

Summary Board of Directors Meeting Minutes, November 8, 2021	2
Attendance - In-Person	17
Attendance - Virtual.	18
Club - American Sign Language (ASL)	19
Club - Art by Women of Colour	21
Club - Automotive Appreciation	24
Keystone_Aquatics_Contract 2021-22	27
Club - Leftover Impacts	29
Club - Overtime Sports	31
Pricing Addendum to Extension Agreement with ESS Northeast, LLC	33
Hershey Theatre Venue Agreement for the 2021-2022 High School Commencement	36
CAIU Delegate - 10.28.21 BOD HIGHLIGHTS	44
CAIU Delegate All In October 2021	50
PSBA Delegate Insiders Update 11-8-21	59

**Derry Township School District
Board of Directors Meeting
November 8, 2021
Summary Minutes - X**

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: Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, and Terry Singer

Members in Attendance Virtually: Kathy Sicher

Members in Attendance by Phone: John Abel

Members Absent: Judy Haverstick and Lewis Shaw

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

Student Board Representatives in Attendance: Mofifoluwa Oladipo and Jordan Perlakowski

Solicitor: William Zee

Staff/Public in Attendance In-Person: Regis Barwin, Michael Davies, Sarah Karpel, Jared Nicholson, and Jason Reifsnyder

Staff/Public in Attendance Virtually: Lisa Balanda, Mark Balanda, Jaron Bliss, Catherine Burys, Cait Clark, Mary Jo Coleman, Jen Coulter, Steve Coulter, Elizabeth Dahl, Michelle Davies, Alexandria DeCicco, Kelly English, Anna Gawel, Scott Harman, Colby Hollinger, Melissa Kaminski, Kristin Leiss, Olivia Lewis, John Miller, Angela Mullen, Stacy Peters, Mark Rivas, Cory Schaffer, Tim/Carol Smith, Heidi Stine, Peggy Taylor, Christy Walker, Angela Weader, Sheena Wiley, Tanyanelle Wilhelm, and 2 by phone.

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 Dr. Cronin, the board agenda for this evening's meeting was approved.

Vote Results

Yea: 7 John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, Kathy Sicher, Terry Singer
Nay: 0
Abstain: 0
Not Cast: 2 Judy Haverstick, Lewis Shaw

2. INFORMATIONAL AND PROPOSALS

2.a. Recognition of New Extracurricular Activity/School Club

In compliance with Policy 122 - Extracurricular Activities, the listed additions of the High School Student Clubs are recognized:

- American Sign Language Club (ASL)
- Art by Women of Colour
- Automotive Appreciation Club

Minutes

The following Clubs were recognized by the Board:

- American Sign Language Club (ASL)
- Art by Women of Colour
- Automotive Appreciation Club

2.b. President Communications

Minutes

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

- Matters of Personnel
- Labor Relations and Arbitrations
- Consultation with attorney or other professional advisers
- Agency Business which, if conducted in public, would violate a lawful privilege or lead to disclosure of confidential information

2.c. Recognition of Citizens (Agenda Items)

This is an opportunity for residents and taxpayers to address the Board on matters related to the agenda. Those who speak, if present, are asked to come to the microphone and state your name and address for the record. Those who are attending virtually, are asked to raise your virtual hand. In order to be recognized, you must have registered individually with your first and last name. Once recognized and un-

muted, please state your name and address for the record. 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. This portion of the Board Meeting is for comments to the Board and is not a question and answer period. Those wishing to present private concerns or questions needing follow-up outside of the Board meeting may go to the District web site and submit a community correspondence.

Minutes

The following citizens were recognized by the board:

- John Miller asked the Pandemic Team and District to reconsider any involvement with offering COVID vaccinations to ages 5-11.

2.d. Standing Committee Meeting Report

Minutes

Dr. Cronin gave a report on the Curriculum Council Meeting that met prior to this evening's meeting and discussed the following:

- Presentation on iPads by Jena Funck and her team
 - 1:1 iPads maintained
 - goal of providing new iPads with the new Apple Contract
 - during the 2022-2025 school years, plan to replace all aged devices
 - will be discussed at next Finance meeting

2.e. Community Correspondence Report

Minutes

Ms. Karpel reported that there was a total of 29 submissions during the month of October.

2.f. Student Representatives' Report

As per Board Policy 004.1, the purpose of having two non-voting Student Representatives on the Board is to establish a communication link between the Board of School Directors and the student body of Hershey High School. The position will serve in presenting the students' viewpoints to the Board.

Minutes

The Student Board Representatives reported on the following:

- November 5th was the last day of the 1st marking period with the 2nd starting today
- Boys Soccer Team became District Champs last week and moving on to States starting tomorrow tonight - Good Luck!
- Congrats to the Cross-Country Team, boys placed 17th, girls placed 5th
- Field Hockey Team is State Qualifiers and are starting playoffs soon
- The high school play "Crucible" coming up on November 19 & 20th
- Link Crew started tutoring sessions/connection nights
- Trojan 10 selections
- The food drive and Halloween spirit week were huge success
- High School students Nicholas Martin (Horn) and Matthew Mailman (Trumpet) have placed in the 2021 NAFME All-National Band and Orchestra ensembles.

2.g. 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 November 8, 2021 Board of Directors Summary Minutes
2. Recommendation for Assistant Business Manager

3. UNFINISHED BUSINESS

3.a. Pandemic Team Update

Minutes

Dr. Winslow gave a report that included the following:

- update from Ms. Karpel - changes to the website, received positive feedback
- 14 day total greatly improved
- update from Mr. Valentin and Mrs. Funck - positive impacts with seating arrangements at lunches at middle school and elementary
- update from Mr. Reifsnnyder on voluntary COVID testing at the schools - in process of setting up - communication going out soon
- notice from Secretary of Education on mask mandate being lifted in January with return to local District control
- discussion on 5-11 year old clinic held by the Hershey Pharmacy yesterday with another on 11/28
- discussion on clubs and events being held in person or otherwise - these are worked through on a case by case need

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 Dr. Cronin the Consent Agenda items were approved.

Vote Results

Yea: 7 John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, Kathy Sicher, Terry Singer
Nay: 0
Abstain: 0
Not Cast: 2 Judy Haverstick, Lewis Shaw

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

4.b. Approval of Policy (new)

The Administration recommends the approval of the following new policy of the Derry Township School District Policy Manual which has been on public display for thirty-days in the Hershey Public Library, District Office, and the Derry Township School District Website:

- 236.1 Threat Assessment

4.c. Approval of Policies

The Administration recommends the approval of the following policies of the Derry Township School District Policy Manual which have been on public display for thirty-days in the Hershey Public Library, District Office, and the Derry Township School District Website:

- 218.1 Weapons
- 218.2 Terroristic Threats
- 247 Hazing
- 249 Bullying/Cyberbullying
- 252 Dating Violence
- 805 Emergency Preparedness
- 805.2 School Security Personnel
- 918 Title I Parental and Family Engagement

4.d. Approval of Field Trip/Excursions - HS Choirs - Roxbury

The Administration recommends the approval of the proposed overnight field trip/excursions as listed:

The District reserves the right to cancel the excursion based on events that could pose a heightened safety or security risk.

Group:	HS Choirs
<i>Number of Participating Students:</i>	45
<i>Grade Level:</i>	9-12
<i>Destination:</i>	New York City
<i>Purpose:</i>	Roxbury HS Choir Invitational,
<i>Depart:</i>	March 25, 2022
<i>Return:</i>	March 27, 2022
<i>Trip Leader:</i>	Mr. Farrell

4.e. 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: **Hershey Boys Basketball Boosters**

Date/Time: Saturday, February 19, 2022 - 7:30 a.m. - 10:00 p.m.
Sunday, February 20, 2022 - 7:30 a.m. - 7:00 p.m.

Requested Facility: High School, Middle School, and ECC Gym & Lobby

Event: Chocolatetown Youth Basketball Tournament
Gym Rental: \$80.00 per hour, per gym (approximately \$6,480.00)
Custodian: \$44.09 per hour, per custodian - (approximately \$3,571.29)

Fee: **Total Fees: Approximately \$10,051.29**

*****Requesting Waiver of Facility Fees:
Approximately \$6,480.00 (See attached email)**

Total Fees with Waiver: Approximately \$3,571.29

Group: Hershey Pharmacy
Date/Time: Sunday, November 7, & 28, 2021 - 12:00 p.m. - 6:00 p.m. (retroactive)
Requested Facility: Granada Gym
Event: COVID 19 Vaccination Clinic
Gym Fee: \$160.00 per hour (approximately \$1,920.00)
Custodian: \$44.09 per hour (approximately \$617.26)
Fee: **Total Fees - (approximately \$2,537.26)**
*****Requesting Waiver of Facility Fees:
Approximately \$1,920.00 (See attached email)**
Total Fees with Waiver: Approximately \$617.26

Group: Hershey Soccer Club
Date/Time: November 14, 2021 - December 12, 2021, Sundays only, 1:00 p.m. - 5:00 p.m.
Requested Facility: 322 Turf Field
Event: Practice
Custodian: \$44.09 per hour (approximately \$1,102.25)
Fee: **Total Fees - (approximately \$1,102.25)**

Group: Hershey Youth Basketball Association - HS Gym
Date/Time: December 5, 2021 - February 27, 2022, Sundays, 1:00 p.m. - 6:00 p.m.
Requested Facility: High School Gym
Event: Basketball Practices & Games

Fee: Custodian: \$44.09 per hour (approximately \$2,909.94)

Total Fees - (approximately \$2,909.94)

***Group:* Hershey Youth Basketball Association - MS Gym**

Date/Time: December 5, 2021 - February 27, 2022, Sundays, 1:00 p.m. - 6:00 p.m.

Requested Facility: Middle School Gym

Event: Basketball Practices & Games

Fee: Custodian: \$44.09 per hour (approximately \$2,909.94)

Total Fees - (approximately \$2,909.94)

***Group:* Hershey Youth Basketball Association - MS LGI**

Date/Time: November 13, 2021 - 9:00 a.m. - 1:00 p.m.

Requested Facility: Middle School LGI

Event: Distribution of uniforms & balls

Fee: Custodian: \$44.09 per hour (approximately \$264.45)

Total Fees - (approximately \$264.45)

***Group:* Mohler Senior Center (a.k.a. Senior Citizens Center of Derry Township)**

Date/Time: Tuesdays & Fridays, November 30, 2021 - April 29, 2022 9:30 a.m. - 11:30 a.m.

Requested Facility: Granada Gym

Event: Pickleball

Fee: None

5. NEW BUSINESS

5.a. Approval of Contract Agreement with Keystone Aquatic Center

The Administration recommends the Board approve the Contract Agreement with the Derry Township School District and Keystone Aquatic Center effective November 22, 2021.

Minutes

Following a motion by Mrs. Memmi and a second by Dr. Cronin, the Contract Agreement with Keystone Aquatic Center was approved.

Vote Results

Yea: 7 John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, Kathy Sicher, Terry Singer
Nay: 0
Abstain: 0
Not Cast: 2 Judy Haverstick, Lewis Shaw

5.b. Approval of Student Club - Leftover Impacts

The Administration recommends the addition of the Leftover Impacts Club. No Limited-Service Contract is associated with this club. The club is requesting a Student Activity Account.

Minutes

Following a motion by Mrs. Memmi and a second by Dr. Cronin, the Student Club Leftover Impacts was approved.

Vote Results

Yea: 7 John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, Kathy Sicher, Terry Singer
Nay: 0
Abstain: 0
Not Cast: 2 Judy Haverstick, Lewis Shaw

5.c. Approval of Student Club - Overtime Sports

The Administration recommends the addition of the Overtime Sports Club. No Limited-Service Contract is associated with this club. The club is requesting a Student Activity Account.

Minutes

Following a motion by Mrs. Memmi and a second by Mrs. Sicher, the Student Club Overtime Sports was approved.

Vote Results

Yea: 7 John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, Kathy Sicher, Terry Singer
Nay: 0
Abstain: 0
Not Cast: 2 Judy Haverstick, Lewis Shaw

5.d. Pricing Addendum to Extension Agreement with ESS Northeast, LLC

The Administration recommends the Board approve the pricing addendum to the extension agreement with ESS Northeast, LLC (July 1, 2021 through June 30, 2025).

Minutes

Following a motion by Mrs. Memmi and a second by Dr. Cronin, the Pricing Addendum to the Extension Agreement with ESS Northeast, LLC, was approved.

Vote Results

Yea: 7 John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, Kathy Sicher, Terry Singer
Nay: 0
Abstain: 0
Not Cast: 2 Judy Haverstick, Lewis Shaw

5.e. Approval of Hershey Theatre Venue Agreement for the 2021-2022 High School Commencement

The Administration recommends the approval of the Hershey Theatre Venue Use Agreement for the 2021-2022 Hershey High School Commencement Ceremony.

Minutes

Following a motion by Mrs. Memmi and a second by Dr. Cronin, the Hershey Theatre Venue Agreement for the 2021-2022 Hershey High School Commencement Ceremony was approved.

Vote Results

Yea: 7 John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, Kathy Sicher, Terry Singer
Nay: 0
Abstain: 0
Not Cast: 2 Judy Haverstick, Lewis Shaw

5.f. Special Education Settlement Agreement

The Administration recommends the District accept and execute an Agreement to amicably resolve a Special Education matter in accordance with a confidential agreement between the District and the minor child/parents.

Minutes

Following a motion by Mrs. Memmi and a second by Dr. Cronin, the Special Education Settlement Agreement was approved.

