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**Derry Township School District
Board of Directors Meeting
January 9, 2023
Summary Minutes - XII**

1. OPENING ITEMS

1.a. Call to Order

Minutes

The meeting was called to order by Mr. Singer at 7:01 p.m. The meeting was conducted both in-person and virtually.

1.b. Roll Call

Minutes

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

Members in Attendance Virtually: Lindsay Drew

Members Absent: None

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

Student Board Representatives in Attendance: Faizaan Aziz, Olivia Fosterer, and Disha Patel

Solicitor: William Zee

Staff/Public in Attendance In-Person: Phil Ayala, Michael Davies, Sheryl Pursel, and Jason Reifsnyder

Staff/Public in Attendance Virtually: Lisa Balanda, Mark Balanda, Lisa Dalto, Lauren Doliner, Joseph Enama, Kelly English, Scott Harman, Sarah Karpel, Missy Kunder, Ashley Mantheyi, Kyle Messaros, Jennifer Renz, Lindsey Schmidt, Melissa Shultz, Carol/Tim Smith

Press in Attendance: Olivia Lewis

1.c. Flag Salute

1.d. Approval of Board of Directors Agenda

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

Minutes

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

Vote Results

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

2. INFORMATIONAL AND PROPOSALS

2.a. President Communications

Minutes

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

- Matters of Personnel
- Purchase or lease of real estate
- Consultation with attorney or other professional advisers

2.b. Recognition of Citizens (Agenda Items)

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

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

Minutes

There were no citizens requesting recognition by the board.

2.c. Community Correspondence Report

Minutes

Ms. Karpel reported that there were no submissions during the month of December.

2.d. Standing Committee Meeting Report

Minutes

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

- course revisions approved
- textbook approved for a final read - A Long Walk to Water

2.e. 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

Faizaan Aziz, Olivia Fosterer, and Disha Patel gave a report that included the following:

- winter sports have started
- successful mini-THON Volleyball Game fundraiser prior to the break raised \$1000 with donations from Student Council
- 2 hour delay schedule this week due to Keystone testing
- no school for students this Friday or Monday with a 2 hour delay on Tuesday
- end of 2nd marking period is Thursday January 11th
- first time for a PIAA Bocce Team
- ASVAB testing January 19th

2.f. 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 9, 2023 Board of Directors Summary Minutes
2. Staff Development/Conference - NASP
3. Cheyney Property Management Renewal
4. Ebersole Excavating Renewal

5. KIT Communications Renewal
6. Mixed Impressions DJs Agreement
7. River Valley Agreement
8. Accelerated Budget Opt-Out Resolution
9. 2023-2024 School Calendar
10. Club approval - Academic Decathlon

3. UNFINISHED BUSINESS

4. CONSENT AGENDA ITEMS

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

Minutes

Following a motion by Mrs. Memmi and a second by Dr. Koch the Consent Agenda items were approved.

Vote Results

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

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

4.b. Approval of Policies

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

- Policy 800.1 Electronic Signatures/Records
- Policy 801 Public Records
- Policy 802 School Organization
- Policy 803 School Calendar
- Policy 804 School Day
- Policy 805 Emergency Preparedness
- Policy 805.1 Relations with Law Enforcement Agencies
- Policy 806 Child Abuse
- Policy 807 Opening Exercises

- Policy 808.1 Free/Reduced Price Meals and Free Milk

4.c. Announcement of Staff Development Conferences

| | |
|----------------------|--|
| Staff Member: | Cara Garner |
| Conference: | LRP Special Education Law Conference |
| Location: | New Orleans, LA |
| Dates: | April 16-19, 2023 |
| | |
| Staff Member: | Leanne Shoemaker |
| Conference: | LRP Special Education Law Conference |
| Location: | New Orleans, LA |
| Dates: | April 16-19, 2023 |
| | |
| Staff Member: | Michelle Kisner |
| Conference: | PMEA Annual Conference |
| Location: | Kalahari Resort - Wilkes Barre, PA |
| Dates: | April 20-22, 2023 |
| | |
| Staff Member: | Kaitlin Obielecki |
| Conference: | PMEA Annual Conference |
| Location: | Kalahari Resort - Wilkes Barre, PA |
| Dates: | April 20-22, 2023 |
| | |
| Staff Member: | Deirdre Stalneck |
| Conference: | School Social Worker Association of America National Conference |
| Location: | Denver, CO |
| Dates: | March 29 - April 1, 2023 |

4.d. Americhem Renewal

The Administration recommends the approval of the Americhem Renewal.

4.e. Dauphin DataCom Agreement

The Administration recommends the approval of the Dauphin DataCom Agreement.

4.f. Haller Renewal

The Administration recommends the approval of the Haller Renewal.

5. NEW BUSINESS

5.a. Corrective Action Plan - Transportation

The Administration recommends the approval of the Corrective Action Plan to submit to PDE in response to the Performance Audit Report dated September, 2021.

Minutes

Following a motion by Dr. Cronin and a second by Mrs. Memmi the Contract Agreement was approved.

Vote Results

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

5.b. 2023 Committee/Delegate Assignments

Minutes

Following a motion by Dr. Koch and a second by Mrs. Schmidt the committee/delegate assignments were approved.

Vote Results

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

5.c. Early Retirement Incentive

The Administration recommends the District offer a \$5,000 early retirement incentive to members of the HEA Bargaining Unit provided the employee retires at the end of the 2022-2023 school year, submits written notice of retirement on or before February 8, 2023, and accepts retirement under PSERS.

Minutes

Following a motion by Dr. Cronin and a second by Mrs. Memmi, the HEA Early Retirement Incentive was approved.

Vote Results

Yea: 9 Robert Bennett, Donna Cronin, Lindsay Drew, Lindsay Koch, Maria Memmi, Michael Rizzo, Ericka Schmidt, Kathy Sicher, Terry Singer

Nay: 0

Abstain: 0

Not Cast: 0

5.d. Personnel - Resignations

The Administration recommends the approval of the following resignations:

Professional:

Hammer, Dorinda

Computer Education Teacher

Middle School

Reason: Personal

Effective: No later than 02/17/2023

Titze, Arthur

Social Studies Teacher

Middle School

Reason: Retirement

Effective: 01/05/2023 (retroactive)

Limited Service Contract:

Hammer, Dorinda

CAIU Technology Fair - HS

Reason: Personal

Effective: 02/17/2023

Hammer, Dorinda

CAIU Technology Fair - MS

Reason: Personal

Effective: 02/17/2023

Hammer, Dorinda

Web Crew Advisor - MS

Reason: Personal

Effective: 02/17/2023

Rudakewicz, Coby

Assistant Coach - M.S. - Volleyball - Girls

Reason: Personal

Effective: 12/21/2022 (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, Lindsay Koch, Maria Memmi, Michael Rizzo, Ericka Schmidt, Kathy Sicher, Terry Singer
Nay: 0
Abstain: 0
Not Cast: 0

5.e. Personnel - General

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

Classified:

Albert, Rebecca (replacing Katelyn Wilson)
Paraprofessional (Self-contained Classroom)
Intermediate Elementary School
Level B, 6.5 hours per day
Salary: \$18.34 per hour
Effective: 01/10/2023

Kurtz, Debra
Substitute Administrative Assistant
District-wide
Salary: \$19.12 per hour
Effective: 01/10/2023

Renaud, Kelly
Substitute Administrative Assistant
District-wide
Salary: \$19.12 per hour
Effective: 01/10/2023

Stahl, Timothy (replacing Beverly May)
Bus Driver
Transportation
Level A, 5.5 hours per day
Salary: \$21.11 per hour
Effective: 01/10/2023

Transfer of Classified:

Bautista De Los Santos, Joselin*
From: Food Service Worker

District-wide
Level A, 4.0 hours per day
Salary: \$17.20 per hour
To: Substitute Food Service Worker
Food Services
Salary: \$12.93 per hour
Effective: 01/02/2023 (retroactive)

Custer, Jessica* (replacing Krista Reuwer)
From: Paraprofessional
Middle School
Level A, 5.75 hours per day
Salary: \$19.38 per hour
To: Paraprofessional
High School
Level A, 5.75 hours per day
Salary: \$19.38 per hour
Effective: 01/17/2023

Limited Service Contract:

Denver, Kiara*
Musical Set Crew Coordinator - H.S. (.5)
Group I, Step 2
Salary: \$456
Effective: 01/10/2023

Finkill, Robert* (Revision)
From: Student Council 8th Grade Advisor - M.S. (full contract)
Group I, Step 8
Salary: \$1,276
Revised To: Student Council 8th Grade Advisor - M.S. (.5 contract)
Group I, Step 8
Salary: \$ 638
Effective: 12/07/2022 (retroactive)

McGarvey, Kristen*
Mentor for Abigail Bleacher, Kindergarten Teacher - LTS
Salary: \$750
Effective: 01/10/2023 through the end of the 2022-23 school year

Miller, Christina*
Student Council 8th Grade Advisor - M.S. (.5 contract)
Group I, Step 1
Salary: \$ 425.50
Effective: 01/10/2023

Ozimok Miller, Megan*

Mentor for Lauren Sheffy, Grade 2 Teacher - LTS

Salary: \$750

Effective 01/10/2023 through the end of the 2022-23 school year

Yentsch, Joshua*

Musical Set Crew Coordinator - H.S. (.5)

Group I, Step 10

Salary: \$699

Effective: 01/10/2023

2. The Administration recommends the approval of a salary increase of \$550.00 per pay period for **Jacqueline Fuentes-Gillespie**, Acting Middle School Principal, effective January 2, 2023 thru June 30, 2023. The salary adjustment is reflecting additional responsibilities to this Act 93 position.

3. The Administration recommends the approval of a salary increase of \$250.00 per pay period for **Shauntae Iachini**, Middle School Assistant Principal, effective January 2, 2023 thru June 30, 2023. The salary adjustment is reflecting additional responsibilities to this Act 93 position.

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

Duh, Alyssa*

Grade 1 Teacher

Early Childhood Center

Childrearing Leave

Effective: approximately 12/31/2022 through the end of the 2022-23 school year (retroactive)

Minutes

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

Vote Results

Yea: 9 Robert Bennett, Donna Cronin, Lindsay Drew, Lindsay Koch, Maria Memmi, Michael Rizzo, Ericka Schmidt, Kathy Sicher, Terry Singer

Nay: 0

Abstain: 0

Not Cast: 0

6. DELEGATE REPORTS

6.a. CAIU

Minutes

The CAIU report is attached to the agenda.

6.b. PSBA

Minutes

The PSBA report is attached to the agenda.

