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**Derry Township School District  
Board of Directors Meeting  
January 10, 2022  
Summary Minutes - XIV**

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**BOARD OF DIRECTORS MEETING XIV, JANUARY 10, 2022**

**1. OPENING ITEMS**

**1.a. Call to Order**

**Minutes**

The meeting was called to order by Dr. Cronin at 7:05 p.m. The meeting was conducted both in-person and virtually.

**1.b. Roll Call**

Mr. Robert Bennett  
Dr. Donna Cronin  
Ms. Lindsay Drew  
Mrs. Maria Memmi  
Mr. Michael Rizzo  
Mrs. Ericka Schmidt  
Dr. Lewis Shaw  
Mrs. Kathy Sicher  
Mr. Terence Singer

**Minutes**

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

**Members in Attendance Virtually:** Lewis Shaw

**Members Absent:** None

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

**Solicitor:** William Zee

**Staff/Public in Attendance In-Person:** Phil Ayala, Cathi Burys, Melinda Curran, Michael Davies, Kat English, Sarah Karpel, John Miller, Sheryl Pursel, Jason Reifsnnyder, Aaron Shuman, and Walter Zdazinskey

**Staff/Public in Attendance Virtually:** Omaira Ali, Mark Anderson, Lisa Balanda, Mark Balanda, Jordan Barta, Regis Barwin, Laura Becker, Brenda Beitzel, Caryn Bennett, Brian Blase, Alicia Bohn, Gay Bricker, Lorena Brown, Tracy Brown, Samantha Bryant, Matthew Caples, Alyssa Carricato, Nisha Cartee, Julia Cin, Cait

Clark, Barb Clouser, Jen Coulter, Steve Coulter, Lisa Dalto, Mike Darowish, Michelle Davies, Maria DeCarmine Bender, Alexandria DeCicco, Julie DeDonatis, Denise Dhawan, Robin Dickinson, Leigh-Anne Dornberger, Lauren Doyle, Jeanine Dreher, Alyssa Duh, Alicia Dunlop, John Dunn, Joseph Enama, Kelly English, Stacy Fazenbaker, Nicholas Frank, Jena Funck, Katie Garver, Kathleen Gavazzi, Anna Gawel, Josi George, Scott Alan Godoy, Timothy Golden, Julie Goolsby, Kimberly Graeff, Adam Greene, Chris Grudi, Debra R Haken, Amy Heisey, Jackie Henry, Jessica Hocker, Colby Hollinger, Angela Hulays, Jessica Intrieri, Erin Ives, Nikki Jones, Melissa Kaminski, Ms. Katerman, Joslyn Kirby, Katy Knappman, Lindsay Koch, Heather Krahling, Missy Kunder, Donna Kupprat, Kristin Leiss, Olivia Lewis, David Lillenstein, Wendy Lubell, Julie Mackneer, Jennifer Maranki, Brittany Massare, Stacey Milunic, Andrea Mitchell, Angela Mullen, Kylie Mullen, Jill Muscat, Colette Nelson, Kristen Ober, Courtney Painter, Becky Peiffer, Angie Persing, Jessica Querry, Angela Ravnice, Kelly Reigert, Maeve Reiter, Jennifer Renz, Melissa Repsch, Mark Rivas, Cory Schaffer, Kirsten Scheurich, Lindsey Schmidt, Archana Sehgal, Rachel Sekellick, Caroline Shearer, Angie Shipper, Melissa Shultz, Christine Silvis, Catherine Siris, Jaime Smith, Tim/Carol Smith, Donna Spangler, Stacy Stahl, Alys Stets, Heidi Stine, Shari Stuckey, Kimberly Sullivan, Beth Thomas, Allison VanZant, Susara Verbeek, Laurie Wade, Rebecca Wallace, Christine Weaver, Angela Weader, Kim West, Tanyanella Wilhelm, Shan Wu, Jonathan Zuck, Kimberly Zuck, Jennifer Zuidema, Brenda, and 2 by phone.

**Press in Attendance:** Nick Volturo - CBS 21

#### **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 Ms. Drew and a second by Mr. Rizzo the board agenda for this evening's meeting was approved.

##### **Vote Results**

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**Yea:** 9 Robert Bennett, Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, Ericka Schmidt, Lewis Shaw, Kathy Sicher, Terry Singer  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 0

## **2. INFORMATIONAL AND PROPOSALS**

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

##### **Minutes**

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

- Safety
- Consult with an attorney for professional advice

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

This is an opportunity for residents and taxpayers to address the Board on matters related to the agenda. Citizens wishing to speak should come to the microphone or raise their virtual hand. Once recognized or un-muted, please state your full name and address for the record. To provide equal opportunity, each speaker is limited to three (3) minutes. If necessary, the Board may set a maximum time for the public comment portion of any meeting.

### **Minutes**

The following citizens were recognized by the board:

- John Miller, Angela Ravnic, Stacey Milunic, Kimberly Zuck, Melinda Curran, Walter Zdazinsky, Omaina Ali, and Angela Weader all spoke to items related to the pandemic.

## **2.c. 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:

- Approval was given to move all 4 High School Course Addition Proposals to the full board for approval:
  - Modern Innovation
  - College Prep English 11: Epics, Myths, and Legends in Literature
  - High School Course Addition/Revision Proposal: Student World Action Class (SWAC) to be renamed Learning through Community Service
  - High School Course Addition Proposal: HACC Introduction to Business

## **2.d. Community Correspondence Report**

### **Minutes**

Ms. Karpel reported that there was a total of 58 submissions during the month of December.



## **2.e. 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:

- EEC Club
- Film Club
- Pokefans Club

### **Minutes**

The following Clubs were recognized by the Board:

- EEC Club
- Film Club
- Pokefans Club

## **2.f. Recognition of Student Club Name Change**

The listed High School Student Club Name Change is recognized. No Limited Service Contract is associated with this club. The club has not requested a Student Activity Account.

- Chem Med Club, changes to, Science for All Club

### **Minutes**

The Chem Med Club was recognized as having a name change to Science for All Club

## **2.g. 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**

Miss Oladipo and Mr. Perlakowski gave a report to include the following:

- Snow Day
- Musical Practices have started
- Winter Sports season has been officially started
- Indoor Track's invitational this past weekend
- Keystones starting this week
- High schools spirit week in December

- Youth & Government Election Convention this Saturday

## **2.h. 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 January 10, 2022 Board of Directors Summary Minutes
2. New Hall of Fame Committee Members
3. 1:1 Technology for Learning - Lease to Refresh iPads in Grades K-5

## **3. UNFINISHED BUSINESS**

### **3.a. Pandemic Update**

#### **Minutes**

Dr. Winslow shared the following from the Pandemic Team meeting on January 3, 2022 at 4:00 p.m.:

- Reviewed Community Correspondence relating to the Pandemic
- Compared surrounding Districts case counts and quarantine counts
- Dr. Reifsnyder reviewed the CDC guidance changes that occurred over the Holiday break
- Mr. Walker (solicitor) went over the legality for following the CDC guidelines
- Looked at current transmission rates
- Discussed option of going mask optional and a time line
- Discussed an exit strategy

These were lengthy and robust conversations and required the team to reconvene on January 18, 2022 to work through more details in order to go to the full board with recommendations.

## **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 Ms. Drew the Consent Agenda items were approved.

#### **Vote Results**

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**Yea:** 9 Robert Bennett, Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, Ericka Schmidt, Lewis Shaw, Kathy Sicher, Terry Singer  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 0

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

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

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

**Group:** HHS Indoor Color Guard & Indoor Percussion

Saturday, February 12, 2022

**Date/Time:** 12:00 p.m. - 9:00 p.m. (set up/tear down)

2:00 p.m. - 8:00 p.m. (event)

**Requested Facility:** High School - Auditorium, Band & Orchestra Rooms, LGI, Gym, Cafeteria, First Floor Rooms (TBD), Hallways, and Restrooms

**Event:** Indoor Competition

**Fee:** None

### **5. NEW BUSINESS**

#### **5.a. 2022 Committee/Delegate Assignments**

##### **Minutes**

Following a motion by Mrs. Memmi and a second by Mr. Rizzo, the AIA Benefits Resource Group Agreement was approved.

##### **Vote Results**

**Yea:** 9 Robert Bennett, Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, Ericka Schmidt, Lewis Shaw, Kathy Sicher, Terry Singer  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 0

#### **5.b. Approval of AIA Benefits Resource Group Agreement**

The Administration recommends the Board approve the Services and Consulting Agreement with AIA, Alera Group, as health and benefits insurance broker effective January 1, 2022 (retroactive) through June 30, 2025.

## **Minutes**

Following a motion by Ms. Drew and a second by Mrs. Memmi, the AIA Benefits Resource Group Agreement was approved.

### **Vote Results**

**Yea:** 9 Robert Bennett, Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, Ericka Schmidt, Lewis Shaw, Kathy Sicher, Terry Singer  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 0

## **5.c. Personnel - Resignations**

The Administration recommends the approval of the following resignations:

### **Classified:**

#### **Stevens, Ashley**

Seasonal Cafeteria/Recess Aide

Seasonal/Substitute

Intermediate Elementary School

Reason: Personal

Effective: 12/10/2021 (retroactive)

## **Minutes**

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

### **Vote Results**

**Yea:** 9 Robert Bennett, Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, Ericka Schmidt, Lewis Shaw, Kathy Sicher, Terry Singer  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 0

## **5.d. Personnel - General**

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

### **Act 93:**

#### **Vargas Guzman, Edward**

Computer Technician (replacing Jared Nicholson)

District-wide

Act 93, Group 2

Salary: \$43,500 (pro-rated)

Effective: 01/11/2022

**Professional:**

**Dietz, Eleanor**

Grade 5 Teacher (replacing MaryJo Coleman)  
Intermediate Elementary  
Temporary Professional  
Bachelors, Step 4  
Salary: \$58,729 (pro-rated)  
Effective: To Be Determined

**Leipham, Katelyn\***

Kindergarten Teacher (replacing Alicia Bohn)  
Early Childhood Center  
Long-Term Substitute  
Bachelors, Step 1  
Salary: \$54,306 (pro-rated)  
**Revised** Effective: 01/10/2022 through the end of the 2021-2022  
school year (retroactive)

**McBride, Kathryn\***

Special Education Teacher (replacing Natalie Lynch)  
Early Childhood Center  
Long-Term Substitute  
**Extension** Effective: 02/28/2022 through the end of the 2021-2022  
school year

**Sandoval, Vilma**

Spanish Teacher (replacing Desiree Weyforth)  
High School  
Long-Term Substitute  
Bachelors, Step 1  
Salary: \$54,306 (pro-rated)  
Effective: 01/11/2022 through the end of the 2021-2022 school year

