

Agora Cyber Charter School Meeting of the Board of Trustees

Sep 24, 2013

Agenda

- Preliminary
 - Call to Order: The meeting was called to order at _____ pm
 - Roll Call

- Old Business
 - Approve June and July Meeting Minutes

- Public Comment (20 minutes)

- New Business: Report to the Board
 - Enrollment/Attendance
 - Personnel (Action)
 - Finance (Action)
 - Engagement
 - Academics
 - Start of School
 - School Performance Profile
 - PSSA and PVAAS
 - Policies : Employee Handbook
 - K12 Presentation: SCHOOL START UP OVERVIEW

- Executive Session

- Adjournment
 - Next Meeting is on October 22, 2013

PUBLIC COMMENT

We encourage the community to comment on tonight's agenda items. Feel free to raise your hand for a turn with the microphone and we will call on participants in the order in which they come. Please tell us your name and affiliation prior to making your comment. If you do not have access to a microphone, please feel free to type your comments into the text box.

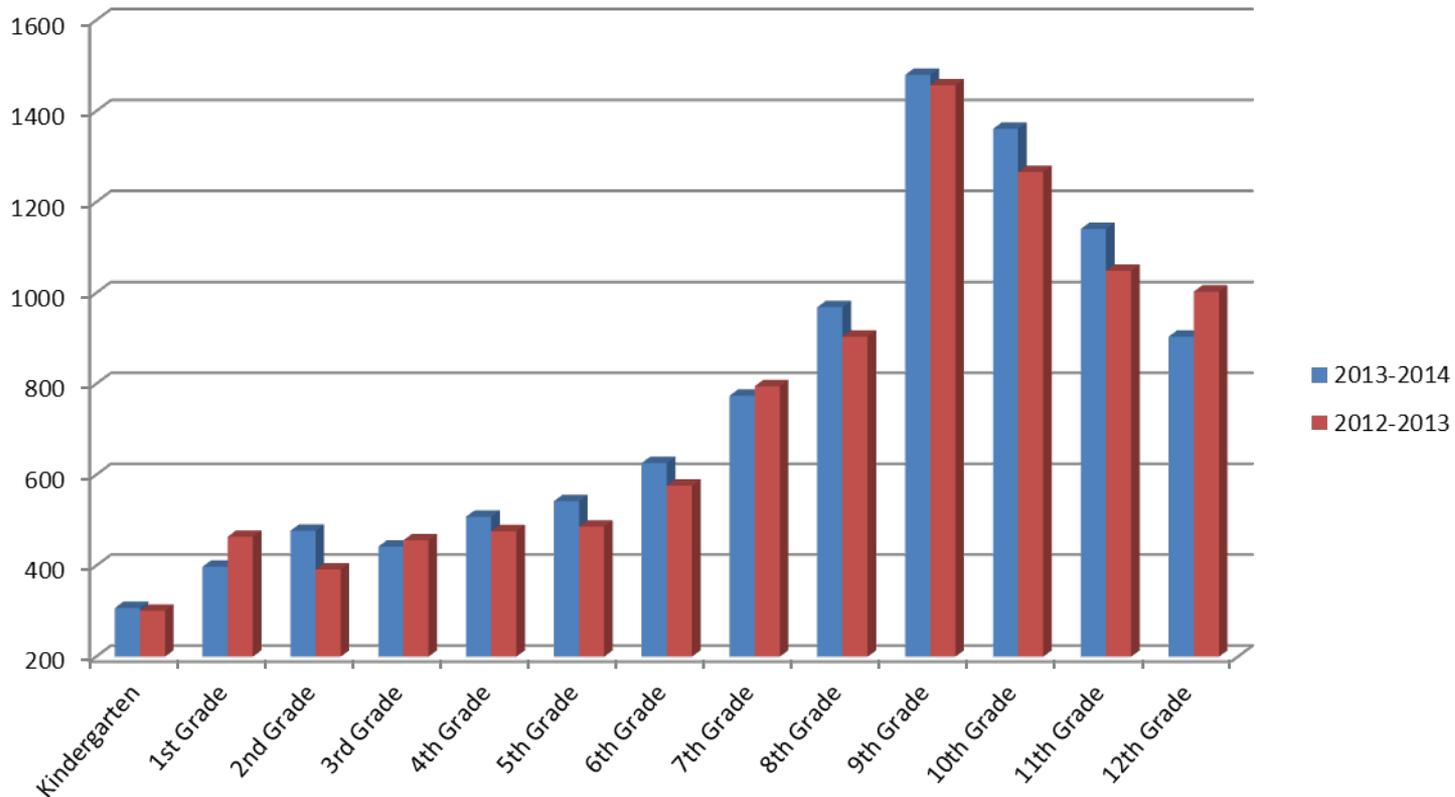
If you have questions or concerns for the board's attention that are not on tonight's agenda, please feel free to email to agoraboard@agora.org

Enrollment Update

Enrollment currently exceeds last year's by ~4%. Special Education has grown at a higher rate. There are currently ~3000 students currently at some stage of the enrollment process.

Approved for Enrollment to Date

2013-14 9929
2012-13 9625



Enrollment Update: Pending

Nearly 3000 students are currently in the enrollment process, distributed across grade levels in the following manner (data as of 9/24):

	Gen Ed pending	Special Ed pending	Total pending
Kindergarten	157	14	171
1st Grade	93	11	104
2nd Grade	102	12	114
3rd Grade	77	26	103
4th Grade	80	14	94
5th Grade	108	37	145
6th Grade	110	48	158
7th Grade	163	57	220
8th Grade	197	46	243
9th Grade	301	100	401
10th Grade	297	111	408
11th Grade	300	100	400
12th Grade	275	88	363
Grand Total	2260	664	2924

Personnel: Updates

The following changes to staff occurred since June 30, 2013:

Total Agora Employees	
Aug 31, 2013	677

Hired - 34:

- K-12 Teachers – 24
- Special Ed Teacher - 5
- Family Coach – 2
- Support staff - 3

Resignations/Terms- 26:

- K-12 Teachers – 9
- Special Ed Teacher - 7
- Family Coach – 2
- Support staff - 8

On LOA for Month - 9

Long-Term Substitues - 4

Employee Type	
Teachers	421
Counselor	24
Family Coach	129
Academic Support	30
Engagement Support	13
Learning Ctr.	9
Other Student Services	32
Pupil Health Services	7
Other Support Staff	12

Agora Cyber Charter School

Revenue/Expenditure Report

July-August FY14 YTD Actual versus Budget

	Aug 2013 Year- to-date Budget	Aug 2013 Year-to-date Actual	Variance Current v. Budget Inc./.(Dec)	% Variance
K-8 Ending Enrollment	5,016	4,882	(134)	-2.7%
HS Ending Enrollment	5,243	4,727	(516)	-9.8%
Total Ending Enrollment	10,259	9,609	(650)	-6.3%
FUNDING SOURCES:				
Total Funding	\$ 21,123,750	\$ 20,705,739	\$ (418,011)	-2.0%
INSTRUCTION				
Total Teachers	\$ 4,394,838	\$ 4,173,300	(221,537)	-5.0%
Total Students	\$ 5,290,027	\$ 4,506,106	(783,921)	-14.8%
Total Student and Family Services	\$ 571,134	\$ 659,538	88,404	15.5%
Total Instruction	\$ 10,255,999	\$ 9,338,944	\$ (917,055)	-8.9%
SUPPORT SERVICES				
Total School Governance	\$ 3,418,088	\$ 3,287,200	(130,888)	-3.8%
Total Technology	\$ 1,452,850	\$ 1,433,175	(19,676)	-1.4%
Total Insurance/Facilities/Other	\$ 211,935	\$ 210,285	(1,650)	-0.8%
Total Support Services	\$ 5,082,873	\$ 4,930,659	\$ (152,214)	-3.0%
Total School Expenditures This Period	\$ 15,338,872	\$ 14,269,603	\$ (1,069,269)	-7.0%

Finance Report

YTD Financials/Forecast:

- Enrollment – September 1 enrollment under budget by 650 (6.3%). Full year forecast is relatively unchanged, expecting to have 11,650 by October 1.
- Revenue – August YTD revenue lower than budget due to timing of Federal Programs spending. Full year forecast anticipates an increase in Special Ed revenue and spending due to an increase in the % of Special Ed enrollment from 19% to 20% overall.
- Expenses – YTD expenses are 7.0% under budget in total. Controlled hiring is in place to stay in-line with enrollment.
- Federal Programs - All quarterly and final expenditure reports have been submitted to date. Awaiting final payments from CCIU for FY13 IDEA spending.

Move from Insperity

- Benefits:
 - New Health Insurance program went into effect September 1.
 - Kistler Tiffany and Insurance Carriers attended PD. KT provided webinars for benefit overview and Q&A.
- Payroll/GL:
 - First Agora payroll completed successfully
 - Closed August in new financial system
 - Employee Access Center to be rolled out by next pay-date.

Academics / Engagement

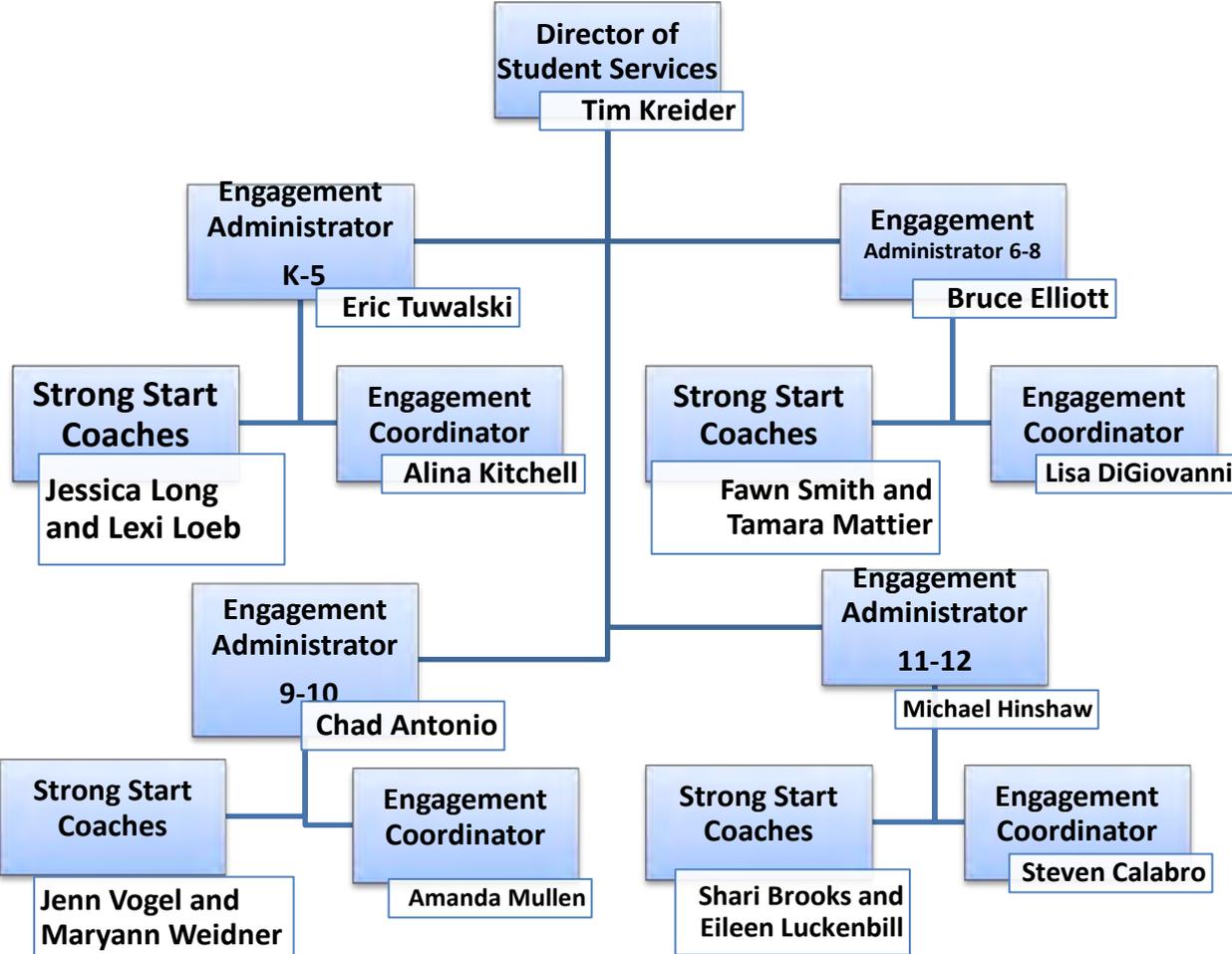
New Engagement Team Structure

The focus of this team will be:

- Improve and increase student attendance and classroom engagement
- Provide strong start orientation to ensure students are prepared for the online learning environment
- Provide parent/learning coach support so they can be strong partners with the teachers, coaches, and counselors.

- Facilitating a parent/learning coach mentoring program
- Provide resources that help create a supportive learning environment for every learner
- Organize community opportunities for service, learning, and socialization.

New Engagement Team Structure



Academic Leadership Team

- K-5 Principal: Michele Buck
- 6-8 Principal: Michael Frost
- K-8 Special Education Director: Careen Lomago
- 9/10 Principal: Rob Eckley
- 11/12 Principal: Jane Swan
- 9-12 Special Education Director: Nisa Williams
- HS Academic Administrator: Bryan Brutto
- Title 1 Coordinator: Kelly Fortney
- Special Education Compliance Director: Jen Jennings

Academic Initiatives

- Our Academic Teams are:
 - Conducting Live instruction daily in increased number of sessions to reduce student:teacher ratios
 - Facilitating a *New* homeroom model in grades 6-12
 - Conducting Benchmark assessments and diagnostic assessments in all grades
 - Providing focused Remediation efforts based on past and current student data (Scantron, PSSA, and Almsweb Data)
 - Working with newly-introduced Guided Reading to build stronger readers
 - Conducting Daily Pledge in grades 6-8

School Performance Profile

- The US Dept. of Education approved Pennsylvania's No Child Left Behind (NCLB) waiver on August 20, 2013
- The recently developed School Performance Profile, will provide a comprehensive overview of multiple measures of student achievement.
- The new educator evaluation system, signed into law last year by Governor Corbett, will assess educators on multiple measures of student achievement, will provide schools with access to comprehensive resources to improve classroom instruction and provide professional development to the entire school.

School Performance Profile (cont'd)

- Title I schools, including Agora, are those with a high percentage of low-income students, will receive a **federal designation** (in addition to the state scores) of “Priority,” “Focus” or “Reward” based on four annual measurable objectives:
 - **Student participation** on the math and reading Pennsylvania System of School Assessment (PSSA) exams and the algebra I, biology and literature Keystone Exams;
 - **Student graduation or attendance rate;**
 - **Closing the achievement gap** of all students – reducing the number of students who score below proficient on the PSSA, Keystone Exams and the Pennsylvania Alternate System of Assessment (PASA) by 50 percent over a six-year period; and
 - **Closing the achievement gap of historically underperforming students** – reducing the number of students with disabilities, economically disadvantaged and English language learners who score below proficient on the PSSA, Keystone Exams and the PASA by 50 percent over a six-year period.

PA Value Add System (PVAAS)

- PVAAS provides to Pennsylvania administrators and teachers the the power of combining growth data from PVAAS with PSSA/Keystone achievement data to acquire a more comprehensive picture

- **Difference Between Achievement and Growth Data**

Achievement

- Measures a student's performance at one single point in time
- Highly correlated with a student's demographics
- Compares student performance to a standard
- Critical to a student's post-secondary opportunities

Growth

- Measures a student's growth across time; i.e., across years
- Not related to a student's demographics
- Compares student performance to his/her own prior performance
- Critical to ensuring a student's future academic success
- By measuring students' academic achievement AND growth, schools and districts have a more comprehensive picture of their own effectiveness in raising student achievement

PVAAS vs PSSA/Keystone

OVERALL PSSA/Keystone DATA

Mathematics Performance Level Results

Percentages at Each Performance Level*	Below Basic	Basic	Proficient	Advanced		
School 2013	38	26	24	12		
School 2012	46	21	20	13		
School 2011	36	21	24	19		
School 2010	30	20	26	24		
School 2009	30	24	27	19		
School 2013	64	38	26	24	12	36
School 2012	67	46	21	20	13	33
School 2011	57	36	21	24	19	43
School 2010	50	30	20	26	24	50
School 2009	54	30	24	27	19	46

Reading Performance Level Results

Percentages at Each Performance Level*	Below Basic	Basic	Proficient	Advanced		
School 2013	30	25	32	13		
School 2012	33	22	28	17		
School 2011	28	20	30	22		
School 2010	26	19	32	23		
School 2009	30	24	27	19		
School 2013	55	30	25	32	13	45
School 2012	55	33	22	28	17	45
School 2011	48	28	20	30	22	52
School 2010	45	26	19	32	23	55
School 2009	54	30	24	27	19	46

PA Value Add System (PVAAS) - Math

Estimated School Growth Measure (MATH)							
Grade	3	4	5	6	7	8	Growth Measure over Grades Relative to Standard for PA Academic Growth
Standard for PA Academic Growth		0.0	0.0	0.0	0.0	0.0	
2011 Growth Measure							
Standard Error							
2012 Growth Measure							
Standard Error							
2013 Growth Measure		<u>-0.2</u> G	<u>1.8</u> DB	<u>0.5</u> G	<u>1.8</u> DB	<u>-2.9</u> R	0.2 G
Standard Error		0.7	0.6	0.5	0.5	0.5	0.3
3-Yr-Avg Growth Measure							
Standard Error							
Estimated School Avg Achievement							
Grade	3	4	5	6	7	8	
State NCE Average	50.0	50.0	50.0	50.0	50.0	50.0	
2010 Avg Achievement							
2011 Avg Achievement							
2012 Avg Achievement	31.0	32.0	30.0	28.4	30.1	27.0	
2013 Avg Achievement	36.0	32.8	34.6	32.6	32.3	31.8	
DB	Significant evidence that the school exceeded the standard for PA Academic Growth						
LB	Moderate evidence that the school exceeded the standard for PA Academic Growth						
G	Evidence that the school met the standard for PA Academic Growth						
Y	Moderate evidence that the school did not meet the standard for PA Academic Growth						
R	Significant evidence that the school did not meet the standard for PA Academic Growth						

PA Value Add System (PVAAS) - Reading

Estimated School Growth Measure (READING)							
Grade	3	4	5	6	7	8	Growth Measure over Grades Relative to Standard for PA Academic Growth
Standard for PA Academic Growth		0.0	0.0	0.0	0.0	0.0	
2011 Growth Measure							
Standard Error							
2012 Growth Measure							
Standard Error							
2013 Growth Measure		<u>-5.3</u> R	<u>-0.0</u> G	<u>1.9</u> DB	<u>1.0</u> LB	<u>-0.4</u> G	-0.6 R
Standard Error		0.7	0.7	0.6	0.6	0.5	0.3
3-Yr-Avg Growth Measure							
Standard Error							
Estimated School Avg Achievement							
Grade	3	4	5	6	7	8	
State NCE Average	50.0	50.0	50.0	50.0	50.0	50.0	
2010 Avg Achievement							
2011 Avg Achievement							
2012 Avg Achievement	37.7	36.9	33.9	35.2	36.8	36.5	
2013 Avg Achievement	38.4	33.0	37.2	36.7	36.8	38.8	
DB	Significant evidence that the school exceeded the standard for PA Academic Growth						
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R	Significant evidence that the school did not meet the standard for PA Academic Growth						

Executive Session

Adjournment

Next meeting: Tue, Oct 22nd 7PM



AGORA
CYBER CHARTER SCHOOLSM

Board Report

September 24, 2013



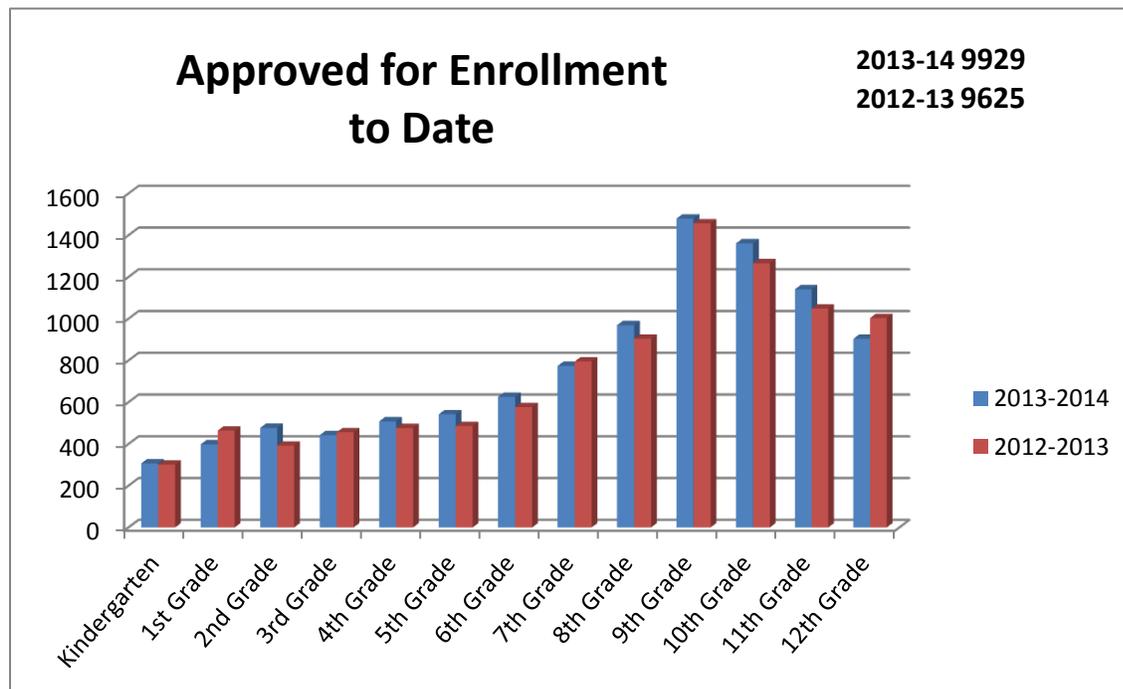
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ENROLLMENT

Agora started the first day of School on September 3, 2013 with a total of 9,223 students and our current approved enrollment is 9,929 students as of the date of this report. 2,070 students are students with IEPs making up approximately 22% of the entire student population (10.5% greater than last year at this time). Our total student population is 3.2% higher than September, 2012.



September continues to be a high enrollment month where many students begin after the first day of school. We expect our bi-weekly cohorts to remain high giving our Strong Start Coaches an opportunity to provide a lot of orientation sessions to new students.

New Student Cohorts

Students starting

9/9: 430

9/16: 730

Withdrawals in September: 625

Top 3 reasons:

1. "Needs Structure of Brick and Mortar" (203 students)
2. "Never Attended" (157)
3. Moved: (44)



ATTENDANCE

One of Agora's goals this year is to increase student engagement which begins with attendance to school and Class Connect attendance for synchronous students. Asynchronous students must submit assignments, meet all designated milestones (daily assignments, Scantron, Study Island etc. and maintain a passing rate) in order to maintain an asynchronous status. Prior to school starting, the Engagement team has been targeting returning students with habitual attendance issues with increased contacts, family coach visits, and a steady amount of communication via US mail, kmail, and autodialers.

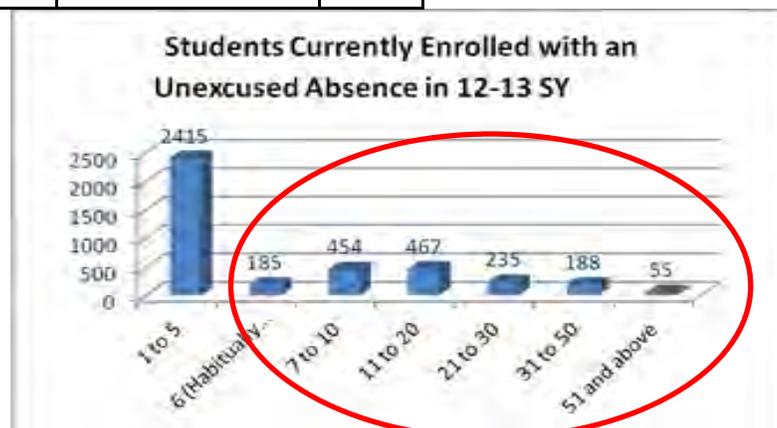
Returning Students with at least one Unexcused Absence

From the 12-13 SY

# Unexcused during 12-13 SY	# Students Currently Enrolled 13-14 SY	Percent
1 to 5	2415	60%
6 (Habitually Truant)	185	5%
7 to 10	454	11%
11 to 20	467	12%
21 to 30	235	6%
31 to 50	188	5%
51 and above	55	1%
Total	3999	

- 144 students who had 31 to 50 absences last year have acquired at least one unexcused absence this year.
- 67 students who had an unexcused absence last year have acquired 10 unexcused already this year.
- Those with 13* this year are set to be withdrawn for consecutive unexcused absences on Tuesday.

** Three days are given to submit excuse notes.*





FINANCE

YTD Financials/Forecast:

- Enrollment – September 1 enrollment under budget by 650 (6.3%). Full year forecast is relatively unchanged, expecting to have 11,650 by October 1.
- Revenue – August YTD revenue lower than budget due to timing of Federal Programs spending. Full year forecast anticipates an increase in Special Ed revenue and spending due to an increase in the % of Special Ed enrollment from 19% to 20% overall.
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- Federal Programs - All quarterly and final expenditure reports have been submitted to date. Awaiting final payments from CCIU for FY13 IDEA spending.

MOVE AWAY FROM INSPERITY

- Benefits:
 - New Health Insurance program went into effect September 1.
 - Kistler Tiffany and Insurance Carriers attended PD.
 - KT provided webinars for benefit overview and Q&A.
- Payroll/GL:
 - First Agora payroll completed successfully
 - Closed August in new financial system
 - Employee Access Center to be rolled out by next pay-date.

PERSONNEL

The following changes to staff occurred since June 30,2013

As of August 31, 2013, there are 677 employees.

Hired - 34:

K-12 Teachers – 24
Special Ed Teachers – 5
Family Coaches – 2
Support Staff - 3

Resignations or Terminations- 26:

K-12 Teachers – 9
Special Ed Teachers - 7
Family Coach – 2
Support staff - 8
On LOA for Month - 9
Long-Term Substitutes - 4



Employee Type	
Teachers	421
Advisor/Counselor	24
Family Coach	129
Academic Support	30
Engagement Support	13
Learning Ctr.	9
Other Student Services	32
Pupil Health Services	7
Other Support Staff	12

ENGAGEMENT

This year Agora has established a brand new engagement team developed to make sure that we interrupt high levels of habitual truancy and non- engagement in class. Lead by Tim Kreider, the Director of Student Services the Engagement team is assigned by Grade band depts. Engaging students in learning is preparing students for life; the engagement team will remove all barriers to student success.

The focus of this team will be:

Improve and increase student attendance and classroom engagement

Provide strong start orientation to ensure students are prepared for the online learning environment

Provide parent/learning coach support so they can be strong partners with the teachers, coaches, and counselors.

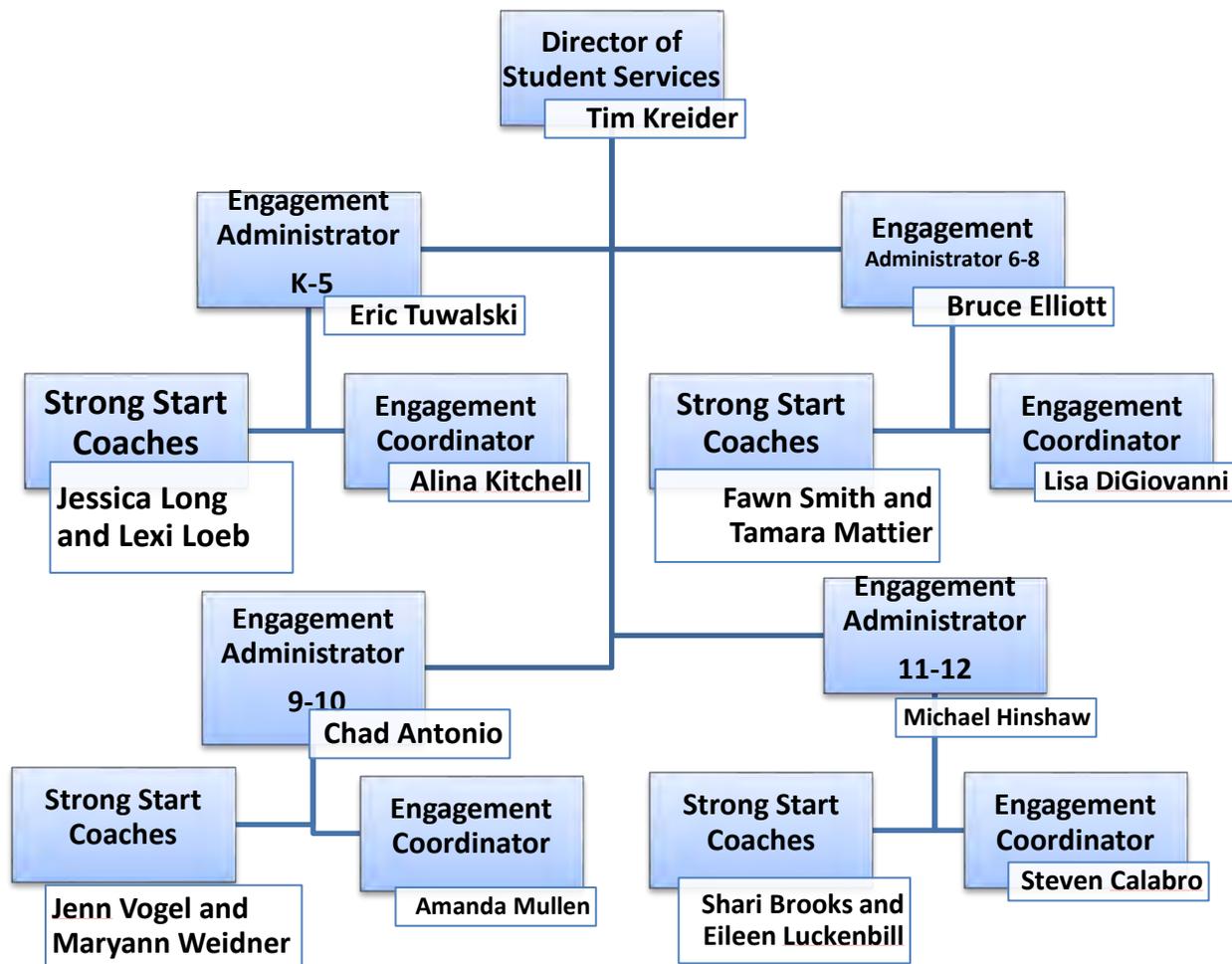
Facilitating a parent/learning coach mentoring program

Provide resources that help create a supportive learning environment for every learner

Organize community opportunities for service, learning, and socialization.



NEW ENGAGEMENT TEAM



The Strong Family Support team continues to lead our regional Family Coaches with support from the five regional community support team members responsible for Back to School events and regional events this year.



ACADEMICS

The Academic teams are led by the eight academic administrators and academic coaches responsible for student achievement. This team is responsible for ensuring that students are learning what is taught. They will be immersed in student performance data leading weekly coaching meetings with all teachers, facilitating Professional Learning Communities, and focused on achievement in all content areas. Being in school for three weeks, the teachers, in partnership with family coaches, have been very busy. They have been meeting with students face to face, conducting Aimsweb testing in grades K-8 and developing meaningful Individualized Learning Plans for all students. It is the goal of the school to complete an ILP for all students by the 4th week of school. These plans are to make sure that we have the appropriate learning plan and level of services necessary for all students to reach their maximum potential and achievement.

Our Academic Teams are:

- Conducting Live instruction daily in increased number of sessions to reduce student:teacher ratios
- Facilitating a *New* homeroom model in grades 6-12
- Conducting Benchmark assessments and diagnostic assessments in all grades
- Providing focused Remediation efforts based on past and current student data (Scantron, PSSA, and Aimsweb Data)
- Introduction of Guided Reading to build stronger readers
- Daily Pledge in grades 6-8

School Performance Profile

The US Dept. of Education approved Pennsylvania's No Child Left Behind (NCLB) waiver on August 20, 2013

The recently developed School Performance Profile, will provide a comprehensive overview of multiple measures of student achievement.

The new educator evaluation system, signed into law last year by Governor Corbett, will assess educators on multiple measures of student achievement, will provide schools with access to comprehensive resources to improve classroom instruction and provide professional development to the entire school. We are finalizing the Agora evaluation form to model closely to the state system but because of our model, it was necessary to make a few changes.



The waiver also abolishes the adequate yearly progress (AYP) designation for each school building and school district. In its place will be the School Performance Profile that will be used to measure the academic progress of all public schools.

Title I schools, including Agora, are those with a high percentage of low-income students, will receive a **federal designation** (in addition to the state scores) of “Priority,” “Focus” or “Reward” based on four annual measurable objectives:

- Student participation on the math and reading Pennsylvania System of School Assessment (PSSA) exams and the algebra I, biology and literature Keystone Exams;
- Student graduation or attendance rate;
- Closing the achievement gap of all students – reducing the number of students who score below proficient on the PSSA, Keystone Exams and the Pennsylvania Alternate System of Assessment (PASA) by 50 percent over a six-year period; and
- Closing the achievement gap of historically underperforming students – reducing the number of students with disabilities, economically disadvantaged and English language learners who score below proficient on the PSSA, Keystone Exams and the PASA by 50 percent over a six-year period.

Schools designated as “Priority” or “Focus” will have access to intervention and support services from the state Department of Education to assist them in improving student achievement.

Schools that do not fall into a Title I category will receive a School Performance Profiles score rather than a federal designation, but will also have access to all the interventions and supports available.

For all public school buildings across the state, the School Performance Profile will provide a building-level academic score, which will be based on multiple indicators of academic achievement, including student performance on the Pennsylvania System of School Assessment and Keystone Exams; closing the achievement gap; graduation rate; promotion rate; and attendance rate.

The School Performance Profiles are set to go public on September 30, 2013.

Pennsylvania Value Add System (PVAAS)

Last Wednesday evening, the dept of education released the 12-13 PVAAS data. PVAAS provides to Pennsylvania administrators and teachers the the power of combining growth data from PVAAS with PSSA/Keystone achievement data to acquire a more comprehensive picture of how well the Standards Aligned System is working in public districts and schools. From a preliminary view we are very pleased



with most of our data in reading and math for grades 4th -8th and have seen some trends that although we still have a high percentage of students scoring below basic and basic on the PSSA exam, many of them are meeting Pennsylvania’s growth standard. We will provide an extensive picture of where we are with the School Performance Profile and Value Add specifically at our next board meeting.

Difference Between Achievement and Growth Data

Achievement

- Measures a student’s performance at one single point in time
- Highly correlated with a student’s demographics
- Compares student performance to a standard
- Critical to a student’s post-secondary opportunities

Growth

- Measures a student’s growth across time; i.e., across years
- Not related to a student’s demographics
- Compares student performance to his/her own prior performance
- Critical to ensuring a student’s future academic success
- By measuring students’ academic achievement AND growth, schools and districts have a more comprehensive picture of their own effectiveness in raising student achievement

OVERALL PSSA/Keystone DATA

Mathematics Performance Level Results

Percentages at Each Performance Level*	Below Basic	Basic	Proficient	Advanced		
School 2013	38	26	24	12		
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School 2011	36	21	24	19		
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School 2012	67	46	21	20	13	33
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School 2010	50	30	20	26	24	50
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Reading Performance Level Results

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School 2010	26	19	32	23		
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School 2010	45	26	19	32	23	55
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PVAAS DATA

Estimated School Growth Measure (MATH)							
Grade	3	4	5	6	7	8	Growth Measure over Grades Relative to Standard for PA Academic Growth
Standard for PA Academic Growth		0.0	0.0	0.0	0.0	0.0	
2011 Growth Measure							
Standard Error							
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2013 Growth Measure		-0.2 G	1.8 DB	0.5 G	1.8 DB	-2.9 R	0.2 G
Standard Error		0.7	0.6	0.5	0.5	0.5	0.3
3-Yr-Avg Growth Measure							
Standard Error							

Estimated School Avg Achievement							
Grade	3	4	5	6	7	8	
State NCE Average	50.0	50.0	50.0	50.0	50.0	50.0	
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LB	Moderate evidence that the school exceeded the standard for PA Academic Growth
G	Evidence that the school met the standard for PA Academic Growth
Y	Moderate evidence that the school did not meet the standard for PA Academic Growth
R	Significant evidence that the school did not meet the standard for PA Academic Growth



Estimated School Growth Measure (READING)							
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Standard for PA Academic Growth		0.0	0.0	0.0	0.0	0.0	
2011 Growth Measure							
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3-Yr-Avg Growth Measure							
Standard Error							

Estimated School Avg Achievement							
Grade	3	4	5	6	7	8	
State NCE Average	50.0	50.0	50.0	50.0	50.0	50.0	
2010 Avg Achievement							
2011 Avg Achievement							
2012 Avg Achievement	37.7	36.9	33.9	35.2	36.8	36.5	
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- DB** Significant evidence that the school exceeded the standard for PA Academic Growth
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Academic Team

K-5 Principal: Michele Buck

6-8 Principal: Michael Frost

K-8 Special Education Director: Careen Lomago

9/10 Principal: Rob Eckley

11/12 Principal: Jane Swan

9-12 Special Education Director: Nisa Williams

HS Academic Administrator: Bryan Brutto

Title 1 Coordinator: Kelly Fortney

Special Education Compliance Director: Jen Jennings

Material Handbook Changes

- Removed all references to Insperity.
- Updated all procedures due to the transition away from Insperity.
- Removed all references to “company” and replaced with “Agora”
- Resignation procedures:

Employees who resign prior to the first day to report for the new school year will not be eligible for wages earned from August 1st thru the first day to report.

- Tuition Reimbursement Policy (formally conducted by Insperity)

PROFESSIONAL DEVELOPMENT

All fulltime employees will be eligible for reimbursement on approved professional development courses and seminars related to their job responsibilities.

Eligibility

- Active Fulltime employment status
- Employee has at least six months of service at the time of reimbursement.
- Course or seminar must have started after the eligibility period (6 months from start date with Agora).

Eligible Expenses

- Tuition (general and instructional fees), lab, technology, classes and testing to meet highly qualified status and text book fees
- Application, registration, graduation and parking fees are not eligible for reimbursement

Eligible Courses or Seminars

- Provide college credit or a seminar that relates to employee’s position
- Approved by Head of School or Assistant Head of School
- Meet at least one goal specified in the employee’s Individual Professional Development Plan (IPDP) (if required by position).
- Provide knowledge and/or skills that relate to the employee’s position.
- Examples of eligible courses may include:
- Subject matter courses such as: Math, Science, Reading, Educational Leadership courses, Special Education courses, and courses related to the state content standards and Highly Qualified status

Reimbursement Determined

- Courses or seminars which do not issue grades will require a certificate of completion
- Employees may receive \$1500.00 per calendar year.
- This Tuition Assistance Application for Reimbursement form MUST be completed and submitted to your principal/director for approval. Once approved by your manager/supervisor, submit the approved application along with the required documents to Human Resources no less than ten (10) days prior to the start of the class.

- Applications not pre-approved will not be accepted as part of the program. Employees should keep a copy for their own records. After the class is completed, employees must submit copies of their receipts (proof of payment) and grades to their supervisor and to Human Resources within sixty (60) days of the end of the school term in order to be eligible for reimbursement.

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- PTO pay out policy as per the June and July Budget amendments
- Added under Transportation:
 - Employee should not transport unrelated Agora students in personal cars.
- Witness Leave:
 - An employee taking victims of crime leave must utilize all accrued paid time off (PTO) before continuing leave on an unpaid basis. To the extent allowed by law, Agora shall maintain the confidentiality of any employee requesting victims of crime leave.

Employee Information Report

AGORA CYBER CHARTER SCHOOL - 1962500

Employees Active: 09/01/2013

Reported by Insperity on: 09/06/2013

Employee Name	Default Annual Pay	Classification	Job Title
AARONSON, MICHELINA M	\$41,643.56	Full Time	K-6 TEACHER
ABDALA, PAIGE A	\$36,233.76	Full Time	K-6 SPECIAL EDUCATION TEACHER
ABUL ELA, CHRISTINA C	\$37,875.00	Full Time	HIGH SCHOOL MATH TEACHER
ACKERMAN, AMANDA M	\$37,117.50	Full Time	FAMILY COACH
ACLAND, KATHERINE RITA	\$35,350.08	Full Time	HIGH SCHOOL MATH TEACHER
ADAMS, JENNIFER S	\$40,400.00	Full Time	ATTENDANCE AND TRUANCY COORDINATOR
ADAMS, REBECCA ROSE	\$36,233.76	Full Time	HIGH SCHOOL MATH TEACHER
ADRIENNE, JENNIFER KATHLEEN	\$40,829.28	Full Time	HIGH SCHOOL SOCIAL STUDIES TEACHER
ALDERISO, REBECCA A	\$37,875.12	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
ALDERSON, JORDAN M	\$35,350.08	Full Time	HIGH SCHOOL ENGLISH TEACHER
ALLEN, BETTY A	\$54,026.64	Full Time	FAMILY COACH-PROGRAM SUPPORT
ALTMAN, DORRY ANN	\$38,821.88	Full Time	MIDDLE SCHOOL ENGLISH TEACHER
ALVARADO-FLEMING, YVETTE M	\$38,178.00	Full Time	COMMUNITY COORDINATOR
ALVAREZ, GLORIA ESTHER	\$37,875.00	Full Time	FAMILY COACH
AMMON, HILLARY ELISE	\$35,350.00	Full Time	ATTENDANCE AND TRUANCY ADMINISTRATIVE ASSISTANT
ANDREWS, LORI ANN	\$38,885.04	Full Time	HIGH SCHOOL MATH TEACHER
ANGELO, SHANNON LYNN	\$41,322.58	Full Time	K-6 MATH SPECIALIST
ARBUTINA, KRISTEN ELIZABETH	\$37,875.12	Full Time	MIDDLE SCHOOL SPECIAL EDUCATION TEACHER
ARDIFF, LAUREN MARIE	\$37,500.00	Full Time	TEACHER
ARDINGER, MISTI JO	\$36,233.75	Full Time	K-6 TEACHER
ARRIGHY, LAURA L	\$36,233.76	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
ATIAS, KIMBERLY D	\$37,875.12	Full Time	K-6 SPECIAL EDUCATION TEACHER
AURANDT, SELINA M	\$38,821.92	Full Time	MIDDLE SCHOOL SCIENCE TEACHER
AUSTIN, KIMBERLY ELAINE	\$35,350.00	Full Time	FAMILY COACH
AZIZ, INSHIRAH B	\$40,696.69	Full Time	FAMILY EVENT COORDINATOR
BAELLO, ALEXANDRA VICTORIA	\$39,727.72	Full Time	FAMILY COACH
BAKER, AMY MARIE	\$35,350.08	Full Time	MIDDLE SCHOOL MATH TEACHER
BAKER, ANDREA MARIE	\$35,350.00	Full Time	FAMILY COACH
BARGER, TAMMY M	\$38,885.04	Full Time	MIDDLE SCHOOL SCIENCE TEACHER
BARNETT, REBECCA	\$39,105.84	Full Time	K-6 TEACHER
BARRETT, AMY L	\$36,233.76	Full Time	MIDDLE SCHOOL MATH TEACHER
BARRETT, KRISTIN D	\$38,045.52	Full Time	9TH GRADE SOCIAL STUDIES TEACHER
BARRIOS, JENNIFER A	\$47,875.00	Full Time	CLASSROOM COACH
BARTH, LAURA ELIZABETH	\$38,821.88	Full Time	FAMILY COACH
BARUCH, NICOLE RYANN	\$36,233.76	Full Time	K-6 TEACHER
BASSO, MAURA J	\$41,668.80	Full Time	K-6 SPECIAL EDUCATION TEACHER
BAUMAN, NIKOLE LEE	\$42,196.69	Full Time	K - 6 MATH SPECIALIST
BAYLY, ANGELA MICHELLE	\$47,116.56	Full Time	MIDDLE SCHOOL ENGLISH TEACHER
BEADLE, KARLA MARIE	\$41,643.60	Full Time	K - 6 SPECIAL EDUCATION TEACHER
BECK, TASHA M	\$36,360.00	Full Time	FAMILY COACH
BENDER, DEBORAH T	\$40,374.75	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
BENNER CARR, REBECCA CORIN	\$42,685.20	Full Time	HIGH SCHOOL SPANISH TEACHER
BERGER, LISA L	\$39,727.68	Full Time	MIDDLE SCHOOL SOCIAL STUDIES TEACHER
BERKEY, DANIEL W		Temporary	LTS MATH TEACHER
BERNSTEIN, EILEEN ANNE	\$40,778.75	Full Time	K - 6 READING SPECIALIST
BERTELE, JENNA ELIZABETH	\$35,350.00	Full Time	FAMILY COACH
BETTS, MAUREEN P	\$36,350.00	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
BIALAS, MELISSA RAE	\$37,117.50	Full Time	K - 6 SPECIAL EDUCATION TEACHER
BIANCONI, HEATHER ANN	\$39,727.68	Full Time	MIDDLE SCHOOL ENGLISH TEACHER

Employee Name	Default Annual Pay	Classification	Job Title
BIELAWSKI, DEBRA ANN	\$40,652.50	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
BILBY, RON J	\$38,045.52	Full Time	HIGH SCHOOL MATH TEACHER
BIRD, BRANDON M	\$42,634.63	Full Time	FAMILY COACH
BOCK, ELIZABETH ANN	\$37,786.63	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
BOISVERT, JILL	\$41,511.36	Full Time	HIGH SCHOOL MATH TEACHER
BONNIGER, SAMANTHA ANN MYERS	\$36,233.75	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
BOON, STEPHANIE C	\$39,727.72	Full Time	FAMILY EVENT COORDINATOR
BOWES, KELLY ANNE	\$50,500.00	Full Time	GUIDANCE COUNSELOR
BOWIE, NICOLE E	\$38,973.38	Full Time	HIGH SCHOOL HEALTH AND PHYSICAL EDUCATION TEACHER
BOYER, CATHY MARIE	\$36,360.00	Full Time	HIGH SCHOOL MATH TEACHER
BOYER, JESSICA LEIGH	\$35,350.08	Full Time	K - 6 TEACHER
BOYLE, BRITTANY	\$35,350.00	Full Time	HIGH SCHOOL LIFE SKILLS TEACHER
BRADLEY, DANIEL C	\$39,105.84	Full Time	MIDDLE SCHOOL MATH TEACHER
BRADY, KILEY ALICIA LILLIAN	\$38,821.88	Full Time	K - 6 SPECIAL EDUCATION TEACHER
BRAY, CHRISTOPHER	\$38,500.00	Full Time	TEACHER
BRAY, MARIA LYNN	\$40,762.97	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
BREGENSER, MAEGAN J	\$49,940.64	Full Time	FAMILY ASSISTANCE COORDINATOR
BREINER, MATTHEW STEPHEN	\$35,350.00	Full Time	FAMILY COACH
BRENNAN, LAURA J	\$37,875.00	Full Time	FAMILY COACH
BRINTON, BELINDA	\$35,350.00	Full Time	FAMILY COACH
BRISTOL, MICHAEL G	\$38,391.36	Full Time	HIGH SCHOOL MATH TEACHER
BRITT, DONNA J	\$39,901.31	Full Time	FAMILY COACH
BROHI, HEBA H	\$36,233.76	Full Time	HIGH SCHOOL MATH TEACHER
BRONISZEWSKI, DIANE	\$38,885.04	Full Time	HIGH SCHOOL WORLD LANGUAUGE TEACHER
BROOKS, MARIE	\$47,166.06	Full Time	ADMINISTRATIVE ASSISTANT
BROOKS, SHARIFAH A	\$43,003.91	Full Time	START STRONG COACH
BRUCKER, ANTOINETTE M	\$40,633.56	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
BRUENN, MATTHEW J	\$36,233.76	Full Time	HIGH SCHOOL SCIENCE TEACHER
BRYAN, CAROL L	\$51,833.62	Full Time	ELEMENTARY MATH SPECIALIST
BUFFINGTON, ERIC G	\$46,587.84	Full Time	HIGH SCHOOL MATH DEPARTMENT CHAIR
BUI, TYLER HUNG	\$42,398.95	Full Time	FAMILY COACH
BUNN, JEFFREY H	\$38,045.44	Full Time	FAMILY COACH
BURNS, ASHLEY ELIZABETH	\$36,233.76	Full Time	MIDDLE SCHOOL ENGLISH TEACHER
BUSS, JENNIFER ANN	\$42,574.66	Full Time	K - 6 SPECIAL EDUCATION TEACHER
BUTLER, CHRISTIE JEANETTE	\$37,269.12	Full Time	HIGH SCHOOL ENGLISH TEACHER
BYERS, MEGAN E	\$37,139.60	Full Time	MIDDLE SCHOOL SPECIAL EDUCATION TEACHER
CADWALLADER, AMY BETH	\$45,005.19	Full Time	MIDDLE SCHOOL MATH TEACHER
CALABRO, STEPHEN P	\$46,321.88	Full Time	PARENT ENGAGEMENT COORDINATOR
CALDWELL, MARGARET KATHLEEN	\$35,350.00	Full Time	MEDICAL ACCESS SPECIALIST
CALTON, APRIL LYNNE	\$49,257.19	Full Time	ACADEMIC COACH - HIGH SCHOOL
CAMAIONI, NICOLE	\$38,874.96	Full Time	HIGH SCHOOL SOCIAL STUDIES TEACHER
CAMARDA, KATE VIRGINIA	\$42,989.54	Full Time	ELL TEACHER
CANDIO, REGINALD	\$63,958.75	Full Time	SCHOOL PSYCHOLOGIST
CARR, JOCELYN RAYEL	\$37,117.50	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
CARR, STEPHANIE LYNN	\$38,885.00	Full Time	FAMILY COACH
CARVER, JEREMY M	\$36,233.75	Full Time	HIGH SCHOOL MATH TEACHER
CASHMAN, SANDY L	\$35,000.00	Full Time	FAMILY COACH
CAVALIERE, CHRISTOPHER EDWARD	\$35,350.00	Full Time	FAMILY COACH
CHAPMAN, MICHAEL D	\$36,233.75	Full Time	FAMILY COACH
CHAUDHRY CROSS, AMBER FAITH	\$50,491.29	Full Time	INSTRUCTIONAL COACH K - 6
CIARAMELLA, VINCENT T	\$38,821.88	Full Time	MIDDLE SCHOOL SOCIAL STUDIES TEACHER
CIEPLY, BEVERLY MAE	\$39,901.31	Full Time	FAMILY COACH
CLEGG JR, QUINCY A	\$45,450.00	Full Time	CLASSROOM COACH
CLOUD, VANESSA MARIE	\$51,762.50	Full Time	GUIDANCE COUNSELOR
COFFEY, LAURA JEAN	\$35,350.00	Full Time	K - 6 TEACHER
COLETTI, JASON	\$35,350.00	Full Time	FAMILY COACH

Employee Name	Default Annual Pay	Classification	Job Title
COLLADO-RODRIGUEZ, MICHELLE	\$35,350.00	Full Time	FAMILY COACH
COLLINS, ALICIA BROOKE	\$35,350.00	Full Time	K - 6TEACHER
CONGDON, REBEKAH LYNNE	\$38,885.00	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
CONLEY, STACIE NICOLE	\$38,821.88	Full Time	HIGH SCHOOL ENGLISH TEACHER
CONNELLY, MARY JOSEPHINE	\$35,714.97	Full Time	RECORDS ASSISTANT
CONWAY, CASEY MARIE	\$35,350.00	Full Time	K - 6 TEACHER
COX, BRIANNE	\$35,350.08	Full Time	HIGH SCHOOL MATH TEACHER
CRAFTON, SHAMEA TASHAY	\$35,350.00	Full Time	SPECIAL EDUCATION ENROLLMENT ASSISTANT
CRAGLE, CALEB JAMES	\$37,875.12	Full Time	HIGH SCHOOL SCIENCE TEACHER
CRAMER, SHILA ELLYN	\$36,233.76	Full Time	HIGH SCHOOL SCIENCE TEACHER
CRAWFORD, ALAN DAVID	\$37,875.00	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
CRAWLEY, ERINN KEELIE	\$44,839.26	Full Time	SPECIAL EDUCATION ENROLLMENT SPECIALIST
CREAVEN, MELISSA	\$37,875.12	Full Time	K - 6 TEACHER
CRESPO, DAISY	\$40,400.00	Full Time	ATTENDANCE & TRUANCY COORDINATOR
CRONE, DANA M	\$38,821.88	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
CROWE, LISA MARIE	\$39,831.88	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
CROWNOVER, JANELLE R	\$36,233.75	Full Time	MIDDLE/HIGH SCHOOL LIFE SKILLS TEACHER
CUKAUSKAS, MICHELLE ELIZABETH	\$54,910.65	Full Time	ACADEMIC COACH SPECIAL ED-MS
CURRY, DENISE MICHELE	\$50,890.80	Full Time	ACADEMIC COACH- K-5
CURTIS, JESSICA B	\$41,624.63	Full Time	FAMILY COACH
DALLAS D ANTONIO, JENNIFER LYN	\$38,500.00	Full Time	K 6 TEACHER
DANIELS TIMMONS, KAREN ANN	\$35,350.00	Full Time	SCHOOL HEALTH ASSISTANT
DAUGHERTY, LAURIE	\$35,350.00	Full Time	FAMILY COACH
DAVIS, AMANDA LYNN	\$39,857.13	Full Time	K - 6 READING SPECIALIST
DAVISH, NOREEN R	\$39,857.13	Full Time	MIDDLE SCHOOL MATH TEACHER
DELOE, ANITA J	\$37,500.00	Full Time	TEACHER
DELSITE, RICHARD A	\$40,374.72	Full Time	HIGH SCHOOL ENGLISH TEACHER
DESUMMA, MARISA KATHLEEN	\$36,287.58	Full Time	MIDDLE SCHOOL ENGLISH TEACHER
DETWILER, SUSAN ELIZABETH	\$37,117.50	Full Time	FAMILY COACH
DEVINE OWEN, ERIN L	\$45,450.00	Full Time	SCHOOL NURSE
DEVINNEY, SARA O	\$36,233.76	Full Time	HIGH SCHOOL ART TEACHER
DIETER, SHANNAN D	\$49,940.64	Full Time	K - 6 RTII COORDINATOR
DIETRICH, JENNA LEE	\$37,875.00	Full Time	MIDDLE SCHOOL SPECIAL EDUCATION TEACHER
DIEUGENIO, BRENDA RAE	\$42,574.66	Full Time	ELEMENTARY SPECIAL EDUCATION TEACHER
DIGIORE, ASHLEY LYNN	\$39,857.13	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
DIGIOVANNI, LISA	\$47,217.50	Full Time	PARENT ENGAGEMENT COORDINATOR
DILLON, ANNE	\$36,360.00	Full Time	MIDDLE SCHOOL ENGLISH TEACHER
DISTEFANO, KATHERINE CAROLE	\$46,680.94	Full Time	ACADEMIC COACH-HIGH SCHOOL
DIVITO, DAVID A	\$21,407.07	Part Time	K - 8 HEALTH/PHYSICAL EDUCATION TEACHER
DOEBEREINER, JULIE ELIZABETH	\$41,757.19	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
DOMS, TRACY LYNN	\$36,233.75	Full Time	K - 6 GRADE SPECIAL EDUCATION TEACHER
DONLEY, JASON M	\$39,727.68	Full Time	HIGH SCHOOL HEALTH AND PHYSICAL EDUCATION TEACHER
DORFZAUN, JOSHUA HIRAM	\$38,821.88	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
DRAPER, TANDY L	\$38,821.92	Full Time	HIGH SCHOOL SCIENCE TEACHER
DUGGAN, LORI RENEE	\$38,687.76	Full Time	HIGH SCHOOL BUSINESS TEACHER /ELECTIVES DEPARTMENT
DUPES, LINDA D	\$43,607.60	Full Time	K - 6 TEACHER DEPARTMENT CHAIR
DURANTE, CHRISTINE M	\$37,139.60	Full Time	SES COORDINATOR
ECKELS, OLIVIA CLAIRE	\$19,411.15	Part Time	MIDDLE/HIGH SCHOOL LIFE SKILLS TEACHER
EDMUNDSON, MEGAN AMANDA	\$42,812.64	Full Time	HIGH SCHOOL ENGLISH TEACHER
ELCHISAK, MICHELE LYNN	\$37,875.00	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
EMPFIELD, JACLYN	\$38,045.52	Full Time	HIGH SCHOOL SOCIAL STUDIES TEACHER
ESPOSITO, CIARA W	\$36,233.75	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
ESTERLITZ, ANN R	\$36,233.75	Full Time	SPECIAL PROJECTS COORDINATOR
EVANGELISTA, MELISSA LEA	\$36,233.75	Full Time	FAMILY COACH
EVANS, TANYA	\$38,885.00	Full Time	FAMILY COACH
EVERETT, KELLEY SEWA	\$37,875.00	Full Time	FAMILY COACH

Employee Name	Default Annual Pay	Classification	Job Title
FARY, LISA ANN	\$45,115.11	Full Time	HIGH SCHOOL TRANSITION TEACHER
FEELY, SCOTT L	\$40,982.45	Full Time	COMMUNITY COORDINATOR
FEENEY HOFFMASTER, SHANNON MARGARET	\$38,885.00	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
FEGLEY, AMANDA	\$46,333.75	Full Time	READING SPECIALIST-LEARNING CENTER
FELDHAUS, DANIEL	\$54,383.09	Full Time	STATE TESTING COORDINATOR
FERENCHAK, SARA E	\$45,450.00	Full Time	SCHOOL NURSE
FERGUSON, ASHLEY ELIZABETH	\$35,000.00	Temporary	K - 6 SPECIAL EDUCATION TEACHER
FERNANDEZ, LISA N	\$57,570.00	Full Time	SCHOOL PSYCHOLOGIST
FERRARA, GABRIELLE ANN	\$45,602.09	Full Time	ACADEMIC COACH- MS
FERRARO, KELLY ANN	\$37,139.60	Full Time	K - 6 TEACHER
FERRETTI, AMY MARIE	\$40,033.88	Full Time	K - 6 TEACHER
FINK, ARIANNA S H	\$38,821.88	Full Time	FAMILY COACH
FINLAYSON, ROSALYN	\$40,762.97	Full Time	HIGH SCHOOL ENGLISH TEACHER
FIORE, HOLLY COOK	\$49,106.67	Full Time	K - 6 DEPARTMENT CHAIR
FISCUS, KIMBERLY ANN	\$38,822.38	Full Time	MIDDLE SCHOOL/9TH GRADE SPECIAL EDUCATION TEACHER
FISHER CLARK, JENNIFER JO	\$46,819.81	Full Time	ACADEMIC COACH-SPECIAL ED-K-5
FISHER, REBECCA	\$38,951.29	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
FITZGIBBON, RENEE	\$40,633.31	Full Time	K - 6 READING SPECIALIST
FLETCHER COTTLE, MEGAN BLAIR	\$35,350.00	Full Time	FAMILY COACH
FLETCHER, STEPHANIE L	\$36,233.75	Full Time	FAMILY COACH
FLOYD, MICHAEL S	\$50,339.04	Full Time	ACADEMIC SUPPORT-SPECIAL ED-K-5
FOLMAR, YVONNE FRANCES	\$38,821.88	Full Time	K - 6 TEACHER
FORCE, ALISON MARIE	\$39,857.04	Full Time	HIGH SCHOOL SOCIAL STUDIES TEACHER
FORD, WHITNEY ELIZABETH	\$35,350.00	Full Time	MIDDLE SCHOOL SPECIAL EDUCATION TEACHER
FORTNEY, KELLY LYNN	\$68,150.00	Full Time	TITLE I COORDINATOR
FORTNEY, SARAH	\$35,350.00	Full Time	K - 6 TEACHER
FRANCOIS, DAPHNE J	\$35,350.00	Full Time	MIDDLE SCHOOL SPECIAL EDUCATION TEACHER
FULLER, HEATHER ELAINE	\$37,269.12	Full Time	HIGH SCHOOL SCIENCE TEACHER
GAHLES, LORI ANNE	\$36,233.75	Full Time	FAMILY COACH
GAINES, TIA CACHET	\$38,045.44	Full Time	FAMILY COACH
GAISKI, BRIANA C	\$35,000.00	Full Time	TEACHER
GALLAGHER, MARY ELIZABETH	\$38,821.88	Full Time	K - 6 TEACHER
GALONSKI, ROBERT B	\$36,233.76	Full Time	HIGH SCHOOL SCIENCE TEACHER
GAMONEDA, DENISE E	\$38,625.00	Full Time	TEACHER
GARBER, SUZANNE LEAH	\$35,000.00	Full Time	SPECIAL ED TEACHER
GARIBAY, RICHARD J	\$35,350.00	Full Time	FAMILY COACH
GARRISON, DEBORAH SUE	\$36,233.75	Full Time	FAMILY COACH
GAYLORD, CALLIE A	\$38,708.16	Full Time	HIGH SCHOOL ENGLISH TEACHER
GEIMAN, AMANDA MAE	\$35,350.00	Full Time	ELEMENTARY TEACHER
GEORGE, MICHELLE BEATRICE	\$37,875.00	Full Time	FAMILY COACH
GIBBONS, AHRIN YVETTE	\$36,233.76	Full Time	HIGH SCHOOL SCIENCE TEACHER
GIRARD, KAREN DANIELLE	\$35,350.00	Full Time	K - 6 TEACHER
GOLDBERG, KIERSTEN STOLZE	\$37,875.00	Full Time	FAMILY COACH
GOLDMAN, LAURA	\$35,350.00	Full Time	FAMILY COACH
GORRELL, CARLTON E	\$35,350.00	Full Time	FAMILY COACH
GOTTSHALL, JENNIFER L	\$37,875.00	Full Time	K - 6 TEACHER
GOUGHNOUR, LAUREN MARIE	\$37,875.12	Full Time	HIGH SCHOOL MATH TEACHER
GRANDY, GINA CUTLIP	\$36,233.76	Full Time	HIGH SCHOOL ENGLISH TEACHER
GRANT, JAMIE MARIE	\$49,039.41	Full Time	ACADEMIC COACH-K-5
GRAVES, SADE K	\$35,350.00	Full Time	FAMILY COACH
GREEN, CHANDELL MONIQUE		Temporary	GUIDANCE COUNSELOR
GREGORY, ELIZABETH	\$40,652.40	Full Time	HIGH SCHOOL WORLD LANGUAGE TEACHER
GRIBBIN, ANDREW NELSON	\$36,233.75	Full Time	MIDDLE SCHOOL SCIENCE TEACHER
GRIER, YVETTE MARIE	\$37,786.63	Full Time	FAMILY COACH
GRIFFITH JR, DEAN A	\$36,233.75	Full Time	MIDDLE SCHOOL HISTORY TEACHER
GROSSMAN, CRYSTAL LYN	\$46,451.29	Full Time	ACADEMIC COACH-MS

Employee Name	Default Annual Pay	Classification	Job Title
GRUBE, ADRIENNE LEAH	\$51,762.50	Full Time	GUIDANCE COUNSELOR
GRUDEVICH, MARIA E	\$37,500.00	Full Time	TEACHER
GRUVER, KIMBERLY ANN	\$36,233.75	Full Time	FAMILY COACH
GUMPHER, MEGHAN ELIZABETH	\$35,350.00	Full Time	K - 6 TEACHER
GUSSOW, STEVEN M	\$38,821.92	Full Time	HIGH SCHOOL MATH TEACHER
HADLEY, LYNN	\$39,821.76	Full Time	HIGH SCHOOL BUSINESS TEACHER
HAGELGANS, MATTHEW J	\$35,350.00	Full Time	MIDDLE SCHOOL SOCIAL STUDIES TEACHER
HAILSTONE, CRYSTAL LYNN	\$35,350.00	Full Time	FAMILY COACH
HAMBURGER, KAREN MARIE	\$38,045.44	Full Time	MIDDLE SCHOOL MATH TEACHER
HAMMOND, KELLY S	\$35,350.08	Full Time	HIGH SCHOOL MUSIC TEACHER
HAMPSON, LYNNE MARIE	\$41,539.41	Full Time	MIDDLE/HIGH SCHOOL LIFE SKILLS TEACHER
HANNA, ARLENE MARIE	\$37,500.00	Full Time	TEACHER
HARBAUGH, AMANDA BLAIR	\$40,827.41	Full Time	MIDDLE SCHOOL ENGLISH DEPARTMENT CHAIR
HARPER, ERIN REBECCA	\$39,857.13	Full Time	K -6 SPECIAL EDUCATION TEACHER
HARRIS, GERALD	\$35,350.00	Full Time	FAMILY COACH
HARTMAN, MARCY L	\$44,589.12	Full Time	HIGH SCHOOL MATH TEACHER
HARTWELL, NAQUISHA	\$47,975.00	Full Time	CLASSROOM COACH
HARVEY, BARBARA N	\$42,685.13	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
HATHAWAY, MELANIE LYNN	\$38,500.00	Temporary	K -6 SPECIAL EDUCATION TEACHER
HEARD, PAMELA ANN	\$36,360.00	Full Time	HIGH SCHOOL PE AND DRIVER ED TEACHER
HENDERSON JR, DREW B	\$35,350.00	Full Time	FAMILY CAOCH
HERANIC, JOHN M	\$41,539.41	Full Time	FAMILY COACH
HERSHEY, EMILY L	\$48,411.31	Full Time	ACADEMIC COACH - HIGH SCHOOL
HERSHORIN, JAY A	\$37,139.60	Full Time	SCHOOL HEALTH ASSISTANT
HETRICK, ANGELA MAE	\$39,655.00	Full Time	TEACHER
HEWLETT, KIMBERLEE ANN	\$38,951.28	Full Time	HIGH SCHOOL SOCIAL STUDIES TEACHER
HIGGINS, JAMES C	\$50,080.22	Full Time	ACADEMIC COACH
HILL, JESSICA ANN	\$37,875.00	Full Time	K - 6 TEACHER
HILL, OCIE M	\$37,500.00	Full Time	TEACHER
HILSON, ERIN R	\$47,492.10	Full Time	ACADEMIC COACH-SPECIAL ED-HS
HINDS, COLLEEN	\$35,350.00	Full Time	FAMILY COACH
HINSHAW, ANDREW D	\$36,233.75	Full Time	FAMILY COACH
HINSHAW, MICHAEL V	\$43,808.75	Full Time	FAMILY COACH - PROGRAM SUPPORT
HOCH, STACEY LYN	\$35,350.00	Full Time	FAMILY COACH
HOKANSON, HAROLD C	\$36,233.75	Full Time	K - 8 HEALTH AND PHYSICAL EDUCATION TEACHER
HOLTZMAN, PAMELA P	\$35,350.00	Full Time	FAMILY COACH
HONSBERGER, LYNNE ROSE	\$37,117.50	Full Time	FAMILY COACH
HOPKINS, ELLEN P	\$39,727.72	Full Time	ELEMENTARY TEACHER
HORN, CONNIE F	\$35,350.00	Full Time	MIDDLE SCHOOL MATH TEACHER
HORST, GINA L	\$43,998.13	Full Time	FAMILY COACH - PROGRAM SUPPORT
HOWE, ERIN M	\$48,130.92	Full Time	MIDDLE SCHOOL MATH TEACHER
HUMANICK, KYMBERLY DIANA	\$36,233.75	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
HUMES, CAROLYN E	\$35,350.00	Full Time	ELEMENTARY TEACHERS
HUNKELE, TERRI LEE	\$39,727.72	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
HURLEY, KRISTINA	\$39,768.72	Full Time	HIGH SCHOOL MATH TEACHER
HWANG, STANLEY H	\$36,233.76	Full Time	HIGH SCHOOL MATH TEACHER
IAMPIETRO, JARED A	\$36,233.75	Full Time	MIDDLE SCHOOL SCIENCE TEACHER
JAKATT, JESSICA ANN	\$37,875.00	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
JAMES, GISELL FANNY	\$35,350.00	Full Time	FAMILY COACH
JANACONE, ALICIA	\$37,117.50	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
JANELLI, NANCY R	\$36,233.75	Full Time	FAMILY COACH
JAROSZ, DIANE VIOLA	\$36,233.75	Full Time	FAMILY COACH
JEFFREY, MICHELLE LEBERTE	\$38,821.88	Full Time	K - 6 SPECIAL EDUCATION TEACHER
JENKINS, CRAIG WILLIAM	\$40,633.56	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
JENNINGS, JENNIFER LEONORA	\$59,260.74	Full Time	SCHOOL PSYCHOLOGIST
JENNINGS, MELISSA CELESTE	\$38,821.88	Full Time	K - 6 READING SPECIALIST