Vote Results

Yea: 7 John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, Kathy Sicher, Terry Singer
Nay: 0
Abstain: 0
Not Cast: 2 Judy Haverstick, Lewis Shaw

5.g. Personnel - Resignations

The Administration recommends the approval of the following resignations:

Professional:

Coleman, Mary Jo
Grade 5 Teacher
Intermediate Elementary School
Reason: Personal
Effective: 12/03/2021

Yingst, David
Instructional Coach - Math
Middle School
Reason: Personal
Effective: no later than 12/20/2021

Classified:

Patrick, Cindy
Food Service Worker
High School
Correction: Reason: Retirement
Effective: 10/29/2021 (retroactive)

Limited Service Contract:

Yingst, David
Department Coordinator - Mathematics, MS
Reason: Personal
Effective: no later than 12/13/2021

Yingst, David
Equipment Manager - MS
Reason: Personal
Effective: no later than 12/13/2021

Yingst, David
Math Counts Advisor - MS

Reason: Personal
Effective: no later than 12/13/2021

Minutes

Following a motion by Mrs. Memmi and a second by Dr. Cronin, the Personnel Resignations were approved.

Vote Results

Yea: 7 John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, Kathy Sicher, Terry Singer
Nay: 0
Abstain: 0
Not Cast: 2 Judy Haverstick, Lewis Shaw

5.h. Personnel - General

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

Classified:

Bradshaw Atkinson, Roseanne
Substitute Administrative Assistant
District-wide
Salary: \$18.65 per hour
Effective: 11/09/2021

Gardner, Beth*
Administrative Assistant (Seasonal/Substitute)
District-wide
Up to 29 hours per week
Salary: \$21.60 per hour
Effective: 10/22/2021 (retroactive)

Ural, Songul
Food Service Worker
High School
Level A, 4.0 hours per day
Salary: \$14.38 hours per day
Effective: 11/09/2021

Change in Hours for Classified Staff:

Cale, Lori*
Assistant Head Cook
Middle School

From: Level A, 5.0 hours per day
Correction: To: **Level C**, 8.0 hours per day
Salary: \$19.38 per hour
Effective: 10/26/2021 (retroactive)

Harman, Scott*

Head Cook
Early Childhood Center
From: Level A, 5.75 hours per day
Correction: To: **Level C**, 8.0 hours per day
Salary: \$21.98 per hour
Effective: 08/10/2021 (retroactive)

Limited Service Contract:

Bucher, Brandon*

Head Wrestling Coach - HS
Group B, Step 15
Salary: \$7,473
Effective: 11/09/2021

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

2. The Administration recommends the approval of the following request in accordance with District Policy 339:

Irizarry, Jennifer*

Paraprofessional (Self-Contained Classroom)
High School
Uncompensated leave
Effective: approximately 11/01/2021-11/15/2021 (retroactive)

Minutes

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

Vote Results

Yea: 7 John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, Kathy Sicher, Terry Singer
Nay: 0
Abstain: 0
Not Cast: 2 Judy Haverstick, Lewis Shaw

6. DELEGATE REPORTS

6.a. CAIU

Minutes

The CAIU report is attached to the agenda.

6.b. PSBA

Minutes

The PSBA report is attached to the agenda.

7. SPECIAL REPORTS

7.a. Board Members' Report

Minutes

A report was made by the following board members:

- Mr. Rizzo reported that all of the new Citizen Advisors have completed their training with the exception of one that abstained due to having recent experience.

7.b. Superintendent's Report

Minutes

Dr. Winslow gave a report that included the following:

- Field hockey and soccer are in the first round of PIAA tournament with field hockey playing 4:00 p.m. tomorrow at Arcadia and soccer at home on the 322 field at 7:00 p.m.
- Cross Country State Championships played Saturday
- Last week was the National Blue Ribbon Celebration in Washington D.C., Mrs. Funck and Mrs. Smith participated in representing the Primary Elementary - very exciting to have received that award.
- Appreciation for Mr. Yingst, he will be sorely missed.

7.c. Board President's Report

Minutes

Ms. Drew gave a report to express the following:

- Congratulations to all the fall sports teams
- Thanks to the Hershey Pharmacy for providing the clinic for those who choose to participate
- Congratulations to Mr. Rizzo and Dr. Shaw on their re-election to the Board and Mr. Bennet and Mrs. Schmidt for being elected to the Board.

- The members will re-organize as a board on December 6th where the two new members will be sworn in.

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:

- John Miller echoed all the sentiments for Mr. Yingst and expressed personal appreciation of his experience with him
- Michelle Davies spoke to masking and the information released today
- Mark Rivas expressed appreciation for the clinic held by The Hershey Pharmacy yesterday also had a request for the website

9. ADJOURNMENT

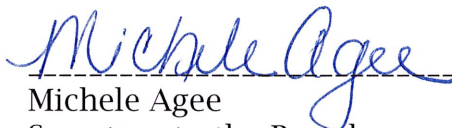
Minutes

The meeting was adjourned at 7:41 p.m. following a motion by Mrs. Memmi and seconded by Dr. Cronin.

Vote Results

Yea:	7	John Abel, Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, Kathy Sicher, Terry Singer
Nay:	0	
Abstain:	0	
Not Cast:	2	Judy Haverstick, Lewis Shaw

Respectfully submitted,



Michele Agee
Secretary to the Board
November 22, 2021



Lindsay Drew
Board President

Derry Township School District
School Board Meeting
November 8, 2021

Please Sign In AND Print Your Name

Signature

Daniel B Tredinnick

Printed Name

Dan Tredinnick

Signature

Michael Davies

Printed Name

Michael Davies

Signature

Printed Name

Signature

Printed Name

Signature

Printed Name

Signature

Printed Name

Signature

Printed Name

Signature

Printed Name

Signature

Printed Name

Signature

Printed Name

Signature

Printed Name

Signature

Printed Name

Signature

Printed Name

Signature

Printed Name

Signature

Printed Name

Signature

Printed Name

Board Meeting Virtual Attendance November 8, 2021

Lisa Balanda
Mark Balanda
Jaron Bliss
Catherine Burys
Cait Clark
Mary Jo Coleman
Jen Coulter
Steve Coulter
Elizabeth Dahl
Michelle Davies
Alexandria DeCicco
Kelly English
Anna Gawel
Scott Harman
Colby Hollinger
Melissa Kaminski
Kristin Leiss
Olivia Lewis
John Miller
Angela Mullen
Stacy Peters
Mark Rivas
Cory Schaffer
Tim/Carol Smith
Heidi Stine
Peggy Taylor
Christy Walker
Angela Weader
Sheena Wiley
Tanyanelle Wilhelm
and 2 by phone.



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

To: Board of School Directors
From: Jeff Smith, HHS Principal
Re: Proposal to add a club at Hershey High School
Date: 10/18/2021

On behalf of HHS students Taylor Burkholder and Anna Chappell, I would like to present a recommendation to the Derry Township Board of School Directors regarding the formation of a student club entitled American Sign Language (ASL). The enclosed proposal submitted outlines and describes the purpose of the club.

- The club is supported by a faculty advisor, Mrs. Angela Henning.
- Based on the proposal, the club supports the vision of Hershey High School and DTSD.
- The group does not have a desire to handle funds.
- Participation in the ASL Club would be open to all HHS students.
- This program does not entail a Limited Service Contract (LSC) and will therefore not include a stipend/payment to the sponsor.

Enclosures: Proposal for HHS ASL Club

ASL Club Proposal

To whom it may concern,

My name is Taylor Burkholder, and I am a senior here at Hershey High School. I was absolutely elated to find out a new American Sign Language course was going to be offered during my senior year and was just as excited to see it added to my schedule. As a hard-of-hearing individual, I find ASL to be extremely beneficial to everyday communication—which is why it's wonderful that so many people were interested in the course to warrant two full classes.

I can understand that in comparison to Spanish and French, the “mainstream” language classes at the school, ASL can appear to not require as much attention. Nevertheless, providing the opportunity to all students interested in the language a space to learn, socialize, and practice would allow for ample opportunities for the language to grow in popularity at the school. I'm almost certain that not only members of the current ASL classes but additionally many people who were unable to get the class on their schedule would be eager to join—I would estimate at least 20 people. Another aspect of language-centric clubs like Spanish and French Club is a celebration and deep-dive into the culture surrounding the language. ASL is connected to deaf culture, and deaf culture is something that, if introduced to a larger population of HHS, can become essential in helping HHS feel like an inclusive community for all deaf and hard-of-hearing students and staff.

After discussing the prospect with Mrs. Henning, our wonderful librarian and overseer of the ASL classes, she agreed an ASL Club would be a wonderful idea. The plan as of now would be to meet in the library after school on Thursdays until 3:45. While the club is still starting out, I doubt any excess funds would be needed to get things off the ground. I hope you take this proposal into consideration so the culture of the HHS community can be enriched all the more!

Thank you for your time,

Taylor Burkholder 

Mrs. Henning 

Potential Members of the New ASL Club:

Leaders: Taylor Burkholder, Anna Chappell

Members: Ben Babbitt, Akyra Barrera Ryan, Maeve Reiter, Mofi Oladipo, Abby Yurick, AJ Dexheimer, Hannah Marra, Ashley Nickels, Claire Hohl, Chandler Zang



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

To: Board of School Directors
From: Jeff Smith, HHS Principal
Re: Proposal to add a club at Hershey High School
Date: 10/18/2021

On behalf of HHS students Yuxin Jin, Abha Krishnamoorthy, and Rachel Lyn-Sue, I would like to present a recommendation to the Derry Township Board of School Directors regarding the formation of a student club entitled Art by Women of Colour. The enclosed proposal submitted outlines and describes the purpose of the club.

- The club is supported by a faculty advisor, Mrs. Lindsey Nester.
- Based on the proposal, the club supports the vision of Hershey High School and DTSD.
- The group does not have a desire to handle funds.
- Participation in the Art by Women of Colour Club would be open to all HHS students.
- This program does not entail a Limited Service Contract (LSC) and will therefore not include a stipend/payment to the sponsor.

Enclosures: Proposal for HHS Art by Women of Colour Club

Art by Women of Colour proposed by Abha Krishnamoorthy, Yuxin Jin, & Rachel Lyn-Sue

This club would contribute to the education of different cultures and diverse education techniques of Hershey High School. It would expand on many subjects not touched on in arts and humanities classes, specifically focusing on women of colour. There would be no need to handle any money/funds. Anyone is eligible for participation in this club. Lindsey Nester has agreed to serve as the faculty advisor to this club.

Hershey High School
Preparing a Proposal for a Club

Relevant District Policy: Policy #122 - Extracurricular Activities

Instructions: A proposal to begin a club at Hershey High School should be provided to Mr. Smith in a typed format including the following information:

- Name of student(s) proposing the club
- Name of proposed club
- A detailed description of how this club would contribute to the mission of Hershey High School
- Indicate whether or not the club would have any need or opportunity to handle money/funds of any kind for any reason. If so, a student activity fund for the club should be requested, also.
- How many students do you anticipate will participate in this club (an estimate is fine)?
- Who is eligible for participation in this club?
- Which Hershey High School faculty member has agreed to serve as the faculty advisor to this club?
- The proposal must have the signatures of the proposing student as well as the faculty advisor

as *Yingji* *Rachel Lynde*

Lindsey Nester : *Lelsey Nester*



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

To: Board of School Directors
From: Jeff Smith, HHS Principal
Re: Proposal to add a club at Hershey High School
Date: 10/20/2021

On behalf of HHS student Liam Flynn, I would like to present a recommendation to the Derry Township Board of School Directors regarding the formation of a student club entitled Automotive Appreciation. The enclosed proposal submitted outlines and describes the purpose of the club.

- The club is supported by a faculty advisor, Mr. Jared Nicholson.
- Based on the proposal, the club supports the vision of Hershey High School and DTSD.
- The group does not have a desire to handle funds.
- Participation in the Automotive Appreciation Club would be open to all HHS students.
- This program does not entail a Limited Service Contract (LSC) and will therefore not include a stipend/payment to the sponsor.

Enclosures: Proposal for HHS Automotive Appreciation Club

Greetings Dr. Smith,

My name is Liam Flynn and I am proposing the creation of a new club called the Automotive Appreciation Club. As a proud owner of a 1969 Chevrolet Camaro, I have been acquainted with several students who have similar passions to my own and to the car community that happen to attend Hershey High School. If approved, I would like this club to contribute to Hershey High School's mission by giving a unique opportunity of extracurricular involvement to its students. Through the encouragement of myself and its members, I wish to give the student body of Hershey High School a new hobby and passion that I have grown to love, and give those who join the ability to learn about automobiles. The Automotive Appreciation Club would most likely not be handling money or any sort of funds as it would not be necessary for any meetings or events that would occur. I and the club leadership would handle all logistical matters including but not limited to graphic designs, leadership roles, and necessary communications between the club's sponsor, you, members, or anyone else. If the club were to continue on after I graduate this year, I would leave the club in the hands of the sponsor to find new leadership roles. As far as I am aware, I would anticipate approximately ten students at the most that would be involved. Any and everyone is welcome to join in order to share this passion. It is not a requirement to possess a vehicle to show, but I am searching for those who take pride in their vehicles or perform their own work. As of this moment, Mr. Nicholson has agreed to sponsor this club upon its approval. If you require any further information, please do not hesitate to contact me. I appreciate your time and consideration and respect your decision about this proposal.

Thanks,

Liam Flynn

Liam Flynn

Jared A. Nicholson

Jared A. Nicholson

Keystone Aquatic Center

103 Midway Drive Carlisle PA 17015

Group Pool Rental Contract

Group Information

Organization Name: **HERSHEY HIGH SCHOOL**

Address of Organization: **550 Homestead Road, Hershey, PA 17033**

Contact Person(S):

Greg Fastrich 717-856-3089 Email: fasty4@aol.com

Rental Date(s): **November 22 2021 thru March 16 2021**

Time: **Monday, Wednesday and Friday 4:00pm – 5:30pm.**

Tuesday and Thursday 4:00pm – 5:30pm

Rental Agreement & Policies

1. The Aquatic Director and lifeguards have complete authority over the pool at all times.
2. Organizations must abide by all pool rules at all times. Failure to do so could result in termination of the pool rental contract.
3. Renter must provide a copy of Liability of Insurance for athletes and employees prior to the start of the contract.
4. Practices are for 10 lanes at a rate of \$10 per lane for a 15-week season.
5. **Practice fees will be assessed on ACTUAL days used and billed at the end of season.**

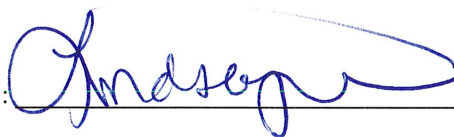
Rental Fees:

Seasonal fee for practices Monday, Wednesday, and Friday (\$200)	-	\$9000
Seasonal fee for practice Tuesday and Thursday (\$150)	-	\$4500
3 Hour meet cost (touchpads and timing system included)	-	\$250
Total fees for the 2020-2021 season:	Practice fee -	\$13,500
	Swim Meets (3) -	\$750
	Total (maximum) -	\$14,250

Agreement

I have read the above information and understand the rental agreement and policies and agree to abide by these policies for the dates and times listed above.

