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Derry Township School District Board of Directors Meeting March 8, 2021 Summary Minutes – XVII

1. OPENING ITEMS

a. CALL TO ORDER

Minutes

The meeting was called to order by Mr. Abel at 7:01 p.m. The meeting was conducted both in-person and virtually in keeping with Pennsylvania's COVID-19 mitigation efforts calling for limits on the number of participants at indoor gatherings.

b. ROLL CALL

Minutes

Members in Attendance: John Abel, Donna Cronin, Lindsay Drew, Judy Haverstick, Maria Memmi, Lewis Shaw, Kathy Sicher, and Tricia Steiner

Members in Attendance Virtually: Terry Singer

Members Absent: Joe McFarland

Non-Voting members in Attendance: Michele Agee and Stacy Winslow (sitting in for Mr. McFarland)

Staff/Public in Attendance In-Person: Jen Hynes, Jason Reifsnyder, Erika Schmidt, Dave Sweigert, Angela Weader, and William Zee

Staff/Public in Attendance Virtually: Melissa Ailey, Brittany Albert, Laura Alexander, Omaima Ali, Rachel Allen, Rebecca Allen, Jason Ambler, Kelli Anderson, Mark Anderson, Kristin argento, Kristen Arndt, Philip Ayala, Lisa Balanda, Mark Balanda, Ellen Balcomb, Erik Barber, Susan Barto, Jaime Bean, Laura Becker, Steven Bell, Melissa Belzner, Robert Bennett, Brian Blase, Katie Blum, Carissa Bobenchik, Caitlin Bodek, Christopher Boggess, Alicia Bohn, Kristen Boltz, Peggy Bravacos, Ed Brooks, Julee Brown, Lorena Brown, Tracy Brown, Samantha Bryant, Catherine Burys, Vincent Buser, Brandon Buterbaugh, Brian Buterbaugh, Beth Campbell Hetrick, Matthew Caples, Alyssa Carricato, Nisha Cartee, Christine Chappell, Ngoc Chow, Julia Cin, Cait Clark, Misty Clements, Barb Clouser, Mary Jo Coleman, Patty Costello, Steve Coulter, Elizabeth Dahl, Staci Daugherty, Michelle Davies, Matthew Dean, Julie DeDonatis, JoAnn Delaney, Cheryl Dellasega, Denise Dhawan, Kim Dilger, Kimberly Dotts, Cara Dowzicky, Lauren Doyle, Jeanine Dreher, Christine Drexler, Alyssa Duh, Alicia Dunlop, Brittni Eckert, Donna Eckert, Greg Eckert, Abby Eggert, Nicole Ehrhorn, Jarryd Erb, Julie Erwin, Aaron Fackler, Angela Farrell, Karen Fedash, Mike Fedash, Nicole Fisher, Michael Foreman, Daniel Fornataro, Kaitlyn Fox, Nicholas Frank, Katherine Frentz. Jackie Fuentes-Gillespie, Jena Funck, Katie Garver, Nancy Garver, Chelsea Gavin-Hauschildt, Anna Gawel, Allison Gehman, Laura Gifford, Patsy Gilbert, Scott Alan Godoy, Timothy Golden, Brian Goode, Ashley Gorman, Christie Green, Corry Groff,

Jessica Gustafson, Susan Hahn, Scott Harman, Lynn Hartzfeld, Amy Heisey, Josh Hemmann, Kristina Hershey, Darin Hickethier, Christine Hicks, Colby Hollinger, Laura Holton, Willow Hozella, Greg Hummel, Tabitha Hummer, Jessica Intrieri, Mandi Isom, Erin Ives, Cindy Jackson, Nikki Jones, Thomas Keefer, Megan Kenjora, Beth Kenney, Joslyn Kirby, Michelle Kisner, Cecelia Kreamer, Caitlin Kulesa, Kim Kulina, Erica Lambert, Traci Landry, Kristin Leiss, Greg Lelek, Jen Lentine, Becky Levenick, Olivia Lewis, Joyce Libby, David Lillenstein, Cynthia Liu, Gregg Longenecker, Katherine Mace, Julie Mackneer, Megan MacNicol, Anita Malhotra, Christen Manari, Todd Mark, Jennifer Marron, Kathy Marschka, Victoria Masse, Nicole McCarthy, Susan McDonald, Erin McNamee, Heather Miller, Holly Miller, Jen Miller, John Miller, Lauren Miller, Richard Miller, Tani Miller, Andrea Mitchell, Fatma Mohamed, Courtney Moodie, Kraig Moodie, Erin Moran, Angela Mullen, Colleen Mullikin, Lizzy Murray, Lauren Myer, Rachita Nambiar, Lindsey Nester, Erik Nielson, Jana Nielson, Aidan Norton, Kristen Ober, Michelle O'Brien, Jodi Ocker, Brian Ogle, Lori Ogle, Roma Orris, Megan Ozimok Miller, Courtney Painter, Stacey Patrick, Lorrie Pawlush, Kimberly Pegher, Wendy Peiffer, Angela Persing, Amanda Peters, Brianna Pogue, Emilee Priar, Joni Prisbe, Marianne Purdy, Jessica Querry, Jen Quinnan, C. R., Claire Ray, Cathy Ream, Monica Reckner, Emily Reinert, Beth Reiter, Melissa Repsch, Tracy Rippon, Debora Robare, Desiree Rodichok, Dean Rogers, Scott Rogers, Brandy Ruff, David Sachs, Kristen Sachs, Keith Saylor, Cory Schaffer, Kirsten Scheurich, Jeff Schmidt, Lindsey Schmidt, Alicia Schulz, Lauren Schulz, Amy Schwenk, Archana Sehgal, Jennifer Shaffer, Stephanie Shaw, Caroline Shearer, Angie Shipper, Lynn Shirk, Laura Sholly, Andy Shrawder, Melissa Shultz, Aaron Shuman, Scott Silar, Chelsea Singleton, Catherine Siris, Charles Smith, Emily Smith, Jaime Smith, Jeff Smith, Lou Smith, Tim/Carol Smith, Jennifer Sniderman, Donna Spangler, Stacy Stahl, Dee Stalnecker, Amy Starr, Kury Startoni, Pete Steelman, Emily Sterner, Alys Stets, Heidi Stine, Priscilla Stoner, Angela Stover, Kimberly Sullivan, Lisa Sviben Miller, Sallyann Talley, Peggy Taylor, Brandi Termin, Jonelle Thomas, Tamar Thomas, Jill Umberger, Gail Vachon, Darby Valego, Erick Valentin, Tara Valoczki, Melissa Vandegrift, Allison VanZant, Laura Wade, Natasha Walizer, Crissy Wall, Alex Walmer, Becky Wandzilak, Christine Weaber, Pamela Weidman, Karen Westervelt, Lisa Whiston, Matthew Wildasin, Jenn Williams, Casey Willis, Melissa Witters, Amy Wyatt, Katey Wyckoff, Pamela Yocum, Jerri Zacko, Ann Zaprazny, Jessica Zentner, Christa Zitko, Caroline, Elizabeth, Knappman, and 2 attendees via phone connection

Press in Attendance: None

c. FLAG SALUTE

d. APPROVAL OF BOARD OF DIRECTORS AGENDA

Approval of the March 8, 2021 Derry Township School District Board of Directors Agenda.

Minutes

A motion was made by Mrs. Sicher followed by a second from Ms. Drew, to approve the board agenda for this evening's meeting. Dr. Shaw moved to add to the agenda a motion to move the schools to full time in-person instruction. See Item d-a for specifics. The agenda was then passed without any additions.

Vote Results

Yea: 8 Terry Singer, Kathy Sicher, John Abel, Maria Memmi, Lindsay Drew, Judy Haverstick, Lewis Shaw, Tricia Steiner

Nay: 1 Donna Cronin

Abstain: 0 Not Cast: 0

d-a. MOTION TO ADD A MOTION TO THE AGENDA

Minutes

Dr. Shaw moved to add a motion to move the schools to full time in-person instruction to the agenda, this was followed by a second from Mrs. Haverstick. After discussion followed by a roll call vote of 3 to 6 the motion did not carry.

Vote Results

Yea: 3 Donna Cronin, Judy Haverstick, Lewis Shaw

Nay: 6 Terry Singer, Kathy Sicher, John Abel, Maria Memmi, Lindsay Drew, Tricia

Steiner Abstain:0 Not Cast:0

2. INFORMATIONAL AND PROPOSALS

a. PRESENTATION - WHERE WE ARE AND WHERE WE ARE GOING PRESENTATION

Instruction Coaches, Donna Spangler, David Yingst, Christen Manari, Christine Leonzo, Crystal Paukovitch, Mindy Smith, Katie Weaver

HS Dept. Chairs Brendan Hensel, Matt Kirby, and Shari Taylor Stuckey.

Minutes

Dr. Winslow gave an introduction to the screencast presentation to help answer questions the board members have posed regarding learning lag and learning models for students. The screencast is available on the District YouTube channel. The board members had follow-up questions that Dr. Winslow responded to.

b. PRESIDENT COMMUNICATIONS

Minutes

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

- Matters of Personnel
- Consultation with attorney or other professional advisers

c. RECOGNITION OF CITIZENS (AGENDA ITEMS)

This is an opportunity for residents and taxpayers to address the Board on matters related to the agenda. Those who speak, if present, are asked to come to the microphone and state your name and address for the record. Those who are attending virtually, are asked to raise your virtual hand. In order to be recognized, you must have your first and last name typed into the live stream registration. Once recognized and un-muted, please state your name and address for the record. To provide other residents with an opportunity to speak, each speaker during the public comment portion is limited to five (5) minutes of speaking time once recognized and limited to one opportunity to address the Board during each of the public comment periods. If necessary, the Board may set a maximum time for the public comment portion of any meeting. This portion of the Board Meeting is for comments to the Board and is not a question and answer period. Those wishing to present private concerns or questions needing follow-up outside of the Board meeting may go to the District web site and submit a community correspondence.

Minutes

The following citizens were recognized by the board:

- Angela Weader
- John Miller
- Ed Brooks
- Anita Malhotra
- Michelle Davies
- Laura Gifford
- Greg Eckert

The above citizens spoke of the following: survey wording offensive/slanted, need creative thinking, asking for board to give viewpoints publicly, extra student support now, other options available, read school code and the law, appreciation for discussion but disappointment in the vote, move to in-person schooling as quickly as possible, delaying the return to face-to-face instruction is not in the best interest of the students, finding a balance in family life is a challenge, looking for more discussions, appears members of the board are shutting down the option for further discussion

- Mark Copeland expressed appreciation for the school board, commented that everyone has a common goal with different methods of getting to the goal and then gave a Call to Action for the board to have a virtual call with Dr. Joseph Allen, an associate professor from Harvard's T. H. Chan School of Public Health.
- The son of Karen Fedash, Michael, spoke of his thoughts and viewpoints of the current situation and for going back face to face.