Employee Name	Default Annual Pay	Classification	Job Title
JENSEN JR, RICHARD S	\$40,336.80	Full Time	HIGH SCHOOL SOCIAL STUDIES DEPARTMENT CHAIR
JETT, COREY L	\$37,875.00	Full Time	FAMILY COACH
JOHNSON, CAITLIN A		Temporary	TEACHER
JOHNSON, JESSICA MICHELLE	\$37,875.00	Full Time	FAMILY COACH
JOHNSON, KRYSTLE ANN BONITA	\$35,350.00	Full Time	FAMILY COACH
JOHNSON, LORI LYNN	\$35,350.00	Full Time	FAMILY COACH
JOHNSON, MARY A	\$35,350.00	Full Time	ELEMENTARY SPECIAL EDUCATION TEACHER
JOHNSON, MARYANN	\$39,901.31	Full Time	K - 6 SPECIAL EDUCATION TEACHER
JOHNSON, NICOLE SUZANNE	\$49,940.46	Full Time	K - 6 RTII COORDINATOR
JOHNSTON, JENNIFER A	\$40,451.29	Full Time	K - 6 TEACHER DEPARTMENT CHAIR
JOYNER, TIFFANY MICHELLE	\$38,821.88	Full Time	FAMILY COACH
JUSKO, MELISSA MARIA	\$37,117.44	Full Time	HIGH SCHOOL ART TEACHER
KACHURAK, SUSAN	\$42,511.54	Full Time	K - 6 TEACHER
KAERCHER, NICHOLE L	\$36,233.75	Full Time	K - 6 TEACHER
KAROSAS, LISA MARIE	\$38,821.92	Full Time	HIGH SCHOOL SCIENCE TEACHER
KARP, BARBARA MYERS	\$42,549.36	Full Time	HIGH SCHOOL SOCIAL STUDIES TEACHER
KECK, MARIANNE CHRISTINE	\$38,391.12	Full Time	HIGH SCHOOL SCIENCE TEACHER
KEEFE, ALLISON A	\$35,350.00	Full Time	MIDDLE SCHOOL ENGLISH TEACHER
KELLEHER, ELISSA LYNN	\$40,762.97	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
KELLOGG, JESSYCA FERGUSON	\$36,233.75	Full Time	FAMILY COACH
KELSO, SHARON A	\$37,875.12	Full Time	HIGH SCHOOL ENGLISH TEACHER
KERN, MARLYN	\$35,350.00	Full Time	FAMILY COACH
KERNER, DANIELLE L	\$38,045.44	Full Time	HIGH SCHOOL FRENCH TEACHER
KETH, PAMELA DENISE	\$40,570.44	Full Time	FAMILY COACH
KETTER, MONIQUE TOSHA	\$37,875.00	Full Time	FAMILY COACH
KING, ILENE J	\$35,350.00	Full Time	FAMILY COACH
KISTLER, KENYA H	\$57,000.00	Full Time	SCHOOL PSYCHOLOGIST
KITCHELL, ALINA R	\$51,113.06	Full Time	PARENT ENGAGEMENT COORDINATOR
KLEMM, ELYSE M	\$35,350.00	Full Time	FAMILY COACH
KLINGER, KEVIN	\$50,500.00	Full Time	GUIDANCE COUNSELOR
KNAPPENBERGER, ANGELA MARIE	\$35,000.00	Full Time	TEACHER 6TH GRADE
KOCH, WILLIAM A	\$38,821.88	Full Time	COMMUNITY COORDINATOR
KRAMER, MARC A	\$39,857.04	Full Time	HIGH SCHOOL HEALTH AND PHYSICAL EDUCATION TEACHER
KRELOVE, KELLY A	\$44,074.66	Full Time	MIDDLE SCHOOL SCIENCE DEPARTMENT CHAIR
KRESOSKI, KIMBERLY ANN	\$35,350.00	Full Time	K - 6 TEACHER
KROL, NICOLE S	\$38,821.88	Full Time	MIDDLE SCHOOL SPECIAL EDUCATION TEACHER
KRONER, LEWIS F	\$38,885.00	Full Time	MIDDLE SCHOOL SCIENCE TEACHER
KUNC JR, JOSEPH	\$36,233.75	Full Time	9TH GRADE MATH TEACHER
KUNITSKY, DIANE MARIE	\$52,312.04	Full Time	HIGH SCHOOL CHEMISTRY TEACHER
KUNKEL, WILLIAM D	\$37,117.50	Full Time	FAMILY COACH
KURYLA, SUZANNE ELIZABETH	\$50,500.00	Full Time	GUIDANCE COUNSELOR
LACEY, KIMBERLY A	\$37,117.50	Full Time	MIDDLE SCHOOL SPECIAL EDUCATION TEACHER
LACHOWICZ, ALEXANDRA L	\$35,350.00	Full Time	K - 6 TEACHER
LAMB, TRACIE A	\$48,196.69	Full Time	ACADEMIC COACH - HIGH SCHOOL
LAMBERT IV, JOSEPH C	\$38,045.44	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
LANZILOTTA, KRISTEN FAY	\$40,696.69	Full Time	K - 6 TEACHER
LAPSLEY, CARRIE ANN	\$44,257.19	Full Time	SPECIAL EDUCATION ENROLLMENT SPECIALIST
LARGENT, BETH A	\$41,643.56	Full Time	K - 6 TEACHER DEPARTMENT CHAIR
LASER, MARK T	\$40,696.69	Full Time	MIDDLE SCHOOL MATH DEPARTMENT CHAIR
LATORE, RACHAEL LYNN	\$38,758.75	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
LAVACCA, DEBORAH ANN	\$40,762.97	Full Time	K - 6 TEACHER
LAVENIA, GABRIELLE SARACINO	\$37,875.00	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
LAVIN, ANGELA CARLY MARIE	\$36,233.75	Full Time	MIDDLE SCHOOL MATH TEACHER
LAWSON, CHRISTOPHER JOHN	\$39,857.13	Full Time	HIGH SCHOOL BUSINESS TEACHER
LEARN, RYAN P	\$51,762.50	Full Time	GUIDANCE COUNSELOR
LEE, ERICA MARIE	\$51,500.00	Full Time	GUIDANCE COUNSELOR

Employee Name	Default Annual Pay	Classification	Job Title
LEONARD, AMY	\$36,233.75	Full Time	K - 6 SPECIAL EDUCATION TEACHER
LEPSCH, ANNA E	\$35,350.00	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACH
LESCZYNSKI, TRISA ANN	\$35,350.00	Full Time	HIGH SCHOOL FAMILY AND CONSUMER TEACHER
LEWIS, ERIN MICHELLE	\$35,000.00	Full Time	TEACHER
LEWIS, NAYADA NICHOLE	\$35,350.00	Full Time	FAMILY COACH
LIPIEC, SUSAN E	\$35,350.00	Full Time	FAMILY COACH
LIVINGOOD BIRD, KAREN MELISSA	\$38,821.88	Full Time	FAMILY COACH
LIVORIO, HEATHER JO	\$38,139.60	Full Time	MIDDLE SCHOOL SCIENCE TEACHER
LOCCISANO, SERENA JO	\$38,174.85	Full Time	K - 6 SPECIAL EDUCATION TEACHER
LOEB, ALEXANDRA MICHELLE	\$37,139.60	Full Time	START STRONG COACH
LONG, CRYSTAL RENEE	\$37,139.60	Full Time	9TH GRADE MATH TEACHER
LONG, JESSICA B	\$38,045.44	Full Time	STRONG START COACH
LONG, MELISSA R	\$42,574.66	Full Time	9TH GRADE MATH TEACHER
LOPEZ, MEGAN	\$36,233.75	Full Time	SCHOOL HEALTH ASSISTANT
LOWE, ELLISEN	\$35,350.00	Full Time	K - 6 SPECIAL EDUCATION TEACHER
LUBICH, LUKE A	\$39,857.13	Full Time	MIDDLE SCHOOL PHYSICAL EDUCATON TEACHER
LUCIER, HEIDI A	\$37,139.60	Full Time	MIDDLE SCHOOL SCIENCE TEACHER
LUCKENBILL, EILEEN R	\$37,139.60	Full Time	START STRONG COACH
LUCKIE, MIRANDA LYNN	\$36,233.75	Full Time	K - 6 MATH SPECIALIST
LYNN, SHARON	\$39,768.75	Full Time	HIGH SCHOOL DRIVER EDUCATION TEACHER
LYNOTT, MARY	\$38,885.00	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
MACK, CATHRYN L	\$37,875.00	Full Time	HIGH SCHOOL LIFE SKILLS TEACHER
MACUGA, ERICA LYNN	\$38,821.88	Full Time	9TH GRADE ENGLISH TEACHER
MAHON, JILL H	\$37,500.00	Full Time	ELEMENTARY TEACHER
MAHONEY, MARY ELLEN	\$38,708.25	Full Time	FAMILY COACH
MAINES, BETH ANN	\$51,620.50	Full Time	K - 6 TEACHER
MAIO, PAMELA	\$37,875.00	Full Time	HIGH SCHOOL ENGLISH TEACHER
MAKSIN, JAIME LYNN	\$37,269.00	Full Time	9TH GRADE MATH TEACHER
MALAMPY, TARA LYNN	\$35,350.00	Full Time	FAMILY COACH
MALATAK, ELENA	\$50,500.00	Full Time	GUIDANCE COUNSELOR
MALLON, REGINA MARIE	\$37,269.00	Full Time	K - 6 SPECIAL EDUCATION TEACHER
MALLOY, MARIANNE E	\$37,269.00	Full Time	MIDDLE SCHOOL MATH TEACHER
MARCINKIEWICZ, ILYSE BETH	\$40,052.72	Full Time	HIGH SCHOOL MATH TEACHER
MARIGLIANO, TRACEY MARIE	\$35,350.00	Full Time	ELEMENTARY TEACHER
MATTIER, TAMARA	\$38,821.88	Full Time	STRONG START COACH
MAY, JESSICA MARIA	\$41,536.25	Full Time	MIDDLE SCHOOL SPECIAL EDUCATION TEACHER
MAZER, TIMOTHY MICHAEL	\$35,350.00	Full Time	MIDDLE SCHOOL HISTORY TEACHER
MCCARTHY III, JAMES V	\$38,758.75	Full Time	HIGH SCHOOL HEALTH AND PHYSICAL EDUCATION TEACHER
MCCARTHY, VALERIE LYNN	\$35,350.00	Full Time	K - 6 TEACHER
MCCAULEY, TAMARA J	\$39,130.23	Full Time	K - 6 TEACHER
MCCLEERY, JULIET G	\$38,885.00	Full Time	9TH GRADE ENGLISH TEACHER
MCCORMICK, HEATHER M	\$48,527.35	Full Time	ACADEMIC COACH-SPECIAL ED-HS
MCCORMLEY, KAYLA MARIE		Temporary	TEACHER
MCCRACKEN, KEVIN S	\$42,148.56	Full Time	HIGH SCHOOL FINE ARTS AND WORLD LANGUAGE DEPT CHAIR
MCCREA, JULIE ANN	\$41,416.31	Full Time	HIGH SCHOOL SCIENCE DEPARTMENT CHAIR
MCCULLOUGH, KELLY S	\$35,350.00	Full Time	MIDDLE SCHOOL SOCIAL STUDIES TEACHER
MCEWEN, ELIZABETH MARY	\$43,646.11	Full Time	K - 6 READING SPECIALIST
MCGAFFIC, DIANE LYNN	\$39,270.00	Full Time	TEACHER
MCGLYNN, JAMES G	\$39,768.75	Full Time	9TH GRADE MATH TEACHER
MCGONIGAL, JAMES V	\$36,233.75	Full Time	FAMILY COACH
MCGONIGAL, SCOTT	\$35,350.00	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
MCHENRY, MARTHA	\$35,350.00	Full Time	MIDDLE SCHOOL SPECIAL EDUCATION TEACHER
MCINTYRE, AMIRAH	\$36,233.75	Full Time	RELATED SERVICES ASSISTANT
MCKEOWN, JANELLE LEE	\$35,350.00	Full Time	9TH GRADE ENGLISH TEACHER
MCLAUGHLIN, KIMBERLY RENEE	\$37,875.00	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
MCNEU, AMANDA ELAINE	\$35,350.00	Full Time	K - 6 TEACHER

Employee Name	Default Annual Pay	Classification	Job Title
MCNULTY, COREY THOMAS	\$37,875.00	Full Time	MIDDLE SCHOOL SOCIAL STUDIES TEACHER
MCNULTY, MICHAEL S	\$42,556.21	Full Time	HIGH SCHOOL MATH TEACHER
MCQUAIDE, DAVID JOHN	\$41,410.00	Full Time	FAMILY COACH
MCQUAIDE, THERESA J	\$42,552.56	Full Time	HIGH SCHOOL MATH TEACHER
MCQUILLAN, CATHERINE M	\$35,350.00	Full Time	FAMILY COACH
MCQUILLAN, MICHAEL T	\$39,727.72	Full Time	9TH GRADE SOCIAL STUDIES TEACHER
MCTAGUE, DEBRA M	\$35,350.00	Full Time	FAMILY COACH
MELLON, SAMANTHA E	\$36,233.75	Full Time	HIGH SCHOOL MATH TEACHER
METZ, AMBER L	\$36,233.75	Full Time	HIGH SCHOOL ENGLISH TEACHER
MEYER, JENNIFER L	\$36,233.75	Full Time	HIGH SCHOOL SPANISH TEACHER
MILD, KATIE COLLEEN	\$35,350.00	Full Time	HIGH SCHOOL PHYSICAL EDUCATION TEACHER
MILLER, JEFFREY P	\$52,745.12	Full Time	ACADEMIC COACH-HIGH SCHOOL
MILLER, JODEEN E	\$42,574.66	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
MILLER, MARCIE LYNN	\$36,233.75	Full Time	FAMILY COACH
MILLER, REBECCA SUSAN	\$39,986.54	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
MILLER, SAMANTHA LEIGH	\$37,500.00	Full Time	TEACHER
MINDLIN, ELISA L	\$37,786.63	Full Time	FAMILY COACH
MIRTH II, RICHARD MICHAEL	\$54,196.10	Full Time	GUIDANCE COUNSELOR
MISLANOVICH, ALISON MARIE	\$39,857.13	Full Time	MIDDLE SCHOOL ENGLISH TEACHER
MISLANOVICH, KELSEY LYN	\$36,233.75	Full Time	9TH GRADE ENGLISH TEACHER
MOLDENHAUER, HOPE R	\$47,331.63	Full Time	SCHOOL NURSE
MOLNAR, JENNIFER SOLE	\$37,875.00	Full Time	MIDDLE SCHOOL SCIENCE TEACHER
MONTERROSO, JACQUELINE JAY	\$35,350.00	Full Time	MIDDLE SCHOOL SOCIAL STUDIES TEACHER
MOSER, CHRISTINE ANN	\$36,233.75	Full Time	FAMILY COACH
MOSER, ERICA L	\$59,258.06	Full Time	GUIDANCE COUNSELOR - PROGRAM SUPPORT
MULHOLLAN, BETH ANN	\$40,286.70	Full Time	K-6 TEACHER DEPARTMENT CHAIR
MULLEN, AMANDA M	\$65,000.00	Full Time	FAMILY INVOLVEMENT COORDINATOR
MULLEN, CHAD P	\$38,821.88	Full Time	FAMILY COACH
MULVEY, JOANNE C	\$38,045.44	Full Time	9TH GRADE MATH TEACHER
MURTAUGH, KATE LOUISE	\$35,350.00	Full Time	9TH GRADE SCIENCE TEACHER
NAGY, FRANK BARTON	\$36,233.75	Full Time	HIGH SCHOOL MATH TEACHER
NAPOLI, MIA	\$47,875.00	Full Time	READING SPECIALIST-LEARNING CENTER
NATALE, VALERIE L	\$36,360.00	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
NAUGHTON, BECKY L	\$37,269.00	Full Time	HIGH SCHOOL ART TEACHER
NAWN, ERIN MARIE	\$35,350.00	Full Time	K-6 TEACHER
NELSON, EILEEN CLAIRE	\$38,821.88	Full Time	FAMILY COACH
NETTLES, KATHRYN ELOISE	\$39,542.98	Full Time	STUDENT ISP COORDINATOR
NICHOLAS, JESSE J	\$38,500.00	Full Time	TEACHER
NICHOLS, CHRISTINA MARIE	\$38,746.33	Full Time	9TH GRADE SCIENCE TEACHER
NICHOLSON, JESSICA NICOLE	\$43,043.62	Full Time	K-6 MATH SPECIALIST
NICKERSON LITTLE, CHRISTY ELIZABETH	\$47,268.75	Full Time	ACADEMIC COACH-K-5
NOBLE, BECKY MARIE	\$40,526.25	Full Time	HIGH SCHOOL ENGLISH TEACHER
NOVIA, GABRIELLE M	\$37,117.50	Full Time	HIGH SCHOOL ENGLISH TEACHER
NUDO ALBERTI, JENNIFER M	\$62,951.20	Full Time	K-12 SPEECH AND LANGUAGE TEACHER
NUGENT, EMILY ELIZABETH	\$39,768.75	Full Time	HIGH SCHOOL SCIENCE TEACHER
NUGENT, STEPHEN R	\$39,768.75	Full Time	HIGH SCHOOL SOCIAL STUDIES TEACHER
O'BRIEN, KAITLIN N	\$41,410.00	Full Time	TRANSCRIPT COORDINATOR
OAKES, CASEY LOUISE	\$36,233.75	Full Time	K-6 TEACHER
OGRODNIK, YANIRA D	\$42,574.66	Full Time	HIGH SCHOOL SPANISH & SOCIAL STUDIES TEACHER
OLSAVSKY, MICHELLE LENORE	\$36,233.75	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
ONEILL, CAROLYN JEANNE	\$35,350.00	Full Time	K-6 SPECIAL EDUCATION TEACHER
ORANGIS, CHRISTINA L	\$36,233.75	Full Time	HIGH SCHOOL SOCIAL STUDIES TEACHER
PACHECO, JOSE ROBERT	\$38,951.29	Full Time	9TH GRADE MATH TEACHER
PAGAN, EUFEMIO	\$46,548.38	Full Time	FAMILY COACH - PROGRAM SUPPORT
PAGLIEI, LYNN MARIE	\$44,895.63	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
PALIVODA, SHERI L	\$39,857.13	Full Time	MIDDLE SCHOOL ENGLISH TEACHER

Employee Name	Default Annual Pay	Classification	Job Title
PALME, JILL ELIZABETH	\$58,000.00	Full Time	ACADEMIC COACH
PALUSZEK, THOMAS FRANCIS	\$45,450.00	Full Time	CLASSROOM COACH
PANZA, JANET FAY	\$38,821.88	Full Time	FAMILY COACH
PAOLINO, KIMBERLY A	\$38,821.88	Full Time	MIDDLE SCHOOL SPECIAL EDUCATION TEACHER
PARKES, GEMMA M	\$37,875.00	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
PASTIN, LAURIE LYNN	\$36,233.75	Full Time	K-6 MATH SPECIALIST
PATTERSON, WHITNEY LYNNE	\$54,325.29	Full Time	GUIDANCE COUNSELOR
PEASE, KELLY ANN	\$35,000.00	Full Time	9TH GRADE ENGLISH TEACHER
PELISSIER, MICHELLE	\$38,885.00	Full Time	ELEMENTARY SPECIAL EDUCATION TEACHER
PERROTTA, ANTOINETTE	\$51,762.50	Full Time	GUIDANCE COUNSELOR
PERUSO, JENNIFER C	\$36,233.75	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
PETRAGLIA, STELLA JANE E	\$35,350.00	Full Time	FAMILY COACH
PETRUZZELLI, DENA MARIE	\$39,768.75	Full Time	9TH GRADE ENGLISH TEACHER
PFEIFFER, ERIC JAMES	\$37,269.00	Full Time	9TH GRADE SCIENCE TEACHER
PFROGNER, DONNA GAZICA	\$37,117.50	Full Time	FAMILY COACH
PHELAN, KERI LYNN	\$39,857.13	Full Time	9TH GRADE ENGLISH TEACHER
PHENGVATH, AMORINE	\$35,350.00	Full Time	RELATED SERVICES BILLING ASSISTANT
PHILLIPS, JILL MARIE	\$43,257.19	Full Time	MIDDLE SCHOOL SOCIAL STUDIES TEACHER
PICKENS, ASHLEY ELIZABETH	\$42,072.56	Full Time	ATTENDANCE AND TRUANCY COORDINATOR
PILSITS, ALYSSA	\$50,500.00	Full Time	K-8 COUNSELOR
PINCHERRI, BRIANA L	\$39,857.13	Full Time	FAMILY COACH
PINCI, TRAVIS CRAIG	\$35,350.00	Full Time	K-6 SPECIAL EDUCATION TEACHER
PITCHFORD, TAMIKA	\$48,821.88	Full Time	MIDDLE SCHOOL TRANSITION TEACHER
PITTMAN, SARAH B	\$39,758.75	Full Time	K - 6 SPECIAL EDUCATION TEACHER
PLATT, KEITH A	\$40,478.52	Full Time	HIGH SCHOOL HEALTH AND PHYSICAL EDUCATION TEACHER
PLEASANT-HARRIS, ALISA	\$35,350.00	Full Time	FAMILY COACH
POSTLER, SUZANNE	\$36,233.75	Full Time	FAMILY COACH
PRATT JR, R JAMES	\$37,139.60	Full Time	K-6 MATH SPECIALIST
PRATT, MOLLY	\$35,350.00	Full Time	FAMILY COACH
PRITCHETT, CRYSTAL	\$47,975.00	Full Time	CLASSROOM COACH
PRONIO, MARTIN A	\$47,621.50	Full Time	ACADEMIC COACH-SPECIAL ED-HS
PRONIO, MARY F	\$39,857.13	Full Time	MIDDLE SCHOOL SPECIAL EDUCATION TEACHER
PUNTES, DANIEL JOE	\$35,350.00	Full Time	FAMILY COACH
PURDY HUNSBERGER, LINDA	\$38,821.88	Full Time	HIGH SCHOOL HEALTH AND PHYSICAL EDUCATION TEACHER
PURNELL, BARBARA MAREITTA	\$38,821.88	Full Time	FAMILY COACH
PURNELL, DANIEL M	\$37,875.00	Full Time	FAMILY COACH
PUSKAR, KATHRYN P	\$51,725.77	Full Time	K-6 TEACHER
PYTKO, JONATHAN CLAYTON	\$40,633.25	Full Time	HIGH SCHOOL SOCIAL STUDIES TEACHER
QUACKENBUSH, KELLY J	\$40,696.69	Full Time	K-6 READING SPECIALIST
QUINN, PAMELA J	\$37,139.60	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
QUISITO, TARA ANN	\$59,268.03	Full Time	GUIDANCE COUNSELOR
RABE, MICHELLE L	\$35,350.00	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
RADIO, SCOTT G	\$37,875.00	Full Time	MIDDLE SCHOOL SCIENCE TEACHER
RAHIM, ZAKIA AMINA	\$50,500.00	Full Time	TRUANCY PREVENTION COORDINATOR
RAMSEY, JESSICA ELIZABETH	\$36,233.75	Full Time	FAMILY COACH
RAU, SARAH ELIZABETH	\$35,350.00	Full Time	HIGH SCHOOL SCIENCE TEACHER
READ, ALLISON BERKOWITZ	\$38,821.88	Full Time	HIGH SCHOOL ENGLISH TEACHER
REAVES, MICHAEL B	\$36,233.75	Full Time	FAMILY COACH
REBER, KARYN L	\$43,808.75	Full Time	ACADEMIC COACH- K-5
REGAN, VIRGINIA MANNING	\$40,696.69	Full Time	K-6 TEACHER
REIBER, KIERSTEN LEANN	\$38,045.44	Full Time	K-6 TEACHER
REIMAN, BRITTANY P	\$38,733.75	Full Time	MIDDLE SCHOOL SPECIAL EDUCATION TEACHER
REIMERS, NANCY MARIE	\$38,500.08	Full Time	TEACHER
REIMERS, STACEY L	\$40,633.56	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
REIS, DERICK J	\$36,233.75	Full Time	FAMILY COACH
REX, SHELLEY R	\$39,768.75	Full Time	FAMILY COACH

Employee Name	Default Annual Pay	Classification	Job Title
RICHARDSON, COLLEEN SHANNON	\$42,640.54	Full Time	ADVANCED LEARNERS COORDINATOR
RIGGS, JOHN	\$37,875.00	Full Time	HIGH SCHOOL ENGLISH TEACHER
RINALDI, ANDREW J	\$38,821.88	Full Time	HIGH SCHOOL MUSIC TEACHER
RITCHIE, LEEANN B	\$48,344.25	Full Time	ACADEMIC COACH- SPECIAL ED
RIVERA, CHRISTINA GUADALUPE	\$68,250.00	Full Time	FEDERAL PROGRAMS COORDINATOR
ROBERTS, JANIE LEA	\$37,139.60	Full Time	K-6 TEACHER
ROCKOWER, MINDY SHARON	\$54,515.60	Full Time	GUIDANCE COUNSELOR
ROGERS, JESSICA A	\$53,961.06	Full Time	ACADEMIC SUPPORT SPECIAL ED COACH- HS
ROLLMAN, ANDREA K	\$36,233.75	Full Time	FAMILY COACH
RONCO, HEATHER LYNN	\$38,951.29	Full Time	FAMILY COACH
RONOSKY, SARAH MARIE	\$37,875.00	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
RORIE, TYRONE ANTHONY	\$37,875.00	Full Time	FAMILY COACH
ROSSITER III, RICHARD M	\$37,139.00	Full Time	K-6 SPECIAL EDUCATION TEACHER
RUDY, ANGELA MARIE	\$35,350.00	Full Time	FAMILY COACH
RYAN, RACHEL CORINNE CROW	\$40,570.44	Full Time	MIDDLE/HIGH SCHOOL LIFE SKILLS TEACHER
SAID, ANDREW E	\$53,025.00	Full Time	GUIDANCE COUNSELOR
SAMAR, LISA STEPPE	\$42,574.66	Full Time	K-6 READING SPECIALIST
SANDS, JEAN A	\$36,233.75	Full Time	FAMILY COACH
SANTORE, ALICIA	\$37,875.00	Full Time	MIDDLE SCHOOL ENGLISH TEACHER
SARBER, KENNETH OGDEN	\$37,500.00	Full Time	ELEMENTARY TEACHER
SATTLER, EMILY R	\$36,233.75	Full Time	MIDDLE SCHOOL SOCIAL STUDIES TEACHER
SAVITZ, LISA KAY	\$38,821.88	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
SAWYER, RASHIDA R	\$35,350.00	Full Time	FAMILY COACH
SAXTON, BRENNNA C	\$35,000.00	Full Time	TEACHER
SCHAEFFER, DEBORAH JUDITH	\$41,804.55	Full Time	MIDDLE SCHOOL SPECIAL EDUCATION TEACHER
SCHAEFFER, TONIA LEE	\$38,821.88	Full Time	K-6 TEACHER
SCHALL, DANIELLE MARIE	\$35,350.00	Full Time	K-6 SPECIAL EDUCATION TEACHER
SCHEIB, ALYSON JAYE	\$55,181.78	Full Time	ACADEMIC SUPPORT COACH-MS
SCHEIB, ERIC J	\$56,678.35	Full Time	ACADEMIC SUPPORT COACH-HS
SCHEIRER, MICHAEL J	\$36,233.75	Full Time	HIGH SCHOOL SOCIAL STUDIES TEACHER
SHELL MCGAW, CHAD M	\$41,539.41	Full Time	HIGH SCHOOL ENGLISH TEACHER
SCHMEHL, VIRGINIA ELIZABETH	\$36,233.75	Full Time	K-6 TEACHER
SCHMIDT, ASHLEY BROOKE	\$37,117.50	Full Time	K-6 SPECIAL EDUCATION TEACHER
SCHREINER, JENNA M	\$44,257.19	Full Time	SPECIAL EDUCATION ENROLLMENT SPECIALIST
SCHWARTZ, OLIVIA MARIE	\$35,350.00	Full Time	K-6 TEACHER
SCHWEIZER, CARA MARIE	\$35,350.00	Full Time	9TH GRADE SCIENCE TEACHER
SCOTT, JESSICA LAUREN	\$41,517.00	Full Time	K-6 SPECIAL EDUCATION TEACHER
SEKURAS, TABITHA ANN	\$38,821.88	Full Time	MIDDLE SCHOOL ENGLISH TEACHER
SENKOWSKI, ANDREW J	\$47,722.50	Full Time	MATH SPECIALIST - LEARNING CENTER
SHAFFER JR, JAMES J	\$37,500.00	Full Time	TEACHER
SHAFFER, GINGER P	\$41,539.41	Full Time	FAMILY COACH
SHAFFER, LAUREN ELIZABETH	\$50,586.26	Full Time	ACADEMIC COACH-MS
SHAUL, MATTHEW THOMAS	\$36,233.75	Full Time	HIGH SCHOOL MUSIC TEACHER
SHEA, AMY M	\$50,500.00	Full Time	GUIDANCE COUNSELOR
SHEARER, MARTINA S	\$37,875.00	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
SHEBECK, REGAN LYNNE	\$51,566.81	Full Time	ACADEMIC SUPPORT COACH-HS
SHIELDS, THOMAS RICHARD	\$40,696.69	Full Time	HIGH SCHOOL LATIN TEACHER
SHIVETTS, STEPHANIE LYNN	\$50,500.00	Full Time	GUIDANCE COUNSELOR
SHOEMAKER, KRISTA MARIE	\$35,350.00	Full Time	K-6 TEACHER
SHONBERG, CYNTHIA L	\$39,655.00	Full Time	TEACHER
SHULTZ, JILL ILENE	\$38,885.00	Full Time	K-6 TEACHER
SHUTTLEWORTH, STEPHEN A	\$36,233.75	Full Time	9TH GRADE SOCIAL STUDIES TEACHER
SILBERMAN, HEATHER S	\$46,658.64	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
SIMMONS JR, JAMES LEE	\$47,975.00	Full Time	CLASSROOM COACH
SIMPSON, NICHOLE LOUISE	\$35,350.00	Full Time	HIGH SCHOOL ART TEACHER
SINAN, MEGAN C	\$35,350.00	Full Time	HIGH SCHOOL MATH TEACHER

Employee Name	Default Annual Pay	Classification	Job Title
SINCLAIR, SHANNON	\$35,350.00	Full Time	MIDDLE SCHOOL SPECIAL EDUCATION TEACHER
SIWIK, KAREN ANNETTE	\$36,233.75	Full Time	SPECIAL EDUCATION RECORDS ASSISTANT
SKOLNIK, EVAN M	\$55,000.00	Full Time	SCHOOL PSYCHOLOGIST
SMITH, ASHLEY R	\$37,875.00	Full Time	K-6 TEACHER
SMITH, CODY JOHN	\$36,233.75	Full Time	MIDDLE SCHOOL SOCIAL STUDIES TEACHER
SMITH, DAVID C	\$36,233.75	Full Time	9TH GRADE SCIENCE TEACHER
SMITH, FAWN MICHELE	\$38,045.44	Full Time	STRONG START COACH
SMITH, JEREMY CHARLES	\$36,233.75	Full Time	FAMILY COACH
SMITH, JOSEPH BART	\$38,821.88	Full Time	HIGH SCHOOL SCIENCE TEACHER
SMITH, PATRICIA MARIE	\$40,829.25	Full Time	9TH GRADE MATH TEACHER
SMITH, STEPHANIE R	\$36,233.75	Full Time	FAMILY COACH
SMITH, TONYA L	\$43,698.96	Full Time	HIGH SCHOOL ENGLISH TEACHER
SNEERINGER, JENNIFER	\$37,875.00	Full Time	K-6 SPECIAL EDUCATION TEACHER
SNYDER, DIANE	\$38,001.25	Full Time	FAMILY COACH
SNYDER, KELLY LEIGH	\$39,727.72	Full Time	MIDDLE SCHOOL ENGLISH TEACHER
SODA, LORY A	\$43,613.06	Full Time	HIGH SCHOOL HEALTH AND PHYSICAL EDUCATION TEACHER
SOLOMON, SHENIKA TYVETTE OCTAVIA	\$52,797.75	Full Time	FAMILY COACH - PROGRAM SUPPORT
SONLIN, ALLISON MOTT	\$35,350.00	Full Time	9TH GRADE ENGLISH TEACHER
SOSONKIN, JAIME	\$39,768.75	Full Time	FAMILY COACH
SPEARING, LANORE	\$47,331.63	Full Time	LEARNING CENTER SUPPORT COORDINATOR
SPESS, CHANTEL A	\$44,774.25	Full Time	9TH GRADE SOCIAL STUDIES TEACHER
SPRATT, LESLIE D	\$38,951.29	Full Time	K-6 LIFE SKILLS TEACHER
STABILITO, CATHERINE M	\$39,768.75	Full Time	FAMILY COACH
STAHLE, CHERYL	\$39,857.13	Full Time	HIGH SCHOOL ENGLISH TEACHER
STANEK, MICHAEL	\$40,526.25	Full Time	HIGH SCHOOL MATH TEACHER
STANFORTH, MELANIE	\$48,985.00	Full Time	SPEECH PATHOLOGIST
STARK, SUSAN L	\$36,233.75	Full Time	HIGH SCHOOL SOCIAL STUDIES TEACHER
STEBBINS, ASHLEY LAUREN	\$36,233.75	Full Time	FAMILY COACH
STECKEL, TRICIA ROSE	\$39,080.69	Full Time	9TH GRADE MATH TEACHER
STECKER, PAMELA	\$37,875.00	Full Time	MIDDLE SCHOOL ENGLISH TEACHER
STEINBERG, NATALIE BLAIR	\$36,233.75	Full Time	K-6 TEACHER
STEVENS, BETH ANN	\$40,762.97	Full Time	K-6 TEACHER
STEVENS, KRISTA SUZANNE	\$44,052.56	Full Time	K-6 TEACHER DEPARTMENT CHAIR
STEWART, DIANE E	\$39,727.72	Full Time	MIDDLE SCHOOL MATH TEACHER
STILES, HEATHER	\$37,139.60	Full Time	HIGH SCHOOL BIOLOGY TEACHER
STOUDT, RACHEL E	\$37,139.60	Full Time	K-6 TEACHER
STRONG, KIMBERLY	\$37,875.00	Full Time	K-6 TEACHER
STULTZ, DEBORAH L	\$63,377.50	Full Time	SENIOR CERTIFIED SCHOOL NURSE
STUMP, SHELLEY A	\$44,839.26	Full Time	SPECIAL EDUCATION ENROLLMENT SPECIALIST
SUKANICK, PETER D	\$38,821.88	Full Time	HIGH SCHOOL HEALTH AND PHYSICAL EDUCATION TEACHER
SULUKI, NAEEMAH	\$37,875.00	Full Time	FAMILY COACH
SUPER, LAURIE GAIL	\$37,139.60	Full Time	FAMILY COACH
SUTTON, ANNE O	\$42,420.00	Full Time	SPECIAL EDUCATION EVALUATION COORDINATOR
SWIFT MERRICK, TRACY L	\$51,762.50	Full Time	TRUANCY PREVENTION COORDINATOR
SWINDELL, GAILA J	\$36,233.75	Full Time	FAMILY COACH
SZERLAG, JENNIFER MARIE	\$35,350.00	Full Time	FAMILY COACH
TANTER, ERIN F	\$37,875.00	Full Time	MIDDLE SCHOOL SCIENCE TEACHER
TALLEY, TAMMY IRENE	\$37,875.00	Full Time	FAMILY COACH
TARPLEY, ALONNA DIANE	\$36,233.75	Full Time	FAMILY COACH
TERRELL, FALLON NICOLE	\$50,000.00	Full Time	K-8 COUNSELOR
THATCHER, KRISTIN ANNE	\$36,233.75	Full Time	FAMILY COACH
THAYER, BARBARA JEAN	\$39,727.72	Full Time	9TH GRADE ENGLISH TEACHER
THOMAS, CHRISTINE WILES	\$38,821.88	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
THOMAS, JENNINE MICHELLE	\$40,727.72	Full Time	HIGH SCHOOL SOCIAL STUDIES TEACHER
THOMAS, JOHN C	\$45,809.81	Full Time	ACADEMIC COACH- MS
THOMAS, MICHELLE	\$37,875.00	Full Time	FAMILY COACH

Employee Name	Default Annual Pay	Classification	Job Title
THOMAS, ROBERT JOHN	\$36,233.75	Full Time	HIGH SCHOOL ART TEACHER
THOMPSON, DANA C	\$54,413.58	Full Time	SPECIAL EDUCATION RELATED SERVICES COORDINATOR
THOMPSON, KIMBERLY RAE	\$43,613.06	Full Time	FAMILY COACH
TILSNER, MICHELLE	\$43,613.06	Full Time	K-6 READING SPECIALIST
TROBMAN, MICHELE LEE	\$36,233.75	Full Time	FAMILY COACH
TWIDDY, MICHELE RENEA	\$38,174.85	Full Time	9TH GRADE ENGLISH TEACHER
UTTECHT, MONIQUE CHRISTINE	\$39,821.88	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
VAN GORDER, MICHELLE	\$38,951.29	Full Time	K-6 TEACHER
VARGAS, BETH ANNE	\$43,562.36	Full Time	K-6 TEACHER
VASIL, JAY J	\$42,556.30	Full Time	HIGH SCHOOL HEALTH AND PHYSICAL EDUCATION TEACHER
VAZQUEZ, MARIA DEL ROSARIO	\$38,973.38	Full Time	SPECIAL EDUCATION STUDENT COMPLIANCY COORDINATOR
VEASEY, JEANNINE L	\$37,875.00	Full Time	FAMILY COACH
VISAYA LOUB, MARA ANN	\$38,821.88	Full Time	HIGH SCHOOL TRANSITION TEACHER
VOGEL, JENNIFER E	\$39,901.31	Full Time	STRONG START COACH
VOLPATTI, KELLY L	\$37,139.60	Full Time	K-6 MATH SPECIALIST
VOLPE, VALLORRIE FITZGERALD	\$39,901.31	Full Time	MIDDLE SCHOOL MATH TEACHER
VON GROSSEN, ASHLEY DANEEN	\$35,350.00	Full Time	FAMILY COACH
VOSHELLE, LISA CHADDOCK	\$36,233.75	Full Time	HIGH SCHOOL HEALTH AND PHYSICAL EDUCATION TEACHER
WAGNER, NANCY ELIZABETH	\$50,339.04	Full Time	FAMILY COACH - PROGRAM SUPPORT
WALKER, TARA M	\$38,625.00	Temporary	HIGH SCHOOL SPECIAL EDUCATION TEACHER
WALLACE, ALLISON M	\$38,821.88	Full Time	K-6 MATH SPECIALIST
WALSH, MARY ELISE	\$36,233.75	Full Time	9TH GRADE ENGLISH TEACHER
WALTERS SEIDEL, KRISTIN ANN	\$40,526.25	Full Time	COMMUNITY COORDINATOR
WALTERS, MELANIE A	\$39,857.13	Full Time	HIGH SCHOOL BIOLOGY TEACHER
WALTON, SUSAN ANN	\$39,857.13	Full Time	9TH GRADE MATH TEACHER
WARD ILLICH, MICHELE RENEE	\$50,500.00	Full Time	TRUANCY PREVENTION COORDINATOR
WATERS-BUCHERT, NANCY MIRIAM	\$39,857.13	Full Time	HIGH SCHOOL BUSINESS TEACHER
WATTERS, ANN M	\$35,713.60	Full Time	RECORDS ASSISTANT
WAYLONIS, LORI L	\$38,733.75	Full Time	FAMILY COACH
WAYNE, NOELLE MARIE	\$37,875.00	Full Time	9TH GRADE ENGLISH TEACHER
WEAGLEY, MAGGIE BETH	\$42,574.53	Full Time	K-6 MATH SPECIALIST
WEAVER, KARLA RAE	\$38,885.00	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
WEDGE, NICHOLE LYNN	\$37,139.60	Full Time	FAMILY COACH
WEIDNER, MARYANN LOUISE	\$37,139.60	Full Time	STRONG START COACH
WEIK, MEGHAN E	\$51,762.50	Full Time	GUIDANCE COUNSELOR
WEIKERT, SARAH E	\$38,821.88	Full Time	HIGH SCHOOL ART TEACHER
WEIRICH, STEPHANIE ERIN	\$41,357.13	Full Time	MIDDLE SCHOOL MATH TEACHER
WELDON, ERIN	\$37,117.50	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
WESLEY, MINDY C	\$35,350.00	Full Time	9TH GRADE SPECIAL EDUCATION TEACHER
WHIPPO, JANET DEMAY	\$42,690.25	Full Time	K-6 READING SPECIALIST
WHITE, REBECCA ANN	\$37,875.00	Full Time	FAMILY COACH
WHITEBREAD, AUTUMN LEE	\$43,039.41	Full Time	ELEMENTARY TEACHER
WHITED, BARRON GENE	\$51,762.50	Full Time	GUIDANCE COUNSELOR
WHITMOYER, JESSICA LYNN	\$42,252.72	Full Time	HIGH SCHOOL SOCIAL STUDIES TEACHER
WHITNEY, GITA	\$42,574.66	Full Time	K-6 TEACHER
WIDDOP, CHRISTEN BARBARA	\$38,821.88	Full Time	K-6 SPECIAL EDUCATION TEACHER
WILLEY, BRITTANY	\$35,350.00	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
WILLIAMS, JACLYN NICOLE	\$42,549.41	Full Time	HIGH SCHOOL ENGLISH TEACHER
WILLIAMS, JUSTIN R	\$38,758.75	Full Time	FAMILY COACH
WILLIAMS, MARIE	\$48,502.10	Full Time	ACADEMIC COACH-HIGH SCHOOL
WILLIAMS, RHONDA SHELLENBARGBER	\$40,258.75	Full Time	HIGH SCHOOL ENGLISH TEACHER
WILLISON, JUDITH A	\$36,360.00	Full Time	FAMILY COACH
WILSON, LAUREN KAY	\$38,500.00	Full Time	TEACHER
WILSON, LYNN A	\$46,460.00	Full Time	MIDDLE SCHOOL RTII COORDINATOR
WINSON, ERIC LEE	\$38,045.44	Full Time	FAMILY COACH
WINSON, REBECCA MICHELLE	\$36,233.75	Full Time	K-6 TEACHER

Employee Name	Default Annual Pay	Classification	Job Title
WITMAN, MORGAN RAE	\$38,821.88	Full Time	HIGH SCHOOL SPECIAL EDUCATION TEACHER
WOODS, KIMYATTA BELYNDA	\$36,233.75	Full Time	FAMILY COACH
WRIGHT, JESSICA A	\$38,885.00	Full Time	FAMILY COACH
WRIGHT, KATHLEEN ANN	\$35,350.00	Full Time	K-6 TEACHER
WRIGLEY, CHRISTOPHER S	\$36,233.75	Full Time	FAMILY COACH
WRIGLEY, SANDI FAITH	\$38,045.44	Full Time	K-6 TEACHER
WRZESNIEWSKI, ELAINA PAULINE	\$35,350.00	Full Time	SPECIAL EDUCATION ENROLLMENT ASSISTANT
YEAGER, DEIRDRE ANN	\$37,875.00	Full Time	MIDDLE SCHOOL MATH TEACHER
ZAKIERLARZ, PAMELA ASHLEY	\$51,762.50	Full Time	GUIDANCE COUNSELOR
ZEISLOFT, ROXANNE BOGO	\$50,500.00	Full Time	GUIDANCE COUNSELOR
ZELINKA, TRISTAN	\$39,642.50	Full Time	FAMILY COACH
ZENEFSKI, HEIDI LYNN	\$39,655.00	Full Time	TEACHER

Advantage Interest Checking

Account number: **2000018407787** ■ August 1, 2013 - August 31, 2013 ■ Page 1 of 4
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AGORA CYBER CHARTER SCHOOL
 995 OLD EAGLE SCHOOL RD STE 315
 WAYNE PA 19087-1709

Questions?

Available by phone 24 hours a day, 7 days a week:
1-800-CALL-WELLS (1-800-225-5935)

Online: wellsfargo.com

Write: Wells Fargo Bank, N.A. (345)
 Delaware Valley North Business Banking
 P.O. Box 6995
 Portland, OR 97228-6995

Account summary

Advantage Interest Checking

Account number	Beginning balance	Total credits	Total debits	Ending balance
2000018407787	\$10,936,059.89	\$4,254,634.07	-\$5,922,429.89	\$9,268,264.07

Interest summary

Year to date interest and bonuses paid \$2,410.33

Credits

Deposits

Effective date	Posted date	Amount	Transaction detail
	08/02	494,154.67 ✓	Deposit
	08/02	456,951.34 ✓	Deposit
	08/02	389,231.34 ✓	Deposit
	08/09	447,217.19 ✓	Deposit
	08/09	428,001.17 ✓	Deposit
	08/09	18,285.82 ✓	Deposit
	08/16	478,399.26 ✓	Deposit
	08/16	184,183.92 ✓	Deposit
	08/23	465,659.06 ✓	Deposit
	08/23	160,357.19 ✓	Deposit
	08/23	93,195.59 ✓	Deposit
	08/30	360,922.78 ✓	Deposit
	08/30	491.31 ✓	Deposit
		\$3,977,050.64 ✓	Total deposits

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Electronic deposits/bank credits

Effective date	Posted date	Amount	Transaction detail
08/08		201.72	Analysis Int Earned 0713 Interest 130808
08/21		277,381.71	PA Treasury Dept Comm of PA 130821 xxxxx0383 Agora Cyber Charter SC
		\$277,583.43	Total electronic deposits/bank credits
		\$4,254,634.07	Total credits

Debits

Electronic debits/bank debits

Effective date	Posted date	Amount	Transaction detail
08/02		1,965.52	Concur Cash 130801 C0094Y3Lx003 Usd
08/05		1,745.68	Concur Cash 130802 C0095Lmix005 Usd
08/06		1,484,095.29	Asf, DBA Insuperi Payroll 130805 0001962500 Agora Cyber Charter SC
08/09		171,340.13	Pers Employee Webcashcon 130808 0009329 Agora Cyber Cs
08/13		2,447.46	Asf, DBA Insuperi Payroll 130812 0001962500 Agora Cyber Charter SC
08/16		25.00	ZBA Funding Account Transfer to 2121388124
08/19		1,324.48	Online Transfer Ref #lbe5G5Yd3P to Business Card Aug Statement Payment
08/20		8,788.00	Online Transfer Ref #lbe5Bmbxv to Business Card XXXXXXXXXXXX6615 on 08/20/13
08/22		1,518,240.11	Asf, DBA Insuperi Payroll 130821 0001962500 Agora Cyber Charter SC
08/23		178.00	Concur Cash 130822 C009Hyvrx000 Usd
08/23		130.35	Concur Cash 130822 C009Hywvx001 Usd
08/26		1,950,010.50	WT Fed#01279 Pncbank, National /Ftr/Bnf=K12 Management Srf# IN13082612132264 Trn#130826127254 Rfb# 000000043
08/26		881.61	Asf, DBA Insuperi Payroll 130823 0001962500 Agora Cyber Charter SC
08/27		4,539.36	Concur Cash 130826 C009J3Kax005 Usd
08/28		13,587.28	Concur Cash 130827 C009K01Zx009 Usd
08/30		3,350.47	Concur Cash 130829 C009M48Rx008 Usd
		\$5,162,649.24	Total electronic debits/bank debits

Checks paid

Number	Amount	Date	Number	Amount	Date	Number	Amount	Date
17478	105.00	08/12	50557	885.00	08/06	50593	2,558.75	08/02
24820*	140.00	08/12	50562*	762.00	08/05	50596*	1,027.27	08/05
50405*	1,961.00	08/12	50564*	1,575.00	08/02	50597	243.84	08/02
50420*	300.00	08/19	50566*	1,650.00	08/01	50599*	240.00	08/01
50523*	1,258.86	08/14	50571*	1,441.12	08/01	50600	2,250.00	08/07
50531*	592.00	08/12	50573*	7,030.27	08/05	50604*	1,245.00	08/13
50533*	997.36	08/02	50575*	900.00	08/05	50605	1,230.00	08/05
50536*	437.50	08/09	50576	244.97	08/01	50606	715.00	08/16
50539*	8,631.56	08/08	50581*	144.00	08/28	50607	836.00	08/06
50540	690.00	08/01	50584*	10,831.92	08/12	50608	785.17	08/15
50543*	412.00	08/07	50585	620.00	08/07	50609	129.85	08/07
50545*	2,282.93	08/01	50589*	1,785.60	08/01	50610	32,737.50	08/15
50547*	129.85	08/01	50590	1,100.00	08/01	50613*	343.75	08/12
50555*	125.00	08/01	50591	1,305.00	08/08	50614	150.00	08/05
50556	781.25	08/01	50592	720.00	08/01	50615	6,977.25	08/14

003152





Checks paid (continued)

Number	Amount	Date	Number	Amount	Date	Number	Amount	Date
50616	150.00	08/05	50680*	1,430.00	08/12	51200	900.00	08/30
50617	1,390.00	08/05	50682*	2,687.40	08/15	51201	192.45	08/26
50619*	1,998.00	08/02	50683	4,919.95	08/28	51202	100.00	08/27
50620	8,627.38	08/12	50685*	7,678.75	08/29	51203	329.38	08/26
50621	222.48	08/07	50686	1,100.00	08/30	51205*	129.99	08/27
50623*	1,960.00	08/12	50687	16,823.75	08/28	51206	20.00	08/29
50624	86.25	08/12	50689*	5,777.64	08/28	51209*	265.65	08/26
50625	242.28	08/07	50690	124,087.29	08/28	51211*	360.00	08/27
50626	6,548.69	08/09	50705*	2,250.00	08/26	51212	513.00	08/28
50627	326.72	08/05	51136* -51186	10,889.59	08/26	51216*	21,992.75	08/27
50628	1,207.57	08/15	51155*	939.58	08/27	51217	6,632.00	08/27
50629	44.62	08/08	51158*	1,120.00	08/26	51218	125.00	08/28
50630	1,082.55	08/07	51159	800.00	08/28	51219	560.00	08/26
50631	3,800.00	08/14	51161*	3,362.50	08/27	51220	2,000.00	08/26
50632	2,442.23	08/12	51162	12.03	08/28	51221	16,493.83	08/26
50633	460.00	08/13	51163	465.54	08/26	51222	1,821.49	08/26
50634	2,449.50	08/21	51164	823.50	08/28	51223	1,600.00	08/26
50635	230.88	08/13	51165	139.85	08/28	51224	50.00	08/28
50636	7,121.44	08/12	51166	129.85	08/28	51225	7,340.00	08/26
50637	1,521.06	08/12	51167	902.87	08/27	51228*	300.00	08/29
50638	440.00	08/16	51168	120.96	08/26	51231*	100.00	08/28
50639	272.00	08/15	51169	153.74	08/28	51233*	2,052.00	08/27
50640	194.69	08/13	51170	74.97	08/27	51234	2,042.93	08/30
50641	5,117.50	08/13	51171	1,850.00	08/26	51236*	36,061.52	08/28
50642	2,950.00	08/13	51172	231.00	08/26	51237	10.00	08/30
50643	257.50	08/12	51173	3,205.00	08/26	51242*	9,026.00	08/29
50644	500.00	08/12	51174	23,833.94	08/26	51243	2,200.00	08/30
50645	1,781.25	08/13	51176*	100.00	08/28	51245*	1,030.00	08/30
50646	1,500.00	08/19	51177	150.00	08/28	51246	7,773.86	08/30
50647	5,297.99	08/16	51178	4,779.44	08/26	51247	8,748.44	08/28
50649*	1,160.00	08/13	51179	540.00	08/27	51248	4,862.14	08/28
50650	500.00	08/14	51180	250.00	08/27	51251*	1,050.15	08/29
50651	1,336.48	08/12	51181	2,487.00	08/27	51253*	10,494.60	08/30
50652	2,160.00	08/12	51182	585.00	08/30	51254	7,340.00	08/30
50653	21,444.50	08/12	51183	329.50	08/23	51257*	17,805.13	08/28
50657*	539.92	08/13	51185*	500.00	08/28	51258	2,016.00	08/28
50658	202.28	08/13	51187*	480.00	08/30	51259	12,894.72	08/28
50659	3,750.00	08/21	51188	121.92	08/27	51260	77,563.25	08/29
50660	5,128.37	08/13	51189	837.55	08/26	51262*	1,836.08	08/30
50661	8,912.41	08/13	51190	2,052.00	08/23	51263	1,327.55	08/30
50662	462.12	08/21	51192*	6,674.40	08/28	53184*	25,000.00	08/21
50663	600.00	08/23	51193	1,493.20	08/27	53186*	1,177.46	08/23
50665*	8,940.53	08/12	51194	3,119.58	08/26	53187	2,410.10	08/21
50666	81.60	08/13	51198*	1,600.00	08/30	53188	900.00	08/20
50667	200.00	08/14	51199	1,688.50	08/26	53189	1,786.03	08/22

\$759,780.65 Total checks paid

* Gap in check sequence.

\$5,922,429.89 Total debits

EOENSTDDG03 000142 NNNNNNNNNN NNN NNN 002 011 345 003153 10660690.1:1

Analyzed Business Checking

Account number: 2000060308038 ■ August 1, 2013 - August 31, 2013 ■ Page 1 of 3



AGORA CYBER CHARTER SCHOOL
ISP ACCOUNT
995 OLD EAGLE SCHOOL RD STE 315
WAYNE PA 19087-1709

Questions?

Available by phone 24 hours a day, 7 days a week:
1-800-CALL-WELLS (1-800-225-5935)

Online: wellsfargo.com

Write: Wells Fargo Bank, N.A. (345)
Delaware Valley North Business Banking
P.O. Box 6995
Portland, OR 97228-6995

Account summary

Analyzed Business Checking

Account number	Beginning balance	Total credits	Total debits	Ending balance
2000060308038	\$202,916.95	\$0.00	-\$37,103.61	\$165,813.34

Debits

Electronic debits/bank debits

Effective date	Posted date	Amount	Transaction detail
	08/12	1,928.61	Client Analysis Srvc Chrg 130809 Svc Chge 0713 002000060308038
		\$1,928.61	Total electronic debits/bank debits

Checks paid

Number	Amount	Date	Number	Amount	Date	Number	Amount	Date
62208	140.00	08/02	624	350.00	08/26	661	350.00	08/27
65307	140.00	08/27	626*	245.00	08/27	662	140.00	08/27
600	350.00	08/23	627	140.00	08/27	664*	140.00	08/29
603*	245.00	08/28	631*	140.00	08/27	665	140.00	08/27
604	245.00	08/28	632	245.00	08/29	668*	140.00	08/28
605	350.00	08/27	635*	140.00	08/28	670*	140.00	08/27
606	140.00	08/28	636	140.00	08/27	671	140.00	08/27
607	140.00	08/27	637	140.00	08/27	672	140.00	08/28
609*	70.00	08/27	639*	140.00	08/26	673	140.00	08/26
610	140.00	08/26	640	140.00	08/27	674	140.00	08/28
611	350.00	08/29	642*	140.00	08/26	675	140.00	08/27
613*	140.00	08/27	644*	140.00	08/28	676	140.00	08/27
614	140.00	08/27	645	140.00	08/27	677	140.00	08/27
615	140.00	08/28	649*	140.00	08/28	678	140.00	08/28
617*	140.00	08/28	650	140.00	08/27	679	140.00	08/27
618	140.00	08/28	651	140.00	08/27	680	140.00	08/28
619	140.00	08/27	652	140.00	08/27	684*	140.00	08/29
620	140.00	08/28	658*	140.00	08/30	690*	140.00	08/30
621	140.00	08/27	659	140.00	08/28	701*	140.00	08/30
623*	140.00	08/28	660	140.00	08/28	61635*	140.00	08/23



Checks paid (continued)

<u>Number</u>	<u>Amount</u>	<u>Date</u>	<u>Number</u>	<u>Amount</u>	<u>Date</u>	<u>Number</u>	<u>Amount</u>	<u>Date</u>
67761*	140.00	08/07	68087*	140.00	08/26	68451*	140.00	08/01
67788*	140.00	08/01	68128*	140.00	08/02	68503*	140.00	08/09
67823*	140.00	08/20	68144*	140.00	08/20	68643*	140.00	08/12
67833*	140.00	08/12	68155*	140.00	08/06	68674*	140.00	08/05
67896*	140.00	08/15	68201*	140.00	08/20	68689*	140.00	08/13
67935*	140.00	08/06	68316*	140.00	08/14	68698*	140.00	08/15
67986*	140.00	08/21	68339*	140.00	08/19	68751*	140.00	08/07
67993*	140.00	08/21	68364*	140.00	08/05	68790*	140.00	08/22
68041*	140.00	08/27	68372*	140.00	08/12	68804*	140.00	08/12
68046*	140.00	08/22	68421*	140.00	08/19	68819*	140.00	08/21
\$35,175.00			Total checks paid					

* Gap in check sequence.

\$37,103.61 Total debits

Daily ledger balance summary

<u>Date</u>	<u>Balance</u>	<u>Date</u>	<u>Balance</u>	<u>Date</u>	<u>Balance</u>
07/31	202,916.95	08/12	188,038.34	08/22	178,133.34
08/01	200,816.95	08/13	186,358.34	08/23	177,083.34
08/02	198,856.95	08/14	185,518.34	08/26	175,753.34
08/05	196,896.95	08/15	184,538.34	08/27	170,958.34
08/06	194,656.95	08/16	183,698.34	08/28	167,808.34
08/07	193,256.95	08/19	182,578.34	08/29	166,513.34
08/08	191,786.95	08/20	180,373.34	08/30	165,813.34
08/09	191,226.95	08/21	179,673.34		
Average daily ledger balance		\$182,692.52			

NOTICE: Wells Fargo Bank, N.A. may furnish information about accounts belonging to individuals, including sole proprietorships, to consumer reporting agencies. If this applies to you, you have the right to dispute the accuracy of information that we have reported by writing to us at: Overdraft Collections and Recovery PO Box 5058 Portland, OR. 97208-5058. You must describe the specific information that is inaccurate or in dispute and the basis for any dispute with supporting documentation. In the case of information that relates to an identity theft, you will need to provide us with an identity theft report.



Checks paid (continued)

<u>Number</u>	<u>Amount</u>	<u>Date</u>	<u>Number</u>	<u>Amount</u>	<u>Date</u>	<u>Number</u>	<u>Amount</u>	<u>Date</u>
61636	140.00	08/13	63851*	140.00	08/07	65638*	140.00	08/16
61707*	140.00	08/08	63904*	140.00	08/14	65693*	140.00	08/05
61733*	140.00	08/22	63943*	140.00	08/06	65745*	140.00	08/26
61741*	140.00	08/09	63971*	140.00	08/05	65747*	140.00	08/27
61840*	140.00	08/01	64010*	140.00	08/01	65760*	140.00	08/13
61848*	140.00	08/05	64222*	140.00	08/16	65914*	140.00	08/20
61874*	140.00	08/05	64270*	140.00	08/14	65942*	140.00	08/22
61884*	140.00	08/06	64274*	140.00	08/06	65976*	140.00	08/28
61949*	140.00	08/29	64287*	140.00	08/20	65980*	140.00	08/02
61968*	140.00	08/15	64326*	140.00	08/01	66032*	140.00	08/14
61972*	140.00	08/01	64334*	140.00	08/06	66086*	140.00	08/07
61996*	140.00	08/20	64335	140.00	08/27	66094*	140.00	08/20
62024*	140.00	08/02	64369*	140.00	08/14	66138*	140.00	08/05
62029*	140.00	08/05	64377*	140.00	08/06	66151*	140.00	08/08
62041*	140.00	08/20	64447*	140.00	08/28	66210*	140.00	08/22
62059*	140.00	08/19	64459*	140.00	08/30	66216*	140.00	08/06
62063*	140.00	08/01	64542*	140.00	08/12	66224*	140.00	08/01
62138*	140.00	08/19	64568*	140.00	08/20	66312*	140.00	08/20
62217*	350.00	08/08	64588*	105.00	08/20	66373*	140.00	08/05
62296*	140.00	08/20	64589	140.00	08/07	66387*	140.00	08/13
62313*	140.00	08/13	64597*	140.00	08/01	66395*	140.00	08/01
62365*	140.00	08/28	64612*	140.00	08/13	66402*	140.00	08/07
62425*	140.00	08/15	64632*	140.00	08/23	66426*	140.00	08/15
62490*	140.00	08/02	64709*	140.00	08/05	66587*	140.00	08/21
62612*	140.00	08/02	64716*	140.00	08/23	66616*	140.00	08/07
62648*	140.00	08/07	64753*	140.00	08/01	66647*	140.00	08/14
62655*	140.00	08/20	64804*	140.00	08/13	66652*	140.00	08/15
62658*	140.00	08/07	64842*	140.00	08/09	66670*	140.00	08/02
62736*	140.00	08/22	64919*	140.00	08/12	66678*	140.00	08/08
62802*	140.00	08/15	64942*	140.00	08/02	66715*	140.00	08/02
62831*	140.00	08/29	64966*	140.00	08/05	66728*	140.00	08/16
62849*	140.00	08/06	64986*	140.00	08/08	66819*	140.00	08/12
62950*	140.00	08/22	65025*	140.00	08/02	66882*	140.00	08/12
62966*	140.00	08/13	65034*	140.00	08/08	66886*	140.00	08/22
63030*	140.00	08/27	65052*	140.00	08/20	66919*	140.00	08/30
63153*	140.00	08/05	65122*	140.00	08/16	66960*	140.00	08/06
63167*	140.00	08/05	65220*	140.00	08/13	66982*	140.00	08/06
63232*	140.00	08/06	65229*	140.00	08/08	66992*	140.00	08/21
63391*	140.00	08/22	65294*	140.00	08/06	67066*	140.00	08/23
63423*	140.00	08/02	65328*	140.00	08/13	67071*	140.00	08/16
63457*	140.00	08/13	65331*	140.00	08/23	67118*	140.00	08/08
63477*	140.00	08/20	65374*	140.00	08/02	67182*	140.00	08/09
63490*	140.00	08/26	65380*	140.00	08/07	67291*	140.00	08/02
63501*	140.00	08/22	65402*	140.00	08/01	67296*	140.00	08/20
63513*	140.00	08/01	65418*	140.00	08/13	67341*	140.00	08/01
63514	140.00	08/16	65420*	140.00	08/19	67348*	140.00	08/01
63593*	140.00	08/19	65470*	140.00	08/29	67491*	140.00	08/02
63658*	140.00	08/12	65537*	140.00	08/06	67598*	140.00	08/06
63794*	140.00	08/06	65546*	140.00	08/19	67678*	140.00	08/22
63845*	140.00	08/05	65564*	140.00	08/08	67720*	140.00	08/19



Agora Cyber Charter School

School Year 2013-14 Launch Overview

September 24, 2013
Wayne, PA



- Overview
- Customer Support
- Student technology
- Questions and discussion



Operational Launch Highlights

Alan Hall, Sr. Director of Operations

Opened a second materials distribution warehouse, creating greater flexibility for Agora families

- We were able to start shipping Agora students their materials later than previously with minimal risk (and no noticeable defects)

Opened a new warehouse for student computer reclamations and refurbishment

- Leverages our existing relationship with UPS-Supply Chain Solutions

Agora shipping metrics:

Technology

- Units shipped through Friday, 9/20 for new enrollments.
 - New desktops/monitor.....702
 - Refurbished desktops/ monitor.....733
 - New laptops.....1,463
 - Refurbished laptops.....807
 - Printers.....3,640
 - 7,345

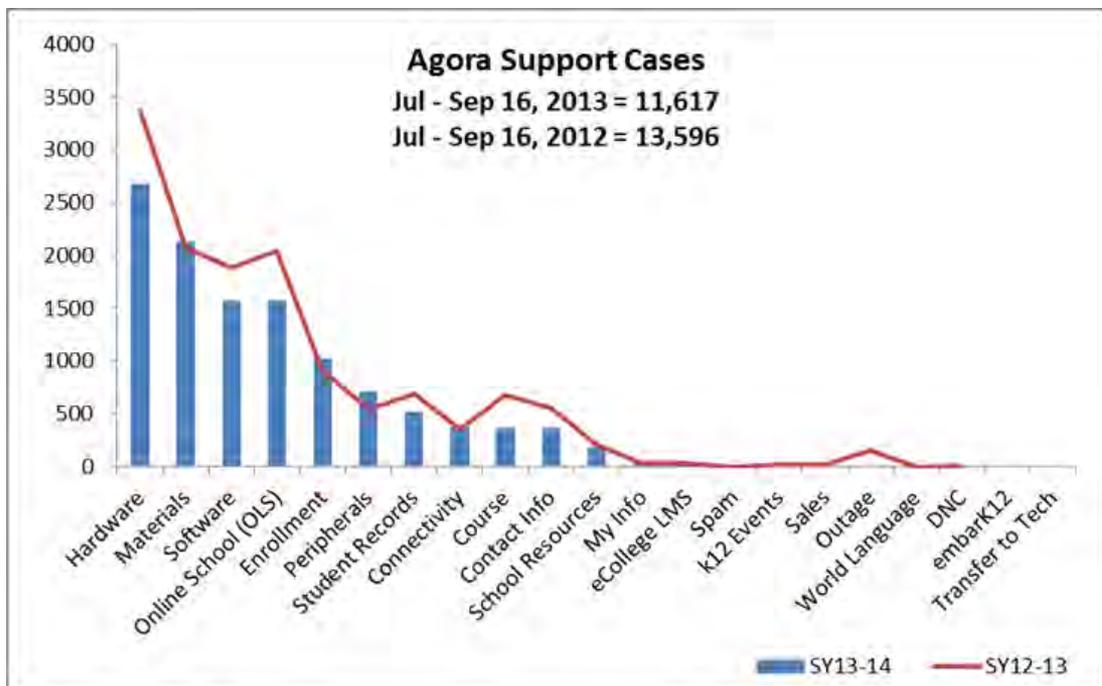
Course Materials

- 71,000 items picked and shipped, which translates into
- 18,028 total orders, sent to
- 11,233 unique students



Customer Support Metrics

Tara O'Connell, Sr. Director of Customer Support



Agora: -15% YoY

All Schools: -21% YoY

Calls/Student: 1.31, -16% YoY

TOP TEN 2013 CALL DRIVERS	
Software - Troubleshoot Collaborate/Class Connect	251
Enrollment - Transfer/Refer to PAL	250
Enrollment - Transfer to Enrollment	97
Hardware - Order Laptop Replacement	92
Materials - Questions About Delivery	86
Hardware - Order Printer Replacement	72
Materials - Questions about items to be returned	58
Materials - Missing from Shipment	56
OLS - Forgot UN & PW	54
Hardware - Questions About Delivery	52



Computer Image: A standard configuration of 1) the hardware components, 2) the software installed, and 3) the settings that can be installed on array of computers.

