

CAPITAL AREA INTERMEDIATE UNIT

55 Miller Street
Enola, PA 17025

June 23, 2022**MINUTES**

The Capital Area Intermediate Unit Board of Directors held its regular monthly meeting on Thursday, June 23, 2022, at the Capital Area Intermediate Unit at the Enola Office.

- REGULAR BOARD MEETING** At 8:00 a.m., the Regular Meeting of the Capital Area Intermediate Unit Board of Directors was called to order by President, Jean Rice.
- EXECUTIVE SESSION** At 8:01 a.m., the Board entered into an Executive Session to discuss Safety, Personnel, and Negotiation matters.
- REGULAR BOARD MEETING** At 8:58 a.m., the Board reconvened the Regular Meeting of the Capital Area Intermediate Unit Board of Directors.
- Pledge of Allegiance** All stood and pledged allegiance to the flag of the United States of America.
- Roll Call**
Members in attendance were: Mr. Jesse Biretz, Mr. Richard Bradley, Mrs. Paula Bussard, Mr. Scott Campbell, Mrs. Judy Crocenzi, Mr. Jason Miller, Mrs. Jean Rice, Mr. Patrick Shull, Mr. William Swanson, Mr. Ford Thompson, and Mr. Rodney Wagner (11)
Members not in attendance were: Mr. Terry Cameron, Mr. Brian Carter, Ms. Alyssa Eichelberger, Mrs. Barbara Geistwhite, Mr. Dennis Helm, Mrs. Emily Hoffman, Ms. Ericka Schmidt, Mr. Micheal Wanner (8)
Non-Voting Members in attendance were: Dr. Andria Saia, Executive Director; Ms. Rennie Gibson, Board Secretary; Mr. Daren Moran, Board Treasurer
Staff/Public in attendance were: Mr. David Martin, Dr. Thomas Calvecchio, Dr. Andrew McCrea, Mr. Blake Wise, Mr. Len Kapp, Stephanie Kramer, Lisa Klingler, Cassie McCabe
- Recognition of the Public: Items Specific to the Agenda** The Board welcomed all public attendees.
- Public Comment** There were no public comments.
- Re-Organization**
 Election of New Board Members for a new 3-year Term from July 1, 2022-June 30, 2025
Mr. William Swanson moved, seconded by Mr. Patrick Shull, “that the following New Board Members be elected for a new three-year term from July 1, 2022 to 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.”

Nomination of new members to fill unexpired terms	<p>Mr. Patrick Shull moved, seconded by Mr. William Swanson, “that the following New Board Members be nominated to fill an unexpired term:</p> <ul style="list-style-type: none"> • 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.”
Appointment of CAIU Committee Chairs/Members	The proposed 2022-23 CAIU Committees were assigned and available for the Board’s review and approval.
2022-23 Election of Officers	
Nominating Committee Report	Mrs. Jean Rice, past President, called for the Nominating Committee Chair, Mrs. Judy Crocenzi, acting as temporary President, to give their report and present the slate of officers for nomination of Board Officers for 2022-23.
Nomination of Officers: President, Treasurer, Secretary	Mrs. Judy Crocenzi, Nominating Committee chair, presented the following slate of officers for election to serve a one year term of July 1, 2022 – June 30, 2023: President – Mrs. Jean Rice Treasurer - Mr. Daren Moran Secretary - Mrs. Rennie Gibson
Closing of Nominations	Mrs. Judy Crocenzi asks if there are any further nominations from the floor. Hearing no further nominations from the floor, Mrs. Judy Crocenzi asked for a motion to close the nominations. Mr. Patrick Shull moved, seconded by Mr. William Swanson , “that the nominations be closed.”
	Motion passed with a roll call vote as all members present voting in the affirmative unless otherwise noted. The vote was unanimous.
2022-23 Election of Officers: President, Treasurer, Secretary	Mrs. Judy Crocenzi asks for a motion to elect the 2022-23 Officers. Mr. William Swanson moved, seconded by Mr. Jesse Biretz , “that the following slate of officers be elected to a one year term of July 1, 2022 – June 30, 2023: Mrs. Jean Rice is elected as President Mr. Daren Moran is elected as Treasurer Mrs. Rennie Gibson is elected as Secretary.”
	Motion passed with a roll call vote: Mr. Jesse Biretz, yes; Mr. Richard Bradley, yes; Mrs. Paula Bussard, yes; Mr. Scott Campbell, yes; Mrs. Judy Crocenzi, yes; Mr. Jason Miller, yes; Mrs. Jean Rice, yes; Mr. Patrick Shull, yes; Mr. William Swanson, yes; Mr. Ford Thompson, yes; and Mr. Rodney Wagner, yes (11-yes; 0-no)
Nomination of Vice President	Mrs. Judy Crocenzi turned the meeting over to the newly elected president. Mrs. Jean Rice, President, nominated Mrs. Judy Crocenzi to serve as Vice President for a one-year term of July 1, 2022 – June 30, 2023. Mrs. Jean Rice asks if there were any further nominations from the floor.