Renter/Organization Contact Person Signature:



Management Signature: Scott Zacharda

Additional Information: none

Please return signed contract to:

Keystone Aquatic Center

103 Midway Drive

Carlisle, PA 17015

Or email completed contract to Scott Zacharda at keystoneaquaticcenter@gmail.com

Please contact Tracy Lee, Aquatics Director at keystoneaquatics.T.Lee@gmail.com with any questions or concerns. The Keystone Aquatic Center Staff looks forward to working with you and your organization to provide your organization with a great experience at Keystone Aquatic Center.



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

To: Board of School Directors
From: Jeff Smith, HHS Principal
Re: Proposal to add a club at Hershey High School
Date: 10/18/2021

On behalf of HHS student Aicha Savadogo, I would like to present a recommendation to the Derry Township Board of School Directors regarding the formation of a student club entitled Leftover Impacts. The enclosed proposal outlines and describes the purpose of the club.

- The club is supported by a faculty advisor, Mrs. Laura Why.
- Based on the proposal, the club supports the vision of Hershey High School.
- The group does have a desire to handle funds, so a corresponding "student activity account" is requested. With board approval, the Leftover Impact Club would be required to function in compliance with Board Policy #618 (Student Activity Funds) regarding the management of their funds.
- Participation in the Leftover Impacts Club would be open to all HHS students.
- This program does not entail a Limited Service Contract (LSC) and will therefore not include a stipend/payment to the sponsor.

Enclosures: Proposal for HHS Leftover Impacts Club

1. Aicha Savadogo
2. **Leftover Impacts**
 - a. **Over the summer years, my cousin and I took leftover bread from Panera that was meant to be thrown away and gave it to friends and family and even a church to be donated. Leftover Impacts is a club where students make deals with restaurants (usually dine in or fast food), to pick up their uneaten food after they close and subsequently donate it to homeless shelters, churches, or other charitable organizations. My mother did the same thing in Africa and has received great success. If we can get restaurants to agree not to throw away tons of food for a week or even a day, we can get enough food to feed hungry people. If it helps, my cousin and I have already gotten the Panera Bread in her area to agree to donate their unsold food.**
3. This club would contribute to the mission of Hershey High School because this club encourages students to get involved in the community and give back to those less fortunate. Hershey's mission is to meet their individual potential, so this club will allow them to achieve success as well as hopefully provide experience for future prospects.
4. We would like to request a students activity fund.
5. I estimate that about 25 students will participate
6. Anyone who is interested is welcome to join but the club is most geared towards juniors and seniors who can drive or have transportation to be able to pick up and transport donations.
7. Ms. Laura Why has agreed to be the advisor of this club

Student

Signature:

Aicha S.

Advisor

Signature:

Laura A Why



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

To: Board of School Directors
From: Jeff Smith, HHS Principal
Re: Proposal to add a club at Hershey High School
Date: 10/18/2021

On behalf of HHS students Cara Cronin, Elle Pedaci, and Anna Yanero, I would like to present a recommendation to the Derry Township Board of School Directors regarding the formation of a student club entitled Overtime Sports. The enclosed proposal outlines and describes the purpose of the club.

- The club is supported by a faculty advisor, Ms. Amanda Cole.
- Based on the proposal, the club supports the vision of Hershey High School.
- The group does have a desire to handle funds, so a corresponding “student activity account” is requested. With board approval, the Overtime Sports Club would be required to function in compliance with Board Policy #618 (Student Activity Funds) regarding the management of their funds.
- Participation in the Overtime Sports Club would be open to all HHS students.
- This program does not entail a Limited Service Contract (LSC) and will therefore not include a stipend/payment to the sponsor.

Enclosures: Proposal for HHS Overtime Sports Club

New Club Proposal

Club Name: Overtime Sports

Purpose: Playing a sport is about having fun and being active. Parents want to see their children participating in sports; however, it can become expensive. Even soccer, for example, requires cleats, socks, shin guards, a water bottle, and simply exercise clothes. The cost to play starts to add up, which is why we want to start this club. No child should be held back from being active because they can not afford the equipment needed to participate. The goal for this club is to provide equipment or resources for students who might not be able to otherwise. We are proposing this idea because all kids in our community should be able to experience sports and be part of a team. Our goal is to collect donations of equipment, active wear, and other athletic required materials throughout the year and organize events to distribute to those in need. The three of us have all benefited tremendously from experiencing sports and a team dynamic and we'd like as many of our peers to have that experience as well.

Sample of Activities: As a club, we would hold gently used sporting equipment drives and host "play days" to raise money to buy new equipment. These play days could include sporting activities like kick ball or capture the flag and of course food stands.

Meeting Schedule: Once a month on a Tuesday and as needed to plan events throughout the year.

Target Population: Children and teenagers

Club Advisor: Ms. Cole

Submitted by: Anna Yanero, Elle Pedaci, and Cara Cronin

ADDENDUM

This is an Addendum to the Agreement between the **Derry Township School District** (hereinafter referred to as "LEA" for Local Education Agency) and **ESS Northeast, LLC** (the "Company") for the services of Substitute Teachers and Staff:

The parties hereby agree to modify the Agreement as follows:

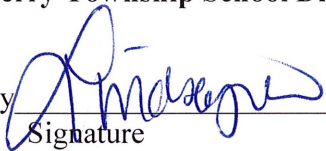
1. Effective July 1, 2021 the following positions and rates are revised in Exhibit A:

SEE ATTACHED PRICING PAGE

2. All other provisions of the Agreement shall remain in full force and effect during the term of the Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date set forth below.

Derry Township School District

By 
Signature
Lindsay Drew, Board President
Name and Title

Date 11/8/21

ESS Northeast, LLC

By W. Andrew Hall
W. Andrew Hall, Executive V.P.

Date 11/12/2021

ADDENDUM A
Pricing Plan

Position	Pay Rate	Bill Rate 2021-2022	Bill Rate 2022-2023	Bill Rate 2023-2024	Bill Rate 2024-2025	Rule
Full Day Substitute Teacher	\$115.00	\$152.26	\$152.26	\$152.26	\$152.26	
Half Day Substitute Teacher	\$57.50	\$76.13	\$76.13	\$76.13	\$76.13	
Full Day Building Level Teacher	\$150.00	\$198.60	\$198.60	\$198.60	\$198.60	Rate Administered on day of enrollment in the program
Half Day Building Level Teacher	\$75.00	\$99.30	\$99.30	\$99.30	\$99.30	Rate Administered on day of enrollment in the program
Full Day Long Term Teacher	\$175.00	\$231.70	\$231.70	\$231.70	\$231.70	Administered on day 1 for assignment projected over 20 days; certified teachers in subject unless approval from the district
Half Day Long Term Teacher	\$87.50	\$115.85	\$115.85	\$115.85	\$115.85	Administered on day 1 for assignment projected over 20 days; certified teachers in subject unless approval from the district
Teacher Aide (Hourly)	\$14.50	\$19.20	\$19.20	\$19.20	\$19.20	After 5 hours; 30 minute lunch deduction
Homebound Teacher (Hourly)	\$28.00	\$37.07	\$37.07	\$37.07	\$37.07	No lunch deduction
Summer Teachers (Hourly)	\$28.00	\$37.07	\$37.07	\$37.07	\$37.07	No lunch deduction
Full Day Teacher Incentive Monday to Thursday	\$130.00	\$172.12	\$172.12	\$172.12	\$172.12	Substitutes who have worked 25+ teaching days during the year. Half day's count but are recognized as half days towards the 25+ days. Rate administered on day 26
Half Day Teacher Incentive Monday to Thursday	\$65.00	\$86.06	\$86.06	\$86.06	\$86.06	Substitutes who have worked 25+ teaching days during the year. Half day's count but are recognized as half days towards the 25+ days. Rate administered on day 26

Full Day Teacher Incentive Friday	\$30.00	\$39.72	\$39.72	\$39.72	\$39.72	Paid incentive rate for Friday's only. Paid retro-actively. Substitutes who achieve longevity status are not eligible for the Friday incentive
Half Day Teacher Incentive Friday	\$15.00	\$19.86	\$19.86	\$19.86	\$19.86	Paid incentive rate for Friday's only. Paid retro-actively. Substitutes who achieve longevity status are not eligible for the Friday incentive
Full Day Teacher Incentive Friday - Longevity Program	\$15.00	\$19.86	\$19.86	\$19.86	\$19.86	Paid incentive rate for Friday's only. Paid retro-actively.
Half Day Teacher Incentive Friday - Longevity Program	\$7.50	\$9.93	\$9.93	\$9.93	\$9.93	Paid incentive rate for Friday's only. Paid retro-actively.



VENUE USE AGREEMENT

THIS VENUE USE AGREEMENT ("Agreement") is entered into on October 19, 2021, by and between HERSHEY ENTERTAINMENT & RESORTS COMPANY, a Pennsylvania corporation with its principal place of business at 27 W. Chocolate Avenue, Hershey, Pennsylvania 17033 (hereinafter referred to as "HE&R") as agent for THE M.S. HERSHEY FOUNDATION, a charitable trust with offices located at 63 West Chocolate Avenue, Hershey, Pennsylvania 17033 (hereinafter referred to as "MSHF") and **Hershey High School, 30A E. Granada Ave., Hershey, PA 17033**, (hereinafter called **HERSHEY HIGH SCHOOL**).

BACKGROUND:

MSHF operates several assets in Hershey, Pennsylvania including, but not limited to, Hershey Theatre, which is located in the Township of Derry, Pennsylvania ("HERSHEY THEATRE"), and

MSHF has contracted with HE&R to serve as its agent in operating HERSHEY THEATRE. The Agreement between MSHF and HE&R authorizes HE&R to, among other things, enter into agreements for entertainment events at HERSHEY THEATRE, and

HERSHEY HIGH SCHOOL desires to use HERSHEY THEATRE, upon and subject to the provisions of this Agreement, for the event set forth in Paragraph 1 of this Agreement (the "Event").

NOW, THEREFORE, in consideration of the mutual covenants set forth herein, and intending to be legally bound, HE&R and HERSHEY HIGH SCHOOL agree as follows:

1. EVENT INFORMATION:

EVENT:	HERSHEY HIGH SCHOOL COMMENCEMENT
EVENT DATE:	Wednesday, June 8, 2022
EVENT TIME:	7:00 PM
DOORS OPEN:	5:30 PM
LOAD-IN:	Any time after 6:00 AM on Event Date
LOAD-OUT:	Immediately after event concludes on Wednesday, June 8, 2022

2. FEE / DEPOSIT:

HOUSE FLAT FEE:	In consideration for the use of HERSHEY THEATRE, HERSHEY HIGH SCHOOL agrees to pay HE&R a fee of THREE THOUSAND FIVE HUNDRED DOLLARS (\$3,500.00), PLUS ALL EXPENSES . All monies are payable in United States currency at settlement on the day of Event, or immediately upon receipt of invoice following Event.
-----------------	---

The house flat includes the following expenses: Venue rent, box office staff, ushers, ticket takers, security, EMT's/First Aid, cleaning/utility,

HERSHEY THEATRE production systems, and HERSHEY THEATRE equipment.

The house flat charge does not include the following expenses: Advertising, SESAC/BMI/ASCAP/GMR fees, stagehands, riggers, electrician, piano tuning, insurance, production crew, specific performances licenses, transportation, fork lift with operator, lodging, telephones, internet service, towels & laundry, runners, event credit card charges and catering.

DEPOSIT:

A deposit of «**NONE REQUIRED**» is due and payable to HE&R in United States currency upon signing of this Agreement. HERSHEY HIGH SCHOOL agrees to forfeit full deposit if the Event is cancelled or postponed. In addition, HE&R shall be reimbursed for all management expenses and other incurred expenses.

If HE&R has reasonable grounds for insecurity as to HERSHEY HIGH SCHOOL ability or willingness to perform the Event, HE&R shall have the right, in its reasonable discretion, to require HERSHEY HIGH SCHOOL to furnish a bond guaranteeing the faithful performance of the Event.

3. **TICKET SALES / BOX OFFICE:**

- 3.1. HE&R shall at all times maintain control and direction of HERSHEY THEATRE Box Office ("Box Office"), Box Office personnel until settlement.
- 3.2. HERSHEY HIGH SCHOOL agrees to pay for all related Box Office services associated with the Event as set forth in Paragraph 3.3 below.
- 3.3. HE&R retains the right, up to the time of settlement, to provide ticket refunds for due cause in keeping with the HE&R's policy of retaining a good public image. Such refunds shall include, but not be limited to, seats blocked by equipment when exchange for comparable location is not possible or failure of act to appear or go on stage within reasonable time of schedule provided by HERSHEY HIGH SCHOOL.

TICKET PRICES: HERSHEY HIGH SCHOOL agrees that all tickets shall be complimentary.

MANIFEST: The manifest will include exactly 1,904 tickets. HE&R will have an adequate supply of tickets available for the Event as indicated on the manifest to be agreed upon by HERSHEY HIGH SCHOOL and HE&R.

BOX OFFICE CHARGE: HERSHEY HIGH SCHOOL agrees to pay **TWO HUNDRED DOLLARS (\$200.00)** for Box Office services unless special services, cancellations, etc., necessitates added costs to HE&R.