7. SPECIAL REPORTS

7.a. Board Members' Report

Minutes

None of the members had a report to share.

7.b. Superintendent's Report

Minutes

Dr. Winslow gave a report that included the following:

- winter Keystones being conducted - element of the Act 158 graduation requirement pathways
- coming up on the 6-month Health and Safety Plan Review this Wednesday, no changes are anticipated, 3 more planned reviews through June of 2024
- Community Forum scheduled for January 30th at noon - the topic - Overview of School Budgeting
- reminder of first snow day will be a snow day for students and then we will utilize the Flexible Instruction Days

7.c. Board President's Report

Minutes

Mr. Singer expressed appreciation to the board for working together to finalize and approve the delegate and committee assignments.

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

There were no citizens requesting recognition by the board.

9. ADJOURNMENT

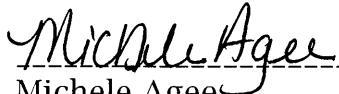
Minutes

The meeting was adjourned at 7:21 p.m. following a motion by Mrs. Memmi and seconded by Mr. Rizzo.

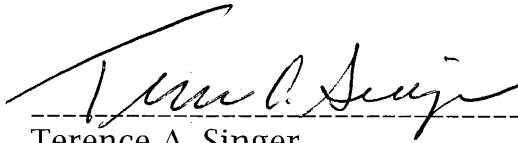
Vote Results

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

Respectfully submitted,



Michele Agee
Secretary to the Board
January 23, 2023



Terence A. Singer
Board President

Derry Township School District
Board Meeting
January 9, 2023

Please Sign In AND Print Your Name

Signature

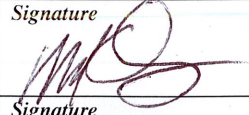
Printed Name

Sample Signature

Sample Name Printed

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Michael Davis

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Virtual Attendance, January 9, 2023

Lisa Balanda

Mark Balanda

Lisa Dalto

Lauren Doliner

Joseph Enama

Kelly English

Scott Harman

Missy Kunder

Olivia Lewis

Ashley Mantheiy

Kyle Messaros

Jennifer Renz

Lindsey Schmidt

Melissa Shultz

Tim/Carol Smith

Date: October 1, 2022

EQUIPMENT RENTAL AGREEMENT

OWNER:

Americhem Intl.
1401 AIP Drive
Middletown PA 17057

RENTER:

Derry Township School District
550 Homestead Road
Hershey Pa 17033

EQUIPMENT RENTED

ITEM: Walk-Behind Autoscrubber

SERIAL NUMBER: TBD

DESCRIPTION: Tennant T290

Place of Use: School Buildings

Rental Rate: \$190.00 per month for rental period of 48 months thru 9/30/2026

RENTAL TERMS AND CONDITIONS

1. The **OWNER** (Americhem) shall maintain the rented equipment during the terms of the rental at his own cost and expense. He shall follow Tennant Gold Plan service guidelines, keeping the equipment in a good state of repair, normal wear and tear excepted. This includes wearable items on the unit, including batteries, with the exception of any pads and or brushes on the unit.
2. The **RENTER** shall pay the **OWNER** full compensation for replacement if the unit is lost or stolen.
3. The **RENTER** shall not remove the equipment from the address of the **RENTER** or the location shown herein as the place of use of the equipment without prior written approval of the **OWNER**. The **RENTER** shall inform the **OWNER** upon demand of the exact location of the equipment while it is in the **RENTERS**'s possession.
4. Periodic rental rate charged by **OWNER** are to be billed to the **RENTER** for each period or portions of the period from the time the equipment is delivered to **RENTER** until its return. Rental charges are to be billed to the **RENTER** for the full 48-month term, unless the School Board denies appropriations for all and any rental automatic scrubbers.
5. The **RENTER** shall allow **OWNER** to enter **RENTER**'s premises where the rented equipment is stored or used at all reasonable times to locate and inspect the state and condition of the rented equipment.
6. The **RENTER** shall not pledge or encumber the rented equipment in any way. The **OWNER** may terminate this agreement immediately upon the failure of **RENTER** to make rental payments when due, or upon **RENTER**'s filing for protection from creditors in any court of competent jurisdiction.
7. The **OWNER** makes no warranty of any kind regarding the rented equipment, except that **OWNER** shall replace the equipment with identical or similar equipment if the equipment fails to operate in accordance with the manufacturer's specifications and operation instructions. Such replacement shall be made as soon as practicable after **RENTER** returns the non-conforming equipment.
8. **RENTER** indemnifies and holds **OWNER** harmless for all injuries or damage of any kind for repossession and for all consequential and special damages for any claimed breach of warranty.
9. The **RENTER** shall pay all reasonable attorney and other fees, the expenses and costs incurred by **OWNER** in protection its rights under this rental agreement and for any action taken **OWNER** to collect any amounts due the **OWNER** under this rental agreement.
10. These terms are accepted by the **RENTER** upon delivery of the terms to the **RENTER** or the agent or other representative of **RENTER**.

Board approved January 9, 2023
Michele Agee, Board Secretary

[Signature]
Elizabeth [unclear]

DAUPHIN ELECTRIC/DAUPHIN DATACOM

1830 SOUTH 19TH STREET
HARRISBURG PA 17104
TEL: 717 986-9300 FAX: 717 986-9383

CONTACT: JULIE DEYLE

QUOTE FOR: DERRY TWP SCHOOL DISTRICT

ACCT #: A4-26705 DERRY TWP SCHOOL DISTRICT

30 E. GRANADA AVE
P O BOX 898
HERSHEY, PA 17033--1395
TEL: (717) 534-2501

| QUOTATION | | | PAGE |
|----------------|----------|-------------|------------|
| | | | 001 OF 001 |
| QUOTE # | DATE | REV # | REV DATE |
| 1085962 | 11/22/22 | 002 | 11/15/22 |
| QUOTE EXPIRES | | PREPARED BY | |
| 12/26/2022 | | JD | |
| SLS | | INSL | |
| 3630 | | 4020 | |
| FOB | | FREIGHT | |
| SHIPPING POINT | | PREPAID | |

CUS PO #:

JOB NAME:
RUCKUS RENEWAL

| LN | QTY | MFR | CATALOG # | DESCRIPTION | PRICE | UOM | EXT AMT |
|----|-----|--|---------------|-------------------------------|--------|-----|------------|
| 01 | 2 | RUCK | S51-VSCG-1L00 | SLED PREMIUM WATCHDOG SPRT | 179.00 | E | 358.00 |
| 02 | * | RENEWAL | | | | | |
| 03 | * | | | | | | |
| 04 | * | SN: 983VNPPM7CA5NMSXHX8CXSRBLK1N | | | | | |
| 05 | * | SN: 983VVBFM3L5VDMCM1X42DCWQFTAK | | | | | |
| 06 | * | | | | | | |
| 07 | * | COVERAGE DATES: 12/26/2022 - 12/26/2023 | | | | | |
| 08 | * | | | | | | |
| 09 | 307 | RUCK | S51-0001-1LER | E-RATE K-12 WATCHDOG SPRT | 21.85 | E | 6,707.95 |
| 10 | * | RENEWAL FOR SZ/VSZ AP MANAGEMENT LICENSE | | | | | |
| 11 | * | | | | | | |
| 12 | * | SN: 000165861317 | | | | | |
| 13 | * | COVERAGE DATES: 12/26/2022- 12/26/2023 | | | | | |

MDSE: 7,065.95

TAX: 0.00

TOTAL: 7,065.95

Board approved January 9, 2023 -
Michelle Agui Board Secretary

PLEASE NOTE: THIS IS NOT AN OFFER TO CONTRACT, BUT MERELY A QUOTATION OF CURRENT PRICES FOR YOUR CONVENIENCE AND INFORMATION. ORDERS BASED ON THIS QUOTATION ARE SUBJECT TO YOUR ACCEPTANCE OF THE TERMS AND CONDITIONS LOCATED AT SALES.OUR-TERMS.COM, WHICH WE MAY CHANGE FROM TIME TO TIME WITHOUT PRIOR NOTICE. WE MAKE NO REPRESENTATION WITH RESPECT TO COMPLIANCE WITH JOB SPECIFICATIONS.



Derry Township SD-Granada Building

44 E Granada Ave

Hershey, PA 17033

Consolidated Building

COMMERCIAL SERVICES MAINTENANCE PROGRAM

Prepared By:

Kurt Meckley



HOW TO REACH US

Lancaster: 717.207.9813 • **Harrisburg:** 717.255.0847 • **York:** 717.850.7902

Exton: 610.235.0637 • **Allentown:** 215.488.7807

Fax: 717.625.1600 • **Email:** hcs@hallerent.com • **Web:** www.hallerent.com

PA 1867

WHY CHOOSE HALLER ENTERPRISES



Years of Experience

We have over 35 years of experience in the heating and cooling business, and in particular we know the climate, codes, and construction of this area. Hundreds of installs a year are performed by our skilled team, and we specialize in this type of application.

Saving You Money

There are many ways we help save you money. Through our Predictive Maintenance Program we help reduce the

likelihood of major breakdowns and the associated costs. Our well trained technicians reduce the number of trouble calls by fixing issues quickly and efficiently. With your system in peak condition you'll experience reduced utility costs. **Plus, you get a 15% discount on each service task!**

Job Profiles

We will provide you with the status of your equipment, the age, when available the make, model and serial numbers, as well as a drawing of your building with equipment locations.

100% Satisfaction Guarantee

We guarantee that all our work will meet or exceed existing codes, and that we only use time tested and field tested supplies. We also have prompt service 7 days a week, 24 hours a day.

Mission

We firmly believe our mission is the foundation of everything we do. Our mission is to enrich the lives of Haller Enterprises' employees, customers, and the communities we serve by delivering unparalleled commercial and residential service and solutions.

Vision

We also look to the future in our vision. Our vision is to be trusted by every homeowner and business as the best solution and value for mechanical and electrical services by redefining the contractor-customer relationship.

