



SCHOOL BOARD GENERAL BUSINESS MEETING

03/16/2021 [07:00 PM-09:00 PM] @ Remote Sites (Zoom Platform)

GENERAL BUSINESS AGENDA 2021V1

1. CALL TO ORDER

Mr. John A. Ponnett, Jr.

a. WELCOME AND EXPECTATIONS

Please note the following information related to the use of the Zoom platform for this School Board meeting due to the restrictions in the number of individuals that can be present in-person:

1. The host of the meeting is Eric Fisher. His role is to control the platform during the meeting and share his screen to display the meeting agenda.
2. School Board members, participating Administrators and any presenters were invited into the Zoom meeting prior to the start of the meeting for testing purposes only.
3. The School Board meeting is being recorded.
4. School Board members are asked to state their full name prior to speaking, except when responding to the roll call or a roll call vote.
5. Participants in the meeting will be asked to also state their full name prior to speaking.
6. Participants using electronic devices will need to use the "raise hand" feature in Zoom so they can be recognized and unmuted during the public comment period.
7. Entries made in the Q&A feature will not be considered comments made as part of the public comment period. Questions posed in the Q&A feature may not be answered during the meeting.

b. PLEDGE OF ALLEGIANCE TO THE FLAG

Attachments

Pledge of Allegiance.jpg

c. MOMENT OF SILENCE

2. ROLL CALL

Mr. Mike P. Corradi
Mr. Melvin A. Fager, Jr.
Mr. Andrew T. Kinsey
Mr. Christopher A. Lupp
Mrs. Linda S. Mehaffie
Mr. Darnell L. Montgomery
Mr. John A. Ponnett, Jr.
Mrs. Jennifer M. Scott
Mr. Stephen C. Shemler

3. RECOGNITIONS

Dr. Lori A. Suski

a. ROTARY STUDENTS OF THE MONTH

Morgan Klingeman with Mr. Tim Neff
Derek Wall with Mr. Chris Bradford

b. FINK STUDENT AUTHOR

Makenzie Willard, Grade 5 - *presented by Jodi Jackson, Fink Reading Specialist*

c. CANDIDATES FOR EMPLOYMENT

4. PUBLIC COMMENT

District residents and taxpayers wishing to address the School Board may do so at this time. Written items are strongly suggested. Speakers must state their name and address for the record before commenting. Comments are limited to three minutes. The School Board may suspend the public comment period after a reasonable amount of time. Profanity, shouting or personal attacks will not be permitted. Please note that the public comment period is intended to provide an opportunity for citizens to address the Board; however, it is not an opportunity to engage in public debate or question and answer dialogue. Questions or concerns will not be addressed publicly by the Board; therefore, contact information should be provided to the Administration so that the School District can follow-up with citizens' concerns following the meeting.

5. SECRETARY'S REPORT

Mr. David A. Franklin

a. MINUTES

A motion is made to approve the minutes of the March 2, 2021 School Board Agenda Planning Meeting. **(See Attachment)**

Moved:
Seconded:

Roll Call Vote:

Mr. Corradi -
Mr. Fager -
Mr. Kinsey -
Mr. Lupp -
Mrs. Mehaffie -
Mr. Montgomery -
Mr. Ponnett -
Mrs. Scott -
Mr. Shemler -

NOTE: In order to reduce memory space, attachments that are referenced in the minutes have not been included. These attachments will, however, be included in the permanent record book.

Attachments

2021-03-02 School Board Agenda Planning Minutes.pdf

b. COMMUNICATIONS

School Board Calendar - April 2021 *(See Attachment)*

Attachments

21.04 Board Calendar.pdf

6. TREASURER'S REPORT

Mr. Christopher A. Lupp

a. TREASURER'S REPORT

A motion is made to approve the Treasurer's Report for February 2021 as presented.
(See Attachment)

Moved:
Seconded:

Roll Call Vote:

Mr. Corradi -
Mr. Fager -
Mr. Kinsey -
Mr. Lupp -
Mrs. Mehaffie -
Mr. Montgomery -
Mr. Ponnett -
Mrs. Scott -
Mr. Shemler -

Attachments

2021.02 Treasurers Report.pdf

b. PAID BILLS

A motion is made to approve the Paid Bills with totals by fund as detailed. **(See Attachment)**

Fund 10, General Fund - \$439,190.97
Fund 32, Capital Reserve Fund - \$0
Fund 51, Food Service Fund - \$0
Fund 57, Middletown Area Recreation Alliance - \$37.45
Fund 59, WMSS Radio Station Fund - \$0
Fund 72, Expendable Trust Fund - \$0
Fund 74, Nonexpendable Trust Fund - \$0
Fund 81, Student Activities Fund - \$0

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -
Mr. Fager -
Mr. Kinsey -
Mr. Lupp -
Mrs. Mehaffie -
Mr. Montgomery -
Mr. Ponnett -
Mrs. Scott -
Mr. Shemler -

Attachments

2021-03-16 Paid Bills.pdf

c. UNPAID BILLS

A motion is made to approve the Unpaid Bills with totals by fund as detailed. (***See Attachment***)

Fund 10, General Fund - \$357,108.19
Fund 32, Capital Reserve Fund - \$220,887.52
Fund 51, Food Service Fund - \$69,110.29
Fund 57, Middletown Area Recreation Alliance - \$0
Fund 59, WMSS Radio Station Fund - \$412.54
Fund 72, Expendable Trust Fund - \$0
Fund 74, Nonexpendable Trust Fund - \$0
Fund 81, Student Activities Fund - \$1,822.04

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -
Mr. Fager -
Mr. Kinsey -
Mr. Lupp -
Mrs. Mehaffie -
Mr. Montgomery -
Mr. Ponnett -
Mrs. Scott -
Mr. Shemler -

Attachments

2021-03-16 Unpaid Bills.pdf

7. UNFINISHED BUSINESS - ACADEMIC AFFAIRS

Mr. Darnell Montgomery (Chair), Mrs. Linda Mehaffie (Vice-Chair)

a. RE-ENTRY PLANS UPDATE

Information/Discussion Item: Dr. Suski will provide any updates and lead the discussion for this standing item on the agenda.

- Vaccination Update for MASD Employees
- Request from MAEA re: Elementary Half Day Early Dismissals for Q4
- Parent Survey re: Full Return K-12 in April
- Spring Sports Mask Requirements
- Spring Band Concerts
- Prom
- Graduation

b. SCHOOL REOPENING/ATHLETICS HEALTH AND SAFETY PLAN

Immediate Action Item (if needed): A motion is made to approve revisions to the MASD School Reopening/Athletics Health and Safety Plan and authorize submission to the Pennsylvania Department of Education. **(See Attachment)**

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -

Mr. Fager -

Mr. Kinsey -

Mr. Lupp -

Mrs. Mehaffie -

Mr. Montgomery -

Mr. Ponnett -

Mrs. Scott -

Mr. Shemler -

8. UNFINISHED BUSINESS - OPERATIONS

Mr. Mike Corradi (Chair), Mr. Melvin Fager, Jr. (Vice-Chair)

a. TURF STADIUM PROJECT UPDATES

Information Item: Dr. Suski, Mr. Franklin, Mr. Meiser or Mr. Reed will provide any updates and lead the discussion for this standing item on the agenda.

- Daktronics Donation of the Sponsorship Panel for the Scoreboard

b. TAKE MOTION FROM TABLE

A motion is made to take from the table the motion for pending change order 1 from the electrical construction contractor for the turf stadium project.

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -

Mr. Fager -

Mr. Kinsey -

Mr. Lupp -

Mrs. Mehaffie -

Mr. Montgomery -

Mr. Ponnett -

Mrs. Scott -

Mr. Shemler -

c. CHANGE ORDER - TURF STADIUM PROJECT EC 1

Discussion Item / Possible Immediate Action Item: The School Board will discuss pending change order 1 as submitted by Midstate Mechanical & Electrical.

Possible motion: A motion is made to approve pending change order 1 to the electrical construction contract with Midstate Mechanical & Electrical LLC in the amount of \$8,640.09 to relocate the existing 4" data duct, reroute data conduits and install one (1) extra hand hole to redirect the data ducts. ***(See Attachments)***

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -

Mr. Fager -

Mr. Kinsey -

Mr. Lupp -

Mrs. Mehaffie -

Mr. Montgomery -

Mr. Ponnett -

Mrs. Scott -

Mr. Shemler -

Attachments

9. CONSENT AGENDA

In accordance with Robert's Rules of Order, the action items that fall under this heading will be approved collectively with one motion. Prior to a vote occurring on the Consent Agenda, the President will ask if any Board Member would like to have an item removed from the Consent Agenda. If any Board Member would like an item removed from the Consent Agenda, it will be removed from the Consent Agenda and discussed individually prior to a vote being taken on that action item.

Motion: A motion is made to approve the items included on the Consent Agenda.

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -

Mr. Fager -

Mr. Kinsey -

Mr. Lupp -

Mrs. Mehaffie -

Mr. Montgomery -

Mr. Ponnett -

Mrs. Scott -

Mr. Shemler -

a. ACADEMIC AFFAIRS

a. PERFORMANCE MATTERS ANALYTICS

Renew contract with PowerSchool Group, LLC for Performance Matters Analytics software for the period from May 16, 2021 to May 15, 2022 at a cost of \$10,224.

b. THE MEADOWS PSYCHIATRIC CENTER

Approve an agreement with The Meadows Psychiatric Center to provide educational services for students hospitalized in their facility during the 2021-22 and 2022-23 school years at a cost of \$67 per day.

c. CURRICULUM ADOPTION - ACCELERATED CHEMISTRY

Adopt curriculum for the course ***Accelerated Chemistry***. ***(See Attachment)***

Attachments

Accelerated Chemistry Curriculum.pdf

b. FINANCE

a. CAIU GENERAL OPERATING BUDGET 2021-22

Adopt a resolution to approve the General Operating Budget for the 2021-22 fiscal year with total member contributions of \$902,460. **(See Attachments)**

Attachments

21-22 General Operations Budget Final.pdfSD Resolution on CAIU Budget for 2021-22.pdf

10. ITEMS REMOVED FROM THE CONSENT AGENDA

11. NEW BUSINESS - PERSONNEL

Mrs. Linda Mehaffie (Chair), Mr. Andrew Kinsey (Vice-Chair)

a. CONSENT APPROVAL OF IMMEDIATE ACTION ITEMS

Discussion Item / Immediate Action Item: The School Board will discuss whether there are any objections to approve the Immediate Action Items under Personnel as one consent action item. The School Board may request that any of the items be voted separately and not treated as part of the consent action.

Motion: A motion is made to approve the Personnel Immediate Action Items as recommended by the Administration:

- a. Retirement
- b. Employment Changes
- c. Employment
- d. Co-Curricular Advisors
- e. Rescind Approval of Spring Coaches
- f. Temporary Coach Schedule Change
- g. Employment of 2020-2021 Spring Coaches
- h. Employment of 2021-2022 Fall Coach
- i. Post Season Pay

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -
Mr. Fager -
Mr. Kinsey -
Mr. Lupp -
Mrs. Mehaffie -
Mr. Montgomery -
Mr. Ponnett -
Mrs. Scott -
Mr. Shemler -

a. RETIREMENT

Immediate Action Item: A motion is made to accept the resignation for the purpose of retirement of Lisa Krepps effective June 4, 2021.

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -
Mr. Fager -
Mr. Kinsey -
Mr. Lupp -
Mrs. Mehaffie -
Mr. Montgomery -
Mr. Ponnett -
Mrs. Scott -
Mr. Shemler -

b. EMPLOYMENT CHANGES

Immediate Action Item: A motion is made to approve the following employment changes effective on the dates listed:

1. Carson Book from MAMS Emotional Support Teacher to MAMS Learning Support Teacher effective March 8, 2021 with no change in compensation except that the MATES stipend will no longer apply.
2. Kurt Klinger from Groundskeeper (Trades 1A) to Sports Turf Assistant (Trades 1A) effective March 12, 2021 with no change in compensation due to the resignation of Michael Jensen.

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -
Mr. Fager -
Mr. Kinsey -
Mr. Lupp -
Mrs. Mehaffie -
Mr. Montgomery -
Mr. Ponnett -
Mrs. Scott -
Mr. Shemler -

c. EMPLOYMENT

Immediate Action Item: A motion is made to employ Aaron Blanding as a Behavior Support Paraprofessional (MAMS) at an hourly rate of \$18.53 effective April 6, 2021 to fill a vacancy due to the resignation of Jennifer Gray.

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -
Mr. Fager -
Mr. Kinsey -
Mr. Lupp -
Mrs. Mehaffie -
Mr. Montgomery -
Mr. Ponnett -
Mrs. Scott -
Mr. Shemler -

d. CO-CURRICULAR ADVISORS

Immediate Action Item: A motion is made to approve Trevor Davis and Jody Wenrich as Co-Advisors of the Academic Quiz Bowl at a shared stipend of \$730 based upon the approved schedule for the 2020-21 school year.

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -
Mr. Fager -
Mr. Kinsey -
Mr. Lupp -

Mrs. Mehaffie -
Mr. Montgomery -
Mr. Ponnett -
Mrs. Scott -
Mr. Shemler -

e. RESCIND APPROVAL OF SPRING COACHES

Immediate Action Item: A motion is made to rescind approval of Matt Brinser and Brandon Popp as volunteer coaches for the 2020-21 school year.

Moved:
Seconded:

Roll Call Vote:

Mr. Corradi -
Mr. Fager -
Mr. Kinsey -
Mr. Lupp -
Mrs. Mehaffie -
Mr. Montgomery -
Mr. Ponnett -
Mrs. Scott -
Mr. Shemler -

f. TEMPORARY COACH SCHEDULE CHANGE

Immediate Action Item: A motion is made to temporarily vacate the two Assistant Jr. High Track & Field Coach positions and add two additional Assistant Varsity Track & Field Coach positions for the 2020-21 school year.

