

CAIU BOARD HIGHLIGHTS

The following actions were taken at the **September 26, 2024** meeting, held in the Board Room of the Capital Area Intermediate Unit.

Click [HERE](#) for the 9/26/24 Board Meeting agenda & Attachments

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 September 2024 Retirees.** The CAIU Board of Directors recognized **Peter Fidget, Social Worker**, retiring after 30 years of service.
- **Closed Auction Report** for the sale of old fitness equipment was available for the Board's review.
- **Review of Policy 249 - Bullying/Cyberbullying** - CAIU Cabinet members did the required tri-annual review and determined that no revisions were needed.
- **CAIU Team Reports/Updates:**
 - **Dr. Andrew McCrea, Director of Student Services**, highlighted the Mission Moment, *Little Dresses for Africa* in this month's *All In*. At Loysville Youth Development Center (LYDC), some students are arriving already having their GED or Diploma and are staying for longer periods of time. This has caused a shift in programming to include more opportunities for Consumer Science and vocational skills. The highlight of the Consumer Science course was a culminating project in which students crafted simple dresses for young girls living in Africa. This initiative was inspired by the organization "Little Dresses for Africa," which provided both the project concept and the sewing patterns. The dresses were generously donated to young girls in Kenya. Dr. McCrea also highlighted the Mission Moment on the *National Speaker Hosted by the CAIU Speech/Language Department*. On June 12, they hosted national speaker and speech/language pathologist, Amy Graham. Topics and courses focused on equipping SLPs to thoroughly assess and successfully treat children with speech sound disorders. In attendance were early intervention and school-age speech/language pathologists from CAIU and surrounding districts. He also highlighted two CAIU success stories of staff in the CAIU Compliment Corner for Jayde Welsh and Shaquana Robinson. Please see last month's *All-In* article on Early Intervention (EI) which provided a very good description of the core work and programming that we are doing in that department. At the Student Service's Job Alike meeting held this week, PDE and Data Quality presented on Act 16

- reporting and held small group discussions to assist districts with accurate reporting which helps drive increased funding for their special education costs.
- **Blake Wise, Director of Human Resources**, was unable to attend but provided the following report: At the HR Advisory Council meeting on 9/18, Gareth Pahowka from Stock & Leader presented on the American's with Disabilities Act and workplace accommodations. We will be partnering with the Bureau of Account Management (BAM) to assist with the collection of outstanding debts (Tuition and overpayment of leave time) of former employees. Information has been provided to district HR staff who may be interested in pursuing assistance through BAM. We are working on the development of a light-duty program for staff with physical work restrictions, many of which have been injured on the job and out on Worker's Comp.
 - **Maria Hoover, Director of Educational Services**, highlighted the PCD Career-Ready Symposium and Expo that will be held at the Capital Area Intermediate Unit on November 12, 2024. Dr. Andria Saia and Dr. Jill Neuhard are partners in planning this event and they are building on the great energy, momentum, and feedback from last year's inaugural symposium to offer an even richer experience. The **Training and Consulting** team continues to support districts in our region in many areas. The team kicked off an IEP training series that provides support to district special educators with IEP development. In September, several elementary and secondary schools across the region committed to implementing a multi-tiered system of support (MTSS) to raise student achievement and improve school outcomes. School leadership teams will participate in MTSS training throughout the school year led by the CAIU Training and Consultation team's MTSS consultants. **Thinking Bigger** – in partnership with Phoenix contact, we have created a curriculum that is being implemented in 72 4th grade classrooms in our region. This program focuses on engineering and environmental STEEL standards and includes 12 lessons. We will run a 2nd cohort in January. Phoenix Contact also has worked with John DiSanto to receive another \$200,000 to continue our work on this project.
 - **David Martin, Chief Information Officer**, reported that the Technology job-alike meetings continue to focus on cyber security. We are holding one-to-one assessment meetings with every consortium district to establish vulnerability reports and back-ups. In addition, they held discussions and training on best practices on tracking of multiple devices. Dave highlighted the *CONNECT* article in this month's *All In*. Every team has worked collaboratively on this initiative, and it is a valuable resource for our staff.
 - **Dr. Kevin Roberts, Assistant Executive Director**, reported that this year marks the second year of our Leadership Learning Series with our superintendents' group. The series is framed around the Ten Pillars of Leadership and include two "learn from" trips. Last year the group visited the DoubleTree Hilton, Reading and the U.S. Naval Academy, Maryland. This year, we will continue with our monthly leadership series prior to our regular SAC meetings and plan to visit Corbett Inc, Furniture Supplier's Fluxspace this fall. In addition, Jeremy Freeland, Supervisor of Safety and Security, has been working over the last year to redefine our emergency operations plan. He has also worked to support our local school districts in a variety of ways including training for their threat assessment teams. Jeremy also serves as the district liaison with the Anti-threat Task Force with Cumberland and Dauphin County. If you have specific safety needs, please reach out.