**Classified:**

**Baskerville, Claude**

Bus Driver (replacing Paul Doutrich)  
District-wide  
Level A, 5.25 hours per day  
Salary: \$20.59 per hour  
Effective: 01/11/2022

**Dunham, Wanda**

Substitute Food Service Worker  
District-wide

Salary: \$12.61 per hour  
Effective: 01/06/2022 (retroactive)

**Light, Ken**

Utility Custodian (2nd shift) (replacing Joseph Johnson)  
District-wide  
Full-time, 8.0 hours per day  
Salary: \$19.79  
Effective: 01/11/2022

**Richmond Phillips, Mijiza**

Cafeteria/Recess Aide (replacing Ashley Stevens)  
Primary Elementary School  
Seasonal Substitute, 3.0 hours per day  
Salary: \$15.06 per hour  
Effective: 01/03/2022 (retroactive)

**Transfer of Classified Staff:**

**Bowman, Donald\***

From: Custodian (2nd Shift)  
District-wide  
To: Custodian (replacing Randy Brandt)  
Elementary School  
Full-time, 8.0 hours per day  
Salary: \$20.45 per hour  
Effective: 01/04/2022

**Stoney, Jodie\***

From: Paraprofessional  
Early Childhood Center  
Level A, 5.75 hours per day  
To: Paraprofessional (Self-Contained Classroom) (replacing Ryan Kelley)  
Primary Elementary School  
Level B, 6.5 hours per day  
Salary: \$17.89 per hour  
Effective: 01/03/2022 (retroactive)

2. The Administration recommends the approval of the following request in accordance with Section 6.10 of the HEA Collective Bargaining Agreement:

**Gingrich, Ellen\***

School Counselor  
High School

Childrearing Leave

Effective: To be determined through approximately the beginning of the fourth marking period (March 2023)

**Lynch, Natalie\***

Special Education Teacher

Early Childhood Center

Childrearing Leave

Extension Effective: 02/28/2022 through the end of the 2021-2022 school year

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

**Lykins, Deborah\***

Cafeteria/Recess Aide

Early Childhood Center

Uncompensated Leave

Extension Effective: 12/31/2021 through 6/13/2022 (retroactive)

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

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### Minutes

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

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### *Vote Results*

<b>Yea:</b>	9	Robert Bennett, Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, Ericka Schmidt, Lewis Shaw, Kathy Sicher, Terry Singer
<b>Nay:</b>	0	
<b>Abstain:</b>	0	
<b>Not Cast:</b>	0	

## 6. DELEGATE REPORTS

### 6.a. CAIU

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#### Minutes

The CAIU report is attached to the agenda.

### 6.b. All Things Diversity

All Things Diversity Event Link to [Register](#)

### **Minutes**

The All Things Diversity report is attached to the agenda and Mrs. Sicher mentioned the upcoming event and where to find the registration link.

### **6.c. PSBA**

#### **Minutes**

The PSBA report is attached to the agenda.

## **7. SPECIAL REPORTS**

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

#### **Minutes**

There were no reports from the Board Members.

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

#### **Minutes**

Dr. Winslow gave a report that included the following:

- Friday was our first snow day and, as promised, was a true snow day. Going forward, barring any power outages these days will be FID (Flexible Instruction Days).
- Many thanks for all the tireless volunteer hours of our School Board Members, it is School Board Member Appreciation Month - The Elementary PTO provided desert for the members.
- Successful Community Forum today, lots of discussion and feedback. Next Forum will be on April 4, 2022 at 5:00 p.m.

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

#### **Minutes**

Dr. Cronin gave a report to express the following:

- Gratitude to the Community for their participation and involvement in the school is invaluable. We have great District that it is due to the community that is involved.

## **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:

- Walter Zdazinsky - spoke of reducing child abuse today, social ills of the future will be reduced.
- John Miller - asked for alternative options to be explored

## 9. ADJOURNMENT

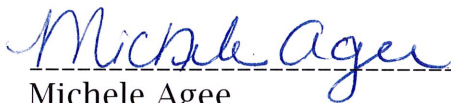
### Minutes

The meeting was adjourned at 7:55 p.m. following a motion by Mrs. Memmi and seconded by Mr. Rizzo

### Vote Results

**Yea:** 9 Robert Bennett, Donna Cronin, Lindsay Drew, Maria Memmi, Michael Rizzo, Ericka Schmidt, Lewis Shaw, Kathy Sicher, Terry Singer  
**Nay:** 0  
**Abstain:** 0  
**Not Cast:** 0

Respectfully submitted,



Michele Agee  
Secretary to the Board  
January 24, 2022



Maria Memmi  
Board Vice President

**Derry Township School District**  
**School Board Meeting**  
January 10, 2022

**Please Sign In AND Print Your Name**

Signature

Daniel B Tredinnick


*Printed Name*  
Dan Tredinnick

Signature 

Printed Name  
Kat English

Signature 


Printed Name Melinda Curran

Signature 

Printed Name  
Michael Davies

Signature Cathi Burz

Printed Name Cathi Burg

Signature 

Printed Name ZPAZINSEY, WALTER

Signature 

Printed Name

John Mink

Signature \_\_\_\_\_

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<i>Printed Name</i>
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**Board of Directors Meeting, January 10, 2022 Virtual Attendance**

Omaima Ali	Katie Garver	Becky Peiffer
Mark Anderson	Kathleen Gavazzi	Angie Persing
Lisa Balanda	Anna Gawel	Jessica Querry
Mark Balanda	Josi George	Angela Ravnich
Jordan Bartal	Scott Alan Godoy	Kelly Reigert
Regis Barwin	Timothy Golden	Maeve Reiter
Laura Becker	Julie Goolsby	Jennifer Renz
Brenda Beitzel	Kimberly Graeff	Melissa Repsch
Caryn Bennett	Adam Greene	Mark Rivas
Brian Blase	Chris Grudi	Cory Schaffer
Alicia Bohn	Debra R Haken	Kirsten Scheurich
Gay Bricker	Amy Heisey	Lindsey Schmidt
Lorena Brown	Jackie Henry	Archana Sehgal
Tracy Brown	Jessica Hocker	Rachel Sekellick
Samantha Bryant	Colby Hollinger	Caroline Shearer
Matthew Caples	Angela Hulays	Angie Shipper
Alyssa Carricato	Jessica Intrieri	Melissa Shultz
Nisha Cartee	Erin Ives	Christine Silvis
Julia Cin	Nikki Jones	Catherine Siris
Cait Clark	Melissa Kaminski	Jaime Smith
Barb Clouser	Ms. Katerman	Tim/Carol Smith
Jen Coulter	Joslyn Kirby	Donna Spangler
Steve Coulter	Katy Knappman	Stacy Stahl
Lisa Dalto	Lindsay Koch	Alys Stets
Mike Darowish	Heather Krahling	Heidi Stine
Michelle Davies	Missy Kunder	Shari Stuckey
Maria DeCarmine Bender	Donna Kupprat	Kimberly Sullivan
Alexandria DeCicco	Kristin Leiss	Beth Thomas
Julie DeDonatis	Olivia Lewis	Allison VanZant
Denise Dhawan	David Lillenstein	Susara Verbeek
Robin Dickinson	Wendy Lubell	Laurie Wade
Leigh-Anne Dornberger	Julie Mackneer	Rebecca Wallace
Lauren Doyle	Jennifer Maranki	Christine Weaber
Jeanine Dreher	Brittany Massare	Angela Weader
Alyssa Duh	Stacey Milunic	Kim West
Alicia Dunlop	Andrea Mitchell	Tanyanella Wilhelm
John Dunn	Angela Mullen	Shan Wu
Joseph Enama	Kylie Mullen	Jonathan Zuck
Kelly English	Jill Muscat	Kimberly Zuck
Stacy Fazenbaker	Colette Nelson	Jennifer Zuidema
Nicholas Frank	Kristen Ober	Brenda
Jena Funck	Courtney Painter	and 2 by phone



# Derry Township School District

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Phone (717) 534-2501 • Fax (717) 533-4357 • [www.hershey.k12.pa.us](http://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: 11/30/2021

On behalf of HHS student Umragil Abakarova, I would like to present a recommendation to the Derry Township Board of School Directors regarding the formation of a student club entitled Eastern European Cultures Club (EECC). 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 EECC 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 EECC

Hello Dr. Smith,

Thank you for your email regarding the club proposal, this email contains all the required information.

My name is Umrakil Abakarova, and I'm interested in introducing Eastern European cultures club (EEC). This club will help diversify our school and engage our students in new cultures. Club members will get to learn about the everyday lifestyles in Slavic countries and their ethnic backgrounds. As someone who grew up in one of these states, I would love to share my experiences with my classmates and learn about others' stories. In addition to this, students can learn some Eastern European languages and get to know their holidays and celebrations.

There is no need for funding.

Approximately 20 to 30 students seem interested to join the club; anyone is eligible to join the club.

Ms. Henning, the school librarian, has agreed to supervise the club.

Umrakil Abakarova: 

Angela Henning:



Thank you for your time,  
Uma Abakarova



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To: Board of School Directors  
From: Jeff Smith, HHS Principal  
Re: Proposal to add a club at Hershey High School  
Date: 11/30/2021

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

- The club is supported by a faculty advisor, Mrs. Barb Clouser
- 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 Film 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 Film Club

11/15/2021

# Club Proposal

Hello. I am Abby Yurick and I would like to start a Film Club.

Film club is a club that will bring students together through the viewing of movies. In this club students will gain social experiences as well as enhance their ability to analyze and depict the importance of films and how they affect us today. Not only will this club allow students to socialize and watch movies, but it also offers a way to connect and communicate with more students and form greater relationships with one another. This club will not need any funding and will be just a free opportunity to have a break from school and watch a movie as a community. It is anticipated that there will be about 30 participants in total, and anyone would be allowed to join. Mrs. Clouser has agreed to be the advisory for this club as well. Thank you so much for taking time to read this proposal, and I hope you consider Film Club to be a part of the Hershey community!

Abby Yurick  
Hershey High School  
12th Grade

Signature of Student: Abby Yurick  
Signature of Advisor: Sabrina Clouser



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To: Board of School Directors  
From: Jeff Smith, HHS Principal  
Re: Proposal to add a club at Hershey High School  
Date: 11/30/2021

On behalf of HHS students Nathan Lee and Kamiren Rodriguez, I would like to present a recommendation to the Derry Township Board of School Directors regarding the formation of a student club entitled Pokefans Club. The enclosed proposal submitted outlines and describes the purpose of the club.

