CAIU BOARD HIGHLIGHTS

*The following actions were taken at the **December 18, 2025** meeting, held in the Board Room of the Capital Area Intermediate Unit.*

Click *HERE* for the 12/18/25 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 -** Jim Barcheski, Audit Manager & Lauren Fenner, Audit Principal from Brown Plus presented the 2024-25 Audit Report Presentation. The CAIU was given a clean audit report with no findings.
- **Announcement of CAIU December 2025 Retiree -** The CAIU Board of Directors and administration recognized the retirement of **Rebecca Boone,** Teacher in Early Intervention, after more than 42 years of dedicated service to the CAIU. Becky has made a tremendous impact on her students and families and on the community. She will be deeply missed.
- **Recognition of Departing Board Members** - The following departing Board Members were recognized for their service:
    - Leslie Marshall, East Pennsboro SD
    - John Wardle, Big Spring SD
- **Review of Board Meeting Agenda Items:**

- Welcome to our new Board members: Alison Mellott, Big Spring SD, Michael Alsher, East Pennsboro Area SD, and Marci Walborn, Susquenita SD
- Daren Moran, Board Treasurer, reported that the Treasurer's report reflects a payment made towards one of the Revenue Anticipation Notes (RAN) that were taken out due to the budget impasse. Overall CAIU incurred approximately $132,000 in expenses (interest and legal fees). Both RANs are now closed.
- Board Member Rick Rovegno asked about the CAIU's facilities plan. Rick serves as a member of the CAIU Buildings & Grounds Board Committee. We have a 5-year facilities plan and have recently met with an outside consultant to look at our current plan and to help prioritize.

➢ **Board Member Share/Team Reports:**

- Rick Rovegno, South Middleton SD, reported that his district recently hosted a powerful presentation by an FBI special agent addressing the mental health crisis that young people are experiencing. The presentation was well attended by many families. He would recommend this presentation for your school district. Please reach out if interested. In addition, Rick is currently reading The Anxious Generation – mental health crisis with young people.
- David Walker, Board Solicitor shared that on December 12, 2025, Saxton & Stump hosted a webinar on *Unpacking Acts 44 and 47 of 2025: Weapons Notification Requirements & School Code Amendments*. Gareth Pahowka co presented with Jeremy Freeland, CAIU displaying an example of leadership and partnership. He is happy to share the link to presentation and resources, if interested.

APPROVED ACTION ITEMS

➢ **Approval of Board Meeting Minutes** – 11/20/25

➢ **Treasurer's Report for November 2025** – a total of $19,867,550.59 in receipts and $15,793,029.45 in expenses.

- **Payment of Bills – November 2025**
- **Summary of Operations for November 2025** showing revenues of $39,601,419.68 and $40,546,616.12 in expenses.

➢ **Other Business Items**

- Contracts - December 2025
- Appointment of New Board Members

- **Alison Mellott, Big Spring SD**, to fill an unexpired term until the CAIU annual election from December 18, 2025 – June 30, 2026. Alison was appointed as the CAIU representative at Big Spring SD re-organization meeting on December 2, 2025 replacing John Wardle.
- **Michael Alsher, East Pennsboro Area SD**, to fill an unexpired term until the CAIU annual election from December 18, 2025 – June 30, 2026. Michael was appointed as the CAIU representative at East Pennsboro SD re-organization meeting on December 4, 2025 replacing Leslie Marshall.
- **Marci Walborn, Susquenita SD**, to fill an unexpired term until the CAIU annual election from December 18, 2025 – June 30, 2026, replacing Phillip Lehman

➢ **Policies & Programs**

- Second Reading, Revised Policy #100 - Program of Services
- Second Reading, Revised Policy #101 - Mission Statement/Vision Statement/Shared Values
- Second Reading, Revised Policy #102 Academic Standards
- Second Reading, Revised Policy #105 - Curriculum
- Second Reading, Revised Policy #105.1 - Review of Instructional Materials by Parents/Guardians and Students
- Second Reading, Revised Policy #105.2 - Exemption from Instruction
- First Reading, Revised Policy #108 - Adoption of Textbooks
- First Reading, Revised Policy #109 - Instructional Materials
- Retire Policy #106 - Guides for Planned Instruction
- Retire Policy #107 Adoption of Planned Instruction
- Retire Policy #110 - Instructional Supplies

➢ **Personnel Items**

- See attached Personnel report.

