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**Derry Township School District
Board of Directors Meeting
March 13, 2023
Summary Minutes - XVI**

1. OPENING ITEMS

1.a. Call to Order

Minutes

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

1.b. Roll Call

Minutes

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

Members Absent: Donna Cronin and Kathy Sicher

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

Student Board Representatives in Attendance: None

Solicitor: William Zee

Staff/Public in Attendance In-Person: Phil Ayala, Brandon Buterbaugh, Sarah Karpel, Sheryl Pursel, Jason Reifsnyder, and Aaron Shuman

Staff/Public in Attendance Virtually: Lisa Balanda, Mark Balanda, Bob Benson, Joshua Cysyk, Michael Davies, Lauren Doliner, Joseph Enama, Scott Harman, Colby Hollinger, Andrea Mitchell, Jennifer Renz, Melissa Shultz

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 Ms. Drew the board agenda for this evening's meeting was approved.

Vote Results

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

2. INFORMATIONAL AND PROPOSALS

2.a. Presentation - Music in Our Schools

Minutes

Mr. Buterbaugh introduced a flute quintet that performed at the start of the meeting. Members of the quintet were: Lauren Kim, Anshi Paul, Christine Tang, Anna Wang, and Christine Xu.

2.b. President Communications

Minutes

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

- Informational Items
- Personnel

2.c. Recognition of Citizens (Agenda Items)

This is an opportunity for residents and taxpayers to address the Board on matters related to the agenda. Citizens wishing to speak should come to the microphone or raise their virtual hand. Those present in the room may register by completing a form located near the sign-in sheet and providing your full name and address. If attending virtually, you must have registered individually with your full name, and address, to be recognized. Once recognized or unmuted, it is only necessary that you identify yourself by providing your full name.

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.d. Community Correspondence Report

Minutes

Ms. Karpel reported that there was a total of eight submissions during the month of February.

2.e. Standing Committee Meeting Report

Minutes

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

- Textbook Recommendation - Eureka Math 2 will move to the full board for review and approval.

2.f. Student Representatives' Report

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

Minutes

The student representatives were not in attendance.

2.g. Anticipated Agenda Items for the Next Board of Directors Meeting

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

1. Approval of March 13, 2023 Board of Directors Summary Minutes
2. 3PLTD Agreement

3. All American Athletics
4. Colleen & Company Agreement
5. Frontline Education Agreement
6. JAMF
7. Raymond James Designation of Dissemination Agent Agreement
8. Swift Education Systems - HS Dill Agreement
9. Trip - Powerlifting

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

Vote Results

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

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

4.b. Requests for the Use of School Facilities

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

Group: Courtyard of Honor
Date/Time: Saturday, April 15, 2023 9:00 a.m. - 10:30 a.m.
Requested Facility: High School Parking Lot
Event: The Horrocks & Henry Motorcycle Ride to Remember
Fee: None

Group: Dauphin County Music Educators Association (DCMEA)
Date/Time: Wednesday, April 26, 2023 6:00 p.m. - 9:00 p.m.
Requested Facility: High School - Auditorium, Band & Orchestra Rooms
Event: DCMEA Jazz Festival
Fee: None

Group: Hershey Soccer Club
Date/Time: Saturday, August 12, 2023 - 8:00 a.m. - 6:00 p.m.
Sunday, August 13, 2023 - 8:00 a.m. - 6:00 p.m.
Requested Facility: 322 Turf Field, Football Turf Field, HS Multi-Purpose Fields A&B, Middle School Grass Fields A&B, JV Baseball Outfield, Memorial Football Field
Event: Hershey Cup Soccer Tournament
322 Turf Field & Football Turf Field: \$35.00 per hour/per field (Approximately \$1,540.00)
Fee: High School Multi-Purpose Fields A&B, 2 Middle School Grass Fields A&B, JV Baseball Outfield, Memorial Football Field: \$25.00 per hour/per field (Approximately \$3,300.00)
Custodian: \$44.09 per hour/per custodian (Approximately \$1,939.96)
Total Fees: Approximately \$6,779.96

Group: Hershey Soccer Club
Date/Time: Saturday, May 27, 2023 - 8:00 a.m. - 7:00 p.m.
Sunday, May 28, 2023 - 8:00 a.m. - 6:00 p.m.
Requested Facility: 322 Turf Field, Football Turf Field, HS Multi-Purpose Fields A&B, Middle School Grass Fields A&B, JV Baseball Outfield, Memorial Football Field
Event: Memorial Day Challenge Soccer Tournament
322 Turf Field & Football Turf Field: \$35.00 per hour/per field (Approximately \$1,680.00)
Fee: High School Multi-Purpose Fields A&B, 2 Middle School Grass Fields A&B, JV Baseball Outfield, Memorial

Football Field: \$25.00 per hour/per field (Approximately \$3,600.00)

Custodian: \$88.18 per hour/per custodian (2)
(Approximately \$4,232.64)

Total Fees: Approximately \$9,512.64

Group: Hershey Soccer Club
Date/Time: Sunday, March 19, 26, April 2, 16, 23, 2023 11:00 a.m. - 6:00 p.m.
Requested Facility: 322 Turf Field (March Dates), Football Turf Field (April Dates)
Event: Practices & Scrimmages
Fee: Custodian Fee: \$44.09 per hour (approximately \$1,763.60)

Group: Hershey Soccer Club
Date/Time: Saturday, June 17, 2023 8:00 a.m. - 7:00 p.m.
Sunday, June 18, 2023 8:00 a.m. - 6:00 p.m.
Requested Facility: 322 Turf Field, Football Turf Field, HS Multi-Purpose Fields A&B, Middle School Grass Fields A&B, JV Baseball Outfield, Memorial Football Field
Event: Summer Classic Soccer Tournament
322 Turf Field & Football Turf Field: \$35.00 per hour/per field (Approximately \$1,680.00)
Fee: High School Multi-Purpose Fields A&B, Middle School Grass Fields A&B, JV Baseball Outfield, Memorial Football Field: \$25.00 per hour/per field (Approximately \$3,600.00)
Custodian: \$44.09 per hour/per custodian (2)
(Approximately \$2,116.32)

Total Fees: Approximately \$7,396.32

Group: Hershey Soccer Club
Date: Sunday April 30, 2023 10:00 a.m. - 8:00 p.m.
Requested Facility: Football Turf Field

Event: **Hershey Soccer Club Tryouts**
Fee: Custodian Fee: \$44.09 per hour (approximately \$484.99)

Group: **Hershey Youth Lacrosse Association**
Sunday, April 2, 16, 30, May 7, 14, & 21, 2023 12:00 p.m.
Date/Time: - 6:00 p.m.

Sunday, April 23, 2023 7:30 a.m. - 6:00 p.m.
Requested Facility: 322 Turf Field & HS Multi-Purpose A Grass Field

Event: **Lacrosse Games**
Fee: Custodian Fee: \$44.09 per hour (Approximately \$2,204.50)

Group: **Hershey Youth Lacrosse Association**
Monday - Friday, March 14 - June 7, 2023 5:00 p.m. - 7:00 p.m.

Date/Time: (If HS Girls LAX is still using field at 5:00 p.m., HY LAX will need to wait until HS team is off field.)

Requested Facility: HS Multi-Purpose A Grass Field

Event: **Lacrosse Practice**
Fee: None

4.c. Letter of Understanding - Drexel University

The Administration recommends the Board approve the Letter of Understanding with Derry Township School District and Drexel University effective March 13, 2023.

4.d. Carol Gilbert Consulting Agreement

The Administration recommends the approval of the Carol Gilbert Consulting Agreement.

4.e. Moritz Consulting Contract

The Administration recommends the approval of the Moritz Consulting Contract.

4.f. PowerSchool KTO Training Hours

The Administration recommends the approval of the PowerSchool KTO Training Hours.

5.NEW BUSINESS

5.a. Personnel - Resignations

The Administration recommends the approval of the following resignations:

Classified:

Basile, Stephanie

Substitute Nurse's Assistant/RN

Reason: Personal

Effective: 03/01/2023 (retroactive)

Minutes

Following a motion by Ms. Drew and a second by Mrs. Memmi the Personnel Resignations were approved.

Vote Results

Yea: 7 Robert Bennett, Lindsay Drew, Lindsay Koch, Maria Memmi, Michael Rizzo, Ericka Schmidt, Terry Singer

Nay: 0

Abstain: 0

Not Cast: 2 Donna Cronin, Kathy Sicher

5.b. Personnel - General

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

Classified:

Zell, Robert (replacing Kimberly Szekeres)

Paraprofessional (Self-contained Classroom)

Middle School

Seasonal/Substitute, 6.5 hours per day

Salary: \$18.34 per hour

Effective: 03/14/2023 through the end of the 2022-23 school year

Limited Service Contract:

Carricato, Alyssa*

CAIU Technology Fair - HS (.5 LSC)

Group H, Step 7
Salary: \$911.50
Effective: 03/14/2023

Carricato, Alyssa*

Mentor to Anthony Werner, Computer Education/Business Education
Teacher-LTS (.5 LSC)
Salary: \$750
Effective: 03/14/2023

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

Russell, Paula*

Bus Driver
Transportation
Uncompensated Leave
Effective: approximately 3/28/2023 through 08/14/2023

3. The Administration recommends the approval of the Limited Service Contract additions/deletions in accordance with Section 4.09 of the HEA Collective Bargaining Agreement:

LSC Additions:

Trojan Buddies - HS (Group H)

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

Minutes

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

Vote Results

Yea: 7 Robert Bennett, Lindsay Drew, Lindsay Koch, Maria Memmi, Michael Rizzo, Ericka Schmidt, Terry Singer

Nay: 0

Abstain: 0

Not Cast: 2 Donna Cronin, Kathy Sicher

6. DELEGATE REPORTS

6.a. CAIU

Minutes

The CAIU report is attached to the agenda.

6.b. PSBA

Minutes

The PSBA report is attached to the agenda.

7. SPECIAL REPORTS

7.a. Board Members' Report

Minutes

A report was made by the following board members:

- Ms. Drew shared a few recent events around the district:
 - HHS Musical Oliver Twist - Wonderfully successful event
 - Social Worker Week - Recognition for Dee Stalnecker
 - Boys Basketball Game won Friday night - Good luck!

7.b. Superintendent's Report

Minutes

Dr. Winslow gave a report that included the following:

- Thank you to the students for the performance at the start of our meeting tonight
- Boys Basketball Game Friday night was electrifying - Good luck!
- MiniTHON raised \$40,000
- Orchestra - 3 of the 7 PMEA participants will move on to PMEA All State in April
- HS Musical - A wonderful performance
- 2 Hour late start tomorrow for students
- Thanks to Dr. Stalnecker - recognition of Social Worker Week

7.c. Board President's Report

Minutes

Mr. Singer did not have a report to share.

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 7:22 p.m. following a motion by Ms. Drew and seconded by Dr. Koch.

