

SENECA HIGHLANDS INTERMEDIATE UNIT NINE



Program of Services 2022 / 2023

*Providing educational programs and services for the schools of
Cameron, Elk, McKean and Potter Counties*

Introduction

The purpose of this booklet is to provide basic information about the programs and services of Seneca Highlands Intermediate Unit Nine.

The Intermediate Unit

The Intermediate Unit is a part of Pennsylvania's educational system. Established July 1, 1971, the Intermediate Units replaced the County Offices of Education. By legislation, all 500 school districts in Pennsylvania belong to one of the twenty-nine Intermediate Units.

About Intermediate Unit Nine

Intermediate Unit Nine is the Intermediate Unit in Pennsylvania which replaced the Offices of Education of Cameron, Elk, McKean and Potter Counties. It serves 11,583 public school students in fourteen school districts and 745 non-public school students in six schools. Intermediate Unit Nine covers an area of 3,300 square miles with a population of 85,817.

Location of Intermediate Unit Nine

The main office is located at 119 S. Mechanic Street in Smethport, Pennsylvania. There are also branch offices at 85 Clyde Lynch Drive in Port Allegany, 306 North Main Street in Coudersport, and 3786 Wilcox Road in Wilcox.

Purpose of the Intermediate Unit

The Intermediate Unit is an organization through which school districts can work cooperatively to provide services which they cannot afford or prefer not to offer individually. By providing certain services cooperatively, districts can avoid duplication of personnel, building space, instructional materials, and equipment. The Intermediate Unit also has been assigned responsibilities by the Legislature and by the Department of Education.



Financing the Intermediate Unit

The Intermediate Unit receives payment from the fourteen districts for services, and other federal and State funds.

Control of the Intermediate Unit

The Intermediate Unit is a local educational agency controlled locally. The policy-making body is a board of education which consists of fourteen members. To be a school director of the Intermediate Unit, one must be on the board of school directors of one of the constituent districts.

Ultimately, the fourteen school districts, by approving expenditures for services, determine the work of the Intermediate Unit. Intermediate Unit staff, who meet at least five times per year with an Advisory Council consisting of the fourteen district superintendents, develop and recommend services to school directors of districts and of the Intermediate Unit.

Commissioned Officer and Program Directors

Brock R. Benson Executive Director
Anita R. Danielson Assistant to the Executive Director
Julia Anderson Director of Special Education
Cynthia Murphy Director of Curriculum
Kimberly DeGolier Director of Business and Management
Edward Bell Director of Technology
James Young Director of Career and Technical Education

Intermediate Unit Board of Education

Mr. Raymond Learn (President) Smethport Area School District
Mr. David Allegretto (Vice-President) Johnsonburg Area School District
Mrs. Melissa Shields (Secretary) Non-member
Mrs. Kimberly DeGolier (Treasurer) Non-member
Mr. Eric Button Port Allegany School District
Ms. Marlene Lang Otto-Eldred School District
Mrs. Kathryn Blake St. Marys Area School District
Mrs. Linda Burks Oswayo Valley School District
Mr. Michael Grimes Northern Potter School District
Maj. Thomas Kerek Kane Area School District
Ms. Aimee Kemick Ridgway Area School District
Mr. Paul Ridley Bradford Area School District
.....
Ms. Shelia Guisto Cameron County School District
Ms. Kelly Macensky Galeton Area School District
Mrs. Jenna Gurney Coudersport Area School District
Mr. Jerome Sasala Austin Area School District