- Each year, K¹² creates a baseline image for all of the new computers we will procure on behalf of Agora, and all of the computer models that are already in use by Agora students.
- Each new image has improvements over the prior years' images.
 - When a computer is returned by an Agora student no longer using it, the computer is thoroughly cleaned, inside and out, and the latest image is installed on it so that the next student who receives it has the most recent image.



New features of the SY13-14 (“Borealis”) student computer image include:

- Ability to restore browser settings by double-clicking an icon
- Improvements to McAfee anti-virus and web filtering capabilities
- A single-click solution to clear cookies and cache (which often solves many minor issues that prevent students from being able to access their courses)
- Automatic date/time setting on initial boot up
- MS Office 2010

Features of the SY12-13 (“Aura”) student computer image still in force include:

- Restore partition on the computer
 - Allows a computer to be reformatted back to its original delivery state without any disks
- Windows 7 operating system
- Added McAfee web filtering software





Useful Desktop Icons

Puts useful information up front for students



----- **OLS:** Takes user directly to K12 Online School login page.

----- **K12 Start:** Takes user directly to K12 Start site, designed to help new users.

----- **Customer Support:** Takes user directly to help.k12.com, customer support site.

----- **Who to Contact:** Takes user directly to matrix of resources to contact for different types of issues.

----- **Student:** Folder where students should store their work files and contains a document to help track materials shipments.

----- **Computer Safety Tips:** Contains tips to keep your computer healthy, and includes helpful tools and documents.

----- **Recycle Bin:** Folder where all deleted files are stored before being permanently deleted.



Each new and refurbished K¹² student computer is shipped with a K¹² Computer Setup Guide. As the name suggests, the guide includes useful information to help the family set up the computer and for the student to begin her online education experience.



Materials Warehouse

UPS-SCS: Mira Loma, CA





Materials Warehouse

UPS-SCS: Mira Loma, CA





Computer Reclamation/Refurbishment Warehouse

UPS-SCS: Louisville, KY



Agora Cyber Charter School

FY14

Actual vs Budget Analysis

August-13				August-13				Full Year Forecast Comparison				
Current Month Budget	Month Actual	Variance Current Forecast v. Budget Inc./Dec)		YTD Budget	YTD Actual	Variance Current v. Budget Inc./Dec)		FY 2013 Budget	Current Forecast	Variance Current Forecast v. Budget Inc./Dec)		Comments
		Inc./Dec)	% Variance			Inc./Dec)	% Variance			Inc./Dec)	% Variance	
5,016	4,882	(134)	-2.7%	5,016	4,882	(134)	-2.7%	5,688	5,818	130	2.3%	Sept 1 enrollment lower than forecast. Year forecast relatively unchanged
5,243	4,727	(516)	-9.8%	5,243	4,727	(516)	-9.8%	5,850	5,728	(123)	-2.1%	
10,259	9,609	(650)	-6.3%	10,259	9,609	(650)	-6.3%	11,538	11,546	8	0.1%	

FUNDING SOURCES:													
\$ 8,030,421	\$ 8,030,420	\$ (1)	0.0%	Basic Formula Funding - K-8 and HS	\$ 16,060,841	\$ 16,060,841	\$ (0)	0.0%	\$ 96,365,048	\$ 96,428,284	\$ 63,236	0.1%	
\$ 2,009,469	\$ 2,009,468	\$ (1)	0.0%	Special Education Funding - K-8 and HS	\$ 4,018,937	\$ 4,018,937	\$ (0)	0.0%	\$ 24,113,623	\$ 25,156,879	\$ 1,043,256	4.3%	Special Ed % increasing from 19% to 20% overall
\$ -	\$ -	\$ -	0.0%	Learning Ctr 1 (East Falls)	\$ -	\$ -	\$ -	0.0%	\$ -	\$ -	\$ -	0.0%	
\$ -	\$ -	\$ -	0.0%	Grant 2	\$ -	\$ -	\$ -	0.0%	\$ -	\$ -	\$ -	0.0%	
\$ -	\$ -	\$ -	0.0%	Title I	\$ -	\$ -	\$ -	0.0%	\$ 2,914,743	\$ 2,914,743	\$ -	0.0%	
\$ 3,643	\$ -	\$ (3,643)	-100.0%	Title II	\$ 7,286	\$ -	\$ (7,286)	-100.0%	\$ 43,717	\$ 43,717	\$ -	0.0%	
\$ 3,367	\$ -	\$ (3,367)	-100.0%	Title I SIG	\$ 6,734	\$ -	\$ (6,734)	-100.0%	\$ 40,403	\$ 40,403	\$ -	0.0%	
\$ 124,289	\$ 104,564	\$ (19,725)	-15.9%	IDEA	\$ 248,578	\$ 158,880	\$ (89,698)	-36.1%	\$ 1,491,470	\$ 1,491,470	\$ -	0.0%	
\$ 205,628	\$ 190,493	\$ (15,134)	-7.4%	Title I FY13 Carryover	\$ 411,255	\$ 235,014	\$ (176,241)	-42.9%	\$ 616,883	\$ 616,883	\$ -	0.0%	
\$ 685	\$ 178	\$ (507)	-74.0%	Title III	\$ 1,370	\$ 428	\$ (942)	-68.8%	\$ 8,221	\$ 8,221	\$ -	0.0%	
\$ 184,374	\$ 217,307	\$ 32,933	17.9%	Interest Income / Other	\$ 368,748	\$ 231,639	\$ (137,110)	-37.2%	\$ 2,212,491	\$ 2,233,402	\$ 20,911	0.9%	Retirement reimbursement based on Payroll expenses
\$10,561,875	\$ 10,552,430	\$ (9,445)	-0.1%	Total Funding	\$ 21,123,750	\$ 20,705,739	\$ (418,011)	-2.0%	\$ 127,806,598	\$128,934,001	\$ 1,127,403	0.9%	
			0		\$ 2,690,153	\$ 2,572,942	\$ (117,211)	-4.4%	\$ 27,136,531	\$ 27,383,561	\$ 247,030	0.9%	

Instruction: Teachers													
\$ 1,045,770	\$ 1,099,733	\$ 53,964	5.2%	Salary - Regular	\$ 1,045,770	\$ 1,099,723	\$ 53,954	5.2%	\$ 11,503,466	\$ 11,416,747	\$ (86,719)	-0.8%	Salaries reflect staffing model for full year forecasted enrollment
\$ 419,939	\$ 427,268	\$ 7,329	1.7%	Salary - Special Ed	\$ 433,022	\$ 427,268	\$ (5,754)	-1.3%	\$ 4,867,904	\$ 5,137,167	\$ 269,263	5.5%	Increases in Special Ed staffing projected if we reach enroll proj.
\$ 562,534	\$ 567,774	\$ 5,240	0.9%	Salary - ICs / Advisors / Counselors	\$ 573,546	\$ 663,275	\$ 89,729	15.6%	\$ 6,397,098	\$ 6,131,229	\$ (265,869)	-4.2%	
\$ 99,457	\$ 126,176	\$ 26,719	26.9%	Salary - Title	\$ 198,914	\$ 131,593	\$ (67,321)	-33.8%	\$ 1,706,355	\$ 1,706,355	\$ -	0.0%	
\$ 219,451	\$ 202,412	\$ (17,039)	-7.8%	Salary - Other	\$ 438,901	\$ 251,082	\$ (187,819)	-42.8%	\$ 2,661,707	\$ 2,992,062	\$ 330,355	12.4%	
\$ -	\$ -	\$ -	0.0%	Salary - Part-Time Regular	\$ -	\$ -	\$ -	0.0%	\$ -	\$ -	\$ -	0.0%	
\$ -	\$ -	\$ -	0.0%	Salary - Part-Time Special	\$ -	\$ -	\$ -	0.0%	\$ -	\$ -	\$ -	0.0%	
\$ -	\$ -	\$ -	0.0%	Salary - Part-Time ICs / Advisors / Counselors	\$ -	\$ -	\$ -	0.0%	\$ -	\$ -	\$ -	0.0%	
\$ 1,129,377	\$ 1,325,552	\$ 196,175	17.4%	Benefits	\$ 1,276,721	\$ 1,350,395	\$ 73,674	5.8%	\$ 12,958,744	\$ 13,079,778	\$ 121,033	0.9%	
\$ 78,475	\$ 79,100	\$ 625	0.8%	Bonus	\$ 88,809	\$ 83,587	\$ (5,222)	-5.9%	\$ 966,442	\$ 974,841	\$ 8,399	0.9%	
\$ 14,340	\$ 11,616	\$ (2,725)	-19.0%	Travel	\$ 28,681	\$ 15,083	\$ (13,600)	-47.4%	\$ 420,802	\$ 424,865	\$ 4,063	1.0%	
\$ 33,136	\$ 29,738	\$ (3,398)	-10.3%	Phone	\$ 66,272	\$ 59,618	\$ (6,654)	-10.0%	\$ 398,132	\$ 400,299	\$ 2,168	0.5%	
\$ -	\$ -	\$ -	0.0%	Instructional Materials	\$ -	\$ -	\$ -	0.0%	\$ -	\$ -	\$ -	0.0%	
\$ 113,142	\$ -	\$ (113,142)	-100.0%	Curriculum Delivery	\$ 113,142	\$ -	\$ (113,142)	-100.0%	\$ 1,244,565	\$ 1,251,150	\$ 6,585	0.5%	
\$ 2,769	\$ 42	\$ (2,727)	-98.5%	K12 Charges- HS Teacher	\$ 5,538	\$ -	\$ (5,538)	-99.2%	\$ 100,087	\$ 100,987	\$ 900	0.9%	
\$ 9,333	\$ 18,801	\$ 9,468	101.4%	Teacher Laptops	\$ 18,667	\$ 18,801	\$ 134	0.7%	\$ 274,000	\$ 274,000	\$ -	0.0%	
\$ 7,250	\$ 11,079	\$ 3,829	52.8%	Non-Instructional Materials & Supplies	\$ 14,600	\$ 14,002	\$ (598)	-4.1%	\$ 216,919	\$ 218,101	\$ 1,182	0.5%	
\$ 38,369	\$ 41,027	\$ 2,658	6.9%	Conf., Teacher Training & Prof. Dev.	\$ 76,738	\$ 48,996	\$ (27,741)	-36.2%	\$ 753,590	\$ 755,790	\$ 2,200	0.3%	
\$ 1,334	\$ 538	\$ (796)	-59.7%	Printing, Mailing, Postage	\$ 2,668	\$ 1,085	\$ (1,583)	-59.3%	\$ 39,831	\$ 40,081	\$ 249	0.6%	
\$ -	\$ -	\$ -	0.0%	Tuition reimb.	\$ -	\$ -	\$ -	0.0%	\$ -	\$ -	\$ -	0.0%	
\$ 6,475	\$ 6,490	\$ 15	0.2%	ISP	\$ 12,949	\$ 7,688	\$ (5,261)	-40.6%	\$ 189,189	\$ 190,979	\$ 1,790	0.9%	
\$ -	\$ 1,063	\$ 1,063	0.0%	Non-K12 Other	\$ -	\$ 1,063	\$ 1,063	0.0%	\$ -	\$ 1,063	\$ 1,063	0.0%	
\$ 3,781,151	\$ 3,948,409	\$ 167,258	4.4%	Total	\$ 4,394,838	\$ 4,173,300	\$ (221,538)	-5.0%	\$ 44,698,832	\$ 45,094,595	\$ 395,762	0.9%	YTD staffing under budget with intent of controlled hiring to actual enrollment Forecast reflects increases in Special Ed if enrollment materializes

Instruction staff - Avg FTE			
	Bud	Act	Var
Instruction	294	281	(13)
Spec. Ed	117	111	(6)
Couns/Adl	153	153	-
Title - Spec	28	23	(5)
Title - Prog	9	12	3
IDEA-Ins	9	6	(3)
IDEA-Sup	14	13	(1)
Prog Supp	44	44	-
LC	9	8	(1)
	677	651	(26)
All other	29	27	(2)
	706	678	(28)

Instruction: Students													
\$ 52,892	\$ 254	\$ (52,638)	-99.5%	Proctored Exams & Test Administration	\$ 105,784	\$ 823	\$ (104,961)	-99.2%	\$ 634,707	\$ 635,210	\$ 503	0.1%	
\$ 65,423	\$ 15,376	\$ (50,046)	-76.5%	Curriculum Delivery	\$ 95,423	\$ 15,376	\$ (80,046)	-83.9%	\$ 20,201,181	\$ 20,348,978	\$ 147,797	0.7%	Reflection of modeled increased enrollment in forecast offset by add'l withdrawals
\$ 3,381,852	\$ 3,050,712	\$ (331,140)	-9.8%	Instructional Materials	\$ 3,381,852	\$ 3,050,712	\$ (331,140)	-9.8%	\$ 11,075,026	\$ 11,279,462	\$ 204,435	1.8%	Reflection of modeled increased enrollment in forecast offset by add'l withdrawals
\$ 1,024,819	\$ 962,966	\$ (61,853)	-6.0%	Computer, Peripherals, & Software	\$ 1,024,819	\$ 962,966	\$ (61,853)	-6.0%	\$ 8,192,003	\$ 8,334,594	\$ 142,591	1.7%	Reflection of modeled increased enrollment in forecast offset by add'l withdrawals
\$ 176,675	\$ 200,739	\$ 24,064	13.6%	ISP	\$ 353,350	\$ 368,468	\$ 15,118	4.3%	\$ 2,120,100	\$ 2,121,492	\$ 1,391	0.1%	
\$ -	\$ -	\$ -	0.0%	Sales Tax	\$ -	\$ -	\$ -	0.0%	\$ -	\$ -	\$ -	0.0%	
\$ 66,126	\$ 52	\$ (66,074)	-99.9%	K12 Charges Other	\$ 132,252	\$ 52	\$ (132,200)	-100.0%	\$ 793,514	\$ 780,129	\$ (13,385)	-1.7%	
\$ 98,273	\$ 29,719	\$ (68,554)	-69.8%	Non-K12 Other	\$ 196,547	\$ 107,708	\$ (88,838)	-45.2%	\$ 879,279	\$ 879,400	\$ 121	0.0%	
\$ 4,866,060	\$ 4,259,818	\$ (606,242)	-12.5%	Total	\$ 5,290,027	\$ 4,506,106	\$ (783,921)	-14.8%	\$ 43,895,810	\$ 44,379,265	\$ 483,455	1.1%	

Student and Family Services													
\$ 259,457	\$ 446,183	\$ 186,726	72.0%	Special Ed Contracted Svcs & Other Related Exp.	\$ 518,915	\$ 638,686	\$ 119,771	23.1%	\$ 5,187,482	\$ 5,411,806	\$ 224,324	4.3%	July variance - timing of expense
\$ -	\$ -	\$ -	0.0%	Field Trips	\$ -	\$ -	\$ -	0.0%	\$ -	\$ -	\$ -	0.0%	
\$ 7,943	\$ 1,705	\$ (6,238)	-78.5%	Hybrid Program	\$ 15,886	\$ 1,658	\$ (14,228)	-89.6%	\$ 185,316	\$ 185,342	\$ 26	0.0%	
\$ -	\$ 20,064	\$ 20,064	0.0%	School Events	\$ -	\$ 20,064	\$ 20,064	0.0%	\$ 50,000	\$ 54,583	\$ 4,583	9.2%	
\$ -	\$ -	\$ -	0.0%	Annual School Reports	\$ -	\$ -	\$ -	0.0%	\$ -	\$ -	\$ -	0.0%	
\$ -	\$ -	\$ -	0.0%	School Premiums	\$ -	\$ -	\$ -	0.0%	\$ -	\$ -	\$ -	0.0%	
\$ 18,167	\$ 130	\$ (18,037)	-99.3%	Non-K12 Other	\$ 36,333	\$ (870)	\$ (37,203)	-102.4%	\$ 218,000	\$ 218,000	\$ -	0.0%	
\$ 285,567	\$ 468,082	\$ 182,515	63.9%	Total	\$ 571,134	\$ 659,538	\$ 88,404	15.5%	\$ 5,640,798	\$ 5,869,732	\$ 228,933	4.1%	

School Administration & Governance													
\$ 1,483,988	\$ 1,466,611	\$ (17,377)	-1.2%	Educational Services	\$ 2,967,977	\$ 2,927,783	\$ (40,194)	-1.4%	\$ 17,960,028	\$ 18,117,177	\$ 157,149	0.9%	In line with revenue increase from expected Spec shift
\$ -	\$ -	\$ -	0.0%	Oversight/Sponsor Fee	\$ -	\$ -	\$ -	0.0%	\$ -	\$ -	\$ -	0.0%	
\$ 12,500	\$ 10,890	\$ (1,610)	-12.9%	Legal Services	\$ 25,000	\$ 17,140	\$ (7,860)	-31.4%	\$ 150,000	\$ 150,000	\$ -	0.0%	
\$ 2,750	\$ 12,233	\$ 9,483	344.8%	Payroll Services	\$ 5,500	\$ 14,678	\$ 9,178	166.9%	\$ 33,000	\$ 33,000	\$ -	0.0%	
\$ 2,292	\$ -	\$ (2,292)	-100.0%	Auditing - External	\$ 4,583	\$ -	\$ (4,583)	-100.0%	\$ 27,500	\$ 27,500	\$ -	0.0%	
\$ -	\$ -	\$ -	0.0%	Board Development & Training	\$ -	\$ -	\$ -	0.0%	\$ -	\$ -	\$ -	0.0%	
\$ 7,506	\$ 251	\$ (7,255)	-96.7%	Administrator Travel	\$ 15,012	\$ 4,171	\$ (10,840)	-72.2%	\$ 90,070	\$ 90,070	\$ -	0.0%	
\$ 2,083	\$ 1,555	\$ (528)	-25.3%	Administrator Phone	\$ 4,167	\$ 3,013	\$ (1,154)	-27.7%	\$ 25,000	\$ 25,000	\$ -	0.0%	
\$ -	\$ 4,322	\$ 4,322	0.0%	Admin Computer, Peripherals, & Software	\$ 4,322	\$ 4,322	\$ -	0.0%	\$ -	\$ -	\$ -	0.0%	
\$ 105,214	\$ 111,984	\$ 6,770	6.4%	Non-K12 Administrative Staff Salaries	\$ 210,428	\$ 196,564	\$ (13,864)	-6.6%	\$ 1,263,499	\$ 1,249,596	\$ (13,903)	-1.1%	Timing of new hires
\$ 53,253	\$ 53,969	\$ 716	1.3%	Non-K12 Administrative Staff Benefits	\$ 106,505	\$ 97,228	\$ (9,277)	-8.7%	\$ 639,503	\$ 631,383	\$ (8,120)	-1.3%	
\$ 3,741	\$ 3,988	\$ 246	6.6%	Non-K12 Administrative Staff Bonus	\$ 7,483	\$ 6,525	\$ (958)	-12.8%	\$ 44,930	\$ 44,365	\$ (565)	-1.3%	
\$ -	\$ -	\$ -	0.0%	Consultants	\$ -	\$ -	\$ -	0.0%	\$ 100,000	\$ 100,000	\$ -	0.0%	
\$													

Agora Cyber Charter School
Fundraising
as of August 31, 2013

	Estimated	Current Month Activity		Fiscal Year-To-Date	
		Receipts		Total Receipts	
GENERAL FUNDRAISING - SOURCES					
PROM TICKET SALES	\$0.00	\$0.00		\$0.00	
PD FUNDRAISERS	\$9,000.00	\$2,430.00		\$2,430.00	
LEARNING CTR. VENDING COMM.	\$800.00	\$85.91		\$85.91	
RESTAURANT FUNDRAISERS	\$2,000.00	\$0.00		\$0.00	
DONATIONS-AGORA ELVES	\$4,000.00	\$0.00		\$0.00	
RECYCLED INK	\$100.00	\$0.00		\$0.00	
MISC FUNDRAISING	\$100.00	\$50.00		\$50.00	
TARGET TAKE CHARGE	\$100.00	\$0.00		\$0.00	
LANDS END	\$100.00	\$0.00		\$0.00	
BOX TOPS	\$1,500.00	\$0.00		\$0.00	
GIANT A+ SCHOOL REWARDS	\$3,000.00	\$0.00		\$0.00	
Total Sources	\$17,700.00	\$2,565.91		\$2,565.91	

Comments

USES of Fundraising	Balance @	FY14 Budget	Month Receipts	Month	YTD Receipts	YTD	Current Fund
PROM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
STUDENT INCENTIVES	\$0.00	\$7,950.00	\$383.45	\$0.00	\$383.45	\$0.00	\$383.45
STUDENT INCENTIVES LC	\$502.36	\$650.00	\$85.91	\$0.00	\$85.91	\$0.00	\$588.27
Shining Star Scholarship (\$1000)	\$0.00	\$1,000.00	\$1,000.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00
Karol Canfield Scholarship (\$1000)	\$903.45	\$1,000.00	\$96.55	\$0.00	\$1,096.55	\$0.00	\$2,000.00
Agoratorian Scholarship (\$1000)	\$0.00	\$1,000.00	\$1,000.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00
Salutatorian Scholarships #1 (\$1000)	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00
Salutatorian Scholarships #2 (\$1000)	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00
Total Uses	\$3,405.81	\$13,600.00	\$2,565.91	\$0.00	\$3,565.91	\$0.00	\$6,971.72

student cancelled her enrollment - college sent scholarship check back

funded from student incentive account on 6/30/13

only awarded 1 salutatorian scholarship in 12/13 school year

SPECIFIC FUNRAISERS							
AGORA ELVES	\$0.00	\$4,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
STOP HUNGER NOW	\$616.00	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$616.00
Total Specific Fundraisers	\$616.00	\$4,100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$616.00

TOTALS	\$4,021.81	\$17,700.00	\$2,565.91	\$0.00	\$3,565.91	\$0.00	\$7,587.72
							\$7,587.72

check

\$0.00

Agora Cyber Charter School
Income/Expenditure Report
FY 2014 YTD

	Aug 2013 Year- to-date Budget	Aug 2013 Year- to-date Actual	Variance Current v. Budget Inc./Dec)	% Variance
K-8 Ending Enrollment	5,016	4,882	(134)	-2.7%
HS Ending Enrollment	5,243	4,727	(516)	-9.8%
Total Ending Enrollment	10,259	9,609	(650)	-6.3%
FUNDING SOURCES:				
Total Funding	\$ 21,123,750	\$ 20,705,739	\$ (418,011)	-2.0%
INSTRUCTION				
Total Teachers	\$ 4,394,838	\$ 4,173,300	(221,537)	-5.0%
Total Students	\$ 5,290,027	\$ 4,506,106	(783,921)	-14.8%
Total Student and Family Services	\$ 571,134	\$ 659,538	88,404	15.5%
Total Instruction	\$ 10,255,999	\$ 9,338,944	\$ (917,055)	-8.9%
SUPPORT SERVICES				
Total School Governance	\$ 3,418,088	\$ 3,287,200	(130,888)	-3.8%
Total Technology	\$ 1,452,850	\$ 1,433,175	(19,676)	-1.4%
Total Insurance/Facilities/Other	\$ 211,935	\$ 210,285	(1,650)	-0.8%
Total Support Services	\$ 5,082,873	\$ 4,930,659	\$ (152,214)	-3.0%
Total School Expenditures This Period	\$ 15,338,872	\$ 14,269,603	\$ (1,069,269)	-7.0%
Increase/(Decrease) to Fund Balance	\$ 5,784,879	\$ 6,436,136	\$ 651,257	11.3%

Beginning Fund Balance July 1, 2013	7,562,481.08	
Year to Date Accrued Revenue	\$ 20,705,739	
Year to Date Expenditures	\$ (14,269,603)	
Fund Balance as of July 31, 2013	13,998,617.00	67.6%

Reporting Period

Aug-13

7/1/2013	2 July	6/1/2010
8/1/2013	3 August	7/1/2013
9/1/2013	4 September	8/1/2013
10/1/2013	5 October	9/1/2013
11/1/2013	6 November	10/1/2013
12/1/2013	7 December	11/1/2013
1/1/2014	8 January	12/1/2013
2/1/2014	9 February	1/1/2014
3/1/2014	10 March	2/1/2014
4/1/2014	11 April	3/1/2014
5/1/2014	12 May	4/1/2014
6/1/2014	13 June	5/1/2014

Agora Cyber Charter School
K12 Open Invoices
As of 8 31 13

	<u>Type</u>	<u>Date</u>	<u>Num</u>	<u>Due Date</u>	<u>Aging</u>	<u>Open Balance</u>
K12 Management Inc.	Bill	04/28/2013	200009901	05/28/2013	95	1,966,027.54
	Bill	04/25/2013	200010002	06/24/2013	68	297,121.00
	Bill	04/25/2013	200010007	06/24/2013	68	798.00
	Bill	05/25/2013	200010512	06/24/2013	68	167,083.50
	Bill	05/25/2013	200010579	06/24/2013	68	313,833.50
	Bill	05/25/2013	200010481	06/24/2013	68	1,068,084.50
	Bill	05/28/2013	200010404	06/27/2013	65	2,026,454.54
	Bill	05/25/2013	200010468	07/24/2013	38	139,733.00
	Bill	05/25/2013	200010635	07/24/2013	38	378.00
	Bill	06/25/2013	200010971	07/25/2013	37	123,673.00
	Bill	06/25/2013	200011042	07/25/2013	37	244,582.00
	Bill	06/25/2013	200010942	07/25/2013	37	661,040.00
	Bill	06/28/2013	2000010845	07/28/2013	34	2,169,784.82
	Bill	06/28/2013	200010910	07/28/2013	34	172,249.02
	Bill	06/30/2013	200011408	07/30/2013	32	2,264,047.77
	Bill	06/30/2013	200011362	07/30/2013	32	259,750.00
	Bill	06/30/2013	200011292	07/30/2013	32	325,162.00
	Bill	06/25/2013	200011081	08/24/2013	7	378.00
	Bill	06/25/2013	200011113	08/24/2013	7	136,972.00
	Bill	08/25/2013	200011515	09/24/2013		23,415.00
	Bill	08/25/2013	200011588	09/24/2013		1,026,034.50
	Bill	08/25/2013	200011594	09/24/2013		3,050,712.00
	Bill	08/28/2013	200011463	09/27/2013		2,229,301.31
	Bill	08/25/2013	200011693	10/24/2013		84.00
Total K12 Management Inc.						18,666,699.00

Agora Cyber Charter School Meeting of the Board of Trustees

Apr 22, 2014

Agenda

- Preliminary
 - Call to Order: The meeting was called to order at _____ pm
 - Roll Call
- Old Business
 - Approve February and March Minutes
- Public Comment (20 minutes)
- New Business: Report to the Board
 - Enrollment/Attendance
 - Personnel (Action)
 - Finance (Action)
 - Financials
 - Updates
 - Academics
 - Policies
- Executive Session
- Adjournment

Next Meeting is on May 27th, 2014

PUBLIC COMMENT

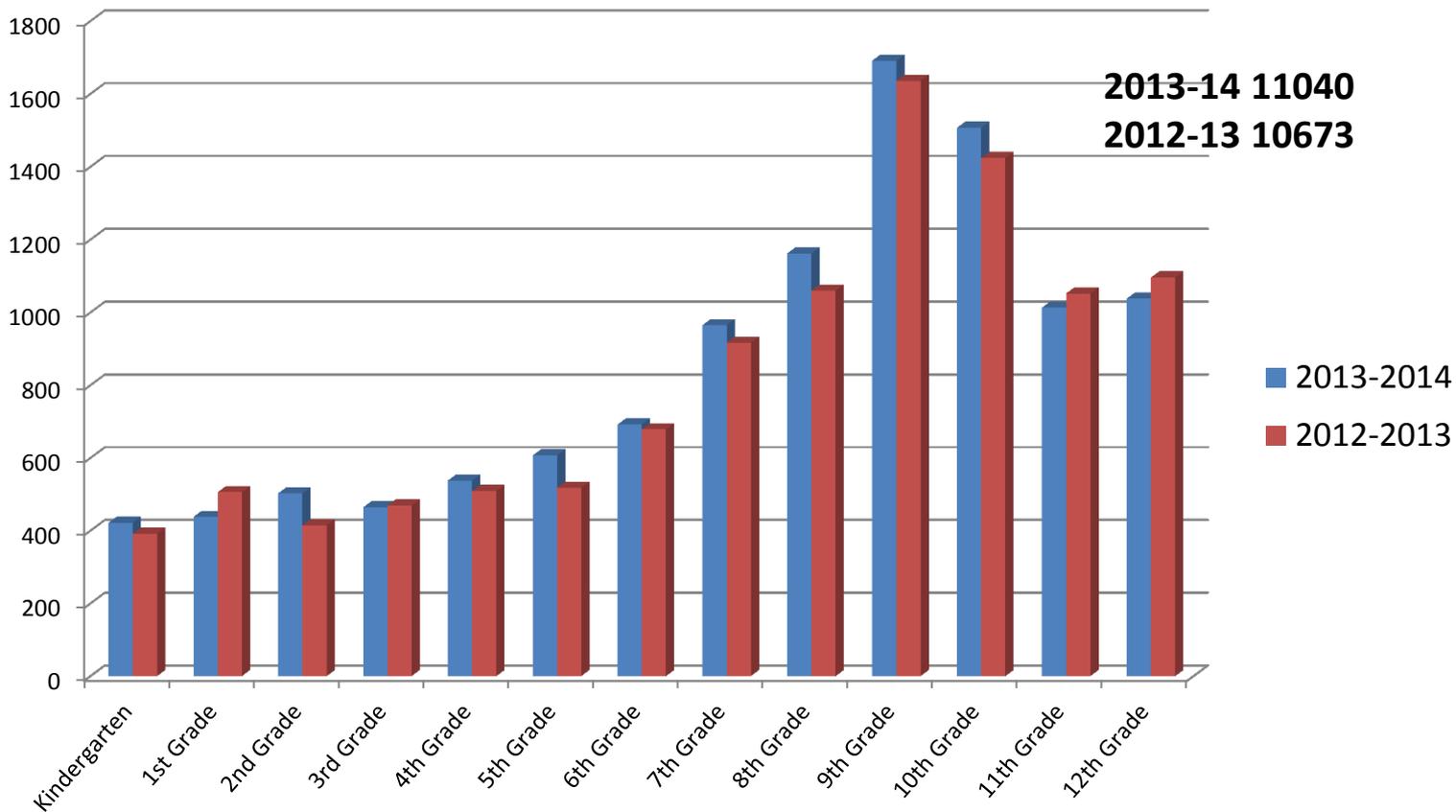
We encourage the community to comment on tonight's agenda items. Feel free to raise your hand for a turn with the microphone and we will call on participants in the order in which they come. Please tell us your name and affiliation prior to making your comment. If you do not have access to a microphone, please feel free to type your comments into the text box.

If you have questions or concerns for the board's attention that are not on tonight's agenda, please feel free to email to agoraboard@agora.org

Enrollment Update

The number of students enrolled in our school has increased by more than 300 students or approximately 3% compared to this time last school year.

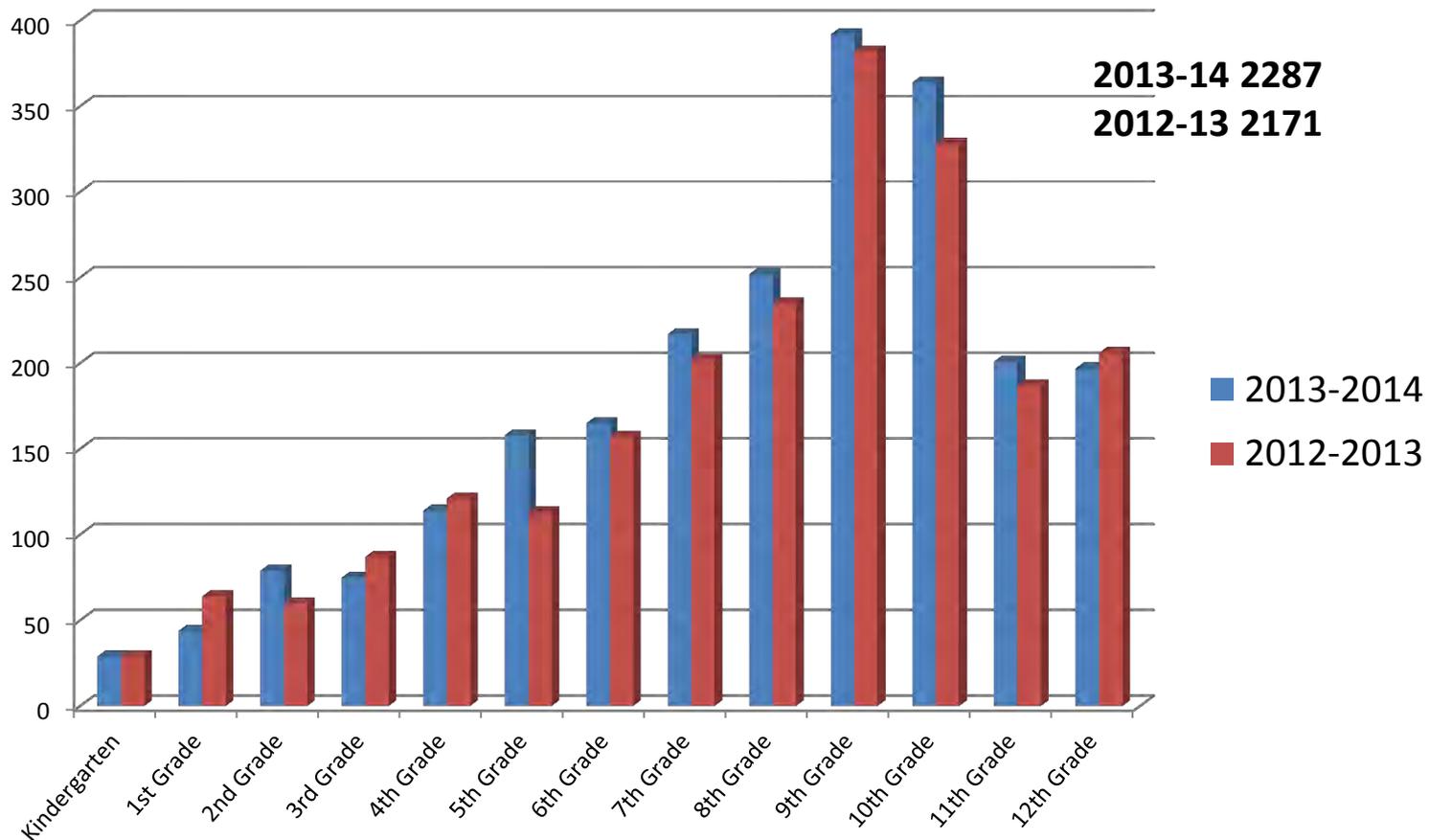
**Total Enrollment
year to year**



Enrollment Update: Special Education

The number of Special Education students enrolled at our school has grown by approximately 5% since this time last year.

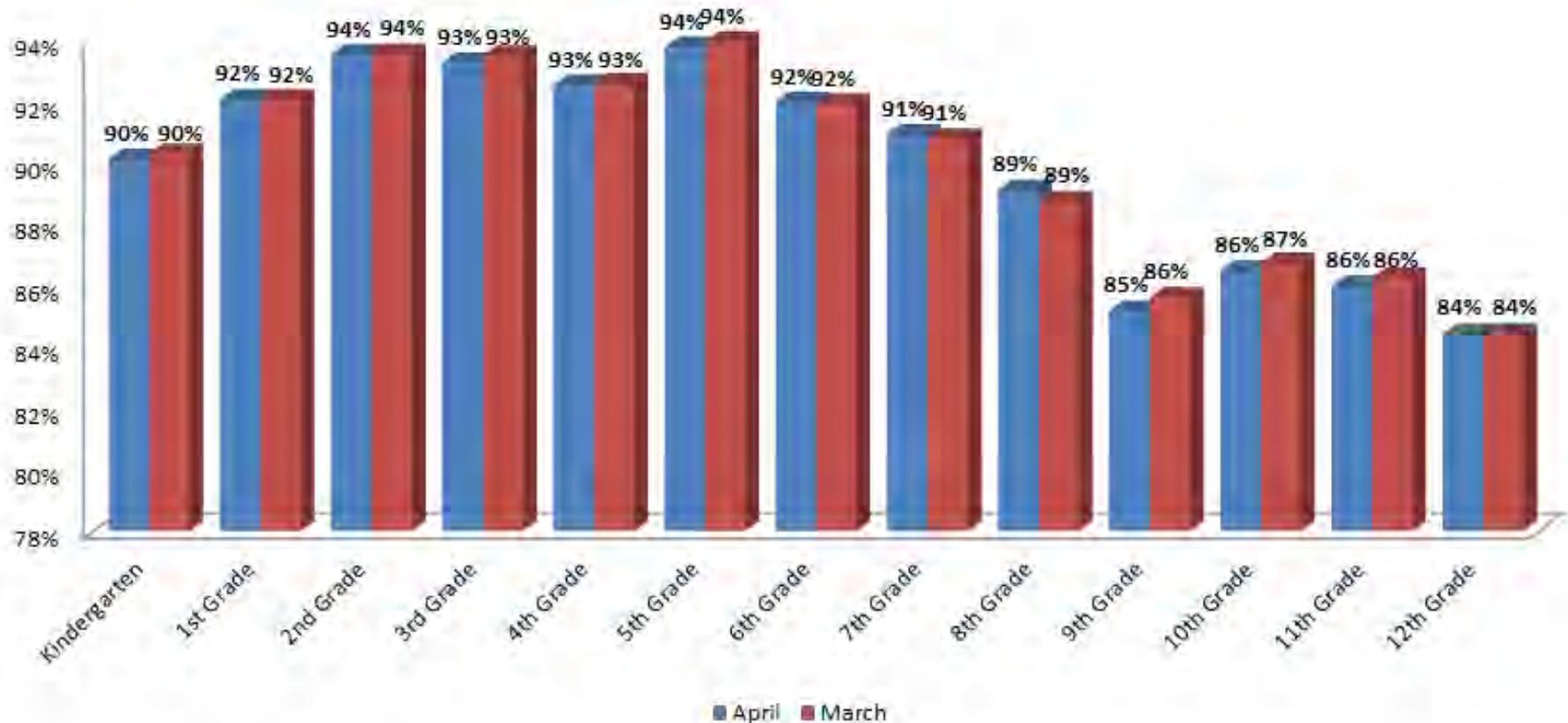
**Special Education Enrollment
year to year**



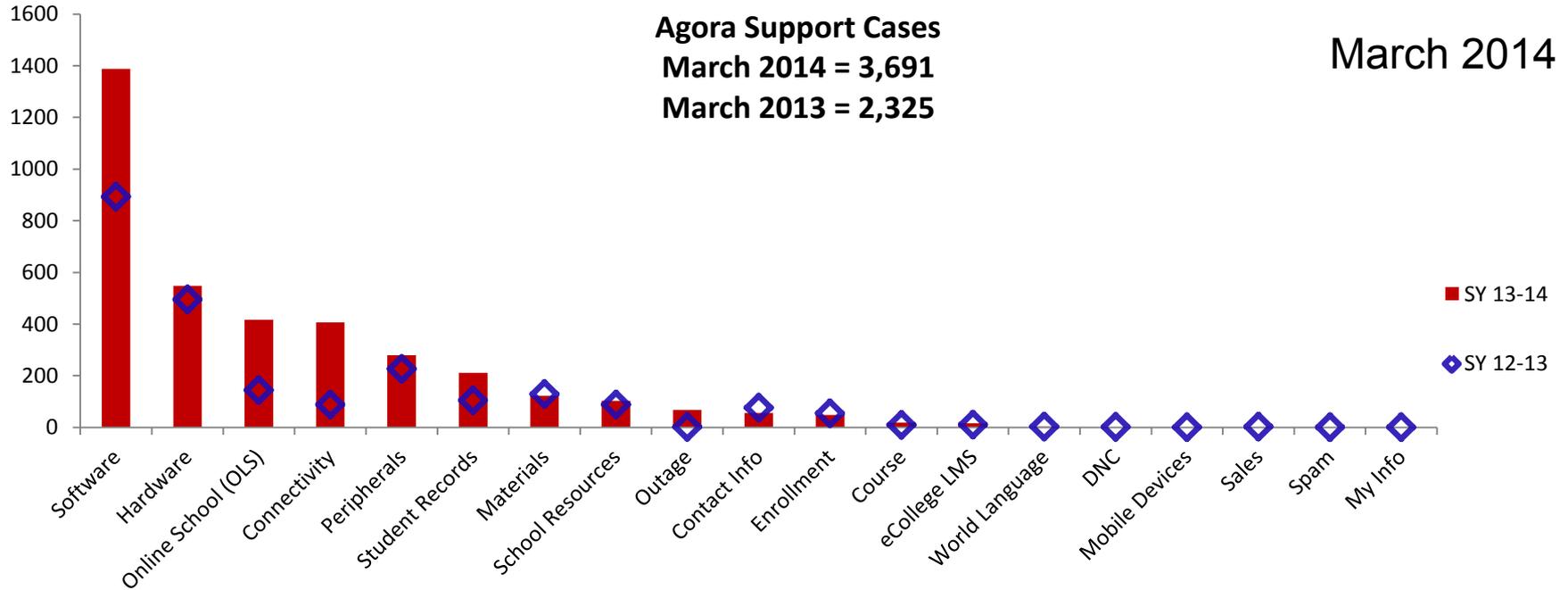
Attendance

Attendance rates are largely unchanged between the past two months.....

**Attendance Rates
Month to Month**



K12: Student and Family Support Metrics



Top 10 Call Drivers March 2014

Software - Troubleshoot Collaborate	349
Software - Virus Malware Scan	202
Online School - Missing Days	197
Connectivity - Refer to Internet Service Provider	186
Hardware - Order Laptop Replacement	152
Student Records - Refert to Teacher/School	144
Software - Windows Run Partition Restore	101
Connectivity - Performance No Connectivity	89
Peripherals - Headset Microphone Order Replacement	78
Online School Login Information Forgot UN & PW	72

Agora

Cases	+59% March YoY
All Schools	
Calls per Student	2.90 YTD, -6% YoY
CSAT	87% YTD
First Call Resolution	95% YTD
Handle Rate	93% YTD
Avg Speed to Answer	00:01:02 YTD

Personnel: Updates

The following changes to staff occurred since Feb. 28, 2014:

Total Agora Employees	
Mar. 31, 2014	704*

Hired -7:

- Long-term/Daily subs – 5
- Reading Specialists (MS,HS) - 2

Resignations/Terms- 3:

- Reading Specialist (MS) – 1
- Guidance Counselor – 1
- Family Coach – 1

On LOA for Month – 9

Long-Term Substitutes – 22

Employee Type/Net of LTS	
Teachers	434
Advisor/Counselor	23
Family Coach	122
Academic Support	32
Engagement Support	11
Learning Ctr.	9
Other Student Services	32
Pupil Health Services	7
Other Support Staff	13

* Includes LTS

Personnel: Academic and Support Loads for 4/01/14 enrollment of 11,040

Teacher Breakdown	
Elementary K-5	79*
Middle School 6-8	82*
High School	148
Special Education	119**
Learning Center	3*

Department	Ratios
K-5	38*
Middle School (6-8)	34*
HS	35
Special Ed	19**
Guidance	250
Family Coach	90

* Includes 34 Title I Specialists (20 K-5, 9 MS, 2 HS, 3 LC)

**Includes 7 IDEA funded Special Ed Teachers

Agora Cyber Charter School

Revenue/Expenditure Report

Jul-Mar FY14 YTD Actual versus Budget

	Mar 2014 Year-to-date Budget	Mar 2014 Year-to-date Actual	Variance Current v. Budget Inc./Dec)	% Variance
K-8 Ending Enrollment	5,833	5,802	(31)	-0.5%
HS Ending Enrollment	5,770	5,266	(504)	-8.7%
Total Ending Enrollment	11,603	11,068	(535)	-4.6%
FUNDING SOURCES:				
Total Funding	\$ 95,571,958	\$ 90,403,831	\$ (5,168,126)	-5.4%
INSTRUCTION				
Total Teachers	\$ 32,300,089	\$ 32,090,069	(210,020)	-0.7%
Total Students	\$ 34,229,541	\$ 29,749,534	(4,480,007)	-13.1%
Total Student and Family Services	\$ 3,978,199	\$ 4,485,822	507,623	12.8%
Total Instruction	\$ 70,507,830	\$ 66,325,426	\$ (4,182,404)	-5.9%
SUPPORT SERVICES				
Total School Governance	\$ 15,491,056	\$ 14,492,226	(998,831)	-6.4%
Total Technology	\$ 6,573,881	\$ 6,211,578	(362,304)	-5.5%
Total Insurance/Facilities/Other	\$ 953,709	\$ 919,598	(34,111)	-3.6%
Total Support Services	\$ 23,018,646	\$ 21,623,401	\$ (1,395,245)	-6.1%
Total School Expenditures This Period	\$ 93,526,476	\$ 87,948,827	\$ (5,577,649)	-6.0%
Increase/(Decrease) to Fund Balance	\$ 2,045,482	\$ 2,455,005	\$ 409,523	20.0%

Finance Report

YTD Financials/Forecast:

- Enrollment – Apr 1 enrollment under budget by 535 (4.6%). Primary variance in HS at 8.7% less than budget. Full year forecast is currently 10,8880 versus a budgeted 11,538 ADM, representing a YOY increase of 2.4% versus the budgeted increase of 8.6%
- Revenue –Full year revenue is now forecasted to be \$125.3M . Updates to PDE approved SD rates are now reflected in the current forecast. This results in an increase to our forecast of \$4M in revenue over last months forecast. This is a still \$2.5M or 1.9% decrease from budget for the year due to the forecasted decrease in enrollments.
- Expenses – YTD expenses are 6.0 % under budget in total. Full year expenses are forecasted to be lower than budget by \$3.5M or 2.8% due to holding staffing at current level and decreases in per student spending based on lowered enrollment.
- All Federal and State Reports have been submitted.

Academics / Engagement

K-5 Academic Updates

April 2014

Adequate Progress

42% of K-5 students are on target in ALL core courses.

Based on 10-12% progress each month and/or individual student expectations

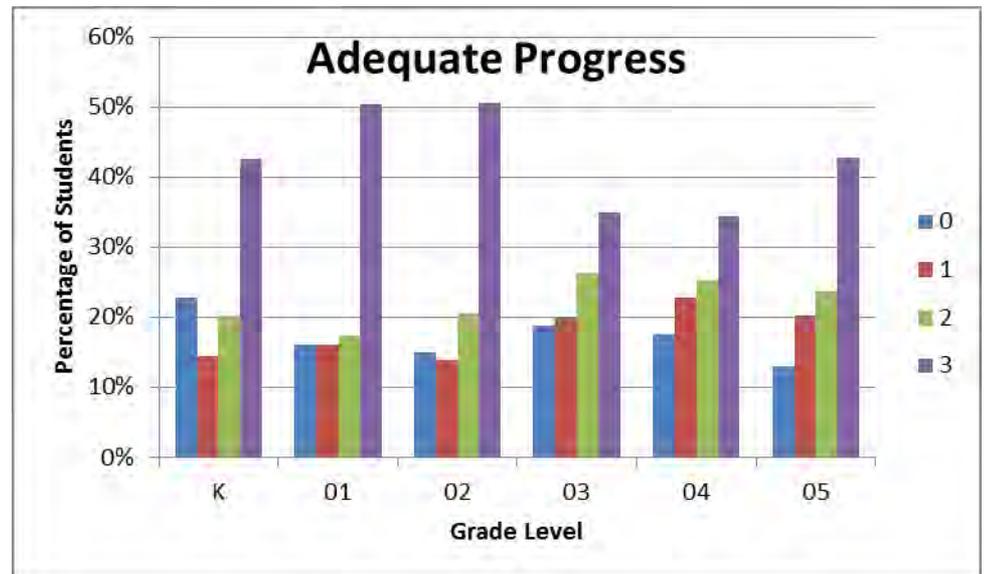
3 - On target or above in ALL core courses (Math, LA/Lit/Phonics, Science/History)

2 - On target or above in Math AND LA/Lit/Phonics

1 - On target in one core course

0 - Not on target in any core course

Grade	Score			
	0	1	2	3
K	23%	14%	20%	43%
01	16%	16%	17%	50%
02	15%	14%	21%	51%
03	19%	20%	26%	35%
04	18%	23%	25%	34%
05	13%	20%	24%	43%
Grand Total	17%	18%	22%	42%



Assessment Completion

76% of K-5 students completed ALL required assessments and monthly pathways in Study Island to date.

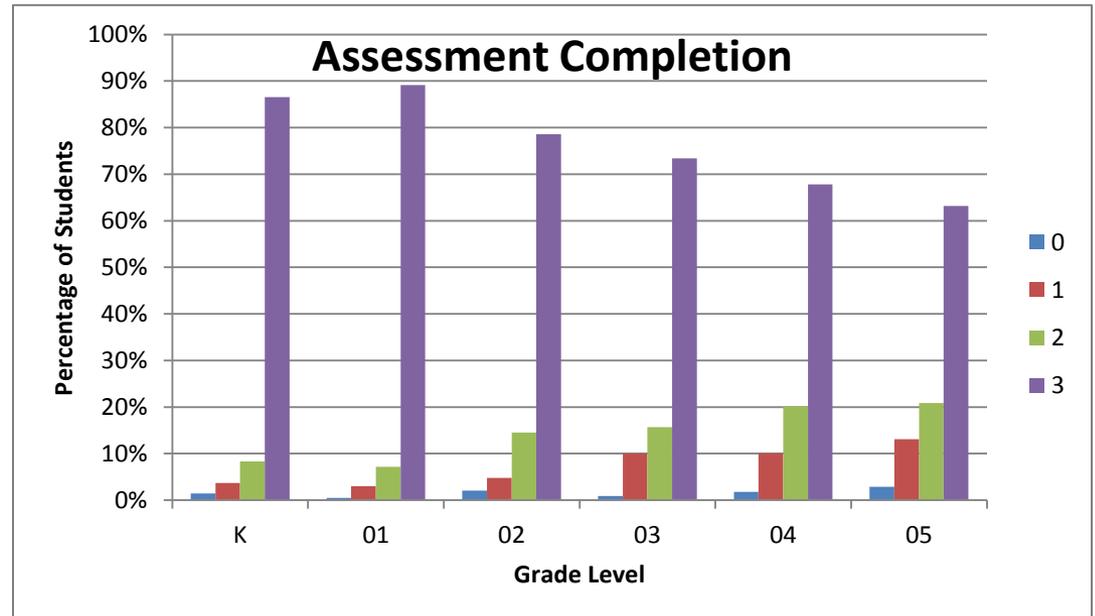
3 - Completed ALL required assessments * AND completed ALL monthly pathways in Study Island to date

2 - Completed at least 1 required assessment *AND more than 50% of monthly pathways in Study Island to date

1 - Completed at least 1 required assessment* OR more than 50% of monthly pathways in Study Island to date

0 - Completed no required assessments* AND less than 50% of monthly pathways in Study Island to date

Grade	Score			
	0	1	2	3
K	1%	4%	8%	87%
01	0%	3%	7%	89%
02	2%	5%	15%	79%
03	1%	10%	16%	73%
04	2%	10%	20%	68%
05	3%	13%	21%	63%
Grand Total	2%	8%	15%	76%



Attendance/Participation

61% of K-5 students attended and participated in all of their live sessions

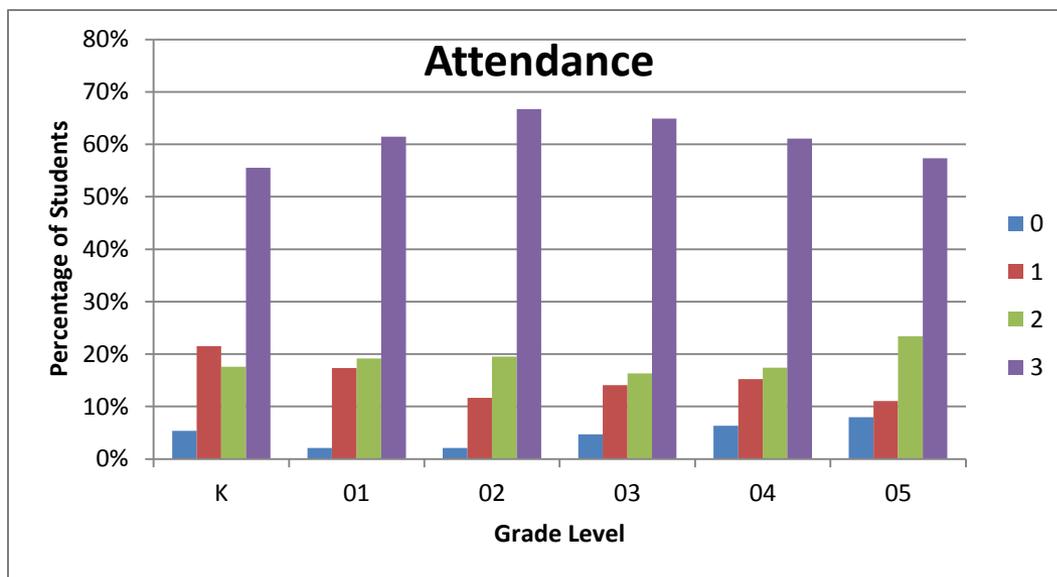
3 - Student attends AND participates in all of their live sessions or is Asynchronous

2 - Student attends AND participates in most of their live sessions (only misses one or two per quarter)

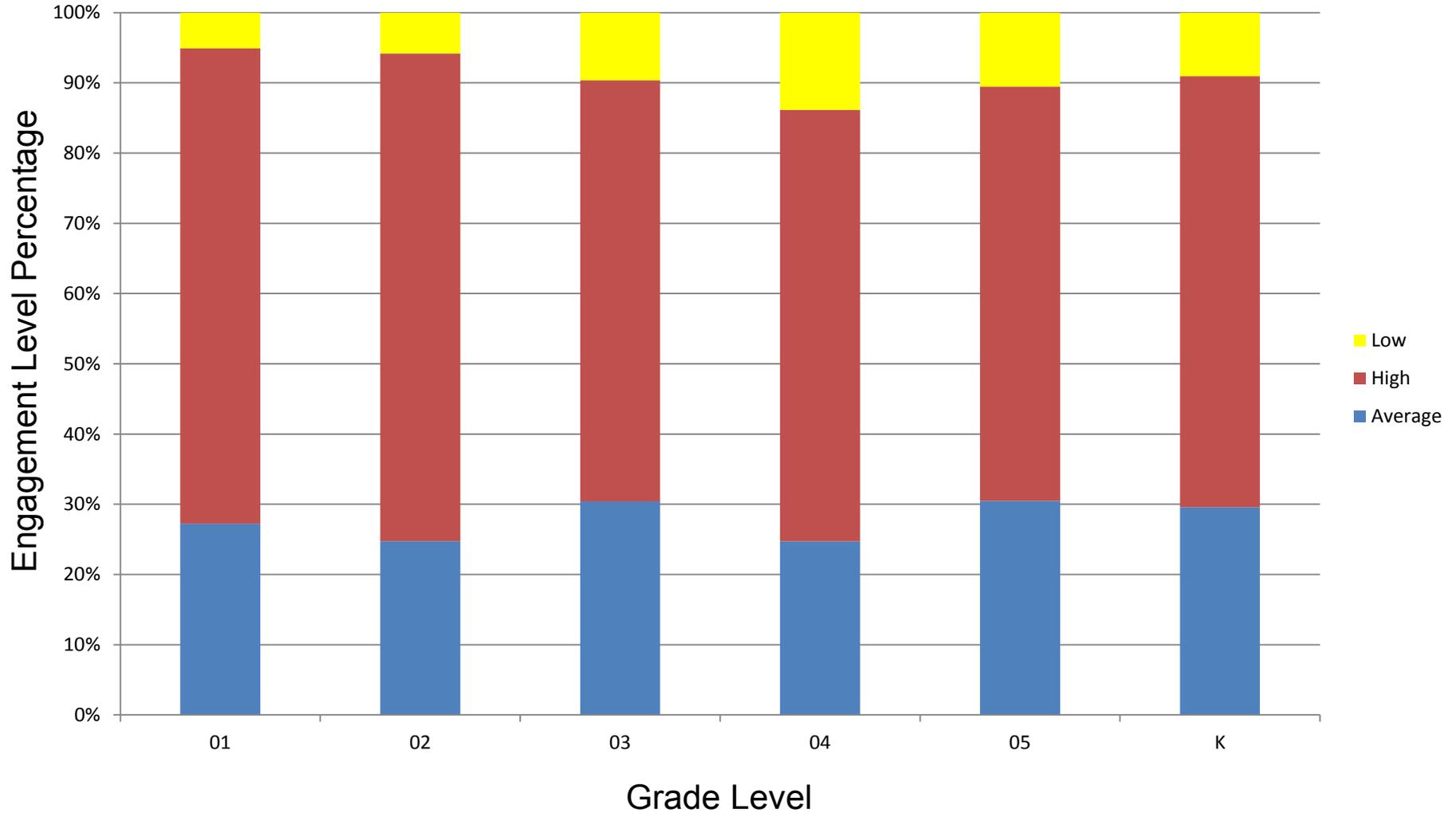
1 - Student attends AND participates in some of their live sessions (only misses 3-5 of their live sessions)

0 - Student attends but participates in NO live sessions OR student does not attend live sessions

Grade Level	Score			
	0	1	2	3
K	5%	22%	18%	56%
01	2%	17%	19%	61%
02	2%	12%	20%	67%
03	5%	14%	16%	65%
04	6%	15%	17%	61%
05	8%	11%	23%	57%
Grand Total	5%	15%	19%	61%



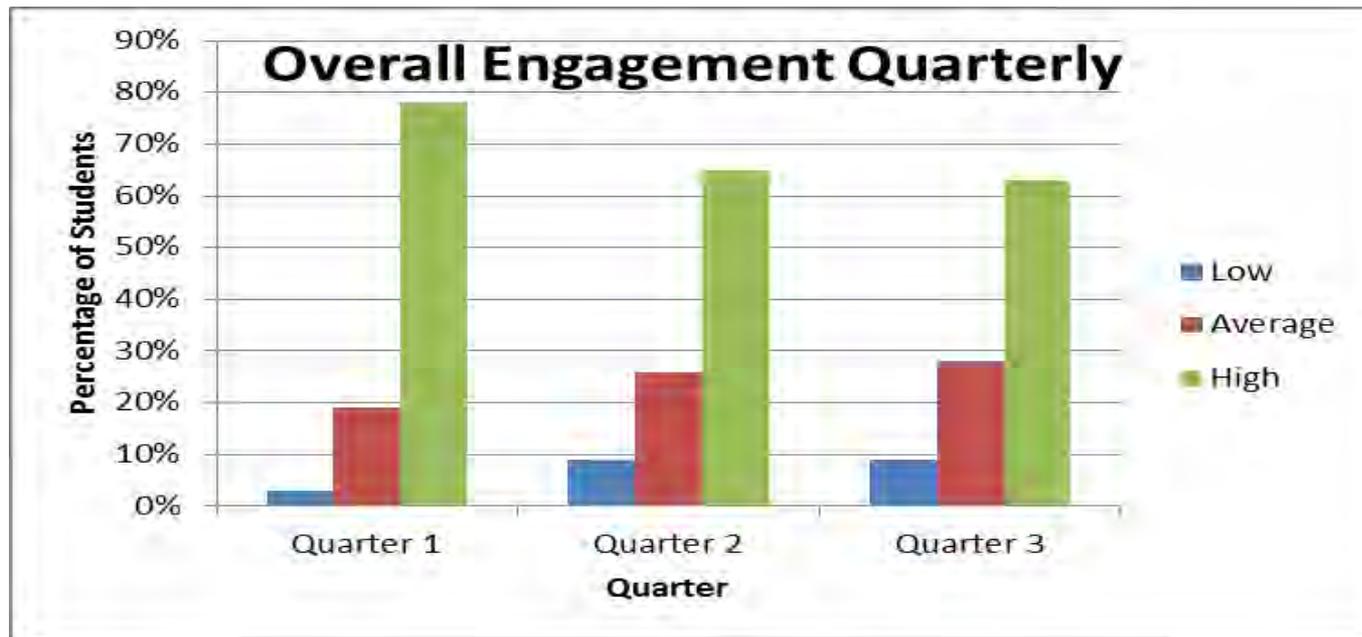
K-5 Engagement Levels-3rd Q



Quarterly Comparison: Overall Engagement

After 3 quarters, an average of 67% of K-5 students are highly engaged.

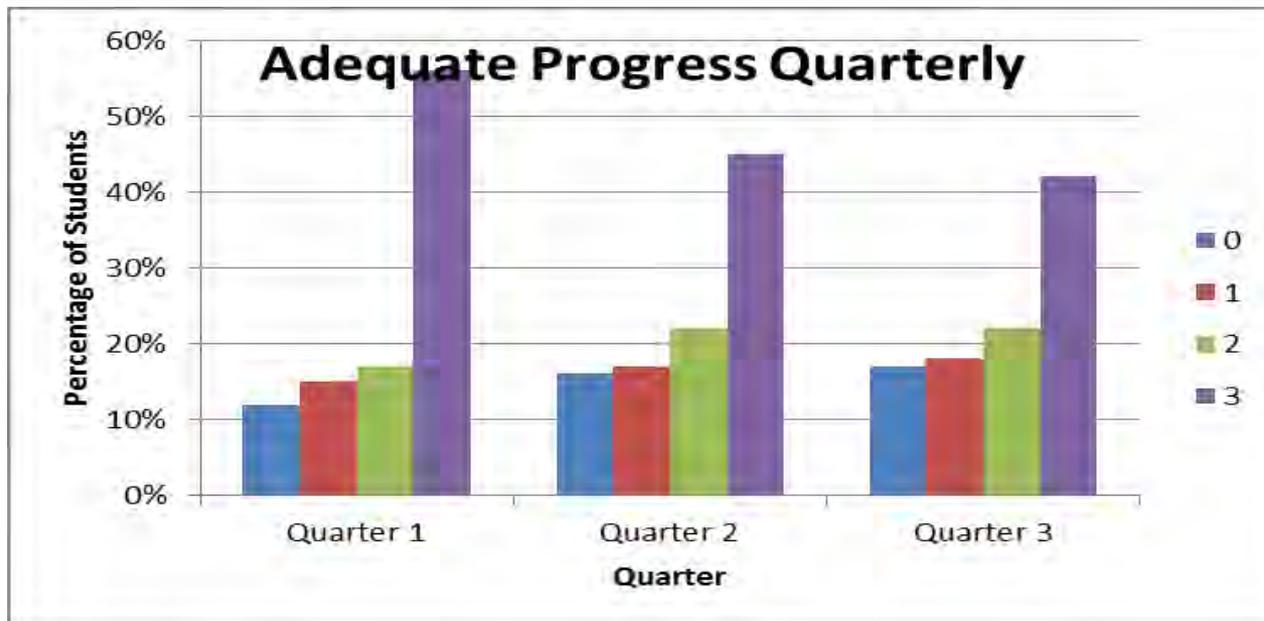
Quarter	Low	Average	High
Quarter 1	3%	19%	78%
Quarter 2	9%	26%	65%
Quarter 3	9%	28%	63%



Quarterly Comparison: Adequate Progress

After 3 quarters, an average of 48% of K-5 students are on track in all core courses.

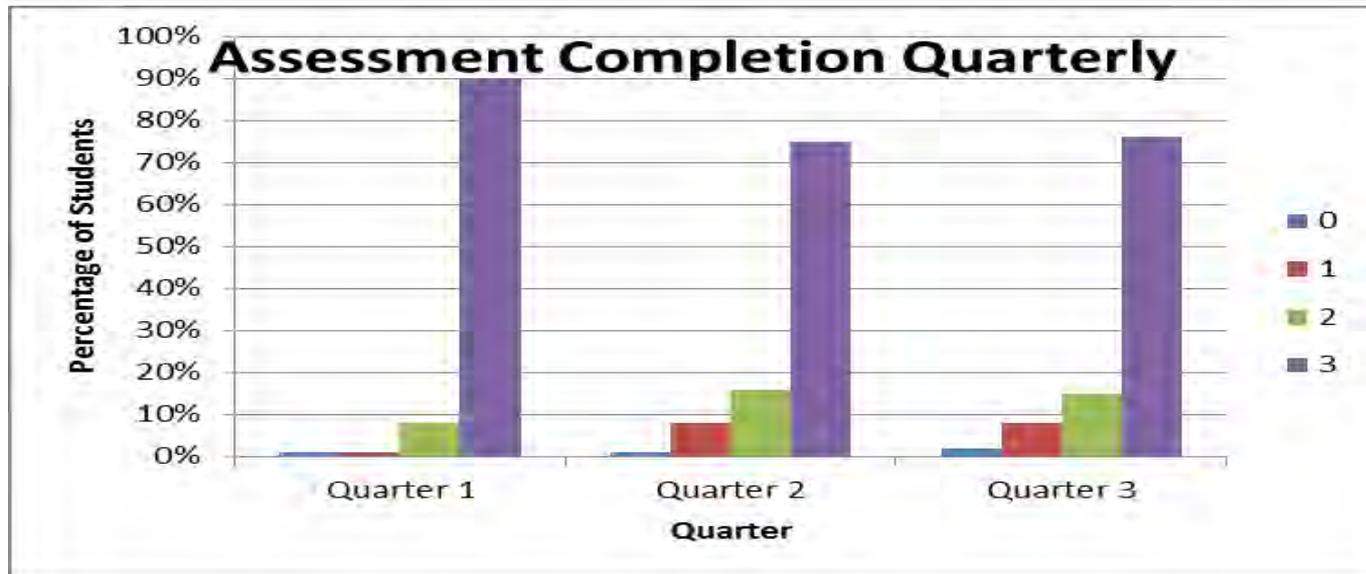
Quarter	0	1	2	3
Quarter 1	12%	15%	17%	56%
Quarter 2	16%	17%	22%	45%
Quarter 3	17%	18%	22%	42%



Quarterly Comparison: Assessment Completion

After 3 quarters, an average of 80% of K-5 students have completed all assessments and monthly pathways in Study Island.