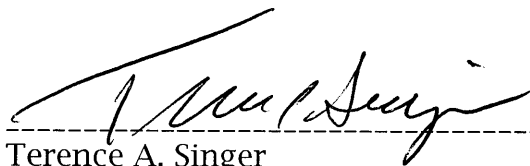
Vote Results

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

Respectfully submitted,



Michele Agee
Secretary to the Board
March 27, 2023



Terence A. Singer
Board President

Derry Township School District
Board Meeting
March 13, 2023

Please Sign In AND Print Your Name

Signature

Printed Name

Sample Signature

Sample Name Printed

Signature

Printed Name

Brandon Buterbaugh

Brandon Buterbaugh

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<u>Virtual Attendance March 13, 2023</u>
Lisa Balanda
Mark Balanda
Bob Benson
Joshua Cysyk
Michael Davies
Lauren Doliner
Joseph Enama
Scott Harman
Colby Hollinger
Olivia Lewis
Andrea Mitchell
Jennifer Renz
Melissa Shultz

LETTER OF UNDERSTANDING

February 9, 2023

This Letter of Understanding (LOU) is between **Derry Township School District** located at **30 E. Granada Avenue, Hershey, PA 17033** and Drexel University Online, LLC, DBA Drexel University Online, located at 3141 Chestnut Street, Suite 208, Philadelphia, PA 19104. This Understanding covers specific responsibilities to be undertaken by **Derry Township School District** and by Drexel University Online. The agreement is divided into two sections. Section I is the basic understanding governing this specific project undertaken by **Derry Township School District** with Drexel University Online. Section II focuses on the financial arrangement between **Derry Township School District** and Drexel University Online.

Now, therefore, and intending to be legally bound, the parties hereby agree as follows:

SECTION I: ROLE OF DERRY TOWNSHIP SCHOOL DISTRICT AND DREXEL UNIVERSITY ONLINE

Under this agreement, **DREXEL UNIVERSITY ONLINE** will:

- Develop and maintain a web page specifically for the use of **Derry Township School District** employees, board members, and immediate family members listing all online educational courses that will be offered at a reduced tuition rate.
- Produce marketing materials related to **Derry Township School District** – Drexel University Online partnership at no cost.
- Assign a dedicated partnership liaison to **Derry Township School District** to serve as the main point of contact for Drexel University Online and primary resource for information about Drexel's online programs and facilitator of on-site or virtual activities supporting the organization's human capital strategy and raise awareness of Drexel and its online academic programs.
- Work to provide complimentary employee and management engagement events that are in alignment with **Derry Township School District** talent development and employee retention initiatives. Sample events may include information tabling, lunch and learns, application workshops and more.

DERRY TOWNSHIP SCHOOL DISTRICT will:

- Action an initial announcement of the partnership within thirty (30) days of partnership launch to be prepared by Drexel University Online and approved by **Derry Township School District**.
- Allow Drexel University Online and Drexel University faculty, staff periodic on-site and virtual access to **Derry Township School District** to provide supportive activities like open houses, professional development workshops and other offerings that support the organization's human capital development needs at dates and times that are mutually agreed upon.
- Work with Drexel University Online to promote programs and application deadlines through pre-determined communication channels on a regular basis.

Term: This understanding shall commence upon date of final signature below and will remain in effect unless terminated with thirty (30) days written notice from either party for any reason. Changes to this document can be made in writing with mutual consent. Should the partnership be terminated for any reason, all students enrolled in programs at that time will be entitled to continue to take advantage of the partnership benefits through graduation, not to exceed five (5) years from the date of termination; however, the partner page will be removed from the website and no further marketing action will be taken.



Nonexclusive: This LOU is not exclusive and in no way prohibits **Derry Township School District**, Drexel University, or Drexel University Online, from partnering with any other college or university to provide educational benefits to their employees or students.

Marketing: Each party agrees that it shall not use the name, logo, seal, trademark, or service mark of the other party without the prior written consent of that party. Drexel University Online will produce marketing materials for approval by **Derry Township School District** prior to use. A joint marketing plan will be developed that may include things such as the following: development of co-branded brochures, internal communications materials, articles in appropriate **Derry Township School District** publications, email communications, flyers, posters, and presentations at appropriate meetings or events.

General: The parties are independent contractors. Nothing contained in this Agreement is intended to create an agency or joint venture between the parties. At no time will either party make commitments or incur any charges or expenses for or on behalf of the other party.

Any notice must be in writing and sent to the address of the party listed below. This LOU may only be modified by a written amendment that is executed by an authorized representative of each party. This LOU will be governed by and construed in accordance with the laws of the Commonwealth of Pennsylvania. The parties will use reasonable efforts to resolve amicably any disputes that may relate to or arise under this LOU. If the parties are unable to resolve the dispute amicably, then the parties will submit to the exclusive jurisdiction of, and venue in, the state and Federal courts located in the Eastern District of Pennsylvania. This LOU contains the entire agreement between the parties with respect to subject matter of this LOU and supersedes all other oral or written representations, statements, or agreements with respect to such subject matter. This LOU is binding upon the parties and their respective successors and assigns. Neither party may assign this LOU without the prior written consent of the other party provided, however, a party may assign this LOU to any entity that acquires all or substantially all of such party's assets or its business that is the subject hereof.

SECTION II: FINANCIAL ARRANGEMENT

Drexel University will provide a reduced tuition rate (Appendix A) to **Derry Township School District** employees, board members, and immediate family members who participate in online programs and courses offered through this relationship. Tuition and fee rates are subject to change each academic year as determined by the Drexel University Board of Trustees.

If the above terms and conditions are acceptable, please sign and return to **Drexel University Online**, Attention: Strategic Partnerships: 3141 Chestnut Street, Suite 208, Philadelphia, PA 19104; or through specified email.

For DREXEL UNIVERSITY ONLINE

For DERRY TOWNSHIP SCHOOL DISTRICT

Elisabeth Van Bockstaele

Elisabeth J. Van Bockstaele, Ph.D.
Senior Vice President for Graduate and Online Education
Dean, Graduate College

[Signature] Board President
Name, Title

3/14/2023

Date

March 13, 2023

Date



PARTNERSHIP PRICING ACADEMIC YEAR 2022-2023

Tuition and fee rates are subject to change academic year over academic year and as determined by the Board of Trustees. Percent savings are subject to change and may not apply to some courses taken on-campus.

College	BACHELOR'S DEGREE PROGRAMS	Standard Online Tuition Rate (per credit)	Tuition Savings	Online New Student Partner Rate (per credit)
Arts & Sciences	BS in Communication	\$928	40%	\$557
	BS in Criminology and Justice Studies	\$928	40%	\$557
	BS in Psychology	\$928	40%	\$557
Business	BS in Business Administration	\$965	52%	\$464
	BS in Business Administration – Marketing Major	\$965	52%	\$464
Computing & Informatics	BS in Computing and Security Technology	\$928	52%	\$446
Education	BS in Education: Non-Certification Track	\$928	52%	\$446
	BS in Elementary Education	\$928	52%	\$446
	BS in Special Education	\$928	52%	\$446
Nursing & Health Professions	BS in Health Services Administration	\$928	40%	\$557
	RN to BSN	\$862	40%	\$518
Professional Studies	BS in General Studies – Business	\$928	52%	\$446
	BS in General Studies – Client Development & Customer Service	\$928	52%	\$446
	BS in General Studies – Individualized Studies	\$928	52%	\$446

College	MASTER'S DEGREE PROGRAMS	Standard Online Tuition Rate (per credit)	Tuition Savings	Online New Student Partner Rate (per credit)
Arts & Sciences	MFA in Creative Writing	\$1,342	50%	\$671
	MS in Strategic and Digital Communication	\$750	10%	\$675
Business	MBA	\$1,306	25%	\$980
	MS in Business Analytics	\$1,173	25%	\$880
	MS in Sport Business	\$1,265	30%	\$886
Computing & Informatics	MS in Artificial Intelligence & Machine Learning	\$1,396	25%	\$1,047
	MS in Computer Science	\$1,382	25%	\$1,037
	MS in Computer Security & Privacy	\$1,396	25%	\$1,047
	MS in Data Science	\$1,396	25%	\$1,047
	MS in Health Informatics	\$1,396	25%	\$1,047
	MS in Information – Human Computer Interaction & User Experience	\$1,396	25%	\$1,047
	MS in Information – Library & Information Science	\$1,382	25%	\$1,037
	MS in Information Systems	\$1,396	25%	\$1,047
	MS in Software Engineering	\$1,396	25%	\$1,047
Education	EdS in School Psychology	\$1,396	30%	\$978
	Graduate Education Non-Matriculated	\$1,396	30%	\$978
	MS in Applied Behavior Analysis	\$1,396	30%	\$978
	MS in Creative Education and Entrepreneurship	\$1,396	30%	\$978
	MS in Creativity and Innovation*	\$1,396	30%	\$978
	MS in Education Improvement and Transformation	\$1,396	30%	\$978

College	MASTER'S DEGREE PROGRAMS	Standard Online Tuition Rate (per credit)	Tuition Savings	Online New Student Partner Rate (per credit)
Education <i>(cont.)</i>	MS in Educational Administration	\$1,396	30%	\$978
	MS in Global and International Education	\$1,396	30%	\$978
	MS in Higher Education Leadership	\$1,396	30%	\$978
	MS in Human Resource Development	\$1,396	30%	\$978
	MS in Learning Technologies	\$1,396	30%	\$978
	MS in Mathematics Learning and Teaching	\$1,396	30%	\$978
	MS in Special Education	\$1,396	30%	\$978
	MS in Special Education & Applied Behavior Analysis Dual Degree	\$1,396	30%	\$978
	MS in Sport Coaching Leadership	\$1,396	30%	\$978
	MS in Teaching, Learning and Curriculum: Advanced Studies Track	\$1,396	30%	\$978
	MS in Teaching, Learning and Curriculum: Dual Certification – Secondary & Middle Subject Areas with Special Education	\$1,396	30%	\$978
	MS in Teaching, Learning and Curriculum: Teacher Certification Track – Grades PreK-4 Education	\$1,396	30%	\$978
	MS in Teaching, Learning and Curriculum: Teacher Certification Track – Middle Level Education	\$1,396	30%	\$978
	MS in Teaching, Learning and Curriculum: Teacher Certification Track – Secondary Education	\$1,396	30%	\$978
Engineering	MS in Construction Management	\$1,342	10%	\$1,208
	MS in Cybersecurity	\$1,342	10%	\$1,208
	MS in Electrical Engineering	\$1,342	10%	\$1,208
	MS in Engineering Management*	\$1,342	10%	\$1,208
	MS in Systems Engineering	\$1,342	10%	\$1,208
Entrepreneurship	MS in Entrepreneurship and Innovation	\$1,133	25%	\$850
Interdisciplinary (Business & Technology)	MS in Business Information Technology	\$1,240	0%	\$1,240
Law	LLM Cyber Law & Data Privacy	\$880	10%	\$792
	LLM Health Care & Pharmaceutical Compliance	\$880	10%	\$792
	LLM in Global Financial Regulation	\$880	10%	\$792
	Master of Legal Studies	\$880	10%	\$792
Media Arts & Design	MS in Arts Administration & Museum Leadership	\$1,121	20%	\$897
	MS in Digital Media	\$1,121	20%	\$897
	MS in Retail & Merchandising	\$1,315	25%	\$987
	MS in Television & Media Management	\$1,121	20%	\$897
Medicine	Master of Laboratory Animal Science	\$1,541	10%	\$1,387
	MS in Biomedicine and Business	\$1,709	10%	\$1,539
	MS in Biomedicine and Digital Media	\$1,709	10%	\$1,539
	MS in Biomedicine and Entrepreneurship	\$1,709	10%	\$1,539
	MS in Biomedicine and Law	\$1,709	10%	\$1,539
	MS in Clinical Research for Health Professionals	\$1,255	10%	\$1,130
	MS in Clinical Research Organization and Management	\$1,255	10%	\$1,130
	MS in Drug Discovery and Development	\$1,552	10%	\$1,397
	MS in Immunology	\$1,709	10%	\$1,539
	MS in Infectious Disease	\$1,709	10%	\$1,539
	MS in Molecular Medicine	\$1,709	10%	\$1,539
Nursing & Health Professions	Master of Health Administration	\$945	25%	\$709
	MS in Addictions Counseling	\$613	15%	\$522
	MS in Complementary and Integrative Health	\$1,023	25%	\$768
	MS/MSN Healthcare Simulation	\$1,187	25%	\$891
	MS/MSN Quality, Safety and Risk Management in Healthcare	\$1,187	25%	\$891
	MSN Adult-Gerontology Acute Care Nurse Practitioner	\$1,187	25%	\$891
	MSN Adult-Gerontology Primary Care Nurse Practitioner	\$1,187	25%	\$891