Moved:
Seconded:

Roll Call Vote:

Mr. Corradi -
Mr. Fager -
Mr. Kinsey -
Mr. Lupp -
Mrs. Mehaffie -
Mr. Montgomery -
Mr. Ponnett -
Mrs. Scott -
Mr. Shemler -

g. EMPLOYMENT OF 2020-2021 SPRING COACHES

Immediate Action Item: A motion is made to employ the individuals listed below as spring coaches for the 2020-2021 school year:

1. Rob Brodish, Co-Head Junior High Track & Field Coach, step 1 - \$545 (pro-rated)
2. Ashley Devine, Co-Head Junior High Track & Field Coach, step 1 - \$545 (pro-rated)
3. Matt Lebo, Assistant Varsity Track & Field Coach, step 1 - \$2,436
4. Adam Shaffer, Co-Head Junior High Track & Field Coach, step 1 - \$545 (pro-rated)
5. Jody Wenrich, Assistant Varsity Track & Field Coach, step 1 - \$2,436
6. Jesse Woodrow, Co-Head Junior High Track & Field Coach, step 1 - \$545 (pro-rated)

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -

Mr. Fager -

Mr. Kinsey -

Mr. Lupp -

Mrs. Mehaffie -

Mr. Montgomery -

Mr. Ponnett -

Mrs. Scott -

Mr. Shemler -

h. EMPLOYMENT OF 2021-2022 FALL COACH

Immediate Action Item: A motion is made to employ Scott Acri as the Head Football Coach for the 2021-2022 school year at an amount to be determined when the salary schedule for the 2021-2022 school year is finalized, but at an amount no less than \$9,000.

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -

Mr. Fager -

Mr. Kinsey -

Mr. Lupp -

Mrs. Mehaffie -
Mr. Montgomery -
Mr. Ponnett -
Mrs. Scott -
Mr. Shemler -

i. POST SEASON PAY

Immediate Action Item: A motion is made to approve post season pay for Sam Fisher for 1 student (Maya Wagner) participating in Region Band in the amount of \$175 based upon the approved post season pay schedule for the 2020-21 school year.

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -
Mr. Fager -
Mr. Kinsey -
Mr. Lupp -
Mrs. Mehaffie -
Mr. Montgomery -
Mr. Ponnett -
Mrs. Scott -
Mr. Shemler -

b. ADMINISTRATOR RESIGNATION

Immediate Action Item: A motion is made to accept the resignation of Brett Myers, Assistant High School Principal, effective April 5, 2021.

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -
Mr. Fager -
Mr. Kinsey -
Mr. Lupp -
Mrs. Mehaffie -
Mr. Montgomery -
Mr. Ponnett -
Mrs. Scott -
Mr. Shemler -

12. NEW BUSINESS - FINANCE

Mr. Christopher Lupp (Chair), Mr. Andrew Kinsey (Vice-Chair)

a. STUDENT TRANSPORTATION SERVICES RFP

Immediate Action Item: A motion is made to authorize development of a request for proposal (RFP) for student transportation services beginning with the 2021-22 school year and to advertise the RFP.

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -

Mr. Fager -

Mr. Kinsey -

Mr. Lupp -

Mrs. Mehaffie -

Mr. Montgomery -

Mr. Ponnett -

Mrs. Scott -

Mr. Shemler -

b. MEDICAL INSURANCE RENEWAL

Immediate Action Item: A motion is made to renew the District's medical insurance coverage with Capital Blue Cross at an estimated 5% increase in monthly rates for the 2021-22 school year for an estimated annual District cost of \$3.82 million based upon current employee enrollments at the time of the renewal calculation. **(See Attachment)**

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -

Mr. Fager -

Mr. Kinsey -

Mr. Lupp -

Mrs. Mehaffie -

Mr. Montgomery -

Mr. Ponnett -

Mrs. Scott -

Mr. Shemler -

Attachments

CBC Renewal Rates.pdf

c. ONLINE REGISTRATION SOFTWARE

Immediate Action Item: A motion is made to approve an agreement with PowerSchool Group, LLC to change the enrollment software for the remainder of the 2020-21 school year at no change in the cost and to also approve the new software for the 2021-22 school year at an annual cost of \$10,321.82 (Note: current year cost was \$10,340.04).

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -

Mr. Fager -

Mr. Kinsey -

Mr. Lupp -

Mrs. Mehaffie -

Mr. Montgomery -

Mr. Ponnett -

Mrs. Scott -

Mr. Shemler -

Attachments

MiddletownAreaSD_EnrollmentExpress_Q-483010.pdf

d. TAX COLLECTOR BOND

Immediate Action Item: A motion is made to approve the renewal of a tax collector bond for David Franklin with Travelers Casualty and Surety Co. in the amount of \$1 million at a premium of \$1,584 (no increase) for a one-year term beginning April 24, 2021.

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -

Mr. Fager -

Mr. Kinsey -

Mr. Lupp -

Mrs. Mehaffie -
Mr. Montgomery -
Mr. Ponnett -
Mrs. Scott -
Mr. Shemler -

13. NEW BUSINESS - OPERATIONS

Mr. Mike Corradi (Chair), Mr. Melvin Fager, Jr. (Vice-Chair)

a. CONTRACTED BUS/VAN DRIVERS

Immediate Action Item: A motion is made to approve Matthew Eckert as a contracted driver for Boyo Transportation for the 2020-2021 school year.

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -
Mr. Fager -
Mr. Kinsey -
Mr. Lupp -
Mrs. Mehaffie -
Mr. Montgomery -
Mr. Ponnett -
Mrs. Scott -
Mr. Shemler -

b. USE OF FACILITIES

Discussion Item / Possible Immediate Action Item: Requests for use of the District's facilities that have been submitted since the last meeting will be reviewed for possible approval. **(See Attachments)**

Motion (if desired): A motion is made to approve the facility use requests on the listing attached to the agenda *(with the exception of the following requests...)*.

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -
Mr. Fager -
Mr. Kinsey -

Mr. Lupp -
Mrs. Mehaffie -
Mr. Montgomery -
Mr. Ponnett -
Mrs. Scott -
Mr. Shemler -

Attachments

March 16, 2021 General Business Meeting.pdf
Baseball and Softball Practice and Games Request Details.pdf
U14 LSTAA Softball Practice and_or Game Request Details.pdf
Air Force Physical Fitness Assessment Request Details.pdf
Air Force Physical Fitness Assessment Request Details 2239068.pdf
American Legion_Senior Teener Practice and_or Game Request Details.pdf

14. NEW BUSINESS - ACADEMIC AFFAIRS

Mr. Darnell Montgomery (Chair), Mrs. Linda Mehaffie (Vice-Chair)

a. PSYCHOEDUCATIONAL ASSESSMENT AGREEMENT

Immediate Action Item: A motion is made to contract with Wendy Masson to perform psychoeducational assessments on an as-needed basis at a cost of \$400 per preschool evaluation, \$600 per school-age evaluation, and an hourly rate of \$50 for any other services.

Moved:

Seconded:

Roll Call Vote:

Mr. Corradi -
Mr. Fager -
Mr. Kinsey -
Mr. Lupp -
Mrs. Mehaffie -
Mr. Montgomery -
Mr. Ponnett -
Mrs. Scott -
Mr. Shemler -

15. REPRESENTATIVES

a. CAPITAL AREA INTERMEDIATE UNIT

Director: Mr. Christopher Lupp

The February 25, 2021 CAIU Board Highlights and Executive Director's Report are attached. **(See Attachments)**

Attachments

2.25.21 Board Highlights.pdf 2.25.21 ED report.pdf

b. DAUPHIN COUNTY TAX COLLECTION COMMITTEE

Delegate: Mr. David Franklin

Alternate Delegate: Mr. Eric Fisher

c. DAUPHIN COUNTY TECHNICAL SCHOOL

JOC Board Members: Mr. Melvin Fager, Jr., Mr. Darnell Montgomery

Alternate JOC Board Members: Mr. Mike Corradi, Mr. Andrew Kinsey

d. HARRISBURG AREA COMMUNITY COLLEGE

Delegate: Mrs. Linda Mehaffie

Alternate Delegate Mr. Mike Corradi

e. MIDDLETOWN AREA BLUE RAIDER FOUNDATION

Executive Director: Mrs. Linda Mehaffie

Directors: Mr. Mike Corradi, Mr. Andrew Kinsey

The January 14, 2021 Minutes are attached. **(See Attachment)**

Attachments

Foundation Minutes JAN 2021.pdf

f. MIDDLETOWN AREA RECREATION ALLIANCE

Advisors: Mr. Christopher Lupp, Mr. John Ponnett, Jr.

Alternate Advisor: Mr. Stephen Shemler

g. PSBA LIAISON

Mrs. Jennifer Scott

16. SUPERINTENDENT'S REPORT

Dr. Lori A. Suski

17. ROUNDTABLE

18. ANNOUNCEMENT OF EXECUTIVE SESSION

The School Board will adjourn into Executive Session to discuss personnel matters and legal matters.

19. ADJOURNMENT

A motion is made to adjourn the School Board General Business Meeting.

Moved:

Seconded:

Yes:

No:

Abstain:

Time:



I pledge allegiance to the flag of the United States of America
and to the Republic for which it stands, one nation under God,
indivisible, with liberty and justice for all.

**MIDDLETOWN AREA SCHOOL DISTRICT
SCHOOL BOARD AGENDA PLANNING MEETING**

March 2, 2021

Board Members in attendance (all via electronic communication): Mike Corradi, Melvin Fager, Jr., Andrew Kinsey, Christopher Lupp, Linda Mehaffie, Darnell Montgomery, John Ponnett, Jr., Jennifer Scott, Stephen Shemler

Board Members not in attendance: none

Staff/Public in attendance (all via electronic communication):

District Administration: Dr. Lori Suski, Superintendent of Schools; David Franklin, Chief Financial Officer/Board Secretary; Dr. Chelton Hunter, Assistant to the Superintendent; Dr. Daniel Borrelli, Kunkel Elementary School Principal; Marie Drazenovich, Fink Elementary School Principal; William Meiser, Director of Operations; Christine Mostoller, Director of Curriculum, Instruction and Assessment; Brett Myers, Middletown Area High School Assistant Principal; Krystal Palmer, Director of Special Education; Richard Reed, Athletic Director, Christopher Sattelle, Middletown Area Middle School Principal, Jack Steiner, Director of Technology

District Staff: Susan Blatt, Angie Brannen, Lisa Brenneman, Rob Brodish, Rachel Bye, Nichole Camposarcone, Kehley Jo Cimino, David Coffey, Susan Davison, Jessica Drake, Janelle Dukes, Heidi Ebersole, Cherie Fake, Eric Fisher, Samuel Fisher, Audrey Foster, Dr. Elizabeth Gannon, Michelle Geppert, Karlie Gipe, Lana Greinermiller, Dana Handley, Andrea Harvey, Melanie Hensel, Stacy Herlocher, Kelsey Hile, Sharon Hileman, Leah Hollowell, Delaney Huggins, Kathy Hutchinson, Jodi Jackson, Gail Jones, Catherine Kaslusky, Ashley Kessel, Susan Klase, Kathryn Korsak, Sierra Lenker, Sherry Margucci, Corie Miller, Lori Miller, Aliza Mizak, Stephanie Molnar, Marta Monroig, Tyler Petrouskie, Erika Reigner, Jenna Riggs, Amy Sarson, Adam Shaffer, Dale Shreiner, Jannelle Shuey, Justin Smith, Megan Sokolowski, Rebecca Stout, Alyssa Thompson, Heidi Tobias, Andrew Vensel, Cailin White, Victoria White, Emily Wolfe, Jesse Woodrow, Dawn Zimmerman, Kristen Zlogar, Jody Zorbaugh

Candidates for Employment: Tianna Jackson

Interested Students and Citizens: Ann Marie Car, Barbara Cimino, Crystal Freeman, Jake Hottenstein, Jennifer Leach, Jeffrey Litts (Kegel, Kelin, Litts & Lord, LLP), Marianne Moore, Marisol Nova, Susan Wagner, Karen Williams

Reporter: none

Note: There was 1 attendee by phone who was not identifiable.

1. CALL TO ORDER

Mr. Ponnett called the meeting to order at 6:32 p.m. The meeting was conducted solely using electronic communication due to the COVID-19 pandemic.

a. WELCOME AND EXPECTATIONS

Please note the following information related to the use of the Zoom platform for this School Board meeting due to the restrictions in the number of individuals that can be present in-person:

1. The host of the meeting is Eric Fisher. His role is to control the platform during the meeting and share his screen to display the meeting agenda.
2. School Board members, participating Administrators and any presenters were invited into the Zoom meeting prior to the start of the meeting for testing purposes only.
3. The School Board meeting is being recorded.
4. School Board members are asked to state their full name prior to speaking, except when responding to the roll call or a roll call vote.
5. Participants in the meeting will be asked to also state their full name prior to speaking.
6. Participants using electronic devices will need to use the "raise hand" feature in Zoom so they can be recognized and unmuted during the public comment period.
7. Entries made in the Q&A feature will not be considered comments made as part of the public comment period. Questions posed in the Q&A feature may not be answered during the meeting.

b. PLEDGE OF ALLEGIANCE TO THE FLAG

Mr. Ponnett asked those participating in the meeting to recite the Pledge of Allegiance.

c. MOMENT OF SILENCE

Mr. Ponnett asked those participating in the meeting to observe a moment of silence.

2. ANNOUNCEMENT OF EXECUTIVE SESSION

Mr. Ponnett announced the School Board met in Executive Session beginning at 6:00 p.m. to discuss personnel matters.

3. ROLL CALL

Mr. Ponnett asked the Secretary, David Franklin, to call the roll. A quorum was present as noted above.

4. RECOGNITIONS

a. CANDIDATES FOR EMPLOYMENT

The following candidates for employment discussed their education and prior work experience:

Tianna Jackson, Director of Human Resources

5. PUBLIC COMMENT

No member of the public addressed the School Board at this time.

6. SECRETARY'S REPORT

a. MINUTES

Mr. Lupp moved and Mr. Kinsey seconded a motion to approve the minutes of the February 16, 2021 School Board General Business Meeting. A roll call vote was taken and the vote to approve the motion was 9 to 0 with all School Board members in attendance voting in the affirmative.

