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# Derry Township School District
# Board of Directors Meeting
# August 11, 2025
**Board of Directors Room 7:00 p.m.**
# Summary Minutes - II

## 1. OPENING ITEMS

### 1.a. Call to Order

**Minutes**

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

### 1.b. Roll Call

**Minutes**

**Members in Attendance:** Joshua Cysyk, Lindsay Drew, Stewart McCarver, Jennifer Renz, Michael Rizzo, Honesta Romberger, and Tracey Royo

**Members in Attendance Virtually:** Ganesh Harinath

**Members Absent:** Ericka Schmidt

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

**Solicitor:** Leigh Dalton

**Staff/Public in Attendance In-Person:** Jodie Dermo, Sarah Harmer, Jared Nicholson, Carol Pitts, Jesse Rawls, Lindsey Schmidt, and Aaron Shuman

**Staff/Public in Attendance Virtually:** Lisa Balanda, Mark Balanda, Angie Shipper, and two by phone.

### 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 Dr. Cysyk and a second by Mrs. Renz, the board agenda for this evening's meeting was approved.

*Vote Results*

| | | |
|---|---|---|
| **Yea:** | 8 | Joshua Cysyk, Tracey E. Royo, Lindsay Drew, Ganesh Harinath, Stewart McCarver, Jennifer Renz, Michael Rizzo, Honesta Romberger |
| **Nay:** | 0 | |
| **Abstain:** | 0 | |
| **Not Cast:** | 1 | Ericka Schmidt |

# 2. INFORMATIONAL AND PROPOSALS

## 2.a. Presentation - High School Cell Phone

**Minutes**

Ms. Schmidt, High School Principal, provided the board with a cell phone update.

## 2.b. President Communications

**Minutes**

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

- Matters of Personnel

## 2.c. Recognition of Citizens (Agenda Items)

This is an opportunity for residents and taxpayers, attending either in person or virtually, to address the Board on matters related to the agenda. Those wishing to speak on matters not related to the agenda, an additional public comment period will be provided later in the meeting.

Each speaker is permitted up to 5-minutes of speaking time during each one of the public comment periods in order to provide other residents with an opportunity to speak. When necessary, the Board may set a maximum time for public comment. As a reminder, all public comments are part of the meeting's public record and minutes.

If attending in person, complete and turn in to the Board Secretary, Mrs. Agee, a registration form located on the sign-in table. When your name is announced, come to the microphone. If attending online, you must have registered individually with your full name and address. To be recognized, raise your virtual hand. For all speakers, once you are recognized, it is only necessary that you identify yourself by providing your full name.

**Minutes**

There were no citizens requesting recognition by the board.

### 2.d. Community Correspondence Report

**Minutes**

Ms. Harmer reported that there was one submission during the month of July.

### 2.e. 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:

- Approval of August 11, 2025, Board of Directors Summary Minutes

## 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. Cysyk and a second by Mrs. Renz, the Consent Agenda items were approved.

***Vote Results***

| | | |
|---|---|---|
| **Yea:** | 8 | Joshua Cysyk, Tracey E. Royo, Lindsay Drew, Ganesh Harinath, Stewart McCarver, Jennifer Renz, Michael Rizzo, Honesta Romberger |
| **Nay:** | 0 | |
| **Abstain:** | 0 | |
| **Not Cast:** | 1 | Ericka Schmidt |

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

### 4.b. Request for the Use of School Facilities

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

| | |
|---|---|
| *Group:* | **Hershey Girls Volleyball Booster Club** |
| *Date/Time:* | Saturday, September 20, 2025, 8:00 a.m. - 12:00 p.m. |
| *Requested Facility:* | High School Gym |
| *Event:* | Hershey High School Girls Volleyball Team Fundraiser |
| *Fee:* | None |

| | |
|---|---|
| *Group:* | **The Goddard School of Hershey** |
| *Date/Time:* | Thursday, June 4, 2026, 2:00 p.m. - 8:00 p.m. set-up & practice<br>Friday, June 5, 2026, 4:00 p.m. - 8:00 p.m. ceremony |
| *Requested Facility:* | Elementary MPR 1 |
| *Special Equipment:* | See attached notes & layout instructions |
| *Event:* | Pre-K & Kindergarten Graduation Ceremony |
| *Fee:* | MPR 1 - $70 per hour (approximately $700.00)<br>MPR Manager Fee: Per HEA Contract Rate<br>Total Fee: Approximately $700.00 |

**4.c. Computer Sports Medicine**
The Administration recommends the approval of the Computer Sports Medicine Renewal for athletic record management.

**4.d. ePlus Technology**
The Administration recommends the approval of the ePlus Technology agreement for a year of maintenance for HPE Foundation Care covering district core and high school switches.

**4.e. Carol H. Gilbert Consulting**
The Administration recommends the approval of the Carol H. Gilbert Consulting agreement for course review and exam proctoring of the ServSafe Food Safety Managers Course.

**4.f. Kenbrook**
The Administration recommends the approval of the Kenbrook renewal for the sixth grade outdoor education program.

**4.g. Telesystems**
The Administration recommends the approval of the Telesystems renewal for antenna kits and cabling to each of the certified alarm line boxes that have a weak or no LTE signal.

**4.h. New Story**
The Administration recommends the retroactive approval of the New Story agreement.

### 4.i. CAIU Preschool Classroom Agreement - retroactive

The Administration recommends the retroactive approval of the CAIU Preschool Classroom Agreement 2025-26.

### 4.j. Quality Turf Unlimited - retroactive

The Administration recommends the retroactive approval of the Quality Turf Unlimited Agreement and Addendum for maintenance of the high school baseball field July 1, 2025 to June 30, 2026.

### 4.k. Dual Enrollment - Elizabethtown College

The Administration recommends the approval of the Dual Enrollment Agreement with Elizabethtown College to offer dual enrollment course options through the college.

## 5. NEW BUSINESS

### 5.a. Approval of 2025-2026 Bus Stops

The Administration recommends adopting the bus stop locations as indicated in the attached Trip-Stop Report for the 2025-2026 school year.

The Administration also requests authorization to change bus stops for the following reasons: safety, efficiency, and also due to the transportation of new students.

**Minutes**

Following a motion by Dr. Cysyk and a second by Mrs. Renz, the bus stops for the 2025 - 2026 school year were approved.

***Vote Results***

| | | |
|---|---|---|
| **Yea:** | 8 | Joshua Cysyk, Tracey E. Royo, Lindsay Drew, Ganesh Harinath, Stewart McCarver, Jennifer Renz, Michael Rizzo, Honesta Romberger |
| **Nay:** | 0 | |
| **Abstain:** | 0 | |
| **Not Cast:** | 1 | Ericka Schmidt |

### 5.b. Attendance Officers

The Administration recommends the board approve the following District staff to serve in the capacity of Attendance Officer for the 2025-26 school year:

DeCicco, Alexandria
Funck, Jena
Galloway, Michael

Gawel, Anna
Lombel, Kelly
Miller, Gregory
Schmidt, Lindsey
Stine, Heidi
Valentin, Erick
Wade, Laurie

**Minutes**

Following a motion by Dr. Cysyk and a second by Mrs. Renz, the Attendance Officers for the 2025-2026 school year were approved.

***Vote Results***

| | | |
|---|---|---|
| **Yea:** | 8 | Joshua Cysyk, Tracey E. Royo, Lindsay Drew, Ganesh Harinath, Stewart McCarver, Jennifer Renz, Michael Rizzo, Honesta Romberger |
| **Nay:** | 0 | |
| **Abstain:** | 0 | |
| **Not Cast:** | 1 | Ericka Schmidt |

### 5.c. Change Order - Rettew Addendum 04 - Elementary Project 0870701809

The Administration recommends the board approve the addendum from Rettew to revise the elementary project Storm Water Management Plan and Land Development Plans to utilize spray irrigation.

**Minutes**

Following a motion by Dr. Cysyk and a second by Mrs. Renz, Change Order Addendum number 4 with Rettew for Storm Water Management and Land Development Plans was approved.

***Vote Results***

| | | |
|---|---|---|
| **Yea:** | 8 | Joshua Cysyk, Tracey E. Royo, Lindsay Drew, Ganesh Harinath, Stewart McCarver, Jennifer Renz, Michael Rizzo, Honesta Romberger |
| **Nay:** | 0 | |
| **Abstain:** | 0 | |
| **Not Cast:** | 1 | Ericka Schmidt |

### 5.d. Personnel - Resignations

The Administration recommends the approval of the following resignations:

**Professional Staff:**

**Brocious, Elizabeth**
Math Intervention Specialist
Early Childhood Center
Reason: Personal
Effective: 08/17/2025

**Classified Staff:**

**Doll, Amanda**
Cafeteria/Recess Aide
Early Childhood Center
Reason: Personal
Effective: 08/03/2025 (retroactive)

**Elder, Devin**
Groundskeeper
District-wide
Reason: Personal
Effective: 08/14/2025

**Kelly, Susan**
Substitute Cafeteria/Recess Aide
District-wide
Reason: Personal
Effective: 08/05/2025 (retroactive)

**Minutes**

Following a motion by Dr. Cysyk and a second by Mrs. Renz, the Personnel Resignations were approved.