- Tim Golden
- Dave Sachs

The above residents spoke in support of hybrid learning, changes at this point of the year is similar to starting the year over, caution moving forward with in-person learning that will lessen the safety of students, applaud the board for their actions, a few loud voices wanting change - there is a larger group wishing to continue the course with safety in mind and stability for the students, asking for careful and thought out moves going forward, looking for more discussion, finding it hard to find balance at home.

d. STANDING COMMITTEE MEETING REPORT

Minutes

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

- PSSA testing for Elementary in May
- PSSA testing for Middle School during the summer months
- Keystone testing for High School/Middle School during finals
- Add elementary health grades 2-5
- Changes going to vote March 22 for 5 individual courses

e. COMMUNITY CORRESPONDENCE REPORT

Minutes

Mr. Tredinnick reported that there were a total of 32 submissions during the month of February.

f. STUDENT REPRESENTATIVES' REPORT

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

Minutes

Mr. Barto reported on the following:

- Boys' / Girls Basketball qualified for Districts
- Swimming and Diving Championships held last Saturday and nine students will move onto States
- Musical Streaming 3/19 & 20
- Mini-THON 3/24 food truck fund raiser
- Senior Events successful visit to Historic Acres of Hershey for Prom venue

g. ANTICIPATED AGENDA ITEMS FOR THE NEXT BOARD OF DIRECTORS MEETING

The following items will be on the Agenda for the March 22, 2021 Public Board of Directors Meeting:

- 1. Approval of March 8, 2021 Board of Directors Summary Minutes
- 2. Capital Area Intermediate Unit 2021-2022 General Operating Budget
- 3. New School Start Time Delay Timeline
- 4. Elementary Chiller Change Orders
- 5. PlanCon Part K approval
- 6. Auction/Sale of 1993 Band Bus
- 7. Facility Use Inquiry-Penn State Summer Treatment Program
- 8. Personnel

3. UNFINISHED BUSINESS

a. DISTRICT OPERATING SCHEDULE DURING THE COVID PANDEMIC

Minutes

Dr. Winslow reviewed the survey results. The floor was opened for the board to ask questions and participate in discussion.

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. Sicher and a second by Ms. Drew, the Consent Agenda items were approved.

Vote Results

Yea: 9 Terry Singer, Kathy Sicher, John Abel, Maria Memmi, Donna Cronin, Lindsay Drew, Judy Haverstick, Lewis Shaw, Tricia Steiner

Nay: 0 Abstain: 0 Not Cast: 0

a. APPROVAL OF FEBRUARY 22, 2021 SUMMARY BOARD OF DIRECTORS MEETING MINUTES - XVI

b. REQUESTS FOR THE USE OF SCHOOL FACILITIES

The Administration recommends the approval of the following Request for the Use of School Facilities:

Group:

Hershey Little League

March 1-November 28, 2021

Monday - Friday

- 5:00 p.m. - 10:00 p.m. (during school year)

Date/Time:

- 9:00 a.m. - 10:00 p.m. (after school year)

Saturdays - 9:00 a.m. - 10:00 p.m.

Sundays - 12:00 p.m. - 10:00 p.m.

Requested

North Field (Little League), South Field (Softball), Memorial

Facility:

Field, & JV Baseball Field

Event:

Little League Baseball Practices & Games

Fee:

None

Group:

Hershey Soccer Club

Date/Time:

Sundays - March 14, 21, 28, & April 11, 2021 Noon - 6:00 p.m.

Requested

Facility:

322 Turf Field

Event:

Practices & scrimmages

Fee:

None

Group:

Hershey Youth Football Association

Monday thru Friday

Date/Time:

March 9, 2021 - November 26, 2021

5:00 - 8:00 p.m.

Requested Facility:

Middle School Upper Field A

Event:

Football / Cheerleading Practice & Scrimmages

Fee:

None

Group: St. Joan of Arc Track Team

Tuesdays & Thursdays

Date/Time: March 2, 2021 thru May 27, 2021

5:00 p.m. - 7:00 p.m.

Requested Facility:

Memorial Cinder Track

Event:

Track Practice

Fee:

None

Group:

Hershey Soccer Club

Date/Time:

Sunday, May 2, 2021 10:00 a.m. - 8:00 p.m.

Requested

322 Turf Field

Facility: Event:

Hershey Soccer Club Tryouts

Fee:

None

Group:

Harrisburg Area YMCA

Date/Time:

Monday, June 7, 2021 thru Friday, August 20, 2021

Requested

Facility:

Elementary School Gym

Event:

YMCA Summer Camp

Fee:

None

5. NEW BUSINESS

a. APPROVAL OF 2021-2022 CALENDAR

The Administration recommends the approval of the proposed 2021-2022 school calendar.

Minutes

Following a motion by Mrs. Memmi and a second by Mrs. Sicher the 2021-2022 Derry Township School District calendar was approved.

Vote Results

Yea: 9 Terry Singer, Kathy Sicher, John Abel, Maria Memmi, Donna Cronin, Lindsay Drew, Judy Haverstick, Lewis Shaw, Tricia Steiner

Nay: 0 Abstain: 0 Not Cast: 0

b. BUSINESS MANAGER CONTRACT AMENDMENT

The Administration recommends the Board approve Amendment No. 1 to the Employment Contract for the Business Manager, Michael Frentz.

Minutes

Following a motion by Mrs. Sicher and a second by Ms. Drew the Business Manager's Contract Amendment was approved.

Vote Results

Yea: 9 Terry Singer, Kathy Sicher, John Abel, Maria Memmi, Donna Cronin, Lindsay Drew, Judy Haverstick, Lewis Shaw, Tricia Steiner

Nay: 0 Abstain: 0 Not Cast: 0

c. APPROVAL OF REQUEST FOR INCREASED DISTRIBUTION FROM THE DERRY TOWNSHIP SCHOOL DISTRICT'S MILTON S. HERSHEY TRUST

The administration recommends the Board approve the one-time increase of distribution from the Milton S. Hershey Trust from 4% to 7% for the 2021-2022 fiscal year.

Minutes

Following a motion by Ms. Drew and a second by Mrs. Sicher the one-time increase of distribution from the Milton S. Hershey Trust from 4% to 7% for the 2021-2022 fiscal year, was approved.

Vote Results

Yea: 9 Terry Singer, Kathy Sicher, John Abel, Maria Memmi, Donna Cronin, Lindsay Drew, Judy Haverstick, Lewis Shaw, Tricia Steiner

Nay: 0 Abstain: 0 Not Cast: 0

d. PERSONNEL - RESIGNATIONS

The Administration recommends the approval of the following resignations:

Professional:

True, MaxineEnglish Teacher
High School

Reason: Personal

Effective: 06/03/2021 Limited Service Contract:

Bodek, Caitlin

Assistant Middle School Girls Volleyball Coach

Reason: Personal

Effective: 02/25/2021 (retroactive)

Kindt, Michelle

Department Coordinator - World Language

Reason: Personal

Effective: 03/05/2021 (retroactive)

Minutes

Following a motion by Ms. Drew and a second by Mrs. Memmi the personnel resignations items were approved.

Vote Results

Yea: 9 Terry Singer, Kathy Sicher, John Abel, Maria Memmi, Donna Cronin,

Lindsay Drew, Judy Haverstick, Lewis Shaw, Tricia Steiner

Nay: 0 Abstain: 0 Not Cast: 0

e. PERSONNEL - GENERAL

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

Professional:

Jordan, Paul (Replacing Stacey Latimer)

Mathematics Teacher

Middle School

Long-term Substitute

Bachelors, Step 1

Salary: \$52,994 (pro-rated)

Effective: 02/24/2021 through the end of the 2020-2021 school year

(retroactive)

Transfer of Professional Staff:

Clouser, Barbara* (Replacing Laura Why)

From: Gifted Support Teacher

High School

To: Spanish/Gifted Support Teacher

High School

Effective: 03/08/2021 (retroactive) **Why, Laura** * (Replacing Michelle Kindt)

From: Spanish Teacher

High School

Long-term Substitute

To: French Teacher

High School

Long-term Substitute

Effective: 03/08/2021 (retroactive) through the end of the 2020-2021 school

year

Classified:

Dezagottis, Judith

Substitute Administrative Assistant

District-wide

Salary: \$18.06 per hour Effective: 03/09/2021 Limited Service Contract:

Denver, Kiara

Theater Set Crew Coordinator Fall/Spring Play

High School Group I, Step 1 Salary: \$830

Effective: 03/09/2021

2. The Administration recommends the approval of the Limited Service Contract additions/deletions in accordance with Section 4.09 of the 2017-2021 HEA Collective Bargaining Agreement.

Department Coordinator - Related Services

3. The Administration recommends the approval of the following request in accordance with District Policy 338.1:

Kisner, Michelle*

Music Teacher

Elementary

Compensated Professional Development Leave

Effective: 08/23/2021 through the end of the 2021-2022 school year

Zentner, Jessica*

Kindergarten Teacher

ECC

Compensated Professional Development Leave

Effective: 08/23/2021 through the end of the 2021-2022 school year

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

Minutes

Following a motion by Mrs. Memmi and a second by Mrs. Sicher , the personnel - general items were approved and transfers were recognized.

Vote Results

Yea: 9 Terry Singer, Kathy Sicher, John Abel, Maria Memmi, Donna Cronin, Lindsay Drew, Judy Haverstick, Lewis Shaw, Tricia Steiner

Nay: 0 Abstain: 0 Not Cast: 0

6. DELEGATE REPORTS

a. CAIU

Minutes

The CAIU report is attached to the agenda. Mrs. Steiner had nothing to add.

b. DERRY TOWNSHIP TAX ASSOCIATION

Minutes

The Derry Township Tax Association report is attached to the agenda. Mrs. Memmi nor Dr. Cronin had anything to add.

7. SPECIAL REPORTS

a. BOARD MEMBERS' REPORT

Minutes

A report was made by the following board members:

- Ms. Drew called attention to the notification that went out on the YMCA summer day camp to be held in the Elementary Building. Limited registration is open now. This is also available on the YMCA website
- Mrs. Sicher and Mrs. Haverstick expressed sympathies to the Lower Dauphin School Board, a school board member passed away recently.
- Mrs. Steiner makingusmatter.com, education website with classes and workshops taught by black educators. Grades 9-12 and middle school students welcome.

b. SUPERINTENDENT'S REPORT

Minutes

Dr. Winslow gave a report that included the following:

• The IU will be holding a vaccination clinic for school staff with priorities set for certain groups. A survey has been sent out by the IU for staff to utilize in requesting a vaccination. Currently Derry Township has 242 vaccinations available.

c. BOARD PRESIDENT'S REPORT

Minutes

Mr. Abel gave a report to express the following:

None

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:

• Nisha Cartee - let's not let perfection be the enemy of good, explore more creative options, have the phone call with the specialist.

9. ADJOURNMENT

Minutes

The meeting was adjourned to at 9:43 p.m. following a motion by Mrs. Sicher and seconded by Ms. Drew.

