

CAIU BOARD HIGHLIGHTS

*The following actions were taken at the **August 25, 2022** meeting, held in the Board Room of the Capital Area Intermediate Unit.*

EXECUTIVE SESSION

- Executive Session was held to discuss personnel matters.

REPORTS/UPDATES

- **Announcement of CAIU Retiree: James Peake**, Inclusion Consultant, Early Intervention, retirement after 38 years of service.
- **CAIU Strategic Plan Update**
- **CAIU Team Reports:**
 - **Dr. Andrew McCrea, Director of Student Services**, reported on a successful start to the 22-23 school year. Student enrollment numbers are up with 224 students in K-12, Hill Top student enrollment increased this year to 101 and will likely hit capacity much quicker this year. Student Services has hired a lot of new staff thanks to our Human Resources department. Dr. McCrea highlighted the cover article in *All In* on *Continuum of Academic Programming*. Our staff work hard to provide individualized instruction for approximately 250 students.
 - **Mr. Len Kapp, Supervisor of Operations & Transportation**, reported that Phase 1 of the remodeling of CAIU's conference and public spaces is almost complete. We are currently experiencing some product delays. Transportation update: We are still in need of drivers and continue to try to meet this challenge on a daily basis.
 - **Mr. Blake Wise, HR Manager**, reported that the Human Resources team has been very busy and productive this summer. The new HR Generalist has been doing a fantastic job with recruiting and onboarding of new staff. Blake is working on addressing department inefficiencies and on a compensation management philosophy and structure to try to recruit and retain the best employees we can.
 - **Mr. David Martin, Director of Technology Services**, reported that he is also very appreciative of the work our human resources department has done for his technology team. The technology team has pulled together to address multiple staffing changes, the construction project at Enola, the increasing amount of technology at the districts and at the CAIU, as well as taking on the cyber security initiative for our region. Dave provided an overview of the 22-23 CAIU Cyber Security Initiative Road Map. The main goals are: 1. Collect data from school districts, state, and cybersecurity companies to make informed decisions. 2. Training for district technology staff 3. Implementation of regional network intrusion detection system and disaster recovery solution and 4. Annual vulnerability assessments. Proudly, Dave and the committee has been recognized for their work on this initiative and the CAIU is considered a leader in the state. Due to the work of the committee, Dave has been asked to be on an advisory board with homeland security to represent intermediate units and school districts in PA regarding the federal cyber security initiative. We are doing everything we can do to protect our students and staff in our region.

- **Mrs. Maria Hoover, Director of Educational Services**, reported that supervisors on her team have been very busy with the start of the school year providing supports to our districts such as literacy and math support, multi-tiered system of support, and belonging and dignity trainings. We recently received some amazing feedback from Cumberland Perry Technical School on a recent Belonging training provided by Brandon Carter. He will continue his work with them on a monthly basis. Maria reported that she is very excited and proud of the start-up of the new program, Keystone State Challenge Academy. The program started with 20 cadets enrolled who receive academic instruction in a military environment. About 50% are receiving special education services, are gifted, or have a 504 plan. 12 students are preparing for their GED and 8 are using CAOLA. We are currently looking for applicants for next cycle. We will have an Open House in October and students will graduate on December 16. Some of the facilities are still under construction.
- **Mr. Daren Moran, Director of Business**, provided a staffing update. We have struggled to fill a maintenance and custodian vacancy and are trying to be more creative with how we post and support applicants. Another position will be opening up as long time employee, Jenny Heffner, will be retiring after 30 years of service. On the flip side, we have successfully hired many positive administrative positions and feels that we are heading in the right direction. Financial/Operations Update: The business office is ramping up for the year-end audit. It has been challenging with many additional revenue sources related to Covid. We recently held our Annual Champions For Children Golf Tournament. Although sponsorship was down this year, the fundraiser was a huge success. C4C is an educational foundation that supports students in our area that have extraordinary needs. This is our biggest fundraiser of the year.
- **Ms. Rennie Gibson, Board Secretary**, reported that a new Board Member Orientation is scheduled for our new members, and anyone else that would like to attend, immediately following today's Board meeting. In addition, the professional photographer will be here to take Board Member photos for our website.
- **Dr. Andria Saia, Executive Director**, shared that CAIU is working to create a culture of belonging and dignity and all staff will be attending belonging trainings this fall. In addition, CAIU is working with four school districts to provide training to their staff and students. We are very happy to help any district that would like to get involved. Dr. Saia also reported that The Early Learning Center is now fully occupied by all of the intended class locations. There will be a Social Emotional Wellness Night and Open House this fall. This is a community event and Board members are invited to attend - we will announce details soon. Dr. Saia provided an overview of the CAIU 2022-23 Strategic plan and spoke about the process of developing this plan. The CAIU Cabinet and Leadership team worked this summer on the development of the plan and is now being implemented at the team level. In addition, the CAIU Blueprint for Belonging was distributed for the Board's review. We will share information on an upcoming Safety/Belonging training being held across the state this fall.