***Vote Results***

| | | |
|---|---|---|
| **Yea:** | 8 | Joshua Cysyk, Tracey E. Royo, Lindsay Drew, Ganesh Harinath, Stewart McCarver, Jennifer Renz, Michael Rizzo, Honesta Romberger |
| **Nay:** | 0 | |
| **Abstain:** | 0 | |
| **Not Cast:** | 1 | Ericka Schmidt |

**5.e. Personnel - General**
1. The Administration recommends the approval of the following appointments and recognition of the following transfers:

**Contracted Staff:**

**Dermo, Jodie** (replacing Carol Pitts)
Business Manager
District Office
Pending Contract Approval
Effective: To Be Determined (pending receipt of Act 168s, Act 34, Act 151, Act 114, Act 126 and Act 24 certifications)

**Professional Staff:**

**Lilly, Katelyn** (replacing Stacy Stahl)
Grade 5 Teacher
Intermediate Elementary School
Long-Term Substitute
Bachelor's, Step 1
Salary: $61,114 (pro-rated)
Effective: 08/12/2025 through 01/04/2026 pending receipt of Act 168, Act 151, and Act 24 certifications

**Noble, Sarah** (replacing Kimberly Graeff)
Grade 3 Teacher
Primary Elementary School
Temporary Professional
**Revision: Master's,** Step 5
Salary: $68,759
Effective: 08/05/2025 (retroactive)

**Transfer of Professional Staff:**

**Valentine, Amanda*** (replacing Jason Pedersen)
From: School Psychologist
Intermediate Elementary School
To: School Psychologist
Middle School
Effective: 08/05/2025 (retroactive)

**Classified Staff:**

**Sersch, Ronald** (replacing James Schroeder)
Custodian (2nd Shift)
Elementary School
Full-time, 8.0 hours per day
Salary: $20.65 per hour
Effective: 08/12/2025

**Thompson, Christine** (replacing Christopher Stein)
Alternate Route Bus Driver
Transportation
Level A, 5.5 hours per day
Salary: $23.43 per hour
Effective: 08/12/2025

**Transfer of Classified Staff:**

**Castka, Maria*** (replacing Rabia Dawood)
From: Cafeteria/Recess Aide
Primary Elementary School
Level A, 3.0 hours per day
Salary: $19.08 per hour
To: Paraprofessional
Primary Elementary School
Level A, 5.75 hours per day
Salary: $20.36 per hour
Effective: 08/18/2025

**Hatfield, Jessica*** (replacing Tracy Kerchner)
From: Cafeteria/Recess Aide
Early Childhood Center
Level A, 3.0 hours per day
Salary: $19.08 per hour
To: Paraprofessional (Self-contained Classroom)
Early Childhood Center
Level B, 6.5 hours per day
Salary: $20.36 per hour
Effective: 08/18/2025

**Limited Service Contract:**

**Arndt, John**
Assistant Coach - H.S. - Football
Group D, Step 15
Salary: $6,446
Effective: 08/12/2025

**Costello, Patricia***
Head Coach - H.S. - Golf - Girls
Group E, Step 6
Salary: $3,749
Effective: 08/12/2025

**Lyons, Oliva***
Assistant Coach - H.S. - Soccer - Girls
Group E, Step 5
Salary: $3,552
Effective: 08/12/2025

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

2. The Administration recommends the approval of the Mentor List for the 2025-2026 school year as attached.

**Minutes**

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

***Vote Results***

| | | |
|---|---|---|
| **Yea:** | 8 | Joshua Cysyk, Tracey E. Royo, Lindsay Drew, Ganesh Harinath, Stewart McCarver, Jennifer Renz, Michael Rizzo, Honesta Romberger |
| **Nay:** | 0 | |
| **Abstain:** | 0 | |
| **Not Cast:** | 1 | Ericka Schmidt |

# 6. DELEGATE REPORTS

## 6.a. CAIU

**Minutes**

The CAIU report is attached to the agenda. Dr. Cysyk shared that they had a Board Retreat to discuss the process of running board meetings.

# 7. SPECIAL REPORTS

## 7.a. Board Members' Report

**Minutes**

There were no members with a report to share.

## 7.b. Superintendent's Report

**Minutes**

Dr. Winslow gave a report that included the following:

- Welcomed new teachers this week
- Welcome back all staff next Monday
- Rental bleachers are being installed this afternoon and should be finished Thursday

## 7.c. Board President's Report

**Minutes**

Ms. Drew welcomed back all staff.

# 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 7:36 p.m. following a motion by Dr. Cysyk and a second by Mrs. Renz.

***Vote Results***

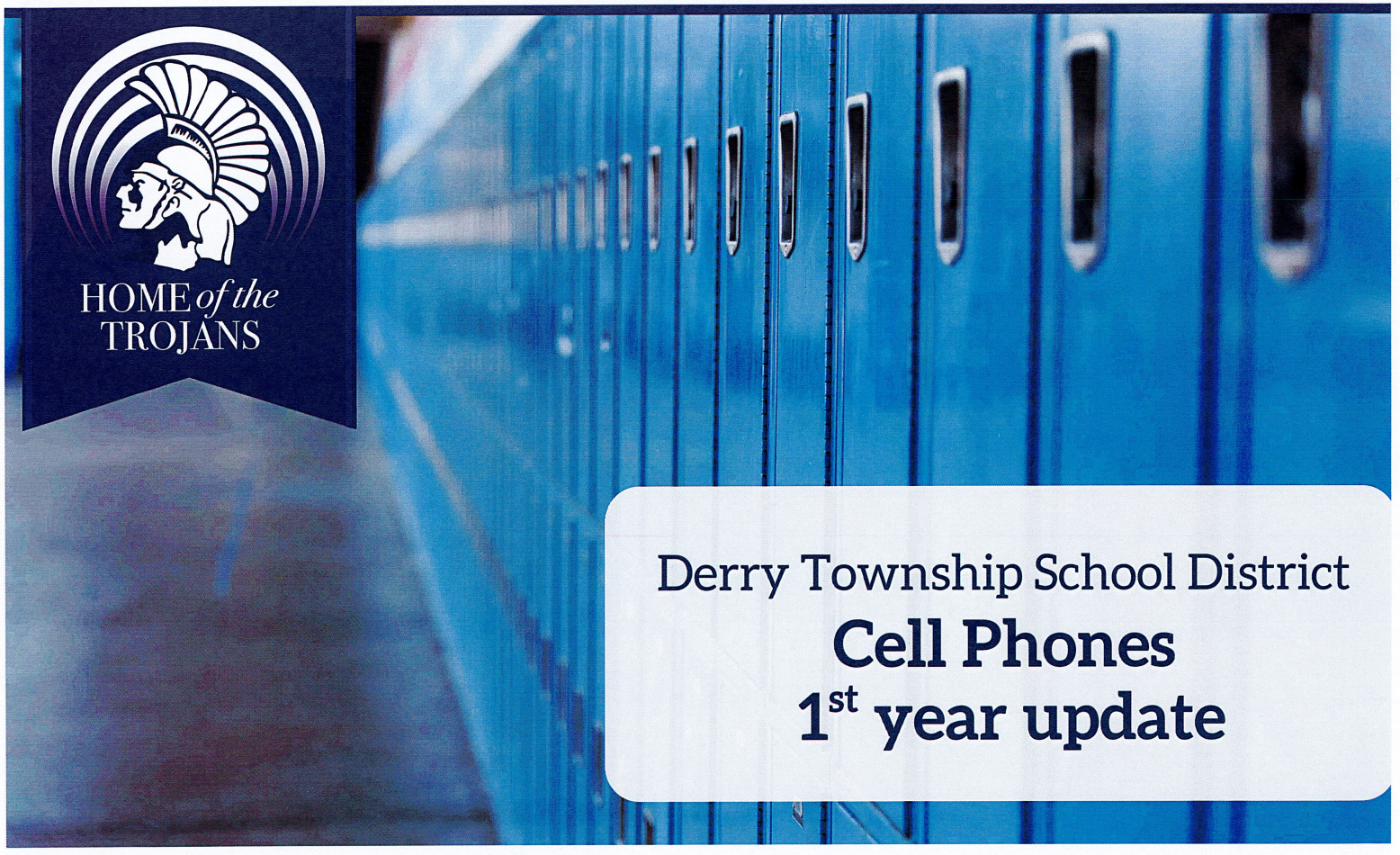
| | | |
|---|---|---|
| **Yea:** | 8 | Joshua Cysyk, Tracey E. Royo, Lindsay Drew, Ganesh Harinath, Stewart McCarver, Jennifer Renz, Michael Rizzo, Honesta Romberger |
| **Nay:** | 0 | |
| **Abstain:** | 0 | |
| **Not Cast:** | 1 | Ericka Schmidt |

Respectfully submitted,

Michele Agee
Secretary to the Board
August 25, 2025

Lindsay K. Drew
Board President

| **Virtual Attendance August 11, 2025** |
| --- |
| Lisa Balanda |
| Mark Balanda |
| Angie Shipper |
| and two by phone |


HOME of the
TROJANS
Derry Township School District
Cell Phones
1st year update

# Let's Look at the numbers...

- 1st violation - 278
- 2nd violation- 61
- 3rd violation- 34
- 4th violation- 19
- 5th violation- 9
- 6th violation- 6
- 7th violation- 2
- 8th violation- 2
- 9th violation- 1
- 10th violation 1

**Consequences:**

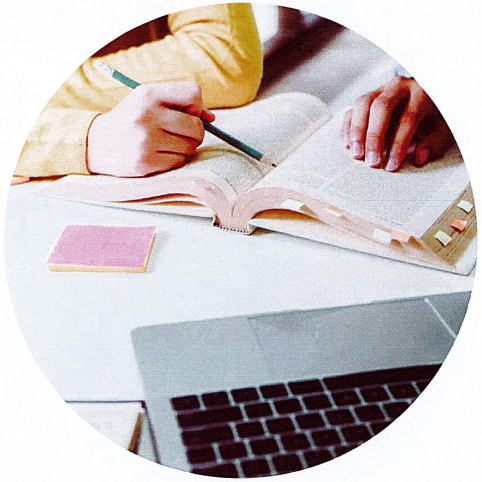
After School Detentions

Extended detentions

Saturday Detentions

Cell Phone lock up

# Perception vs Reality



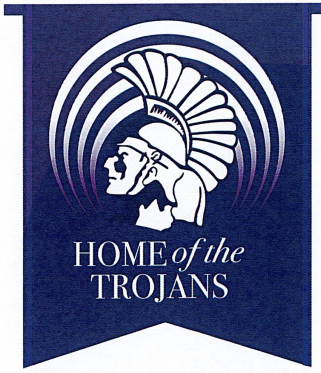
- Staff perspective:
  - More time spent on instruction
  - Less drama in school
  - Students engaged in talking with each other and staff
  - Less overall discipline involving student interactions- social media and conflicts
- Student perspective:
  - It helps in class - noticable
  - They understand
  - They wish they had access in hallways and unstructured spaces- but do understand

# What's next?
# What help do we need?

- Social media updates 7 days before start of school
- Start day 1
- Use cell phone lock up more- that was the best deterrent for repeat offenders
- Remain conistent and continue to communicate with our families

**How can you help?**

- AirPods were the work around last year
  - No airpods in instructional classrooms - unless teacher permission given
  - Use in hallways, non instructional spaces (lunch, SH, etc)




# Questions?

SPORTSWAREONLINE
a division of CSMi

# Quote

**# EST-006894**

**Computer Sports Medicine, Inc.**
101 Tosca Drive,
Stoughton, Massachusetts 02072
U.S.A

Bill To
**Derry Township School District**
30 East Granda Avenue
P.O Box 898
Hershey, PA 17033

Ship To
Derry Township School District
30C East Granda Avenue
Hershey, PA 17033

Quote Date : Jun 17, 2025

Expiry Date : Aug 31, 2025

| # | Item & Description | Qty | Rate | Amount |
|---|---|---|---|---|
| 1 | SWOL 01-04<br>SKU : 820231<br>SportsWareOnLine EMR Floating User Licenses for first 4 users. Each annually. | 2.00 | 330.00 | 660.00 |
| 2 | Renewal<br>SKU : 000000<br>SportsWareOnLine Annual Subscription Renewal | 1.00 | 0.00 | 0.00 |
| | | | Sub Total | 660.00 |
| | | | **Total** | **$660.00** |

Notes

Phil Ayala
payala@hershey.k12.pa.us
(717) 534-2501
8-31

Please ensure you have read and understand the terms listed before accepting this quote.