CREDIT CARD FEES: THIS PARAGRAPH INTENTIONALLY DELETED

FACILITY FEE: THIS PARAGRAPH INTENTIONALLY DELETED

TAXES: THIS PARAGRAPH INTENTIONALLY DELETED

TICKET HANDLING FEES: THIS PARAGRAPH INTENTIONALLY DELETED

TICKETMASTER: THIS PARAGRAPH INTENTIONALLY DELETED

4. **CONCESSIONS / MERCHANDISE / PARKING:**

- 4.1. HE&R reserves the exclusive right to control concessions, including, but not limited to, food, beverage, parking, and all catering functions.
- 4.2. Food and beverage is not permitted in the auditorium of HERSHEY THEATRE at any time.

Additional clean-up charges will be assessed if necessary

4.3. THIS PARAGRAPH INTENTIONALLY DELETED

4.4. THIS PARAGRAPH INTENTIONALLY DELETED

4.5 HE&R has final approval of all merchandise displays or product sold within HERSHEY THEATRE. If vendors other than HERSHEY THEATRE vendors are used, HERSHEY HIGH SCHOOL agrees that they will be dressed appropriately in keeping with HE&R's policy of creating a good public image and abide by all HERSHEY THEATRE rules and policies

5. **USE OF HERSHEY THEATRE / CONDITIONS / RESTRICTIONS:**

- 5.1. HERSHEY HIGH SCHOOL shall provide HE&R at least fifteen (15) business days before the first day of the Event, a full and detailed outline for approval by HE&R of all Event and rider requirements, including stage, seating setups, and all such other information as may be required by HE&R concerning the Event.
- 5.2. Events at HERSHEY THEATRE shall end no later than 11:00 PM. HERSHEY HIGH SCHOOL covenants and agrees that the Event will not continue beyond the time specified above, Eastern Standard Time or Eastern Daylight Saving Times, whichever is then in use, and further agrees that should such Event continue beyond such time, HERSHEY HIGH SCHOOL shall pay to HE&R, above and beyond that set forth in Paragraph 2 hereof, the sum of Five Hundred Dollars (\$500.00) for each hour, or any fraction thereof, that the Event extends beyond the aforesaid time.
- 5.3. THIS PARAGRAPH INTENTIONALLY DELETED
- 5.4. HERSHEY HIGH SCHOOL acknowledges that Pennsylvania has a public No Smoking law which prohibits anyone from smoking inside buildings. HERSHEY HIGH SCHOOL agrees to abide by and actively enforce the No Smoking law inside HERSHEY THEATRE.
- 5.5. HERSHEY HIGH SCHOOL agrees that no tickets will be distributed unless HE&R receives in advance of the scheduled Event, a signed copy of this Agreement, technical rider, and insurance certificate.
- 5.6. In addition to the amounts listed above, HERSHEY HIGH SCHOOL shall pay and reimburse HE&R for all other expenses, all necessary staffing, and any and all help necessary for the Event. HE&R retains the right to determine the appropriate source and number of all staff and security personnel to operate the Event. The amount of the reimbursable expense, covered by this Paragraph shall include the cost referred to on the attached staffing and services estimate, identified as Event Estimate, which by this reference is incorporated herein, and shall be paid no later than the time of settlement for the Event or such earlier time as is specified by HE&R. The amounts reflected on the attached Event Estimate staffing and services estimate are based on information provided to HE&R at the formation of this Agreement and are subject to change.
- 5.7. HERSHEY HIGH SCHOOL is responsible for the proper use and care of HERSHEY THEATRE. HERSHEY HIGH SCHOOL agrees to pay for the cost of any damage or repairs that may be necessary as a result of the use of HERSHEY THEATRE by HERSHEY HIGH SCHOOL, reasonable wear and tear customary for such Event excepted.
- 5.8. Any special events or performances, including, but not limited to skating, biking, use of lasers, fireworks/pyrotechnics, water, animals, and the like, must be approved by HE&R in writing sixty (60) days prior to event. Failure to comply with this Paragraph is a material breach of this Agreement and grounds for immediate termination without notice or opportunity to cure.
- 5.9. Parking lots adjacent to HERSHEY THEATRE are not available for use on weekdays prior to 5:00 PM. Vehicles parked in these adjacent lots during the stated times are subject to towing at vehicle owner's sole expense. Under no circumstances are parking spaces marked "reserved", "company car", or "HET" to be used.
- 5.10. HERSHEY HIGH SCHOOL is not permitted to bring into HERSHEY THEATRE, or have delivered to HERSHEY THEATRE, any outside food or beverage.
- 5.11. HERSHEY HIGH SCHOOL agrees that HE&R shall not be responsible for preventing public from entering HERSHEY THEATRE during load-in or rehearsals. HERSHEY HIGH SCHOOL must

arrange for and reimburse HE&R for additional security, if required. Additional security shall be required to abide by the terms and conditions set forth in this Agreement, and HERSHEY HIGH SCHOOL shall indemnify and hold harmless HE&R from any and all Claims (as defined in Paragraph 7.1 below) that arise as a result of this additional security.

5.12. Except as otherwise agreed to by HE&R and HERSHEY HIGH SCHOOL, HERSHEY HIGH SCHOOL is responsible for providing, at its sole cost and expense, all materials, supplies, equipment, and props necessary for the Event (the "HERSHEY HIGH SCHOOL Property"). HE&R shall not be responsible or liable for any HERSHEY HIGH SCHOOL Property that is lost, stolen, or damaged. HERSHEY HIGH SCHOOL is responsible for insuring the HERSHEY HIGH SCHOOL Property against any and all such loss or damage.

5.13. HERSHEY HIGH SCHOOL agrees to remove all HERSHEY HIGH SCHOOL Property or other effects immediately after the completion of the Event. Any property that is left in, on, or around HERSHEY THEATRE by HERSHEY HIGH SCHOOL after a period of seven (7) days following the Event shall be deemed abandoned and become the property of HE&R to be used or disposed of at the discretion of HE&R.

5.14. HE&R shall manage and control the operation of HERSHEY THEATRE at all times, including but not limited to enforcement of all rules and regulations and/or applicable law.

6. **ALTERATIONS:**

6.1. HERSHEY HIGH SCHOOL shall make no alterations or improvements of, or attachments of any kind to HERSHEY THEATRE, without the prior approval of HE&R, which may be withheld or conditioned in its sole discretion.

6.2. HE&R may, at any time, remodel, make alterations, additions, improvements, and repairs to the whole or any part of HERSHEY THEATRE.

7. **INDEMNIFICATION:**

7.1. To the fullest extent permitted by law, HERSHEY HIGH SCHOOL shall indemnify, defend and hold harmless HE&R, the Hershey Entertainment & Resorts Company, The M.S. Hershey Foundation, and the owners, directors, officers, employees, agents, and affiliated and related entities of each ("HE&R Indemnities") from and against any and all claims, liability, injury, damage or expense incurred, including reasonable attorneys' fees, expert fees, and costs of litigation (collectively referred to as "Claims") to the extent such Claims arise out of or relate to HERSHEY HIGH SCHOOL and/or artist's use of HERSHEY THEATRE, which shall include, but is not limited to: (i) any breach by HERSHEY HIGH SCHOOL of this Agreement or any of HERSHEY HIGH SCHOOL warranties or representations contained herein, (ii) any acts or omissions by HERSHEY HIGH SCHOOL, artist, or their employees, agents, subcontractors, or any other person or member of the Event production, (iii) any merchandise or products distributed or sold by HERSHEY HIGH SCHOOL and/or artist, and (iv) Claims made by third parties against the HE&R Indemnities alleging that any intellectual property provided to HE&R by HERSHEY HIGH SCHOOL for use in connection with advertising and promoting the Event infringes a patent, trademark, or copyright held by such parties.

7.2. To the fullest extent permitted by law, HE&R shall indemnify, defend, and hold harmless HERSHEY HIGH SCHOOL, its owners, directors, officers, employees, and agents ("HERSHEY HIGH SCHOOL Indemnities") from and against any and all Claims to the extent such Claims arise out of or related to: (i) any breach by HE&R of this Agreement or any of HE&R's warranties or representations contained herein, (ii) any acts or omissions by HE&R, its employees, agents, or subcontractors, and (iii) Claims made by third parties against the HERSHEY HIGH SCHOOL Indemnities alleging that any intellectual property provided to HERSHEY HIGH SCHOOL by HE&R for use in connection with advertising and promoting the Event infringes a patent, trademark, or copyright held by such parties.

8. **INSURANCE:**

8.1. HERSHEY HIGH SCHOOL, at its sole cost and expense, shall carry and maintain throughout the load in and load out dates, adequate insurance to cover its obligations under this Agreement. Such insurance shall include, but is not limited to:

- (i) Commercial General Liability Insurance (including coverage for intellectual property infringement claims) for limits of not less than Three Million Dollars (\$3,000,000.00) combined single limit for each single occurrence and Five Million Dollars (\$5,000,000.00) aggregate;
- (ii) Statutory Workers' Compensation and Employer's Liability Insurance in an amount not less than One Million Dollars (\$1,000,000.00); and
- (iii) Automobile Liability Insurance with a limit of not less than One Million Dollars (\$1,000,000.00) combined and covering all owned, non-owned and hired vehicles;

Insurance must be with companies licensed to do business in the United States and have an A. M. Best's Financial Strength rating of A- VII or better. All insurance policies must be written on an occurrence policy form. HERSHEY HIGH SCHOOL shall provide HE&R with a Certificate of Insurance as evidence of the insurance required in this Paragraph. **HERSHEY HIGH SCHOOL shall name Hershey Entertainment & Resorts Company and M.S. Hershey Foundation as additional insureds on its liability.** HERSHEY HIGH SCHOOL shall give HE&R reasonable, but in no event less than thirty (30) days written notice before any cancellation, modification or material change to any policy(ies) required under this Paragraph and renewal certificates shall be provided at least ten (10) days prior to policy expiration. Neither the requirement of HERSHEY HIGH SCHOOL to carry and maintain insurance nor HE&R's acceptance of evidence of insurance will in any manner limit or qualify the liabilities and obligations assumed by HERSHEY HIGH SCHOOL under this Agreement.

9. FORCE MAJEURE EVENTS:

- 9.1. Neither party shall be held liable or responsible for any failure or delay in the performance of its obligations under this Agreement to the extent such failures or delays are caused by (i) acts of war, (ii) terrorism, (iii) civil riots, (iv) acts of government, or (v) Acts of God (including, but not limited to, floods, windstorms, and tornadoes) which make performance illegal or impossible (collectively referred to as "Force Majeure Events"). The parties expressly acknowledge that Force Majeure Events specifically exclude financial inability to perform, economic conditions, and events relating to a party's fault or negligence. Upon the occurrence of a Force Majeure Event, the parties' respective obligations hereunder will be excused fully, without any penalty, for the duration of the Force Majeure Event and each party shall bear its own costs incurred in connection with the Agreement. HERSHEY HIGH SCHOOL understands and agrees that the HE&R Indemnities shall not be responsible or liable for any loss or damage to the HERSHEY HIGH SCHOOL Property as a result of a Force Majeure Event.

10. NOTICE OF BREACH:

- 10.1. Each party agrees to give the other party prompt written notice of any alleged breach of the Agreement, including any and all riders and addenda attached thereto, together with a reasonable opportunity to respond and to cure and/or resolve the same. In the event of an uncured breach, the non-breaching party may, upon written notice, terminate the Agreement. Each Party shall have, in addition to and not in lieu of the remedies set forth herein, the right, if there is an uncured breach, to exercise all of its rights and remedies against the defaulting party, at law or in equity. All such rights and remedies may be exercised cumulatively or singly, at the sole discretion of the non-defaulting party.

11. ADVERTISING / SIGNS / POSTERS:

- 11.1. If advertising is placed by HE&R, HE&R shall receive a fifteen percent (15%) handling charge of the total amount of advertising dollars spent for the Event. If HE&R does not place any advertising, there will not be a charge.
- 11.2. If advertising is not placed by HE&R, all advertising must be submitted to HE&R for review and approval before placement.
- 11.3. HERSHEY HIGH SCHOOL agrees to use the HE&R approved HERSHEY THEATRE logo on all printed advertisements.
- 11.4. HERSHEY HIGH SCHOOL will not post or allow to be posted, any signs, cards or posters except upon such display areas as HE&R may provide. Use of such areas is a non-exclusive right. All material is subject to prior written approval of HE&R. HE&R retains the right to sell and receive advertising monies and sponsorships relating to the venue, as it deems appropriate in its sole discretion.

11.5. HERSHEY HIGH SCHOOL shall notify HE&R, in writing, of all national tour sponsors for the Event upon the execution of this Agreement. All other sponsors for the Event must be approved by HE&R and cannot conflict with any existing or future exclusive sponsorship of HE&R and/or HERSHEY THEATRE.

11.6. No stickers or materials with adhesive backing will be distributed under any circumstances.

11.7. Only decorative, securely anchored Helium balloons are permitted in HERSHEY THEATRE. Balloon removal will be an additional expense to HERSHEY HIGH SCHOOL.

12. COPYRIGHT LICENSES / PERMISSION:

12.1. HERSHEY HIGH SCHOOL represents and warrants to HE&R that all copyright or trademark protected programming/content, including but not limited to choreography, music or dramatic elements, to be presented during the Event is owned by HERSHEY HIGH SCHOOL or has been duly licensed to HERSHEY HIGH SCHOOL by the owners of all respective intellectual property, or their representatives. In addition, HERSHEY HIGH SCHOOL shall obtain, at its own expense, any licenses and pay any royalties which HERSHEY HIGH SCHOOL may owe for the sale or distribution of copyright or trademark protected material during the Event. If music is involved, HERSHEY HIGH SCHOOL agrees to pay all music license fees, such as SESAC, ASCAP, BMI and GMR fees, as necessary. In the event HERSHEY HIGH SCHOOL does not pay the applicable music license fees, HE&R will withhold such fees from the Event settlement amount and pay the appropriate performing rights organizations. HERSHEY HIGH SCHOOL further agrees to indemnify, defend, and hold harmless the HE&R Indemnities from and against any and all Claims that may arise in connection with HERSHEY HIGH SCHOOL representations, warranties, and obligations set forth in this Paragraph, including any fines, interest, or penalties assessed by third-parties.