- The club is supported by a faculty advisors, Mr. John Barnhart, Mrs. Kim Dilger, and Mr. Alaric Krause.
- 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 Pokefans 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 Pokefans Club



To whom it may concern,

The students Nathan Lee and Kamiren Rodriguez would like to propose the Pokéfans Club. Within the meeting of this club we would talk about recent updates in the Pokemon world, play the card and video games, and support each other in this created community within our school. This club would support the school's mission by supporting a community of like minded individuals who like Pokémon, allowing an opportunity to share community with their shared interests in this series. Through this club it would support educational opportunities for strategic thinking and resource management via the bringing of cards, or games to the school and keeping track of them for your own personal use. This club would not need to handle money so no activity fund would be needed. We estimate roughly 10-20 students would join this club, as anyone in grades 9-12 would be eligible to join, so long as they are fans of the Pokémon series. Mr. Krause, Mr. Barnhart, and Mrs. Dilger have all agreed to support this club by being a team of faculty advisors.

Nathan Lee

Kamiren Rodriguez

Mrs. Dilger

Mr. Krause

Mr. Barnhart



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To: Board of School Directors  
From: Jeff Smith, HHS Principal  
Re: Student club name change request  
Date: 12/9/2021

On behalf of HHS student Katherine Tootchen and faculty advisor Mrs. Kim Haney, I would like to present a modification to an existing HHS club to the Derry Township Board of School Directors.

- Change the current name of the Chem Med Club to Science for All Club.
- The Chem Med Club does handle funds, so the name change will need to be reflected to the corresponding “student activity account”.

## Derry Township School District

## Standing Committees and Delegate Assignments

<b>Athletic &amp; Activities</b>	<b>Term Exp.</b>
Michael Rizzo	
Ericka Schmidt	
Kip Shaw	
Terry Singer*	
<b>Citizen Advisor:</b>	
TBD	6/30/2023
TBD	6/30/2023

<b>Communication &amp; Community Engagement Committee</b>	<b>Term Exp.</b>
Lindsay Drew	
Maria Memmi	
Michael Rizzo*	
Ericka Schmidt	
Sarah Karpel	
<b>Citizen Advisor:</b>	
Deanna Fox	6/30/2022
Leah Gible	6/30/2023
Julie Goolsby	6/30/2023
Rebecca Wallace	6/30/2022

<b>Curriculum:</b>	<b>Term Exp.</b>
Robert Bennett	
Donna Cronin*	
Ericka Schmidt	
Kathy Sicher	
Aaron Shuman*	
<b>Citizen Advisor:</b>	
Lindsay Koch	6/30/2023
Guerline L. Laurore, Esq.	6/30/2022
Sun Mullins	6/30/2022
Jordan Yeagley	6/30/2023

<b>Finance Committee</b>	
Lindsay Drew	
Kip Shaw	
Kathy Sicher*	
Terry Singer	
Sheryl Pursel	
Stacy Winslow	
<b>Citizen Advisor:</b>	

Stephen Ampersand	6/30/2022
Michael Davies	6/30/2023
Paul Latham	6/30/2022
Brian Ostella	6/30/2023

<b>General Services:</b>	<b>Term Exp.</b>
Robert Bennett	
Maria Memmi	
Michael Rizzo	
Terry Singer*	
Stacy Winslow	
<b>Citizen Advisor:</b>	
Michelle Erno	6/30/2022
Julie Goolsby	6/30/2023
Paul Latham	6/30/2023
Jonathan Sartini	6/30/2022

<b>Human Resources:</b>	<b>Term Exp.</b>
Lindsay Drew*	
Donna Cronin	
Maria Memmi	
Michael Rizzo	
Stacy Winslow	

<b>Policy:</b>	<b>Term Exp.</b>
Robert Bennett	
Donna Cronin	
Kip Shaw*	
Kathy Sicher	
Jason Reifsnnyder	
<b>Citizen Advisor:</b>	

Chu Ferns	6/30/2022
Keith Graham	6/30/2022
Beth Ann Olmsted	6/30/2023
Cori Reed	6/30/2023

<b>All Things Diversity</b>
Lindsay Drew

<b>Athletic Hall of Fame</b>
Terry Singer

<b>Better Together Hershey</b>
Michael Rizzo
Terry Singer

<b>CAIU:</b>
Ericka Schmidt

<b>Comprehensive Plan</b>
Kip Shaw
Kathy Sicher

<b>Dauphin Co. Tax Association:</b>
Sheryl Pursel
Kip Shaw

<b>Dauphin Co. Tech School</b>
Michael Rizzo
Kathy Sicher
Alt 1: Lindsay Drew

<b>Downtown Hershey Association</b>
Robert Bennett

<b>Facilities Ad Hoc Committee</b>
Mark Anderson
Robert Bennett
Lindsay Drew
Jena Funck
Anna Gawel
Maria Memmi
Sheryl Pursel
Jason Reifsnnyder
Michael Rizzo
Stacy Winslow

<b>HACC:</b>
Kip Shaw

<b>Joint Group:</b>
Donna Cronin
Marie Memmi

<b>Pandemic Team:</b>
Donna Cronin
Ericka Schmidt
Kip Shaw
Kathy Sicher

<b>Parks and Rec:</b>
Robert Bennett
Maria Memmi

<b>PSBA Delegate &amp; Legislative Liasion:</b>
Donna Cronin
Lindsay Drew

<b>Tax Increment Financing (TIF)/ Economic Development**</b>
Sheryl Pursel
Kip Shaw
Kathy Sicher
Terry Singer

<b>Township of Derry Tax Association:</b>
Donna Cronin
Maria Memmi

<b>Trojan Foundation:</b>
Donna Cronin

<b>Wellness</b>
Ericka Schmidt

\* Denotes Previous Chairperson

## Services and Consulting Agreement

For:

DERRY TOWNSHIP SCHOOL DISTRICT

January, 2022

This agreement (the "Agreement") is intended to outline the services AIA, Alera Group (referred to herein as "AIA"), has agreed to provide Derry Township School District, (referred to herein as "The Client"). The Agreement also details the compensation that Client will provide AIA for the services provided. This Agreement will automatically renew each year subject to the provisions outlined in the Consulting Services, Compensation, and Termination provisions of this Agreement.

### I. Overview

AIA will function as an ongoing and integral extension of the executive and administrative management team of Client providing leading edge employee benefits expertise, product solutions and client service. Furthermore, with respect to the service provided to The Client, AIA will represent the best interests of Client and advocate on Client's behalf with regard to all outsourced vendor negotiations and agreements for benefits managed by AIA.

### Goal and Objectives

AIA's goal is to provide unparalleled expertise and service to allow Client to provide and maintain an employee benefits program that is effective in attracting and retaining employees while being financially sustainable for both the Client and its employees and meeting all federal and state regulatory requirements. As a result, financial goals are realized through leading edge and market disruptive strategies and tactics to lower the cost basis of the plan, while at same time creating a health care partnership with employees to better position the plan to sustain economically over the longer term.

Specific objectives include:

- a. Identify the most attractive yet financially sustainable plan designs, vendor(s) and funding mechanisms
  - i. Plan designs and choices
  - ii. Medical vendor, fees, and network effectiveness
  - iii. Reinsurance carrier and plan structure
  - iv. Prescription drug vendor and contract provisions
  - v. Employee eligibility and cost sharing
  - vi. Market disruptive provider price transparency and provider contracting strategies
- b. Improve employee understanding, engagement, and appreciation of benefits
- c. Identify population health management options and solutions to improve employee health, productivity and reduce turnover, and lower claims cost (AIA GameChangers)
- d. Empower the Business Management/Human Resources department with support, information and tools to improve operating efficiency and reduce internal workload
- e. Assist with employee benefits related compliance obligations including but not limited to ERISA and the Patient Protection and Affordable Care Act (PPACA).

- f. Provide healthcare and employee benefits advice, counsel and financial analytic support to the Board, Administration, and Union leadership with regard to collective bargaining activities.

## II. Agreement Provisions

- a. Confidentiality – The Client and AIA each acknowledge that (i) in the course of dealings between the parties, each may acquire information about the business activities, operations, technical information and trade secrets of the other, all of which are highly confidential and proprietary to each of the parties and (ii) each may encounter information that individually identifies a participant, dependent, or health or welfare benefit service provider (together, the “Confidential Information”). As such, both parties agree not to disclose any of the Confidential Information of the other to any third party without the prior written consent of the other party.
- b. Compliance with HIPAA – The Client and AIA each acknowledges that certain information, reports and data generated under this Agreement are subject to applicable laws and regulations pertaining to the confidentiality of medical records, and the parties agree to comply in all respects with such laws, including but not limited to the Health Insurance Portability and Accountability Act of 1996 (HIPAA). The services provided under this Agreement are subject to the Business Associate Agreement executed by and between AIA and the Client (as sponsor of the covered plan) attached hereto and incorporated herein as Exhibit I, including any amendments thereto. This Agreement does not modify, supersede or otherwise affect any provision of the Business Associate Agreement except as expressly provided herein or therein.
- c. Individuals Providing Services – AIA shall use commercial best efforts to ensure that all individuals providing services to The Client pursuant to this Agreement maintain all necessary and appropriate licenses or other authorizations required in order to perform the services provided, and that such services are provided in a way that is in full compliance with applicable laws. Services under this Agreement will only be provided by employees of AIA; AIA will not engage any independent contractor or other third party to provide such services, except upon the specific prior written approval of The Client. AIA will be solely responsible for payment of all payroll taxes, benefits, workers’ compensation, unemployment insurance, trust fund contributions and other deductions, withholdings and contributions under applicable laws and agreements pertaining to any and all individuals providing services to The Client under this Agreement. The Client shall not be responsible for any payments, benefits, contributions, deductions or withholdings with regard to such individuals. AIA is solely responsible for the training of any individuals assigned to perform services in accordance with this Agreement.
- d. Liability Insurance – AIA shall maintain liability insurance coverage in amounts that are customary and reasonable for the industry. AIA certifies that it maintains all required liability errors and omissions required by the Pennsylvania Insurance Department for a licensed Insurance Brokerage firm.
- e. Savings Clause – If any provision of this Agreement shall be held invalid, illegal or unenforceable in any jurisdiction, for any reason, then to the full extent permitted by law all other provisions hereof shall remain in full force and effect in such jurisdiction and shall be construed liberally in order to carry out the intent of the parties hereto as nearly as may be possible. Any court or arbitrator having jurisdiction over such matters shall have the power to reform such provision to the extent necessary for such provision to be enforceable under applicable law.

