

CAIU BOARD HIGHLIGHTS

The following actions were taken at the **March 27, 2025**, meeting, held in the Board Room of the Capital Area Intermediate Unit.

Click [HERE](#) for the 3/27/25 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

➤ Board Committee Reports

- The **Board Negotiations Committee** met on March 19, 2025, and negotiations continue to move along.

➤ CAIU Team Updates:

- **Dr. Andrew McCrea, Director of Student Services**, thanked the Board for the approval of the nine Student Services 25-26 calendars today. We operate across many different locations, and it has been challenging to find a balance. Our team did an analysis of all host district calendars to identify common days and overlap to create our calendars. Dr. McCrea highlighted the Mission Moment in *All In!* on Loysville Youth Development Center's (LYDC) new Workplace Development Program. Cynthia Lupold, Principal, is focused on providing quality programming to meet the changing needs of the students. LYDC's enrollment is up, and students are staying for longer periods of time (2-4 years). Cynthia and her staff have created the Workforce Development Program to provide vocational and entrepreneurial skills and training so that students are ready for the workforce upon graduation. In addition, Dr. McCrea provided a report on Hill Top Academy, currently we serve approximately 110 students with highly intensive needs. We have noticed that over the last several years the needs of the students have increased and therefore a need to change our current model of instruction/operation. We are looking at other IU's Intensive Centers to build a model after.
- **Daren Moran, Director of Business & Operations** reported that he recently attended the PASBO Conference at Hershey for intense professional development sessions and networking opportunities. At our recent regional business managers meeting (CASBO), a summary and updates from the PASBO conference was shared to benefit those that were not able to attend. The CAIU 2025-26 General Operating Budget has been sent out for school district Board voting. 11 of 24 districts have returned votes. We need a majority of district votes and majority of weighted votes in

- order to pass the budget. Daren informed the board of Len Kapp's retirement and that he is working with Dr. Roberts and Blake Wise on a replacement plan. Updated job descriptions will be coming next month.
- **Maria Hoover, Director of Educational Services** provided a full update in the Board agenda. To summarize, CAOLA is making progress on their strategic goal to enhance communication and provide additional supports to stakeholders. An informational flyer about the 2025 PA Educational Technology Expo& Conference (PETE&C) held in February was attached. In addition, Maria summarized the Special Projects team February update. The small team of two have been very busy working on many initiatives such as Arts in Education, Thinking Bigger and CAPT. Thinking Bigger is currently in Phase 2 of the pilot program. Curriculum has been created and is live for 4th grade and has been very well received. This week, we are hosting a team of administrators from Wales as part of the Global Exchange Program. The group visited Susquehanna Township SD, Phoenix Contact, Penn College, and Williamsport Area HS. In addition, an update was provided on several student competitions such as: Poetry Out Loud, STEM Design Challenge, and Math 24. Middle School Forum is coming up.
 - **Blake Wise, Director of Human Resources** reported on the Human Resources Advisory Council that meets every other month. At the upcoming May meeting, the professional development session will be on emergency permits and certifications presented by a representative from PDE. In addition, recently a house bill was introduced that would deliver unemployment benefits to educational assistance workers throughout the course of the summer break ([H.B. 265](#)). We will keep an eye on this.
 - **David Martin, Chief Information Officer**, reported that the monthly Technology Advisory Council meeting is today. Mark Waltz, from Sweet, Stevens, Katz, & Williams will provide a legal presentation on web content accessibility guidelines. There are major upgrades coming out within the next year or two. In addition, he will present on AI from a legal perspective. Kevin White, Lower Dauphin Technology Director, will also present on Mimecast, security email system that aligns to the statewide solution. He will be sharing his experiences and lessons learned as he just implemented it over the break in December. Dave also reported on the statewide SIEM Solution, Security Information Management systems. A SIEM is a proactive approach as well as a reactive tool for data breaches and is often difficult to implement and expensive. We have adopted a statewide SIEM solution with a very reasonable cost structure and are working with four districts to implement and develop a process for schools to implement. Kudos to Rob Stumpf and Jake-Yeager who recently presented on Cyber Security at State College to Technology Directors across that state.
 - **Dr. Kevin Roberts, Assistant Executive Director**, reported that on March 25, he participated in the Day on the Hill to advocate for Intermediate Units and school districts. A couple of the topics of advocacy included teacher certification and on adequate space for student programming. He also reported on the CAIU's recent development of a "Portrait of a Leader". This portrait provides a north star for leadership capacity building around six key competencies and will guide our future leadership professional development. Lastly, the annual Spring Superintendents Conference will be held next week. The professional learning will be focused on Artificial Intelligence. A.J. Juliani will present to the group on our first day and we will visit Centennial SD for a learn from on the last day.