College	MASTER'S DEGREE PROGRAMS	Standard Online Tuition Rate (per credit)	Tuition Savings	Online New Student Partner Rate (per credit)
Nursing & Health Professions <i>(cont.)</i>	MSN Clinical Nurse Leader	\$1,187	25%	\$891
	MSN Family Nurse Practitioner (Individual Across the Lifespan)	\$1,187	10%	\$1,069
	MSN Leadership in Health Systems Management	\$1,187	25%	\$891
	MSN Nursing Education	\$1,187	25%	\$891
	MSN Public Health Nursing	\$1,187	25%	\$891
	MSN Pediatric Acute Care Nurse Practitioner	\$1,187	25%	\$891
	MSN Pediatric Primary Care Nurse Practitioner	\$1,187	25%	\$891
	MSN Pediatric Primary Care and Pediatric Acute Care Nurse Practitioner (Dual Option)	\$1,187	25%	\$891
	MSN Psychiatric Mental Health Nurse Practitioner	\$1,187	10%	\$1,069
	MSN Women's Health/Gender Related Nurse Practitioner	\$1,187	25%	\$891
	MSN/MBA: Leadership in Health Systems Management Dual Degree	\$1,187	25%	\$891
	RN to MSN Bridge Program	\$1,187	25%	\$891
	RN to BSN to MSN	\$1,187	25%	\$891
Professional Studies	MS in Nonprofit Management: Public, Professional & Social Sectors	\$1,355	30%	\$949
Public Health	Master of Public Health – Epidemiology	\$1,296	40%	\$778
	Master of Public Health – Executive	\$1,296	40%	\$778
	Master of Public Health – Global Health	\$1,296	40%	\$778
	Master of Public Health – Urban Health	\$1,296	40%	\$778
	MS in Global Health	\$1,296	40%	\$778

College	CERTIFICATE PROGRAMS	Standard Online Tuition Rate (per credit)	Tuition Savings	Online New Student Partner Rate (per credit)
Arts & Sciences	Graduate Certificate in Public Relations	\$750	10%	\$675
	Graduate Certificate in Quantum Technology & Quantum Information	\$1,342	25%	\$1,007
Business	Graduate Certificate in Business Analytics Management	\$1,139	25%	\$855
	Graduate Certificate in Data Management for Business Analytics	\$1,139	25%	\$855
	Graduate Certificate in Predictive Business Analytics	\$1,139	25%	\$855
	Graduate Certificate in Uncovering Insights with Business Analytics	\$1,139	25%	\$855
Computing & Informatics	Graduate Certificate in Applied AIML for Data Science	\$1,396	25%	\$1,047
	Graduate Certificate in Applied Data Science	\$1,396	25%	\$1,047
	Graduate Certificate in Artificial Intelligence & Machine Learning	\$1,396	25%	\$1,047
	Graduate Certificate in Big Data Analytics	\$1,396	25%	\$1,047
	Graduate Certificate in Community-Based Librarianship	\$1,396	25%	\$1,047
	Graduate Certificate in Computational Data Science	\$1,396	25%	\$1,047
	Graduate Certificate in Computer Science	\$1,382	25%	\$1,037
	Graduate Certificate in Computing Systems Security & Privacy	\$1,396	25%	\$1,047
	Graduate Certificate in Healthcare Informatics	\$1,396	25%	\$1,047
	Graduate Certificate in Human Computer Interaction & User Experience	\$1,396	25%	\$1,047
	Graduate Certificate in Introduction to Data Science	\$1,396	25%	\$1,047
	Graduate Certificate in Software Architecture	\$1,396	25%	\$1,047
	Graduate Certificate in Software Management	\$1,396	25%	\$1,047
Education	Creativity Tools and Techniques for the Classroom and Workplace Certificate	\$1,396	30%	\$978
	Dyslexia Specialist Certificate	\$1,396	30%	\$978
	Graduate Certificate in Advanced Teaching and Curriculum	\$1,396	30%	\$978
	Graduate Certificate in Applied Behavior Analysis	\$1,396	30%	\$978
	Graduate Certificate in Autism Spectrum Disorders	\$1,396	30%	\$978
	Graduate Certificate in Creativity and Innovation*	\$1,396	30%	\$978

College	CERTIFICATE PROGRAMS	Standard Online Tuition Rate (per credit)	Tuition Savings	Online New Student Partner Rate (per credit)
Education (cont.)	Graduate Certificate in Education Policy	\$1,396	30%	\$978
	Graduate Certificate in E-Learning Leadership	\$1,396	30%	\$978
	Graduate Certificate in Higher Education Leadership	\$1,396	30%	\$978
	Graduate Certificate in Instructional Design for eLearning	\$1,396	30%	\$978
	Graduate Certificate in K-12 Virtual School Leadership	\$1,396	30%	\$978
	Graduate Certificate in Learning Analytics	\$1,396	30%	\$978
	Graduate Certificate in Mind, Brain & Learning	\$1,396	30%	\$978
	Graduate Certificate in Online Teaching and Learning	\$1,396	30%	\$978
	Graduate Certificate in Organization and Talent Development	\$1,396	30%	\$978
	Graduate Certificate in Social, Emotional & Behavioral Wellness	\$1,396	30%	\$978
	Graduate Certificate in Sport Leadership	\$1,396	30%	\$978
	Graduate Certificate in Student Development and Affairs	\$1,396	30%	\$978
	Graduate Certificate in Teaching English as a Second Language (TESL)	\$1,396	30%	\$978
	Graduate Certificate in U.S. Education Policy	\$1,396	30%	\$978
	Certificate, Collaborative Special Education Law and Process	\$1,396	30%	\$978
	Certificate, Instructional Technology Specialist	\$1,396	30%	\$978
	Certificate, Mathematics Learning and Teaching	\$1,396	30%	\$978
	Certification, Reading Specialist	\$1,396	30%	\$978
	Certification, School Principal	\$1,396	30%	\$978
	Certification, Special Education	\$1,396	30%	\$978
	Post-Bachelor's Certificate in Special Education Leadership	\$1,396	30%	\$978
	Post-Bachelor's Teaching Certification – Grades PreK-4 Education	\$1,396	30%	\$978
	Post-Bachelor's Teaching Certification – Middle Level Education	\$1,396	30%	\$978
	Post-Bachelor's Teaching Certification – Secondary Education	\$1,396	30%	\$978
	Undergraduate Certificate in Creativity and Innovation	\$928	40%	\$557
Engineering	Graduate Certificate in Construction Management	\$1,342	10%	\$1,208
	Graduate Certificate in Engineering Management	\$1,342	10%	\$1,208
	Graduate Certificate in Hardware Systems Engineering	\$1,342	10%	\$1,208
	Graduate Certificate in Naval Engineering	\$1,342	10%	\$1,208
	Graduate Certificate in Peace Engineering	\$1,342	30%	\$940
	Graduate Certificate in Pharmaceutical & Medical Device Manufacturing	\$1,342	25%	\$1,007
	Graduate Certificate in Real Estate	\$1,342	10%	\$1,208
	Graduate Certificate in Sustainability and Green Construction	\$1,342	10%	\$1,208
	Graduate Certificate in Systems Design and Development	\$1,342	10%	\$1,208
	Graduate Certificate in Systems Engineering	\$1,342	10%	\$1,208
	Graduate Certificate in Systems Engineering Analysis	\$1,342	10%	\$1,208
	Graduate Certificate in Systems Engineering Integrated Logistics	\$1,342	10%	\$1,208
	Graduate Certificate in Systems Reliability Engineering	\$1,342	10%	\$1,208
Entrepreneurship	Graduate Certificate in Corporate Entrepreneurship	\$1,133	25%	\$850
	Graduate Certificate in New Venture Creation	\$1,133	25%	\$850
	Graduate Certificate in Social Entrepreneurship	\$1,133	25%	\$850
Interdisciplinary (Business & Technology)	Graduate Certificate in Digital Transformation	\$1,240	0%	\$1,240
	Graduate Certificate in Information Systems Development	\$1,240	0%	\$1,240
	Graduate Certificate in Information Technology & Management	\$1,240	0%	\$1,240
	Graduate Certificate in Information Technology Strategy & Execution	\$1,240	0%	\$1,240
	Graduate Certificate in Organizational Security	\$1,240	0%	\$1,240
Law	Graduate Certificate in Criminal Law	\$880	10%	\$792
	Graduate Certificate in Cybersecurity and Information Privacy Compliance	\$880	10%	\$792
	Graduate Certificate in Financial Regulatory Compliance	\$880	10%	\$792
	Graduate Certificate in Health Care Compliance	\$880	10%	\$792
	Graduate Certificate in Higher Education Compliance	\$880	10%	\$792