Vote Results

Yea: 9 Terry Singer, Kathy Sicher, John Abel, Maria Memmi, Donna Cronin, Lindsay Drew, Judy Haverstick, Lewis Shaw, Tricia Steiner

Nay: 0 Abstain: 0 Not Cast: 0

Respectfully submitted,

Michele Agee

Secretary to the Board

Approved March 22, 2021

John Abel

President of the Board of Directors

Board Meeting Attendance, March 8, 2021			
Panelist Details	Attendee Details		
Attended	Name	Attended	Name
Yes	Agee Michele	Yes	Melissa Belzner
Yes	Barto Peter	Yes	Robert Bennett
Yes	Cronin Donna	Yes	Brian Blase
Yes	Drew Lindsay	Yes	Katie Blum
Yes	Frentz Mike	Yes	Carissa Bobenchik
Yes	Hensel Brendan	Yes	Caitlin Bodek
Yes	Kirby Matthew	Yes	Christopher Boggess
Yes	Leonzo Christine	Yes	Alicia Bohn
Yes	Manari Christen	Yes	Kristen Boltz
Yes	Paukovitch Crystal	Yes	Peggy Bravacos
Yes	Reifsnyder Jason	Yes	Ed Brooks
Yes	Shaw Lewis	Yes	Julee Brown
Yes	Sicher Kathy	Yes	Lorena Brown
Yes	Singer Terry	Yes	Tracy Brown
Yes	Smith Mindy	Yes	Samantha Bryant
Yes	Spangler Donna	Yes	Catherine Burys
Yes	Stuckey Shari	Yes	Vincent Buser
Yes	Tredinnick Dan	Yes	Brandon Buterbaugh
Yes	Weaver Katie	Yes	Brian Buterbaugh
Yes	Winslow Stacy	Yes	Beth Campbell Hetrick
Yes	Yingst Dave	Yes	Matthew Caples
		Yes	Alyssa Carricato
Attendee Details		Yes	Nisha Cartee
<u>Attended</u>	<u>Name</u>	Yes	Christine Chappell
Yes	Melissa Ailey	Yes	Ngoc Chow
Yes	Brittany Albert	Yes	Julia Cin
Yes	Laura Alexander	Yes	Cait Clark
Yes	Omaima Ali	Yes	Misty Clements
Yes	Rachel Allen	Yes	Barb Clouser
Yes	Rebecca Allen	Yes	Mary Jo Coleman
Yes	Jason Ambler	Yes	Patty Costello
Yes	Kelli Anderson	Yes	Steve Coulter
Yes	Mark Anderson	Yes	Elizabeth Dahl
Yes	Kristin argento	Yes	Staci Daugherty
Yes	Kristen Arndt	Yes	Michelle Davies
Yes	Philip Ayala	Yes	Matthew Dean
Yes	Lisa Balanda	Yes	Julie DeDonatis
Yes	Mark Balanda	Yes	JoAnn Delaney
Yes	Ellen Balcomb	Yes	Cheryl Dellasega
Yes	Erik Barber	Yes	Denise Dhawan
Yes	Susan Barto	Yes	Kim Dilger
Yes	Jaime Bean	Yes	Kimberly Dotts
Yes	Laura Becker	Yes	Cara Dowzicky
Yes	Steven Bell	Yes	Lauren Doyle

Attended	Name	Attended	Name
Yes	Jeanine Dreher	Yes	Laura Holton
Yes	Christine Drexler	Yes	Willow Hozella
Yes	Alyssa Duh	Yes	Greg Hummel
Yes	Alicia Dunlop	Yes	Tabitha Hummer
Yes	Brittni Eckert	Yes	Jessica Intrieri
Yes	Donna Eckert	Yes	Mandi Isom
Yes	Greg Eckert	Yes	Erin Ives
Yes	Abby Eggert	Yes	Cindy Jackson
Yes	Nicole Ehrhorn	Yes	Nikki Jones
Yes	Jarryd Erb	Yes	Thomas Keefer
Yes	Julie Erwin	Yes	Megan Kenjora
Yes	Aaron Fackler	Yes	Beth Kenney
Yes	Angela Farrell	Yes	Joslyn Kirby
Yes	Karen Fedash	Yes	Michelle Kisner
Yes	Mike Fedash	Yes	Cecelia Kreamer
Yes	Nicole Fisher	Yes	Caitlin Kulesa
Yes	Michael Foreman	Yes	Kim Kulina
Yes	Daniel Fornataro	Yes	Erica Lambert
Yes	Kaitlyn Fox	Yes	Traci Landry
Yes	Nicholas Frank	Yes	Kristin Leiss
Yes	Katherine Frentz	Yes	Greg Lelek
Yes	Jackie Fuentes-Gillespie	Yes	Jen Lentine
Yes	Jena Funck	Yes	Becky Levenick
Yes	Katie Garver	Yes	Olivia Lewis
Yes	Nancy Garver	Yes	Joyce Libby
Yes	Chelsea Gavin-Hauschildt	Yes	David Lillenstein
Yes	Anna Gawel	Yes	Cynthia Liu
Yes	Allison Gehman	Yes	Gregg Longenecker
Yes	Laura Gifford	Yes	Katherine Mace
Yes	Patsy Gilbert	Yes	Julie Mackneer
Yes	Scott Alan Godoy	Yes	Megan MacNicol
Yes	Timothy Golden	Yes	Anita Malhotra
Yes	Brian Goode	Yes	Christen Manari
Yes	Ashley Gorman	Yes	Todd Mark
Yes	Christie Green	Yes	Jennifer Marron
Yes	Corry Groff	Yes	Kathy Marschka
Yes	Jessica Gustafson	Yes	Victoria Masse
Yes	Susan Hahn	Yes	Nicole McCarthy
Yes	Scott Harman	Yes	Susan McDonald
Yes	Lynn Hartzfeld	Yes	Erin McNamee
Yes	Amy Heisey	Yes	Heather Miller
Yes	Josh Hemmann	Yes	Holly Miller
Yes	Kristina Hershey	Yes	Jen Miller
Yes	Darin Hickethier	Yes	John Miller
Yes	Christine Hicks	Yes	Lauren Miller
Yes	Colby Hollinger	Yes	Richard Miller

Attended	Name	Attended	Name
Yes	Tani Miller	Yes	Scott Rogers
Yes	Andrea Mitchell	Yes	Brandy Ruff
Yes	Fatma Mohamed	Yes	David Sachs
Yes	Courtney moodie	Yes	Kristen Sachs
Yes	Kraig Moodie	Yes	Keith Saylor
Yes	Erin Moran	Yes	Cory Schaffer
Yes	Angela Mullen	Yes	Kirsten Scheurich
Yes	Colleen Mullikin	Yes	Jeff Schmidt
Yes	Lizzy Murray	Yes	Lindsey Schmidt
Yes	Lauren Myer	Yes	Alicia Schulz
Yes	Rachita Nambiar	Yes	Lauren Schulz
Yes	Lindsey Nester	Yes	Amy Schwenk
Yes	Erik Nielson	Yes	Archana Sehgal
Yes	Jana Nielson	Yes	Jennifer Shaffer
Yes	Aidan Norton	Yes	Stephanie Shaw
Yes	Kristen Ober	Yes	Caroline Shearer
Yes	Michelle O'Brien	Yes	Angie Shipper
Yes	Jodi Ocker	Yes	Lynn Shirk
Yes	Brian Ogle	Yes	Laura Sholly
Yes	Lori Ogle	Yes	Andy Shrawder
Yes	Roma Orris	Yes	Melissa Shultz
Yes	Megan Ozimok Miller	Yes	Aaron Shuman
Yes	Courtney Painter	Yes	Scott Silar
Yes	Stacey Patrick	Yes	Chelsea Singleton
Yes	Lorrie Pawlush	Yes	Catherine Siris
Yes	Kimberly Pegher	Yes	Charles Smith
Yes	Wendy Peiffer	Yes	Emily Smith
Yes	Angela Persing	Yes	Jaime Smith
Yes	Amanda Peters	Yes	Jeff Smith
Yes	Brianna Pogue	Yes	Lou Smith
Yes	Emilee Priar	Yes	Tim/Carol Smith
Yes	Joni Prisbe	Yes	Jennifer Sniderman
Yes	Marianne Purdy	Yes	Donna Spangler
Yes	Jessica Querry	Yes	Stacy Stahl
Yes	Jen Quinnan	Yes	Dee Stalnecker
Yes	C. R.	Yes	Amy Starr
Yes	Claire Ray	Yes	Kury Startoni
Yes	Cathy Ream	Yes	Pete Steelman
Yes	Monica Reckner	Yes	Emily Sterner
Yes	Emily Reinert	Yes	Alys Stets
Yes	Beth Reiter	Yes	Heidi Stine
Yes	Melissa Repsch	Yes	Priscilla Stoner
Yes	Tracy Rippon	Yes	Angela Stover
Yes	Debora Robare	Yes	Kimberly Sullivan
Yes	Desiree Rodichok	Yes	Lisa Sviben Miller
Yes	Dean Rogers	Yes	Sallyann Talley

<u>Attended</u>	<u>Name</u>	
Yes	Peggy Taylor	
Yes	Brandi Termin	
Yes	Jonelle Thomas	
Yes	Tamar Thomas	
Yes	Jill Umberger	
Yes	Gail Vachon	
Yes	Darby Valego	
Yes	Erick Valentin	
Yes	Tara Valoczki	
Yes	Melissa Vandegrift	
Yes	Allison VanZant	
Yes	Laura Wade	
Yes	Natasha Walizer	
Yes	Crissy Wall	
Yes	Alex Walmer	
Yes	Becky Wandzilak	
Yes	Christine Weaber	
Yes	Pamela Weidman	
Yes	Karen Westervelt	
Yes	Lisa Whiston	
Yes	Matthew Wildasin	
Yes	Jenn Williams	
Yes	Casey Willis	
Yes	Melissa Witters	
Yes	Amy Wyatt	
Yes	Katey Wyckoff	
Yes	Pamela Yocum	
Yes	Jerri Zacko	
Yes	Ann Zaprazny	
Yes	Jessica Zentner	
Yes	Christa Zitko	
Yes	Caroline	
Yes	Elizabeth	
Yes	Knappman	

Derry Township School District School Board Meeting March 8, 2021

Please S	ign In AND Print Your Name
Signature	Printed Name
Daniel B Tradinick	Dan Tredinnick
Signature	Printed Name
Exiden Thomast	Ericka Schmidt
Signature	Rrinted Name Anapla Weader
Signature	Printed Name



March 8th DTSD Board Meeting

Where We Are and Where We Are Going



DTSD
Instructional
Coaches



The Journey

Focus

- Brief, global overview
- No pandemic playbook

What We Know

- Act now
- Learning needs will vary
- "Learning loss" vs. "learning lag"

Learning from other crises

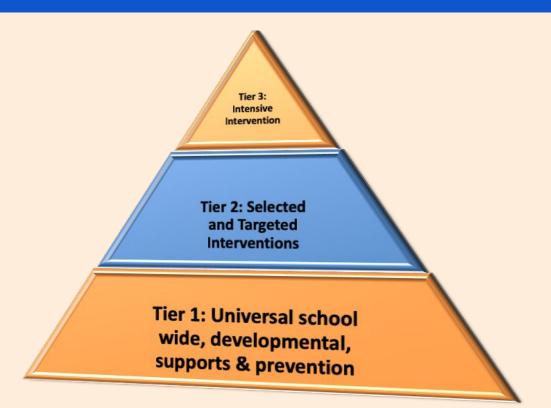
- Hurricane Katrina (2005)
 - (Sacerdote, 2012; Pane, McCaffrey, Kalra, & Zhou, 2008)
- Christchurch earthquakes (2011)
 - (Fisher, Frey, & Hattie, 2021)





MTSS is a standards-aligned comprehensive school improvement FRAMEWORK

What is MTSS (Multi-Tier System of Support)?