Closing of Nominations	<p>Hearing no further nominations from the floor, Mrs. Jean Rice asked for a motion to close the nominations.</p> <p>Mr. Jesse Biretz moved, seconded by Mr. Rodney Wagner, “that the nomination for Vice President be closed.”</p> <p>Motion passed with a roll call vote as all members present voting in the affirmative unless otherwise noted. The vote was unanimous.</p>
2022-23 Election of Vice President	<p>Mr. Jesse Biretz moved, seconded by Mr. Jason Miller, “that Judy Crocenzi be elected to serve as Vice President for a one year term of July 1, 2022 – June 30, 2023.”</p> <p>Motion passed with a roll call vote: Mr. Jesse Biretz, yes; Mr. Richard Bradley, yes; Mrs. Paula Bussard, yes; Mr. Scott Campbell, yes; Mrs. Judy Crocenzi, yes; Mr. Jason Miller, yes; Mrs. Jean Rice, yes; Mr. Patrick Shull, yes; Mr. William Swanson, yes; Mr. Ford Thompson, yes; and Mr. Rodney Wagner, yes (11-yes; 0-no)</p>
Newspaper of General Circulation	<p>Mr. Patrick Shull moved, seconded by Mr. Jesse Biretz, “that the Patriot-News be the designated newspaper of general circulation.”</p> <p>Motion passed with a roll call vote as all members present voting in the affirmative unless otherwise noted. The vote was unanimous.</p>
Approval of Minutes	<p>Mr. Rodney Wagner moved, seconded by Mr. Ford Thompson, “that the May 26, 2022 Board Meeting Minutes be approved.”</p> <p>Motion passed with a roll call vote as all members present voting in the affirmative unless otherwise noted. The vote was unanimous.</p>
Board Committee Report	Mrs. Jean Rice reported that there is a meeting of the Act 93 Board Committee and Board Finance and Budget Committee today.
Treasurer’s Report	Mr. Patrick Shull moved, seconded by Mrs. Judy Crocenzi, “that the following fiscal items be approved:
Treasurer’s Report – May 2022	May 2022 Treasurer’s Report – a total of \$6,605,454.96 in receipts and \$7,865,344.86 in expenses.
Payment of Bills – May 2022	May 2022 Payment of Bills.
Summary of Operations - May 2022	Summary of Operations for May 2022 showing revenues of \$108,309,152.84 and \$90,344,517.78 in expenses.”
	Motion passed with a roll call vote as all members present voting in the affirmative unless otherwise noted. The vote was unanimous.
Budget Administration	Mr. Ford Thompson moved, seconded by Mr. Patrick Shull, “that the following Budget Administration items be approved:
Proposed 2022-23 Original Budgets	<p>The following Proposed 2022-23 Original Budgets:</p> <p>2022-23 Original Budget - Alio Financial Software</p> <p>2022-23 Original Budget - ANPS Act 89</p>

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
 2022-23 Original Budget – United Way.”

Motion passed with a roll call vote as all members present voting in the affirmative unless otherwise noted. The vote was unanimous.