APPROVED ACTION ITEMS

- **Ratification/Approval of Action Items of the July 28, 2022 Board Meeting**
 - **Approval of Minutes - June 23, 2022**
 - **Treasurer's Report - June 2022**
 - Treasurer's Report - June 2022 - a total of \$7,712,909.50 in receipts and \$ 23,888,757.08 in expenses
 - Payment of Bills - June 2022
 - Summary of Operations - June 2022 - a total of \$120,192,086.65 in revenue and \$116,769,313.45 in expenses
 -

- **Other Business Items**
 - Contracts - July 2022
- **Policies & Programs**
 - Second Reading, Revised Policy #218 - Student Discipline
 - Second Reading, Revised Policy #237 - Electronic Devices
- **Job Descriptions**
 - Second Reading, Existing Position, Revised Description - Assistant Supervisor, ANPS
 - First Reading, Existing Position, New Description - ESL Teacher
 - First Reading, New Position, New Description - Family Engagement Consultant
- **Personnel Report and Addendum - July 2022** - See attached Personnel report and Addendum
- **July 2022 Treasurer's Report** – a total of \$6,183,738.34 in receipts and \$8,203,656.35 in expenses.
- **Summary of Operations for June 2022** showing revenues of \$126,644,422.50 and \$128,054,883.02 in expenses.
- **Summary of Operations for July 2022** showing revenues of \$3,157,994.88 and \$5,054,360.58 in expenses.
- **Budget Administration**
 - Proposed 2022-23 Original Budget - Title I, Part D – Neglected & Delinquent Subpart 2
- **Other Business Items**
 - Contracts – June 2022
 - Acceptance of Board Member Resignation - Jesse Biretz, Lower Dauphin School District, effective 8/22/22.
 - Resolution for Conveyance of Property - Miller House
- **Policies & Programs**
 - 2022-23 Emergency Instructional Time Template
 - Revised CAIU Health & Safety Plan
 - First Reading, Revised Policy #913 - Non-school Organizations, Groups and Individuals
 - First Reading, Revised Policy #103 - Discrimination/Title IX Sexual Harassment Affecting Students
- **Job Descriptions**
 - Second Reading, Existing Position, New Description - ESL Teacher
 - Second Reading, New Position, New Description - Family Engagement Consultant
 - First Reading, New Position, New Description – Classroom Monitor
 - First Reading, Existing Position, Revised Description – Assistant Executive Director
 - First Reading, Existing Position, Revised Description - Technical Business Analyst
- **Personnel Items**
 - See attached Personnel report and Addendum
 - MOU Between CAIU and CAEA – Classroom Monitor Supplemental Contract Rate

EXECUTIVE DIRECTOR'S REPORT

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

PRESIDENT'S REPORT

- Mrs. Jean Rice thanked the Board for their attendance.

NEXT MEETING: Thursday, September 22, 2022, 8:00 a.m., Board Room, CAIU Enola Office

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 *Reorganization Meeting*

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*

August 25, 2022 APPROVED PERSONNEL ITEMS:

RESIGNATIONS

- **REBECCA BENDER**, Educational Paraprofessional, Autism Support Program, effective June 10, 2022. Reason: Personal.
- **JIL DESSO**, Teacher, ESL Program, effective June 7, 2022. Reason: Personal.
- **VALERIE GREEN**, Educational Paraprofessional, Early Intervention Program, effective September 30, 2022. Reason: Personal.
- **JENNY HEFFNER**, Custodian, Administrative Team - Operations, effective September 15, 2022. Reason: Retirement after more than 30 years of CAIU service.
- **AMBER KELLER**, Teacher, ESL Program, effective May 27, 2022. Reason: Personal.
- **KELLY MYERS**, Social Worker, ANPS Program, effective June 14, 2022. Reason: Personal.
- **ABBY REHKAMP**, Teacher, Autism Support Program, effective October 4, 2022. Reason: Personal.
- **ANN TENAN**, Educational Consultant, ESL Program, effective August 9, 2022. Reason: Retirement after more than 7 years of continuous CAIU service.