The MTSS Framework is a proactive and prevention-focused approach that is designed for early identification of students with academic or behavioral needs through universal screening of all students, the provision of increasingly intensive levels of tiered supports based on needs, ongoing monitoring of student progress, and data-based decision making.



Social Emotional Learning (SEL)

K-12



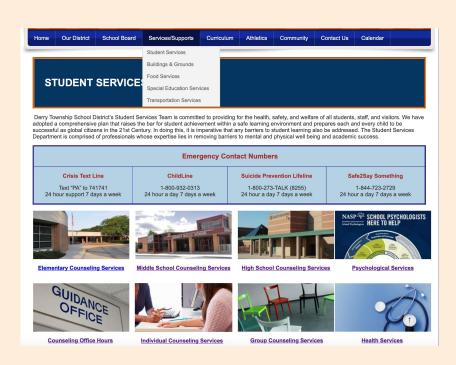
How we are monitoring, discussing, and intervening with students this year?

Supports for All Students:

- Student Support Team meetings
- Individualized student plans
- Regular communication with families
- Student Attendance Improvement Conferences (SAIC)
- Home visits
- Focused homerooms
- Virtual office hours
- Individual counseling and supports



How we are planning to address future learning needs from this year?



Supports for Next Year:

- Student Services landing page
- SSET & BounceBack "lite"
- Re-orientation back to school K-12
- Executive Functioning lessons
- Relationship building activities
- Morning Meetings K-8
- Virtual Transition (5 to 6 & 8 to 9)
- Counselors loop with students K-12
- Use of Synergy
- Professional Development on Social Emotional Learning





How we are monitoring, discussing, and intervening with students this year?

Collecting Data

- Benchmark Assessments for all students
 - 3 times a year
- Additional Diagnostic Assessments for students not at benchmark
 - As needed
- Progress Monitoring for students not at benchmark
 - Weekly
- Lesson/Skill Assessments for all students
 - Typically after the skill is taught



How we are monitoring, discussing, and intervening with students this year?

Data Review Meetings

- o TEAM Administration, School Psychologist, Coaches, Intervention Specialist
- PURPOSE Meet 4 times a year to review the progress of students in intervention (Tier 2).
 These notes are used during the Intervention Planning Meetings.
- PURPOSE To adjust instruction and groups based on the student's progress

Whole Child Intervention Planning Meetings (IPM's)

- TEAM Administration, School Psychologist, School Counselor, Coaches, Classroom Teachers
- PURPOSE Meet 4 times a year to review the progress of all students in the areas of Social Emotional Well Being, Math and Reading
- PURPOSE To ensure that all students are receiving the supports they need to be a successful student



How we are planning to address future learning needs from this year?

Collect Data:

- Benchmark Assessments
- Local Assessments
- Progress Monitoring

Gather & Analyze Data:

- Data Review Meetings
- Whole Child Intervention Planning Meetings
- Professional Learning Communities
 - O Dedicate more time to looking at assessment data and instruction

Support Student Learning:

- MTSS (Multi-tiered System of Support)
- Reading and Math Differentiation





How we are monitoring, discussing, and intervening with students this year?

- Support Team Meetings as previously mentioned
- PLCs
 - Common grade/Common subject teachers meet regularly for assessment, curriculum and instructional decisions
- Individual Teacher work
 - Open office hours
 - Invitations to additional support
 - Flex assistance
- Administration, coaches, and classroom teachers collaboration



How we are planning to address future learning needs from this year?

- Transitioning from Grade 5 to Grade 6
- Remediation Time
- Leveraging PLCs
- Gathering Student end-of-year data
 - PLC designed tests based upon course content and needs of the next grade's instructors
- Teacher to teacher communication through an instructional alignment and gaps document and discussions





How we are monitoring, discussing, and intervening with students this year?

Collecting and Assessing Data

- Assessing student understanding of the core content through both formative and summative assessments
- Evaluate content, instruction and teaching practices
- Weekly PLC meetings
- Collaboration with departments on Wednesdays and individual time with students
- Analyzing data and adjusting instruction during normal teacher planning time
- Targeted instruction based on needs
- Meet regularly to discuss what concepts and materials are most important for subsequent courses

Support Student Learning

- Virtual office hours and in person meetings with school counselors academic check-ins, wellness check-ins
 - o Individualized student success plans- weekly/daily check-ins, weekly parent check-ins
- National Honor Society tutoring
- Trojan Center
- Weekly data review meetings for special education students
- Link Crew mentors
- Daily check-ins in homeroom
- Weekly Student Services Meeting
- Hershey Intervention and Prevention includes School Based Therapy, Mental Health Evaluations



How we are planning to address future learning needs from this year?

- Provide more flexibility within schedule for more opportunities for individualized learning and academic support
- Reviewing courses and updating/adapting to meet the needs of students through courses like Academic Literacy
- Continue weekly data meetings for special education students
- Continue to expand PLC time for teachers
- Continue weekly Student Services Meetings
- Attendance meetings
- National Honor Society Tutoring
- Individual student meetings
- Community period schedule (allow for class meetings)
- Expand Trojan Center
- Internship opportunities
- Teacher talks and student council meetings to address student concerns
- 8th to 9th grade transition Link Crew video and small tours, Zoom Q & A during Middle School Advisory







"While we try to teach our children all about life, our children teach us what life is all about."

- Angela Schwindt

We're ALL in this TOGETHER!



2021-2022 **Derry Township School District**





Weekend/Summer Recess Significant Date/Event Early Dismissal for Students No School, Students No School, Students & Staff 2 Hour Late Start

<u>January</u>
17 – Martin Luther King Day
21 – End of Marking Period 2
24 -Teacher Workday
(No School for Students)
25 - 2 Hour Late Start

February

21 - President's Day

22 - 2 Hour Late Start

28 - End of 2nd Trimester

13-15 - Spring Recess 18 - Staff In-Service/Trade Day (No School for Students) 19 - 2 Hour Late Start

30 - Memorial Day

<u>May</u>

June

January 2022 # of Days: Elem-19 Sec-19 Staff-20 M Т W Th 1 3 5 8 4 6 9 10 12 13 14 11 15 \mathbb{X} 18 19 20 21 22 16 23 26 27 28 29 30

August 2021 # of Days: Elem-2 Su M W Th F 2 3 4 5 6 8 10 12 13 14 11 15 **X** X 78 19 20 21 22 30

<u>August</u> 16-18 - Orientation/Induction 23-26 - In-Service $25-Bridge\ Day\ (6^{th}\ and\ 9^{th}\ Grade$ Students Only) 30 - First Day for Students

	February 2022							
#	# of	Days	: Elen	n-19	Sec-19	Staff	-19	
Sı	1	M	T	W	Th	F	Sa	
			1	2	3	4	5	
6		7	8	9	10	11	12	
13	3	14	15	16	17	18	19	
20)	24<	22	23	24	25	26	
27	7	28						

September 2021									
# c	# of Days: Elem-20 Sec-20 Staff-20								
Su	M	T	W	Th	F	Sa			
			1	2	\gg	4			
5) 6<	\mathscr{J}	8	9	10	11			
12	13	14	15	16	17	18			
19	20	21	22	23	24	25			
26	27	28	29	30					

September
3,6- Labor Day Recess
7 - 2 Hour Late Start

March			Mar	ch 2	2022		
10-Act 80 Day; Elementary	# o	f Days	: Elen	n-21 S	Sec-22	Staff-	-23
Conferences	Su	M	T	W	Th	F	Sa
(No School for K-5 Students)			1	2	3	4	5
11 - Act 80 Day; Elementary	6	7	8	9	10	\mathbb{X}	12
Conferences/6-12 In-service	13	14	15	16	17	18	19
(No School for Students)	20	21	22	23	24	25	26
14 - 2 Hour Late Start	27	28	29	30	31		
25 – End of Marking Period 3	21	20	23	50	51		

October 2021									
# o	# of Days: Elem-20 Sec-20 Staff-21								
Su	M	T	W	Th	F	Sa			
					1	2			
3	4	5	6	7	8	9			
10	X	12	13	14	15	16			
17	18	19	20	21	22	23			
24	25	26	27	28	29	30			
31									

<u>October</u>
11-No School, Students;
Staff In-Service
12 -2 Hour Late Start

April 2022									
# of Days: Elem-17 Sec-17 Staff-18									
Su	M	T	W	Th	F	Sa			
					1	2			
3	4	5	6	7	8	9			
10	11	12	\gg	>	\gg	16			
17	\gg	19	20	21	22	23			
2.4	25	26	2.7	28	29	30			

November 2021								
# 0	# of Days: Elem-17 Sec-19 Staff-19							
Su	M	T	W	Th	F	Sa		
	1	2	3	4	5	6		
7	8	9	10	11	12	13		
14	15	16	17	18	19	20		
21	22	23	24	>25 (>26 (27		
28	29	30	-					

		_0	_,	_0		50			
May 2022									
# o	# of Days: Elem-21 Sec-21 Staff-21								
Su	M	T	W	Th	F	Sa			
1	2	3	4	5	6	7			
8	9	10	11	12	13	14			
15	16	17	18	19	20	21			
22	23	24	25	26	27	28			
29	346	31							

	December 2021							
# (# of Days: Elem-17 Sec-17 Staff-17							
Su	M	T	W	Th	F	Sa		
			1	2	3	4		
5	6	7	8	9	10	11		
12	13	14	15	16	17	18		
19	20	21	22	23	24	25		
26	\gg	28	Z 9	360	X			

<u>December</u>	
23 - Early Dismissal	
24, 27-31 – Winter Recess	

<u>Julie</u>
1-3, 6-7 - Finals, Early Dismissal
for High School Only (Tentative)
8 - Last day for Students; End of
Marking Period 4; End of 3rd
Trimester; Early dismissal;
Graduation

31 -Finals, Early Dismissal for High School Only (Tentative)

June 2022								
# of Days: Elem-6 Sec-6 Staff-6								
Su	M	T	W	Th	F	Sa		
			1	2	3	4		
5	6	7	8	9	10	11		
12	13	14	15	16	17	18		
19	20	21	22	23	24	25		
26	27	28	29	30				

Regular School Hours

Secondary: 7:38 a.m. - 2:33 p.m. Elementary: 8:40 a.m. - 3:35 p.m.

Make-up Days (in order)

April 13 April 14

If needed, additional make-up days for K-11 will begin June 9

Marking Period End Dates

Quarter Marking Periods (Sec.) First: Nov. 5 (47 days)

Second: Jan. 21 (45 days) Third: March 25 (42 days) June 8 (48 days) Fourth:

Trimester Periods End Dates (Elem)

Nov. 19 (57 days) First: Second: Feb. 28 (59 days) Third: June 8 (66 days)

Student and Staff Days

Total Student Days - Elementary Total Student Days - Secondary 182* Total Staff Days 190* (New Teachers 193**)

**Includes three new teacher orientation days

^{*} Includes Act 80 days

EMPLOYMENT CONTRACT BETWEEN MICHAEL FRENTZ AND THE

BOARD OF DIRECTORS OF THE DERRY TOWNSHIP SCHOOL DISTRICT AMENDMENT NO. 1

This amendment is for the Employment Contract made and entered into on September 26, 2016 for the period effective July 1, 2017 through June 30, 2021 between the Michael Frentz (BUSINES MANAGER) and the Derry Township School District (DISTRICT) (collectively, "the parties").

