CAIU BOARD HIGHLIGHTS

*The following actions were taken at the **November 20, 2025** meeting, held in the Board Room of the Capital Area Intermediate Unit.*

Click *HERE* for the 11/20/25 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*

WORK SESSION ITEMS

- **Board Presentation - Loysville Youth Development Center (LYDC)**- Cynthia Lupold, Principal, LYDC, provided an overview. LYDC is a court appointed residential facility for ages 12-21. The CAIU provides educational services to the residents. Cynthia gave some background information on funding, partnerships, and classes offered. She highlighted some major accomplishments for 24-25: continued to build a positive school culture, vocational opportunities and certificates earned, 15 HS diplomas earned and 2 GEDs earned to name a few. Click HERE for the full presentation.
- **Review of Board Meeting Agenda Items:**
  - Review and discussion of **First Reading Policy #101 – Mission Statement/Vision Statement/Shared Values**. Asked for clarity around the CAIU vision statement and the belonging and dignity vision statement.
- **Board Member Share/Team Reports:**
  - Dave Martin reported on the rebidding of the CAIU RWAN (Regional Wide Area Internet) which provides internet connections between the school district and CAIU. The CAIU runs the rebidding process through eRate which happens every 5 years. The school districts will start receiving updates and will be asked for a letter of commitment. Timing and deadlines will be tight.
  - John Wardle, Big Spring SD, is seeking some support for a potential project to build a special needs playground facility. He is looking for possible funding/grant/partnership opportunities to help fund the project.
  - Daren Moran provided a brief budget update. As you know, the budget has passed and within a few days of its passing, money has been released and has started to flow. We are working with the bank to start to pay back the RANs immediately. The school district business managers met yesterday - PASBO presented and has forecasted a similar budget situation for next year– we will plan a proactive approach this spring.
  - Dr. Saia reported that PAIU is also having budget discussions about possible legislation/litigation to get interest and fees back. CAIU estimated expenses were $200,000 spent on interest expense, lost interest earned and bond counsel fees.

Several IU Execs and districts will be getting together to problem solve and support those districts that are closer to the margin to help prepare them to handle issues related to budget and build a stronger safety net.

APPROVED ACTION ITEMS

- **Approval of Board Meeting Minutes** – 10/23/25
- **Treasurer's Report for October 2025** – a total of $20,022,542.10 in receipts and $16,699,855.59 in expenses.
  - **Payment of Bills – October 2025**
  - **Summary of Operations for October 2025** showing revenues of $19,927,133.79 and $30,298,302.81 in expenses.
- **Budget Administration Items**
  - Approval of Proposed 2025-26 Original Budgets -Non-Public Auxiliary (Title III)
  - Approval of Proposed 2025-26 Original Budgets - Non-Public Prof. Development SSAE
- **Other Business Items**
  - Contracts – November 2025
  - Removal of Board Member, Philip Lehman, Susquenita Area SD, from the CAIU Board of Directors effective 12/1/25. Reason: No longer holds office as a school director of Susquenita Area School District.
- **Policies & Programs**
  - Second Reading Revised Policy #004 - Membership
  - Second Reading Revised Policy #005 - Organization
  - Second Reading Revised Policy #006 - Meetings
  - Second Reading Revised Policy #006.1 - Attendance at Meetings Via Electronic Communications
  - Second Reading Revised Policy #007 - Policy Manual Access
  - First Reading, Revised Policy #100 - Program of Services
  - First Reading, Revised Policy #101 - Mission Statement/Vision Statement/Shared Values
  - First Reading, Revised Policy #102 Academic Standards
  - First Reading, Revised Policy #105 - Curriculum
  - First Reading, Revised Policy #105.1 - Review of Instructional Materials by Parents/Guardians and Students
  - First Reading, Revised Policy #105.2 - Exemption from Instruction
  - Retire Policy #128 - Programs/Services Outside CAIU Boundaries
- **Personnel Items**
  - See attached Personnel report.
- **Job Description**
  - Second Reading, New Description - Building Support Representative

EXECUTIVE DIRECTOR'S REPORT

- Click HERE for *November* 2025 ***All-In!*** **Newsletter/Executive Director's Report.** Dr. Saia reported on this year's CAIU Fall Fest – we had a great turnout and raised over $11,0000 for Champions for Children. In addition, Champions for Children and a new program, CAIU Cares, has been pulling together to support our staff, students and families in need.