- f. Applicable Law – This Agreement is made in and shall be construed in accordance with the laws of the Commonwealth of Pennsylvania, without regard to its choice of law provisions.
- g. Amendment – This Agreement may not be modified or amended except by an instrument in writing signed by the parties hereto.
- h. Assignment – AIA may not assign any of its rights, duties, or obligations hereunder without the express written consent of The Client.
- i. Litigation – All disputes arising out of this Agreement shall be resolved in any court in Pennsylvania, having jurisdiction over the matter.
- j. Notices – Any notice required or permitted to be given hereunder shall be in writing, and shall be given by certified mail, return receipt requested, by courier or by personal delivery addressed as follows, unless otherwise designated in writing:

Notices to The Client:

Derry Township School District  
30 East Granada Avenue  
Hershey, PA 17033  
Attn: Sheryl J Pursel  
Business Manager

Notices to AIA:

AIA, Alera Group  
4550 Lena Drive  
Mechanicsburg, PA 17055  
Attn: William Straw  
Senior Vice President

### III. AIA “Core” Consulting Services

The following list of “Core” consulting and support services are provided in support of the following Client entities and associated programs and delivered by the following assigned AIA team members.

Services will be provided on an as-needed basis but will align, at a minimum, with the AIA client lifecycle that includes a combination of in-person and telephonic meetings at pre-established intervals. This overview may not represent 100% of the services offered and could be subject to change based on the specific needs of Client. Certain additional services are available on a fee for service basis (refer to Part D of this agreement) and may be added by agreement by the parties.

- a. Ongoing Strategic Cost Management
  - i. Ongoing tracking and assessment of plan costs by line of coverage to identify trends and opportunities for cost management improvement (see Plan Financial Reporting & Budgeting below)
  - ii. Ongoing assessment of cost-sharing strategies with employees to maintain attractiveness of benefit plan while providing for appropriate consumer behavior incentives
  - iii. Ongoing and vigorous market research to identify innovative and market-disrupting viable products, services, and vendors to reduce overall health care spend and improve population health
  - iv. Negotiation of contracts, fee schedules and agreements, including integration of products and services with existing vendors and service providers
  - v. Development of implementation strategies, educational materials, and incentive programs for selected market-disruptive products, services and vendors
- b. Ongoing Plan Financial Reporting and Budgeting
  - i. Plan Performance Tracking
    - 1. AIA proprietary monthly claims experience tracking by each entity and by plan

2. Ongoing review of high claimant detail and managed coordination between medical claims administrator, PBM and stop loss carrier to ensure timeliness of reimbursements
3. Monthly review of plan cost sharing with employees by line of coverage
4. Health Savings Account (HSA) and Health Reimbursement Arrangement (HRA) projection and ongoing tracking (as applicable)
5. Costs and trends monitoring (per member and/or per contract per month/by plan/by relationship)
6. Annual report on overall plan performance for medical & Rx claims including but not limited to:
  - a. High claimant review (with Medical Director, as necessary)
  - b. Identifying medical cost drivers and areas of cost avoidance
  - c. Wellness program strategy and tracking
  - d. Disease management / case management review with carrier
7. Observations and recommendations
8. Network discount analysis (if applicable)
9. Pharmaceutical program review
  - a. Actual cost vs. expected
  - b. Rebate monitoring
  - c. Monitoring and integration of "bolt-on" program utilization (CRX and Rx 'n Go)
10. Compare expected plan performance with actual by line of coverage
- ii. Actuarial Analysis, Modeling and Forecasting
  1. IBNR analysis for any self-funded coverage
  2. Use of sophisticated actuarial software program (Windsor Strategy Partners)
    - a. Assigns projected claim levels to a percentile according to actuarial probability of occurrence
    - b. Includes specific stop-loss level high claimant sensitivity analysis
  3. Development of claims forecast for annual budget assessment
  4. Plan design evaluation using actuarial value indicators
  5. Benchmarking analyses
  6. Mid-year renewal claims review, including review of cost management programs for efficacy and ROI
  7. Recommend cost savings which are culturally aligned with Client's strategic plan, goals, and objectives
- c. Annual Renewal Planning
  - i. Develop and present YTD and initial renewal plan year cost projections and budget forecasts
  - ii. Discuss and confirm renewal objectives with client
  - iii. Discuss new programs/plans for consideration, including but not limited to:
    1. Alternative TPA / Network (BUCA or Independent)
    2. Direct PBM Contracts
    3. Care Intercept / Navigation / Coordination Platform
    4. Direct Provider Contracting Opportunities
    5. Other market-disruptive strategies
  - iv. Review existing vendor service concerns and discuss services of alternative plan vendors
  - v. Develop strategy for quoting current and/or potential new benefit options
  - vi. Set renewal planning objectives, activities and target timeframes

## d. Annual Vendor RFP Process

- i. Present and provide benefit plan analysis on renewals offered by incumbent and other vendors
  - 1. Medical / Rx
  - 2. Dental
  - 3. Vision
  - 4. Life/Disability
- ii. Develop Request for Proposal (RFP) specifications for each line of coverage
- iii. Coordinate RFP proposal process including responding to all vendor and client questions
  - 1. Coordinate and disseminate historical data inventory to parties for response
  - 2. Facilitate request of any ad-hoc/unique data files for RFP (i.e. Rx carve-out file)
- iv. Summarize proposal responses (i.e. benefits, services, and costs) from alternative vendors. Compare the alternative vendors' benefits/services/costs to those provided by incumbent vendors
  - 1. Medical Claims Administration (3-5 Network / TPA options)
  - 2. Prescription Drug Claims Administration (Carved-In vs. Carved-Out; 5-7 PBM Options)
  - 3. Stop-Loss (8-10 Tier 1 Markets, Including Captive Solutions)
  - 4. Dental (3-5 Standard Markets)
  - 5. Vision (6-9 Standard Markets)
  - 6. Ancillary (10-15 Standard Markets)
- v. Coordinate and participate in any finalist presentations and/or facilitate response to client-directed inquiries for incumbent or prospective vendor partners.
  - 1. Including site visit opportunities when appropriate (i.e. Quantum Health)
- vi. Negotiate final fees, rates with selected vendors
- vii. Review includes Medical, Prescription, Dental, Vision, Flexible Spending Account, COBRA, Life & Disability, and other requested health and welfare/benefit-related plans, products, or services

## e. Annual Renewal Decision Making

- i. Present strategic benefit modifications/options to current benefit plans and their associated cost impact(s) related to company-wide and plan specific budget target
- ii. Select vendor partners based on selected strategy and RFP results
- iii. Model cost sharing options for employee payroll contributions
- iv. Determine open enrollment timing and communication strategy
- v. Present final recommendations at committee level/board level for approval (if applicable)

## f. Annual Renewal Implementation

- i. Assist with the implementation of any new program and/or insurer/administrator
- ii. Prepare/review group applications
- iii. Scrub enrollment forms; assist with carrier enrollment spreadsheets (if applicable)
- iv. Develop and prepare budget forecasts and COBRA rates, including comparison to carrier-developed rating; update COBRA vendors with new plans and rate information
- v. Review implementation timelines proposed by vendors and actively participate in all implementation meetings and/or calls
- vi. Facilitate data integration coordination activity and execution of any bi-lateral agreements by and between multiple carrier/vendor partners, AIA and The Client
- vii. Assist with interface set-up with carrier/vendors and payroll vendor (if applicable)
- viii. Review and provide commentary on all Insurer/TPA policies, contracts and agreements to assure appropriate contract language and protection of The Client



1. SBCs
2. Certificates of Coverage / Benefit Summaries
3. ASO Agreements
4. PBM contract
- ix. Monitor progress to ensure timely issuance of employee identification cards (if applicable)
- g. Open Enrollment Support/Employee Communications
  - i. Create and/or update employee communications materials at open enrollment and throughout the year
    1. Benefit guides
    2. Election Forms
    3. Wallet cards
    4. Carrier contact sheets
  - ii. Coordinate printing and delivery of open enrollment materials (*outside printing coordinated at pass-through cost*)
  - iii. Participate in open enrollment and communication meetings (*as requested*)
  - iv. Prepare and present in live and/or recorded Webinars
  - v. Perform in-person or telephonic Q&A sessions and “train the trainer” sessions with HR / benefit staff and participation on HR calls
  - vi. Set-up and monitoring of Client-specific voicemail or e-mail during open enrollment
  - vii. Coordinate carrier materials and representatives to attend employee group meeting (as required)
  - viii. Prepare annual regulatory disclosure notices packet (See Compliance Support below)
- h. Ongoing Plan Management
  - i. Assist in all aspects of plan service and support
    1. Eligibility concerns, submission, and maintenance
    2. Plan/Benefit Questions
    3. Administrative service and/or account management concerns
    4. Carrier billing/invoicing and reconciliation
    5. Claims or customer service questions
    6. Life/disability claims processing (if applicable)
    7. Miscellaneous health and welfare plan questions
  - ii. Prepare and distribute relevant carrier/vendor/regulatory updates, alerts and disclosures that may have an impact on the client/member experience
  - iii. Intervene/triage any carrier/vendor service issues or concerns and manage resolution process
- i. Union Education and Negotiation Support
  - Providing educational background to all key stakeholders on:
    - Root cause problems in the healthcare delivery and financing system
    - Healthcare market and employee benefit trends
    - Benefit plan benchmarking
    - Client specific healthcare cost trends and cost drivers
  - Proposing innovative and transformational solutions to address healthcare spending and quality of care improvement
  - Financial analysis and modeling of alternative solutions in plan design, payroll contributions, GameChanger solutions and member incentives
  - Suggesting possible contractual language
  - Providing strategies for appropriate communication of proposed changes

- Assisting on the implementation of changes
  - Doing whatever else is required to achieve a successful outcome
- j. Population Health Management, AIA GameChanger Portfolio and Wellness Consulting & Services
    - i. Evaluation of vendor/carrier ASO wellness solutions
    - ii. GameChanger program evaluation and presentation
    - iii. Wellness and GameChanger vendor implementation and ongoing management
      - 1. Employee communications / onsite presentation development and delivery
      - 2. Engagement/participation management
      - 3. Client meetings to review performance/utilization
    - iv. Additional ongoing support as necessary
      - 1. Monthly wellness newsletter
  - k. Compliance Support Services

*Note: Our compliance services are offered as consultative support and do not constitute legal advice.*

