

**Derry Township School District  
Board of Directors Meeting  
July 18, 2022  
Summary Minutes - I**

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**1. OPENING ITEMS**

**1.a. Call to Order**

**Minutes**

The meeting was called to order by Ms. Drew at 7:00 p.m. The meeting was conducted both in-person and virtually.

**1.b. Roll Call**

**Minutes**

**Members in Attendance:** Robert Bennett, Lindsay Drew, Lindsay Koch, Maria Memmi, Mike Rizzo, Ericka Schmidt, Kathy Sicher, and Terry Singer

**Members Absent:** Donna Cronin

**Non-Voting members in Attendance:** Michele Agee and Stacy Winslow

**Solicitor:** Dave Walker

**Staff/Public in Attendance In-Person:** Brendon Foster, Sarah Karpel, Jared Nicholson, Jason Reifsnyder, Aaron Shuman

**Staff/Public in Attendance Virtually:** Angela Mullen, Angie Shipper, Anna Gawel, Catherine Burys, Colby Hollinger, Heidi Stine, Jennifer Lear, Jennifer Renz, Julie DeDonatis, Katherine English, Kelly English, Melissa Kaminski, Michael Davies, Michelle Davies, Scott Harman, Tim Smith, Todd Shaffer.

**Press in Attendance:** Olivia Lewis

**1.c. Flag Salute**

**1.d. Approval of Board of Directors Agenda**

Approval of the Derry Township School District Board of Directors Agenda.

**Minutes**

Following a motion by Mrs. Memmi and a second by Mr. Rizzo the board agenda for this evening's meeting was approved.

**Vote Results**

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**Yea:** 8 Robert Bennett, Lindsay Drew, Lindsay Koch, Maria Memmi, Michael Rizzo, Ericka Schmidt, Kathy Sicher, Terry Singer  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 1 Donna Cronin

## **2. INFORMATIONAL AND PROPOSALS**

### **2.a. President Communications**

#### **Minutes**

Ms. Drew announced the Board met in Executive Session prior to tonight's meeting to discuss the following:

- Information items

### **2.b. Recognition of Citizens (Agenda Items)**

This is an opportunity for residents and taxpayers to address the Board on matters related to the agenda. Citizens wishing to speak should come to the microphone or raise their virtual hand. If attending virtually, you must have registered individually with your first and last name to be recognized. Once recognized or un-muted, please state your full name and address for the record. This is a reminder that public comment is not a forum for personal attacks, antagonistic behavior, or harassment. Please be advised that you are accountable for any legal ramifications and liability that results from statements that misrepresent the truth, defame individuals, or disclose personal information that is not of public concern.

To provide other residents with an opportunity to speak, each speaker during the public comment portion is limited to five (5) minutes of speaking time once recognized and limited to one opportunity to address the Board during each of the public comment periods. If necessary, the Board may set a maximum time for the public comment portion of any meeting.

#### **Minutes**

There were no citizens requesting recognition by the board.

### **2.c. Community Correspondence Report**

#### **Minutes**

Ms. Karpel reported that there was a total of eleven submissions during the month of June.

## **2.d. Anticipated Agenda Items for the Next Board of Directors Meeting**

The following items will be on the Agenda for the next Public Board of Directors Meeting:

1. Approval of July 18, 2022 Board of Directors Summary Minutes
2. Wrestling Coach Addition
3. Sweger Bus Lines Agreement

## **3. UNFINISHED BUSINESS**

## **4. CONSENT AGENDA ITEMS**

The consent agenda contains routinely adopted items and items that normally do not require public deliberations on the part of the Board. A Board Member may pull items which will then be discussed and voted on separately.

### **Minutes**

Following a motion by Mrs. Memmi and a second by Mr. Rizzo the Consent Agenda items were approved.

### ***Vote Results***

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**Yea:** 8 Robert Bennett, Lindsay Drew, Lindsay Koch, Maria Memmi, Michael Rizzo, Ericka Schmidt, Kathy Sicher, Terry Singer  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 1 Donna Cronin

## **4.a. Approval of Summary Board of Directors Meeting Minutes**

## **4.b. Request for the Use of School Facilities**

The Administration recommends the approval of the following Requests for the Use of School Facilities. This approval is contingent upon Government regulations/restrictions regarding gatherings/meetings at the time of the event as a result of COVID-19:

**Group:** Derry Township Parks & Rec

**Date/Time:** Saturday, July 23, 2022 6:00 a.m. - 4:00 p.m.

**Requested Facility:** ECC Parking Lot (overflow parking for swim meet)

**Event:** Divisional Swim Meet at Derry Township Community Center

*Fee:* None

***Group:*** Hershey Girls Soccer Booster Club

*Date/Time:* August 1-4, 2022 4:00 p.m. - 6:00 p.m.

*Requested Facility:* 322 Turf Field

*Event:* Youth Soccer Camp

*Fee:* None

***Group:*** HHS Music Department

April 28, May 5, 12, 19, June 2, 9, 2023 7:00 a.m. - 11:00 p.m.

*Date/Time:* April 29, May 6, 13, 20, 26, June 3, 10, 2023 7:00 a.m. - 3:00 p.m.

*Requested Facility:* High School Auditorium, Band Room, Chorus/Orchestra Room

*Event:* Music In The Parks

*Fee:* Custodian: \$44.09 per hour (Approximately \$3,080.63)

TOTAL FEES - approximately \$3080.63

***Group:*** Joy of Sports Foundation

*Date/Time:* September 6, 8, 13, 15, 20, 22, 27, 29, October 4, 6, 11, 13, 18, 20, 2022, 2:45p.m. - 3:45 p.m.

*Requested Facility:* Memorial Field/Cinder Track

*Event:* Play Fit

*Fee:* None

## 5. NEW BUSINESS

### 5.a. Approval of DTSD Emergency Instructional Time Template

The Administration recommends the Board approve the Derry Township School District 2022-2023 Emergency Instructional Time Template.



## Minutes

Following a motion by Mrs. Memmi and a second by Mr. Rizzo the Derry Township School District Emergency Instructional Time Template was approved.

### Vote Results

**Yea:** 8 Robert Bennett, Lindsay Drew, Lindsay Koch, Maria Memmi, Michael Rizzo, Ericka Schmidt, Kathy Sicher, Terry Singer  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 1 Donna Cronin

## 5.b. Notice of Modification and Termination - Tax Collection Services

The Administration recommends the board retroactively accept the Notice of Modification and Termination to the Derry Township Tax Collection Association.

## Minutes

Following a motion by Mrs. Memmi and a second by Mr. Rizzo the Notice of Modification and Termination was approved.

### Vote Results

**Yea:** 8 Robert Bennett, Lindsay Drew, Lindsay Koch, Maria Memmi, Michael Rizzo, Ericka Schmidt, Kathy Sicher, Terry Singer  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 1 Donna Cronin

## 5.c. Approval of Affiliation Agreement - Shippensburg University

The Administration recommends the Board approve the affiliation agreement with Derry Township School District and Shippensburg University effective July 18, 2022.

## Minutes

Following a motion by Mrs. Memmi and a second by Mr. Rizzo the affiliation agreement between Derry Township School District and Shippensburg University, effective July 18, 2022, was approved.

### Vote Results

**Yea:** 8 Robert Bennett, Lindsay Drew, Lindsay Koch, Maria Memmi, Michael Rizzo, Ericka Schmidt, Kathy Sicher, Terry Singer  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 1 Donna Cronin

#### **5.d. Approval of Affiliation Agreement - Susquehanna University**

The Administration recommends the Board approve the affiliation agreement with Derry Township School District and Susquehanna University effective July 18, 2022.

##### **Minutes**

Following a motion by Mrs. Memmi and a second by Mr. Rizzo the affiliation agreement between Derry Township School District and Susquehanna University, effective July 18, 2022, was approved.

##### **Vote Results**

**Yea:** 8 Robert Bennett, Lindsay Drew, Lindsay Koch, Maria Memmi, Michael Rizzo, Ericka Schmidt, Kathy Sicher, Terry Singer  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 1 Donna Cronin

#### **5.e. Approval of Sweger Bus Lines Transportation Agreement**

The Administration recommends the Board approve the agreement with Sweger Bus Lines, Inc. to provide transportation primarily for our special education and homeless students.

##### **Minutes**

Following a motion by Mrs. Memmi and a second by Mr. Rizzo the agreement with Sweger Bus Lines Transportation for special education and homeless students, was approved.

##### **Vote Results**

**Yea:** 8 Robert Bennett, Lindsay Drew, Lindsay Koch, Maria Memmi, Michael Rizzo, Ericka Schmidt, Kathy Sicher, Terry Singer  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 1 Donna Cronin

#### **5.f. PSBA 2022 Legislative Platform**

The Board recommends the approval of the proposed addition to the PSBA 2022 Legislative Platform and directs the Board Secretary to submit to PSBA for their consideration on behalf of the Derry Township School Board of Directors.

Addition to Supporting Concept 2.4: Safety and Discipline Issues, under Core Legislative Principal 2: Strengthen the Work of Local School Boards.

## Minutes

Following a motion by Mr. Singer and a second by Mrs. Sicher, the PSBA 2022 Legislative Platform proposal, was approved as twice amended. See items 5.f.a and 5.f.b.

### Vote Results

**Yea:** 7 Robert Bennett, Lindsay Drew, Lindsay Koch, Maria Memmi, Ericka Schmidt, Kathy Sicher, Terry Singer  
**Nay:** 1 Michael Rizzo  
**Abstain:** 0  
**Not Cast:** 1 Donna Cronin

## 5.f.a. PSBA 2022 Legislative Platform Proposal Amendment

### Minutes

Following a motion by Ms. Drew and a second by Mrs. Sicher, the amending of the PSBA 2022 Legislative Platform proposal, to remove items 5 and 6, was approved.

### Vote Results

**Yea:** 6 Robert Bennett, Lindsay Drew, Lindsay Koch, Maria Memmi, Kathy Sicher, Terry Singer  
**Nay:** 2 Michael Rizzo, Ericka Schmidt  
**Abstain:** 0  
**Not Cast:** 1 Donna Cronin

## 5.f.b. PSBA 2022 Legislative Platform Proposal Additional Amendment

### Minutes

Following a motion by Mr. Bennett and a second by Dr. Koch, the additional amending of the PSBA 2022 Legislative Platform proposal, to remove item 1 as well, was approved.

### Vote Results

**Yea:** 7 Robert Bennett, Lindsay Drew, Lindsay Koch, Maria Memmi, Ericka Schmidt, Kathy Sicher, Terry Singer  
**Nay:** 1 Michael Rizzo  
**Abstain:** 0  
**Not Cast:** 1 Donna Cronin

## 5.g. Personnel - Resignations

The Administration recommends the approval of the following resignations:

### Act 93:

#### Kurtz, Debra

Accounts Payable/Purchasing Assistant  
District Office

Reason: Retirement  
**REVISED Effective:** 09/09/2022

**Professional:**

**Zitko, John**  
Library Science Teacher  
Middle School  
Reason: Retirement  
Effective: 06/09/2022 (retroactive)

**Limited Service Contract:**

**Rosensteel, Erin**  
Department Coordinator - Special Education 9-12  
Reason: Personal  
Effective: 07/12/2022 (retroactive)

**Spahr, Naomi**  
Musical Set Crew Coordinator - HS  
Reason: Personal  
Effective: 07/07/2022 (retroactive)

**Zitko, John**  
Head Coach - H.S. - Girls Volleyball  
Reason: Personal  
Effective: 07/13/2022 (retroactive)

**Minutes**

Following a motion by Mrs. Memmi and a second by Mr. Rizzo the Personnel Resignations were approved.