RECOMMENDED FOR EMPLOYMENT OR CONTRACT

- **AMY ANDERSON**, Temporary Professional, effective date to be determined. Assignment: Floater Teacher, Student Services Team with base salary of 80% of Bachelors, Step 2, \$41,136 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 Floaters budget.
- **RASHELL BOWMAN**, Temporary Professional, effective date to be determined. Assignment: School Nurse, Nursing Program with base salary of Masters, Step 5, \$56,629 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 Nursing budget.
- **DANIEL CANNADAY**, Temporary Professional, effective date to be determined. Assignment: Teacher, Center Point 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 replacement position funded through the Center Point budget.
- **TAMARA HADE**, Temporary Professional, effective date to be determined. Assignment: Social Worker, CATES Program with base salary of Masters, Step 8, \$60,961 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 CATES budget.
- **KAREN HOLLOWAY**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Emotional Support Program with base salary of HS, \$24,985 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 Emotional Support budget.
- **VANESSA JIMENEZ-DIAZ**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Early Intervention Program with base salary of HS, \$24,985 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.
- **SARAH KNOUSE**, Temporary Professional, effective date to be determined. Assignment: Teacher, Center Point 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 replacement position funded through the Center Point budget.

- **MEGAN MCCARTNEY**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Multiple Disabilities Support Program with base salary of HS+48, \$27,075 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 Multiple Disabilities Support budget.
- **MAGDALENA MORALES**, Paraeducator, effective date to be determined. Assignment: Personal Care Assistant, Emotional Support Program with base salary of HS+48, \$27,075 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 Emotional Support budget.
- **MACKENZIE NEAL**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Autism Support Program with base salary of HS, \$24,985 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 Autism Support budget.
- **ELAINA NORDONE**, Temporary Professional, effective date to be determined. Assignment: Speech and Language Therapist, School-Age Speech Program with base salary of Masters+30, Step 1, \$56,653 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 School-Age Speech budget.
- **NATASHA PARRISH**, Temporary Professional, effective date to be determined. Assignment: Social Worker, Capital Area Mental-health Program with base salary of Masters, Step 1, \$53,947 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 Capital Area Mental-health Program budget.
- **JENNIFER RIVERA**, Paraeducator, effective date to be determined. Assignment: Personal Care Assistant, Emotional Support Program with base salary of HS, \$24,985 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 Emotional Support budget.
- **DAMIAN SALGADO**, Application Architect, Technology Team, effective date to be determined. Base salary of \$93,682.75 for 260 days of service will be prorated based on the number of days worked through June 30, 2023. This is a replacement position funded through the Application Development budget.
- **ABIGAIL SPIEGEL**, Professional, effective date to be determined. Assignment: Inclusion Consultant, Early Intervention Program with base salary of Masters+30, Step 9, \$63,375 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.
- **ABIGAIL WHITEHEAD-ZIMMERS**, Temporary Professional, effective date to be determined. Assignment: Teacher, Keystone State Challenge Academy with base salary of Masters, Step 2, \$54,447 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.
- **ERIKA WILSON**, Professional, effective date to be determined. Assignment: Teacher, ESL Program with base salary of Masters+15, Step 14, \$74,386 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 ESL budget.

CHANGES OF STATUS:

- **JOSEPHINE ARENA**, from Personal Care Assistant to Job Coach, Future Ready Work Immersion Program, effective for the 2022-2023 school year. Change of status results in payment of an annual \$2,950 stipend.
- **REBECCA DIXON**, from Application Support Generalist to Technology Support Specialist, Technology Team, effective August 8, 2022. Change of status results in a change of salary to \$43,901.54 for 260 days of service days and will be prorated based on the number of days worked through June 30, 2023.
- **LENA ENGLE**, from Teacher to Educational Paraprofessional, Emotional Support Program, effective for the 2022-2023 school year. Change of status results in a change of salary to \$27,075 which is based on a HS+48 placement on the current salary scale. This is based on 190 days of service.
- **EBONE JACKSON**, from Mental Health Worker to Social Worker, ANPS Program, effective for the 2022-2023 school year. Change of status results in a change of salary to \$55,447 which is based on a Masters, Step 4 placement on the current salary scale. This is based on 190 days of service.
- **TERRI MANDIA**, Remedial Specialist, ANPS Program, from full-time to part-time status, effective for the 2022-2023 school year.
- **CHRISTA MCMAHON**, from Educational Paraprofessional to Inclusion Consultant, Early Intervention Program, effective August 22, 2022. Change of status results in a change of salary to \$50,920, which is based on a Bachelor's, Step 1 placement on the current salary scale. This is based on 190 days of service and will be prorated based on the number of days worked.
- **GLORIELY SANTIAGO CRUZ**, Part-time Cafeteria Worker, from active to inactive status due to rescinding acceptance of employment offer, effective August 11, 2022.
- **AIMEE SHEVA**, Teacher, ESL Program, from part-time to full-time status, effective for the 2022-2023 school year.