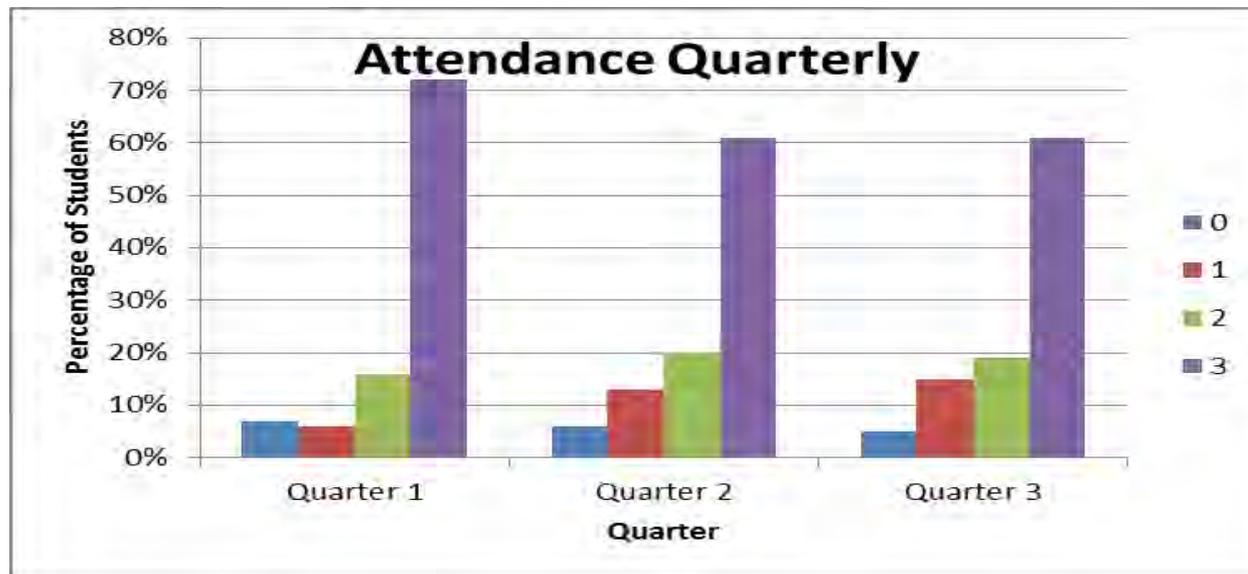
Quarter	0	1	2	3
Quarter 1	1%	1%	8%	90%
Quarter 2	1%	8%	16%	75%
Quarter 3	2%	8%	15%	76%



Quarterly Comparison: Attendance/Participation

After 3 quarters, an average of 65% of K-5 students attend and participate in ALL live sessions.

Quarter	0	1	2	3
Quarter 1	7%	6%	16%	72%
Quarter 2	6%	13%	20%	61%
Quarter 3	5%	15%	19%	61%

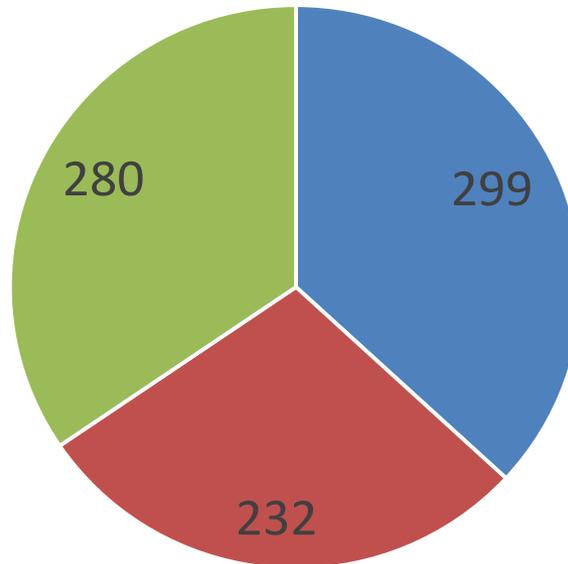


6-8 / Middle School

Middle School Honor Roll

811 (30%) of Middle School Students
+70 students over Quarter 2

Quarter 3 Honor Roll



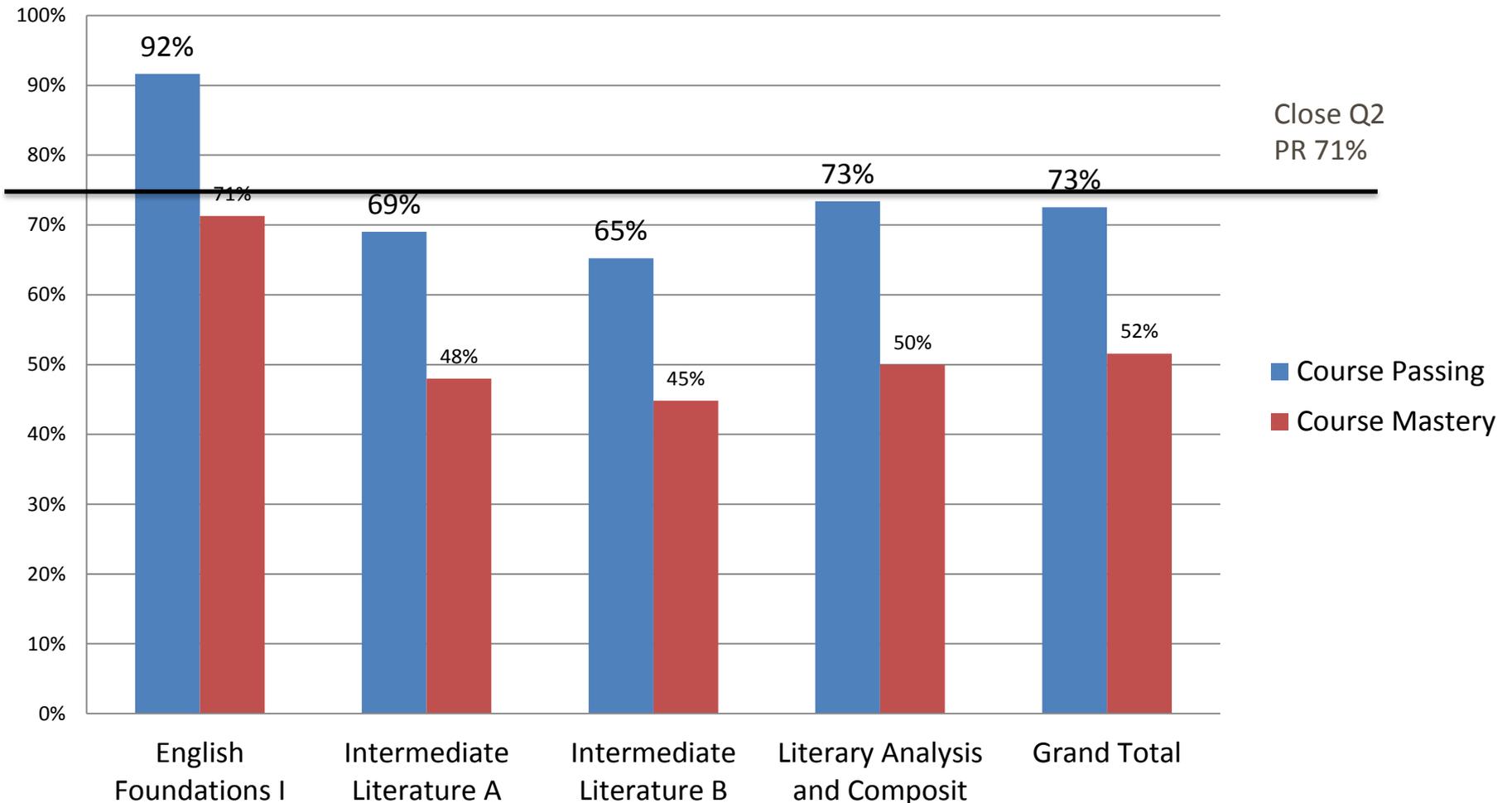
■ Sixth ■ Seventh ■ Eighth

Percent of Middle School Students Passing and Mastering Courses

+2% Gain over Cumulative Q2 Average
+9% Gain over March Cumulative Average

English Cumulative Course Passing as of Quarter 3

PASSING = >60%; MASTERY = >80%

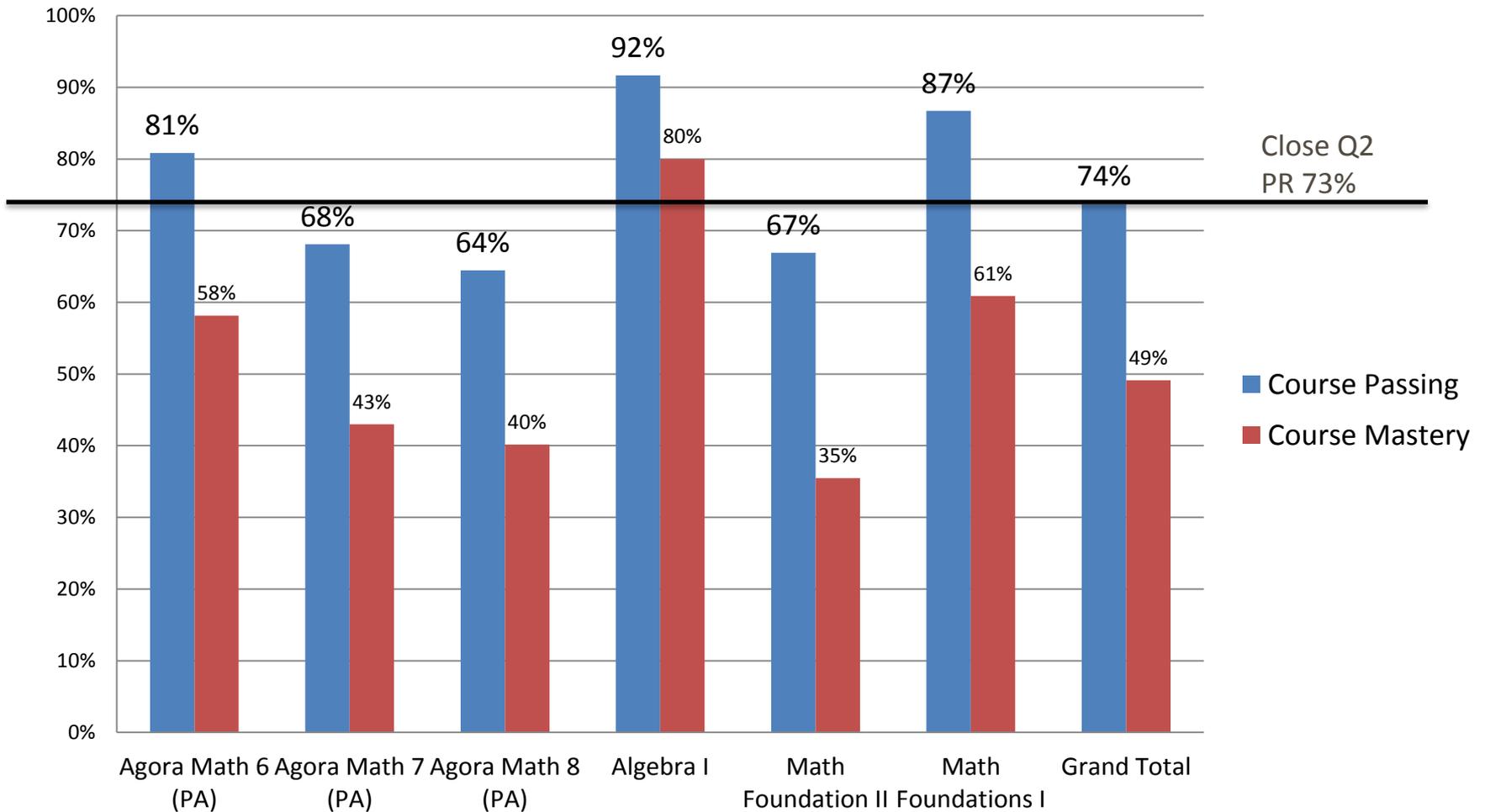


Percent of Middle School Students Passing and Mastering Courses

+1% Gain over Cumulative Q2 Average
+6% Gain over March Cumulative Average

Math Cumulative Course Passing as of Quarter 3

PASSING = >60%; MASTERY = >80%

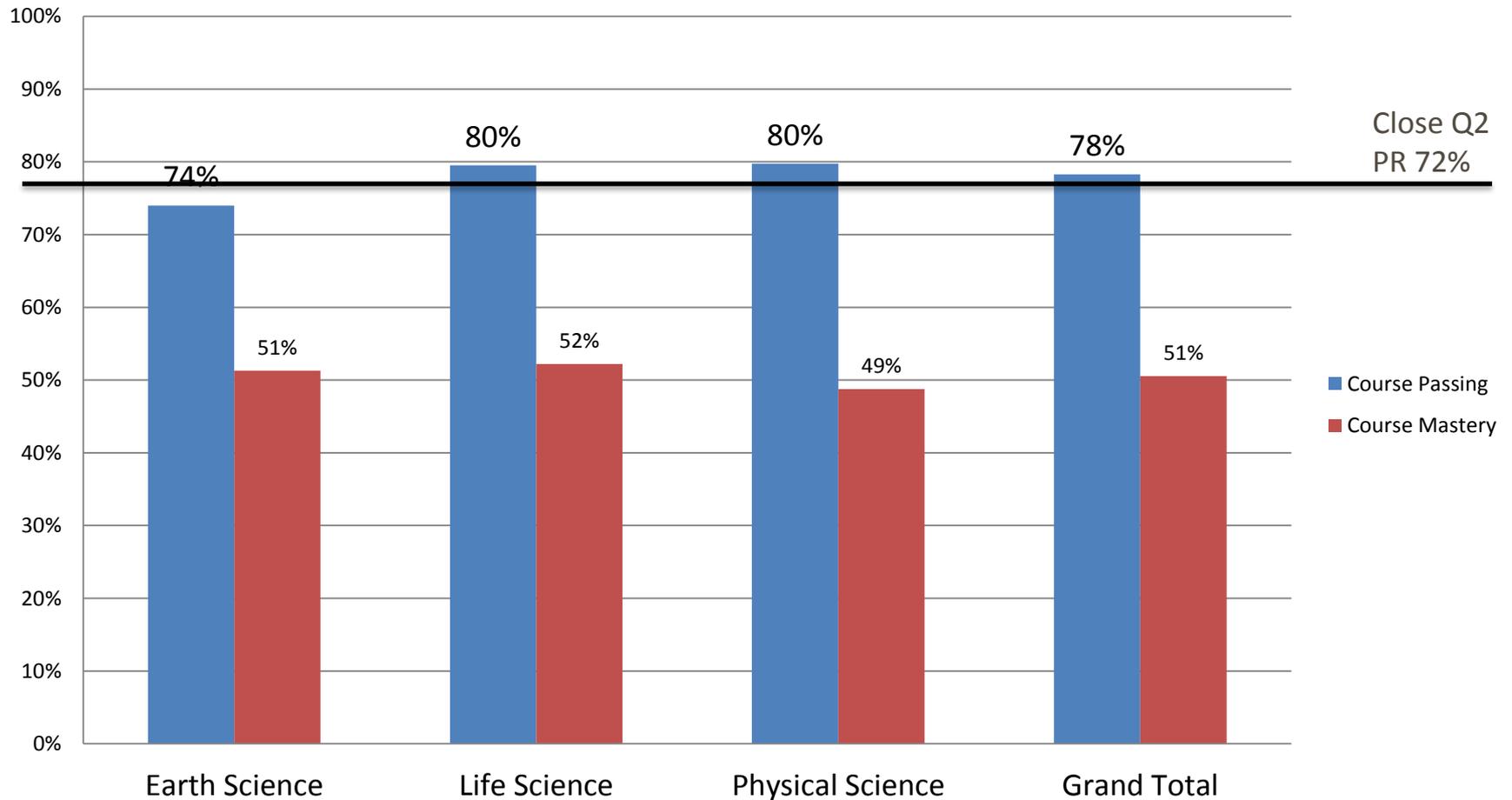


Percent of Middle School Students Passing and Mastering Courses

+6% Gain over Cumulative Q2 Average
+9% Gain over March Cumulative Average

Science Cumulative Course Passing as of Quarter 3

PASSING = >60%; MASTERY = >80%

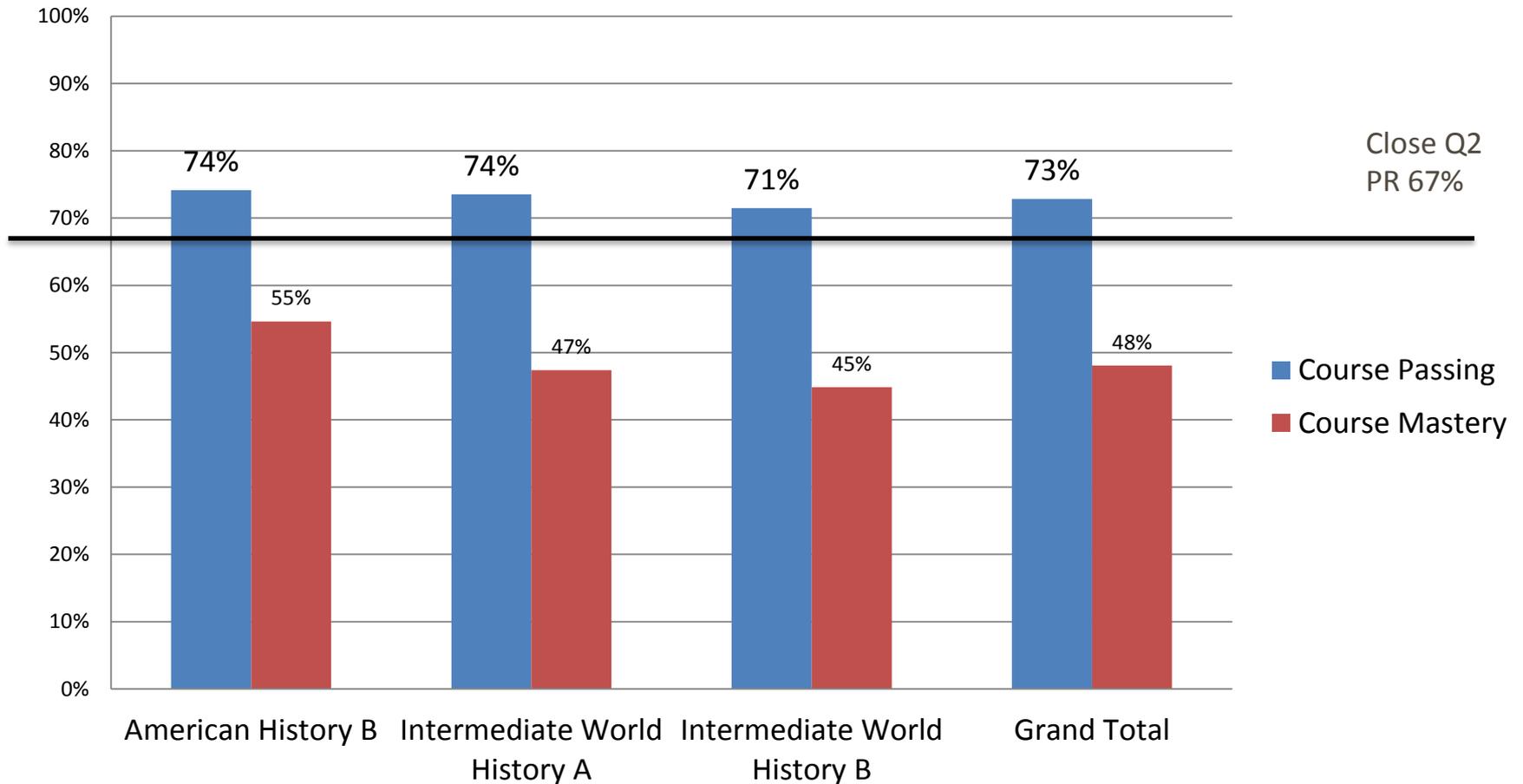


Percent of Middle School Students Passing and Mastering Courses

+6% Gain over Cumulative Q2 Average
+9% Gain over March Cumulative Average

History Cumulative Course Passing as of Quarter 3

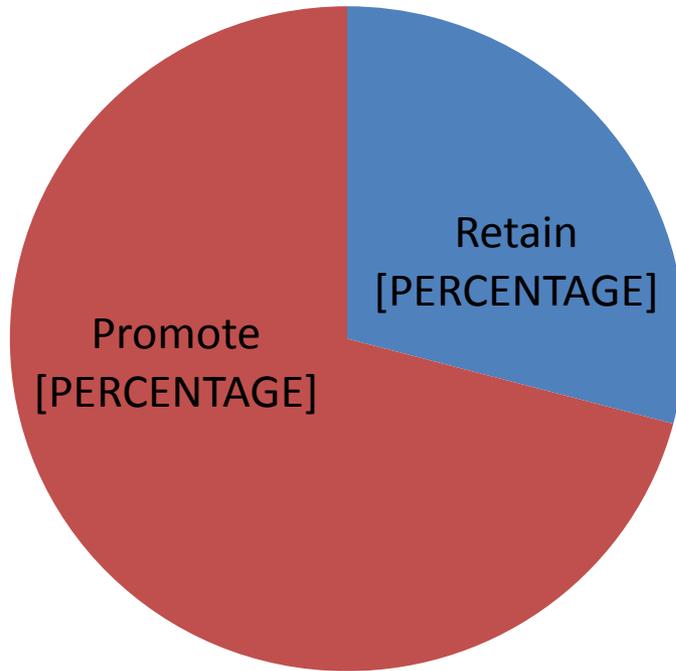
PASSING = >60%; MASTERY = >80%



Percent of Middle School Students Passing to Next Grade Level

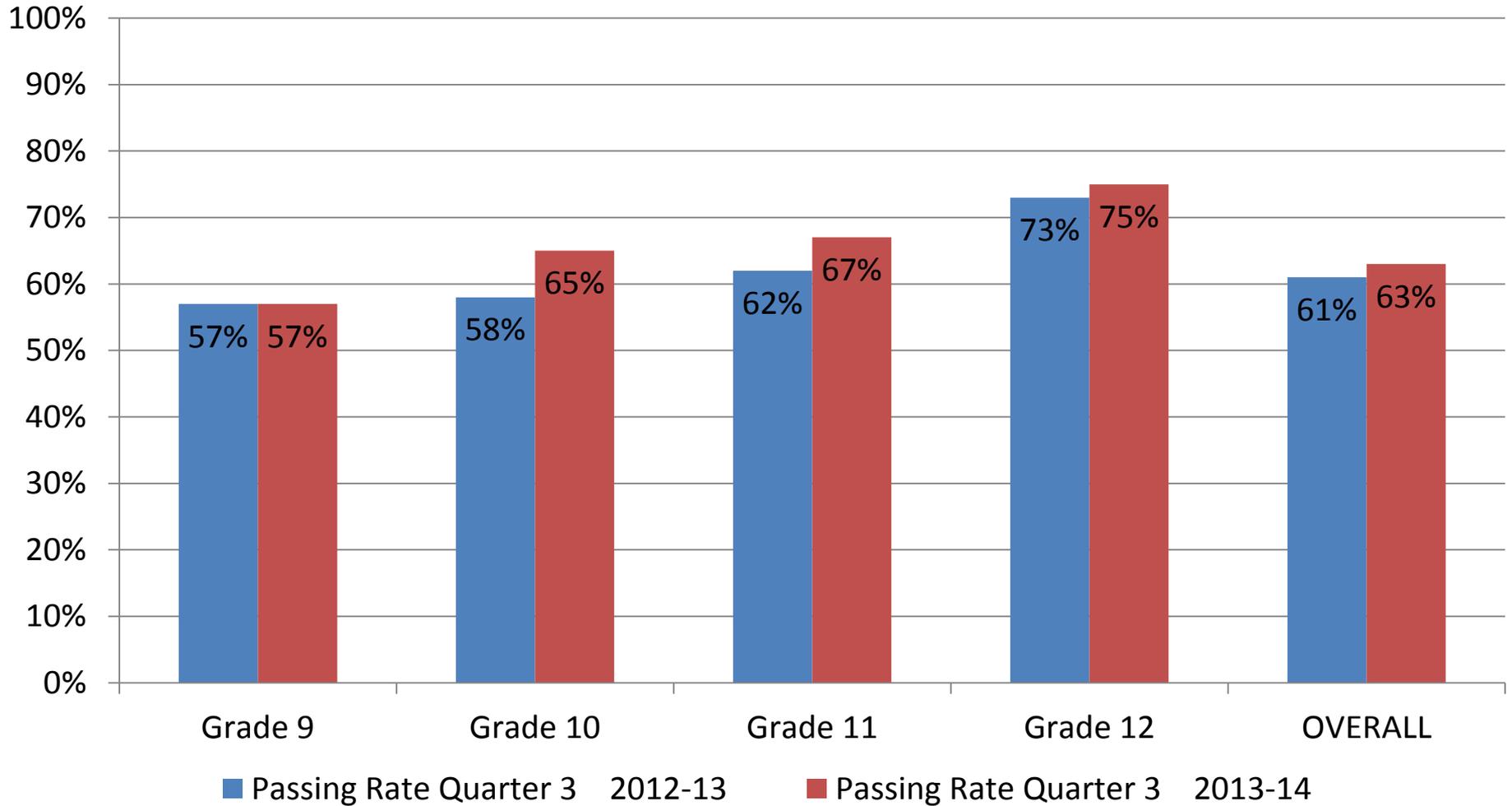
+3% Gain over Cumulative Q2 Average

Middle School Promotion Rate as of Quarter 3 Cumulative Averages

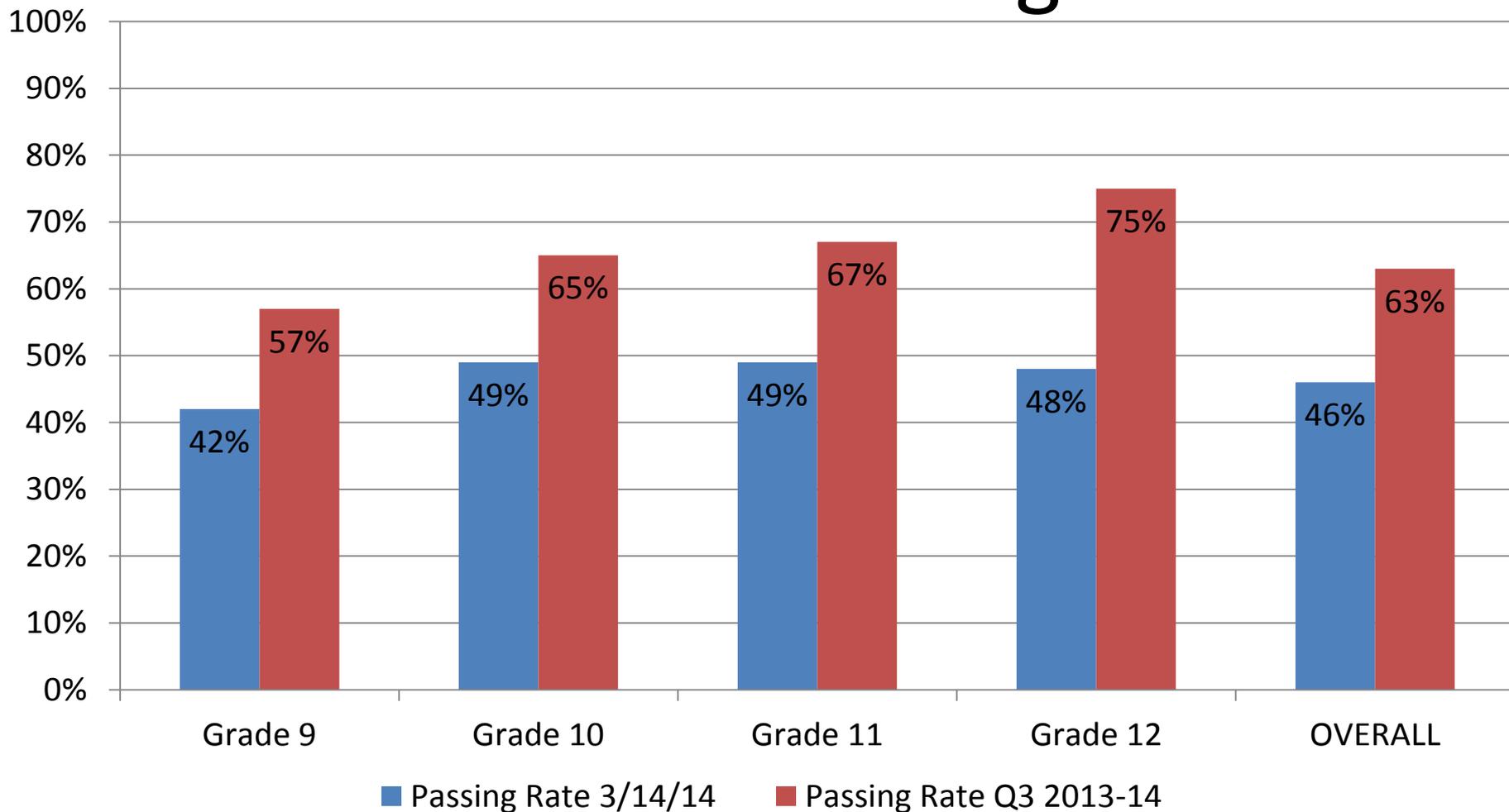


9 – 12 / High School

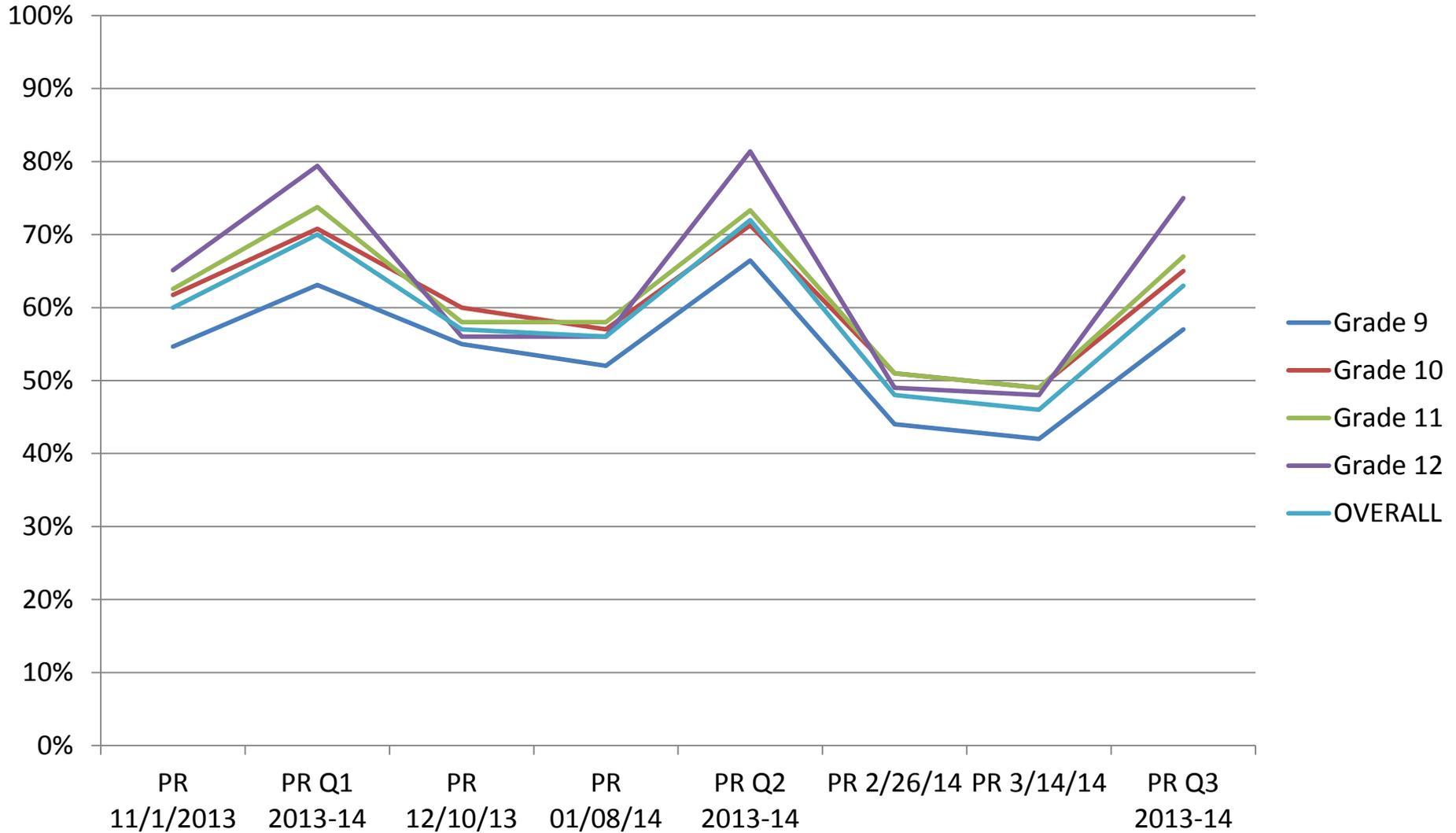
Year Over Year Passing Rate



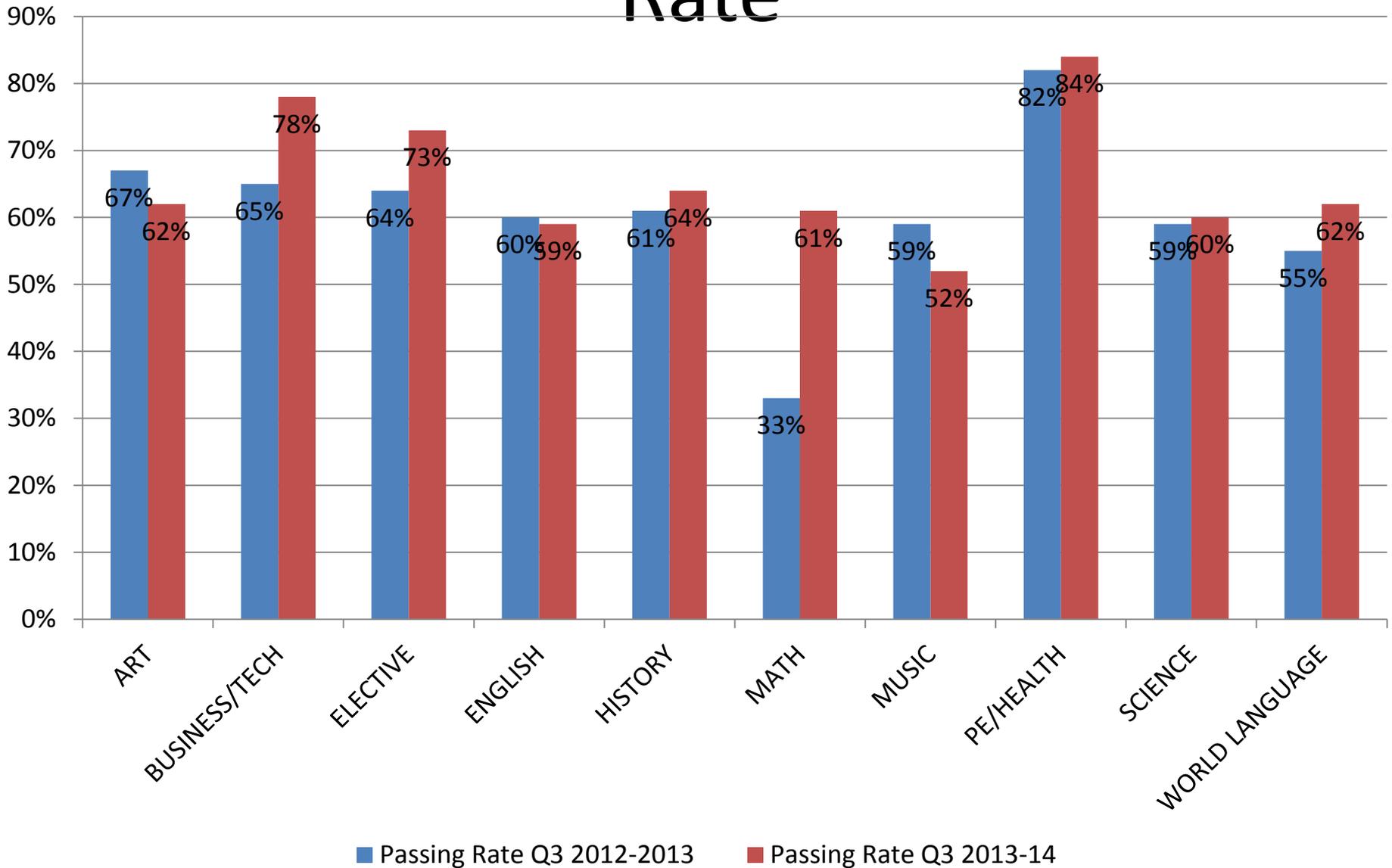
Passing Rate Change Since March Board Meeting



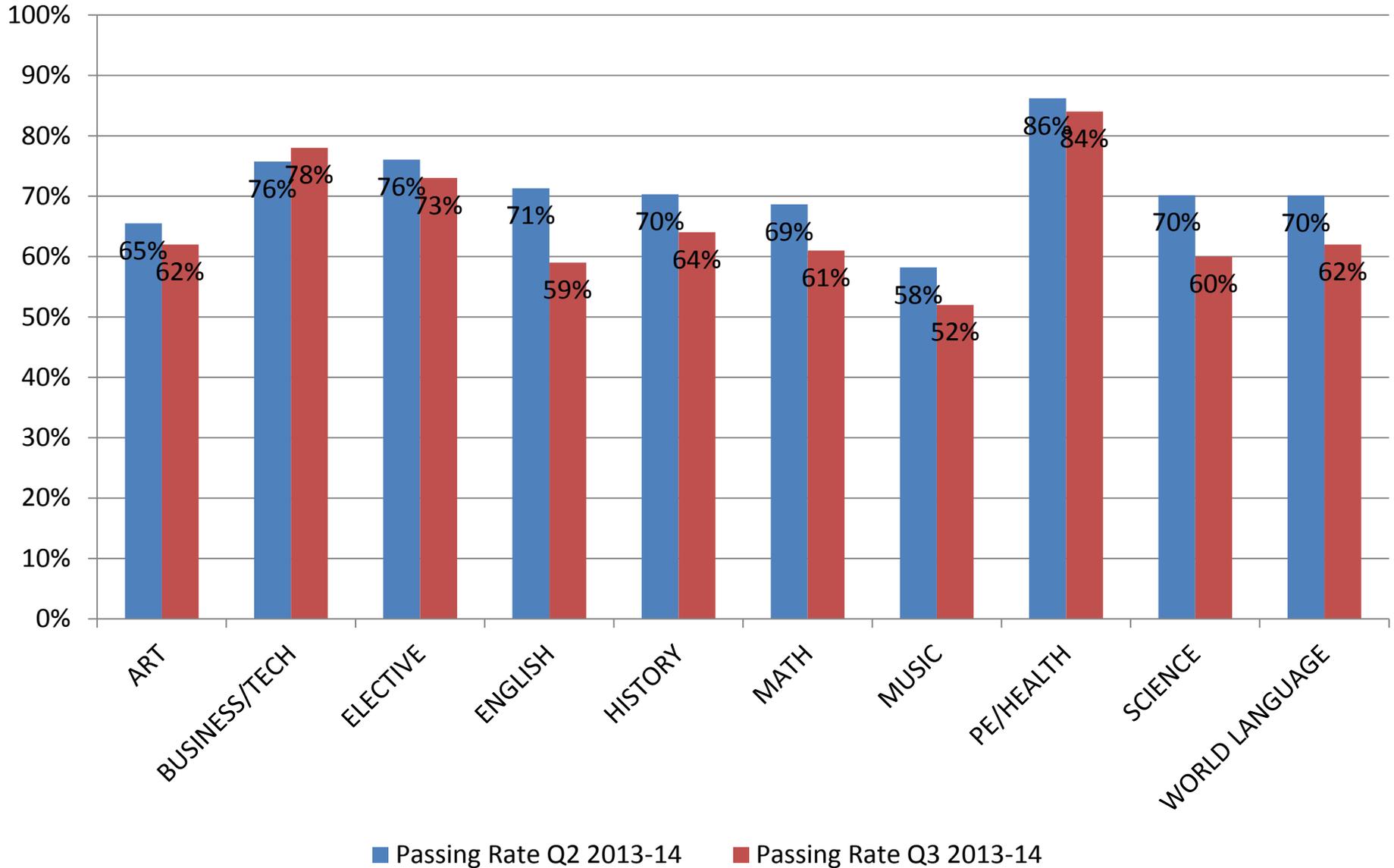
SY13-14 Passing Rate Trends



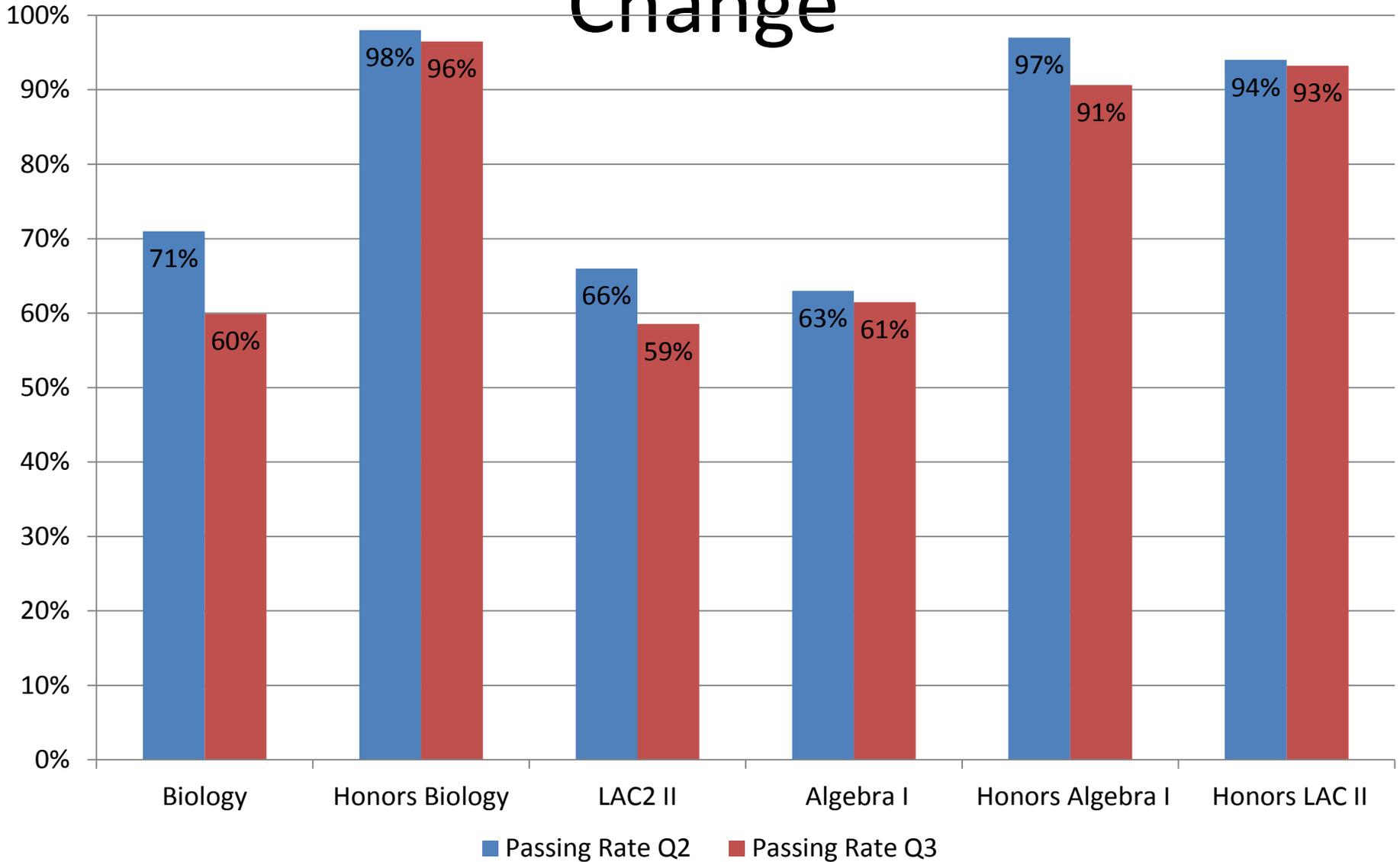
Department Year Over Year Passing Rate



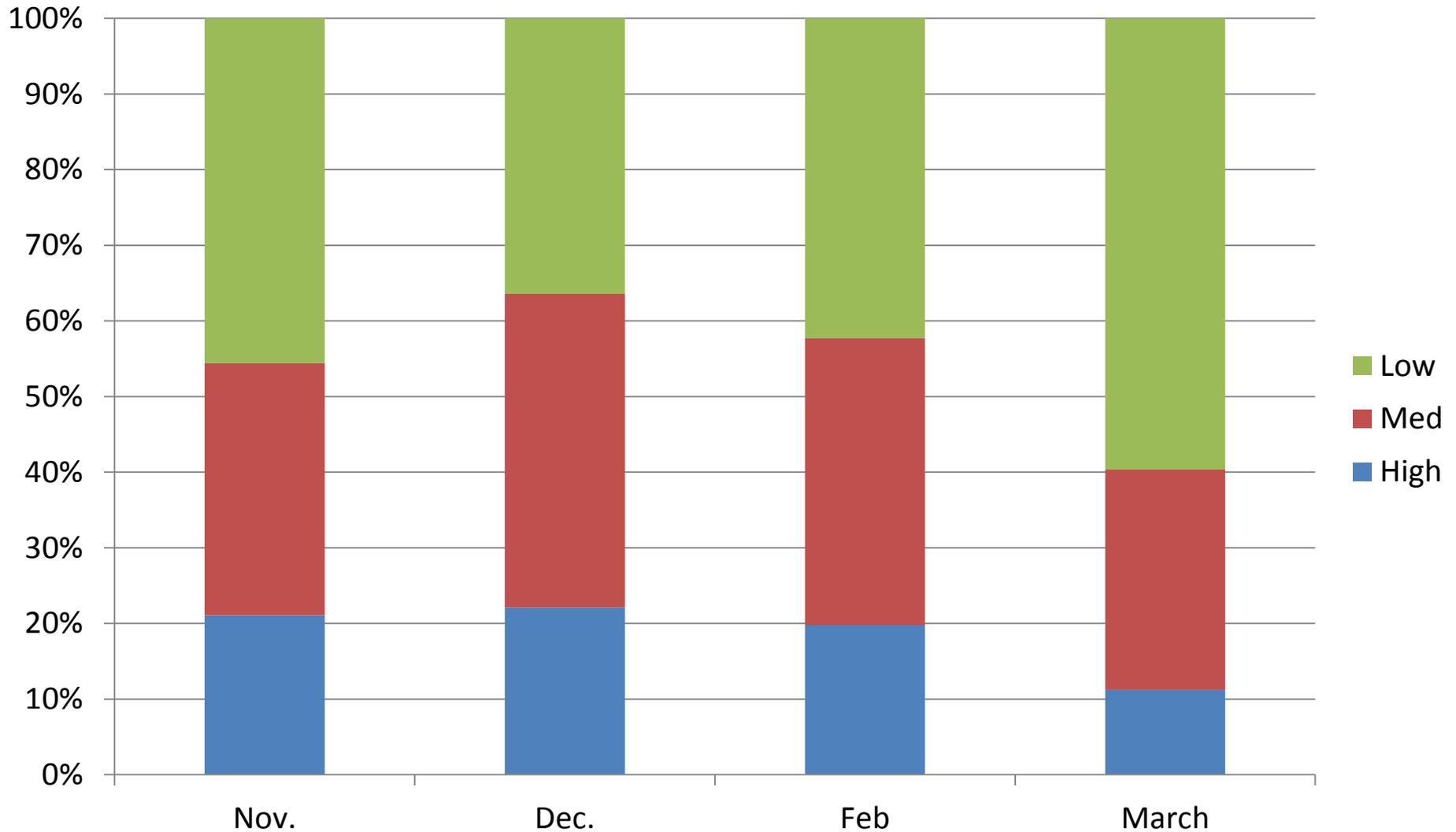
Q2 to Q3 Passing Rate Change



Q2 to Q3 Keystone Passing Rate Change



High School Engagement Levels Month To Month





pennsylvania
DEPARTMENT OF EDUCATION

Comprehensive Planning 2013-2014

Actions to Date

- Focus designation by PDE, previously based on AYP status
- Parent notice January 28th, 2014
- 99 volunteers from across all departments. Input gathered through 5 meetings and follow up surveys.
- Agora's Leadership Team reviewed guiding questions and finalized action steps.
- Draft reviewed by CCIU Representative

Goal

- Ensure that there is a system within the school that fully ensures a safe and supportive environment for all students.
(Safe and Supportive)

Strategies for Goal 1 (*Safe and Supportive*)

- Dropout Prevention Expansion
- Comprehensive Communication Procedures

Action Steps for Strategy 1: Dropout Prevention Expansion

- Summer Strong Start Orientation Program for New Families
- Family Support Program for Identified Returning At-risk/Low engaged Families
- High School Program to identify, instruct, and support students at risk of dropping out
- Student Career and Internship Program

Action Steps for Strategy 2: Comprehensive Communication Procedures

- Procedures of student escalation for concerns of truancy, academics, behavior, and lack of engagement are established and communicated to staff
- Compilation of School Policies, Procedures, Roles and Expectations onto a single location

Action Steps Beyond SIP

- Hiring of a Professional Development Coordinator
- Add Academic Administrators to Elementary, Middle School and High School Programs
- Safe School Programs Implementation including Cyber Bullying
- Pilot Classroom Diagnostic Tool (CDT) at Middle School
- Create a student ambassador program to assist students transitioning between grade bands.
- Continue to support CoTeaching Initiative
- Continue Professional Development and implementation of Differentiating Instruction practices in the classroom

Policy Considerations

Executive Session

Adjournment

Next meeting: Tue, May 27th 7PM

Employee Information Report

AGORA CYBER CHARTER SCHOOL

Employees Active: 4/01/2014

Employee Name	Hire Date	Classification	Job Title	Salary
AARONSON, MICHELINA M	4/6/2009	Full Time	ELEMENTARY TEACHER	41,643.56
ABDALA, PAIGE A	10/10/2011	Full Time	ELEM SPECIAL ED TEACHER	36,233.75
ABDUL-AZIZ, INSHIRAH	8/27/2010	Full Time	FAMILY COACH	40,696.69
ABER , LAURA M	1/13/2014	Full Time	HS SPECIAL ED TEACHER	39,655.00
ABUL ELA, CHRISTINA C	8/13/2012	Full Time	HS MATH TEACHER	37,875.00
ACKERMAN, AMANDA M	3/7/2011	Full Time	FAMILY COACH	37,117.50
ACLAND, KATHERINE RITA	8/13/2012	Full Time	HS MATH TEACHER	35,350.00
ADAMS, JENNIFER S	8/16/2012	Full Time	ATTENDANCE & TRUANCY COOR	40,400.00
ADAMS, REBECCA ROSE	11/8/2011	Full Time	HS MATH TEACHER	38,733.75
ADRIENNE, JENNIFER KATHLEEN	10/10/2011	Full Time	HS SOCIAL STUDIES TEACHER	40,829.25
ALDERSON, JORDAN M	8/13/2012	Full Time	HS ENGLISH TEACHER	35,350.00
ALLEN, BETTY A	7/1/2006	Full Time	FAMILY COACH - PROG SUPP	54,026.64
ALTMAN, DORRY ANN	2/13/2012	Full Time	MS ENGLISH TEACHER	38,821.88
ALVARADO-FLEMING, YVETTE M	8/24/2009	Full Time	COMMUNITY COORDINATOR	38,178.00
ALVAREZ, GLORIA ESTHER	8/20/2012	Full Time	FAMILY COACH	37,875.00
AMBROSE, DANIELLE	8/26/2013	Full Time	GUIDANCE COUNSELOR	50,000.00
AMMON, HILLARY ELISE	1/7/2013	Full Time	ATTEND & TRU ADMIN ASST	35,350.00
ANDERSON, AISHA - doh 03/12/14	3/12/2014	Full Time	HS READING SPECIALIST	39,270.00
ANDREWS, LORI ANN	8/20/2012	Full Time	HS MATH TEACHER	38,885.00
ANGELO, SHANNON LYNN	8/1/2011	Full Time	ELEM MATH SPECIAL DEPT CH	41,322.58
ARBUTINA, KRISTEN ELIZABETH	8/13/2012	Full Time	MS SPECIAL ED TEACHER	37,875.00
ARDIFF, LAUREN	8/19/2013	Full Time	MS SCIENCE TEACHER	37,500.00
ARRIGHY, LAURA L	1/30/2012	Full Time	HS SPECIAL ED TEACHER	37,233.75
ATIAS, KIMBERLY D	3/26/2012	Full Time	ELEM SPECIAL ED TEACHER	37,875.00
AURANDT, SELINA M	10/24/2011	Full Time	MS SCIENCE TEACHER	38,821.88
AUSTIN, KIMBERLY ELAINE	8/13/2012	Full Time	FAMILY COACH	35,350.00
BAELLO, ALEXANDRA VICTORIA	10/25/2010	Full Time	FAMILY COACH	39,727.72
BAKER, AMY MARIE	8/13/2012	Full Time	MS MATH TEACHER	35,350.00
BAKER, ANDREA MARIE	8/13/2012	Full Time	FAMILY COACH	35,350.00
BARGER, TAMMY M	8/13/2012	Full Time	MS SCIENCE TEACHER	38,885.00
BARNETT, REBECCA	2/2/2010	Full Time	ELEMENTARY TEACHER	39,105.94
BARRETT, AMY L	10/17/2011	Full Time	MS MATH TEACHER	36,233.75
BARRETT, KRISTIN D	8/3/2009	Full Time	HS SOCIAL STUDIES TEACHER	38,045.44

Employee Name	Hire Date	Classification	Job Title	Salary
BARRIOS, JENNIFER A	8/27/2012	Full Time	CLASSROOM COACH	47,875.00
BARTH, LAURA ELIZABETH	1/3/2012	Full Time	FAMILY COACH	38,821.88
BARTUSKA, REBECCA SOWA	8/19/2013	Full Time	MS SCIENCE TEACHER	37,500.00
BASSO, MAURA J	8/3/2009	Full Time	ELEM SPECIAL ED TEACHER	41,668.81
BAUER, TONYA MARIE	1/8/2014	Full Time	ELEMENTARY TEACHER	38,668.75
BAUMAN, NIKOLE LEE	9/27/2010	Full Time	ELEM MATH SPECIAL DEPT CH	42,196.69
BAYLY, ANGELA MICHELLE	1/2/2008	Full Time	MS ENGLISH TEACHER	47,116.46
BEADLE, KARLA MARIE	9/3/2009	Full Time	ELEM SPECIAL ED TEACHER	41,643.56
BECK, TASHA M	8/13/2012	Full Time	FAMILY COACH	36,360.00
BENDER, DEBORAH T	8/15/2011	Full Time	HS SPECIAL ED TEACHER	40,374.75
BENNER CARR, REBECCA CORIN	9/28/2009	Full Time	HS WORLD LANGUAGE TEACHER	42,685.13
BERGER, LISA L	8/2/2010	Full Time	MS SOCIAL STUDIES TEACHER	39,727.72
BERKEY, DANIEL W	8/19/2013	Temporary	LTS MATH TEACHER	125 per day
BERNSTEIN, EILEEN ANNE	11/1/2010	Full Time	ELEM READING SPECIALIST	41,778.75
BERTELE, JENNA ELIZABETH	8/20/2012	Full Time	FAMILY COACH	35,350.00
BETTS, MAUREEN P	8/13/2012	Full Time	HS SPECIAL ED TEACHER	38,850.00
BIANCONI, HEATHER ANN	10/18/2010	Full Time	MS READING SPECIALIST	39,727.72
BIELAWSKI, DEBRA ANN	8/13/2012	Full Time	HS SPECIAL ED TEACHER	40,652.50
BILBY, RON J	9/3/2009	Full Time	HS MATH TEACHER	38,045.44
BIRD, BRANDON M	8/3/2009	Full Time	MS 6TH GRADE TEACHER	42,634.63
BOCK, ELIZABETH ANN	2/27/2012	Full Time	HS SPECIAL ED TEACHER	37,786.63
BOISVERT, JILL	8/20/2012	Full Time	HS MATH TEACHER	41,511.25
BONNIGER, SAMANTHA ANN MYERS	9/12/2011	Full Time	HS SPECIAL ED TEACHER	37,233.75
BOWES, KELLY ANNE	8/29/2011	Full Time	GUIDANCE COUNSELOR	50,500.00
BOWIE, NICOLE E	8/24/2009	Full Time	HS HEALTH & PE TEACHER	38,973.38
BOYD JR , IRVIN B	10/30/2013	Full Time	SPECIAL EDUCATION ENROLLMENT SPECIALIST	46,865.00
BOYER, CATHY MARIE	8/13/2012	Full Time	HS MATH TEACHER	36,360.00
BOYER, JESSICA LEIGH	8/13/2012	Full Time	ELEMENTARY TEACHER	35,350.00
BRADLEY, DANIEL C	10/18/2010	Full Time	MS MATH SPECIALIST	39,105.94
BRADY, KILEY ALICIA LILLIAN	1/3/2012	Full Time	ELEM SPECIAL ED TEACHER	38,821.88
BRAY, CHRISTOPHER	8/19/2013	Full Time	MS SOCIAL STUDIES TEACHER	38,500.00
BRAY, MARIA LYNN	8/2/2010	Full Time	HS SPECIAL ED TEACHER	40,762.97
BREGENSER, MAEGAN J	9/19/2007	Full Time	FAMILY ASSISTANCE COORD	49,940.64
BREINER, MATTHEW STEPHEN	8/13/2012	Full Time	FAMILY COACH	35,350.00
BRENNAN, LAURA J	8/13/2012	Full Time	FAMILY COACH	37,875.00
BRIDGES, CAROL A	10/16/2013	Full Time	FAMILY COACH	35,000.00
BRINTON, BELINDA	8/13/2012	Full Time	FAMILY COACH	35,350.00
BRISTOL, MICHAEL G	8/2/2010	Full Time	HS MATH TEACHER	38,391.29

Employee Name	Hire Date	Classification	Job Title	Salary
BRITT, DONNA J	8/15/2007	Full Time	FAMILY COACH	39,901.31
BROHI, HEBA H	11/21/2011	Full Time	HS MATH TEACHER	36,233.75
BRONISZEWSKI, DIANE	8/27/2012	Full Time	HS WORLD LANGUAGE TEACHER	38,885.00
BROOKS, MARIE	12/6/2010	Full Time	ADMINISTRATIVE ASSISTANT	47,166.06
BRUCKER, ANTOINETTE M	9/16/2009	Full Time	HS SPECIAL ED TEACHER	40,633.56
BRUENN, MATTHEW J	8/15/2011	Full Time	HS SCIENCE TEACHER	36,233.75
BRYAN, CAROL L	7/1/2006	Full Time	ELEM SPECIAL ED TEACHER	51,833.62
BUFFINGTON, ERIC G	8/1/2007	Full Time	HS MATH TEACHER DEPTCHAIR	46,587.81
BUI, TYLER HUNG	12/1/2009	Full Time	FAMILY COACH	42,398.95
BUNN, JEFFREY H	8/25/2010	Full Time	FAMILY COACH	38,045.44
BURNS, ASHLEY ELIZABETH	1/30/2012	Full Time	MS ENGLISH TEACHER	36,233.75
BUSS, JENNIFER ANN	8/1/2008	Full Time	ELEM SPECIAL ED TEACHER	42,574.66
BUTLER, CHRISTIE JEANETTE	11/29/2011	Full Time	HS ENGLISH TEACHER	37,269.00
BYERS, MEGAN E	8/25/2010	Full Time	MS SPECIAL ED TEACHER	37,139.60
CADWALLADER, AMY BETH	9/15/2008	Full Time	MS MATH TEACHER	45,005.19
CALABRO, STEPHEN P	11/1/2010	Full Time	PARENT ENGAGEMENT COORD	46,321.88
CALTON, APRIL LYNNE	11/2/2009	Full Time	ACADEMIC COACH - HIGH SCH	49,257.19
CAMAIONI, NICOLE	8/13/2012	Full Time	HS SOCIAL STUDIES TEACHER	38,875.00
CAMARDA, KATE VIRGINIA	2/3/2009	Full Time	ELL TEACHER	42,989.54
CANDIO, REGINALD	8/1/2011	Full Time	SCHOOL PSYCHOLOGIST	63,958.75
CARR, JOCELYN RAYEL	8/13/2012	Full Time	HS SPECIAL ED TEACHER	37,117.50
CARR, STEPHANIE LYNN	8/20/2012	Full Time	FAMILY COACH	38,885.00
CARVER, JEREMY M	9/26/2011	Full Time	HS MATH TEACHER	36,233.75
CASHMAN, SANDY	8/19/2013	Full Time	FAMILY COACH	35,000.00
CAVALIERE, CHRISTOPHER EDWARD	8/13/2012	Full Time	FAMILY COACH	35,350.00
CHAPMAN, MICHAEL D	10/10/2011	Full Time	FAMILY COACH	36,233.75
CHAUDHRY CROSS, AMBER FAITH	7/1/2006	Full Time	ELEM MATH SPECIALIST	50,491.29
CHRISTMAS , STACY D	11/20/2013	Full Time	MS MATH SPECIALIST	38,500.00
CIARAMELLA, VINCENT T	8/18/2011	Full Time	MS SOCIAL STUDIES TEACHER	38,821.88
CIARLONE, SHANNON	8/29/2013	Full Time	ELEMENTARY TEACHER	38,500.00
CIEPLY, BEVERLY MAE	8/1/2008	Full Time	FAMILY COACH	39,901.31
CLEGG JR, QUINCY A	3/26/2012	Full Time	CLASSROOM COACH	45,450.00
CLOUD, VANESSA MARIE	1/31/2012	Full Time	GUIDANCE COUNSELOR	51,762.50
COFFEY, LAURA JEAN	8/13/2012	Full Time	ELEMENTARY TEACHER	35,350.00
COLETTI, JASON	8/20/2012	Full Time	FAMILY COACH	35,350.00
COLLADO-RODRIGUEZ, MICHELLE	8/13/2012	Full Time	FAMILY COACH	35,350.00
COLLINS, ALICIA BROOKE	8/13/2012	Full Time	ELEMENTARY TEACHER	35,350.00
CONGDON, REBEKAH LYNNE	8/13/2012	Full Time	HS SPECIAL ED TEACHER	38,885.00

Employee Name	Hire Date	Classification	Job Title	Salary
CONLEY, STACIE NICOLE	12/19/2011	Full Time	HS ENGLISH TEACHER	38,821.88
CONNELLY, MARY JOSEPHINE	12/17/2012	Full Time	RECORDS ASSISTANT	35,714.97
CONWAY, CASEY MARIE	10/8/2012	Full Time	ELEMENTARY TEACHER	35,350.00
CORCORAN, KATHLEEN	2/6/2014	Full Time	HS ENGLISH TEACHER	35,000.00
COX, BRIANNE	2/19/2013	Full Time	HS MATH TEACHER	35,350.00
COYNE, HEATHER MARIE	9/30/2013	Full Time	HS SCIENCE TEACHER	38,500.00
CRAFTON, SHAMEA TASHAY	10/16/2012	Full Time	SPECIAL ED ENROLL ASSIST	35,350.00
CRAGLE, CALEB JAMES	8/13/2012	Full Time	HS SCIENCE TEACHER	37,875.00
CRAMER, SHILA ELLYN	10/10/2011	Full Time	HS SCIENCE TEACHER	36,233.75
CRAWFORD, ALAN DAVID	8/13/2012	Full Time	HS SPECIAL ED TEACHER	37,875.00
CRAWLEY, ERINN KEELIE	3/7/2011	Full Time	ACADEMIC COACH- SP ED K5	47,357.63
CREAVEN, MELISSA	8/20/2012	Full Time	ELEMENTARY TEACHER	37,875.00
CRESPO, DAISY	8/16/2012	Full Time	ATTENDANCE & TRUANCY COOR	40,400.00
CRONE-MORONO, DANA M	1/17/2012	Full Time	HS SPECIAL ED TEACHER	38,821.88
CROWE, LISA MARIE	2/13/2012	Full Time	HS SPECIAL ED TEACHER	39,831.88
CROWNOVER, JANELLE R	1/23/2012	Full Time	ELEM LIFE SKILLS TEACHER	36,233.75
CUKAUSKAS, MICHELLE ELIZABETH	9/22/2006	Full Time	ACADEMIC COACH- SP ED MS	54,910.65
CURRY, DENISE MICHELE	7/1/2006	Full Time	ACADEMIC COACH - K-5	50,890.80
CURTIS, JESSICA B	9/17/2009	Full Time	FAMILY COACH	41,624.63
DALLAS D ANTONIO, JENNIFER LYN	8/19/2013	Full Time	K-5 ALP TEACHER	38,500.00
DANIELS TIMMONS, KAREN ANN	8/6/2012	Full Time	SCHOOL HEALTH ASSISTANT	35,350.00
DAUGHERTY, LAURIE	8/27/2012	Full Time	FAMILY COACH	35,350.00
DAVIS, AMANDA LYNN	11/8/2011	Full Time	ELEM READING SPECIALIST	39,857.13
DAVISH, NOREEN R	10/24/2011	Full Time	MS MATH TEACHER	39,857.13
DELOE, ANITA	8/19/2013	Full Time	HS SOCIAL STUDIES TEACHER	37,500.00
DELSITE, RICHARD A	12/5/2011	Full Time	HS ENGLISH TEACHER	40,374.75
DETWILER, SUSAN ELIZABETH	8/1/2011	Full Time	FAMILY COACH	37,117.50
DEVINE OWEN, ERIN L	7/30/2012	Full Time	SCHOOL NURSE	45,450.00
DEVINNEY, SARA O	11/8/2011	Full Time	HS ART TEACHER	36,233.75
DEWING, CLAYTON C	1/15/2014	Temporary	HS PHYSICAL EDUCATION & HEALTH TEACHER	\$125/DAY
DIETER, SHANNAN D	3/12/2007	Full Time	ELEMENTARY RTII COORD	49,940.64
DIETRICH, JENNA LEE	8/13/2012	Full Time	MS SPECIAL ED TEACHER	37,875.00
DIEUGENIO, BRENDA RAE	8/1/2007	Full Time	ELEMENTARY TEACHER	42,574.66
DIGIORE, ASHLEY LYNN	2/13/2012	Full Time	HS SPECIAL ED TEACHER	39,857.13
DIGIOVANNI, LISA	8/16/2012	Full Time	PARENT ENGAGEMENT COORD	47,217.50
DILLON, ANNE	8/20/2012	Full Time	MS ENGLISH TEACHER	36,360.00
DISTEFANO, KATHERINE CAROLE	8/26/2010	Full Time	ACADEMIC COACH - HIGH SCH	46,680.94
DIVITO, DAVID A	10/23/2006	Part Time	MS PHYSICAL ED TEACHER	21,407.07