7. TREASURER'S REPORT

a. PAID BILLS

Mr. Lupp moved and Mr. Kinsey seconded a motion to approve the Paid Bills with totals by fund as detailed. A roll call vote was taken and the vote to approve the motion was 9 to 0 with all School Board members in attendance voting in the affirmative. **(See Attachment)**

Fund 10, General Fund - \$1,478,260.18

Fund 32, Capital Reserve Fund - \$0

Fund 51, Food Service Fund - \$0

Fund 57, Middletown Area Recreation Alliance - \$37.45

Fund 59, WMSS Radio Station Fund - \$0

Fund 72, Expendable Trust Fund - \$0

Fund 74, Nonexpendable Trust Fund - \$0

Fund 81, Student Activities Fund - \$0

b. UNPAID BILLS

Mr. Lupp moved and Mr. Kinsey seconded a motion to approve the Unpaid Bills with totals by fund as detailed. A roll call vote was taken and the vote to approve the motion was 9 to 0 with all School Board members in attendance voting in the affirmative. **(See Attachment)**

Fund 10, General Fund - \$641,056.49

Fund 32, Capital Reserve Fund - \$0

Fund 51, Food Service Fund - \$1,950.94

Fund 57, Middletown Area Recreation Alliance - \$0

Fund 59, WMSS Radio Station Fund - \$196.04

Fund 72, Expendable Trust Fund - \$500.00

Fund 74, Nonexpendable Trust Fund - \$0

Fund 81, Student Activities Fund - \$0

8. UNFINISHED BUSINESS - ACADEMIC AFFAIRS

a. RE-ENTRY PLANS UPDATES

Information Item / Discussion Item: The following information was reviewed and discussed for this standing item on the agenda:

Instructional Model for Snow Days: Dr. Suski said she heard there is concern regarding the instructional model using on snow days with synchronous instruction for the first half of the day and asynchronous instruction for the second half of the day. Dr. Suski noted the PA Public School Code allows for asynchronous instruction to be counted toward the required 900/990 hours of instruction for the elementary/secondary levels. The intent behind the asynchronous instruction was to limit Zoom fatigue and to allow for small group instruction with students who are struggling while others work independently. Dr. Suski said she has heard there are parents who believe more instruction should occur in the second half of the day. Full synchronous learning is possible, but that would be a tall order at the elementary level. Dr. Suski said she is hopeful that winter weather is over for this year. Dr. Suski asked for input from the Board members. Mr. Kinsey said the asynchronous is not very intensive and that part of the day doesn't result in much learning. Mr.

Lupp said one of his children does work during the asynchronous time and the other child doesn't. Mr. Shemler said his experience is there is a limitation on the length of time his child could handle being on Zoom. Dr. Suski said if the snow days are unable to be counted as instructional time it could prevent the District from meeting the required 900/990 hours. Mrs. Scott said not all teachers may be using the asynchronous time in the same way. Her experience with her own child is that it has been good.

3/1/21 Update from Governor's Office re: Travel and Increased Indoor/Outdoor Capacity Limits for Events: Dr. Suski said the requirement for a COVID test following out-of-state travel has been lifted. Dr. Suski also said capacity limits have increased from 10% to 15% for indoor settings and from 15% to 20% for outdoor settings. Mr. Meiser worked with Mr. Reed to update the charts for the venues.

Update on Vaccination Clinic: Dr. Suski said the pharmacy that was partnering with the District has not obtained the needed vaccine supply to handle MASD staff. Dr. Suski is now working with Capital Area Intermediate Unit. Dr. Suski said there has been discussion about teachers moving into the 1A group.

Plan for Possible Return to School Option K-12 Effective April 6, 2021 (dependent upon COVID-19 transmission rates in Dauphin County): Dr. Suski said there has been a decline in the number of COVID cases in Pennsylvania, but Dauphin County is still listed in the substantial level of community transmission. Dr. Suski said if Dauphin County moves to the low or moderate level she would like to entertain a full return to in-person instruction effective April 6. Social distancing of 6 feet would not be possible. Dr. Suski pointed this out as the social distancing was beneficial when the case counts were high. Dr. Suski said if the return were possible it would allow eight weeks of in-person instruction this school year to allow for decision-making relative to the next school year. Dr. Suski had a meeting with the teachers' association where this was mentioned and the reaction from those teachers was positive. Several School Board members voiced support for the idea. No opposition was expressed. Dr. Suski said she would continue to monitor the situation and discuss it further at the next Board meeting.

Plan for Use of Facilities if Schools Fully Reopen: There are still capacity restrictions in place, although the limits are higher. If there is interest in a return to in-person School Board meetings, they may need to be moved to the auditorium in order to comply with the restrictions.

Plan for End-of-Year Student Events: Dr. Suski said she has had some dialogue with Mr. Carnes regarding graduation, prom and other end-of-year events. Mr. Carnes has a committee looking at options for a prom. Dr. Suski shared information from the District's insurance broker regarding risks associated with having a prom. Dr. Suski said The Forum is still reserved for graduation, but the state has not yet determined whether the venue will be open. The District has been told that the decision may be known in April. There has also been discussion about the possibility of having graduation at the football stadium. Dr. Suski also said there is an elementary teacher that is interested in restarting the Girls on the Run program. There is a lot of interest in allowing students to regain some level of normalcy.

Plan for Summer School: Dr. Suski said there is a nationwide concern about learning loss as a result of the pandemic. There are grant funds provided to the District that would facilitate a more robust summer school program to tackle the learning loss. Dr. Suski said she hopes to have plans for a summer school program to present in April. Mr. Montgomery commented in opposition to the allowable deferral of PSSA testing to the fall. Mr. Montgomery said that would be a stressful way to start the next school year. Dr. Suski said she aligns with Mr. Montgomery's thoughts and discussion with other superintendents about spring or fall testing will come at their next meeting on Wednesday.

Plan for PIAA Spring Sports Regarding Spectators: Mr. Reed said the PIAA will be releasing guidelines for spring sports after their meeting tomorrow. Mr. Lupp asked whether concessions could be sold at baseball games. Mr. Reed said the Mid-Penn has not had conversation about concessions, so he polled his colleagues. Some schools have definitively said there will be no concessions. Dr. Suski asked Mr. Reed to review the capacity for the basketball playoffs. Mr. Reed said 60% of the capacity is afforded to the home team and 40% to the away team. Mr. Reed said both home and away basketball players would be able to have two tickets, while cheerleaders would be able to have one ticket each.

9. UNFINISHED BUSINESS - OPERATIONS

a. TURF STADIUM PROJECT UPDATES

Information Item: Dr. Suski deferred updates to when the action items will be discussed on the agenda.

b. KUNKEL HVAC ROOFTOP UNIT #4

Immediate Action Item: Mr. Corradi moved and Mrs. Scott seconded a motion to rescind the motion approved December 15, 2020 to contract with Susquehanna Mechanical for replacement of HVAC rooftop unit #4 at Kunkel Elementary School as the approval was contingent upon the vendor having a Costars contract and instead approve a contract with Susquehanna Mechanical for replacement of HVAC rooftop unit #4 at Kunkel Elementary School at a cost of \$14,245 as the lowest of three quotes received using capital reserve funds. A roll call vote was taken and the vote to approve the motion was 9 to 0 with all School Board members in attendance voting in the affirmative. **(See Attachments)**

10. PERSONNEL

a. CONSENT ACTION

Discussion Item / Immediate Action Item: Mrs. Mehaffie requested the motion for Administrator Resignation be considered separately.

Mrs. Mehaffie moved and Mr. Fager seconded a motion to approve the following Immediate Action Items as recommended by the Administration. A roll call vote was taken and the vote to approve the motion was 9 to 0 with all School Board members in attendance voting in the affirmative.

- a. Retirement
- b. Resignation
- c. Employment Changes
- d. Temporary Employment Change
- e. Administrator Employment
- f. Strength Coach Employment
- g. Employment of Spring Coaches

a. RETIREMENT

Immediate Action Item: Accept the resignation for the purpose of retirement of Mary Ziltz, Speech/Language Clinician, effective June 30, 2021.

b. RESIGNATIONS

Immediate Action Item: Accept the resignation of Michael Jensen, Sports Turf Assistant, effective March 11, 2021

c. EMPLOYMENT CHANGES

Immediate Action Item: Approve the following employment changes effective on the dates listed:

1. Christopher Hummert from District-Wide Floater position (Custodian 1A) to Fink/Floater position (Custodian 1A) effective February 23, 2021 with no change in compensation
2. Terry Rabuck from District-Wide Floater position (Custodian 1A) to Third Shift Custodian position (Custodian 1B) effective February 24, 2021 at a new hourly rate of \$15.75

d. TEMPORARY EMPLOYMENT CHANGE

Immediate Action Item: Change the employment of Dylan Sunday from Groundskeeper (Trades 1A) to Head Groundskeeper (Trades 1C) effective February 18, 2021 until the Head Groundskeeper position is permanently filled at an hourly rate of \$19.30 due to the resignation of Marc Lanza.

e. ADMINISTRATOR EMPLOYMENT

Immediate Action Item: Employ Tianna Jackson as the Director of Human Resources at a prorated annual salary of \$78,815 subject to submission of required clearances and disclosures and approve the compensation and benefits plan for the Director of Human Resources effective immediately through June 30, 2022 or until modified by School Board action. **(See Attachment)**

f. STRENGTH COACH EMPLOYMENT

Immediate Action Item: Employ Robert Brodish as the Strength Coach at a prorated annual salary of \$9,800 for the 2020-2021 school year.

g. EMPLOYMENT OF SPRING COACHES

Immediate Action Item: Employ the individuals on the listing attached to the agenda as coaches for the 2020-2021 school year at the dollar amounts listed. **(See Attachment)**

b. ADMINISTRATOR RESIGNATION

Immediate Action Item: Mrs. Mehaffie moved to accept the resignation of Richard Reed, Athletic Director, effective June 30, 2021. The motion was not seconded. Mrs. Scott moved and Mr. Shemler seconded a motion to table consideration of the resignation. A roll call vote was taken and the vote to table the motion was 9 to 0 with all School Board members in attendance voting in the affirmative.

11. ACADEMIC AFFAIRS

a. SETTLEMENT AGREEMENT

Immediate Action Item: Mr. Montgomery moved and Mr. Fager seconded a motion to approve a settlement agreement and release and any other related documents for a special education matter. A roll call vote was taken and the vote to approve the motion was 9 to 0 with all School Board members in attendance voting in the affirmative.

b. PERFORMANCE MATTERS ANALYTICS

Action Item: There was support to move the proposal from PowerSchool Group LLC for the renewal of Performance Matters Analytics software for the period from May 16, 2021 to May 15, 2022 at a cost of \$10,224 to the March 16, 2021 consent agenda.

c. THE MEADOWS PSYCHIATRIC CENTER

Action Item: There was support to move an agreement with The Meadows Psychiatric Center to provide educational services for students hospitalized in their facility during the 2021-22 and 2022-23 school years at a cost of \$67 per day to the March 16, 2021 consent agenda.

d. CURRICULUM - ACCELERATED CHEMISTRY

Action Item: There was support to move curriculum for the course ***Accelerated Chemistry*** (written by Ms. Jessica Drake) to the March 16, 2021 consent agenda.

12. FINANCE

a. REAL ESTATE TAX EXONERATIONS

Immediate Action Item: Mr. Kinsey moved and Mrs. Scott seconded a motion to exonerate 2020-21 real estate tax bill #105877 in the face amount of \$1,962.69 as ownership of the parcel transferred to the Pennsylvania Turnpike Commission in June 2020 after the duplicate for the 2020-21 school year was received from Dauphin County but prior to July 1, 2020 (levy date) and the parcel is now tax-exempt. A roll call vote was taken and the vote to approve the motion was 9 to 0 with all School Board members in attendance voting in the affirmative.

b. CAIU GENERAL OPERATING BUDGET 2021-22

Action Item: There was support to move the Capital Area Intermediate Unit (CAIU) General Operating Budget for the 2021-22 fiscal year to the March 16, 2021 consent agenda.

c. COMPUTER REPLACEMENTS

Immediate Action Item: Mr. Kinsey moved and Mr. Fager seconded a motion to approve the purchase of 4 Macbook Air computers with accessories from Apple, Inc. at a combined cost of

\$4,596 using PEPPM pricing and the budgetary reserve line item. A roll call vote was taken and the vote to approve the motion was 9 to 0 with all School Board members in attendance voting in the affirmative.

13. OPERATIONS

a. CHANGE ORDER - FINK ROOF PROJECTS

Immediate Action Item: Mr. Corradi moved and Mrs. Mehaffie seconded a motion to approve change order #1 in the **deduct** amount of \$203.43 to the contract with Weatherproofing Technologies, Inc. for the roof project at Fink Elementary School due to finalized pricing for accepted alternate 1. A roll call vote was taken and the vote to approve the motion was 9 to 0 with all School Board members in attendance voting in the affirmative.

b. ELEVATOR MONITORING SERVICE

Immediate Action Item: Mr. Corradi moved and Mrs. Scott seconded a motion to contract with KIT Communications to provide elevator monitoring services for all District elevators at a combined annual cost of \$1,200. A roll call vote was taken and the vote to approve the motion was 9 to 0 with all School Board members in attendance voting in the affirmative.

c. FIRE SPRINKLER SYSTEMS MAINTENANCE

Immediate Action Item: Mr. Corradi moved and Mrs. Scott seconded a motion to contract with Triangle Fire Protection Inc. at a total cost of \$21,280 as the lowest of two Costars vendors solicited to perform maintenance to the fire sprinkler systems at the following buildings. A roll call vote was taken and the vote to approve the motion was 9 to 0 with all School Board members in attendance voting in the affirmative.

1. MAHS at a cost of \$5,260
2. MAMS at a cost of \$7,000
3. Reid Elementary at a cost of \$4,280
4. Fink Elementary at a cost of \$3,850
5. Operations Building at a cost of \$890

d. CHANGE ORDER - TURF STADIUM PROJECT GC 5

Immediate Action Item: Mr. Corradi moved and Mrs. Scott seconded a motion to rescind approval for the following change orders approved January 19, 2021 for the turf stadium project as the design professionals are taking responsibility for the cost of the change order. A roll call vote was taken and the vote to approve the motion was 9 to 0 with all School Board members in attendance voting in the affirmative.