HVAC EQUIPMENT

SERVICE LIFE

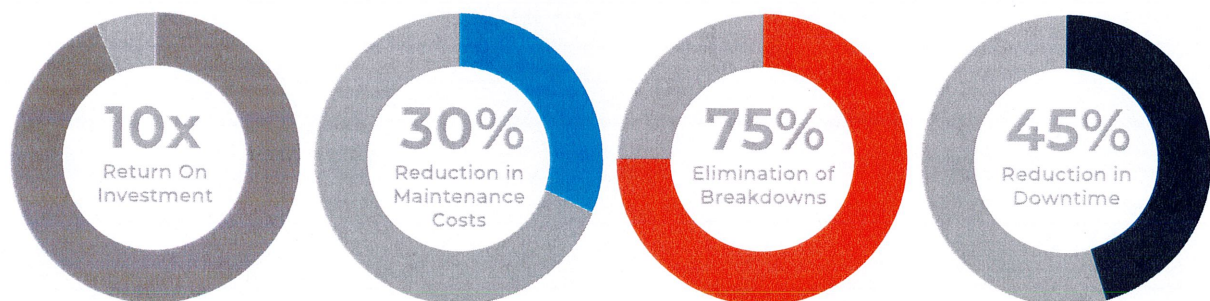
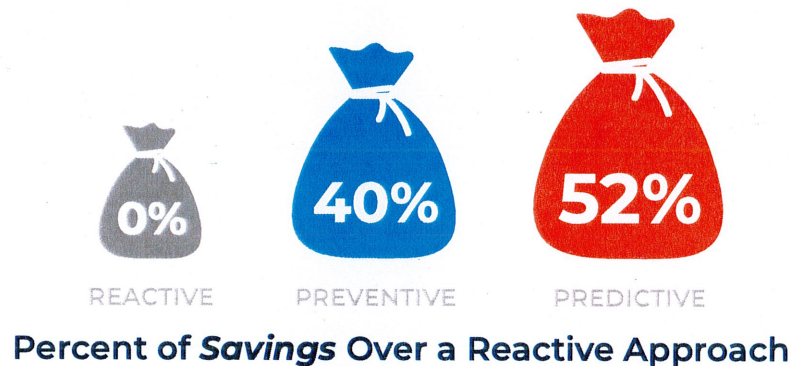
| EQUIPMENT ITEM | MEDIAN YRS | EQUIPMENT ITEM | MEDIAN YRS |
|-------------------------------|------------|-------------------------------------|------------|
| AIR CONDITIONERS: | | BUILDING VENTILATION FANS: | |
| Single or Split System | 15 | Centrifugal | 25 |
| Through-the-wall | 15 | Axial | 20 |
| Water Cooled Package Units | 15 | Propeller | 15 |
| Computer Room Ductless | 15 | Ventilation | 20 |
| Cooling Towers | 20 | | |
| | | COILS: | |
| HEAT PUMPS: | | D-X, Water, Steam | 20 |
| Air to Air | 15 | Electric | 15 |
| Water to Air | 19 | | |
| | | HEAT EXCHANGERS: | |
| COMMERCIAL PKG. UNITS: | | Gas and Oil | 24 |
| AC Only | 15 | | |
| AC & Heat | 15 | PUMPS: | |
| | | Circulation | 20 |
| BOILERS: | | | |
| Steel Water-tube | 25 | CONTROLS: | |
| Cast Iron | 30 | Pneumatic-Compresses Air Saver | 20 |
| Electric | 15 | Electric-24 Volts | 16 |
| | | Electronic (Direct Digital Control) | 15 |
| FURNACES: | | | |
| Natural Gas | 18 | CONDENSERS: | |
| LP Gas | 18 | Air Cooled | 20 |
| Oil Fired | 18 | Evaporative | 20 |
| | | | |
| UNIT HEATERS: | | PACKAGED CHILLERS: | |
| Gas or Electric | 13 | Reciprocating | 20 |
| Hot Water | 20 | Absorption | 23 |
| | | | |
| HUMIDIFICATION: | | ENERGY RECOVERY: | |
| Humidifiers | 12 | ERV | 15 |
| | | | |
| DEHUMIDIFICATION: | | MAKE UP AIR UNITS: | |
| Dehumidifiers | 8 | Indoor | 15 |
| | | Roof Top | 15 |
| AIR TERMINALS: | | | |
| Induction Fan Coil Units | 27 | | |
| VAV Boxes | 20 | | |
| | | | |

THE VALUE OF PREDICTIVE MAINTENANCE

Haller promotes and practices a Predictive style of HVAC Maintenance. HVAC equipment manufacturing giant, Carrier, lists the benefits of a Predictive Maintenance (PdM) on their website as:

- Finding, identifying and correcting minor problems inexpensively before they lead to more complex and expensive repairs.
- Avoiding needless downtime and inconvenience or discomfort to occupants.
- Ensuring continued production when equipment is used in process applications.
- Controlling energy costs.
- Prolonging equipment life, deferring replacement expenses.

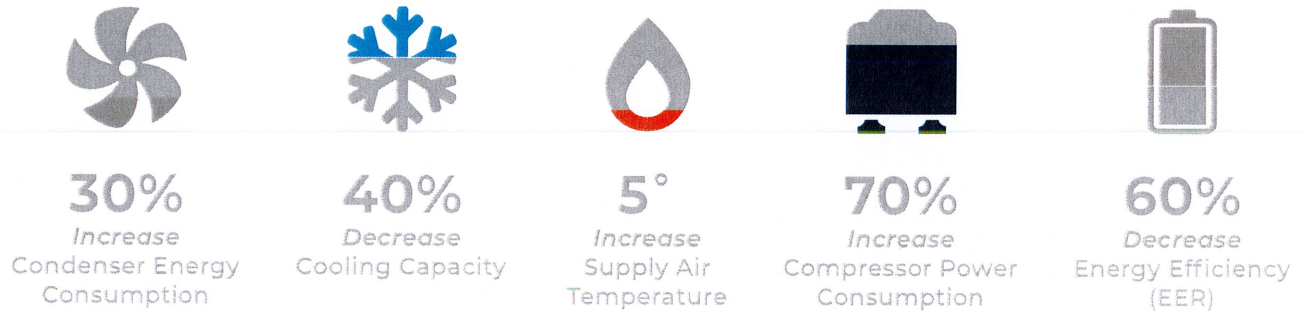
The US Department of Energy in their “O&M Practices Guide, Release 3.0” compares and contrasts Reactive, Preventive, and Predictive Maintenance approaches. They provided the following data regarding adopting a PdM approach:



Average Industrial Savings of a PdM Program

At Haller, we feel strongly that a PdM approach paired with a regular and thorough coil cleaning program benefits all types of commercial properties. A study by the American Society of Heating, Refrigeration and Air Conditioning Engineers (ASHRAE), proves that regular coil cleanings (inside and outside) will improve energy efficiency by 10%-15%.

Additionally, a study reported by Southern California Edison (SCE) shows the effects of dirty condenser coils:



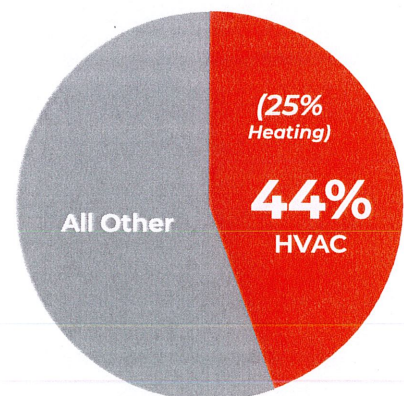
The National Institute of Building Sciences tells us that indoor air quality can be affected by dirty coils and blower parts within your air conditioning unit, causing health-related concerns such as asthma attacks; eye, nose, and throat irritation; and flu-like illnesses. This affect on indoor air quality can be caused by pollen, fungi, and bacteria buildup that you could be breathing in daily. By investing in a Haller PdM program you receive regular cleaning of components in the HVAC unit's air stream, flushing of the condensate pans and drain lines, which significantly reduces contamination and makes for a healthier commercial facility and a happier work environment.

Research and our experience has shown:

- Without regular maintenance, equipment wastes energy dollars and fails more frequently.
- Failures stress other critical parts, eventually causing major repairs and/or expensive premature equipment replacements.
- 9 out of 10 commercial buildings fail to meet fundamental conditions for acceptable comfort and energy efficiency. - Air Advice Commercial Building Performance Report

Jones Lang LaSalle's study "Determining the Economic Value of PM" concluded that companies that invest in a PM program will receive a ROI of 545% over a 25 year period with the bulk of the return coming from increased useful life of equipment with energy savings accounting for approximately 7% of the return.

The 2012 U.S. EIA Commercial Buildings Energy Consumption Survey (CBECS) shows the adjacent results of energy consumption in all U.S. commercial buildings, with heating costs accounting for the largest percentage and ventilation and air conditioning costs the next largest (total HVAC). At Haller, we know our approach to PdM will help you and your organization maximize these benefits and reduce costs. ***You'll feel the difference.***



**Overall Energy Usage
in Commercial Buildings**

THE VALUE OF PLUMBING MAINTENANCE

Haller's team of experienced plumbers are here to make sure that the water keeps flowing at your business. Our customized commercial plumbing maintenance plans help reduce plumbing emergencies and minimize costs. Your custom plan will include:

- A bi-annual inspection of your building's water lines
- Examination of all valves for leaks and proper operations
- Operational check of pumps amperage draw
- Maintenance on water heaters and inspection for leaks and issues
- Water conditioning equipment maintenance to ensure proper operation

Why Maintenance is Important

One issue with your plumbing system can cause major problems to your business and bottom line. Haller's custom commercial plumbing maintenance plans are created to minimize problems and costs. No matter if you have 1 fixture or 20, our plumbers will make sure that your system runs at peak performance without issues. With our commercial plumbing maintenance plan, we guarantee:

- Increased longevity of pipes and fixtures
- Identification of future issues and recommendations
- Reduced shutdowns due to plumbing emergencies

PLUMBING & DRAINS EQUIPMENT SERVICE LIFE

| EQUIPMENT ITEM | MEDIAN YRS | EQUIPMENT ITEM | MEDIAN YRS |
|-----------------------|------------|----------------------|------------|
| PLUMBING: | | | |
| Water Heaters | 7 | Toilets | 7 |
| Water Softeners | 6 | Faucets | 5 |
| Sewage Pumps | 8 | Urinals | 6 |
| Sump Pumps | 6 | Water Bottle Fillers | 5 |
| Water Storage Tanks | 8 | Water Fountains | 5 |
| Expansion Tanks | 5 | Water Booster Pumps | 10 |
| Flush Valves | 3 | | |
| | | | |
| DRAINS: | | | |
| Underground Pipes PVC | 15 | Cast Iron Pipes | 8 |

THE VALUE OF ELECTRICAL MAINTENANCE

Haller’s electricians have years of experience installing, repairing, and maintaining electrical systems. Our electrical maintenance plans are customized to your business’s needs and include:

- Inspection of all panel connections
- Deep cleaning of the panel and switch gears
- Emergency lighting testing
- Thermography testing of panel and connections
- Identification of any electrical safety issues and recommended solutions

Why Maintenance is Important

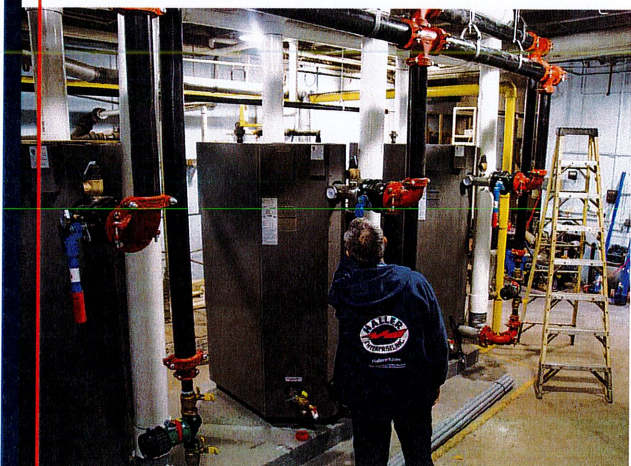
It’s important to maintain the electrical systems in your building to ensure the safety of all who enter. A faulty electrical system can not only cause the power not to work, but can also cause severe damage such as fire. In addition to keeping your building safe, Haller’s electrical maintenance plans:

- Recommend cost-saving energy efficient upgrades
- Prevent major electrical issues
- Keep your electrical systems functioning properly
- Extends the life of your electrical system
- Ensures everything is up-to-date and that coding is correct

ELECTRICAL EQUIPMENT SERVICE LIFE

| EQUIPMENT ITEM | MEDIAN YRS | EQUIPMENT ITEM | MEDIAN YRS |
|--------------------|------------|------------------|------------|
| Panel/Switch Gears | 30 | LED Lighting | 6 |
| Emergency Lighting | 5 | Motion Sensors | 5 |
| Switches/Outlets | 10 | Control Lighting | 5 |
| Breakers | 25 | Time Clocks | 5 |

TASKS PERFORMED



Predictive Maintenance

Predictive Maintenance is performed to detect early signs of deteriorating equipment and to predict potential system failures. These services diagnose and solve equipment component problems often before they occur. Predictive maintenance is performed on an ongoing basis and is scheduled with little or no equipment downtime with its primary objective being system durability, reliability, efficiency, and safety.

Haller Enterprises adheres to the National Standard Practice For The Inspection & Maintenance Of Commercial HVAC Systems (ANSI/ASHRE/ACCA Standard 180).

A detailed checklist of tasks performed as well as service history will be provided on each piece of equipment to ensure consistent, quality service. As customized for your system, the following tasks are performed for these services as applicable:

Calibration

- temperature controls
- operating & safety controls
- humidity & pressure controls
- transmitter and receiver gauges
- economizer controls

Adjustment

- purge systems
- superheat
- damper & valve linkages
- unloaders
- belt tension
- fan speed
- chemical feed equipment
- gas pressure regulators
- combustion air ratios
- set points
- igniter & flame rod assembly
- sump floats

Vibration

- damper linkages
- fan bearings
- axial vane drives
- pumps
- motors

Secure and Tighten

- motor terminals
- control terminals
- piping clamps
- line fittings
- mounting hardware
- electrical connections
- equipment panels
- motor mounts
- vibration pad nuts & bolts
- damper sections

Alignment

- open drive couplings
- belt sheaves
- pulleys
- coil fins
- belt drives

Cleaning

- control devices
- electrical contactor
- coils
- fan blades & impellers
- pilot & burner orifices
- heat exchangers
- igniters

EQUIPMENT SUMMARY

[illegible]



COMMERCIAL SERVICES PREDICTIVE MAINTENANCE

To: Derry Township SD - Granada Consolidated Building 2x a year-scheduled PM

Attn: Mark Anderson

It has been our experience that properly maintained equipment will operate more efficiently, and will have fewer service related problems. Haller Enterprises hereby agrees to provide services for the attached list of equipment. All other repairs, including labor and any necessary parts will be invoiced separately from this agreement after receiving approval by the customer.

Haller Enterprises hereby agrees to provide services for the attached list of equipment.

In future years, the Predictive Maintenance Program may vary slightly due to economic and equipment factors. At Haller Enterprises we strive to keep these increases as low as possible. This agreement shall remain in effect from year to year thereafter unless either the customer or Haller Enterprises gives thirty days written notice prior to the end of the written agreement.

YOUR PREDICTIVE MAINTENANCE SERVICE PROGRAM

Spring/Summer Predictive Maintenance with Coil Cleaning

Fall/Winter Predictive Maintenance

Customer agrees to allow Haller Enterprises to perform simple repairs during Maintenance visit at an amount Not To Exceed (NTE): \$ 500 Initials MA

Total Price: \$ 40,000.00

*Price does not include applicable PA Sales Tax.

☒ **Pay In Full**

\$ 40,000.00

☐ **Biannually**

\$ 20,000.00

☐ **Quarterly**

\$ 10,000.00

☐ **EZPay (Monthly)**

\$ 3,500.00

Please indicate your billing schedule preference:

All work to be completed in a professional manner according to standard practices. Any alteration or deviation from above specifications involving extra costs will be executed only upon written orders and will become an extra charge over and above the estimate. Our workers are fully covered by Workman's Compensation Insurance.

Authorized Signature: Kurt Meckley

This contract may be withdrawn by Haller Enterprises if not accepted within 30 days of 10/27/2022

Acceptance of Predictive Maintenance Agreement. The above prices, specifications, and conditions are Satisfactory and are hereby accepted. You are authorized to perform the maintenance as specified. Payment will be made as outlined above.

Signature: [Signature]

Acceptance Date: 1/9/23

888.625.1500 | hcs@hallerent.com | Hallerent.com



COMMERCIAL SERVICES PREDICTIVE MAINTENANCE

To: Derry Township SD - Granada Consolidated Building Labor/Materials-HVAC+P
Attn: Mark Anderson

It has been our experience that properly maintained equipment will operate more efficiently, and will have fewer service related problems. Haller Enterprises hereby agrees to provide services for the attached list of equipment. All other repairs, including labor and any necessary parts will be invoiced separately from this agreement after receiving approval by the customer.

Haller Enterprises hereby agrees to provide services for the attached list of equipment.

In future years, the Predictive Maintenance Program may vary slightly due to economic and equipment factors. At Haller Enterprises we strive to keep these increases as low as possible. This agreement shall remain in effect from year to year thereafter unless either the customer or Haller Enterprises gives thirty days written notice prior to the end of the written agreement.

YOUR PREDICTIVE MAINTENANCE SERVICE PROGRAM

This does NOT cover Compressor/System replacements

This does include labor/parts to repair/replace maintainable parts that fail due to normal wear and tear.

NOT Covered: repair or replacement of non-maintainable parts including, but not limited to ductwork boiler shell/tubes, cabinet heat exchangers, boiler refractory material, compressors, coils, system replacement and all refrigerants.

Total Price: \$ 8,000.00

*Price does not include applicable PA Sales Tax.

Please indicate your billing schedule preference:

| | | | |
|---|-------------------------------------|------------------------------------|--|
| <input checked="" type="checkbox"/> Pay In Full | <input type="checkbox"/> Biannually | <input type="checkbox"/> Quarterly | <input type="checkbox"/> EZPay (Monthly) |
| \$ 8,000.00 | \$ 4,000.00 | \$ 2,000.00 | \$ 700.00 |

All work to be completed in a professional manner according to standard practices. Any alteration or deviation from above specifications involving extra costs will be executed only upon written orders and will become an extra charge over and above the estimate. Our workers are fully covered by Workman's Compensation Insurance.

Authorized Signature: Kurt Meckley

This contract may be withdrawn by Haller Enterprises if not accepted within 30 days of 10/27/2022

Acceptance of Predictive Maintenance Agreement. The above prices, specifications, and conditions are Satisfactory and are hereby accepted. You are authorized to perform the maintenance as specified. Payment will be made as outlined above.

Signature: [Signature] Acceptance Date: January 9, 2022



Derry Township School District

Administrative Office • 30A East Granada Avenue • P.O. Box 898 • Hershey, PA 17033
(Phone) 717-534-2501 • (Fax) 717-533-4357 • www.hersheyk12.pa.us

DERRY TOWNSHIP SCHOOL DISTRICT

Performance Audit – Transportation

Period July 1, 2016 – June 30, 2020

Report dated September 2021

CORRECTIVE ACTION PLAN

FINDING: The District's failure to implement an adequate internal control system resulted in a transportation reimbursement net under payment of \$65,435 to the District.

The District agrees with the findings and have put procedures in place to ensure all transportation data is reviewed for accuracy by the Director of Transportation prior to the submission of data. The District has implemented internal controls that include, but are not limited to the following:

- Segregation of duties – the Transportation Department will work together to ensure a level of review for all procedures
- Comprehensive written procedures – the Transportation Department has implemented written procedures
- Training on PDE reporting requirements – the Director of Transportation will ensure District staff receive annual trainings on PDE reporting requirements

As stated in the Audit Report, the District will implement procedures to specifically address errors in:

1. Mileage and number of students transported:

- The Administrative Assistant for Transportation will continue to accumulate and enter all mileage data into a spreadsheet. The Director of Transportation will review all calculations prior to any submission to PDE to ensure the correct mileage averages are reported in eTran.
- The Transportation Coordinator will generate a monthly student ridership report for each district school bus/van that includes student rosters and also indicates the highest ridership for each route. The Director of Transportation will review for irregularities to ensure all data is correct prior to any submission in eTran.

2. Number of students reported as eligible for reimbursement due to residing on a hazardous walking route:

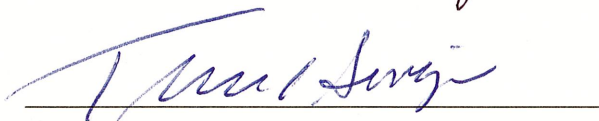
- The Transportation Coordinator will generate a report for students grades 7-12 that indicates students transported within a 2-mile radius from the High School & Middle School that excludes the district's walking area. This includes a student list as well as a map snapshot.
- The Transportation Coordinator will generate a report for students in grade 6 that indicates students transported within a 1.5-mile radius from the Middle School that excludes the district's walking area. This includes a student list as well as a map snapshot.
- The Transportation Coordinator will generate a report for students in grades K-5 that indicates students transported within a 1.5-mile radius from the Elementary School that excludes the district's walking area. This includes a student list as well as a map snapshot.
- The Director of Transportation will review all information to ensure there is adequate supporting documentation for each student reported to PDE.