- i. Provide general employee benefits compliance support and education. This includes communicating legal and regulatory information applicable to employer-sponsored health and welfare plans through various outlets such as legal alerts/updates, monthly newsletters, and webinars. Area of expertise include, but are not limited to:
  - 1. Federal Health Reform
  - 2. ERISA (welfare plans)
  - 3. COBRA
  - 4. Section 125 (including Health FSAs and Dependent Care FSAs)
  - 5. Consumer-Driven Healthcare (HRAs, HSAs)
  - 6. Medicare (D and Secondary Payer Rules)
- ii. Federal Health Reform support, including assistance with:
  - 1. Applicable large employer (ALE) determinations
  - 2. Market reform provisions, i.e., dependent to age 26, prohibition on annual and lifetime limits, prohibition on excessive waiting periods, Cadillac Tax, etc.
  - 3. Understanding employer shared responsibility mandate provisions and associated reporting obligations
  - 4. Fee calculations (e.g. PCORI fees)
- iii. Review Policies/Benefits
  - 1. Review insured and self-funded health and welfare plans service agreements or certificates of coverage including basic life, voluntary life, dependent life, AD&D, short and long-term disability
  - 2. Review insurance carrier or vendor provided amendments
  - 3. Coordinate the review of proposed plan language revisions with Client legal counsel and health and welfare plan vendors (if needed)
  - 4. Coordinate amendments to any associated plan documents in accordance with specific benefit policies or plan provisions with contracted vendor partners where applicable
  - 5. Review and provide commentary on all insurer/administrator policies, contracts and agreements
- iv. Draft common Employee Benefits related participant notices (i.e. HIPAA Special Enrollment Rights, Medicare Part D, CHIPRA, etc.)
- v. Intake and response to compliance questions

I. HR Support Services

i. Proprietary Human Resources Support, Tools, and Trainings (AleraHR Workplace Pro)

1. Unlimited access to live Q&A support from certified HR experts
2. More than 200 available online training courses
3. Employee Handbook builder
4. Job description builder and performance review tools
5. Benchmarking tools
6. HR Audit checklists

m. Benefit Technology Consulting Services

- i. Request for Proposal Development and Oversight for any Benefit-Related Technology Provider (i.e. benefits administration, HRIS, payroll, ACA reporting and tracking) via strategic partner  
(*subject to availability based on limited number of available project "slots"*)

IV. Additional Services: In-House and Outsourced

Although AIA will help coordinate any necessary services from any "outside" parties, the following in-house and outsourced services are not included within the scope of our service Agreement and may subject The Client to additional costs:

- a. GameChanger (Advanced Healthcare Strategies) direct vendor/program costs when applicable
- b. Legal, Accounting, and Actuarial Services – The services of outside legal, actuarial, and accounting professionals. We will help coordinate these outside professionals' services, but their fees would not be within the scope of our Agreement.
- c. Contracted Carriers and Vendors – Those carriers and vendors contracted to provide benefit plan services for The Client are pass-through costs paid directly by The Client. To the extent AIA has negotiated group purchasing discounts for its clients, such discounts will be passed along to The Client.
- d. Outside Communications Services and Printing Charges – Any outside communication services and/or printing and postage costs for direct mailings would not be within the scope of our brokerage/consulting fees. In-house printing costs will be included in our fee.
- e. Out-of-State Travel Expenses – For open enrollment meetings or other required activities conducted outside of the state of Pennsylvania
- f. Benefits Administration – "Elite" and "Core" Benefits Administration Services Available (Pricing available upon request)
- g. Compliance Services – Compliance services not listed as part of this agreement may be provided for a mutually agreed upon fee between The Client and AIA. Services that fall within the fee-based model include (but are not limited to):
  - i. Health & Welfare Plan Compliance Audits and Findings Analysis (Report)
  - ii. IRS 1094/1095-C Employee Data collection and Transmission (to an IRS approved filing vendor)
  - iii. Compliance Training Customized for the Client and/or their Workforce
  - iv. Plan Document Creation and Maintenance
    1. Prepare new, amended/restated ERISA plan documents and SPDs
    2. Prepare and review plan amendments to existing SPD documents
    3. Prepare and review required Summary Material Modification documents

*AIA will provision a Compliance Services Fee Schedule upon request. Note that the fees for certain compliance-related projects may be determined after AIA and the Client have determined the project scope.*

## V. Compensation

We at AIA are focused on delivering exceptional value. Therefore, we know we may not be the least expensive advisor alternative to a prospective client. However, we are confident the outcomes we deliver will outperform our competitors and be well worth the compensation paid. Our philosophy regarding compensation is six-fold:

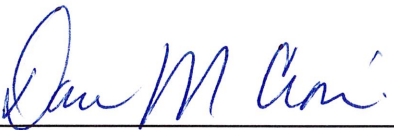
- Our advice, counsel and services provision should result in client financial savings in excess of fees paid
- A client's best interest is always our primary focus
- Our compensation is transparent and fully-disclosed
- The healthcare (medical, dental, vision) consulting compensation is a fixed fee rather than a commission arrangement
- Ancillary product commissions are used to help subsidize the expanded healthcare service and consulting model deployed by AIA
- Any agency-wide carried bonuses or override income is paid solely to the agency and not to an individual consultant to ensure there is no possible financial influence on consultant advice.

For "Core" AIA consulting and support services listed in the Agreement, AIA will be compensated according to the following schedule:

- a. Health & Welfare Product Consulting Fee (Medical/Rx/Dental/Vision)
  - i. Flat Annual Fee with 2% annual inflation factor
    1. January 1, 2022 – June 30, 2022: \$31,800
    2. Fiscal Year 1 (July 1, 2022 – June 30, 2023): \$63,600
    3. Fiscal Year 2 (July 1, 2023 – June 30, 2024): \$64,872
    4. Fiscal Year 3 (July 1, 2024 – June 30, 2025): \$66,169
    5. Fiscal Year 4 and Beyond: 2% inflation factor
  - ii. For the purpose of this fee:
    1. Fee to be charged in fixed monthly installments (\$5,300/month beginning January 1, 2022) collected via Highmark (or other carrier/TPA) invoice
    2. Fee excludes any carrier bonuses or overrides
- b. Ancillary Product Commission (Life/Disability/Voluntary Worksite/Other)
  - i. **6% of Premium** on Life & Disability products
    1. AIA is compensated by carrier on a "rate neutral" basis meaning this fee does not impact cost to the client.
  - ii. **Industry Standard Commissions** on Voluntary Worksite products

VI. Acceptance

Initial term of consulting agreement is **42-months (January 1, 2022 – June 30, 2025)**. Agreement will automatically renew at the anniversary date unless either party provides notice to the other of its intent to terminate this agreement.

X   
Signature

Board President  
Derry Township School District

1-10-22  
Date

X William Straw  
Signature

William Straw  
Senior Vice President  
AIA, Alera Group

1/12/2022  
Date

# CAIU BOARD HIGHLIGHTS

*The following actions were taken at the **December 16, 2021** meeting, held in the Board Room of the Capital Area Intermediate Unit.*

## EXECUTIVE SESSION

- None

## REPORTS/UPDATES

### ➤ CAIU Team Reports:

- **Dr. Andrew McCrea, Director of Student Services**, recognized **Debra Klair**, S/L Clinician, who is retiring this month after a long history at the CAIU. She has been a huge difference maker! He also recognized retiree **Paula Sembach**, a nurse at Hill Top who has worked in an emotional based center for many years and is just awesome with the kids and staff, she will be missed. Long time Early Intervention Supervisor, Eric Bostick, will be retiring in January. Dr. McCrea recognized Eric for his huge impact in the lives of kids, families, and colleagues for multiple decades! Assistant Director of Student Services, Dr. Keith Watson, wrote a very good article on Mental Health in the *All In!* newsletter, please check it out! Dr. McCrea also highlighted all of the great work that Kellie Custer is doing for Champions for Children, the IU and our community.
- **Mr. David Martin, Director of Technology Services**, gave a shout out to his team for their work on the technology needs for the Lower Allen project. They have worked hard to meet the needs of our staff and to meet ADA requirements. The technology department has successfully filled several vacant positions. These new members have been a great addition to our technology team. Shout out to our new Assistant Technology Director, Ron Sims, who has hit the ground running and has already made a positive impact on the team. Thank you to the Board for your support!
- **Mr. Brian Griffith, Director of Educational Services**, reported on several things that have been going on behind scenes that have had an impact on our districts. Kudos to Lisa Klinger, ANPS Supervisor, who has been busy providing much needed support at several schools and West Perry SD, who have experienced recent deaths and trauma. Lisa and her team quickly stepped up to provide resources and grief counseling and have planned for follow up sessions with staff. As Brian gets ready for his retirement, in reflection on his last 15 years, he feels the strength of this region has been the CAIUs positive relationships with our school districts. Board President, Jean Rice, and the Board members shared their great appreciation for Brian's service over the years and wished him well in his retirement.
- **Dr. Thomas Calvecchio, Assistant Executive Director**, provided a mid-year review of the **CAIU Strategic Plan**. He reviewed our vision, mission, values and key priorities that have become a common thread throughout all we do. Dr. Calvecchio provided a presentation with a status update on our four goals. Click

[HERE](#) for the presentation. In addition, a team summary was shared with the Board by email for further review.

- **Dr. Andria Saia, Executive Director**, highlighted the *All In!* newsletter. CAIU staff have been busy doing Service Projects. Each year, more than 400 staff participate in supporting community service projects. The front and back cover highlight just one project held in December where CAIU staff helped to sort 6400 books for the Capital Region Literacy Council as part of a service project. Kudos to Rob Hoover, Lead Receiver, warehouse, for supporting our many service projects, outreach programs and community projects. Dr. Saia also highlighted CAIU Educational Consultant, Shana Montgomery's interview of Newport SD middle school teacher, Kim Potter, on her experience with implementing Universal Design for Learning (UDL) in her classroom. It has been great having staff involved in writing articles for the *All In!* and we hope for more student input and articles in the future. Dr. Saia reported on the successful coat drive for Perry County school districts. Please let us know if you need any support for your school district or region. Thank you to the community, teachers, and administrators for "showing up" during this difficult time. She wished all a happy and restful holiday.
- **Daren Moran, Director of Business & Operations**, reported on two major facility projects that we are undertaking right now. The Lower Allen project is a very large project. Len Kapp and his crew are over there today cleaning, prepping, and getting the building ready to open this January. The Enola renovation project is also a very large project. Work will begin January 3 and is estimated to be completed in six months pending no significant shipping delays on products. Daren presented visuals of what the new renovation will look like. We are renovating our conference centers in two phases. Phase 1 will be the front entrance, lobby, and conference center/rooms. Environmental safety improvements were heavily factored into the renovations. The rooms will have flexible and moveable conference room setup and furniture; monitors, frosted glass walls, serving stations with sinks, improved wireless access and technology. We took into consideration providing necessary assistive technology, and lighting. We will update the space with our logo and brand; it will be a cleaner look. Visuals will be posted on easels at each location. In January, our main lobby will be moved to the middle lobby right outside of the Board room. This project has been budgeted for two years. The IU will have very little to no debt to be issued for this project. Funds will come from the Capital reserves project. Many of our PD and meetings will be handled virtually or at alternative sites during the renovation.
- **Rennie Gibson, Board Secretary**, reported that we have had some challenges in scheduling an orientation that our new members are able to attend. We are putting together a virtual new board member orientation that will be available for new members to review on their own time. In addition, we will hold in-person orientation 2x/year in January and July/August following school district and IU reorganization meetings. We will plan on getting professional photographs at this time.
- **2020-21 Audit Report Presentation** – Daren Moran introduced John Bonawitz, Brown Schultz Sheridan & Fritz, who presented the 2020-21 audit report presentation. The full report is available for the Boards review over the next month. Click [HERE](#) for the report. It will be up for approval at the January 2022 meeting. It is a requirement to audit the federal program and to prepare a statement for the federal government. The auditors looked at the CAIU's internal controls. Mr. Bonawitz reviewed the two listed opinions. 1) Financial Statements were presented fairly in accordance with accounting principles. 2) Federal IDEA program opinion is that the CAIU is in compliance. He reviewed the

financial highlights. Current liabilities increased due to unfunded pension amount increase. There was an increase in deficit. He reviewed the fund financial statements year to year comparison. The net change in fund balance for general fund due to transfers from special revenue funds and general funds. He provided an overview of the leases at a number of locations. As of August, the IU is debt free. There is a positive variance to the budget this year. Provided a snapshot of the single audit (programs). Increase in federal dollars partly due to Covid 19 federal money. Reviewed required communications of auditors. No difficulties, everything is included as expected resulting in **clean opinion**.