College	CERTIFICATE PROGRAMS	Standard Online Tuition Rate (per credit)	Tuition Savings	Online New Student Partner Rate (per credit)
Law (cont.)	Graduate Certificate in Human Resources Compliance	\$880	10%	\$792
	Graduate Certificate in NCAA Compliance	\$880	10%	\$792
	Graduate Certificate in Pharmaceutical & Medical Device Regulatory Compliance	\$880	10%	\$792
Medicine	Certificate of Study in Clinical Research	\$1,255	10%	\$1,130
	Certificate, Quantitative Principles for Clinical Research	\$1,255	10%	\$1,130
	Certificate in Drug Discovery and Development	\$1,255	10%	\$1,130
	Post-Baccalaureate Certificate in Molecular Basis of Cancer	\$1,255	10%	\$1,130
	Post-Baccalaureate Pre-Medical Hybrid Certificate	\$1,049	10%	\$945
Nursing & Health Professions	Post-Master's Certificate, Adult-Gerontology Acute Care Nurse Practitioner	\$1,187	25%	\$891
	Post-Master's Certificate, Adult-Gerontology Primary Care Nurse Practitioner	\$1,187	25%	\$891
	Post-Master's Certificate, Clinical Nurse Leader	\$1,187	25%	\$891
	Post-Master's Certificate, Family Nurse Practitioner (Individual Across the Lifespan)	\$1,187	10%	\$1,069
	Post-Master's Certificate, Pediatric Acute Care Nurse Practitioner	\$1,187	25%	\$891
	Post-Master's Certificate, Pediatric Primary Care Nurse Practitioner	\$1,187	25%	\$891
	Post-Master's Certificate, Pediatric Primary Care/Acute Care Dual Nurse Practitioner	\$1,187	25%	\$891
	Post-Master's Certificate, Psychiatric Mental Health Nurse Practitioner	\$1,187	10%	\$1,069
	Post-Master's Certificate, Women's Health/Gender Related Nurse Practitioner	\$1,187	25%	\$891
	Graduate Certificate in Substance Use Disorders	\$1,187	40%	\$713
	Post-Bachelor's Certificate, Healthcare Simulation	\$1,187	25%	\$891
	Post-Bachelor's Certificate, Nursing Education	\$1,187	25%	\$891
	Post-Bachelor's Certificate, Nursing Leadership in Health Systems Management	\$1,187	25%	\$891
	Post-Bachelor's Certificate, Quality, Safety, and Risk Management	\$1,187	25%	\$891
	Certificate in Complementary and Integrative Therapies	\$1,187	25%	\$891
	Certificate in Medical Billing & Coding	\$928	25%	\$696
Public Health	Certificate in Disability & Health Equity Policy	\$1,296	25%	\$972
	Certificate in Epidemiology and Biostatistics	\$1,296	25%	\$972
	Certificate in Global Health	\$1,296	10%	\$1,167
	Certificate in Infectious Disease Prevention & Control	\$1,296	40%	\$778
	Certificate in LGBT Health	\$1,296	25%	\$972
	Certificate in Maternal and Child Health	\$1,296	10%	\$1,167
	Certificate in Public Health	\$1,296	40%	\$778
	Certificate in Urban Health	\$1,296	40%	\$778

College	DOCTORATE DEGREE PROGRAMS	Standard Online Tuition Rate (per credit)	Tuition Savings	Online New Student Partner Rate (per credit)
Education	Ed.D. in Educational Leadership & Management	\$1,396	30%	\$978
	Hybrid DC Ed.D. in Educational Leadership & Management	\$1,396	30%	\$978
	Hybrid Philadelphia Ed.D. in Educational Leadership & Management	\$1,396	30%	\$978
Nursing & Health Professions	Doctor of Couple & Family Therapy (DCFT)	\$1,396	25%	\$1,047
	Doctor of Nursing Practice	\$1,083	25%	\$813

*Pricing for non-credit options is available if a partner designates a need for a tailored or customized course and/or program option. Contact your partnership liaison for more information.

A complete listing of all Drexel University online programs can be found at drexel.edu/online.

**CAROL H. GILBERT CONSULTING
TRAINING SERVICES AGREEMENT**



THIS AGREEMENT ("Agreement") is executed this day **January 11, 2023** by and between **Gilbert Consulting, LLC**, trading as **Carol H. Gilbert Consulting**, with a principal place of business at 628 Elm Street, East Earl, Pennsylvania 17519 (the "Consultant"), and **Derry Township School District**, with a principal place of business at **30 E Granada Avenue, Hershey, PA 17033** (the "Client").

Background.

The Consultant is engaged in the business of providing training and program reviews to the food industry for the safe and effective handling of food, training on federal regulations relating to National School Lunch Programs, and business-consulting services related thereto. The Client wishes to retain the Consultant for the purpose of providing certain services, and the Consultant wishes to provide such services specified herein, all on the terms and conditions hereinafter set forth.

NOW, THEREFORE, in consideration of the foregoing Background and the mutual covenants contained herein, and intending to be legally bound, the Consultant and the Client hereby agree as follows:

1. Engagement. As of the date set forth above, the Client hereby engages the Consultant to provide certain services as hereinafter provided, and the Consultant accepts such engagement on the terms and conditions set forth in this Agreement.
2. Services of Consultant. The Consultant agrees to provide services for the Client:
 - a. Topic:

TO BE DETERMINED
 - b. Date: **Thursday, August 10, 2023** Time: **7:30am – 3:00pm**
3. Materials. The Consultant will provide all materials necessary to provide the services required by this Agreement, except that **the Client will provide the following materials:** Training Supplies: Screen, cart for computer, and 1-8' table for trainer supplies. Room should allow for comfortable seating, 6-8 per table, with participants facing the screen.
4. Compensation. For the services provided hereunder, the Consultant shall be paid a consulting fee **\$1090.00**. The Consultant shall provide an invoice for its fee and travel expenses (lodging and mileage as deemed necessary). Travel and mileage expenses are estimated at: **\$40.00**. The Client shall pay for the services provided within thirty (30) days following receipt of the Consultant's invoice. Any payments not made within such time shall be subject to a late charge of 1-1/2% per month from the due date of payment.
5. Video and, or, audio recording of the training is expressly forbidden without prior consent of Carol H Gilbert Consulting.

**CAROL H. GILBERT CONSULTING
TRAINING SERVICES AGREEMENT**



6. Term and Termination. This Agreement is for an indefinite term, and shall terminate upon completion of the services by the Consultant and payment for such services by the Client, and may also be terminated earlier by either party upon at least seven (7) days prior written notice to the other party, and in the event of such early termination by the Client, the Consultant shall be entitled to payment in full for all services provided, expenses incurred and supplies purchased prior to the date of notice of such termination.
7. Independent Contractor Status. Nothing in this Agreement will be construed to constitute the Consultant as an employee, agent, partner or joint venturer of or with the Client, nor shall either party have any authority to bind the other in any respect, it being intended that the Consultant shall, at all times, remain an independent contractor responsible for its own actions. The Consultant and the Client agree to the following, consistent with an independent contractor relationship:
 - (a) The Consultant has the right to perform services for others during the term of this Agreement.
 - (b) The Consultant has the sole right to control and direct the means, manner and method by which the services required by this Agreement will be performed.
 - (c) The Consultant shall perform the services required by this Agreement, and the Client shall not be required to supervise or pay any third party to assist the Consultant.
 - (d) Neither the Consultant nor the Consultant's employees or subcontractors shall receive any training from the Client in the skills necessary to perform the services required by this Agreement.
 - (e) The Client shall not require the Consultant or the Consultant's employees or subcontractors to devote full time to performing the services required by this Agreement.
 - (f) Neither the Consultant nor the Consultant's employees or subcontractors are eligible to participate in any employee pension, health, vacation pay, sick pay or other fringe benefit plan of the Client.
8. Taxes. The Consultant shall be responsible for payment of all taxes incurred in connection with the compensation received hereunder, and the Client will not:
 - (a) Withhold income taxes or FICA from the Consultant's payments or make income tax or FICA payments on the Consultant's behalf; or
 - (b) Make state or federal unemployment compensation contributions on the Consultant's behalf.
 - (c) The charges of Consultant for services under this Agreement do not include any state or local sales, use, property or value added taxes. If the Consultant is required to pay such taxes based on the services provided under this Agreement, such taxes shall be separately billed to the Client.

**CAROL H. GILBERT CONSULTING
TRAINING SERVICES AGREEMENT**



9. Assignment. Inasmuch as this Agreement requires the performance of personal, professional services by the Consultant, it may not be assigned by the Consultant without the prior written permission of the Client. Otherwise, this Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective successors in interest.
10. Entire Agreement. This Agreement represents the entire agreement between the parties with respect to the subject matter hereof. No change or modification of this Agreement will be enforceable against any party unless the same is in writing and signed by the party against whom enforcement is sought.
11. Notices. Any notice or communication required or permitted hereunder will be sufficient if delivered personally, or sent by first class mail, postage prepaid, addressed to the other party at the address set forth in the beginning of this Agreement or at such other address as may hereafter be designated by notice actually delivered and received.
12. Resolving Disputes. In the event of any suit or other legal action between the parties under this Agreement, the prevailing party shall be entitled to reasonable attorney's fees, costs and expenses incurred in connection therewith in addition to any other relief to which such party may be entitled.
13. Governing Law. This Agreement is entered into and shall be construed in accordance with the laws of the Commonwealth of Pennsylvania.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed the day and year first above written.

GILBERT CONSULTING, LLC

By: Carol H. Gilbert
Carol H. Gilbert, President

1/11/2023
Date

CLIENT: Terence A. Singer

March 13, 2023

Print Name: Terence A. Singer

Date

2023 - 004

Please provide training information on the next page. Return training information with the signed contract.

**CAROL H. GILBERT CONSULTING
TRAINING SERVICES AGREEMENT**



DATE: August 10, 2023

CLIENT: Derry Township SD

TRAINING LOCATION: To be determined

TRAINING TIME: 7:30a.m. – 3:00p.m.

LOCATION ADDRESS: _____

SPECIAL INSTRUCTIONS: Greg Hummel to follow up with specific school & address

CONTACT NAME: Greg Hummel

CONTACT CELL PHONE: (717) 443-2212

OF ATTENDEES: 34

If a Training Certificate is required please provide a list of names of attendees, in EXCEL format on or before **May 15, 2023**.

Return signed contract by

Email: Kelly@chgilbert.com

Fax: (717) 229-6619

Mail: 628 Elm Street, East Earl, PA 17519



CONSULTANT/PRESENTER CONTRACT

This AGREEMENT is made between Derry Township School District ("Client") and Moritz Consulting, LLC ("Consultant").

I. Engagement

The Client engages the services of the Consultant under the terms and conditions outlined in this Agreement and Consultant accepts such engagement in accordance with terms and conditions.

II. Term of Agreement

This Agreement shall become effective on July 24, 2023 unless terminated in accordance with section IV.

III. Scope of Work

Consultant provided an abbreviated version (60 mins) of this full-day workshop on October 10, 2022. Due to high interest and positive feedback from staff, the full version of this workshop will be facilitated which will allow staff to explore additional topics and to process and apply each topic in more depth.