The parties agree to amend Section 6 of the agreement only as noted below:

As a result of the COVID-19 Pandemic, and the impact on the local economy of the Derry Township School District, the parties mutually agree to waive the proration of salary for Responsibilities defined in Section 4.E. of the agreement, and that on July 27, 2020 BUSINESS MANAGER will no longer hold responsibilities of the Board Secretary.

Due to COVID-19 Pandemic and the impact it has had on the local economy of the Derry Township School District the parties mutually agree that any increase in BUSINESS MANAGER salary for the 2020-2021 and 2021-2022 fiscal years may be established in an amount less than the Pennsylvania Act 1 index as defined by Act 1 Special Session 2006.

IN WITNESS WHEREOF, intending to be legally bound, DISTRICT has caused this Amendment to the Employment Contract to be approved in its behalf by a duly authorized officer and BUSINESS MANAGER has approved this Amendment to the Employment Contract on this the 8th day of March 2021.

Michael Frentz

BOARD OF DIRECTORS OF THE DERRY TOWNSHIP SCHOOL DISTRICT

resident

Treasurer



CAIU BOARD HIGHLIGHTS

The following actions were taken at the **February 25, 2021** meeting, held virtually, of the Capital Area Intermediate Unit.

Reports/Updates

- Board Spotlight was Aid To Nonpublic Schools (ANPS) presented by Lisa Klingler, Supervisor; Mea Magaro, Remedial Specialist; Leigh Shannon, Remedial Specialist. Lisa provided an overview of the State, Federal and IDEA programs that ANPS provides. She overviewed Act 89, Title I, Title II and purchased services that are provided to support nonpublic education. There are 36 schools that are eligible for Act 89. The total student enrollment is approximately 9600. Lisa provided a summary of which districts have contracts, the Nonpublic budget, and the number of staff in ANPS. Lisa discussed why ANPS services are needed. It is very important that we have strong non-public schools as it only benefits our school district as they often times end up in our school districts. In addition, we care about kids, no matter their placement. Counseling and social work services are also provided. Leah and Mea spoke about how the program have positively impacted the students they work with. They are currently running a Save the Bananas program to help many of their students and families in need. Bob Frankhouser spoke about the history and beginning of ANPS programs/services.
- The Board Recognized the following February 2021 Retiree: Patricia Middleton, Program Secretary, retirement after 21 years of service
- Ms. Alicia McDonald, Director of Student Services, reported that after much review and
 consideration, we are moving our school-age classroom programs back to a five day in-person
 instructional schedule. There are some classrooms that are not impacted because of host site
 restrictions. We are beginning our individual special education contract meetings with each of our
 LEAs. These continue through the next month. We then create and send contracts to the
 superintendent and special ed director for review and board approval by the end of May. After
 the contracts are sent we also begin our staffing and assignment conversations and decisions..
- Mr. Dave Martin, Director of Technology Services, reported on two projects that are coming up as part of strategic plan. We are in the process of a redesign of the CAIU website and plan to go live July 1, 2021. We will continue to provide updates. We will begin to work on the school district contracts for the WRAN agreement as the Memorandum of the Essential Terms for the Comcast proposal was approved at today's meeting.
- Mr. Brian Griffith, Director of Educational Services, provided an update on spring testing.
 PDE met with the curriculum coordinators yesterday and reported that they are extending the
 testing window but plan to move forward with the spring testing on PSSA and Keystone exams.
 They may provide additional testing opportunities this summer if needed. The only way for
 parents to opt out of student testing is due to religious reasons. Covid related concerns will not
 be excused and will be counted against them as non-participating.
- Mr. Len Kapp, Supervisor of Operations & Transportation, reported that the progress of the
 construction on the lot next to us has been slowed due to the weather. He has no new updates
 to report.
- **Dr. Thomas Calvecchio, Assistant Executive Director**, provided an update on vaccinations and directed the Board to the Human Resources portion of the All In Newsletter. Dr. Calvecchio discussed the new guidelines around those individuals that have already been vaccinated and provided live links to updated CDC guidelines. Also, the rules around the timeline for TB testing and Covid vaccinations should be considered when hiring.
- **Dr. Andria Saia, Executive Director**, highlighted the last page of the All In Newsletter. CAIU staff participated in National Compliment Day and shared compliments for their co-workers. Dr. Saia reported on the recent vaccine clinic held for 1a eligible people. CAIU partnered with Quality Care pharmacy to provide vaccines to 730 people from the CAIU, local school districts,

- and community members that are 1a eligible. The clinic went very well. We are looking at possibly coordinating another 1a clinic for those that are still in need. Kudos to those participating in community work such as the Save the Bananas and Lasagna Mama or Papa programs.
- Daren Moran, Director of Business & Operations, gave a shout out to Len Kapp and the entire maintenance crew for managing the snow removal at the Enola offices. Daren reported on the Esports Innovation grant. This is a great program that is providing our students with the opportunity to participate in something team oriented. Please let Daren know if you know anyone that can assist with donations and connections.

Approved Action Items

- January 28, 2021 Board Meeting Minutes
- ➤ January 2021 Treasurer's Report a total of \$6,215,784.67 in receipts and \$8,949,739.65 in expenditures.
- Summary of Operations for January 2021 showing revenues of \$53,503,247.33 and \$52,376,310.30 in expenditures
- Budget Administration
 - Second Reading, Proposed 2021-22 General Operating Budget
 - o Proposed 2020-21 Original Budget CARES Act GEER El Grants
- Other Fiscal Matters None
- Other Business Items
 - Contracts February 2021
 - Revised 2020-21 Board Committees
 - Memorandum of the Essential Terms of the Comcast Proposal
- Policies & Programs
 - Second Reading, Revised Policy #222 Tobacco/Nicotine
 - Second Reading, Revised Policy #249 Bullying/Cyberbullying
 - Second Reading, Revised Policy #314 Physical Exam
 - Second Reading, Revised Policy #318 Attendance & Tardiness
 - Second Reading, Revised Policy #323 Tobacco and Vaping Products
 - Second Reading, Revised Policy #332 Working Periods
 - First Reading, Revised Policy #103 -Discrimination/Title IX Sexual Harassment Affecting Students
 - First Reading, Revised Policy #331 Job Related Expenses
 - o First Reading, Revised Policy #333 Professional Development
 - First Reading, Revised Policy #334 Sick Leave
 - o First Reading, Revised Policy #340 Responsibility for Student Welfare
 - First Reading, Revised Policy #803 Intermediate Unit Calendar
 - o First Reading, Revised Policy #805.1 Relations with Law Enforcement Agencies
 - First Reading, New Policy #252 Dating Violence
- Job Descriptions
 - o First Reading, Existing Position, Revised Description Custodian
- 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.

NEXT MEETING: Thursday, March 25, 2021, 8:00 a.m., Board Room, CAIU Enola Office

February 25, 2021 Approved Personnel Items:

RESIGNATIONS

- **SUSAN SANTINI**, Program Secretary, Early Intervention Program, effective February 26, 2021. Reason: Personal.
- KAYLA STERNER, Application Support Specialist, Technology Team, effective March 3, 2021. Reason: Personal.
 STEPHEN STONER, Telecommunications and E-Rate Administrator, Technology Team, effective May 3, 2021. Reason: Retirement after 35 years of continuous CAIU service.

RECOMMENDED FOR EMPLOYMENT OR CONTRACT

- KATHERINE BEDDIA, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Autism Support Program with base salary of HS, \$23,484 for 190 days of service will be prorated based on the number of hours/days worked with additional new hire days as required. This is a new position funded through the Autism Support budget.
- HEATHER MCCLEAF-ROYLE, Program Secretary, Early Intervention Program, effective date to be determined. Base salary of \$34,500 for 260 days of service will be prorated based on the number of days worked through June 30, 2021. This is a replacement position funded through the MAWA budget.
- MATTHEW ZEGLEN, Learning Management Solutions Analyst, CAOLA Program, effective date to be determined. Base salary of \$57,500 for 260 days of service will be prorated based on the number of hours/days worked through June 30, 2021. This is a new position funded through the CAOLA budget.

CHANGE OF STATUS

- **TERESA FREELAND**, from Program Secretary to Educational Paraprofessional, Early Intervention Program, effective March 1, 2021. Change of status results in a change of salary to \$25,441 for 190 days of service and will be prorated for a total of 61 days. This is a new position funded through the MAWA budget.
- **EMILY SWANIC**, Clerical and Filing Clerk, Student Services Team, from part-time to full-time status, effective March 1, 2021."

ISSUANCE OF TENURE:

The following temporary professional employee has met all the criteria required to obtain tenure and shall be elevated to the status of professional and issued professional contracts, effective January 28, 2021:

Ashley Reddig

CAIU: #BEGREAT BY SUPPORTING YOUR LOCAL COMMUNITY

Did You Know?

IRENE REEDY



The Partnership for Better Health provides funding for grants and initiatives that improve individual health status and community health capacity through the use of evidence-based strategies and best practices.

Champions for Children was honored to work with the Partnership for Better Health to provide housing assistance grants to several of our CAIU families.

The Partnership for Better Health held a competitive grant application process. Through this grant Champions for Children was awarded \$9600 to assist families. The funds provided rental and mortgage assistance to 12 local families that have experienced reduced income due to COVID-19.



Do you have a story for ALL IN!? Is there a member of the CAIU family we should recognize? Please send all stories and ideas to communications@caiu.org



In this Issue:



THANK YOU to our Maintenance Team for keeping us safe this winter!



Congrats to Q. Hanley, 10th grade winner of the Poetry Out Loud National Recitation Contest from Cedar Crest High School.



Congrats to Dr. Sessoms, Central Dauphin SD, for winning School Psychologist of the year!

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IN THIS ISSUE

UNPACKING WHITE PRIVILEGE

HEART MONTH

CAIU COMPLIMENTS

EQUITY: UNPACKING WHITE PRIVILEGE

JOY FORRY, CHAD PELLMAN, MARK HENNES

"To be White in America means not having to think about it" --- James Baldwin

White Privilege is a loaded word for some, so let's start with a definition. Peggy McIntosh describes privilege as "when one group has something of value that is denied to others simply because of the groups they belong to, rather than because of anything they've done or failed to do". Thus, it is an intrinsic benefit, or privilege, arising simply from belonging to one group, race in our discussion here, that is not automatically available to members of another group. While some people of privilege may get angry or defensive ("Nobody gave me anything! I worked for it!"), a closer look will shed some light.

How does it manifest itself? The existence of privilege doesn't mean that one doesn't work hard or deserve the credit for their accomplishments. Instead, it means that one is also getting something that other people are denied just because they belong to another racial group. It most often means that one is getting the benefit of the doubt, which is not automatically accorded to members of another racial group.