- **The CAIU Board of Directors announced the following December 2021 CAIU Retirees:** ***Debra Klair***, S/L Clinician, retirement after 30 years of service; ***Paula Sembach***, Nurse, retirement after 16 years of service; ***Brian Griffith***, Director of Educational Services, retirement after 17 years of service
- **Board Recognition** - The Board recognized and thanked departing Board Member, Ms. Elizabeth Knouse, South Middleton SD.

### APPROVED ACTION ITEMS

- **November 18, 2021 - Board Meeting Minutes**
- **November 2021 Treasurer's Report** – a total of \$9,708,581.49 in receipts and \$6,805,323.74 in expenses
- **Summary of Operations for November 2021** showing revenues of \$42,445,325.66 and \$32,822,366.34 in expenses
- **Budget Administration**
  - Proposed 2021-22 Original Budget - American Rescue Plan (ARP) ESSER
  - Proposed 2021-22 Original Budget - GEERS II - EANS Grant - CRRSA Act
  - Proposed 2021-22 Original Budget - Keystone State Challenge Academy (KSCA)
- **Other Fiscal Matters** - None
- **Other Business Items**
  - Contracts – December 2021
  - Resolution to Appoint CAIU Trustees to South Central Trust for a term beginning 12/1/21 and ending 6/30/22.
  - Appointment of new Board Member, Mr. Jesse Biretz, Lower Dauphin School District, to fill an unexpired term, until our annual election, from December 16, 2021 - June 30, 2022.
  - MOU Between CAIU and CAEA – ESSER funds - Retention Bonus
  - Acceptance of resignation of Ms. Liz Knouse, South Middleton SD, from the Capital Area Intermediate Unit Board of Directors, effective December 10, 2021
- **Policies & Programs** - None
- **Job Descriptions**
  - First Reading, New Position, New Description - Maintenance/Facilities Technician
  - First Reading, Existing Position, Revised Description - Marketing & Communications Specialist
- **Personnel Items**
  - See attached report

### EXECUTIVE DIRECTOR'S REPORT

- See attached report/newsletter.

### PRESIDENT'S REPORT

- Mrs. Jean Rice thanked the Board for their attendance and wished all a Merry Christmas and prosperous New Year. Mrs. Rice reported that she will be attending the Wreaths Across America service project on Saturday.



**NEXT MEETING: Thursday, January 27, 2022, 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

## December 16, 2021 APPROVED PERSONNEL ITEMS:

### RESIGNATIONS

- **JILL HERB**, Educational Paraprofessional, Autism Support Program, effective December 10, 2021. Reason: Personal.
- **AMY MOYER**, Data Coordinator, Early Intervention Program, effective December 3, 2021. Reason: Personal.
- **DENNIS MORGAN**, District Technology Coordinator, OT/PT Technology Team, effective February 7, 2022. Reason: Retirement after more than 7 years of continuous CAIU service.
- **ROBERT STENGLE**, Teacher, Loysville Youth Development Center, effective December 17, 2021. Reason: Personal.
- **DARCY THOMPSON**, Occupational Therapist, OT/PT Program, effective June 10, 2022. Reason: Retirement after more than 28 years of continuous CAIU service.
- **LAUREN ZAPARZYNSKI**, Occupational Therapist, OT/PT Program, effective December 17, 2021. Reason: Personal.

### RECOMMENDED FOR EMPLOYMENT OR CONTRACT

- **ELSIE ALLEN**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional/LPN, Student Services Team with base salary of HS+48, \$26,205.75 + \$2,950 annual LPN stipend for 190 days of service will be prorated based on the number of hours/days worked with additional new hire days as required. This is a replacement position funded through the Access budget.
- **MICHELLE BAYLISS**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Early Intervention 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 MAWA budget.
- **TOHAN IMADOJEMU**, Application Support Specialist, Technology Team, effective date to be determined. Base salary of \$46,286.81 for 260 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 CAOLA budget.
- **RYAN LOWER**, PowerSchool Specialist, Technology Team, effective date to be determined. Base salary of \$46,286.81 for 260 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 PowerSchool budget.
- **BRITTANY SIMS**, Paraeducator, effective date to be determined through June 30, 2022. Assignment: Long Term Substitute Certified Occupational Therapist Assistant, OT/PT Program with base salary of COTA HS+30, Step 4, \$32,423 for 190 days of service will

be prorated based on the number of hours/days worked. This is a replacement position funded through the OT/PT budget.

- **LINDSAY STUFFLE**, Paraeducator, effective date to be determined. Assignment: Personal Care Assistant, Emotional 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 new position funded through the Emotional Support budget.

#### CHANGES OF STATUS:

- **SHANA MONTGOMERY**, from Educational Consultant, Training and Consulting Program to Educational Program Specialist, Special Projects Program, effective December 1, 2021. Change of status results in a change of salary to \$67,671 for 260 days of service and will be prorated based on the number of days worked through June 30, 2022.
- **MICHAEL NEASE**, from Personal Care Assistant to Teacher, Autism Support Program, effective date to be determined. Change of status results in a change of salary to \$49,612, which is based on a Bachelor's, Step 1 placement on the current salary scale. This is based on 190 days of service and will be prorated based on the number of days worked.





# All-in!

## NEWSLETTER

Executive Director's Report  
December 2021



## CAIU Board of Directors

Jean Rice, *President*

Judith Crocenzi, *Vice President*

Richard Bradley

Paula Bussard

Terry Cameron

Brian Carter

Alyssa Eichelberger

Barbara Geistwhite

Dennis Helm

Emily Hoffman

Elizabeth Knouse

Jason Minnich

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 Educational Services*

Dr. Andrew McCrea, *Director of  
Student Services*

Daren Moran, *Director of Business and  
Operations*

David Martin, *Director of Technology Services*

## Our Mission

CAIU provides innovative support and services in partnership with schools, families, and communities to build capacity and model courageous leadership to help them be great. #BeGreat

## Our Vision

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

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**Front and back cover:** On December 3, 2021, CAIU staff sorted 6,400 books for the Capital Region Literacy Council for a community service project.

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

Email All-In! Newsletter or social media content to [communications@caiu.org](mailto:communications@caiu.org).



**All-in!**  
NEWSLETTER

Executive Director Report  
All-In! Newsletter  
December 2021  
2021-2022, Issue 6  
©Capital Area Intermediate Unit



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# From the Executive Director's Desk



## Building a Bridge to Belonging

After the November 18 CAIU Board Meeting, several Board members engaged in our book study of “Belonging Through a Culture of Dignity”, authored by Floyd Cobb and John Krownapple. Chapter three starts with a question, asking readers to describe a time they felt the need to change or hide something about themselves, to conform or to achieve something in order to gain acceptance or feel good about themselves. Remember that the lack of a feeling of belonging is not isolated to topics of race or identity. It can be born out of any reason for which you did not feel you belong. Check out this [video](#) for an idea of how broad the causes of belonging uncertainty are. Belonging uncertainty means that belonging is contingent on something other than being a person with the right to belong. How would you answer the question?

If you have ever felt you did not belong or felt belonging uncertainty then you are likely aware of how important belonging is to your wellbeing. In fact, research has linked belonging to life satisfaction, happiness, mental and physical health, and even impacts how long you live. It is not an exaggeration to say human beings are hard wired to belong. Knowing that all of us, our students, our coworkers, ourselves, need to belong, we must all be willing to build a bridge to belonging for all.



Lorenzo Quinn's "Building Bridges" sculpture in Venice, Italy.

The art installation in Venice, titled “Building Bridges” designed by Italian artist Lorenzo Quinn features six pairs of hands, each pair representing one of six universally essential values: friendship, wisdom, help, faith, hope and love. The concept behind the project aims to symbolize people overcoming their differences to build a better world together. The joining of hands symbolizes our commonality, what we share and our ability to unite with an emphasis on bridging differences in all aspects of life – geographically, spiritually, philosophically, culturally and emotionally. The hands suggest a need for contact beyond self-interest, striving for human collaboration and unity. Quinn uses them to communicate complex emotions through a lexicon of gestures and touch, reflecting an ethos of connection and exchange through the language of art.

Now that we know better, it is time to do better. In the face of change and extreme narratives pitching us neighbor against neighbor we have three main responses:

- Breaking – Fear, anger, othering
- Bonding – Connecting over similarities, common threads of identity
- Bridging – Empathy, compassion, belonging

Knowing that each one of us has the power to break or bridge to belonging, what will you choose?

A handwritten signature in blue ink that reads "Andria Saia".

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

The graphic at the top of the page features a large orange 'UDL' acronym. To its right, a hand in a blue sleeve holds a large orange pencil, which is pointing towards a circular area containing various icons like gears, a clock, and a speech bubble. Another hand in a blue sleeve is visible in the upper right, also interacting with the circular area. The background is a light blue with faint gear patterns and a stylized cloud.

# UDL

## Universal Design for Learning

### **Q&A with Newport Middle School Teacher Kim Potter**

*CAIU Educational Consultant Shana Montgomery recently had an opportunity to interview Kim Potter, a Newport School District middle school teacher, about her experience and expertise implementing Universal Design for Learning (UDL) into her classroom. UDL is an instructional framework based on research from education and neuropsychology that educators can use to anticipate barriers to learning, and then design lessons and learning environments that will meet the needs of all learners. #Partnership #Expertise*

#### **Q: What is UDL?**

**A:** UDL is a mindset. It is a framework. UDL gives educators a way to think about and plan instruction so every student, every day, has the opportunity to learn and grow. UDL benefits all learners, especially learners who learn and think in different ways. UDL takes into account that everyone has different and fluid needs.