1. PCO 6A to the general construction contract with eciConstruction in the amount of \$880 to change the wall color to red where indicated on drawings.
2. PCO 6B to the general construction contract with eciConstruction in the amount of \$2,273 to change the wall color to blue where indicated on drawings.

e. CHANGE ORDER - TURF STADIUM PROJECT GC 6

Discussion Item / Possible Immediate Action Item: Mr. Meiser explained the location for the water hookup per the construction drawings. Mr. Meiser said a request for information (RFI) was made asking about the size of the water line and the answer was provided that it should be a 3" water main; however, there is only a 2" water main to that point. The error in the construction documents would result in the District being held responsible for the costs associated with changing a 96' section of the water line from 2" to 3". In order to lessen the impact of the change, the water line is recommended to be moved to the other side of the building so that the District's responsibility for the water line would be changed from 96' to 64'. Mr. Meiser explained the change order also has an option (option 3) to change the specified cast iron material to HDPE as used elsewhere on the campus. Mr. Meiser explained that Evans Engineering recognizes their responsibility for the error and has proposed to pay \$1,400 toward the cost of the change order. Mr. Meiser explained his rationale for wanting to add a gate valve (option 4) to shut off the water during the winter and a drain down valve (option 5) and drain down manhole (options 6 & 7) to completely empty the building. Mr. Meiser explained the risk of not having the drain down valve and manhole would be a frozen pipe that could result in a flooded building. Mr. Corradi agreed with Mr. Meiser. Mr. Franklin noted the cost of options 5, 6 & 7 would be a cost of \$3,139 and this would be less than the District's deductible on its insurance policy.

Mr. Corradi moved and Mr. Kinsey seconded a motion to approve pending change order 7R to the general construction contract with eciConstruction at the base amount with selected alternates, as detailed below, for a total cost of \$6,126 to be offset by a contribution toward the change order from Evans Engineering in the amount of \$1,400. A roll call vote was taken and the vote to approve the motion was 9 to 0 with all School Board members in attendance voting in the affirmative.

1. Base water line changes at a cost of \$5,069
2. Option 3 change ductile to HDPE at a deduct of \$2,485
3. Option 4 install HDPE gate valve at a cost of \$403
4. Option 5 install HDPE drain down valve at a cost of \$276
5. Option 6 add drain down manhole at a cost of \$2,519
6. Option 7 add steps in drain down manhole at a cost of \$344

f. CHANGE ORDER - TURF STADIUM PROJECT EC 1

Discussion Item / Possible Immediate Action Item: Mr. Meiser explained the pending change order 1 as submitted by Midstate Mechanical & Electrical. Mr. Meiser said there is a pair of 4" conduits underground installed when MAHS was constructed for an alternate run of fiber across the turnpike. The location of the conduits was not identified and two water infiltration areas were designed that would result in those lines running through the infiltration areas. The conduits could be abandoned or rerouted. The proposed change order is to reroute the lines as recommended by the Technology Department. Mrs. Mehaffie asked about the benefit of the conduit. Mr. Steiner said it would allow for future accessibility. Insufficient information was provided to justify the change order at this time.

Mr. Corradi moved and Mrs. Scott seconded a motion to table action regarding the pending change order.

g. CHANGE ORDER - TURF STADIUM PROJECT EC 2

Discussion Item / Possible Immediate Action Item: Mr. Meiser reviewed pending change order 2 as submitted by Midstate Mechanical & Electrical. Mr. Meiser said FAA beacons are required and they must be monitored either manually or electronically. Mr. Meiser said the manual monitoring would require someone to look at the beacons every day. Mr. Meiser said the WMSS tower is monitored electronically. Mr. Meiser requested electronic monitoring during the design, but the architect did not specify this in the construction document. Mr. Meiser said the architect is taking responsibility for the cost of the change order.

Mr. Corradi moved and Mr. Fager seconded a motion to approve pending change order 2 to the electrical construction contract with Midstate Mechanical & Electrical LLC in the amount of \$3,054.53 to provide and install a monitoring system for the FAA beacons to be offset by reimbursement from Spillman Farmer Architects in the full amount of the change order. A roll call vote was taken and the vote to approve the motion was 9 to 0 with all School Board members in attendance voting in the affirmative.

h. CABLING FOR FAA ALARM MONITORING SYSTEM

Discussion Item / Possible Immediate Action Item: Mr. Meiser said this was known as a need before the bidding but could not be determined until the contracts were awarded and the monitoring system was selected. Mr. Meiser noted that the District is required to notify FAA of any outage in the lights within 30 minutes.

Mr. Corradi moved and Mrs. Mehaffie seconded a motion to contract with KIT Communications to run cables, install expansion modules and program the FAA alarm monitoring system as necessitated by the approval of change order EC 3 for the turf stadium project in the amount of \$4,120.64 using capital reserve funds. A roll call vote was taken and the vote to approve the motion was 9 to 0 with all School Board members in attendance voting in the affirmative.

i. CONTRACTED BUS/VAN DRIVERS

Immediate Action Item: Mr. Corradi moved and Mr. Fager seconded a motion to approve Desarae Ruby Ann Ward as a contracted driver for Boyo Transportation for the 2020-2021 school year. A roll call vote was taken and the vote to approve the motion was 9 to 0 with all School Board members in attendance voting in the affirmative.

j. USE OF FACILITIES

Immediate Action Item: Mr. Corradi moved and Mr. Fager seconded a motion to approve the use of the Fink Elementary School parking lot by Seven Sorrows BVM Church on March 5, 12, 19 and 26 from 4:30 p.m. - 6:00 p.m. with no facility fee charged. A roll call vote was taken and the vote to approve the motion was 9 to 0 with all School Board members in attendance voting in the affirmative.

14. EXECUTIVE SESSION

Mr. Ponnett announced the School Board would adjourn into Executive Session to discuss personnel matters.

15. ADJOURNMENT

Mr. Fager moved and Mrs. Scott seconded a motion to adjourn the School Board Agenda Planning Meeting. The vote to approve the motion was 9 to 0. The meeting adjourned at 7:58 p.m.

ATTEST:

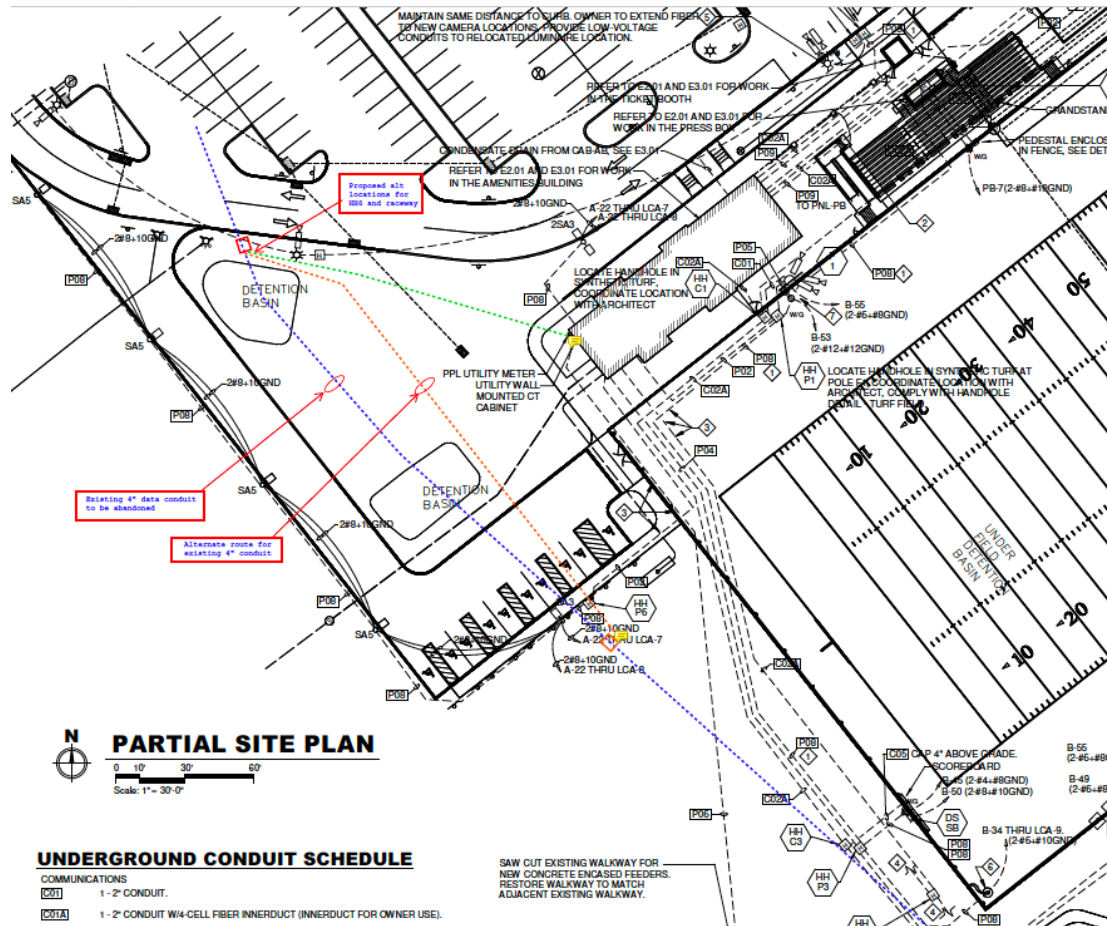
David A. Franklin, Board Secretary

**MIDDLETOWN AREA SCHOOL DISTRICT
SCHOOL BOARD CALENDAR
APRIL 2021**

Date	Day of the Month	Time	Activity	Location
4/6/2021	1st Tuesday	6:30 p.m.	School Board Agenda Planning Meeting	Remote Sites
4/14/2021	2nd Wednesday	7:00 p.m.	Dauphin County Technical School Joint Board Meeting followed by Joint Operating Committee Meeting	Dauphin County Technical School or Remote Sites
4/20/2021	3rd Tuesday	7:00 p.m.	School Board General Business Meeting	Remote Sites
4/21/2021	3rd Wednesday	6:00 p.m.	Middletown Area Blue Raider Foundation Meeting	Remote Sites
4/22/2021	4th Thursday	8:00 a.m.	Capital Area Intermediate Unit Board of Directors Reorganization Meeting	Capital Area Intermediate Unit

Proposed 4" Conduit

The current 4" conduit serves as network access (below with blue dotted line). This conduit was originally in the build scope for the current High School for internet network connection to Operations and the Admin Building. Because of this connection, we have been able to secure extremely low pricing on internet service through 2027, which saves approx. \$1,590/month. The current connection from Operations and Admin is \$348/month. A new connection from either Operations to Admin or Operations to the High School if this conduit and connection is terminated will cost an estimated at \$1,938/month. If we were to sever this connection, it leaves no option for renewal of this extremely low price we are guaranteed through 2027 and, potentially, beyond this date. This re-route will ensure that this connection remains intact.



The reroute plan takes into account both the new amenities building (green dotted line) and preserving the option for the 4" connection to the turnpike (red dotted line to junction with blue dotted line connected at the lower red box), expanding our possibility for reduced costs for network connection. This plan also diverts the lines away from the retention basins, reducing the risk of water/moisture within the conduit as to avoid damage to the lines within. This plan also takes into consideration the materials used for network connection, as fiber cable cannot support sharp bends. Although not as flexible as copper cable, fiber is much more ideal than copper, as it provides a cleaner, faster connection which will allow for maximum traffic on our network. The red boxes indicate junction points for connection as well as pull areas to run cable through the conduit.



Rate Summary Renewal of Program Design(s)

Middletown Area School District
00521115
July 1, 2021

By signing this form, you are confirming that the Grandfathered Status for your healthcare plans indicated below is accurate.

Program Design Option(s)		Monthly Rates					
Medical/Rx Program Options	Program Accepted	Subscriber	Subscriber & Spouse	Subscriber & Child	Subscriber & Children	Family	Grandfathered
Current Programs							
Traditional TRAE0005 RXRE0005		\$1,270.07	\$2,857.79	\$2,159.19	\$3,340.45	\$3,683.36	Y
PPO PPOE0003 RXRE0003		\$1,013.17	\$2,279.74	\$1,722.44	\$2,664.77	\$2,938.32	Y
PPO PPOE0004 RXRE0004		\$987.78	\$2,222.62	\$1,679.29	\$2,597.99	\$2,864.69	Y
PPO (QHDHP) PPQEJ006/PPQEJ007		\$675.85	\$1,520.74	\$1,148.99	\$1,777.57	\$1,960.05	Y

Price does not include non-core health and wellness programs.

Note: Signature below denotes acceptance of programs checked above.

Photocopies, portable document formats (pdf) and/or facsimiles of this executed document shall be as valid as the original.

I, _____, attest that I am a duly authorized representative having the legal capacity to sign on behalf of Middletown Area School District, and do hereby accept the renewal received from Capital BlueCross and/or its subsidiaries listed below. I understand that I am accepting the rates listed above, and that this renewal will be controlled by the terms and conditions set forth in this renewal and in the standard Group Contract currently in effect until the parties have entered into a signed written agreement. I acknowledge that the benefit highlight sheet(s) have been made available to me. Pursuant to the Group Contract, the renewal rates will be applicable for a period of 12 months from the renewal date.

ERISA Plan Year End Date is: N/A

If I choose multiple dental and/or multiple vision programs, I attest that I have provided my benefit-eligible employees with benefit and cost information on these options and have given these employees the opportunity to enroll in the option(s) of their choice.

Signature

Date

Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information or conceals for the purpose of misleading information concerning any fact material thereto commits a fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties.

Rate Summary Form should be signed and returned to your account executive or producer by June 1, 2021.

Healthcare benefit programs issued or administered by Capital BlueCross and/or its subsidiaries, Capital Advantage Insurance Company®, Capital Advantage Assurance Company®, and Keystone Health Plan® Central. Independent licensees of the BlueCross BlueShield Association. Communications issued by Capital BlueCross in its capacity as administrator of programs and provider relations for all companies.

1351672-02



PowerSchool Group LLC
150 Parkshore Dr, Folsom, CA 95630
Quote #: Q-483010-1
Quote Expiration Date: 4/17/2021

Prepared By: Stacey Varbel
Customer Name: Middletown Area School District
Enrollment: 2,388
Start Date: 3/9/2021
End Date: 6/30/2021

Customer Contact: Jack Steiner
Title: Director of Technology
Address: 55 W Water St
City: Middletown
State/Province: Pennsylvania
Zip Code: 17057
Phone #: (717) 948-3300 x1037

Prorated pricing is reflective of time period from Start Date through End Date as outlined above.
This quote modifies your subscription for the products and services set forth below.

