

CAIU BOARD HIGHLIGHTS

The following actions were taken at the **August 28, 2025** meeting, held in the Board Room of the Capital Area Intermediate Unit.

Click [HERE](#) for the 8/28/25 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

EXECUTIVE SESSION

- An Executive Session was held to discuss Personnel Matters.

APPROVED ACTION ITEMS

- **Ratification/Approval of Action Items of the July 24, 2025 Board Meeting**
 - Approval of Minutes - June 26, 2025
 - Treasurer's Report - June 2025:
 - Treasurer's Report - June 2025 – a total of \$4,955,465.63 in receipts and \$15,292,975.79 in expenses.
 - Payment of Bills - June 2025
 - Summary of Operations - June 2025 showing revenues of \$121,670,650.47 and \$117,741,962.74 in expenses.
 - Other Business Items - July 2025
 - July 2025 Contracts
 - Policies & Programs - July 2025
 - 2025-26 Student Services School-Age Parent Handbook
 - 2025-26 Student Services Early Intervention Family Handbook
 - 2025-26 Student Services Hill Top Student Handbook
 - Personnel Report & Addendum – July 2025
 - See attached Personnel report.
- **Treasurer's Report for July 2025** – a total of \$13,936,076.85 in receipts and \$11,571,080.24 in expenses.
 - **Payment of Bills – July 2025**

- **Summary of Operations for July 2025** showing revenues of \$4,753,091.04 and \$6,149,177.91 in expenses.
- **Summary of Operations - June 2025 (as of 8/11/25)** showing revenues of \$136,381,360.17 and \$136,278,691.51 in expenses.
- **Other Fiscal Matters**
 - Revenue Anticipation Note for 2025-26
 - Approval of Resolution to delay September 2025 quarterly payment to Public School Employees' Retirement System (PSERS)
- **Other Business Items**
 - Contracts – August 2025
 - Board Member Resignation & Removals
 - Acceptance of resignation from Paula Bussard, Carlisle SD, from the CAIU Board of Directors, effective 9/1/25
 - Acceptance of removal of Seth Cornman, Big Spring SD, from the CAIU Board of Directors, for absenteeism effective 8/28/25
 - Acceptance of removal of Brian Diffenderfer, Millersburg Area SD, from the CAIU Board of Directors, for absenteeism effective 8/28/25
- **Policies & Programs**
 - First Reading Revised Policy #626 - Federal Fiscal Compliance
 - First Reading Revised Policy #626.1 – Travel Reimbursement – Federal Programs
 - First Reading, Revised Policy #827 - Conflict of Interest
- **Personnel Items**
 - See attached Personnel report.

EXECUTIVE DIRECTOR'S REPORT

- Click [HERE](#) for August 2025 **All-In! Executive Director's Report**.

UPCOMING MEETINGS:

Next CAIU Board Meeting: Thursday, September 25, 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.

July 24, 2025, APPROVED PERSONNEL ITEMS:

RESIGNATIONS

- **REBECCA BOONE**, Teacher, Early Intervention Program, effective December 19, 2025. Reason: Retirement after more than 42 years of continuous CAIU service.
- **NICOLE FICKES**, Teacher, Capital Area Mental-health Program, effective June 5, 2025. Reason: Personal.
- **SHARON KELLO**, Speech and Language Pathologist, Early Intervention Program, effective September 4, 2025. Reason: Retirement after more than 22 years of continuous CAIU service.
- **LAURA SIY**, Educational Paraprofessional, Early Intervention Program, effective July 24, 2025. Reason: Personal.
- **MELISSA SMITH**, Teacher, Early Intervention Program, effective July 24, 2025. Reason: Personal.
- **BARBARA STOLZ**, Inclusion Consultant, Early Intervention Program, effective September 3, 2025. Reason: Retirement after more than 17 years of continuous CAIU service.
- **MIEKE SWANSON**, Physical Therapist, OT/PT Program, effective July 24, 2025. Reason: Personal.
- **KARIN TOPPING**, Occupational Therapist, OT/PT Program, effective August 22, 2025. Reason: Retirement after 20 years of continuous CAIU service.