13. ANNOUNCEMENTS:

13.1. HE&R reserves the right to make announcements during intermission, or at another pre-determined time as decided by HE&R, which would relate briefly to future events at HERSHEY THEATRE. HE&R is also entitled to make such announcements, as it may deem necessary at any time in the interest of public safety. HERSHEY HIGH SCHOOL agrees that it will cooperate and will cause artist and their employees, subcontractors, agents and all other people or members of the Event production to cooperate with the delivery of such announcements for public safety, including, but not limited to, announcements to require patrons to return to their seats.

14. SERVICES PROVIDED:

14.1. HE&R will provide at its sole cost, heating and overhead lights for ordinary use. HE&R will provide one (1) daily cleaning of all public areas prior to the Event and between performances for Events with more than one (1) performance on a single day. Available dressing rooms and production offices will be provided as part of the normal rental fee.

14.2. All additional or special services, including, but not limited to, technical staff, set-up of temporary floor chairs, erection of stage, rigging, barriers, stagehands, or equipment rental requested by HERSHEY HIGH SCHOOL shall be mutually agreed upon and paid for by HERSHEY HIGH SCHOOL at the published rates on the Event Estimate.

15. PUBLIC SAFETY:

15.1. HERSHEY HIGH SCHOOL agrees that at all times it will conduct its activities with full regard to public safety, and will observe and abide by all applicable laws, rules, and regulations and requests by duly authorized governmental agencies responsible for public safety and with HE&R to assure such safety.

15.2. All portions of the sidewalks, entries, doors, passages, vestibules, halls, corridors, stairways, passageways, and all ways of access to public utilities of the premises shall be kept unobstructed by HERSHEY HIGH SCHOOL and shall not be used for any purpose other than ingress or egress to and from the premises by HERSHEY HIGH SCHOOL, unless prior written permission is obtained from HE&R.

15.3. Loading doors are for loading and unloading only. HERSHEY HIGH SCHOOL shall not permit, or be permitted, to use the loading door as a form of egress for performers or patrons.

15.4. HERSHEY HIGH SCHOOL agrees not to bring onto the premises any material, substances, equipment or object which is likely to endanger the life of, or cause bodily injury to, any person on the premises or which is likely to constitute a hazard to property thereon, including, but not limited to, pyrotechnic displays, without the prior written approval of HE&R, which may be withheld or conditioned in HE&R's sole discretion. All material brought in must meet Fire Department and local regulations, and it will be the sole responsibility of HERSHEY HIGH SCHOOL to obtain approval of such material from the jurisdiction having authority.

15.5. Theatre opens sixty (60) minutes prior to show; seating opens thirty (30) minutes prior to show. In order to ensure the safety of its guests and to allow for an adequate amount of time to perform necessary security measures, Hershey Theatre will open the house at least 30 minutes prior to the curtain. No exceptions will be made. HERSHEY HIGH SCHOOL agrees that they will not interfere with any Hershey Theatre security measures and, if necessary, agree to hold the curtain a reasonable amount of time after the designated performance time to allow for such security measures to be completed.

16. **PERFORMANCE APPROVAL:**

16.1. HE&R retains the right to approve the performance, exhibition, or entertainment to be offered pursuant to this Agreement and HERSHEY HIGH SCHOOL agrees that no such activity or part thereof shall be given or held if HE&R delivers to HERSHEY HIGH SCHOOL written objection on the grounds the activity violates criminal statutes, fails to uphold event advertising claims, or violates content restriction imposed by HE&R in good faith.

17. **COMPLIANCE WITH LAWS AND REGULATIONS:**

17.1. HERSHEY HIGH SCHOOL agrees to comply with all applicable laws, ordinances (including, but not limited to the Derry Township Transient Retail Business Ordinance, if applicable), rules, and regulations adopted or established by federal, state, or local governmental agencies or bodies and with all HERSHEY THEATRE rules and regulations.

18. **ASSIGNMENT:**

18.1. HERSHEY HIGH SCHOOL shall not encumber or assign this Agreement or any part thereof or sublet HERSHEY THEATRE or any portion thereof, without the prior written consent of HE&R, which may be withheld or conditioned in its sole discretion.

19. **STATUS OF PARTIES:**

19.1. The relationship of the parties shall be that of landlord and tenant and nothing herein shall be construed to make HE&R and HERSHEY HIGH SCHOOL partners or joint venturers.

20. **BINDING EFFECT:**

20.1. This Agreement becomes null and void if not signed and returned within sixty (60) days of issue date or thirty (30) days before Event date, whichever occurs first. If a signed copy of this Agreement is not received by such dates, the Event date(s) will be released and become available for other events.

20.2. This Agreement shall be binding on the parties and their respective successors and assigns.

21. **GOVERNING LAW / VENUE:**

21.1. This Agreement shall be governed by and construed in accordance with the laws of the Commonwealth of Pennsylvania. The parties hereto consent and agree that all legal proceedings relating to the subject matter of this Agreement shall be maintained in the Court of Common Pleas of Dauphin County, Pennsylvania, or, if applicable, the United States District Court for the Middle District of Pennsylvania (Harrisburg division), and both parties consent and agree that jurisdiction and venue for such proceedings shall lie exclusively with such courts.

22. **SEVERABILITY / NO WAIVER:**

22.1. The provisions of this Agreement are severable, and should any provision thereof be determined to be invalid, that shall not set aside any other provision of this Agreement.

22.2. No waiver by either party of a breach or default under this Agreement shall be deemed a waiver by such party of a subsequent breach or default of like or similar nature.

23. **SURVIVAL:**

23.1. The obligations of the parties set forth in this Agreement that by their terms extend beyond or survive the termination or expiration of the term of this Agreement shall not be affected or diminished in any way by the termination or expiration of the Event or this Agreement.

24. **ENTIRE AGREEMENT:**

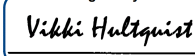
24.1. This Agreement represents the entire understanding between the parties and supersedes all previous representations, understandings, or agreements, oral or written, between the parties with respect to this subject matter and cannot be modified except by a written instrument signed by both parties.

24.2. The parties agree that receipt by fax or email of this Agreement signed by the other party is legally binding and such fax or email copy is legally equivalent to the original for any and all purposes, including litigation. This Paragraph does not apply if the fax or email copy of the Agreement is not legible and easily readable.

IN WITNESS WHEREOF, and intending to be legally bound, the parties have executed this instrument as of the date of the last signature below.

HERSHEY ENTERTAINMENT & RESORTS
COMPANY, as agent for M.S. HERSHEY
FOUNDATION

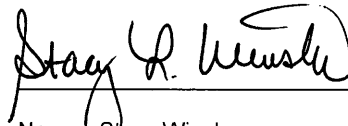
DocuSigned by:


A6ED12942B1B44E...

Name: Vikki Hultquist
Title: GM, Attractions & Entertainment

November 11, 2021
Date: _____

HERSHEY HIGH SCHOOL
717-534-2501



Name: Stacy Winslow
Title: Superintendent -
Derry Township School District

Date: Nov. 8, 2021

CAIU BOARD HIGHLIGHTS

*The following actions were taken at the **October 28, 2021** meeting, held in the Board Room of the Capital Area Intermediate Unit.*

REPORTS/UPDATES

➤ CAIU Team Reports:

- **Dr. Andrew McCrea, Director of Student Services**, provided a staffing update: The new job description for the Early Intervention Supervisor is a replacement position for Eric Bostick and an offer has been extended to Jessica White from South Middleton. She brings a strong work ethic and has experience working with young children. There are two upcoming retirements: Jill Johnson, teacher, who will be retiring after 35 years of service. Jill is very dedicated to the students, CAIU and her own personal growth. Debbie Claire, Speech & Language Pathologist, who will be retiring with over 30 years of service. Debbie is a big difference maker in children's lives. Dr. McCrea provided program updates: Loysville held mock interviews, please refer to the All In! article. Strategic planning work in student services has been very helpful in providing a clear direction, goal setting, and progress monitoring. The CAIU and our non-profit partner, CASTL, announced a new project - Imagination Library. This project is in need a lot of support to get it up and running.
- **Mr. David Martin, Director of Technology Services**, provided a cyber security update. Cyber security is one of the technology team's strategic priorities. The team developed a multi-year goal to develop a framework for our school districts and most of the technology team has this as part of their professional goals. We will be performing vulnerability testing/assessments to collect data and are working with the Army National Guard on this. The goal is to have a structure for a service available for our school districts by the end of the year. 63% of attacks are on education because they are vulnerable. In addition, his team is working on the technology needs that are included in the renovation projects at Enola and Lower Allen.
- **Mr. Brian Griffith, Director of Educational Services**, highlighted the Middle School Forum that was held on Oct 26 at the CAIU. It was a great event! CAIU worked with Cool Speak to provide a day full of top-notch presenters who spoke on breaking through obstacles and overcoming challenges. Each middle school was able to send a group of 10 students and administrators. In addition, Mr. Griffith provided an overview and summary of the CAIU Comprehensive Plan.
- **Mr. Len Kapp, Supervisor of Operations & Transportation**, provided an update on our building projects: Lower Allen update: the Board approved preliminary contracts for work and primary electrical and construction. The project is experiencing some delays in receiving equipment. The project is expected to be completed by late December. Enola remodel of public space update: We will be renovating the two lobby areas, public meeting spaces and technology upgrades to our meeting spaces. This project will start after the new year holiday. In addition, we are still in need of drivers.
- **Dr. Thomas Calvecchio, Assistant Executive Director**, provided an update of the Educational Directory: a hard copy is at your seat and digital version is attached to the agenda. This project has been a large undertaking. It will be updated and distributed every year. A link to send updates is also included. Strategic planning

update: Dr. Calvecchio expressed appreciation for all of the team's cooperation. We are in the process of compiling an Organizational Health of IU report for the board. Any interested Board Member is invited to join the Organizational Health Committee. We would appreciate Board Members input in the process. The investment of time would be light.

- **Dr. Andria Saia, Executive Director**, highlighted the All In! Newsletter and Executive Director report. The newsletter has taken on a new look. Please take note of the Opportunities to Do Good section. The Imagination Library is a critical program that provides individualized book 1x month for all children birth to five and is in need of support. In addition, we are running a coat drive for every Perry county child, Champions for Children Annual Giving Tree Project, and the United Way Poinsettia sale. Our annual fall SAC Leadership Conference is next week. One of the topics of discussion will be Belonging and Dignity for all.
- **Daren Moran, Director of Business & Operations**, reported that the business office will be finishing up the audit this month. The local audit presentation will come to the Board in November or December. We are ramping up for our building renovations at Lower Allen and the Enola facility and have been meeting regularly.
- **Rennie Gibson, Board Secretary**, shared an update on the CAIU Wellness Committee activities. In October the committee organized a flu vaccine clinic where 123 vaccines were administered which is roughly 20% of our staff. In addition, 31-day Immunity Challenge is underway, and provided a community based mental health workshop called I'm fine, sculpting for mental health. In addition, a 3-part professional development series on Diversity & Equity was available for support staff.
- **CAIU Comprehensive Plan Overview** – Brian Griffith provided an overview of the Comprehensive plan process. We are required to submit the tool to the Department of Education. Much of our strategic plan is reflected in the Comprehensive Plan. The Compliance Checklist will be completed and submitted to PDE. We are required to make the plan public for 30 days and will post it on our website and will share with staff. The plan will be taken to the November Board meeting for final approval.

APPROVED ACTION ITEMS

- **September 23, 2021 - Board Meeting Minutes**
- **September 2021 Treasurer's Report** – a total of \$5,279,101.30 in receipts and \$10,153,321.57 in expenditures
- **Summary of Operations for June 2021** showing revenues of \$121,485,786.79 and \$119,552,081.13 in expenses
- **Summary of Operations for September 2021** showing revenues of \$22,029,196.54 and \$16,231,486.40 in expenses
- **Budget Administration** - None
- **Other Fiscal Matters** - None
- **Other Business Items**
 - Contracts – October 2021
 - Acceptance of resignation of Eric Samples, Lower Dauphin SD, from the Capital Area Intermediate Unit Board of Directors effective October 14, 2021.
 - Acceptance of resignation of John Abel, Derry Township SD, from the Capital Area Intermediate Unit Board of Directors effective November 30, 2021.
 - Permission to amend the Hill Top Lease for Crabtree, Rohrbaugh & Associates to fund the renovations to the life skills classroom and to invoice the CAIU for the cost.
- **Policies & Programs**
 - Second Reading, Revised Policy 218.2 - Terroristic Threats
 - Second Reading, Revised Policy 252 - Dating Violence

- Second Reading, Revised Policy 816 - Social Media
- First Reading, Revised Policy 006 - Meetings
- First Reading, Revised Policy 903 – Public Participation in Board Meetings

➤ **Job Descriptions**

- Second Reading, Existing Position, Revised Description - Project and Grant Specialist (Student Services)
- Second Reading, Existing Position, Revised Description - Program Assistant (Technology)
- Second Reading, Existing Position, New Description - Program Assistant (HR)
- Second Reading, New Position, New Description - Educational Program Specialist
- First Reading, Existing Position, New Description - Coordinator -Business Services
- First Reading, Existing Position, New Description - Program Supervisor - EI
- First Reading, New Position, New Description - Remedial Specialist
- First Reading, New Position, New Description - Safety & Security Coordinator

➤ **Personnel Items**

- See attached report
- The Board of Directors hereby re-elects Dr. Andria Saia as the Executive Director of the Capital Area Intermediate Unit for an additional 4 year term beginning on January 1, 2022 and ending on December 31, 2025.
- Approval of written contract of employment agreement between Dr. Andria Saia and the Capital Area Intermediate Unit for the period commencing on January 1, 2022 and ending on December 31, 2025.

EXECUTIVE DIRECTOR'S REPORT

- See attached report/newsletter.
- Executive Director's 21-22 Goals were available for the Boards review.