Board approved August 11, 2025
Marsha Agen, Board Secretary

**How to Purchase**
This quote will be deemed as accepted and an invoice denoting a sale has occurred will be sent if any of the following conditions are met; (1) a recipient of the quote clicks on the Accept button within the quote portal, (2) a Purchase Order is sent referencing the quote number, (3) a check is received by CSMi referencing the quote number. Please do not click accept on this quote until your internal procedures for purchasing software have been completed. If you need an invoice before processing payment, click Accept within the portal accompanying this quote and an invoice will be sent.

**Making Payment**
Payment is due in full, upon receipt of an invoice. Payment can be sent via credit card, check, or bank transfer to CSMi at the address noted on the first page. Credit card payments are accepted online through the payment portal available at the link included on each invoice.

**For New Business Customers**
The user noted within the Notes section will be created as the main Admin on the new SportsWare account. If changes are needed, contact your sales rep before clicking Accept. CSMi only adds one (1) Admin user to a new account. The user added by CSMi is then responsible for adding any additional users to the new account.

**Included Training**
Upon purchase, the admin user of the new account will be sent access to a series of videos, deemed "implementation training", to set up the new account for success. After reviewing these videos, they will be entitled to one live, hour long training for the users who will be using the software.

**For Renewing Customers**
This quote represents a 12-month extension of your account, unless otherwise noted. The expiration date of the account is not extended until CSMi processes an **invoice** denoting the sale. To ensure no lapse in service, customers can accept this quote and renew their account up to 90 days before the expiration date. When renewing, 12 months are added to the expiration date, NOT the invoice date.

**Support**
Customers will be given access to a support knowledge base and ticketing system for questions that arise while using the system.

**Customer Name:** DERRY TOWNSHIP SCHOOL DISTRICT
**Quote No:** 23320351
**Quote Name:**
**Quotation Date:** 04/23/2025

**Sales Support Contact:** SARAH DAMOND
**Sales Support Phone:** 757-278-7978
**Sales Support Email:** SARAH.DAMOND@EPLUS.COM
**Account Executive:** Brandon Holmes
**Account Executive Phone:** 6104951242
**Account Executive Email:** bholmes@eplus.com

**Customer PO No:**
**Order No:**
**Expiration Date:** 08/15/2025

ePlus Technology inc, 13595 Dulles Technology Drive, Herndon, VA, 20171

**External Notes:****Please see spreadsheet provided for full support details**

| Line No. | Part Number | MFG | Description/Line Notes | Dates | QTY | Unit Price | Ext Price |
|---|---|---|---|---|---|---|---|
| SAR: ARUBA504SG44KZ605K | | | | | | | |
| 001 | H8A01AC | HPE | HPE FOUNDATION CARE NBD EXCHANGE | 08/23/2025-08/22/2026 | 1 | 799.10 | 799.10 |
| 002 | H8A02AC | HPE | FOUNDATION CARE 4H EXCHANGE SVC | 08/23/2025-08/22/2026 | 1 | 1,473.67 | 1,473.67 |
| SAR: 1010775295_00002 | | | | | | | |
| 003 | H8A01AC | HPE | HPE FOUNDATION CARE NBD EXCHANGE | 08/16/2025-08/22/2026 | 1 | 13,182.24 | 13,182.24 |
| **Totals** | | | | | | | 15,455.01 |

**Shipping:**
**Packing:**

| | |
|---|---|
| **Sub Total (USD):** | **15,455.01** |
| **Est. Tax (USD):** | **TBD if Applicable** |
| **Shp&Hnd (USD):** | **TBD** |
| **Total (USD):** | **15,455.01** |

All orders are governed by your organization's signed agreement with ePlus or applicable public sector contract; if there is no such agreement the Customer Terms and Conditions for Products and/or Services located at www.ePlus.com govern. No additional or contrary terms in a purchase order shall apply, and ePlus' performance shall not be deemed acceptance of any preprinted PO terms. Use of software, subscription services or other products resold by ePlus is subject to manufacturer/publisher end user agreements or subscription terms. Any periodic payment obligations for specific offerings, along with customer-incurred overages, consumption fees, add-ons, quantity adjustments and automatic renewals are non-cancelable for any reason except by public sector customers required by law to terminate due to non-appropriation of funds.

PLEASE NOTE: Recent supply chain disruption and tariffs on certain imports are causing price increases for many IT products, with little or no notice, and beyond ePlus' control. As a result, this quote is subject to change without notice, even before the expiration date reflected above. Related manufacturer policy changes may result in orders being non-cancelable and products non-returnable except in accordance with the manufacturer warranty. Please confirm pricing and other restrictions prior to order placement. Unless freight amount is indicated, or is zero, freight will be added to the invoice. Unless Bill-To company is exempt from Sales Tax, it will be added to the invoice. Recognizing that the global pandemic has disrupted operations for many organizations, ePlus will ship products for delivery in accordance with customer's written ship-to instructions and products will be deemed delivered notwithstanding any failure of customer personnel to sign for receipt due to facility closing or otherwise. Supply chain disruption and tariffs on certain imports in accordance with applicable law may cause price increases for many IT products, with little or no notice, and beyond [SELLER'S] control. When such increases occur, this quote is subject to change without notice, even before the expiration date reflected above.

ePlus offers flexible and easy leasing options for your IT equipment. Use leasing to increase your IT acquisition capability, overcome limited budgets, and manage the lifecycle of your assets. Contact an ePlus Leasing Coordinator at 1-703-984-8021 or leasing@eplus.com to receive a lease quote today.

## Customer Acceptance

Signature: _____

Name: Lindsay K. Drew

Title: School Board President

Date: August 11, 2025

Customer PO #: _____

## Bill To

DERRY TOWNSHIP SCHOOL DISTRICT
PO BOX 898
HOMESTEAD ROAD
HERSHEY PA 17033
UNITED STATES
ACCOUNTS PAYABLE

## Ship To

DERRY TOWNSHIP SCHOOL DISTRICT
30 E Granada Ave
HERSHEY PA 17033
UNITED STATES

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*NGDC P1 4.2.2.9

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

THIS AGREEMENT ("Agreement") is executed this **9th day of June, 2025** (the "Effective Date") by and between **Carol H. Gilbert Consulting**, with a principal place of business at 316 Maple Avenue Millersville, PA 17551 (the "Consultant"), and **Derry Township School District,** with a principal place of business at **PO Box 898, 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 effective Date, 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 training for the Client as follows:

   a. Training Topics:
      - **ServSafe Food Safety Managers Course Review and Exam Proctoring**

   b. Date: **Friday, January 16, 2026**

   c. Time: **7:30 am – 3:30 pm**

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. Compensation. For the services provided hereunder, the Consultant shall be paid a consulting fee **$165.00 per person.** 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. 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. 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.

6. 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 and taxes, as noted in Paragraph 8 below.

7. 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.

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.

8. Assignment. This Agreement 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.

9. 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.

10. 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.

11. 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.

12. 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

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

By: Christi Beazley 3.28.2024

Christi A. Beazley, Date
President

CLIENT: 8/11/25

Date

Print Name: Lindsay K. Drew

**Kenbrook Bible Camp and Retreat Center**

190 Pine Meadow Rd.
Lebanon, PA 17046

Phone: 717-865-4547
Fax: 717-865-0995
www.kenbrook.org/

**Booking Contract: DEER 2025**

| | | | |
|---|---|---|---|
| **Organization:** | Hershey Middle School | **Booking Type:** | School (4120) |
| **Address:** | P.O. Box 898, 500 Hummelstown Rd. | **Contact Phone:** | 717-531-2222 |
| **City/State/Zip:** | Hummelstown, PA, 17033 | | |
| **Group Contact:** | Dan Hugendubler | | |
| **Email:** | dhugendubler@hershey.k12.pa.us | | |

## Event Information

| | | | |
|---|---|---|---|
| **Event:** | DEER 2025 | | |
| **Purpose of Event:** | Outdoor Education | | |
| **Booking Type:** | School (4120) | | |
| **Arrival Date:** | 5/18/2026 6:00:00 AM | **Departure Date:** | 5/22/2026 11:30:00 AM |
| **Expected Number:** | 400 | **Minimum Number:** | 200 |

## Meals and Requests

**Standard Meal Instructions:** Served promptly @ 8:00AM, 12:00PM, and 5:00PM and is open for one hour.

**Standard Food Allergies Process:** Send NO LATER than 2-weeks prior to: food@kenbrook.org

**Dietary Requests:** Kenbrook Bible Camp's kitchen is a nut free environment in order to keep everyone as safe as possible. Our food service staff is able to alter menus for most other allergies with at least two weeks advanced notice, but our food service staff is not able to alter menus for food preferences. Each group space is equipped with a refrigerator and microwave where guests with food preferences or more severe allergies may store and prepare supplemental food. If you have any additional questions, please feel free to contact our Food Service Director, at food@kenbrook.org.