RECOMMENDED FOR EMPLOYMENT OR CONTRACT

- **BRIANNA CEKOVIC**, Paraeducator, effective for the 2025-2026 school year. Assignment: Personal Care Assistant, Emotional Support Program with base salary of Tier 1, \$27,740 for 190 days of service with additional new hire days as required. This is a new position funded through the Emotional Support budget.
- **ALICIA CICERO**, Paraeducator, effective August 18, 2025. Assignment: Educational Paraprofessional, Early Intervention Program with base salary of Tier 2, \$30,020 for 190 days of service will be prorated for a total of 176 days with additional new hire days as required. This is a replacement position funded through the Early Intervention budgets.
- **SARAH DAVIS**, Temporary Professional, effective for the 2025-2026 school year. Assignment: Teacher, Future Ready/Project Search Program with base salary of Bachelors, Step 3, \$56,937 for 190 days of service with additional new hire days as required. This is a replacement position funded through the Future Ready budget.
- **MELUSKEY, DRUOPATTY**, Paraeducator, effective August 18, 2025. Assignment: Educational Paraprofessional, Early Intervention Program with base salary of Tier 1, \$27,740 for 190 days of service will be prorated for a total of 176 days with additional new hire days as required. This is a new position funded through the Early Intervention budgets.
- **KOURTNEY GATES**, Paraeducator, effective for the 2025-2026 school year. Assignment: Mental Health Worker, Capital Area Mental-health Program with base salary of MHW/COTA Bachelor's, Step 3, \$36,154 for 190 days of service with additional new hire days as required. This is a replacement position funded through the Capital Area Mental-health budget.
- **CASSIE GAUS**, Temporary Professional, effective August 18, 2025. Assignment: Teacher, Early Intervention Program with base salary of Masters, Step 1, \$58,962 for 190 days of service will be prorated for a total of 176 days with additional new hire days

as required. This is a replacement position funded through the Early Intervention budgets.

- **DANIELLE GARCIA**, Temporary Professional, effective August 18, 2025. Assignment: Inclusion Consultant, Early Intervention Program with base salary of Masters+15, Step 8, \$67,255 for 190 days of service will be prorated for a total of 176 days with additional new hire days as required. This is a new position funded through the Early Intervention budgets.
- **COURTNEY GROUP**, Paraeducator, effective for the 2025-2026 school year. Assignment: Educational Paraprofessional, Autism Support Program with base salary of Tier 1, \$27,740 for 190 days of service with additional new hire days as required. This is a replacement position funded through the Autism Support budget
- **AMANDA HOACHLANDER**, Paraeducator, effective August 18, 2025. Assignment: Educational Paraprofessional, Early Intervention Program with base salary of Tier 2, \$30,020 for 190 days of service will be prorated for a total of 176 days with additional new hire days as required. This is a replacement position funded through the Early Intervention budgets.
- **VENESSA WAGNER**, part-time Head Cook, Food Services Program, effective for the 2025-2026 school year. Employee will be paid at the rate of \$18.36 per hour. This is a replacement position funded through the Food Services budget. Experience: 5 years of similar or related experience.

CHANGES OF STATUS:

- **LOGAN ADAMS**, from Personal Care Assistant to Mental Health Worker, effective for the 2025-2026 school year. Change of status results in a change of salary to \$35,366 which is based on a MHW/COTA HS+30, Step 5 placement on the current salary scale and is for 190 days of service.
- **GINA BROWN**, from Materials Assistant to Educational Paraprofessional, Early Intervention Program effective August 18, 2025. Change of status results in a change of salary to \$30,020 which is based on a Tier 2 placement on the current salary scale. This is based on 190 days of service and will be prorated for a total of 176 days in the 2025-2026 school year.
- **LILLIAM CANTILLANO**, from Job Coach to Vocational Specialist, effective for the 2025-2026 school year. Change of status results in a change of salary to \$35,028 which is based on a MHW/COTA Bachelor's, Step 1 placement on the current salary scale and is for 190 days of service.
- **KEVIN KAZDA**, from Teacher to Floater Teacher, effective for the 2025-2026 school year. Change of status results in a change of salary to 80% of Bachelors Step 3, \$45,549.60 for 190 days of service.
- **MICHELE LINGLE**, from Educational Paraprofessional to Floater Teacher, effective August 18, 2025. Change of status results in a change of salary to 80% of Bachelors Step 1, \$44,749.60 for 190 days of service and will be prorated for a total of 176 days in the 2025-2026 school year.
- **AUBREY MARTINEZ**, Speech and Language Pathologist, Early Intervention Program, change from full-time to part-time status, effective August 18, 2025.
- **CHELSIE MOSS**, Speech and Language Pathologist, Early Intervention Program, change from part-time to full-time status, effective August 18, 2025.
- **RALPH MOYER**, from Personal Care Assistant to Mental Health Worker, effective for the 2025-2026 school year. Change of status results in a change of salary to \$53,043

