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Derry Township School District
Board of Directors Meeting
September 8, 2026
Board of Directors Room 7:00 p.m.
Summary Minutes - IV

1. OPENING ITEMS

1.a. Call to Order

Minutes

The meeting was called to order by Mrs. Renz at 7:09 p.m. The meeting was conducted both in-person and virtually.

1.b. Roll Call

Minutes

Members in Attendance: Lesa Brackbill, Joshua Cysyk, Stewart McCarver, Jennifer Renz, Honesta Romberger, Tracey Royo, Nicole Searfoss, and Christine Stickler

Members in Attendance Virtually: Lindsay Drew

Members Absent: None

Non-Voting members in Attendance: Michele Agee and Stacy Winslow

Student Board Representatives in Attendance: Ruth Taguma

Solicitor: Drew Jabour-Gehman

Staff/Public in Attendance In-Person: Alex DeCicco, Sarah Harmer, Jared Nicholson, Jesse Rawls, Aaron Shuman, Jennifer Sloppy

Staff/Public in Attendance Virtually: Lisa Balanda, Paige Dalto, Rebecca Taguma, and Eugene Washington

1.c. Flag Salute

1.d. Approval of Board of Directors Agenda

Approval of the Derry Township School District Board of Directors Agenda.

Minutes

Following a motion by Dr. Cysyk and a second by Dr. McCarver, the board agenda for this evening's meeting was approved.

Vote Results

Yea:	9	Lesa Brackbill, Joshua Cysyk, Lindsay Drew, Stewart McCarver, Jennifer Renz, Honesta Romberger, Tracey Royo, Nicole Searfoss, Christine Stickler

Nay: 0
Abstain: 0
Not Cast: 0

2. INFORMATIONAL AND PROPOSALS

2.a. President Communications

Minutes

Ms. Drew announced the Board met in Executive Session prior to tonight's meeting to discuss the following:

- Consultation with attorney or other professional advisers

2.b. Recognition of Citizens (Agenda Items)

This is an opportunity for residents and taxpayers, attending either in person or virtually, to address the Board on matters related to the agenda. Those wishing to speak on matters not related to the agenda, an additional public comment period will be provided later in the meeting.

Each speaker is permitted up to 5-minutes of speaking time during each one of the public comment periods in order to provide other residents with an opportunity to speak. When necessary, the Board may set a maximum time for public comment. As a reminder, all public comments are part of the meeting's public record and minutes.

If attending in person, complete and turn in to the Board Secretary, Mrs. Agee, a registration form located on the sign-in table. When your name is announced, come to the microphone. If attending online, you must have registered individually with your full name and address. To be recognized, raise your virtual hand. For all speakers, once you are recognized, it is only necessary that you identify yourself by providing your full name.

Minutes

The following citizens were recognized by the board:

- Jennifer Sloppy spoke to elementary social clubs and the benefit to student

2.c. Community Correspondence Report

Minutes

Ms. Harmer reported that there was one submission during the month of August.

2.d. Standing Committee Meeting Report

Minutes

Mrs. Royo gave a report on the Curriculum Meeting that met prior to this evening's meeting and discussed the following:

- committee dates
- ELD and AI presentation
- textbook proposal for AP Statistics was approved to go to the full board

Dr. Cysyk gave a report on the Policy Meeting that met prior to this evening's meeting and discussed the following:

- covered quite a few policies, including two new policies, a safe-to-say procedure, virtual attendance wellness checks, revised procedures related to academic standards assessment, health exams, school wellness, bullying, cyberbullying, school calendars, and flexible instruction days
- all the listed policies were moved to the full board for review and approval

2.e. Student Representatives' Report

As per Board Policy 004.1, the purpose of having two non-voting Student Representatives on the Board is to establish a communication link between the Board of School Directors and the student body of Hershey High School. The position will serve in presenting the students' viewpoints to the Board.

Minutes

Ruth Taguma shared that she wanted to become a Student School Board Representative to be a voice for the students and show them that their voices are heard at the district level. She proceeded to give a report that included Bridge Day success, fall sports in full swing, and the anticipation for the first Friday Night Lights game held in the new stadium. Listen to the meeting audio for the full report.

2.f. Anticipated Agenda Items for the Next Board of Directors Meeting

The following items will be on the Agenda for the next Public Board of Directors Meeting:

- Approval of September 8, 2026, Board of Directors Summary Minutes
- Staff Development/Conferences:
    - Nicholas Frank - PSMLA Fall Conference
    - Katherine Frentz - 2026 National Council of Teachers of English Conference
    - Renee Owens - 2026 National Council of Teachers of English Conference
    - Caroline Shearer - 2026 National Council of Teachers of English Conference

- Approval to Seek Bids for the High School Auditorium Sound System Upgrade
- Affiliation Agreement - University of Pittsburgh
- Apple MacBook Neo Lease Agreement
- Athletic Hall of Fame Bylaws Amendment
- Delval Equipment Proposal
- Diversified Refrigeration
- ECC Water Softener Replacement

3. UNFINISHED BUSINESS

4. CONSENT AGENDA ITEMS

The consent agenda contains routinely adopted items and items that normally do not require public deliberations on the part of the Board. A Board Member may pull items which will then be discussed and voted on separately.

Minutes

Following a motion by Dr. Cysyk and a second by Ms. Stickler, the Consent Agenda items were approved.

Vote Results

Yea:	9	Lesa Brackbill, Joshua Cysyk, Lindsay Drew, Stewart McCarver, Jennifer Renz, Honesta Romberger, Tracey Royo, Nicole Searfoss, Christine Stickler
Nay:	0	
Abstain:	0	
Not Cast:	0	

4.a. Approval of Summary Board of Directors Meeting Minutes

4.b. Request for the Use of School Facilities

The Administration recommends the approval of the following Request for the Use of School Facilities:

Group:	**BSA Scouting America Cub Scout Pack 65**
Date/Time:	Thursdays (once a month) - 5:00 p.m. - 8:00 p.m. September 17, 2026 October 15, 2026 November 19 2026 December 17, 2026 January 21, 2027 February 11, 2027 April 15, 2027
Requested Facility:	Elementary School - Multi-Purpose Room (MPR)
Event:	Cub Scout Pack Meetings

Fee: None

4.c. Announcement of Staff Development Conferences

Staff Member:	**Abigail Eggert**
Conference:	2026 National Council of Teachers of English Conference
Location:	Philadelphia, PA
Dates:	November 20-22, 2026

4.d. CAIU BrainPOP

The Administration recommends the approval of the CAIU BrainPOP License.

5. NEW BUSINESS

5.a. Avalon Proposal

The Administration recommends the retroactive approval of the Avalon Proposal for Stop Loss Insurance Coverage for 2026-2027 for claims in excess of $170,000.

Minutes

Following a motion by Dr. Cysyk and a second by Dr. McCarver, the Avalon Proposal was retroactively approved.

Vote Results

Yea:	9	Lesa Brackbill, Joshua Cysyk, Lindsay Drew, Stewart McCarver, Jennifer Renz, Honesta Romberger, Tracey Royo, Nicole Searfoss, Christine Stickler
Nay:	0	
Abstain:	0	
Not Cast:	0	

5.b. Affiliation Agreement - Penn State Health

The Administration recommends the Board approve the affiliation agreement with Derry Township School District and Penn State Health for the term of ten years effective September 8, 2026.

Minutes

Following a motion by Dr. Cysyk and a second by Ms. Romberger, the affiliation agreement between Derry Township School District and Penn State Health was approved.

Vote Results

Yea:	9	Lesa Brackbill, Joshua Cysyk, Lindsay Drew, Stewart McCarver, Jennifer Renz, Honesta Romberger, Tracey Royo, Nicole Searfoss, Christine Stickler
Nay:	0	
Abstain:	0	
Not Cast:	0	

5.c. Affiliation Agreement - Wilson College

The Administration recommends the Board approve the affiliation agreement with Derry Township School District and Wilson College.

Minutes

Following a motion by Dr. Cysyk and a second by Mrs. Brackbill, the affiliation agreement between Derry Township School District and Wilson was approved.

Vote Results

Yea:	9	Lesa Brackbill, Joshua Cysyk, Lindsay Drew, Stewart McCarver, Jennifer Renz, Honesta Romberger, Tracey Royo, Nicole Searfoss, Christine Stickler
Nay:	0	
Abstain:	0	
Not Cast:	0	

5.d. Casting of Votes for Pennsylvania School Board Association Officers for 2026

PSBA Bylaws, Article IV, Section 7 states that each member entity cast one vote per office. The Board Secretary will cast the majority votes for Derry Township School District.

President-Elect: (one-year term) - **Matt Vannoy**

Vice President: (one-year term) - **Kristy Bolte**

2027-2029 Treasurer: (three-year term) - **David Hein**

PSBA Trustees: (three-year term) (choose two) **Marianne L. Neel & Dr. Michael Faccinetto**

Minutes

Following a motion by Dr. Cysyk and a second by Dr. Searfoss, the listed candidates were approved unanimously.

Vote Results

Yea:	9	Lesa Brackbill, Joshua Cysyk, Lindsay Drew, Stewart McCarver, Jennifer Renz, Honesta Romberger, Tracey Royo, Nicole Searfoss, Christine Stickler
Nay:	0	
Abstain:	0	
Not Cast:	0	

5.e. Addendum to Add/Revise the Agreement with ESS Northeast, LLC

The Administration recommends the Board approve the Addendum to Add/Revise the Agreement with ESS Northeast, LLC for the Building Based Aide position.

Minutes

Following a motion by Dr. Cysyk and a second by Dr. Searfoss, the Addendum to add/revise the agreement with ESS Northeast was approved.

Vote Results

Yea:	9	Lesa Brackbill, Joshua Cysyk, Lindsay Drew, Stewart McCarver, Jennifer Renz, Honesta Romberger, Tracey Royo, Nicole Searfoss, Christine Stickler
Nay:	0	

Abstain: 0
Not Cast: 0

5.f. Acceptance of Gift - Next Rev Logistics Inc.

The Administration recommends accepting the follow gift:

Donated by:	Next Rev Logistics Inc.
Item:	Back to School Program backpacks
Amount:	50-60 backpacks

Minutes

Following a motion by Dr. Cysyk and a second by Dr. McCarver, the backpacks gift was accepted.

Vote Results

Yea: 9 Lesa Brackbill, Joshua Cysyk, Lindsay Drew, Stewart McCarver, Jennifer Renz, Honesta Romberger, Tracey Royo, Nicole Searfoss, Christine Stickler
Nay: 0
Abstain: 0
Not Cast: 0

5.g. Vista Agreement

The Administration recommends the retroactive approval of the Vista agreement for individual student IEP support services in the amount of $83,275.50.

Minutes

Following a motion by Dr. Cysyk and a second by Mrs. Brackbill, the Vista Agreement was approved.

Vote Results

Yea: 9 Lesa Brackbill, Joshua Cysyk, Lindsay Drew, Stewart McCarver, Jennifer Renz, Honesta Romberger, Tracey Royo, Nicole Searfoss, Christine Stickler
Nay: 0
Abstain: 0
Not Cast: 0

5.h. Vista Agreement

The Administration recommends the retroactive approval of the Vista agreement for individual student IEP support services in the amount of $83,275.50.

Minutes

Following a motion by Dr. Cysyk and a second by Mrs. Stickler, the Vista Agreement was approved.

Vote Results

Yea: 9 Lesa Brackbill, Joshua Cysyk, Lindsay Drew, Stewart McCarver, Jennifer Renz, Honesta Romberger, Tracey Royo, Nicole Searfoss, Christine Stickler
Nay: 0
Abstain: 0
Not Cast: 0

5.i. **Personnel - Resignations**
The Administration recommends the approval of the following resignations:

Classified Staff:

Brandt, Sierra
Paraprofessional
Middle School
Reason: Personal
Effective: 08/26/2026 (retroactive)

Byers, Randall
Bus Driver
Transportation
Reason: Personal
Effective: 09/14/2026

Diegel, Jillian
Paraprofessional (Self-contained Classroom)
Primary Elementary School
Reason: Personal
Effective: 08/25/2026 (retroactive)

Engle, Rochelle
Custodian (2nd shift)
High School
Reason: Retirement
Effective: 08/31/2026 (retroactive)

Minutes

Following a motion by Dr. Cysyk and a second by Ms. Romberger, the Personnel Resignations were approved.