**Special Requests:**

**Kenbrook Bible Camp and Retreat Center**

190 Pine Meadow Rd.
Lebanon, PA 17046

Phone: 717-895-4547
Fax: 717-865-0995
www.kenbrook.org/

**Booking Contract: DEER 2025**

**Reservation Monday 18 May 2026 06:00 AM - Friday 22 May 2026 11:30 AM**

| Qty | Facility / Resource | | Amount | Comments |
|---|---|---|---|---|
| 200 | Hershey Middle School 2025 - 2026 2 Nights 6 Meals HMS Rate $162.75 Per Use | $ | 32,550.00 | |
| 1 | Hershey Middle School 2025 - Day Use Grounds Fee $10.00 Per 24 Hours | $ | 10.00 | Tuesday |
| 1 | Hershey Middle School 2025 - Day Use Grounds Fee $10.00 Per 24 Hours | $ | 10.00 | Thursday |
| 1 | Hershey Middle School 2025 - Lunch $16.50 Per Use | $ | 16.50 | Tuesday |
| 1 | Hershey Middle School 2025 - Lunch $16.50 Per Use | $ | 16.50 | Thursday |
| | **Total Fees:** | **$** | **32,603.00** | |
| | Deposit | $ | 4,890.45 | |

**Kenbrook Bible Camp and Retreat Center**

190 Pine Meadow Rd.
Lebanon, PA 17046

Phone: 717-895-4547
Fax: 717-865-0995
www.kenbrook.org/

**Booking Contract: DEER 2025**

## C. Governing Policies

We agree to respect the beliefs of Kenbrook as set forth in their statement of belief, and to do nothing by word or act that will in any way detract from the testimony of this ministry. This statement is available for review upon request. Kenbrook reserves the right to dismiss any group or individuals who are not in compliance.
We agree to abide by the policies posted on grounds or communicated by Kenbrook personnel. The signer accepts the responsibility of communicating these guidelines to the participants and will follow through to ensure compliance.
It is understood that this contract is not binding until a copy of the original contract bearing signatures of both parties, including the signature of an authorized representative of the rental group, is returned to the Kenbrook office.
It is understood that if this contract and the indicated deposit are not returned to Kenbrook on or before the date shown, Kenbrook is free to negotiate with another group for the conference dates indicated.
We agree to provide proof of liability insurance for our group with coverage of up to $1,000,000.
It is understood that Kenbrook does not have medical staff on the property and is not responsible for medical treatment ortransportation to a medical facility in the event it is needed.

**Additional Information:**

Please remember that a signed contract and deposit are the items that hold the dates for your event. We are unable to hold dates indefinitely.

Arrival and departure times outlined on the contract are what we use to staff our departments for food service, hosting, and housekeeping. Please review your times to ensure that is the actual time you intend to arrive and depart.

Groups are welcome to pay with a credit card. Please understand that we are billed a 3% charge from our service provider and so we pass that service charge on to the group. If paying by credit card, please factor in the additional 3%. Sending or bringing a check with you upon arrival is the preferred payment method.

**Please return signed contract with deposit to confirm your retreat date.**

By signing this contract, both parties are indicating they have read, and agree to all financial terms and policies in the contract.

Signature DEER 2025

School Board President August 11, 2025
Title Date

Director of Guest Services June 12 2025
Title Date

**Please make checks payable to Kenbrook Bible Camp and Retreat Center**

**For office use only**

O Paid_____ $_____ O Cash O Check_____ O Card

Received By_____

Kenbrook Bible Camp and Retreat Center

190 Pine Meadow Rd.
Lebanon, PA 17046

Phone: 717-895-4547
Fax: 717-865-0995
www.kenbrook.org/

**Booking Contract: DEER 2025**

| | | |
|---|---|---|
| **Total Payments:** | **$** | **0.00** |

## A. Guarantee and Finances

To reserve the requested dates, we understand a non-refundable, non-transferable deposit of $4890.45 is due on 6/26/2025. The deposit is applicable to total fees. (Deposit is based on 15% of the minimum guaranteed number of guests.)

We agree to pay Kenbrook for the agreed upon minimum numbers of guests based on the triple/quad package rate. Once this contract has been signed, we are obligated to its terms to pay this amount regardless of how many guests actually attend the Kenbrook retreat.We agree our maximum number of guests shall not exceed 400 guests unless additional space is available and confirmed by Kenbrook prior to our arrival.

We agree to contact Kenbrook no later than 5/4/2026 (14 days prior to arrival) to provide our final attendance count. An invoice for your event will be emailed after the final numbers are reported to Kenbrook.

**Payment is due at time of service.**

## B. Cancellation and Group Reduction Policy

We understand that we may cancel this agreement at any time up to 120 calendar days prior to the beginning date of our event. In so doing we agree to forfeit our deposit.
If we cancel this agreement at any time within the 120 calendar days prior to the beginning date of our event, regardless of the contract signing, we understand that we will be responsible for 50% of the guarantee minimum and that we will forfeit our deposit.
Any changes to the terms of this contract, must be agreed upon and signed by both parties in order to take effect

Docusign Envelope ID: 511E20AE-E69D-40B6-89EB-0A099E54A5E3

Telesystem
IT's About Trust

## Amendment to Existing Agreement

**RFQ: 0566777459**

| BLS Sales Rep: | BLS Rep ID: | PID: | Existing Account Number: |
|---|---|---|---|
| Amy Seiler | C139 | 3300 | 5164794 |

This amendment ("Amendment") is made as of **07/07/2025** to the service agreement bearing the Effective Date of **10/10/2024**, (the "Agreement"), by and between Telesystem ("Block Line System"), as defined in the Terms and Conditions, and **Derry Township School District** ("Customer").

| | |
|---|---|
| | Change existing service(s) from one type to another [Associated charges and description of changes are shown in Attachment A.] |
| X | Add/Change Customer Premise Equipment. [Associated charges and description of changes are shown in Attachment A.] |
| | Add a new service to an new location. [Associated charges and description of changes are shown in Attachment A.] |
| | Add a new service to an existing location. [Associated charges and description of changes are shown in Attachment A.] |
| | New Service Term. The Term of the original Service Agreement shall not be extended as a result of adding new service(s). The new/changed service(s) and associated charges in Attachment A, shall have a minimum in-service period of 36 months. |
| | Contract Extension Term. The Term of the Agreement shall be extended to end as of: **DATE:** |
| X | Coterminous Term. The Term of the Agreement shall not be extended as a result of adding the new service, and the new/existing location will be coterminous to the orginal Term of the Agreement. |

Attachment A to this Amendment, which is incorporated by reference, sets forth the rates and other terms and conditions to apply to the additional facilities and/or Services ordered hereunder.
Except as modified by the Amendment, the terms and conditions set forth in the Agreement remain unchanged.
Taxes, surcharges and/or fees are not included.

**Description of all changes:**

Adding on antenna kids and 100' cables

### Attachment A to Amendment

**Description of all changes:**

| 450R HOMESTEAD RD, HERSHEY, PA 17033 | | | | |
|---|---|---|---|---|
| **Monthly Recurring Charges** | **Product Code** | **QTY** | **Unit Price** | **Monthly** |
| Certified Alarm/Elevator - Exterior Antenna Kit | E1586 | 1 | $20.00 | $20.00 |
| Certified Alarm/Elevator - 100' Antenna Cable | E1588 | 1 | $15.00 | $15.00 |
| | | | | |
| **Site Total** | **Monthly** | $35.00 | **One-Time** | $0.00 |
| **450 HOMESTEAD RD, HERSHEY, PA 17033** | | | | |
| **Monthly Recurring Charges** | **Product Code** | **QTY** | **Unit Price** | **Monthly** |
| Certified Alarm/Elevator - Exterior Antenna Kit | E1586 | 1 | $20.00 | $20.00 |

Docusign Envelope ID: 511E20AE-E69D-40B6-89EB-0A099E54A5E3

| | | | | |
|---|---|---|---|---|
| Certified Alarm/Elevator - 100' Antenna Cable | E1588 | 1 | $15.00 | $15.00 |
| | | | | |
| **Site Total** | **Monthly** | $35.00 | **One-Time** | $0.00 |
| **550 HOMESTEAD RD, HERSHEY, PA 17033** | | | | |
| **Monthly Recurring Charges** | **Product Code** | **QTY** | **Unit Price** | **Monthly** |
| Certified Alarm/Elevator - Exterior Antenna Kit | E1586 | 6 | $20.00 | $120.00 |
| Certified Alarm/Elevator - 100' Antenna Cable | E1588 | 6 | $15.00 | $90.00 |
| | | | | |
| **Site Total** | **Monthly** | $210.00 | **One-Time** | $0.00 |
| **30C E GRANADA AVE, HERSHEY, PA 17033** | | | | |
| **Monthly Recurring Charges** | **Product Code** | **QTY** | **Unit Price** | **Monthly** |
| Certified Alarm/Elevator - Exterior Antenna Kit | E1586 | 1 | $20.00 | $20.00 |
| Certified Alarm/Elevator - 100' Antenna Cable | E1588 | 1 | $15.00 | $15.00 |
| | | | | |
| **Site Total** | **Monthly** | $35.00 | **One-Time** | $0.00 |
| **44 W GRANADA AVE, HERSHEY, PA 17033** | | | | |
| **Monthly Recurring Charges** | **Product Code** | **QTY** | **Unit Price** | **Monthly** |
| Certified Alarm/Elevator - Exterior Antenna Kit | E1586 | 1 | $20.00 | $20.00 |
| Certified Alarm/Elevator - 100' Antenna Cable | E1588 | 1 | $15.00 | $15.00 |
| | | | | |
| **Site Total** | **Monthly** | $35.00 | **One-Time** | $0.00 |

| | | | | |
|---|---|---|---|---|
| **Order Totals** | **Monthly** | $350.00 | **One-Time** | $0.00 |

**Disconnected Services:**

| Product/Address | Circuit ID | QTY | Unit Price | Monthly |
|---|---|---|---|---|
| | | | | |
| | | | | |
| | | | | |
| | | | | |

IN WITNESS WHEROF, the undersigned have caused this Amendment to be executed by their duly authorized representative, to be effective as of the date first above written.

**CUSTOMER**

Name: Lindsay K. Drew

Title: School Board Presidsent

Authorized Signature — Date: 8/11/25

**TELESYSTEM**

Name:

Title:

Authorized — Date

# OPERATION AND MAINTENANCE AGREEMENT

# FOR DISTRICT CLASSROOM SPACE – EI, PRESCHOOL

This agreement for the operation and maintenance of the facilities identified below is entered into between the **Derry Township School District** (*"District"*) and the **Capital Area Intermediate Unit** *("Intermediate Unit")*.

The *District*, in consideration of the payment hereinafter mentioned, intends to operate and maintain space for use by the *Intermediate Unit* for instructional purposes in the Early Intervention (EI) preschool program, in the location(s) listed below:

| BUILDING LOCATION | # OF CLASSROOMS | TYPE OF PROGRAM |
|---|---|---|
| Hershey Primary Elementary | 1 | EI, Preschool |

These classrooms shall be equipped with basic furniture for both pupils and teachers, and shall be operated and maintained by the *District* in the same manner as it maintains regular district classrooms including, but not limited to, cleaning of bathrooms and classrooms, emptying trash on a regular basis, and regular maintenance and upkeep. In addition, all utilities shall be provided and paid for by the *District*.