UPCOMING MEETINGS:

Next CAIU Board Meeting: Thursday, December 18, 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.

November 20, 2025, APPROVED PERSONNEL ITEMS:

RESIGNATIONS

- **SAMANTHA VITKO,** Educational Paraprofessional, Early Intervention Program, effective November 7, 2025. Reason: Personal.

RECOMMENDED FOR EMPLOYMENT OR CONTRACT

- **ALAINA DECARLO,** 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.
- **CAIN DOWELL,** Intern, Early Intervention Program, effective date to be determined through May 29, 2026. Hourly rate will be $15.00. This is a temporary intern position funded through the Early Intervention budgets.
- **DARRYL EISENHAUER,** Systems Administrator, Technology Team, effective date to be determined. Base salary of $72,247.50 for 260 days of service will be prorated based on the number of days worked through June 30, 2026. This is a replacement position funded through the Network Services budget. Experience: About 8 years of similar or related experience.
- **KATIE GALITSKY,** Paraeducator, effective December 2, 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 112 days with additional new hire days as required. This is a replacement position funded through the Early Intervention budgets.
- **BREANNA GREEN,** Professional, effective date December 2, 2025. Assignment: Behavior Consultant, Emotional Support Program with base salary of Masters, Step 5, $61,644 for 190 days of service and will be prorated for a total of 117 days with additional new hire days as required. This is a replacement position funded through the Emotional Support budget.
- **ZACHARY KIME,** Paraeducator, effective date to be determined. Assignment: Job Coach, Transition Program with base salary of Tier 2, $30,020 + $2,950 annual stipend for 190 days of service with additional new hire days as required. This is a replacement position funded through the Transition budget.
- **DYANNA LAZARSKI,** 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.

- **KELLY MCINTYRE,** Paraeducator, effective date to be determined. Assignment: Certified Occupational Therapy Assistant, Early Intervention Program with base salary of MHW/COTA Bachelors, Step 15, $53,043 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.
- **KAELAN O'NEILL,** Paraeducator, effective date to be determined. Assignment: Job Coach, Future Ready Work Immersion, Program with base salary of Tier 1, $27,740 + $2,950 annual stipend for 190 days of service with additional new hire days as required. This is a replacement position funded through the Future Ready Work Immersion budget.
- **LESLIEANN OVERBEY,** Temporary Professional, effective date to be determined. Assignment: Floater Teacher, Early Intervention Program 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 new position funded through the Early Intervention budgets.
- **AYLA POTICHER,** Maintenance/Facilities Technician, Administrative Team - Operations, effective November 11, 2025. Base salary of $38,520 for 260 days of service will be prorated for a total of 166 days worked through June 30, 2026. This is a replacement position funded through the General Operating – Maintenance budget. Experience: Almost 8 years of similar or related experience.
- **SAVANNAH SLACK,** Intern, Early Intervention Program, effective date to be determined through May 29, 2026. Hourly rate will be $15.00. This is a temporary intern position funded through the Early Intervention budgets.
- **TRISTAN SWANSON,** 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 new position funded through the Early Intervention budgets.

CHANGES OF STATUS:

- **BETHANY DAVIS,** Mental Health Worker, change in leave of absence return to work date from November 21, 2025 to December 2, 2025.
- **STACY IRVIN,** from Educational Paraprofessional, Autism Support Program to Administrative Services Representative, Administrative Team, effective December 2, 2025. This change in status results in a change of salary to $39,510 and will be prorated for a total of 151 days through June 30, 2026.

LEAVES OF ABSENCE:

- **LAURA MCCONE,** Speech and Language Pathologist, Early Intervention Program, child-rearing leave of absence effective October 29, 2025 – December 19, 2025. This leave is in addition to the use of 60 days under the Family Medical Leave Act (FMLA) and is requested in accordance with Article VI of the Collective Bargaining Agreement (CBA).
- **KAREN TAYLOR,** Educational Paraprofessional, Loysville Youth Development Center Program, leave of absence effective December 8, 2025 – February 28, 2026. This leave is in addition to the use of 60 days under the Family Medical Leave Act (FMLA) and is requested in accordance with Article VI of the Collective Bargaining Agreement (CBA).