3. Supplemental transportation reimbursement for non-public school students:

- The Administrative Assistant, Transportation Coordinator and the Director of Transportation will verify the eligibility of transportation to any private school.
- The Administrative Assistant, Transportation Coordinator and the Director of Transportation will work with parents and private schools to ensure that students must be registered at DTSD and must complete an act 372 form for each student annually before transportation will be provided.

The District will continue to review and adjust transportation processes to ensure accurate reporting to PDE.

ADOPTED by the School Board January 9, 2023

A handwritten signature in blue ink, appearing to read "Terence A. Singer", is written over a horizontal line.

Terence A. Singer, Board President

Derry Township School District

Standing Committees and Delegate Assignments

| Athletic & Activities | Term Exp. | Finance | Term Exp. | Policy | Term Exp. | Facilities Ad Hoc Committee | |
|---|------------------|-------------------------|------------------|---|--------------------|--|-------------------|
| Lindsay Koch* | | Lindsay Drew | | Robert Bennett | | Mark Anderson | Sheryl Pursel |
| Ericka Schmidt | | Michael Rizzo | | Lindsay Drew* | | Robert Bennett | Jason Reifsnnyder |
| Kathy Sicher | | Ericka Schmidt | | Lindsay Koch | | Lindsay Drew | Michael Rizzo |
| Terry Singer | | Kathy Sicher* | | Donna Cronin | | Jena Funck | Ericka Schmidt |
| Mike Montedoro | | Sheryl Pursel | | Jason Reifsnnyder | | Anna Gawel | Stacy Winslow |
| | | Stacy Winslow | | | | | |
| Citizen Advisor: | | Citizen Advisor: | | Citizen Advisor: | | HACC | |
| Serdar Ural | 6/30/2024 | David Katz | 6/30/2024 | Colby Hollinger | 6/30/2024 | Robert Bennett | |
| Jennifer Wallace | 6/30/2024 | Anirban Paul | 6/30/2023 | Geurline Laurore | 6/30/2024 | | |
| | | Joshua Smith | 6/30/2024 | Beth Ann Olmsted | 6/30/2023 | Joint Group | |
| | | Brian Ostella | 6/30/2023 | Cori Reed | 6/30/2023 | Lindsay Koch | Terry Singer |
| Communication & Community Engagement | Term Exp. | General Services | Term Exp. | All Things Diversity | | | |
| Donna Cronin | | Robert Bennett | | Lindsay Drew | | Pandemic Team | |
| Maria Memmi* | | Maria Memmi | | | | Donna Cronin | Ericka Schmidt |
| Ericka Schmidt | | Michael Rizzo* | | Athletic Hall of Fame | | Lindsay Drew | Kathy Sicher |
| Kathy Sicher | | Terry Singer | | Maria Memmi | | Parks and Rec | |
| Sarah Karpel | | Stacy Winslow | | Better Together Hershey | | Robert Bennett | Terry Singer |
| Citizen Advisor: | | Sheryl Pursel | | Kathy Sicher | Terry Singer | PSBA Delegate & Legislative Liasion | |
| Leah Gibble | 6/30/2023 | Mark Anderson | | | | Donna Cronin | |
| Julie Goolsby | 6/30/2023 | Citizen Advisor: | | CAIU | | Tax Increment Financing (TIF) | |
| Julie Kiser | 6/30/2024 | John Fowler | 6/30/2024 | Lindsay Koch | Terry Singer (Alt) | Economic Development** | |
| Andrea Mitchell | 6/30/2024 | Julie Goolsby | 6/30/2023 | | | Sheryl Pursel | Maria Memmi |
| | | Paul Latham | 6/30/2023 | Dauphin Co. Tax Collection Committee | | Robert Bennett | Kathy Sicher |
| | | Sofia Vidalis | 6/30/2024 | Sheryl Pursel | Mike Rizzo | ** When Necessary | |
| | | | | Terry Singer (Alt.) | | Township of Derry Tax Association | |
| Curriculum Council | Term Exp. | Human Resources | | Dauphin Co. Tech School | | Donna Cronin | Maria Memmi |
| Robert Bennett | | Lindsay Drew* | | Michael Rizzo | Donna Cronin | *Members will serve until dissolution | |
| Donna Cronin* | | Lindsay Koch | | Ericka Schmidt (Alt) | | Trojan Foundation | |
| Lindsay Koch | | Michael Rizzo | | | | Maria Memmi | |
| Maria Memmi | | Terry Singer | | Downtown Hershey Association | | Wellness | |
| Aaron Shuman* | | Stacy Winslow | | Lindsay Drew | | Ericka Schmidt | |
| Citizen Advisor: | | | | | | | |
| Lauren Doliner | 6/30/2024 | | | | | | |
| Susan Glod | 6/30/2024 | | | | | | |
| Tracey Royo | 6/30/2023 | | | | | | |
| Jordan Yeagley | 6/30/2023 | | | | | | |

* Denotes Chairperson

01-09-2023

CAIU BOARD HIGHLIGHTS

*The following actions were taken at the **December 15, 2022** meeting, held in the Board Room of the Capital Area Intermediate Unit.*

***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*

REPORTS/UPDATES

- **Strategic Plan Mid-year Update** - Dr. Saia and teams, provided a mid-year review update of the CAIU Strategic Plan. Each team, program, and individual staff have worked hard to align goals around the strategic plan. A progress report was provided to the Board. Some of our priorities are: Staffing and recruitment and fostering a culture of belonging and dignity for all. We are offering many trainings and professional development sessions this year and are working hard to make them accessible for all realizing the staffing challenges that we are all facing. Blake Wise, provided a summary of recent data collected from the new employee survey and discussed the steps we are taking to improve. He spoke about our recruiting process and how we are trying to retain staff and refill the pond. We have been making big efforts to get out and educate people about the CAIU at local career and job fairs. Blake also summarized the efforts we are making to improve the experiences of those applying, interviewing and our onboarding process. We have created a more efficient online application process by reviewing and removing some unnecessary questions. We are doing well at making contact with applicants quickly after interviews. Communication with human resources and supervisors was rated really well. Overview of benefits rating went up due to excellent communication from our new human resources staff. Great improvement in staff getting what was needed to do their job. The staff suggestions on how to improve was very helpful. Results showed that most accepted positions at the CAIU because of the culture and reputation. It is very important that we make efforts to get young people excited about education. Kudos to the entire Human Resources team.
- **CAIU Team Reports:**
 - **Dr. Andrew McCrea, Director of Student Services**, provided a student services mid-year goal update and highlighted their staffing and program goals. His team is seeing a lot of growth. One area of growth is preparing our students for post education job experiences. One of the goals at Loysville is to get students additional education and vocational skills needed. We have partnered with HACC and had two students complete HACC courses and successfully continue to earn credits. In addition, they have increased vocational training in the driver's education area by purchasing a driver simulation system for training and to get

the necessary credentials. There are 41 goals across the entire team. Dr. McCrea has been very impressed with his team's growth. Many of the goals are related to reducing errors and increasing efficiencies in systems. There are also staffing goals. Staff have put in a lot of effort in recruiting, although we are not seeing the growth in this area as we still have many vacancies. Dr. McCrea highlighted the resignation of Chad Pellman. Chad has accepted a position at Cumberland Valley overseeing the Special Education department. This is a great professional opportunity for Chad and a very big loss for us. We are in the process of interviewing/filling his position. In looking at the budget for next year, the demand is way up and staffing is very low making it very challenging to meet the current demands.

- **Blake Wise, HR Manager**, reported that over past month the human resources team wrapped up open enrollment and is preparing for the changes and end of the year payroll. One large goal of the team is a compensation management system. We are moving forward with a new system in early 2023 and new compensation philosophy and guidelines to create a standard across the organization.
- **Maria Hoover, Director of Special Services**, provided an update on her team's mid-year goals. Their goals are focused on innovation, communications, and belonging and dignity. The first class graduation for the student's at Keystone Academy is tomorrow. There are 22 students enrolled for round two. Special Services has been busy providing many trainings such as Empathic Listening with Trent Hall; the TAC team has been very busy getting out to districts for training; network meetings and morning meetings are very well attended; and ESL trainings for teachers and administrators. CAIU has been asked to write a grant for Afghani refugees for nine of our school districts. We continue to strive to be innovative in how we provide services.
- **Dave Martin, Director of Technology**, provided a mid-year goal update for the technology team. Their goals are focused on cyber security, training, onboarding and belonging. Working on looking through multiple lenses and making staff feel welcome. Dave provided an update on the recent wireless outage on December 2 due to the train derailment that broke a main fiber line. As a result, his team is fine tuning processes. Multiple communications were sent and there were follow-up meetings to discuss what went well and what didn't and what redundancies are needed moving forward. He received positive feedback about the response. Conference room update: we are getting close to having the new technology complete for our conference spaces. The equipment is in and needs to be configured and tested.
- **Daren Moran, Director of Business**, thanked the Board for the approval of the final audit. Gave a shout out to his business team for their hard work. Thank you to the Board Committee Members that were involved in the selection process for a new solicitor. It was an extremely competitive process. We are very excited about our selection and our future partnership with Stock and Leader. Daren recently participated in meeting regarding our yearly audit and PDE announced that they will be doing ESSER fund monitoring of Covid fund use for low, med, high risk to provide tips on improving our processes in preparation of a state audit review.
- **Robert Frankhouser, Board Solicitor**, reported that he is in the middle of his 44th year practicing law and has successfully transitioned all clients to new firms. He is eternally grateful for all of our Board members; public education could not succeed without you volunteering your time. This Board will be in very good hands with Stock and Leader.

- **David Walker, Brooke Say, Chris Harris, and Gareth Pahowka, Stock and Leader**, recognized Bob Frankhouser, who has been a great mentor and friend and wished him all the best in his retirement. They thanked the Board and CAIU for the opportunity and is looking forward to forming a trusted relationship. Thank you for the diligence of the process and feel humbled and honored to partner with CAIU.
- **Dr. Andria Saia, Executive Director**, provided an overview of the Executive Director's Report All In newsletter. She gave a shout out to Emily Veronikis for creating a new layout. She highlighted the articles on Gratitude, Future Focused Leadership, CVS Care Mark, and the Mission Moments which are the great things our staff are doing that align to our mission. There are a couple upcoming events: All Staff Day on January 13, all Board members are invited; Champions for Children Bingo is back on April 14; The CAIU Holiday Luncheon and Board Appreciation brunch will be on January 26. On Monday, December 19, there will be a holiday bizarre from 10-1pm at the CAIU.