What are some examples of White Privilege? As a white person, it means that

- I can go shopping alone most of the time, and be pretty well assured that I
 will not be followed or harassed.
- I can turn on the television or open to the front page of the paper and see people of my race widely represented, and in positive ways.
- When I am told about our national heritage or about "civilization," I am shown that people of my color made it what it is.
- I can be sure that my children will be given curricular materials that testify to the existence of their race.
- If I should need to move, I can be pretty sure of renting or purchasing housing in an area which I can afford and in which I would want to live.
- I can be pretty sure that my neighbors in such a location will be neutral or pleasant to me.
- When I use checks, credit cards or cash, I can count on my skin color not to work against my appearance of financial reliability.

What can you do about it? First, we can start by acknowledging that such privilege and oppression exists in our society. We can't create a just and equitable society without recognizing that such privileges are not yet equally shared. Second, we must recognize and pay attention. We must be alert for unearned privileges and discriminatory practices. Lastly, we must learn to listen to the experiences and voices of others. Don't deny, question, or dismiss. Listen with an open mind.

Ready to take action? Here are some small steps you can take right now:

- Buy books and shop for toys for your kids, nieces, nephews, etc. that show people from different races, religions, countries as heroes/heroines, not minor characters
- Watch TV shows and rent movies that show people from different races, religions, countries in a positive light (heroes/heroines not minor characters or criminals)
- Read The 1619 Project, available here: https://nyti.ms/37JLWkZ
- Listen without defensiveness or judgement to people of color
- Donate to an HBCU or UNCF. Consider Pennsylvania HBCUs like Cheyney University and Lincoln University.

Ready for more? Here are some big steps you can take to make a difference:

- Make noise. Be seen. Dare to make people feel uncomfortable, starting with yourself
- Openly choose and model alternative paths. Believe that change starts with you
- Find little ways to withdraw support from paths of least resistance and people's choices to follow them. And start with yourself
- Actively promote change in how systems are organized around privilege
- Reflect on your job, community, and social groups. What changes would make these more open and accessible to other people
- Don't keep it to yourself. It's OK to be uncomfortable. It's not OK to do nothing.

What is one small action that you can commit to do in order to be part of the change that is needed?

Message from the Executive Director



ANDRIA SAIA

Recently my extended family became smaller by one, when my brother's father in law passed. In discussing what was being done for the memorial, I was told that he was very active in supporting food banks and other organizations that support those in need. Honestly, it was something I did not know about him, and it got me thinking about how it is so easy to #begreat by supporting your local community resources all year round.

11% of the nearly 13 million Pennsylvanians are food insecure. Food insecurity refers to the lack of access at times to



enough food for an active healthy life, and limited or uncertain availability of nutritionally adequate food. Often food insecurity means families are forced to either pay bills or buy food. Food insecurity is about more than hunger, it is also related to poor nutrition and many negative health outcomes. The charitable food system is vital for providing access to food for many families.

What can you do? Donate, donate, donate! Contact your local food pantry to see what items they need. Can't get to the store? Donate funds so that the pantry can purchase what it needs. The Central Pa Food Bank serves 200,000 people a month, and supports SNAP, youth, military and senior programs, the distribution of fresh foods and emergency food provision. You can check out their website to donate or volunteer. Not sure where your local pantries are? The Department of Human Services has a map you can check out HERE.

Want to get involved in another way? Consider joining Lasagna Love, a nonprofit that matches volunteers up with local families to provide a Lasagna or other meal. To become a Lasagna Mama or Papa, click <u>HERE</u>. If you or anyone you know would like to request a lasagna, click <u>HERE</u>, or check out the info below.





Also – let's not forget our 4-legged friends and the angels that run shelters and rescues. Most shelters make it so easy to donate, support or even volunteer, even providing links to amazon wish lists that ship food directly to the shelter. There are many ways to help, check out some ideas HERE.

Want to read more?:

https://www.feedingamerica.org/sites/default/files/2020-10/Brief Local%20Impact 10.2020 0.pdf https://map.feedingamerica.org/county/2018/overall/pennsylvania

Student Services



ALICIA MCDONALD

Preschool

Preschool staff participated in a "virtual round robin" professional development training on 2/2/21.

Topics included:

- Google Classroom and Bitmoji (presented by Heather Donovan and Lynnea Summerscales),
- ABA Principles for PS Students (Julie Harman and Nicole
- Rapid Response Team Toolkit for ECEs (Irene Reedy),
- Russell Barkley ADHD Conference (Dr. Johanna Tesman),
- SeeSaw (Alison Schwartz),
- EasyTrac Spreadsheet (Rosemary Braught),
- EdPuzzle (Kerrie Richardson and Tara Jones),
- Chiodo and Alison Ruello),
- Building Student Participation (Sarah Hancock and Kate for his head."



Mindfulness/Self-Regulation for EI, (Brittany Galosi).

Christa McMahanon, Inclusion EPP, had fun playing a Valentine's Feelings Matching Game with a child. During the session, the child asked Christa if she had a mom. When Christa responded "yes" the child said, "Well Miss Christa can you ask her if we can have a playdate?"

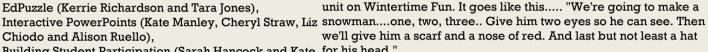


CAIU Preschool at Fishing Creek (teacher: Joyce Shellam) - This month we

have been providing all kinds of fun activities related to snow. We are

making snowmen. playing in snow brought indoors (individual sensory bins) and

reading The Mitten Story. We sing a song to the tune of "I'm a Little Teapot." while creating snowmen like these. The song is one I made up and have used for several years now when presenting our





On February 9, 2021, Lenny Tepsich, fondly known as "Mr. Music", visited the Enola Center. He stopped by the Social-Pragmatics Group, serving Early Intervention Preschool students to share his love of music. The students and staff were excited to hear Mr. Music play his guitar and enjoyed singing along!

Tech Services



DAVE MARTIN



COMING SOON - A NEW LOOK FOR OUR WEBSITE!

There's no doubt, we are becoming a technology-dependent society. Cell phones. Alexa. Google. Amazon. The list goes on and on. These days, when we're faced with a question or a challenge, it's commonplace for someone to ask "Did you Google that?". We expect to find answers quickly and easily by typing a few key words in a search engine and getting a list of possible solutions.

If you've searched for answers online, you've likely ended up at a website. And the look and feel of vendor websites can vary as much as Pennsylvania weather in the spring. Some websites are inviting and easy to navigate, allowing you to quickly locate what you want. Some websites can feel clunky and chaotic and leave you feeling confused.

As part of the CAIU's current Comprehensive Plan, it was determined that a redesign of the current website was an important element in achieving some of our goals. We want our website to be inviting and easy to navigate for anyone who might be looking for information about our services and we want people to easily locate what they need.

While COVID-19 may have been a slight bump in the road, the journey to a revamped website is well on its way. Here's where we're at and where we're going:

- A board-approved vendor has been chosen (Finalsite) and the Website Leadership Team has had their implementation kickoff
- Meetings were held with key people throughout the organization to analyze our current sitemap and make changes, additions and deletions.
- Several additional meetings will be held over the next month to provide updates to various teams and assign staff members to develop page content.
- During March and April we'll be working on content.
- During May and June we'll be testing the new website, adding finishing touches, and communicating the news about the redesign.
- Our goal is to go live in July 2021. Stay tuned!



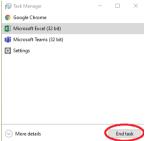
Tech Tip of the Month

Are you having trouble with an application not responding? This is a really easy way to open task manager to end the task.



Right click on the taskbar and click on "Task Manager".

Click on the misbehaving app, and then click "End Task". The app will be close and you can restart it.



Educational Services



BRIAN GRIFFITH

Virtual Wellness

With this ever-changing world it is more important than ever to take care of ourselves. According to Psychology Today, "our ability to retrieve and encode information from stored memories can be quite easily hijacked by stressful situations." We have all had our fill of stressful situations and it only appears to be magnified by everything going on in the world today. As a way to help combat the stress in your life perhaps a visit to the virtual wellness site will help. Click here to visit the virtual wellness site to learn how to mediate, play a game, watch animals on live feed cameras, listen to music and lots more. ~ ANPS Social Worker

 $\frac{https://www.psychologytoday.com/us/blog/ritual-and-the-brain/201804/why-your-brain-stress-fails-learn-properly}{}$

Save the Bananas

When the world came to a halt last year, the needs of others did not. It grew. In an effort to help meet the need of food insecurities, ANPS School Social Worker, Kelly Myers, connected with a Volunteer-run program called Save the Bananas. This program works with local ministries and a local grocery store who donates fresh produce that they would otherwise have to throw away. Through this partnership, the ANPS School Social Workers have become their own division of the Save the Bananas program. This allows families in need to receive fresh produce and other pantry staples. The families they focus on are those that lack the transportation to get to food banks and are not directly connected to a district because they attended a private school on scholarship. In order to continue to serve these families, they are asking for your help. They need help with collecting food donations and making deliveries to our families. Below are two links where you can sign up to donate food or to help make the food deliveries. If you have any questions, please contact Kelly Myers at kemyers@caiu.org or Rebecca Slavinsky at rslavinsky@caiu.org. Your help is truly appreciated! Food donation sign-up (Donations can be dropped off outside of HR at the IU) https://www.signupgenius.com/go/10C0D48AEA928A3FCC

Delivery help sign-up

16-food

https://www.signupgenius.com/go/10c0d48aea928a3fcc16-savel

Arts In Education (AIE): artist Rand Whipple completed a residency with Cornwall-Lebanon School District grades 1-3 to create an online book with over 100 illustrations and sounds on 32 pages. The students really got into the book and filled it with their own narration, character voices and sound effects. To see this book, visit: https://www.boxoflight.org/copy-of-cornwall-lebanonm-gr-4-5 (the Cornwall Lebanon Grades 1-3 page) and click on The Bear Story book.

CAIU held its first Poetry Out Loud contest on February 3rd, 2021. As part of the Arts in Education Partnership that the CAIU has with Pennsylvania Council on the Arts, each year, partners hold a Poetry Out Loud contest where high school students recite poems from the anthology published by the NEA. Our regional contest consisted of 11 schools participating from Cumberland, Dauphin, and Lebanon Counties. This year, our contest was held virtually. The students recited three poems each through a group Zoom call. All students performed wonderfully and we couldn't have asked for a more supportive group. Throughout the entirety of the contest, students and teachers were providing others with positive feedback during and after their recitations. It was a wonderful site to witness. Our winner for our region was 10th grader, Q. Hanley from Cedar Crest High School! Q will move forward onto State Finals to represent our region! The runner up from the contest was 11th grader, Niyathi Chagantipati, from Cumberland Valley High School! We are incredibly thankful for the students who participated, the teachers for supporting them throughout their journey, and the judges to support the CAIU for their contest: Dr. Holly M. Wendy from Lebanon Valley College, Jess Moyer from the Senators Baseball Stadium, Mark Hennes, CAIU native, Kim Greenawalt from Gamut Theatre, and Rosario Eppley from Susquenita High School.

Book Study: CAIU continues its equity-focused book study with Ijeoma Oluo's new book: Mediocre – The Dangerous Legacy of White Male America. 22 participants from our region are meeting weekly to discuss and share their perspectives.