Product Description	Current Quantity	Amended Quantity	Unit	Extended Price
Initial Term 3/9/2021 - 6/30/2021				
License and Subscription Fees				
PowerSchool Enrollment Registration	0	-2388	Students	USD -3,223.80
PowerSchool Enrollment Express	2388		Students	USD 3,223.80

License and Subscription Totals: **USD 0.00**

Professional Services and Setup Fees				
PowerSchool Enrollment Express Custom Implementation	1		Each	USD 0.00
Training Services				
Enrollment Express Per Person Per Day Training Remote	2		Each	USD 0.00

Quote Total				
Total Discount:			USD 7,586.64	
Initial Term			3/9/2021 - 6/30/2021	
Initial Term Total			USD 0.00	

Quote Total is reflective of time period from Start Date through End Date as outlined above.
For Annual Ongoing Costs after this initial period, please see Annual Ongoing Fees below.

Annual Ongoing Fees as of 7/1/2021

PowerSchool Enrollment Express	2388	Students	USD 10,321.82
--------------------------------	------	----------	---------------

Annual Ongoing Fees Total: **USD 10,321.82**

Fees charged in subsequent periods after the duration of this quote will be subject to an annual uplift. On-Going PowerSchool Subscription/Maintenance and Support fees are invoiced at the then current rates and enrollment per terms of the main agreement executed between PowerSchool and Customer ("Main Services Agreement"). Any applicable state sales tax has not been added to this quote. Subscription Start and End Dates shall be as set forth above, which may be delayed based upon the date that PowerSchool receives your purchase order. If this quote includes promotional pricing, such promotional pricing may not be valid for the entire duration of this quote. All invoices shall be paid before or on the due date set forth on invoice. All purchase orders must contain the exact quote number stated within. Customer agrees that purchase orders are for confirming this order and its own internal purposes,

and no other. Any credit provided by PowerSchool is nonrefundable and must be used within 12 months of issuance. Unused credits will be expired after 12 months. Treatment of purchase orders are governed as provided in the Main Services Agreement. By execution of this quote, or its incorporation, this and future purchases of subscriptions or services from PowerSchool are subject to and incorporate the terms and conditions found at:
<https://www.powerschool.com/msa/>

Any proposed credit reflected on this quote is conditioned on PowerSchool's receipt of payment, in full, for the discontinued product(s). If the subscription term for the discontinued product(s) has been paid in full, a prorated credit will be applied to the new contract based on the execution date of the new order. If the subscription term for the discontinued product(s) has not been paid in full, a prorated credit will be applied to the applicable open invoice. The remaining balance of the open receivable, if any, will still be due.

THE PARTIES BELOW ACKNOWLEDGE THAT THEY HAVE READ THE AGREEMENT, UNDERSTAND IT AND AGREE TO BE BOUND BY ITS TERMS.

POWERSCHOOL GROUP LLC

Signature:



Printed Name: Eric Shander

Title: Chief Financial Officer

Date: 2-16-2021

Middletown Area School District

Signature:

Printed Name:

Title:

Date:

***PowerSchool Upgrade: Enrollment Express
Statement of Work***

Version 1 Released 2020

Document Owner: PowerSchool Group LLC, Product Deployment Solutions

This edition applies to Release 20.x of the PowerSchool software and to all subsequent releases and modifications until otherwise indicated in new editions or updates. The data and names used to illustrate the reports and screen images may include names of individuals, companies, brands, and products. All of the data and names are fictitious; any similarities to actual names are entirely coincidental.

Contents

Contents..... 1

Purpose of Document 2

 PowerSchool Responsibilities 3

 Customer Responsibilities..... 3

 Completion Criteria..... 3

Executing..... 3

 PowerSchool Responsibilities 3

 Customer Responsibilities..... 4

 Completion Criteria..... 4

 PowerSchool Responsibilities 4

 Customer Responsibilities..... 4

 Completion Criteria..... 4

Closing..... 5

 PowerSchool Responsibilities 5

 Customer Responsibilities..... 5

 Completion Criteria..... 5

General Assumptions 6

Deliverables Acceptance Procedure 7

Project Change Control and Escalation Procedure..... 8

PowerSchool Upgrade: Enrollment Express Scope of Work..... 9

Purpose of Document

The purpose of this Scope of Work (SOW) is to outline the process, approach, and completion criteria for each step of the process to upgrade from PowerSchool Enrollment to Enrollment Express. This document covers the roles and responsibilities of the PowerSchool Implementation Specialist and customer in each step of the PowerSchool implementation process, serving as an outline of services PowerSchool is expected to deliver. This SOW calls out specific functional areas of PowerSchool that are covered for implementation services and level of coverage.

Successful implementation of new software requires proven methodology. PowerSchool provides a comprehensive package of services delivered by an experienced team of education experts, designed to ensure your PowerSchool deployment meets your needs. This Statement of Work represents our Upgrade implementation services only. Additional training, consulting and customization services can be purchased to augment additional needs you may have with your PowerSchool deployment.

We will partner with you and be your liaison to PowerSchool during the implementation. For a successful PowerSchool implementation, it is important that you understand the responsibilities and roles, and dedicate the time and collaboration required to keep on pace with the timeline. This will involve gathering information, helping your team come to agreement on configuration (if pertinent), investing in self-guided training in addition to any training purchased, and monitoring other staff assigned training for completion, adjusting desk level procedures, and planning for go live, among several other tasks.

The delivery of Professional Services contained in this document will be provided remotely.

If travel is required, all travel related expenses will be invoiced as incurred.

This Statement of Work is subject to the terms and conditions of the current master agreement between the parties and any associated policies, pursuant to which PowerSchool Group LLC (“PowerSchool”) has licensed the PowerSchool application to Customer.

Enrollment Express

Initiating

PowerSchool Responsibilities

- Send welcome email with Scope of Work and intake survey
- Request Maintenance Access to PowerSchool SIS
- Request Enablement of Custom Web Page Management and Customizations
- Conduct provisioning steps
- Identify and assign PowerSchool Application Specialist
- Create supporting project collateral
- Confirm setup of additional Technical Contacts
- Facilitate registration for remote training

Customer Responsibilities

- Complete configuration survey
- Provide additional Technical Contacts, as necessary
- Grant PowerSchool Maintenance Access
- Enable Custom Web Page Management and Customizations
- Conduct script run, if self-hosted
- Identify Customer Project Team
- Review, sign, and return project Scope of Work
- Register for remote training session

Completion Criteria

This activity will be considered complete when:

- Customer completes intake survey and signs project Scope of Work

Executing

PowerSchool Responsibilities

- Conduct an initial analysis of any pertinent existing solution materials to determine architecture of solution(s)
- Produce draft solution(s) using materials provided
- Schedule and conduct Solution Preview and General Overview Meeting
- Capture details to further build solution(s) to meet specifications
- Complete build of final solution materials
- Complete build of Pre-Registration Portal
- Assign and conduct Product Overview specific to product solution

- Provide overview and guidance on mapping of solution

Customer Responsibilities

- Attend Solution Preview and General Overview Meeting
- Perform initial form synchronization
- Provide revisions within (1) week of initial form sync
- Perform form synchronization following completion of revisions
- Complete additional data mapping
- Confirm completion of solution build

Completion Criteria

This activity will be considered complete when:

- The Solution Preview and General Overview Meeting is completed
- Solution build is confirmed completed
- Monitoring & Controlling

PowerSchool Responsibilities

- Ensure solution is functional and adheres to best practices by performing standard quality assurance and testing procedures

Includes up to 1 hour of consultation with Application Specialist

Customer Responsibilities

- Perform user acceptance testing on solution to ensure all elements are in place and ready for launch:
 - Delivery of Record from Pre-Registration Portal to PS SIS
 - Form Content
 - Form and Field Structure
 - Form Field Requirements
 - Form Logic
 - Record Approval Process
 - Record data Delivery to SIS

Completion Criteria

- Requisite testing has been completed by PowerSchool
- The Customer has completed end-to-end user acceptance testing within three (3) business days of notification of readiness for testing
- User acceptance testing signoff is received

Closing

PowerSchool Responsibilities

- Review and finalize any remaining project deliverables
- Introduce Customer to support contact methods
- Provide final project sign off to Customer

Customer Responsibilities

- Review completed project deliverables.
- Understand support contact methods
- Complete final project signoff
- Complete Customer Satisfaction Survey

Completion Criteria

This activity will be considered complete when:

- Customer provides final project signoff

General Assumptions

1. Implementation estimated timeline twenty-one (21) calendar days from initiation.
2. Implementing concurrently with other Services may void above timeline.
3. Implementation services will be delivered remotely.
4. Implementation services are completed when delivered. Viable Best Practices (sans-client customization) solutions may be delivered if client becomes unresponsive, subject to standardized quality assurance measures.
5. Customer must identify a designated customer project lead before the project kick-off meeting.
6. The designated customer project lead should be an employee of the organization implementing PowerSchool. Customers that hire third-party organizations to act on the behalf of the customer for implementation may be required to sign a waiver form provided by PowerSchool, indicating that the third-party organization is authorized to act on the customer's behalf when interacting with PowerSchool. The customer will be responsible for maintaining proper communication channels with third party organizations hired by the customer.
7. All sign offs must be done by an employee and designated signatory of the customer. Third-party entities engaged by the customer are not acceptable signatories for any project sign offs.
8. Customer will provide data and information requested in a timely and efficient manner.
9. Customer will provide PowerSchool with remote access to systems, as required.
10. Customer project team will assume responsibility for first line support for customer's end-users.
11. The PowerSchool implementation specialist will point customer to available procedures, guidelines, standards, reference materials and system/application documentation.
12. Other items outside of Scope of Work may need to be planned for by the customer prior to go live.
13. Services expire twelve (12) months from date of purchase.
14. Upon completion of the Services herein, PowerSchool may complete the Implementation phase and introduce the Client to PowerSchool Support for further communications about the product implemented.

Deliverables Acceptance Procedure

Deliverables Acceptance

This Scope of Work outlines PowerSchool deliverables for each phase of the implementation project in the PowerSchool Objections and Completion Criteria sections. Each deliverable will be reviewed and accepted in accordance with the following procedure:

- Deliverable will be submitted or delivered to the customer project lead or designated customer team member. It is the customer project lead's responsibility to review and accept deliverable as complete.
- Within six (6) business days of completion of the project the customer project lead will either accept the final deliverables or provide the PowerSchool implementation specialist a written list of objections. If no response from the customer project lead is received within six (6) business days, then the deliverables will be deemed accepted.
- The PowerSchool implementation specialist will consider the customer's objections within the context of PowerSchool's obligations as stated within this Scope of Work. Revisions agreed to by PowerSchool will be applied at which time the deliverables will be reviewed within six (6) business days and the customer project lead either will accept the deliverables or provide the PowerSchool implementation specialist a written list of objections. If no response is received within six (6) business days, then the deliverables will be deemed accepted.
- Customer objections that are not agreed to by PowerSchool will be managed in accordance with the Project Change Control Procedure described below. If resolution is required to a conflict arising from customer's objection to a deliverable, the customer and PowerSchool will follow the Escalation Procedure described below.
- All deliverables required to be delivered hereunder are considered to be owned by PowerSchool with unlimited internal use by the customer, unless otherwise noted.

Project Change Control and Escalation Procedure

Project Change Control

The following process will be followed if additional services to this Scope of Work are required or desired.

- A Project Change Request (PCR) will be the vehicle for communicating change. The PCR must describe the change, rationale for the change and the effect the change will have on the project.
- The designated customer project lead will review the proposed change and recommend it for further investigation or reject it. A PCR must be signed by the authorized customer project lead to authorize quote for additional services. If the customer accepts additional services and charges, a change to the original purchase order or new purchase order is required. Change to this Scope of Work through additional addendum will authorize additional scope and work.
- Until a change is agreed upon and PowerSchool obtains a purchase order, both parties will continue to act in accordance with the latest agreed-upon version of the SOW.

Customer Escalation Procedure

The following procedure will be followed if resolution is required to a conflict arising during the performance of this Scope of Work.

- **Level 1:** Customer project lead will notify PowerSchool implementation specialist via email with details of escalation.
-
- **Level 2:** If the PowerSchool implementation specialist cannot provide resolution or path to resolution five (5) business days from receipt of level 1 escalation email, the customer project lead will notify PowerSchool manager via email to – **ClassroomServices@powerschool.com**.

*PowerSchool Upgrade: Enrollment Express **Scope of Work***

Accepted and Agreed To:

Customer:

Name:

Title:

Signature:

Date:

MIDDLETOWN AREA SCHOOL DISTRICT
REQUESTS FOR USE OF FACILITIES
March 16, 2021 GENERAL BUSINESS MEETING

[illegible]

CAIU BOARD HIGHLIGHTS

The following actions were taken at the **February 25, 2021** meeting, held virtually, of the Capital Area Intermediate Unit.