Vote Results

Yea:	9	Lesa Brackbill, Joshua Cysyk, Lindsay Drew, Stewart McCarver, Jennifer Renz, Honesta Romberger, Tracey Royo, Nicole Searfoss, Christine Stickler
Nay:	0	
Abstain:	0	
Not Cast:	0	

5.j. **Personnel - General**
1. The Administration recommends the approval of the following appointments and recognition of the following transfers:

Classified Staff:

Cedeno-Garcia, Osmin* (new position)
Custodian (3rd shift)
District-wide
Full-time, 8.0 hours per day
Salary: $21.45 per hour
Effective: 09/09/2026

Gonzalez, Rachael (replacing Caressa Shaw)
Cafeteria/Recess Aide
Intermediate Elementary School
Level A, 3.0 hours per day
Salary: $19.82 per hour
Effective: 09/09/2026

Ometer, Allan
Substitute Cafeteria/Recess Aide
District-wide
Hours as needed
Salary: $16.21 per hour
Effective: 09/09/2026

Solt, Steven* (replacing Sierra Brandt)
Paraprofessional (Self-contained Classroom)
Middle School
Level B, 6.5 hours per day
Salary: $21.15 per hour
Effective: 09/09/2026

Stoner, Kassandra (replacing Carly Grumbine)
Paraprofessional (Self-contained Classroom)
Primary Elementary School
Level B, 6.5 hours per day
Salary: $21.15 per hour
Effective: 09/08/2026 (retroactive)

Transfer of Classified Staff:

Caldwell, Danielle* (replacing Michelle Bomgardner)
From: Paraprofessional (Self-Contained Classroom)
Primary Elementary School
Level B, 6.5 hours per day
To: Paraprofessional
Early Childhood Center
Level A, 5.75 hours per day
Salary: $21.15 per hour
Effective: 08/27/2026 (retroactive)

Limited Service Contract:

Dietz, Derek* (replacing Emily Hoover)
Academic Decathlon - H.S.
Group G, Step 4
Salary: $2,304
Effective: 07/01/2026 (retroactive)

Cook, Victoria*
Special Education
Salary: $1,350
Effective: 09/09/2026

Demmel, Ashley*
Special Education
Salary: $1,350
Effective: 09/09/2026

Sadusky, Jessika*
Special Education
Salary: $1,350
Effective: 09/09/2026

Small, Rebecca*
Special Education
Salary: $1,350
Effective: 09/09/2026

Transfer of Limited Service Contract:

Hoover, Emily*
From: Academic Decathlon - H.S. (correction)
Group G, Step 3
Salary: $2,170
To: Academic Decathlon Support - H.S.
Group J, Step 3
Salary: $542
Effective: 07/01/2026 (retroactive)

Taliani, Anthony* (replacing John Johnson)
From: Assistant Coach - M.S. - Football
Group F, Step 15
Salary: $4,742
To: Assistant Coach - H.S. - Football
Group D, Step 15
Salary: $6,369
Effective: 08/17/2026 (retroactive)

Taylor-Stuckey, Shari* (continuing LSC)
SAT Fall Verbal Instructor 1 - H.S.
Group I, Step 11
Salary: $1,626
Effective: 09/09/2026

Taylor-Stuckey, Shari* (continuing LSC)
SAT Fall Verbal Instructor 2 - H.S.
Group I, Step 11
Salary: $1,626
Effective: 09/09/2026

Taylor-Stuckey, Shari* (continuing LSC)
SAT Fall Verbal Instructor 3 - H.S.
Group I, Step 11
Salary: $1,626
Effective: 09/09/2026

Taylor-Stuckey, Shari* (continuing LSC)
SAT Spring Verbal Instructor 1 - H.S.
Group I, Step 11
Salary: $1,626
Effective: 09/09/2026

Taylor-Stuckey, Shari* (continuing LSC)
SAT Spring Verbal Instructor 2 - H.S.
Group I, Step 11
Salary: $1,626
Effective: 09/09/2026

2. The Administration recommends the approval of the Mentor List for the 2026-2027 school year as attached.

3. The Administration recommends the approval of the following request in accordance with Section 6.10 of the HEA Collective Bargaining Agreement:

Gillow, Cole
Health/Physical Education Teacher
High School
Childrearing Leave
Effective: Approximately 11/11/2026 through 11/24/2026

Minutes

Following a motion by Dr. Cysyk and a second by Dr. Searfoss, the Personnel - General items were approved and transfers were recognized.

Vote Results

Yea:	9	Lesa Brackbill, Joshua Cysyk, Lindsay Drew, Stewart McCarver, Jennifer Renz, Honesta Romberger, Tracey Royo, Nicole Searfoss, Christine Stickler
Nay:	0	
Abstain:	0	
Not Cast:	0	

6. DELEGATE REPORTS

6.a. CAIU

Minutes

The report is attached to the agenda. Dr. Cysyk shared the following:

- getting a new fire suppression system, due to failure of the current - there is enough funds to cover it - no additional cost to the district
- Champions for Children, annual golf outing, raised $28,715
- October 24th is the annual Fall Fest, 11:00 a.m. to 3:00 p.m. at the Enola Building, offering lots of activities, and it's all free of charge

7. SPECIAL REPORTS

7.a. Board Members' Report

Minutes

There were no board members with a report to share.

7.b. Superintendent's Report

Minutes

Dr. Winslow did not have a report to share.

7.c. Board President's Report

Minutes

Mrs. Renz nor Ms. Drew had a report to share.

8. RECOGNITION OF CITIZENS

This is an opportunity for residents and taxpayers to address the Board on matters related to the agenda or matters of District Governance not on the agenda. Those who speak are asked to follow the same guidelines outlined at the initial public comment portion of our meeting.

Minutes

The following citizens were recognized by the board:

- Jennifer Sloppy shared thoughts on the perception of time
- Eugene Washington expressed thoughts on the spirit of sportsmanship and behaviors

9. ADJOURNMENT

Minutes

The meeting was adjourned to at 7:42 p.m. following a motion by Dr. Cysyk and a second by Ms. Romberger.

Vote Results

Yea:	9	Lesa Brackbill, Joshua Cysyk, Lindsay Drew, Stewart McCarver, Jennifer Renz, Honesta Romberger, Tracey Royo, Nicole Searfoss, Christine Stickler
Nay:	0	
Abstain:	0	
Not Cast:	0	

Respectfully submitted,

Michele Agee
Secretary to the Board
September 21, 2026

Lindsay Drew
Board President

Derry Township School District
Board Meeting
September 8, 2026

Please Sign In AND Print Your Name

Signature	*Printed Name*
Sample Signature	Sample Name Printed
[signature]	Jennifer A Slupp

Virtual Attendance September 8, 2026
Lisa Balanda
Rebecca Taguma
Eutene Washington

QUOTE

Capital Area Intermediate Unit

TO: Traci Landry
Derry Township School District

Today's Date: July 3, 2026
EXPIRATION DATE: July 20, 2026

CONTACT PERSON	JOB	DELIVERY DATE	PAYMENT TERMS	DUE DATE
Keya Shell	BrainPOP	x	30 Days after Invoice	July 20, 2026

DESCRIPTION	UNIT PRICE	QUANTITY	LINE TOTAL
BrainPOP School Combo Subscription Jr (K-3)	**$ 3.43**	**380**	**$ 1,303.40**
BrainPOP School Combo Subscription (3-8)	$ 3.79	462	**$ 1,750.98**
BrainPOP Elementary	**$ 4.07**	**431**	**$ 1,754.17**

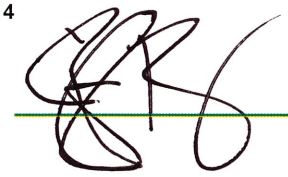
Notes:

SUBTOTAL	$ 4,808.55
TAXES	0%
TOTAL	$ 4,808.55

Quotation prepared by: Keya Shell

All expenses associated with on-site services are the responsibility of the customer. All invoices shall be paid within thirty (30) days of the date of invoice. Please attach a copy of this Quote to the Purchase Order. Send the Purchase Order and this Quote to the CAIU, Attn: Keya Shell @ kshell@caiu.org or fax 717-732-8414

To accept this quotation, sign here and return:



Capital Area Intermediate Unit
55 Miller Street, Enola PA, 17025-1640 tel 717.732.8400 fax 717.732.8423 tdd 717.732.8422 www.caiu.org

PennState Health

Milton S. Hershey Medical Center

August 14, 2026

Program Letter of Agreement
Penn State Health Pediatric Residency and Derry Township School District

This document serves as an agreement between Penn State Health and Derry Township School District ("District") involved in Graduate Medical Education of medical residents/fellows. This agreement is effective from September 8, 2026, and will remain in effect for ten years, or until updated, changed, or terminated by Penn State Health or Derry Township School District. Any modifications or changes to this agreement must be in writing and signed by all parties.

I. **Persons Responsible for Education and Supervision**

a. At Penn State Health: Aaron Shedlock, MD

b. At Derry Township School District: David Lillenstein, NCSP

c. The above listed individuals are responsible for the education, supervision, and evaluation of the residents/fellows ("residents") while rotating at the District. If this responsibility is assumed by another individual, the program director will receive prior notification in writing for approval of the successor.

II. **Responsibilities**

a. District faculty must provide appropriate supervision of residents in patient care activities and maintain a learning environment conducive to educating the residents/fellows in the competency areas established by the Accreditation Council for Graduate Medical Education ("ACGME"). District faculty must evaluate resident performance in a timely manner during each rotation or similar educational assignment and document this evaluation at completion of the assignment.

b. The District shall provide to Penn State Health, prior to the start of a residency/fellowship pursuant to this agreement, any and all applicable policies, codes, or confidentiality issues related to the residency/fellowship. While on District property, Penn State Health and its residents shall comply with all such policies and procedures.

c. It is understood that Penn State Health, as the institutional sponsor of the training program, continues to have responsibility for the quality of this educational experience and must retain authority over the residents' activities.

d. Penn State Health shall instruct residents to obtain child abuse and criminal record clearances prior to the start of the student's residency at the District. Residents will be required to update their criminal background checks and child abuse clearances if requested by the District. Residents shall provide clearances directly to the District upon the District's request. Penn State Health shall instruct its residents to comply with the health status requirements, if any, of the District. Residents shall provide proof of compliance directly to the District upon request. If a resident fails to provide proof of compliance to the District upon request, the District may terminate the resident's placement at the District.

e. District faculty, in cooperation with the Penn State Health program director, is responsible for the day-to-day activities of the residents to ensure that the outlined goals and objectives are met during the course of the educational experience.

f. Penn State Health shall designate the PGY2 resident who will fulfill the four week longitudinal rotation, subject to compliance with the terms of this agreement.

g. Penn State Health shall provide the assigned residents' name, level of training, malpractice coverage, and a copy of his/her graduate training license to practice medicine in Pennsylvania.

h. Penn State Health shall provide full coverage of the resident's salary and benefits including health and liability insurance. The stipend and other benefits shall be paid to the residents by Penn State Health Milton S. Hershey Medical Center.

i. Nothing in this agreement shall be construed as forming an employment agreement between the District and residents. The District shall not be responsible for any wages, benefits, withholding, unemployment benefits, or workers' compensation coverage of the residents.

III. Content and Duration of Educational Experience

a. The content of the educational experiences has been developed according to ACGME Residency/Fellowship Program Requirements.

b. The educational goals and objectives of this rotation are:

i. Describe two emotional and mental health supports available to children in an educational setting, and know how to appropriately refer students to receive such supports.
ii. Participate in at least one pediatric mental health assessment outside of a medicalized setting, such as depression or learning disability screenings in a school environment; and
iii. Write one appropriate 504 letter to support mental health needs for a student in collaboration with school-based mental health service providers. This letter may be for a hypothetical situation or for an actual one at the discretion of the District.