Title:

The Extraordinary Workplace: Insights into What Fuels Connection and Engagement

Description:

Most Americans will spend about a third of their adult lives at work. So, it's no wonder that we truly care about the culture in the one place where we spend most of our time. The pandemic has exacerbated challenges that already existed in most places of employment – people feel disconnected from one another and without solid relationships, a sense of belonging and purpose begins to decline. Over thirty years of Gallup research has repeatedly shown that workplace friendships are foundational for employee productivity and engagement. And the culture of the organization determines whether friendships can naturally develop and thrive. So, whose job is it to tend to organizational culture? You guessed it – it's everyone's job. We all play a role in creating the kind of culture that ensures that the Sunday night blues are a thing of the past. This workshop will introduce some basic strategies that can help advance your organization's culture. We will explore how we can enhance the skills needed to improve how we communicate, handle conflict, build trust, and celebrate each other's strengths and unique contributions. Whoever coined the term "soft skills" didn't quite think it through. Former GE CEO Jack Welch once famously said, "The soft stuff is the hard stuff." But it's well worth the effort! We owe it to each other to be "all in" – after all, if you're going to spend a third of your life at work, it might as well be a place that brings you fulfillment and joy.

IV. Cancellation

Either party reserves the right to cancel this Agreement with fifteen (15) days written notice to the other party.

V. Compensation

A. Client agrees to pay the Consultant a fee of \$2500 (all-inclusive).

B. Payment for the services rendered per this Agreement will be due and payable upon receipt of the invoice.

VI. Independent Contractor Relationship

Consultant shall not be considered an employee, servant, agent, partner or joint-venture of Client for any purposes whatsoever and shall not represent Consultant's opinions to be that of Client. Consultant shall receive an IRS-1099 at the end of the calendar year for services rendered.

VII. Confidential Information

Consultant acknowledges that during the course and scope of performing work for Client, the Consultant may have access to certain confidential information. Consultant shall not disclose any such confidential information to any person during or after the termination of this Agreement without the prior written authorization of Client. Client agrees that Consultant's finished work products will not be shared, forwarded or transmitted to any other program/organization without the express written permission of the Consultant.

VIII. Indemnification

Each party, to the extent permitted by law, agrees to indemnify, defend and hold harmless the other, from and against any and all losses, costs (including, but not limited to, litigation and settlement costs and counsel fees and expenses), claims, suits, actions, damages, liability, and expenses occasioned wholly or in part directly or indirectly from any act or omission or negligence or fault of agents, subcontractors, independent contractors, suppliers, employees, or servants under failure to perform the duties specified in this agreement.

IX. Intellectual Property (IP)

Client acknowledges and agrees that the IP belongs to and shall be the sole and exclusive property of Consultant and/or applicable subcontractors. Consultant grants Client and course participants permission to use, reproduce, distribute, modify, and prepare derivative works of Consultant's IP, with proper citation given to the creator of the IP, solely as necessary for the transfer of information/knowledge to Client's or participant's staff and to guide the systemic implementation of social and emotional learning. Use of Consultant's IP, without express written permission, for commercial purposes is strictly prohibited.

Please sign and date below and return this agreement to Amy Moritz at amyfmoritz@gmail.com. Retain a copy for your files.

Moritz Consulting, LLC
EIN #92-1171948

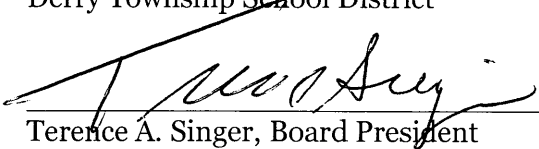
Amy Moritz

February 6, 2023

Amy F. Moritz, Learning and Development Strategist/
Owner of Moritz Consulting, LLC

Date

Derry Township School District



Terence A. Singer, Board President

March 13, 2023

Date



PowerSchool Group LLC
150 Parkshore Dr., Folsom, CA 95630
Quote #: Q-753611 - 2
Quote Expiration Date: 8-APR-2023

Sales Quote - This Is Not An Invoice

Prepared By:	Michelle Mullins	Customer Contact:	Sheryl Pursel
Customer Name:	Derry Township School District	Title:	Business Manager
Enrollment:	3,398	Address:	P. O. Box 898
Contract Term:	12 Months	City:	Hershey
Start Date:	14-MAR-2023	State/Province:	Pennsylvania
End Date:	13-MAR-2024	Zip Code:	17033
		Country:	United States
		Phone #:	(717) 531-2243

Product Description	Quantity	Unit	Extended Price
Initial Term 14-MAR-2023 - 13-MAR-2024			
Professional Services and Setup Fees			
Unified Admin eFinancePlus Keys to Ownership	15.00	Hour	USD 3,600.00
Professional Services and Setup Fee Totals:			USD 3,600.00

Subscription Period Total	
Subscription Period	14-MAR-2023 - 13-MAR-2024
Amount To Be Invoiced	USD 3,600.00

Fees charged in subsequent periods after the duration of this quote will be subject to an annual uplift. Customer understands the above Annual Ongoing Fees for the next subscription period do not include the annual uplift, which will be applied at the time of renewal. On-Going PowerSchool Subscription/Maintenance and Support fees are invoiced at the then current rates and enrollment per terms of the main agreement executed between PowerSchool and Customer ("Main Services Agreement"). Any applicable state sales tax has not been added to this quote. Subscription Start and End Dates shall be as set forth above, which may be delayed based upon the date that PowerSchool receives your purchase order. If this quote includes promotional pricing, such promotional pricing may not be valid for the entire duration of this quote. All invoices shall be sent to Customer upon or promptly after execution of this quote, unless otherwise set forth in the applicable statement of work or Main Services Agreement (e.g., services billed on time and material basis will be invoiced when such services are incurred). Payment shall be due to PowerSchool before or on the due date set forth on the applicable invoice. All purchase orders must contain the exact quote number stated within. Customer agrees that purchase orders are for confirming this order and its own internal purposes, and no other. Any credit provided by PowerSchool is nonrefundable and must be used within 12 months of issuance. Unused credits will be expired after 12 months. Treatment of purchase orders are governed as provided in the Main Services Agreement. By execution of this quote, or its incorporation, this and future purchases of subscriptions or services from PowerSchool are subject to and incorporate the terms and conditions found at: https://www.powerschool.com/MSA_Feb2022/

THE PARTIES BELOW ACKNOWLEDGE THAT THEY HAVE READ THE AGREEMENT, UNDERSTAND IT AND AGREE TO BE BOUND BY ITS TERMS.

POWERSCHOOL GROUP LLC

Derry Township School District

Signature:

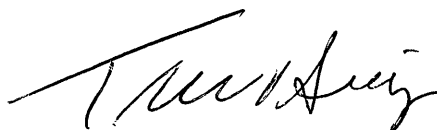


Printed Name: Eric Shander

Title: Chief Financial Officer

Date: 7-FEB-2023

Signature:



Printed Name: Terence A. Singer

Title: President, School Board

Date: March 13, 2023

*****Sales Quote - This Is Not an Invoice*****

All-in!

NEWSLETTER

Executive Director's Report
February 2023

CAIU Board of Directors

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

CAIU Executive Team

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

Our Mission

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

Our Vision

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

Inside this issue

- 3-4 From the Executive Director's Desk:
Affirming Difference
- 4 Noteworthy:
Designing Professional Learning for Change
- 5 Health Care
- 6-7 Giving Voice to our Values:
Explore, Dream, Discover
- 8 I'm Fine
Wellness Spotlight: American Heart Month
- 9-10 Mission Moments
- 10 Trainings and Events
- 11 New Hires and Compliments

Front cover photo: In January, CAIU staff created glass tiles as part of All Staff Day. Those tiles were transformed into this beautiful mosaic by local artist Linda Billet. Mural will be displayed in the middle lobby at CAIU Enola.



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 March All-In: Friday, March 3

All-in!

NEWSLETTER

Executive Director Report
All-In! Newsletter
February 2023
2022-2023, Issue 8
©Capital Area Intermediate Unit



CAIU Main Office
55 Miller Street
Enola, PA 17025
www.caiu.org
Email: info@caiu.org
Phone: 717-732-8400

Please like us on social media!



From the Executive Director's Desk



Affirming Differences

Last month I challenged you to "kick to the curb" any mental habits you may have relating to presuming ill intent or incompetence in another, with the fervent promise that you will be so much happier for having done so. This month join me in examining the dignity standard of appreciating differences and uniqueness. My quest for you this month is to ask yourself:

"Will you strive to re-spect the dignity in every human being?"

Authors Krownapple and Cobb propose that actions aligned with the dignity standards will support the feeling of belonging by helping people to feel validated and accepted as part of a community. Recall that dignity is inherent in all human beings. It cannot be taken or lost and the desire to have dignity honored is a powerful and universal motivating force. Affirming differences is more than just recognizing differences or tolerating them. To affirm differences, you must act upon your belief that dimensions of difference among us are an asset, not a liability. Further, it comes with the obligation to proactively seek to understand and positively reinforce the existence and value of differences.

Similarly, affirming uniqueness reminds us that we are all a unique combination of values, interests, talents, strengths, along with an identity composed of dimensions of difference – some seen by others, many not, as well as experiences and influences that shape our lives and beliefs. You may recall the iceberg that Keynote speaker, Trent Day Hall, shared to visually represent the many distinctive aspects of being human that make us who we are. Recognizing that we

Continued on next page

WHAT MATTERS MOST IS HOW CHILDREN FEEL ABOUT THEIR UNIQUENESS, ONCE THEY DO BEGIN TO REALIZE THAT THEY ARE DIFFERENT FROM EVERYONE ELSE.

EVERY TIME WE AFFIRM HOW SPECIAL OUR CHILDREN ARE TO US FOR BEING THEMSELVES, WE'RE HELPING THEM GROW INTO ADULTS WHO REJOICE IN THE DIVERSITY OF THE WORLD'S PEOPLE."

~FRED ROGERS

Designing Professional Learning for Change and Sustainability

By
Sue Voigt

Designing Professional Learning for Change & Sustainability FREE Professional Learning Opportunity

This two day professional learning opportunity is for District and LEA teams responsible for designing the science standards professional development and roll-out

Design a professional learning plan specific to 3-D teaching and learning that meets the individual needs of your teachers.

- Send approximately 4-6 participants per team.
- Must include at least one administrator and one teacher leader, department chair, or coach. Other team members are the district's choice.

Lunch will be provided!

"Through a grant, reimbursement for substitute teachers may be available for districts participating January-June 2023."



JANUARY 10-11, 2023 at the Capital Area IU
<https://bit.ly/310u1m1>

MARCH 7-8, 2023 at the Lancaster-Lebanon IU
<https://bit.ly/310u1m1>

JUNE 7-8, 2023 at the Capital Area IU
<https://bit.ly/310u1m1>

as the STEELS (Science, Technology & Engineering, Environmental Literacy Sustainability) standards, successful roll-out will require intentional planning to meet local needs while adhering to evidence-based effective practices. As part of the two days, eight teams of 5-8 people representing seven CAIU districts participated in an intensive simulation "game" to guide individual faculty members from a fictional school into utilizing Sustained Effective Practices. Successes and obstacles based on the team's planning and implementation decisions were then applied to their local contexts with the development of individualized multi-year professional learning plans.