#### **Q: What does UDL look like in your classroom?**

**A:** I feel I am at the beginning of my journey into understanding UDL. I have student-friendly, standards-based goals posted in my classroom. My teaching and planning are focused on these standards-based goals. When I plan, I take into consideration the environment my students will need for every one of them to reach our goals. I try to include options wherever I can, so every student in my classes will be successful in reaching our goals. All students are working toward the same goals, but there are various

ways of getting there. Right now, I'm working on self-awareness and self-direction. I'm trying to help my students get more in tune with what they need, so they can be the best learner they can be. I'm not only giving options to all students, I'm helping kids to recognize which options they need to be successful in my class every day.

#### **Q: Who benefits from UDL?**

**A:** All of my students benefit from UDL. I would say especially my students who are "outside the norm", which could be any student on any given day, benefit the most. UDL helps ensure all students reach their full potential and find success in school. Because of UDL, I view every student as a student with variable and fluid needs. UDL has helped me understand that variability in learning is the rule and not the exception.

#### **Q: Why do you think UDL is important?**

**A:** UDL helps teachers create a learning environment and situation that gives every student the best opportunity, every day, to learn and find success in school. It also gives students the knowledge they need to become expert, life-long learners.

**This understanding has been instrumental in my journey to design an environment in which every student that walks through my classroom door will learn at their highest potential.**

#### **Q: How has UDL impacted you as a teacher?**

**A:** UDL has given me a framework for planning; it has helped me to be more focused in providing options to meet the variable needs of all students every day. UDL has helped me understand the variability of learning and learners. This knowledge understanding has been instrumental in my journey to design an environment in which every student that walks through my classroom door will learn at their highest potential.



**Q: How has UDL impacted your learners?**

**A:** In using UDL in my classroom, I've made learning more accessible for all my students. My students now have more than one way to interact with the material in the classroom. Because options are available to all students, stigma is reduced for kids with more formal accommodations. Any student might need different options at any time, so no student should feel self-conscious about doing things in different ways. When given options of different ways to reach our academic goals, all students can be successful.

**Q: What are some barriers that your students face and how has UDL helped to reduce those barriers?**

**A:** I teach reading. Sometimes my students are better able to comprehend a text and work toward our goals that have to do with comprehension if they can listen to the text. When working with a text, some students would be reading it, some would be listening with a headset, some might listen to a peer read. With text-based writing, some students would be writing independently, some might be using speech to text with a headset, some might have sentence starters, some may have met with a peer to talk about the prompt beforehand. Some kids need a break, and may take a quick walk, or sit on a moving cushion. Some students may lack background knowledge, so a small group might do an activity to build background knowledge or introduce vocabulary before a lesson. This background knowledge might be in a video, slides, text, or a meeting with a teacher. These are a few examples of the barriers I'm trying to remove by giving my students options.

We have bigger, systemic barriers too. Kids in our school are grouped by ability, we have kids who are being retained, we have chronically absent students, and also a lot of transient students. It seems with the pandemic and inconsistent schooling a lot of our students have mental health needs. A school-wide dedication to UDL would help address these bigger, systemic barriers to learning. I hope providing kids an environment in which they can succeed will make kids more likely to stay in school and come to school every day. Maybe being successful will help improve kids' mental health. There is only so much I can do as one teacher. The power of UDL is greater if the whole school is on board.

**Q: What do you want families to know about UDL?**

**A:** UDL is for all students. All students are reaching for the same clear goals but every student's path may be different based on the flexible options available to all students. With UDL, every student will learn and grow.

**Q: What advice would you give to an educator who is thinking about implementing UDL in their context?**

**A:** My best advice would be to find someone to work with on your journey into using the UDL framework. I was fortunate to work with educational consultants at the Capital Area Intermediate Unit (CAIU) who have been instrumental in helping me grow. I would also advise starting slowly. I started by writing student-friendly goals. Once I had the goals, the options I needed to provide to my students so they could all succeed became more obvious to me. As I started providing options, I realized I needed to help my students become more self-directed learners. It seems my journey is taking its own path. It is important to take it piece by piece.

***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](mailto:communications@caiu.org).

*Kim Potter and Shana Montgomery recently had the opportunity to participate in a podcast about UDL. Hosted by Loui Lord Nelson, the podcast discusses Kim's and Shana's success implementing UDL into a middle school reading class.*

*Listen here: <https://theudlapproach.com/podcasts/episode-72-kim-potter/>*



# Children's Mental Health

## CAIU Mental Health Services

Article by: Dr. Keith Watson,  
Assistant Director of Student Services

Mental health needs among children have a significant impact on the way they function, learn, handle emotions, and self-regulate. According to the Centers for Disease Control and Prevention (CDC), Attention Deficit Hyperactivity Disorder (ADHD), anxiety, depression, and behavior disorders are the most frequently diagnosed mental health concerns among children. Some of these disorders commonly occur together and are often barriers to learning.

At the Capital Area Intermediate Unit (CAIU), we provide direct mental health support or access to support in all programs across Student Services. Social Workers regularly use a research based universal screening tool, the Behavioral Health Screener (BHS), to identify at risk signs across 13 domains and provide targeted services to address elevated areas. Across our Emotional Support (ES) continuum, which includes ES, Capital Area Therapeutic Emotional Support (CATES), Capital

Area Mental Health Program (CAMhP), and Diakon Center Point, social workers provide explicit instruction and therapeutic intervention at varying levels ranging from once a week to daily. In addition, students receive group instruction to address age appropriate social emotional learning needs.

As we continue to collaborate with our partnering districts, we share and recognize the same concerns regarding the impact of the Covid-19 pandemic on the mental health and social-emotional well-being of our students. While we strive to unlock the potential of each of our students, we are cognizant that we have to address the needs they bring with them to the classroom. In the coming months, the Student Services Leadership Team will be working on a realignment of our ES continuum to foster more individualized mental health support and services at the classroom level. This will start with a more detailed and in depth intake process. We will also be adding additional mental health screening tools to our repertoire to more precisely identify and provide intervention for mental health concerns.

## CDC's Children's Mental Health Information

**9.4%**

of children aged  
2-17 have received  
an ADHD diagnosis

**7.4%**

of children aged  
3-17 have a  
diagnosed  
behavior problem

**7.1%**

of children aged  
3-17 have  
diagnosed anxiety

**3.2%**

of children aged  
3-17 have  
diagnosed  
depression



# Noteworthy

#BeGreat #ChangingLives



## DHH Class Explores Zoo

Students in Mrs. Bogdan's deaf and hard of hearing classroom at Susquehanna Township Middle School have been learning how to read maps. In order to get real world experience, they ventured to Zoo America and practiced their new skills by locating where they were along their route and learning about different animal habitats inside the park. They were very successful and it was a fun and exciting way to teach the students functional skills for life. #changinglives

## CAIU staff featured in Central Penn Parent Article

Educational Consultant Kellie Custer was recently interviewed by Central Penn Parent on the topic of ADHD. Custer stressed the importance of communication when it comes to developing the best ways to help a child with ADHD learn. "Some students struggle with a cognitive load understanding dense content, while others find noise, or distractions, a challenge."

Read the article here: <https://www.cpbj.com/how-much-do-you-know-about-adhd/>



## Carlisle Sertoma Club supports Champions for Children

On December 2, Kellie Custer was invited to speak with the Carlisle Area Sertoma Club on behalf of Champions for Children. The Sertoma Club is a civic organization that works to improve the quality of life for those at risk or impacted by hearing loss. Following a presentation on the mission and projects funded by Champions for Children, representatives from the Sertoma Club presented a donation of \$750 provided by the sponsorship committee. Loretta Connolly, former CAIU EI Speech Pathologist and Sertoma Club Sponsorship Chair, recommended the committee make the donation to Champions for Children based on her experience with their support during her time at the CAIU. For more information on donating to Champions for Children or becoming a committee member, please contact Kellie Custer at [kcuster@caiu.org](mailto:kcuster@caiu.org).

## American Education Week 2021

Check out a video from CAIU students to their educators: [https://youtu.be/KqM3\\_g71Vu4](https://youtu.be/KqM3_g71Vu4)



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](#).

**Bridgid Wills (Program Secretary): #Dedication** Since transitioning to Preschool, Bridgid has gone above and beyond to help me! If I ever have a question and she doesn't know the answer (which is rare) she will find someone that can answer my question. Bridgid is always quick to respond! I'm so thankful to have her as a resource! *Submitted by Kristen Kimsey*

**Kelly Morris (Social Worker): #Innovation** Kelly is truly a class act social worker! She has perfected the balance of holding students accountable in supportive, compassionate ways. She has created many classroom practices that benefit student and staff well-being and health, such as creating a virtual calm room, developing an initiative to challenge other CAMhP classroom to get students engaged in their physical health, and working closing with our transition coach, Leah, to create new opportunities for work experience for students. Kelly has a passion for transition planning and helps her students and families to develop wellness plans and goals for beyond high school! Kelly is an incredible social worker and forward thinker! *Submitted by Julie Mestemaker*

**Shelby Cordeiro (Social Worker): #Dedication** Shelby is a truly outside the box thinker and social justice advocate! She is cultivating a culture of belonging for students at CD East's CAMhP Classroom and getting students invested in the world around them. She is helping students develop their own mental wellness by exposing them to the role of self-advocacy, goal setting, and learning new things. Shelby is always one of the first social workers to volunteer to help students and staff. Shelby is an incredible social worker and team player! *Submitted by Julie Mestemaker*

**Heather Smith (Educational Consultant): #Service** Heather is an exceptional team member. She is a wealth of resources, communicates effectively, and encourages analytic thinking across our staff. More personally, Heather has been incredibly supportive as I navigated health issues and an increased workload. She checks in on me regularly to make sure I'm taking care of myself and offers to take on tasks to free up some of my time. She's really just the best! *Submitted by Kellie Custer*

**Andrea Schwartz (EPP): #Service** It was hard to pick one category because she demonstrates them all so well. Andrea is and has always been dedicated to our students and our team. She is committed to developing relationships

with all the students. She is a trailblazer with demonstrating equity and acceptance of all. She innovates by helping identify new ways to help the students succeed and continues to find ways to lead and become an expert in diversity, equity, and inclusion initiatives by attending trainings above and beyond what is asked, researching, and teaching others. All of these demonstrate her dedication to serve the children and adults in this organization. *Submitted by Jen Sciacca*

**Pam Topper (Teacher): #Innovation** Pam has adapted her schedule this year and integrated new exciting activities for some of the classes exploring appropriate pre-k science concepts such as water circulation in plants which the students have loved! She has been accommodating and open to integrating support staff ideas, such as outdoor learning. Making these changes has not gone unnoticed or unappreciated. Pam's class is a pleasure to be a part of. *Submitted by Emily Robenolt & Jocelyn Colyer*