The term of this Operation and Maintenance Agreement is for one (1) year for the period of July 1, 2025 to June 30, 2026 *("contract year")*. This Operation and Maintenance Agreement shall renew automatically for an additional term of one (1) year commencing July 1, 2026, and each July 1*st* thereafter, unless otherwise terminated as provided herein.

*District* shall notify *Intermediate Unit* of any building closings during the agreement year within one half hour (1/2 hour) of making the decision to close. If the *Intermediate Unit* intends not to renew this agreement for an additional year, the *Intermediate Unit* shall notify the *District* in writing on or before June 1 of the current contract year. If the *District* intends not to continue this contract, the *District* shall so notify the *Intermediate Unit* in writing prior to March 1 of the year in which the agreement would otherwise terminate.

The *Intermediate Unit* Program Supervisor will create and review a Building Agreement with the *District* Principal on an annual basis. The purpose of the Building Agreement is to operationalize the day-to-day procedures, practices, and communications between the *Intermediate Unit* and the *District*.

All notifications to the *District* must be made to Dr. Stacy Winslow at the following address: 30 E. Granada Avenue, PO Box 898, Hershey, PA 17033; email address: swinslow@hershey.k12.pa.us.

All notifications to the *Intermediate Unit* must be made in writing to Andrew E. McCrea, Director of Student Services, at the following address: CAIU Enola Office, 55 Miller Street, Enola, PA 17025-1640; email address: amccrea@caiu.org.

For purposes of this agreement, an email between two individuals above-listed shall satisfy the requirement for notification in writing. It is further agreed that the *Intermediate Unit* shall pay to the *District* for each classroom provided, equipped and maintained as indicated above, the sum of $3,500 for a total of $3,500. This amount shall be paid in two equal payments, during December and May of the *contract year*.

The *District* and the *Intermediate Unit* mutually agree that neither one shall be liable to the other for any loss or damage that may be sustained by either one of them whether or not due to the negligence of either, and each party waives the right to recovery against the other for any such loss or damage that may occur during the term of the Operation and Maintenance Agreement or any extension or renewal thereof.

In the event a student served by the *Intermediate Unit* in a *District* classroom is responsible for having caused physical damage to *District* property, the *District* shall bill the *Intermediate Unit* the cost of repairs only, with no markup for profit, lost time, or the like.

The terms and conditions of this agreement shall not be changed or altered except by a writing signed by an authorized representative of each party at the time of such change.

Each party, as indicated by the signatures of their authorized representatives below, hereby accepts this agreement in its entirety.

Date: 07 / 22 / 2025

By: Stacy L Winslow
SCHOOL DISTRICT

Name: Stacy L. Wislow

Title: Superintendent

Date: 8/28/25

By: Andria B Saia
CAPITAL AREA INTERMEDIATE UNIT

Name: Dr. Andria Saia

Title: Executive Director



Doc ID: d6dfe41dbf3039c286d358cd4e67b9bf1c5cb0da

Quality Turf Unlimited

142 Gilbert Rd.
Shippensburg, PA 17257

# Estimate

| Date | Estimate # |
|---|---|
| 5/5/2025 | 642 |

| Name / Address |
|---|
| Hershey School District<br>Mike Montedoro<br>550 Homestead Rd.<br>P.O. Box 898<br>Hershey, PA 17033 |

| Project |
|---|
| |

| Description | Qty | Cost | Total |
|---|---|---|---|
| Baseball Field 7/1/25 to 6/30/26 | | | |
| Spray application wetting agent and humic and fulvic fertilizer (August) | 2.25 | 210.00 | 472.50 |
| Deep Tine Aeration (September) | 2.25 | 425.00 | 956.25 |
| Seeding with blue/rye mix (September) | 2.25 | 808.00 | 1,818.00 |
| Spray application with fertilizer weed control if needed (October) | 2.25 | 237.00 | 533.25 |
| Dry fertilizer application 200 lbs per acre of a 15-0-15 with micro nutrients and ployon nitrogen (November) | 2.25 | 255.00 | 573.75 |
| Spray application fertilizer (March) | 2.25 | 210.00 | 472.50 |
| Solid Tine Aeration and seed if needed (March/April) | 2.25 | 741.00 | 1,667.25 |
| Spray application humic and fulvic fertilizer (May) | 2.25 | 210.00 | 472.50 |
| Spray application wetting agent, broadleaf weed, crabgrass, and grub control (June) | 2.25 | 271.00 | 609.75 |
| A fee of 250 will be added per trip due to minimal acreage prices subject to change | | | |

Thank you for your business.

**Total** $7,575.75

Customer Signature Stacy R. Wenslow 7/22/25

Quality Turf Unlimited

142 Gilbert Rd.
Shippensburg, PA 17257

# Estimate

| Date | Estimate # |
|---|---|
| 7/29/2025 | 660 |

| Name / Address |
|---|
| Derry Township School District<br>Mike Montedoro<br>30c East Granada Avenue<br>Hershey, PA 17033 |

| Project |
|---|
| |

| Description | Qty | Cost | Total |
|---|---|---|---|
| Spray application around baseball and softball field, Including warning track, fence lines, parking lot, and bullpen areas.<br>Application date 8/4/25<br>We will give it two weeks and can price out cleaning up the dead weeds around the field | 2.5 | 980.00 | 2,450.00 |
| Spray application extra products added to first application on estimate for weed control a second application will be needed in 2 to 3 weeks. | 2.25 | 190.00 | 427.50 |
| Thank you for your business. | | **Total** | $2,877.50 |

Customer Signature Stacy R. Unangst 7/31/25

Elizabethtown College
Office of Admissions

**Dual Enrollment Agreement**
**Elizabethtown College and Derry Township School District**

**July 28, 2025**

This Agreement is entered into by and between Derry Township School District and Elizabethtown College. This agreement sets out the terms and conditions of the dual enrollment program offered by these two institutions.

Elizabethtown College and Derry Township School District do hereby agree to the following:

- **Term:**
  The term of this agreement shall begin and last through: July 28, 2025 to June 30, 2027.

- **Student Eligibility:**
  a. Students who meet the following criteria are qualified to participate in the program:

     i. Students will be high school juniors or seniors at the time of dual enrollment. Exceptional sophomores may be considered for dual enrollment. Sophomores who wish to be considered for dual enrollment need to provide an additional letter of recommendation and have approval from both Derry Township School District counseling staff and the Elizabethtown College dual enrollment representative.

     ii. The student is making satisfactory progress toward fulfilling applicable secondary school graduation requirements, as determined by Derry Township School District. Derry Township School District will determine satisfactory progress based on credits earned.

     The student demonstrates readiness for college-level coursework in the intended subject area of study, as determined by Derry Township School District counselor. Elizabethtown College will determine readiness based on guidance counselor recommendation, high school transcript, and placement exams if necessary.

     iii. Admissions requirements are as follows:
     (1) Admissions Registration Form
     (2) Guidance Counselor Dual Enrollment Form
     (3) Official High School Transcript

  b. The student must earn a minimum grade of C or better in every course to continue in this program. The student must maintain a minimum 2.00 cumulative grade point average to remain in good standing academically.

- **Courses Offered:**
  The following criteria apply to all courses covered by this Agreement:

a. The courses are non-remedial.

b. The courses, as offered to dual enrollment students, are identical to those offered when dual enrollment students are not enrolled, including the use of identical curriculum, assessments, and instructional materials.

c. The courses enforce prerequisite coursework requirements identical to those enforced for the courses when dual enrollment students are not enrolled.

d. Academic Affairs ensures the course has a strong history of transfer or the course meets specific program needs of the high school student.

- **Student Credit:**
  Students will not be allowed to enroll in more than 24 postsecondary credits through dual enrollment per academic year. Derry Township School District will award credit for and recognize courses that are successfully completed under this Agreement as fulfilling the graduation requirements identified above.

  Elizabethtown College will transcribe all course registrations in the same manner as it does for all enrolled students at the College. If a dual enrollment student becomes a regularly enrolled student at Elizabethtown College following graduation from secondary school, Elizabethtown College shall recognize those credits as applying to the student's degree requirements as it would for any regularly enrolled postsecondary student who took the courses.

- **Orientation:**
  High school students registered for **on-campus courses** at Elizabethtown College are requested to view three prerecorded orientation videos and are also invited to attend a virtual orientation session prior to the start of classes. Parents are encouraged to attend.

  High school students who register for **online courses** through the School of Graduate and Professional Studies (SGPS) will be invited to a virtual orientation and onboarding, with parents encouraged to attend.

- Additional **Administrative Responsibilities:**
  The following respective areas will be responsible for the tasks listed below:

  a. **On-Campus Course Registration**: Elizabethtown College will provide Derry Township School District with the necessary instructions and course registration website URL by mid-March, for Fall Registration, and mid-October, for Spring and Summer Registration. High School counselors will encourage students to complete course registrations by Aug. 1 and Jan. 1 respectively. To optimize registration into desired courses, course registration requests should be completed by May 1 for fall semesters and by Nov. 5 for spring and summer semesters.

  b. **Online Course Registration**: Elizabethtown College SGPS offers rolling dual enrollment admission with accelerated 5-week online courses. Fall classes are offered in Aug., Oct., and Nov. Spring classes

are offered in Jan., Feb., and April. Summer classes are offered in May and June. The registration deadline will be two weeks prior to the course start date.

c. **Student Portal:** Enrolled students will be given electronic etown.edu email addresses and access to JayWeb, the campus web system. The JayWeb portal will allow students online access to grades and grade reports. Access to additional systems will be provided based on the requirements of the courses that the students are enrolled in.

d. **Academic Performance/Early Warning:** The Academic Performance period for on-campus courses begins the fifth week of each fall and spring semester, and the second week of each five-week online SGPS course. Faculty send electronic alerts through the Starfish system to students who are experiencing academic difficulty, and praise for academic successes, throughout the semester/online sub-term to provide students with opportunities to act earlier than a traditional mid-term timeline. The students' Academic advisor also receives a copy of the alerts and kudos.

e. **Fiscal Transactions:** Tuition is $100 per credit (subject to annual increase). Elizabethtown College will bill the students directly. Most College on-campus courses are four (4) credits and most online SGPS courses are (3) credits. Students will be charged $100/credit for any course taken through dual enrollment (in person or online) and any summer course (online).

f. **Counseling:** Associate Dean of Students for Student Success, Stephanie Rankin, is the contact for high school students pursuing on-campus dual enrollment. SGPS Academic Advisor, Christina Garten, is the contact for high school students pursuing online dual enrollment through SGPS. These individuals will aid students in locating the necessary resources to be successful in their dual enrollment courses

g. **Library Privileges:** Elizabethtown College will grant full library privileges to students taking at least four credits.