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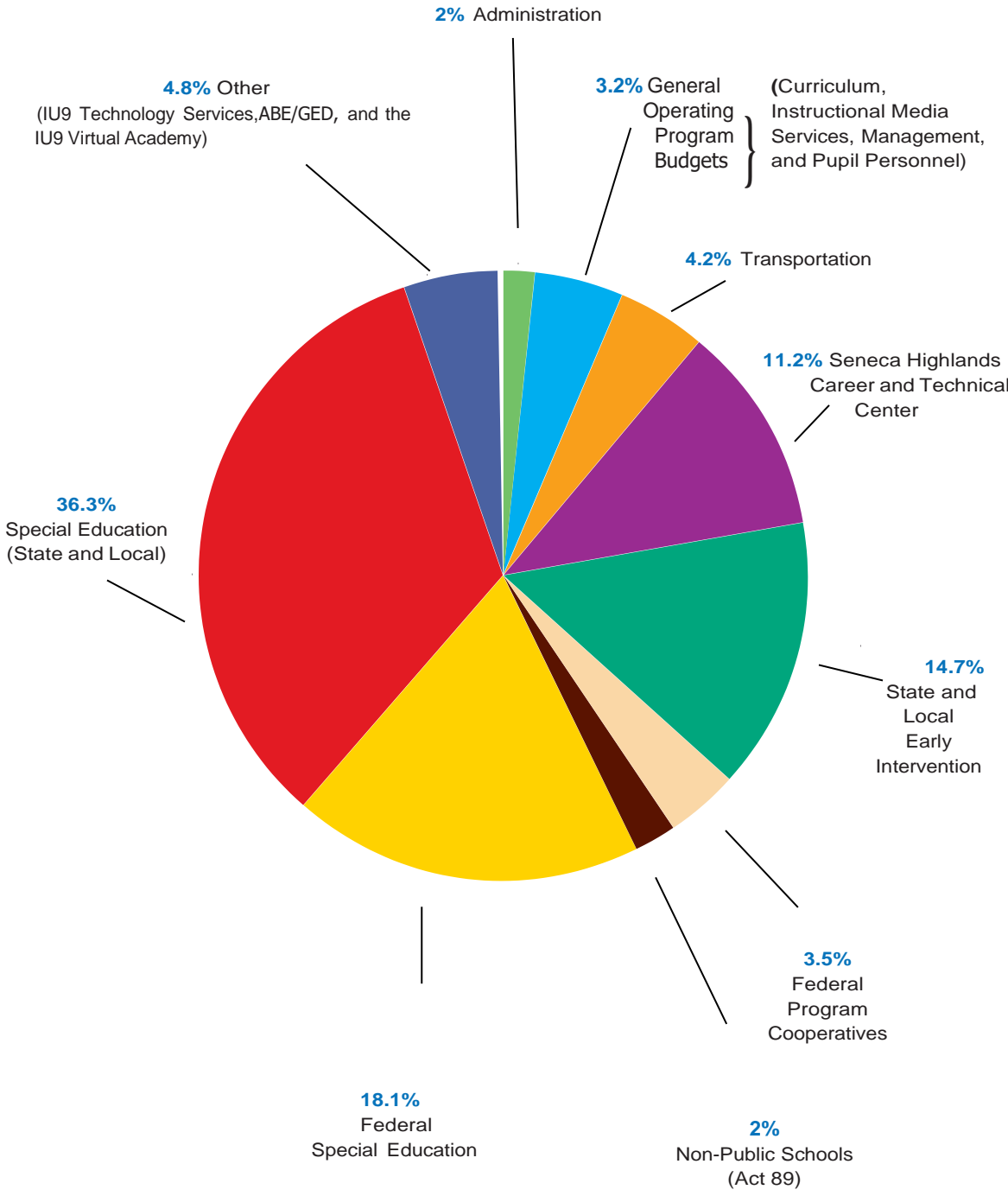
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22/23

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Because Intermediate Units must budget by program, a General Operating Budget and individual budgets are developed for each of the services listed.

Comparative Analysis of General Operating Budget to Total SHIU Combined Budgets
\$21,933,002



I. Services

General Operating Budget

A. Administration

The administration oversees and manages all programs of the Intermediate Unit. Working with the Board of Education, Superintendents' Advisory Council, and Program Directors, the administrators direct the total Intermediate Unit operation and staff in providing services in the four-county region.

The office of the Assistant to the Executive Director provides technical assistance to districts in the following areas:

- ◆ Contracted transportation services
- ◆ Workshops for school board members, administrators, and other non-teaching school personnel
- ◆ Training sessions for business managers on accounting and PIMS (PA Information Management System) reporting
- ◆ Liaison services for the IU9 Virtual Academy
- ◆ Participate in negotiations with Seneca Highlands Education Association and Seneca Highlands Career and Technical Center Education Association

The Assistant to the Executive Director administers the coordination of medical insurance premiums for all schools within the Seneca Highlands Regional Insurance Trust. This cost-plus financial arrangement with HighmarkBlue Cross began in 1982 with approximately 2000 employees enrolled in BlueCross and Blue Shield at an annual cost of \$810,000. Today, the Trust insures 1,448 employees enrolled in Blue Cross, Blue Shield, Major Medical, Prescription Drugs, and Dental Insurance at an annual expense of \$22,989,059.