IV. Policies and Procedures that Govern Resident Education

Penn State Health policies and procedures that govern the resident educational experience shall remain in effect for the duration of the clinical rotation. All policies, procedures, rules and regulations of Penn State Health shall apply to residents during their participation in the clinical education program. Penn State Health shall retain general responsibility for content and methods of instruction, supervision, control, evaluation and related matters concerning the structure of the clinical education program and resident admission to, dismissal from and participation in the clinical education program. Residents will be under the general direction of the Penn State Health Graduate Medical Education Committee's policies and the policies of Derry Township School District. The District retains the discretion to remove any resident who poses an immediate health or safety risk to District students or staff. If a resident violates District policy, the District may remove the resident upon notification to Penn State Health.

V. Student Information

Residents may become aware of District students' personally identifiable information, or an education record, as those records are defined by the Family Educational Rights and Privacy Act ("FERPA") and its implementing regulations. As such, Penn State Health shall instruct its residents to abide by all provisions of FERPA and ensure that no District student's education record, or personally identifiable information found therein, is disclosed without the appropriate consent.

VI. Indemnification

Neither of the parties shall assume any liabilities to each other. As to death to persons, or damages to property, the parties do not waive any defense as a result of entering into this agreement. This provision shall not be construed to limit either party's rights, claims, or defenses, which arise as a matter of law or pursuant to any provisions of this agreement. Nothing in this agreement shall be construed to limit, directly or indirectly, the governmental immunity of the District including, but not limited to, under the Political Subdivision Tort Claims Act.

VII. Relationship of the Parties

The relationship between the parties to each other shall be that of independent contractors. Nothing in this agreement shall be construed to establish a joint venture, partnership, or any other relationship between the parties, other than that of independent contractors.

VIII. Nondiscrimination

The parties agree to continue their respective policies of nondiscrimination based on Title VI of the Civil Rights Act of 1964 in regard to sex, age, race, color, creed, and national origin, Title IX of the Education Amendments of 1972 and other applicable laws, as well as the provisions of the Americans with Disabilities Act. The District and Penn State Health agree to cooperate with each other in either party's investigations of claims of discrimination or harassment.

IX. Governing Law and Venue

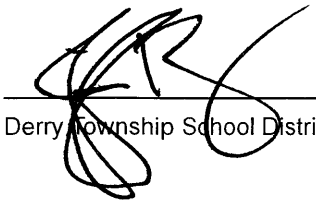
This agreement shall be governed and construed in accordance with the laws of the Commonwealth of Pennsylvania without reference to its conflicts of laws principals. The venue for any proceeding, claim, or action arising out of or relating to this agreement shall be brought in the state or federal courts of Dauphin County.

X. Termination of Agreement

Either party may terminate this Agreement voluntarily by providing no less than thirty (30) days prior written notice to the other party.

Aaron Shedlock, MD, Program Director Pediatric Residency — Date
Penn State Health Milton S. Hershey Medical Center

Karl T. Clebak, MD MHA FAAFP — Date
Associate Dean for Graduate Medical Education
Designated Institutional Official (DIO)



September 8, 2026

Derry Township School District — Date

Health Sciences Site Affiliation Agreement BETWEEN Wilson College AND Derry Township School District

This Master Affiliation Agreement (this "Agreement") by and between Wilson College, a Pennsylvania Non-Profit Corporation, with an address of 1015 Philadelphia Avenue, Chambersburg, PA 17201, hereinafter referred to as the "College," and Derry Township School District, a Pennsylvania School District with its principle address located at 30 E Granada Avenue, Hershey, PA 17033, hereinafter referred to as the "Agency," shall become effective as of July 30, 2026

WHEREAS, the College operates various health profession programs (each a "Program" and in the collective, the "Programs"), as listed in Appendix A of this Agreement, that require experiential learning experiences as part of the professional curriculum of its accredited Programs; and

WHEREAS, the College desires and the Agency offers experiential learning opportunities at its clinical and/or educational facilities (each a "Facility") which meet criteria required by the College and the accreditor(s) for one or more of the Programs; and

WHEREAS, the Agency is willing to provide experiential learning experiences, including, without limitation, precepted clinical rotations and practicums, to students enrolled in one or more of the Programs at the College (the "Students");

NOW THEREFORE, in consideration of the foregoing premises and the mutual covenants and agreements set forth herein, the College and Agency, hereinafter referred to as the "Parties", intending to be legally bound, agree as follows:

I. AGREEMENT STRUCTURE

A. Master Affiliation Agreement:

1. **Umbrella Terms**: This Agreement serves as the underlying document evidencing the Parties' overarching agreement and contains the general terms and conditions applicable to the Parties for those Programs identified in Appendix A of this Agreement or in subsequent Additional Program Addendum(s). This Agreement ensures a standardized approach to managing the relationship between the College and the Agency across one or more Programs. Any future Additional Program Addendum executed by the Parties will be attached to this Agreement as an Exhibit. Nothing in this Agreement shall obligate the Parties to enter into any Additional Program Addendum(s).
2. **Scope**: This Agreement contains provisions related to the Parties, as well as Students, the College's faculty members, and Agency directors, officers, employees, and/or agents involved in these Programs, ensuring they are all subject to the same foundational terms, creating consistency and clarity in expectations and responsibilities.

B. Additional Program Addendum:

1. **Tailored Terms**: Recognizing that different health profession programs may have unique requirements, especially concerning accreditation, the structure allows for these specificities to be addressed separately in Appendix A for those Programs identified in this Agreement or in Additional Program Addendum(s) for those Programs added at a later date.

2. **Integration and Hierarchy**: Each Additional Program Addendum shall be integrated with and made a part of the Master Affiliation Agreement, ensuring a seamless application of terms. However, unless otherwise stated, this Agreement takes precedence, and terms of this Agreement shall control in case of any conflict or ambiguity between the general terms of this Agreement and the terms of any Additional Program Addendum. This hierarchy simplifies resolution of discrepancies, prioritizing this Agreement's broader terms while still accommodating specific program needs.

II. COLLEGE RESPONSIBILITIES:

A. **Program Management and Oversight**: The College retains full control and responsibility for all aspects of the Program(s), encompassing the management of experiential learning experiences, the assignment of student grades, and ensuring compliance with the standards of experiential education as mandated by the Program(s) and relevant accreditation bodies.

B. **Designation of Program Coordinators**: A designated faculty or professional staff member will oversee the experiential learning components for each Program, facilitating direct coordination with the Agency and its Preceptors (as defined in Section III(B) of this Agreement) and other Agency personnel who may be identified in an Additional Program Addendum. The College commits to notifying the Agency in writing should there be any changes in personnel responsible for this coordination.

C. **Planning and Coordination**: The College agrees to work collaboratively with the Agency to organize experiential learning experiences for Programs identified by this Agreement or contemplated under an Additional Program Addendum, initiating planning discussions at least six months in advance of the start date of each experience (an "Experience Commencement Date") as set by the College's academic calendar. Pursuant to the terms of this Agreement or an Additional Program Addendum, any adjustments to arrangements will be mutually agreed upon in writing by both Parties.

D. **Student Eligibility**: Only students formally enrolled at the College and who have successfully completed the prerequisite curriculum components of the applicable Program under this Agreement or a corresponding Additional Program Addendum will be assigned to the Agency for experiential learning.

E. **Program Orientation and Information**: The Agency and Preceptors will receive an orientation to the Program and detailed written information concerning each

experiential learning opportunity a minimum of two weeks prior to the Experience Commencement Date. These materials will include:

1. Identification details of participating Student(s), the timeframe of the experiential learning experience, and names of associated clinical instructional faculty of the College.

2. An overview of the Program, including its mission, goals, values; an outline of the curriculum and teaching methodology; insights into academic preparation aligned with the curriculum; and grading and assessment frameworks. All pertinent forms related to the experiential learning experience and guidelines for their completion will also be included.

3. Detailed syllabi for each experiential learning encounter, highlighting instructional objectives and anticipated learning outcomes.

4. Any additional relevant information as may be requested by the Agency and agreed upon by both Parties.

F. **Management Standards**: Appropriate Student management during the term of the experiential learning will be provided as set forth in this Agreement or a corresponding Additional Program Addendum. The College shall have no obligation to supervise Students during experiential learning and all such supervision shall be the sole responsibility and obligation of the Agency, pursuant to Section III of this Agreement.

G. **Student Preparation and Compliance**:

1. **Student Responsibilities**: Upon notice from the Agency, inform Students of their responsibility to acquire necessary items such as books, equipment, uniforms, and personal supplies as required by the Agency.

2. **Health Insurance and Documentation**:

   a. Ensure all participating Students possess health insurance, providing proof before the Experience Commencement Date.

   b. Mandate completion of a criminal background check and appropriate immunizations as per CDC guidelines. Inform Students that a drug test or other similar screening tests may be required pursuant to the Agency's policies and practices, and that the cost of any such test, and any other testing required, will be paid by the Student, if not the Agency. The College will provide documentation of these requirements as requested by the Agency.

3. **Agency Policies and Legal Compliance**:

a. Advise Students to comply with all applicable Agency rules, regulations, and procedures and complete all training as required by Agency.

b. Remind Students of the confidentiality of the Agency's clients' ("Clients") information and the legal standards established by the Health Insurance Portability and Accountability Act of 1996 (HIPAA), 42 U.S.C. §§1320d et seq., and regulations adopted under that act, as modified by the Health Information Technology for Economic and Clinical Health Act (HITECH) (P.L. 111-5), and regulations adopted under that act at 45 CFR Parts 160, 162, and 164, and the Family Educational Rights and Privacy Act, 20 U.S.C. §1232g, and regulations adopted thereunder, 34 CFR Part 99, emphasizing the survival of these requirements beyond the duration of their experiential learning.

4. **Occupational Safety Training**:

a. Provide training aligned with the Occupational Safety and Health Administration's (OSHA) Occupational Exposure to Blood borne Pathogens Final Rule 29 CFR Part 1910.1030, as published in the Federal Register Friday, December 6, 1991.

b. Training will include the modes of transmission, epidemiology and symptoms of Hepatitis B virus (HBV) and Human Immunodeficiency (HIV) and other blood borne pathogens; methods of control that prevent or reduce exposure including universal precautions, appropriate engineering controls, work practices, and personal protective equipment; and information on the hepatitis B vaccine, its efficacy, safety, method of administration, and benefits of being vaccinated.

5. **Background Checks and Clearances:**

a. The College will instruct its Students to obtain child abuse and criminal record clearances, in accordance with the Pennsylvania Public School Code, 24 P.S. § 1-101 et seq., including Pennsylvania State Police Criminal Background Checks, Pennsylvania Child Abuse History Clearance form, and FBI Fingerprint Criminal Background check, prior to the Student's participation in the experiential learning experience.

b. Students will be required to update their criminal background checks and child abuse clearances if requested by the Agency.

c. The College will also instruct its students who are participating in the experiential learning experience to comply with the health status requirements, if any, of the Agency.

d. Students will provide proof of compliance directly to the Site upon the Site's request. If a Student fails to provide proof of compliance to the Site upon request, the Site may terminate the student's field experience.

III. AGENCY RESPONSIBILITIES:

A. **Client Care and Standards**: The Agency holds complete responsibility for Client care and adhering to established care standards. Students, considered as trainees, shall not replace Agency staff nor provide unsupervised care. All Student services must be educationally valuable and aligned with College-defined learning outcomes, under the reasonable and appropriate supervision by the Agency.

