the status of professional and issued professional contracts, effective June 23, 2022:
 - Aubrey Barnes
 - Erin Ellison
 - Kristy Martin
 - Cassie McCabe
 - Suzanne Napoli
 - Theresa Stambaugh
 - Bridget Wiberg
 - Tessa Zimmerman

June 23, 2022 APPROVED AMENDED PERSONNEL ADDENDUM:

To remove those individuals who are not eligible for salary movement based upon the legal advice of counsel and the terms of the Collective Bargaining agreement.

The individuals effected are indicated with a strikethrough.

RESIGNATIONS

- **EMILY NORMAND**, Guidance Counselor, ANPS Program, effective June 30, 2022. Reason: Personal.

RECOMMENDED FOR EMPLOYMENT OR CONTRACT

- **STALEY ASH**, part-time Professional, effective June 28, 2022 – August 4, 2022, Extended School Year (ESY) Program with base salary of Bachelors, Step 11, \$63,449 for 190 days of service and will be prorated based on the number of hours/days worked. This is a temporary position funded through the ESY budget.
- **GRACE BRIGAMAN**, part-time Paraeducator effective June 28, 2022 – August 4, 2022. Assignment: Educational Paraprofessional, Extended School Year (ESY) Program. Hourly rate will be \$19.00. This is a temporary position funded through the ESY budget.
- **AMY DIEHM**, Professional, effective for the 2022-2023 school year. Assignment: Teacher, Keystone State Challenge Academy with base salary of Masters+45, Step 10, \$68,640 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 Keystone State Challenge Academy budget.
- **MATTHEW EVERETT**, Temporary Professional, effective date to be determined. Assignment: Teacher, Keystone State Challenge Academy with base salary of Bachelors, Step 4, \$52,420 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 Keystone State Challenge Academy budget.
- **DANIELLE FROMUTH**, Temporary Professional, effective for the 2022-2023 school year. Assignment: Remedial Specialist, ANPS Program with base salary of Bachelors, Step 2, \$51,420 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 EANS II and ANPS budgets.

- **DANIELLE GRUBER**, part-time Professional, effective June 28, 2022 – August 4, 2022, Extended School Year (ESY) Program with base salary of Masters, Step 4, \$55,447 for 190 days of service and will be prorated based on the number of hours/days worked. This is a temporary position funded through the ESY budget.
- **HEATHER HECKERT**, part-time Temporary Professional, effective June 28, 2022 – August 4, 2022, Extended School Year (ESY) Program with base salary of Bachelors, Step 3, \$51,920 for 190 days of service and will be prorated based on the number of hours/days worked. This is a temporary position funded through the ESY budget.
- **MEGAN HESS**, part-time Temporary Professional, effective June 28, 2022 – August 4, 2022, Extended School Year (ESY) Program with base salary of Bachelors, Step 1, \$50,920 for 190 days of service and will be prorated based on the number of hours/days worked. This is a temporary position funded through the ESY budget.
- **ZACHARY KELL**, Temporary Professional, effective for the 2022-2023 school year. Assignment: Teacher, Loysville Youth Development Center with base salary of Bachelors, Step 1, \$50,920 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 Loysville Youth Development Center budget.
- **LAUREN LANE**, part-time Paraeducator effective June 28, 2022 – August 4, 2022. Assignment: Educational Paraprofessional, Extended School Year (ESY) Program. Hourly rate will be \$19.00. This is a temporary position funded through the ESY budget.
- **LILLIAN MANSFIELD**, part-time Paraeducator effective June 28, 2022 – August 4, 2022. Assignment: Educational Paraprofessional, Extended School Year (ESY) Program. Hourly rate will be \$19.00. This is a temporary position funded through the ESY budget.
- **JONATHAN MOLL**, part-time Professional, effective June 28, 2022 – August 4, 2022, Extended School Year (ESY) Program with base salary of Masters+45, Step 12, \$72,710 for 190 days of service and will be prorated based on the number of hours/days worked. This is a temporary position funded through the ESY budget.
- **MAGALENA MORALES**, part-time Paraeducator effective June 28, 2022 – August 4, 2022. Assignment: Educational Paraprofessional, Extended School Year (ESY) Program. Hourly rate will be \$19.00. This is a temporary position funded through the ESY budget.
- **STEPHANIE O'DONNELL**, Professional, effective for the 2022-2023 school year. Assignment: Teacher, Center Point Program with base salary of Masters, Step 11, \$66,476 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 Center Point budget.
- **BRIANNA RICKERT**, part-time Temporary Professional, effective June 28, 2022 – August 4, 2022, Extended School Year (ESY) Program with base salary of Masters, Step 1, \$53,947 for 190 days of service and will be prorated based on the number of hours/days worked. This is a temporary position funded through the ESY budget.
- **JENNIFER RIVERA**, part-time Paraeducator effective June 28, 2022 – August 4, 2022. Assignment: Educational Paraprofessional, Extended School Year (ESY) Program. Hourly rate will be \$19.00. This is a temporary position funded through the ESY budget.
- **SYDNEY SCOTT**, part-time Paraeducator effective June 28, 2022 – August 4, 2022. Assignment: Educational Paraprofessional, Extended School Year (ESY) Program. Hourly rate will be \$19.00. This is a temporary position funded through the ESY budget.
- **ELISABETH SHEVA**, part-time Paraeducator effective June 28, 2022 – August 4, 2022. Assignment: Educational Paraprofessional, Extended School Year (ESY) Program. Hourly rate will be \$19.00. This is a temporary position funded through the ESY budget.