**This Dual Enrollment Agreement was signed on:**

This agreement may be reviewed and revised at any time at the behest of the Derry Township School District President or Principal or the Elizabethtown College Vice President of Enrollment Management.

**Elizabethtown College**

Keri Straub, Vice President for Enrollment Marketing & Communications

Keri Straub

**Signature**

Derry Township School District

Ms. Lindsay Drew, School Board President

**Signature**

RETTEW
We answer to you.
3020 Columbia Avenue, Lancaster, PA 17603 ● Phone: (800) 738-8395
E-mail: rettew@rettew.com ● Web site: rettew.com

# PROJECT CHANGE ORDER/ADDENDUM

| | | | |
|---|---|---|---|
| **DATE:** | July 30, 2025 | **PROJECT #:** | 0870701809 |
| **PROJECT NAME:** | Stormwater Management Plan<br>Spray Irrigation | **ADDENDUM #:** | 04 |
| **WORK/CHANGE REQUESTED BY:** | Dr. Stacy L. Winslow, EdD | **WORK/CHANGE RECEIVED BY:** | Melissa A. Kelly |

**WORK/CHANGE REQUESTED:**

Based on changing from infiltration to spray irrigation for managing the stormwater volume additional work is needed to prepare the plans for submission to Derry Township and the Dauphin County Conservation District.

**A. STORMWATER MANAGEMENT PLAN (PHASE 708)**

RETTEW will:

1. Coordinate the spray irrigation design with AMI Consulting, LLC (spray irrigation designer).
2. Amend the stormwater design to incorporate spray irrigation in lieu of infiltration as the method for managing the stormwater volume. This will include the design of an underground stormwater basin for the spray irrigation system, and modifications to the collection and conveyance system, including details and maintenance notes.
3. Revise the Stormwater Management Plan and Land Development Plans to utilize spray irrigation.
4. Revise site layout and grading as a result of building footprint changes.

Deliverable: Stormwater Management Plan.

Total Proposed Fee for Phase 708 (Lump Sum) ..... $35,500.00

**B. MEETING ATTENDANCE - DESIGN DEVELOPMENT MEETINGS (PHASE 711 A)**

RETTEW will:

1. Attend consultant coordination meetings, as requested by DTSD and/or CRA, with the design team on a time and expense basis per the hourly rate of the individual effective at the time of the meeting. Meetings are anticipated to be virtual and held bi-weekly for the next nine months and include PDF uploads of plans.

Total Proposed Fee for Phase 711A (Time & Expense) ..... $13,550.00

**Total Proposed Fees for this Addendum ..... $49,050.00**

| | | |
|---|---|---|
| **TOTAL FOR THIS ADDENDUM:** | $49,050.00 | LS/T&E |
| **ORIGINAL AGREEMENT AMOUNT DATED: July 15, 2024** | $399,775.00 | LS/T&E |
| **TOTAL OF PREVIOUS ADDENDA:** | $41,860.00 | LS/T&E |
| **AMENDED AGREEMENT AMOUNT:** | $490,685.00 | LS/T&E |

If this addendum is satisfactory and acceptable and fully sets forth all the items of our understanding, please signify your acceptance by signing below. Please return a fully executed copy and retain a copy for your records. This document will then constitute our completed agreement.

This addendum will be subject to all the terms and conditions of our previous proposal and agreement dated July 15, 2024.

| | | | |
|---|---|---|---|
| **BY:** | (CLIENT SIGNATURE) | **BY:** | (RETTEW SIGNATURE) |
| | Lindsay K. Drew (PRINTED NAME) | | Melissa A. Kelly, RLA (PRINTED NAME) |
| **TITLE:** | School Board President | **TITLE:** | Municipal Team Lead |
| **DATE:** | August 11, 2025 | **DATE:** | July 30, 2025 |
| | | **BY:** | (RETTEW SIGNATURE) |
| | | | D. Eric Brinser, RLA (PRINTED NAME) |
| | | **TITLE** | Team Lead, Land Development |
| | | **DATE:** | July 30, 2025 |

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caiu
Capital Area Intermediate Unit

# All-in! NEWSLETTER

## Executive Director's Report | July 2025



## CAIU Board of Directors

Dr. Joshua Cysyk, *President, Derry Twp.*
John Kaschak, *Vice President, Lower Dauphin*
Richard Bradley, *Mechanicsburg*
Gabrielle Brandt, *West Perry*
Paula Bussard, *Carlisle Area*
Seth Cornman, *Big Spring*
Brenda Cox, *West Shore*
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Jackie Hill, *Susquehanna Twp.*
Emily Hoffman, *Halifax Area*
Jaime Johnsen, *Harrisburg*
Phillip Lehman, *Susquenita*
Leslie Marshall, *East Pennsboro Area*
Marianne Moore, *Middletown Area*
Michelle Nestor, *Cumberland Valley*
Rick Rovegno, *South Middleton*
Gerald Schwille, *Northern York County*
Patrick Shull, *Newport*
Lauren Silvers, *Central Dauphin*

## 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**
*Chief Information Officer*

**Blake Wise**
*Director 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 From the Executive Director's Desk: Believing is Seeing

4 The Art of Inclusion: Celebrating Creativity in Every Learner

5 It's Official: The STEELS Standards Have Arrived in Pennsylvania

6-7 Noteworthy: Service and Learning: Doing Good and Changing Lives

8 Situational Awareness Spotlight: Insect Bites

9 Mission Moments: Neuroaffirming Care; Transition Pathways

**Additional Updates for CAIU Staff**

10 Trainings & Events; Opportunities to Do Good

11 Compliment Corner; Refer a Friend




***On the Cover:*** *Students from the ELECT program celebrated graduation and the end of the school year at the CAIU on June 12.*

**CAIU's Organizational Goals**

*Making it easier to do business with us*

*Improving staff retention, recruitment, and recognition*

*Fostering a culture of dignity and belonging*

Do you have a story about staff or students living our values, being great, or changing lives? Share these successes via email for All-In or social media to communications@caiu.org.

***Deadline for August All-In: Friday, July 25***


All-in! NEWSLETTER

Executive Director Report
All-In! Newsletter
July 2025
2025-2026, Issue 1

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caiu Capital Area Intermediate Unit

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Phone: 717.732.8400


***Please like us on social media!***

# Believing is Seeing

I recently came across this quote by author Anaïs Nin: "We don't see things as they are, we see things as we are." I stopped for a moment to ponder the enormity of this idea. We often say "seeing is believing" when, in fact, "believing is seeing" is far more accurate. Why? Because our perceptions and previous experiences all inform what we believe and what we think we see. Consider reflecting for a moment on what perceptions, judgements, and beliefs you might have that are an internal reflection rather than an external image?

This shift—from assuming that our senses are neutral observers to recognizing that they're deeply shaped by our inner world—is not easy. It requires humility and courage. It asks us to hold a mirror up to our own biases, stories, and assumptions, and consider that what we've been "seeing" in others might be more about us than about them.

Think about a time you were convinced someone didn't like you, only to find out later they were shy or preoccupied with their own problems; or the coworker you believed was not contributing enough, until you learned they were caring for an ill parent at home. When we believe the world is hostile, we tend to see threats. When we believe others are trying their best, we tend to find understanding. The world hasn't changed—we have.

This concept has deep implications for how we connect with others. It means that if we want to see people more clearly, we must first get clear on ourselves. If we want to bridge divides, we must first be willing to question the lenses through which we view others. If we believe people are worth understanding, we will begin to see them in a new way.

In relationships, in teams, in families, and in communities, the principle of "believing is seeing" invites us to take responsibility for the meaning we assign to what we perceive. It nudges us to pause and ask: What am I bringing to this moment? What belief is shaping this interaction?

Perhaps most powerfully, it offers hope because if our beliefs shape our reality, then by changing our beliefs, we can begin to see a different world—one that is more compassionate, more open, and more deeply connected. So, the next time you find yourself drawing a conclusion about someone, try asking: What am I believing right now that's influencing what I'm seeing? You may be surprised by what comes into view.

Believing is seeing. And if we can believe in the possibility of growth, empathy, and connection, then that is exactly what we'll begin to see—first in ourselves and then in each other.



Andria S Saia

**Dr. Andria Saia,**
*Executive Director*

The Art of Inclusion

# Celebrating Creativity in Every Learner

By **Nicole Calabrese,** *LTS Teacher*

At the Capital Area Intermediate Unit (CAIU), our Student Services team is deeply committed to supporting students with autism through comprehensive, compassionate, and individualized approaches. One of the most impactful ways we engage students in our autism support classes is through the integration of art into the classroom experience. Our educators and specialists recognize that for many children on the autism spectrum, traditional methods of communication and learning can present unique challenges. Art has become a powerful tool for these students. It is a visual language that allows them to express emotions, build confidence, and connect with the world around them in meaningful ways.

Art in our special education classrooms is not just about painting or drawing; it's about creating a safe and nurturing environment where students can thrive. Through hands-on, sensory-friendly projects tailored to each child's needs and abilities, students are encouraged to explore textures, colors, and forms in ways that align with their IEP goals and sensory preferences. Whether it's sculpting with clay, painting to music, or creating collaborative projects, these activities help develop fine motor skills, improve focus, and reduce anxiety. Each lesson is intentionally designed to reinforce classroom learning while promoting creativity and self-expression. These essential tools help develop personal growth and emotional well-being.

What sets our program apart is the dedication of our teachers and support staff who work together with occupational therapists, speech pathologists, and behavior specialists to make sure each student's experience is inclusive and meaningful. They take time to understand each student's strengths, communication style, and interests, crafting lessons that connect emotionally and cognitively. Our classrooms become places where every child is seen, heard, and empowered; where our nonverbal students can communicate through a painting, and a child with sensory sensitivity can find calm in a carefully designed, creative space. This collaborative, student-centered approach ensures that art becomes not just a subject, but a vital part of each child's educational journey.