Reports/Updates

- **Board Spotlight** was Aid To Nonpublic Schools (ANPS) presented by Lisa Klingler, Supervisor; Mea Magaro, Remedial Specialist; Leigh Shannon, Remedial Specialist. Lisa provided an overview of the State, Federal and IDEA programs that ANPS provides. She overviewed Act 89, Title I, Title II and purchased services that are provided to support nonpublic education. There are 36 schools that are eligible for Act 89. The total student enrollment is approximately 9600. Lisa provided a summary of which districts have contracts, the Nonpublic budget, and the number of staff in ANPS. Lisa discussed why ANPS services are needed. It is very important that we have strong non-public schools as it only benefits our school district as they often times end up in our school districts. In addition, we care about kids, no matter their placement. Counseling and social work services are also provided. Leah and Mea spoke about how the program have positively impacted the students they work with. They are currently running a Save the Bananas program to help many of their students and families in need. Bob Frankhouser spoke about the history and beginning of ANPS programs/services.
- **The Board Recognized the following February 2021 Retiree:** Patricia Middleton, Program Secretary, retirement after 21 years of service
- **Ms. Alicia McDonald, Director of Student Services**, reported that after much review and consideration, we are moving our school-age classroom programs back to a five day in-person instructional schedule. There are some classrooms that are not impacted because of host site restrictions. We are beginning our individual special education contract meetings with each of our LEAs. These continue through the next month. We then create and send contracts to the superintendent and special ed director for review and board approval by the end of May. After the contracts are sent we also begin our staffing and assignment conversations and decisions..
- **Mr. Dave Martin, Director of Technology Services**, reported on two projects that are coming up as part of strategic plan. We are in the process of a redesign of the CAIU website and plan to go live July 1, 2021. We will continue to provide updates. We will begin to work on the school district contracts for the WRAN agreement as the Memorandum of the Essential Terms for the Comcast proposal was approved at today's meeting.
- **Mr. Brian Griffith, Director of Educational Services**, provided an update on spring testing. PDE met with the curriculum coordinators yesterday and reported that they are extending the testing window but plan to move forward with the spring testing on PSSA and Keystone exams. They may provide additional testing opportunities this summer if needed. The only way for parents to opt out of student testing is due to religious reasons. Covid related concerns will not be excused and will be counted against them as non-participating.
- **Mr. Len Kapp, Supervisor of Operations & Transportation**, reported that the progress of the construction on the lot next to us has been slowed due to the weather. He has no new updates to report.
- **Dr. Thomas Calvecchio, Assistant Executive Director**, provided an update on vaccinations and directed the Board to the Human Resources portion of the All In Newsletter. Dr. Calvecchio discussed the new guidelines around those individuals that have already been vaccinated and provided live links to updated CDC guidelines. Also, the rules around the timeline for TB testing and Covid vaccinations should be considered when hiring.
- **Dr. Andria Saia, Executive Director**, highlighted the last page of the All In Newsletter. CAIU staff participated in National Compliment Day and shared compliments for their co-workers. Dr. Saia reported on the recent vaccine clinic held for 1a eligible people. CAIU partnered with Quality Care pharmacy to provide vaccines to 730 people from the CAIU, local school districts,

and community members that are 1a eligible. The clinic went very well. We are looking at possibly coordinating another 1a clinic for those that are still in need. Kudos to those participating in community work such as the Save the Bananas and Lasagna Mama or Papa programs.

- **Daren Moran, Director of Business & Operations**, gave a shout out to Len Kapp and the entire maintenance crew for managing the snow removal at the Enola offices. Daren reported on the Esports Innovation grant. This is a great program that is providing our students with the opportunity to participate in something team oriented. Please let Daren know if you know anyone that can assist with donations and connections.

Approved Action Items

- January 28, 2021 Board Meeting Minutes
- January 2021 Treasurer's Report – a total of \$6,215,784.67 in receipts and \$8,949,739.65 in expenditures.
- Summary of Operations for January 2021 showing revenues of \$53,503,247.33 and \$52,376,310.30 in expenditures
- Budget Administration
 - Second Reading, Proposed 2021-22 General Operating Budget
 - Proposed 2020-21 Original Budget – CARES Act GEER – EI Grants
- Other Fiscal Matters - None
- Other Business Items
 - Contracts – February 2021
 - Revised 2020-21 Board Committees
 - Memorandum of the Essential Terms of the Comcast Proposal
- Policies & Programs
 - Second Reading, Revised Policy #222 - Tobacco/Nicotine
 - Second Reading, Revised Policy #249 - Bullying/Cyberbullying
 - Second Reading, Revised Policy #314 - Physical Exam
 - Second Reading, Revised Policy #318 - Attendance & Tardiness
 - Second Reading, Revised Policy #323 - Tobacco and Vaping Products
 - Second Reading, Revised Policy #332 - Working Periods
 - First Reading, Revised Policy #103 -Discrimination/Title IX Sexual Harassment Affecting Students
 - First Reading, Revised Policy #331 - Job Related Expenses
 - First Reading, Revised Policy #333 - Professional Development
 - First Reading, Revised Policy #334 - Sick Leave
 - First Reading, Revised Policy #340 - Responsibility for Student Welfare
 - First Reading, Revised Policy #803 - Intermediate Unit Calendar
 - First Reading, Revised Policy #805.1 - Relations with Law Enforcement Agencies
 - First Reading, New Policy #252 – Dating Violence
- Job Descriptions
 - First Reading, Existing Position, Revised Description – Custodian
- Personnel Items - See attached report

Executive Director's Report

- See attached report/newsletter.

President's Report

- Mrs. Jean Rice thanked the Board for their attendance.

NEXT MEETING: Thursday, March 25, 2021, 8:00 a.m., Board Room, CAIU Enola Office

February 25, 2021 Approved Personnel Items:

RESIGNATIONS

- **SUSAN SANTINI**, Program Secretary, Early Intervention Program, effective February 26, 2021. Reason: Personal.
- **KAYLA STERNER**, Application Support Specialist, Technology Team, effective March 3, 2021. Reason: Personal.
- **STEPHEN STONER**, Telecommunications and E-Rate Administrator, Technology Team, effective May 3, 2021. Reason: Retirement after 35 years of continuous CAIU service.

RECOMMENDED FOR EMPLOYMENT OR CONTRACT

- **KATHERINE BEDDIA**, Paraeducator, effective date to be determined. Assignment: Educational Paraprofessional, Autism Support Program with base salary of HS, \$23,484 for 190 days of service will be prorated based on the number of hours/days worked with additional new hire days as required. This is a new position funded through the Autism Support budget.
- **HEATHER MCCLEAF-ROYLE**, Program Secretary, Early Intervention Program, effective date to be determined. Base salary of \$34,500 for 260 days of service will be prorated based on the number of days worked through June 30, 2021. This is a replacement position funded through the MAWA budget.
- **MATTHEW ZEGLIN**, Learning Management Solutions Analyst, CAOLA Program, effective date to be determined. Base salary of \$57,500 for 260 days of service will be prorated based on the number of hours/days worked through June 30, 2021. This is a new position funded through the CAOLA budget.

CHANGE OF STATUS

- **TERESA FREELAND**, from Program Secretary to Educational Paraprofessional, Early Intervention Program, effective March 1, 2021. Change of status results in a change of salary to \$25,441 for 190 days of service and will be prorated for a total of 61 days. This is a new position funded through the MAWA budget.
- **EMILY SWANIC**, Clerical and Filing Clerk, Student Services Team, from part-time to full-time status, effective March 1, 2021."

ISSUANCE OF TENURE:

The following temporary professional employee has met all the criteria required to obtain tenure and shall be elevated to the status of professional and issued professional contracts, effective January 28, 2021:

- Ashley Reddig

CAIU: ALL IN!

CAIU: #BEGREAT BY SUPPORTING YOUR LOCAL COMMUNITY

Did You Know?

IRENE REEDY



The Partnership for Better Health provides funding for grants and initiatives that improve individual health status and community health capacity through the use of evidence-based strategies and best practices.

Champions for Children was honored to work with the Partnership for Better Health to provide housing assistance grants to several of our CAIU families.

The Partnership for Better Health held a competitive grant application process. Through this grant Champions for Children was awarded \$9600 to assist families. The funds provided rental and mortgage assistance to 12 local families that have experienced reduced income due to COVID-19.



Do you have a story for *ALL IN!*?
Is there a member of the CAIU family we should recognize?
Please send all stories and ideas to communications@caiu.org



In this Issue:



THANK YOU to our Maintenance Team for keeping us safe this winter!



Congrats to Q. Hanley, 10th grade winner of the Poetry Out Loud National Recitation Contest from Cedar Crest High School.



Congrats to Dr. Sessoms, Central Dauphin SD, for winning School Psychologist of the year!

Topic	Page
Did You Know?	1
CAIU	2
Director’s Message	2
Student Services	3
Tech Services	3
Educational Services	4
Business Services	5
HR & Communications	5
CAIU Compliments	6
CAIU Wellness	6
News of Note	7
Opportunities	7
Help Wanted	7
CAIU Compliments	8



IN THIS ISSUE

UNPACKING WHITE PRIVILEGE HEART MONTH CAIU COMPLIMENTS

EQUITY:UNPACKING WHITE PRIVILEGE

JOY FORRY, CHAD PELLMAN, MARK HENNES

“To be White in America means not having to think about it” --- James Baldwin

White Privilege is a loaded word for some, so let’s start with a definition. Peggy McIntosh describes privilege as “when one group has something of value that is denied to others simply because of the groups they belong to, rather than because of anything they’ve done or failed to do”. Thus, it is an intrinsic benefit, or privilege, arising simply from belonging to one group, race in our discussion here, that is not automatically available to members of another group. While some people of privilege may get angry or defensive (“Nobody gave me anything! I worked for it!”), a closer look will shed some light.

How does it manifest itself? The existence of privilege doesn’t mean that one doesn't work hard or deserve the credit for their accomplishments. Instead, it means that one is also getting something that other people are denied just because they belong to another racial group. It most often means that one is getting the benefit of the doubt, which is not automatically accorded to members of another racial group.

What are some examples of White Privilege? As a white person, it means that

- I can go shopping alone most of the time, and be pretty well assured that I will not be followed or harassed.
- I can turn on the television or open to the front page of the paper and see people of my race widely represented, and in positive ways.
- When I am told about our national heritage or about "civilization," I am shown that people of my color made it what it is.
- I can be sure that my children will be given curricular materials that testify to the existence of their race.
- If I should need to move, I can be pretty sure of renting or purchasing housing in an area which I can afford and in which I would want to live.
- I can be pretty sure that my neighbors in such a location will be neutral or pleasant to me.
- When I use checks, credit cards or cash, I can count on my skin color not to work against my appearance of financial reliability.

What can you do about it? First, we can start by acknowledging that such privilege and oppression exists in our society. We can’t create a just and equitable society without recognizing that such privileges are not yet equally shared. Second, we must recognize and pay attention. We must be alert for unearned privileges and discriminatory practices. Lastly, we must learn to listen to the experiences and voices of others. Don’t deny, question, or dismiss. Listen with an open mind.

Ready to take action? Here are some small steps you can take right now:

- Buy books and shop for toys for your kids, nieces, nephews, etc. that show people from different races, religions, countries as heroes/heroines, not minor characters
- Watch TV shows and rent movies that show people from different races, religions, countries in a positive light (heroes/heroines not minor characters or criminals)
- Read The 1619 Project, available here: <https://nyti.ms/37JLWkZ>
- Listen without defensiveness or judgement to people of color
- Donate to an HBCU or UNCF. Consider Pennsylvania HBCUs like Cheyney University and Lincoln University.

Ready for more? Here are some big steps you can take to make a difference:

- Make noise. Be seen. Dare to make people feel uncomfortable, starting with yourself
- Openly choose and model alternative paths. Believe that change starts with you
- Find little ways to withdraw support from paths of least resistance and people’s choices to follow them. And start with yourself
- Actively promote change in how systems are organized around privilege
- Reflect on your job, community, and social groups. What changes would make these more open and accessible to other people
- Don’t keep it to yourself. It’s OK to be uncomfortable. It’s not OK to do nothing.

What is one small action that you can commit to do in order to be part of the change that is needed?

Message from the Executive Director



ANDRIA SAIA

Recently my extended family became smaller by one, when my brother’s father in law passed. In discussing what was being done for the memorial, I was told that he was very active in supporting food banks and other organizations that support those in need. Honestly, it was something I did not know about him, and it got me thinking about how it is so easy to *#begreat* by supporting your local community resources all year round.

11% of the nearly 13 million Pennsylvanians are food insecure. Food insecurity refers to the lack of access at times to enough food for an active healthy life, and limited or uncertain availability of nutritionally adequate food. Often food insecurity means families are forced to either pay bills or buy food. Food insecurity is about more than hunger, it is also related to poor nutrition and many negative health outcomes. The charitable food system is vital for providing access to food for many families.

What can you do? Donate, donate, donate! Contact your local food pantry to see what items they need. Can’t get to the store? Donate funds so that the pantry can purchase what it needs. The Central Pa Food Bank serves 200,000 people a month, and supports SNAP, youth, military and senior programs, the distribution of fresh foods and emergency food provision. You can check out their website to donate or volunteer. Not sure where your local pantries are? The Department of Human Services has a map you can check out [HERE](#).

Want to get involved in another way? Consider joining Lasagna Love, a nonprofit that matches volunteers up with local families to provide a Lasagna or other meal. To become a Lasagna Mama or Papa, click [HERE](#). If you or anyone you know would like to request a lasagna, click [HERE](#), or check out the info below.

LASAGNA LOVE

NEED A HAND FEEDING YOUR FAMILY? YOUR NEIGHBORS WANT TO HELP! REQUEST A FREE LASAGNA DELIVERY WITH THESE 5 STEPS:

1

Scan the QR code or visit [lasagnalove.org](https://www.lasagnalove.org)

2

Get matched to a local lasagna mama or papa

3

Coordinate a delivery day and time

4

Get a safe, contactless delivery

5

Sign up again the next month!

Feed families, spread kindness, strengthen communities.

[@wearelasagnalove](#) [f wearelasagnalove](#) www.lasagnalove.org

Also – let’s not forget our 4-legged friends and the angels that run shelters and rescues. Most shelters make it so easy to donate, support or even volunteer, even providing links to amazon wish lists that ship food directly to the shelter. There are many ways to help, check out some ideas [HERE](#).

Want to read more?:

https://www.feedingamerica.org/sites/default/files/2020-10/Brief_Local%20Impact_10.2020_0.pdf

<https://map.feedingamerica.org/county/2018/overall/pennsylvania>

Student Services



ALICIA MCDONALD

Preschool

Preschool staff participated in a “virtual round robin” professional development training on 2/2/21.

Topics included:

- Google Classroom and Bitmoji (presented by Heather Donovan and Lynnea Summerscales),
- ABA Principles for PS Students (Julie Harman and Nicole Showers),
- Rapid Response Team Toolkit for ECEs (Irene Reedy),
- Russell Barkley ADHD Conference (Dr. Johanna Tesman),
- SeeSaw (Alison Schwartz),
- EasyTrac Spreadsheet (Rosemary Braught),
- EdPuzzle (Kerrie Richardson and Tara Jones),
- Interactive PowerPoints (Kate Manley, Cheryl Straw, Liz Chiodo and Alison Ruello),
- Building Student Participation (Sarah Hancock and Kate Klopp), and



- Mindfulness/Self-Regulation for EI, (Brittany Galosi).
- Christa McMahanon, Inclusion EPP, had fun playing a Valentine’s Feelings Matching Game with a child. During the session, the child asked Christa if she had a mom. When Christa responded “yes” the child said, “Well Miss Christa can you ask her if we can have a playdate?”