**Vote Results**

**Yea:** 7 Robert Bennett, Lindsay Drew, Lindsay Koch, Maria Memmi, Michael Rizzo, Ericka Schmidt, Terry Singer  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 2 Donna Cronin, Kathy Sicher

**5.h. Personnel - General**

1. The Administration recommends the approval of the following appointments and recognition of the following transfers:

**Professional:**

**Hoffman, Tesa**  
Speech and Language Pathologist

Special Education  
Extended School Year  
Salary: \$40.00 per hour  
Effective: 07/12/2022 through 07/28/2022 (retroactive)

**Leddy, Elizabeth**

Special Education Teacher  
Middle School  
Professional  
Masters, Step 8  
Salary: \$68,244  
Effective: 08/02/2022 (pending Act 24, Act 34, Act 114, Act 126, and Act 151 certifications)

**Limited Service Contract:**

**Robinson, Angel\***

Marching Band Winter Indoor Color Guard Assistant Instructor  
Group I, Step 4  
Salary: \$1,034  
Effective: 07/19/2022

**White, Heather\***

Marching Band Winter Indoor Color Guard Instructor  
Group G, Step 7  
Salary: \$2,431  
Effective: 07/19/2022

**\*This individual is currently an employee. Clearances are on file.**

2. The Administration recommends the approval of the change in hours for the following food service workers as attached.
3. The Administration recommends the approval of the Mentor List for the 2022-2023 school year as attached.
4. The Administration recommends the approval of the Limited Service Contract addition/deletion in accordance with Section 4.09 of the 2022-2025 HEA Collective Bargaining Agreement.

**LSC Addition:**

Web Crew Advisors (3) – Middle School (Group E)

**Minutes**

Following a motion by Mrs. Memmi and a second by Mr. Rizzo, the Personnel - General items were approved and transfers were recognized.

### ***Vote Results***

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**Yea:** 7 Robert Bennett, Lindsay Drew, Lindsay Koch, Maria Memmi, Michael Rizzo, Ericka Schmidt, Terry Singer  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 2 Donna Cronin, Kathy Sicher

## **6. DELEGATE REPORTS**

### **6.a. PSBA**

#### **Minutes**

The PSBA report was attached to the agenda.

### **6.b. CAIU**

#### **Minutes**

The CAIU report is attached to the agenda. Mrs. Schmidt noted a save the date golf event for special needs on July 25th if anyone is available to support the cause.

## **7. SPECIAL REPORTS**

### **7.a. Board Members' Report**

#### **Minutes**

A report was made by the following board members:

- Mr. Singer shared that as being a member of the Rotary, he was pleased to share that a district family was found to host the Rotary Exchange student.

### **7.b. Superintendent's Report**

#### **Minutes**

Dr. Winslow did not have a report to share.

### **7.c. Board President's Report**

#### **Minutes**

Ms. Drew gave a report to express the following:

- Due to the summer schedule there is only one board meeting in July
- There was a survey sent out to district families on communications - please check your email.

## 8. RECOGNITION OF CITIZENS

This is an opportunity for residents and taxpayers to address the Board on matters related to the agenda or matters of District Governance not on the agenda. Those who speak are asked to follow the same guidelines outlined at the initial public comment portion of our meeting.

### Minutes

The following citizens were recognized by the board:

- Brendon Foster and Jennifer Lear spoke to the Book Challenge item from the last board meeting's agenda.

## 9. ADJOURNMENT

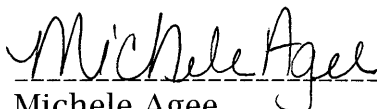
### Minutes

The meeting was adjourned at 8:05 p.m. following a motion by Mrs. Memmi and seconded by Mr. Rizzo.

### Vote Results

<b>Yea:</b>	8	Robert Bennett, Lindsay Drew, Lindsay Koch, Maria Memmi, Michael Rizzo, Ericka Schmidt, Kathy Sicher, Terry Singer
<b>Nay:</b>	0	
<b>Abstain:</b>	0	
<b>Not Cast:</b>	1	Donna Cronin

Respectfully submitted,



Michele Agee  
Secretary to the Board  
August 8, 2022



Lindsay Drew  
Board President

<b><u>Virtual Attendance July 18, 2022 School Board Meeting</u></b>
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Angela Mullen
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Angie Shipper
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Anna Gawel
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Catherine Burys
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Colby Hollinger
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Heidi Stine
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Jennifer Lear
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Jennifer Renz
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Julie DeDonatis
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Katherine English
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Kelly English
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Melissa Kaminski
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Michael Davies
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Michelle Davies
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Olivia Lewis
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Scott Harman
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Tim Smith
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Todd Shaffer
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**Derry Township School District**  
**Board Meeting**  
July 18, 2022

Printed Name \_\_\_\_\_

Dan Tredinnick

Printed Name \_\_\_\_\_

Brendan Fager

Printed Name

Printed Name \_\_\_\_\_

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# Emergency Instructional Time Template

## Section 520.1 - 2022-23 School Year

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As communicated to chief school administrators on July 6, 2020, Section 520.1 of the School Code provides flexibility to meet minimum instructional time requirements in the event of an emergency that prevents a school entity from providing for the attendance of all pupils or usual hours of classes at the school entity. As occurred for the 2020-21 and 2021-22 school year, the Pennsylvania Department of Education (PDE) considers the World Health Organization-declared Coronavirus disease (COVID-19) a global pandemic and an emergency as contemplated by Section 520.1 for the 2022-23 school year. Nothing in Section 520.1 of the School Code should be construed to extend beyond the 2022-23 school year.

A local education agency (LEA) that elects to implement temporary provisions in response to the COVID-19 global pandemic may meet the minimum 180 days of instruction and 900 hours of instruction at the elementary level and 990 hours of instruction at the secondary level through a combination of face-to-face and remote instruction, consistent with the requirements outlined in PDE's May 23, 2022, guidance. Such LEAs must provide PDE with the following information specific to the 2022-23 school year:

### 1. LEA's Proposed Calendar and Schedule(s) for SY 2022-23

#### a. School Year Calendar

School Year Start Date	School Year End Date	Total Number of Instructional Days Must meet minimum 180 days
8/22/2022	6/2/2023	183

- b. Should a school need to use remote learning at either the student or school level, LEAs should submit a sample weekly schedule reflecting remote learning as approved by the LEA's governing body. (Recognizing the need for flexibility and that circumstances may change as the LEA responds to the COVID-19 pandemic, an LEA may provide more than one proposed weekly schedule.)

**2. When using remote learning (i.e., learning outside of the school building), describe how the LEA will ensure access for all students.**

The Derry Township School district has a 1:1 iPad program for all students in grades K-12. Students will be issued their devices and materials the first week of school in August 2022. Many secondary students will have retained their devices from the 2021-22 school year.

The district regularly contacts families who may have limited internet access and provides them with Verizon Sim card or hot spots. These do not provide unlimited data, so there is continued education in regard to use of the cards/hotspots for school activities only.

**3. The Chief School Administrator and Board President affirm the following:**

- ☒ The proposed school calendar and academic schedule(s) will provide all students the planned instruction needed to attain the relevant academic standards set forth in Chapter 4.
- ☒ The proposed school calendar and academic schedule(s) allow sufficient instructional time necessary for content mastery and provide instructional blocks for each grade level and content area.
- ☒ The proposed school calendar and academic schedule(s) provide at least 900 hours (elementary) and 990 hours (secondary) of in-person instruction and/or remote learning for all students. (Such time may include synchronous and/or asynchronous instruction.)
- ☒ The proposed school calendar and academic schedule(s) define instructional time for students as time in the school day devoted to instruction and instructional activities under the direction of certified school employees. (Such time may include synchronous and/or asynchronous instructional activities.)
- ☒ Clearly defined systems for tracking attendance and instructional time will be implemented to ensure student engagement in remote instruction.
- ☒ The LEA acknowledges that it must provide Free and Appropriate Public Education (FAPE) during this pandemic-related emergency.
- ☒ The proposed school calendar and academic schedule(s) ensures ESL services for English Learners.
- ☒ Clearly defined and ongoing systems for evaluating the quality and outcomes of instructional delivery will be implemented, at least quarterly, and necessary adjustments will be made when data highlight concerns about quality, equity, and/or lack of progress in student learning.

Name of Local Education Agency: Derry Township School District

  
\_\_\_\_\_  
Signature of Chief School Administrator

7/18/22  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Signature of Governing Body President

7/18/22  
\_\_\_\_\_  
Date

Date Approved at Board Meeting: 07/18/2022

*Please scan and submit this entire signed document, the proposed weekly schedule, and a copy of the board meeting minutes at which such schedule was approved to to [RA-EDContinuityofED@pa.gov](mailto:RA-EDContinuityofED@pa.gov).*

*Questions can also be submitted to this email address.*





## Derry Township School District

Administrative Office • 30A East Granada Avenue • P.O. Box 898 • Hershey, PA 17033  
(Phone) 717-534-2501 • (Fax) 717-533-4357 • [www.hershey.k12.pa.us](http://www.hershey.k12.pa.us)

June 29, 2022

Wendy Melhorn  
Office Manager  
Derry Township Tax Collection Association  
610 Clearwater Road  
Hershey, PA 17033

**Re: Notice of Modification and Termination – Tax Collection Services**

Dear Ms. Melhorn:

Please accept this correspondence as written notice of Derry Township School District's intent to modify and/or terminate the existing tax collection agreements between Derry Township (the "Township"), Derry Township School District (the "School District"), Township of Derry Tax Collection Association and the Derry Township Tax Collector, including but not limited to the 2018 Agreement of Cooperation and the latest Addendum to the Joint Agreement for Collection of Taxes (the "Agreement"). The School District believes the Agreement is unilaterally modified and/or terminated upon the Township's issuance of their notice letter as stated in paragraph seven of the Agreement, but in the alternative, the School District is providing notice on behalf of the District of intent to modify and/or terminate the Agreement to be effective December 31, 2022.

Thank you for your attention to the foregoing. Please contact the School District Business Office with any questions or concerns that you may have.

Sincerely,

Dated: 6/29/22

School Board President

cc: Louis Paoletti, Derry Township Tax Collector (*via email*)  
Christopher Christman, Derry Township Manager (*via email*)  
William J. Zee, Derry Township School District Solicitor (*via email*)

**Affiliation Agreement**  
**Shippensburg University of Pennsylvania**  
**Department of Teacher Education**

**THIS AFFILIATION AGREEMENT**, is made this 18th day of July 2022 (the “Effective Date”) by and between Shippensburg University of Pennsylvania of the State System of Higher Education, an educational institution of the State System of Higher Education, Commonwealth of Pennsylvania (the “University”), and Derry Township School District, a public school district organized and operating under the Pennsylvania Public School Code of 1949, as amended, 24 P.S. §§ 1-101 et seq. with offices at 30 E. Granada Avenue, Hershey, PA 17033 (the “District”). The parties intend to be legally bound to the following terms:

**I. DUTIES AND RESPONSIBILITIES OF THE UNIVERSITY**

- a. *Selection of Students.* The University shall be responsible for the selection of qualified University students (“Students”) to participate in field-based requirements as part of courses, practicum or student teaching experiences. Students must have the appropriate educational background and skills consistent with the contemplated educational experience offered by the District. The parties will mutually agree upon the number of Students selected for placement at the site. Notwithstanding the foregoing, the District shall have the right to refuse placement of any Student for any lawful, nondiscriminatory reason whatsoever.
- b. *Education of Students.* The University shall assume full responsibility for the classroom and classroom education of its Students. The University shall be responsible for the administration of the program, the curriculum content, the requirements of matriculation, grading, graduation, and academic supervisor appointments.
- c. *Submission of Candidates.* The University shall submit the names of the Students to the District prior to the field based requirements, practicum assignment or student teaching. All Student teachers will have completed Act 34 Criminal Record, Act 151 Child Abuse, Act 114 FBI Clearance, Act 24 and Act 82 Arrest/Conviction Report, TB Testing and Professional Liability Insurance.
- d. *Advising Students of Responsibilities and District Policies.* The University will assign a faculty member to advise Students of their responsibilities during any placement with the District, including but not limited to their obligations to comply with District and Administration policies and procedures and to protect confidential student education records pursuant to the Family Educational Rights and Privacy Act (FERPA). District policies are available on the District’s publicly-accessible internet website, at [hershey.k12.pa.us](http://hershey.k12.pa.us). District policies may be amended, updated, or replaced from time to time, within the sole discretion of the District.. Should any

Student fail to abide by any District policy and/or procedure, then that Student may be removed from the experience by the District.