Other Fiscal Matter **Mr. Patrick Shull moved, seconded by Mr. William Swanson,** “that the following Other Fiscal Matter be approved.”

Keystone Services Sublease of Capital Area Early Learning Center.”

Motion passed with a roll call vote as all members present voting in the affirmative unless otherwise noted. The vote was unanimous.

Other Business Items

Contracts – June 2022 **Mr. Rodney Wagner moved, seconded by Mrs. Paula Bussard,** “that the June 2022 Board Contracts be approved.”

Motion passed with a roll call vote as all members present voting in the affirmative unless otherwise noted. The vote was unanimous.

Appointment of Voting Delegates for the PSBA Delegate Assembly, 2022

Mrs. Paula Bussard moved, seconded by Mr. Patrick Shull, “that Mr. Jason Miller be appointed as the CAIU voting delegate for the 2022 PSBA Delegate Assembly on November 5, 2022.”

Motion passed with a roll call vote as all members present voting in the affirmative unless otherwise noted. The vote was unanimous.

Cancellation of July 28, 2022 CAIU Board Meeting

Mr. Patrick Shull moved, seconded by Mr. William Swanson, “that the July 28, 2022 CAIU Board Meeting be cancelled.”

Motion passed with a roll call vote as all members present voting in the affirmative unless otherwise noted. The vote was unanimous.

Policies & Programs

Mr. Rodney Wagner moved, seconded Ms. Judy Crocenzi, “that the following Policies & Programs be approved:

Second Reading, Revised Policy #220 - Student Expression & Attachment

Second Reading, Revised Policy #220 - Student Expression & Attachment

Second Reading, Revised Policy #227 - Controlled Substance

Second Reading, Revised Policy #227 - Controlled Substance

First Reading, Revised Policies

First Reading, Revised Policy #218 - Student Discipline
First Reading, Revised Policy #237 - Electronic Devices.”

Motion passed with a roll call vote as all members present voting in the affirmative unless otherwise noted. The vote was unanimous.

Job Descriptions

Mr. Rodney Wagner moved, seconded by Mr. Richard Bradley, “that the following Job Descriptions be approved:

Second Reading, Existing Position, Revised Description - Administrative Services Secretary

Second Reading, Existing Position, Revised Description - Administrative Services Secretary

Rescinding of Second Reading, Existing Position, Revised Description - Remedial Specialist

Rescind Second Reading, Existing Position, Revised Description of Remedial Specialist. Revisions are no longer needed.

First Reading, Existing Position, Revised Description - Assistant Supervisor, ANPS

First Reading, Existing Position, Revised Description - Assistant Supervisor, ANPS.”

Motion passed with a roll call vote as all members present voting in the affirmative unless otherwise noted. The vote was unanimous.

**Amendment of
Personnel Agenda**

Mr. Patrick Shull moved, seconded by Mr. William Swanson, “to amend 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.”

Motion passed with a roll call vote as all members present voting in the affirmative unless otherwise noted. The vote was unanimous.

Personnel Items

Mrs. Paula Bussard moved, seconded by Mr. Patrick Shull, “that the following amended Personnel Items be approved:

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.

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

BRIDGET WIBERG, Speech and Language Therapist, Early Intervention Program, effective July 28, 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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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

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.

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.

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.

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.

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.

HEATHER DONOVAN, Inclusion 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 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.

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.

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.

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.

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.

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.

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.

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, Step15, \$80,999 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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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 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.

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.

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.

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.”

Motion passed with a roll call vote as all members present voting in the affirmative unless otherwise noted. The vote was unanimous.

Reports & Updates

Announcement of CAIU Retirees

The CAIU Board of Directors announced 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 in 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 summer programs, 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 Buildings and Grounds, had nothing to report today.

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 very busy time for technology as they are building up and tearing down to 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 one of our core values: 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.