which is based on a MHW/COTA Bachelor's, Step 15 placement on the current salary scale and is for 190 days of service.

CHANGES OF SALARY:

- **KRISTEN MCLAUGHLIN**, Remedial Specialist, change of salary for completion of Masters+45 credits, effective for the 2025-2026 school year. Salary will be based on a Masters+45, Step 15, \$84,432 for 190 days of service.

LEAVE OF ABSENCE:

- **ALICIA FRANCAVAGE**, Educational Paraprofessional, Early Intervention Program, unpaid leave of absence effective August 18, 2025 – December 19, 2025. Leave is requested in order to complete student teaching.

August 28, 2025, APPROVED PERSONNEL ITEMS:

RESIGNATIONS

- **SHANA BENNER**, Certified Occupational Therapy Assistant, Early Intervention Program, effective August 22, 2025. Reason: Personal.
- **KARL MOHLER**, Facilities and Operations Coordinator, Administrative Team - Operations, effective August 18, 2025. Reason: Personal.
- **YERALDIN MUESES**, Systems Administrator, Technology Team, effective August 22, 2025. Reason: Personal.
- **JENNIFER SCHLEGEL**, Occupational Therapist, OT/PT Program, effective August 22, 2025. Reason: Personal.
- **TERRANCE TATUM**, Personal Care Assistant, Autism Support Program, effective June 12, 2025. Reason: Personal.

RECOMMENDED FOR EMPLOYMENT OR CONTRACT

- **KYLIE BENDER**, Temporary Professional, effective date to be determined. Assignment: Inclusion Consultant, Early Intervention Program with base salary of Bachelors, Step 1, \$55,937 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 Early Intervention budgets.
- **SHANA BENNER**, Paraeducator, effective date to be determined. Assignment: Certified Occupational Therapy Assistant, Early Intervention Program with base salary of MHW/COTA HS+30, Step 13, \$42,307 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.
- **CHRISTIAN CROSS**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Early Intervention Program with base salary of Tier 1, \$27,740 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 Early Intervention budgets.
- **DEVAUGHN DUPRE**, Paraeducator, effective date to be determined. Assignment: Personal Care Assistant, Emotional Support Program with base salary of Tier 1, \$27,740 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 Emotional Support budget.

- **AMANDA GELBAUGH**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Early Intervention Program with base salary of Tier 2, \$30,020 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 Early Intervention budgets.
- **BRADLY GILMORE**, Professional, effective date to be determined. Assignment: Teacher, Emotional Support Program with base salary of Masters, Step 15, \$80,312 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 Emotional Support budget.
- **MALIEK HALL**, Paraeducator, effective date to be determined. Assignment: Personal Care Assistant, Emotional Support Program with base salary of Tier 1, \$27,740 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 Emotional Support budget.
- **URVI KANANI**, Professional, effective date to be determined. Assignment: Physical Therapist, Early Intervention Program with base salary of Masters+15, Step 9, \$68,961 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.
- **STEPHANIE KING**, Professional, effective September 22, 2025. Assignment: Educational Consultant, Pupil Services Program with base salary of Masters+30, Step 15, \$83,009 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 Pupil Services budget.
- **TAMEEKA MILLER**, Paraeducator, effective date to be determined. Assignment: Mental Health Worker, Emotional Support Program with base salary of MHW/COTA Bachelors, Step 11, \$48,270 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 Emotional Support budget.
- **GABRIELLE PETERSON**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Autism Support Program with base salary of Tier 1, \$27,740 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 Autism Support budget.
- **SHELLEY PLUNKETT**, Professional, effective date to be determined. Assignment: Occupational Therapist, OT/PT Program with base salary of Masters+60, Step 15, \$85,855 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 OT/PT budget.
- **KARIM SAMA**, Paraeducator, effective date to be determined. Assignment: Personal Care Assistant, Autism Support Program with base salary of Tier 2, \$30,020 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 new position funded through the Autism Support budget.
- **MAIREEN SANTANA**, Paraeducator, effective August 20, 2025. Assignment: Educational Paraprofessional, Early Intervention Program with base salary of Tier 2, \$30,020 for 190 days of service will be prorated for a total of 174 days with additional new hire days as required. This is a new position funded through the Early Intervention budgets.