- e. *Clearances.* Prior to any placement with the District, the University shall require all Students to obtain all certifications required under state or federal law, including but not limited to: Act 34 Criminal Record Check, Child 151 Child Abuse Clearance, Act 114 FBI Clearance, Act 24 and Act 82 Arrest/Conviction Report, Professional Liability Insurance, and evidence of a negative Tuberculosis (TB) test, and any other certifications required by the District, to the satisfaction of the District within the District's discretion, prior to their placement. Students will be required to update their clearances if requested by the District and proof of compliance must be presented prior to the experience.
- f. *Health Status.* Students will be advised by the University that in order to participate in the experience they are required to comply with the health status requirements of the District. This may include (but is not limited to) physical examinations, vaccinations, and health screening for tuberculosis, hepatitis B and measles.
- g. *Professional Liability Insurance.* Students shall be responsible for procuring professional liability insurance at their own expense. The limits of the policy shall be a minimum of \$1,000,000.00 per claim and an aggregate of \$3,000,000.00 per occurrence. The policy must remain in full force and effect for the duration of the experience.
- h. *Termination of Experience/Removal of Student.* The University is responsible for ensuring that its Students are meeting their educational goals with the District. If the University determines that a Student's educational needs are not being met or they are not receiving field instruction by a qualified professional, the University in consultation with the District may remove the Student from the placement site.

## **II. DUTIES AND RESPONSIBILITIES OF THE DISTRICT**

- a. *Establishment of Practicum or Student Teaching.* The District authorizes the use of its facilities as may be agreed upon by the District and the University as a practicum or student teaching center. This practicum or student teaching is for students enrolled in the University's teacher preparation programs. This practicum/student teaching is required and authorized by law.
- b. *Administration.* The District will have sole authority and control over all aspects of student services. The Organization will be responsible for and retain control over its organization, and operation of its programs.
- c. *Removal of Noncompliant Student.* The District shall have the authority to terminate the experience at the placement site of a Student who fails to comply with District policies and procedures. Should the District become dissatisfied with the

performance of a participating Student, in its sole discretion, the District may terminate its relationship with participating Student and/or remove the Student from the assignment/placement. The District agrees to facilitate the termination process in conjunction with the responsible the Director of Partnerships, Professional Experiences, and Outreach in the College of Education and Human Services and/or the University Faculty Liaison.

- d. *Emergency Medical Care of Students.* The District may provide to the Students, to the extent possible and permitted under law and District policy, first aid for any injuries or illnesses that may occur while the Students are at the placement site. However, the District assumes no responsibility, financial or otherwise, beyond the initial first aid.
- e. *Supervision of Students.* The District shall provide either a practicum site supervisor or a cooperating teacher who will supervise Student activities during practicum visit or Student teaching.
- f. *Reporting of Student Progress.* The District shall provide all reasonable information requested by the University on a Student's work performance. If there are any Student evaluations, they will be completed and returned according to any reasonable schedule agreed to by the University and District.
- g. *Student Records.* The District shall protect the confidentiality of student records as dictated by the Family Educational Rights and Privacy Act (FERPA) and shall release no protected information absent written consent of the Student unless required to do so by law or as dictated by the terms of this Agreement.
- h. *Designation of Representative.* The District shall designate a person to serve as a liaison between the parties who will meet periodically with representatives of the University in order to discuss, plan and evaluate the experience of the Student(s).

### **III. MUTUAL TERMS AND CONDITIONS**

- a. *Term of Agreement.* The term of this Agreement shall be for five (5) years from the Effective Date. This Agreement may not exceed five years. However, the University reserves the right, upon notice to the Organization, to extend the term of this Agreement for up to three additional (3) months upon the same terms and conditions. This will be utilized to prevent a lapse in the Agreement and only for the time necessary to enter into a new agreement.
- b. *Termination of Agreement.* The University or the District may terminate this Agreement for any reason with ninety (90) days' advance written notice. However, except for removal of noncompliant Student(s) consistent with Paragraph I(d) or II(d) above, should the District wish to terminate this Agreement prior to the completion of the academic semester, any Student(s) enrolled at that time may continue their educational experience until it would have been concluded absent the termination.



- c. *Nondiscrimination.* The parties agree to continue their respective policies of nondiscrimination based on Title VI of the Civil Rights Act of 1964 in regard to sex, age, race, color, creed, and national origin, Title IX of the Education Amendments of 1972 and other applicable laws, as well as the provisions of the Americans with Disabilities Act. The District agrees to cooperate with the University in its investigation of claims of discrimination or harassment. The District shall report any incident in which a Student is the victim of sexual assault, dating violence, domestic violence, stalking or sexual harassment to the University Title IX Coordinator, at 717-477-1123 (ext. 3111).
- d. *Interpretation of the Agreement.* The laws of the Commonwealth of Pennsylvania shall govern the interpretation and enforcement of this Agreement.
- e. *Modification of the Agreement.* This Agreement shall only be modified in writing, signed by duly authorized representatives of the parties.
- f. *Relationship of the Parties.* The relationship between the parties to this Agreement to each other is that of independent contractors. The relationship of the parties to this Agreement to each other shall not be construed to constitute a partnership, joint venture or any other relationship, other than that of independent contractors. The University acknowledges and agree that Students placed with the District pursuant to this Agreement shall not be considered, nor shall they ever become during the term of their placement with the District by the University, employees of the District. Under no circumstances shall University Students be entitled to any right, compensation or employee benefit of any kind whatsoever from the District. University acknowledges and agrees that it shall inform Students accordingly prior to their placement with the District.
- g. *No Third-Party Beneficiaries.* Except as set forth in Paragraph III(h), the parties do not confer any rights or remedies upon any person other than the parties to this Agreement.
- h. *Limitation of Liability.* Except as otherwise provided in this Agreement, under no circumstance shall either party be liable to the other party for consequential, indirect or punitive damages or specific performance arising from a breach of this Agreement. Notwithstanding any other provision of this Agreement, nothing in this Agreement shall be deemed a direct or indirect waiver of or limitation to any sovereign or governmental immunity, in any respect, applicable to either party (including, without limitation, under the Pennsylvania Political Subdivision Tort Claims Act), or impose liability, directly or indirectly, on either party from which it would otherwise be immune under applicable law. This provision shall not be construed to limit the University's rights, obligations, liabilities, claims or defenses which arise as a matter of law or pursuant to any provision of this agreement. This provision shall not be construed to limit the sovereign immunity of the University or of the State System of Higher Education pursuant to 42 Pa.C.S. § 8521 *et seq.* (*Sovereign Immunity*).

- i. *Entire Agreement.* This Agreement represents the entire understanding between the parties. No other prior or contemporaneous oral or written understandings or promises exist in regards to this relationship.

The authorized representatives of the parties have executed this Agreement as of the date indicated below.

Shippensburg University of Pennsylvania

Derry Township School District  
Organization Name (Print)

  
\_\_\_\_\_  
Dr. Tom C. Ormond  
Provost and Vice President of Academic Affairs

  
\_\_\_\_\_  
Authorized Signature

Dated: \_\_\_\_\_

6/23/22

Lindsay Drew, Board President  
\_\_\_\_\_  
Name/Title (Print)

Dated: July 18, 2022  
\_\_\_\_\_

**AFFILIATION AGREEMENT BETWEEN  
SUSQUEHANNA UNIVERSITY**

**AND**

**DERRY TOWNSHIP SCHOOL DISTRICT**

**THIS AFFILIATION AGREEMENT** (the "Agreement"), is made July 18, 2022 (the "Effective Date") by and between Susquehanna University, 514 University Avenue Selinsgrove, PA 17870 (the "University") and Derry Township School District, with offices at 30 E. Granada Avenue, Hershey, PA 17033 (the "District") (the University and the District, each a "Party," and collectively, the "Parties"). The Parties intend to be legally bound to the following terms:

**I. DUTIES AND RESPONSIBILITIES OF THE UNIVERSITY**

- a. **Selection of Students.** The University shall be responsible for the selection of qualified University students (each, a "Student") to participate in the practicum or student teaching experience. Selected students must have the appropriate educational background and skills consistent with the contemplated educational experience offered by the School. Notwithstanding the foregoing, the District shall have the right to refuse placement of any Student for any lawful, nondiscriminatory reason whatsoever.
- b. **Education of Students.** The University shall assume full responsibility for the classroom and classroom education of its Students. The University shall be responsible for the administration of its program, its curriculum content, the requirements of matriculation, grading, and graduation.
- c. **Submission of Candidates.** The University shall submit the names of the Students to the District or a designated representative at least 8 weeks prior to the practicum assignment or student teaching.
- d. **Advising Students of Rights and Responsibilities.** The University will be responsible for advising the Student of their own responsibilities under this Agreement, including but not limited to their obligations under the Family Educational Rights and Privacy Act of 1974, as amended ("FERPA") to maintain confidentiality of pupil educational records, and their obligations to abide by the policies and procedures of the District. Should any Student fail to abide by any law, regulation, or District policy and/or procedure, they may be expelled from the program. District policies are available on the District's publicly-accessible website, at [hershey.12.pa.us](http://hershey.12.pa.us).
- e. **Professional Liability Insurance.** The University is obligated to provide liability coverage for all Student teachers and Students involved in practicum. The limits of the policy shall be a minimum of \$1,000,000.00 per claim and an aggregate of \$3,000,000.00 per occurrence. This policy must remain in full force and effect for the duration of the practicum or Student teaching assignment.
- f. **Compensation.** For and in consideration of the placement of Student teachers with District

cooperating teachers, the University agrees to pay to each cooperating teacher selected to guide the Student's experience a stipend as outlined by the Pennsylvania State System of Higher Education's Board of Governors Policy 1988-04. This stipend is in addition to the regular salary paid by the District. Notwithstanding anything in this Agreement to the contrary, no employment, agency, or joint venture relationship exists between the Parties, and no District employee shall be considered an employee of the University pursuant to this Agreement.

- g. **Background Checks.** Prior to the start of any placement with the District, the University shall submit for all Students copies of background certifications required under applicable federal or state law, including but not limited to FBI Clearance and Fingerprint Check, Act 34 Clearance, Act 151 Child Abuse History Clearance, as well as evidence of a negative result from a valid Tuberculosis (TB) test. All clearances must be less than one (1) year old. The failure to obtain such certifications shall result in the participating Student's exclusion from the District.