B. **Preceptor Designation:** An Agency employee, meeting the qualifications outlined in by the Program and relevant accrediting body, will be designated as a Preceptor to oversee and evaluate the experiential learning at the Agency, coordinate with the College concerning the Program, and ensure compliance with the Agency's obligations. The Agency will communicate to the College the names and credentials of personnel designated as Preceptors responsible for overseeing the students' experiences. Preceptors will be allocated adequate time for essential duties including planning, supervision, evaluation, and familiarization with the College's programs. Furthermore, they are obliged to review all preparatory materials provided by the College, complete evaluations as requested by the College, and engage in discussions with College faculty when reasonably required, considering time constraints. The College retains the right to verify Preceptor credentials and qualifications to serve in this capacity prior to the student beginning the experiential learning experience.

C. **Student Capacity Notification:** The Agency will inform the College of the maximum number of Students it can accommodate for each experiential learning opportunity at least three months before the Experience Commencement Date.

D. **Clearance and Other Requirement Notifications:** The Agency will notify the College of any clearance prerequisites, such as criminal background checks or required immunizations, that surpass the College's standards and are not otherwise set forth in this Agreement, no later than three months before the Experience Commencement Date and provide adequate time for student compliance. No later than eight weeks prior to the Experience Commencement Date, the Agency will notify the College of all Agency rules, regulations, policies, procedures and training (with copies thereof) that the Agency requires Student to comply with, as well as a list of all necessary items Students must acquire, including books, equipment, uniforms, and personal supplies. Upon any changes to the notifications and requirements listed in this subsection (D), the Agency shall provide prompt notice to the College and allocate adequate time for Student compliance.

E. **Consistent Learning Experiences:** The Agency will provide accepted Students with learning experiences that align with the Program's educational objectives and learning outcomes and fulfill the necessary hours for academic credit, degree completion, and licensure, pursuant to this Agreement or a corresponding Additional Program Addendum.

F. **Quality Assurance of Facilities:** Facilities, equipment, services, and personnel required for high-quality experiential learning will be provided and maintained by the Agency.

G. **Orientation for Students**: Prior to any Client interaction, Students must undergo an orientation provided by the Agency, which includes the following items, as appropriate, and any additional items identified in an Additional Program Addendum.

1. Detailed information on the Agency's Exposure Control Plan for bloodborne pathogens, including how faculty and students can access the plan. The plan should clearly outline the procedures for handling incidents like needle-sticks or similar exposures, ensuring immediate medical care is provided, followed by the initiation of protocols for HBV, HCV, and HIV, including pertinent counseling and testing.

2. An overview of the Agency's rules, regulations, policies, and procedures, with a focus on privacy and security protocols that faculty and students are expected to follow.

3. Information about the personal protective equipment (PPE) available across the Agency's work areas, ensuring safety and compliance with health standards.

4. A detailed outline of the work and on-call schedules, if applicable, to prepare students for their clinical responsibilities.

5. An introduction session for students to meet key clinical and auxiliary staff within the Agency, fostering a welcoming and informed entry into the clinical environment.

H. **Supervision and Access**: The Agency commits to supervising Students and granting them access to Clients, records, and resources necessary for achieving the educational objectives of their experiential learning.

I. **Performance Records and Feedback**: The Agency will maintain records of Student performance, providing feedback as required by the Program pursuant to this Agreement or a corresponding Additional Program Addendum. Any significant deficiencies in a Student's ability to meet learning objectives shall be reported to the College promptly for remediation planning.

J. **Confidential Incident Notification**: The Agency commits to promptly informing the College of any incidents or claims involving Students to the fullest extent that it may do so while strictly adhering to applicable confidentiality obligations. This ensures that the College can promptly address the situation, offering necessary support or adjustments to the Student's learning. In any scenario where a Student's participation could potentially compromise Client welfare, the Agency will temporarily reassign the Student to an observational role and as soon as practicable, promptly notify the College. This measure remains in effect until the incident is thoroughly investigated and resolved, safeguarding Client care and safety.

K. **Student Withdrawal Rights**: The Agency reserves the right to request the withdrawal of any Student who does not adhere to appropriate dress code, behavior standards, Agency or medical policies, or unable to provide safe care. Notwithstanding the foregoing, the Agency agrees that any modification, measure, or action related to a Student – adverse or otherwise – under this Agreement shall be discussed with the College following prompt notification to the College of the circumstances. However, Agency retains the final decision-making authority to remove a student from the experiential learning experience. In the event of emergency or exigent circumstances presenting an immediate risk to the health or safety of Agency staff or students, Agency reserves the right to remove a Student from the experiential learning experience, provided that the College's policies and procedures governing the same shall control any other consequences issued to the Student.

L. **Accreditation and Program Assessment Support:** Upon reasonable advance request, the Agency will allow the College and its representatives or designees access to its Facilities and Preceptor(s) (or other identified personnel) for accreditation visits and Program effectiveness assessments.

M. **Security and Safety:** The Agency shall provide appropriate security and safety measures for Students in instructional and commonly used areas, including library, dining, and parking facilities.

N. **Work-Related Injuries:** The Agency's policies will govern the management of work-related injuries (including but not limited to, exposure to an infectious or environmental hazard or other occupational injury (e.g., needle stick)), with these policies communicated to Students prior to the Experience Commencement Date in accordance with this Agreement. The Agency will advise the College in writing of any injury sustained by Students.

O. **Health and Safety Compliance:** The Agency will comply with all applicable federal and state health and safety laws, providing emergency care for Students exposed to an infectious or environmental hazard or other occupational injury as is provided its employees, including, where applicable, providing examination and evaluation at the Facility, at a cost not exceeding that charged to the general public. The Agency will immediately refer the Student to the nearest emergency facility if unable to provide appropriate care.

P. **Privacy Protection:** The Agency agrees not to disclose personally identifiable Student information without consent, using such information solely for the purposes of the Program. Under FERPA, the Agency is considered a College official with legitimate educational interest in accessing Student records necessary for the completion of experiential learning. The Agency agrees to, upon request by College, execute the College's data security addendum concerning the College's covered data and information.

IV. JOINT RESPONSIBILITIES OF THE COLLEGE AND AGENCY:

A. **Coordination of Experiential Learning Schedules**: The start of each Experience Commencement Date will be jointly decided by the College and Agency, aligning as closely as possible with the College's academic calendar. The Agency agrees that the duration of the Program shall be decided by the College and its accreditors to ensure the experiential learning opportunities meet the College's requirements, as well as accreditation and licensure requirements.

B. **HIPAA Compliance and Student Involvement**: The Agency acknowledges that under certain circumstances, Agency may be a covered entity under the Health Insurance Portability and Accountability Act (HIPAA) and subject to 45 CFR Parts 160 and 164 ("the HIPAA Privacy Regulation"). To the extent that Students are participating in an experiential learning experience at Agency such Students shall:

1. Be considered part of the Agency's workforce for HIPAA compliance in accordance with 45 CFR Part 164.103, but shall not be considered as employees of the Agency.

2. Receive and complete Agency-provided HIPAA training and adhere to all related privacy policies.

3. Not disclose any Protected Health Information (PHI) obtained during their training that has not been de-identified, per HIPAA guidelines.

C. **FERPA Compliance**: Both Parties commit to adhering to applicable provisions of the Family Educational Rights and Privacy Act of 1974, 20 USC 1232 (g), otherwise known as "FERPA" regulations, ensuring the confidentiality of Student information, including Student information obtained in the performance of experiential learning under this Agreement, and further agree to limit the use of such information to purposes directly related to the performance this Agreement.

D. **Confidentiality of Client Information**: Both parties will keep confidential all Client information related to the services provided under this Agreement unless disclosure is legally required. Non-compliance may lead to Agreement termination and further legal action.

E. **Non-Discrimination**: The College and Agency pledge not to discriminate against any individual based on race, color, religion, sex, gender identity, national origin, age, order of protection status, marital status, ancestry, military status, unfavorable discharge from military service, sexual orientation or physical or mental disability in the employment, training, or promotion of Students or personnel engaged in the performance of this Agreement. Both Parties will abide by all relevant laws and regulations. The Parties shall cooperate with one another, as reasonably necessary, in the investigation of any claims or allegations made pursuant to an alleged violation of applicable nondiscrimination laws.

F. **Insurance Requirements**: Both Parties will provide and maintain Comprehensive General Liability and Professional Liability Insurance for itself, its agents, employees and the Students participating in a Program with limits of at least $1,000,000 per occurrence and $3,000,000 annual aggregate. Upon request of either party, the other party shall supply certificates of insurance evidencing such coverage.

G. **Appropriate Learning Environment**: The College and Agency share the responsibility of fostering a conducive learning atmosphere that includes both formal learning activities and the attitudes and values demonstrated by those interacting with Students. The Parties will cooperate to evaluate the training program, which may include on-site visits by the College to the Agency or its Facilities.

H. **Other Requirements**: The Parties acknowledge that there are many federal and state laws which may apply to one or both Parties, including but not limited to, the Americans with Disabilities Act, 42 U.S.C. 12101 et seq., ("ADA") and the Title IX of the Education Amendments of 1972, 20 U.S.C. 1681 et seq., ("Title IX"), which provide certain rights, duties, and obligations related to Students and the performance of this Agreement. The College shall provide to the Agency its related policies (as may be amended from time to time) and the Agency shall review the same. The Parties acknowledge and agree these laws and regulations may require the Parties to collaborate to address various student matters, including but not limited to, academic and other reasonable accommodations.

I. **Intellectual Property**: The Agency acknowledges that the College owns and maintains all right, title and interest (including all Intellectual Property Rights) in and to certain materials which may, from time to time, be provided to the Agency under this Agreement and any Additional Program Addendum which may be executed hereafter, including but not limited to any: outlines of the curriculum and teaching methodology; academic preparation materials aligned with the curriculum; grading and assessment frameworks; forms and guidelines related to the experiential learning experience; marks; curricula; content and data; and any derivatives of the foregoing (collectively the "College Intellectual Property"). The Agency further acknowledges that the College may have certain rights by way of licensure or other authorization for the use of other intellectual property ("Other Intellectual Property") which may be owned by another ("Owner") for certain permitted purposes, in which case the Agency may have access to the Other Intellectual Property, however, the College maintains all right, title, and interest, if any, pursuant to the use permitted by the Owner, according to the terms of the licensure or grant. No rights, title or interest in or to College Intellectual Property

or Other Intellectual Property shall pass to Agency, except to the extent any license rights are expressly granted by the College (or Owner) by written agreement. Agency shall take such steps as are reasonable under the circumstances to protect the College's ownership in and to the College's Intellectual Property and the Owner's Other Intellectual Property. Without limitation, the Agency shall not remove any proper College or Owner intellectual property notices and shall execute such documents and perform such other acts as may be reasonably requested by College or Owner from time to time to enable College or Owner to enforce and defend the respective intellectual property rights.

V. MISCELLANEOUS TERMS:

A. **Term of Agreement**. This Agreement shall become effective immediately and remain in effect indefinitely unless terminated by either Party. Each Additional Program Addendum which may be executed by the Parties pursuant to this Agreement shall have a separate defined term. This Agreement may be terminated by either Party, with or without cause, upon six months prior written notice to the other. The ongoing nature of this Agreement ensures continuous collaboration and provides stability and planning security for both Parties. Should this Agreement be terminated, Students already scheduled for training will be permitted to complete their experience under the terms of this Agreement or an applicable Additional Program Addendum to safeguard the interests and educational continuity of the Students involved.

B. **Indemnification**. The College shall indemnify and hold harmless the Agency against all claims arising from personal injury, death, or property damage resulting from the negligent acts and/or omissions of the College. Conversely, the Agency shall indemnify and defend the College against all claims arising from personal injury, death, or property damage resulting from the negligent acts and/or omissions of the Agency and its employees. The College retains the right to investigate any claims of liability or discrimination involving its personnel or Students. If either Party becomes aware of a claim or threatened claim involving the other Party, the Party with knowledge of the claim or threatened claim shall inform the other in writing within ten days of receiving such knowledge.

C. **No Special Damages**. In no event shall the College be liable hereunder (whether in an action in negligence, contract or tort or based on a warranty or otherwise) for any indirect, incidental, special or consequential damages incurred by the other Party or any third party, even if the College has been advised of the possibility of such damages.