Employee Name	Hire Date	Classification	Job Title	Salary
DOEBEREINER, JULIE ELIZABETH	1/4/2010	Full Time	HS SPECIAL ED TEACHER	41,757.19
DOMS, TRACY LYNN	8/29/2011	Full Time	ELEM SPECIAL ED TEACHER	36,233.75
DONLEY, JASON M	11/23/2009	Full Time	HS HEALTH & PE TEACHER	39,727.72
DORFZAUN, JOSHUA HIRAM	12/5/2011	Full Time	HS SPECIAL ED TEACHER	39,821.88
DRAPER, TANDY L	12/12/2011	Full Time	HS SCIENCE TEACHER	38,821.88
DUGGAN, LORI RENEE	2/14/2011	Full Time	HS BUS TEACHER-DEPT CHAIR	38,687.65
DUNNE, CHRISTINE	3/19/2014	Temporary	HS SCIENCE TEACHER	125 per day
DUPES, LINDA D	1/1/2007	Full Time	MS 6TH GRADE TEACHER	43,607.60
DURANTE, CHRISTINE M	8/10/2010	Full Time	SES COORDINATOR	37,139.60
ECKELS, OLIVIA CLAIRE	1/9/2012	Full Time	ELEM LIFE SKILLS TEACHER	38,250.00
EDMUNDSON, MEGAN AMANDA	10/16/2006	Full Time	HS ENGLISH TEACHER	42,812.64
EISENHART, GERALYN T	10/1/2013	Temporary	ELEMENTARY TEACHER - LTS	125/day
ELCHISAK, MICHELE LYNN	8/22/2012	Full Time	HS SPECIAL ED TEACHER	37,875.00
EMPFIELD, JACLYN	10/5/2009	Full Time	HS SOCIAL STUDIES TEACHER	39,045.44
ESPOSITO, CIARA W	12/12/2011	Full Time	HS SPECIAL ED TEACHER	36,233.75
ESTERLITZ, ANN R	2/1/2012	Full Time	SPECIAL PROJECTS COORD	36,233.75
EVANGELISTA, GINA A	1/15/2014	Full Time	READING SPECIALIST-LNR CT	48,500.00
EVANGELISTA, MELISSA LEA	8/15/2011	Full Time	FAMILY COACH	36,233.75
EVANS, TANYA	8/27/2012	Full Time	FAMILY COACH	38,885.00
EVERETT, KELLEY SEWA	8/20/2012	Full Time	FAMILY COACH	37,875.00
FARY, LISA ANN	7/14/2008	Full Time	HS TRANSITION TEACHER	45,115.11
FEELY, SCOTT L	8/1/2008	Full Time	COMMUNITY COORDINATOR	40,982.45
FEENEY HOFFMASTER, SHANNON MARGARET	8/27/2012	Full Time	HS SPECIAL ED TEACHER	38,885.00
FELDHAUS, DANIEL	10/30/2006	Full Time	STATE TESTING COORDINATOR	54,383.09
FERENCHAK, SARA E	7/31/2012	Full Time	SCHOOL NURSE	45,450.00
FERGUSON, ASHLEY ELIZABETH	8/19/2013	Full Time	ELEM SPECIAL ED TEACHER	35,000.00
FERNANDEZ, LISA N	6/5/2012	Full Time	SCHOOL PSYCHOLOGIST	57,570.00
FERRARA, GABRIELLE ANN	8/2/2010	Full Time	ACADEMIC COACH - MS	46,602.09
FERRARO, KELLY ANN	8/2/2010	Full Time	ELEMENTARY TEACHER	37,139.60
FERRETTI, AMY MARIE	1/12/2009	Full Time	ELEMENTARY TEACHER	40,033.88
FINK, ARIANNA S H	8/1/2011	Full Time	FAMILY COACH	38,821.88
FINLAYSON, ROSALYN	10/25/2010	Full Time	HS ENGLISH TEACHER	40,762.97
FIORE, HOLLY COOK	7/1/2006	Full Time	ELEMENTARY DEPART CHAIR	49,106.67
FISCUS, KIMBERLY ANN	1/18/2011	Full Time	MS SPECIAL ED TEACHER	38,822.38
FISHER CLARK, JENNIFER JO	2/11/2009	Full Time	SPECIAL SERVICES COORD	60,000.00
FISHER, REBECCA	10/8/2007	Full Time	HS SPECIAL ED TEACHER	38,951.29
FITZGIBBON, RENEE	9/14/2009	Full Time	ELEM READING SPECIALIST	40,633.31
FLETCHER COTTLE, MEGAN BLAIR	8/20/2012	Full Time	FAMILY COACH	35,350.00

Employee Name	Hire Date	Classification	Job Title	Salary
FLETCHER, STEPHANIE L	8/1/2011	Full Time	MS 6TH GRADE TEACHER	36,233.75
FLOYD, MICHAEL S	8/1/2008	Full Time	ACADEMIC COACH - K-5	50,339.04
FOLMAR, YVONNE FRANCES	10/10/2011	Full Time	ELEMENTARY TEACHER	38,821.88
FORCE, ALISON MARIE	1/23/2012	Full Time	HS SOCIAL STUDIES TEACHER	39,857.13
FORD, WHITNEY ELIZABETH	8/13/2012	Full Time	MS SPECIAL ED TEACHER	35,350.00
FORTNEY, KELLY LYNN	2/22/2011	Full Time	Title I Coordinator	68,150.00
FORTNEY, SARAH	8/27/2012	Full Time	ELEMENTARY TEACHER	37,850.00
FRANCOIS, DAPHNE J	8/13/2012	Full Time	MS SPECIAL ED TEACHER	35,350.00
FRANKS, LAURA E	10/9/2013	Full Time	MS SPECIAL ED TEACHER	37,500.00
FULLER, HEATHER ELAINE	9/19/2011	Full Time	HS SCIENCE TEACHER	37,269.00
GAHLES, LORI ANNE	1/31/2012	Full Time	FAMILY COACH	38,733.75
GAINES, TIA CACHET	9/28/2009	Full Time	FAMILY COACH	38,045.44
GAISKI, BRIANA	8/19/2013	Full Time	ELEMENTARY TEACHER	35,000.00
GALLAGHER, MARY ELIZABETH	1/17/2012	Full Time	ELEMENTARY TEACHER	38,821.88
GALONSKI, ROBERT B	1/23/2012	Full Time	HS SCIENCE TEACHER	36,233.75
GAMONEDA, DENISE	8/19/2013	Full Time	ELEM SPECIAL ED TEACHER	38,625.00
GARBER, SUZANNE	8/19/2013	Full Time	ELEM SPECIAL ED TEACHER	35,000.00
GARRISON, DEBORAH SUE	8/1/2011	Full Time	FAMILY COACH	36,233.75
GAYLORD, CALLIE A	8/29/2011	Full Time	HS ENGLISH TEACHER	38,708.25
GEIMAN, AMANDA MAE	12/14/2012	Full Time	ELEMENTARY TEACHER	35,350.00
GEORGE, MICHELLE BEATRICE	8/13/2012	Full Time	FAMILY COACH	37,875.00
GIRARD, KAREN DANIELLE	8/13/2012	Full Time	ELEMENTARY TEACHER	35,350.00
GOLDMAN, LAURA	8/20/2012	Full Time	FAMILY COACH	35,350.00
GORRELL, CARLTON E	8/27/2012	Full Time	FAMILY COACH	35,350.00
GOTTSHALL, JENNIFER L	8/13/2012	Full Time	ELEM MATH SPECIALIST	37,875.00
GOUGHNOUR, LAUREN MARIE	8/13/2012	Full Time	HS MATH TEACHER	37,875.00
GRANDY, GINA CUTLIP	1/17/2012	Full Time	HS ENGLISH TEACHER	36,233.75
GRANT, JAMIE MARIE	8/1/2008	Full Time	ACADEMIC COACH - K-5	49,450.69
GRAVES, SADE K	8/27/2012	Full Time	FAMILY COACH	35,350.00
GREGORY, ELIZABETH	8/28/2012	Full Time	HS WORLD LANGUAGE TEACHER	40,652.50
GRIBBIN, ANDREW NELSON	8/1/2011	Full Time	MS SCIENCE TEACHER	36,233.75
GRIER, YVETTE MARIE	12/6/2010	Full Time	FAMILY COACH	37,786.63
GRIFFITH JR, DEAN A	1/23/2012	Full Time	MS SOCIAL STUDIES TEACHER	36,233.75
GROSSMAN, CRYSTAL LYN	8/1/2007	Full Time	ACADEMIC COACH - MS	46,451.29
GRUBE, ADRIENNE LEAH	10/10/2011	Full Time	GUIDANCE COUNSELOR	51,762.50
GRUDEVICH, MARIA	8/19/2013	Full Time	ELEM SPECIAL ED TEACHER	37,500.00
GRUVER, KIMBERLY ANN	8/1/2011	Full Time	FAMILY COACH	36,233.75
GUMPHER, MEGHAN ELIZABETH	8/13/2012	Full Time	ELEMENTARY TEACHER	35,350.00

Employee Name	Hire Date	Classification	Job Title	Salary
GUSSOW, STEVEN M	12/5/2011	Full Time	HS MATH TEACHER	38,821.88
HADLEY, LYNN	3/3/2011	Full Time	HS BUSINESS TEACHER	39,821.88
HAGELGANS, MATTHEW J	8/13/2012	Full Time	MS SOCIAL STUDIES TEACHER	35,350.00
HAILSTONE, CRYSTAL LYNN	8/13/2012	Full Time	FAMILY COACH	35,350.00
HAMBURGER, KAREN MARIE	8/6/2009	Full Time	MS MATH TEACHER	38,045.44
HAMMOND, KELLY S	8/13/2012	Full Time	HS MUSIC TEACHER	35,350.00
HAMPSON, LYNNE MARIE	8/1/2008	Full Time	MS LIFE SKILLS TEACHER	44,039.41
HANNA, ARLENE	8/19/2013	Full Time	MS MATH TEACHER	37,500.00
HARBAUGH, AMANDA BLAIR	1/4/2010	Full Time	MS ENGLISH DEPART CHAIR	40,827.41
HARPER, ERIN REBECCA	2/6/2012	Full Time	ELEM SPECIAL ED TEACHER	39,857.13
HARRIS, GERALD	8/27/2012	Full Time	FAMILY COACH	35,350.00
HARTMAN, MARCY L	12/15/2006	Full Time	HS MATH TEACHER	44,589.19
HARTWELL, NAQUISHA	8/13/2012	Full Time	CLASSROOM COACH	47,975.00
HARVEY, BARBARA N	8/3/2009	Full Time	HS SPECIAL ED TEACHER	42,685.13
HATHAWAY, MELANIE LYNN	8/13/2012	Full Time	ELEMENTARY TEACHER	38,500.00
HEARD, PAMELA ANN	8/13/2012	Full Time	HS HEALTH & PE TEACHER	36,360.00
HENDERSON JR, DREW B	8/13/2012	Full Time	FAMILY COACH	35,350.00
HERANIC, JOHN M	1/22/2008	Full Time	FAMILY COACH	41,539.41
HERSHEY, EMILY L	8/1/2008	Full Time	ACADEMIC COACH - HIGH SCH	50,911.31
HERSHORIN, JAY A	7/14/2010	Full Time	SCHOOL HEALTH ASSISTANT	37,139.60
HETRICK, ANGELA MAE	8/19/2013	Full Time	HS SOCIAL STUDIES TEACHER	39,655.00
HEWLETT, KIMBERLEE ANN	8/1/2008	Full Time	HS SOCIAL STUDIES TEACHER	38,951.29
HIGGINS, JAMES C	8/2/2010	Full Time	ACADEMIC COORD- LEARN CTR	50,080.22
HILL, JESSICA ANN	8/13/2012	Full Time	MS 6TH GRADE TEACHER	37,875.00
HILL, OCIE	8/19/2013	Full Time	HS SOCIAL STUDIES TEACHER	37,500.00
HILSON, ERIN R	8/2/2010	Full Time	ACADEMIC COACH- SP ED HS	47,492.10
HINDS, COLLEEN	8/27/2012	Full Time	FAMILY COACH	35,350.00
HINSHAW, ANDREW D	1/30/2012	Full Time	FAMILY COACH	36,233.75
HOCH, STACEY LYN	8/13/2012	Full Time	FAMILY COACH	35,350.00
HOFFMAN LONG, MELISSA R	11/28/2007	Full Time	HS SCIENCE TEACHER	42,574.66
HOKANSON, HAROLD C	11/1/2010	Full Time	MS HEALTH & PE TEACHER	36,233.75
HOLTZMAN, PAMELA P	4/9/2012	Full Time	FAMILY COACH	35,350.00
HONSBERGER, LYNNE ROSE	8/1/2011	Full Time	FAMILY COACH	37,117.50
HOPKINS, ELLEN P	1/10/2010	Full Time	ELEMENTARY TEACHER	39,727.72
HORN, CONNIE F	8/13/2012	Full Time	MS MATH TEACHER	35,350.00
HORST, GINA L	8/1/2011	Full Time	FAMILY COACH - PROG SUPP	43,998.13
HOUSEKNECHT, DAYNA S	1/29/2014	Temporary	MIDDLE SCHOOL TEACHER	125/DAY
HOWE, ERIN M	7/1/2006	Full Time	MS MATH SPECIALIST	48,130.92

Employee Name	Hire Date	Classification	Job Title	Salary
HUMANICK, KYMBERLY DIANA	12/12/2011	Full Time	MS SPECIAL ED TEACHER	36,233.75
HUMES, CAROLYN E	8/13/2012	Full Time	ELEMENTARY TEACHER	35,350.00
HUNKELE, TERRI LEE	11/16/2009	Full Time	HS SPECIAL ED TEACHER	39,727.72
HURLEY, KRISTINA	8/20/2012	Full Time	HS MATH TEACHER	39,768.75
HWANG, STANLEY H	2/6/2012	Full Time	HS MATH TEACHER	36,233.75
IAMPIETRO, JARED A	1/23/2012	Full Time	MS SCIENCE TEACHER	36,233.75
JACKSON, COLLEEN D	1/8/2014	Full Time	FAMILY COACH	35,000.00
JACKSON, VERONICA A	9/9/2013	Temporary	HS SPECIAL EDUCATION TEACHER - LTS	125/day
JAKATT, JESSICA ANN	8/13/2012	Full Time	HS SPECIAL ED TEACHER	37,875.00
JANACONE, ALICIA	8/27/2012	Full Time	HS SPECIAL ED TEACHER	37,117.50
JANELLI, NANCY R	10/10/2011	Full Time	FAMILY COACH	36,233.75
JAROSZ, DIANE VIOLA	1/23/2012	Full Time	FAMILY COACH	36,233.75
JEFFREY, MICHELLE LEBERTE	1/3/2012	Full Time	ELEM SPECIAL ED TEACHER	38,821.88
JENKINS, CRAIG WILLIAM	3/30/2009	Full Time	HS SPECIAL ED TEACHER	40,633.56
JENNINGS, MELISSA CELESTE	1/17/2012	Full Time	ELEM READING SPECIALIST	38,821.88
JENSEN JR, RICHARD S	10/10/2011	Full Time	ACADEMIC COACH - HIGH SCH	46,336.88
JETT, COREY L	8/28/2012	Full Time	FAMILY COACH	37,875.00
JOHNSON, CAITLIN	8/19/2013	Full Time	MS TEACHER	35,000.00
JOHNSON, JESSICA MICHELLE	8/13/2012	Full Time	FAMILY COACH	37,875.00
JOHNSON, KRYSTLE ANN BONITA	8/13/2012	Full Time	FAMILY COACH	35,350.00
JOHNSON, LORI LYNN	8/13/2012	Full Time	FAMILY COACH	35,350.00
JOHNSON, MARY A	8/27/2012	Full Time	FAMILY COACH	35,350.00
JOHNSON, MARYANN	8/1/2008	Full Time	ELEM SPECIAL ED TEACHER	39,901.31
JOHNSON, NICOLE SUZANNE	8/1/2007	Full Time	ELEMENTARY RTII COORD	49,940.46
JOHNSTON, JENNIFER A	9/27/2007	Full Time	ELEM TEACHER - DEPT CHAIR	40,451.29
JORDAN, ERIN	8/19/2013	Full Time	MS ENGLISH TEACHER	35,000.00
JOYNER, TIFFANY MICHELLE	8/29/2011	Full Time	FAMILY COACH	38,821.88
JUSKO, MELISSA MARIA	11/15/2010	Full Time	HS ART TEACHER	37,117.50
KACHURAK, SUSAN	8/1/2007	Full Time	ELEMENTARY TEACHER	42,511.54
KAERCHER, NICHOLE L	1/31/2012	Full Time	ELEMENTARY TEACHER	36,233.75
KAMMERER , KENDRA A	1/8/2014	Temporary	ELEMENTARY TEACHER	125/DAY
KAROSAS, LISA MARIE	11/1/2010	Full Time	HS SCIENCE TEACHER	38,821.88
KARP, BARBARA MYERS	8/1/2008	Full Time	HS SOCIAL STUDIES TEACHER	42,549.41
KECK, MARIANNE CHRISTINE	9/20/2010	Full Time	HS SCIENCE TEACHER	38,391.21
KEEFE, ALLISON A	8/13/2012	Full Time	MS ENGLISH TEACHER	35,350.00
KELLEHER, ELISSA LYNN	11/2/2009	Full Time	HS SPECIAL ED TEACHER	40,762.97
KELLOGG, JESSYCA FERGUSON	1/23/2012	Full Time	FAMILY COACH	36,233.75
KELSO, SHARON A	8/13/2012	Full Time	HS ENGLISH TEACHER	37,875.00

Employee Name	Hire Date	Classification	Job Title	Salary
KENNEDY, SABRINA C	1/27/2014	Full Time	ELEM SPECIAL ED TEACHER	38,500.00
KERN, MARLYN	8/20/2012	Full Time	FAMILY COACH	35,350.00
KERNER, DANIELLE L	8/31/2009	Full Time	HS WORLD LANGUAGE TEACHER	38,045.44
KETH, PAMELA DENISE	8/2/2010	Full Time	FAMILY COACH	40,570.44
KETTER, MONIQUE TOSHA	8/13/2012	Full Time	FAMILY COACH	37,875.00
KING, ILENE J	8/20/2012	Full Time	FAMILY COACH	35,350.00
KISTLER, KENYA H	8/26/2013	Full Time	SCHOOL PSYCHOLOGIST	57,000.00
KITCHELL, ALINA R	8/23/2007	Full Time	PARENT ENGAGEMENT COORD	51,113.06
KLEMM, ELYSE M	8/27/2012	Full Time	ELEMENTARY TEACHER	35,350.00
KLOTZ, JAMES FRANCIS	9/30/2013	Full Time	SCHOOL PSYCHOLOGIST	55,000.00
KNAPPENBERGER, ANGELA	8/19/2013	Full Time	MS 6TH GRADE TEACHER	35,000.00
KOCH, WILLIAM A	10/24/2011	Full Time	COMMUNITY COORDINATOR	38,821.88
KOWALOK, KRISTA MARIE	8/13/2012	Full Time	ELEMENTARY TEACHER	35,350.00
KRAMER, MARC A	11/21/2011	Full Time	HS HEALTH & PE TEACHER	39,857.13
KRELOVE, KELLY A	1/2/2008	Full Time	MS SCIENCE DEPART CHAIR	44,074.66
KRESESKI, KIMBERLY ANN	8/13/2012	Full Time	MS 6TH GRADE TEACHER	35,350.00
KROL, NICOLE S	7/1/2012	Full Time	MS SPECIAL ED TEACHER	38,821.88
KRONER, LEWIS F	8/13/2012	Full Time	MS SCIENCE TEACHER	38,885.00
KUNC JR, JOSEPH	11/8/2011	Full Time	HS MATH TEACHER	36,233.75
KUNITSKY, DIANE MARIE	11/14/2008	Full Time	HS SCIENCE TEACHER	52,312.04
KUNKEL, WILLIAM D	8/1/2011	Full Time	FAMILY COACH	37,117.50
KURYLE, SUZANNE ELIZABETH	8/13/2012	Full Time	GUIDANCE COUNSELOR	50,500.00
LACEY, KIMBERLY A	1/30/2012	Full Time	MS SPECIAL ED TEACHER	37,117.50
LACHOWICZ, ALEXANDRA L	8/13/2012	Full Time	MS 6TH GRADE TEACHER	35,350.00
LAMB, TRACIE A	8/2/2010	Full Time	ACADEMIC COACH - HIGH SCH	48,196.69
LAMBERT IV, JOSEPH C	10/12/2009	Full Time	HS SPECIAL ED TEACHER	38,045.44
LANZILOTTA, KRISTEN FAY	8/2/2010	Full Time	ELEMENTARY TEACHER	40,696.69
LAPSLEY, CARRIE ANN	8/1/2011	Full Time	SPECIAL ED ENROLL SPECLST	44,257.19
LARGENT, BETH A	9/21/2009	Full Time	ELEMENTARY TEACHER	41,643.56
LASER, MARK T	8/2/2010	Full Time	MS MATH TEACHER	40,696.69
LATORE, RACHAEL LYNN	8/13/2012	Full Time	HS SPECIAL ED TEACHER	38,758.75
LAVACCA, DEBORAH ANN	2/2/2010	Full Time	ELEMENTARY TEACHER	40,762.97
LAVENIA, GABRIELLE SARACINO	8/13/2012	Full Time	HS SPECIAL ED TEACHER	37,875.00
LAVIN, ANGELA CARLY MARIE	12/19/2011	Full Time	MS MATH TEACHER	36,233.75
LAWSON, CHRISTOPHER JOHN	11/15/2010	Full Time	HS BUSINESS TEACHER	39,857.13
LEARN, RYAN P	2/6/2012	Full Time	GUIDANCE COUNSELOR	51,762.50
LEE, ERICA MARIE	8/13/2012	Full Time	GUIDANCE COUNSELOR	51,500.00
LEONARD, AMY	8/15/2011	Full Time	ELEM SPECIAL ED TEACHER	36,233.75

Employee Name	Hire Date	Classification	Job Title	Salary
LEONARD, TANIA R	2/19/2014	Temporary	FAMILY COACH	\$125/per day
LEPSCH, ANNA E	8/13/2012	Full Time	HS SPECIAL ED TEACHER	35,350.00
LESCZYNSKI, TRISA ANN	8/13/2012	Full Time	HS FAMILY &CON SC TEACHER	35,350.00
LEWIS, NAYADA NICHOLE	8/20/2012	Full Time	FAMILY COACH	35,350.00
LINDER, KATHY - doh 03/19/14	3/19/2014	Full Time	MS READING SPECIALIST	38,500.00
LIPIEC, SUSAN E	8/27/2012	Full Time	FAMILY COACH	35,350.00
LIVINGOOD BIRD, KAREN MELISSA	3/15/2011	Full Time	FAMILY COACH	38,821.88
LOCCISANO, SERENA JO	8/2/2010	Full Time	HS LIFE SKILLS TEACHER	38,175.00
LOEB, ALEXANDRA MICHELLE	3/8/2010	Full Time	STRONG START COACH	37,139.60
LONG, CRYSTAL RENEE	1/9/2010	Full Time	HS MATH TEACHER	37,139.60
LONG, JESSICA B	11/16/2009	Full Time	STRONG START COACH	38,045.44
LOPEZ, MEGAN	11/14/2011	Full Time	SCHOOL HEALTH ASSISTANT	36,233.75
LOWE, ELLISEN	8/27/2012	Full Time	ELEM SPECIAL ED TEACHER	35,350.00
LUBICH, LUKE A	1/31/2012	Full Time	MS PHYSICAL ED TEACHER	39,857.13
LUCIER, HEIDI A	8/2/2010	Full Time	MS SCIENCE TEACHER	37,139.60
LUCKENBILL, EILEEN R	12/14/2009	Full Time	STRONG START COACH	37,139.60
LUCKIE, MIRANDA LYNN	1/30/2012	Full Time	ELEM MATH SPECIALIST	36,233.75
LYNN, SHARON	9/10/2012	Full Time	HS DRIVER ED TEACHER	39,768.75
LYNOTT, MARY	8/22/2012	Full Time	HS SPECIAL ED TEACHER	38,885.00
MACK, CATHRYN L	8/13/2012	Full Time	MS LIFE SKILLS TEACHER	37,875.00
MACLACKLIN, TOVAH	3/12/2014	Temporary	MS TEACHER	125 per day
MACUGA, ERICA LYNN	9/12/2011	Full Time	HS ENGLISH TEACHER	38,821.88
MAGEE, LAUREEN B	2/12/2014	Temporary	HS SPECIAL ED TEACHER	\$125/per day
MAHON, JILL	8/19/2013	Full Time	ELEMENTARY TEACHER	37,500.00
MAHONEY, MARY ELLEN	8/1/2011	Full Time	FAMILY COACH	38,708.25
MAINES, BETH ANN	8/1/2008	Full Time	ELEMENTARY TEACHER	51,620.50
MAIO, PAMELA	8/13/2012	Full Time	HS ENGLISH TEACHER	37,875.00
MAKSIN, JAMIE LYNN	2/13/2012	Full Time	HS MATH TEACHER	37,269.00
MALAMPY, TARA LYNN	8/13/2012	Full Time	FAMILY COACH	35,350.00
MALATAACK, ELENA	8/13/2012	Full Time	GUIDANCE COUNSELOR	50,500.00
MALLON, REGINA MARIE	8/29/2011	Full Time	ELEM SPECIAL ED TEACHER	37,269.00
MALLOY, MARIANNE E	12/12/2011	Full Time	MS MATH TEACHER	37,269.00
MANGINI, KELLY L	9/27/2010	Full Time	ELEM MATH SPECIALIST	37,139.60
MANLEY, NICOLE RYANN	1/23/2012	Full Time	MS 6TH GRADE TEACHER	36,233.75
MARCINKIEWICZ, ILYSE BETH	8/6/2009	Full Time	HS MATH TEACHER	40,052.72
MARIGLIANO, TRACEY MARIE	8/20/2012	Full Time	ELEMENTARY TEACHER	35,350.00
MARTIN , JENNIFER B	12/4/2013	Temporary	ELEMENTARY TEACHER	\$125/per day
MARTIN, KATEY R	11/20/2013	Temporary	HIGH SCHOOL TEACHER - LTS	125/day

Employee Name	Hire Date	Classification	Job Title	Salary
MATTIER, TAMARA	2/27/2012	Full Time	STRONG START COACH	38,821.88
MAY, JESSICA MARIA	10/8/2012	Full Time	MS SPECIAL ED TEACHER	41,536.25
MAZER, TIMOTHY MICHAEL	8/20/2012	Full Time	HS SOCIAL STUDIES TEACHER	35,350.00
MCCARTHY III, JAMES V	11/1/2010	Full Time	HS HEALTH & PE TEACHER	38,758.75
MCCARTHY, VALERIE LYNN	8/13/2012	Full Time	MS 6TH GRADE TEACHER	35,350.00
MCCAULEY, TAMARA J	8/22/2007	Full Time	ELEMENTARY TEACHER	39,130.23
MCCLEERY, JULIET G	8/13/2012	Full Time	HS ENGLISH TEACHER	38,885.00
MCCORMICK, HEATHER M	11/30/2009	Full Time	ACADEMIC COACH- SP ED HS	48,527.35
MCCRACKEN, KEVIN S	8/31/2009	Full Time	HSMUSIC TEACHER DEPTCHAIR	42,148.56
MCCREA, JULIE ANN	8/1/2007	Full Time	HS SCIENCE TEACHER DPT CH	41,416.31
MCCULLOUGH, KELLY S	1/14/2013	Full Time	MS SOCIAL STUDIES TEACHER	35,350.00
MCEWEN, ELIZABETH MARY	1/2/2007	Full Time	MS READING SPECIALIST	43,646.11
MCGAFFIC, DIANE	8/19/2013	Full Time	HS SCIENCE TEACHER	39,270.00
MCGAW, CHAD M	9/15/2008	Full Time	HS ENGLISH TEACHER	41,539.41
MCGLYNN, JAMES G	11/15/2010	Full Time	HS MATH TEACHER	39,768.75
MCGONIGAL, JAMES V	1/23/2012	Full Time	FAMILY COACH	36,233.75
MCHENRY, MARTHA	12/21/2012	Full Time	MS SPECIAL ED TEACHER	35,350.00
MCINTYRE, AMIRAH	4/9/2012	Full Time	RELATED SERVICES ASSIST	36,233.75
MCKEOWN, JANELLE LEE	8/13/2012	Full Time	HS ENGLISH TEACHER	35,350.00
MCLAUGHLIN, KIMBERLY RENEE	8/13/2012	Full Time	HS SPECIAL ED TEACHER	38,875.00
MCLAUGHLIN, KRISTINA A	11/6/2013	Full Time	RELATED SERVICES ASSIST	35,000.00
MCNULTY, COREY THOMAS	8/20/2012	Full Time	MS SOCIAL STUDIES TEACHER	37,875.00
MCNULTY, MICHAEL S	8/2/2010	Full Time	HS MATH TEACHER	42,556.21
MCQUAIDE, DAVID JOHN	8/1/2011	Full Time	FAMILY COACH	41,410.00
MCQUAIDE, THERESA J	1/8/2007	Full Time	HS MATH TEACHER	42,552.56
MCQUILLAN, CATHERINE M	8/27/2012	Full Time	FAMILY COACH	35,350.00
MCQUILLAN, MICHAEL T	9/20/2010	Full Time	HS SOCIAL STUDIES TEACHER	40,727.72
MCTAGUE, DEBRA M	8/13/2012	Full Time	FAMILY COACH	35,350.00
MELLON, SAMANTHA E	11/29/2011	Full Time	HS MATH TEACHER	36,233.75
METZ, AMBER L	11/2/2011	Full Time	HS ENGLISH TEACHER	36,233.75
MEYER, JENNIFER L	2/13/2012	Full Time	HS WORLD LANGUAGE TEACHER	36,233.75
MEZA-RUSHANAN, DEVIN	9/24/2013	Full Time	HS SOCIAL STUDIES TEACHER	35,000.00
MILD, KATIE COLLEEN	9/10/2012	Full Time	HS HEALTH & PE TEACHER	35,350.00
MILLER, JEFFREY P	1/2/2007	Full Time	ACADEMIC COACH - HIGH SCH	52,745.12
MILLER, JODEEN E	8/1/2008	Full Time	HS SPECIAL ED TEACHER	42,574.66
MILLER, MARCIE LYNN	11/21/2011	Full Time	FAMILY COACH	36,233.75
MILLER, REBECCA SUSAN	4/1/2008	Full Time	HS SPECIAL ED TEACHER	39,986.54
MILLER, SAMANTHA	8/19/2013	Full Time	HS ENGLISH TEACHER	37,500.00

Employee Name	Hire Date	Classification	Job Title	Salary
MINDLIN, ELISA L	8/15/2011	Full Time	FAMILY COACH	37,786.63
MIRTH II, RICHARD MICHAEL	8/15/2008	Full Time	GUIDANCE COUNSELOR	54,196.10
MISLANOVICH, ALISON MARIE	8/1/2011	Full Time	MS ENGLISH TEACHER	39,857.13
MISLANOVICH, KELSEY LYN	11/21/2011	Full Time	HS ENGLISH TEACHER	36,233.75
MOLDENHAUER, HOPE R	5/16/2010	Full Time	SCHOOL NURSE	47,331.63
MOLETON, CHRISTEN	9/9/2013	Full Time	ELEM SPECIAL ED TEACHER	37,500.00
MOLNAR, JENNIFER SOLE	8/20/2012	Full Time	MS SCIENCE TEACHER	37,875.00
MONTERROSO, JACQUELINE JAY	1/14/2013	Full Time	MS SOCIAL STUDIES TEACHER	35,350.00
MOSER, CHRISTINE ANN	8/1/2011	Full Time	FAMILY COACH	36,233.75
MOSER, ERICA L	8/1/2007	Full Time	GUIDANCE COUNSELOR COACH	59,258.06
MULHOLLAN, BETH ANN	6/23/2011	Full Time	ELEM TEACHER - DEPT CHAIR	40,286.70
MULLEN, AMANDA M	11/15/2010	Full Time	PARENT ENGAGEMENT COORD	59,833.33
MULLEN, CHAD P	1/31/2012	Full Time	FAMILY COACH	38,821.88
MULVEY, JOANNE C	4/27/2009	Full Time	HS MATH TEACHER	38,045.44
MURTAUGH, KATE LOUISE	8/13/2012	Full Time	HS SCIENCE TEACHER	35,350.00
NAGY, FRANK BARTON	10/24/2011	Full Time	HS MATH TEACHER	36,233.75
NAPOLI, MIA	8/13/2012	Full Time	READING SPECIALIST-LNR CT	47,875.00
NATALE, VALERIE L	8/27/2012	Full Time	HS SPECIAL ED TEACHER	36,360.00
NAUGHTON, BECKY L	11/21/2011	Full Time	HS ART TEACHER	37,269.00
NAWN, ERIN MARIE	8/20/2012	Full Time	ELEMENTARY TEACHER	35,350.00
NELSON, EILEEN CLAIRE	8/29/2011	Full Time	FAMILY COACH	38,821.88
NETTLES, KATHRYN ELOISE	8/3/2009	Full Time	STUDENT ISP COORDINATOR	39,542.98
NICHOLAS, JESSE	8/19/2013	Full Time	HS SOCIAL STUDIES TEACHER	38,500.00
NICHOLS, CHRISTINA MARIE	1/26/2009	Full Time	HS SCIENCE TEACHER	38,746.33
NICHOLSON, JESSICA NICOLE	9/17/2007	Full Time	ELEM MATH SPECIALIST	43,043.62
NICKERSON LITTLE, CHRISTY ELIZABETH	11/21/2011	Full Time	ACADEMIC COACH - K-5	47,268.75
NOBLE, BECKY MARIE	8/13/2012	Full Time	HS ENGLISH TEACHER	40,526.25
NOVIA, GABRIELLE M	1/30/2012	Full Time	HS ENGLISH TEACHER	37,117.50
NUDO ALBERTI, JENNIFER M	11/23/2009	Full Time	K12 SPEECH & LANG TEACHER	62,951.20
NUGENT, EMILY ELIZABETH	8/1/2011	Full Time	HS SCIENCE TEACHER	39,768.75
NUGENT, STEPHEN R	10/10/2011	Full Time	MS SS DEPART CHAIR	41,268.75
OAKES, CASEY LOUISE	3/21/2012	Full Time	MS 6TH GRADE TEACHER	36,233.75
O'BRIEN, KAITLIN N	12/13/2011	Full Time	TRANSCRIPT COORDINATOR	41,410.00
OGRODNIK, YANIRA D	8/1/2007	Full Time	HS WORLD LANGUAGE TEACHER	42,574.66
OLSAVSKY, MICHELLE LENORE	2/21/2012	Full Time	HS AUTISTIC SUPP TEACHER	36,233.75
ONEILL, CAROLYN JEANNE	8/13/2012	Full Time	ELEM SPECIAL ED TEACHER	35,350.00
ORANGIS, CHRISTINA L	1/31/2012	Full Time	HS SOCIAL STUDIES TEACHER	36,233.75
PACHECO, JOSE ROBERT	9/22/2008	Full Time	HS MATH TEACHER	38,951.29

Employee Name	Hire Date	Classification	Job Title	Salary
PAGAN, EUFEMIO	10/19/2009	Full Time	FAMILY COACH - PROG SUPP	46,548.38
PAGLIEI, LYNN MARIE	3/9/2009	Full Time	HS SPECIAL ED TEACHER	44,895.63
PALIVODA, SHERI L	12/19/2011	Full Time	MS ENGLISH TEACHER	39,857.13
PALME, JILL ELIZABETH	11/30/2009	Full Time	GUIDANCE COUNSELOR COACH	58,000.00
PALUSZEK, THOMAS FRANCIS	8/13/2012	Full Time	CLASSROOM COACH	45,450.00
PANZA, JANET FAY	8/1/2011	Full Time	FAMILY COACH	38,821.88
PAOLINO, KIMBERLY A	8/1/2011	Full Time	MS SPECIAL ED TEACHER	38,821.88
PARKES, GEMMA M	8/13/2012	Full Time	HS SPECIAL ED TEACHER	37,875.00
PASTIN, LAURIE LYNN	9/17/2012	Full Time	MS MATH SPECIALIST	36,233.75
PATTERSON, WHITNEY LYNNE	9/14/2009	Full Time	GUIDANCE COUNSELOR	54,325.29
PAVLIK, STACEY M	1/8/2014	Full Time	MEDICAL ACCESS SPECIALIST	35,000.00
PEASE, KELLY ANN	9/4/2012	Full Time	HS ENGLISH TEACHER	35,000.00
PELISSIER, MICHELLE	8/27/2012	Full Time	ELEM SPECIAL ED TEACHER	38,885.00
PERROTTA, ANTOINETTE	2/13/2012	Full Time	GUIDANCE COUNSELOR	51,762.50
PERUSO, JENNIFER C	11/21/2011	Full Time	HS SPECIAL ED TEACHER	36,233.75
PETRAGLIA, STELLA JANE E	8/27/2012	Full Time	FAMILY COACH	35,350.00
PETRUZZELLI, DENA MARIE	8/1/2011	Full Time	HS ENGLISH TEACHER	39,768.75
PFEIFFER, ERIC JAMES	1/3/2012	Full Time	HS SCIENCE TEACHER	37,269.00
PFROGNER, DONNA GAZICA	8/1/2011	Full Time	FAMILY COACH	37,117.50
PHELAN, KERI LYNN	8/15/2011	Full Time	HS ENGLISH TEACHER	39,857.13
PHENGVATH , AMORINE	10/23/2012	Full Time	PAYROLL SPECIALIST	40,000.00
PHILLIPS, JILL MARIE	8/3/2010	Full Time	MS SS DEPART CHAIR	43,257.19
PICKENS, ASHLEY ELIZABETH	8/2/2010	Full Time	ATTENDANCE & TRUANCY COOR	42,072.56
PILSITS, ALYSSA	8/27/2012	Full Time	K-8 Counselor	50,500.00
PINCHERRI, BRIANA L	8/1/2011	Full Time	FAMILY COACH	39,857.13
PINZARRONE , FRANCIS G	12/11/2013	Full Time	MS SPECIAL ED TEACHER	37,875.00
PITCHFORD, TAMIKA	11/8/2010	Full Time	MS SPEC ED TEACH LRN CTR	48,821.88
PITTMAN, SARAH B	1/30/2012	Full Time	ELEM SPECIAL ED TEACHER	39,758.75
PLATT, KEITH A	8/1/2007	Full Time	HS HEALTH & PE TEACHER	40,478.52
PLEASANT-HARRIS, ALISA	8/27/2012	Full Time	FAMILY COACH	35,350.00
POSTLER, SUZANNE	9/5/2011	Full Time	FAMILY COACH	36,233.75
PRATT JR, ROBERT JAMES	8/2/2010	Full Time	ELEM MATH SPECIALIST	37,139.60
PRATT, MOLLY	8/27/2012	Full Time	FAMILY COACH	35,350.00
PRITCHETT, CRYSTAL	4/23/2012	Full Time	CLASSROOM COACH	47,975.00
PRONIO, MARTIN A	1/31/2012	Full Time	ACADEMIC COACH- SP ED HS	47,621.50
PRONIO, MARY F	2/14/2011	Full Time	MS SPECIAL ED TEACHER	39,857.13
PUENTES, DANIEL JOE	8/13/2012	Full Time	FAMILY COACH	35,350.00
PURDY HUNSBERGER, LINDA	1/17/2012	Full Time	HS HEALTH & PE TEACHER	38,821.88

Employee Name	Hire Date	Classification	Job Title	Salary
PURNELL, BARBARA MAREITTA	10/10/2011	Full Time	FAMILY COACH	38,821.88
PURNELL, DANIEL M	8/29/2012	Full Time	FAMILY COACH	37,875.00
PUSKAR, KATHRYN P	7/1/2006	Full Time	ELEMENTARY TEACHER	51,725.77
PYTKO, JONATHAN CLAYTON	1/12/2009	Full Time	HS SOCIAL STUDIES TEACHER	40,633.56
QUACKENBUSH, KELLY J	8/2/2010	Full Time	ELEM READING SPECIALIST	40,696.69
QUINN, PAMELA J	1/4/2010	Full Time	HS SPECIAL ED TEACHER	37,139.60
QUISITO, TARA ANN	10/8/2007	Full Time	GUIDANCE COUNSELOR	59,268.03
RABE, MICHELLE L	8/13/2012	Full Time	HS SPECIAL ED TEACHER	35,350.00
RADIO, SCOTT G	8/13/2012	Full Time	MS SCIENCE TEACHER	37,875.00
RAGOZZINO, KIM	9/30/2013	Full Time	MS SCIENCE TEACHER	38,625.00
RAHIM, ZAKIA AMINA	11/12/2012	Full Time	TRUANCY PREVENTION COORD	50,500.00
RAMSEY, JESSICA ELIZABETH	10/10/2011	Full Time	FAMILY COACH	36,233.75
RANOIA , STEPHANIE	1/8/2014	Temporary	ELEMENTARY TEACHER	125/DAY
RAU, SARAH ELIZABETH	8/13/2012	Full Time	HS SCIENCE TEACHER	35,350.00
READ, ALLISON BERKOWITZ	1/30/2012	Full Time	HS ENGLISH TEACHER	38,821.88
REAVES, ANTOINETTE M	2/26/2014	Temporary	FAMILY COACH	125/day
REAVES, MICHAEL B	8/1/2011	Full Time	FAMILY COACH	36,233.75
REBER, BRITTANY E	10/1/2013	Full Time	MS LIFE SKILLS TEACHER	35,000.00
REBER, KARYN L	11/14/2011	Full Time	ACADEMIC COACH - K-5	43,808.75
REGAN, VIRGINIA MANNING	8/25/2010	Full Time	MS 6TH GRADE TEACHER	40,696.69
REIBER, KIERSTEN LEANN	10/4/2010	Full Time	ELEMENTARY TEACHER	38,045.44
REIMAN, BRITTANY P	2/6/2012	Full Time	MS SPECIAL ED TEACHER	38,733.75
REIMERS, NANCY	8/19/2013	Full Time	ELEM SPECIAL ED TEACHER	38,500.00
REIMERS, STACEY L	10/16/2009	Full Time	HS SPECIAL ED TEACHER	40,633.56
REIS, DERICK J	10/10/2011	Full Time	MS 6TH GRADE TEACHER	36,233.75
REX, SHELLEY R	8/1/2011	Full Time	FAMILY COACH	39,768.75
RICHARDSON, COLLEEN SHANNON	10/29/2008	Full Time	ADVANCED LEARNERS COORD	42,640.54
RIGGS, JOHN	8/27/2012	Full Time	HS ENGLISH TEACHER	37,875.00
RINALDI, ANDREW J	1/31/2012	Full Time	HS MUSIC TEACHER	38,821.88
RITCHIE, LEEANN B	10/24/2011	Full Time	ACADEMIC COACH - HIGH SCH	48,344.25
ROBERTS, JANIE LEA	12/21/2009	Full Time	ELEMENTARY TEACHER	37,139.60
ROCKOWER, MINDY SHARON	11/18/2008	Full Time	GUIDANCE COUNSELOR	54,515.60
ROGERS, JEANNINE L	8/13/2012	Full Time	FAMILY COACH	37,875.00
ROGERS, JESSICA A	3/17/2008	Full Time	ACADEMIC COACH- SP ED HS	53,961.06
ROLLMAN, ANDREA K	8/1/2011	Full Time	FAMILY COACH	36,233.75
RONCO, HEATHER LYNN	10/17/2007	Full Time	FAMILY COACH	38,951.29
RONOSKY, SARAH MARIE	8/13/2012	Full Time	HS SPECIAL ED TEACHER	37,875.00
RORIE, TYRONE ANTHONY	8/13/2012	Full Time	FAMILY COACH	37,875.00

Employee Name	Hire Date	Classification	Job Title	Salary
ROSENBERGER, SHAUNA	10//9/2013	Full Time	ELEMENTARY TEACHER	35,000.00
ROSSITER III, RICHARD M	2/8/2010	Full Time	ELEM SPECIAL ED TEACHER	37,139.60
RUDY, ANGELA MARIE	8/13/2012	Full Time	FAMILY COACH	35,350.00
RYAN, RACHEL CORINNE CROW	1/20/2009	Full Time	MS LIFE SKILLS TEACHER	40,570.44
SAID, ANDREW E	8/2/2010	Full Time	GUIDANCE COUNSELOR	54,025.00
SAMAR, LISA STEPPE	10/9/2008	Full Time	ELEM READING SPECIALIST	42,574.66
SANDS, JEAN A	3/7/2011	Full Time	FAMILY COACH	36,233.75
SANTORE, ALICIA	8/27/2012	Full Time	MS ENGLISH TEACHER	37,875.00
SARBER, KENNETH OGDEN	8/19/2013	Full Time	ELEMENTARY TEACHER	37,500.00
SATTLER, EMILY R	1/3/2012	Full Time	MS SOCIAL STUDIES TEACHER	36,233.75
SAVITZ, LISA KAY	12/5/2011	Full Time	HS SPECIAL ED TEACHER	38,821.88
SAWYER, RASHIDA R	8/27/2012	Full Time	FAMILY COACH	35,350.00
SAXTON, BRENNNA	8/19/2013	Full Time	MS SOCIAL STUDIES TEACHER	35,000.00
SCHAEFFER, DEBORAH JUDITH	4/2/2009	Full Time	MS SPECIAL ED TEACHER	41,804.55
SCHAEFFER, TONIA LEE	1/17/2012	Full Time	ELEMENTARY TEACHER	38,821.88
SCHALL, DANIELLE MARIE	8/13/2012	Full Time	ELEM SPECIAL ED TEACHER	35,350.00
SCHEIB, ALYSON JAYE	7/1/2006	Full Time	ACADEMIC SUPPORT COACH MS	55,181.78
SCHEIB, ERIC J	7/1/2006	Full Time	ACADEMIC SUPPORT COACH HS	56,678.35
SCHEIRER, MICHAEL J	2/6/2012	Full Time	HS SOCIAL STUDIES TEACHER	36,233.75
SCHMEHL, VIRGINIA ELIZABETH	12/12/2011	Full Time	MS 6TH GRADE TEACHER	36,233.75
SCHMIDT, ASHLEY BROOKE	8/13/2012	Full Time	ELEM SPECIAL ED TEACHER	37,117.50
SCHNALL, SAMUEL ADAM	9/24/2013	Full Time	ELEMENTARY TEACHER	35,000.00
SCHREINER, JENNA M	11/29/2010	Full Time	SPECIAL ED ENROLL SPECLST	45,257.19
SCHUSTER, ANDREA A	9/24/2013	Full Time	ELEMENTARY TEACHER	35,000.00
SCHWARTZ, OLIVIA MARIE	8/13/2012	Full Time	ELEMENTARY TEACHER	35,350.00
SCHWEIZER, CARA MARIE	8/13/2012	Full Time	HS SCIENCE TEACHER	35,350.00
SCOTILLO, CHRISTINA	3/26/2014	Temporary	HS SPECIAL ED TEACHER	125 per day
SCOTT, JESSICA LAUREN	10/15/2007	Full Time	ELEM SPECIAL ED TEACHER	41,517.00
SEKURAS, TABITHA ANN	10/17/2011	Full Time	MS ENGLISH TEACHER	38,821.88
SENKOWSKI, ANDREW J	11/29/2011	Full Time	MATH SPECIALIST-LEARN CTR	47,722.50
SHAFFER, GINGER P	9/22/2008	Full Time	FAMILY COACH	41,539.41
SHAFFER, JAMES	8/19/2013	Full Time	MS SOCIAL STUDIES TEACHER	37,500.00
SHAFFER, LAUREN ELIZABETH	8/1/2008	Full Time	ACADEMIC COACH - MS	52,086.26
SHAPIRO , CINDY K	1/8/2014	Temporary	ELEMENTARY TEACHER	125/DAY
SHAUL, MATTHEW THOMAS	1/17/2012	Full Time	HS MUSIC TEACHER	36,233.75
SHEA, AMY M	2/27/2012	Full Time	GUIDANCE COUNSELOR	50,500.00
SHEARER, MARTINA S	8/27/2012	Full Time	MS SPECIAL ED TEACHER	37,875.00
SHEARER, MARY	9/1/2013	Full Time	PAYROLL COORDINATOR	50,000.00

Employee Name	Hire Date	Classification	Job Title	Salary
SHEBECK, REGAN LYNNE	10/17/2007	Full Time	ACADEMIC SUPPORT COACH HS	51,566.81
SHERMAN , PRISCILLA M	1/23/2014	Temporary	ELEMENTARY TEACHER	125/DAY
SHIELDS, THOMAS RICHARD	8/2/2010	Full Time	HS WORLD LANG \$\$\$ TEACHER	41,696.69
SHIVETTS, STEPHANIE LYNN	8/13/2012	Full Time	GUIDANCE COUNSELOR	50,500.00
SHONBERG, CYNTHIA	8/19/2013	Full Time	HS SCIENCE TEACHER	39,655.00
SHULTZ, JILL ILENE	8/13/2012	Full Time	ELEM READING SPECIALIST	38,885.00
SHUTTLEWORTH, STEPHEN A	1/17/2012	Full Time	HS SOCIAL STUDIES TEACHER	36,233.75
SILBERMAN, HEATHER S	8/1/2007	Full Time	HS SPECIAL ED TEACHER	46,658.64
SIMMONS JR, JAMES LEE	8/13/2012	Full Time	CLASSROOM COACH	47,975.00
SIMPSON, NICHOLE LOUISE	8/13/2012	Full Time	HS ART TEACHER	35,350.00
SINAN, MEGAN C	10/23/2012	Full Time	HS MATH TEACHER	35,350.00
SINCLAIR, SHANNON	8/13/2012	Full Time	MS SPECIAL ED TEACHER	35,350.00
SIWIK, KAREN ANNETTE	1/3/2011	Full Time	SPECIAL ED RECORDS ASST	36,233.75
SKOLNIK, EVAN M	8/26/2013	Full Time	SCHOOL PSYCHOLOGIST	55,000.00
SMITH, ASHLEY R	8/13/2012	Full Time	MS 6TH GRADE TEACHER	37,875.00
SMITH, CODY JOHN	12/19/2011	Full Time	MS SOCIAL STUDIES TEACHER	36,233.75
SMITH, DAVID C	12/19/2011	Full Time	HS SCIENCE TEACHER	36,233.75
SMITH, FAWN MICHELE	8/2/2010	Full Time	STRONG START COACH	38,045.44
SMITH, JEREMY CHARLES	1/23/2012	Full Time	FAMILY COACH	36,233.75
SMITH, JOSEPH BART	2/6/2012	Full Time	HS SCIENCE TEACHER	39,821.88
SMITH, PATRICIA MARIE	2/14/2011	Full Time	HS MATH TEACHER	40,829.25
SMITH, STEPHANIE R	11/1/2010	Full Time	FAMILY COACH	36,233.75
SMITH, TONYA L	1/2/2007	Full Time	HS ENGLISH TEACHER	43,698.96
SNEERINGER, JENNIFER	8/27/2012	Full Time	HS SPECIAL ED TEACHER	37,875.00
SNYDER, DIANE	8/13/2012	Full Time	ELEMENTARY TEACHER	38,001.25
SNYDER, KELLY LEIGH	10/25/2010	Full Time	MS ENGLISH TEACHER	39,727.72
SODA, LORY A	10/10/2007	Full Time	HS HEALTH & PE TEACHER	43,613.06
SOLOMAN, SHENEKA TYVETTE OCTAVIA	8/15/2011	Full Time	FAMILY COACH - PROG SUPP	52,797.75
SONLIN, ALLISON MOTT	8/13/2012	Full Time	HS ENGLISH TEACHER	35,350.00
SOSONKIN, JAIME	8/1/2011	Full Time	FAMILY COACH	39,768.75
SPEARING, LANORE	1/10/2011	Full Time	LEARNING CTR SUPP COORD	47,331.63
SPESS, CHANTEL A	8/1/2008	Full Time	HS SOCIAL STUDIES TEACHER	44,774.25
SPRATT, LESLIE D	9/26/2007	Part Time	ELEM LIFE SKILLS TEACHER	23,370.77
STABILITO, CATHERINE M	8/1/2011	Full Time	MS SOCIAL STUDIES TEACHER	39,768.75
STAHLE, CHERYL	11/8/2011	Full Time	HS ENGLISH TEACHER	39,857.13
STANEK, MICHAEL	11/12/2012	Full Time	HS MATH TEACHER	40,526.25
STANFORTH, MELANIE	8/27/2012	Full Time	SPEECH PATHOLOGIST	48,985.00
STAPLES, CARLY	9/16/2013	Full Time	MS SPECIAL ED TEACHER	35,000.00

Employee Name	Hire Date	Classification	Job Title	Salary
STARK, SUSAN L	12/5/2011	Full Time	HS SOCIAL STUDIES TEACHER	36,233.75
STEBBINS, ASHLEY LAUREN	12/12/2011	Full Time	FAMILY COACH	36,233.75
STECKEL, TRICIA ROSE	11/14/2008	Full Time	HS MATH TEACHER	39,080.69
STECKER, PAMELA	8/13/2012	Full Time	MS ENGLISH TEACHER	40,375.00
STEINBERG, NATALIE BLAIR	10/10/2011	Full Time	ELEMENTARY TEACHER	36,233.75
STEVENS, BETH ANN	10/4/2010	Full Time	ELEMENTARY TEACHER	40,762.97
STEVENS, KRISTA SUZANNE	2/19/2007	Full Time	ELEM TEACHER - DEPT CHAIR	44,052.56
STEWART, DIANE E	8/25/2010	Full Time	MS MATH TEACHER	39,727.72
STILES, HEATHER	9/27/2010	Full Time	HS SCIENCE TEACHER	37,139.60
Stine, Tara	9/24/2013	Full Time	ELEM SPECIAL ED TEACHER	37,875.00
STOUDT, RACHEL E	10/18/2010	Full Time	ELEMENTARY TEACHER	37,139.60
STRONG, KIMBERLY	8/13/2012	Full Time	ELEMENTARY TEACHER	37,875.00
STULTZ, DEBORAH L	8/15/2011	Full Time	CERTIFIED SCHOOL NURSE	63,377.50
STUMP, SHELLEY A	8/1/2011	Full Time	SPECIAL ED ENROLL SPECLST	45,839.26
SUKANICK, PETER D	12/19/2011	Full Time	HS HEALTH & PE TEACHER	38,821.88
SULUKI, NAEEMAH	8/27/2012	Full Time	FAMILY COACH	37,875.00
SUPER, LAURIE GAIL	8/25/2010	Full Time	FAMILY COACH	37,139.60
SUTTON, ANNE O	7/25/2011	Full Time	SPECIAL ED PROJECT ASST	42,420.00
SWIFT MERRICK, TRACY L	8/1/2011	Full Time	TRUANCY PREVENTION COORD	51,762.50
SWINDELL, GAILA J	11/29/2011	Full Time	FAMILY COACH	36,233.75
SZERLAG, JENNIFER MARIE	8/27/2012	Full Time	FAMILY COACH	35,350.00
TAINTER, ERIN F	10/16/2012	Full Time	MS SCIENCE TEACHER	37,875.00
TALLEY, TAMMY IRENE	8/13/2012	Full Time	FAMILY COACH	37,875.00
TARPLEY, ALONNA DIANE	8/29/2011	Full Time	FAMILY COACH	36,233.75
TAYLOR, LAURA E	1/23/2014	Temporary	MIDDLE SCHOOL TEACHER	125/DAY
TERRELL, FALLON NICOLE	8/13/2012	Full Time	K-8 Counselor	50,000.00
THATCHER, KRISTIN ANNE	2/21/2012	Full Time	FAMILY COACH	36,233.75
THAYER, BARBARA JEAN	9/27/2010	Full Time	HS ENGLISH TEACHER	40,727.72
THOMAS, CHRISTINE WILES	8/1/2011	Full Time	MS SPECIAL ED TEACHER	38,821.88
THOMAS, JENNINE MICHELLE	8/2/2010	Full Time	HS SOCIAL STUDIES TEACHER	40,727.72
THOMAS, JOHN C	9/28/2009	Full Time	ACADEMIC COACH - MS	45,809.81
THOMAS, MICHELLE	8/27/2012	Full Time	FAMILY COACH	37,875.00
THOMAS, ROBERT JOHN	1/17/2012	Full Time	HS ART TEACHER	36,233.75
THOMPSON, DANA C	12/28/2009	Full Time	SPEC ED RELATED SERV COOR	54,413.58
THOMPSON, KIMBERLY RAE	9/15/2008	Full Time	FAMILY COACH	43,613.06
TILSNER, MICHELLE	3/31/2008	Full Time	MS READING SPECIALIST	43,613.06
TRAUGER, BRITTANY	8/20/2012	Full Time	MS LIFE SKILLS TEACHER	35,350.00
TROBMAN, MICHELE LEE	12/19/2011	Full Time	FAMILY COACH	36,233.75

Employee Name	Hire Date	Classification	Job Title	Salary
TWIDDY, MICHELE RENEA	8/23/2010	Full Time	MS ENGLISH TEACHER	38,174.85
TYBL, M. SUSAN	3/19/2014	Temporary	MS TEACHER	125 per day
UTTECHT, MONIQUE CHRISTINE	1/3/2012	Full Time	HS SPECIAL ED TEACHER	39,821.88
VARGAS, BETH ANNE	9/12/2007	Full Time	ELEMENTARY TEACHER	43,562.36
VASIL, JAY J	8/1/2011	Full Time	HS HEALTH & PE TEACHER	42,556.65
VAZQUEZ, MARIA DEL ROSARIO	9/14/2009	Full Time	SP ED STUDENT COMPL COORD	38,973.38
VISAYA LOUB, MARA ANN	1/23/2012	Full Time	HS TRANSITION TEACHER	38,821.88
VOGEL, JENNIFER E	3/5/2008	Full Time	STRONG START COACH	39,901.31
VOLPE, VALLORRIE FITZGERALD	8/1/2008	Full Time	MS MATH TEACHER	39,901.31
VON GROSSEN, ASHLEY DANEEN	8/13/2012	Full Time	FAMILY COACH	35,350.00
VOSHELLE, LISA CHADDOCK	12/5/2011	Full Time	HS HEALTH & PE TEACHER	36,233.75
WAGNER, NANCY ELIZABETH	9/5/2007	Full Time	FAMILY COACH - PROG SUPP	50,339.04
WALKER, TARA M	9/12/2012	Full Time	HS SPECIAL ED TEACHER	38,625.00
WALLACE, ALLISON	3/5/2014	Temporary	FAMILY COACH	125 per day
WALSH, MARY ELISE	2/6/2012	Full Time	HS ENGLISH TEACHER	36,233.75
WALTERS SEIDEL, KRISTIN ANN	8/20/2012	Full Time	COMMUNITY COORDINATOR	40,526.25
WALTERS, MELANIE A	12/5/2011	Full Time	HS SCIENCE TEACHER	39,857.13
WALTON, SUSAN ANN	12/5/2011	Full Time	HS MATH TEACHER	39,857.13
WARD ILLICH, MICHELE RENEE	9/4/2012	Full Time	TRUANCY PREVENTION COORD	50,500.00
WATERS, NANCY MIRIAM	10/24/2011	Full Time	HS BUSINESS TEACHER	39,857.13
WATTERS, ANN M	11/29/2012	Full Time	RECORDS ASSISTANT	35,713.60
WAYLONIS, LORI L	8/1/2011	Full Time	FAMILY COACH	38,733.75
WAYNE, NOELLE MARIE	8/20/2012	Full Time	HS ENGLISH TEACHER	37,875.00
WEAGLEY, MAGGIE BETH	9/8/2008	Full Time	ELEM MATH SPECIALIST	42,574.53
WEAVER, KARLA RAE	8/13/2012	Full Time	HS SPECIAL ED TEACHER	38,885.00
WEIDNER, MARYANN LOUISE	9/13/2010	Full Time	STRONG START COACH	37,139.60
WEIK, MEGHAN E	11/14/2011	Full Time	GUIDANCE COUNSELOR	51,762.50
WEIKERT, SARAH E	12/19/2011	Full Time	HS ART TEACHER	38,821.88
WEINSTOCK , TRACY E	11/13/2013	Full Time	ELEMENTARY TEACHER	38,500.00
WEIRICH, STEPHANIE ERIN	1/3/2012	Full Time	MS MATH DEPARTMENT CHAIR	41,357.13
WELDON, ERIN	8/27/2012	Full Time	HS SPECIAL ED TEACHER	37,117.50
WESLEY, MINDY C	8/13/2012	Full Time	HS SPECIAL ED TEACHER	37,850.00
WHIPPO, JANET DEMAY	8/14/2007	Full Time	ELEM READING SPECIALIST	42,690.25
WHITE, REBECCA ANN	8/13/2012	Full Time	FAMILY COACH	37,875.00
WHITEBREAD, AUTUMN LEE	8/1/2008	Full Time	ELEM TEACHER - DEPT CHAIR	43,039.41
WHITED, BARRON GENE	10/10/2011	Full Time	GUIDANCE COUNSELOR	51,762.50
WHITMOYER, JESSICA LYNN	8/9/2010	Full Time	HS SOCIAL STUDIES TEACHER	42,252.72
WHITNEY, GITA	8/1/2007	Full Time	ELEMENTARY TEACHER	42,574.66

Employee Name	Hire Date	Classification	Job Title	Salary
WIDDOP, CHRISTEN BARBARA	8/1/2011	Full Time	ELEM SPECIAL ED TEACHER	38,821.88
WILLEY, BRITTANY	8/27/2012	Full Time	HS SPECIAL ED TEACHER	35,350.00
WILLIAMS, JUSTIN R	2/6/2012	Full Time	FAMILY COACH	38,758.75
WILLIAMS, MARIE	9/13/2010	Full Time	ACADEMIC COACH - HIGH SCH	48,502.10
WILLIAMS, RHONDA SHELLNBARGER	1/17/2012	Full Time	HS ENG TEACHER-DEPT CHAIR	40,258.75
WILLISON, JUDITH A	8/13/2012	Full Time	FAMILY COACH	36,360.00
WILSON, LAUREN	8/19/2013	Full Time	ELEMENTARY TEACHER	38,500.00
WILSON, LYNN A	9/8/2009	Full Time	MS RTII COORDINATOR	46,460.00
WINSON, ERIC LEE	10/25/2010	Full Time	FAMILY COACH	38,045.44
WINSON, REBECCA MICHELLE	11/8/2011	Full Time	ELEMENTARY TEACHER	36,233.75
WITMAN, MORGAN RAE	8/1/2011	Full Time	HS SPECIAL ED TEACHER	38,821.88
WOODLIN, PETA GAYE S	10//9/2013	Temporary	HS ENGLISH TEACHER	125/day
WOODS, KIMYATTA BELYNDA	8/15/2011	Full Time	FAMILY COACH	36,233.75
WORRELL, KIMBERLY A	9/5/2013	Full Time	HS MATH SPECIALIST	37,500.00
WRIGHT, JESSICA A	8/13/2012	Full Time	FAMILY COACH	38,885.00
WRIGHT, KATHLEEN ANN	8/13/2012	Full Time	ELEMENTARY TEACHER	35,350.00
WRIGLEY, CHRISTOPHER S	10/10/2011	Full Time	FAMILY COACH	36,233.75
WRIGLEY, SANDI FAITH	10/18/2010	Full Time	ELEM MATH SPECIALIST	38,045.44
WRZESNIEWSKI, ELAINA PAULINE	9/5/2012	Full Time	SPECIAL ED ENROLL ASSIST	40,350.00
YEAGER, DEIRDRE ANN	8/13/2012	Full Time	HS MATH TEACHER	37,875.00
ZAKIELARZ, PAMELA ASHLEY	11/8/2011	Full Time	GUIDANCE COUNSELOR	51,762.50
ZANETTI, HOLLI ANN	8/19/2013	Full Time	ELEM READING SPECIALIST	37,500.00
ZEISLOFT, ROXANNE BOGO	8/13/2012	Full Time	GUIDANCE COUNSELOR	50,500.00
ZELINKA, TRISTAN	8/27/2012	Full Time	HS ENGLISH TEACHER	39,642.50
ZENEFSKI, HEIDI LYNN	8/19/2013	Full Time	HS SPECIAL ED TEACHER	39,655.00

Advantage Interest Checking

Account number: 2000018407787 ■ March 1, 2014 - March 31, 2014 ■ Page 1 of 6
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AGORA CYBER CHARTER SCHOOL
995 OLD EAGLE SCHOOL RD STE 315
WAYNE PA 19087-1709

Questions?