## **II. DUTIES AND RESPONSIBILITIES OF DISTRICT**

- a. **Establishment of Practicum or Student Teaching.** The District authorizes the reasonable and appropriate use of its facilities as may be agreed upon by the District and the University as a practicum or Student teaching center. This practicum or student teaching is for Students enrolled in the University's Teacher Education Programs. This practicum/student teaching is required and authorized by law.
- b. **Administration.** The District will have sole authority and control over all aspects of student services. The District will be responsible for and retain control over the organization, and operation of its programs.
- c. **Removal of Noncompliant Student.** The District shall have the authority to immediately remove a Student who fails to comply with applicable law or regulations, or District policies and procedures. If such a removal occurs, the District should promptly contact the responsible University Faculty Advisor.
- d. **Designation of Representative.** The District shall designate a person to serve as a liaison between the Parties who will meet periodically with representatives of the University in order to discuss, plan and evaluate the experience of the Student(s).
- e. **Supervision of Students.** The District shall provide either a practicum site supervisor or a cooperating teacher who will supervise Student activities during practicum visit or Student teaching.

- f. **Reporting of Student Progress.** The District shall provide all reasonable information requested by the University on a Student's work performance. If there are any student evaluations, they will be completed and returned according to any reasonable schedule agreed to by the University and the District.
- g. **Student Records.** The District shall protect the confidentiality of student records as dictated by the Family Educational Rights and Privacy Act (FERPA) and shall release no information absent written consent of the Student unless required to do so by law or as dictated by the terms of this Agreement.
- h. **Eligibility Requirements.** Each cooperating teacher selected to supervise the student teacher shall hold a current Pennsylvania certificate in the subject area/grade level to which the student teacher is assigned. The cooperating teacher will have a minimum of three (3) years of full-time teaching experience and have been in their current assignment in a District for a minimum of one (1) year.
- i. **Substitute Teaching.** The School shall comply with applicable laws and regulations concerning the use of or prohibition against student teachers as substitute teachers at any time during their student teaching assignments.

### **III. MUTUAL TERMS AND CONDITIONS**


- a. **Number of Participating Students.** The Parties will mutually agree upon the number of students that shall be assigned to the District for this practicum or student teaching experience.
- b. **Term of Agreement.** This Agreement commences on the Effective Date and continues thereafter for a period of five (5) years (the "Term"), unless terminated sooner as provided in this Agreement.
- c. **Termination of Agreement.** The University or the School may terminate this Agreement for any reason with ninety (90) days prior written notice. In the event the District terminates this Agreement prior to the end of the Term, the District will allow Students to complete their current academic semester, except for Student violations of law, regulations, or District policies and procedures.
- d. **Nondiscrimination.** The parties agree to continue their respective policies of nondiscrimination based on Title VI of the Civil Rights Act of 1964 in regard to sex, age, race, color, creed, national origin, Title IX of the Education Amendments of 1972, and other applicable laws, as well as the provisions of the Americans with Disabilities Act. University

students are protected by Title IX of the Education Amendments of 1972 and other applicable laws, as well as the provisions of Section 504 of the Rehabilitation Act of 1973 (as amended) and the Americans with Disabilities-Act (ADA) of 1990. School agrees to cooperate with University in its investigation of claims of discrimination or harassment.

- e. **Reporting of Sexual Violence and Sexual Harassment.** District shall report any incident in which a student is the victim of sexual assault, dating violence, domestic violence, stalking or sexual harassment to the University Title IX Coordinator, **Ms. Christiana Paradis**, at [paradis@susqu.edu](mailto:paradis@susqu.edu).
- f. **Interpretation of the Agreement.** This Agreement shall be governed by the laws of the Commonwealth of Pennsylvania. The Parties agree that venue for any action arising out of or relating to this Agreement will be in a state or federal court serving Dauphin County, Pennsylvania.
- g. **Modification of Agreement.** This Agreement may only be amended by written agreement, signed by the Parties.
- h. **Relationship of Parties.** The relationship between the parties to this Agreement to each other is that of independent contractors. The relationship of the parties to this contract to each other shall not be construed to constitute a partnership, joint venture or any other relationship, other than that of independent contractors.
- i. **Indemnification.** Each Party (as "Indemnifying Party") shall indemnify, defend and hold harmless the other Party and its elected and appointed governing board of directors, officers, employees, and agents from any and all losses, claims, damages (including costs and attorney's fees), or causes of action arising from any negligent or more culpable act or omission of Indemnifying Party (including any recklessness or willful misconduct) in connection with the performance of its obligations under this Agreement.
- j. **Liability.** Except as otherwise provided in this Agreement, under no circumstance shall either Party be liable to the other Party for consequential, indirect or punitive damages or specific performance arising from a breach of this Agreement. Notwithstanding any other provision of this Agreement, nothing in this Agreement shall be deemed a direct or indirect waiver of or limitation to any sovereign or governmental immunity, in any respect, applicable to either Party (including, without limitation, under the Pennsylvania Political Subdivision Tort Claims Act), or impose liability, directly or indirectly, on either Party from which it would otherwise be immune under applicable law.
- J- **Entire Agreement.** This Agreement represents the entire understanding between the Parties.

No other prior or contemporaneous oral or written understandings or promises exist in regards to this relationship.

IN WITNESS WHEREOF, the authorized representatives of the Parties have executed this Agreement.

  
Name: Jennifer Bucher  
Title: Vice President for Operations,  
Susquehanna University

  
Name: Lindsay Brew  
Title: Board President  
Derry Township School District

7/28/2022  
Date

July 18, 2022  
Date



**AGREEMENT FOR TRANSPORTATION OF  
SCHOOL STUDENTS**

THIS AGREEMENT FOR TRANSPORTATION OF SCHOOL STUDENTS (“Agreement”) is entered into the 19<sup>th</sup> day of July, 2022 (the “Effective Date”), by and between Derry Township School District, a public school district organized and operating under the Pennsylvania Public School Code of 1949, as amended, 24 P.S. §§ 1-101 et seq. with offices at 30 E. Granada Avenue, Hershey, Pennsylvania 17033 (the “District”), and Sweger Bus Lines, Inc., a Pennsylvania close corporation, with its principal place of business at 120 N. Market Street, Millerstown, Pennsylvania 17062 (the “Contractor”) (the District and the Contractor each, a “Party” and collectively, the “Parties”).

**RECITALS**

A. District has a need for a safe, reliable, and experienced transportation of public, parochial, private, charter, and special needs students, as well as students traveling to sporting events and other student transportation at the discretion of the District commencing with the 2022-2023 school year to begin on July 01, 2022.

B. On, May 13, 2022, the District issued the Request for Proposal for Contracted School Van/Bus Transportation (the “RFP”).

C. The District received proposals from various transportation service providers, including Contractor.

D. Contractor, pursuant to information provided to District, represents that Contractor has the requested capabilities and qualifications to provide such services.

E. District and Contractor wish to set forth the terms and understanding of a contractual relationship agreed to for such services as more specifically hereinafter provided.

NOW, THEREFORE, with the foregoing Recitals incorporated by reference in full into this Agreement, the Parties, intending to be legally bound, agree as follows:

1. Incorporation by Reference, Entire Agreement, and Order of Precedence. The RFP and all Addenda to the RFP, and the Proposal and any documents attached thereto are incorporated by reference, in full, into this Agreement. This Agreement, along with the RFP and Addenda to the RFP, and Contractor’s proposal and any attachments thereto (the “Proposal”) (collectively, the foregoing documents are the “Agreement Documents”), constitute the sole and entire agreement of the Parties. In the event of any conflict or ambiguity among any terms, provisions, or specifications provided in the Agreement Documents, the

documents shall govern in the following order: (a) the RFP and Addenda to the RFP; (b) this Agreement; (c) the Proposal.

2. Transportation of Students. Contractor agrees to provide transportation services as described herein (including as described in the RFP, incorporated herein by reference). In addition, at the discretion of the District, Contractor agrees to provide transportation relating to sport/field trips, non-public school student transportation, and other student transportation as may be required. Such transportation may include:

- a. To and from assigned schools within the District (door-to-door);
- b. Between schools within the District;
- c. In and around school buildings;
- d. To and from assigned schools outside the District;
- e. That relating to an individualized education program (IEP), to include transportation to private and specialized schools, work study locations and curricular field trips as directed and authorized by the District, noting that compensation for field trips is specifically addressed in Paragraph 7, hereof;
- f. Any and all other travel deemed appropriate and necessary for the students of District; and
- g. Any and all other travel deemed appropriate and necessary for non-public student trips, sport and instructional trips, and any other student transportation requested by the District.

3. Consideration to Contractor. Contractor has been provided by District certain enrollment and other information that Contractor deems sufficient in order to set forth the Contract Rate hereinafter provided. Accordingly, Contractor agrees to furnish all said transportation services herein described pursuant to the "Schedule of Rates and Services" in the Proposal.

4. Term. The term of this Agreement shall be a period of five (5) years commencing with District's school year 2022-2023, therefore beginning July 1, 2022, and terminating at the end of District's school year 2026-2027, therefore terminating June 30, 2027.

5. Fuel. Unless expressly provided otherwise, Contractor shall be responsible to provide all fuel, maintenance, and supplies necessary to perform the services and obligations under this Agreement.

6. Force Majeure.

Force Majeure. In the event of circumstances beyond the control of Contractor or District including acts of God, natural disaster, epidemic, pandemic, government shutdown, local, state, and/or federal mandates, new vehicle equipment laws and requirements, and the like, that reduce or eliminate the need for Contractor's Services, in order to maintain adequate readiness to serve the District, this Agreement may be renegotiated.

Contractor will submit for payment an invoice for each month in which regular transportation services would have taken place had the Force Majeure event not occurred. District will only be obligated to make such payment to Contractor if local, state and/or federal funds are provided to the District to mitigate financial losses to it and its contractors.

7. Instructional Trips. Transportation for instructional trips and other pupil excursions for special needs students with vehicles other than full size buses are not included in the base price, and Contractor shall be compensated by District at a rate of \$25.00- \$29.00 per hour and \$1.75- \$2.00 per mile for each such trip authorized by the District depending on the school year in which the services were provided. Such added costs shall be billed monthly by Contractor to District.

8. Instructional Trips/Sport Trips. If Contractor is able to provide full size buses for such events in the future, these costs shall be negotiated with the District at that time.

9. Bus Attendants/Aides. Upon request by District, Contractor will employ bus attendants/aides to accommodate the pupils while being transported. Such aides shall be duly qualified and/or approved as hereinafter provided. District will pay, during the term of this Agreement, a rate of \$25.00-\$29.00 per hour for each such bus attendant/aide depending on the school year the services are provided, which may be billed monthly to District by Contractor, each bill containing appropriate detail as requested by District.

10. Vehicles.

- a. Contractor shall provide and maintain all buses, vans, and motor vehicles (each, a "vehicle") necessary to provide the services under this Agreement. The vehicles that Contractor shall utilize to

transport District's pupils shall at all times comply with applicable laws and regulations and meet the applicable standards for student transportation, including but not limited to those established and approved by the Pennsylvania Bureau of Traffic Safety and the Pennsylvania Department of Transportation, and any other appropriate regulatory authority. Vehicles shall meet the required standards of the Pennsylvania Bureau of Traffic Safety and shall pass annual inspections as required by law.