- **Rennie Gibson, Board Secretary**, reminded the Board that the 2024 Statement of Financial Interest forms are due to her by May 1. The annual CAIU Board Ballots to elect new Board Members were sent out last week but we were just notified of a change – the South Middleton candidate withdrew from the election. A new member will be appointed and revised ballots will be sent out on April 8. In addition, the 24-25 Executive Director evaluation form and goal summary for Dr. Saia were distributed. Please complete the evaluations either by hard copy or virtually and submit to her by May 1.
- **Dr. Andria Saia, Executive Director**, reported that the *All-In!* newsletter is available for the Board’s review. She highlighted Amy Healy, CAIU Training and Consultation Supervisor, for recently being recognized by the [Reading League PA as a Literacy Champion!](#) Dr. Saia also highlighted the [CAIU Star Awards](#) on page 6-7, our organization awards for staff members who are nominated by their peers, for their incredible work and for going over and beyond living our mission and values. This year we had over 100 nominations! Congratulations to our exceptional colleagues! The Situational Awareness article was on skimming and ways to be aware and protect yourself. This month, CAIU lost a cherished long-time colleague and friend. The last page of All-In is dedicated to [Remembering Jean Foley](#), who was a member of our Early Intervention team for 26 years. Jean touched a tremendous number of lives and will be deeply missed. Thank you to our CAIU Response Team led by Jeremy Freeland and to Student Services for their response during this very difficult time. In addition, Dr. Saia was also able to participate in some of the visits with the Wales administrators and in the advocacy efforts on the Day on the Hill to provide information about the CAIU specifically around EI funding and IUs owning property. She also discussed 1-1 funding in support of the Dolly Parton Imagination Library.
- **Dave Walker, Solicitor**, thanked the Board for approving the engagement letter and for their support. He is looking forward to the transitions to Saxton & Stump and is anticipating no breaks in services. He also shared that Stock and Leaders Admin workshops that were presented in March were very successful and well attended.

APPROVED ACTION ITEMS

- **Approval of Minutes** – February 27, 2025, CAIU Board Meeting.
- **Treasurer’s Report for February 2025** – a total of \$11,579,641.39 in receipts and \$10,434,060.17 in expenses.
 - **Payment of Bills – February 2025**
 - **Summary of Operations for February 2025** showing revenues of \$83,246.407.42 and \$69.901,183.95 in expenses.
- **Budget Administration**
 - Proposed 2023-24 Budget Revision B - Title III Part A - English Language Acquisition
 - Proposed 2024-25 Original Budget - Success for PA Early Learners (SPEL)
- **Other Business Items**
 - Contracts – March 2025
 - Appointment of Saxton & Stump as CAIU Solicitor/General Legal Counsel/Hourly Rate effective 4/1/25 – 6/30/25 and for 2025-26 Fiscal Year.

- **Policies & Programs**
 - Proposed 2025-26 Student Services Calendars
 - Second Reading - Revised Policy #622 - GASB Statement 34
- **Job Description - none**
- **Personnel Items**
 - See attached Personnel report.

EXECUTIVE DIRECTOR'S REPORT

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

UPCOMING MEETINGS:

Next CAIU Board Meeting: Thursday, April 24, 2025, 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.