The impact is profound. Families share stories of their children becoming more expressive at home, teachers note improvements in engagement and behavior, and students proudly display their artwork in the classrooms and hallways of their schools. For children with autism, art is often a gateway that builds a bridge to understanding, social connection, and joy. At CAIU, we believe that every child deserves the chance to shine in their own way, and through the thoughtful integration of art into our autism support classes, we continue to honor that belief with heart, innovation, and unwavering dedication.



It's Official!

# The STEELS Standards Have *Arrived* in Pennsylvania

By **Susan Voigt, Ph.D.,** *Program Evaluation & Data Specialist*

After a three-year rollout period, Pennsylvania's new STEELS standards are in effect as of July 1, 2025. What are the STEELS standards? STEELS stands for **S**cience, **T**echnology & **E**ngineering, and **E**nvironmental **L**iteracy & **S**ustainability, replacing PA's Science and Technology (2002) and Environment and Ecology (2002) standards. These new K–12 science standards represent more than just a content update—they signal a major shift in how science teaching and learning happen in the classroom.

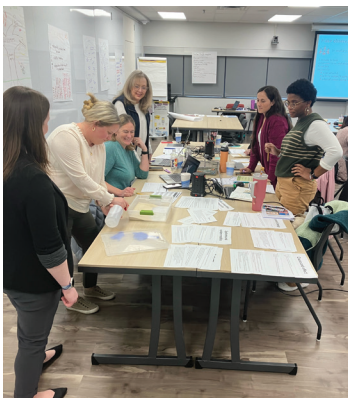
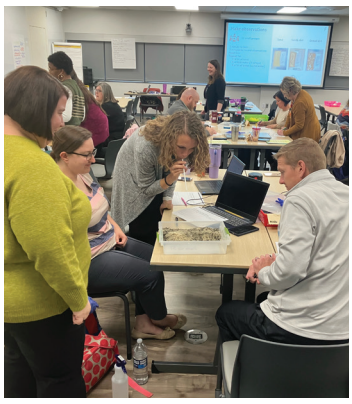
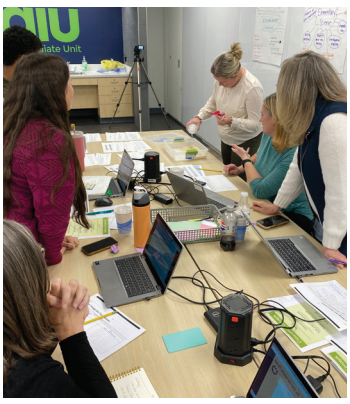
Educators across the region have been rolling up their sleeves to explore what this means for instruction. Instead of simply delivering facts, teachers are now guiding students through real-world problems and investigations where students are the ones making sense of the science. ***"It's not just a change in content. It's a change in practice,"*** said Dr. Carla Zembal-Saul, Penn State professor. ***"We want children to do science, not just learn about it,"*** added Dr. Scott McDonald, also a Penn State professor.

To support this transition, Jen Sciacca, Educational Consultant for STEM, partnered last fall with Drs. McDonald and Zembal-Saul, along with Dr. Peter Licona of Elizabethtown College, as part of a state-funded initiative. Together, they led a full day of professional learning for elementary educators, focused on helping them experience and understand 3-dimensional, phenomenon-based instruction aligned to the STEELS standards. Jen's professional development session was recorded and used in train-the-trainer sessions for other IU STEM consultants across the Commonwealth.

Jen emphasized that professional learning for STEELS is not a one-and-done event. ***"This is a holistic shift in teaching—it's not just tweaking a lesson or using a new resource. It's rethinking our role as educators. In a STEELS classroom, students are the ones doing the heavy thinking. They ask the questions, gather evidence, and build explanations. Teachers are there to guide the learning, not deliver all the answers."***

While the shift is challenging—especially since many educators were never taught this way themselves—the impact is already visible. ***"Once teachers try it, they're amazed at what students can do. Some of the students who struggled the most with traditional approaches are now thriving. They're engaged, curious, and confident,"*** Jen shared.

The STEELS journey has just begun, but the momentum is building, and the transformation is real.



Service and Learning

# Doing Good & Changing Lives

By **Dr. Andria Saia,** *Executive Director* and **Rennie Gibson,** *Executive Assistant*

It has been some time since we wrote about the CAIU's commitment to service to our community and to being a learning organization that is focused on the growth of our staff. We accomplish both of these priorities through opportunities for our staff to engage in service projects and/or personalized professional learning, both in exchange for some time off. With the start of the new school year approaching, it feels like a great time to remind everyone of this commitment and the purpose behind it.

In our communities, the service projects we do make an immeasurable difference in people's lives. They address real needs and support under-resourced groups or areas, build connections across different groups, and increase awareness and advocacy.

***Did you know that volunteering can benefit your health as well?*** The CAIU has had a long history of offering time off in exchange for service projects. The benefits of this program are many and are intentionally aligned to our vision of wholistic workplace wellbeing for our staff. Research has shown that volunteering offers significant health and wellbeing benefits.

**Building Connection and Community (Belonging)**
Service projects increase social interaction. They help to build connections not only with our colleagues but with those we serve, oftentimes, providing a support system based on common interests. One of the best ways to make new friends and strengthen existing relationships is to participate in a shared activity. In many cases, volunteers have diverse backgrounds, which helps expand your social network and allows you the opportunity to practice social skills with others.

**Improves Physical and Mental Health (Work Life Harmony)**
Volunteer activities keep you moving and thinking at the same time, which betters your physical, mental, and cognitive health. In addition, helping others just feels good! Research has shown it leads to lower rates of depression and anxiety. Volunteers often experience a reduction in stress which decreases risks of some health problems such as heart disease and general illness, even resulting in a lower mortality rate.

**Feel a Sense of Purpose and Fulfillment, and Teaches Valuable Skills (Mattering at Work/Opportunities for Growth)**
Service to others, especially when giving your time and talent in areas you are passionate about, provides a deep sense of purpose and a greater increase in life satisfaction and self-esteem.

Service projects provide an opportunity for staff to learn new skills including project planning, leadership, and even craft skills such as making prayer shawls, blankets, and sweaters and hats that typically are given to newborn babies and patients with cancer.

Last year, in addition to service projects, we created opportunities for staff to engage in personalized professional learning. Also aligned to our workplace wellbeing framework, personalized professional learning offers numerous benefits for staff and fosters a culture of continuous learning and improvement, adding to a more positive work environment.

***Here are some benefits for staff engaging in personalized professional learning:***

- Increased engagement and motivation: When learning is relevant to specific needs and interests, staff are more likely to be engaged and motivated.
- Cognitive growth, enhanced memory and problem-solving abilities
- Increased adaptability through enhanced ability to learn new knowledge or skills
- Development of essential skills: Personalized learning can help to develop critical skills such as self-regulation, critical thinking and problem-solving, and better communication through exposure to new vocabulary and ideas which are essential for success.
- Sense of ownership and autonomy: Personalized professional learning empowers staff to take control of their learning journey, setting their own goals and pacing their progress. It also enhances self-assurance through increased specialized knowledge and skills.

Finally, we added the opportunity to earn time off through participation on a CAIU committee. Our committees help us do incredibly important things and truly cannot fulfill their purpose without staff participation. In addition to being another way to meaningfully contribute, staff benefit from:

- the opportunity to lead an initiative, regardless of title.
- broader organizational understanding.
- enhanced skills in communication, collaboration and innovation.
- opportunity to connect with colleagues across departments.

The CAIU is ensuring staff have the time to commit to these endeavors by creating a Day of Service and Learning on the Friday before the Martin Luther King, Jr. Day of observance, which is celebrated on the third Monday in January. Staff have the ability to amass time towards earning the ***entire day off*** by completing eligible personalized learning, CAIU committee work, and service projects.

***CAIU staff interested in getting involved in a service project, personalized professional learning or CAIU committee work:***

- Please visit our **CAIU CONNECT** staff page for details, resources, and procedures.
- If you're interested in leading or participating in a service project but are not sure where to look, there is a wide variety of volunteer opportunities in every community whether you're interested in education, environmental, health, religious or community causes. Check with local nonprofit and cultural organizations, schools, faith communities, or hospitals for options.
- *Looking for personalized professional learning opportunities?* Work with your supervisor to set up something personalized to your needs. You'll find several available options through Frontline and Vector on the CAIU CONNECT page.
- *Want to donate your skills to a CAIU Committee?* We can't wait for you to get involved! Check out our organizational committees on **CAIU CONNECT**.

# Situational Awareness

What is my situational awareness with respect to preventing and responding to insect bites? Staying situationally aware during the summer months is crucial for mitigating the risk of insect bites, which can lead to a range of discomforts and health concerns. As outdoor activities increase, individuals must remain vigilant about their surroundings to identify potential hazards from insects such as mosquitoes, ticks, and bees. Utilizing preventive measures significantly reduces bite risks.

***Stay safe and enjoy your summer!***

## Points2Ponder

The following are some tips that may help you in your efforts to protect yourself!