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Write: Wells Fargo Bank, N.A. (345)
Delaware Valley North Business Banking
P.O. Box 6995
Portland, OR 97228-6995

Account summary

Advantage Interest Checking

Account number	Beginning balance	Total credits	Total debits	Ending balance
2000018407787	\$11,118,741.17	\$10,260,383.24	-\$11,550,337.51	\$9,828,786.90

Interest summary

Year to date interest and bonuses paid	\$813.30
Total interest and bonuses earned in 2013	\$3,656.41

Credits

Deposits

Effective date	Posted date	Amount	Transaction detail
03/05		408.13 ✓	Deposit
03/07		307,505.03 ✓	Deposit
03/07		274,981.67 ✓	Deposit
03/07		184,288.67 ✓	Deposit
03/14		446,305.46 ✓	Deposit
03/14		163,335.90 ✓	Deposit
03/14		42,312.97 ✓	Deposit
03/21		3,078,497.42 ✓	Deposit
03/21		778,943.97 ✓	Deposit
03/21		230,194.57 ✓	Deposit
03/21		215,240.96 ✓	Deposit
03/28		369,652.33 ✓	Deposit
03/28		255,773.87 ✓	Deposit
03/28		252,509.11 ✓	Deposit
03/28		216,399.20 ✓	Deposit
03/28		6,301.90 ✓	Deposit
		\$6,822,651.16	Total deposits



Electronic deposits/bank credits

Effective date	Posted date	Amount	Transaction detail
	03/06	300.00 ✓	Concur Abort 140305 C00D5Dowx003 Usd <i>net with 3/12 Concur</i>
	03/10	207.14 ✓	Analysis Int Earned 0214 Interest 140310
	03/18	547,156.58 ✓	PA Treasury Dept Comm of PA 140318 xxxxx0614 Agora Cyber Charter SC
	03/21	211,318.57 ✓	PA Treasury Dept Comm of PA 140321 xxxxx0241 Agora Cyber Charter SC
	03/27	2,678,749.79 ✓	PA Treasury Dept Comm of PA 140327 xxxxx0311 Agora Cyber Charter SC
		\$3,437,732.08	Total electronic deposits/bank credits
		\$10,260,383.24	Total credits

Debits

Electronic debits/bank debits

Effective date	Posted date	Amount	Transaction detail
	03/03	4,895.31 ✓	Concur Cash 140228 C00D0V1Px009 Usd
	03/03	952.51 ✓	ZBA Funding Account Transfer to 2121388124
	03/04	46,710.00 ✓	Online Transfer
	03/04	379.99 ✓	ZBA Funding Account Transfer to 2121388124
	03/05	35,523.32 ✓	Commwlthofpa Int Paemploytx 140228 95320853 Txp*95320853 *Em340*140228*T*0003552332\
	03/05	8,064.93 ✓	Concur Cash 140304 C00D2Pxax007 Usd
	03/05	807,169.83 ✓	ZBA Funding Account Transfer to 2121388124
	03/06	1,494.08 ✓	ZBA Funding Account Transfer to 2121388124
	03/07	209,789.79 ✓	WT Fed#00077 PNC Bank, National /Ftr/Bnf=Independence Administrators Srf# IN14030614415029 Trn#140307000047 Rfb# 000000067
	03/07	267,795.98 ✓	IRS Usataxpymt 030714 270446681400418 Agora Cyber Charter SC
	03/07	8,332.72 ✓	Concur Cash 140306 C00D5G6Px009 Usd
	03/07	2,013.69 ✓	ZBA Funding Account Transfer to 2121388124
	03/10	183,038.09 ✓	Psers Employee Webcashcon 140307 0009329 Agora Cyber Cs
	03/10	134.88 ✓	Psers POS Webcashcon 140307 0009329 Agora Cyber Cs
	03/10	5,235.98 ✓	ZBA Funding Account Transfer to 2121388124
	03/11	2,513.18 ✓	ZBA Funding Account Transfer to 2121388124
	03/12	13,950.39 ✓	Concur Cash 140311 C00D88Jgx007 Usd (300) ~13,650.39
	03/12	115.00 ✓	ZBA Funding Account Transfer to 2121388124
	03/13	2,192.88 ✓	Concur Cash 140312 C00D9Hgsx007 Usd
	03/13	185.42 ✓	ZBA Funding Account Transfer to 2121388124
	03/14	7,629.98 ✓	City of Philadel Ezpay 031314 23450147352 Txp*1251198*01*140314*T*0000762998*P*00000000*801
	03/14	2,143.92 ✓	Concur Cash 140313 C00Db18TX003 Usd
	03/14	139.09 ✓	ZBA Funding Account Transfer to 2121388124
	03/17	1,417.80 ✓	ZBA Funding Account Transfer to 2121388124
	03/18	11,893.09 ✓	Concur Cash 140317 C00Dckdfx007 Usd
	03/18	2,653.56 ✓	ZBA Funding Account Transfer to 2121388124
	03/19	35,194.86 ✓	Commwlthofpa Int Paemploytx 140315 95320853 Txp*95320853 *Em340*140315*T*0003519486\
	03/19	4,044.57 ✓	Concur Cash 140318 C00Ddpmqx005 Usd
	03/19	813,593.56 ✓	ZBA Funding Account Transfer to 2121388124



Electronic debits/bank debits (continued)

Effective date	Posted date	Amount	Transaction detail
	03/20	1,353.00 ✓	ZBA Funding Account Transfer to 2121388124
	03/21	2,891.79 ✓	ZBA Funding Account Transfer to 2121388124
	03/24	362,013.16 ✓	WT Fed#07689 PNC Bank, National /Ftr/Bnf=Independence Administrators Srf# IN14032406074611 Trn#140324041943 Rfb# 000000069
	03/24	6,157,569.14 ✓	WT Fed#07688 Pncbank, National /Ftr/Bnf=K12 Management Srf# IN14032406035468 Trn#140324041942 Rfb# 000000068
	03/24	1,117,301.70 ✓	Psers Employer Webcashcon 140321 0009329 Agora Cyber Cs
	03/24	5,414.89 ✓	Concur Cash 140321 C00Dh7Ymx003 Usd
	03/24	80.81 ✓	ZBA Funding Account Transfer to 2121388124
	03/25	269,533.38 ✓	IRS Usatapyt 032514 270448492136486 Agora Cyber Charter SC
	03/25	1,574.47 ✓	Concur Cash 140324 C00Dhwrx006 Usd
	03/25	2,064.76 ✓	ZBA Funding Account Transfer to 2121388124
	03/26	7,586.52 ✓	Concur Cash 140325 C00Dizsp006 Usd
	03/26	207.09 ✓	ZBA Funding Account Transfer to 2121388124
	03/27	3,444.94 ✓	Concur Cash 140326 C00Dk6Fux005 Usd
	03/27	136.81 ✓	ZBA Funding Account Transfer to 2121388124
	03/28	4,518.67 ✓	Concur Cash 140327 C00Dlo5Gx006 Usd
	03/28	583.86 ✓	ZBA Funding Account Transfer to 2121388124
	03/31	550.62 ✓	ZBA Funding Account Transfer to 2121388124
		\$10,416,024.01	Total electronic debits/bank debits

Checks paid

Number	Amount	Date	Number	Amount	Date	Number	Amount	Date
52342	210.00	03/21	52656	308.90	03/06	52682	1,031.25	03/04
52426*	1,500.00	03/12	52657	135.00	03/12	52683	14,217.50	03/04
52526*	985.00	03/05	52658	60.00	03/10	52684	625.00	03/07
52534*	3,150.00	03/12	52659	1,760.00	03/10	52685	312.50	03/04
52540*	54,391.16	03/06	52660	1,950.00	03/04	52686	12,451.40	03/07
52574*	694.90	03/03	52661	1,353.00	03/04	52687	1,430.63	03/03
52575	2,022.48	03/11	52662	139.85	03/04	52688	9,577.43	03/06
52579*	252.00	03/05	52663	129.85	03/04	52690*	326.04	03/06
52585*	850.00	03/03	52664	295.00	03/10	52691	760.00	03/07
52588*	1,454.58	03/06	52665	31.00	03/04	52692	3,055.36	03/04
52600*	300.00	03/05	52666	152.00	03/03	52693	11,598.71	03/05
52601	735.84	03/21	52667	9,922.14	03/04	52694	2,516.82	03/06
52615*	75.00	03/03	52668	508.87	03/03	52695	9,033.83	03/06
52622*	789.00	03/04	52669	5,625.00	03/03	52696	6,010.63	03/14
52625*	2,800.00	03/03	52670	4,968.00	03/03	52697	435.00	03/03
52630*	5,850.00	03/05	52671	1,410.50	03/06	52698	153.60	03/05
52640*	1,750.00	03/14	52672	4,830.24	03/03	52699	280.00	03/05
52641	81,045.50	03/10	52673	3,900.00	03/12	52700	525.60	03/05
52644*	434.24	03/04	52675*	2,070.00	03/05	52701	1,183.40	03/11
52645	27.00	03/04	52676	1,216.30	03/06	52702	100.00	03/04
52646	190.52	03/04	52677	625.00	03/10	52703	200.00	03/03
52651*	4,940.00	03/03	52678	2,493.00	03/03	52704	100.00	03/04
52653*	18.86	03/28	52679	2,916.00	03/06	52705	3,936.00	03/18
52654	283.95	03/03	52680	973.28	03/05	52707*	976.96	03/07
52655	2,155.56	03/03	52681	5,200.00	03/04	52708	2,925.00	03/07



Checks paid (continued)

Number	Amount	Date	Number	Amount	Date	Number	Amount	Date
52709	6,756.85	03/11	52762	328.49	03/31	52815	1,410.50	03/18
52710	8,163.24	03/11	52763	440.70	03/18	52816	396.00	03/20
52711	64,231.15	03/17	52764	354.12	03/21	52817	250.00	03/27
52712	636.69	03/12	52765	2,078.88	03/19	52818	1,688.50	03/20
52713	1,225.00	03/10	52766	540.00	03/21	52819	2,922.92	03/19
52714	1,762.50	03/10	52767	1,152.55	03/17	52820	200.00	03/24
52715	300.00	03/10	52768	117.00	03/19	52821	13,304.00	03/19
52716	588.28	03/07	52769	281.25	03/28	52822	646.71	03/20
52717	1,721.40	03/11	52770	7,148.17	03/17	52823	249.74	03/17
52718	928.50	03/07	52771	400.00	03/20	52824	620.44	03/20
52719	305.10	03/10	52772	2,777.60	03/18	52825	27.00	03/20
52720	87.01	03/07	52773	8,198.09	03/18	52826	1,691.90	03/17
52721	477.52	03/07	52774	7,211.89	03/18	52827	12,008.11	03/24
52722	1,113.28	03/11	52775	7,505.51	03/19	52829*	697.25	03/19
52723	1,800.00	03/12	52776	50.88	03/19	52830	4,152.00	03/21
52724	2,400.00	03/10	52777	212.18	03/20	52831	2,106.00	03/24
52725	6,041.13	03/10	52778	149.77	03/17	52832	96.56	03/24
52727*	1,725.25	03/07	52779	2,420.01	03/21	52833	31.11	03/31
52728	162,460.91	03/07	52780	115.00	03/19	52834	75.00	03/28
52729	1,000.00	03/11	52781	13,793.99	03/17	52835	2,694.00	03/25
52730	6,675.00	03/07	52783*	1,628.00	03/21	52836	690.00	03/31
52731	129.85	03/14	52784	450.00	03/17	52837	653.40	03/24
52732	23,689.30	03/10	52785	11,963.69	03/17	52838	2,865.54	03/21
52733	331.97	03/07	52786	5.00	03/19	52839	1,280.94	03/24
52734	5,384.25	03/07	52787	3,679.00	03/19	52840	9,802.00	03/28
52735	502.67	03/11	52788	2,000.00	03/18	52841	1,147.50	03/27
52736	264.90	03/07	52789	3,810.72	03/20	52843*	1,152.55	03/21
52737	49.24	03/07	52790	5,488.08	03/18	52844	5,701.50	03/24
52739*	990.00	03/12	52792*	113.00	03/18	52845	3,705.40	03/25
52740	1,152.55	03/11	52793	78.07	03/17	52846	1,560.00	03/24
52741	71.16	03/14	52794	27.99	03/18	52847	6,417.42	03/25
52742	3,936.00	03/18	52795	27.99	03/18	52848	69.99	03/24
52744*	825.00	03/21	52796	97.74	03/18	52849	1,000.00	03/25
52745	986.56	03/21	52797	196.00	03/17	52850	2,183.64	03/24
52746	190.20	03/28	52798	1,766.19	03/18	52851	986.13	03/26
52747	487.50	03/31	52799	25,706.62	03/17	52852	1,400.00	03/25
52748	20,456.25	03/19	52801*	3,390.00	03/18	52853	1,885.00	03/27
52749	5,300.00	03/18	52802	2,000.00	03/21	52854	1,170.00	03/26
52750	22,640.00	03/28	52803	2,400.00	03/17	52855	3,272.40	03/27
52751	120.00	03/17	52804	260.00	03/24	52856	1,576.93	03/24
52752	7,428.75	03/17	52805	122,262.85	03/18	52857	4,830.97	03/25
52753	2,185.35	03/21	52806	2,195.35	03/17	52858	5,602.34	03/24
52754	120.96	03/17	52807	2,700.00	03/18	52859	1,491.05	03/24
52755	1,595.80	03/18	52808	700.00	03/18	52860	447.00	03/24
52756	450.00	03/18	52809	1,017.74	03/18	52861	240.00	03/31
52757	4,000.00	03/17	52810	508.87	03/18	52862	2,067.00	03/25
52758	40.00	03/21	52811	6,088.50	03/17	52863	1,258.90	03/25
52759	530.94	03/18	52812	4,000.00	03/18	52864	158.34	03/25
52760	7,000.00	03/18	52813	220.50	03/18	52865	129.85	03/25
52761	2,425.03	03/24	52814	1,410.50	03/18	52866	35,022.07	03/24

SB 24,974.98



Checks paid (continued)

Number	Amount	Date	Number	Amount	Date	Number	Amount	Date
52867	7,984.49	03/24	52878*	1,500.00	03/31	52907*	40.75	03/31
52869*	147.00	03/24	52884*	2,200.00	03/31	52911*	508.87	03/31
52870	560.00	03/24	52886*	531.25	03/31	52912	330.00	03/31
52871	2,595.00	03/26	52892*	2,818.80	03/31	52913	5,724.00	03/28
52872	198.61	03/24	52893	617.78	03/31	52914	1,410.50	03/31
52873	7.30	03/24	52898*	5,346.85	03/31	52917*	1,152.55	03/28
52875*	3,576.00	03/28	52905*	1,976.00	03/31	52919*	1,200.00	03/31
52876	59.45	03/28						

\$1,134,313.50 Total checks paid

* Gap in check sequence.

\$11,550,337.51 Total debits

Daily ledger balance summary

Date	Balance	Date	Balance	Date	Balance
02/28	11,118,741.17	03/12	9,758,809.75	03/21	14,162,308.60
03/03	11,080,451.20	03/13	9,756,431.45	03/24	6,438,346.94
03/04	10,994,378.00	03/14	10,390,511.15	03/25	6,141,512.45
03/05	10,121,039.86	03/17	10,239,928.14	03/26	6,128,967.71
03/06	10,036,694.22	03/18	10,584,019.10	03/27	8,797,580.85
03/07	10,118,826.22	03/19	9,680,254.42	03/28	9,849,595.42
03/10	9,811,115.88	03/20	9,671,099.87	03/31	9,828,786.90
03/11	9,784,986.83				

Average daily ledger balance \$10,150,180.97



IMPORTANT ACCOUNT INFORMATION

We want to let you know of the following fee change effective April 1, 2014:

- Collections - Domestic: Auto Draft - \$25 per item

If you have questions about these changes, or would like a complimentary financial review to ensure that you have the right accounts to meet your financial goals, please contact your local banker or call the phone number listed at the top of your statement.

Amendment to Funds Availability Policy - Check Deposits at a Wells Fargo ATM

Effective March 16, 2014, we will increase the amount of your deposit that is made immediately available to you when you make a check deposit at a Wells Fargo ATM. The first \$200 of a day's check deposits made at a Wells Fargo ATM will be immediately available for your use or withdrawal on the day we receive the deposit. Cash deposits made at a Wells Fargo ATM are always immediately available.

Analyzed Business Checking

Account number: 2000060308038 ■ March 1, 2014 - March 31, 2014 ■ Page 1 of 5



AGORA CYBER CHARTER SCHOOL
ISP ACCOUNT
995 OLD EAGLE SCHOOL RD STE 315
WAYNE PA 19087-1709

Questions?

Available by phone 24 hours a day, 7 days a week:
1-800-CALL-WELLS (1-800-225-5935)

Online: wellsfargo.com

Write: Wells Fargo Bank, N.A. (345)
Delaware Valley North Business Banking
P.O. Box 6995
Portland, OR 97228-6995

Account summary

Analyzed Business Checking

Account number	Beginning balance	Total credits	Total debits	Ending balance
2000060308038	\$125,858.50	\$46,710.00	-\$52,145.97	\$120,422.53

Credits

Electronic deposits/bank credits

Effective date	Posted date	Amount	Transaction detail
	03/04	46,710.00	Online Transfer
		\$46,710.00	Total electronic deposits/bank credits
		\$46,710.00	Total credits

Debits

Electronic debits/bank debits

Effective date	Posted date	Amount	Transaction detail
	03/11	172.97	Client Analysis Svc Chrg 140310 Svc Chge 0214 002000060308038
		\$172.97	Total electronic debits/bank debits

Checks paid

Number	Amount	Date	Number	Amount	Date	Number	Amount	Date
71738	140.00	03/11	790	140.00	03/28	71055*	140.00	03/05
779	30.00	03/24	791	140.00	03/21	71072*	140.00	03/31
780	140.00	03/20	792	140.00	03/31	71108*	120.00	03/17
781	140.00	03/28	793	68.00	03/26	71149*	140.00	03/03
783*	70.00	03/17	795*	100.00	03/26	71150	140.00	03/14
785*	140.00	03/19	796	70.00	03/27	71195*	140.00	03/07
786	120.00	03/19	797	140.00	03/31	71210*	140.00	03/19
787	140.00	03/18	798	140.00	03/27	71215*	140.00	03/13
788	70.00	03/18	70415*	120.00	03/04	71244*	140.00	03/14
789	120.00	03/20	70420*	140.00	03/03	71245	140.00	03/13



Checks paid (continued)

<u>Number</u>	<u>Amount</u>	<u>Date</u>	<u>Number</u>	<u>Amount</u>	<u>Date</u>	<u>Number</u>	<u>Amount</u>	<u>Date</u>
71272*	140.00	03/07	71763	140.00	03/05	71815	140.00	03/04
71314*	140.00	03/17	71764	132.00	03/21	71816	140.00	03/05
71358*	140.00	03/03	71765	140.00	03/04	71817	140.00	03/03
71369*	140.00	03/11	71766	80.00	03/28	71818	140.00	03/06
71378*	140.00	03/12	71767	140.00	03/04	71819	140.00	03/04
71472*	120.00	03/11	71768	140.00	03/18	71820	120.00	03/10
71475*	140.00	03/06	71769	140.00	03/04	71821	140.00	03/04
71481*	80.00	03/14	71770	140.00	03/12	71822	140.00	03/03
71484*	140.00	03/04	71771	140.00	03/06	71823	120.00	03/04
71543*	140.00	03/06	71773*	140.00	03/07	71824	140.00	03/10
71545*	140.00	03/04	71774	140.00	03/04	71825	140.00	03/07
71568*	80.00	03/03	71775	140.00	03/04	71826	120.00	03/05
71637*	124.00	03/21	71776	120.00	03/06	71827	140.00	03/07
71649*	140.00	03/07	71777	140.00	03/06	71828	108.00	03/04
71670*	105.00	03/10	71778	140.00	03/07	71829	120.00	03/14
71695*	105.00	03/10	71779	100.00	03/05	71830	140.00	03/04
71697*	105.00	03/17	71780	140.00	03/04	71831	140.00	03/04
71728*	120.00	03/10	71781	120.00	03/14	71832	140.00	03/05
71729	140.00	03/28	71782	108.00	03/06	71833	140.00	03/05
71730	140.00	03/06	71783	140.00	03/06	71834	140.00	03/03
71731	80.00	03/04	71784	140.00	03/10	71835	120.00	03/07
71732	120.00	03/06	71785	140.00	03/05	71836	140.00	03/24
71733	140.00	03/04	71786	140.00	03/06	71837	140.00	03/07
71734	100.00	03/05	71787	140.00	03/17	71838	120.00	03/04
71735	140.00	03/11	71788	140.00	03/04	71839	140.00	03/06
71736	140.00	03/05	71789	108.00	03/04	71840	140.00	03/10
71737	120.00	03/03	71790	140.00	03/04	71841	140.00	03/10
71739*	140.00	03/11	71791	140.00	03/06	71842	104.00	03/12
71740	140.00	03/10	71792	140.00	03/05	71843	140.00	03/05
71741	140.00	03/04	71793	140.00	03/18	71844	140.00	03/07
71742	140.00	03/03	71794	140.00	03/03	71845	140.00	03/04
71743	140.00	03/10	71796*	140.00	03/06	71846	140.00	03/25
71744	140.00	03/07	71797	140.00	03/12	71847	80.00	03/06
71745	140.00	03/06	71798	140.00	03/05	71848	140.00	03/04
71746	140.00	03/04	71799	140.00	03/05	71849	140.00	03/07
71747	140.00	03/05	71800	140.00	03/04	71850	136.00	03/05
71748	120.00	03/03	71801	120.00	03/04	71851	140.00	03/07
71749	120.00	03/03	71802	120.00	03/05	71853*	140.00	03/10
71750	72.00	03/03	71803	140.00	03/10	71854	140.00	03/07
71751	120.00	03/05	71804	140.00	03/06	71855	140.00	03/04
71752	140.00	03/04	71805	140.00	03/06	71856	140.00	03/11
71753	140.00	03/05	71806	140.00	03/03	71857	140.00	03/07
71754	140.00	03/05	71807	140.00	03/05	71858	140.00	03/07
71756*	104.00	03/07	71808	140.00	03/21	71859	140.00	03/06
71757	140.00	03/03	71809	140.00	03/04	71860	100.00	03/05
71758	140.00	03/17	71810	140.00	03/04	71861	120.00	03/04
71759	140.00	03/06	71811	140.00	03/04	71862	140.00	03/06
71760	120.00	03/05	71812	140.00	03/31	71863	100.00	03/04
71761	120.00	03/04	71813	140.00	03/04	71864	140.00	03/13
71762	140.00	03/04	71814	120.00	03/05	71865	140.00	03/05



Checks paid (continued)

<i>Number</i>	<i>Amount</i>	<i>Date</i>	<i>Number</i>	<i>Amount</i>	<i>Date</i>	<i>Number</i>	<i>Amount</i>	<i>Date</i>
71867*	140.00	03/06	71919	140.00	03/14	71973	140.00	03/13
71868	104.00	03/04	71920	140.00	03/07	71974	120.00	03/04
71869	140.00	03/05	71921	140.00	03/04	71975	140.00	03/06
71870	140.00	03/26	71922	140.00	03/03	71976	140.00	03/03
71871	140.00	03/05	71923	140.00	03/07	71977	140.00	03/03
71872	140.00	03/10	71925*	140.00	03/10	71978	140.00	03/07
71873	140.00	03/04	71926	140.00	03/13	71979	140.00	03/04
71874	120.00	03/17	71927	140.00	03/04	71980	140.00	03/03
71875	140.00	03/03	71928	140.00	03/04	71982*	140.00	03/03
71876	140.00	03/03	71929	140.00	03/14	71983	140.00	03/04
71877	104.00	03/06	71930	120.00	03/04	71984	120.00	03/05
71878	140.00	03/03	71931	120.00	03/07	71985	140.00	03/24
71879	140.00	03/04	71932	140.00	03/03	71986	140.00	03/05
71880	140.00	03/05	71933	120.00	03/04	71988*	132.00	03/03
71881	120.00	03/05	71934	140.00	03/07	71989	140.00	03/05
71882	140.00	03/05	71935	120.00	03/05	71990	112.00	03/06
71883	140.00	03/04	71936	80.00	03/06	71991	140.00	03/05
71884	140.00	03/04	71937	128.00	03/11	71992	140.00	03/13
71885	140.00	03/05	71938	140.00	03/03	71993	140.00	03/07
71886	140.00	03/06	71939	140.00	03/04	71994	140.00	03/05
71887	140.00	03/06	71940	108.00	03/10	71995	140.00	03/04
71888	140.00	03/10	71941	140.00	03/07	71996	140.00	03/06
71889	104.00	03/05	71943*	140.00	03/05	71998*	140.00	03/04
71890	140.00	03/06	71944	120.00	03/07	71999	104.00	03/03
71891	140.00	03/05	71945	140.00	03/03	72000	140.00	03/03
71892	140.00	03/04	71946	140.00	03/12	72001	108.00	03/05
71893	140.00	03/05	71947	140.00	03/10	72002	140.00	03/10
71894	60.00	03/03	71948	120.00	03/04	72003	100.00	03/04
71895	120.00	03/07	71949	140.00	03/06	72004	140.00	03/10
71896	120.00	03/06	71950	140.00	03/05	72005	100.00	03/10
71897	140.00	03/10	71951	140.00	03/06	72006	100.00	03/04
71898	120.00	03/18	71952	140.00	03/04	72007	140.00	03/07
71899	140.00	03/04	71953	120.00	03/04	72009*	140.00	03/04
71900	140.00	03/04	71954	140.00	03/03	72010	132.00	03/14
71901	140.00	03/05	71955	120.00	03/03	72011	120.00	03/10
71902	140.00	03/03	71956	140.00	03/10	72012	140.00	03/04
71903	140.00	03/05	71957	140.00	03/10	72013	140.00	03/06
71904	104.00	03/10	71958	140.00	03/04	72014	140.00	03/05
71905	140.00	03/06	71959	140.00	03/04	72015	140.00	03/04
71907*	140.00	03/07	71960	104.00	03/05	72016	120.00	03/04
71908	120.00	03/04	71961	140.00	03/14	72017	140.00	03/04
71909	140.00	03/13	71963*	140.00	03/04	72018	140.00	03/10
71910	64.00	03/03	71965*	140.00	03/04	72019	140.00	03/03
71911	140.00	03/05	71966	140.00	03/10	72020	140.00	03/03
71912	120.00	03/05	71967	80.00	03/03	72021	80.00	03/04
71913	120.00	03/12	71968	100.00	03/05	72022	140.00	03/04
71915*	140.00	03/14	71969	64.00	03/14	72023	140.00	03/07
71916	80.00	03/05	71970	140.00	03/07	72024	140.00	03/05
71917	140.00	03/03	71971	140.00	03/10	72025	100.00	03/07
71918	140.00	03/04	71972	120.00	03/07	72026	140.00	03/06



Checks paid (continued)

Number	Amount	Date	Number	Amount	Date	Number	Amount	Date
72027	140.00	03/10	72056	105.00	03/12	72085*	70.00	03/04
72028	120.00	03/05	72057	105.00	03/04	72086	70.00	03/11
72029	140.00	03/05	72058	105.00	03/05	72087	70.00	03/06
72030	140.00	03/17	72059	102.00	03/06	72088	70.00	03/04
72031	72.00	03/04	72060	105.00	03/18	72089	70.00	03/27
72032	140.00	03/03	72061	105.00	03/05	72090	70.00	03/04
72033	140.00	03/03	72062	75.00	03/06	72091	70.00	03/03
72034	140.00	03/05	72063	105.00	03/06	72092	70.00	03/10
72035	140.00	03/11	72064	105.00	03/07	72093	40.00	03/10
72036	120.00	03/04	72065	90.00	03/31	72094	50.00	03/07
72037	64.00	03/14	72066	105.00	03/10	72095	70.00	03/05
72038	140.00	03/07	72067	105.00	03/07	72096	70.00	03/10
72039	120.00	03/05	72068	105.00	03/06	72097	70.00	03/06
72040	140.00	03/06	72069	90.00	03/07	72098	60.00	03/17
72041	140.00	03/04	72070	102.00	03/05	72099	35.00	03/12
72042	140.00	03/04	72071	105.00	03/04	72100	30.00	03/06
72043	140.00	03/04	72072	105.00	03/10	72108*	140.00	03/31
72044	140.00	03/04	72073	90.00	03/05	72115*	140.00	03/31
72045	120.00	03/04	72074	105.00	03/03	72118*	140.00	03/31
72046	120.00	03/19	72075	87.00	03/04	72119	140.00	03/31
72047*	140.00	03/20	72076	105.00	03/04	72121*	140.00	03/31
72048	140.00	03/03	72077	60.00	03/03	72123*	140.00	03/31
72049	140.00	03/04	72078	105.00	03/11	72129*	140.00	03/31
72051*	140.00	03/10	72079	105.00	03/10	72137*	120.00	03/31
72052	140.00	03/04	72080	105.00	03/07	72142*	140.00	03/31
72053	140.00	03/06	72081	90.00	03/03	72144*	140.00	03/31
72054	140.00	03/03	72082	45.00	03/31	72145	140.00	03/31
72055	105.00	03/10	72083	60.00	03/11	72161*	140.00	03/31
\$51,973.00			Total checks paid					

* Gap in check sequence.

\$52,145.97 Total debits

Daily ledger balance summary

Date	Balance	Date	Balance	Date	Balance
02/28	125,858.50	03/12	129,921.53	03/21	124,315.53
03/03	120,121.50	03/13	128,941.53	03/24	124,005.53
03/04	155,167.50	03/14	127,521.53	03/25	123,865.53
03/05	147,403.50	03/17	126,486.53	03/26	123,557.53
03/06	141,802.50	03/18	125,771.53	03/27	123,277.53
03/07	136,903.50	03/19	125,251.53	03/28	122,777.53
03/10	132,341.50	03/20	124,851.53	03/31	120,422.53
03/11	130,845.53				

Average daily ledger balance \$128,719.55



IMPORTANT ACCOUNT INFORMATION

Analyzed Business Checking

Account number: 2121388124 ■ March 1, 2014 - March 31, 2014 ■ Page 1 of 4

WELLS
FARGO

K12 PENNSYLVANIA LLC
995 OLD EAGLE SCHOOL RD STE 315
WAYNE PA 19087-1709

Questions?

Available by phone 24 hours a day, 7 days a week:
1-800-CALL-WELLS (1-800-225-5935)

Online: wellsfargo.com

Write: Wells Fargo Bank, N.A. (345)
Delaware Valley North Business Banking
P.O. Box 6995
Portland, OR 97228-6995

Account summary

Analyzed Business Checking

Account number	Beginning balance	Total credits	Total debits	Ending balance
2121388124	\$0.00	\$3,265,826.00	-\$3,265,826.00	\$0.00

Credits

Electronic deposits/bank credits

Effective date	Posted date	Amount	Transaction detail
	03/03	952.51✓	ZBA Balance Account Transfer From 2000018407787
	03/04	379.99✓	ZBA Balance Account Transfer From 2000018407787
	03/05	807,169.83✓	ZBA Balance Account Transfer From 2000018407787
	03/06	1,494.08✓	ZBA Balance Account Transfer From 2000018407787
	03/07	806,699.56	ACH Origination - Agora Cyber Char - File 3412170569 Coid 3412170569
	03/07	2,013.69✓	ZBA Balance Account Transfer From 2000018407787
	03/10	5,235.98✓	ZBA Balance Account Transfer From 2000018407787
	03/11	2,513.18✓	ZBA Balance Account Transfer From 2000018407787
	03/12	115.00✓	ZBA Balance Account Transfer From 2000018407787
	03/13	185.42✓	ZBA Balance Account Transfer From 2000018407787
	03/14	139.09✓	ZBA Balance Account Transfer From 2000018407787
	03/17	1,417.80✓	ZBA Balance Account Transfer From 2000018407787
	03/18	2,653.56✓	ZBA Balance Account Transfer From 2000018407787
	03/19	813,593.56✓	ZBA Balance Account Transfer From 2000018407787
	03/20	1,353.00✓	ZBA Balance Account Transfer From 2000018407787
	03/21	813,394.01	ACH Origination - Agora Cyber Char - File 3412170569 Coid 3412170569
	03/21	2,891.79✓	ZBA Balance Account Transfer From 2000018407787
	03/24	80.81✓	ZBA Balance Account Transfer From 2000018407787
	03/25	2,064.76✓	ZBA Balance Account Transfer From 2000018407787
	03/26	207.09✓	ZBA Balance Account Transfer From 2000018407787
	03/27	136.81✓	ZBA Balance Account Transfer From 2000018407787



Electronic deposits/bank credits (continued)

Effective date	Posted date	Amount	Transaction detail
	03/28	583.86 ✓	ZBA Balance Account Transfer From 2000018407787
	03/31	550.62 ✓	ZBA Balance Account Transfer From 2000018407787
		\$3,265,826.00	Total electronic deposits/bank credits
		\$3,265,826.00	Total credits

Debits

Electronic debits/bank debits

Effective date	Posted date	Amount	Transaction detail
	03/03	85.00 ✓	Bancorpsv Bancorpsv 140301 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/04	370.87 ✓	Bancorpsv Bancorpsv 140304 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/04	9.12 ✓	Bancorpsv Bancorpsv 140304 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/05	806,699.56	ACH Prep Origintn - Agora Cyber Char - File 3412170569 Coid 3412170569
	03/05	230.92 ✓	Bancorpsv Bancorpsv 140305 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/05	51.85 ✓	Bancorpsv Bancorpsv 140305 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/06	641.26 ✓	Bancorpsv Bancorpsv 140306 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/07	806,699.56	Agora Cyber Char Dir Dep 140307 xxxxx0569 Agora Cyber Charter SC
	03/07	220.41 ✓	Bancorpsv Bancorpsv 140307 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/10	208.04 ✓	Bancorpsv Bancorpsv 140308 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/11	466.60	Client Analysis Srvc Chrg 140310 Svc Chge 0214 000002121388124
	03/11	652.02 ✓	Bancorpsv Bancorpsv 140311 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/11	252.58 ✓	Bancorpsv Bancorpsv 140311 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/11	44.85 ✓	Bancorpsv Bancorpsv 140311 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/12	115.00 ✓	Bancorpsv Bancorpsv 140312 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/13	185.42 ✓	Bancorpsv Bancorpsv 140313 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/14	139.09 ✓	Bancorpsv Bancorpsv 140314 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/17	119.37 ✓	Bancorpsv Bancorpsv 140315 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/18	275.00 ✓	Bancorpsv Bancorpsv 140318 99994 Eb-The Harrison Group Inc-99994-Settle Purchase

04/02/14



Electronic debits/bank debits (continued)

Effective date	Posted date	Amount	Transaction detail
	03/18	164.99 ✓	Bancorpsv Bancorpsv 140318 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/18	6.55 ✓	Bancorpsv Bancorpsv 140318 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/19	813,394.01	ACH Prep Origintn - Agora Cyber Char - File 3412170569 Coid 3412170569
	03/19	199.55 ✓	Bancorpsv Bancorpsv 140319 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/20	101.57 ✓	Bancorpsv Bancorpsv 140320 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/21	813,394.01	Agora Cyber Char Dir Dep 140321 xxxxx0569 Agora Cyber Charter SC
	03/21	235.35 ✓	Bancorpsv Bancorpsv 140321 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/24	80.81 ✓	Bancorpsv Bancorpsv 140322 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/25	582.58 ✓	Bancorpsv Bancorpsv 140325 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/25	364.05 ✓	Bancorpsv Bancorpsv 140325 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/25	21.00 ✓	Bancorpsv Bancorpsv 140325 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/26	207.09 ✓	Bancorpsv Bancorpsv 140326 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/27	136.81 ✓	Bancorpsv Bancorpsv 140327 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/28	583.86 ✓	Bancorpsv Bancorpsv 140328 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	03/31	550.62 ✓	Bancorpsv Bancorpsv 140329 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
		\$3,247,489.37	Total electronic debits/bank debits

Checks paid

Number	Amount	Date	Number	Amount	Date	Number	Amount	Date
10862	1,061.85	03/18	10875	319.81	03/07	10887* 10882	319.81	03/20
10863	317.51	03/03	10876	1,280.72	03/10	100015*	550.00	03/03
10869*	1,473.47	03/07	10877	1,363.83	03/10	100025*	125.00	03/05
10870	1,292.61	03/10	10878	1,090.78	03/10	100030*	62.50	03/05
10871	1,298.43	03/17	10879	473.36	03/20	100031	41.66	03/18
10872	1,061.85	03/18	10880	1,292.61	03/21	100034*	41.66	03/18
10873	852.82	03/06	10883*	1,097.13	03/25	100037*	458.26	03/20
10874	1,097.13	03/11	10885*	1,363.83	03/21			
		\$18,336.63			Total checks paid			

* Gap in check sequence.

\$3,265,826.00 Total debits

K12 Open Invoices

Vendor Name	Transaction Date	Invoice Number	Payment Amount
K12 MANAGEMENT INC.	01/23/2014	200014527	\$1,204,844.50
K12 MANAGEMENT INC.	01/27/2014	200014594	\$687,242.50
K12 MANAGEMENT INC.	01/23/2014	200014670	\$1,400,318.00
K12 MANAGEMENT INC.	01/23/2014	200014732	\$91,586.00
K12 MANAGEMENT INC.	02/24/2014	200014941	\$2,094,824.91
K12 MANAGEMENT INC.	02/24/2014	200015374	\$1,010,261.50
K12 MANAGEMENT INC.	02/24/2014	200015438	\$844,136.00
K12 MANAGEMENT INC.	02/24/2014	200015444	\$3,643,621.50
K12 MANAGEMENT INC.	02/24/2014	200015567	\$100,375.00
K12 MANAGEMENT INC.	02/24/2014	200015580	\$2,898.00
K12 MANAGEMENT INC.	03/24/2014	200015801	\$2,185,715.69
K12 MANAGEMENT INC.	03/24/2014	200016175	\$1,268,594.00
K12 MANAGEMENT INC.	03/24/2014	200016241	\$7,854.00
K12 MANAGEMENT INC.	03/24/2014	200016243	\$662,959.00
K12 MANAGEMENT INC.	03/24/2014	200016322	\$309,755.00
K12 MANAGEMENT INC.	03/24/2014	200016394	\$149,149.00
Summary			\$15,664,134.60

Mar 24, 2014

- 1 -

9:29:45 AM

Summary		\$30,123,425.10

\$5,238,388.50 Request payment in March

4/14/14 Balance	\$	9,371,193.38	
	\$	2,641,581.98	due from PDE on 4/24
	\$	12,012,775.36	

Agora Cyber Charter School
Fundraising
as of March 31, 2014

	Estimated School Year Receipts	Receipts	Total Receipts 13/14 School Year
GENERAL FUNDRAISING - SOURCES			
PROM TICKET SALES	\$0.00	\$0.00	\$9.61
PD FUNDRAISERS	\$9,000.00	\$0.00	\$3,312.73
LEARNING CTR. VENDING COMM.	\$800.00	\$0.00	\$85.91
SCHOOL EVENTS	\$0.00	\$513.83	\$2,346.65
SCHOLASTIC BOOK CLUB	\$0.00	\$0.00	\$1,624.89
RESTAURANT FUNDRAISERS	\$2,000.00	\$317.15	\$394.23
DONATIONS-AGORA ELVES	\$4,000.00	\$0.00	\$2,478.95
T-SHIRT SALES	\$0.00	\$0.00	\$485.00
RECYCLED INK	\$100.00	\$0.00	\$0.00
MISC FUNDRAISING	\$100.00	\$41.22	\$187.22
TARGET TAKE CHARGE	\$100.00	\$0.00	\$229.00
LANDS END	\$100.00	\$0.00	\$0.00
BOX TOPS	\$1,500.00	\$0.00	\$379.87
GIANT A+ SCHOOL REWARDS	\$3,000.00	\$0.00	\$0.00
Total Sources	\$17,700.00	\$872.20	\$11,534.06

Comments

Scranton Penguins Fundraiser

USES of Fundraising	Balance @	FY14 Budget	Month Receipts	Month	YTD Receipts	YTD	Current Fund
PROM	\$0.00	\$0.00	\$0.00	(\$3,199.90)	\$9.61	(\$3,209.51)	(\$3,199.90)
STUDENT INCENTIVES	\$0.00	\$7,950.00	\$358.37	(\$820.76)	\$3,154.57	(\$2,437.71)	\$716.86
STUDENT INCENTIVES LC	\$502.36	\$650.00	\$0.00	\$0.00	\$85.91	\$0.00	\$588.27
School Events	\$0.00	\$0.00	\$513.83	(\$190.20)	\$2,083.58	(\$1,799.10)	\$284.48
Scholastic Book Club	\$0.00	\$0.00	\$0.00	\$0.00	\$1,624.89	(\$1,624.22)	\$0.67
Shining Star Scholarship (\$1000)	\$0.00	\$1,000.00	\$0.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00
Karol Canfield Scholarship (\$1000)	\$903.45	\$1,000.00	\$0.00	\$0.00	\$96.55	\$0.00	\$1,000.00
Agoratorian Scholarship (\$1000)	\$0.00	\$1,000.00	\$0.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00
Salutatorian Scholarships #1 (\$1000)	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00
Salutatorian Scholarships #2 (\$1000)	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00
Total Uses	\$3,405.81	\$13,600.00	\$872.20	(\$4,210.86)	\$9,055.11	(\$9,070.54)	\$3,390.38

transfer from Fundraising to net zero

Expenses and Deposit should net zero

Expenses and Deposit should net zero

student cancelled her enrollment - college sent scholarship check back-release funds

funded from student incentive account on 6/30/13

only awarded 1 salutatorian scholarship in 12/13 school year

SPECIFIC FUNRAISERS							
AGORA ELVES	\$0.00	\$4,000.00	\$0.00	\$0.00	\$2,478.95	(\$2,478.95)	\$0.00
STOP HUNGER NOW	\$616.00	\$100.00	\$0.00	\$0.00	\$0.00	(\$300.00)	\$316.00
Total Specific Fundraisers	\$616.00	\$4,100.00	\$0.00	\$0.00	\$2,478.95	(\$2,778.95)	\$316.00
TOTALS	\$4,021.81	\$17,700.00	\$872.20	(\$4,210.86)	\$11,534.06	(\$11,849.49)	\$3,706.38

\$3,706.38

check \$0.02

**Agora Cyber Charter School
FY14
Federal & State Funding
As of 3/31/14**

Year to date Spending

	Grant Amount	FY 2014 Budget	Current Forecast	YTD Spend	Remaining for Current FY	% Remaining	Comments
Federal Funds							
Title I- Prior Year	\$ 2,860,166	\$ 613,512	\$ 613,512	613,512	\$ -	0.0%	Prior year funding Title pgm fully spent in Oct.
Title I - Current Year	\$ 2,689,743	\$ 2,914,743	\$ 2,914,743	1,498,439	\$ 1,416,304	48.6%	May add 6 new staff and use for Summer Orient Pgm.
Title I SIG	\$ 40,403	\$ 40,403	\$ 40,403	40,403	\$ 0	0.0%	Program complete, Final Expenditure Report submitted
Title II	\$ 43,717	\$ 43,717	\$ 43,717	20,196	\$ 23,521	53.8%	Planned for primarily EOY PD.
Title III	\$ 8,221	\$ 8,221	\$ 8,221	5,102	\$ 3,119	37.9%	
Total Title I	\$ 5,642,250	\$ 3,620,595	\$ 3,620,595	\$ 2,177,652	\$ 1,442,944	39.9%	
Total Federal Funded Staff							
Specialists		24	36	12			Using reallocation of carry-over funding, \$ moved from SES spending to add'l specialists
Engagement/Program Support		13	11	-2			
Total		37	47	10			

	Grant Amount	FY 2014 Budget	Current Forecast	YTD Spend	Remaining for Current FY	% Remaining	Comments
IDEA							
Instruction - Teachers	\$ 1,489,055	\$ 1,489,055	\$ 1,489,055	\$ 1,010,521	\$ 478,534	32.1%	Spending on-track, Payment request submitted for first 7 months
Instruction - Students	\$ 561	\$ 561	\$ 561	\$ 1,998	\$ (1,437)	-256.2%	
Student and Family Services	\$ 1,854	\$ 1,854	\$ 1,854	\$ 242	\$ 1,612	87.0%	
School Administration & Governance	\$ -	\$ -	\$ -	-	\$ -	0.0%	
Technology	\$ -	\$ -	\$ -	-	\$ -	0.0%	
Insurance / Facilities / Other	\$ -	\$ -	\$ -	-	\$ -	0.0%	
Total IDEA	\$ 1,491,470	\$ 1,491,470	\$ 1,491,470	\$ 1,012,760	\$ 478,710	32.1%	

Total IDEA Funded Staff			
Instruction		8	8
Support		15	14
Total		23	22

RETURN TO MODEL INDEX

	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Total
4	4.110	4.882	5.510	5.526	5.633	5.572	5.779	5.972	5.802	5.611	5.525	5.525	5.645
2	4.314	4.727	5.448	5.453	5.398	5.321	5.649	5.504	5.366	4.912	4.651	4.651	5.248
4	8.424	9.609	10.958	11.609	11.831	10.893	11.428	11.476	11.068	10.523	10.175	10.175	10.880

SCHOOL P&L - ROLL-UP ALL FUNDING

	ACTUAL	BUDGET	BUDGET	BUDGET	Forecast	FY 2013	FY 12							
	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Total	Total of FY12
1	89%													
2	99%													
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Agora Cyber Charter School
Income/Expenditure Report
FY 2014 YTD

	Mar 2014 Year- to-date Budget	Mar 2014 Year- to-date Actual	Variance Current v. Budget Inc./ (Dec)	% Variance
K-8 Ending Enrollment	5,833	5,802	(31)	-0.5%
HS Ending Enrollment	5,770	5,266	(504)	-8.7%
Total Ending Enrollment	11,603	11,068	(535)	-4.6%
FUNDING SOURCES:				
Total Funding	\$ 95,571,958	\$ 90,403,831	\$ (5,168,126)	-5.4%
INSTRUCTION				
Total Teachers	\$ 32,300,089	\$ 32,090,069	(210,020)	-0.7%
Total Students	\$ 34,229,541	\$ 29,749,534	(4,480,007)	-13.1%
Total Student and Family Services	\$ 3,978,199	\$ 4,485,822	507,623	12.8%
Total Instruction	\$ 70,507,830	\$ 66,325,426	\$ (4,182,404)	-5.9%
SUPPORT SERVICES				
Total School Governance	\$ 15,491,056	\$ 14,492,226	(998,831)	-6.4%
Total Technology	\$ 6,573,881	\$ 6,211,578	(362,304)	-5.5%
Total Insurance/Facilities/Other	\$ 953,709	\$ 919,598	(34,111)	-3.6%
Total Support Services	\$ 23,018,646	\$ 21,623,401	\$ (1,395,245)	-6.1%
Total School Expenditures This Period	\$ 93,526,476	\$ 87,948,827	\$ (5,577,649)	-6.0%
Increase/(Decrease) to Fund Balance	\$ 2,045,482	\$ 2,455,005	\$ 409,523	20.0%

	Current YTD	Forecast Full Year
Beginning Fund Balance July 1, 2013	7,145,672.50	7,145,672.50
Year to Date Accrued Revenue	\$ 90,403,831	125,320,796.34
Year to Date Expenditures	\$ (87,948,827)	(121,582,197.02)
Fund Balance	9,600,677.22	10,884,271.82

Reporting Period

Mar-14

7/1/2013	2 July	6/1/2010
8/1/2013	3 August	7/1/2013
9/1/2013	4 September	8/1/2013
10/1/2013	5 October	9/1/2013
11/1/2013	6 November	10/1/2013
12/1/2013	7 December	11/1/2013
1/1/2014	8 January	12/1/2013
2/1/2014	9 February	1/1/2014
3/1/2014	10 March	2/1/2014
4/1/2014	11 April	3/1/2014
5/1/2014	12 May	4/1/2014
6/1/2014	13 June	5/1/2014

Employee Information Report

AGORA CYBER CHARTER SCHOOL

Employees Active: 5/01/2014

Employee Name	Hire Date	Classification	Job Title	Salary
AARONSON, MICHELINA M	4/6/2009	Full Time	ELEMENTARY TEACHER	41,643.56
ABDALA, PAIGE A	10/10/2011	Full Time	ELEM SPECIAL ED TEACHER	36,233.75
ABDUL-AZIZ, INSHIRAH	8/27/2010	Full Time	FAMILY COACH	40,696.69
ABER , LAURA M	1/13/2014	Full Time	HS SPECIAL ED TEACHER	39,655.00
ABUL ELA, CHRISTINA C	8/13/2012	Full Time	HS MATH TEACHER	37,875.00
ACKERMAN, AMANDA M	3/7/2011	Full Time	FAMILY COACH	37,117.50
ACLAND, KATHERINE RITA	8/13/2012	Full Time	HS MATH TEACHER	35,350.00
ADAMS, JENNIFER S	8/16/2012	Full Time	ATTENDANCE & TRUANCY COOR	40,400.00
ADAMS, REBECCA ROSE	11/8/2011	Full Time	HS MATH TEACHER	38,733.75
ADRIENNE, JENNIFER KATHLEEN	10/10/2011	Full Time	HS SOCIAL STUDIES TEACHER	40,829.25
ALDERSON, JORDAN M	8/13/2012	Full Time	HS ENGLISH TEACHER	35,350.00
ALLEN, BETTY A	7/1/2006	Full Time	FAMILY COACH - PROG SUPP	54,026.64
ALTMAN, DORRY ANN	2/13/2012	Full Time	MS ENGLISH TEACHER	38,821.88
ALVARADO-FLEMING, YVETTE M	8/24/2009	Full Time	COMMUNITY COORDINATOR	38,178.00
ALVAREZ, GLORIA ESTHER	8/20/2012	Full Time	FAMILY COACH	37,875.00
AMBROSE, DANIELLE	8/26/2013	Full Time	GUIDANCE COUNSELOR	50,000.00
AMMON, HILLARY ELISE	1/7/2013	Full Time	ATTEND & TRU ADMIN ASST	35,350.00
ANDERSON, AISHA N	3/12/2014	Full Time	HS READING SPECIALIST	39,270.00
ANDREWS, LORI ANN	8/20/2012	Full Time	HS MATH TEACHER	38,885.00
ANGELO, SHANNON LYNN	8/1/2011	Full Time	ELEM MATH SPECIAL DEPT CH	41,322.58
ARBUTINA, KRISTEN ELIZABETH	8/13/2012	Full Time	MS SPECIAL ED TEACHER	37,875.00
ARDIFF, LAUREN	8/19/2013	Full Time	MS SCIENCE TEACHER	37,500.00
ARRIGHY, LAURA L	1/30/2012	Full Time	HS SPECIAL ED TEACHER	37,233.75
ATIAS, KIMBERLY D	3/26/2012	Full Time	ELEM SPECIAL ED TEACHER	37,875.00
AURANDT, SELINA M	10/24/2011	Full Time	MS SCIENCE TEACHER	38,821.88
AUSTIN, KIMBERLY ELAINE	8/13/2012	Full Time	FAMILY COACH	35,350.00
BAELLO, ALEXANDRA VICTORIA	10/25/2010	Full Time	FAMILY COACH	39,727.72
BAKER, AMY MARIE	8/13/2012	Full Time	MS MATH TEACHER	35,350.00
BAKER, ANDREA MARIE	8/13/2012	Full Time	FAMILY COACH	35,350.00
BARGER, TAMMY M	8/13/2012	Full Time	MS SCIENCE TEACHER	38,885.00
BARNETT, REBECCA	2/2/2010	Full Time	ELEMENTARY TEACHER	39,105.94
BARRETT, AMY L	10/17/2011	Full Time	MS MATH TEACHER	36,233.75
BARRETT, KRISTIN D	8/3/2009	Full Time	HS SOCIAL STUDIES TEACHER	38,045.44
BARRIOS, JENNIFER A	8/27/2012	Full Time	CLASSROOM COACH	47,875.00
BARTH, LAURA ELIZABETH	1/3/2012	Full Time	FAMILY COACH	38,821.88
BARTUSKA, REBECCA SOWA	8/19/2013	Full Time	MS SCIENCE TEACHER	37,500.00
BASSO, MAURA J	8/3/2009	Full Time	ELEM SPECIAL ED TEACHER	41,668.81
BAUER, TONYA MARIE	1/8/2014	Full Time	ELEMENTARY TEACHER	38,668.75
BAUMAN, NIKOLE LEE	9/27/2010	Full Time	ELEM MATH SPECIAL DEPT CH	42,196.69
BAYLY, ANGELA MICHELLE	1/2/2008	Full Time	MS ENGLISH TEACHER	47,116.46
BEADLE, KARLA MARIE	9/3/2009	Full Time	ELEM SPECIAL ED TEACHER	41,643.56
BECK, TASHA M	8/13/2012	Full Time	FAMILY COACH	36,360.00
BENDER, DEBORAH T	8/15/2011	Full Time	HS SPECIAL ED TEACHER	40,374.75
BENNER CARR, REBECCA CORIN	9/28/2009	Full Time	HS WORLD LANGUAGE TEACHER	42,685.13
BERGER, LISA L	8/2/2010	Full Time	MS SOCIAL STUDIES TEACHER	39,727.72
BERKEY, DANIEL W	8/19/2013	Temporary	LTS MATH TEACHER	125 per day
BERNSTEIN, EILEEN ANNE	11/1/2010	Full Time	ELEM READING SPECIALIST	41,778.75
BERTELE GRUBER, JENNA ELIZABETH	8/20/2012	Full Time	FAMILY COACH	35,350.00
BETTS, MAUREEN P	8/13/2012	Full Time	HS SPECIAL ED TEACHER	38,850.00
BIANCONI, HEATHER ANN	10/18/2010	Full Time	MS READING SPECIALIST	39,727.72
BIELAWSKI, DEBRA ANN	8/13/2012	Full Time	HS SPECIAL ED TEACHER	40,652.50

Employee Name	Hire Date	Classification	Job Title	Salary
BILBY, RON J	9/3/2009	Full Time	HS MATH TEACHER	38,045.44
BIRD, BRANDON M	8/3/2009	Full Time	MS 6TH GRADE TEACHER	42,634.63
BOCK, ELIZABETH ANN	2/27/2012	Full Time	HS SPECIAL ED TEACHER	37,786.63
BOISVERT, JILL	8/20/2012	Full Time	HS MATH TEACHER	41,511.25
BONNIGER, SAMANTHA ANN MYERS	9/12/2011	Full Time	HS SPECIAL ED TEACHER	37,233.75
BOWES, KELLY ANNE	8/29/2011	Full Time	GUIDANCE COUNSELOR	50,500.00
BOWIE, NICOLE E	8/24/2009	Full Time	HS HEALTH & PE TEACHER SPECIAL EDUCATION ENROLLMENT SPECIALIST	38,973.38
BOYD , IRVIN B	10/30/2013	Full Time	SPECIALIST	46,865.00
BOYER, CATHY MARIE	8/13/2012	Full Time	HS MATH TEACHER	36,360.00
BOYER, JESSICA LEIGH	8/13/2012	Full Time	ELEMENTARY TEACHER	35,350.00
BRADLEY, DANIEL C	10/18/2010	Full Time	MS MATH SPECIALIST	39,105.94
BRADY, KILEY ALICIA LILLIAN	1/3/2012	Full Time	ELEM SPECIAL ED TEACHER	38,821.88
BRAY, CHRISTOPHER	8/19/2013	Full Time	MS SOCIAL STUDIES TEACHER	38,500.00
BRAY, MARIA LYNN	8/2/2010	Full Time	HS SPECIAL ED TEACHER	40,762.97
BREGENSER, MAEGAN J	9/19/2007	Full Time	FAMILY ASSISTANCE COORD	49,940.64
BREINER, MATTHEW STEPHEN	8/13/2012	Full Time	FAMILY COACH	35,350.00
BRENNAN, LAURA J	8/13/2012	Full Time	FAMILY COACH	37,875.00
BRIDGES, CAROL A	10/16/2013	Full Time	FAMILY COACH	35,000.00
BRINTON, BELINDA	8/13/2012	Full Time	FAMILY COACH	35,350.00
BRISTOL, MICHAEL G	8/2/2010	Full Time	HS MATH TEACHER	38,391.29
BRITT, DONNA J	8/15/2007	Full Time	FAMILY COACH	39,901.31
BROHI, HEBA H	11/21/2011	Full Time	HS MATH TEACHER	36,233.75
BRONISZEWSKI, DIANE	8/27/2012	Full Time	HS WORLD LANGUAGE TEACHER	38,885.00
BROOKS, MARIE	12/6/2010	Full Time	ADMINISTRATIVE ASSISTANT	47,166.06
BRUCKER, ANTOINETTE M	9/16/2009	Full Time	HS SPECIAL ED TEACHER	40,633.56
BRUENN, MATTHEW J	8/15/2011	Full Time	HS SCIENCE TEACHER	36,233.75
BRYAN, CAROL L	7/1/2006	Full Time	ELEM SPECIAL ED TEACHER	51,833.62
BUFFINGTON, ERIC G	8/1/2007	Full Time	HS MATH TEACHER DEPTCHAIR	46,587.81
BUI, TYLER HUNG	12/1/2009	Full Time	FAMILY COACH	42,398.95
BUNN, JEFFREY H	8/25/2010	Full Time	FAMILY COACH	38,045.44
BURNS, ASHLEY ELIZABETH	1/30/2012	Full Time	MS ENGLISH TEACHER	36,233.75
BUSS, JENNIFER ANN	8/1/2008	Full Time	ELEM SPECIAL ED TEACHER	42,574.66
BUTLER, CHRISTIE JEANETTE	11/29/2011	Full Time	HS ENGLISH TEACHER	37,269.00
BYERS, MEGAN E	8/25/2010	Full Time	MS SPECIAL ED TEACHER	37,139.60
CADWALLADER, AMY BETH	9/15/2008	Full Time	MS MATH TEACHER	45,005.19
CALABRO, STEPHEN P	11/1/2010	Full Time	PARENT ENGAGEMENT COORD	46,321.88
CALTON, APRIL LYNNE	11/2/2009	Full Time	ACADEMIC COACH - HIGH SCH	49,257.19
CAMAIONI, NICOLE	8/13/2012	Full Time	HS SOCIAL STUDIES TEACHER	38,875.00
CAMARDA, KATE VIRGINIA	2/3/2009	Full Time	ELL TEACHER	42,989.54
CANDIO, REGINALD	8/1/2011	Full Time	SCHOOL PSYCHOLOGIST	63,958.75
CARR, JOCELYN RAYEL	8/13/2012	Full Time	HS SPECIAL ED TEACHER	37,117.50
CARR, STEPHANIE LYNN	8/20/2012	Full Time	FAMILY COACH	38,885.00
CARVER, JEREMY M	9/26/2011	Full Time	HS MATH TEACHER	36,233.75
CASHMAN, SANDY	8/19/2013	Full Time	FAMILY COACH	35,000.00
CAVALIERE, CHRISTOPHER EDWARD	8/13/2012	Full Time	FAMILY COACH	35,350.00
CHAPMAN, MICHAEL D	10/10/2011	Full Time	FAMILY COACH	36,233.75
CHAUDHRY CROSS, AMBER FAITH	7/1/2006	Full Time	ELEM MATH SPECIALIST	50,491.29
CHRISTMAS , STACY D	11/20/2013	Full Time	MS MATH SPECIALIST	38,500.00
CIARAMELLA, VINCENT T	8/18/2011	Full Time	MS SOCIAL STUDIES TEACHER	38,821.88
CIARLONE, SHANNON	8/29/2013	Full Time	ELEMENTARY TEACHER	38,500.00
CIEPLY, BEVERLY MAE	8/1/2008	Full Time	FAMILY COACH	39,901.31
CLEGG, QUINCY A	3/26/2012	Full Time	CLASSROOM COACH	45,450.00
CLOUD, VANESSA MARIE	1/31/2012	Full Time	GUIDANCE COUNSELOR	51,762.50
COFFEY, LAURA JEAN	8/13/2012	Full Time	ELEMENTARY TEACHER	35,350.00
COLETTI, JASON	8/20/2012	Full Time	FAMILY COACH	35,350.00

Employee Name	Hire Date	Classification	Job Title	Salary
COLLADO-RODRIGUEZ, MICHELLE	8/13/2012	Full Time	FAMILY COACH	35,350.00
COLLINS, ALICIA BROOKE	8/13/2012	Full Time	ELEMENTARY TEACHER	35,350.00
CONGDON, REBEKAH LYNNE	8/13/2012	Full Time	HS SPECIAL ED TEACHER	38,885.00
CONLEY, STACIE NICOLE	12/19/2011	Full Time	HS ENGLISH TEACHER	38,821.88
CONNELLY, MARY JOSEPHINE	12/17/2012	Full Time	RECORDS ASSISTANT	35,714.97
CONWAY, CASEY MARIE	10/8/2012	Full Time	ELEMENTARY TEACHER	35,350.00
CORCORAN , KATHLEEN	2/6/2014	Full Time	HS ENGLISH TEACHER	35,000.00
COX, BRIANNE	2/19/2013	Full Time	HS MATH TEACHER	35,350.00
COYNE, HEATHER MARIE	9/30/2013	Full Time	HS SCIENCE TEACHER	38,500.00
CRAFTON, SHAMEA TASHAY	10/16/2012	Full Time	SPECIAL ED ENROLL ASSIST	35,350.00
CRAGLE, CALEB JAMES	8/13/2012	Full Time	HS SCIENCE TEACHER	37,875.00
CRAMER, SHILA ELLYN	10/10/2011	Full Time	HS SCIENCE TEACHER	36,233.75
CRAWFORD, ALAN DAVID	8/13/2012	Full Time	HS SPECIAL ED TEACHER	37,875.00
CRAWLEY, ERINN KEELIE	3/7/2011	Full Time	ACADEMIC COACH- SP ED K5	47,357.63
CREAVEN, MELISSA	8/20/2012	Full Time	ELEMENTARY TEACHER	37,875.00
CRESPO, DAISY	8/16/2012	Full Time	ATTENDANCE & TRUANCY COOR	40,400.00
CRONE-MORONO, DANA M	1/17/2012	Full Time	HS SPECIAL ED TEACHER	38,821.88
CROWE, LISA MARIE	2/13/2012	Full Time	HS SPECIAL ED TEACHER	39,831.88
CROWNOVER, JANELLE R	1/23/2012	Full Time	ELEM LIFE SKILLS TEACHER	36,233.75
CUKAUSKAS, MICHELLE ELIZABETH	9/22/2006	Full Time	ACADEMIC COACH- SP ED MS	54,910.65
CURRY, DENISE MICHELE	7/1/2006	Full Time	ACADEMIC COACH - K-5	50,890.80
CURTIS, JESSICA B	9/17/2009	Full Time	FAMILY COACH	41,624.63
DALLAS-D'ANTONIO, JENNIFER LYN	8/19/2013	Full Time	K-5 ALP TEACHER	38,500.00
DANIELS TIMMONS, KAREN ANN	8/6/2012	Full Time	SCHOOL HEALTH ASSISTANT	35,350.00
DAUGHERTY, LAURIE	8/27/2012	Full Time	FAMILY COACH	35,350.00
DAVIS, AMANDA LYNN	11/8/2011	Full Time	ELEM READING SPECIALIST	39,857.13
DAVISH, NOREEN R	10/24/2011	Full Time	MS MATH TEACHER	39,857.13
DELOE, ANITA	8/19/2013	Full Time	HS SOCIAL STUDIES TEACHER	37,500.00
DELSITE, RICHARD A	12/5/2011	Full Time	HS ENGLISH TEACHER	40,374.75
DETWILER, SUSAN ELIZABETH	8/1/2011	Full Time	FAMILY COACH	37,117.50
DEVINE OWEN, ERIN L	7/30/2012	Full Time	SCHOOL NURSE	45,450.00
DEVINNEY, SARA O	11/8/2011	Full Time	HS ART TEACHER	36,233.75
			HS PHYSICAL EDUCATION & HEALTH	
DIETER, SHANNAN D	3/12/2007	Full Time	TEACHER	49,940.64
DIETRICH, JENNA LEE	8/13/2012	Full Time	ELEMENTARY RTII COORD	37,875.00
DIEUGENIO, BRENDA RAE	8/1/2007	Full Time	MS SPECIAL ED TEACHER	42,574.66
DIGIORE, ASHLEY LYNN	2/13/2012	Full Time	ELEMENTARY TEACHER	39,857.13
DIGIOVANNI, LISA	8/16/2012	Full Time	HS SPECIAL ED TEACHER	47,217.50
DILLON, ANNE	8/20/2012	Full Time	PARENT ENGAGEMENT COORD	36,360.00
DISTEFANO, KATHERINE CAROLE	8/26/2010	Full Time	MS ENGLISH TEACHER	46,680.94
DIVITO, DAVID A	10/23/2006	Part Time	ACADEMIC COACH - HIGH SCH	21,407.07
DOEBEREINER, JULIE ELIZABETH	1/4/2010	Full Time	MS PHYSICAL ED TEACHER	41,757.19
DOMS, TRACY LYNN	8/29/2011	Full Time	HS SPECIAL ED TEACHER	36,233.75
DONLEY, JASON M	11/23/2009	Full Time	ELEM SPECIAL ED TEACHER	39,727.72
DORFZAUN, JOSHUA HIRAM	12/5/2011	Full Time	HS HEALTH & PE TEACHER	39,821.88
DRAPER, TANDY L	12/12/2011	Full Time	HS SPECIAL ED TEACHER	38,821.88
DUGGAN, LORI RENEE	2/14/2011	Full Time	HS SCIENCE TEACHER	38,687.65
DUNNE, CHRISTINE G	3/19/2014	Temporary	HS BUS TEACHER-DEPT CHAIR	125 per day
DUPES, LINDA D	1/1/2007	Full Time	HS SCIENCE TEACHER	43,607.60
DURANTE, CHRISTINE M	8/10/2010	Full Time	MS 6TH GRADE TEACHER	37,139.60
ECKELS, OLIVIA CLAIRE	1/9/2012	Full Time	SES COORDINATOR	38,250.00
EDMUNDSON, MEGAN AMANDA	10/16/2006	Full Time	ELEM LIFE SKILLS TEACHER	42,812.64
EISENHART, GERALYN T	10/1/2013	Temporary	HS ENGLISH TEACHER	125/day
ELCHISAK, MICHELE LYNN	8/22/2012	Full Time	ELEMENTARY TEACHER - LTS	37,875.00
EMPFIELD, JACLYN	10/5/2009	Full Time	HS SPECIAL ED TEACHER	39,045.44
ESPOSITO, CIARA W	12/12/2011	Full Time	HS SOCIAL STUDIES TEACHER	36,233.75