D. **Assignment**. Neither Party may assign this Agreement or any rights or obligations herein without the other party's written consent, which shall not be unreasonably withheld.

E. **Severability**. Should any provision of this Agreement be deemed invalid or unenforceable, such invalidity or unenforceability will not affect the remainder of the Agreement, which will remain in full force and effect.

F. **Notices**. All notices under this Agreement must be in writing. Notices are deemed delivered on the date of actual receipt or, if sent by confirmed facsimile, personal delivery, or overnight delivery service, on the date of dispatch or delivery to the addresses provided below, unless otherwise specified.

To the College:

Attn: David A. Browning, CPA
Interim Vice President for Finance & Administration 1015
1015 Philadelphia Avenue
Chambersburg, PA 17201
(T) 717-262-4141
Email: david.browning@wilson.edu

To the Agency:

Attn: Dr. Jesse Rawls Jr.
Derry Township School DistrictAssistant to the Superintendent
30 E Granada Ave
Hershey, PA 17033
(T) 717-534-2501
Email: jrawls@hershey.k12.pa.us

G. **Governing Law and Jurisdiction**. This Agreement is governed by the laws of the Commonwealth of Pennsylvania, excluding its conflict of laws principles. Any dispute in connection with this Agreement will be subject to the exclusive jurisdiction and venue of the State and Federal courts of the Commonwealth located in Dauphin County (without restricting any right of appeal).

H. **Compliance with Laws and Accreditation**. At all times during the term of this Agreement, the Parties agree to comply with all applicable local, state and federal statutes, codes, and regulations, including but not limited to all licensing requirements and accreditation standards, and shall assist one another in procuring any additional licenses or authorizations required under this Agreement, as may be necessary.

I. **Execution in Counterparts**: This Agreement may be executed in multiple counterparts, each of which is deemed an original, but all of which together constitute the same agreement. Digital signatures shall be considered as valid as original signatures.

J. **No Third-Party Beneficiaries**. This Agreement benefits only the Parties to it and their respective successors, employees, agents, assigns, executors and legal representatives during the term of this Agreement and any extensions thereof and does not confer rights or remedies on any third party, except those protections related to an Owner's Other Intellectual Property.

K. **Captions**. The captions contained in this Agreement are for convenience of reference only and do not define, describe, or limit the scope or intent of this Agreement or any of its provisions.

L. **Relationship of the Parties**. Nothing in this Agreement is intended, nor shall it be construed, to make either Party the agent or servant of the other for any purpose whatsoever. Neither Party by virtue of this Agreement assumes any responsibility for any debts or obligations of the other Party to this Agreement. The Parties expressly acknowledge that Students and faculty are not Agency employees and therefore are not entitled to any Agency employee benefits, including without limitation to, any compensation, Social Security benefits, health insurance benefits, or Worker's Compensation benefits.

M. **Entire Agreement**. This document embodies the entire agreement between the parties, superseding all prior agreements, whether written or oral. Amendments or waivers of this Agreement must be in writing and signed by both parties.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective corporate names by duly authorized officers, as of the Effective Date set forth above.

SIGNATURE PAGE TO FOLLOW

For and on behalf of:

Wilson College

By: David Browning
David Browning (Aug 5, 2026 18:50:54 EDT)

Name: David Browning

Its: Interim VP for Finance and Adm
Date: 08/05/2026

For and on behalf of:

Derry Township School District
Agency Name

By: _____
Name: Jennifer Renz
Its: Board Vice President
Date: September 8, 2026

E-mail: jrawls@hershey.k12.pa.us
Phone: 717-534-2501

David Browning
David Browning (Aug 5, 2026 18:39:54 EDT)
David Browning

BETWEEN Wilson College AND Derry Township School District

I. The health profession Programs included in this Agreement include:

Masters of Science in Speech-Language Pathology
Doctorate of Occupational Therapy Program
Doctorate of Physical Therapy Program

II. Specific requirements associated with one or more of these Programs, as applicable:

WC-Derry Township School District-Master CAA-2026

Final Audit Report 2026-08-05

Created:	2026-08-04
By:	Joe Nsabimana (jnsabimana@eimpt.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAADSJcyy7djN-j6T13KZKsIbQgVUnN28CU

"WC-Derry Township School District-Master CAA-2026" History

Document created by Joe Nsabimana (jnsabimana@eimpt.com)
2026-08-04 - 5:40:29 PM GMT

Document emailed to David Browning (david.browning@wilson.edu) for signature
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Email viewed by David Browning (david.browning@wilson.edu)
2026-08-04 - 6:10:31 PM GMT

Document e-signed by David Browning (david.browning@wilson.edu)
Signature Date: 2026-08-05 - 10:50:54 PM GMT - Time Source: server - Signature Appearance Selected: TYPE

Agreement completed.
2026-08-05 - 10:50:54 PM GMT

2026 PSBA Officer Elections

Section: **C-1, C-2, C-3, C-4**

Unofficial Ballot – For entity use only

2027 President-elect (one-year term)

_____ **Matt Vannoy* (Sharon City School District)**

2027 Vice President (one-year term)

_____ **Kristy Bolte* (Northwestern School District)**

2027-2029 Treasurer (three-year term)

_____ **David Hein* (Parkland School District)**

*Any slated candidate that demonstrates exceptional leadership at the local and state level shall be considered for "endorsement" by the Nominating Committee and the determination shall be noted on the slate of candidates. (PSBA Bylaws, Article IV and PSBA Policy & Procedures Manual – Policy 302)

PSBA Insurance Trustees (three-year term)
(Choose two)

_____ Marianne L. Neel

_____ Dr. Michael Faccinetto

BALLOT FOR DERRY TOWNSHIP SCHOOL DISTRICT/IU/CTC

_____

SIGNATURE OF VOTING BOARD MEMBER

This is for internal entity use only. Your designated recorder is the only individual responsible for casting your entity's simple majority votes to the link they received from Simply Voting.

Questions/concerns – Email Fawn.mcclure@psba.org

PSBA OFFICER ELECTION
Frequently Asked Questions

The answers below are drawn primarily from PSBA Bylaws and PSBA Policy 302 – Procedures and Campaign Policy for Election of Officers, Zone Representatives, and Sectional Advisors

How many affirmative votes are needed to select a candidate?
A candidate must receive a simple majority of votes of a quorum of the entity's governing board in order for an entity's vote to be cast for that candidate.

What happens if a school board is deadlocked and cannot select one candidate for a particular office?
If the board is unable to produce a majority vote for a candidate, no vote is cast by the entity for that elected position.

Does the school board need to vote at a public meeting to elect PSBA officers?
Yes. PSBA Policy 302 specifies that votes of an entity's board are to be cast at a public meeting.

Is a roll call vote needed?
A roll call vote is not required. However, that procedure may be used if it appears necessary in order to accurately determine the outcome of a vote that is not unanimous.

Are governing boards of intermediate units (IU), career and technical centers (CTC), and community colleges also entitled to cast votes in PSBA elections?
Yes. The boards of all PSBA-member entities whose current-year membership dues are paid in full are eligible to cast that entity's votes in PSBA elections.

If I am also on the IU board or CTC joint operating committee, does that mean I am able to participate in the voting of each entity?
Yes.

May a board abstain from voting on a particular office?
There is no general rule that requires a vote to be cast for every office on a ballot, so as a practical matter, abstention is allowed but of course, not encouraged.

Our board secretary never received an email from Simply Voting with the login password to the online ballot.
This email will not arrive until voting opens on September 8. Be sure your firewall security is allowing the email vote@simplyvoting.com to get through. Additionally, you can notify your IT staff that email blasts from Simply Voting will originate from the IP address: 198.21.6.73 or 184.173.105.83. Ask them to add these to your firewall safe lists. ***PLEASE NOTE: Only member entities in good standing may vote. If your dues have not arrived by September 8, you will not receive the email with the link to the ballot. Passwords will be released once we receive dues for 2026-27.***

Why do some candidates have an asterisk next to their name on the ballot?
The Leadership Development Committee may, by majority vote, determine that one or more candidates for any elected position will be designated on the ballot as a candidate the Leadership Development Committee considers to be highly qualified.
(PSBA Bylaws, Section 6 C – Nominations)

Below is an excerpt from PSBA Policy 302, addressing how votes are cast by member entity boards.

VOTING PROCEDURES
Voting procedures. Voting and registering of votes shall take place during a period commencing eight (8) weeks prior to the annual meeting of the Delegate Assembly and ending one (1) week prior to the annual meeting of the Delegate Assembly, unless the PSBA Governing Board declares a shorter voting period. Specific dates for the first and last day of voting shall be widely publicized to the membership.

Sufficiently prior to the voting window, printed slates of candidates, along with instructions for voting, shall be distributed to the board secretary of the Governing Board of each member entity eligible to cast votes. For purposes of the PSBA election process and this policy, a Joint Operating Committee is regarded as that entity's Governing Board.

Casting of votes by member entities
Each member entity whose current year PSBA dues have been paid in full shall be entitled to cast one (1) vote for each elected position presented for election.

An entity may cast a vote only for an Zone Representative position for the zone of the state to which the entity is assigned. An entity may cast a vote only for a Sectional Advisor position for the section of the state to which the entity is assigned.

The vote of the entity for each position shall be determined by simple majority vote of the entity's Governing Board (majority of a quorum), cast at a public meeting of the Board.

A candidate must receive a majority of votes of a quorum of the entity's Governing Board present and voting in order for an entity's vote to be cast for that candidate. A plurality of votes by an entity's Governing Board for any candidate is not sufficient. If no candidate for a position receives at least a majority of votes of the quorum present and voting, a run-off shall be conducted between the two (2) candidates previously receiving the most votes. If the Board is unable to produce a majority vote for a candidate, no vote is cast by the entity for that elected position.

The secretary of each entity's Board shall record the Board's vote as to each elected position on the ballot. The selections of each member entity's Board for the elected positions on the ballot cast for that entity shall be registered with the PSBA Credentials Committee via the PSBA election system by the secretary of each entity's Board.

ADDENDUM

This is an Addendum to the Agreement between **Derry Township School District** (hereinafter referred to as "LEA" for Local Education Agency) and **ESS Northeast, LLC** (the "Company") for the provision educational staffing services:

The parties hereby agree to modify the Agreement as follows:

1. Effective August 13, 2026 the following positions and rates are added and/or revised in Exhibit A:

Position	Pay Rate	Discounted Bill Rate 2026-2027	Discounted Bill Rate 2027-2028	Discounted Bill Rate 2028-2029	Discounted Bill Rate 2029-2030	Rule
Building Based Aide (Hourly)	$19.00	$25.16	$25.16	$25.16	$25.16	After 5 hours; 30 minutes lunch deduction

2. All other provisions of the Agreement shall remain in full force and effect during the term of the Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date set forth below.

Derry Township School District

By _____
Signature

Jennifer Renz, Board Vice President

Name and Title

Date: September 8, 2026

ESS Northeast, LLC

W. Andrew Hall

By W. Andrew Hall, Executive V.P.

Date 11.12.2026

No. 702-AR-1

ADMINISTRATIVE REGULATION

DERRY TOWNSHIP SCHOOL DISTRICT

APPROVED: December 1, 2022

REVISED:

702-AR-1. INTENT TO GIVE GIFT/GRANT/DONATION FORM

I/We are requesting the Board to accept our intent to provide a gift, grant or donation to the district in order to support and supplement the district's educational and/or student activities program.

Name of individual, group or agency: Next Rev Logistics Inc.

Contact person if group or agency: Brynn Lewis

Address: DPL7 Amazon Delivery Station

1156 Four Star Dr, Mount Joy, PA 17552

District program, school or grade level to be recipient: Hershey Elementary School

Purpose of gift, grant, donation: Next Rev Logistics is a Amazon Delivery Service Partner business in Mount Joy. As part of an Amazon "Back to School" Program, each backpack includes: 1 lunchbox, 1 coloring book, 1 pack of Crayola coloring pencils, and 1 pack of 3 keychains.