- **KYLEE SIERER**, part-time Paraeducator effective June 28, 2022 – August 4, 2022. Assignment: Educational Paraprofessional, Extended School Year (ESY) Program. Hourly rate will be \$19.00. This is a temporary position funded through the ESY budget.
- **MELISSA SZMURLO**, part-time Paraeducator effective June 28, 2022 – August 4, 2022. Assignment: Educational Paraprofessional, Extended School Year (ESY) Program. Hourly rate will be \$19.00. This is a temporary position funded through the ESY budget.
- **BRENNA TRKULA**, part-time Paraeducator effective June 28, 2022 – August 4, 2022. Assignment: Educational Paraprofessional, Extended School Year (ESY) Program. Hourly rate will be \$19.00. This is a temporary position funded through the ESY budget.
- **TREY TRKULA**, part-time Paraeducator effective June 28, 2022 – August 4, 2022. Assignment: Educational Paraprofessional, Extended School Year (ESY) Program. Hourly rate will be \$19.00. This is a temporary position funded through the ESY budget.
- **SHANNON WALTERS**, part-time Professional, effective June 28, 2022 – August 4, 2022, Extended School Year (ESY) Program with base salary of Masters+15, Step 10, \$65,786 for 190 days of service and will be prorated based on the number of hours/days worked. This is a temporary position funded through the ESY budget.
- **JANNA ZENTICHKO**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Early Intervention Program with base salary of HS+48, \$27,075 for 190 days of service will be prorated based on the number of days worked with additional new hire days as required. This is a replacement position funded through the MAWA budget.

CHANGES OF STATUS:

- **KALEY GERHARDS**, from Long Term Substitute Occupational Therapist to full-time Professional Occupational Therapist, OT/PT Program, effective June 20, 2022.
- **JENNY MORRIS**, from Personal Care Assistant, Autism Support Program to Program Secretary, CAOLA Program, effective July 5, 2022. This change in status results in a change of salary to \$35,286.65.
- **BRITTANY SIMS**, from Long Term Substitute Certified Occupational Therapist Assistant to full-time Certified Occupational Therapist Assistant, OT/PT Program, effective June 20, 2022.
- **ANNAMAE WALKER**, change in end date of Long Term Substitute Occupational Therapist assignment from December 16, 2022 to December 20, 2023.