PRESIDENT'S REPORT

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

NEXT MEETING: Thursday, November 18, 2021, 8:00 a.m., Board Room, CAIU Enola Office

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*

October 28, 2021 APPROVED PERSONNEL ITEMS:

RESIGNATIONS

- **JILLE JOHNSTON**, Teacher, Hospital Program, effective January 3, 2022. Reason: Retirement after more than 35 years of continuous CAIU service.
- **DEBRA KLAIR**, Speech and Language Clinician, Early Intervention Program, effective December 3, 2021. Reason: Retirement after more than 30 years of continuous CAIU service.
- **JOCELYN KREISER**, Speech and Language Clinician, School-Age Speech Program, effective October 13, 2021. Reason: Personal.
- **REECE MONTGOMERY**, Educational Paraprofessional, Early Intervention Program, effective September 21, 2021. Reason: Personal.
- **EMMA ROBINSON**, Educational Paraprofessional, Early Intervention Program, effective October 15, 2021. Reason: Personal.
- **PAULA SEMBACH**, Nurse, Student Services Team, effective December 23, 2021. Reason: Retirement after more than 16 years of continuous CAIU service.
- **JASMINE TANNER**, Educational Paraprofessional, Early Intervention Program, effective October 15, 2021. Reason: Personal.
- **CHRISTINA WATSON**, Personal Care Assistant, Multiple Disabilities Support Program, effective October 1, 2021. Reason: Personal.

RECOMMENDED FOR EMPLOYMENT OR CONTRACT

- **CANDICE BRUNER**, Paraeducator, effective date October 26, 2021. Assignment: Educational Paraprofessional, Early Intervention Program with base salary of HS+48, \$26,205.75 for 190 days of service will be prorated for a total of 132 days worked with additional new hire days as required. This is a replacement position funded through the MAWA budget.
- **ASHLEY CAPOZZI**, Professional, effective date to be determined. Assignment: Teacher, Early Intervention Program with base salary of Masters, Step 11, \$65,168 for 190 days of service will be prorated based on the number of hours/days worked with additional new hire days as required. This is a replacement position funded through the MAWA budget.
- **JILL HERB**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional/Personal Care Assistant, Autism Support Program with base salary of HS+48, \$26,205.75 for 190 days of service will be prorated based on the number of hours/days worked with additional new hire days as required. This is a replacement position funded through the Autism Support budget.
- **JACKIE HORST**, Custodian, Administration Team - Operations, effective date to be determined. Base salary of \$25,433 for 260 days of service will be prorated based on the number of days worked. This is a new position funded through the General Operating budget.
- **AMANDA HUMMEL**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional/Personal Care Assistant, Autism Support Program with base salary of HS, \$24,182 for 190 days of service will be prorated based on the number of hours/days worked with additional new hire days as required. This is a replacement position funded through the Autism Support budget.
- **RACHEL MILLARD**, Part-time Temporary Professional, effective date to be determined. Assignment: Teacher, ELD/ESL Program with base salary of Bachelors, Step 5, \$52,293 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 ESL budget.

- **KERI JO MORGAN**, Professional, effective date to be determined. Assignment: Teacher, Autism Support Program with base salary of Masters, Step 11, \$65,168 for 190 days of service will be prorated based on the number of hours/days worked with additional new hire days as required. This is a replacement position funded through the Autism budget. **KRISTIN PANCOAST**, part-time Head Cook, Food Services Program, effective October 19, 2021. Employee will be paid at the rate of \$15.50 per hour. This is a replacement position funded through the Food Services budget.
- **JAMES RUDY**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Emotional Support Program with base salary of HS, \$24,182 for 190 days of service will be prorated based on the number of hours/days worked with additional new hire days as required. This is a replacement position funded through the Emotional Support budget.
- **GARRET SHIELDS**, Paraeducator, effective date to be determined. Assignment: Personal Care Assistant, Emotional Support Program with base salary of HS, \$24,182 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 Emotional Support budget.
- **JESSICA WHITE**, Act 93, effective date to be determined. Assignment: Program Supervisor, with a base salary of \$99,977.50 for 260 days of service will be prorated based on the number of days worked. This is a replacement position funded through the MAWA budget.
- **JULIA WILLIAMS**, Temporary Professional, effective date to be determined. Assignment: Speech and Language Clinician, School-Age Speech Program with base salary of Masters, Step 1, \$52,639 for 190 days of service will be prorated based on the number of hours/days worked with additional new hire days as required. This is a replacement position funded through the School-Age Speech budget.
- **JENNIFER ZIMMERMAN**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional/Personal Care Assistant, Autism Support Program with base salary of HS, \$24,182 for 190 days of service will be prorated based on the number of hours/days worked with additional new hire days as required. This is a replacement position funded through the Autism Support budget.

CHANGES OF STATUS:

- **CANDICE BRUNER**, Educational Paraprofessional, from active to inactive status due to rescinding acceptance of employment offer, effective September 28, 2021.
- **JERRY FRITZ**, from Educational Paraprofessional to Mental Health Worker, Student Services Team, effective October 11, 2021. Change of status results in a change of salary to \$33,549, which is based on a MHW HS+30, Step 6 placement on the current salary scale. This is based on 190 days of service and will be prorated for a total of 153 days.
- **BRITANAI LAWSON**, from Educational Paraprofessional to Mental Health Worker, Student Services Team, effective September 27, 2021. Change of status results in a change of salary to \$33,997, which is based on a MHW Bachelor's, Step 4 placement on the current salary scale. This is based on 190 days of service and will be prorated for a total of 162 days.
- **KAITLIN SWISHER**, from Program Secretary to Program Assistant, Administration Team – Human Resources, effective September 27, 2021. Change of status results in a change of salary to \$39,854.94 for 260 days of service and will be prorated for a total of 218 days through June 30, 2022.

CHANGES OF SALARY:

- **WHITNEY CONNOLLY**, Business Support Specialist, Administration Team – Business, effective for the 2021-2022 school year. Change of salary is \$65,143.62 and is due to an increase in scope of work.
- **TREVOR SAYLOR**, Educational Consultant, Educational Services Team, effective for the 2021-2022 school year. Change of salary is \$74,503 and is based on a Masters+30, Step 14 placement on the current salary scale.

LEAVE OF ABSENCE:

- **DENNIS MORGAN**, District Technology Coordinator, uncompensated leave of absence beginning October 26, 2021. Leave is requested in accordance with Board Policy 339 – Uncompensated Leave.
- **LAUREN ROYER**, Psychologist, Student Services Team, child-rearing leave of absence effective September 27, 2021 – December 23, 2021. Leave is requested in accordance with Article VI in the CBA.



All-in!

NEWSLETTER

Executive Director's Report

October 2021

CAIU Board of Directors

Jean Rice, *President*

Judith Crocenzi, *Vice President*

John Abel

Richard Bradley

Paula Bussard

Terry Cameron

Brian Carter

Alyssa Eichelberger

Barbara Geistwhite

Dennis Helm

Emily Hoffman

Elizabeth Knouse

Jason Minnich

Eric Samples

Patrick Shull

William Swanson

Ford Thompson

Scott Campbell

Michael Wanner

CAIU Executive Team

Dr. Andria Saia, *Executive Director*

Dr. Thomas Calvecchio, *Assistant*

Executive Director

Brian Griffith, *Director of Curriculum Services*

Dr. Andrew McCrea, *Director of*

Student Services

Daren Moran, *Director of Business and Operations*

David Martin, *Director of Technology Services*

In this issue

- 3 From the Executive Director's Desk
- 4 Farm to School Table
- 6 Strategic Plan: What is your part?
- 8 Noteworthy: #BeGreat and #ChangingLives
- 10 New Hires and Retirees
- 11 CAIU Compliments
- 12 Upcoming Professional Growth Sessions and Service Projects
- 13 Opportunities to Do Good
- 15 Self-Care: Why is it so important?

Share your stories, student successes, and #changinglives moment!

Email All-In! Newsletter or social media content to communications@caiu.org.



All-in!
NEWSLETTER

Executive Director Report

All-In! Newsletter
October 2021

2021-2022, Issue 4



CAIU MAIN OFFICE

55 Miller St.
Enola, PA 17025

www.caiu.org

From the Executive Director's Desk

Human Experience

Have you ever had a line of a poem, song, or show/movie stick with you? I have had a line stick with me long enough that I want to share it. I was watching a comedy special on television last week, and in relating a story of a friend the comedian spoke of how she exclaimed "I am just a person having a human experience!"

This statement struck me in a really profound way. In thinking about why, my first thought was "aren't we are all just people having a human experience?" It is, perhaps, our ultimate similarity. The human experience is something we all share, no matter our background, color, creed, or identity. Sometimes the human experience is difficult, even painful. Sometimes we find ourselves at the other end of the spectrum, and there are moments of the purest joy.

What is the human experience? It is a cumulative idea, encompassing all of the mental, emotional, spiritual and physical features of human life. Birth, time, space, touch and sensation, family, love, connection to others, learning, and constant change are a small sampling of examples.

From this shared "human experience" perspective, it should be easy to have empathy for our fellow humans. Empathy is the ability to recognize, understand and share the thoughts and feelings of another. Empathy helps us connect with others. We may not have had the same experience, but we can empathize. Brené Brown found that in order to empathize with someone else's experience, you must be willing to believe them as they see it and not how you imagine their experience to be.

Is there a possibility that you can better recognize and empathize with the human experience of others? For me, the answer is yes, but I am always practicing to *#knowbetterdobetter*. Whenever I feel frustration or assign judgment, I know that I am falling short of empathy, failing to recognize the human experience of another, and imposing on them how I imagine their experience to be.

What can you do to better honor the human experience that you are living? How can you honor the experience of others?



Andria S. Saia

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

Want to read more?

simplicable.com/new/human-experience

www.psychalive.org/the-human-experience

digest.bps.org.uk/2020/09/15/which-human-experiences-are-universal

www.psychologytoday.com/us/basics/empathy

www.columbiaspectator.com/opinion/2016/11/30/identities-individuality-and-shared-human-experience

Farm to School Table

CAIU's Hill Top Academy is growing! Literally!

Article by: Jennifer Sciacca, Hill Top Academy Teacher, and Meredith Seidel, Hill Top Academy Teacher

Over the past year, Hill Top students began a school garden, and secured a grant through the Farm to School initiative supported by the Pennsylvania Departments of Agriculture and Education. During the course of 2019-2020 school year, Hill Top Academy began taking active steps towards implementing a school-wide recycling and composting/gardening initiative after becoming the recipient of the Live Healthy Grant. The objective of the recycling and composting initiative is to demonstrate the viability of individualized, eco-friendly efforts as a school community. This allows us to better actualize the large-scale impacts our collective efforts can have on one of the biggest issues we face as humans on our planet: our global waste footprint. Using the funds provided through the Live Healthy Grant, and

the ingenuity and patience of Mr. Jesse, Hill Top's go-to Handy Man, Ms. Seidel's classroom was able to build an enclosed gardening space that consists of three raised garden beds. **#Dedication #Innovation**

The school garden was a fantastic jumping point to add even more to the program. Students are excited about the opportunities they have with the garden and Farm to School Initiative. Devon S., a 4th grade student, said "One thing I want to explain about the garden, one time in class, we went into the vegetable garden and picked cucumbers and carrots. We washed them and used them for a garden vegetable display. I ate mine! I loved the carrots!" When asked what he liked best, he replied "There are vegetables in there, in case the students need extra vegetables for their lunches, they can run down with their teachers and pick the vegetables!" Many students don't have any experience gardening outside of Hill Top, while others, like 4th grader Keath H. said "I have a giant garden at home. It was pretty good helping my mom."

Farm to school helps students learn valuable lessons about where their food comes from, healthy eating habits, the importance of local agriculture, and supporting their community. Ultimately, the goal of this program is to expose the

"I can't wait to make something with what we picked!"

Hill Top Academy 2nd and 3rd graders
TJ H. and Leo D.

students to healthy, local produce, and so far, it is working! "It's good, healthy food" says Jayhlen G., another 4th grader at Hill Top Academy. Students are excited to do more. "I can't wait to make something with what we picked!" says 2nd and 3rd graders TJ H. and Leo D.

Already, the program has allowed the school to purchase produce from Good Keeper Farm that is incorporated into the school lunches. There are many more plans to expose the students to healthy, local foods as well as showing them the wide variety of careers in agriculture. While the grant focuses on our students K-5, we are fortunate that we are a K-12 building and therefore can expose all of our students to the value of locally grown produce. Our students will have the opportunity to help prepare some of the produce for their lunches. We plan on hosting "I tried it" events in school where the students can try a new vegetable or fruit. Our K-5 students will learn about each harvest of the month, how it can be used, and where it comes from. We are also fortunate to have the expertise and guidance of Julie and Matt from Good Keeper Farm to help us with our own school garden, as well as opportunities to visit and see exactly where our food comes from.

The initiatives with our school garden and opportunities for agricultural education will help bring the student's learning to life. It takes learning out of the pages of a book and makes it a real, authentic, and meaningful experience they will remember.

Ms. Seidel's high school class continues to explore outreach opportunities with neighboring school districts with functional gardening/composting programs and continues to explore community outreach opportunities with professionals in the environmental industries. A big thank you to Ellie Stuart, Penn State Master Gardener's Coordinator, for her help in gathering informational gardening packets and compost bin schematics that were instrumental in the start-up of the garden. **#Partnership**

The benefits of building a small-scale, sustainable compost/gardening system did not stop at the close of the regular school year. Benefits from this initiative carried over into the summertime with the extended school year (ESY) program to provide students with hands-on opportunities that directly supported

valuable leadership and transition skills needed for post-secondary success. **#Leadership**

Next Steps!

Hill Top Academy remains dedicated to promoting youth educational opportunities related to sustainable greenhouse productions. There is buzz not only in the garden but also in our school community to extend our academic STEM projects to include aquaponics and hydroponics!

Living our mission. Communicating our vision.

Each month, our team shares stories of how CAIU's vision, mission, and values are being incorporated into every day services and practices. Staff can submit articles and ideas to communications@caiu.org.