- **Daren Moran, Director of Business & Operations**, reported that last week the ESSER monitors were here. Shout out to the business team and Sue Voigt for their great work in providing the requested documents in a such a quick turnaround time. Daren highlighted the Champion for Children article on page 5 of *All In*. Last year, we received 39 requests for students in need and that number continues to grow. Every dollar raised goes directly to these students. A big thank you to Foundation Board Member, Tony DeLuca, who opens his home each year for a fundraising event and to CAIU Board Member, Jackie Hill for attending and supporting this event. This year his event raised closed to \$7000!
 - **Rennie Gibson, Board Secretary**, reported that we will hold a New Board Member Orientation and Board photos immediately following our Board meeting.
 - **Dr. Andria Saia, Executive Director**, reported that the *All-In* newsletter is available for the Board's review. She highlighted her timely article on Safety & Belonging and reminded the group of the important connection between school safety and belonging and that there is something that we can do! We have begun working on the framework of Workplace Wellbeing with our staff and will do data collection this fall. Belonging work is a proactive strategy that can be used to address some safety issues that we are seeing in our schools. All are invited to attend the CAIU Annual Fall Fest on October 26 (free event). The planning committee is focusing on fundraising this year. We will send a flyer out for you to share with your families. The CAIU Social Committee is working to put together a social event/ bus trip event to Longwood Gardens. More information coming soon!
- **Board Member Share:**
- Jaime Johnsen, Harrisburg SD, reported that they have hired a new superintendent, Dr. Benjamin Henry, starting October 1.
 - Jackie Hill, Susquehanna Twp. SD, reported of the recent sudden passing of their solicitor. In addition, Susquehanna has a new mascot, the bear.
 - Brenda Cox, West Shore SD, reported that they recently opened two new intermediate schools for 5th and 6th grades.
 - Richard Bradley, Mechanicsburg SD, reported on his district's football team's stellar stats – they are currently 4-0.
 - Melanie Gurgiolo, Camp Hill SD, reported that they have created a unified bocci team. Special Olympics provides incredible support, especially the first year. The impact on the student athletes and entire student body is phenomenal.

APPROVED ACTION ITEMS

- **Approval of Minutes** – August 22, 2024 CAIU Board Meeting.
- **Treasurer's Report for August 2024** – a total of \$14,791,219.50 in receipts and \$7,916,209.14 in expenses.
 - **Payment of Bills – August 2024**
 - **Summary of Operations for June 2024 9/13/24** - showing revenues of \$141,998,986.95 and \$141,881,365.35 in expenses.
 - **Summary of Operations for August 2024** showing revenues of \$15,521,334.27 and \$11,509,836.38 in expenses
- **Budget Administration**
 - Proposed 24-25 Original Budget - Non-Public PD & SSAE
 - Proposed 24-26 Original Budget - Developing Future Special Educators Grant
- **Other Business Items**
 - Contracts – September 2024

- 2025 PSBA Officer Votes
 - President-Elect – **Sabrina Backer***, Franklin Area School District
 - Vice-President – **Matt Vannoy***, Sharon City School District
 - Section E-2 Advisor
 - PSBA Trust Trustees: **Nathan G. Mains; Richard Frerichs; William S. LaCofSchool**
- **Policies & Programs**
 - Second Reading Revised Policy #222 - Tobacco & Vaping
 - Second Reading Revised Policy #227 - Controlled Substances
 - Second Reading Revised Policy # 323- Tobacco and Vaping
 - Second Reading Revised Policy #351- Controlled Substance Abuse
 - Second Reading Revised Policy #707 - Use of IU Facilities
 - First Reading, Revised Policy #803 - IU Calendar
- **Job Descriptions**
 - First Reading, New Job Description - Early Intervention Caseload Coordinator
- **Personnel Items**
 - See attached Personnel report.

EXECUTIVE DIRECTOR'S REPORT

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

UPCOMING MEETINGS:

- **Next CAIU Board Meeting: Thursday, October 24, 2024, 8:00 a.m., Board Room, CAIU Enola Office, 55 Miller Street, Enola, PA, 17025 and posted on our website, at www.caiu.org. Time of Meetings: 8:00 a.m.**



FALL FEST 2024
CAIU
Capital Area Intermediate Unit

A FUN FAMILY EVENT!

26
October
11am-2pm

55 MILLER STREET, ENOLA, PA 17025
A FREE family-friendly event to celebrate our staff, families, and community. All proceeds benefit Champions for Children. All activities are free; food can be purchased from food trucks.