Budget

\$449,037

(includes \$94,124 for operation and maintenance of central administration building)

Personnel

Executive Director (70%),
Assistant to the Executive Director (50%), and
Administrative Assistant (50%)

Administrators

Brock R. Benson
Anita R. Danielson

B. Programs

1. Curriculum

The Office of Curriculum Services provides consultation and technical assistance in three areas: Curriculum Development, Educational Planning, and Instructional Improvement.

Curriculum Development

- ◆ Providing assistance to districts in curriculum mapping and Standards Aligned Systems (SAS)
- ◆ Facilitating the IU9 Elementary and Secondary Curriculum Councils, and IU9 School Counselors
- ◆ Maintaining ESL resource library
- ◆ Acting as IU9 contact/facilitator for the Pennsylvania Inspired Leadership (PIL) initiative for school administrators

Educational Planning

- ◆ Acting as a resource for Pennsylvania's Chapter 4, which includes the Academic Standards, the PSSA (PA System of School Assessment), Keystone Exams, and PA Core
- ◆ Facilitating workshops and meetings which provide professional education opportunities for IU/district staff members
- ◆ Developing and coordinating the annual Seneca Highlands Summer Curriculum Institute

Budget

\$392,195

Personnel

Program Director, Curriculum Specialist, contracted teachers and consultants, a secretary (60%), and an Instructional Technology Integrator (95%)

Program Director

Cynthia Murphy

- ◆ Gifted Programming Support
- ◆ Pennsylvania Computer Fair – Regional and State-Wide computer fairs for high school and middle school students
- ◆ Professional Development – continuing professional education (CPE) and workshop programs in instructional technology
- ◆ Coordinating the delivery of Continuing Professional Education courses(face-to-face and online instruction)
- ◆ STEM Lending Library – maintain resources and provide professional development in the implementation of the resources in the classroom
- ◆ IU9 liaison for Acts 48 and 45 and training/consultation on Acts 48 and 45 Guidelines
- ◆ Facilitating the Comprehensive Planning Initiative

Instructional Improvement

- ◆ Working with districts to design and implement Comprehensive Plans
- ◆ Delivering specific training on Literacy, Math and Science instructional strategies
- ◆ Delivering specific training on instructional strategies for content-area teachers
- ◆ Providing ongoing training/consultation for districts and IU staff on data analysis tools
- ◆ Providing focused assistance to struggling schools
- ◆ Providing training and consultation in Content Literacy
- ◆ Providing training and resources in STEM
- ◆ Participating in the IU9 Training Team
- ◆ Delivering specific training on implementing virtual instruction

2. Instructional Media

Instructional Media Services includes technology and media services including:

- ◆ IU9 Educational Technology Group—comprised of technology coordinators in all districts, meeting to discuss technology issues and solutions for schools
- ◆ Digital Streaming Video—provide access to Discovery Education digital video resources such as Digital Curriculum

Budget

\$228,377

Personnel

Instructional Technology Integrator (50%), IT Analyst (35%), 60% of the Network Administrator

Contact Person

Ed Bell

3. Management

The office of Management Services provides technical assistance to districts in the following areas:

- ◆ Provide negotiations information to school administrators and solicitors
- ◆ Participate in negotiations with Seneca Highlands Education Association and Seneca Highlands Career and Technical Center Education Association
- ◆ Negotiate property and casualty insurances for the IU and CTC
- ◆ Coordinate industrial appraisals and fixed asset evaluations
- ◆ Monitor and coordinate use of IU-owned and leased vehicles to maximize use of IU resources
- ◆ Purchase school and custodial supplies through a cooperative purchasing venture
- ◆ Facilitate telecommunications and internet funding reimbursement through the E-Rate process
- ◆ Comply with State and federal regulations governing such things as asbestos, underground storage tanks, hazardous substances, disposal of medical waste and computer equipment, Americans with Disabilities Act, HIPAA, and Integrated Pest Management Plans
- ◆ North Central PASBO Group- Comprised of Business Managers in all districts, meeting monthly

The Director of Business and Management Services also oversees the operations of the Business Office, including payroll and benefit administration, cash management, budgeting, accounts payable and receivable, audit coordination and all state and federal financial reporting for the Seneca Highlands Intermediate Unit and the Seneca Highlands Career and Technical Center.

