

CAIU BOARD HIGHLIGHTS

*The following actions were taken at the **January 22, 2026** meeting, held in the Board Room of the Capital Area Intermediate Unit.*

Click [HERE](#) for the 1/22/26 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 Member Appreciation** – January is Board Member appreciation month. A sincere thank you to the CAIU Board Members for their dedication and leadership.
- **Board Presentation – 2026-27 General Operating Budget** – Daren Moran, Director of Business & Operations and Board Treasurer, provided a presentation overviewing the 2026-27 General Operating Budget. The General Operating Budget is 1 of over 45 separate budgets administered by the CAIU and is the only budget that requires approval by a majority of our school districts and a majority of the weighted votes of the school districts. The final budget must be submitted to PDE by May 1, 2026.

Some key points to note:

- The 2026-27 General Operating Budget is **proposed at \$8,698,801**, reflecting a 3.82% increase (\$320,250) over the 2025-26 budget. Largest increase is in the salaries and benefits.
- **School District Contributions:** The total contribution is \$902,460, making up 10.37% of the budget. **There was no increase from the prior year.**

- **Key Initiatives/Expenditure: Maintenance Plan for Enola Facility:** Continued investment in the CAIU-owned Enola building. Currently undergoing a detailed facility maintenance plan which will impact future budgets.
- **Announcement of CAIU January 2026 Retiree** - The CAIU Board of Directors and administration recognized the retirement of **Karla Sherman**, Floater Teacher, after 6.5 years of dedicated service to the CAIU.
- **2025 Statement of Financial Interest** – Board Members that were seated on the CAIU Board in 2025 are required to file the Statement of Financial Interests form. You may include both your SD and CAIU on the same form. All filers will need to submit a copy of their electronically filed form, or their paper form, to the Board Secretary by May 1, 2026.
- **Recognition of Departing Board Members** - The following departing Board Members were recognized for their service:
 - **Richard Bradley, Mechanicsburg Area S.D.**
 - **Brenda Cox, West Shore S.D.**
 - **Jackie Hill, Susquehanna Township S.D.**
 - **Michelle Nestor, Cumberland Valley S.D.**
 - **Lauren Silvers, Central Dauphin S.D.**
- **Board Member Share:**
 - Board Member Rick Rovegno, South Middleton SD, continues his work to address the mental health crisis in youth. He intends to put together a workgroup and may seek additional support.
- **Topics for Future Discussion**
 - Regional Wide Area Network (RWAN) – David Martin, Chief Information Officer and David Walker, CAIU Solicitor, provided an overview of the process and extremely tight timeline. We will be seeking a letter of commitment with a not to exceed cost from all of our school districts – these will be sent out the end of January. The window to obtain the necessary Board signatures will be very small and closes a couple of days prior to the March Board meeting. In order to meet the requirement, David Walker is suggesting that we approve a Board action item at our February meeting giving Board President, Dr. Joshua Cysyk, the authority to sign on behalf of the Board. The Board will then ratify this action at the March Board meeting.
- **CAIU Information Item** – Congratulations to CAOLA! The AccredVED Program Review Team is proud to announce that the Capital Area Online Learning Association (CAOLA)

has been awarded full accreditation in accordance with the National Standards for Quality Online Programs (NSQOP). This distinction follows a rigorous review of the program's mission, governance, planning, curriculum, instruction, assessment, equity, and stakeholder support. The determination affirms that CAOLA consistently meets—and in many areas exceeds—the national benchmarks for quality in virtual learning.