**Lisa Klinger (ANPS Program Supervisor): #Service** Thank you so much for all your help with the food drive at Bishop McDevitt. Helping us move all the food, over 2,600 pieces of food, was a huge task and you all did it with a smile on your face. We truly could not have done this without your help. Your dedication and service to Save the Bananas is truly appreciated. We are truly blessed to have such an amazing co-worker. Thank you. *Submitted by Rebecca Slavinsky and Kelly Myers*

**Hillary Williams (ANPS Program Coordinator): #Service** Thank you so much for all your help with the food drive at Bishop McDevitt. Helping us move all the food, over 2,600 pieces of food, was a huge task and you all did it with a smile on your face. We truly could not have done this without your help. Your dedication and service to Save the Bananas is truly appreciated. We are truly blessed to have such an amazing co-worker. Thank you. *Submitted by Rebecca Slavinsky and Kelly Myers*

**Marilla Clay (ANPS Program): #Service** Thank you so much for all your help with the food drive at Bishop McDevitt. Helping us move all the food, over 2,600 pieces of food, was a huge task and you all did it with a smile on your face. We truly could not have done this without your help. Your dedication and service to Save the Bananas is truly appreciated. We are truly blessed to have such an amazing co-worker. Thank you. *Submitted by Rebecca Slavinsky and Kelly Myers*

**Beth-Ann McConnell (Social Worker & Interagency Coordinator): #Service** Thank you so much for all your help with the food drive at Bishop McDevitt. Helping us move all the food, over 2,600 pieces of food, was a huge task and you all did it with a smile on your face. We truly could not have done this without your help. Your dedication and service to Save the Bananas is truly appreciated. We are truly blessed to have such an amazing co-worker. Thank you.

*Submitted by Rebecca Slavinsky and Kelly Myers*

**Elizabeth Chiodo (Speech Therapist): #Partnership** Liz is always willing and able to help others with anything that anyone is struggling with. She just helped me complete an IEP using Hello Sign since I am not familiar with this program yet. She was so patient and kind while showing me how to send and process the IEP from start to finish. I am truly thankful for her as a co-worker! *Submitted by Rima Wilson*

**Kevin Fatherree (Teacher): #Dedication** Kevin has a gifted ability to find the exact right words at the exact right moment in time. He builds up the students and his colleagues with his kindness, encouragement, and his steadfast loyalty! Working alongside Kevin has been one of the greatest privileges in my career. *Submitted by Krista Werner*

**Ashley Hoffer (Program Secretary): #Partnership** Ashley stepped up and took on the Champions for Children Fall Clothing Drive completely on her own. This months-long project involves communicating with multiple requesters, coordinating the acquisition and distribution of funds, and following up with all the shoppers to ensure they have what they need to shop for the students. Without her support, this crucial project that provided clothing to nearly 30 students would not have been possible. *Submitted by Kellie Custer*

**Samantha Forsythe (Educational Consultant): #Partnership** Sam is an amazing consultant and a huge asset to our team. Sam is always willing to pitch in on new cases and support new ideas and initiatives. Our team is lucky to have her! *Submitted by Heather Smith*

# CAIU is celebrating 50 years of #changinglives

Intermediate Units (IUs) were established on July 1, 1971, by the Pennsylvania General Assembly to operate as regional educational service agencies, providing cost-effective and management-efficient programs to Pennsylvania school districts, charter schools, and more than 2,400 non-public and private schools.

Learn more about our state's Intermediate Units by visiting [paiu.org](http://paiu.org).

*Help us educate the community about IUs by sharing our "Then & Now" social media posts.*





# opportunities to do good

## CAIU Staff Service Projects!

Each year, more than 400 staff participate in community service projects.



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

## Upcoming Professional Growth Sessions

12/17/2021 to 1/17/2022 - [The First Days of School: How to Be an Effective Teacher \(CPE Course\)](#)

12/21/2021 - [School Improvement Network](#)

1/6/2022 - [High Impact Strategies Training \(Virtual\)](#)

1/11/2022 to 5/5/2022 - [HELP STUDENTS BECOME LEADERS OF THEIR OWN LEARNING](#)

1/11/2022 - [Instructional Coaching Collaborative Network Meeting \(January 2022\)](#)

1/11/2022 - [ELD Networking](#)

1/12/2022 - [High Impact Strategies Training \(Virtual\)](#)

1/12/2022 - [Messiah Students-High Impact Strategies Training \(Virtual\)](#)

1/14/2022 to 2/13/2022 - [Multiple Intelligences in the Classroom: Strategies, Techniques, and Material \(CPE Course\)](#)

1/25/2022 - [CAIU Instructional Technology Collaboration Winter Meeting](#)

1/27/2022 to 3/31/2022 - [Facing Challenges and Addressing Local Land Use Issues](#)

## Upcoming Service Projects (For CAIU Staff)

12/16/2021 - [ALL STAFF DAY - Stocking Stuffers!!](#)  
Only 5 spots available!

Project Coordinator is Andria Saia. Participants will wrap small gifts/candy and fill stockings that will be given to children in shelters in Perry County. Special Instructions: There is a \$5.00 materials fee to cover the gifts/stockings.

12/18/2021 - [ALL STAFF DAY - Wreaths Across America](#)  
Only 20 spots available!

This event is dedicated to remembering the sacrifices veterans have made in wars since the American Revolution. Following a ceremony at 12 pm, we will spend several hours laying wreaths on each grave in the cemetery. As we lay wreaths on each individual veteran's grave, we say the veteran's name aloud, as we remember their life, service and sacrifice. Every name will be said, every veteran will be remembered. Please keep in mind this event can be very cold, it is held in December! Dress accordingly - hats, gloves, scarves, boots, etc. Any Special Instructions: I will send an email closer to the day of the event with details on where to park, how to meet up with me, etc. If you would like to follow information when it is posted on the website, the address is: <https://www.wreathsassacrossamerica.org/pages/17107/>

# Welcome New Hires!

## Amanda Hummel

is an EPP at Hill Top Academy.



## Amanda Bachmann

is an EPP at Middlesex. She is a US Army Veteran.



## Jamie VanMeter

is an ANPS Social Worker.



## James Rudy

is an EPP at Hill Top Academy. He can manipulate bad situations with humor.



## Jennifer Zimmerman

is an EPP at Middle Paxton Elementary. She's a momma of 5 awesome boys.



## Julia Williams

is a S/L Clinician at the Enola office. She is an avid horseback rider.



**Jill Herb** is an EPP at Middle Paxton Elementary. She's traveled to all but three states in the US.

## new Beginnings

### CAIU Enola Facility Renovations to Begin in December

- Improved safety and security
- Welcoming visitor area with an interactive family waiting room
- Landing spaces for visitors to recharge and connect
- Café for students to manage
- State of the art conference rooms with the latest technology
- Adaptable conference room designs



SUSQUEHANNA



MIDDLE LOBBY



LOBBY



DOGWOOD









## Let's get together

Join us for "Dr. King: A Man or a Myth" with Joseph Robinson, Executive Director of the Martin Luther King, Jr. Leadership Development Institute, January 12, 2022 at 7:00 PM.

We hope you're able to join us!



**Wednesday, January 12, 2022 7:00 PM**

Hershey Area: All Things Diversity

**[Register](#)**

Hershey Area All Things Diversity

63 W Chocolate Ave, Hershey, PA 17033 US

## January 10, 2022 – PSBA Liaison Insider Summary Update (from 12/13/21)

### Eugene DePasquale named resident for the Keystone Center for Charter Change

[The Keystone Center for Charter Change \(KCCC\)](#) at PSBA recently announced that former state Auditor General Eugene DePasquale has been named as resident for the KCCC. As resident for the KCCC, DePasquale will support the director in elevating awareness, establishing facts in the public dialogue and building support for charter school reform, working with key stakeholders.

While he served as auditor general from 2013-21, DePasquale exposed waste in charter schools and held hearings across the state revealing numerous issues with Pennsylvania's Charter School Law. Prior to his tenure as auditor general, DePasquale was a three-term member of the General Assembly from 2007-13 representing the 95th state house district in York County.

### PDE helps schools address state standards for career awareness

The Pennsylvania Department of Education (PDE) continues to offer resources to assist schools in implementing the state [Career Education and Work Standards](#) required for all students. Now available to students is the [Pennsylvania CareerZone](#) website that includes an elementary page named [Up the Ladder](#). Up the Ladder includes several gaming elements, including badges that reward students for career pathways explored. As middle school and high school students explore their careers of interest, they use the website to develop an individualized portfolio.

The website also has a skills profiler where students explore careers based on their current skill set. Other tools on the website allow students to develop a printable resume and to determine how to establish a budget by looking at their preferred lifestyle or by working backwards to determine if a given salary will support a preferred lifestyle. The site also includes a [parent guide](#)

### Pennsylvania judges unveil civics education tools for schools

The Pennsylvania Supreme Court's Commission on Judicial Independence recently launched a [digital toolkit](#) aimed at helping children learn about the work and role of the Pennsylvania courts. Offered in the [toolkit](#) are:

- Digital one-pagers on topics exploring the Pennsylvania court system, the role of a judge, how judges are elected, and how a case progresses through the system and much more.
- Videos to further expand on topics, giving a visual aid to students and teachers.
- 3D video offering tours of courtrooms, complete with interactive educational points to learn more about the effects in the rooms; and
- Games for younger students including the Flat Judge project, modeled after the Flat Stanley project used by schools across the nation.

### Substance use prevention resources available to schools

The Pennsylvania Department of Education (PDE) and Department of Drug and Alcohol Programs (DDAP) are reminding schools of these available resources:

- The [Alcohol and Other Drugs \(AOD\) Resource Guide](#) provides information to help schools identify their needs, and select and implement prevention programs. The guide also includes best practices on choosing AOD programs that are developmentally appropriate.
- [County drug and alcohol offices](#) can provide prevention programs and materials that address numerous substance-related topics and help with selecting prevention programs that are the best fit for schools, parents/families and communities.
- School district data from the [PA Youth Survey \(PAYS\)](#) identifies student needs and the factors influencing student substance use. This information can be used to help with the selection of prevention programs. The PAYS How-to Guide is a tool to help in analyzing PAYS data.
- [Just Five](#) is a free online tool to enhance education and awareness about substance use disorder (SUD). With just six short learning modules, it is a self-paced program that aims to increase awareness, reduce stigma and provide education about SUD prevention and treatment.
- The Get Help Now Hotline is a toll-free helpline that connects callers with treatment options and resources for themselves or a loved one. The helpline at 1-800-662-HELP (4357) is available 24/7. An anonymous [chat service](#) offering the same information also is available.