APPROVED ACTION ITEMS

- **Approval of Board Minutes** - November 17, 2022
- **November 2022 Treasurer's Report** – a total of \$9,113,877.58 in receipts and \$6,430,129.78 in expenses
- **Summary of Operations for November 2022** showing revenues of \$45,486,360.33 and \$38,207,781.08 in expenses
- **Budget Administration**
 - Proposed 2022-23 Original Budget - Path to Graduation
- **Other Fiscal Matters**
 - Approval of Final Audit Report June 30, 2022
- **Other Business Items**
 - December 2022 Board Contracts
 - Appointment of Stock and Leader as the CAIU Solicitor/General Legal Counsel
- **Policies & Programs**
 - Tabled Second Reading of Revised Policy #346 – Workers' Compensation until January 2023 for further review/revisions.
 - Second Reading Revised Policy #236.1 - Threat Assessment until December Board meeting for revisions.
- **Job Descriptions**
 - Second Reading, new Position, New Description – Safety and Security Specialist
 - First Reading New Position Description - Information Security Analyst
 - First Reading New Position Description - Network Security Manager
- **Personnel Items**
 - See attached Personnel report and Addendum

EXECUTIVE DIRECTOR'S REPORT

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

PRESIDENT'S REPORT

- Mrs. Jean Rice thanked the Board for their attendance and wished everyone a happy holiday.

NEXT MEETING: Thursday, January 26, 2023, 8:00 a.m., Board Room, CAIU Enola Office

Upcoming Board Meeting Dates for 2022-2023 - Time of Meetings: 8:00 a.m.

January 26, 2023

April 27, 2023

February 23, 2023

May 25, 2023

March 23, 2023

June 22, 2023 *Reorganization Meeting*

December 15, 2022 APPROVED PERSONNEL ITEMS:

RESIGNATIONS

ANYA FOX, Educational Paraprofessional, Deaf/Hard of Hearing Program, effective November 21, 2022. Reason: Personal.

TIMOTHY KOHLER, Technology Support Specialist, Technology Team, effective November 30, 2022. Reason: Personal.

CHAD PELLMAN, Program Supervisor, Student Services Team, effective December 31, 2022. Reason: Personal.

JOANNE RUHL, Speech and Language Therapist, Early Intervention Program, effective February 3, 2023. Reason: Retirement after more than 20 years of continuous CAIU service.

REBEKAH TSCHOPP, Teacher, Emotional Support Program, effective February 3, 2023. Reason: Personal.

JENNIFER ZIMMERMAN, Educational Paraprofessional, Autism Support Program, effective December 14, 2022. Reason: Personal.

RECOMMENDED FOR EMPLOYMENT OR CONTRACT

CINDY ALANDAR, Custodian, Administrative Team - Operations, effective November 29, 2022. Base salary of \$26,734.75 + \$1,950 stipend for 260 days of service will both be prorated for a total of 154 days worked through June 30, 2023. This is a replacement position funded through the General Operating budget.

GINA BROWN, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Early Intervention Program with base salary of HS+48, \$27,075 for 190 days of service will be prorated based on the number of hours/days worked with additional new hire days as required. This is a replacement position funded through the MAWA budget.

DEVON GEORGE, Paraeducator, effective date to be determined. Assignment: Personal Care Assistant, Emotional Support Program with base salary of HS, \$24,985 for 190 days of service will be prorated based on the number of hours/days worked with additional new hire days as required. This is a replacement position funded through the Emotional Support budget.

PATTI GERHART, part-time Cafeteria Worker, Student Services Team, effective date to be determined. Employee will be paid at the rate of \$14.28 per hour. This is a replacement position funded through the Food Services budget.

PAIGE NESBIT, Paraeducator, effective December 12, 2022. Assignment: Certified Occupational Therapist Assistant, OT/PT Program with base salary of COTA HS+30, Step 4, \$33,023 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.

JODI OFFUTT, Online Learning Account Manager, CAOLA Program, effective date to be determined. Base salary of \$56,876.61 for 260 days of service will be prorated based on the

number of days worked through June 30, 2023. This is a replacement position funded through the CAOLA budget.

CHANGES OF STATUS:

KERRY FITCH, Educational Coach, change in resignation effect date from January 2, 2023 to December 22, 2022.

LEAVES OF ABSENCE:

ELIZABETH CHIODO, Speech and Language Therapist, Early Intervention Program, child-rearing leave of absence effective February 16, 2023 – November 1, 2023. This leave is in addition to the use of 60 days under the Family Medical Leave Act (FMLA) and is requested in accordance with Article VI of the Collective Bargaining Agreement (CBA).

All-in!

NEWSLETTER

Executive Director's Report
December 2022

CAIU Board of Directors

Jean Rice, President
Judith Crocenzi, Vice President
David Barder
Richard Bradley
Paula Bussard
Terry Cameron
Scott Campbell
Alyssa Eichelberger
Melanie Gurguolo
Barbara Geistwhite
Dennis Helm
Jaime Johnsen
Jason Miller
Ericka Schmidt
Patrick Shull
William Swanson
Ford Thompson
Micheal Wanner

CAIU Executive Team

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

Our Mission

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

Our Vision

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

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Front cover photo: Hill Top Academy has a Thanksgiving meal.

Do you have a story about staff or students living our values out loud, being great, and changing lives? Share your Giving Voice to Our Values stories, student successes, #begreat and #changinglives moments and more! Email stories for All-In or social media to communications@caiu.org.

Deadline for January All-In: Friday, Jan. 6

All-in!
NEWSLETTER

Executive Director Report
All-In! Newsletter
December 2022
2022-2023, Issue 6
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From the Executive Director's Desk



Gratitude Belonging

"Gratitude can transform common days into thanksgivings, turn routine jobs into joy, and change ordinary opportunities into blessings." - Arthur Ward

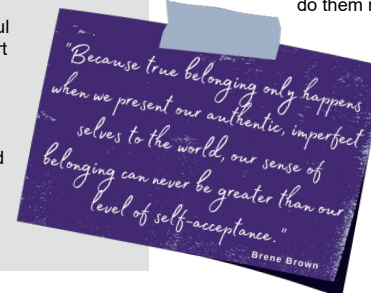
I always think of the holiday months of November and December as a time to be unabashedly grateful. In fact, November is actually National Gratitude Month and December is surely deserving of gratitude, because a month dedicated to family, friends and giving is certainly something to be grateful for. I have often shared the benefits of gratitude, but did you know that gratitude has a positive impact on our feelings of belonging?

Gratitude is a "conscious, positive emotion" that one can express when feeling thankful. It is a recognition and focus on all the positive things in our lives. It creates a deeper connection to self and others. Not surprisingly, it is considered a "powerful catalyst for happiness." Physically, it boosts our mood, optimism, and overall health; increases our compassion for others and creates stronger relationships and communities; and, it is connected to increased happiness and decreased anxiety and depression.

Where do gratitude and belonging intersect? Gratitude has a positive impact on classrooms and school settings overall. Researchers have found that gratitude can assist students in adapting school climate in terms of academics, behavior, cognitive skills and general affect. Students who demonstrate a grateful disposition were more likely to report positive outcomes, a social network that supported them, and the ability to successfully deal with adversity. Similarly, belonging reflects the feeling of being accepted, respected and supported in the school setting. Part of belonging is our social connection to peers and others in the setting.

In studies of gratitude and belonging, both concepts were positively and significantly related to life satisfaction and positive coping style. Life satisfaction is our own subjective evaluation of the quality of our life, and reflects our feeling of fulfillment. For those that are disposed to feeling grateful, the research shows that they generally hold positive attitudes towards peers, view the world as a positive place, and experience more positive affect. Those that feel a sense of belonging have a similar view and feelings. Within the concept of belonging is the impact of having needs met, feeling more satisfaction and positive connection to others. Copy style refers to the efforts to deal with a stressor of any kind, and at its essence, how we deal with a challenge. With gratitude comes a more positive interpretation of a situation, the willingness to seek support in dealing with a challenge. When we feel we belong, we demonstrate the same positive problem-solving strategies.

What can we do to increase our gratitude? Practicing gratitude is easy – remember the saying "count your blessings?" This is the key. Stop to recognize the good things you receive, acknowledge the role that other people play in providing goodness in our lives, and perhaps most importantly, share that thankfulness with others. Practicing belonging literally starts with your relationship with yourself. Consider Brené Brown's quote, and take steps to appreciate the wonderfully authentic, unique you, and all you bring to the world around you. Nurture yourself, your body, your mind and your creativity. Practice compassion when you are tempted to judge yourself. With others, intentionally notice the things that create a deep sense of connection (sharing stories, doing things with friends, doing service for others, holding space) and do them more often. The quality of our lives is truly dependent on the quality of our connection to others. I wish you a holiday season full of gratitude and belonging.



Andria Saia

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

Future Focused Leadership

By Maria Hoover

Director of Educational Services

"The future is present; it is just not evenly distributed." William Gibson

In the New York Times article, "William Gibson's Future is Now," we are taken through the mind and ideas of William Gibson, an acclaimed science fiction writer of both novels and prose. Gibson became enamored by the concepts of time machines, and dystopian civilizations just to find out through his research and education, what he thought he was developing already existed somewhere. He refers to his collection in the following quote, "In this beguiling collection, we have the chance to travel with him as he rockets around in that machine, visiting a future that already exists." So, what does this mean when it comes to leadership in education?

Leadership is an action. Being a leader post pandemic has become a necessity in our educational system. We, as leaders, are challenged to stabilize the present and plan for the future. At the turn of the century, there were deliberate efforts to incorporate 21st Century skills into our curriculum. It has become more and more important to develop leaders to support staff in preparing students for their future that includes jobs that may not exist yet. Education has become about discovery, innovation, and reinvention. It is about communicating using multimedia, collaborating, and being able to navigate issues using critical thinking skills. Leadership is not just all of those things, but the ability to have others follow while continuing to develop these dispositions, knowledge, and skills.