CHANGES OF SALARY:

- **AARON SICA**, Technology Support Specialist, Technology Team, change of salary to \$51,648.87, effective August 8, 2022. This salary adjustment is being made to align his experience to the market pay rate of his position.
- **MARY LOU SWARTZ**, Part-time Program Secretary, Administrative Team – Business, change of salary to \$18.39 per hour, effective July 1, 2022. This salary adjustment is being made to reflect the mid-point of the Program Secretary range for the 2022-2023 school year.

LEAVE OF ABSENCE:

- **HILLARY KROKONKO**, Communication Facilitator, Deaf/Hard of Hearing Program, unpaid leave of absence effective September 6, 2022 – December 2, 2022. Leave is requested in order to complete student teaching.

July 28, 2022 APPROVED RATIFIED PERSONNEL REPORT:

RESIGNATIONS

- **THOMAS CALVECCHIO**, Assistant Executive Director, Administrative Team, effective July 29, 2022. Reason: Personal.
- **AARON CLARKE**, Online Learning Account Manager, CAOLA Program, effective August 5, 2022. Reason: Personal.
- **DANIEL CONWAY**, Software Engineer, Technology Team, effective July 5, 2022. Reason: Personal.

- **KELLY FORTNEY**, Educational Consultant, Training and Consulting Program, effective September 9, 2022. Reason: Employee accepted a job offer with Lincoln Intermediate Unit.
- **ELIZABETH GOEDKOOP**, Teacher, Early Intervention Program, effective June 30, 2022. Reason: Personal.
- **RITA HARVEY**, Mental Health Treatment Specialist, CATES Program, effective September 1, 2022. Reason: Retirement after more than 19 years of continuous CAIU service.
- **HOPE HOOVER**, Program Secretary, Student Services Team, effective October 30, 2022. Reason: Retirement after more than 35 years of continuous CAIU service.
- **DANIELLE LARGMANN**, Teacher, Autism Support Program, effective June 10, 2022. Reason: Personal.
- **RACHEL MILLARD**, Teacher, ESL Program, effective June 9, 2022. Reason: Personal.
- **DARIANN PASTELOK**, Speech and Language Therapist, Early Intervention Program, effective July 28, 2022. Reason: Personal.
- **ADAM SHANK**, Application Support Specialist, Technology Team, effective July 14, 2022. Reason: Personal.
- **VICTORIA SLEMMER**, Speech and Language Therapist, Early Intervention Program, effective July 28, 2022. Reason: Personal.
- **THERESA STAMBAUGH** Teacher, Capital Area Mental-health Program, effective June 2, 2022. Reason: Personal.
- **MEGAN WALLACE**, Inclusion Consultant, Early Intervention Program, effective July 28, 2022. Reason: Personal.
- **DEBRA WANCHO**, Educational Paraprofessional, Early Intervention Program, effective October 31, 2022. Reason: Retirement after more than 30 years of continuous CAIU service.
- **KRISTA WERNER**, Teacher, Center Point Program, effective June 6, 2022. Reason: Personal.

RECOMMENDED FOR EMPLOYMENT OR CONTRACT

- **APRIL AMOS**, Professional, effective for the 2022-2023 school year. Assignment: School Counselor, ANPS Program with base salary of Masters+60, Step 15, \$80,999 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 budget.
- **KAITLYN ANDREWS**, Temporary Professional, effective date to be determined. Assignment: School Counselor, ANPS Program with base salary of Masters+30, Step 1, \$56,653 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 ANPS budget.
- **CORINNE BENNETT**, Temporary Professional, effective date to be determined. Assignment: Social Worker, Center Point Program with base salary of Masters, Step 8, \$60,961 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.
- **MATTHEW BRELSFORD**, Professional, effective date to be determined. Assignment: School Psychologist, Pupil Services Program with base salary of Masters+60, Step 15, \$80,999 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 Student Services budget.
- **KIMBERLY DAUKSHA**, Professional, effective date to be determined. Assignment: Teacher, Autism Support Program with base salary of Masters+60, Step 12, \$74,137 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 Autism Support budget.