- b. All vehicles shall be subject to inspection prior to the start of any school year and at other reasonable times as determined by District for compliance with good mechanical, chassis, and sanitary conditions. All vehicles provided by Contractor shall contain, at Contractor's expense, a two-way communication system between Contractor and all vehicles used to transport District's pupils. It is expected that Contractor shall not utilize vehicles/busses in excess of ten (10) years of age. Exceptions may be approved by the District's Director of Transportation or designee at his or her discretion.
- c. Each vehicle shall be equipped with a GPS system consistent with the requirements at Paragraph 15 of the RPF. The District shall have access to the data collected by the GPS system.
- d. Each vehicle shall be equipped with a minimum of one digital surveillance system consistent with Paragraph 14 of the RFP. The system shall include audio and video. The equipment must record the entire run. The District will have the right to view any such recordings upon demand. The system will produce standard digital recordings easily viewable on any computer system. The Contractor is required to test each camera and recording device on a monthly basis. Such inspections must be documented.
- e. All vehicles and buses provided by Contractor shall be specially equipped, at Contractor's cost, to transport all students which shall include adaptive devices such as wheelchair lifts, securement, occupant restraints, child seats for students under 40 pounds, booster seats for students under the age of eight years old, ramps and climate controls, as needed in the District's sole, but reasonable, judgment.

11. Contractor's Operators/Drivers.

- a. Contractor shall only employ operators/drivers who meet all applicable standards and qualifications, including those of the Pennsylvania Bureau of Traffic Safety, as well as the policies and procedures of District

concerning application age, fitness, competence, conduct, licensing, driver history, pre-employment drug and alcohol screening, physical examination, TB testing, Pennsylvania and FBI criminal, child abuse, and other clearances, random and causal and incident testing, and continuing eligibility. Contractor shall provide District with all appropriate and required information prior to commencement of providing any services, and periodically, as reasonably requested by District, concerning each and every vehicle driver. Furthermore, each driver shall submit to and pass periodical physical examinations as required by the Pennsylvania Department of Transportation and the Pennsylvania School Code, and Public Utility Commission and Interstate Commerce Commission, if applicable.

b. Prior to commencement of this Agreement and Contractor providing any services, it must timely submit to the District a descriptive listing of qualified drivers and bus attendants/aides with appropriate information concerning age, fitness, competence, conduct, licensing, and experience, plus required documents under Act-34, "Pennsylvania State Police Criminal History Check", Act-151, "Pennsylvania Child Abuse History Clearance", "Act 114 FBI Federal Criminal History Records", ACT 126 Child Abuse Recognition and reporting training, and an Acknowledgement of confidential student information laws and regulations form. Additionally, an "Annual School Bus Driver Physical" and "PA DOT Motor Vehicle Records" verification shall be completed by the Contractor for each of its employee annually". It is understood that the requirements for Contractor's employees is above and beyond State and Federal requirements. However, these procedures are to be followed for van drivers as well as CDL bus drivers. Contractor will enroll van drivers in a non-DOT pre-employment and random drug and alcohol testing program. Contractor will follow Federal regulations for CDL drivers' drug and alcohol testing. No services shall be performed by Contractor until all such information has been submitted, approved by the District, and the Contractor so notified. Contractor will comply with any additional Federal or State regulations that may go into effect during the term of this contract.

c. All drivers that transport school pupils pursuant to this Agreement are subject to the approval by District, which approval shall not be unreasonably withheld, delayed or conditioned. However, if during the performance of a driver's duties, he/she shall be found to be in violation of any provisions of this Agreement or appropriate rules or regulations adopted by the District with regard to transportation pupils, which have been furnished to Contractor, including the ability to manage or maintain discipline or the safe control and care of the pupils being transported, Contractor agrees to timely discipline or replace the driver as reasonably recommended by District.

d. Contractor drivers shall report all cases of student misbehavior to the District and shall aid the District in its investigations of disciplinary matters in strict adherence to District policy and applicable law.

12. Duties in Performance of Specialized Services. In performance by Contractor for District of the specialized services herein described, Contractor shall also perform the following duties, without further compensation, as follows:

a. Comply with all laws and regulations regarding transportation of special education, special needs, and early intervention students, including but not limited to the Education for All Handicapped Children Act, P.L. 94-142;

b. Consult with the special education staff of the District and transportation staff of the District for the development of an appropriate IEP for special needs student, as requested by the District;

c. As requested by the District, communicate with parents and guardians of each pupil being transported concerning regular pick-up and drop-off times and location, plus any special needs concerning the student, and Contractor shall furthermore timely communicate with District and parents concerning any matters involving the student, safe transportation, and school pupil discipline during transportation;

d. Contractor shall maintain a telephone number provided to parents so that they can communicate with Contractor;

e. Contractor shall provide assistance to and consultation with District concerning regulations and rules concerning transportation of students throughout the terms of this Agreement; and

f. Contractor shall use its best efforts to limit the time a student is on the vehicle, each way, to one (1) hour and, if that cannot be accomplished, such situation must promptly be brought to the attention of the District, whereupon Contractor and District shall mutually agree as to a method of resolution and approval of such additional time required.

g. Contractor shall have the responsibility to follow the calendar for not only the District, but all other school districts for which Contractor provides services to fully perform Contractor's duties hereunder.

h. In times of inclement weather, Contractor shall monitor all appropriate radio stations, other communication systems as directed by the District, and sources of information to determine whether classes for students which Contractor is transporting are delayed, canceled or subject to early dismissal. Contractor will provide District with phone numbers to be included in the District's telephone notification service. Except where District has directed Contractor

otherwise, in the event of early dismissal, Contractor must notify the parents of each student being transported of such early dismissal and the anticipated arrival time so that said parent or responsible adult is available to receive the student. In the event, despite Contractor's best knowledge, this cannot be accomplished, Contractor shall contact District to discuss an appropriate course of action. Although Contractor and Contractor's drivers will be on the District notification system it is the Contractor's responsibility to inform their drivers of their schedule changes and if Contractor should incur a cost for a driver because they did not receive the message, or received it late the District will not be responsible for any additional cost incurred by Contractor as a result of use/participation with the notification system.

13. Transportation Routes. Prior to the start of each school year, District shall provide Contractor with the names and addresses of all students that District requests that Contractor transport and with the bell schedules for all schools to where the students will be transported. Contractor shall design routes, in consultation with District. Copies of routes shall be submitted along with estimated mileage to District for approval upon request, which approval will not be unreasonably withheld, delayed or conditioned. Contractor shall design routes, which shall maintain an appropriate level of transportation services for District's students, shall take into consideration shared service with other school districts, shall be efficient, economical and safe, and shall be eligible for maximum State reimbursement.

14. Insurance.

a. In no less than ten (10) days prior to providing any services to District pursuant to this Agreement, Contractor shall provide District with evidence that it has business liability insurance in the minimum amount of \$1,000,000.00, vehicle liability insurance in the minimum amount of \$1,000,000.00 combined single limit for bodily injury and property damage, and commercial umbrella insurance of not less than \$5,000,000.00. Contractor shall also carry sexual abuse insurance in the amount of \$1,000,000. Such insurance coverages shall be provided by a carrier duly authorized to do business in the Commonwealth of Pennsylvania, and must be maintained, at Contractor's expense, throughout the term of this Agreement. District shall be insured under each policy of insurance, which policies shall contain provisions that same shall not be canceled without less than thirty (30) days notice to District. Evidence of insurance shall be maintained at all times during the term of this Agreement. Contractor shall also maintain, at its own expense, appropriate worker's compensation insurance in the statutory amount and provide evidence thereof to District at all relevant times, Contractor shall accept full and complete responsibility for payment of all premiums for said insurance and social security, as well as all tax deductions or any other taxes or payroll deductions required by law for its employees who perform the services contained in this Agreement.

15. Periodic Furnishing of Reports. Contractor shall periodically and timely furnish such reports and information as may be reasonably required by District to verify and monitor Contractor's performance, including but not limited to information required by District to complete documentation required by the Pennsylvania Department of Education ("PDE"). Documentation for PDE state reports will be submitted to the District by July 10 of each year. After a ten (10) day grace period following July 10, if the District does not receive required documentation, a \$500.00 per week penalty will be deducted from the next payment otherwise due to Contractor.

16. Meetings. The Contractor and District shall meet at reasonable times, upon the request of either party, to discuss operations, safety, maintenance concerns, parental concerns or complaints, or any other material matters relative to the performance of this Agreement.

17. Relationship of the Parties. The Parties agree the Contractor, and any agents or employees of Contractor, shall act in an independent capacity and not as officers, employees, agents or servants of the District. Contractor will select its own employees and will perform all services required by its own methods without supervision of District except as set forth in this Agreement. Contractor will exercise independent judgment and performance of its assigned tasks under this Agreement. All drivers who provide services for District under this Agreement are employees of Contractor and are not employed by District. Contractor will not, and will ensure that its employees will not, represent itself/themselves as employees of the District and will identify itself/themselves as the Contractor or Contractor's employees, respectively.

18. Non-Exclusivity. This Agreement will not be exclusive to District, and Contractor may market its services to the general public or other third parties. It is understood that Contractor, absent Contractor's inability or refusal to perform, or the failure of the parties after good faith negotiations to reach agreement regarding additional compensation to be paid to Contractor for additional or specialized transportation services for students, shall perform all transportation services for District's special education school pupils for the term of this Agreement, although the District shall have the unilateral right to transport students using its own vehicles and drivers.

19. Equipment and Supplies. Except as otherwise provided herein, District will provide no equipment or supplies to the Contractor in the performance of services under this Agreement.

20. Non-Discrimination. Contractor will comply with all federal, state, and local nondiscrimination laws, ordinances, regulations, and policies that are applicable to the District. Contractor will not discriminate against any employee or other party affected by this Agreement on the grounds of race, color, national origin,



religion, age, sex, marital status, sexual orientation, sexual identity, pregnancy, or any mental or physical disability.

21. Indemnification.

a. To the fullest extent permitted by law, Contractor shall defend, indemnify and hold harmless the District, its Board of Directors, Officers, Administrators, employees, representatives, agents (the "Indemnitees") from and against claims arising for bodily injury, including death, and property damage that may arise from the negligent acts or omissions of the Contractor, its employees, agents, subcontractors or anyone employed directly or indirectly by any of them in the performance of the work required by this Agreement. In any claim against any of the Indemnitees by any employee, agent, subcontractor or anyone employed directly or indirectly by any of them, the indemnification obligation under this provision shall not be limited by a limitation on the amount or type of damages, compensation, or benefits payable by or for such claimant under workers compensation acts, disability acts or other employee benefit acts. Contractor waives all rights of subrogation against the Indemnitees for recovery of damages to the extent these damages are covered by commercial general liability, automotive liability or workers compensation and employer's liability insurance maintained per requirements above.

b. Compliance with insurance requirements shall not relieve Contractor of any responsibility to indemnify the District for any liability for which indemnification is due. Indemnity obligations shall not be reduced or negated by virtue of any insurance carrier's denial of insurance coverage for the occurrence or event, which is the subject matter of the claim or refusal to defend the District as an additional insured.

22. Third Parties and Assignment. This Agreement is for the benefit of District and Contractor, and no other person will be construed as the beneficiary thereof. This Agreement may not be assigned by Contractor without District's written consent.

23. Default.

a. In the event Contractor shall breach any of its obligations hereunder, if the breach is of such a nature that same can be reasonably cured, District shall provide Contractor ten (10) business days written notice of the breach. If not cured within said period, this Agreement, at District's option, can be terminated or District may continue the Agreement and seek relief for damages and/or injunctive relief.

b. In the event District shall breach any of its obligations hereunder, Contractor shall provide District ten (10) business days written notice of the breach. If not cured within said period, this Agreement, at Contractor's option,

can be terminated or Contractor may continue the Agreement and seek relief for damages and/or injunctive relief.

c. In the event any action is commenced for breach of this Agreement, the breaching party shall be obligated to promptly reimburse the non-breaching party for all its reasonable expenses, costs and attorney's fees in curing the breach and seeking relief.