The Superintendents in our region had the opportunity to continue to focus on the topic of leadership at the Superintendent's Leadership Conference in Annapolis, Maryland. The topic

of future-focused leadership came to this group last year as the reality to returning to the past in education was not an option. The Superintendents engaged in the work of Dr. Ray McNulty, who is the President of the Successful Practices Network (SPN) and the National Dropout Prevention Center (NDPC). Before that, Ray was Dean of the School of Education at Southern New Hampshire University. Dr. McNulty is a past president of the Association for Supervision and Curriculum Development (ASCD), and continues to write for the American Association for School Administrators (AASA). His first session with our Superintendents took them through a series of collaborative discussions targeted at taking a concept that has the potential to affect teaching and learning, and how to plan for this as a school leader. This year, he took that concept one step further with the group using a planning tool to think about how Artificial Intelligence impacts how students learn and how teachers teach. We as adults are the cassette and

CD generation, but the children in our schools are the AI generation. He referenced how social media platforms and shopping apps seem to know exactly what to put into your feed. The same thing is available

for students to write papers, do experiments, and artwork. We, as an educational system must plan for this because we as adults did not grow up with this; however, our students were born into this, knowing how to access and manipulate information. Dr. McNulty talked at length about how to stabilize the present in order to plan for the future, and the Superintendents were eager to implement some of the thinking into their specific areas of the region.

To align with this thinking, the Curriculum Coordinators in the region worked with Dr. Justin Aglio. Executive Director of the Readiness Institute at Penn State University, at their fall retreat. The theme of his work was to take a look into what

"The future is present; it is just not evenly distributed"

- William Gibson

A four-part leadership workshop series starting in January will include a trip to Gettysburg.



the future has to offer, and prepare for it now. Dr. Aglio gave the group a plethora of resources to get them excited for the possibilities and ways to turn this around in their individual districts. Did you know that every lunar lander will be built right here in Pennsylvania? Our state has the third largest space industry in the United States behind Florida and Texas. The Hope Moonshot project was also introduced. This program allows students to write their hopes and dreams, submit them, and they will be included on one of the lunar landing missions. The hopes and dreams remain on the moon. Think about how exciting that could be for students! Dr. Aglio reiterated what Dr. McNulty spoke about with the Superintendents. Everything we do including media, recreation, transportation, security, work, industry, health, agriculture, and education is influenced by artificial intelligence. As a result, we need to plan for the education of this generation in a way that hasn't been done in the past.

Leadership skills have changed over the years from management to future focused planning. Starting in January, Brandon Carter, CAIU

Supervisor for Special Projects, will be hosting a Leadership Series entitled, Necessary Leadership, designed for Act 93 leaders in their role for three or more years. These sessions were developed around four topics: Personal Leadership, Building and Sustaining Relationships, Conflict/Resolution, and Creating Positive Environments for Students, Families, and Staff. Participants will engage in the four part workshop series starting in January, and concluding in April. The culminating piece to the series is a trip to Gettysburg to be part of the "Leadership Under Fire" experience. This experience is a guided tour of the Gettysburg Battlefield to follow the path of the battle over three days. Our experience will happen in one day, but on each stop, the group will be told about the particular leader and leadership style used at that time of the battle. Participants will reflect on this, and jot down their thoughts on how this particular leadership style and leader resonates with them. After the entire debrief, each card is handed in and the guide will mail back that participant's reflections to him/her over a six month period of time allowing each person to revisit what was reflected on at that stop and how their leadership has developed since then. It is so important to engage our leaders as they navigate their systems while trying to recruit and retain staff. We are striving to be the resource to our region as they continue to #BeGreat.

"Leadership skills have changed over the years from management to future focused planning."

CVS CareMark *Savings*

By Daren Moran
Director of Business and Operations

With costs of most things rising, many are looking to save a few dollars! One way you can save is by keeping your medication affordable.

CAIU's prescription drug program is with CVS Caremark. Check out their website [HERE](#) for ways to save on your prescriptions!

CVS Caremark's website offer many helpful digital tools to help you save! Here are just a few:

- **Check Drug Cost and Coverage**
Find out how much your medication will cost under your plan and whether there are opportunities to save money.
- **Get Started with Delivery by Mail**
At Caremark.com, use the Request a New Prescription feature to enter the name and strength of your medication and your doctor's name. Or, use the mobile app to take and send a picture of your written prescription.
- **Easy Refills**
Refill your mail order prescription without logging in. Just enter the prescription number from your pill bottle and your date of birth.
- **Manage Your Profile**
Set or change notifications, change your shipping, billing or contact information, and more.
- **View ID Card**
You'll always have your member ID card available, which you can view and/or print from Caremark.com or access direct from your mobile app.



“ I recently used it and saved money, time and the hassle of running to the pharmacy. ”

One of the main advantages on the site is the ability to manage mail order prescriptions. If you are currently taking maintenance medications on a regular basis, you should look into using the mail order system.

Speaking from personal experience, I recently used it and saved money, time and the hassle of running to the pharmacy. Through the mail order system, you are able to secure three months of your prescription at a cheaper cost than going to the pharmacy. If you are currently using the in-store retail 90 day supply, that is a good start, but you may be able to receive additional savings by using the mail order service.

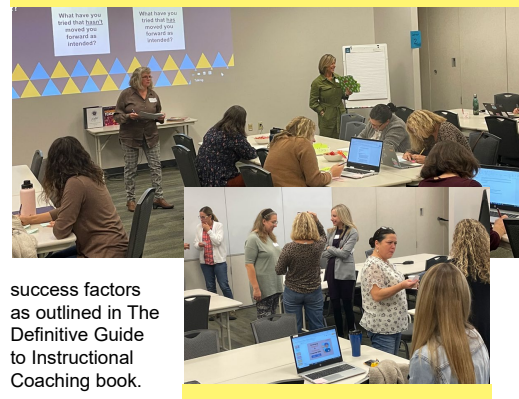
What are you waiting for? Set up an account today and look into the different costs savings associated with your prescriptions. You might be missing opportunities to save money!

Instructional Coaching PAIU/CAIU Fall 2022

By Jill Neuhard
Educational Services Supervisor

Instructional coaches from IUs 11, 12, 13, 14, 15, and 29 gathered on November 1 for the eleventh biannual, jointly planned regional coaching conference hosted by Lancaster-Lebanon IU. Focusing on the theme of Coaches as Leaders, IU mentors Stephanie Daniels (11), Matt McLaughlin (12), Kristina Fulton (13), Carissa Noel (14), and Scott Snyder (15) selected coaches from across the area to share insights and practices that refine classroom teachers' instructional actions to grow students. Session topics ranged from launching new coaching programs to coaching in content areas to growing coaching programs. The 75 coaches in attendance chose their own learning path for the day and afterward gave high marks to the event.

The five Intermediate Unit Coach Mentors have also jointly coordinated monthly network meetings this year. Both network meetings and the regional conference have focused on Jim Knight's seven



success factors as outlined in The Definitive Guide to Instructional Coaching book.

Locally, IU 15 hosts a monthly Instructional Coaching network meeting where coaches gather to learn with each other and collaborate on how to apply their learning to their work. Coaches work through challenges in their practice and leave with the tools they need to continue working in their home districts. For the 2022-23 year, approximately thirty coaches from Derry Township, West Perry, Lower Dauphin, Dauphin County Technical School, Shippensburg, Northern York, Carlisle, and Commonwealth Charter Academy gather to work with each other and learn. So far, we've explored partnerships between administrators and coaches and coaching cycles. We'll delve into using data, building playbooks, communicating, and systems support in the coming months. If interested in joining the network, contact Scott Snyder (scsnyder@caiu.org) for more information.

Healthy Holiday Season

The holiday season proves to be a challenging time for many individuals to engage in healthy behaviors. Shorter, colder days, busier schedules, and social events surrounded by food are just a few common reasons why health gets put aside during the end of the year.

Here are some health education newsletters and videos provided by Capital Blue Cross intended to help you to stay safe and healthy during the holiday season.

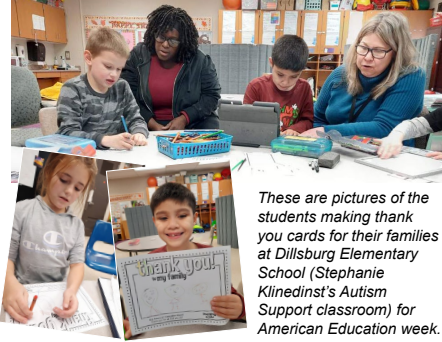
- [Cold and Flu](#)
- [Home and Holiday Safety](#)
- [Stay Active During the Holidays: Healthy Holiday Activity](#)
- [Manage Stress: Healthy Holiday Mindful Eating](#)
- [Holiday Beverages: Healthy Holiday Beverages](#)
- [Portions and Healthy Substitutions: Healthy Holiday Swaps; Building Healthy Holiday Plates](#)



Mission Moments

"As we work to create light for others, we naturally light our own way."

American Education Week Recap



These are pictures of the students making thank you cards for their families at Dillsburg Elementary School (Stephanie Klinedinst's Autism Support classroom) for American Education week.



Lisa Klinger, ANPS Program Supervisor, read to students in Stephanie Klinedinst's classroom at Dillsburg Elementary School as part of American Education Week.

Dr. Andria Saia, executive director of CAIU, reads to students in Marilyn Miller's and Sarah Reithour's classes at Hill Top Academy, as part of American Education Week.



Rennie Gibson and Vickie Armstrong had the opportunity to read 'The Day You Begin' by Jacqueline Woodson to Barb Stoltz's class in celebration of American Education Week/Educator Day.



Thanks to all of our CAIU family for taking such great care of the kids and for "changing lives" everyday! #thankateacher #connectingtoourmission

"It was really awesome to get out and visit a classroom. In just those few minutes, it was easy to see the amount of energy, expertise, and care that our classroom staff have for their students."

Celebrating Social-Emotional Learning

CAIU Early Intervention (EI) staff celebrated a fun filled social-emotional learning night with preschool children and families. Mr. Music entertained everyone with his music and many EI staff hosted social-emotional learning activities.



Care Packages for Our Troops

48 CAIU staff created over 50 care packages at the Early Learning Center for deployed service members in Kuwait and Jordan. The hope is to spread some holiday cheer to service members who will be celebrating the holidays overseas. They collected food, toiletries, books, adult coloring books, puzzles, playing cards and more. The boxes were all decorated and also filled with drawings and cards made by children. The rest of the collected goods were donated to a local food pantry.



Hill Top Academy's Snackery

The Snackery opened with the help of an Innovation grant for the purpose of giving transition-age students the opportunity to practice workplace skills including interacting with customers, money exchanges, cleaning, and stocking/inventory. Not only does it support student learning, but it is also used for as part of our building wide PBIS program. Students can use earned Labs Loot to purchase snacks and drinks at the end of each week.



A Friday afternoon break, after visiting "The Snackery"



Training and events

The Capital Area Intermediate Unit (CAIU) hosts numerous innovative events and conferences throughout the year. Our team of consultants, staff, and specialists values and supports lifelong learning.