Budget

\$30,547

Personnel

Program Director (10%) and secretary (20%)

Program Director

Kimberly DeGolier

Administrator

Anita R. Danielson

4. Pupil Personnel

Psychological and/or consultative services for non-exceptional students and Equitable Participation evaluations.

Budget

\$41,153

Personnel

Psychologist (20%)

Contact Person

Julia Anderson

5. Aid to Non-Public Schools – Act 89 of 1975

Remedial reading and mathematics, language arts and mathematics enrichment, and testing services to students enrolled in six non-public schools.

Budget

\$449,509

Personnel

Coordinator of Special Programs (40%) is responsible for program operation, 2 full-time teachers, 2 full-time teachers (70%), 1 part-time teacher

(Services for non-public school students are paid by the State according to a per pupil allocation, \$474.26 in 2022-2023)

Contact Person

Kelly Davis

Summary

General Operating Budget

Total Budget

\$1,590,818

(includes \$449,509 for non-public schools)

State Funds

\$573,841

Local Funds

\$1,016,974

(includes interest and beginning cash balances)

Note: Personnel budgeted under Building and Shared Expenses: Director of Business and Management (90%), 20% of Assistant to the Executive Director, part-time Accounts Payable Clerk, Payroll Clerk, Assistant Business Manager, 50% of Administrative Assistant, 65% of IT Analyst, and a personnel secretary. The costs of these personnel are distributed among all programs.

II. Programs

by Special Arrangements

A. Title I - Every Student Succeeds Act of 2015

Part A - Improving the Academic Achievement of the Disadvantaged

The purpose of Title I, Part A is to ensure that all children have a fair, equal, and significant opportunity to obtain a high-quality education and reach, at a minimum, proficiency on challenging state academic achievement standards and assessments.

The Intermediate Unit serves as consortium lead for three school districts and is responsible for:

- ◆ collecting the necessary data to determine program needs
- ◆ writing the consolidated program application
- ◆ accounting and fiscal control
- ◆ serving as liaison between the Pennsylvania Department of Education and the participating school districts
- ◆ recruiting, employing and supervising teachers and paraeducators

Budget

\$537,109

Personnel

Program Coordinator (16%),
2 full-time teachers,
1 part-time paraeducator, and
2 full-time teachers (30%),

In addition to the Intermediate Unit personnel listed above, school districts use Title I funds to contract services with district-employed teachers and paraeducators.

Source of Funds

Federal

Contact Person

Kelly Davis

B. Title II - Every Student Succeeds Act of 2015

Part A - Supporting Effective Instruction

The purpose of Title II, Part A is to increase student achievement by improving the quality and effectiveness of teachers, principals, and other school leaders; provide low-income and minority students greater access to effective teachers, principals, and other school leaders; and to reduce class size.

The Intermediate Unit serves as consortium lead for three school districts and is responsible for:

- ◆ collecting the necessary data to determine program needs
- ◆ writing the consolidated program application
- ◆ accounting and fiscal control
- ◆ serving as liaison between the Pennsylvania Department of Education and participating school districts

Budget

\$73,135

Personnel

Program Coordinator (4%)

Source of Funds

Federal

Contact Person

Kelly Davis

C. Title IV - Every Student Succeeds Act of 2015

Part A - Student Support and Academic Enrichment Grants

The purpose of Title IV, Part A is to provide all students access to a well-rounded education; to improve school conditions for student learning; and to improve the use of technology to improve the academic achievement and digital literacy of all students.

The Intermediate Unit serves as consortium lead for three school districts and is responsible for:

- ◆ collecting the necessary data to determine program needs
- ◆ writing the consolidated program application
- ◆ accounting and fiscal control
- ◆ serving as liaison between the Pennsylvania Department of Education and participating school districts

Budget

\$40,669

Personnel

Program Coordinator

Source of Funds

Federal

Contact Person

Kelly Davis

D. IU9 Technology Services

Member schools are Austin, Coudersport, Galeton, Johnsonburg, and the IU9 Career and Technical Center.