Employee Name	Hire Date	Classification	Job Title	Salary
ESTERLITZ, ANN R	2/1/2012	Full Time	HS SPECIAL ED TEACHER	36,233.75
EVANGELISTA, GINA A	1/15/2014	Full Time	SPECIAL PROJECTS COORD	48,500.00
EVANGELISTA, MELISSA LEA	8/15/2011	Full Time	READING SPECIALIST-LNR CT	36,233.75
EVANS, TANYA	8/27/2012	Full Time	FAMILY COACH	38,885.00
EVERETT, KELLEY SEWA	8/20/2012	Full Time	FAMILY COACH	37,875.00
FARY, LISA ANN	7/14/2008	Full Time	FAMILY COACH	45,115.11
FEELY, SCOTT L	8/1/2008	Full Time	HS TRANSITION TEACHER	40,982.45
FEENEY HOFFMASTER, SHANNON	8/27/2012	Full Time	COMMUNITY COORDINATOR	38,885.00
FELDHAUS, DANIEL	10/30/2006	Full Time	HS SPECIAL ED TEACHER	54,383.09
FERENCHAK, SARA E	7/31/2012	Full Time	STATE TESTING COORDINATOR	45,450.00
FERGUSON, ASHLEY ELIZABETH	8/19/2013	Full Time	SCHOOL NURSE	35,000.00
FERNANDEZ, LISA N	6/5/2012	Full Time	ELEM SPECIAL ED TEACHER	57,570.00
FERRARA, GABRIELLE ANN	8/2/2010	Full Time	SCHOOL PSYCHOLOGIST	46,602.09
FERRARO, KELLY ANN	8/2/2010	Full Time	ACADEMIC COACH - MS	37,139.60
FERRETTI, AMY MARIE	1/12/2009	Full Time	ELEMENTARY TEACHER	40,033.88
FINK, ARIANNA S H	8/1/2011	Full Time	ELEMENTARY TEACHER	38,821.88
FINLAYSON, ROSALYN	10/25/2010	Full Time	FAMILY COACH	40,762.97
FIORE, HOLLY COOK	7/1/2006	Full Time	HS ENGLISH TEACHER	49,106.67
FISCUS, KIMBERLY ANN	1/18/2011	Full Time	ELEMENTARY DEPART CHAIR	38,822.38
FISHER CLARK, JENNIFER JO	2/11/2009	Full Time	MS SPECIAL ED TEACHER	60,000.00
FISHER, REBECCA	10/8/2007	Full Time	SPECIAL SERVICES COORD	38,951.29
FITZGIBBON, RENEE	9/14/2009	Full Time	HS SPECIAL ED TEACHER	40,633.31
FLETCHER COTTLE, MEGAN BLAIR	8/20/2012	Full Time	ELEM READING SPECIALIST	35,350.00
FLETCHER, STEPHANIE L	8/1/2011	Full Time	FAMILY COACH	36,233.75
FLOYD, MICHAEL S	8/1/2008	Full Time	MS 6TH GRADE TEACHER	50,339.04
FOLMAR, YVONNE FRANCES	10/10/2011	Full Time	ACADEMIC COACH - K-5	38,821.88
FORCE, ALISON MARIE	1/23/2012	Full Time	ELEMENTARY TEACHER	39,857.13
FORD, WHITNEY ELIZABETH	8/13/2012	Full Time	HS SOCIAL STUDIES TEACHER	35,350.00
FORTNEY, KELLY LYNN	2/22/2011	Full Time	MS SPECIAL ED TEACHER	68,150.00
FORTNEY, SARAH	8/27/2012	Full Time	Title I Coordinator	37,850.00
FRANCOIS, DAPHNE J	8/13/2012	Full Time	ELEMENTARY TEACHER	35,350.00
FRANKS, LAURA E	10//9/2013	Full Time	MS SPECIAL ED TEACHER	37,500.00
FULLER, HEATHER ELAINE	9/19/2011	Full Time	MS SPECIAL ED TEACHER	37,269.00
GAHLES, LORI ANNE	1/31/2012	Full Time	HS SCIENCE TEACHER	38,733.75
GAINES, TIA CACHET	9/28/2009	Full Time	FAMILY COACH	38,045.44
GAISKI, BRIANA	8/19/2013	Full Time	FAMILY COACH	35,000.00
GALLAGHER, MARY ELIZABETH	1/17/2012	Full Time	ELEMENTARY TEACHER	38,821.88
GALONSKI, ROBERT B	1/23/2012	Full Time	ELEMENTARY TEACHER	36,233.75
GAMONEDA, DENISE	8/19/2013	Full Time	HS SCIENCE TEACHER	38,625.00
GARBER, SUZANNE	8/19/2013	Full Time	ELEM SPECIAL ED TEACHER	35,000.00
GARRISON, DEBORAH SUE	8/1/2011	Full Time	ELEM SPECIAL ED TEACHER	36,233.75
GAYLORD, CALLIE A	8/29/2011	Full Time	FAMILY COACH	38,708.25
GEIMAN, AMANDA MAE	12/14/2012	Full Time	HS ENGLISH TEACHER	35,350.00
GEORGE, MICHELLE BEATRICE	8/13/2012	Full Time	ELEMENTARY TEACHER	37,875.00
GIRARD, KAREN DANIELLE	8/13/2012	Full Time	FAMILY COACH	35,350.00
GOLDMAN, LAURA	8/20/2012	Full Time	ELEMENTARY TEACHER	35,350.00
GORRELL, CARLTON E	8/27/2012	Full Time	FAMILY COACH	35,350.00
GOTTSHALL, JENNIFER L	8/13/2012	Full Time	FAMILY COACH	37,875.00
GOUGHNOUR, LAUREN MARIE	8/13/2012	Full Time	ELEM MATH SPECIALIST	37,875.00
GRANDY, GINA CUTLIP	1/17/2012	Full Time	HS MATH TEACHER	36,233.75
GRANT, JAMIE MARIE	8/1/2008	Full Time	HS ENGLISH TEACHER	49,450.69
GRAVES, SADE K	8/27/2012	Full Time	ACADEMIC COACH - K-5	35,350.00
GREGORY, ELIZABETH	8/28/2012	Full Time	FAMILY COACH	40,652.50
GRIBBIN, ANDREW NELSON	8/1/2011	Full Time	HS WORLD LANGUAGE TEACHER	36,233.75
GRIER, YVETTE MARIE	12/6/2010	Full Time	MS SCIENCE TEACHER	37,786.63
GRIFFITH, DEAN A	1/23/2012	Full Time	FAMILY COACH	36,233.75

Employee Name	Hire Date	Classification	Job Title	Salary
GROSSMAN, CRYSTAL LYN	8/1/2007	Full Time	MS SOCIAL STUDIES TEACHER	46,451.29
GRUBE, ADRIENNE LEAH	10/10/2011	Full Time	ACADEMIC COACH - MS	51,762.50
GRUDEVICH, MARIA	8/19/2013	Full Time	GUIDANCE COUNSELOR	37,500.00
GRUVER, KIMBERLY ANN	8/1/2011	Full Time	ELEM SPECIAL ED TEACHER	36,233.75
GUMPHER, MEGHAN ELIZABETH	8/13/2012	Full Time	FAMILY COACH	35,350.00
GUSSOW, STEVEN M	12/5/2011	Full Time	ELEMENTARY TEACHER	38,821.88
HADLEY, LYNN	3/3/2011	Full Time	HS MATH TEACHER	39,821.88
HAGELGANS, MATTHEW J	8/13/2012	Full Time	HS BUSINESS TEACHER	35,350.00
HAILSTONE, CRYSTAL LYNN	8/13/2012	Full Time	MS SOCIAL STUDIES TEACHER	35,350.00
HAMBURGER, KAREN MARIE	8/6/2009	Full Time	FAMILY COACH	38,045.44
HAMMOND, KELLY S	8/13/2012	Full Time	MS MATH TEACHER	35,350.00
HAMPSON, LYNNE MARIE	8/1/2008	Full Time	HS MUSIC TEACHER	45,039.41
HANNA, ARLENE	8/19/2013	Full Time	MS LIFE SKILLS TEACHER	37,500.00
HARBAUGH, AMANDA BLAIR	1/4/2010	Full Time	MS MATH TEACHER	40,827.41
HARPER, ERIN REBECCA	2/6/2012	Full Time	MS ENGLISH DEPART CHAIR	39,857.13
HARRIS, GERALD	8/27/2012	Full Time	ELEM SPECIAL ED TEACHER	35,350.00
HARTMAN, MARCY L	12/15/2006	Full Time	FAMILY COACH	44,589.19
HARTWELL, NAQUISHA	8/13/2012	Full Time	HS MATH TEACHER	47,975.00
HARVEY, BARBARA N	8/3/2009	Full Time	CLASSROOM COACH	42,685.13
HATHAWAY, MELANIE LYNN	8/13/2012	Full Time	HS SPECIAL ED TEACHER	38,500.00
HEARD, PAMELA ANN	8/13/2012	Full Time	ELEMENTARY TEACHER	36,360.00
HENDERSON JR, DREW B	8/13/2012	Full Time	HS HEALTH & PE TEACHER	35,350.00
HERANIC, JOHN M	1/22/2008	Full Time	FAMILY COACH	41,539.41
HERSHEY, EMILY L	8/1/2008	Full Time	FAMILY COACH	50,911.31
HERSHORIN, JAY A	7/14/2010	Full Time	ACADEMIC COACH - HIGH SCH	37,139.60
HETRICK, ANGELA MAE	8/19/2013	Full Time	SCHOOL HEALTH ASSISTANT	39,655.00
HEWLETT, KIMBERLEE ANN	8/1/2008	Full Time	HS SOCIAL STUDIES TEACHER	38,951.29
HIGGINS, JAMES C	8/2/2010	Full Time	HS SOCIAL STUDIES TEACHER	50,080.22
HILL, JESSICA ANN	8/13/2012	Full Time	ACADEMIC COORD- LEARN CTR	37,875.00
HILL, OCIE	8/19/2013	Full Time	MS 6TH GRADE TEACHER	37,500.00
HILSON, ERIN R	8/2/2010	Full Time	HS SOCIAL STUDIES TEACHER	47,492.10
HINDS, COLLEEN	8/27/2012	Full Time	ACADEMIC COACH- SP ED HS	35,350.00
HINSHAW, ANDREW D	1/30/2012	Full Time	FAMILY COACH	36,233.75
HOCH, STACEY LYN	8/13/2012	Full Time	FAMILY COACH	35,350.00
HOFFMAN LONG, MELISSA R	11/28/2007	Full Time	FAMILY COACH	42,574.66
HOKANSON, HAROLD C	11/1/2010	Full Time	HS SCIENCE TEACHER	36,233.75
HOLTZMAN, PAMELA P	4/9/2012	Full Time	MS HEALTH & PE TEACHER	35,350.00
HONSBERGER, LYNNE ROSE	8/1/2011	Full Time	FAMILY COACH	37,117.50
HOPKINS, ELLEN P	1/10/2010	Full Time	FAMILY COACH	39,727.72
HORN, CONNIE F	8/13/2012	Full Time	ELEMENTARY TEACHER	35,350.00
HORST, GINA L	8/1/2011	Full Time	MS MATH TEACHER	43,998.13
HOUSEKNECHT, DAYNA S	1/29/2014	Temporary	FAMILY COACH - PROG SUPP	125/DAY
HOWE, ERIN M	7/1/2006	Full Time	MIDDLE SCHOOL TEACHER	48,130.92
HUMANICK, KYMBERLY DIANA	12/12/2011	Full Time	MS MATH SPECIALIST	36,233.75
HUMES, CAROLYN E	8/13/2012	Full Time	MS SPECIAL ED TEACHER	35,350.00
HUNKELE, TERRI LEE	11/16/2009	Full Time	ELEMENTARY TEACHER	39,727.72
HURLEY, KRISTINA	8/20/2012	Full Time	HS SPECIAL ED TEACHER	39,768.75
HWANG, STANLEY H	2/6/2012	Full Time	HS MATH TEACHER	36,233.75
IAMPIETRO, JARED A	1/23/2012	Full Time	HS MATH TEACHER	36,233.75
JACKSON, COLLEEN D	1/8/2014	Full Time	MS SCIENCE TEACHER	35,000.00
JACKSON, VERONICA A	9/9/2013	Temporary	FAMILY COACH	125/day
JAKATT, JESSICA ANN	8/13/2012	Full Time	HS SPECIAL EDUCATION TEACHER - LTS	37,875.00
JANACONE, ALICIA	8/27/2012	Full Time	HS SPECIAL ED TEACHER	37,117.50
JANELLI, NANCY R	10/10/2011	Full Time	HS SPECIAL ED TEACHER	36,233.75
JAROSZ, DIANE VIOLA	1/23/2012	Full Time	FAMILY COACH	36,233.75
JEFFREY, MICHELLE LEBERTE	1/3/2012	Full Time	FAMILY COACH	38,821.88

Employee Name	Hire Date	Classification	Job Title	Salary
JENKINS, CRAIG WILLIAM	3/30/2009	Full Time	ELEM SPECIAL ED TEACHER	41,633.56
JENNINGS, MELISSA CELESTE	1/17/2012	Full Time	HS SPECIAL ED TEACHER	38,821.88
JENSEN JR, RICHARD S	10/10/2011	Full Time	ELEM READING SPECIALIST	46,336.88
JETT, COREY L	8/28/2012	Full Time	ACADEMIC COACH - HIGH SCH	37,875.00
JOHNSON, CAITLIN	8/19/2013	Full Time	FAMILY COACH	35,000.00
JOHNSON, JESSICA MICHELLE	8/13/2012	Full Time	MS TEACHER	37,875.00
JOHNSON, KRISTLE ANN BONITA	8/13/2012	Full Time	FAMILY COACH	35,350.00
JOHNSON, LORI LYNN	8/13/2012	Full Time	FAMILY COACH	35,350.00
JOHNSON, MARY A	8/27/2012	Full Time	FAMILY COACH	35,350.00
JOHNSON, MARYANN	8/1/2008	Full Time	FAMILY COACH	39,901.31
JOHNSON, NICOLE SUZANNE	8/1/2007	Full Time	ELEM SPECIAL ED TEACHER	49,940.46
JOHNSTON, JENNIFER A	9/27/2007	Full Time	ELEMENTARY RTII COORD	40,451.29
JORDAN, ERIN M	8/19/2013	Full Time	ELEM TEACHER - DEPT CHAIR	35,000.00
JOYNER, TIFFANY MICHELLE	8/29/2011	Full Time	MS ENGLISH TEACHER	38,821.88
JUSKO, MELISSA MARIA	11/15/2010	Full Time	FAMILY COACH	37,117.50
KACHURAK, SUSAN	8/1/2007	Full Time	HS ART TEACHER	42,511.54
KAERCHER, NICHOLE L	1/31/2012	Full Time	ELEMENTARY TEACHER	36,233.75
KAMMERER , KENDRA A	1/8/2014	Temporary	ELEMENTARY TEACHER	125/DAY
KAROSAS, LISA MARIE	11/1/2010	Full Time	ELEMENTARY TEACHER	38,821.88
KARP, BARBARA MYERS	8/1/2008	Full Time	HS SCIENCE TEACHER	42,549.41
KECK, MARIANNE CHRISTINE	9/20/2010	Full Time	HS SOCIAL STUDIES TEACHER	38,391.21
KEEFE, ALLISON A	8/13/2012	Full Time	HS SCIENCE TEACHER	35,350.00
KELLEHER, ELISSA LYNN	11/2/2009	Full Time	MS ENGLISH TEACHER	40,762.97
KELLOGG, JESSYCA FERGUSON	1/23/2012	Full Time	HS SPECIAL ED TEACHER	36,233.75
KELSO, SHARON A	8/13/2012	Full Time	FAMILY COACH	37,875.00
KENNEDY, SABRINA C	1/27/2014	Full Time	HS ENGLISH TEACHER	38,500.00
KERN, MARLYN	8/20/2012	Full Time	ELEM SPECIAL ED TEACHER	35,350.00
KERNER, DANIELLE L	8/31/2009	Full Time	FAMILY COACH	38,045.44
KETH, PAMELA DENISE	8/2/2010	Full Time	HS WORLD LANGUAGE TEACHER	40,570.44
KETTER, MONIQUE TOSHA	8/13/2012	Full Time	FAMILY COACH	37,875.00
KING, ILENE J	8/20/2012	Full Time	FAMILY COACH	35,350.00
KISTLER, KENYA H	8/26/2013	Full Time	FAMILY COACH	57,000.00
KITCHELL, ALINA R	8/23/2007	Full Time	SCHOOL PSYCHOLOGIST	51,113.06
KLEMM, ELYSE M	8/27/2012	Full Time	PARENT ENGAGEMENT COORD	35,350.00
KLOTZ, JAMES FRANCIS	9/30/2013	Full Time	ELEMENTARY TEACHER	55,000.00
KNAPPENBERGER, ANGELA	8/19/2013	Full Time	SCHOOL PSYCHOLOGIST	35,000.00
KOCH, WILLIAM A	10/24/2011	Full Time	MS 6TH GRADE TEACHER	38,821.88
KOWALOK, KRISTA MARIE	8/13/2012	Full Time	COMMUNITY COORDINATOR	35,350.00
KRAMER, MARC A	11/21/2011	Full Time	ELEMENTARY TEACHER	39,857.13
KRELOVE, KELLY A	1/2/2008	Full Time	HS HEALTH & PE TEACHER	44,074.66
KRESKI, KIMBERLY ANN	8/13/2012	Full Time	MS SCIENCE DEPART CHAIR	35,350.00
KROL, NICOLE S	7/1/2012	Full Time	MS 6TH GRADE TEACHER	38,821.88
KRONER, LEWIS F	8/13/2012	Full Time	MS SPECIAL ED TEACHER	38,885.00
KUNC, JOSEPH	11/8/2011	Full Time	MS SCIENCE TEACHER	36,233.75
KUNITSKY, DIANE MARIE	11/14/2008	Full Time	HS MATH TEACHER	52,312.04
KUNKEL, WILLIAM D	8/1/2011	Full Time	HS SCIENCE TEACHER	37,117.50
KURLA, SUZANNE ELIZABETH	8/13/2012	Full Time	FAMILY COACH	50,500.00
LACEY, KIMBERLY A	1/30/2012	Full Time	GUIDANCE COUNSELOR	38,117.50
LACHOWICZ, ALEXANDRA L	8/13/2012	Full Time	MS SPECIAL ED TEACHER	35,350.00
LAMB, TRACIE A	8/2/2010	Full Time	MS 6TH GRADE TEACHER	48,196.69
LAMBERT IV, JOSEPH C	10/12/2009	Full Time	ACADEMIC COACH - HIGH SCH	38,045.44
LANZILOTTA, KRISTEN FAY	8/2/2010	Full Time	HS SPECIAL ED TEACHER	40,696.69
LAPSLEY, CARRIE ANN	8/1/2011	Full Time	ELEMENTARY TEACHER	44,257.19
LARGENT, BETH A	9/21/2009	Full Time	SPECIAL ED ENROLL SPECLST	41,643.56
LASER, MARK T	8/2/2010	Full Time	ELEMENTARY TEACHER	40,696.69
LATORE, RACHAEL LYNN	8/13/2012	Full Time	MS MATH TEACHER	38,758.75

Employee Name	Hire Date	Classification	Job Title	Salary
LAVACCA, DEBORAH ANN	2/2/2010	Full Time	HS SPECIAL ED TEACHER	40,762.97
LAVENIA, GABRIELLE SARACINO	8/13/2012	Full Time	ELEMENTARY TEACHER	37,875.00
LAVIN, ANGELA CARLY MARIE	12/19/2011	Full Time	HS SPECIAL ED TEACHER	36,233.75
LAWSON, CHRISTOPHER JOHN	11/15/2010	Full Time	MS MATH TEACHER	39,857.13
LEARN, RYAN P	2/6/2012	Full Time	HS BUSINESS TEACHER	51,762.50
LEE, ERICA MARIE	8/13/2012	Full Time	GUIDANCE COUNSELOR	51,500.00
LEONARD, AMY	8/15/2011	Full Time	GUIDANCE COUNSELOR	36,233.75
LEONARD, TANIA R	2/19/2014	Temporary	ELEM SPECIAL ED TEACHER	\$125/per day
LEPSCH, ANNA E	8/13/2012	Full Time	FAMILY COACH	35,350.00
LESCZYNSKI, TRISA ANN	8/13/2012	Full Time	HS SPECIAL ED TEACHER	35,350.00
LEWIS, NAYADA NICHOLE	8/20/2012	Full Time	HS FAMILY & CON SC TEACHER	35,350.00
LINDER, KATHY S	3/19/2014	Full Time	FAMILY COACH	38,500.00
LIPIEC, SUSAN E	8/27/2012	Full Time	MS READING SPECIALIST	35,350.00
LIPSKI , RICHARD F	4/23/2014	Temporary	FAMILY COACH	\$125/per day
LIVINGOOD BIRD, KAREN MELISSA	3/15/2011	Full Time	FAMILY COACH	38,821.88
LOCCISANO, SERENA JO	8/2/2010	Full Time	HS LIFE SKILLS TEACHER	38,175.00
LOEB, ALEXANDRA MICHELLE	3/8/2010	Full Time	STRONG START COACH	37,139.60
LOMAZOFF , LAUREN N	4/2/2014	Temporary	ELEM SPECIAL ED TEACHER	\$125/per day
LONG, CRYSTAL RENEE	1/9/2010	Full Time	STRONG START COACH	37,139.60
LONG, JESSICA B	11/16/2009	Full Time	SCHOOL HEALTH ASSISTANT	38,045.44
LOPEZ, MEGAN	11/14/2011	Full Time	ELEM SPECIAL ED TEACHER	36,233.75
LOWE, ELLISEN	8/27/2012	Full Time	MS PHYSICAL ED TEACHER	35,350.00
LUBICH, LUKE A	1/31/2012	Full Time	MS SCIENCE TEACHER	39,857.13
LUCIER, HEIDI A	8/2/2010	Full Time	STRONG START COACH	37,139.60
LUCKENBILL, EILEEN R	12/14/2009	Full Time	ELEM MATH SPECIALIST	37,139.60
LUCKIE, MIRANDA LYNN	1/30/2012	Full Time	HS DRIVER ED TEACHER	36,233.75
LYNN, SHARON	9/10/2012	Full Time	HS SPECIAL ED TEACHER	39,768.75
LYNOTT, MARY	8/22/2012	Full Time	MS LIFE SKILLS TEACHER	38,885.00
MACK, CATHRYN L	8/13/2012	Full Time	MS TEACHER	37,875.00
MACLACKLIN, TOVAH I	3/12/2014	Temporary	HS ENGLISH TEACHER	125 per day
MACUGA, ERICA LYNN	9/12/2011	Full Time	HS SPECIAL ED TEACHER	38,821.88
MAGEE, LAUREEN B	2/12/2014	Temporary	ELEMENTARY TEACHER	\$125/per day
MAHON, JILL	8/19/2013	Full Time	FAMILY COACH	37,500.00
MAHONEY, MARY ELLEN	8/1/2011	Full Time	ELEMENTARY TEACHER	38,708.25
MAINES, BETH ANN	8/1/2008	Full Time	HS ENGLISH TEACHER	51,620.50
MAIO, PAMELA	8/13/2012	Full Time	HS MATH TEACHER	37,875.00
MAKSIN, JAMIE LYNN	2/13/2012	Full Time	FAMILY COACH	37,269.00
MALAMPY, TARA LYNN	8/13/2012	Full Time	GUIDANCE COUNSELOR	35,350.00
MALATAACK, ELENA	8/13/2012	Full Time	ELEM SPECIAL ED TEACHER	50,500.00
MALLON, REGINA MARIE	8/29/2011	Full Time	MS MATH TEACHER	37,269.00
MALLOY, MARIANNE E	12/12/2011	Full Time	ELEM MATH SPECIALIST	37,269.00
MANGINI, KELLY L	9/27/2010	Full Time	MS 6TH GRADE TEACHER	37,139.60
MANLEY, NICOLE RYANN	1/23/2012	Full Time	HS MATH TEACHER	36,233.75
MARCINKIEWICZ, ILYSE BETH	8/6/2009	Full Time	ELEMENTARY TEACHER	40,052.72
MARIGLIANO, TRACEY MARIE	8/20/2012	Full Time	ELEMENTARY TEACHER	35,350.00
MARTIN , JENNIFER B	12/4/2013	Temporary	HIGH SCHOOL TEACHER - LTS	\$125/per day
MARTIN, KATEY R	11/20/2013	Temporary	STRONG START COACH	125/day
MATTIER, TAMARA	2/27/2012	Full Time	MS SPECIAL ED TEACHER	38,821.88
MAY, JESSICA MARIA	10/8/2012	Full Time	HS SOCIAL STUDIES TEACHER	41,536.25
MAZER, TIMOTHY MICHAEL	8/20/2012	Full Time	HS HEALTH & PE TEACHER	35,350.00
MCCARTHY, JAMES V	11/1/2010	Full Time	MS 6TH GRADE TEACHER	38,758.75
MCCARTHY, VALERIE LYNN	8/13/2012	Full Time	ELEMENTARY TEACHER	35,350.00
MCCAULEY, TAMARA J	8/22/2007	Full Time	HS ENGLISH TEACHER	39,130.23
MCCLEERY, JULIET G	8/13/2012	Full Time	ACADEMIC COACH- SP ED HS	38,885.00
MCCORMICK, HEATHER M	11/30/2009	Full Time	HSMUSIC TEACHER DEPTCHAIR	48,527.35
MCCRACKEN, KEVIN S	8/31/2009	Full Time	HS SCIENCE TEACHER DPT CH	42,148.56

Employee Name	Hire Date	Classification	Job Title	Salary
MCCREA, JULIE ANN	8/1/2007	Full Time	MS SOCIAL STUDIES TEACHER	41,416.31
MCCULLOUGH, KELLY S	1/14/2013	Full Time	MS READING SPECIALIST	35,350.00
MCEWEN, ELIZABETH MARY	1/2/2007	Full Time	HS SCIENCE TEACHER	43,646.11
MCGAFFIC, DIANE	8/19/2013	Full Time	HS ENGLISH TEACHER	39,270.00
MCGAW, CHAD M	9/15/2008	Full Time	HS MATH TEACHER	41,539.41
MCGLYNN, JAMES G	11/15/2010	Full Time	FAMILY COACH	39,768.75
MCGONIGAL, JAMES V	1/23/2012	Full Time	MS SPECIAL ED TEACHER	36,233.75
MCHENRY, MARTHA	12/21/2012	Full Time	RELATED SERVICES ASSIST	35,350.00
MCINTYRE, AMIRAH	4/9/2012	Full Time	HS ENGLISH TEACHER	36,233.75
MCKEOWN, JANELLE LEE	8/13/2012	Full Time	HS SPECIAL ED TEACHER	35,350.00
MCLAUGHLIN, KIMBERLY RENEE	8/13/2012	Full Time	RELATED SERVICES ASSIST	38,875.00
MCLAUGHLIN, KRISTINA A	11/6/2013	Full Time	MS SOCIAL STUDIES TEACHER	35,000.00
MCNULTY, COREY THOMAS	8/20/2012	Full Time	HS MATH TEACHER	37,875.00
MCNULTY, MICHAEL S	8/2/2010	Full Time	FAMILY COACH	42,556.21
MCQUAIDE, DAVID JOHN	8/1/2011	Full Time	HS MATH TEACHER	41,410.00
MCQUAIDE, THERESA J	1/8/2007	Full Time	FAMILY COACH	42,552.56
MCQUILLAN, CATHERINE M	8/27/2012	Full Time	HS SOCIAL STUDIES TEACHER	35,350.00
MCQUILLAN, MICHAEL T	9/20/2010	Full Time	FAMILY COACH	40,727.72
MCTAGUE, DEBRA M	8/13/2012	Full Time	HS MATH TEACHER	35,350.00
MELLON, SAMANTHA E	11/29/2011	Full Time	HS ENGLISH TEACHER	36,233.75
METZ, AMBER L	11/2/2011	Full Time	HS WORLD LANGUAGE TEACHER	36,233.75
MEYER, JENNIFER L	2/13/2012	Full Time	HS SOCIAL STUDIES TEACHER	36,233.75
MEZA-RUSHANAN, DEVIN	9/24/2013	Full Time	HS HEALTH & PE TEACHER	35,000.00
MILD, KATIE COLLEEN	9/10/2012	Full Time	ACADEMIC COACH - HIGH SCH	35,350.00
MILLER, JEFFREY P	1/2/2007	Full Time	HS SPECIAL ED TEACHER	52,745.12
MILLER, JODEEN E	8/1/2008	Full Time	FAMILY COACH	42,574.66
MILLER, MARCIE LYNN	11/21/2011	Full Time	HS SPECIAL ED TEACHER	36,233.75
MILLER, REBECCA SUSAN	4/1/2008	Full Time	HS ENGLISH TEACHER	39,986.54
MILLER, SAMANTHA	8/19/2013	Full Time	FAMILY COACH	37,500.00
MINDLIN, ELISA L	8/15/2011	Full Time	GUIDANCE COUNSELOR	37,786.63
MIRTH II, RICHARD MICHAEL	8/15/2008	Full Time	MS ENGLISH TEACHER	54,196.10
MISLANOVICH, ALISON MARIE	8/1/2011	Full Time	HS ENGLISH TEACHER	39,857.13
MISLANOVICH, KELSEY LYN	11/21/2011	Full Time	SCHOOL NURSE	36,233.75
MOLDENHAUER, HOPE R	5/16/2010	Full Time	ELEM SPECIAL ED TEACHER	47,331.63
MOLETON, CHRISTEN	9/9/2013	Full Time	MS SCIENCE TEACHER	37,500.00
MOLNAR, JENNIFER SOLE	8/20/2012	Full Time	MS SOCIAL STUDIES TEACHER	37,875.00
MONTERROSO, JACQUELINE JAY	1/14/2013	Full Time	FAMILY COACH	35,350.00
MOSER, CHRISTINE ANN	8/1/2011	Full Time	GUIDANCE COUNSELOR COACH	36,233.75
MOSER, ERICA L	8/1/2007	Full Time	ELEM TEACHER - DEPT CHAIR	59,258.06
MULHOLLAN, BETH ANN	6/23/2011	Full Time	PARENT ENGAGEMENT COORD	40,286.70
MULLEN, AMANDA M	11/15/2010	Full Time	FAMILY COACH	59,583.33
MULLEN, CHAD P	1/31/2012	Full Time	HS MATH TEACHER	38,821.88
MULVEY, JOANNE C	4/27/2009	Full Time	HS SCIENCE TEACHER	38,045.44
MURTAUGH, KATE LOUISE	8/13/2012	Full Time	HS MATH TEACHER	35,350.00
NAGY, FRANK BARTON	10/24/2011	Full Time	READING SPECIALIST-LNR CT	36,233.75
NAPOLI, MIA	8/13/2012	Full Time	HS SPECIAL ED TEACHER	47,875.00
NATALE, VALERIE L	8/27/2012	Full Time	HS ART TEACHER	36,360.00
NAUGHTON, BECKY L	11/21/2011	Full Time	ELEMENTARY TEACHER	37,269.00
NAWN, ERIN MARIE	8/20/2012	Full Time	FAMILY COACH	35,350.00
NELSON, EILEEN CLAIRE	8/29/2011	Full Time	STUDENT ISP COORDINATOR	38,821.88
NETTLES, KATHRYN ELOISE	8/3/2009	Full Time	HS SOCIAL STUDIES TEACHER	39,542.98
NICHOLAS, JESSE	8/19/2013	Full Time	HS SCIENCE TEACHER	38,500.00
NICHOLS, CHRISTINA MARIE	1/26/2009	Full Time	ELEM MATH SPECIALIST	38,746.33
NICHOLSON, JESSICA NICOLE	9/17/2007	Full Time	ACADEMIC COACH - K-5	43,043.62
NICKERSON LITTLE, CHRISTY ELIZABETH	11/21/2011	Full Time	HS ENGLISH TEACHER	47,268.75
NOBLE, BECKY MARIE	8/13/2012	Full Time	HS ENGLISH TEACHER	40,526.25

Employee Name	Hire Date	Classification	Job Title	Salary
NOVIA, GABRIELLE M	1/30/2012	Full Time	K12 SPEECH & LANG TEACHER	37,117.50
NUDO ALBERTI, JENNIFER M	11/23/2009	Full Time	HS SCIENCE TEACHER	62,951.20
NUGENT, EMILY ELIZABETH	8/1/2011	Full Time	MS SS DEPART CHAIR	39,768.75
NUGENT, STEPHEN R	10/10/2011	Full Time	MS 6TH GRADE TEACHER	41,268.75
OAKES, CASEY LOUISE	3/21/2012	Full Time	TRANSCRIPT COORDINATOR	36,233.75
O'BRIEN, KAITLIN N	12/13/2011	Full Time	HS WORLD LANGUAGE TEACHER	41,410.00
OGRODNIK, YANIRA D	8/1/2007	Full Time	HS AUTISTIC SUPP TEACHER	42,574.66
OLSAVSKY, MICHELLE LENORE	2/21/2012	Full Time	ELEM SPECIAL ED TEACHER	36,233.75
ONEILL, CAROLYN JEANNE	8/13/2012	Full Time	HS SOCIAL STUDIES TEACHER	35,350.00
ORANGIS, CHRISTINA L	1/31/2012	Full Time	HS MATH TEACHER	36,233.75
PACHECO, JOSE ROBERT	9/22/2008	Full Time	FAMILY COACH - PROG SUPP	38,951.29
PAGAN, EUFEMIO	10/19/2009	Full Time	HS SPECIAL ED TEACHER	46,548.38
PAGLIEI, LYNN MARIE	3/9/2009	Full Time	MS ENGLISH TEACHER	44,895.63
PALIVODA, SHERI L	12/19/2011	Full Time	GUIDANCE COUNSELOR COACH	39,857.13
PALME, JILL ELIZABETH	11/30/2009	Full Time	CLASSROOM COACH	58,000.00
PALUSZEK, THOMAS FRANCIS	8/13/2012	Full Time	FAMILY COACH	45,450.00
PANZA, JANET FAY	8/1/2011	Full Time	MS SPECIAL ED TEACHER	38,821.88
PAOLINO, KIMBERLY A	8/1/2011	Full Time	HS SPECIAL ED TEACHER	38,821.88
PARKES, GEMMA M	8/13/2012	Full Time	MS MATH SPECIALIST	37,875.00
PASTIN, LAURIE LYNN	9/17/2012	Full Time	GUIDANCE COUNSELOR	36,233.75
PATTERSON, WHITNEY LYNNE	9/14/2009	Full Time	MEDICAL ACCESS SPECIALIST	54,325.29
PAVLIK, STACEY M	1/8/2014	Full Time	HS ENGLISH TEACHER	35,000.00
PEASE, KELLY ANN	9/4/2012	Full Time	ELEM SPECIAL ED TEACHER	35,000.00
PELISSIER, MICHELLE	8/27/2012	Full Time	GUIDANCE COUNSELOR	38,885.00
PERROTTA, ANTOINETTE	2/13/2012	Full Time	HS SPECIAL ED TEACHER	51,762.50
PERUSO, JENNIFER C	11/21/2011	Full Time	FAMILY COACH	36,233.75
PETRAGLIA, STELLA JANE E	8/27/2012	Full Time	HS ENGLISH TEACHER	35,350.00
PETRUZZELLI, DENA MARIE	8/1/2011	Full Time	HS SCIENCE TEACHER	39,768.75
PFEIFFER, ERIC JAMES	1/3/2012	Full Time	FAMILY COACH	37,269.00
PFROGNER, DONNA GAZICA	8/1/2011	Full Time	HS ENGLISH TEACHER	37,117.50
PHELAN, KERI LYNN	8/15/2011	Full Time	PAYROLL SPECIALIST	39,857.13
PHENGVATH , AMORINE	10/23/2012	Full Time	MS SS DEPART CHAIR	40,000.00
PHILLIPS, JILL MARIE	8/3/2010	Full Time	ATTENDANCE & TRUANCY COOR	43,257.19
PICKENS, ASHLEY ELIZABETH	8/2/2010	Full Time	K-8 Counselor	42,072.56
PILSITS, ALYSSA	8/27/2012	Full Time	FAMILY COACH	50,500.00
PINCHERRI, BRIANA L	8/1/2011	Full Time	MS SPECIAL ED TEACHER	39,857.13
PINZARRONE , FRANCIS G	12/11/2013	Full Time	MS SPEC ED TEACH LRN CTR	38,500.00
PITCHFORD, TAMIKA	11/8/2010	Full Time	ELEM SPECIAL ED TEACHER	48,821.88
PITTMAN, SARAH B	1/30/2012	Full Time	HS HEALTH & PE TEACHER	39,758.75
PLATT, KEITH A	8/1/2007	Full Time	FAMILY COACH	40,478.52
PLEASANT-HARRIS, ALISA	8/27/2012	Full Time	FAMILY COACH	35,350.00
POSTLER, SUZANNE	9/5/2011	Full Time	ELEM MATH SPECIALIST	36,233.75
PRATT, ROBERT JAMES	8/2/2010	Full Time	FAMILY COACH	37,139.60
PRATT, MOLLY	8/27/2012	Full Time	CLASSROOM COACH	35,350.00
PRITCHETT, CRYSTAL	4/23/2012	Full Time	ACADEMIC COACH- SP ED HS	47,975.00
PRONIO, MARY F	2/14/2011	Full Time	MS SPECIAL ED TEACHER	39,857.13
PUNTES, DANIEL JOE	8/13/2012	Full Time	FAMILY COACH	35,350.00
PURDY HUNSBERGER, LINDA	1/17/2012	Full Time	HS HEALTH & PE TEACHER	38,821.88
PURNELL, BARBARA MAREITTA	10/10/2011	Full Time	FAMILY COACH	38,821.88
PURNELL, DANIEL M	8/29/2012	Full Time	FAMILY COACH	37,875.00
PUSKAR, KATHRYN P	7/1/2006	Full Time	ELEMENTARY TEACHER	51,725.77
PYTKO, JONATHAN CLAYTON	1/12/2009	Full Time	HS SOCIAL STUDIES TEACHER	40,633.56
QUACKENBUSH, KELLY J	8/2/2010	Full Time	ELEM READING SPECIALIST	40,696.69
QUINN, PAMELA J	1/4/2010	Full Time	HS SPECIAL ED TEACHER	37,139.60
QUISITO, TARA ANN	10/8/2007	Full Time	GUIDANCE COUNSELOR	59,268.03
RABE, MICHELLE L	8/13/2012	Full Time	HS SPECIAL ED TEACHER	35,350.00

Employee Name	Hire Date	Classification	Job Title	Salary
RADIO, SCOTT G	8/13/2012	Full Time	MS SCIENCE TEACHER	37,875.00
RAGOZZINO, KIM	9/30/2013	Full Time	MS SCIENCE TEACHER	38,625.00
RAHIM, ZAKIA AMINA	11/12/2012	Full Time	TRUANCY PREVENTION COORD	50,500.00
RAMSEY, JESSICA ELIZABETH	10/10/2011	Full Time	FAMILY COACH	36,233.75
RANOIA , STEPHANIE	1/8/2014	Temporary	ELEMENTARY TEACHER	125/DAY
RAU, SARAH ELIZABETH	8/13/2012	Full Time	HS SCIENCE TEACHER	35,350.00
READ, ALLISON BERKOWITZ	1/30/2012	Full Time	HS ENGLISH TEACHER	38,821.88
REAVES, ANTOINETTE M	2/26/2014	Temporary	FAMILY COACH	125/day
REAVES, MICHAEL B	8/1/2011	Full Time	FAMILY COACH	36,233.75
REBER, BRITTANY E	10/1/2013	Full Time	MS LIFE SKILLS TEACHER	38,500.00
REBER, KARYN L	11/14/2011	Full Time	ACADEMIC COACH - K-5	43,808.75
REGAN, VIRGINIA MANNING	8/25/2010	Full Time	MS 6TH GRADE TEACHER	40,696.69
REIBER, KIERSTEN LEANN	10/4/2010	Full Time	ELEMENTARY TEACHER	38,045.44
REIMAN, BRITTANY P	2/6/2012	Full Time	MS SPECIAL ED TEACHER	38,733.75
REIMERS, NANCY	8/19/2013	Full Time	ELEM SPECIAL ED TEACHER	38,500.00
REIMERS, STACEY L	10/16/2009	Full Time	HS SPECIAL ED TEACHER	40,633.56
REIS, DERICK J	10/10/2011	Full Time	MS 6TH GRADE TEACHER	36,233.75
REX, SHELLEY R	8/1/2011	Full Time	FAMILY COACH	39,768.75
RICHARDSON, COLLEEN SHANNON	10/29/2008	Full Time	ADVANCED LEARNERS COORD	42,640.54
RIGGS, JOHN	8/27/2012	Full Time	HS ENGLISH TEACHER	37,875.00
RINALDI, ANDREW J	1/31/2012	Full Time	HS MUSIC TEACHER	38,821.88
RITCHIE, LEEANN B	10/24/2011	Full Time	ACADEMIC COACH - HIGH SCH	48,344.25
ROBERTS, JANIE LEA	12/21/2009	Full Time	ELEMENTARY TEACHER	37,139.60
ROCKOWER, MINDY SHARON	11/18/2008	Full Time	GUIDANCE COUNSELOR	54,515.60
ROGERS, JEANNINE L	8/13/2012	Full Time	FAMILY COACH	37,875.00
ROGERS, JESSICA A	3/17/2008	Full Time	ACADEMIC COACH- SP ED HS	53,961.06
ROLLMAN, ANDREA K	8/1/2011	Full Time	FAMILY COACH	36,233.75
RONCO, HEATHER LYNN	10/17/2007	Full Time	FAMILY COACH	38,951.29
RONOSKY, SARAH MARIE	8/13/2012	Full Time	HS SPECIAL ED TEACHER	37,875.00
RORIE, TYRONE ANTHONY	8/13/2012	Full Time	FAMILY COACH	37,875.00
ROSENBERGER, SHAUNA	10//9/2013	Full Time	ELEMENTARY TEACHER	35,000.00
ROSSITER III, RICHARD M	2/8/2010	Full Time	ELEM SPECIAL ED TEACHER	37,139.60
RUDY, ANGELA MARIE	8/13/2012	Full Time	FAMILY COACH	35,350.00
RYAN, RACHEL CORINNE CROW	1/20/2009	Full Time	MS LIFE SKILLS TEACHER	40,570.44
SAID, ANDREW E	8/2/2010	Full Time	GUIDANCE COUNSELOR	54,025.00
SAMAR, LISA STEPPE	10/9/2008	Full Time	ELEM READING SPECIALIST	42,574.66
SANDS, JEAN A	3/7/2011	Full Time	FAMILY COACH	36,233.75
SANTORE, ALICIA	8/27/2012	Full Time	MS ENGLISH TEACHER	37,875.00
SARBER, KENNETH OGDEN	8/19/2013	Full Time	ELEMENTARY TEACHER	37,500.00
SATTLER, EMILY R	1/3/2012	Full Time	MS SOCIAL STUDIES TEACHER	36,233.75
SAVITZ, LISA KAY	12/5/2011	Full Time	HS SPECIAL ED TEACHER	38,821.88
SAWYER, RASHIDA R	8/27/2012	Full Time	FAMILY COACH	35,350.00
SAXTON, BRENNNA	8/19/2013	Full Time	MS SOCIAL STUDIES TEACHER	35,000.00
SCHAEFFER, DEBORAH JUDITH	4/2/2009	Full Time	MS SPECIAL ED TEACHER	41,804.55
SCHAEFFER, TONIA LEE	1/17/2012	Full Time	ELEMENTARY TEACHER	38,821.88
SCHALL, DANIELLE MARIE	8/13/2012	Full Time	ELEM SPECIAL ED TEACHER	35,350.00
SCHEIB, ALYSON JAYE	7/1/2006	Full Time	ACADEMIC SUPPORT COACH MS	55,181.78
SCHEIB, ERIC J	7/1/2006	Full Time	ACADEMIC SUPPORT COACH HS	56,678.35
SCHEIRER, MICHAEL J	2/6/2012	Full Time	HS SOCIAL STUDIES TEACHER	36,233.75
SCHMEHL, VIRGINIA ELIZABETH	12/12/2011	Full Time	MS 6TH GRADE TEACHER	36,233.75
SCHMIDT, ASHLEY BROOKE	8/13/2012	Full Time	ELEM SPECIAL ED TEACHER	37,117.50
SCHNALL, SAMUEL ADAM	9/24/2013	Full Time	ELEMENTARY TEACHER	35,000.00
SCHREINER, JENNA M	11/29/2010	Full Time	SPECIAL ED ENROLL SPECLST	45,257.19
SCHUSTER, ANDREA A	9/24/2013	Full Time	ELEMENTARY TEACHER	35,000.00
SCHWARTZ, OLIVIA MARIE	8/13/2012	Full Time	ELEMENTARY TEACHER	35,350.00
SCHWEIZER, CARA MARIE	8/13/2012	Full Time	HS SCIENCE TEACHER	35,350.00

Employee Name	Hire Date	Classification	Job Title	Salary
SCOTILLO , CHRISTINA M	3/26/2014	Temporary	HS SPECIAL ED TEACHER	125 per day
SCOTT, JESSICA LAUREN	10/15/2007	Full Time	ELEM SPECIAL ED TEACHER	41,517.00
SEKURAS, TABITHA ANN	10/17/2011	Full Time	MS ENGLISH TEACHER	38,821.88
SENKOWSKI, ANDREW J	11/29/2011	Full Time	MATH SPECIALIST-LEARN CTR	47,722.50
SHAFFER, GINGER P	9/22/2008	Full Time	FAMILY COACH	41,539.41
SHAFFER, JAMES	8/19/2013	Full Time	MS SOCIAL STUDIES TEACHER	37,500.00
SHAFFER, LAUREN ELIZABETH	8/1/2008	Full Time	ACADEMIC COACH - MS	52,086.26
SHAPIRO , CINDY K	1/8/2014	Temporary	ELEMENTARY TEACHER	125/DAY
SHAUL, MATTHEW THOMAS	1/17/2012	Full Time	HS MUSIC TEACHER	36,233.75
SHEA, AMY M	2/27/2012	Full Time	GUIDANCE COUNSELOR	50,500.00
SHEARER, MARTINA S	8/27/2012	Full Time	MS SPECIAL ED TEACHER	37,875.00
SHEARER, MARY	9/1/2013	Full Time	PAYROLL COORDINATOR	50,000.00
SHEBECK, REGAN LYNNE	10/17/2007	Full Time	ACADEMIC SUPPORT COACH HS	51,566.81
SHERMAN , PRISCILLA M	1/23/2014	Temporary	ELEMENTARY TEACHER	125/DAY
SHIELDS, THOMAS RICHARD	8/2/2010	Full Time	HS WORLD LANG \$\$\$ TEACHER	41,696.69
SHIVETTS, STEPHANIE LYNN	8/13/2012	Full Time	GUIDANCE COUNSELOR	50,500.00
SHONBERG, CYNTHIA	8/19/2013	Full Time	HS SCIENCE TEACHER	39,655.00
SHULTZ, JILL ILENE	8/13/2012	Full Time	ELEM READING SPECIALIST	38,885.00
SHUTTLEWORTH, STEPHEN A	1/17/2012	Full Time	HS SOCIAL STUDIES TEACHER	36,233.75
SILBERMAN, HEATHER S	8/1/2007	Full Time	HS SPECIAL ED TEACHER	46,658.64
SIMMONS JR, JAMES LEE	8/13/2012	Full Time	CLASSROOM COACH	47,975.00
SIMPSON, NICHOLE LOUISE	8/13/2012	Full Time	HS ART TEACHER	35,350.00
SINAN, MEGAN C	10/23/2012	Full Time	HS MATH TEACHER	35,350.00
SINCLAIR, SHANNON	8/13/2012	Full Time	MS SPECIAL ED TEACHER	38,850.00
SIWIK, KAREN ANNETTE	1/3/2011	Full Time	SPECIAL ED RECORDS ASST	36,233.75
SKOLNIK, EVAN M	8/26/2013	Full Time	SCHOOL PSYCHOLOGIST	55,000.00
SMITH, ASHLEY R	8/13/2012	Full Time	MS 6TH GRADE TEACHER	37,875.00
SMITH, CODY JOHN	12/19/2011	Full Time	MS SOCIAL STUDIES TEACHER	36,233.75
SMITH, DAVID C	12/19/2011	Full Time	HS SCIENCE TEACHER	36,233.75
SMITH, FAWN MICHELE	8/2/2010	Full Time	STRONG START COACH	38,045.44
SMITH, JEREMY CHARLES	1/23/2012	Full Time	FAMILY COACH	36,233.75
SMITH, JOSEPH BART	2/6/2012	Full Time	HS SCIENCE TEACHER	39,821.88
SMITH, PATRICIA MARIE	2/14/2011	Full Time	HS MATH TEACHER	40,829.25
SMITH, STEPHANIE R	11/1/2010	Full Time	FAMILY COACH	36,233.75
SMITH, TONYA L	1/2/2007	Full Time	HS ENGLISH TEACHER	43,698.96
SNEERINGER, JENNIFER	8/27/2012	Full Time	HS SPECIAL ED TEACHER	37,875.00
SNYDER, DIANE	8/13/2012	Full Time	ELEMENTARY TEACHER	38,001.25
SNYDER, KELLY LEIGH	10/25/2010	Full Time	MS ENGLISH TEACHER	39,727.72
SODA, LORY A	10/10/2007	Full Time	HS HEALTH & PE TEACHER	43,613.06
SOLOMAN, SHENEKA TYVETTE OCTAVIA	8/15/2011	Full Time	FAMILY COACH - PROG SUPP	52,797.75
SONLIN, ALLISON MOTT	8/13/2012	Full Time	HS ENGLISH TEACHER	35,350.00
SOSONKIN, JAIME	8/1/2011	Full Time	FAMILY COACH	39,768.75
SPEARING, LANORE	1/10/2011	Full Time	LEARNING CTR SUPP COORD	47,331.63
SPESS, CHANTEL A	8/1/2008	Full Time	HS SOCIAL STUDIES TEACHER	44,774.25
SPRATT, LESLIE D	9/26/2007	Part Time	ELEM LIFE SKILLS TEACHER	23,370.77
STABILITO, CATHERINE M	8/1/2011	Full Time	MS SOCIAL STUDIES TEACHER	39,768.75
STAHLE, CHERYL	11/8/2011	Full Time	HS ENGLISH TEACHER	39,857.13
STANEK, MICHAEL	11/12/2012	Full Time	HS MATH TEACHER	40,526.25
STANFORTH, MELANIE	8/27/2012	Full Time	SPEECH PATHOLOGIST	48,985.00
STAPLES, CARLY	9/16/2013	Full Time	MS SPECIAL ED TEACHER	35,000.00
STARK, SUSAN L	12/5/2011	Full Time	HS SOCIAL STUDIES TEACHER	36,233.75
STEBBINS, ASHLEY LAUREN	12/12/2011	Full Time	FAMILY COACH	36,233.75
STECKEL, TRICIA ROSE	11/14/2008	Full Time	HS MATH TEACHER	39,080.69
STECKER, PAMELA	8/13/2012	Full Time	MS ENGLISH TEACHER	40,375.00
STEINBERG, NATALIE BLAIR	10/10/2011	Full Time	ELEMENTARY TEACHER	36,233.75
STEVENS, BETH ANN	10/4/2010	Full Time	ELEMENTARY TEACHER	40,762.97

Employee Name	Hire Date	Classification	Job Title	Salary
STEVENS, KRISTA SUZANNE	2/19/2007	Full Time	ELEM TEACHER - DEPT CHAIR	44,052.56
STEWART, DIANE E	8/25/2010	Full Time	MS MATH TEACHER	39,727.72
STILES, HEATHER	9/27/2010	Full Time	HS SCIENCE TEACHER	37,139.60
Stine, Tara	9/24/2013	Full Time	ELEM SPECIAL ED TEACHER	37,875.00
STOUDT, RACHEL E	10/18/2010	Full Time	ELEMENTARY TEACHER	37,139.60
STRONG, KIMBERLY	8/13/2012	Full Time	ELEMENTARY TEACHER	37,875.00
STULTZ, DEBORAH L	8/15/2011	Full Time	CERTIFIED SCHOOL NURSE	63,377.50
STUMP, SHELLEY A	8/1/2011	Full Time	SPECIAL ED ENROLL SPECLST	45,839.26
SUKANICK, PETER D	12/19/2011	Full Time	HS HEALTH & PE TEACHER	38,821.88
SULUKI, NAEEMAH	8/27/2012	Full Time	FAMILY COACH	37,875.00
SUPER, LAURIE GAIL	8/25/2010	Full Time	FAMILY COACH	37,139.60
SUTTON, ANNE O	7/25/2011	Full Time	SPECIAL ED PROJECT ASST	42,420.00
SWIFT MERRICK, TRACY L	8/1/2011	Full Time	TRUANCY PREVENTION COORD	51,762.50
SWINDELL, GAILA J	11/29/2011	Full Time	FAMILY COACH	36,233.75
SZERLAG, JENNIFER MARIE	8/27/2012	Full Time	FAMILY COACH	35,350.00
TAINTER, ERIN F	10/16/2012	Full Time	MS SCIENCE TEACHER	37,875.00
TALLEY, TAMMY IRENE	8/13/2012	Full Time	FAMILY COACH	37,875.00
TARPLEY, ALONNA DIANE	8/29/2011	Full Time	FAMILY COACH	36,233.75
TAYLOR, LAURA E	1/23/2014	Temporary	MIDDLE SCHOOL TEACHER	125/DAY
TERRELL, FALLON NICOLE	8/13/2012	Full Time	K-8 Counselor	50,000.00
THATCHER, KRISTIN ANNE	2/21/2012	Full Time	FAMILY COACH	36,233.75
THAYER, BARBARA JEAN	9/27/2010	Full Time	HS ENGLISH TEACHER	40,727.72
THOMAS, CHRISTINE WILES	8/1/2011	Full Time	MS SPECIAL ED TEACHER	38,821.88
THOMAS, JENNINE MICHELLE	8/2/2010	Full Time	HS SOCIAL STUDIES TEACHER	40,727.72
THOMAS, JOHN C	9/28/2009	Full Time	ACADEMIC COACH - MS	45,809.81
THOMAS, MICHELLE	8/27/2012	Full Time	FAMILY COACH	37,875.00
THOMAS, ROBERT JOHN	1/17/2012	Full Time	HS ART TEACHER	36,233.75
THOMPSON, DANA C	12/28/2009	Full Time	SPEC ED RELATED SERV COOR	54,413.58
THOMPSON, KIMBERLY RAE	9/15/2008	Full Time	FAMILY COACH	43,613.06
TILSNER, MICHELLE	3/31/2008	Full Time	MS READING SPECIALIST	43,613.06
TRAUGER, BRITTANY	8/20/2012	Full Time	MS LIFE SKILLS TEACHER	35,350.00
TROBMAN, MICHELE LEE	12/19/2011	Full Time	FAMILY COACH	36,233.75
TWIDDY, MICHELE RENEA	8/23/2010	Full Time	MS ENGLISH TEACHER	38,174.85
TYBL, M. SUSAN	3/19/2014	Temporary	MS TEACHER	125 per day
UTTECHT, MONIQUE CHRISTINE	1/3/2012	Full Time	HS SPECIAL ED TEACHER	39,821.88
VARGAS, BETH ANNE	9/12/2007	Full Time	ELEMENTARY TEACHER	43,562.36
VASIL, JAY J	8/1/2011	Full Time	HS HEALTH & PE TEACHER	42,556.65
VAZQUEZ, MARIA DEL ROSARIO	9/14/2009	Full Time	SP ED STUDENT COMPL COORD	38,973.38
VISAYA LOUB, MARA ANN	1/23/2012	Full Time	HS TRANSITION TEACHER	38,821.88
VOGEL, JENNIFER E	3/5/2008	Full Time	STRONG START COACH	39,901.31
VOLPE, VALLORRIE FITZGERALD	8/1/2008	Full Time	MS MATH TEACHER	39,901.31
VON GROSSEN, ASHLEY DANEEN	8/13/2012	Full Time	FAMILY COACH	35,350.00
VOSHELLE, LISA CHADDOCK	12/5/2011	Full Time	HS HEALTH & PE TEACHER	36,233.75
WAGNER, NANCY ELIZABETH	9/5/2007	Full Time	FAMILY COACH - PROG SUPP	50,339.04
WALKER, TARA M	9/12/2012	Full Time	HS SPECIAL ED TEACHER	38,625.00
WALLACE, ALLISON M	3/5/2014	Temporary	FAMILY COACH	125 per day
WALSH, MARY ELISE	2/6/2012	Full Time	HS ENGLISH TEACHER	36,233.75
WALTERS SEIDEL, KRISTIN ANN	8/20/2012	Full Time	COMMUNITY COORDINATOR	40,526.25
WALTERS, MELANIE A	12/5/2011	Full Time	HS SCIENCE TEACHER	39,857.13
WALTON, SUSAN ANN	12/5/2011	Full Time	HS MATH TEACHER	39,857.13
WARD ILLICH, MICHELE RENEE	9/4/2012	Full Time	TRUANCY PREVENTION COORD	50,500.00
WATERS, NANCY MIRIAM	10/24/2011	Full Time	HS BUSINESS TEACHER	39,857.13
WATTERS, ANN M	11/29/2012	Full Time	RECORDS ASSISTANT	35,713.60
WAYLONIS, LORI L	8/1/2011	Full Time	FAMILY COACH	38,733.75
WAYNE, NOELLE MARIE	8/20/2012	Full Time	HS ENGLISH TEACHER	37,875.00
WEAGLEY, MAGGIE BETH	9/8/2008	Full Time	ELEM MATH SPECIALIST	42,574.53

Employee Name	Hire Date	Classification	Job Title	Salary
WEAVER, KARLA RAE	8/13/2012	Full Time	HS SPECIAL ED TEACHER	38,885.00
WEIDNER, MARYANN LOUISE	9/13/2010	Full Time	STRONG START COACH	37,139.60
WEIK, MEGHAN E	11/14/2011	Full Time	GUIDANCE COUNSELOR	51,762.50
WEIKERT, SARAH E	12/19/2011	Full Time	HS ART TEACHER	38,821.88
WEINSTOCK , TRACY E	11/13/2013	Full Time	MS MATH SPECIALIST	35,000.00
WEIRICH, STEPHANIE ERIN	1/3/2012	Full Time	MS MATH DEPARTMENT CHAIR	41,357.13
WELDON, ERIN	8/27/2012	Full Time	HS SPECIAL ED TEACHER	37,117.50
WESLEY, MINDY C	8/13/2012	Full Time	HS SPECIAL ED TEACHER	37,850.00
WHIPPO, JANET DEMAY	8/14/2007	Full Time	ELEM READING SPECIALIST	42,690.25
WHITE, REBECCA ANN	8/13/2012	Full Time	FAMILY COACH	37,875.00
WHITEBREAD, AUTUMN LEE	8/1/2008	Full Time	ELEM TEACHER - DEPT CHAIR	44,039.41
WHITED, BARRON GENE	10/10/2011	Full Time	GUIDANCE COUNSELOR	51,762.50
WHITMOYER, JESSICA LYNN	8/9/2010	Full Time	HS SOCIAL STUDIES TEACHER	42,252.72
WHITNEY, GITA	8/1/2007	Full Time	ELEMENTARY TEACHER	42,574.66
WIDDOP, CHRISTEN BARBARA	8/1/2011	Full Time	ELEM SPECIAL ED TEACHER	38,821.88
WILLEY, BRITTANY	8/27/2012	Full Time	HS SPECIAL ED TEACHER	35,350.00
WILLIAMS, JUSTIN R	2/6/2012	Full Time	FAMILY COACH	38,758.75
WILLIAMS, MARIE	9/13/2010	Full Time	ACADEMIC COACH - HIGH SCH	48,502.10
WILLIAMS, RHONDA SHELLNBARGBER	1/17/2012	Full Time	HS ENG TEACHER-DEPT CHAIR	40,258.75
WILLISON, JUDITH A	8/13/2012	Full Time	FAMILY COACH	36,360.00
WILSON, LAUREN	8/19/2013	Full Time	ELEMENTARY TEACHER	38,500.00
WILSON, LYNN A	9/8/2009	Full Time	MS RTII COORDINATOR	46,460.00
WINSON, ERIC LEE	10/25/2010	Full Time	FAMILY COACH	38,045.44
WINSON, REBECCA MICHELLE	11/8/2011	Full Time	ELEMENTARY TEACHER	36,233.75
WITMAN, MORGAN RAE	8/1/2011	Full Time	HS SPECIAL ED TEACHER	38,821.88
WOODLIN, PETA GAYE S	10//9/2013	Temporary	HS ENGLISH TEACHER	125/day
WOODS, KIMYATTA BELYNDA	8/15/2011	Full Time	FAMILY COACH	36,233.75
WORRELL, KIMBERLY A	9/5/2013	Full Time	HS MATH SPECIALIST	37,500.00
WRIGHT, JESSICA A	8/13/2012	Full Time	FAMILY COACH	38,885.00
WRIGHT, KATHLEEN ANN	8/13/2012	Full Time	ELEMENTARY TEACHER	35,350.00
WRIGLEY, CHRISTOPHER S	10/10/2011	Full Time	FAMILY COACH	36,233.75
WRIGLEY, SANDI FAITH	10/18/2010	Full Time	ELEM MATH SPECIALIST	38,045.44
WRZESNIEWSKI, ELAINA PAULINE	9/5/2012	Full Time	SPECIAL ED ENROLL ASSIST	40,350.00
YEAGER, DEIRDRE ANN	8/13/2012	Full Time	HS MATH TEACHER	37,875.00
ZAKIELARZ, PAMELA ASHLEY	11/8/2011	Full Time	GUIDANCE COUNSELOR	51,762.50
ZANETTI, HOLLI ANN	8/19/2013	Full Time	ELEM READING SPECIALIST	37,500.00
ZEISLOFT, ROXANNE BOGO	8/13/2012	Full Time	GUIDANCE COUNSELOR	50,500.00
ZELINKA, TRISTAN	8/27/2012	Full Time	HS ENGLISH TEACHER	39,642.50
ZENEFSKI, HEIDI LYNN	8/19/2013	Full Time	HS SPECIAL ED TEACHER	39,655.00

Since
1969



ELECTRONIC SECURITY CORP. OF AMERICA

254 Fairview Road
Woodlyn, PA 19094

(610) 833-5400
Central Station Fax:
Administration Fax:

(800) 224-ESCA
(610) 833-2720
(610) 521-5804

May 20, 2014

Agora Cyber Charter School
989 Old Eagle School Road
Wayne, PA 19087
Attn: Ms. Karenann Young

Site: 989 Old Eagle School Road, Wayne, Pa 19087

Re: Local Access Control System, Time & Attendance System.

Dear Ms. Young and Gentlemen,

Electronic Security Corporation of America is pleased to introduce you and your firm to affordable, effective building access control and management. We have been in business since 1969 and have been providing this type of service to building management companies since 1984. We look forward to providing your firm with our time proven approach.

Some of the buildings we are providing this type of service to are:

642 North Broad Street ----- Phila. Corp of Aging
401 North Twenty First Street ----- Delaware Valley Transplant
123 Chestnut Street ----- P & A Associates
5 Great Valley Parkway ----- Liberty Realty Trust
Provident Place 1 & 2 ----- Grubb & Ellis
1811 Chestnut Street ----- Grubb & Ellis
Westlake's Corporate Center ----- Mac-Cali Realty Corporation

For your facility, Electronic Security Corporation will address the areas specified.

- Local Access Control System
- Security System for Building
- Individual Suite Supervised Access Control System
- Fire Alarm System
- Visitors Entry Phone
- Time & Attendance Reporting
- Closed Circuit Television System

Local Access Control System

The Local Access Control System supervises general entry into your suite. It is composed of an access control panel(s), card reader(s), and door locking devices. This system allows employees to enter the suite during and after normal business hours. The door or doors are locked and unlocked by powerful magnetic locks, which are energized through a backup power supply, so during a utility company power failure your doors will continue to be locked for a predetermined amount of time. In some cases mechanical door strikes are used, however they do not provide supervised notification of a door being properly locked.

Your Computer Software will lock and unlock your door or doors at pre-established times, programmable by a 365 day timer. Your computers will take control of granting access into the suite or areas of your liking. Authorized security cardholders will present their electronically coded security card to the card reader at the designated door they wish to enter. This will unlock the door to allow entry. Once in the suite the door will close and lock behind them.

When someone requests access (card or ID number) and our system grants it, your Computer Software logs who entered, what time and day, and what door was opened. All programming of new tenants, employees, security cards and personal ID numbers are controlled from your Computers.

All of our systems meet UL Approval and all local and state fire codes. They require that all magnetically locked doors be unlocked in the event of a fire in the building, therefore we tie our systems into the buildings fire alarm.

Some of the Advantages of Our Systems are:

- A. Our Access Cards or Personal ID's will identify each individual that enters the building.
- B. Your Computer Software logs each entry and records who entered. This data can be retrieved at a later date to show who entered, what door, and what time. A monthly report of this activity can be sent to a designated person.
- C. Should an employee of any tenant change jobs, you will cancel his or her Card or ID Number. Their Card or ID Number will no longer be valid. When an attempt is made to use a cancelled Card, our computer reports a "lock out" and records who attempted an illegal entry.
- D. Special Security Cards or ID Numbers can be given to the cleaners, which will be valid only during authorized cleaning hours.
- E. Special Cards or ID Numbers can be issued to allow access to more than one building if this should be required. This eliminates the carrying of more than one Card or ID Number if you manage more than one building.
- F. Our Systems will lock and unlock the doors as required, and can be programmed for up to 16 Holidays. Instrumentality the doors will continue to be locked on the Holiday.

Time & Attendance Features

Additionally we will be installing a Card Reader on the inside of the Front Entry Single door. This reader will provide you with information as to when someone left the suite. The employee is required to present their card to the Exit Card Reader prior to opening the door to leave the suite. Your HR Department will have the ability to go on your computers and review the employees time spent in the office each day and even run reports. This report will show you when a named employee entered the suite, when they left for their day on the road, when they returned and did their paperwork and when they left for the night. Accumulative hours can also be reported for employees whom should be in the suite all day. This system will allow you to observe whom is cheating the system and also provide you helpful information to terminate an employee if nessecary.

“Remote Access Control and Time & Attendance Schedule of Equipment”

A. Access Control Main Hardware Systems.

1. Install Two Master Access Control Panel Servers.
 - a. Capacity of Four card readers, and 20,000 users.
 - b. Time & Attendance Software Programming.
 - c. System can be expanded.
2. Install Access, Time & Attendance Software.
 - a. On the customers provided PC.
 - b. Windows 7 or better.
3. Install Battery Back Up Power Supply.
 - a. For continuous power.
4. Provide Fifty Proximity Access Cards.
 - a. Ready for programming.

- B. Access Control Door Card Readers, Locking and Egress Hardware.
1. Exterior Front Reception Double Glass Entry Doors.
 - a. Install One Proximity Card Reader.
 - b. Install Two 1200-Pound Electro-Magnetic Bonding Locks.
 - c. Install One Emergency Exit Pull Station with Sounder.
 - d. Install Two Magnetic Bond Detectors.
 - e. Install Two Door Position Switches.
 - f. Install One Door Ajar Sounder.
 - g. Install One Door Release Button by Reception Desk for Visitors.
 2. Interior Hallway Double Entry Doors.
 - a. Install One Proximity Card Reader.
 - b. Install Two Electro-Magnetic Locks.
 - c. Install One Emergency Exit Pull Station with Sounder.
 - d. Install Two Magnetic Bond Detectors.
 - e. Install Two Door Position Switches.
 - f. Install One Door Ajar Sounder.
- C. Time & Attendance Provisions.
1. Exterior Front Reception Double Glass Entry Doors.
 - a. Install One Proximity Card Reader Inside of the Door.
 - b. Program Inside Reader as a "Clock Out Reader"
 - c. Program Outside Reader as a "Clock In Reader"
 2. Interior Hallway Double Entry Doors.
 - a. Install One Proximity Card Reader Inside of the Door.
 - b. Program Inside Reader as a "Clock Out Reader"
 - c. Program Outside Reader as a "Clock In Reader"

“In Closing”

Electronic Security Corporation of America will install the above listed **Access Control System with Time & Attendance Provisions** in a workman like manner for \$11,550.00

“Alternative Financial Solution”

“No Capital Cash Needed”

Lease Purchasing is available to cover the installation charge. We normally suggest a five-year operating lease, because it can be written off as an operating expense (see your accountant). The amount Leased (\$11,550.00) is figured by a factor of .0239 per month. Marlin Leasing will (upon approval) lease the above system for a monthly fee of \$276.05 for five years, at which time you may buy out the equipment for one dollar. Two monthly payments are required before installation.

Please call me with your questions or comments.

Securely Yours,

Scott L. Torrens
Electronic Security Corp.

Since
1969



ELECTRONIC SECURITY CORP. OF AMERICA

254 Fairview Road
Woodlyn, PA 19094

(610) 833-5400
Central Station Fax:
Administration Fax:

(800) 224-ESCA
(610) 833-2720
(610) 521-5804

May 19, 2014

Agora Cyber Charter School
989 Old Eagle School Road
Wayne, PA 19087
Attn: Ms. Karenann Young

Site: 989 Old Eagle School Road, Wayne, Pa 19087

Re: Suite Supervised Remote Access Control System, Time & Attendance System.

Dear Ms. Young and Gentlemen,

Electronic Security Corporation of America is pleased to introduce you and your firm to affordable, effective building access control and management. We have been in business since 1969 and have been providing this type of service to building management companies since 1984. We look forward to providing your firm with our time proven approach.

Some of the buildings we are providing this type of service to are:

642 North Broad Street ----- Phila. Corp of Aging
401 North Twenty First Street ----- Delaware Valley Transplant
123 Chestnut Street ----- P & A Associates
5 Great Valley Parkway ----- Liberty Realty Trust
Provident Place 1 & 2 ----- Grubb & Ellis
1811 Chestnut Street ----- Grubb & Ellis
Westlake's Corporate Center ----- Mac-Cali Realty Corporation

For your facility, Electronic Security Corporation will address the areas specified.