APPROVED ACTION ITEMS

- **Approval of Board Meeting Minutes – 12/18/25**
- **Treasurer's Report for December 2025** – a total of \$23,704,705.15 in receipts and \$19,730,465.66 in expenses.
 - Payment of Bills – December 2025
 - Summary of Operations for December 2025 showing revenues of \$60,146,131.58 and \$49,703,244.22 in expenses.
- **Budget Administration Items**
 - First Reading Proposed 26-27 General Operating Budget
 - Proposed 25-26 Revised Budget - Early Intervention - ACCESS
 - Proposed 25-26 Revised Budget - IDEA Section 611- Early Intervention
 - Proposed 25-26 Revised Budget - IDEA Section 619 - Early Intervention
 - Proposed 25-26 Revised Budget - Early Intervention - State
- **Other Fiscal Matters**
 - Approval of Final Audit Report - 6/30/25
- **Other Business Items**
 - Contracts – January 2026
 - Approval of mail/virtual ballot for 2026 CAIU Annual Board Election
 - Board Member Resignations
 - Richard Bradley, Mechanicsburg Area SD, effective 2/1/26
 - Brenda Cox, West Shore SD, effective 12/31/25
 - Jackie Hill, Susquehanna Township SD, effective 1/22/26
 - Michelle Nestor, Cumberland Valley SD, effective 2/1/26
 - Lauren Silvers, Central Dauphin SD, effective 12/31/25
 - Appointment of New Board Members
 - **Christopher Kambic, West Shore SD**, to fill an unexpired term until the CAIU annual election from January 22, 2026 - June 30, 2026. Christopher is filling the vacancy of Brenda Cox (term ends 6/30/28).

➤ **Policies & Programs**

- Second Reading, Revised Policy #108 - Adoption of Textbooks
- Second Reading, Revised Policy #109 - Instructional Materials
- First Reading, Revised Policy #103 - Discrimination/Harassment Affecting Students
- First Reading, Revised Policy #103.1 – Nondiscrimination – Qualified Students with Disabilities
- First Reading, Revised Policy #104 - Discrimination/Harassment - Staff
- First Reading, Revised Policy #113 - Special Education
- First Reading, Revised Policy #113.1 - Discipline of Students with Disabilities
- First Reading, Revised Policy #113.2 - Behavior Support
- First Reading, Revised Policy 113.5 - Early Intervention
- Retire Policy 114 - Gifted Education

➤ **Job Descriptions**

- First Reading, Revised Position Description - Department Coordinator (Student Services)

➤ **Personnel Items**

- See attached Personnel report.

EXECUTIVE DIRECTOR'S REPORT

- [Click to view the January 2026 All-In Newsletter](#) Dr. Andria Saia reported that the Executive Director's Report/All-in! Newsletter was available for the Board's review. She highlighted the front cover – CAIU and PAIU staff participated in a holiday cookie walk for the students at Hill Top Academy. This was the first time for this event, and it was a great success! In addition, Dr. Saia reported that she recently spoke at PSBA about PA Intermediate Units and had the opportunity to visit their high-tech school safety training facility that delivers immersive, hands-on safety training experiences. PSBA recently broke ground for a new facility designed to expand their school safety and support services.

UPCOMING MEETINGS:

Next CAIU Board Meeting: Thursday, February 26, 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.

JANUARY 22, 2026, APPROVED PERSONNEL ITEMS:

RESIGNATIONS

- **KELLIE CUSTER (COUPAL)**, Lead Behavior Consultant, Student Services Team, effective June 30, 2026. Reason: Employee is moving.
- **MARIA HOOVER**, Director of Educational Services, Educational Services Team, effective January 30, 2026. Reason: Employee accepted a position with Chester County Intermediate Unit.
- **KEVLEINA MORGAN**, Educational Paraprofessional, Autism Support Program, effective January 8, 2026. Reason: Personal.
- **HANNA NIXON**, Teacher, Emotional Support Program, effective February 27, 2026. Reason: Personal.