The following services are provided:

- ◆ Personnel: IU9 technology professionals work within the districts to which they are assigned
- ◆ Work with district leaders to advise, plan, budget, and implement technology initiatives
- ◆ Help with all facets of technology within a district, keeping technology working for students, teachers, staff, and administration

Budget
\$387,993

Personnel

Director of Technology (40%), Network/Systems Administrator (100%), 2 Network/Systems Technicians (100%), Network/Systems Technician (60%), Network/Systems Technician (50%), and an IT Support Technician (100%)

Source of Funds

Local

Contact Person

Ed Bell

E. Virtual Academy

This program provides virtual learning opportunities for the school districts in IU9. The IU9 partners with Allegheny Intermediate Unit 3's Waterfront Learning program to offer schools the ability to provide online courses in which students can participate on a full or part-time basis. IU9 acts as the liaison between the school districts and Waterfront Learning.

Budget
\$85,000

Personnel

Assistant to the Executive Director acts as liaison

Source of Funds

Local

Contact Person

Anita R. Danielson

F. Legislative Service (occasional)

To determine impact of significant legislation on the constituent districts and the Intermediate Unit and to convey to State Legislators and their staff members our position on the legislation

Contact Person
Brock R. Benson

III. Special Education

A. Services to Disabled Children

Contracted Special Education programs and services are provided to fourteen of our member school districts. These services include Learning Support, Life Skills Support, Autistic Support, and Emotional Support classes. Additional program services include Speech/Language Support, Vision Support, Orientation and Mobility, Hearing Support, and counseling. Occupational and Physical Therapy services are also coordinated through the Special Education Program.

Staff and program supervision, as well as psychological services and behavioral consultation, are afforded at each level of support.

In addition to the program staff listed, the equivalent of one full-time person is responsible for coordinating transportation and processing payments for contractors to deliver transportation services to special education and early intervention students throughout the IU area, as well as one part-time bus aide. The IU also has a contractor that provides 2 bus aides.

Budget

\$6,704,276 (instructional)
\$914,377 (transportation)

Personnel

3.8 Instructional Supervisors,
3.2 full-time Psychologists, 3
part-time Psychologists, 30.25
teachers, 2 full-time social
workers, 2 Behavior Specialists,
28 classroom paraeducators, (20
full-time, 8 part-time), 1 part-time
counselor, 3 interpreters, 1 part-
time nurse, and a secretary
(90%)

Source of Funds

Local

Program Director

Julia Anderson

B. Core Services

For administering special education programs operated by the Intermediate Unit, providing and maintaining central and satellite office space for all services, assisting school districts to implement and to operate special education, to comply with laws and regulations, and for assisting the State to implement initiatives.

Budget

\$1,247,209

Personnel

Executive Director (20%),
Program Director (90%),
psychologist (30%), 3 occupational
therapists, 3 occupational therapy
assistants, 2 physical therapists, 1
part-time physical therapy assistant,
1.7 secretaries, and 6 part-time
custodians

Source of Funds

State

Contact Person

Julia Anderson

C. Federal Programs related to Special Education

1. IDEA-B (Education of Disabled)

a. Component I

(Pre-School Disabled)

Funding is provided to support and provide educational programs for Early Intervention students (ages 3 to 5). The Seneca Highlands Intermediate Unit is the MAWA (Mutually Agreed upon Written Agreement) holder. It contracts with the Pennsylvania Department of Education to carry out this function in the four-county area.

Budget

\$346,961

Personnel

Early Intervention Supervisor, Instructional Supervisor (20%), secretary (35%), 1 teacher, and 3 part-time paraeducators

Contact Person

Julia Anderson

b. Component II

(Instructional Support System of PA)

Each Intermediate Unit is required to provide consultation and support to school districts within its area of service. This consultation and support includes the following areas: reading, behavior, autism, inclusion, transition, least restrictive environment, STEM, Equity and assistive technology.

Budget

\$635,766

Personnel

5.2 full-time Training and Consultation (TaC) staff and a secretary (20%)

Contact Person

Cynthia Murphy

c. Component III

(Instructional Support and Extended School Year Program {beyond 180 days} for severely disabled children)

Equitable Participation

Requires Intermediate Units to conduct special child find activities to locate those children eligible for special education who are attending private schools (placed by parents, not the local education agency), and provide benefits to them. A determination of the proportionate amount of federal funds to serve parentally-placed private school children eligible for special education will be calculated. Services are provided through direct and/or alternative programs which are mutually agreed upon by the Intermediate Unit and private school officials. The Component III budget includes \$22,154 for this purpose.