Dr. Andria Saia, Executive Director, gave a shout out to the entire team as this has been a rough year. Summer is an incredibly busy time. Special shout out to Dr. Calvecchio for keeping us focused on strategic planning, goals, and organizational health this year and creating simple access points in a complex organizational system. Dr. Saia highlighted the All In! newsletter. It is graduation season! Thank you to Jean Rice for attending all CAIU graduations. The Executive Director's article was on *Tower Moments* and taking advantage of the great opportunities that are being presented now. She spent the last two days with several local school districts and CAIU staff in a training led by Floyd Cobb and John Krownapple, the authors of *Belonging Through a Culture of Dignity*. She is feeling invigorated for the work and is hopeful that we can work with the authors to license a program to help others in this work. Additionally, Dr. Saia has worked with Partnership for Career Development to secure a half million dollar grant for STEM Career Initiatives, opening up access for so many students!

Dr. Saia reported for Maria Hoover, Director of Educational Services. She shared a recap of the Media and Design Competition held in May, where talented middle and high school students competed. Two students from our region placed in the state competition: Maximus Knickerbocker from Cumberland Valley SD placed first at States in the 3D Design category. Placing second at the State Competition in the Programming category was Hershey High School students, Pushpesh Thakur, Saahil Mathur, and Victor Xu. Congratulations! **CAOLA Update:** staff held a workshop on June 2 to help schools and districts start or improve their virtual program handbooks. As more schools and districts provide a virtual option for students, clear expectations, well-defined policies and procedures, and strong guidance for learners and families are more critical than ever. All districts in IU15 CAOLA members were invited to attend. We had a great turnout with people attending from eight school districts. The workshop provided a launching point for new school/district staff to CAOLA to assemble stakeholders and make decisions regarding their policies and procedures for their virtual program. Additionally, they will be able to use the information provided to format, create or edit their handbook. More experienced CAOLA districts in attendance gained a fresh perspective, but more importantly, they provided invaluable expertise for new districts. Additional workshops are being planned.

Mr. Daren Moran, Director of Business & Operations, reported that our accounting staff are doing a wonderful job supporting the back office. The auditors were in this week to do planning. Final fieldwork will happen in September and the final audit report should be available in November or December. Audits may look different this year and may be a single audit. Shout out to Len and his crew! Summer is a very busy time of year, in addition, major construction is still taking place in addition to major classroom moves. Insurance update: Shout out to Dave Martin and his team! In talking with the broker, the IU had one of the smallest increases to cyber insurance because of all of the things we have put in place like multi-factor authentication. Safety Report: Nyla Kater is getting up to speed in her new role as Safety Coordinator. She has been busy doing site visits. In addition, the business managers met yesterday over lunch and discussed common challenges such as delays in shipping and staffing. We have put into place many tools to help with our financial security, in addition to, cyber security.

Ms. Rennie Gibson, Board Secretary, reported that a new Board Member Orientation will be schedule for our new members, and anyone else that would like to attend, immediately following our August Board meeting. In addition, the professional photographer will be here to take Board Member photos for our website.

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

Recognition of
Departing Board
Members

Strategic Plan End of the Year Updates	<p>Dr. Calvecchio 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.</p> <p>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.</p>
Executive Director's Report	Dr. Andria Saia, Executive Director, shared some highlights from the All In! newsletter in her team 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.
Board Member Sharing of Information	There were no Board Members sharing of information.
Information Items	A letter of gratitude from Cumberland Valley SD for CAIU staff member, Tracy Lentz, was available for the Board's review.
Other Business/Public Comment on Items Not Specific to Agenda	There were no other business or public comment on items not specific to the agenda.
Next Board Meeting Date	The next regular meeting of the Capital Area Intermediate Unit Board of Directors will be held in-person on Thursday, August 25, 2022, 8:00 a.m., Board Room, CAIU Enola Office.
Adjournment	<p>Mr. Patrick Shull moved, seconded by Mr. Rodney Wagner, "that the meeting is adjourned."</p> <p>Motion passed with a roll call vote as all members present voting in the affirmative unless otherwise noted. The vote was unanimous.</p> <p>At 10:00 a.m., the meeting adjourned.</p>

Rennie Gibson,
Board Secretary