BE A VENDOR AT CAIU'S FALL FEST!
We are inviting local vendors, crafters, and artisans to sell their goods. Vendors, you belong at Fall Fest! Sign up for a booth, donate a raffle basket, or just make a donation. Join us in doing all the good we can for those we serve!

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No Rain Date

September 26, 2024 APPROVED PERSONNEL ITEMS:

RESIGNATIONS

- **HEATHER BROWN**, Floater Teacher, Emotional Support Program, effective September 6, 2024. Reason: Personal.
- **CANDICE BRUNER**, Educational Paraprofessional, Early Intervention Program, effective August 23, 2024. Reason: Personal.
- **KELLY MELHORN**, Personal Care Assistant/LPN, Autism Support Program, effective June 7, 2024. Reason: Personal.
- **DAKOTAH MILLER**, Teacher, ESL Program, effective August 28, 2024. Reason: Personal.
- **JAMIE MINIUM**, Personal Care Assistant, Autism Support Program, effective August 29, 2024. Reason: Personal.
- **KELLY REIFF**, Occupational Therapist, OT/PT Program, effective October 2, 2024. Reason: Personal.
- **ERIN WALKER**, Teacher, Autism Support Program, effective October 3, 2024. Reason: Obtained a position at another educational entity.

RECOMMENDED FOR EMPLOYMENT OR CONTRACT

- **JOSHUA DANNA**, Temporary Professional, effective date to be determined. Assignment: Teacher Keystone State Challenge Academy with base salary of Bachelors, Step 2, \$54,278 for 190 days of service and will be prorated based on the number of days worked with additional new hire days as required. This is a replacement position funded through the Keystone State Challenge Academy budget.
- **SONJA DASH**, part-time Cafeteria Worker, Student Services Team, effective date to be determined. Employee will be paid at the rate of \$16.49 per hour. This is a replacement position funded through the Food Services budget. Experience: 8 years of similar or related experience.
- **ELYSSA GILBERT**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Autism Support Program with base salary of HS, \$26,695 for 190 days of service and will be prorated based on the number of days worked with additional new hire days as required. This is a new position funded through the Autism Support budget.
- **KIMBERLY KEDDIE**, Professional, effective date to be determined. Assignment: Teacher Keystone State Challenge Academy with base salary of Masters, Step 11, \$69,334 for 190 days of service and will be prorated based on the number of days worked with additional new hire days as required. This is a replacement position funded through the Keystone State Challenge Academy budget.
- **STEFANIE LARA**, Temporary Professional, effective date to be determined. Assignment: Part-time Speech and Language Pathologist, Early Intervention Program with base salary of Masters, Step 9, \$65,526 for 190 days of service will be prorated based on the number of days worked with additional new hire days as required. This is a replacement position funded through the MAWA budget.
- **HANNAH MOOSE**, Paraeducator, effective date to be determined. Assignment: Personal Care Assistant, Autism Support Program with base salary of HS, \$26,695 for 190 days of service and will be prorated based on the number of days worked with additional new hire days as required. This is a replacement position funded through the Autism Support budget.

- **KEVLEINA MORGAN**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Autism Support Program with base salary of HS, \$26,695 for 190 days of service and will be prorated based on the number of days worked with additional new hire days as required. This is a replacement position funded through the Autism Support budget.
- **LEAH RIEGEL**, Professional, effective date to be determined. Assignment: Occupational Therapist, Early Intervention Program with base salary of Masters+60, Step 1, \$62,365 for 190 days of service and will be prorated based on the number of days worked with additional new hire days as required. This is a replacement position funded through the MAWA.
- **STACY ROMAN**, Professional, effective date to be determined. Assignment: Teacher, Transition Program with base salary of Masters, Step 7, \$62,244 for 190 days of service will be prorated based on the number of days worked with additional new hire days as required. This is a replacement position funded through the Transition budget.
- **RYA SMIGEL**, Professional, effective date to be determined. Assignment: Inclusion Consultant, Early Intervention Program with base salary of Masters+60/PhD, Step 14, \$81,521 for 190 days of service will be prorated based on the number of days worked with additional new hire days as required. This is a replacement position funded through the MAWA budget.

CHANGES OF STATUS:

- **MARY MANSFIELD**, change from Floater Teacher to Long Term Substitute Teacher, Capital Area Mental-health Program, effective August 12, 2024 until further notice. This change in status results in a change of salary to 100% of the Bachelor's, Step 4 salary of \$55,278 for 190 days of service.
- **CHELSIE MOSS**, Speech and Language Pathologist, Early Intervention Program, change from full-time to part-time status, effective September 30, 2024.
- **KAREN WILLIAMS**, from Educational Coach to Long Term Substitute Program Supervisor, Student Services Team, effective September 3, 2024 – June 30, 2025. Change of status results in a change of salary to Act 93, \$101,405.05 for 260 days of service and will be prorated for a total of 216 days through June 30, 2025.