Our spring equity conference focuses on Promoting Social Justice in School Discipline and Equity Policies. Over three half-days (March 10, 17, & 24), keynote speakers and session presenters will challenge assumptions, spark tough conversations, and offer ideas and resources to help classrooms and communities become safe and equitable for every student. Registration is open now for our virtual conference. Visit https://bit.ly/EquitySpringSeries for info.

Business Services



DAREN MORAN

The CAIU Innovation Committee is excited to have two big announcements. Since the 2020-21 year has been eventful to say the least the decision was made to not have new innovative grants but continue to provide some resources for grants that were partially funded in the previous year. I am happy to report that the eSports program, the Rapid Response Team, and the Adapt and Innovate project will receive continued funding for their projects.

The second bit of big news is that the application window for the 21-22 Innovation Grant is now open. The deadline for the one-page application is going to be March 31, 2021.

All of the required documents and information related to the grants can be found <u>HERE</u> on the Employee Section of the CAIU website.

For our new staff, I wanted to give a little insight into the concept. These funds can be used to: support the initiation and development of new products and services, purchase new technology, improve the efficiency, effectiveness, or quality of existing services, or learn new skills. Over the past few years we have funded some great ideas such as: CLM Learning Lab, Integrating the 4Cs, AAC Camp, Project Activate, Coding Camp, Digital Branding and Micro-Credentialing to name just a few.

These grants are not to be use to replace program funds but can be used in conjunction with them to find a better way to achieve educational excellence with families, schools, and communities through leadership, partnership and innovation.

Please remember that if you are interested in submitting a grant, you should work closely with your supervisor. They can be a valuable resource to guide you through the process.



HR & COMMUNICATIONS



TOM CALVECCHIO



HR Updates:

New Vaccination and Quarantine Guidelines:
Updated quarantine recommendations for vaccinated persons: Fully vaccinated persons who meet certain criteria will no longer be required to quarantine following an exposure to someone with

COVID-19. Additional considerations for patients and residents in healthcare settings are provided.

If you have been exposed to COVID-19 and do not meet all of the above criteria, you should follow standard CDC guidance, which says that people who have not had COVID-19 within the past 3 months should quarantine for 14 days following an exposure.

This can be shortened to 10 days without testing if the person does not display any symptoms during daily monitoring, or to 7 days with a negative test and no sign of symptoms, according to the CDC.

"Fully vaccinated persons who do not quarantine should still watch for symptoms of COVID-19 for 14 days following an exposure," the CDC said. "If they experience symptoms, they should be clinically evaluated for COVID-19, including SARS-CoV-2 testing, if indicated."

The CDC said quarantine recommendations for vaccinated people will be updated when more data are available, or when more vaccines have been authorized.

TB TESTING FOR NEW HIRES: Additional information and updated recommendations for testing for TB infection. TB testing can be done before or at the same time as mRNA COVID-19 vaccination, or otherwise delayed for ≥ 4 weeks after the completion of mRNA COVID-19 vaccination.

Communications Updates:

Since the winter break, the CAIU Communications Team has been working on two CAIU Strategic Priorities within the CAIU strategic plan. The first, helping our IT Team develop and launch a new CAIU public website is well underway. You can read more about the process and where we are in the timeline in this All-In Technology Team's update.

The other organizational priority is a task being aided by a cross-functional team of Leadership Communications Subcommittee members as well as professional and support staff. This group is developing a CAIU Marketing Plan to be implemented during the 2021-22 school year. The goal of this marketing plan is to increase customer engagement and broaden CAIU's client base. To develop a comprehensive marketing plan, the group is identifying or developing the following:

- CAIU Target Markets
- SWOT Analysis
- Four CAIU Marketing Messages for our Target Markets
- Competitor Research
- Available Marketing Methods
- Marketing Budget
- Specific Marketing Campaign(s)

The CAIU Marketing Plan will be completed in May 2021 and implemented by the Communications Team starting July 2021.

CAIU Compliments

Thank you!

CAIU STAFF IN ACTION



Kelly Myers and Rebecca Slavinsky, ANPS Social Workers, Kelly and Rebecca have been coordinating weekly deliveries to some families in the ANPS program who are struggling with food insufficiency.

They have dedicated hours of their time to make sure these families know how important they are to our IU family. The "Save the Bananas" program has spread love along with groceries, while also modeling what good-hearted and selfless work looks like. I'm proud to be on the ANPS team with these two women! ~ Anne Hartzfeld, ANPS Reading Specialist



#changinglives



Project Search Kids - I would like to give a shout out to the **ENTIRE** group of Project SEARCH kids. They have been such a big help with the various tasks that our staff may need some extra help with. They are kind, and friendly, and when they do the announcement for the Capital Goods

store, they project such joy and enthusiasm into it that you can't help but smile and feel the same joy when you hear it. Great job! ~ Aaron Sica



Stephanie Kramer - I wanted to recognize the efforts of my fellow colleague on her recent efforts to locate various locations throughout our area where COVID-19 vaccines are currently being administered to those who are currently eligible per the CDC. She then followed up with our

preschool speech supervisors and staff to provide important information to all those interested in receiving this vaccine. Thank you Stephanie! The time and effort that you dedicated to helping your fellow colleagues during this time was very much appreciated! ~ Shannon Gerhards, Preschool Speech-Language Therapist

Check out the last page for all of the wonderful compliments shared on National Compliment Day!

CAIU Wellness – February is American Heart Month

VICKIE ARMSTRONG

You might not give it much thought throughout the day, but your heart is working around the clock for you, beating about 2.5 billion times over the average lifetime, and pushing millions of gallons of blood to every part of the body.

Given the heart's never-ending workload, it's a wonder it performs so well, for so long. But when your heart doesn't get the care it needs, serious problems can develop. Risk factors such as poor diet and lack of exercise, smoking, high blood pressure, high cholesterol, and stress increase your chances of developing heart disease. Although many people develop some form of heart disease as they get older, it isn't inevitable. Taking action, especially at a younger age, will help you keep your ticker in top shape.

Why Connecting is Good for Your Heart

Feeling connected with others and having positive, close relationships benefit our overall health, including our blood pressure and weight. Having people in our lives who motivate and care for us helps, as do feelings of closeness and companionship.

Follow these <u>heart healthy lifestyle tips</u> with your friends, family, coworkers, and others in your community and you'll all be heart healthier for it. You don't have to make big changes all at once. Small steps will get you where you want to go.

Move More

Invite family, friends, colleagues, or members of your community to join you in your efforts to be more <u>physically</u> active:

- Ask a colleague to walk with you on a regular basis
- Join an exercise class at your local community center and bring a neighbor along.
- Grab your kids, put on music, and do jumping jacks, skip rope, or dance.

Eat heart healthy

We tend to eat like our friends and family, so ask others close to you to join in your effort to eat healthier. Together, try NHLBI's free <u>Dietary Approaches to Stop Hypertension (DASH)</u> eating plan.

Quit smoking

To help you quit, ask others for support or join a support group. Research shows that people are much more likely to quit if their spouse, friend, or sibling does. All states have quit lines with trained counselors—call 1-800-QUIT-NOW (1-800-784-8669). You'll find many free resources to help you quit at BeTobaccoFree.hhs.gov and Smokefree.gov.

Manage stress

Reducing stress helps your heart health. Activities such as walking, yoga, or meditation are proven to relieve stress. Talk to a qualified mental health provider or someone else you trust.

Improve sleep

Sleeping 7–8 hours a night helps to improve heart health. Destressing will help you sleep, as does getting a 30-minute daily dose of sunlight. Take a walk instead of a late afternoon nap! Family members and friends: remind each other to turn off the screen and stick to a regular bedtime. Instead of watching TV before bed, relax by listening to music, reading, or taking a bath.

Track your heart health stats, together

Keeping a log of your blood pressure, weight goals, physical activity, and if you have diabetes, your blood sugars, will help you stay on a heart healthy track. Ask your friends or family to join you in the effort. Check out NHLBI's Healthy Hearts: Tracking Your Numbers worksheet. 6 Surprising Facts About Heart Disease

Listed below are some lesser-known facts about heart disease that you can use to reduce your risk of heart disease and cardiac events and to promote overall heart health. For more information



Make your social time active and encourage everyone to think of fun activities that get you off the couch.

How much is enough? Aim for at least $2\frac{1}{2}$ hours of physical activity each week—that's just 30 minutes a day, 5 days a week. In addition, do muscle strengthening exercises 2 days a week. NHLBI's <u>Move More fact sheet</u> provides ideas to get and keep you moving.

Aim for a healthy weight

Find someone in your friend group, at work, or in your family who also wants to reach or maintain a healthy weight. Check in with them regularly to stay motivated. Do healthy activities together, like walking or playing on a neighborhood sports team. Share low-calorie, low-sodium meals or recipes.



check out the full article: https://www.heartngmc.org/6-surprising-facts-about-heart-disease

- 1. A yearly flu shot can benefit your heart.
- 2. Spending time with friends and family can lower your heart attack risk.
- 3. Many heart attacks occur on Monday mornings.
- 4. Chewing an aspirin as soon as heart attack symptoms appear can limit heart damage.
- 5. Playing racket sports such as tennis and squash may protect against cardiac death.
- 6. Women under age 50 are two times more likely than men of the same age to die from a heart attack.

UPCOMING CELEBRATIONS:

March Celebrations:

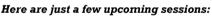
- National Social Work Month
- National Reading Month
- National Arts in Education Month
- Read Across America Day March 2, 2021
- Employee Appreciation Day March 5, 2021

April Celebrations:

- Autism Awareness Month
- Occupational Therapy Month
- Mathematics Awareness Month
- Paraprofessional Day April 2, 2021
- World Autism Day April 2, 2021
- National Assistant Principals Week April 5-9, 2021
- Admin Professionals Week April 19-23, 2021
- Earth Day April 22, 2021

OPPORTUNTIES FOR GROWTH

The best project you will ever work on is you! Take some time to explore all the ways there are to grow – personally and professionally.



- Diversity & Equity 101 April 15, 2021
- CAIU MTSS Network
- CAIU Reading Network
- Equity Networking Session
- High Impact Strategies
- Google Summit 2021 (Asynchronous)
- Spring Professional Learning Series



"Change in inevitable, but transformation is by conscious choice." ~ Heather Ash Amara

Log into <u>Frontline</u> for the complete list of upcoming <u>Professional Development</u> Opportunities.

For instructions on how to register, please see our website <u>HERE</u>

Help Wanted!

Do you want to know what positions are open at the CAIU? Below is a list and a link to our application portal.

Paraprofessional

10 - EPP

1 - Job Coach

7 – PCA

Professional

4 - SLP

6 - Teacher

1 - LTS School Counselor



"The only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle." - Steve Jobs

Link to CAIU Job Search:

https://www.applitrack.com/caiu/onlineapp/

Know someone looking - please share!