The CAIU 15 Educational Services Team has partnered with the Lancaster-Lebanon IU 13 Teaching & Learning team to repeat this highly rated and successful opportunity to additional teams from both IUs in March and June. The March dates (to be held at IU 13) have already reached capacity, and the June training dates (to be held at CAIU 15) are filling quickly. Representatives from both IUs were engaged in the planning and presentation for all three sessions.

While a new science initiative was the focus of the simulation and plans, the concepts and strategies learned can be applied to any initiative. Both IUs are intending to use the simulation for other initiative trainings for sustained improvements in quality teaching, student learning, teacher learning, and leadership. Partial funding and support for these trainings was provided through the Pennsylvania Department of Education and WestEd.

Waterline of Visibility



are really all the same in our being different, we can celebrate our contributions by demonstrating gratitude for what each of us brings to the table.

While it may be easy to say simply to "value differences," this is another place where evolution has not done us any favors. We are neurologically and automatically drawn to sameness, to what is familiar. This means you are going to have to consciously work to develop an appreciation for the rich variety that exists in the world. Try something new, go somewhere different, try cooking or tasting a different kind of food, read a book or blog you wouldn't normally choose. Be curious. Ask questions: the more you know and understand, the more you can appreciate. Support those around you, adults and children alike. Affirm the values of differences, by thanking another for their contributions. The value returned to you for your efforts? Increased happiness, boost in self-esteem, improved existing relationships and foster new ones.

Above I asked if you would "strive to re-spect the dignity in every human being?" Author Beth-Sarah Wright posed this question in her book "Dignity: Seven Strategies for Creating Authentic Community," as a way of demonstrating commitment to living the mission of her organization, posting that framing their objectives as questions of commitment shifts the conversation from a static statement of mission to action. The hyphen in re-spect is not a mistake. Rather than thinking about "respect" as that due regard for others that is earned, Beth-Sarah Wright asks the question with re-spect defined as its latin roots would suggest, "re" meaning again, and "specere" or "spect" meaning to look. Literally translated, respect means to "look again." Now go back and read the question another time: "Will you strive to look again at the dignity in every human being?" Will you look at others, with intentionality, fully present to your assumptions, preconceived notions and blind spots to see the possibilities, new understandings, and inherent worth in others? Will you do so regardless of perceived worthiness? One last thought: I share my deepest gratitude to those helping the IU narrow the gap between vision and current state, striving for dignity honored and belonging for all.

Andria S. Saia

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

Noteworthy

Health Care

By Daren Moran, MBA, CPA
Director of Business and Operations

As we look to the start of a new year as a new beginning of many things, it is also the time period when our deductible resets and you will more than likely start receiving invoices for prescriptions and doctor's appointments. My continued focus on trying to make our employees better consumers of health care will focus on five ways to cut your health care costs:

1. Use in-network providers when possible – An in-network provider is a provider who is contracted with our health insurance company to provide services at pre-negotiated rates. In general, if you visit an in-network provider, you will get health care at a lower price.

2. Ask the right questions – Asking the right questions can help you decide what treatment plan is best for both your health and wallet. Some useful questions to ask your doctor include the following:

- Why is this treatment necessary?
- How much will my treatment costs?
- Can I be treated another way that is equally effective but less costly?

3. Keep drug costs down – By being a wise consumer of healthcare, you may be able to cut your prescription costs significantly. Strategies to help save money on prescription drugs include the following:

- Shop around local pharmacies to find the best price. Utilize an app like GoodRx to help with this process.
- Ask your doctor about generic or over-the-counter drug alternatives to brand name prescriptions.

- Look into discount prescription programs and couponing.
- Try to utilize the mail in program for maintenance drugs (see previous article)

4. Practice prevention – In its broadest definition, prevention includes healthy lifestyle, exercise, diet and other similar efforts. When preventive care services like physical examinations and screenings are combined with a lifestyle that is focused on wellness, significant savings can be achieved.

5. Take control of your healthcare. Learn to shop for value when it comes to healthcare. Ask your doctor the right questions, conduct comparisons, read reviews and review all medical bills carefully. Some specific ideas include:

- Access [Capital Blue Cross's](#) website for resources
- Use independent labs versus ones affiliated with a hospital.
- Use ambulatory surgical centers versus a hospital.
- Use telehealth, urgent care facilities or your primary care physician instead of emergency room visits.
- Become engaged in case/care management – pick up the phone when your insurance company calls.

None of these tips will avoid the rising costs of health care but if implemented can help save a few dollars. Being a good consumer of your health care takes small incremental steps and hopefully you are able to utilize a few of these to save some money in 2023.

"Learn to shop for value when it comes to healthcare."

Explore *Dream* Discover

“Twenty years from now you will be more disappointed by the things that you didn’t do than by the ones that you did do. So throw off the bowlines. Sail away from the safe harbor. Catch the trade winds in your sails. Explore. Dream. Discover.”
~ Mark Twain

By Dr. Kevin C. Roberts
Assistant Executive Director

While the verbiage may not be exact, the concept captured in Mark Twain’s quote has been one that I have wrestled with over the last several months. During the course of my 22-year career in education, all of my professional experiences have been nestled in K-12 public school districts. So, when presented with the opportunity to join the Capital Area Intermediate Unit and move away from a structure that I had gained a lot of comfort operating within, naturally it forced a great deal of thought and reflection.

How similar will the work be to the work that I am currently doing? Do the core beliefs of the organization match that of my own? Is the work meaningful and impactful? Will I have the ability to affect change and provide value? And, ultimately can this change provide an opportunity for ongoing personal and professional growth and learning for me?

As I considered each of those questions and processed them to the affirmative, I became increasingly excited by the opportunity to join the

team of hardworking and committed professionals at the CAIU. In addition to joining a strong team, I have benefitted tremendously by my close working relationships with local superintendents, directors, and school leaders. I viewed this career change as one that could provide for an even greater opportunity to work with our region’s school leaders and to support them in the great work that they are doing. And lastly, it presented an opportunity for me to step outside of my comfort zone to learn, grow, and apply my leadership skills and abilities in a relatively novel setting.

With the publishing of this edition of All In, I have completed my first month as the Assistant Executive Director at the CAIU. Over these last several weeks, I have spent a considerable

amount of time building relationships and being involved in meaningful conversations with key leaders as we talk not only about what the CAIU is, but more importantly about aspirations of what it can be. Through each one of these interactions my excitement to be a part of this organization continues to grow!

In many ways, education in general is at a crossroad that isn’t entirely dissimilar to that of my own recent personal experience

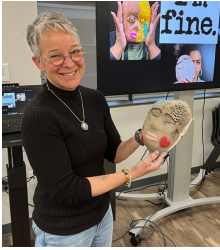
with my career change. Whether your experience in education has been a few years or a few decades, the changes in our systems, our students, and our communities is noticeably real. The challenges that we face today are drastically different than those that I faced early in my career. We,

in education, are in a position where we either remain comfortable in our traditional actions, processes, and surroundings, OR we do as Mark Twain said and “Sail away from the harbor. Catch the trade winds in your sails. Explore. Dream. Discover.” Continuing down one path may provide for similar results and experiences whereas revisiting our work and stepping outside of our comfort zone could provide for an entirely different outcome.

As a member of the team at the Capital Area Intermediate Unit, I look forward to the work ahead as we explore, dream, and discover together. I look forward to coming alongside the dedicated professionals at the CAIU to support our students and their goals. I look forward to serving as a trusted and influential partner to local school leaders in support of their ongoing efforts to provide life changing experiences for their students. And, I look forward to collaborating to affect meaningful change in education for years to come.

“Whether your experience in education has been a few years or a few decades, the changes in our systems, our students, and our communities is noticeably real.”

I'm Fine



CAIU employees recently participated in the [I'm fine. workshop](https://imfineproject.com) (<https://imfineproject.com>). In the workshops, participants express their emotions by creating the ceramic mask they wear to overcome, portray, or minimize their mental health struggles. The workshop ends with a series of public art installations and gallery exhibits.

February is American Heart Month

February is American Heart Month and the CAIU Wellness Committee wants to do our part to help raise awareness and share resources to help you and your loved ones stay healthy!

The facts about Heart Disease in the United States are staggering!

- Heart disease is the **leading cause of death** for men, women, and people of most racial and ethnic groups in the United States
- One person dies every 34 seconds** in the United States from cardiovascular disease.
- About **1 in every 5 deaths in the United States** died from heart disease.
- In the U.S., someone has a **heart attack** every 40 seconds
- Cardiovascular Disease mortality rates are increasing in working-age adults, and Black adults in the United States die from heart disease at a rate two times higher than white adults.

Know Your Risk! You can take steps to lower your risk for heart disease by changing the factors you can control.

[High blood pressure](#), [high blood cholesterol](#), and smoking are the key [risk factors](#) for heart disease.

In addition, some medical conditions and lifestyle choices such as diabetes, overweight/obesity and physical inactivity can contribute to a higher risk for heart disease.

How about [genetics](#) and family history?

It is likely that people with a family history of heart disease share common environments and other factors that may increase their risk.



Friday, February 3, 2023 was National Wear Red Day. Several CAIU staff kicked off American Heart Month by wearing red to bring greater attention to heart disease as the leading cause of death for Americans.

Helpful Tools and Resources:

CDC Toolkit and Campaign

Click [HERE](#) for some great tools and resources from CDC.

In addition, the ["Live to the Beat" campaign](#), focuses on encouraging and empowering Black adults ages 35 to 54 to take small steps to reduce their risks for cardiovascular disease (CVD).

This website's tools and ["Live to the Beat" resources](#), will show you how you can take control of your blood pressure, manage your cholesterol and blood glucose levels, move more, eat healthier, stress less, work with your health care team, and quit smoking.

It is safe to say, that so many of us have been affected by Heart Disease in one way or another and that everyone's path to better health is unique to them....educating ourselves is half the battle!

Be Well!

Mission Moments

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

An Early Intervention Note of Gratitude

As a single dad with four girls, learning to do their hair is exciting. The girls like to show off and tell people "My Daddy did my hair."

Thanks to Ms. Jenni for always reaching out and making sure my family has the resources we need and thanks to Ms. Shaquanna for taking time to show me some things I can do with my girl's hair. Thanks to the CAIU for having these two ladies, who have both gone above and beyond for us, as a part of your program."



"My daddy did my hair."



Student Services Partners with Carlisle Career and Technical Center

Student Services has partnered with the Early Childhood Education Academy at the Carlisle Career and Technical Center to provide opportunities for paid internship for their students.