Strategic Plan *What is your part?*

Understanding the Strategic Planning Process

Article by: Dr. Thomas Calvecchio, Assistant Executive Director

One easy way to understand the strategic planning process is to call it by a different name – continuous improvement. In short, we all work for the same organization, we always want to get better at what we do, and we agree that we need a plan to do so. The Strategic Plan is just that. Besides, who wants to work in an organization where five teams work in five different directions, am I right?

We hope that you have noticed some buzz around the strategic planning and goal setting processes here at the CAIU! Our Leadership Team has worked very hard this summer and fall to design not only a CAIU organizational plan but also specific plans for each team. These team plans and organizational goals were reviewed and discussed as you designed your 2021-2022 professional goals. It is important that you

It is important that you become familiar with these plans and goals to see how your own day-to-day work ties directly to our vision, mission and values.

become familiar with these plans and goals to see how your own day-to-day work ties directly to our vision, mission and values. It is also important to make this connection so you see this process as not just something extra to do, but rather something that focuses our efforts on fulfilling our identified goals.

One word to describe just how important this process is to the CAIU is alignment. Although we all work on different teams and programs within the CAIU, this plan and its goal setting process, serves to show that we are all actually working towards the same goal. Our alignment as an organization succeeds by focusing our efforts on four key strategic priorities. The strategic planning process embeds these four priorities into all that we do. These priorities also assist us in fulfilling our mission to be great and our vision to change lives in the Capital Area.

You can find our strategic priorities reflected in our Strategic Plan goals, team goals, and in as we continue to grow your individual goals. The strategic planning process shows us that our collective efforts align to the overall plan.



As you can see, each level of this plan should inform not just the one below it, but above it as well. This is a critical component to executing our Strategic Plan well.

Who knows better than staff in the field what we should be looking into better than the staff who work within those programs on a day-to-day basis?

In its perfect form, this process should allow ANY staff member to identify a goal area or focus for their classroom, team or program that could be better aligned to our strategic priorities. As these ideas or concerns pop up, we encourage you to address them with your supervisor and discuss how they could fit into current or future goals, plans or strategies of improvement. This is also a way to show that your ideas and issues matter towards the continual improvement of the CAIU. Moreover, it feels good to identify a barrier and work a way around it! After all, that is what we try to do every day. We also would encourage you to look at the plans that your individual team has prepared... We are doing some truly AWESOME stuff this year that shows a true reflection of what each team needs to do in order to get better at what they do.

We also know that no process is perfect, so any feedback you have, or ideas on how to better hear the voice of staff within this process, please reach out! You can also send any feedback you may have to communications@caiu.org.

In closing, we hope that you use this process to engage deeply with your supervisors on how to make things better for not just you, but your students. We hope that you can use this process to design systems to improve your work environment, outcomes for kids, efficiencies, and the things that make you scratch your head. A good bet is that if these ideas align to one of our four strategic priorities, you are heading in the right direction!

Organizational Updates

Each month, a member of CAIU's Executive Team will share updates or information on important organizational information or topics.

caiu
Capital Area Intermediate Unit
Strategic Plan 2021-2022
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

Strategic Plan
Priorities and Strategies
through 2022

Priority 1
Provide Innovative, Quality Services to Schools, Families, and Communities

- Develop a cybersecurity strategy for CAIU
- Research and implement a new certification
- Focus development of positive behavior support
- Redefine the emotional support continuum

Priority 2
Attract, Support, and Develop our Employees to Thrive Professionally and Personally

- Personalize professional development for staff
- Focus on making it easier to do business with CAIU
- Align organization-wide, goal-setting process to strategic priorities

Priority 3
Model Strong Stewardship of all Resources

- Develop Early Intervention referral efficiencies to provide services on the "State of the IU"
- Design a process to analyze and share the overall impact of programs
- Define and execute annual trainings to improve organizational effectiveness

Priority 4
Communicate the Value and Impact of CAIU's People, Processes, and Programs

- Design a process to provide quarterly strategic updates to the "State of the IU"
- Develop a fidelity checklist for use in Autism and MDS programs
- Develop various scorecards to demonstrate the impact of CAIU

Living & Communicating

Noteworthy

#BeGreat #ChangingLives



Loysville YDC Mock Interviews

Students enrolled in Nikki Wertz and Dave Harper's Employability Classes at Loysville YDC have been learning skills vital to obtaining employment. Their studies include a variety of topics to include the following: identifying personal skills, reviewing job postings, completing job applications, writing cover letters & resumes, as well as practicing their interview skills. Students had the opportunity to participate in a mock interview with Keith Watson, Tom Calvecchio, as well as two other volunteers. The students did extremely well! Each student was able to identify their strengths and convincingly explain how they would be an asset to a potential employer. Lunch was provided by Betsy Moyer's Culinary classes. Janet Penica organized the event and secured appropriate interview attire for our students through our partner, Tied to Success. Hats off to the students and staff who participated!



Movement Initiative

When Cumberland Valley CAMhP Social Worker, Kelly Morris recognized that screening data showed consistently low levels of physical movement amongst students, she decided to create a new initiative to inspire those within the CAMhP classrooms to increase their movement while at school.

Each participating CAMhP classroom is tracking their group walking minutes daily and logging them in a shared Google spreadsheet. Students and staff can also see the logged minutes of every other participating classroom for some extra motivation to keep moving! At the end of each month, the classroom with the most walking minutes for that month receives a certificate of recognition and an email shout out.

The winner for the month of September was the Central Dauphin East High School CAMhP classroom! Congratulations to them for their win and to all the classrooms involved for making the effort to get up and keep moving!

Project SEARCH: It Feels So Good to Be Back!

The 19-20 School Year required our interns to work out of the CAIU Enola Office. The Enola staff were welcoming and Project Search staff and interns continued to excel.

It was a successful year, but it is always a good feeling to return 'home'. In collaboration with Penn State Health, we are able to safely return to our classroom and work sites in the hospital. Our 21-22 Interns settled into their first rotations at Penn State Health Hershey Medical Center. You can see their smiles behind those masks!



ELECT Brings the Music

In September, ELECT (Education Leading to Employment and Career Training) partnered with Lenny Tepsich and Bob Welsh from BrightNow! to host a workshop for students. The ELECT team works with pregnant and parenting teens to provide training to help them become successful parents and self-sufficient adults. Lenny and Bob taught the benefits music has on brain development. Listening to music during pregnancy can have a soothing and uplifting effect on the pregnant woman and have a positive influence on the unborn baby. The participants learned about ways to calm and engage their babies and toddlers by singing and using calming rhythms. For more information about connecting your students with this program, visit the [ELECT webpage](#).



PREPaRE Curriculum

Over the past few weeks, several of CAIU staff including Kelly Morris, Beth-Ann McConnell, Rebecca Slavinsky and Erin Waltz have been working hard towards becoming certified trainers of the PREPaRE curriculum. PREPaRE, which has been developed by the National Association of School Psychologists, trains school-employed mental health professionals and other educators on the crucial roles and responsibilities of those who serve as part of school crisis response teams. Currently, PREPaRE is the only comprehensive and nationally available curriculum that has been developed by educators with formalized training and direct crisis response experience.

OCTOBER IS PHYSICAL THERAPY MONTH!

CAIU employs ten Physical Therapists (PTs) working in both preschool and school-age programs. PTs help students in district classrooms, CAIU classes, local daycare centers, and private homes. Physical Therapy is a related service in schools, meaning our PTs help students meet their educational goals by ensuring safe environments, assisting teachers with incorporating motor learning into educational activities, and supporting developmentally appropriate motor skills for all students. PTs are licensed medical professionals, certified by the PA State Board of Physical Therapy.



The Physical Therapy department at CAIU is made up of accomplished and talented individuals. Several PTs are pediatric specialists and orthopedic specialists. Our department has some of the top talent in the area! CAIU PTs teach at local universities and consult in clinics across the region.

Hello new hires.
Best wishes.
Bring a friend.

CAIU Retirees

Mark Hennes retiring after 14 years of service.

Joanne Kliss retiring after 25 years of service.

Lindsey Schue retiring after 12 years of service.

REFER FAMILY
OR A FRIEND



AND WE'LL
PAY YOU \$100*

Newest vacancies at
caiu.org/employment

* Receive a \$100 Amazon gift card after the new employee has been successfully on-boarded.

John "Chip" Benedict
is an S/L Clinician at the Enola office. He swam at Bloomsburg University and the 100-yard butterfly was his favorite event.



Haley Burkholder
is an Accountant at the Enola office. She loves to bike and go hiking with her dog.



Lee Bzdil
is a Program Supervisor at the Enola office. She enjoys spending time outdoors with her husband, four children, and two dogs. They enjoy hiking, biking, various sports activities, kayaking, and fishing.



Kerry Campbell
is an ANPS School Counselor. She has an eye that is two different colors (called heterochromia). Also, before pursuing a degree in counseling, she taught biology.



Deepali Carlson
is an HR Generalist at the Enola office. She plays pool.



Brandon Carter
is a Special Projects Supervisor at the Enola office. He always wanted to be a Funeral Director, but "life got a hold of him".



Marilla Clay
is an ANPS Program Secretary at the Enola office. She has played the harp for 15 years.



Mariena Decker
is an EPP at Middlesex Elementary. She is adopted from Russia.



Brittany Ensigh
is an Inclusion Consultant at the Enola office. She watches Good Morning Football every morning before work.



Kristyn Gross
is a Teacher at Hill Top Academy. She has traveled to 6 countries.



Sarah Heavenr
is an Occupational Therapist at Hill Top Academy. She sews a lot of her own clothes.



Danielle Largmann
is a Teacher at Middlesex Elementary.



Jill Marshall
is a CAOLA Secretary at the Enola office. She rides a 2010 Harley Davidson Deluxe. She's been riding since 2006.



Jenny Morris
is a PCA at Hill Top Academy. She has an emotional support dog named Gizmo.



Lena Stuck
is an ANPS Remedial Specialist. She really enjoys saltwater fishing and was featured in a newspaper in OCNJ because of a large flounder she caught.



Lauren True
is an EPP at Middlesex Elementary. She enjoys going camping with her family.



Taylor Tyneway
is a Behavior Consultant at the Enola office. She loves cats.



Emily Veronikis
is a Digital Marketing Assistant at the Enola office. She was a guest judge on a reality show for Animal Planet.



Emily Bennett
is a Cafeteria Worker at Hill Top Academy. She loves the Steelers.



Heather Brown
is a Floater Teacher.



Michele Buck
is a CP at the Enola Office. In her free time, she enjoys reading, running, and spending time with her family and 2 miniature dachshunds.



Ebone Jackson
is a Mental Health Worker at East Pennsboro.



Tiffany Johnson
is a Sign Language Interpreter at Susquehanna Township. In her free time, she enjoys dance and art.



Kathryn Lacoco
is a Teacher at Hill Top Academy. She once held an alligator.



David LaPlante
is an EPP at Hill Top Academy. He met Kevin Durant.



Kayla Lingle
is a Social Worker at Diakon. She enjoys the outdoors and incorporating that and animals into her work.



Emily Musser
is an EPP at Conewago. She's the mom of 4 boys and loves to be outside.



Jacquelin Palmeri
is an ANPS Learning Support Teacher.



Shayna Parrish
is a Social Worker. She used to dance and now she announces swim meets part-time.



Bryan Smith
is a Teacher at Hill Top Academy. He likes everything Penn State.



Kaitlyn Zimmerman
is an EPP for ANPS. She lived in India from infancy until 6 years old.



caiu Compliments

Capital Area Intermediate Unit

CAIU Compliments is a Capital Area Intermediate Unit initiative that allows CAIU staff the opportunity to share words of thanks, tout successes, or tell a story about what makes us great as an organization; our people. Submit a CAIU Compliment [here](#). (Login required.)

Bridgid Wills: Bridgid has been such a huge help as secretary. She is efficient, organized, and so patient. She is working hard to make sure paperwork is streamlined and everybody knows what to be submitted, when, and how. She is making things on our end a little bit easier and it is appreciated. Submitted by Bridget Wiberg, Speech Therapist

Kellie Custer & Kristen Kimsey: I took the RBT training in August taught by Kellie & Kristen & it was great! These two made the week fun and informative and gave great information I could easily implement with my team. These two are a wealth of knowledge. We are so lucky to have Kristen with us in preschool now! Submitted by Bridget Wiberg, Speech Therapist

Beth-Ann McConnell, School Social Worker
#Partnership: Beth is so wonderful and helpful. She is always keeping us in the loop, and ready to help a family whenever I ask. I am so thankful to have Beth at the CAIU. Her communication, positivity, and eagerness to help is a blessing to this organization. Submitted by Tessa Moran, Preschool Teacher

Sheila Petersen, Mental Health Worker
#Leadership: Sheila has demonstrated to those who know her that she is a PERFECT fit at the CAIU. Her dedication, service and passion to her work are impressive to observe. This compliment is a small token of appreciation for her efforts to provide CAIU staff information and opportunities to help raise awareness during Suicide Prevention Month, in September! We appreciate you! Submitted by Dr. Thomas M. Calvecchio

Janet Penica, Transition Services LYDC

#Dedication: Janet went above and beyond to coordinate mock interviews for the students at LYDC last week. Guest "employers" were selected from the CAIU Administration, and PA State leadership from LYDC. Not only were the students very well prepared, but the entire day was a testament to the great things happening at LYDC. Thank you for your efforts! Submitted by Dr. Thomas M. Calvecchio, Assistant Executive Director

Beth-Ann McConnell, School Social Worker & Interagency Coordinator

#Leadership: BAM is a CAIU legend! Her willingness to be a connector of good ideas and spreading the CAIU mission and vision wherever she goes are top notch. This compliment is a small token of appreciation for her efforts to provide CAIU staff information and opportunities to help raise awareness during Suicide Prevention Month, in September! We appreciate you! Submitted by Dr. Thomas M. Calvecchio, Assistant Executive Director

Nikki Wertz, Employability Teacher LYDC

#Expertise: Nikki prepared her students at LYDC to engage in mock interviews with CAIU and PA State Administration last week. Not only were her students dressed to impress, they were very engaged in the process, and showed evidence of practice and effort during the interviews. Each student prepared a resume for review and sat for a 15 question interview. I was very impressed with the effort both staff and students put into this event. Submitted by Dr. Thomas M. Calvecchio, Assistant Executive Director

Lauren Mahoney, Data Specialist

#Dedication: Thank you to Lauren Mahoney for going above and beyond with a data tracking project for the Student Services team. Lauren jumped right in with a solution to track and maintain data in an efficient manner that will benefit the entire Student Services team. Your hard work, dedication, collaboration, and attention to detail is greatly appreciated! #BeGreat Submitted by Keith Watson, Assistant Director -Student Services



Walking for a Cause

A group of CAIU staff members joined together to support Suicide Awareness by volunteering and participating in the [Harrisburg Out of the Darkness](#) walk for the American Foundation for Suicide Prevention on October 9.