CHANGES OF SALARY:

- ~~**ERIN BABICH**, Speech and Language Therapist, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 8, \$62,241 for 190 days of service.~~
- ~~**AUBREY BARNES**, Speech and Language Therapist, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 5, \$59,335 for 190 days of service.~~
- ~~**ASHLEY BECCONE**, Speech and Language Therapist, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 10, \$65,786 for 190 days of service.~~
- ~~**JOHN BENEDICT**, Speech and Language Therapist, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 11, \$67,755 for 190 days of service.~~
- ~~**LAURA BITNER**, Speech and Language Therapist, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 3, \$57,653 for 190 days of service.~~
- ~~**ELIZABETH CHIODO**, Speech and Language Therapist, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 6, \$60,648 for 190 days of service.~~

- ~~**MORGAN COLDREN**, Speech and Language Therapist, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 10, \$67,213 for 190 days of service.~~
- **JOCELYN COLYER**, Occupational Therapist, change of salary for completion of Masters+45 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+45, Step 13, \$74,942 for 190 days of service.
- **KASEY CONWELL**, Speech and Language Therapist, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 2, \$55,726 for 190 days of service.
- ~~**CATHY COSTELLO**, Speech and Language Therapist, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 15, \$78,153 for 190 days of service.~~
- **JAN CUVA-PRIMMER**, Social Worker, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 15, \$78,153 for 190 days of service.
- ~~**JULIE DAVIDSON**, Speech and Language Therapist, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 15, \$76,731 for 190 days of service.~~
- **DANIELLE DESANTIS**, Guidance Counselor, change of salary for completion of Masters+45 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+45, Step 10, \$68,640 for 190 days of service.
- ~~**RACHEL DIEM**, Speech and Language Therapist, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 15, \$78,153 for 190 days of service.~~
- ~~**ANNA DOWNEY**, Speech and Language Therapist, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 4, \$58,153 for 190 days of service.~~
- ~~**DINA DUFFY**, Speech and Language Therapist, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 15, \$76,731 for 190 days of service.~~
- **JUDITHE DUNKLE**, Social Worker, change of salary for completion of Masters+60 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+60/PhD, Step15, \$80,999 for 190 days of service.
- **KELLY EVANS**, Guidance Counselor, change of salary for completion of Masters+60 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+60/PhD, Step10, \$70,067 for 190 days of service.
- **ALYSSA FORTNA**, Teacher, change of salary for completion of Master's Degree, effective for the 2022-2023 school year. Salary will be based on a Masters, Step 6, \$57,942 for 190 days of service.
- ~~**ALISHA FOSTER**, Speech and Language Therapist, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 11, \$67,755 for 190 days of service.~~
- **JENNIFER FOSTER**, Guidance Counselor, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 13, \$72,088 for 190 days of service.
- **MYISHA FREEMAN**, Social Worker, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 13, \$73,515 for 190 days of service.
- ~~**SHANNON GERHARDS**, Speech and Language Therapist, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 15, \$76,731 for 190 days of service.~~

- **KATHLEEN GOOD**, Social Worker, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 10, \$67,213 for 190 days of service.
- ~~**HEIDI HAAS**, Speech and Language Therapist, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 15, \$78,153 for 190 days of service.~~
- ~~**MIRANDA HALDEMAN**, Speech and Language Therapist, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 10, \$65,786 for 190 days of service.~~
- **KELLY HERMAN**, Social Worker, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 14, \$75,811 for 190 days of service.
- ~~**BETH HOFFMAN**, Speech and Language Therapist, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 15, \$78,153 for 190 days of service.~~
- **MEGAN KEYSER**, Occupational Therapist, change of salary for completion of Masters+45 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+45, Step 6, \$62,075 for 190 days of service.
- ~~**STEPHANIE KLEESE**, Speech and Language Therapist, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 9, \$65,375 for 190 days of service.~~
- **BARBARA KLINE**, Occupational Therapist, change of salary for completion of Masters+60 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+60/PhD, Step 15, \$80,999 for 190 days of service.
- ~~**STEPHANIE KRAMER**, Speech and Language Therapist, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 10, \$67,213 for 190 days of service.~~
- **KAYLA LINGLE**, Social Worker, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 9, \$65,375 for 190 days of service.
- ~~**KATHRYN MANLEY**, Speech and Language Therapist, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 6, \$60,648 for 190 days of service.~~
- **BETH ANN MCCONNELL**, Social Worker, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 15, \$78,153 for 190 days of service.
- **KRISTEN MCLAUGHLIN**, Remedial Specialist, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 15, \$76,731 for 190 days of service.
- ~~**COLETTE MEDLIN**, Speech and Language Therapist, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 15, \$76,731 for 190 days of service.~~
- **ASHLEY MELLOTT**, Social Worker, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 12, \$71,283 for 190 days of service.
- **JULIE MESTEMAKER**, Social Worker, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 13, \$73,515 for 190 days of service.
- **KELLY MORRIS**, Social Worker, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 5, \$57,908 for 190 days of service.