EXECUTIVE DIRECTOR'S REPORT

- Click to view the December 2025 All-In Newsletter Dr. Andria Saia reported that the Executive Director's Report/All-in! Newsletter was available for the Board's review. The All-in! Newsletter is a good way for new members to get to know the CAIU better.
- Executive Director's Mid-Year Goal Update - Dr. Saia reported that we have been engaging in discussions with the Superintendent's group (SAC) on potential collective solutions to the removal of resources for SAP by Cumberland County. In addition, we are utilizing our work with John Tanner on Benefits-Based Accountability to establish a systematic process for collecting, analyzing, and utilizing feedback from our districts to ensure the desired outcomes are met and to drive continuous improvement.

UPCOMING MEETINGS:

Next CAIU Board Meeting: Thursday, January 22, 2026, 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.

December 18, 2025, APPROVED PERSONNEL ITEMS:

RESIGNATIONS

- **TAYLOR AMATO,** Behavior Consultant, Autism Support Program, effective December 5, 2025. Reason: Employee excepted a position with Central Dauphin School District.
- **NORMAN DIXON,** Teacher, Blind/Visually Impaired Program, effective June 30, 2026. Reason: Retirement after 7 years of continuous CAIU service.
- **VANIA JAROCH,** Business Coordinator, Administrative Team - Business, effective February 6, 2026. Reason: Retirement after more than 5 years of continuous CAIU service.
- **KARLA SHERMAN,** Floater Teacher, Early Intervention Program, effective January 5, 2026. Reason: Retirement after more than 6 years of continuous CAIU service.

TERMINATION

- **GENESIS BONNER,** Personal Care Assistant, Capital Area Mental-health Program, effective November 10, 2025 due to job abandonment/failure to respond to communication and return to work.

RECOMMENDED FOR EMPLOYMENT OR CONTRACT

- **CHRISTINE ALBRIGHT,** Professional, effective date to be determined. Assignment: Remedial Specialist, ANPS Program with base salary of Masters, Step 15, $80,312 for 190 days of service and will be prorated based on the number of days worked with additional new hire days as required. This is a new position funded through the Act 89 budget.
- **JUSTIN DEAMELIA,** Paraeducator, effective December 4, 2025. Assignment: Educational Paraprofessional, Autism Support Program with base salary of Tier 1, $27,740 for 190 days of service will be prorated based on the number of days worked with additional new hire days as required. This is a replacement position funded through the Autism Support budget.
- **ERIN HANKEY,** Professional, effective date to be determined. Assignment: Part-time Speech and Language Pathologist, Early Intervention Program with base salary of Masters+30, Step 15, $83,009 for 190 days of service and will be prorated based on the number of days/hours worked with additional new hire days as required. This is a replacement position funded through the Early Intervention budgets.
- **KATIE POVILAITIS,** Paraeducator, effective date to be determined. Assignment: Certified Occupational Therapy Assistant, Early Intervention Program with base salary of MHW/COTA Bachelors, Step 4, $36,602 for 190 days of service and will be prorated based on the number of days worked with additional new hire days as required. This is a new position funded through the Early Intervention budgets.
- **DENNIS TOPO,** Network Infrastructure Architect, Technology Team, effective date to be determined. Base salary of $102,795 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 DPGO budget. Experience: Over 20 years of similar or related experience.

CHANGES OF STATUS:

- **JENNIFER FOSTER,** School Counselor, ANPS Program, change from full-time to part-time status, effective January 5, 2026.
- **LAURA MCCONE,** Speech and Language Pathologist, change in leave of absence return to work date from January 5, 2026 to July 7, 2026.