What an amazing day for healing, hope, and raising awareness in our community! At this point the [CAIU Staff, Family & Friends walk team](#) has raised \$810 and the Harrisburg Out of the Darkness walk has raised over \$95,000 for suicide prevention!

For additional information on AFSP programs, resources, and events, visit [AFSP.org](#), the [AFSP Eastern Pennsylvania Facebook page](#), or email Stephanie Petersen at SPetersen@caiu.org or Bridgid Wills at BWills@caiu.org.



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

Upcoming Professional Growth Sessions

[CAOLA Advisor Training 2021-2022 \(Ends 6/1/22\)](#)

[CAOLA Teacher Training 2021-2022 \(Ends 6/1/22\)](#)

[CAOLA Admin Training 2021-2022 \(Ends 6/1/22\)](#)

[Google Chrome: Organizing Your Digital Space](#)

[Regional Instructional Technology Collaboration \(RITC\)](#)

[Introduction to Collins Writing](#)

[Integrating the 4Cs in all Learning Environments](#)

[Retrieval Routine](#)

[1CAIU MTSS Network](#)

[TDA \(Text Dependent Analysis\) Make It, Take It](#)

[CAIU Math Network](#)

[School Improvement Network](#)

[Coding in the Elementary Classroom](#)

[LETRS Module 3: Spellography for Teachers: How English Spelling Works](#)

[History Untold: Racism in America- November 30, 2021- December 2, 2021](#)

[Early Intervention Articulation Assessment Tools/Other Assessment Tools/RRs/Monitor-Dismissal Process](#)

Upcoming Service Projects (For CAIU Staff)

[ALL STAFF DAY - Project Share Apple Gleaning](#)

[ALL STAFF DAY - Make One, Take One Holiday Centerpieces for Central PA Hospice](#)

[ALL STAFF DAY - Wreaths Across America](#)

opportunities to do good



Help Bring Imagination Library to the Capital Region

The CAIU and our non-profit partner, [CASTL](#), is excited to announce a new project. Together, we are bringing Dolly Parton's [Imagination Library](#) to children in Dauphin, Cumberland, and Perry Counties.

Here is how it works:

We raise the funds to create the library through events, partners, and all the creative ways we can think of;

We network with hospitals, pediatricians, libraries and other community partners to raise awareness both with the partners and the families they serve;

All registered children ages birth to 5, then receive a high quality, age appropriate book every month. The books are sent directly to their homes, addressed to the child and personalized with the child's name at no cost to the child's family. Income is not a factor.

We are currently in the first step of raising the funds to pay for the books. You can help with this life changing endeavor in four ways:

1. Consider **DONATING** - \$30 will sponsor a child for 1 year. [Donate here.](#)
2. **Become a Member** of CASTL and the Imagination Library Committee
3. Please sign up and **SHOP with SCRIP**
4. **Help us Network** with local businesses for sponsorships.

CAIU Champions for Children Annual Giving Tree Project

It's that time of year to begin the process of our Annual Giving Tree Event. Each year, we are overwhelmed with the generosity of our CAIU staff. Thank you for supporting the CAIU Giving Tree for more than 25 years!

Click the link below or follow the QR code to learn more about this year's Giving Tree Project.

[2021 CAIU Annual Giving Tree](#)



Questions? Please email Judy Zemanek at jzemanek@caiu.org

The United Way of the Capital Region poinsettia sale is back!

Order beautiful poinsettias and help support United Way of the Capital Region's internal campaign. Funds are generated through donations and special event sales such as this one. All proceeds from this sale will go directly to United Way's 2021 campaign.

Poinsettias are 6" pots
COLORS: red, white, pink or burgundy
COST: \$11 each

Orders are due by November 17.
PLACE YOUR ORDER TODAY AT:
www.uwcr.org/uw-poinsettia-sale

Poinsettias will be delivered the first week of December.
Order 5 or more and receive FREE delivery!

Open 2022 Enrollment

November 1 - November 24, 2021

Our annual Open Enrollment will begin on November 1st.

Human Resources will email additional information and directions.



WE NEED YOUR HELP

HELP A CHILD IN NEED WITH A NEW COAT!

A staggering number of families and children in our region live in poverty, making meeting basic needs challenging. The opportunity to provide a brand new, warm coat to a child is a great example of realizing our vision of changing lives. **We are campaigning to raise enough funds to purchase coats for approximately 1,000 children in the Capital Region.** We are partnering with Operation Warm, a non-profit that has been providing children with coats across North America for more than 20 years.

OPERATION
warm
more than a coat®

To change a child's life
DONATE NOW at
bit.ly/CAIUcoatsdrive or
use the QR code below.

A brand new coat for a child
in our region is \$20 to \$22
for larger coats.



Donate by December 4, 2021

Capital Area Intermediate Unit | 55 Miller Street, Enola, PA 17025 | 717.732.8400 | info@caiu.org



Self-Care

Why it is So Important?

Wellness Committee Report

Article by: Wellness Committee member Rennie Gibson

These days, we have all become very aware of just how little we give ourselves the necessary self-care we need. It is more important than ever for us to learn to slow down and try self-care as a way to cope. Practicing daily self-care strategies will help ensure that you don't get to the point of burn out. Take the time to invest in emotional, physical, spiritual, mental, and social self-care practices.

According to the national Substance Abuse and Mental Health Services Administration's (SAMHSA), developing a consistent self-care plan can help you stay stronger mentally and physically.

This plan consists of **eight dimensions of wellness**. Here are some suggestions to consider:

1. **Emotional** – Talk to someone, reflect, journal, read, do something artistic, listen to music, work out, cry it out, hug someone, cuddle, laugh, take a nap.
2. **Environmental** – Take a walk somewhere nice, breathe in fresh air, enjoy the sun, enjoy the night sky, pick up litter, use reusable products, recycle, clean your house, redesign a room.
3. **Financial** – Develop a practical financial plan, open a savings account, , invest, cut back on unnecessary purchases, avoid credit cards.
4. **Intellectual** – Read, listen to audiobooks, watch documentaries, complete puzzles, be mindful of the world around you, become curious, try something new, tap into your creative/artistic side, take a class, complete a program, graduate.
5. **Occupational** – Learn a trade, get your degree, train for a promotion, polish your resume, apply for your dream job, take on a task you enjoy, open your own business.
6. **Physical** – Work out daily, take a walk, eat healthy, get your annual checkup, see the dentist, take medications as prescribed, avoid drugs and alcohol, [get 7-9 hours of sleep](#), see the physician when you do not feel well.
7. **Social** – Meet up with friends and family, keep in contact with old friends, volunteer, have fun, [exude positivity](#), utilize technology when distance is a factor, laugh.
8. **Spiritual** – Meditate, pray, reflect, engage in yoga, do right by others, [be mindful](#), consider your higher purpose and meaning, love one another, help those in need.

Self-care is an important activity to do every day. Download the Creating a Healthier Life – A Step-By-Step Guide to Wellness - [SAMHSA pdf source](#).

Flu Vaccine Clinics

The Wellness Committee organized two flu vaccine clinics during the month of October. Katlyn Spangler, pharmacist from Giant Pharmacy, was onsite at Enola on October 7th and Hill Top Academy on October 12th to provide the flu vaccine to CAIU employees. In total, there were 123 vaccines administered, which is roughly 20% of CAIU employees. **Thank you to all who participated in this successful Self-Care activity.**



ENOLA CAMPUS
55 MILLER STREET
ENOLA PA

Fall fest

A family fun event!

LOADS OF FAMILY FUN & SUPPORT OUR CHARITIES!

All proceeds benefit; Imagination Library, Operation Warm to benefit Perry County kids, and Champions for Children.

Did you know we have **over 25 booths** with crafts, baked goods, and more at Fall Fest? Make sure you bring some extra spending money and support our local vendors. There are so many ways to do good for our communities at the Fall Fest! Specifically, don't forget to bring any of the following donations:

Katie's Place - Is accepting clothing for all ages and sizes, blankets, kitchenware, sporting goods, seasonal items, shoes, gently used furniture, stationery, crafting items, décor, etc. Anything that could be placed in a yard sale.

The Giving Pantry - Is accepting non-perishable food items of all sorts, personal hygiene items (shampoo, conditioner, soap, body wash, razors, feminine items, toothpaste, etc), cleaning supplies of any kind (dish, laundry, house, etc), and paper goods (paper towels, toilet paper).

SATURDAY
OCTOBER 30, 2021
11 AM - 4 PM
WWW.CAIU.ORG/FALLFEST

RAINDATE: OCTOBER 31

FALL FEST SCHEDULE

Event Opens

11:00 am

Booths
Live Music & DJ
Fall Photo Op
Face Painting
Fire Trucks
Pumpkin Painting
Inflatable Activities

12:00 pm

Food Trucks Open
Band Starts

1:00 pm

Trunk or Treat Begins
Bocce Learn and Play

2:00 pm

Trunk-or-Treats Awards for Best Decorations
Costume Parade & Participation Prize

3:30 pm

Raffle Basket Winners Announced

THANK YOU SPONSORS!



11:30 am

Speranza Animal Rescue Visit

12:30 pm

Balloon Artist

1:30 pm

Chili Cook-off Opens
Sidewalk Chalk Starts

3:00 pm

Chili Cook-off Winner Announced

4:00 pm

Thanks for Coming!

October 25, 2021 – PSBA Liaison Insider Summary Update

PSBA's Virtual Advocacy Day a success

Thank you to the 150 school leaders from across the state who participated in PSBA's Virtual Advocacy Day that was held on October 14. Participants received information from PSBA on key issues surrounding district challenges during the pandemic, and the need for mandate relief and charter school funding reform. Members used these resources as they spent the day communicating with their legislators to tell their stories of success and challenge in their districts. Over 100 virtual meetings were held between school leaders and legislators.

Didn't participate in Advocacy Day? PSBA prepared a letter for you to send directly to your legislators that addresses important areas of concern that were covered during Advocacy Day. If you did participate in Advocacy Day, the letter is a good follow-up message. [Click here](#) to send the letter. Thank you for your advocacy efforts - every voice counts.

PSBA testifies in support of PDE's proposed regs for charter schools

PSBA recently presented [testimony](#) to the Senate Education Committee in general support of PA Department of Education's (PDE) [proposed regulations](#) for charter and cyber charter schools. The testimony reflected PSBA's written comments to PDE and the Independent Regulatory Review Commission (IRCC). The association recognizes the limited reach of the regulatory process to substantially address charter school reforms, but supports the proposed rules, with some recommended revisions. Testimony highlighted these key points: Applications: PSBA supports language reaffirming the ability of local school boards to either develop and use their own applications for those seeking to open a charter school or to obtain additional information from charter school applicants needed to evaluate the application.

Fiscal management and transparency: PSBA supports efforts in the regulations to clarify and ensure charter schools are subject to generally accepted standards of fiscal management and that charter school boards of trustees adhere to the same standards of ethics and transparency that apply to local school boards.

Redirection of payments: The proposal includes a timeline for redirection that only gives school districts 10 calendar days to receive an invoice from a charter school, review and verify the charges, and make payment before the charter school could seek a subsidy redirection. PSBA recommends that this timeline be extended and that notice provisions are included to ensure transparency and responsibility in the invoicing and redirection process and the use of taxpayer dollars.

PSBA's letter to PDE and IRRC further addresses these sections of the proposed regulations:

- Contents of charter school application
- Random selection policies for a charter school or cyber charter school
- Requirements for boards of trustees
- Fiscal management and audit requirements
- Subsidy redirection process
- Health care benefits

[Click here](#) to read PSBA's testimony.

[Click here](#) to read PSBA's letter to PDE/IRRC on the regulation.

PDE releases Volume 10 of *ESSER/GEER Extra*

The Pennsylvania Department of Education released [Volume 10](#) of *ESSER/GEER Extra*, a communication to provide information for schools regarding the use of their federal ESSER funds and Governor's Emergency Education Relief (GEER) funds. Check out Volume 10 to find:

- Information about the ARP Act's maintenance of equity requirement
- Additional detail on use of ARP ESSER funds to alleviate student transportation strains
- Information about upcoming ARP ESSER webinars
- Guidance on use of ESSER funds for contact tracing efforts
- Information regarding the extended availability of 2019-20 federal funds due to the U.S. Department of Education waiver

All editions of [ESSER/GEER Extra are archived on PDE's website](#).

OSERS releases guidance on special education requirements under pandemic challenges

The U.S. Department of Education's Office of Special Education and Rehabilitative Services (OSERS) recently released a Q&A titled the [Return to School Roadmap: Development and Implementation of Individualized](#)

Education Programs in the Least Restrictive Environment under the Individuals with Disabilities Education Act.

The new guidance interprets requirements of the Individuals with Disabilities Education Act (IDEA) considering the many challenges of the COVID-19 pandemic as schools returned to in-person services. Topics include meeting timelines, ensuring implementation of initial evaluation and reevaluation procedures, determining eligibility for special education and related services, and providing the full array of special education and related services that children with disabilities need in order to receive a free appropriate public education (FAPE).