- **CATHRYN MYERS**, Teacher, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+60, Step 15, \$80,999 for 190 days of service.
- ~~**STEPHANIE NEWELL**, Speech and Language Therapist, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 9, \$65,375 for 190 days of service.~~
- ~~**DAIELLE NORRIS**, Speech and Language Therapist, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 10, \$65,786 for 190 days of service.~~
- **SHAYNA PARRISH**, Social Worker, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 2, \$57,153 for 190 days of service.
- **DARIANN PASTELOK**, Speech and Language Therapist, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 2, \$57,153 for 190 days of service.
- ~~**STACY PAUL**, Speech and Language Therapist, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 15, \$76,731 for 190 days of service.~~
- ~~**BROOKE RATHFON**, Speech and Language Therapist, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 3, \$56,226 for 190 days of service.~~
- **NICOLE REDCROSS**, Teacher, change of salary for completion of Masters+45 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+45, Step 7, \$63,519 for 190 days of service.
- **ASHLEY REDDIG**, Remedial Specialist, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 7, \$60,665 for 190 days of service.
- ~~**KERRIE RICHARDSON**, Speech and Language Therapist, change of salary for completion of Masters+45 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+45, Step 15, \$79,576 for 190 days of service.~~
- ~~**JODI RINEER**, Speech and Language Therapist, change of salary for completion of Masters+45 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+45, Step 15, \$79,576 for 190 days of service.~~
- ~~**JOANNE RUHL**, Speech and Language Therapist, change of salary for completion of Masters+60 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+60/PhD, Step 15, \$80,999 for 190 days of service.~~
- ~~**JACQUELINE SCHUBERT**, Speech and Language Therapist, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 15, \$76,731 for 190 days of service.~~
- **JENNIFER SCIACCA**, Teacher, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 9, \$63,947 for 190 days of service.
- **REGINA SELLMAN**, Social Worker, change of salary for completion of Masters+45 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+45, Step 9, \$66,802 for 190 days of service.
- ~~**EMILY SIDELINGER**, Speech and Language Therapist, change of salary for completion of Masters+45 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+45, Step 13, \$74,942 for 190 days of service.~~
- **REBECCA SLAVINSKY**, Social Worker, change of salary for completion of Masters+45 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+45, Step 12, \$72,710 for 190 days of service.

- ~~**CHERYL STRAW**, Speech and Language Therapist, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 15, \$76,731 for 190 days of service.~~
- **NATALIE STUTZMAN**, Guidance Counselor, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 15, \$78,153 for 190 days of service.
- **ANDREA SULLIVAN**, Social Worker, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 15, \$76,731 for 190 days of service.
- ~~**MEGAN TOLER**, Speech and Language Therapist, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 15, \$76,731 for 190 days of service.~~
- **TYLOR TYNEWAY**, Behavioral Consultant, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 6, \$59,221 for 190 days of service.
- **JEANNINE UHLER**, Physical Therapist, change of salary for completion of Masters+45 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+45, Step 15, \$79,576 for 190 days of service.
- **ELIZABETH WALDEN**, Social Worker, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 6, \$60,648 for 190 days of service.
- **ERIN WALTZ**, Guidance Counselor, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 15, \$78,153 for 190 days of service.
- **LINDSEY WATERS**, Guidance Counselor, change of salary for completion of Masters+30 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+30, Step 11, \$69,182 for 190 days of service.
- **JOHN WILSHIRE**, Teacher, change of salary for completion of Masters+15 credits, effective for the 2022-2023 school year. Salary will be based on a Masters+15, Step 6, \$59,221 for 190 days of service.