Budget

\$2,253,831

Personnel

1 Psychologist, Instructional Supervisor (10%), 2.75 Autistic Support teachers, 10 paraeducators (3 full time, 7 part-time), Secretary (70%), 1 Community-Based Vocational Coordinator, 3 Community-Based Vocational Assistants (90%), (2 full time, 1 part-time), 1 CTC Learning Support teacher, 1 secretary, and staff to provide extended school year programs and services

In July 2022, the Extended School Year program was provided for 89 school-age, disabled students

Contact Person

Julia Anderson

2. IDEA Section 619

This program provides services to pre-school disabled children. Funding is provided to supplement programs for students (ages 3 through 5) with disabilities and/or developmental delays who are enrolled in Early Intervention.

Budget

\$150,699

Personnel

Service Coordinator (70%) and secretary (65%)

Contact Person

Julia Anderson

3. Medical ACCESS

A medical assistance program through which school districts and Intermediate Units may request reimbursement for certain health-related services provided to early intervention and special education students. These services include occupational therapy, physical therapy, speech, hearing, nursing, orientation and mobility, counseling, and personal care aide. To be eligible for reimbursement through ACCESS, a student must have a Medical Assistance card, parental consent to bill Medical Assistance, an Individualized Education Plan (IEP) which lists recommended health-related services, and verification by a medical practitioner that these services are necessary. Costs are then billed to a special Medical Assistance fund via Public Consulting Group (a contractor of the Pennsylvania Department of Education). Funds generated and placed in the IU Nine ACCESS account are used to reduce the cost of providing special education in school districts and State-funded Early Intervention. There are approximately 295 school-age students and 224 Early Intervention students currently enrolled in the program.

Budget

\$571,721

Personnel

1.3 secretary, 1 Behavior Specialist, and 1 part-time paraeducator

Source of Funds

Federal

Contact Person

Julia Anderson

D. State Financed Early Intervention Program

A program for disabled children from age three to age five who reside in one of the member school districts. Services are provided in IU-operated pre-school classrooms, in partnership with Head Start, PreK Counts, privately-operated preschools, and in the home.

Budget

\$2,725,739

Personnel

Psychologist (20%),
3.3 Service Coordinators, 10 teachers (8 full-time, 2 part-time), 9 speech therapists, (7 full time, 2 part-time), 8 part-time paraeducators, part-time hearing, vision, and physical/occupational therapy services

Contact Person

Julia Anderson

E. Local Early Intervention Program

McKean County Commissioners contract with the Intermediate Unit to provide a program for disabled children--birth to age three. The Commissioners receive funding from the Department of Public Welfare under Act 212.

Budget

\$495,066

Personnel

Director (10%),
5 Service Coordinators and a secretary

Contact Person

Julia Anderson

IV. Seneca Highlands Career and Technical Center (CTC)

A. Secondary Program

Nine Career and Technical Programs for 334 students

Programs of Study

Culinary Arts	Automotive Mechanics
Health Assistant	Building Construction Occupations
Heavy Equipment Maintenance	Early Childhood Education
Homeland Security	Welding Technology
Networking Technology	Engineering Technology

Budget

\$2,418,339

Personnel

Executive Director (10%), Program Director, Network/Systems Technician, Specialist (50%), 10 teachers, math instructor, Learning Facilitator, part-time career mentor, part-time guidance counselor, 5 part-time paraeducators, secretary, maintenance supervisor, and 3 custodians (2 full-time, 1 part-time)

Source of Funds

Local

Program Director

James Young

B. Adult Education

Adult evening programs for out-of-school people from the area as we work cooperatively with the Potter County Education Council. Additional service: cooperative with Department of Transportation to certify people to inspect motor vehicles.

Budget

\$4,000

Personnel

part-time instructors

Source of Funds

Tuition

Contact Person

James Young

C. Work Based Learning

Work Based Learning for 44 (35 consortium, 9 Johnsonburg) students through cooperation of eleven school districts and industries, businesses, professions, and service agencies. An additional 16 students are receiving work experience through the CTC Capstone Program.

Budget

\$34,670

Personnel

Teacher-Coordinator (20%)

Source of Funds

Local

Contact Person

James Young

D. Perkins IV

The learning facilitator helps students who are at risk of failing their CTC program or home school academic course of study to remain in school.