24. Records. Until the expiration of five (5) years after the last day upon which service is furnished pursuant to this Agreement, Contractor shall make available, upon request of District, any and all books, documents or records necessary to certify the nature and extent of the services provided by Contractor under this Agreement.

25. Complete Agreement. This Agreement (including the documents incorporated by reference in full in Paragraph 1) reflects the complete agreement between the Parties. Any previous written, oral or implied contractual relationship between the parties is hereby rescinded. No oral undertakings or representations not set forth herein will be binding on either party. No agent, employee, or representative of either party has authority subsequently to modify the terms of this Agreement except in a writing signed by the party to be changed.

26. Severance. If any term or provision of this Agreement is invalid, illegal, or unenforceable in any jurisdiction, such invalidity, illegality, or unenforceability shall not affect any other term or provision of this Agreement or invalidate or render unenforceable such term or provision in any other jurisdiction. Upon such determination that any term or other provision is invalid, illegal, or unenforceable, the parties hereto shall negotiate in good faith to modify this Agreement so as to affect the original intent of the parties as closely as possible in a mutually acceptable manner in order that the transactions contemplated hereby be consummated as originally contemplated to the greatest extent possible.

27. Construction. This Agreement will be construed in accordance with the laws of the Commonwealth of Pennsylvania and will be interpreted as if mutually drafted by the District and Contractor.

28. Law. This Agreement shall be deemed to be entered into in the Commonwealth of Pennsylvania and its interpretation, construction and enforcement shall be determined pursuant to the laws of that Commonwealth

29. Authorization for Agreement. The execution and performance of this Agreement by both parties being duly authorized by all necessary corporate action and is not in violation of any law, rule or regulation of any governmental entity having jurisdiction of either party, the articles or by-laws of either party, and thus, constitutes a valid obligation of both parties enforced upon accordance with its terms.

30. Modification. This Agreement shall not be modified or amended except in writing and signed by both parties hereto. No provisions herein shall be waived except by an agreement in writing and the waiver of any provision shall not be considered a waiver to any other position.

31. Notices. All notices, requests, consents, waivers, elections, demands, and other communications hereunder (each, a "Notice") shall be in writing and addressed to the Parties at the addresses below as set forth in this Section 30. All Notices shall be delivered by personal delivery, nationally recognized overnight courier (with all fees pre-paid), facsimile or email (with confirmation of transmission) or certified or registered mail (in each case, return receipt requested, postage pre-paid). Except as otherwise provided in this Agreement, a Notice is effective only (a) upon receipt by the receiving Party, and (b) if the Party giving the Notice has complied with the requirements of this Section.

If to District:

DERRY TOWNSHIP SCHOOL DISTRICT  
Attn: Director of Transportation  
650 Clearwater Drive  
Hershey, PA 17033

Copy to:

DERRY TOWNSHIP SCHOOL DISTRICT  
Attn: Superintendent  
30 East Granada Avenue  
Hershey, PA 17033

If to Contractor:

SWEGGER BUS LINE, INC.  
Attn: Sweger Bus Lines, Inc.  
120 N. Market Street  
Millerstown, PA 17062

32. Additional Work/Services. Should any additional work or services be required by District of Contractor not identified or provided for in this Agreement, such shall be effective only upon execution of a written agreement or addendum signed by both parties setting forth the scope of the additional work and the compensation to be charged therefor.

33. Construction. The term or condition of this Agreement can be waived only by written consent of the other party. Forbearance or indulgence by either party in any regard shall not constitute waiver of the term or condition to be performed and, until performance of the term or condition is complete, the other party may invoke any remedy available under this Agreement, or by law or equity, despite such

forebearance or indulgence. Title and paragraph headings contained in this Agreement are convenient reference and do not constitute part of this Agreement.

34. Survival. The provisions of the Agreement that, by their sense and context, are intended to provide performance by either or both parties which shall also survive the completion, expiration, termination or cancellation of this Agreement.

**[SIGNATURES ON THE FOLLOWING PAGE]**

IN WITNESS THEREOF, the Parties hereto have caused this Agreement to be executed and do each represent that their respective signatory whose signature appears below is fully authorized to execute this Agreement.

**CONTRACTOR:**

Sweger Bus Lines, Inc.

By: Brandon Sweger

Printed  
Name: Brandon Sweger

Title: President

Date: 7/19/2022

**THE DISTRICT:**

Derry Township School District

By: Lindsay Drew

Printed  
Name: Lindsay Drew

Title: Board President

Date: July 18, 2022

PSBA 2022 Legislative Platform Proposal  
as approved by the Derry Township School Board of Directors:

Core Legislative Principal 2: Strengthen the Work of Local School Boards  
Proposed addition to Supporting Concept 2.4; Safety, Discipline Issues:

**School boards call on the state to:**

(e) Enact laws to address the following common sense gun safety measures:

1. **Secure Firearm Storage Laws** - These laws require that people store firearms securely when they are not in their possession to prevent unauthorized access. Under these laws, generally, when a person accesses a firearm and does harm with it, the person who failed to securely store the firearm is liable. A common form of secure storage laws, child access prevention laws, are more narrowly tailored, and they hold individuals liable only when minors access firearms that are not securely stored.<sup>1</sup>
2. **Raise the Minimum Age to Purchase Semi-Automatic Firearms (with detachable magazines) to 21** - Enact laws to raise the minimum age to purchase or possess semi-automatic rifles (with detachable magazines) to 21 <sup>1</sup>
3. **Require Background Checks on All Gun Sales** - Enact laws that require background checks on all gun sales at point-of-sale and/or permit to eliminate online, gun show and private sale markets. <sup>1</sup>

**Rationale**

The rising frequency of gun violence in schools is of urgent concern and will have lasting consequences on children. As School Leaders, increasing safety and security in schools through a variety of measures such as physical security, threat assessments, and education can and have been taken across the Commonwealth, but these efforts have limitations without additional laws in place to reduce the likelihood of gun violence in schools occurring. Action is needed through common sense gun safety laws to help minimize the access to firearms in children, ensure safe storage, and reduce the potential for gun violence in schools.

**Resources/References**

1. "Keeping our Schools Safe: A Plan for Preventing Mass Shootings and Ending All Gun Violence in American Schools by Everytown & National Education Association  
<https://everytownresearch.org/report/preventing-gun-violence-in-american-schools/>

## July 18, 2022 – PSBA Liaison Insider Summary Update (from 7/11/22)

### Special Report: 2022-23 State Budget Update

The 2022-23 state budget and related bills have been adopted as the new fiscal year begins.

The general appropriations budget prioritizes public education, with substantial increases for the basic and special education subsidies, as well as for career and technical education. Some of the key increases for education include:

- A \$525 million increase in the Basic Education (BEF) subsidy to be run through the BEF formula.
- A \$225 million Level-Up Supplement for 100 school districts.
- A \$100 million increase in the Special Education (SEF) subsidy.
- A \$6.1 million increase for career/technical education, the first boost for CTE since the 2019-20 budget.
- \$200 million of additional funding for school safety and security, and mental health initiatives.

**Student mental health, safety package:** One of the key budget asks made by PSBA and school leaders across the state was targeted grant funding for schools to use to address the mental health needs of their students. And in the wake of recent school violence concerns, school leaders also expressed the need for additional funding to address physical security of schools. The General Assembly responded to both of these issues with the creation of targeted School Mental Health Grants and increased funding for existing school safety and security grants. In addition, numerous provisions regarding school safety and mental health programs are contained within passed omnibus amendments to the School Code under House Bill 1642.

**Omnibus School Code amendments:** In addition to the provisions for mental health and safety, the omnibus bill contains language addressing:

- Industry-recognized credential on high school transcripts
- Keystone Exam two-score composite pathway
- Reconstitution of the Special Education Funding Commission
- New Commission on Education and Economic Competitiveness
- New Committee on Education Talent Recruitment
- CTE Certification reciprocity
- Extension of continuing professional education requirements
- New Structured Literacy Program
- Out-of-state applicants for certification
- PreK-12 dance certificate
- Home-school access to district/CTE programs
- Assisting students experiencing education instability
- School meals
- Special education funding provisions
- Extended special education enrollment
- School nurse services for nonpublic schools
- Drug and Alcohol Recovery High School Program
- Dual enrollment programs to include career and technical centers and charter schools
- Online course clearinghouse
- Disability inclusive curriculum
- Cosmetology and barber training through CTC pilot program
- Expansion of EITC/OSTC programs

[Click here for PSBA's detailed report on the education budget.](#)

[Click here to see PSBA's recorded presentation on the budget that you can watch at your convenience.](#)

**DOH issues guidance on approved seizure training for school personnel**

The PA Department of Health (DOH) recently shared guidance for an approved seizure recognition and response training for school personnel. The new guidance is pursuant to Act 84 of 2021, which enables school nurses and other professional employees to be trained in seizure recognition and response through an online course or in-person training approved by DOH. Under Act 84, the approved course must be provided at no cost and count toward a professional educator's continuing professional education requirement and a school or system leader's continuing professional education requirement.

In consultation with the PA Department of Education and the Department of Health's Epilepsy Program, DOH determined the following course from the Epilepsy Foundation to meet the requirements of Act 84 and was approved for use in Pennsylvania schools: Seizure Training for School Personnel.

Though the training is voluntary, DOH recommends completing the training every two years, consistent with other health-related trainings for school personnel, such as CPR, First Aid, AED, and EpiPen trainings. For questions regarding school health-specific trainings (Seizure Recognition & First Aid, Epinephrine or CPR/First Aid), please contact [c-paschool@pa.gov](mailto:c-paschool@pa.gov) and indicate the training topic in the subject line.

### **July 22 deadline approaching to submit Legislative Platform proposals**

The window for your board to submit proposals for PSBA's 2023 Legislative Platform will close on July 22. Please remember to include this on your board agenda and submit the online form to PSBA. Information and guidelines, along with the online submission form, are available on PSBA's website. Questions about submitting platform proposals should be directed to Cindy Eckerd at (717) 506-2450, ext. 3319 or [cindy.eckerd@psba.org](mailto:cindy.eckerd@psba.org).

### **PSBA seeks candidates for Advocacy Ambassador positions**

PSBA is seeking applications for two open Advocacy Ambassador positions covering PSBA Sections W-1 and W-3 and Sections C-1 and C-3. Advocacy Ambassadors are independent contractors who serve as liaisons between PSBA and their state legislators, and who also work with local school officials in their section to advance PSBA's public education advocacy mission. This is a part-time, nine-month (September August 2022-June May 2023) independent contractor position with a monthly stipend and potential renewal for a second year. For more information on the position, see the PSBA website. Applications can be submitted through PSBA's Career Gateway. The deadline to submit cover letter, resume and application is July 15, 2022.

### **Keep Kids Fed Act webinar**

What will the passage of the bipartisan Keep Kids Fed Act mean for schools? During the COVID emergency, to feed more children and make things easier for schools, Congress put in place waivers for the school nutrition program allowing for universal meals, waiving meal requirements, creating flexibility for summer programs, and helping mitigate rising food costs and supply chain issues. Join PSBA for this complimentary, hour-long webinar on August 3 at noon with experts and advocates from Washington, DC, to discuss the impact of this important legislation. Members may register on [myPSBA](https://myPSBA.org).