CAIU Preschool at Fishing Creek (teacher: Joyce Shellam) - This month we have been providing all kinds of fun activities related to snow. We are making snowmen, playing in snow brought indoors (individual sensory bins) and reading The Mitten Story. We sing a song to the tune of "I'm a Little Teapot." while creating snowmen like these. The song is one I made up and have used for several years now when presenting our unit on Wintertime Fun. It goes like this..... "We're going to make a snowman....one, two, three.. Give him two eyes so he can see. Then we'll give him a scarf and a nose of red. And last but not least a hat for his head."



On February 9, 2021, Lenny Tepsich, fondly known as “Mr. Music”, visited the Enola Center. He stopped by the Social-Pragmatics Group, serving Early Intervention Preschool students to share his love of music. The students and staff were excited to hear Mr. Music play his guitar and enjoyed singing along!

Tech Services



DAVE MARTIN



COMING SOON – A NEW LOOK FOR OUR WEBSITE!

There’s no doubt, we are becoming a technology-dependent society. Cell phones. Alexa. Google. Amazon. The list goes on and on. These days, when we’re faced with a question or a challenge, it’s commonplace for someone to ask “Did you Google that?”. We expect to find answers quickly and easily by typing a few key words in a search engine and getting a list of possible solutions.

If you’ve searched for answers online, you’ve likely ended up at a website. And the look and feel of vendor websites can vary as much as Pennsylvania weather in the spring. Some websites are inviting and easy to navigate, allowing you to quickly locate what you want. Some websites can feel clunky and chaotic and leave you feeling confused.

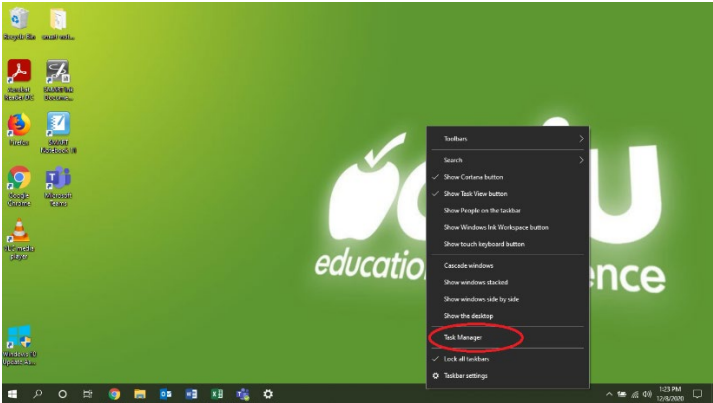
As part of the CAIU’s current Comprehensive Plan, it was determined that a redesign of the current website was an important element in achieving some of our goals. We want our website to be inviting and easy to navigate for anyone who might be looking for information about our services and we want people to easily locate what they need.

While COVID-19 may have been a slight bump in the road, the journey to a revamped website is well on its way. Here’s where we’re at and where we’re going:

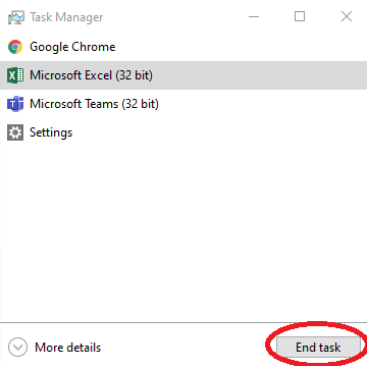
- A board-approved vendor has been chosen (Finalsite) and the Website Leadership Team has had their implementation kickoff meeting.
- Meetings were held with key people throughout the organization to analyze our current sitemap and make changes, additions and deletions.
- Several additional meetings will be held over the next month to provide updates to various teams and assign staff members to develop page content.
- During March and April we’ll be working on content.
- During May and June we’ll be testing the new website, adding finishing touches, and communicating the news about the redesign.
- Our goal is to go live in July 2021. Stay tuned!

Tech Tip of the Month

Are you having trouble with an application not responding? This is a really easy way to open task manager to end the task.



Right click on the taskbar and click on “Task Manager”. Click on the misbehaving app, and then click “End Task”. The app will be close and you can restart it.



Educational Services



BRIAN GRIFFITH

Virtual Wellness

With this ever-changing world it is more important than ever to take care of ourselves. According to Psychology Today, “our ability to retrieve and encode information from stored memories can be quite easily hijacked by stressful situations.” We have all had our fill of stressful situations and it only appears to be magnified by everything going on in the world today. As a way to help combat the stress in your life perhaps a visit to the virtual wellness site will help. [Click here](#) to visit the virtual wellness site to learn how to mediate, play a game, watch animals on live feed cameras, listen to music and lots more. ~ ANPS Social Worker

<https://www.psychologytoday.com/us/blog/ritual-and-the-brain/201804/why-your-brain-stress-fails-learn-properly>

Save the Bananas

When the world came to a halt last year, the needs of others did not. It grew. In an effort to help meet the need of food insecurities, ANPS School Social Worker, Kelly Myers, connected with a Volunteer-run program called Save the Bananas. This program works with local ministries and a local grocery store who donates fresh produce that they would otherwise have to throw away. Through this partnership, the ANPS School Social Workers have become their own division of the Save the Bananas program. This allows families in need to receive fresh produce and other pantry staples. The families they focus on are those that lack the transportation to get to food banks and are not directly connected to a district because they attended a private school on scholarship. In order to continue to serve these families, they are asking for your help. They need help with collecting food donations and making deliveries to our families. Below are two links where you can sign up to donate food or to help make the food deliveries. If you have any questions, please contact Kelly Myers at kemyers@caiu.org or Rebecca Slavinsky at rslavinsky@caiu.org. Your help is truly appreciated! Food donation sign-up (Donations can be dropped off outside of HR at the IU)

<https://www.signupgenius.com/go/10C0D48AEA928A3FCC16-food>

Delivery help sign-up

<https://www.signupgenius.com/go/10c0d48aea928a3fcc16-save1>

Arts In Education (AIE): artist Rand Whipple completed a residency with Cornwall-Lebanon School District grades 1-3 to create an online book with over 100 illustrations and sounds on 32 pages. The students really got into the book and filled it with their own narration, character voices and sound effects. To see this book, visit: <https://www.boxoflight.org/copy-of-cornwall-lebanonm-gr-4-5> (the Cornwall Lebanon Grades 1-3 page) and click on The Bear Story book.

CAIU held its first Poetry Out Loud contest on February 3rd, 2021. As part of the Arts in Education Partnership that the CAIU has with Pennsylvania Council on the Arts, each year, partners hold a Poetry Out Loud contest where high school students recite poems from the anthology published by the NEA. Our regional contest consisted of 11 schools participating from Cumberland, Dauphin, and Lebanon Counties. This year, our contest was held virtually. The students recited three poems each through a group Zoom call. All students performed wonderfully and we couldn't have asked for a more supportive group. Throughout the entirety of the contest, students and teachers were providing others with positive feedback during and after their recitations. It was a wonderful site to witness. Our winner for our region was 10th grader, Q. Hanley from Cedar Crest High School! Q will move forward onto State Finals to represent our region! The runner up from the contest was 11th grader, Niyathi Chagantipati, from Cumberland Valley High School! We are incredibly thankful for the students who participated, the teachers for supporting them throughout their journey, and the judges to support the CAIU for their contest: Dr. Holly M. Wendy from Lebanon Valley College, Jess Moyer from the Senators Baseball Stadium, Mark Hennes, CAIU native, Kim Greenawalt from Gamut Theatre, and Rosario Eppley from Susquenita High School.

Book Study: CAIU continues its equity-focused book study with Ijeoma Oluo’s new book: Mediocre – The Dangerous Legacy of White Male America. 22 participants from our region are meeting weekly to discuss and share their perspectives.

Our spring equity conference focuses on Promoting Social Justice in School Discipline and Equity Policies. Over three half-days (March 10, 17, & 24), keynote speakers and session presenters will challenge assumptions, spark tough conversations, and offer ideas and resources to help classrooms and communities become safe and equitable for every student. Registration is open now for our virtual conference. Visit <https://bit.ly/EquitySpringSeries> for info.

Business Services



DAREN MORAN

The CAIU Innovation Committee is excited to have two big announcements. Since the 2020-21 year has been eventful to say the least the decision was made to not have new innovative grants but continue to provide some resources for grants that were partially funded in the previous year. I am happy to report that the eSports program, the Rapid Response Team, and the Adapt and Innovate project will receive continued funding for their projects.

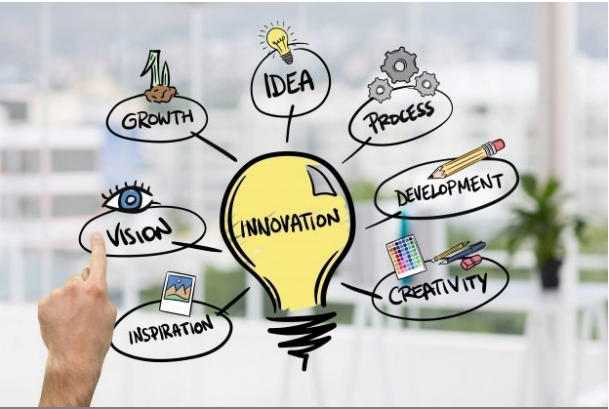
The second bit of big news is that **the application window for the 21-22 Innovation Grant is now open**. The deadline for the one-page application is going to be **March 31, 2021**.

All of the required documents and information related to the grants can be found [HERE](#) on the Employee Section of the CAIU website.

For our new staff, I wanted to give a little insight into the concept. These funds can be used to: support the initiation and development of new products and services, purchase new technology, improve the efficiency, effectiveness, or quality of existing services, or learn new skills. Over the past few years we have funded some great ideas such as: CLM Learning Lab, Integrating the 4Cs, AAC Camp, Project Activate, Coding Camp, Digital Branding and Micro-Credentialing to name just a few.

These grants are not to be use to replace program funds but can be used in conjunction with them to find a better way to achieve educational excellence with families, schools, and communities through leadership, partnership and innovation.

Please remember that if you are interested in submitting a grant, you should work closely with your supervisor. They can be a valuable resource to guide you through the process.



HR & COMMUNICATIONS



TOM CALVECCHIO

If exposed to someone with COVID-19, vaccinated people do not have to quarantine if they meet all of the following criteria:

1

Are fully vaccinated, with at least 2 weeks since their final dose

2

Are within 3 months of receiving their final dose

3

Have remained asymptomatic since the exposure

Source: CDC

- They are fully vaccinated, and it has been at least 2 weeks since their final dose.
- They are within 3 months of receiving their final dose.
- They have remained asymptomatic since their COVID-19 exposure.

HR Updates:
New Vaccination and Quarantine Guidelines:
Updated quarantine recommendations for vaccinated persons: Fully vaccinated persons who meet certain criteria will no longer be required to quarantine following an exposure to someone with

COVID-19. Additional considerations for patients and residents in healthcare settings are provided.

If you have been exposed to COVID-19 and do not meet all of the above criteria, you should follow [standard CDC guidance](#), which says that people who have not had COVID-19 within the past 3 months should quarantine for 14 days following an exposure.

This can be [shortened to 10 days](#) without testing if the person does not display any symptoms during daily monitoring, or to 7 days with a negative test and no sign of symptoms, according to the CDC.

“Fully vaccinated persons who do not quarantine should still watch for symptoms of COVID-19 for 14 days following an exposure,” the CDC said. “If they experience symptoms, they should be clinically evaluated for COVID-19, including SARS-CoV-2 testing, if indicated.”

The CDC said quarantine recommendations for vaccinated people will be updated when more data are available, or when more vaccines have been authorized.

TB TESTING FOR NEW HIRES: Additional information and updated recommendations for testing for TB infection. TB testing can be done before or at the same time as mRNA COVID-19 vaccination, or otherwise delayed for ≥4 weeks after the completion of mRNA COVID-19 vaccination.

Communications Updates:
Since the winter break, the CAIU Communications Team has been working on two CAIU Strategic Priorities within the CAIU strategic plan. The first, helping our IT Team develop and launch a new CAIU public website is well underway. You can read more about the process and where we are in the timeline in this All-In Technology Team’s update.

The other organizational priority is a task being aided by a cross-functional team of Leadership Communications Subcommittee members as well as professional and support staff. This group is developing a CAIU Marketing Plan to be implemented during the 2021-22 school year. The goal of this marketing plan is to increase customer engagement and broaden CAIU’s client base. To develop a comprehensive marketing plan, the group is identifying or developing the following:

- CAIU Target Markets
- SWOT Analysis
- Four CAIU Marketing Messages for our Target Markets
- Competitor Research
- Available Marketing Methods
- Marketing Budget
- Specific Marketing Campaign(s)

The CAIU Marketing Plan will be completed in May 2021 and implemented by the Communications Team starting July 2021.

CAIU Compliments

CAIU STAFF IN ACTION



Kelly Myers and Rebecca Slavinsky, ANPS Social Workers, Kelly and Rebecca have been coordinating weekly deliveries to some families in the ANPS program who are struggling with food insufficiency. They have dedicated hours of their time to make sure these families know how important they are to our IU family. The "Save the Bananas" program has spread love along with groceries, while also modeling what good-hearted and selfless work looks like. I'm proud to be on the ANPS team with these two women! ~ Anne Hartzfeld, ANPS Reading Specialist



Project Search Kids - I would like to give a shout out to the **ENTIRE** group of Project SEARCH kids. They have been such a big help with the various tasks that our staff may need some extra help with. They are kind, and friendly, and when they do the announcement for the Capital Goods store, they project such joy and enthusiasm into it that you can't help but smile and feel the same joy when you hear it. Great job! ~ Aaron Sica



Stephanie Kramer - I wanted to recognize the efforts of my fellow colleague on her recent efforts to locate various locations throughout our area where COVID-19 vaccines are currently being administered to those who are currently eligible per the CDC. She then followed up with our preschool speech supervisors and staff to provide important information to all those interested in receiving this vaccine. Thank you Stephanie! The time and effort that you dedicated to helping your fellow colleagues during this time was very much appreciated! ~ Shannon Gerhards, Preschool Speech-Language Therapist

#begreat

Check out the last page for all of the wonderful compliments shared on National Compliment Day!