Amount of gift, grant, donation: 50-60 donations

The district will make every effort to honor the intent of the donor in the use of the gift, but it reserves the right to utilize any gift in the best interest of the district's educational program.

I attest that there are no encumbrances against this gift to the district.

Brynn Lewis Bryn D. Lewis
Donor Signature

Wednesday, August 19, 2026
Date

Stacy L. Lewis
Superintendent Signature

8/19/26
Date

CAIU BOARD HIGHLIGHTS

*The following actions were taken at the **August 27, 2026** meeting, held in the Board Room of the Capital Area Intermediate Unit.*

Click *HERE* for the 8/27/26 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 ITEMS

- An Executive Session was held to discuss Personnel Matters.

WORK SESSION ITEMS

- **Board Presentation** - ***Replacement of Fire Suppression System*** ~ Dr. Saia provided some background information on our current failing system and the need for a replacement system, the selection of Schneider Electric, and on the joint Superintendent and Board committees meeting that was held on August 4. Eric Lowes and Matt Wardecker from Schneider Electric provided a report on the Fire Suppression Replacement Project for the CAIU Enola Building. The report included an overview, scope, pricing, and timeline for the overall project. The final contract is on today's Board Contract Report for approval. Click this link for the final report. Mr. Daren Moran reported on the financing of the project – we will use our Capital Reserves to cover the cost of this project. There will be no additional costs incurred to our districts.
- **Announcement & recognition of the following CAIU July & August 2026 Retirees:**
  - ***Michelle Davis,*** Program Assistant, retirement with 8 years of dedicated service to the CAIU.

- ***Cheryl Park***, Teacher, retirement with 36 years of dedicated service to the CAIU.

- **Proposed 26-27 Board Committees** were available for the Board's review.
- **CAIU Information Item**s
    - CAIU Early Intervention got recognized in the 2026 Village Awards on *Macaroni Kid,* a common digital platform for local news / articles from the community.
    - Daren Moran highlighted the 30th Annual Champions for Children Golf Tournament/Fundraiser that was held on July 30. It was a tremendous success and raised nearly $30,000. All proceeds directly support Champions for Children programs and initiatives. See this month's All-In for the full article.
- **Sharing of Information.**
    - Board Member Pat Shull, Newport SD, shared an invitation to an upcoming Public Safety Day focused on search and rescue. The event will be held on September 17, 11am-1pm at Strawberry Square. He would encourage at least one representative or student group from your district to attend.
    - Board Member, Rick Rovegno, South Middleton SD, shared that he continues to have an invested interest in AI and would appreciate it if the other members could share any pertinent information from your districts. Dr. Saia reported that the IU is working on foundational resources using five state models as a reference. We will share this resource with our districts once complete. In addition, the focus of this year's superintendent's conferences is AI.

APPROVED ACTION ITEMS

- **Ratification/Approval of Action Items of the July 23, 2026 Board Meeting**
    - **Approval of Minutes -** 6.25.26 Board Meeting Minutes
    - **Treasurer's Report**
        - Treasurer's Report - June 2026
        - Payment of Bills - June 2026
        - Summary of Operations - June 2026
    - **Other Business Items**
        - Board Contracts - July 2026
    - **Personnel Report & Addendum -** July 2026
- **Treasurer's Report**
    - Treasurer's Report - July 2026
    - Payment of Bills - July 2026
    - Summary of Operations - June 2026 as of 8.13.26

- Summary of Operations - July 2026

- **Budget Administration Items**
  - Proposed 2025-26 Original Budget - Title IIA-Improving Teacher Quality
  - Proposed 2026-27 Budget Revision - LYDC State
  - Proposed 2026-27 Budget Revision - LYDC Title ID
  - Proposed 2026-27 Original Budget - Title I, Part A - Improving Basic Programs
  - Proposed 2026-27 Original Budget - Title III, Part A - English Language Acquisition
- **Other Business Items**
  - Contracts – August 2026
- **Job Descriptions**
  - First Reading, Revised Position Descriptions – Creative Services Specialist (formerly Graphic Designer)
- **Personnel Items** - See attached Personnel report.

EXECUTIVE DIRECTOR'S REPORT

- Click this link to read the August 2026 All-in! Newsletter/Executive Director's Report
  - Dr. Andria Saia reported that the *All-in! Newsletter* was available for the Board's review**.** She highlighted

CAIU BOARD MEETINGS UPCOMING:

- **Thursday, September 24, 2026, 8:00 a.m., Board Room – CAIU Regular Board Meeting**
- A 26-27 Board Meeting Dates and Upcoming CAIU Events calendar was shared with the Board Members.

2026-2027 Board Meeting Dates - 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.

~~July 23, 2026~~ – REGULAR MEETING CANCELLED
August 27, 2026
September 24, 2026
October 22, 2026
November 19, 2026
December 17, 2026
January 28, 2027
February 25, 2027
March 25, 2027
April 22, 2027
May 27, 2027
June 24, 2027 *Reorganization Meeting*

August 27, 2026, APPROVED PERSONNEL ITEMS:

RESIGNATIONS

- **IKIKE AKPE,** Floater Teacher, Early Intervention Program, effective July 23, 2026. Reason: Personal.
- **MELINDA BIGGS,** Educational Paraprofessional, Early Intervention Program, effective January 15, 2027. Reason: Retirement after 40 years of continuous CAIU service.
- **DEIRDRE CIBAK,** Educational Paraprofessional, Early Intervention Program, effective August 17, 2026. Reason: Personal.
- **MARY FAIR,** Floater Teacher, Early Intervention Program, effective January 20, 2027. Reason: Retirement after more than 19 years of continuous CAIU service
- **JESSE KILLINGER,** Maintenance/Facilities Technician, Administrative Team - Operations, effective September 15, 2026. Reason: Personal.
- **BARBARA KLINE,** Occupational Therapist, Early Intervention Program, effective August 20, 2026. Reason: Retirement after more than 30 years of continuous CAIU service.
- **REBECCA RALEY,** Teacher, ESL Program, effective May 27, 2026. Reason: Personal.
- **AURYAUNA SALLEY,** Educational Paraprofessional, Multiple Disabilities Support Program, effective June 3, 2026. Reason: Personal.
- **TRACY SHANK,** Program Assistant, Educational Services Team effective December 1, 2026. Reason: Retirement after more than 23 years of continuous CAIU service.

TERMINATION:

- **JALESSA SHEARER,** Personal Care Assistant, Emotional Support Program, effective June 3, 2026, due to job abandonment/failure to respond to communication and return to work.

RECOMMENDED FOR EMPLOYMENT OR CONTRACT:

- **CAIN DOWELL,** Paraeducator, effective August 17, 2026. Assignment: Educational Paraprofessional, Early Intervention Program with base salary of Tier 1, $28,880 for 190 days of service and will be prorated for a total of 177 days with additional new hire days as required. This is a replacement position funded through the Early Intervention budgets.

- **KRISTEN GARDNER,** Professional, effective date to be determined through December 18, 2026. Assignment: Long Term Substitute School Counselor, ANPS Program with base salary of Masters+30, Step 11, $76,701 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 ANPS budget.
- **KAYLEE GAROSI,** Paraeducator, effective August 17, 2026. Assignment: Personal Care Assistant, Autism Support Program with base salary of Tier 2, $31,160 for 190 days of service with additional new hire days as required. This is a replacement position funded through the Autism Support budget.
- **DAVID MCCLUSKEY,** Temporary Professional, effective date to be determined. Assignment: Teacher, Loysville Youth Development Center with base salary of Bachelors, Step 1, $58,554 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 Loysville Youth Development budget.
- **STEPHANIE NEWTON,** Paraeducator, effective September 1, 2026. Assignment: Personal Care Assistant, Emotional Support Program with base salary of Tier 2, $31,160 for 190 days of service and will be prorated for a total of 180 days with additional new hire days as required. This is a replacement position funded through the Emotional Support budget.
- **DA'JA SPEAKS,** Professional, effective date to be determined. Assignment: Inclusion Consultant, Early Intervention Program with base salary of Bachelors, Step 4, $60,054 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.
- **SHAWN STEBLETON,** Paraeducator, effective August 17, 2026. Assignment: Personal Care Assistant, Emotional Support Program with base salary of Tier 2, $31,160 for 190 days of service with additional new hire days as required. This is a replacement position funded through the Emotional Support budget.

CHANGE OF STATUS:

- **KRISTIE FOLCKEMER,** from Educational Paraprofessional to Floater Teacher, effective August 17, 2026. Change of status results in a change of salary to 80% of Bachelors, Step 1, $46,843.20 for 190 days of service.

- **MALIEK HALL,** from Personal Care Assistant to Registered Behavior Technician, Emotional Support Program, effective August 17, 2026 Change of status results in payment of an annual $2,950 stipend.
- **REBECCA LAIRD,** from Teacher to Floater Teacher, effective August 17, 2026. Change of status results in a change of salary to 80% of Masters, Step 8, $54,872.80 for 190 days of service and will be prorated for a total of 177 days in the 2026-2027 school year.
- **CHRISTINE LYNCH,** from Program Assistant to Department Coordinator on the Educational Services Team, effective August 3, 2026. Change of status results in a change of salary to $53,130. This is due to a change in duties and supervisor and will be prorated for a total of 237 days in the current school year.
- **NICOLE WILLI,** Speech and Language Pathologist, Early Intervention Program, change from full-time to part-time status, effective August 31, 2026.
- **SARAH WOODWARD,** Inclusion Consultant, Early Intervention Program, change from full-time to part-time status, effective August 17, 2026.

LEAVE OF ABSENCE:

- **ALISABETH CHERNOV,** Personal Care Assistant, Emotional Support Program, unpaid leave of absence effective August 17, 2026 – March 1, 2027. Leave is requested in order to complete her Occupational Therapy Assistant internship.
- **JENNIFER FOSTER,** Part-time School Counselor, ANPS Program, emergency leave of absence effective August 17, 2026 – January 3, 2027. This leave is requested in accordance with Board Policy #339 – Uncompensated Leave.



All-in!

NEWSLETTER

Executive Director's Report | August 2026

CAIU Board of Directors

Dr. Joshua Cysyk, *President, Derry Twp.*
John Kaschak, *Vice President, Lower Dauphin*
Dr. Brian Allen, *Cumberland Valley*
Michael Alsher, *East Pennsboro Area*
Sue Bower, *Carlisle Area*
Gabrielle Brandt, *West Perry*
Thomas Garlic, *Central Dauphin*
Sidney Gray, *Millersburg Area*
Tameka Hatcher, *Susquehanna Twp.*
Emily Hoffman, *Halifax Area*
Jaime Johnsen, *Harrisburg*
Christopher Kambic, *West Shore*
Dr. Michael Lyman, *Shippensburg Area*
Marianne Moore, *Middletown Area*
Rick Rovegno, *South Middleton*
Will Sagle, *Greenwood*
Gerald Schwille, *Northern York County*
Patrick Shull, *Newport*
Morgan Strehlow, *Mechanicsburg*

CAIU Executive Team

Dr. Andria Saia
Executive Director

Dr. Kevin Roberts
Assistant Executive Director

Deana Raymer
Director of Educational Services

Dr. Andrew McCrea
Director of Student Services

Daren Moran
Director of Business and Operations

David Martin
Chief Information Officer

Blake Wise
Director of Human Resources

Our Mission

CAIU 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***

Inside this issue

3 **From the Executive Director's Desk:** Progress, Purpose, & Momentum: A New Year Begins

4 Hill Top Happenings: Celebrating the End of the 2025-26 School Year

5 30th Annual Champions for Children Golf Outing

6-7 **Noteworthy:** Summer Learning Opportunities: The Backbone of Our Growth

8 Situational Awareness Spotlight: Back to School Safety

9 Mission Moments: "Re-Wilding Imaginations" Senior Center Exhibit; Variety Bike Presentation; Macaroni KID Awards

Additional Updates for CAIU Staff

10 Trainings & Events; Service Projects; Refer a Friend

11 New Hires; Retirees; Compliment Corner



On the Cover: *Child receiving adaptive bike from Variety Children's Charity. Read more on pg. 9.*

CAIU's Organizational Goals

Making it easier to do business with us

Improving staff retention, recruitment, and recognition

Fostering a culture of dignity and belonging

Do you have a story about staff or students living our values, being great, or changing lives? Share these successes via email for All-In or social media to communications@caiu.org.

