

CAIU BOARD HIGHLIGHTS

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

Click [HERE](#) for the 3/26/26 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*

EXECUTIVE SESSION

- The Board held an Executive Session to discuss personnel and legal matters.

WORK SESSION ITEMS

- **Board Presentation - Designing the Future: Roadmap to AI Implementation** - Dr. Andria Saia. Click [HERE](#) for the full presentation.
- **Proposed 25-26 Revised CAIU Board Committee Assignments** were available for review.
- **Announcement of CAIU March 2026 Retiree** - The CAIU Board of Directors and administration recognized the retirement of **Lynn Barrick**, Program Assistant, retirement with 9 years of dedicated service to the CAIU.
- **CAIU Information Item – Bid for a Better Childhood, online auction for Champions for Children** - Auction runs from **Sunday, March 22** through **March 27**.

APPROVED ACTION ITEMS

- **Approval of Board Meeting Minutes** – 3/26/26
- **Treasurer’s Report for February 2026** – a total of \$7,610,019.25 in receipts and \$8,660,701.91 in expenses.

- Payment of Bills – February 2026
- Summary of Operations for February 2026 showing revenues of \$75,156,724.26 and \$70,770,931.91 in expenses.
- **Budget Administration Items**
 - Proposed 25-26 Original Budget - Feminine Hygiene Products Grant
- **Other Fiscal Matters- none**
- **Other Business Items**
 - Appointment of the following new Board Members:
 - **Morgan Strehlow**, Mechanicsburg SD, to fill an unexpired term until the CAIU annual election from March 26, 2026 - June 30, 2026. Morgan is filling the vacancy of Richard Bradley (term ends 6/30/26).
 - **Thomas Garlic**, Central Dauphin SD, to fill an unexpired term until the CAIU annual election from March 26, 2026 - June 30, 2026. Thomas is filling the vacancy of Lauren Silver (term ends 6/30/27).
 - Contracts - March 2026
 - Ratification of Comcast RWAN Service Agreement
- **Policies & Programs**
 - Proposed 26-27 CAIU 12-Month Employee Calendar
 - Second Reading, Revised Policy #626 - Federal Fiscal Compliance - Procurement (Attachment Only)
 - Second Reading, Revised Policy #115 - Career and Technical Education
 - Second Reading, Revised Policy #117 - Homebound Instruction
 - Second Reading, Revised Policy #118 - Independent Study
 - First Reading, Revised Policy #124 - Alternative Instruction
 - Retire Policy #125 - Adult Education
 - Retire Policy # 126 - Class Size
- **Job Descriptions**
 - First Reading, New Position Description - Registered Behavior Technician (RBT)
- **Personnel Items**
 - See attached Personnel report.
 - Approval of MOU Between CAEA & CAIU - Registered Behavior Technician (RBT)

EXECUTIVE DIRECTOR'S REPORT

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

UPCOMING MEETINGS:

Next CAIU Board Meeting: Thursday, April 23, 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.

MARCH 26, 2026, APPROVED PERSONNEL ITEMS:

RESIGNATIONS

- **NATALIE BORNE**, Long Term Substitute Educational Paraprofessional, Early Intervention Program, effective March 18, 2026. Reason: Employee was a seasonal employee and will not be returning.
- **KIMBERLY CICERO**, Personal Care Assistant/LPN, Multiple Disabilities Support Program, effective March 20, 2026. Reason: Personal.
- **DEBORAH GENET**, Teacher, Deaf and Hard of Hearing Program, effective June 3, 2026. Reason: Retirement after more than 28 years of continuous CAIU service.
- **SHANNA HYMON**, Head Cook, Food Services Program, effective February 27, 2026. Reason: Personal.
- **RANDALL JOHNSON**, Mental Health Worker, Emotional Support Program, effective March 4, 2026. Reason: Personal.
- **CHERYL PARK**, Teacher, Physical Education Program, effective August 14, 2026. Reason: Retirement after 36 years of continuous CAIU service.
- **THERESA SMITH**, Program Assistant, Student Services Team, effective June 30, 2026. Reason: Retirement after 19 years of continuous CAIU service.
- **PAMELA TOPPER**, Teacher, Early Intervention Program, effective June 5, 2026. Reason: Retirement after 29 years of continuous CAIU service.

RECOMMENDED FOR EMPLOYMENT OR CONTRACT:

- **LAURA EICHHAMMER**, Temporary Professional, effective April 13, 2026. Assignment: Service Coordinator, Early Intervention Program with base salary of Masters, Step 14, \$77,752 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.

- **SARAH FULLEM**, Temporary Professional, effective date to be determined.
Assignment: Part-time Speech and Language Pathologist, Early Intervention Program with base salary of Masters+30, Step 5, \$64,347 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.
- **RACHEL HAAS**, Temporary Professional, effective July 1, 2026. Assignment: Speech and Language Pathologist, Early Intervention Program with base salary of Masters+30, Step 1, \$64,277 for 190 days of service with additional new hire days as required. This is a new position funded through the Early Intervention budgets.
- **BOBBIE HOOVER**, Temporary Professional, effective date to be determined.
Assignment: Teachers, Early Intervention Program with base salary of Masters, Step 13, \$75,585 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.
- **DEVANN O'CONNELL**, Professional, effective August 12, 2026. Assignment: Behavior Consultant, Autism and Multiple Disabilities Support Programs with base salary of Masters+15, Step 8, \$69,868 for 190 days of service with additional new hire days as required. This is a replacement position funded through the Autism and Multiple Disabilities Support budgets.
- **DEANA RAYMER**, Director of Educational Services, effective April 20, 2026. Base salary of Act 93, Grade 20, \$150,049.58 for 260 days of service will be prorated for a total of 74 days through June 30, 2026. This is a replacement position funded through the General Operating budget.
- **TAYLOR SWEENEY**, Program Assistant, Student Services Team, effective April 14, 2026. Base salary of \$44,307.50 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 Student Services – Core budget. Experience: About 3 years of similar or related experience.

CHANGE OF STATUS:

- **RYA SMIGEL**, Inclusion Consultant, change in leave of absence return to work date from March 12, 2026 to May 1, 2026.