# *All-in!*

## NEWSLETTER

Executive Director's Report  
June 2022



### **CAIU Board of Directors**

Jean Rice, President  
Judith Crocenzi, Vice President  
Jesse Biretz  
Richard Bradley  
Paula Bussard  
Terry Cameron  
Brian Carter  
Alyssa Eichelberger  
Barbara Geistwhite  
Dennis Helm  
Emily Hoffman  
Jason Miller  
Ericka Schmidt  
Patrick Shull  
William Swanson  
Ford Thompson  
Scott Campbell  
Rodney Wagner  
Michael Wanner

### **CAIU Executive Team**

Dr. Andria Saia  
Executive Director  
Dr. Thomas Calvecchio  
Assistant Executive Director  
Maria Hoover  
Director of Educational  
Services  
Dr. Andrew McCrea  
Director of Student Services  
Daren Moran  
Director of Business and  
Operations  
David Martin  
Director of Technology Services  
Blake Wise  
Manager of Human Resources

### **Our Mission**

CAIU 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

# In This Issue

- 3 From the Executive Director's Desk
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- 12 C4C Golf Tournament

*Front cover photo: Dr. John Thompson, principal of Hill Top Academy, hands a diploma to Tyler D., a Carlisle Area School District student, during the recent graduation ceremony.*

**Do you have a story about staff or students living our values out loud, being greating, and changing lives?**

**Share your Giving Voice to Our Values stories, student successes, #begreat and #changinglives moments and more! Email stories for All-In or social media to [communications@caiu.org](mailto:communications@caiu.org).**

***Deadline for July All-In: Friday, July 1.***

***All-in!***  
NEWSLETTER

Executive Director Report  
All-In! Newsletter  
June 2022  
2021-2022, Issue 12  
© Capital Area Intermediate  
Unit

 **caiu**  
Capital Area Intermediate Unit  
CAIU MAIN OFFICE

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Enola, PA 17025  
[www.caiu.org](http://www.caiu.org)  
Email: [info@caiu.org](mailto:info@caiu.org)  
Phone: 717-732-8400



# From the *Executive Director's Desk*



## Tower Moments

You have often heard me speak about creating a culture of belonging and dignity, as part of a community of care, concern, and commitment. Now let me share a bit more about why I think this is so important. Dr. Ebony Green recently authored an amazing book titled “Acts of Liberation: Opening the Box to Self-Transformation.” The key concept is noticing what she calls “tower moments” for the critical opportunity that is being presented. I suggest to you that education as a whole is currently experiencing a tower moment, calling us to action, to engage in the work.

Life happens. Sometimes it is joyous and sometimes it leaves us to ponder what went wrong. Tower moments, can be small or large, but are always recognizable for making you feel unsteady, uncomfortable, and a bit out of control. While this may sound like something to avoid, tower moments indicate that there is something valuable to accomplish and we should take advantage of the opportunity to nurture, explore, and create the finest version of ourselves.

Now let's apply a personal concept to the broader work we do as educators. Our schools are a microcosm of the larger community, state, country, and world. Our people and systems are being impacted by the same challenges we are seeing in our society at large. We are challenged to support our students and our staff as they navigate the world around us that is increasingly intolerant, unkind, and downright dangerous. It is reflected in the behavioral challenges we are seeing in our classrooms, the rates of attrition we are seeing in our staff, and in the ongoing violence in our schools and communities.

Fellow educators, this is likely the tower moment of our careers. We need to take advantage of this opportunity to reflect on the culture of our schools. Is the culture we are experiencing how we want it to be for our students? For ourselves? For me, the answer is no and I like to think many of you are with me in feeling this way. The good news is, in spotting the tower moment, we have accomplished the first task of recognizing that change is needed and within our collective experience is the power to facilitate the change we wish to see. The change we need is to create communities of belonging and let me explain why I know in my soul this is true.

Research has clearly and consistently demonstrated that belonging in school is an important predictor of various outcomes for students. Belonging is linked positively to markers of psychological well-being (academic motivation/success, self-esteem and self-regulation, high expectations for the future). In its absence, research demonstrates poorer outcomes. Students are more likely to suffer increased mental health concerns (depression, anxiety), peer relationship problems (anti-social behavior), delinquency and health risk behavior (drugs, alcohol, increased suicidal thoughts/behaviors, dating/sexual violence). Consistent with these findings, youth that have perpetrated acts of violence, including the most recent in Uvalde, Texas, perceive themselves to be un-liked, and report loneliness and alienation. Similar research exists for ourselves and our peers. A sense of belonging in your place of work increases happiness, job satisfaction, and lowers depression and anxiety.

What's next? Let go of blame and how we got here. Studies have shown that it is far more powerful to be “for” something, than “against” it. So rather than being “against” the factors that contributed to the current challenge, choose this tower moment to evolve and focus on being ALL IN! on effectuating change, the promise of ensuring our schools reflect a culture of belonging and dignity, and a community of care, concern, and commitment.

Now for the work. Like running a marathon, you likely won't be successful without building your skill and endurance. For our tower moment we are being called to build our toolkit around the skills of creating a culture of belonging and dignity. Starting in June and running through the fall, every CAIU team member will be engaging in a day-long training that will give you the science and the why behind belonging, a variety of activities to reflect upon, and our expectations for creating our culture of belonging and dignity. Your work is to take it in, resonate with what you learn, and go forth to practice it, knowing better and doing better.



Dr. Andria Saia (she/her/hers)  
Executive Director

# Giving Voice to Our Values

Dedication

Service

Partnership

## The Winds of Change

By Joy Forry

Over the last few years, the winds of change felt less like a gentle breeze on a warm spring day and more like the gale force winds that accompany a major storm. The way we conduct education, business tasks, and everyday life has changed drastically since 2019, and those changes have caused us to look at the way we could do those things moving forward. But when the strong winds of change come along, they can pull up the deep roots of “we’ve always done it this way” thinking and allow for the new growth of “what if we tried this” thinking that leads to innovation and positive change.

When the winds of change blow, some people build walls and others build windmills.

*-An ancient Chinese proverb*

Along with the creative minds that embrace “what if” possibility thinking, you’ll often find some version of technology that can help bring the “what-ifs” to life.

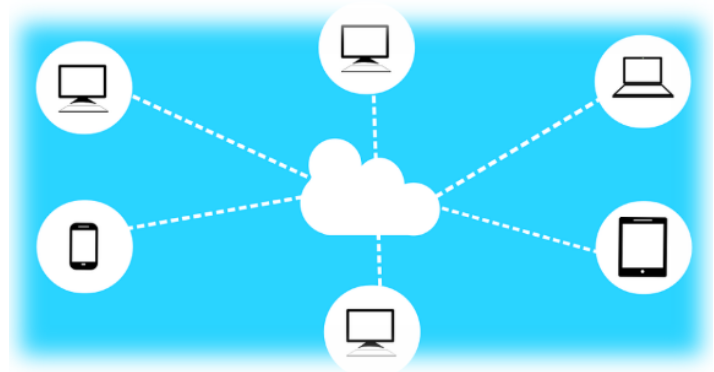
- **What if** technology can bring us together virtually, to seamlessly share our ideas and resources, when we can’t physically be together in one room?
- **What if** technology can provide our students with new, virtual learning experiences that can allow them to explore different career paths or prepare them for the next stage of their career?
- And **what if** we can work together, as a like-minded group of technology innovators, to keep our students and our data as safe as possible in an ever-growing cyber minefield that is seeking to steal, corrupt, or destroy?

Sometimes it’s impossible for everyone to be in the same room for a meeting or for all students to be in a classroom for instruction. Prior to 2019, being together was “the way we’ve always done it.” The pandemic forced us to jump into the deep end of the virtual meeting and learning swimming pool without floaties, and we used whatever means necessary to stay afloat. We learned to Zoom. We started using Teams or Google Meet. We shared files on Teams, OneDrive, Google or Dropbox. We did what we had to do to

make it work. But now that we’ve learned to tread the virtual environment waters, how do we learn to swim?

When we were forced to work and educate virtually, we occasionally used multiple applications to do the same thing. But using multiple tools to do the same function can create confusion. You need to establish some standards so everyone knows where to look, where to store, what to do.

One of our newest endeavors has been the adoption of an e-signature application called HelloSign. Spearheaded by Heather Donovan, an Inclusion Consultant at the IU, HelloSign moves any type of document through a signature process electronically. Heather took on the challenge as part of the Emerging Leadership Develop Program (ELDP). Heather’s project was to evaluate and select an e-signature program and to date nearly 11,000 documents have been signed electronically.



Before HelloSign, documents sometimes sat on a desk for days if the signer was at another building for instruction or observation. Now, the document shows up in their email inbox and they can sign it wherever they are. Documents can be electronically sent to parents, and they can sign on their phone. In this case, “what if we tried it this way” has really paid off.

Some education requires hands-on training. You can only learn so much about taking blood pressure, tuning a car, or meal preparation by reading articles and manuals. The real benefits come when you can physically apply what you’ve learned. But what if distance, economics, or time prevents students from that hands-on experience?

Without a patient to treat or a car to fix or food to

# Giving Voice to Our Values

## Expertise

## Leadership

## Innovation



prepare, students can find themselves at a disadvantage.

Enter the world of virtual reality (VR) and augmented reality (AR), where skills can be applied and tested in a safe environment. Students and teachers can be together in the same room or together in the metaverse (cyberspace), and use a headset to simulate real world experiences. The possibilities of this type of education are endless and so are the potential benefits for the students. Companies are investing in VR, utilizing online and virtual training more frequently, and it's proven to be successful. Now education can use this technology to have students explore career options and prepare them for a career in their field of interest.

The CAIU is in the very early stages of VR and AR investigation. We have assembled a team of educators who will identify some of the top vendors. From there we plan to evaluate the vendors, compare what each one has to offer, look at their consortium model pricing, investigate how well each one could integrate with our CAOLA and Loysville programs, and choose the best solution for the students in our region. We plan to leverage our existing partnerships with companies like eDynamics, who currently integrates into our CAOLA program, and we also plan to work with our technical schools to gain their insight on career preparedness. Our hope is to implement a solution that will level the playing field for all students, regardless of their background, and provide an innovative, valuable, and engaging experience that will help prepare students for their career choice.

We all hear about cybercrime and cybersecurity, but do we all really know what they mean?

At the CAIU we've formed a region-wide neighborhood watch. We have formed the CATPAC, the Capital Area Taskforce Protecting against Cybercrime. Composed of a team of district technology staff and another team of district superintendents, we are working on a strategy to minimize our vulnerabilities and maximize our cost savings and effectiveness by working as a consortium.

### With K-12 cyberattacks expected to worsen in 2022, what can districts do?

Collaboration with local, federal and ed tech leaders for solutions may help address K-12's growing vulnerabilities to cyberattacks.

Published Jan. 25, 2022 K12dive.com

### A cyberattack in Albuquerque forces schools to cancel classes

January 14, 2022 1:07 AM ET

Npr.org

### Ransomware Has Disrupted Almost 1,000 Schools in the US This Year

There have been more than 70 ransomware attacks affecting around 1,000 U.S. schools this year, and it may get worse before it gets better.

By Lauren Clapp, Vice.com

October 29, 2021 8:00am

Share Tweet Print

Vice.com

At the CAIU, we have a goal as part of our strategic plan to develop a regional cybersecurity solution for the CAIU and our member districts by June 30, 2022, that includes a three-year timeline for implementation of core services. As we close this past school year, this regional group has outlined a five-point plan to implement for the first year of our three-year goal. This plan is providing a good foundation to achieving our longer-range goal. It has been through collaboration and our close relationships with our districts that we have been able to come together to be innovative and tackle this critical issue. As educators, it is important that we create a safe learning space where students feel comfortable learning and growing and where they have a sense of belonging. It is our hope that a regional cybersecurity plan will help the business continuity of our schools and keep our students and staff safe. No matter how the wind blows, CAIU is innovating for a bright, engaging, and safe future for all of our students.