Kayla Boyd and Paige Bowermaster are the current interns at the Capital Area Early Learning Center. Kayla shared the following about her experience. "I really enjoy my time at the ELC, everyone you come in contact with is so amazing and inviting. Everyone I have worked with always makes my time worthwhile and I feel like I'm learning so much from these amazing teachers and staff. Being able to interact with the students is so much fun. I am so thankful for this experience and I am excited to continue to grow and learn more!"



Hill Top Hair Cuttery

Former cosmetology professionals turned educators Ariany Taney and Cherrilee Mullen have taken the lead in offering free haircuts to Hill Top Students in need.

The salon at Hill Top is open on an as-needed basis and Ariana and Cherrilee work with the Hill Top social workers to identify students and get permission forms signed. The impact on our students' self-esteem has been nothing short of AMAZING! Adding this service to the myriad of other resources we have available to our students and families has only increased the sense of pride and belonging in our school community. THANK YOU Ariana and Cherrilee, you both ROCK!"



#Begrant and #ChangingLives

Loysville Vocational Classes at All Staff Day

Loysville Youth Development students worked hard during the months of December and January. Students worked in the vocational classes to make granola, cutting boards, bird and bat houses to sell during All Staff Day. Thank you to everyone who stopped by the table to purchase an item.



Holly Brzycki, Supervisor of Online Learning, wins the [Digital Learning Collaborative \(DLC\)](#) Individual Excellence in Digital Learning Award for her work to provide and advance high quality digital learning opportunities for Pennsylvania's K-12 students over the last decade. Holly was recognized at the Digital Learning Association Conference in Austin, TX this month. **Congratulations Holly!**



Holly recently participated in a panel discussion for [The Education Policy and Leadership Center](#). The presentation was for the fellowship program comprised of principals, superintendents, district administrative staff, and executive directors of IU's across PA. The topic was "School Choice" in PA and Holly presented on the options that Intermediate Units provide to school entities as well as the CAOLA program.

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!

Here are some of our upcoming trainings:

3/1/2023 to 4/17/2023 - [Google Summit 1.0 2022](#)

(Asynchronous) - March Edition

Audience: Classroom teachers, Administrators, Instructional Coaches/Integrators, Media Specialists

3/9/2023 - [Edpuzzle Lunch and Learn](#)

Audience: Classroom teachers, specialists, instructional coaches, administrators, anyone interested in learning more about Edpuzzle!

3/15/2023 to 6/7/2023 - [Leading with Dignity](#)

Audience: K-12 Educators and Administrators

This training will be a 3 part series that will take place on 3/15/2023, 5/10/2023, and 6/7/2023.

AgendaManager User Trainings [Click HERE](#) for calendar

Audience: Active AgendaManager Users

Upcoming CAIU Event:

4/14/23 - Champions for Children Bingo Fundraiser

You received a *Compliment!*

Here at CAIU we like to brighten someone's day with a compliment. CAIU Compliments is a Capital Area Intermediate Unit initiative that allows CAIU staff the opportunity to share words of thanks, tout successes, or tell a story about what makes us great as an organization, our people.

Beth Ann Connolly, Reading Specialist, #Dedication
Beth Ann continues to go above and beyond to meet the needs of our students. Her commitment to student success is evident in her caring interactions with students and their families. She is an inspiration! April Amos, School Counselor

Matt DeLiberty and the Inclusion EPP team, Educational Paraprofessional - Inclusion, #Partnership, Matt has stepped up and coordinated the Inclusion EPP team to support all the Inclusion Consultants during a time of need. He has helped to organize the materials in the Inclusion EPP room at Enola and has made his team available to prep materials for all Inclusion Consultants, not

just those with whom they work. He goes above and beyond for his co-workers and his pride and dedication to his job is evident. Thank you, Matt and all of the Inclusion EPPs! Kathleen O'Connor & Ashley Capozzi, Inclusion Consultants

Karl Mohler, Lead Maintenance Technician, #Service, Last week, when walking to my vehicle in the dark at the end of the day, Karl saw me as he was exiting the parking lot. He stopped and used his vehicle's headlights to light the way, as some of the pole lights in the parking lot were not shining at the time. What a very kind gesture. Thank you so much, Karl! Mary Jane Fiedderjohn, Educational Consultant

Welcome *New Hires!*



Welcome to Our New Assistant Executive Director



Dr. Roberts brings more than 20 years of experience in education, curriculum and instruction, and strategic planning to the CAIU.

"I am excited to have the opportunity to serve as the next Assistant Executive Director at the CAIU," Roberts said. "Over the last seventeen years, I have enjoyed my experiences as a partner to the CAIU as we worked collaboratively to serve the students, staff, and families in the Big Spring School District. Through those experiences, I developed a tremendous respect for the CAIU staff. I look forward to working with this team to provide excellent service and support to our region's students. Again, I am thrilled to have the opportunity to serve as a partner in this important work!"

Previously, Dr. Roberts served as superintendent of Big Spring School District. He has a Bachelor of Science in Health and Physical Education from the State University of New York, College at Cortland, Cortland, N.Y.; a Master of Education in Educational Leadership from Virginia Commonwealth University, Richmond, Va.; and a Doctor of Education in Educational Leadership from the University of New England, Biddeford, Maine.

Visiting our Enola office? Say hello to Dr. Roberts!



Gina Brown is an EPP at various locations. She has two daughters, ages 21 and 15.



Patti Gerhart is a cafeteria worker at Hill Top Academy.



Kevin Kazda is an EPP at Middle Paxton Elementary. He likes goats.



Brittany Schultz is a school psychologist at the Enola office. She loves to golf.

CAOLACon | **March 29-March 31, 2023**
Kalahari Resort | Pocono Manor, PA

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2023 Innovation Grants

Information available at:
smore.com/xdyfpv




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INCLUDE THIS INFORMATION:

TODAY WE ARE
LEARNING _____
BY DOING _____.

VIDEOS ARE GREAT TOO!

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#ChangingLives



CHAMPIONS
for Children

BiNGO

APRIL 14, 2023

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CAIU BOARD HIGHLIGHTS

*The following actions were taken at the **February 23, 2023** 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

- **Announcement of CAIU Retirees:** **Joanne Ruhl**, S/L Therapist, retirement after more than 20 years of service; **Johanna Tesman**, Psychologist, retirement after more than 21 years of service
- **CAIU Health & Safety Plan** - On February 7, 2023, the CAIU Cabinet reviewed the CAIU Health and Safety Plan and made very minimal changes to dates only. It was available for the Board's review and for the record.
- **CAIU Team Reports:**
 - **Dr. Andrew McCrea, Director of Student Services**, recognized this month's retirees: **Joanne Ruhl** has brought valuable expertise to our Early Intervention program. She has a great reputation and will be hard to replace. **Johanna Tesman** has blazed the trail in Early Intervention program as she was the first school psychologist hired in EI and has shared her expertise for over 20 years. Congratulations! Dr. McCrea highlighted several Mission Moments on page 9 of the *All In* newsletter: Two feel good stories of staff taking the lead to help meet the needs of our students and a write up about our student paid interns at the Capital Area Early Learning Center. He also highlighted Sean Taney's change of status from Mental Health Worker to Social Worker in the personnel report. Dr. McCrea will be conducting school district contract meetings for school-age services for the 2023-24 school year over the next month.
 - **Maria Hoover, Director of Educational Services**, provided an updated on **CAOLA**: Holly Brzycki was recently awarded the Individual Excellence in Digital Learning award by the Distance Learning Collaborative (DLC) in recognition of her contributions to online learning over the past decade. Holly is the first PA educator to receive this elite award. The Distance Learning Collaborative is a well-known national organization that promotes and supports digital learning, and it is an honor to be recognized at this level. Our Online Learning Team presented at the PETE&C Conference for educators this month led by Jill Neuhard. Our online learning team presented on several of the sessions provided. **Special Projects update:** Brandon Carter is working closely with Cumberland/Perry Technical School in conjunction with a grant they received. He will be planning

and implementing training for staff and students around school climate and belonging in terms of ensuring that students feel a part of their school community as they come together from different school districts. Poetry Out Loud Student Opportunity: On Wednesday February 8, the CAIU's Arts in Education program hosted the annual regional Poetry Out Loud Competition. This year there were 9 participating schools which represented Cumberland, Dauphin, and Lebanon county. Students presented three recitations of selected poems. Cedar Crest High School's Alex Hanley was the winner and will be moving forward to compete at the state level competition being held remotely on March 13, 2023. Maria is continuing to visit school districts to meet with Curriculum Coordinators and Assistant Superintendents to gauge specific district needs to frame upcoming trainings and offerings based on district needs.

- **David Martin, Director of Technology**, shared his gratitude for Barb Geistwhite's assistance in testing our new technology solutions to meet the needs of the hearing impaired in our conference spaces. Dave also attended the PETE&C conference and gained some valuable information regarding the cyber security initiative. He was able to bring back some good information to assist with planning and procedures for the unique challenges that we are facing. We are hoping to receive the state grant funds in the near future. The need far exceeds the available funding. In order to maximize the funds received, we are entering into a consortium with our school districts. Currently, there are 17 districts involved. We will be making final job offers for several Cyber Security positions and hope to get these staff onboard soon
- **Daren Moran, Director of Business**, highlighted his *Health Care* article in the *All In* newsletter. His hope is that our staff are able to pick up one or two tips to help them save money. The Business Managers group met yesterday and the meeting was very well attended. There are a lot of new faces around the table and people are collaborating and sharing to help support each other. They have created their own SharePoint site for sharing important documents and files, vendor list, contracts/agreement, etc. They are also looking to put together a consortium to create buying power to drive down rising costs for such things as copiers. The group also discussed cyber insurance.
- **David Walker, Solicitor**, thanked the Board for the opportunity to serve as the CAIU's solicitor. His team has hit the ground running and have already assisted the CAIU with multiple personnel issues.
- **Dr. Kevin Roberts, Assistant Executive Director**, shared his excitement to be at the CAIU serving in this role and his overall respect for the work and the staff. He's had a lot of great conversations with Cabinet and staff and is excited to be a part of the team. Dr. Roberts has enjoyed the opportunity to travel to several CAIU locations such as Diakon and Loysville and he will be visiting the Early Learning Center next week.
- **Lisa Klingler, Supervisor of Non-Public**, shared that about 200 students in Non-Public schools are economically disadvantaged students that benefit from Title I funds. Recently, Bishop McDevitt suffered a tragic loss of a high school student that staff and students were extremely affected by. Her crisis team of social workers went quickly into action to support Bishop McDevitt and implemented the PREPaRE model. A big thank you to Central Dauphin SD for their act of kindness by providing lunch to her support team and to Camp Hill SD for reaching out. These acts of kindness meant so much! Please be aware that our crisis services team are ready to assist any school district in need. They are also train the trainers.