Deadline for September All-In: Friday, August 28

All-in! NEWSLETTER

Executive Director Report
All-In! Newsletter
August 2026
2026-2027, Issue 2

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caiu Capital Area Intermediate Unit

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55 Miller Street
Enola, PA 17025
www.caiu.org
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Phone: 717.732.8400

Please like us on social media!

Progress, Purpose, & Momentum

A New Year Begins

I want to start this year by sharing something a little quirky; I am a devoted fan of Mid-Century Modern design. Really, not a joke. This is more than a weird perhaps irrelevant fact, so please read on my friends, I promise all will be revealed.

Mid-Century Modern (MCM) encompassed roughly 1945 to 1969 time period and was less a style than a worldview. The clean lines and bold geometry are what you see, but the aesthetic was a byproduct of something much deeper: a conviction about what design is for. These architects and thinkers had watched the world nearly destroy itself, and in the aftermath, they made a deliberate choice. They decided that good design could be a moral act — that the way you shape spaces and objects could either dignify human life or diminish it. It was a deliberate, almost defiant choice to build something worth living in no matter what forces push back. I feel a strong connection between this ideal and what we do.

The movement rested on a few core beliefs: that beautiful, well-made things should not belong exclusively to the wealthy; that materials should be honest; that human beings flourish when connected to the natural world. And perhaps most importantly — that optimism is a discipline.

That last one stays with me. MCM wasn't cheerful in a shallow way. It was optimistic in the way that takes courage — the kind earned after seeing what the alternative looks like. Its designers chose to believe the future was improvable. Not perfect. Better. That distinction matters.

The question MCM puts to every designer is the same one I believe is posed to each of us: Are you doing it deliberately, and with the care it deserves? You are, in the most literal sense, building something other people will live inside. Whether you work in a classroom, a specialist role, an administrative office, or in the field supporting districts — you are not waiting for the future of education to arrive. You are constructing it.

Three words at the foundation of MCM capture what I hope guides our work this year: Progress. Purpose. Momentum.

Progress

MCM was born in the postwar glow — a civilization that had just survived the worst and was sprinting toward the best. Progress is not the same as speed. It means we are moving in a direction we chose — that today's work is connected to something larger. Progress is honest. It asks us to look clearly at where we are and take the next step. It also recognizes that we do not do this work alone.

Purpose

The movement was almost morally committed to function. Purpose keeps progress from becoming merely motion. Any organization can stay busy. What we are called to do is stay meaningful. Our purpose is to ensure that every learner in every district benefits from what we provide — not eventually, not in theory, but this year. That purpose does not shift with budget cycles or policy changes. It is the fixed point we navigate by.

Momentum

MCM had velocity to it — aerodynamic forms, forward-leaning silhouettes, furniture that looked like it was *going somewhere*. Momentum is what happens when progress and purpose meet consistently over time. It builds quietly — and then one day you look back and realize you are not where you were. The work compounded. The trust deepened. The culture shifted. Momentum is not built by leadership alone. It is built by every person who shows up prepared, who supports a colleague without being asked, who holds the standard on a day when it would have been easier not to.

Welcome back. Let's build something worth living in.



Andria S Saia

Dr. Andria Saia,
Executive Director

Hill Top Happenings

By **Beth Kranzel,** *Coordinator, Hill Top Academy*

As the 2025-26 school year came to a close, the fourth quarter at Hill Top was filled with special events, beautiful weather, and opportunities for students and staff to learn, celebrate, and enjoy time together outdoors.

April was a busy month as the PSSA and Keystone testing window began. We are proud of the hard work, perseverance, and dedication demonstrated by our students and staff throughout the testing season.

Hill Top celebrated National Therapy Animal Day on April 30 by recognizing the important work of our facility and therapy dogs, as well as those currently in training. We appreciate the comfort, support, and joy these animals bring to our school community each day.

During Staff Appreciation Week, our faculty and staff were recognized for their commitment and dedication to our students. Staff enjoyed a special lunch provided by Jason and Patty. Thank you for helping us celebrate our amazing team!

Families were invited to attend our International Fair and Spring Open House. Classrooms researched countries from around the world and created informative displays, cultural presentations, and food samples representing their selected countries. Families enjoyed exploring the exhibits and sharing a delicious Mexican-themed dinner together.

On May 19, students attended a Harrisburg Senators Education Day baseball game. The outing provided a fun opportunity for students to enjoy America's favorite pastime and spend time with friends outside the classroom.

Our school-wide carnival was a tremendous success. Students enjoyed games, activities, prizes, and time together celebrating the end of the school year.

The Sunshine Committee hosted its annual year-end staff picnic, giving employees an opportunity to relax, connect, and celebrate another successful school year. The school year concluded with graduation as we celebrated the accomplishments of our graduating students. We are proud of all they have achieved and wish them continued success in their future endeavors.

Things have not slowed down at Hill Top. We had a busy summer with Extended School Year (ESY) programming, staff training opportunities, and new faces to welcome for the 2026-27 school year. We are excited about what lies ahead and look forward to another amazing year at Hill Top!



CHAMPIONS for Children

30TH ANNUAL Golf Tournament

By **Daren Moran,** *Director of Business & Operations*

The 30th Annual Champions for Children Golf Tournament was held on July 30 at Cumberland Golf Club in Carlisle. It was a tremendous success and marked another milestone in the organization's ongoing commitment to supporting children and families served through the Capital Area Intermediate Unit. The event brought together a strong field of golfers, generous sponsors, dedicated volunteers, and community partners, all united by a shared commitment to making a difference.

Thanks to the incredible generosity of our sponsors, participants, and donors, the tournament raised nearly ***$30,000***, making it the most successful golf outing in the event's 30-year history! The outstanding attendance and overwhelming community support were a testament to the growing impact of the tournament and the generosity of those who believe in the mission of Champions for Children.

The proceeds from the event will directly support Champions for Children programs and initiatives that provide meaningful opportunities and resources for students throughout the region. Every dollar raised helps remove barriers to learning and creates opportunities for children to succeed.



We extend our sincere appreciation to our sponsors, golfers, volunteers, committee members, and donors whose support made this record-breaking event possible. As we celebrate the success of this milestone tournament, we look forward to building on this momentum and continuing to expand our impact in the years ahead.

Summer Learning Opportunities

The Backbone of Our Growth

By **Dr. Andrew E. McCrea,** *Director of Student Services*

While summers in the educational field are often considered to be a time for extended student programming and brief, but well-earned staff breaks, a great deal of energy is devoted to adult learning. This past summer, professional, support, and administrative staff across Student Services engaged in a number of learning opportunities aimed at the department's core mission to provide high quality programming tailored to our partners' needs.

In an effort to specify training to the uniqueness of our many different programs, thirty-six different sessions were offered to our professional and support staff - teachers, therapists, specialists and paraeducators - over the past three months. These sessions aimed to fulfill mandated training on crisis response and program planning but also offered elective learning opportunities across topics ranging from curriculum and instruction and comprehensive threat assessment to behavior assessment and specific training for paraeducators. Our annual induction and orientation week took place in early August. This three-day event welcomed new staff to the organization, reviewed our focus on service, and included significant time spent on the positive culture we aim to maintain within and across our programs. Mid-August hosted our return to school training weeks for all programs, starting the week of August 17 for School Age and followed the week of August 24 by Early Intervention. A special kick off program with guest speaker Nikole Hollins-Sims started each of these weeks. Additional training on safety and situational awareness, technology, and digital accessibility was provided, as were days to work within specific teams to plan for the coming year.

Summer learning is not limited to our professional and support staff. Our administrative staff - supervisors, principals, and directors - also engaged in a number of learning opportunities this summer. A joint two-day conference was held in conjunction with the Lincoln Intermediate Unit (LIU) in mid-July. Leaders from districts and the IUs across the mid-state converged in Enola to learn about special education law and building and maintaining effective systems, as well as to collaborate on common problems of practice. June and July offered specific training for administrators within Student Services, supported by leaders in our Education Services, Business, Human Relations and Technology departments focused on learning more about understanding the needs of our partners. This training was facilitated in part by the LIU and incorporated John Tanner's Benefits Based Accountability concepts, as well as theory and content from Jim Collin's Good to Great and Franklin Covey's Four Disciplines of Execution. Summer training focused on understanding who our partners are across Student Services and the IU, as well as how different aspects of trust increase and decrease the quality of the relationships between partners. As in years past, administrators in

Student Services also spent time in the summer working on setting goals both for the department and specific to their programs for the coming year.

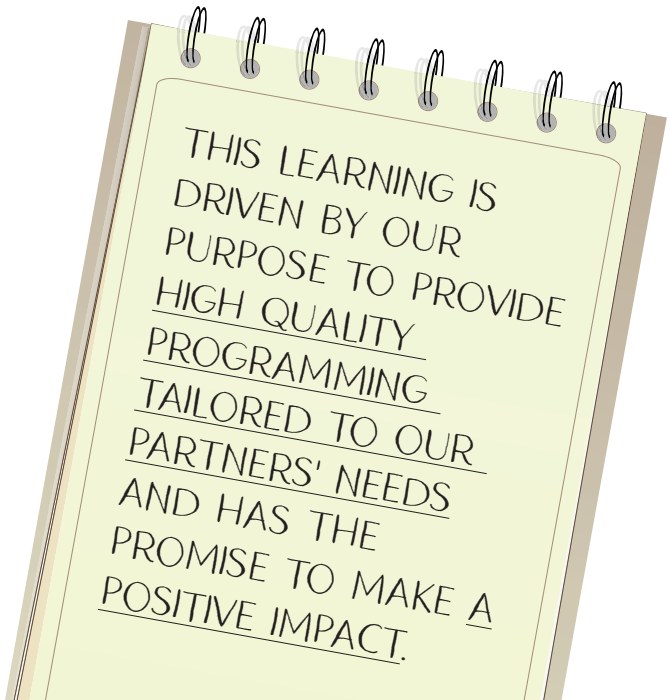
All of this learning is driven by our purpose to provide high quality programming tailored to our partners' needs and has the promise to make a positive impact. This promise, however, is much more probable when our summer learning is continued throughout the school year. As we look to the next 10 months, our professional and support staff will meet with their supervisors on a regular basis to continue to learn and discuss implementation of specific areas of focus within their unique programs. These foci are captured in program goals, which are planned each fall and executed throughout the year.

A few examples include:

- The use of structured learning walks across classroom staff in order to grow the quality of Autism Support programming,
- The use of fidelity checks, targeted professional learning (based on the outcomes of those checks) and administrative observations in order to improve the quality of our Emotional Support programming,
- The use of structured review of student data to adjust instruction and intervention in order to improve student learning in Remedial Services across our non-public services,
- The use of Professional Learning Communities (PLCs) focused on using data to guide intervention selection in order to improve student learning within our Speech Language Pathologist team.

The work of the administrator during the school year can easily become consumed by the day-to-day management of their program. However, continuous learning and focus on growth is just as important in the leadership role as it is in any other. This coming year, supervisors, principals, and directors in Student Services will work with our other department leaders to continue to learn and implement in regard to knowing and providing the high quality programming for which our partners are asking. This learning will concentrate on in-depth training related to ensuring our services are driven by the needs (benefits) of our partners as well as gathering and providing outcome information that clearly demonstrates how well we are meeting those needs. In addition, training will touch on business-related topics connected to remaining disciplined in the focus on our core work and the continued use of a structured goal/continuous improvement model to guide our growth.