March 27, 2025, APPROVED PERSONNEL ITEMS:

RESIGNATIONS

- **JULIE BAUGHMAN**, Mental Health Worker, Direct Education Program, effective April 4, 2025. Reason: Personal.
- **LISA COOPER**, Job Coach, Loysville Youth Development Center, effective June 11, 2025. Reason: Retirement after 10 years of continuous CAIU service.
- **PATRICIA CORNELL**, Educational Paraprofessional, Hospital Program, effective March 5, 2025. Reason: Personal.
- **CHERYL FISHER**, School Counselor, ANPS Program, effective June 3, 2025. Reason: Retirement after 18 years of continuous CAIU service
- **BRITTANY GALOSI**, Occupational and Physical Therapy Consultant, OT/PT Program, effective May 1, 2025. Reason: Personal.
- **KAREN GEORGE**, Part-time Speech and Language Pathologist, School-Age Speech and Language Program, effective May 30, 2025. Reason: Retirement after 7 years of continuous CAIU service.
- **LIONEL KAPP**, Operations and Transportation Supervisor, Administrative Team, effective September 5, 2025. Reason: Retirement after more than 23 years of continuous CAIU service.
- **STEFANIE LARA**, Part-time Speech and Language Pathologist, Early Intervention Program, effective April 2, 2025. Reason: Personal.
- **JENNIFER LYDEN**, Program Supervisor, Student Services Team, effective July 2, 2025. Reason: Retirement after more than 26 years of continuous CAIU service.
- **M. ELIZABETH MOYER**, Teacher, Loysville Youth Development Center, effective June 11, 2025. Reason: Retirement after 9 years of continuous CAIU service.

- **YVONNE SHREFFLER**, Speech and Language Pathologist, Early Intervention Program, effective July 1, 2025. Reason: Retirement after more than 20 years of continuous CAIU service.
- **NATHAN WELDON**, Teacher, Multiple Disabilities Support Program, effective May 1, 2025. Reason: Employee accepted a position with another educational entity.
- **JANE ZICARELLI-KNAUB**, Job Coach, Transition Program, effective March 17, 2025. Reason: Personal

TERMINATIONS

- **CARTER HAMLIN**, Personal Care Assistant, Emotional Support Program, effective March 5, 2025, due to job abandonment/failure to respond to communication and return to work.

RECOMMENDED FOR EMPLOYMENT OR CONTRACT

- **JODI ANSLEY**, Intern, Early Intervention Program, effective for the 2024-2025 school year. Hourly rate will be \$15.00. This is a temporary intern position funded through the Early Intervention budgets.
- **AINSLEY ARRINGTON**, Temporary Professional, effective for the 2025-2026 school year. Assignment: Speech and Language Pathologist, Early Intervention Program with base salary that will be determined with the negotiation of the Collective Bargaining Agreement (CBA). Salary will be based on a Masters+15, Step 1 placement on the 2025-2026 salary scale. This is 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 Early Intervention budgets.
- **ISABELLA CIRIELLO**, Food Services Coordinator, Food Services Program, effective date to be determined. Base salary of \$45,237.50 for 215 days of service will be prorated based on the number of days worked through June 30, 2025. This is a replacement position funded through the Food Services/Cafeteria budget. Experience: 2 years of similar or related experience.
- **BRANDY KANODE**, Professional, effective for the 2025-2026 school year. Assignment: Educational Consultant, ELD Program with base salary that will be determined with the negotiation of the Collective Bargaining Agreement (CBA). Salary will be based on a Masters, Step 15 placement on the 2025-2026 salary scale. This is 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 ELD budget.
- **TESSA MAXWELL**, Student Cafeteria Worker, Food Services Program, effective March 4, 2025. Hourly rate will be \$7.25 per hour. This is a temporary student worker position funded through the Food Services budget.
- **GREGORY TURNER**, Helpdesk Specialist, Technology Team, effective date to be determined. Base salary of \$48,780 for 260 days of service will be prorated based on the number of days worked through June 30, 2025. This is a replacement position funded through the DP GO budget. Experience: About 2 years of preparatory experience related to the position.

CHANGE OF STATUS:

- **KAREN WILLIAMS**, from Long Term Substitute Program Supervisor to Program Supervisor (Act 93), Student Services Team, effective July 1, 2025. Change of status results in a change of salary to \$104,700.71 for 260 days