# Noteworthy

#BeGreat #ChangingLives

## Hill Top Academy Students Learn About Dogs

Hello! We are the students from Hill Top Academy Room 163 -- Devon, Brandon, Jay, Keath, Alex, Khyia, Epiphany and Michael.



We worked together with Ms. Michaela, Mrs. Redcross and Ms. Jen to learn all about different types of dogs who do incredible work and why dogs are so special, not only at Hill Top Academy, but around the world!

The dogs assisting us in our projects were Lucy, Belle and Stanley. We also studied dogs that are used for search and rescue, detective dogs, herding dogs, a dog who is the mayor of a town, marine biologist dogs who sniff whale poop, dogs who are friends with cheetahs, surfing dogs, stunt dogs to college mascot dogs! Did you know that there is a difference between working dogs, service dogs and therapy dogs?

Check out our presentations that we put together for you. Come see us if want to learn more about these special canines.



## Deaf and Hard of Hearing (DHH) End of Year Celebration

Saturday, May 21, 2022, was a huge success for some of our local students in deaf and hard of hearing programs. Teachers of the deaf from the CAIU and local districts worked together to plan this End of Year Celebration. Eleven deaf and hard of hearing high school students joined together at Adams Ricci Park in Enola for an afternoon of hanging out and having fun playing Uno, corn hole, chess, having a water balloon fight and just sitting around chatting. All the kids had a great time and so did the teachers, EPPs, interpreters, and parents. Mrs. Deb Genet, CAIU DHH high school teacher, on seeing her students interact socially, commented, "My heart was happy!"



*#Changing Lives... A preschool child initiated using visual supports to comfort a peer who was upset.*





# Noteworthy

#BeGreat #ChangingLives

Mea Magaro, CAIU Reading Specialist at St. Theresa School in New Cumberland, submitted this photo of a few remedial reading students. All ANPS schools across the CAIU are participating in the One District, One Book program that encourages family engagement with a common children's book.



*Hello from our awesome Hill Top Academy OTs!*

At the Capital Early Learning Center, staff have been providing learning opportunities to explore nature by planting a garden and enjoyed a day visit from two baby geese. We are looking forward to watching our crops grow and can't wait to taste the fruits and veggies.



*The CAIU Board of Directors, the administration, and the CAEA are proud to announce that the Collective Bargaining Agreement for July 1, 2022, through June 30, 2025, was ratified by the CAEA and approved at the May 26, 2022, Board meeting.*



# Noteworthy

#BeGreat

#ChangingLives

## Project SEARCH Success Story

By Ann Vacchiano

The Penn State Hershey Project SEARCH High School Transition Program features a unique, business-led, school-to-work program that takes place entirely at the Hershey Medical Center. Total workplace immersion facilitates a seamless combination of classroom instruction, career exploration, and relevant job-skills training through strategically designed internships. The goal for each student participant is competitive employment.



*Ryan lining up grocery items.*

Ryan G., former Cumberland Valley High School student and graduate from the Penn State Health Project SEARCH program, obtained the goal of successful competitive employment!

Following Project SEARCH, Ryan secured a job at Karns in Mechanicsburg in March 2018 and just celebrated his fourth year working with the same employer!

Ryan works in the deli department and in groceries. His responsibilities include checking expiration dates on foods, facing items, and stocking shelves. Ryan enjoys his job and the people he works with. He says his supervisor, Kat, is friendly, very nice and very kind. Ryan likes working with customers and often assists

them with finding items throughout the store.

Kat, Ryan's supervisor, said that Ryan does a great job for them. He is always willing to do anything you ask him, is always present and on time and is a big help in the deli department. Rob Maske, the manager who hired Ryan four years ago, said that it was one of his best decisions. Rob feels that Ryan makes work a better place. Jackie Junk, the meat department manager, reported that Ryan is awesome. She said he is always happy and on task. Jackie is the first female meat manager since Karns opened in 1965.

Karns is an employer who embraces diversity and providing opportunities for all people no matter their differences.

Ryan lives at home with his family and their dog, Darci. He enjoys family time, playing video games, pizza and pasta, Marvel comics and going to the movies. He continues to enjoy attending Project SEARCH Social Club events. Ryan has his driver's permit and has recently begun practicing driving.

The sky is the limit for Ryan! He has demonstrated that autism does not define who he is as a person, rather it is just one of the awesome components that make up this determined young man.

Click [HERE](#) for more information on Project SEARCH



*Ryan with his department supervisors, Kat and Matt.*



# Opportunities

## to do good

### Upcoming Trainings

- 6/27/2022 - [Belonging and Dignity Summit](#)  
Audience: All Educators
- 7/1/2022 to 6/30/2023 - [A Historic View of the American Automobile - The Blue Collar Three](#)  
Audience: All Teachers and Educators
- 7/1/2022 to 7/29/2022 - [Classroom Management for Monitors - Act 91](#) Audience: Anyone who is interested in becoming a certified Classroom Monitor, is the minimum age of twenty-five (25) years old, and has completed at least sixty (60) semester hours or the equivalent of courses at a regionally accredited college or university located in Pennsylvania (official transcripts) OR has a least 3 years' experience as a paraprofessional in a school entity and is currently employed as a paraprofessional in a school entity.
- 7/11/2022 to 8/8/2022 - [Multiple Intelligences in the Classroom: Strategies, Techniques, and Material \(CPE Course\)](#) Audience: Educators with Instructional 1 or Specialist Certificate

Log into [Frontline](#) for the complete list of upcoming Professional Development Opportunities

### Opportunities To Do Good

CAIU Service Projects! July 2022 – January 2023  
CAIU staff are encouraged to give back to the community by participating in a CAIU Service Project. These projects must be completed after July 1 and on or before our CAIU All Staff Day in January. In exchange for your participation, you get the afternoon of All Staff Day off!

Service projects are not just about doing good things, they are also about building relationships and community.

Click [HERE](#) for CAIU Service Project Process and Forms.

Here are some upcoming Service Projects:

- 8/6/2022 - [ALL STAFF DAY - WITF Ready for Kindergarten Family Event \(morning activity\)](#)
- 8/6/2022 - [ALL STAFF DAY - WITF Ready for Kindergarten Family Event \(afternoon activity\)](#)
- 10/4/2022 - [ALL STAFF DAY - Stitch Night for UPMC Pinnacle Auxiliary](#)
- 10/12/2022 - [ALL STAFF DAY - Stitch Night for UPMC Pinnacle Auxiliary](#)



# Welcome May New Hires!



## Caitlyn Albert

is a Speech/Language Clinician at the Enola office. She has a puppy named "Maybe."



## Natalie Borne

is a LTS EPP Floater at various locations. She does Irish dance.



## Kaley Gerhards

is a LTS Occupational Therapist at various locations.



## Andrew Lingenfelter

is a Technology Support Specialist at the Enola office.



## MAY SOCIAL MEDIA REPORT CARD



**Followers:**  
372  
**Growth:**  
+8  
**Mthly Reach:**  
465



**Followers:**  
1,297  
**Growth:**  
+4  
**Mthly Reach:**  
6.8K



**Followers:**  
848  
**Growth:**  
+16  
**Mthly Reach:**  
915



## MAY SOCIAL MEDIA REPORT CARD



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5/25 We are HIRING

POPULAR POSTS



5/3 We're hiring



5/9 CAIU is hiring



5/10 We are hiring #college

**Total Fans:** 627 **Growth:** +1 **Monthly Reach:** 469



5/9 Did you know...rebranding

POPULAR POSTS



5/11 CAOLAcon 2022

**Tami Drescher, EPP #Dedication** Tami is a well-oiled machine. She ensures that all intake and discharge paperwork within the hospital setting gets done in a timely manner, all while supporting two teachers. She never complains and always has a positive spirit. Her dedication to the students, the hospital staff, and CAIU colleagues is remarkable. She is a rock star. Thank you, Miss Tami, for embracing the CAIU vision.

*Submitted by Suzanne Sedlacsik, Classroom teacher*

**Marilla Clay, ANPS Program Secretary #Service,** Marilla has been a fabulous addition to our program this year! She is committed to serving others. We can always count on her with a quick answer or a helping hand. *Submitted by Mea Magaro, ANPS Specialist*

**Leigh Shannon, ANPS Specialist, #Dedication** Leigh shows dedication by her commitment to the well-being of students and peers. She is great at checking in with others. I can always count on her to be a listening ear or a voice of reason. She knows her students' needs and strengths and goes above and beyond to meet each of their needs. Her dedication is above and beyond the norm! *Submitted by Mea Magaro, ANPS Specialist*

**Ray Johnson and Lindsay Stauffer, Mental Health Workers #Dedication** If it wasn't for them, classes and teachers would be lost. They jump in and help staff with students having a rough moment 100% and above. *Submitted by Tammy Wagner, PCA*

**Cheryl Park, Physical Education Teacher #Dedication** If it wasn't for her, classes and teachers would be lost. She jumps in and helps staff with students having a rough moment 100% and above. *Submitted by Tammy Wagner, PCA*

**Emily Veronikis, Digital Marketing #Expertise** Emily has proven to be such a great addition to our team at the CAIU! Our social media game is on point, graphics are legit, and projects are getting done at record speed! Thanks for all you do! *Submitted anonymously*

**Lisa McCarty, Speech Pathologist #Expertise** I have worked with Lisa for several years. She is a dedicated speech pathologist who is determined to assess preschoolers appropriately. She has devised numerous processes to help the preschool speech

staff be able to do excellent evaluations along with following the state guidelines. She is committed to sharing the best practice for evaluations and cooperates with all who are involved with assessment of preschoolers. It is a pleasure to work with her!

*Submitted by Lisa Brittingham, Speech Pathologist*  
**Shaquana Robinson, Preschool EPP #Dedication**

Shaquana recently completed the first portion of the Registered Behavior Technician Competency Assessment. This assessment involves direct observation of her interaction with her students. She was a rock star! Shaquana was prepared to complete a variety of competency tasks including conducting preference assessments, maintaining client dignity, and implementing naturalistic teaching procedures. WAY TO GO SHAQUANA! *Submitted by Kellie Custer, Project and Grant Specialist*

**Hope Hoover, Central Referral Secretary #Service** A special Thank You to Hope Hoover for her continuous encouragement and support to her coworkers. She is willing to lend a hand and always has a smile on her face. I'm so blessed to work with such a supportive colleague. I appreciate your positive, can-do attitude every day. *Submitted by Tana Thomas, Program Secretary.*

**Chad Skelly, Accountant #Expertise** Since my first day at the CAIU, Chad has been welcoming, kind, and generous with his knowledge and time. Chad answers all my questions with patience and a level of clarity that is certainly appreciated. Most importantly, he goes out of his way to ask about the LYDC program and inquires about the students there. Thank you, Chad, for always being a great resource and for showing interest in the students! *Submitted by Cynthia Lupold, LYDC Principal*

**Sarah Hancock, Educational Consultant #Partnership** I am so thankful to have Sarah as an educational consultant. She is helpful, approachable, and responsive. I am thankful for her positive communication and friendliness. Sarah is always ready to listen, lend a helping hand, or problem solve with me. Thank you, Sarah, for your continued dedication to your friends and coworkers. *Submitted by Tessa Moran, Preschool Teacher*



26TH ANNUAL

# GOLF TOURNAMENT

MONDAY, JULY 25 • 11 AM  
CUMBERLAND GOLF CLUB

A CHAMPIONS FOR CHILDREN FUNDRAISER  
THAT SUPPORTS CHILDREN IN NEED.



[HTTPS://C4CGOLF.CAIU.ORG](https://c4cgolf.caiu.org)





# 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.
- **BRENNNA 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.