- **AMY FALVO**, Temporary Professional, effective August 8, 2022 until the end of the 2023-2024 school year. Assignment: Long Term Substitute School Counselor, ANPS Program with base salary of Masters+30, Step 9, \$65,375 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 budget.
- **ANYA FOX**, Paraeducator, effective date to be determined. Assignment: Communication Facilitator, Deaf/Hard of Hearing Program with base salary of HS+48, \$27,075 + \$2,950 annual stipend 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 Deaf/Hard of Hearing budget.
- **EMILY HOLLAND**, Temporary Professional, effective August 8, 2022 until the end of the 2023-2024 school year. Assignment: Long Term Substitute School Counselor, ANPS Program with base salary of Masters+30, Step 2, \$57,153 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 budget.
- **SALLY LOPEZ**, Professional, effective date to be determined. Assignment: Educational Consultant, ESL Program with base salary of Masters+15, Step 14, \$74,386 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 ESL budget.
- **CASEY MATTEO**, Paraeducator, effective date to be determined. Assignment: Floater EPP, Early Intervention Program with base salary of HS, \$24,985 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.
- **JENNIFER MCGEORGE**, Temporary Professional, effective July 11, 2022. Assignment: Inclusion Consultant, Early Intervention Program with base salary of Masters, Step 6, \$57,942 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.
- **GLORIELY SANTIAGO CRUZ**, part-time Cafeteria Worker, Student Services Team, effective date to be determined. Employee will be paid at the rate of \$13.49 per hour. This is a replacement position funded through the Food Services budget.
- **KIMBERLY SHANK**, Professional, effective date to be determined. Assignment: Educational Consultant, Training and Consulting 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 new position funded through the Training and Consulting and ANPS budgets.
- **TRACY WILKERSON**, Temporary Professional, effective August 8, 2022 until the end of the 2023-2024 school year. Assignment: Long Term Substitute School Counselor, ANPS Program with base salary of Masters+30, Step 1, \$56,653 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 budget.
- **RENEE YALE**, Professional, effective August 8, 2022 until the end of the 2023-2024 school year. Assignment: Long Term Substitute Remedial Specialist, ANPS Program with base salary of Masters, Step 10, \$64,506 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 and ANPS budgets.
-

CHANGES OF STATUS:

- **KELLY EVANS**, from Guidance Counselor to Assistant Supervisor (Act 93), ANPS Program, effective July 18, 2022. Change of status results in a change of salary to \$95,688 for 260 days of service and will be prorated for a total of 249 days through June 30, 2023.
- **NYLA KATER**, from Contracts Coordinator to Safety and Security Coordinator, Administrative Team, effective July 1, 2022. Change of status results in a change of salary to \$50,357.65 for 260 days of service days.
- **ANDREW RHOADS**, from Application Support Administrator to Technical Business Analyst, Technology Team, effective July 21, 2022. Change of status results in a change of salary to \$66,574.18 for 260 days of service days.
- **JAYDE WELSH**, from Custodian to Administrative Services Secretary, Administrative Team, effective date to be determined. Change of status results in a change of salary to \$34,426 for 260 days of service and will be prorated based on the number of days worked through June 30, 2023.

CHANGES OF SALARY:

- **JOEI ASKEY**, Mental Health Worker, change of salary for completion of Bachelor's Degree, effective for the 2022-2023 school year. Salary will be based on a MHW Bachelors, Step 9, \$42,507 for 190 days of service.
- **ALLISON BARBER**, 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.
- **JASON BOES**, 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.
- **KORRYN BOGDAN**, 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 10, \$65,786 for 190 days of service.
- **SARA CRUSHA**, 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.
- **WENDY GRAHAM**, Inclusion Consultant, 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 11, \$72,037 for 190 days of service.
- **JULIE HARMAN**, 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.
- **STEPHANIE KLINEDINST**, 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 11, \$67,755 for 190 days of service.
- **KELLY MORRIS**, 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 5, \$59,335 for 190 days of service.
- **MARIE MUSKEY**, 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 15, \$76,731 for 190 days of service.
- **ANNETTE NEBEL**, 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, Step 15, \$80,999 for 190 days of service.

- **AVERIANNA NEUDER**, 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 6, \$59,221 for 190 days of service.
- **ANISSA RITCHIE**, 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.
- **BRIANNA ROWE**, Occupational 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.
- **LAUREN ROYER**, Psychologist, 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 7, \$62,092 for 190 days of service.
- **REBECCA SWARTZ**, 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 3, \$56,226 for 190 days of service.
- **ERIN WALTZ**, 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.

LEAVE OF ABSENCE:

- **AMY COOK**, Occupational Therapist, Early Intervention Program, sabbatical for restoration of health effective July 1, 2022 – December 31, 2022. Leave is in accordance with and provided for under the PA School Code.