Cumulatively, our professional learning opportunities are the backbone of our growth. These learning opportunities look different across our many different programs, and thus necessitate a number of different goals, training, and follow-up opportunities. The theme that connects these different opportunities, and connects the Student Services department, is our common purpose of providing high quality programming tailored to our partners' needs.



Situational Awareness

How do you prepare your child(ren) to be situationally aware?What guidance are you giving specific to back-to-school safety?Remember, situational awareness does not mean being afraid – it means being prepared.

Be Situationally Aware! Stay Safe!

Points2Ponder

The following tips are ways to keep you and your child(ren) situationally aware as they prepare to return to school this year:

Start With a Family Safety Conversation

- *Make sure your child knows their full name, your name, and how to contact you.*
- *Review your family's emergency contacts and reunification plan.*
- *Identify trusted adults your child can go to for help.*
- *Establish a family code word for unexpected changes to pickup plans.*
- *Remind children that they should tell a trusted adult when something feels unsafe—even if they are unsure why.*

Know the Route

- *Walk through the route together before the first day.*
- *Point out safe places to seek help, such as a school, library, business, or trusted neighbor.*
- *Identify major intersections, crosswalks, and areas where extra attention is needed.*
- *Review bus-stop safety expectations:*
  - Stand at least 10 feet back from the curb at the bus stop.
  - Never approach the school bus until it stops fully and the door opens.
  - Ensure the bus driver sees you before crossing in front of the vehicle.
  - Keep headphones off and phones in pockets while walking or boarding.
- *Encourage children to avoid distractions such as phones or headphones when traveling near traffic.*

Practice Situational Awareness

Teach children to:

- *STOP, LOOK, LISTEN, and THINK.*
- *Notice what is happening around them and changes in their surroundings.*
- *Keep their eyes up when walking.*
- *Trust their instincts if something feels wrong.*
- *Move toward a safe location and seek help when necessary.*

Know What Is Normal at School

Parents should become familiar with:

- *School entry and exit procedures.*
- *Visitor and identification policies.*
- *Pickup and drop-off locations.*
- *Emergency communication procedures.*
- *How the school communicates closures, delays, or emergencies.*
- *Who is authorized to pick up your child.*
- *Keep school contact information readily available.*

Teach Children How to Respond to Problems

- *Lost: Stay in a safe, public location and ask an identified trusted adult for help.*
- *Separated from a parent: Do not leave with someone simply because they claim to know the family; use the family's agreed-upon plan.*
- *Bullied or threatened: Tell a trusted adult and keep telling adults until someone helps.*
- *Medical emergency: Know how to call 911 or get a nearby adult's assistance.*
- *Something feels wrong: Get to a safe place and tell a trusted adult.*

Digital Situational Awareness

- *Review privacy settings on social media and gaming accounts.*
- *Remind children not to share their address, school schedule, passwords, or real-time location publicly.*
- *Encourage them to tell an adult about threatening, manipulative, or suspicious messages.*
- *Discuss the risks of accepting online friend requests from people they do not know.*
- *Consider what information school photos, uniforms, sports schedules, or posts may reveal (be sure to blur school logos and other identifiable information).*

Look Out for One Another

Teach children to:

- *Speak up when they see someone who may need help.*
- *Report concerning behavior to a trusted adult.*
- *Never approach or confront a person they believe may be dangerous.*
- *Follow instructions from teachers, school staff, and emergency personnel during an emergency.*

Mission Moments

CAIU Mission Moments *are inspirational examples of how our staff are making an impact and defining our mission to provide innovative support and services in partnership with schools, families, and communities to build capacity and model courageous leadership.*



Members of the Big Spring Senior Center presented their "Re-Wilding Imaginations" exhibit, led by teaching artist, Cheryl Kugler. Each project pushed the seniors past their comfort zones to create great outcomes. This residency was grant-supported by Cohick and Associates Accounting, Cumberland County Office of Aging, the CAIU, and Pennsylvania Creative Industries.

Cheryl Kugler is a rostered “Creative Aging” teaching artist through the Pennsylvania Council on the Arts, Arts in Education program. She runs artist residencies in senior centers and continuing care retirement communities.

Variety Children's Charity and Blackburn's Home Medical Equipment & Supplies presented 17 bikes and strollers to local children and families and fit another 8 kids for their custom adaptive bikes at the CAIU on Wednesday, July 22. Representative Justin Fleming also joined for the presentation.

Variety has officially surpassed $1 million worth of equipment in the local three counties in the CAIU region.



Macaroni KID VILLAGE AWARDS

Local families chose the Capital Area Intermediate Unit 15 as the **2026 Macaroni KID Carlisle & West Shore Family Favorite** for Early Intervention & Therapies. The winners of this award are the places, people and programs families throughout Carlisle and the West Shore trust to make life easier, healthier, sweeter and a whole lot more fun. [Learn More and View All the 2026 Carlisle & West Shore Family Favorites >]

Training and events



The Capital Area Intermediate Unit (CAIU) hosts numerous innovative events and conferences throughout the year. Our team of consultants, staff, and specialists values and supports lifelong learning. All events and conference offerings are available in the Frontline Registration System.

Check out our Events & Conference page often to see what opportunities are available to you!

Here are some of our upcoming trainings:

9/23/2026 - De-implementation for Structured Literacy
(In-Person AM Session) | (Virtual AM Session)
Audience: District Admins, Curriculum Directors, Building Principals, Teacher Leaders, Coaches, Reading Specialists

This session explores how leaders can leverage implementation science to strategically de-implement practices that are misaligned with the science of reading, while creating the enabling conditions needed to successfully transition to structured literacy approaches.

9/24/2026 - From Gym to Art, Creating Inclusive Electives - Morning Session
Audience: K-12 Elective Educators, Support Staff, Special Education Teachers, Instructional Coaches, Administrators

In this half-day training, participants will explore practical strategies for designing accessible, engaging, and meaningful learning experiences that support the diverse needs of all learners across elective settings.

9/25-11/20/2026 - Know Better, Do Better: Handwriting
Audience: All Educators

In this 3-session virtual series devoted to handwriting, presenters will share current handwriting pitfalls, current legislation and research, and strategies/resources to support handwriting instruction. Sessions will occur on Sept. 25, Oct. 23, and Nov. 20 from 8:00-8:30 AM on Zoom.

9/25/2026-3/19/2027 - Restorative Practices COP
Audience: Classroom Teachers, Counselors, Coaches, Admin

This VIRTUAL community of practice serves as a space for practitioners to share experiences, explore challenges, co-create solutions, and deepen their understanding of restorative values like respect, empathy, accountability, and community.

9/25/2026 - FaLL RITC - Technology Everywhere, Pedagogy Prioritized
Audience: Instructional Technology Coaches

Join us as we partner with coaches, teachers, and families to redefine technology use through the lens of screen value and high-quality instruction. Through interactive coaching resources, dynamic family engagement events, and collaborative planning, we will build a shared, healthy digital culture across our region.

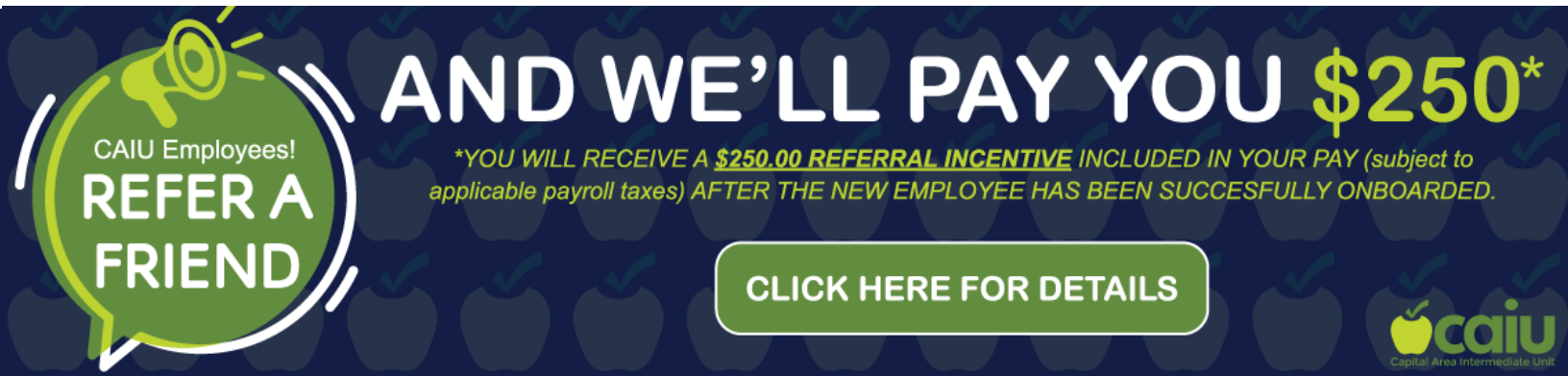


Opportunities to do good

CAIU staff are encouraged to give back to the community by participating in a **CAIU Service Project**. These service projects must be completed between January 17, 2026, and Friday January 15, 2027, to count towards hours off on January 15, 2027. Click **HERE** for CAIU Service Project Process and Forms.

CAIU SERVICE PROJECT
Fall Fest - 1:00pm to 4:30pm (October 24, 2026)
Audience: CAIU Staff - *Multiple shifts are available.*

SIGN UP HERE



Welcome New Hires!

ibelong @caiu



Rachel Haas
SLP - Enola

"I am crafty and love to crochet, quilt, bake, etc."



Jeannetta Lawrence
Inclusion Consultant

"I am a huge Green Bay Packers fan. Go Pack Go!"



Elizabeth Noss
SLP - Enola

"I did my spring externship with the IU and loved it and am excited to now be a new employee."



Julia Peal
Inclusion Consultant

"I am a foster parent."



Kaitlyn Raab
Inclusion Consultant

"I have two dogs named Muttley and Storm."

YOU'RE *one of* US NOW

Farewell Retirees!

Michelle Davis
is retiring after
8 years of service!



YOU WILL BE *missed*

Compliment Corner!

At the CAIU we like to brighten someone's day with a compliment. CAIU Compliments is an initiative that allows CAIU staff the opportunity to share words of thanks, tout successes, or tell a story about what makes us great as an organization: Our people.

DEDICATION

Jen McGeorge, *EI Teacher/EC*

Jen works so hard to make sure that each student coming into her classroom is provided with individualized support. It is obvious that she cares about every one of her students and she goes out of her way to make each student feel safe, regulated, and heard. Jen is quick to adapt every single day to student and team members needs. I look forward to the days I am in her classroom knowing that my voice will be heard and that each and every student will be met with someone who genuinely cares.
- Megan Saccary, Occupational Therapist

LEADERSHIP

Lisa Pellman, *Lead Transition Coach*

Lisa Pellman is a rock star of a mentor! She is so helpful, listens to my concerns, is a great problem-solver, and supplies any materials needed; no matter how busy I know she is. Her expertise in the special education has been invaluable.
- Jenifer Letsas, Job Coach

FALL FEST

caiu

Capital Area Intermediate Unit

A FUN FAMILY EVENT!

24
October
11am-3pm

55 MILLER STREET, ENOLA, PA 17025

A FREE family-friendly event to celebrate our staff, families, and community. All proceeds benefit Champions for Children. All activities are free; food can be purchased from food trucks.

BE A VENDOR AT CAIU'S FALL FEST!

We are inviting local vendors, crafters, and artisans to sell their goods.Vendors, you belong at Fall Fest! Sign up for a booth, donate a raffle basket, or just make a donation. Join us in doing all the good we can for those we serve!

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Capital Area Intermediate Unit

No Rain Date

Strawberry Square Presents...

PUBLIC SAFETY DAY

SEARCH & RESCUE

Thursday, September 17, 2026
11am - 1pm



PARTICIPANTS INCLUDE:

- SEARCH & RESCUE PROFESSIONALS
- EMERGENCY MANAGEMENT
- FIRE DEPARTMENT
- LAW ENFORCEMENT

Co-Hosted By

STRAWBERRY SQUARE®

BUREAU OF FIRE HARRISBURG