- **Dr. Andria Saia, Executive Director**, provided an overview of the Executive Director's Report *All In* newsletter. She highlighted the front page of the *All In*, which was a picture of the fused glass mural that was created by our staff at our annual All Staff Day and will be hung in our middle lobby. In addition, Dr. Saia continues to focus on dignity and belonging in her article *Affirming Differences and Uniqueness*, a standard of dignity. You are invited to attend a 3-part series starting in March, Leading with Dignity, presented by Dr. Donna Hicks. Please let Dr. Saia know if you would like to attend. Please save the date: Champions for Children Annual Bingo event on April 14. Please help support this great cause.
- **Rennie Gibson, Board Secretary**, reported that the 2022 Statement of Financial Interest forms are due to her by May 1, 2023. Immediately following today's meeting, there will be a new Board Member Orientation and professional photos.
- **Board Member Sharing**
 - Status of CAOLO 3.0: A team of CAIU administration and school district superintendents worked on a SWOT (strengths, weaknesses, opportunities, threats) analysis of the program. Results will be reviewed at the upcoming superintendents conference this spring. The plan is to create a Superintendent's Advisory Committee for CAOLA. In addition, we will be doing a strategic plan specifically for CAOLA.
 - Melanie Gurgiolo reported on the good publicity their resource officers Capers and detective Gibbs are getting. Click [HERE](#) for ABC news report.

APPROVED ACTION ITEMS

- **Approval of Board Minutes** - January 26, 2023
- **January 2023 Treasurer's Report** – a total of \$7,715,306.63 in receipts and \$8,120,625.88 in expenses
- **Summary of Operations for January 2023** showing revenues of \$71,156,392.12 and \$55,256,090.73 in expenses
- **Budget Administration**
 - Proposed 2023-2024 General Operating Budget (Second Reading)
- **Other Business Items**
 - February 2023 Contracts
 - Change in PNC account
 - Acceptance of Board Member Resignation/Recognition – Acceptance of Board Member resignation from Terry Cameron, Greenwood School District, effective 2/21/23 per email notice. Reason: Mr. Cameron is no longer serving on the Greenwood School District Board.
- **Policies & Programs**
 - Second Reading, Revised Policy #815 - Acceptable Use & Attachment
 - Second Reading, Revised Policy #816 - Social Media
 - First Reading Revised Policy #011 - Principles for Governance & Leadership
 - First Reading Revised Policy #202 - Eligibility of No Resident Students
 - First Reading Revised Policy #204 - Attendance
 - First Reading, Revised Policy #221 - Dress and Grooming
 - First Reading, Revised Policy #251 - Students Experiencing Homelessness/Educational Instability
- **Job Descriptions**
 - First Reading, New Job Description – Supervisor Safety and Security
- **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

- Jean Rice thanked the Board for their attendance.

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

2022-2023 Upcoming Board Meeting Dates - *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*

February 23, 2023 APPROVED PERSONNEL ITEMS:

RESIGNATIONS

PAMELA GELBAUGH, Personal Care Assistant, Autism Support Program, effective June 9, 2023. Reason: Retirement after 30 years of continuous CAIU service.

LEVI HAYES, Network Systems Engineer, Technology Team, effective February 28, 2023. Reason: Personal.

SALLY MENTZER, Program Assistant, CAOLA Program, effective June 30, 2023. Reason: Retirement after more than 7 years of continuous CAIU service.

TYLOR MILLER, Technology Support Specialist, Technology Team, effective February 17, 2023. Reason: Personal.

RYAN MORAN, Program Assistant, CAOLA Program, effective February 10, 2023. Reason: Personal.

ABIGAIL SPIEGEL, Inclusion Consultant, Early Intervention Program, effective March 13, 2023. Reason: Personal.

TIFFANY STONE, Program Secretary, Early Intervention Program, effective February 24, 2023. Reason: Personal.

TESSA ZIMMERMAN, Teacher, Early Intervention Program, effective March 3, 2023. Reason: Personal.

RECOMMENDED FOR EMPLOYMENT OR CONTRACT

CHANDRA BURKHOLDER, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Autism Support 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 new position funded through the Autism Support budget.

SARAH DIEHL, Paraeducator, effective February 27, 2023. Assignment: Educational Paraprofessional, Early Intervention Program with base salary of HS+48, \$27,075 for 190 days of service will be prorated for a total of 63 days with additional new hire days as required. This is a replacement position funded through the MAWA budget.

MEGAN HESS, Temporary Professional, effective February 14, 2023. Assignment: Inclusion Consultant, Early Intervention Program with base salary of Masters+45, Step 7, \$63,519 for 190 days of service will be prorated for a total of 70 days with additional new hire days as required. This is a replacement position funded through the MAWA budget.

KEYA SHELL, Program Secretary, ANPS Program, effective date to be determined. Base salary of \$40,163.78 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 ANPS budget.

AUBRIE WINGERT, Paraeducator, effective date to be determined. Assignment: Personal Care Assistant, Emotional Support Program with base salary of HS+48, \$27,075 for 190 days of service will be prorated for a total of 63 days with additional new hire days as required. This is a new position funded through the Emotional Support budget.

SAMANTHA WOODSON, Temporary Professional, effective date to be determined. Assignment: Inclusion Consultant, Early Intervention Program with base salary of Masters, Step 5, \$56,629 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.

CHANGES OF STATUS:

MEGAN FRANZEN, Intern, from active to inactive status, effective February 2, 2023. Did not start employment based on removal from the Carlisle Area School District co-op program.

DAVID LAPLANTE, from Mental Health Worker to Long Term Substitute Teacher, Emotional Support Program, effective February 14, 2023 – June 2, 2023. Change of status results in a change of salary to \$50,920 which is based on a Bachelors, Step 1 placement on the current salary scale. This is based on 190 days of service and will be prorated for a total of 73 days.

JANET PENICA, from Educational Paraprofessional to Long Term Substitute Teacher, Loysville Youth Development Center, effective February 21, 2023 – May 15, 2023. Change of status results in a change of salary to \$50,920 which is based on a Bachelors, Step 1 placement on the current salary scale. This is based on 190 days of service and will be prorated for a total of 50 days.

SEAN TANEY, from Mental Health Worker to Social Worker, Emotional Support Program, effective January 27, 2023. Change of status results in a change of salary to \$53,947 which is based on a Masters, Step 1 placement on the current salary scale. This is based on 190 days of service and will be prorated for a total of 85 days.

ANNAMAE WALKER, from Long Term Substitute Occupational Therapist to full-time Professional Occupational Therapist, OT/PT Program, effective February 1, 2023.

February 13, 2023

PSBA Liaison Digest Summary Update (from 2/13/23)

PLEASE NOTE THAT Liaison Edition has been upgraded to Liaison Digest!

2023 *State of Education* report

PSBA recently released the 2023 *State of Education* report. Since its start in 2017, this annual report has served as a barometer of not only the key indicators of public school performance but also the timely challenges that public schools are facing and how they are coping with them. The 2023 report covers a vast array of statistics gathered from publicly available data sources, responses from a survey sent to all school district superintendents and polling of parents with school-age children. The report delves into school finances, budget pressures, teacher shortages and student mental health issues.

[Click here to read the report](#)

Sectional Meetings 2023

Join us for a series of complimentary, in-person PSBA Sectional Meetings on these topics:

Safety and Security – April 4

Poverty – April 12

Government Affairs – April 13

Each topic will be offered at multiple locations on the night designated above. **Plan to attend meetings for all three topics!**

Meetings will start with networking and light refreshments, followed by a welcome from the local sectional advisor and a live presentation by expert panelists. We're looking forward to seeing you in person!

[Click here to register](#)

Spring Legal Roundup

Learn about significant developments in school law at PSBA's 2023 Spring Legal Roundup on March 22 from 1:00 to 4:30 p.m. This engaging and interactive three-hour educational event will be held in person at PSBA's headquarters in Mechanicsburg and virtually via Zoom simultaneously. A year's worth of legal updates in one afternoon! Attorneys may register to earn up to three substantive continuing legal education (CLE) credits. The whole Team of 10 is welcome to register. See topics, agenda details, and registration information for attorneys and non-attorneys online.

[Click here to learn more and register](#)

Video communication needs survey

As a PSBA liaison, we count on you to act as conduit to share information from us with your Team of 10. Now we are asking to hear from you with your feedback! In order to serve you best, we want your opinion on our video communications. We encourage you to please take a moment to complete a brief three-question survey that will help us improve our video productions and bring you the content that matters to you.

[Click here to take the survey](#)

New resources from SchoolSafety.gov

The federal SchoolSafety.gov website launched new resources related to child exploitation and the role of schools in assisting to identify and report suspected cases of child exploitation and abuse; raise awareness among students and families; build protective, positive school environments; and support children impacted by child exploitation to connect them to critical services.

[Click here for the resources](#)

PSBA Liaison Digest Summary Update (from 2/20/23)

COSSBA Urban Boards Alliance Webinar Series

Join the COSSBA Urban Boards Program's Webinar Series, "The Challenging Environments Impacting Today's Public Education System." This is a four-part series that will examine the impacts of poverty, learning loss and academic recovery, food insecurity, and social-emotional and mental health concerns for students in America's public schools. The first session will be held on March 8 at 12:00 p.m. and will highlight the impact poverty has on students and their ability to succeed in the classroom. This is a free series for all COSSBA members.

[Click here to register](#)

Webinar: Fiscal Impacts of the Governor's 2023-24 State Budget

Governor Shapiro's budget proposal for fiscal year 2023-24 will be presented in early March. As always, PSBA will be prepared to present our analysis in response, in a complimentary webinar for our members following the proposal's release. Plan to join us on March 10 at noon for a webinar to go over the proposal and how it affects public education in PA. Registration coming soon!

You're invited: Charter reform press conference

More than 90% of Pennsylvania's locally elected school boards have passed a resolution calling on the General Assembly to enact meaningful charter reform. School boards are urging legislators to ensure greater accountability, increased transparency and fairer payments to charter schools for the cost of providing an education. On Monday, February 27, the Keystone Center for Charter Change will host a press conference in the Capitol Rotunda to mark this milestone. If you are interested in attending the press conference to show your support for charter reform, please join us in the Capitol Rotunda 20 minutes prior to the press conference. The event will begin promptly at 1:00 p.m. Stay tuned for opportunities to continue advocating for charter reform on the days surrounding the press conference.

[Visit PA Charter Change](#)

\$6.5 million in grants available to support dual credit programs

Last week, the Pennsylvania Department of Education announced that \$6.5 million in grant funding is available to enable more high school students to enroll in dual credit programs across the commonwealth. Dual credit programs enable high school students to earn both high school and postsecondary credit.

Eligible school entities include school districts, area career and technical schools, charter schools, cyber charter schools, and regional charter schools. Eligible entities that wish to apply for these grants must indicate their interest between Friday, February 17, 2023, and Friday, February 24, 2023, by completing a form online. The entities that indicate interest will receive access to the grant application in eGrants. The application submission window will open at 12:00 a.m. on Monday, February 27, 2023, and will close at 11:59 p.m. on Friday, March 10, 2023.

[Click here to read the full press release](#)

[Click here to view the Request for Application](#)