Budget

\$125,460

Personnel

Learning Facilitator (80%)

Source of Funds

Federal/Local

Contact Person

James Young

V. Adult Programs

Adult Education

Adult basic education programs are funded by the Pennsylvania Department of Education, Division of Adult Education, to provide a full range of instructional services that prepare Pennsylvanians looking to develop the basic skills necessary to participate fully in the education of their children, find and keep family-sustaining employment, or obtain a secondary school credential.

Budget

\$590,164

Personnel

Coordinator responsible for program (40%), 3 full-time teachers/case managers, one staff member assisting with professional development, and volunteers

Source of Funds

\$305,743	\$101,914	\$182,507
Federal	Local	State

Contact Person

Kelly Davis

Emergency Assistance to Non-Public Schools (EANS) Program

EANS is authorized by the Coronavirus Response and Relief Supplemental Appropriations Act, 2021 (CCRSA Act) and the American Rescue Plan Act of 2021 (ARP Act).

The purpose of the EANS program is to provide services or assistance to eligible non-public schools to address educational disruptions caused by the COVID-19 emergency. By creating a separate reservation of funds for this purpose, Congress reiterated the need for non-public schools to participate in emergency education relief programs by establishing a separate program, rather than relying on the equitable services requirements that typically apply to elementary and secondary formula grant programs.

The Intermediate Unit applies for the funds on behalf of eligible non-public schools and is responsible for:

- ◆ Collecting the necessary information from each non-public school
- ◆ Writing the program application
- ◆ Procuring goods and services on behalf of the non-public school
- ◆ Accounting and fiscal control
- ◆ Serving as liaison between the Pennsylvania Department of Education and the non-public schools

EANS I funding period: March 2020 through September 30, 2023

EANS II funding period: May 2022 through September 30, 2024

Budget

EANS I \$973,515
EANS II \$2,396,950

Source of Funds

Federal

Contact Person

Kelly Davis

Program	Total Budget	Employees		Students served
		full-time	part-time	
General Operating	\$1,141,309	6.75		11,583
Act 89 (non-public school program)	449,509	3.1	2	745
Shared (business office, Human Resources, & building staff)		6.25		
Title I Part A (Improving the Academic Achievement of the Disadvantaged)	537,109	2.76	1	986
Title II Part A (Supporting Effective Instruction)	73,135	.04		
Title IV Part A (Student Support and Academic Enrichment Grants)	40,669			
IU9 Technology Services	387,993	4.9		
IU9 Virtual Academy	85,000			79
Special Education				
◆ Instruction (disabled)	6,704,276	64.15	13	539
◆ Core Services	1,247,209	11.1	6	
◆ Transportation	914,377	.5	3	238
Federal Assistance for Special Education (IDEA-B)	3,236,558	20.3	10	
Medical ACCESS	571,721	2.3	1	
Pre-School Programs				
◆ IDEA Section 619	150,699	1.35		
◆ Early Intervention (State)	2,725,739	18.5	14	522
◆ Early Intervention (Local)	495,066	6.1		
Career and Technical Center (CTC)	2,418,339	16.6	9	334
CTC Adult Education	4,000			
Cooperative Vocational Education	34,670	.2		44
Carl D. Perkins Vocational	125,460	.8	2	
Adult Education	590,164	3.4	1	217
TOTAL	\$21,933,002	170.4	60.7	

(231.1)*

* does not include 10 contractors who transport students

Notes

There are no employees shown for some programs because the responsibilities are assumed by people already counted in others.



To comply with Federal laws (including Title IX of Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990), State laws, and State Department of Education regulations concerning equal rights and opportunities and to assure these within our school community, the Seneca Highlands Intermediate Unit declares itself to be an Equal Rights and Opportunities District. As an Equal Rights and Opportunities District, it does not discriminate against individuals or groups because of race, color, national origin, ethnicity, religion, age, sex, marital status, veteran status, or handicap or disability status. The District's commitment to non-discrimination extends to students, employees, prospective employees, and the community. For information regarding services, activities, and facilities that are usable and accessible to disabled persons, contact the Assistant to the Executive Director.

Equal Rights and Opportunities and Americans with Disabilities Act Director
Assistant to the Executive Director
814. 887. 5512