- **JALESSA SHEARER**, Paraeducator, effective date to be determined. Assignment: Personal Care Assistant, Autism Support Program with base salary of Tier 1, \$27,740 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 Autism Support budget.
- **MEGAN SNYDER**, Professional, effective date to be determined. Assignment: Remedial Specialist, ANPS Program with base salary of Masters, Step 14, \$77,752 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 ANPS budget.
- **NAOMI SPOO**, Temporary Professional, effective date to be determined. Assignment: Teacher, Autism Support Program with base salary of Bachelors, Step 14, \$74,729 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.
- **HAILEY STAHLER**, Temporary Professional, effective date to be determined. Assignment: Teacher, Capital Area Mental-health Program, with base salary of Bachelors, Step 1, \$55,937 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 Capital Area Mental-health budget.
- **LUIS TORRES**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Emotional Support Program with base salary of Tier 1, \$27,740 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 Emotional Support budget.
- **JENNIFER WALKER**, Temporary Professional, effective date to be determined. Assignment: Inclusion Consultant, Early Intervention Program with base salary of Bachelors, Step 3, \$56,937 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 Early Intervention budgets.
- **NAKITA WARD**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Emotional Support Program with base salary of Tier 2, \$30,020 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 Emotional Support budget.
- **STEPHANIE WENGER**, Paraeducator, effective September 3, 2025. Assignment: Personal Care Assistant, Autism Support Program with base salary of Tier 2, \$30,020 for 190 days of service will be prorated for a total of 175 days with additional new hire days as required. This is a new position funded through the Autism Support budget.
- **ANGELA WEST**, Temporary Professional, effective date to be determined. Assignment: Floater Teacher, Student Services Team with base salary of 80% of Bachelors, Step 1, \$44,749.60 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 Emotional Support budget.
- **ANGEL YOHN**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Autism Support Program with base salary of Tier 1, \$27,740 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 Autism Support budget.

CHANGES OF STATUS:

- **NICOLE CALABRESE**, change from Floater Teacher to Teacher, Autism Support Program, effective August 25, 2025. This change in status results in a change of salary to 100% of the Bachelor's, Step 15 salary of \$77,293 for 190 days of service, which will be prorated based on the number of days worked in the 2025-2026 school year.
- **KOURTNEY GATES**, Mental Health Worker, change from active to inactive status due to rescinding acceptance of employment offer, effective August 12, 2025.
- **COURTNEY GROUP**, Educational Paraprofessional, change from active to inactive status due to failure to respond to communications and complete new hire requirements, effective August 11, 2025.
- **DANIELLE LESHAK**, Educational Coach – Dean of Students, change from active to inactive status due to rescinding acceptance of employment offer, effective August 11, 2025.
- **DRUOPATTY MELUSKEY**, Educational Paraprofessional, change from active to inactive status due to rescinding acceptance of employment offer, effective July 31, 2025.
- **ANDREA SULLIVAN**, Social Worker, Student Services Team, change from part-time to full-time status, effective August 12, 2025.
- **VENESSA WAGNER**, Head Cook, change from active to inactive status due to rescinding acceptance of employment offer, effective July 31, 2025.

CHANGES OF SALARY:

- **REBECCA RALEY**, Teacher, ESL Program, change of salary to Masters+45, Step 1, \$63,091 effective for the 2025-2026 school year. This salary adjustment is being made after further review of her educational transcripts.

LEAVE OF ABSENCE:

- **KRISTEN SCHREIBER**, Occupational Therapist, OT/PT Program, leave of absence effective May 19, 2025 – May 19, 2026. Leave is requested in accordance with Article VI of the Collective Bargaining Agreement (CBA).