

CAIU BOARD HIGHLIGHTS

*The following actions were taken at the **February 26, 2026** meeting, held in the Board Room of the Capital Area Intermediate Unit.*

Click [HERE](#) for the 2/26/26 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 Presentation - [Keystone State Challenge Academy \(KSCA\)](#)** - Dr. John Thompson, KSCA Principal and Dr. Linda Brewer, KSCA PA Dept. of Military & Veteran Affairs, provided an overview of KSCA and the CAIU's partnership to develop leaders, improve outcomes, and change lives of the attending cadets. KSCA is a 22-week residential Premier Leadership Academy for youth ages 16-18 who are disengaged from traditional setting and are actively seeking leadership, discipline and structure. It is a tuition free, statewide program held at Fort Indiantown Gap where CAIU provides the educational component. Enrollment has increased dramatically over the last several years to 100+ graduates per emerging class. The program includes a post-residential phase and Act 158 Pathways. Click [HERE](#) for the full presentation.
- **Board Presentation –** Dr. Kevin Roberts, CAIU Assistant Executive Director, provided an overview and a mid-year review of the CAIU Strategic Plan. Dr. Roberts reviewed CAIU's three organizational goals and six Leadership Focus Teams that were created to move our goals forward. In addition, last year our Leadership Team developed a Portrait of a

Leader to drive growth and professional learning in a leadership role. The portrait includes six pillars to define leadership and create accountability. Click [HERE](#) for the full presentation. Dr. Roberts will provide an end-of-the-year update at the June 25, 2026 Board Meeting.

- **Announcement of CAIU February 2026 Retiree** - The CAIU Board of Directors and administration recognized the retirement of **Vania Jaroch**, Business Coordinator, retirement with more than 5 years of dedicated service to the CAIU.
- **CAIU Information Item** – PETE&C newsletter was attached highlighting CAIU's support of the PA Educational Technology Expo and Conference (PETE&C) held at Hershey.

APPROVED ACTION ITEMS

- **Approval of Board Meeting Minutes** – 1/22/26
- **Treasurer's Report for January 2026** – a total of \$6,897,999.81 in receipts and \$7,944,895.30 in expenses.
 - Payment of Bills – January 2026
 - Summary of Operations for January 2026 showing revenues of \$69,242,223.10 and \$59,788,173.70 in expenses.
- **Budget Administration Items**
 - Proposed 25-26 Original Budget - Statewide System of Support
 - Second Reading Proposed 26-27 General Operating Budget
- **Other Fiscal Matters- none**
- **Other Business Items**
 - Appointment of the following new Board Members:
 - **Tameka Hatcher, Susquehanna Twp. SD**, to fill an unexpired term until the CAIU annual election from February 26, 2026 - June 30, 2026. Tameka is filling the vacancy of Jackie Hill (term ends 6/30/28).
 - **Dr. Brian Allen, Cumberland Valley SD**, to fill an unexpired term until the CAIU annual election from February 26, 2026 - June 30, 2026. Brian is filling the vacancy of Michelle Nestor (term ends 6/30/27).
 - Contracts - February 2026
 - Authorization of Regional Wide Area Network Agreement - Approval to authorize the Board President to execute the Regional Wide Area Network Agreement prior to the March, 26, 2026 meeting of the Board of Directors. The Board President's execution of the Agreement prior to the March Board meeting is necessary for compliance with applicable E-Rate submission deadlines.

➤ **Policies & Programs**

- Second Reading, Revised Policy #103 - Discrimination/Harassment Affecting Students
- Second Reading, Revised Policy #103.1 – Nondiscrimination – Qualified Students with Disabilities
- Second Reading, Revised Policy #104 - Discrimination/Harassment - Staff
- Second Reading, Revised Policy #113 - Special Education
- Second Reading, Revised Policy #113.1 - Discipline of Students with Disabilities
- Second Reading, Revised Policy #113.2 - Behavior Support
- Second Reading, Revised Policy #113.5 - Early Intervention
- First Reading, Revised Policy #626 - Federal Fiscal Compliance - Procurement (Attachment Only)
- First Reading, Revised Policy #115 - Career and Technical Education
- First Reading, Revised Policy #117 - Homebound Instruction
- First Reading, Revised Policy #118 - Independent Study

➤ **Job Descriptions**

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

➤ **Personnel Items**

- See attached Personnel report.

EXECUTIVE DIRECTOR'S REPORT

[Click to view the February 2026 All-In Newsletter](#)

UPCOMING MEETINGS:

Next CAIU Board Meeting: Thursday, March 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.

FEBRUARY 26, 2026, APPROVED PERSONNEL ITEMS:

RESIGNATIONS

- **LYNN BARRICK**, Part-time Program Assistant, Early Intervention Program, effective March 6, 2026. Reason: Retirement after more than 8 years of continuous CAIU service.
- **KIRBY HOKE**, Maintenance/Facilities Technician, Administrative Team - Operations, effective June 30, 2026. Reason: Retirement after more than 4 years of continuous CAIU service.
- **KAREN ROBBINS**, Teacher, Diagnostics Program, effective June 6, 2026. Reason: Retirement after 10 years of continuous CAIU service.

RECOMMENDED FOR EMPLOYMENT OR CONTRACT:

- **IKIKE AKPE**, 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 replacement position funded through the Early Intervention budgets.
- **LINDSEY DEIBERT**, Temporary Professional, effective date to be determined. Assignment: Teacher, Emotional Support Program with base salary of Bachelors, Step 1, \$55,937 for 190 days of service and will be prorated based on the number of days worked with additional new hire days as required. This is a replacement position funded through the Emotional Support budget.
- **BILLIE HAMILTON**, Paraeducator, effective date to be determined. Assignment: Personal Care Assistant, Emotional Support Program with base salary of Tier 1, \$27,740 for 190 days of service will be prorated based on the number of days worked with additional new hire days as required. This is a replacement position funded through the Emotional Support budget.
- **MELANIE JOHNS**, Professional, effective date to be determined. Assignment: Occupational Therapist, Early Intervention Program with base salary of Masters+45, Step 7, \$68,530 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.

- **SKYLAR REINHARDT**, Student Cafeteria Worker, Food Services Program, effective February 20, 2026. Hourly rate will be \$7.25 per hour. This is a temporary student worker position funded through the Food Services budget.
- **THOMAS SAMUEL**, Professional, effective date to be determined. Assignment: Floater Teacher, Emotional Support Program with base salary of 80% of Masters, Step 15, \$62,249.60 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 Emotional Support budget.
- **KRISTI TOBER**, Temporary Professional, effective date to be determined. Assignment: Inclusion Consultant, Early Intervention Program with base salary of Bachelors, Step 7, \$61,375 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.

LEAVE OF ABSENCE:

- **NATALIE BHUT**, Speech and Language Pathologist, Early Intervention Program, child-rearing leave of absence effective May 5, 2026 – May 29, 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).
- **RYA SMIGEL**, Inclusion Consultant, Early Intervention Program, leave of absence effective February 20, 2026 – March 12, 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).