All events and conference offerings are available in the Frontline Registration System or in Eventsforce.

Check out our [Events & Conference](#) page often to see what opportunities are available to you!

CAIU Service Projects

July 2022 - January 2023

CAIU staff are encouraged to give back to the community by participating in a CAIU Service

Project. These projects must be completed after July 1 and on or before our CAIU All Staff Day in January. In exchange for your participation, you get the afternoon of All Staff Day off!

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

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

Welcome New Hires!

ibelong
@caiu



Welcome TO THE TEAM

you're one of us now

STAY CLOSE to people who feel like sunshine

SET SOME GOALS THEN DEMOLISH THEM

#ChangingLives

all are WELCOME IMPORTANT RESPECTED ENCOURAGED and LOVED here

RESPECT THE PERSPECTIVES OF OTHERS

#BeGreat

hi

YOU BELONG HERE VISIT A COWORKER

Visit the Capital Goods Store for a snack.

Cindy Alandar is a 2nd shift custodian at the Enola office. She loves football, hockey, baseball, dogs, and koalas.

Thomas Breighner is a teacher at CVHS. He's a big trivia fan.

Chelsea Floyd is a job coach at the Enola office. She grew up on an ostrich farm.

Christine Lynch is a PCA at Carroll Elementary. She has a tour company/travel agency with her husband. It has been in business for 32 years.

Krystal Roth is a behavior consultant at Hill Top. She is a throws coach for track and field. She has sent over half a dozen athletes to national level meets and coached a school record holder.

Rosa Soto is a communications facilitator at Conewago. She was baptized in the Jordan River, just like Jesus.

Sharon Szekeres is a teacher at Foose Elementary. She lived and taught kindergarten in Dubai. UAE.

You received a Compliment!

Megan Toler, Early Intervention Speech Pathologist #Leadership I want to thank Megan Toler for her leadership skills. Megan kept me and everyone else organized when it comes to our students that attend a private placement. She has kept track of which student has which SLP and where the child is being seen. She has also let us know of upcoming re-evaluations and annual IEP. Thank you, Megan for helping me keep organized! Submitted by Sarah Hancock, Early Intervention Educational Consultant

Laura Bitner, Early Intervention Speech Pathologist #Partnership Without Laura's support this year, I would be lost. She is proactive and communicative with all the staff she works with. Thank you, Laura for your kindness and reminders. Submitted by Sarah Hancock, Early Intervention Educational Consultant

Taylor Amato, Behavior Consultant #Partnership Taylor has been so collaborative and communicative regarding implementing curriculum in one of our CAIU AS classrooms. She has been a wealth of knowledge as a Board-Certified Behavior Analyst (BCBA) in our classrooms. Thank you, Taylor, for all that you do! Submitted by Kristen Kimsey, Educational Consultant

Jamie Gordon, EI Behavioral Specialist #Dedication Jamie showed pose and leadership during an emergency crisis with a student. I am grateful that she was in our classroom to assist with the situation and keep students, staff, and the child safe and calm. Submitted by Liz Chiodo, Speech Language Pathologist

Becky Boone, Early Intervention Specialist #Dedication Becky showed pose and leadership during an emergency crisis with a student. I am grateful that she took charge of the health situation and keep students, staff, and the child safe and calm. Submitted by Liz Chiodo, Speech Language Pathologist

Karl Mohler, maintenance #Expertise We're so grateful for Karl's friendly demeanor when he comes to fulfill our requests. He's always friendly and knowledgeable and completes work order requests in a timely manner with a smile on his face! In the past couple of weeks, he's

"Thank you to Karl and the rest of our coworkers who care for our building!"

moved filing cabinets, hung pictures, and taken items for storage in the warehouse, all while smiling. Thank you to Karl and the rest of our coworkers who care for our building! Submitted by Service Coordinators, Preschool Assessment Team

Heather McCleaf-Royle, Preschool Secretary #Service Whenever I call or talk to Heather, she is always so pleasant and helpful. She takes the time to make sure I have what I need to complete my job. Thank you, Heather!! Submitted by Amy Caldwell, Preschool Service Coordinator

Dina Duffy, Speech Therapist #Expertise Dina is an exceptional team member! She is responsive, thoughtful, and flexible. She works hard with her teams to make sure her students have what they need, and she is always willing to collaborate and brainstorm ideas to help students and staff. Submitted by Amy Caldwell, Preschool Service Coordinator

Jocelyn Colyer, Occupational Therapist, #Expertise Jocelyn is an amazing therapist and team member. She works hard to give her students what they need to be successful. She supports the staff working with her students. She is always willing to collaborate and brainstorm ideas for students and the teams working with them. Submitted by Amy Caldwell, Preschool Service Coordinator

Jaimee Sweger, Educational Paraprofessional, #Dedication, Jaimee exemplifies so many of the values, but her dedication to the students and the team are unparalleled! She is always working to better herself so she can help others in the best way she can. She never gives up and is always there for her team and the students. She goes above and beyond her job, looking for new ways to help the kids excel and making everyone feel like they belong. Love you! Jen Sciacca, Teacher

#BeGreat

Child's Grief Awareness

By Kelly Evans

According to the Childhood Bereavement Estimation Model, 1 in 13 children in the United States will experience the death of a parent or sibling by age 18. Over the past several years, the ANPS/ELD Team has engaged their students, staff, and school communities in awareness-raising efforts regarding the needs of grieving children by recognizing and supporting Children's Grief Awareness Day. From wearing blue to butterfly displays, students feel they are not alone and learn tools to support their grieving peers.

This year the team extended these efforts by participating in the Parade of Trees at the Penn Harris Hotel, an event benefiting Highmark Caring Place, a local no-cost peer-support program dedicated to supporting those who have lost a loved one. The dedicated team raised funds and designed and decorated a tree that represents the work of ANPS and ELD staff while also highlighting the diversity represented in their schools. Thank you to this committed team of professionals who work tirelessly to advocate for their students and create positive partnerships in the community.



"Jaimee exemplifies so many of the values, but her dedication to the students and the team are unparalleled!"

BE INSPIRED
BE VALUED
BE YOU
BE GREAT

ALL STAFF DAY 1.13.2023



SAVE THE DATE



APRIL 14, 2023

HUGE PRIZES | FOOD | FUN



January 9, 2023

PSBA Liaison Insider Summary Update (from 12/12/22)

PDE issues ruling upholding deduction of federal funds from charter school payment calculations

On November 21, 2022, Acting Secretary of Education Eric Hagarty issued a decision ruling that the PDE Form 363 used in calculating a school district's total budgeted expenditures per pupil for purposes of determining per-student rates paid to charter schools under the Charter School Law properly excludes federal and Ready-to-Learn Block Grant funds from the calculation of a district's total budgeted expenditures.

The decision resulted from administrative proceedings in a challenge by several charter schools to the rates determined by the School District of Philadelphia by requesting that subsidy payments to the district be intercepted and redirected to make up the difference. The acting secretary concluded that even though the Charter School Law is silent on such deductions, the state's Fiscal Code expressly requires the exclusion of Ready-to-Learn Block Grant funds, and that deduction of federal funds also is required because federal funds are allocated specifically for the benefit of the students served by each school, and charter schools are local education agencies that receive their own allocations of federal funds for the students they serve. The ruling further concluded that the School District of Philadelphia correctly relied on its amended budget rather than its original budget in calculating its charter school payment rates. [Click here for a copy of the opinion.](#)

Broadband access update

FCC seeks feedback on draft broadband maps: The [Federal Communications Commission](#) (FCC) is encouraging residents, businesses and local governments to provide feedback to the FCC's draft broadband maps released in late November that show areas served and unserved by high-speed internet. The draft maps can be accessed at <https://broadbandmap.fcc.gov/home>. The system allows consumers to enter an address on the homepage to get access to broadband and provider information. Individuals who see that the information on the maps does not match up with what they know from their lived experience can submit challenges, or request corrections, directly through the map interface. The FCC will also accept bulk challenges to the reported availability data from state and local governments and other stakeholders who see problems that need to be corrected in multiple locations. The challenge process will run through January 13, 2023.

State plan to expand broadband released: The [PA Broadband Development Authority](#) (PBDA) released the [Commonwealth of Pennsylvania's Statewide Broadband Plan](#). The plan addresses challenges and opportunities for Pennsylvania in the four key areas of infrastructure and availability, affordability, device and technology access, and digital literacy and technical support. The PBDA is the state's single point-of-contact for the commonwealth to drive out taxpayer dollars to eligible projects to improve access to high-speed internet in unserved and underserved communities. The FCC will dedicate resources based on states and areas with the greatest need based on data collected throughout the challenge process.

U.S. Department of Education announces STEM initiative, outlines allowable uses of federal funds for STEM programs

The U.S. Department of Education (ED) recently announced an initiative called [Raise the Bar: STEM Excellence for All Students](#), designed to strengthen science, technology, engineering and mathematics (STEM) education nationwide. In conjunction with the introduction of the initiative, ED published a [Dear Colleague Letter](#) to state and local school leaders outlining how federal education funds can be used to enhance STEM teaching and learning. The letter, and an accompanying enclosure with examples, explains that a state department of education or local school may consider using funds under ESEA to:

- Purchase or reconfigure STEM materials, devices or STEM-focused digital learning resources or spaces.
- Provide professional development to educators on how to teach STEM concepts, including those in computer science, data science, AI or other emerging STEM disciplines.
- Provide access to supplemental STEM resources and teacher professional development specifically designed or adapted for English learners.
- Increase student access to, and improve student engagement and achievement in, high-quality STEM courses.

- Provide students at 21st Century Community Learning Centers with the opportunity to engage in STEM content that aligns to their school day and focuses on hands-on, STEM-rich experiences.

The letter also explains how Perkins V funds for career and technical education may be used to develop STEM career pathways and programs of study. Additionally, funds under IDEA can be used to provide professional development for STEM educators to support the needs of children with disabilities, to improve the use of technology in the classroom by children with disabilities to enhance their STEM learning, or to support the use of technology in STEM programs to maximize accessibility to the general education curriculum for children with disabilities. ARP ESSER funds include specific set-asides for evidence-based summer, comprehensive afterschool and other programs that address the academic impact of lost instructional time; each of these can include a focus on STEM programming.

[Click here to read the Dear Colleague letter.](#)

[Click here to read ED's enclosure on leveraging ARP ESSER, ESEA, IDEA, and Perkins V funds for STEM education.](#)

[Click here for more information on the Raise the Bar: STEM Excellence for All Students initiative.](#)