CHANGES OF STATUS:

- **BRITTANY ENSIGN**, from Educational Consultant to Program Supervisor, Student Services Team, effective February 23, 2026. Change of status results in a change of salary to Act 93, \$104,742.47 for 260 days of service which will be prorated for a total of 92 days through June 30, 2026.
- **ALICIA FRANCAVAGE**, from Educational Paraprofessional to Teacher in the Early Intervention Program, effective January 12, 2026. Change of status results in a change of salary to \$55,937 which is based on a Bachelors, Step 1 placement on the current salary scale. This is for 190 days of service and will be prorated for a total of 94 days in the current school year.
- **DEBRA HARRO**, from Accounting Support Representative to Business Coordinator on the Administrative Team - Business, effective January 5, 2026. Change of status results in a change of salary to \$55,112.20, due to a realignment of Business Coordinator duties and will be prorated for a total of 129 days in the current school year.
- **ERICA PATTILLO**, School Counselor, change in long term substitute assignment end date from January 30, 2026 to June 6, 2026.
- **IRENE TENAGLIA**, from Program Supervisor on the Student Services Team to Teacher in the Keystone State Challenge Academy, effective January 19, 2026. Change of status results in a change of salary to \$85,855 which is based on a Masters + 60, Step 15

placement on the current salary scale. This is for 190 days of service and will be prorated for a total of 94 days in the current school year.

CHANGES OF SALARY:

- **SUSAN BRUNER**, Occupational Therapist, change of salary for completion of a Master+60 credits, effective February 1, 2026. Salary will be based on a Masters+60, Step 15, \$85,855 for 190 days of service and will be prorated for a total of 80 days in the current school year.
- **ERIKA GROVE**, Teacher, change of salary for completion of a Master+30 credits, effective February 1, 2026. Salary will be based on a Masters+30, Step 13, \$78,288 for 190 days of service and will be prorated for a total of 83 days in the current school year.
- **WYNTER JONES**, Educational Consultant, change of salary for completion of a Master+45 credits, effective February 1, 2026. Salary will be based on a Masters+45, Step 15, \$84,432 for 190 days of service and will be prorated for a total of 85 days in the current school year.
- **DELANEY KLEPPER**, Occupational Therapist, change of salary for completion of a Master+15 credits, effective February 1, 2026. Salary will be based on a Masters+15, Step 4, \$61,740 for 190 days of service and will be prorated for a total of 79 days in the current school year.
- **KIMBERLY MARSZALEK**, Teacher, change of salary for completion of a Master's Degree, effective February 1, 2026. Salary will be based on a Masters, Step 2, \$59,462 for 190 days of service and will be prorated for a total of 84 days in the current school year.
- **JENNIFER MCPOYLE-CALLAHAN**, Educational Coach, change of salary for completion of a Master+15 credits, effective February 1, 2026. Salary will be based on a Masters+15, Step 15, \$81,587 for 190 days of service and will be prorated for a total of 81 days in the current school year.
- **KAELAN O'NEILL**, Job Coach, change of salary for completion of 48 college credits, effective February 1, 2026. Salary will be based on a Tier 2, \$30,020 + \$2,950 annual stipend for 190 days of service and will be prorated for a total of 83 days in the current school year.
- **ASIA SCHROEDER**, Inclusion Consultant, change of salary for completion of a Master+15 credits, effective February 1, 2026. Salary will be based on a Masters+15, Step 3, \$61,240 for 190 days of service and will be prorated for a total of 80 days in the current school year.

- **JENNIFER SCIACCA**, Educational Consultant, change of salary for completion of a Master+60 credits, effective February 1, 2026. Salary will be based on a Masters+60, Step 12, \$79,022 for 190 days of service and will be prorated for a total of 85 days in the current school year.
- **KYLA SULLIVAN**, Teacher, change of salary for completion of a Master's Degree, effective February 1, 2026. Salary will be based on a Masters, Step 4, \$60,462 for 190 days of service and will be prorated for a total of 80 days in the current school year.

ISSUANCE OF TENURE:

The following temporary professional employees have met all criteria required to obtain tenure and shall be elevated to the status of professional and issued professional contracts, effective January 22, 2026:

- Amy Anderson
- Corinne Bennett
- Megan Hess
- Emily Hunt
- Elizabeth Miriello
- Samantha Woodson