### Avoid Attracting Insects

- ***Don't use scented products:*** *Avoid using heavily scented perfumes, lotions, and hair sprays.*
- ***Cover your food and drinks:*** *Keep food sealed and drinks covered when outdoors.*
- ***Wear light-colored clothing:*** *Insects are attracted to dark and bright floral patterns.*
- ***Avoid standing water:*** *Empty buckets, flower pots, kiddie pools, and birdbaths regularly to reduce mosquito breeding grounds.*

### Use Insect Repellent

- *Use **EPA-approved repellents** with DEET, picaridin, IR3535, or oil of lemon eucalyptus (other essential oils like citronella, lavender, peppermint and tea tree oils have been proven effective as well).*
- *Apply to **exposed skin and clothing** — not under clothes.*
- ***Reapply** as directed on the product label, especially after swimming or sweating.*
- *For children: Apply repellent to your hands first, then apply to the child. Avoid hands, eyes, and mouth.*

### Dress Smart

- *Wear **long sleeves and pants** in wooded or grassy areas.*
- *Tuck pants into socks or boots when hiking or working outdoors.*
- *Use **permethrin-treated clothing** or spray clothes with insect repellent (never spray permethrin directly on skin).*

### Be Aware of Your Surroundings

- *Stay on **clear, open trails** when hiking.*
- *Avoid **tall grass, dense bushes, and leaf piles** where ticks may hide.*
- *Check for **wasp or bee nests** before gardening or doing yard work.*

### Responding to Bites or Stings

- ***Bee/Wasp stings:** Remove stinger (if visible) and wash the area with soap and water. Apply ice to reduce swelling.*
- ***Mosquito bites:** Wash with soap and water; apply anti-itch cream or calamine lotion.*
- ***Tick bites:** Use tweezers to remove the tick close to the skin. Clean the bite and monitor for symptoms (rash, fever).*

### When to Seek Medical Help

- *Call a doctor or go to the ER if you experience:*
  - Difficulty breathing, swelling of lips or throat (signs of allergic reaction)
  - Rash with fever, fatigue, or joint pain (possible tick-borne illness)
  - Bites that become red, swollen, or filled with pus

### Daily Tick Checks

- *After spending time outdoors, check your:*
  - Hairline and scalp
  - Behind ears
  - Underarms
  - Waist and belly button
  - Backs of knees and ankles

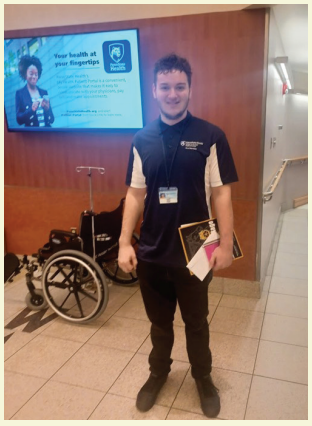
# Mission Moments

***CAIU Mission Moments*** *are inspirational examples of how our staff are making an impact and defining our mission to provide innovative support and services in partnership with schools, families, and communities to build capacity and model courageous leadership.*

On June 23, Early Intervention and district School-Age providers took time from their summer break to hear Hillary Crow, MA, CCC-SLP, speak as a subject matter expert on neuroaffirming care. As an individual with autism, Hilary Crow is a proud advocate and speech-language pathologist who brings her lived experience to her work. She provided an engaging full-day in-service designed to transform how we, as providers, approach supporting neurodivergent clients. The session offered a deep dive into neurodiversity-affirming practices from the foundations, assessment, and provision of services through a neuroaffirming lens, to coaching and collaborative conversations across all stages of development—from early intervention to adult transition services.












This year, 88% of graduates from the CAIU Future Ready Work Immersion Program and 82% of graduates from the CAIU Project SEARCH program obtained competitive employment by graduation! Coming soon: The UPMC Unlocking Potential Work Immersion Program will officially open for students on August 20! Stay tuned for exciting updates.

Learn more about the exciting Transition Pathways programs on the CAIU website:

**Future Ready** **Project SEARCH**

# 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.

Check out our Events & Conference page often to see what opportunities are available to you!

### Here are some of our upcoming trainings:

**8/1-25/2025 - The First Days of School: How to Be an Effective Teacher (CPE Course)**
*Audience: Pre K-12 Educators*

**8/5/2025 - Ready to Teach: High-Impact Strategies for Today's Classrooms**
*Audience: Pre-Service Teachers, Student Teachers, New Hires, Anyone Preparing to Step Into a Teaching Role in Our Local Districts*

**8/11/2025 - Thinking Bigger Training - Summer 2025**
*Audience: Teachers, Instructional Coaches, Instructional Specialists, Supervisors of Curriculum, Science Supervisors, Administrators*

**9/3-5/2025 - Wilson Reading System Introductory Workshop**
*Audience: Special Educators, Reading Specialists, Interventionists, Reading Teachers, Tier 3 Reading Providers*

**9/9-10/2025 - Restorative Practices for Educators**
*Audience: Classroom Teachers, Principals, Counselors, School Psychologists*



# Opportunities to do good

CAIU staff are encouraged to give back to the community by participating in a **CAIU Service Project**. These service projects must be completed between January 17, 2025, and Friday January 16, 2026, to count towards hours off on January 16, 2026. Click **HERE** for CAIU Service Project Process and Forms.

CAIU SERVICE PROJECT
**WITF/Pennon Education - Slide Into Summer** (August 23, 2025)
**Audience:** CAIU Staff
**SIGN UP HERE**



CAIU SERVICE PROJECT
**RecFest** (August 23, 2025)
**Audience:** CAIU Staff
**SIGN UP HERE**

CAIU SERVICE PROJECT
**2025 Harrisburg Out of the Darkness Walk** (October 4, 2025)
**Audience:** CAIU Staff
**SIGN UP HERE**

CAIU SERVICE PROJECT
**Harrisburg Animal Rescue Team (HART) Catoberfest** (October 18, 2025)
**Audience:** CAIU Staff
**SIGN UP HERE**

# Compliment Corner!

*Here at the 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.*

## DEDICATION

**Meri Beth Furlong,**
*KSCA Science Teacher*

Thank you for always supporting our cadets — your efforts are truly appreciated.
*- Erika Grove, KSCA*

## PARTNERSHIP

**John Thompson,**
*KSCA Lead Educator*

Thank you for being there for all of us teachers; we greatly appreciate your efforts.
*- Erika Grove, KSCA*

## LEADERSHIP

**Dr. Keith Watson,** *Assistant Director of Student Services*

A huge shout-out to Keith for being the kind of leader who makes every team member feel truly seen, heard, and valued. His steady encouragement, thoughtful feedback, and genuine belief in his team create a space where people feel empowered to grow and confident in the work they're doing. Keith leads not just with experience, but with kindness — and it makes all the difference. Thank you for being the kind of supervisor who brings out the best in others.
*- Julie Mestemaker, School Social Work Lead*

## EXPERTISE

**Britny Hopkins,**
*Recruiting & Hiring Specialist*

I recently had a vacancy in my program, and this was the first time I have used Paycom instead of Frontline for the hiring process. Britny spent time walking me step-by-step through the process and continued to patiently answer my questions about the back-end system navigation. This was also the first time that I used the new onboarding documents and forms. They were very easy to read and follow! Thank you, Britny!
*- Sue Voigt, Educational Services Supervisor*

## DEDICATION

**Nicole Fickes,** *Teacher - CAMhP*

A big shoutout to Nicole for her exceptional organization and dedication to her students! She consistently stays on top of paperwork and deadlines, which helps everything run smoothly. Even more impressive is how she brings that same level of care and precision into her classroom. Her lessons are thoughtfully planned and adapted to meet the diverse learning styles and needs of her students. She uses a variety of strategies to keep students engaged, supported, and challenged—making sure everyone has the opportunity to succeed. Her classroom is a model of intentional, student-focused teaching!
*- Julie Mestemaker, School Social Work Lead*

## INNOVATION

**Joshua Danna,** *KSCA Math Teacher*

You're always open to new ideas and totally rock as a math teacher – thanks!
*- Erika Grove, KSCA*

## INNOVATION

**Beth-Ann McConnell,** *Social Worker & Interagency Coordinator*

Beth-Ann recently joined our ELD Networking session to share ways staff can address compassion fatigue. She brought along a physical toolkit with practical strategies that helped the group make meaningful connections. During the session, she highlighted the importance of balance and used a 3D-printed model to show what can happen when that balance is off. Her thoughtful and creative approach made the topic easy to relate to. Thank you for your insight and creativity, Beth-Ann!
*- Sally Lopez, ELD Educational Consultant*

## SERVICE

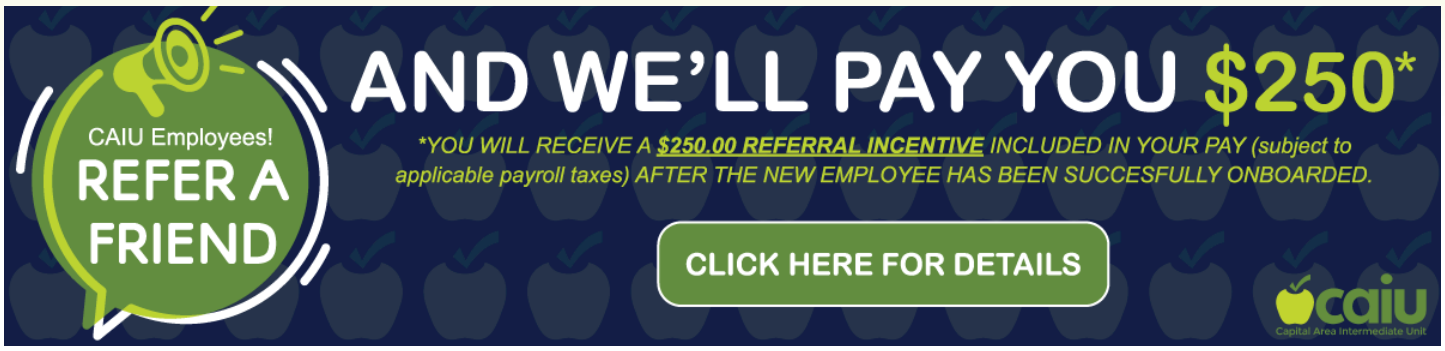
**Ken McKeever,**
*KSCA History Teacher*

You rock as a history teacher! You're always open to new ideas, and we truly appreciate all your efforts.
*- Erika Grove, KSCA*

## DEDICATION

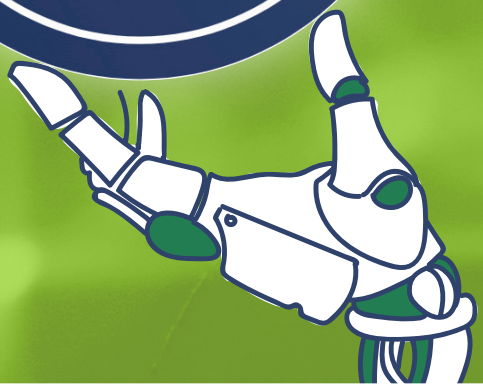
**Jason Derr,** *HTA Principal*

A heartfelt shout-out to Principal Derr, whose energy, enthusiasm, and love for this work never go unnoticed. Even on the hardest days, your commitment to students, staff, and school community shines through. You lead with heart, purpose, and positivity—bringing humor, hope, and a deep belief in what's possible. Your excitement for this role, even when it's tough, reminds us why we're here and what we're capable of together. We see you, we appreciate you, and we're grateful to be on this journey with you.
*- Julie Mestemaker, School Social Work Lead*

# cAIu Summit

AI in Education



This event promises a deep dive into the transformative world of Artificial Intelligence (AI) and its impact on education.

## Wednesday | August 6, 2025

## 8:30am - 3:00pm

**Where:** Capital Area Intermediate Unit

**Audience:** All Educators | **Cost:** $149

**Registration:** https://bit.ly/CAIUwebreg

caiu

Capital Area Intermediate Unit