CAIU Wellness – February is American Heart Month

VICKIE ARMSTRONG

You might not give it much thought throughout the day, but your heart is working around the clock for you, beating about 2.5 billion times over the average lifetime, and pushing millions of gallons of blood to every part of the body.

Given the heart's never-ending workload, it's a wonder it performs so well, for so long. But when your heart doesn't get the care it needs, serious problems can develop. Risk factors such as poor diet and lack of exercise, smoking, high blood pressure, high cholesterol, and stress increase your chances of developing heart disease. Although many people develop some form of heart disease as they get older, it isn't inevitable. Taking action, especially at a younger age, will help you keep your ticker in top shape.

Why Connecting is Good for Your Heart

Feeling connected with others and having positive, close relationships benefit our overall health, including our blood pressure and weight. Having people in our lives who motivate and care for us helps, as do feelings of closeness and companionship.

Follow these [heart healthy lifestyle tips](#) with your friends, family, coworkers, and others in your community and you'll all be heart healthier for it. You don't have to make big changes all at once. Small steps will get you where you want to go.

Move More

Invite family, friends, colleagues, or members of your community to join you in your efforts to be more [physically active](#):

- Ask a colleague to walk with you on a regular basis
- Join an exercise class at your local community center and bring a neighbor along.
- Grab your kids, put on music, and do jumping jacks, skip rope, or dance.

Eat heart healthy

We tend to eat like our friends and family, so ask others close to you to join in your effort to eat healthier. Together, try NHLBI's free [Dietary Approaches to Stop Hypertension \(DASH\)](#) eating plan.

Quit smoking

To help you quit, ask others for support or join a support group. Research shows that people are much more likely to quit if their spouse, friend, or sibling does. All states have quit lines with trained counselors—call 1-800-QUIT-NOW (1-800-784-8669). You'll find many free resources to help you quit at [BeTobaccoFree.hhs.gov](#) and [Smokefree.gov](#).

Manage stress

Reducing stress helps your heart health. Activities such as walking, yoga, or meditation are proven to relieve stress. Talk to a qualified mental health provider or someone else you trust.

Improve sleep

Sleeping 7–8 hours a night helps to improve heart health. De-stressing will help you sleep, as does getting a 30-minute daily dose of sunlight. Take a walk instead of a late afternoon nap! Family members and friends: remind each other to turn off the screen and stick to a regular bedtime. Instead of watching TV before bed, relax by listening to music, reading, or taking a bath.

Track your heart health stats, together

Keeping a log of your blood pressure, weight goals, physical activity, and if you have diabetes, your blood sugars, will help you stay on a heart healthy track. Ask your friends or family to join you in the effort. Check out NHLBI's [Healthy Blood Pressure for Healthy Hearts: Tracking Your Numbers worksheet](#).
6 Surprising Facts About Heart Disease

Listed below are some lesser-known facts about heart disease that you can use to reduce your risk of heart disease and cardiac events and to promote overall heart health. For more information

Make your social time active and encourage everyone to think of fun activities that get you off the couch.

How much is enough? Aim for at least 2½ hours of physical activity each week—that’s just 30 minutes a day, 5 days a week. In addition, do muscle strengthening exercises 2 days a week. NHLBI’s [Move More fact sheet](#) provides ideas to get and keep you moving.

Aim for a healthy weight

Find someone in your friend group, at work, or in your family who also wants to reach or maintain a healthy weight. Check in with them regularly to stay motivated. Do healthy activities together, like walking or playing on a neighborhood sports team. Share low-calorie, low-sodium meals or recipes.

check out the full article: <https://www.heartngmc.org/6-surprising-facts-about-heart-disease>

1. A yearly flu shot can benefit your heart.
2. Spending time with friends and family can lower your heart attack risk.
3. Many heart attacks occur on Monday mornings.
4. Chewing an aspirin as soon as heart attack symptoms appear can limit heart damage.
5. Playing racket sports such as tennis and squash may protect against cardiac death.
6. Women under age 50 are two times more likely than men of the same age to die from a heart attack.



UPCOMING CELEBRATIONS:

March Celebrations:

- National Social Work Month
- National Reading Month
- National Arts in Education Month
- Read Across America Day – March 2, 2021
- Employee Appreciation Day – March 5, 2021

April Celebrations:

- Autism Awareness Month
- Occupational Therapy Month
- Mathematics Awareness Month
- Paraprofessional Day – April 2, 2021
- World Autism Day – April 2, 2021
- National Assistant Principals Week – April 5-9, 2021
- Admin Professionals Week – April 19-23, 2021
- Earth Day – April 22, 2021

OPPORTUNITIES FOR GROWTH

The best project you will ever work on is you! Take some time to explore all the ways there are to grow – personally and professionally.



Here are just a few upcoming sessions:

- Diversity & Equity 101 – April 15, 2021
- CAIU MTSS Network
- CAIU Reading Network
- Equity Networking Session
- High Impact Strategies
- Google Summit 2021 (Asynchronous)
- Spring Professional Learning Series

“Change is inevitable, but transformation is by conscious choice.” ~ Heather Ash Amara

Log into [Frontline](#) for the complete list of upcoming **Professional Development Opportunities**.

For instructions on how to register, please see our website [HERE](#)

Help Wanted!

Do you want to know what positions are open at the CAIU? Below is a list and a link to our application portal.

Paraprofessional

- 10 - EPP
- 1 - Job Coach
- 7 – PCA

Professional

- 4 - SLP
- 6 – Teacher
- 1 – LTS School Counselor



"The only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle." - Steve Jobs

Link to CAIU Job Search:
<https://www.applitrack.com/caiu/onlineapp/>

Know someone looking – please share!

CAIU Celebrates National Compliment Day

- **Ashley Mellott** - Thank you for always, joyfully, taking around the prize cart every Friday. The students get so excited to see you at their door!
- **Cheryl Straw**, Preschool SLP - THANK YOU, Cheryl, for being the “Speechie Social Chair Extraordinaire”! You have made this crazy COVID year so much better with your shout outs, fun virtual activities and many, many attempts to get us 'together' to socialize in some shape or form. You never miss a beat, a birthday, a celebration, a sympathy card, and you do it all in your spare time! Thanks for making the days brighter!!!
- **Kerry Fitch** - Thank you for keeping all of our IEPs looking pristine. You make us look good!
- **Kayla Feight**, Paraprofessional - You always have a smile on your face, you are so cheery with the students, and never hesitate to ask a question if you aren't sure. You truly care and it shows!
- **Kathleen Horner**, Social Worker - Queen of the Sunshine Committee! Where would we be without your brightly colored emails and fun attitude to keep us going?? Thank you for your caring and dedication with the students.
- **Shelly Lingle** - Shelly is an amazing paraprofessional! Not only does she develop, prepare, and implement cool and creative activities for both in person and virtual instruction, but she goes above and beyond assisting fellow teachers, therapists, and site hosts. Our students love her, and her can-do attitude and uplifting personality inspire us all!
- **Kim Cain** - Kim is an SLP working with many students who use assistive technology. She goes out of her way to provide great ideas to other SLPs and she is an amazing support to student families. Along with professionalism, she brings extraordinary empathy to everyone she works with. She is an example for all of us.
- **Marjorie Leaver** - Marjorie goes above and beyond in our classroom, every day! I have had the pleasure of working side by side with her for a few years now, and I know the success of our classroom is largely thanks to her planning skills, organization skills, and her love for our little friends. She always has amazing activities and crafts ready, and keeps all toys organized and clean. Aside from that, she is a great friend to everyone in Delbrook!
- **Lisa Klingler**, ANPS Supervisor - Lisa is such a great leader. She leads with positivity, trust, and support. Treating us as professional peers truly encourages me to strive to #BeGreat. Lisa listens AND understands. Knowing that she has our backs makes getting through the tough days possible. We are so grateful for all she does.
- **Terry Telep**, EI Program Supervisor - Terry is fabulous. Before "getting down to business", she always does a check-in. She genuinely wants to know how everyone is doing. She asks follow up questions and you know she truly cares about your wellbeing. She's an advocate for mental and physical health, especially now during times when everything seems to weigh heavily. Thanks Terry for being there to make sure we'll all okay!
- **Liz Laplante** - Liz I absolutely love how caring and kind you are to each and every one of the students and staff members that you come into contact with on an everyday basis. Thank you for everything you do!
- **Kathy Gottlieb**-Supervisor of OT/PT - I would like to thank Kathy for her leadership, support and guidance over the last several months during a very challenging school year. I really appreciate all that she has done and is doing for our department and for me as a therapist. Thank you, Kathy.
- **Chrissy Derr** - You are an amazing and extremely talented individual whom I cannot thank enough for all of the help and support you have provided me as well as other staff members. You rock!!
- **Patti Bixler** - Your dedication to the CAIU is commendable and I feel extremely lucky to be able to work with such a talented individual. I cannot thank you enough for all of the help and support you have provided me as well as other staff members. You're amazing!
- **Julie Harman** - Your knowledge and experience does not go unnoticed and the CAIU is lucky to have such an amazing individual!! I feel grateful to be able to work with such a talented person. Thank you for all of the help and support you have provided me as well as other staff members.
- **Kristen Kimsey** - I feel extremely lucky to be able to work with such a talented individual. I cannot thank you enough for all of the help and support you have provided me as well as other staff members. You're amazing!
- **Devon Tweet**, CAIU School Psychologist - I want to give a huge shout out to Devon, which is long overdue. I cannot imagine the referrals that awaited when school began, nor can I imagine the referrals that continue to pour in this school year. Devon's evaluations and reports make it apparent that, regardless of the number of referrals that await, he ensures that he takes the time to help the schools and all stakeholders know what is best for each child. Most importantly, when Devon meets to go over his reports, the way in which he communicates and explains assessments used, results, and recommendations so that everyone understands shows not only his incredible knowledge and expertise, but it shows and conveys true compassion. I always look forward to my interactions with Devon because I leave having learned something and feeling as though my student and his/her family have been treated with the utmost regard and humility as well. Devon is one of a kind and I am grateful any time I am able to work with him.
- **Training and Consultation Team** - I want to give a big shout out to the amazing Training and Consultation (TaC) team! I have such high respect and gratitude to this fabulous team. This hardworking team provides professional development in various state-driven initiatives. They support schools as they implement evidence-based practices through synchronous and asynchronous training and technical assistance. The TaC team is always willing to jump into any task or project. When the pandemic caused schools to close and in-person training to halt, they immediately began to revamp training opportunities and support educators and school teams. The TaC team staff are very knowledgeable and have such high expertise in so many areas. It is impossible to single out just one of them. **Thank you to Alanna, Beth-Ann, Geri, Jenn, Kelly, Lauren, Lisa, Lori, Sara, Shana, and Tracy!** I am amazed by each of you and the work you do. I am extremely proud to be your supervisor, colleague, and friend. #begreat #tacteamrocks
- **Rima Wilson**, Teacher - I am always very impressed by your strong moral character. It is a wonderful trait!
- **Rebecca Slavinsky** - I admire how you tirelessly work to make sure our students and our coworkers feel supported and cared for.
- **Becky Boone**, Teacher - Becky you are the people’s teacher, approachable by everyone! I appreciate that about you!
- **LeeAnn Letersky**, EPP - I love your buffalo chicken dip. No one makes it as good as you! Also, I love how involved you are in your kid’s sports-that is awesome!
- **Deb Wancho**, EPP - Deb, I admire how brave and strong you are! You always find a way to keep moving forward with a genuine smile on your face!
- **Emily Robenolt**, Physical Therapist - I tease you, but I truly think you are so bright and fabulous at your job! The children love you and I love working with you!
- **Jocelyn Colyer**, Occupational Therapist - Jocelyn, I love what a good mommy you are! Your children are bright, respectful, fun and funny!
- **Liz Chiodo**, Speech Therapist - Seriously, if you weren't such a great team player and so good with kids I would say you should have a much higher paying job! I mean, what question don't you know the answer to? You are my "call a friend".
- **Patti Chasteen** - No matter how big of an obstacle is thrown your way, you always overcome it. You're an amazing teacher and coworker and I hope you know how much you are appreciated and loved in your classroom by both your students and coworkers. Not many people could do what you do!

- **Cathryn Myers** - I don't think any of us would have imagined the day we had to have a mobile art teacher but here we are and you are crushing it! You've shown so much adaptability and we are so lucky to have you! Thank you for being such a kind and caring teacher and coworker that can always brighten my day.
- **Jesse Killinger** - Thank you for keeping our school so safe and clean and for ALWAYS putting a smile on my face! Your sense of humor makes my day and I can always count on you for a good laugh.
- **Kathy Beveridge** - Kathy has gone out of her way to meet with me this year as my mini-mentor. She has come to my house, called me, and even held last minute Zoom calls with me on the weekends! I truly appreciate her.
- **Nicole Fickes**, Mental Health Worker (MHW) - Nicole, you have stepped up in many ways in your classroom and supporting all the students. Whether it's helping with academics or therapeutic support you are a superhero at the middle school!
- **Christina Watson-EPP** - Thank you for everything you have done for the classroom. I appreciate your willingness to come into a new room, learn a new way of doing things, work with all students, and assist with all things virtual. To top it off, you did it at a moment's notice. Thank you!
- **Kimberly Cain**, SLP - Thank you for always being an ear for me to hash out anything from a new technique to just needing to vent. You always have a positive attitude and you go above and beyond for your students every single day! Thank you!
- **Darcy Thompson** - Thank you for all you do for our class. Your positive attitude spreads throughout the entire class and always makes my day better. I have learned so much from working with you. I am lucky to have you on my team. Thank you!

Do you have a story for *ALL IN*? Do you know a member of the CAIU family we should recognize? Please send all stories and ideas to communications@caiu.org