CAIU Celebrates National Compliment Day

- Ashley Mellott Thank you for always, joyfully, taking around the prize cart every Friday. The students get so excited to see you at their door!
- Cheryl Straw, Preschool SLP THANK YOU, Cheryl, for being the "Speechie Social Chair Extraordinaire"! You have made this crazy COVID year so much better with your shout outs, fun virtual activities and many, many attempts to get us 'together' to socialize in some shape or form. You never miss a beat, a birthday, a celebration, a sympathy card, and you do it all in your spare time! Thanks for making the days brighter!!!
- Kerry Fitch Thank you for keeping all of our IEPs looking pristine. You make us look good!
- Kayla Feight, Paraprofessional You always have a smile on your face, you are so cheery with the students, and never hesitate to ask a question if you aren't sure. You truly care and it shows!
- Kathleen Horner, Social Worker Queen of the Sunshine Committee! Where would we be without your brightly colored emails and fun attitude to keep us going?? Thank you for your caring and dedication with the students.
- Shelly Lingle Shelly is an amazing paraprofessional! Not only does she develop, prepare, and implement cool and creative activities for both in person and virtual instruction, but she goes above and beyond assisting fellow teachers, therapists, and site hosts. Our students love her, and her can-do attitude and uplifting personality inspire us all!
- **Kim Cain** Kim is an SLP working with many students who use assistive technology. She goes out of her way to provide great ideas to other SLPs and she is an amazing support to student families. Along with professionalism, she brings extraordinary empathy to everyone she works with. She is an example for all of us.
- Marjorie Leaver Marjorie goes above and beyond in our classroom, every day! I have had the pleasure of working side by side with her for a few years now, and I know the success of our classroom is largely thanks to her planning skills, organization skills, and her love for our little friends. She always has amazing activities and crafts ready, and keeps all toys organized and clean. Aside from that, she is a great friend to everyone in Delbrook!
- Lisa Klingler, ANPS Supervisor Lisa is such a great leader. She leads with positivity, trust, and support. Treating us as professional peers truly encourages me to strive to #BeGreat. Lisa listens AND understands. Knowing that she has our backs makes getting through the tough days possible. We are so grateful for all she does.
- Terry Telep, El Program Supervisor Terry is fabulous. Before "getting down to business", she always does a check-in. She genuinely wants to know how everyone is doing. She asks follow up questions and you know she truly cares about your wellbeing. She's an advocate for mental and physical health, especially now during times when everything seems to weigh heavily. Thanks Terry for being there to make sure we'll all okay!
- Liz Laplante Liz I absolutely love how caring and kind you are to each and every one of the students and staff members that you come into contact with on an everyday basis. Thank you for everything you do!
- Kathy Gottlieb-Supervisor of OT/PT I would like to thank Kathy for her leadership, support and guidance over the last several months during a very challenging school year. I really appreciate all that she has done and is doing for our department and for me as a therapist. Thank you, Kathy.
- Chrissy Derr You are an amazing and extremely talented individual whom I cannot thank enough for all of the help and support you have provided me as well as other staff members. You rock!!
- Patti Bixler Your dedication to the CAIU is commendable and I feel extremely lucky to be able to work with such a talented individual. I cannot thank you enough for all of the help and support you have provided me as well as other staff members. You're amazing!
- **Julie Harman** Your knowledge and experience does not go unnoticed and the CAIU is lucky to have such an amazing individual!! I feel grateful to be able to work with such a talented person. Thank you for all of the help and support you have provided me as well as other staff members.
- Kristen Kimsey I feel extremely lucky to be able to work with such a talented individual. I cannot thank you enough for all of the help and support you have provided me as well as other staff members. You're amazing!
- Devon Tweet, CAIU School Psychologist I want to give a huge shout out to Devon, which is long overdue. I cannot imagine the referrals that awaited when school began, nor can I imagine the referrals that continue to pour in this school year. Devon's evaluations and reports make it apparent that, regardless of the number of referrals that await, he ensures that he takes the time to help the schools and all stakeholders know what is best for each child. Most importantly, when Devon meets to go over his reports, the way in which he communicates and explains assessments used, results, and recommendations so that everyone understands shows not only his incredible knowledge and expertise, but it shows and conveys true compassion. I always look forward to my interactions with Devon because I leave having learned something and feeling as though my student and his/her family have been treated with the utmost regard and humility as well. Devon is one of a kind and I am grateful any time I am able to work with him.
- Training and Consultation Team I want to give a big shout out to the amazing Training and Consultation (TaC) team! I have such high respect and gratitude to this fabulous team. This hardworking team provides professional development in various state-driven initiatives. They support schools as they implement evidence-based practices through synchronous and asynchronous training and technical assistance. The TaC team is always willing to jump into any task or project. When the pandemic caused schools to close and in-person training to halt, they immediately began to revamp training opportunities and support educators and school teams. The TaC team staff are very knowledgeable and have such high expertise in so many areas. It is impossible to single out just one of them. Thank you to Alanna, Beth-Ann, Geri, Jenn, Kelly, Lauren, Lisa, Lori, Sara, Shana, and Tracy! I am amazed by each of you and the work you do. I am extremely proud to be your supervisor, colleague, and friend. #begreat #tacteamrocks
- Rima Wilson, Teacher I am always very impressed by your strong moral character. It is a wonderful trait!
- Rebecca Slavinsky I admire how you tirelessly work to make sure our students and our coworkers feel supported and cared for.
- Becky Boone, Teacher Becky you are the people's teacher, approachable by everyone! I appreciate that about you!
- LeeAnn Letersky, EPP I love your buffalo chicken dip. No one makes it as good as you! Also, I love how involved you are in your kid's sports-that is awesome!
- Deb Wancho, EPP Deb, I admire how brave and strong you are! You always find a way to keep moving forward with a genuine smile on your face!
- Emily Robenolt, Physical Therapist I tease you, but I truly think you are so bright and fabulous at your job! The children love you and I love working with you!
- Jocelyn Colyer, Occupational Therapist Jocelyn, I love what a good mommy you are! Your children are bright, respectful, fun and funny!
- Liz Chiodo, Speech Therapist Seriously, if you weren't such a great team player and so good with kids I would say you should have a much higher paying job! I mean, what question don't you know the answer to? You are my "call a friend".
- Patti Chasteen No matter how big of an obstacle is thrown your way, you always overcome it. You're an amazing teacher and coworker and I hope you know how much you are appreciated and loved in your classroom by both your students and coworkers. Not many people could do what you do!



- Cathryn Myers I don't think any of us would have imagined the day we had to have a mobile art teacher but here we are and you are crushing it! You've shown so much adaptability and we are so lucky to have you! Thank you for being such a kind and caring teacher and coworker that can always brighten my day.
- Jesse Killinger Thank you for keeping our school so safe and clean and for ALWAYS putting a smile on my face! Your sense of humor makes my day and I can always count on you for a good laugh.
- Kathy Beveridge Kathy has gone out of her way to meet with me this year as my mini-mentor. She has come to my house, called me, and even held last minute Zoom calls with me on the weekends! I truly appreciate her.
- Nicole Fickes, Mental Health Worker (MHW) Nicole, you have stepped up in many ways in your classroom and supporting all the students. Whether it's helping with academics or therapeutic support you are a superhero at the middle school!
- Christina Watson-EPP Thank you for everything you have done for the classroom. I appreciate your willingness to come into a new room, learn a new way of doing things, work with all students, and assist with all things virtual. To top it off, you did it at a moment's notice. Thank you!
- **Kimberly Cain**, SLP Thank you for always being an ear for me to hash out anything from a new technique to just needing to vent. You always have a positive attitude and you go above and beyond for your students every single day! Thank you!
- Darcy Thompson Thank you for all you do for our class. Your positive attitude spreads throughout the entire class and always makes my day better. I have learned so much from working with you. I am lucky to have you on my team. Thank you!

Do you have a story for *ALL IN!*? Do you know a member of the CAIU family we should recognize? Please send all stories and ideas to communcations@caiu.org

TOWNSHIP OF DERRY TAX COLLECTION ASSOCIATION

610 CLEARWATER ROAD HERSHEY PA 17033 (717) 534-1915

TAX POLICY STATEMENT

- Taxpayers that move out of the Township are required to notify the Tax Office of the date of move and provide a forwarding address. If the notification occurs within a month of the date of move or receipt of next Occupation Tax bill, the taxpayer will not be required to provide proof of move. If the notification occurs after a month of date of move or receipt of next Occupation Tax bill, proof of move must be provided. Examples of proof of move include but not limited to; lease agreement; settlement papers; newly issued driver's license; or income tax returns.
- Any person who resides in Derry Township but considers themselves to not be a resident of the Township will be removed from the tax rolls unless they have a child enrolled in Derry Township School District. Proof of residency is required. Examples of proof include but limited to; Occupation or Per capita taxes paid to place of residence; income tax returns filed with place of residence; driver's license issued with address of place of residence; or a copy of Visa. Any person claiming non residency based on a foreign Visa cannot be removed from the tax rolls if they have applied for a green card or have a child enrolled in Derry Township School District. Any Milton Hershey Houseparent can be removed from the tax rolls if they maintain a residence outside of Derry Township unless they have a child enrolled in Derry Township School District.
- Any taxpayer requesting a refund of paid Occupation taxes based on earning less than the exemption level must provide proof of income. A copy of the local income tax return filed for the year of refund is required. Any taxpayer requesting a refund of paid Occupation taxes based on non-resident status when the bills were issued, must provide proof of move. Current collections for Occupation Taxes must be available before any prior year refund can be issued by the Township of Derry Tax Collection Association.
- Any taxpayer requesting a refund of Local Service Tax (LST) based on earning less than the exemption level must provide proof of income. A copy of the W-2 from the employer who withheld the tax or a year end pay stub is required. The amount requested must be received from the employer and posted before any refund is issued.

- Coins totaling over \$20.00 will not be accepted as payment.
- Once a taxpayer begins the installment option to pay the School Real Estate bill, they are locked into the installment option and paying the base/flat amount of the bill even if all three installments are paid by 8/31. They no longer qualify for the 2% discount.

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To: March 8, 2021 Board Agenda – Derry Township Tax Association Report

From: Mike Frentz

Re: Derry Township Tax Collection Association – Summary of Meeting February 25, 2021

Date: March 8, 2021

The Derry Township Tax Collection Association met on Thursday February 25, 2021, via Zoom. The Tax Association re-organized electing Rick Zmuda as President and Maria Memmi as Vice President. Wendy Melhorn and Linda Eyer were re-elected to positions of Secretary and Treasurer respectively. All appointments are for a one year period.

It was also reported that the Tax Association has 2 positions currently open for voting members of the public. The positions have not been filled due to lack of interest. If you know any citizen that would be interested in serving to contact Wendy Melhorn at the Tax office by phone at 717-534-1915 or email at wmelhorn@derrytownship.org.

The minutes for the November 19, 2020 meeting were approved along with the financial reports for the months ended November 2020, December 2020 and January 2021.

The Tax Association received policy statements from Director Wendy Melhorn. The statements are just putting in writing the practices of the Tax Association. Mrs. Melhorn noted over the past couple of years taxpayers have been asking where the policies that the tax association adheres to are in writing. The Association approved the policy statements, pending approval/ratification of the policies by both the School Board and Township supervisors. The Tax Association by laws are silent on how the Association should adopt policy changes and the Tax Association Board determined it would be best to have the policies approved by each entity.

The attached policies will be on our March 22, 2021 agenda for approval.