Supervised General Access Control System
 Security System for Building
 Individual Suite Supervised Access Control System
 Fire Alarm System
 Visitors Entry Phone
 Time & Attendance Reporting
 Closed Circuit Television System

Individual Suite Supervised Access Control System

The Individual Suite Supervised Access Control System supervises general entry into your suite. It is composed of an access control panel(s), card reader(s), and door locking devices. This system allows employees to enter the suite during and after normal business hours. The door or doors are locked and unlocked by powerful magnetic locks, which are energized through a backup power supply, so during a utility company power failure your doors will continue to be locked for a predetermined amount of time. In some cases mechanical door strikes are used, however they do not provide supervised notification of a door being properly locked.

Our systems will lock and unlock your door or doors at pre-established times, programmable by a 365 day timer. Our computers will take control of granting access into the suite or areas of your liking. Authorized security cardholders will present their electronically coded security card to the card reader at the designated door they wish to enter. This will unlock the door to allow entry. Once in the suite the door will close and lock behind them.

If the door does not close behind them because it is obstructed or purposely propped open after a pre-programmed amount of time, the system will call our Central Station computers. The message **DOOR UNLOCKED, DOOR AJAR** will appear on our Central Station alarm screen for your account. We will then call the building, your designated person, or take whatever action is contracted.

When someone requests access (card or ID number) and our system grants it, our Central Station computers log who entered, what time and day, and what door was opened. All programming of new tenants, employees, security cards and personal ID numbers are controlled remotely from our UL LISTED Central Station.

Inclusive, if a buildings front door is programmed to lock at six o'clock PM. and it has been left propped open, the system will notify our Central Station, **DOOR UNLOCKED, DOOR AJAR**.

All of our systems meet UL Approval and all local and state fire codes. They require that all magnetically locked doors be unlocked in the event of a fire in the building, therefore we tie our systems into the buildings fire alarm.

Some of the Advantages of Our Systems are:

- A. Our Access Cards or Personal ID's will identify each individual that enters the building.
- B. Our Central Station computers log each entry and records who entered. This data can be retrieved at a later date to show who entered, what door, and what time. A monthly report of this activity can be sent to a designated person.
- C. Should an employee of any tenant change jobs, we will cancel his or her Card or ID Number. Their Card or ID Number will no longer be valid. When an attempt is made to use a cancelled Card, our computer reports a "lock out" and records who attempted an illegal entry.
- D. Special Security Cards or ID Numbers can be given to the cleaners, which will be valid only during authorized cleaning hours.
- E. Special Cards or ID Numbers can be issued to allow access to more than one building if this should be required. This eliminates the carrying of more than one Card or ID Number if you manage more than one building.
- F. When or if a door is propped open, a mini sounder (beeping noise) will sound at the door until the door is closed. This sound will remind the person in the area to close the door. If the door still is not closed after a per-programmed amount of time, the system will call our Central Station computers.
- G. We also monitor that the doors are **closed and locked; knowing that the magnetic lock is actually holding the door closed.** If someone props open a door when it should be closing behind them, we will know at our Central Station and call your building, designated person, or persons. If a door is programmed to lock at a designated time and the door is propped open at that time, we will know that also.
- H. Our Systems will lock and unlock the doors as required, and can be programmed for up to 16 Holidays. Instrumentality the doors will continue to be locked on the Holiday.

Support Services Provided by Electronic Security

A. Installation and Service

Exclusively our certified technicians accomplish installation, preventive and corrective maintenance on our systems.

B. Data Base Administration

The continual administration of all the Security Cards, and the maintenance of building information messages are handled by this department.

Our Data Base personnel will program card assignments, ID numbers, transfers and cancellations according to your request, either written, faxed, or with proper ID. In providing this service, we have eliminated the need for you to train, administer and finance your own programming group. This service is provided as part of our monitoring service.

- C. The task of instructing tenants, proposing system modifications, and this department handles public relations. Prior to building “turn on”, a Customer Relations Representative will meet with management, tenants, cleaners, and special services in order to brief each group on system operation. This is a continuing service; each new building tenant will receive a briefing and consultation on their specific system. This service eliminates the need for building management to provide education and information to tenants. In some instances, management prefers that tenants deal directly with our Customer Relations Department. Interfacing with management and tenants also establishes a valuable information flow between both groups.

D. Data Analysis

This function of the Customer Relations Department provides documented information to both management and tenants. Entry searches may be obtained through computer printouts as well as voice recording.

Web Hosting Access Control

Electronic Security Corp of America is pleased to introduce to you and your firm the latest in access control technology. Web hosting is quickly becoming the standard in many facets of the electronic industry. Many of our customers have expressed to us that they need their access control system databases to be more secure, updatable and convenient. The answer to these concerns accompanied by many additional advantages is Electronic Security's Web hosting system.

How it works:

Your **Access Control Data Base** is stored on our Sequel Sever, which is stored in our UL Approved Central Station. You may access your database from any Internet enabled PC with a proper login and password. This eliminates the need for your company to provided an on site server. All the access control information is stored remotely on our Web Hosting dedicated server, which you will have, access to. Once logged into the system you will be able to add and delete users, make changes to time schedules, and instantaneously review reports.

Advantages of Proprietary Access Control Web Hosting:

- End user no longer needs to provide local server.
- End user no longer needs a network connection directly to the Access Control System Hardware.
- Helps to eliminate the need for internal IT support.
- End user no longer needs to provide, maintain, and service anti-virus software on local server.
- By being able to view your data base simultaneously with you our technical support team will help to eliminate the need for expensive on site technical assistance by providing valuable aid over the phone and data base repair if needed.
- Electronic Security maintains the database and ensures the integrity of the server.
- Electronic Security updates the database's software when required.
- The system is backed-up every 24 hours to ensure that the latest data base information is saved.
- In the event of a catastrophic failure involving your network or computer systems your Access Control database will be secure and intact on our server.

Time & Attendance Features

Additionally we will be installing a Card Reader on the inside of the Front Entry Single door. This reader will provide you with information as to when someone left the suite. The employee is required to present their card to the Exit Card Reader prior to opening the door to leave the suite. Your HR Department will have the ability to go online through the Web and review the employees time spent in the office each day and even run reports. Optionally we can create a custom report for you and email it each day. This report will show you when a named employee entered the suite, when they left for their day on the road, when they returned and did their paperwork and when they left for the night. Accumulative hours can also be reported for employees whom should be in the suite all day. This system will allow you to observe whom is cheating the system and also provide you helpful information to terminate an employee if nessecary.

“Remote Access Control and Time & Attendance Schedule of Equipment”

A. Access Control Main Hardware Systems.

1. Install Two Master Access Control Panel Servers.
 - a. Capacity of Four card readers, and 20,000 users.
 - b. Time & Attendance Software Programming.
 - c. System can be expanded.
2. Install Network Communications Package.
 - a. Modems and communications devices.
 - b. A Network Connection is Required.
3. Install Battery Back Up Power Supply.
 - a. For continuous power.
4. Provide Fifty Proximity Access Cards.
 - a. Ready for programming.

B. Access Control Door Card Readers, Locking and Egress Hardware.

1. Exterior Front Reception Double Glass Entry Doors.
 - a. Install One Proximity Card Reader.
 - b. Install Two 1200-Pound Electro-Magnetic Bonding Locks.
 - c. Install One Emergency Exit Pull Station with Sounder.
 - d. Install Two Magnetic Bond Detectors.
 - e. Install Two Door Position Switches.
 - f. Install One Door Ajar Sounder.
 - g. Install One Door Release Button by Reception Desk for Visitors.
2. Interior Hallway Double Entry Doors.
 - a. Install One Proximity Card Reader.
 - b. Install Two Electro-Magnetic Locks.
 - c. Install One Emergency Exit Pull Station with Sounder.
 - d. Install Two Magnetic Bond Detectors.
 - e. Install Two Door Position Switches.
 - f. Install One Door Ajar Sounder.

C. Time & Attendance Provisions.

1. Exterior Front Reception Double Glass Entry Doors.
 - a. Install One Proximity Card Reader Inside of the Door.
 - b. Program Inside Reader as a "Clock Out Reader"
 - c. Program Outside Reader as a "Clock In Reader"
2. Interior Hallway Double Entry Doors.
 - a. Install One Proximity Card Reader Inside of the Door.
 - b. Program Inside Reader as a "Clock Out Reader"
 - c. Program Outside Reader as a "Clock In Reader"

D. Door Prop & Supervisory Equipment.

1. Install One DMP Supervisory Control Panel.
 - a. To control supervisory conditions of doors and locks.
2. Install One Network Communicator.
 - a. This eliminates the need for a Phone Line.

“In Closing”

Electronic Security Corporation of America will install the above listed **Suite Supervised Remote Access Control System with Time & Attendance Provisions** in a workman like manner for \$13,247.00 and provide Remote Central Station Card Administration, Web Hosting, Time & Attendance Reporting and Door Ajar Monitoring for \$135.00 per month.

“Alternative Financial Solution”

“No Capital Cash Needed”

Lease Purchasing is available to cover the installation charge. We normally suggest a five-year operating lease, because it can be written off as an operating expense (see your accountant). The amount Leased (\$13,247.00) is figured by a factor of .0239 per month. Marlin Leasing will (upon approval) lease the above system for a monthly fee of \$316.60 for five years, at which time you may buy out the equipment for one dollar. Two monthly payments are required before installation.

Please call me with your questions or comments.

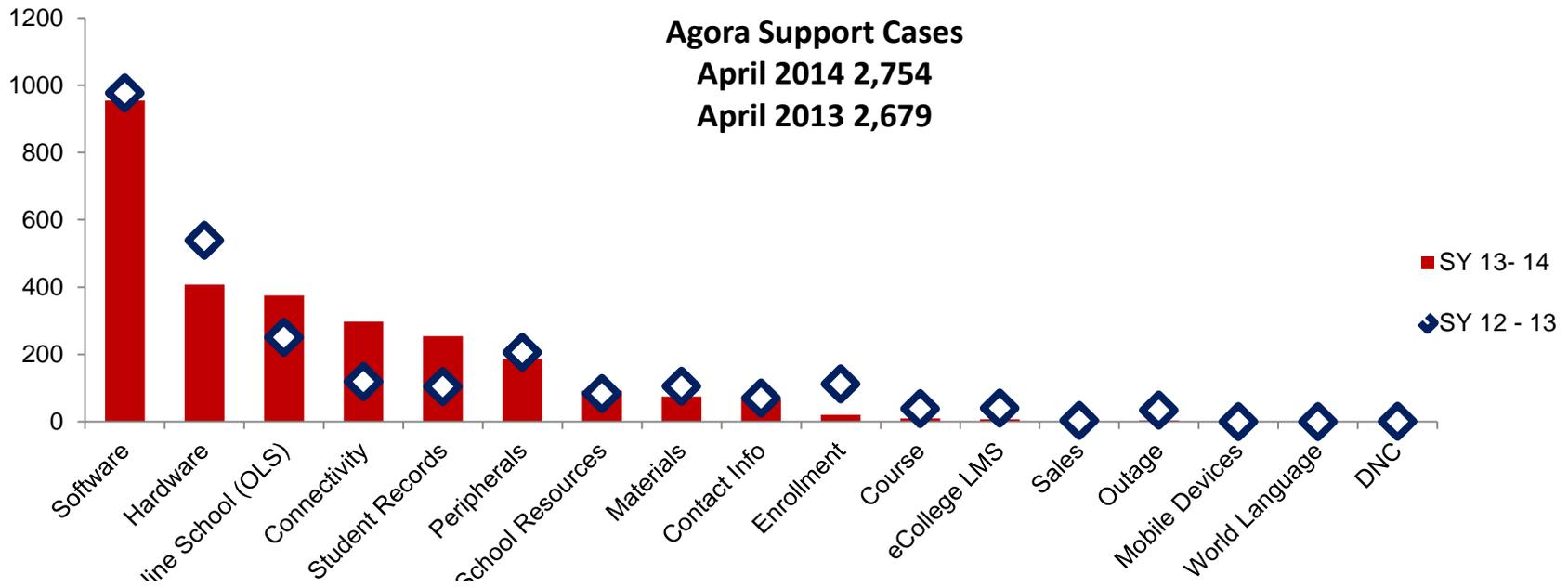
Securely Yours,

Scott L. Torrens
Electronic Security Corp.



Customer Support Metrics

April 2014



Top 10 Call Drivers
Apr-14

Software - Troubleshoot Collaborate	219
Online School - Missing Days	199
Student Records - Refer to Teacher/School	172
Software - Virus Malware Scan	153
Hardware - Order Laptop Replacement	130
Peripherals - Replace Headset Microphone	104
Connectivity - Refer to Internet Service Provider	101
Connectivity - Performance No Connectivity	99
Software - Virus/Malware Run Partition Restore	68
Software - Windows - Run Partition Restore	65

Agora

Cases +3% April YoY

All Schools

Calls per Student 3.03 YTD, -6% YoY

CSAT 88% YTD

First Call Resolution 94% YTD

Handle Rate 93% YTD

Avg Speed to Answer 00:01:00 YTD



Top 10 Agora Call Drivers	Description
Software - Troubleshoot Collaborate	Assist callers with configuration and setup of Blackboard Collaborate, how to use Blackboard Collaborate; locate session links/recorded links; report moderator absent; clear java cache; Java-uninstall/reinstall; and update Java version.
Online School – Missing Days	Assist when families call in to report that their OLS is showing they have missing days or will be missing school/class connect that day for various reasons and provide case numbers .
Student Records – Refer to Teacher/School	Assist families who need to reach out to their school for various reasons. We provide the admin number when necessary or refer them to their teacher. (i.e. internet down, change address, proof of enrollment, want to withdraw, need a copy of student records, or provide case numbers for missed school days, etc.)
Software - Virus/Malware Scan	Assist callers with Virus/Malware removal from the computer
Hardware – Order Laptop Replacement	After all troubleshooting completed, we identified that the Laptop needed replaced
Peripheral – Headset Microphone Order Replacement	Assist callers when they have a headset microphone that is no longer working
Connectivity – Refer to Internet Service Provider	Assisted families when they are unable to connect to the internet and need to contact their ISP for assistance
Connectivity – Performance No Connectivity	Assist callers with connecting their computer to the internet
Software - Virus/Malware Run Partition Restore	After all troubleshooting is completed, and we are unable to remove a virus or malware, we run a partition restore.
Software – Windows Restore Run Partition Restore	Assist callers with running a partition restore if we are unable to resolve an issue with the computer

Agora Cyber Charter School
Fundraising
as of April 30, 2014

	Estimated School Year Receipts	Receipts	Total Receipts 12/13 School Year
GENERAL FUNDRAISING - SOURCES			
PROM TICKET SALES	\$0.00	\$3,521.15	\$3,530.76
PD FUNDRAISERS	\$9,000.00	\$0.00	\$3,312.73
LEARNING CTR. VENDING COMM.	\$800.00	\$0.00	\$85.91
SCHOOL EVENTS	\$0.00	\$33,233.74	\$35,580.39
SCHOLASTIC BOOK CLUB	\$0.00	\$0.00	\$1,624.89
RESTAURANT FUNDRAISERS	\$2,000.00	\$34.48	\$428.71
DONATIONS-AGORA ELVES	\$4,000.00	\$0.00	\$2,478.95
T-SHIRT SALES	\$0.00	\$169.30	\$654.30
RECYCLED INK	\$100.00	\$0.00	\$0.00
MISC FUNDRAISING	\$100.00	\$139.00	\$326.22
TARGET TAKE CHARGE	\$100.00	\$0.00	\$229.00
LANDS END	\$100.00	\$0.00	\$0.00
BOX TOPS	\$1,500.00	\$0.00	\$379.87
GIANT A+ SCHOOL REWARDS	\$3,000.00	\$0.00	\$0.00
Total Sources	\$17,700.00	\$37,097.67	\$48,631.73

Comments

Scranton Penguins Fundraiser

USES of Fundraising	Balance @	FY14 Budget	Month Receipts	Month	YTD Receipts	YTD	Current Fund
PROM	\$0.00	\$0.00	\$3,521.15	(\$9,186.68)	\$3,534.40	(\$12,399.83)	(\$8,865.43)
STUDENT INCENTIVES	\$0.00	\$7,950.00	\$348.09	(\$696.07)	\$3,354.07	(\$2,759.53)	\$594.54
STUDENT INCENTIVES LC	\$502.36	\$650.00	\$0.00	(\$163.00)	\$85.91	(\$163.00)	\$425.27
School Events	\$0.00	\$0.00	\$33,233.74	(\$36,248.20)	\$35,462.07	(\$38,417.91)	(\$2,955.84)
Scholastic Book Club	\$0.00	\$0.00	\$0.00	\$0.00	\$1,624.89	(\$1,624.22)	\$0.67
Shining Star Scholarship (\$1000)	\$0.00	\$1,000.00	\$0.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00
Karol Canfield Scholarship (\$1000)	\$903.45	\$1,000.00	\$0.00	\$0.00	\$96.55	\$0.00	\$1,000.00
Agoratorian Scholarship (\$1000)	\$0.00	\$1,000.00	\$0.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00
Salutatorian Scholarships #1 (\$1000)	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00
Salutatorian Scholarships #2 (\$1000)	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00
Total Uses	\$3,405.81	\$13,600.00	\$37,102.98	(\$46,293.95)	\$46,157.89	(\$55,364.49)	(\$5,800.79)

transfer from Fundraising to net zero

Expenses and Deposit should net zero

Expenses and Deposit should net zero

student cancelled her enrollment - college sent scholarship check back-release funds

funded from student incentive account on 6/30/13

only awarded 1 salutatorian scholarship in 12/13 school year

SPECIFIC FUNRAISERS							
AGORA ELVES	\$0.00	\$4,000.00	\$0.00	\$0.00	\$2,478.95	(\$2,478.95)	\$0.00
STOP HUNGER NOW	\$616.00	\$100.00	\$0.00	\$0.00	\$0.00	(\$300.00)	\$316.00
Total Specific Fundraisers	\$616.00	\$4,100.00	\$0.00	\$0.00	\$2,478.95	(\$2,778.95)	\$316.00
TOTALS	\$4,021.81	\$17,700.00	\$37,102.98	(\$46,293.95)	\$48,636.84	(\$58,143.44)	(\$5,484.79)

(\$5,484.79)

check \$0.00

K12 Open Invoices

Vendor Name	Transaction Date	Invoice Number	Payment Amount
K12 MANAGEMENT INC.	02/24/2014	200014941	\$2,094,824.91
K12 MANAGEMENT INC.	02/24/2014	200015444	\$3,643,621.50
K12 MANAGEMENT INC.	02/24/2014	200015567	\$100,375.00
K12 MANAGEMENT INC.	02/24/2014	200015580	\$2,898.00
K12 MANAGEMENT INC.	03/24/2014	200015801	\$2,185,715.69
K12 MANAGEMENT INC.	03/24/2014	200016175	\$1,268,594.00
K12 MANAGEMENT INC.	03/24/2014	200016241	\$7,854.00
K12 MANAGEMENT INC.	03/24/2014	200016243	\$662,959.00
K12 MANAGEMENT INC.	03/24/2014	200016322	\$309,755.00
K12 MANAGEMENT INC.	03/24/2014	200016394	\$149,149.00
K12 MANAGEMENT INC.	04/09/2014	200016796	\$2,763,038.27
K12 MANAGEMENT INC.	04/15/2014	200017147	\$420.00
K12 MANAGEMENT INC.	04/15/2014	200017019	\$360,447.50
K12 MANAGEMENT INC.	04/15/2014	200016948	\$201,399.00
K12 MANAGEMENT INC.	04/16/2014	200016959	\$1,814,969.00
K12 MANAGEMENT INC.	04/16/2014	200017088	\$617,722.00
Summary			\$16,183,741.87

\$5,841,719.41 April Payment Request

5/13/14 Balance

\$ 11,784,395

SCHOOL P&L - ROLL-UP ALL FUNDING

	BUDGET		BUDGET		BUDGET		BUDGET		BUDGET		BUDGET		BUDGET		BUDGET		BUDGET		BUDGET		FY 2013		FY12 Budget	
	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Total	Total % of Rev										
Funding Sources																								
Basic Formula Funding - K-8 and HS	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 8,030,421	\$ 9,636,608
Special Education Funding - K-8 and HS	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 2,009,469	\$ 24,113,623
Learning Ctr 1 (East Falls)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Grant 2	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Title I	\$ -	\$ -	\$ -	\$ 291,474	\$ 291,474	\$ 291,474	\$ 291,474	\$ 291,474	\$ 291,474	\$ 291,474	\$ 291,474	\$ 291,474	\$ 291,474	\$ 291,474	\$ 291,474	\$ 291,474	\$ 291,474	\$ 291,474	\$ 291,474	\$ 291,474	\$ 291,474	\$ 291,474	\$ 291,474	\$ 2,914,743
Title II	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 3,643	\$ 43,717
Title I SIG	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 3,367	\$ 40,403
IDEA	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 124,289	\$ 1,491,470
Title I FY13 Carryover	\$ 205,628	\$ 205,628	\$ 205,628	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 616,883
Title	\$ 685	\$ 685	\$ 685	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 8,221
Interest Income / Other	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 184,374	\$ 2,212,491
Total Funding	\$ 10,561,875	\$ 10,561,875	\$ 10,561,875	\$ 10,647,722	\$ 10,744,880	\$ 127,806,598																		
																								100.0%
Instruction - Teachers																								
Salary - Regular	\$ -	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 1,045,770	\$ 11,502,466
Salary - Special Ed	\$ 13,083	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 419,939	\$ 4,867,904
Salary - Leads / Masters / Counselors	\$ 11,012	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 562,534	\$ 6,397,098
Salary - Title	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 99,457	\$ 1,706,355
Salary - Other (Stipends)	\$ 219,451	\$ 219,451	\$ 219,451	\$ 222,595	\$ 222,595	\$ 222,595	\$ 222,595	\$ 222,595	\$ 222,595	\$ 222,595	\$ 222,595	\$ 222,595	\$ 222,595	\$ 222,595	\$ 222,595	\$ 222,595	\$ 222,595	\$ 222,595	\$ 222,595	\$ 222,595	\$ 222,595	\$ 222,595	\$ 222,595	\$ 2,661,707
Salary - Part-Time Regular	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Salary - Part-Time Special	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Salary - Part-Time Leads / Masters	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Benefits	\$ 147,344	\$ 1,129,377	\$ 1,129,377	\$ 1,166,944	\$ 1,166,944	\$ 1,166,944	\$ 1,166,944	\$ 1,166,944	\$ 1,166,944	\$ 1,166,944	\$ 1,166,944	\$ 1,166,944	\$ 1,166,944	\$ 1,183,660	\$ 1,183,660	\$ 1,183,660	\$ 1,183,660	\$ 1,183,660	\$ 1,183,660	\$ 1,183,660	\$ 1,183,660	\$ 1,183,660	\$ 1,183,660	\$ 12,958,744
Bonus	\$ 10,334	\$ 78,475	\$ 78,475	\$ 79,482	\$ 79,482	\$ 79,482	\$ 79,482	\$ 79,482	\$ 79,482	\$ 79,482	\$ 79,482	\$ 79,482	\$ 79,482	\$ 107,422	\$ 107,422	\$ 107,422	\$ 107,422	\$ 107,422	\$ 107,422	\$ 107,422	\$ 107,422	\$ 107,422	\$ 107,422	\$ 90,422
Travel	\$ 14,340	\$ 14,340	\$ 14,340	\$ 41,921	\$ 41,921	\$ 41,921	\$ 41,921	\$ 41,921	\$ 41,921	\$ 41,921	\$ 41,921	\$ 41,921	\$ 41,921	\$ 42,085	\$ 42,085	\$ 42,085	\$ 42,085	\$ 42,085	\$ 42,085	\$ 42,085	\$ 42,085	\$ 42,085	\$ 42,085	\$ 420,802
Phone	\$ 33,136	\$ 33,136	\$ 33,136	\$ 33,178	\$ 33,178	\$ 33,178	\$ 33,178	\$ 33,178	\$ 33,178	\$ 33,178	\$ 33,178	\$ 33,178	\$ 33,178	\$ 33,219	\$ 33,219	\$ 33,219	\$ 33,219	\$ 33,219	\$ 33,219	\$ 33,219	\$ 33,219	\$ 33,219	\$ 33,219	\$ 398,132
Instructional Materials	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Curriculum Delivery	\$ -	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 113,142	\$ 1,244,565
K12 Charges-3rd Party Teacher	\$ 2,769	\$ 2,769	\$ 2,769	\$ 8,858	\$ 8,858	\$ 8,858	\$ 8,858	\$ 8,858	\$ 8,858	\$ 8,858	\$ 8,858	\$ 8,858	\$ 8,858	\$ 8,364	\$ 8,364	\$ 8,364	\$ 8,364	\$ 8,364	\$ 8,364	\$ 8,364	\$ 8,364	\$ 8,364	\$ 8,364	\$ 100,087
Teacher Laptops	\$ 9,333	\$ 9,333	\$ 9,333	\$ 27,333	\$ 27,333	\$ 27,333	\$ 27,333	\$ 27,333	\$ 27,333	\$ 27,333	\$ 27,333	\$ 27,333	\$ 27,333	\$ 27,333	\$ 27,333	\$ 27,333	\$ 27,333	\$ 27,333	\$ 27,333	\$ 27,333	\$ 27,333	\$ 27,333	\$ 27,333	\$ 274,000
Non-Instructional Materials & Supplies	\$ 7,250	\$ 7,250	\$ 7,250	\$ 21,685	\$ 21,685	\$ 21,685	\$ 21,685	\$ 21,685	\$ 21,685	\$ 21,685	\$ 21,685	\$ 21,685	\$ 21,685	\$ 21,685	\$ 21,685	\$ 21,685	\$ 21,685	\$ 21,685	\$ 21,685	\$ 21,685	\$ 21,685	\$ 21,685	\$ 21,685	\$ 216,919
Conf., Teacher Training & Prof. Dev.	\$ 38,369	\$ 38,369	\$ 41,783	\$ 62,420	\$ 62,420	\$ 62,420	\$ 62,420	\$ 62,420	\$ 62,420	\$ 62,420	\$ 62,420	\$ 62,420	\$ 62,420	\$ 66,850	\$ 66,850	\$ 66,850	\$ 66,850	\$ 66,850	\$ 66,850	\$ 66,850	\$ 66,850	\$ 66,850	\$ 66,850	\$ 753,590
Printing, Mailing, Postage	\$ 1,334	\$ 1,334	\$ 1,334	\$ 3,981	\$ 3,981	\$ 3,981	\$ 3,981	\$ 3,981	\$ 3,981	\$ 3,981	\$ 3,981	\$ 3,981	\$ 3,981	\$ 3,981	\$ 3,981	\$ 3,981	\$ 3,981	\$ 3,981	\$ 3,981	\$ 3,981	\$ 3,981	\$ 3,981	\$ 3,981	\$ 39,831
Tuition reimb.	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
ISP	\$ 6,475	\$ 6,475	\$ 6,475	\$ 18,838	\$ 18,838	\$ 18,838	\$ 18,838	\$ 18,838	\$ 18,838	\$ 18,838	\$ 18,838	\$ 18,838	\$ 18,838	\$ 18,912	\$ 18,912	\$ 18,912	\$ 18,912	\$ 18,912	\$ 18,912	\$ 18,912	\$ 18,912	\$ 18,912	\$ 18,912	\$ 189,189
Non-K12 Other	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Instruction - Teachers	\$ 613,687	\$ 3,781,151	\$ 3,781,151	\$ 4,017,858	\$ 4,132,914	\$ 44,698,832																		
	5.8%	35.8%	35.8%	37.7%	38.5%	35.0%																		
Instruction - Students																								
Proctored Exams & Test Administration	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 52,892	\$ 634,707
Curriculum Delivery	\$ 30,000	\$ 65,423	\$ 1,634,953	\$ 1,655,927	\$ 1,967,368	\$ 1,743,327	\$ 2,609,058	\$ 2,606,276	\$ 2,084,165	\$ 2,437,742	\$ 2,221,322	\$ 1,146,520	\$ 20,201,181	\$ 15,898	\$ 15,898	\$ 15,898	\$ 15,898	\$ 15,898	\$ 15,898	\$ 15,898	\$ 15,898	\$ 15,898	\$ 15,898	\$ 15,898
Instructional Materials	\$ 3,381,852	\$ 3,381,852	\$ 2,418,769	\$ 2,997,859	\$ 486,422	\$ 479,769	\$ 1,933,888	\$ 479,922	\$ 315,270	\$ 302,512	\$ 303,382	\$ 377,474	\$ 11,075,026	\$ 8,736	\$ 8,736	\$ 8,736	\$ 8,736	\$ 8,736	\$ 8,736	\$ 8,736	\$ 8,736	\$ 8,736	\$ 8,736	\$ 8,736
Computer, Peripherals, & Software	\$ -	\$ 1,024,819	\$ 740,817	\$ 819,978	\$ 729,272	\$ 725,095	\$ 783,482	\$ 805,156	\$ 767,970	\$														

SCHOOL P&L - ROLL-UP ALL FUNDING

91%

	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	BUDGET	BUDGET	BUDGET	Forecast	FY 2013	FY12
	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Total	Total % of Rev
Funding Sources														
Basic Formula Funding - K-8 and HS	\$ 8,030,421	\$ 8,030,420	\$ 8,046,230	\$ 6,687,870	\$ 7,597,384	\$ 7,435,881	\$ 7,021,341	\$ 7,365,284	\$ 7,806,418	\$ 9,441,435	\$ 8,408,311	\$ 7,806,454	\$ 93,677,448	
Special Education Funding - K-8 and HS	2,009,469	2,009,468	2,270,283	1,463,750	2,026,710	1,857,710	1,878,210	1,933,620	2,002,827	3,657,170	2,348,244	2,132,496	\$ 25,589,957	
Learning Ctr 1 (East Falls)	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	
Grant 2	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	
Title I	-	52,180	67,439	171,572	224,634	234,294	251,359	256,531	240,431	239,549	475,877	475,877	\$ 2,689,743	
Title II	-	-	-	-	-	-	-	-	1,829	(892)	12,207	12,207	\$ 43,717	
Title I SIG	-	-	-	-	7,811	17,256	16,455	(1,120)	-	-	-	-	\$ 40,403	
IDEA	54,317	104,564	117,606	115,877	116,393	120,835	125,626	130,405	127,138	122,893	177,908	177,908	\$ 1,491,470	
Title I FY13 Carryover	44,521	138,313	232,068	198,610	-	-	-	-	-	-	-	-	\$ 613,512	
Title III	240	178	2,087	986	339	89	1,173	-	-	-	-	-	\$ 5,102	
Interest Income / Other	14,332	217,307	298,387	210,972	193,082	209,924	192,063	213,622	190,435	235,555	94,107	94,107	\$ 2,163,893	
Total Funding	\$ 10,153,309	\$ 10,552,430	\$ 11,034,100	\$ 8,849,637	\$ 10,166,352	\$ 9,875,989	\$ 9,486,227	\$ 9,900,172	\$ 10,385,615	\$ 13,695,710	\$ 11,516,654	\$ 10,699,050	\$ 126,315,246	100.0%
Bonus	\$ 149,578	\$ 2,423,364	\$ 2,322,654	\$ 2,357,753	\$ 2,363,741	\$ 2,373,990	\$ 2,354,949	\$ 2,410,951	\$ 2,286,559	\$ 2,516,448	\$ 2,541,373	\$ 2,541,373	\$ -	
Instruction - Teachers	16.6%	54.7%	48.8%	54.4%	53.4%	58.9%	51.9%	51.3%	55.1%	42.6%	56.3%	50.2%	\$ 12,075,833	9.6%
Salary - Regular	(10)	\$ 1,099,733	\$ 1,120,043	\$ 1,099,661	\$ 1,111,020	\$ 1,122,591	\$ 1,111,792	\$ 1,154,691	\$ 1,034,736	\$ 1,249,956	\$ 985,810	\$ 985,810	\$ 4,205,603	3.3%
Salary - Special Ed	-	427,268	317,985	368,275	370,575	365,938	361,485	376,561	378,894	378,748	429,937	429,937	\$ 6,047,668	4.8%
Salary - Leads / Masters / Counselors	95,501	567,774	537,028	548,329	541,424	534,333	528,365	529,730	519,361	518,065	563,879	563,879	\$ 1,783,800	1.4%
Salary - Title	5,417	126,176	148,257	146,351	139,769	148,031	148,569	142,879	139,552	153,666	242,566	242,566	\$ 2,529,829	2.0%
Salary - Other (Stipends)	48,671	202,412	199,341	195,136	200,954	205,098	204,738	207,090	214,016	216,013	319,181	319,181	\$ -	0.0%
Salary - Part-Time Regular	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	0.0%
Salary - Part-Time Special	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	0.0%
Salary - Part-Time Leads / Masters	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	0.0%
Benefits	24,843	1,325,552	1,134,421	1,281,884	1,263,148	1,398,392	1,221,395	1,236,901	1,259,617	1,072,165	1,430,980	1,275,621	\$ 13,924,919	11.0%
Bonus	4,487	791,000	76,067	76,831	77,091	77,112	76,640	78,132	75,922	124,209	133,643	133,643	\$ 95,183	0.8%
Travel	3,465	11,616	23,255	31,137	40,106	38,661	28,439	28,631	32,094	32,088	68,356	68,356	\$ 406,203	0.3%
Phone	29,880	29,738	13,593	30,158	29,173	28,540	29,233	44,294	29,720	29,891	23,192	23,192	\$ 340,640	0.3%
Instructional Materials	-	-	1,200	-	4,565	4,254	581	63	2,249	2,399	-	-	\$ 15,311	0.0%
Curriculum Delivery	-	-	132,359	132,359	132,359	132,359	242,474	53,704	148,089	148,089	148,089	148,089	\$ 1,417,970	1.1%
K12 Charges-3rd Party Teacher	-	42	-	8,400	1,050	(42)	2,854	420	2,940	420	-	-	\$ 20,706	0.0%
Teacher Laptops	-	18,801	39,040	62,680	2,567	13,254	12,922	1,600	12,173	1,373	22,795	22,795	\$ 210,000	0.2%
Non-Instructional Materials & Supplies	2,923	11,079	22,564	22,209	12,311	10,439	11,821	19,428	12,178	28,498	28,498	28,498	\$ 194,629	0.2%
Conf. / Teacher Training & Prof. Dev.	7,969	41,027	63,105	140,147	15,230	5,694	13,839	9,400	24,278	7,934	151,296	151,296	\$ 631,216	0.5%
Printing, Mailing, Postage	547	538	1,649	1,425	971	1,307	611	1,036	785	870	2,631	2,631	\$ 15,002	0.0%
Tuition/rent	-	-	-	-	-	12,582	17,886	4,500	1,950	6,225	33,193	33,193	\$ 109,528	0.1%
ISP	1,198	6,490	13,761	13,882	12,454	19,415	15,295	13,885	18,708	19,289	27,191	27,191	\$ 188,760	0.1%
Non-K12 Other	-	1,063	-	-	-	-	-	-	-	-	-	-	\$ -	0.0%
Total Instruction - Teachers	\$ 224,892	\$ 3,948,409	\$ 3,842,606	\$ 4,158,870	\$ 3,954,766	\$ 4,118,282	\$ 4,024,958	\$ 3,897,859	\$ 3,919,428	\$ 3,929,022	\$ 4,601,803	\$ 4,455,869	\$ 45,076,763	35.7%
	2.2%	37.4%	34.8%	38.9%	38.9%	41.7%	42.4%	39.4%	37.7%	28.7%	40.0%	41.6%	\$ -	38.7%
Instruction - Students														
Proctored Exams & Test Administration	\$ 569	\$ 254	\$ 22,911	\$ 49,178	\$ 26,670	\$ 25,191	\$ 28,185	\$ 8,621	\$ 79,626	\$ 157,910	\$ 102,025	\$ 102,025	\$ 603,165	0.5%
Curriculum Delivery	-	15,376	1,389,894	1,454,623	1,495,727	1,273,801	2,436,662	1,824,331	2,090,698	2,538,924	2,226,631	2,253,896	\$ 19,000,563	15.0%
Instructional Materials	-	3,057,112	2,131,417	756,088	534,666	337,710	1,600,238	737,064	346,955	255,275	286,078	555,250	\$ 16,681,749	8.5%
Computer, Peripherals, & Software	-	962,966	603,947	808,191	736,716	699,912	707,647	833,146	733,269	687,282	682,345	369,956	\$ 7,825,377	6.2%
ISP	167,730	200,739	168,762	129,540	93,590	8,892	99,531	97,233	122,099	109,492	89,904	89,904	\$ 1,477,415	1.2%
Sales Tax	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	0.0%
K12 Charges Other	-	52	103,221	-	187,440	-	-	-	-	-	-	-	\$ 298,713	0.2%
Non-K12 Other	77,989	29,719	61,516	50,444	29,959	75,903	31,233	22,393	41,001	40,088	40,088	40,088	\$ 498,634	0.4%
Total Instruction - Students	\$ 246,288	\$ 4,259,818	\$ 4,481,668	\$ 3,248,063	\$ 3,172,510	\$ 2,375,465	\$ 5,038,156	\$ 3,532,528	\$ 3,395,039	\$ 3,789,884	\$ 3,427,071	\$ 3,411,128	\$ 40,377,617	32.0%
	2.4%	40.4%	40.6%	36.7%	31.2%	24.1%	53.1%	35.7%	32.7%	27.7%	29.8%	31.9%	\$ -	32.0%
Student and Family Services														
Special Ed Contracted Svcs & Other Related Exp.	\$ 192,503	\$ 446,183	\$ 356,065	\$ 371,024	\$ 382,273	\$ 572,963	\$ 612,418	\$ 602,207	\$ 604,799	\$ 580,015	\$ 545,868	\$ 545,868	\$ 5,812,186	4.6%
Field Trips	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	0.0%
Hybrid Program	(47)	1,705	4,932	4,489	8,476	12,027	7,897	7,180	4,675	16,476	9,538	9,538	\$ 86,885	0.1%
School Events	-	20,064	16,074	17,909	16,044	12,876	32,810	4,865	4,741	39,500	20,628	20,628	\$ 206,138	0.2%
Annual School Reports	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	0.0%
School Premiums	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	0.0%
Non-K12 Other	(1,000)	130	20,517	25,740	22,969	23,397	25,361	22,687	28,872	21,872	31,328	31,328	\$ 253,200	0.2%
Total Student and Family Services	\$ 191,456	\$ 468,082	\$ 397,588	\$ 419,162	\$ 429,761	\$ 621,262	\$ 678,487	\$ 636,939	\$ 643,087	\$ 657,863	\$ 607,362	\$ 607,362	\$ 6,358,409	5.0%
	1.9%	4.4%	3.6%	4.7%	4.2%	6.3%	7.2%	6.4%	6.2%	4.8%	5.3%	5.7%	\$ -	5.0%
School Administration & Governance														
Educational Services	\$ 1,461,172	\$ 1,466,611	\$ 1,534,940	\$ 1,235,492	\$ 1,466,912	\$ 1,381,383	\$ 1,346,092	\$ 1,396,256	\$ 1,459,684	\$ 1,939,022	\$ 1,626,898	\$ 1,523,729	\$ 17,838,189	14.1%
Overnight/Sponsor Fee	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	0.0%
Legal Services	6,250	10,890	11,542	12,942	13,825	19,510	2,647	9,922	27,392	6,333	29,374	29,374	\$ 180,000	0.1%
Payroll Services	2,445	12,233	2,447	(4,893)	2,447	9,947	2,709	2,709	2,445	2,445	1,888	1,888	\$ 36,000	0.0%
Auditing - External	-	-	-	-	-	-	15,000	7,000	4,000	-	-	-	\$ 26,000	0.0%
Board Development & Training	-	-	-	-	-	-	-	-	-	-	-	-	\$ -	0.0%
Administrator Travel	3,921	251	288	115	210	1,694	5,264	32	36	10,989	10,989	10,989	\$ 39,000	0.0%
Administrator Phone	1,457	1,555	-	-	4,504	1,525	1,574	1,483	1,548	1,264	4,577	4,577	\$ 24,063	0.0%
Admin Computer, Peripherals, & Software	-	4,322	1,911	2,646	2,021	3,821	1,957	1,957	2,404	7,519	5,721	5,721	\$ 48,000	0.0%
Non-K12 Administrative Staff Salaries	84,580	111,984	73,892	101,813	96,123	95,612	97,728	98,975	98,048	103,200	103,200	103,200	\$ 1,164,472	0.9%
Non-K12 Administrative Staff Benefits	43,259	53,969	49,560	50,364	48,114	47,854	51,508	49,425	49,303	40,349	58,072	58,072	\$ 599,580	0.5%
Non-K12 Administrative Staff Bonus	2,537	3,988	3,603	3,665	3,460	3,442	3,518	3,562	3,543	3,562	4,504	4,504	\$ 43,889	0.0

**Agora Cyber Charter School
FY14
Federal & State Funding
As of 4/30/14**

Year to date Spending

	Grant Amount	FY 2014 Budget	Current Forecast	YTD Spend	Remaining for Current FY	% Remaining	Comments
Federal Funds							
Title I- Prior Year	\$ 2,860,166	\$ 613,512	\$ 613,512	613,512	\$ -	0.0%	Prior year funding Title pgm fully spent in Oct.
Title I - Current Year	\$ 2,689,743	\$ 2,914,743	\$ 2,914,743	1,737,989	\$ 1,176,754	40.4%	Funds will be carried over to FY15
Title I SIG	\$ 40,403	\$ 40,403	\$ 40,403	40,403	\$ 0	0.0%	Program complete, Final Expenditure Report submitted
Title II	\$ 43,717	\$ 43,717	\$ 43,717	19,303	\$ 24,414	55.8%	Planned for primarily EOY PD.
Title III	\$ 8,221	\$ 8,221	\$ 8,221	5,102	\$ 3,119	37.9%	
Total Title I	\$ 5,642,250	\$ 3,620,595	\$ 3,620,595	\$ 2,416,309	\$ 1,204,287	33.3%	
Total Federal Funded Staff							
Specialists		24	34	10			Using reallocation of carry-over funding, \$ moved from SES spending to add'l specialists
Engagement/Program Support		13	11	-2			
Total		37	45	8			

	Grant Amount	FY 2014 Budget	Current Forecast	YTD Spend	Remaining for Current FY	% Remaining	Comments
IDEA							
Instruction - Teachers	\$ 1,489,055	\$ 1,489,055	\$ 1,489,055	\$ 1,130,914	\$ 358,141	24.1%	Spending on-track, Payment request submitted
Instruction - Students	\$ 561	\$ 561	\$ 561	\$ 1,998	\$ (1,437)	-256.2%	for first 9 months
Student and Family Services	\$ 1,854	\$ 1,854	\$ 1,854	\$ 2,742	\$ (888)	-47.9%	
School Administration & Governance	\$ -	\$ -	\$ -	-	\$ -	0.0%	
Technology	\$ -	\$ -	\$ -	-	\$ -	0.0%	
Insurance / Facilities / Other	\$ -	\$ -	\$ -	-	\$ -	0.0%	
Total IDEA	\$ 1,491,470	\$ 1,491,470	\$ 1,491,470	\$ 1,135,653	\$ 355,817	23.9%	

Total IDEA Funded Staff			
Instruction		8	8
Support		15	14
Total		23	22

Agora Cyber Charter School
Income/Expenditure Report
FY 2014 YTD

	Apr 2014 Year- to-date Budget	Apr 2014 Year- to-date Actual	Variance Current v. Budget Inc./ (Dec)	% Variance
K-8 Ending Enrollment	5,634	5,713	79	1.4%
HS Ending Enrollment	5,373	5,099	(274)	-5.1%
Total Ending Enrollment	11,007	10,812	(195)	-1.8%
FUNDING SOURCES:				
Total Funding	\$ 106,316,838	\$ 104,099,541	\$ (2,217,296)	-2.1%
INSTRUCTION				
Total Teachers	\$ 36,433,004	\$ 36,019,091	(413,912)	-1.1%
Total Students	\$ 38,060,990	\$ 33,539,418	(4,521,572)	-11.9%
Total Student and Family Services	\$ 4,532,399	\$ 5,143,685	611,286	13.5%
Total Instruction	\$ 79,026,392	\$ 74,702,194	\$ (4,324,198)	-5.5%
SUPPORT SERVICES				
Total School Governance	\$ 17,248,080	\$ 16,639,520	(608,560)	-3.5%
Total Technology	\$ 7,313,117	\$ 7,153,789	(159,328)	-2.2%
Total Insurance/Facilities/Other	\$ 1,059,677	\$ 1,017,926	(41,751)	-3.9%
Total Support Services	\$ 25,620,873	\$ 24,811,235	\$ (809,639)	-3.2%
Total School Expenditures This Period	\$ 104,647,266	\$ 99,513,429	\$ (5,133,837)	-4.9%
Increase/(Decrease) to Fund Balance	\$ 1,669,572	\$ 4,586,113	\$ 2,916,540	174.7%

	Current YTD	Forecast Full Year
Beginning Fund Balance July 1, 2013	7,145,672.50	7,145,672.50
Year to Date Accrued Revenue	\$ 104,099,541	126,315,245.51
Year to Date Expenditures	\$ (99,513,429)	(122,124,326.34)
Fund Balance	11,731,785.04	11,336,591.67

**Agora Cyber Charter School
Balance Sheet**

4/31/2014

Comments

BALANCE 6/30/13	ACCOUNT	ACCOUNT TITLE	DEBITS	CREDITS	CURRENT BALANCE	Variance to Prior End of year (Inc./Dec)	Comments
8,736,350.82	0101.01	CASH - MAIN	11,718,548.51	-	11,718,548.51	2,982,197.89	
45,471.85	0101.02	CASH - ISP	2,152.53	-	2,152.53	(43,319.32)	
	0101.03	CASH - PAYROLL	-	1,122.30	(1,122.30)	(1,122.30)	
8,781,822.47	TOTAL CASH		11,720,701.04	1,122.30	11,719,578.74	2,937,756.27	Ties to separate bank reconciliation and deposit detail folder
713,241.80	0140.01	A/R - IDEA FUNDING	250,030.87	-	250,030.87	(463,210.93)	
713,241.80	TOTAL DUE FROM OTHER GOV.		250,030.87	-	250,030.87	(463,210.93)	Ties to SEFA schedule
409,443.76	0142.01	A/R - RETIREMENT	670,510.61	-	670,510.61	261,066.85	Ties to reconciliation - reviewed quarterly when payments are received from PDE.
150,000.00		A/R - HEALTH SERVICES REIMB	-	-	-	(150,000.00)	Accrued 6/30/13, based on prior year actual.
559,443.76	TOTAL STATE REVENUE RECEI		670,510.61	-	670,510.61	111,066.85	
207,921.70	0143.01	A/R - TITLE I FUNDING	907,960.85	-	907,960.85	700,039.15	Ties to SEFA schedule
3,807.00	0143.02	A/R - TITLE II FUNDING	6,812.84	-	6,812.84	3,005.84	Ties to SEFA schedule
	0143.04	A/R - TITLE III FUNDING	703.00	-	703.00	703.00	Ties to SEFA schedule
	0143.05	A/R - TITLE I PROG IMP	-	0.14	(0.14)	(0.14)	Ties to SEFA schedule
211,728.70	TOTAL FEDERAL REVENUE RE		915,476.69	0.14	915,476.55	703,747.85	Revenue accrued to forecast, receipts reconciled in bank rec. Account reconciled to VSIMS at year-end.
20,122,560.28	0145.01	A/R FROM SCHOOL DIST	21,821,029.26	-	21,821,029.26	1,698,468.98	
20,122,560.28	TOTAL OTHER INTERGOV. REV		21,821,029.26	-	21,821,029.26	1,698,468.98	
128,307.53	0150	OTHER RECEIVABLES	45,543.09	-	45,543.09	(82,764.44)	Ties to reconciliation
128,307.53	TOTAL OTHER RECEIVABLES		45,543.09	-	45,543.09	(82,764.44)	
-	0181.01	PREPAID K12 EXPENSES	2,389,887.65	-	2,389,887.65	2,389,887.65	Ties to K12 matrix
28,848.23	0181.02	PREPAID OTHER	171,283.43	-	171,283.43	142,435.20	Ties to reconciliation
28,848.23	TOTAL PREPAID EXPENSES		2,561,171.08	-	2,561,171.08	2,532,322.85	
53,489.17	0191	DEPOSITS	367,269.17	-	367,269.17	313,780.00	Ties to reconciliation
53,489.17	TOTAL DEPOSITS		367,269.17	-	367,269.17	313,780.00	
19,273.00	0212	SITE IMPROVEMENTS	22,585.50	-	22,585.50	3,312.50	
121,842.82	0231.01	COMPUTER EQUIPMENT	123,123.82	-	123,123.82	1,281.00	
116,820.28	0231.02	OFFICE EQUIP/FURNITURE	120,012.43	-	120,012.43	3,192.15	
(4,978.90)	0241	ACCUM DEP - SITE IMP.	-	6,805.83	(6,805.83)	(1,826.93)	
(104,206.56)	0244.01	ACCUM DEP COMP EQUIP	-	120,603.86	(120,603.86)	(16,397.30)	
(62,387.78)	0244.02	ACCUM DEP OFF EQUIP/FURN	-	88,284.54	(88,284.54)	(25,896.76)	
86,362.86	TOTAL PROPERTY		265,721.75	215,694.23	50,027.52	(36,335.34)	Ties to Fixed Asset reconciliation
30,685,804.80	TOTAL ASSETS		38,617,453.56	216,816.67	38,400,636.89	7,714,832.09	
(22,042,452.56)	0421	ACCOUNTS PAYABLE	-	16,183,724.87	(16,183,724.87)	5,858,727.69	Ties to A/P aging and K12 unpaid balances report
(22,042,452.56)	TOTAL PAYABLES		-	16,183,724.87	(16,183,724.87)	5,858,727.69	
-	0462.01	FICA DEDUCTIONS	15,798.22	-	15,798.22	15,798.22	
-	0462.02	MEDICARE DEDUCTIONS	3,643.62	-	3,643.62	3,643.62	
-	0462.03	FEDERAL TAX DEDUCTIONS	21.07	-	21.07	21.07	
-	0462.04	PA STATE DEDUCTIONS	42.66	-	42.66	42.66	
-	0462.05	LOCAL TAX - KEYSTONE	-	13,858.56	(13,858.56)	(13,858.56)	
-	0462.06	LOCAL TAX - OTHER	8,365.41	-	8,365.41	8,365.41	
-	0462.07	LOCAL SERVICE TAX	-	5,395.51	(5,395.51)	(5,395.51)	
-	0462.08	UNEMPLOYMENT TAX	-	157,154.11	(157,154.11)	(157,154.11)	
(1,385,224.96)	0462.09	EMPLOYEE & EMPLOYER PSEI	-	1,544,503.31	(1,544,503.31)	(159,278.35)	Accrued based on gross salaries, reconciled against PSERS reports and payments quarterly.
-	0462.10	MEDICAL/PRESCRIPTION	462,952.13	-	462,952.13	462,952.13	
-	0462.11	DENTAL & VISION	38,114.21	-	38,114.21	38,114.21	
-	0462.12	DISABILITY LT	-	6,129.73	(6,129.73)	(6,129.73)	
-	0462.13	DISABILITY ST	7,518.52	-	7,518.52	7,518.52	
-	0462.14	FLEXIBLE SPENDING	-	1,947.61	(1,947.61)	(1,947.61)	
-	0462.16	LIFE - ADDITIONAL	-	6,962.46	(6,962.46)	(6,962.46)	
-	0462.17	LIFE - ADDITIONAL	-	3,440.83	(3,440.83)	(3,440.83)	
-	0462.21	PSERS POS	2,175.65	-	2,175.65	2,175.65	
(1,385,224.96)	TOTAL PAYROLL DEDUCT /WIT		538,631.49	1,739,392.12	(1,200,760.63)	184,464.33	Ties to separate benefits reconciliation schedules
(205,870.63)	0480	DEFERRED REVENUE	-	205,870.63	(205,870.63)	-	\$205,500 from unresolved federal funds issue from June Brown issue. \$500 from dental office as a donation for dental materials of which \$371 is remaining.
(205,870.63)	TOTAL DEFERRED REVENUE		-	205,870.63	(205,870.63)	-	
216,131.98	0490.01	ACCRUED EXPENSES	-	8,956,600.96	(8,956,600.96)	(9,172,732.94)	Ties to Accrued Expense schedule
216,131.98	TOTAL OTHER CURRENT LIAB		-	8,956,600.96	(8,956,600.96)	(9,172,732.94)	
(23,417,416.17)	TOTAL LIABILITIES		538,631.49	27,085,588.58	(26,546,957.09)	(3,129,540.92)	
(45,449,607.38)	E0302	REVENUE CONTROL	-	104,099,724.28	(104,099,724.28)	(80,682,308.11)	
	E0601	EXP BUDGET CONTROL	-	-	-	45,449,607.38	
	E0602	EXPENDITURE CONTROL	99,514,433.08	-	99,514,433.08	99,514,433.08	
	E0603	ENCUMBRANCE CONTROL	14,493.32	-	14,493.32	14,493.32	
5,189,077.78	E0753	RES FOR ENCUMBRANCE	-	14,493.32	(14,493.32)	(5,203,571.10)	
	E0780	BUDGETARY FUND BALANCE	-	-	-	-	
	E0840	ASSIGNED FUND BALANCE	-	5,550,861.00	(5,550,861.00)	(5,550,861.00)	Per board assignment
	E0850	UNASSIGNED FUND BALANCE	-	1,717,527.60	(1,717,527.60)	(1,717,527.60)	
(5,550,861.00)	TOTAL FUND BALANCE		-	7,268,388.60	(7,268,388.60)	(1,717,527.60)	
(6,906,605.41)	TOTAL CONTROL ACCOUNTS		-	111,382,606.20	(111,382,606.20)	(104,476,000.79)	
(7,268,388.63)	TOTAL EQUITIES		99,528,926.40	111,382,606.20	(11,853,679.80)	(4,585,291.17)	
	TOTAL REPORT		138,685,011.45	138,685,011.45	-	-	
(52,717,996.01)	Total Liabilities and Equity		-	-	(38,400,636.89)	14,317,359.12	Total Liabilities and Equity

Reporting Period

Apr-14

7/1/2013	2 July	6/1/2010
8/1/2013	3 August	7/1/2013
9/1/2013	4 September	8/1/2013
10/1/2013	5 October	9/1/2013
11/1/2013	6 November	10/1/2013
12/1/2013	7 December	11/1/2013
1/1/2014	8 January	12/1/2013
2/1/2014	9 February	1/1/2014
3/1/2014	10 March	2/1/2014
4/1/2014	11 April	3/1/2014
5/1/2014	12 May	4/1/2014
6/1/2014	13 June	5/1/2014



Monthly Report to the Board of Trustees

June 24, 2014

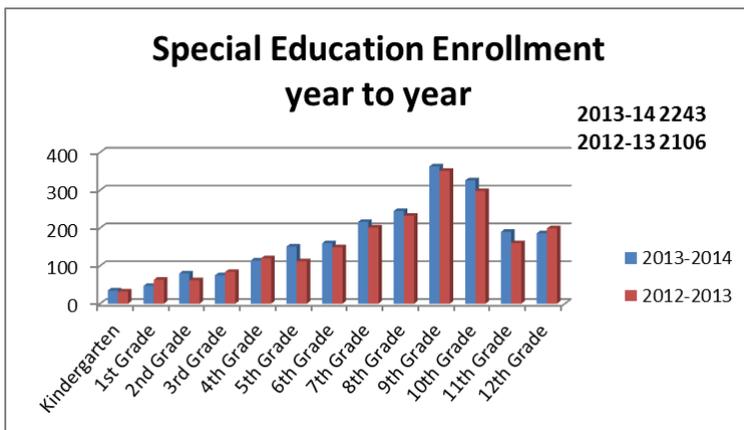
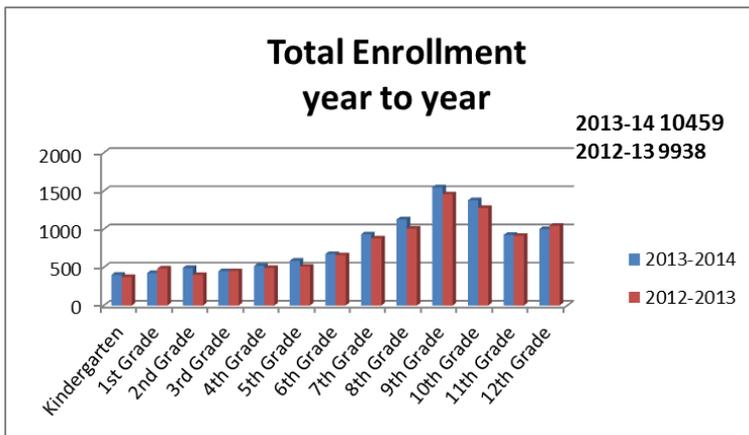
The mission of the Agora Cyber Charter School is to provide an innovative, intensive academic preparation that inspires and educates students to achieve the highest levels of academic knowledge and skills. Agora embraces a collaborative partnership between teachers and parents in order to empower students to reach extraordinary heights. Extraordinary results require extraordinary efforts! Through commitment, hard work, consistency, and responsibility, every student will meet the challenge of mastering high expectations.



Monthly Report to the Board of Trustees

June 24, 2014

Enrollment The number of students enrolled in our school has increased by approximately 5.2% compared to this time last school year. The number of Special Education students enrolled continues to exceed last year's enrollment number.



Agora Cyber Charter School Core Values

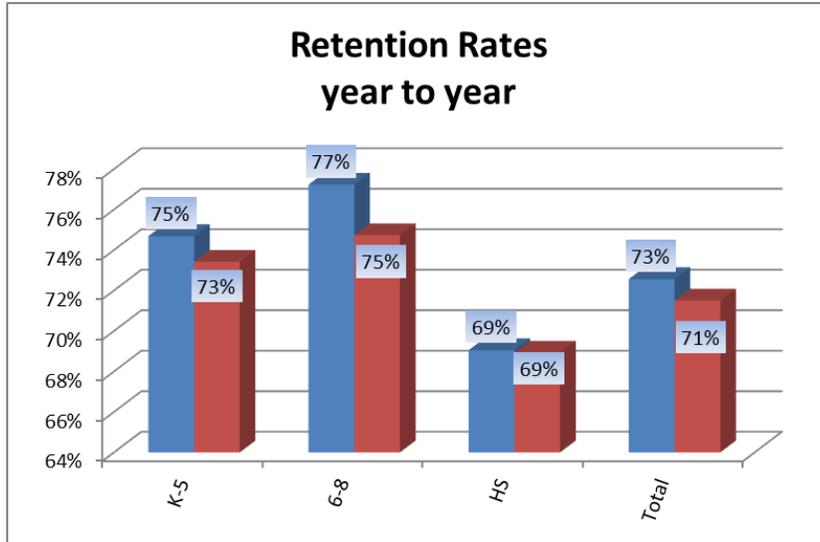


- High expectations for all without limits
- Remove all barriers that limit student potential
- A nurturing learning environment well suited to each student's unique needs
- Meaningful communication and high engagement
- Collaborative partnership among students, parents, community, teachers, staff, and administrators
- Focused environment with expert research-based lesson plans and instruction that ensures mastery for all



Retention

Agora continues to trend upward with a greater increase in retention across all grade bands.



Attendance

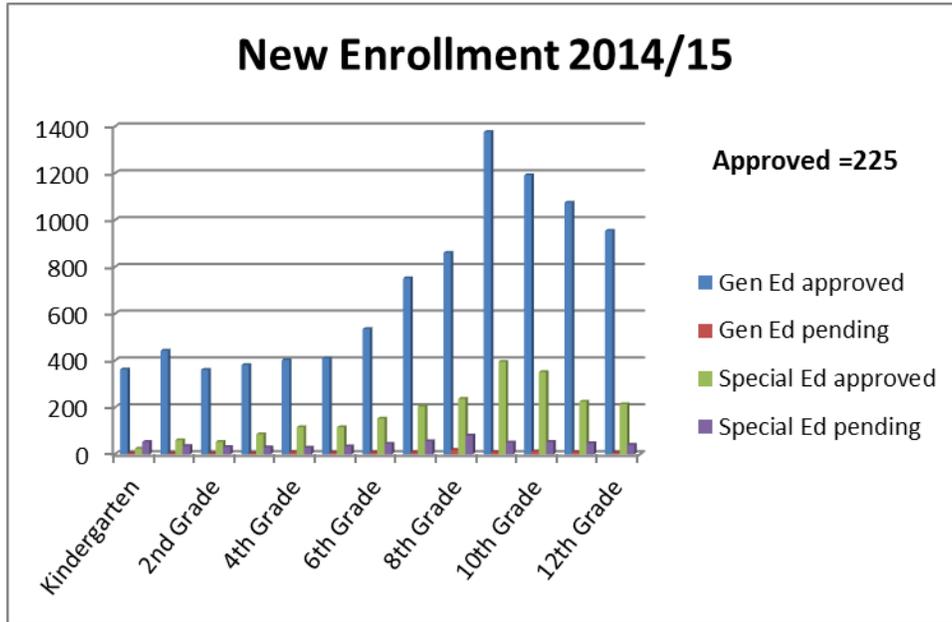
We ended the 13-14 school year with an overall attendance rate of 89%. Though slightly lower than our overall in 12-13 of 91.8% it is an improvement from 85% in September. Grades 1 through 7 ended the year with over 90% overall.

Grade Level	June	May	Percent Change Month to Month
Kindergarten	90%	90%	0%
1st Grade	92%	92%	0%
2nd Grade	93%	93%	0%
3rd Grade	93%	93%	0%
4th Grade	92%	92%	0%
5th Grade	93%	93%	0%
6th Grade	92%	92%	0%
7th Grade	91%	91%	0%
8th Grade	89%	89%	0%
9th Grade	85%	85%	0%
10th Grade	86%	86%	0%
11th Grade	86%	86%	0%
12th Grade	86%	84%	2%
Total	89%	88%	1%



New and Returning Enrollment

There are 225 new students already approved for the 2014-2015 school year. There are 1566 students somewhere in the enrollment process designated as “pending.” May Re-registration rates are stronger with 1401 more students committed to return over this time last year.



May Re-Registration		
	Registering 2014-15	Registering 2013-14
Grade 12	294	408
Grades 9 - 11	2859	2904
Grades 6 - 8	1885	1976
Grades K - 5	2194	2235
Grand Total	7232	5831



Financials

Agora Cyber Charter School Revenue/Expenditure Report Jul-May FY14 YTD Actual versus Budget

	May 2014 Year- to-date Budget	May 2014 Year-to-date Actual	Variance Current v. Budget Inc./Dec.	% Variance
K-8 Ending Enrollment	5,545	5,626	81	1.5%
HS Ending Enrollment	5,081	4,895	(186)	-3.7%
Total Ending Enrollment	10,625	10,521	(104)	-1.0%
FUNDING SOURCES:				
Total Funding	\$ 117,061,718	\$ 115,586,243	\$ (1,475,474)	-1.3%
INSTRUCTION				
Total Teachers	\$ 40,565,918	\$ 39,848,409	(717,509)	-1.8%
Total Students	\$ 41,662,319	\$ 36,528,569	(5,133,750)	-12.3%
Total Student and Family Services	\$ 5,086,599	\$ 5,722,063	635,465	12.5%
Total Instruction	\$ 87,314,835	\$ 82,099,041	\$ (5,215,795)	-6.0%
SUPPORT SERVICES				
Total School Governance	\$ 19,005,104	\$ 18,451,715	(553,389)	-2.9%
Total Technology	\$ 8,052,352	\$ 7,932,744	(119,608)	-1.5%
Total Insurance/Facilities/Other	\$ 1,165,644	\$ 1,113,575	(52,069)	-4.5%
Total Support Services	\$ 28,223,100	\$ 27,498,034	\$ (725,066)	-2.6%
Total School Expenditures This Period	\$ 115,537,936	\$ 109,597,075	\$ (5,940,861)	-5.1%

- Enrollment – June 1 enrollment under budget by 104 (1.0%). Primary variance in HS at 3.7% less than budget. Full year forecast is currently 10,978 versus a budgeted 11,538 ADM, representing a YOY increase of 3.3% versus the budgeted increase of 8.6%
- Revenue – Full year revenue is now forecasted to be \$126.6M. This is an increase of \$3K from last forecast due to less than expected withdrawals for the month in addition to receiving \$150k in Special Education Extraordinary funding from the state. For the year, we are projecting to be \$1.2M less than budget.
- Expenses – YTD expenses are 5.1 % under budget in total. Full year expenses are forecasted to be lower than budget by \$1.5M or 1.2%. This includes the additional \$1.4M additional bonus expense approved by the board in May.
- All Federal and State Reports have been submitted.



Personnel

Personnel: Updates

The following changes to staff occurred since April 30, 2014:

Total Agora Employees	
May 31, 2014	703*

Hired -1:

- Long-term/Daily subs – 1

Resignations/Terms- 1:

- Long-term/Daily subs – 1
- Special Ed. Enroll Asst. - 1

On LOA for Month – 21

Long-Term Substitutes – 22

* Includes LTS

Employee Type/Net of LTS	
Teachers	434
Advisor/Counselor	23
Family Coach	122
Academic Support	31
Engagement Support	11
Learning Ctr.	9
Other Student Services	31
Pupil Health Services	7
Other Support Staff	13

Personnel: Academic and Support Loads for 6/01/14 enrollment of 10,459

Teacher Breakdown		Department	Ratios
Elementary K-5	79*	K-5	36*
Middle School 6-8	82*	Middle School (6-8)	33*
High School	148	HS	33
Special Education	119**	Special Ed	18**
Learning Center	3*	Guidance	231
		Family Coach	86

* Includes 34 Title I Specialists (20 K-5, 9 MS, 2 HS, 3 LC)

**Includes 8 IDEA funded Special Ed Teachers



Academic Report

Final Scantron Participation

- Spring window opened at Agora on April 28
- Final Participation goal of 95%
- Final Participation of 96.3%
- Close to 8,500 students participated in both assessments
- Data as of May 31, 2014

Grade Level	Math Tested	% Tested Math	Reading Tested	% Tested Reading	Both Tested	% Tested Both	Total
3rd Grade	431	99.5%	428	98.8%	428	98.8%	433
4th Grade	485	99.6%	483	99.2%	483	99.2%	487
5th Grade	529	99.4%	528	99.2%	527	99.1%	532
6th Grade	624	98.7%	621	98.3%	621	98.3%	632
7th Grade	855	98.6%	849	97.9%	848	97.8%	867
8th Grade	1040	98.1%	1035	97.6%	1030	97.2%	1060
9th Grade	1447	95.6%	1445	95.4%	1428	94.3%	1514
10th Grade	1300	96.3%	1287	95.3%	1278	94.7%	1350
11th Grade	875	96.3%	868	95.5%	864	95.0%	909
12th Grade	941	95.8%	936	95.3%	934	95.1%	982
Grand Total	8527	97.3%	8480	96.7%	8441	96.3%	8766

Final Study Island Participation

- As of May 31, 86.9% of assigned pathways at grades K-8 were completed
 - Includes only CORE students (those enrolled Oct 1 or prior)
 - Only non-exempt students
 - Completed status achieved by answered at least 10 questions in all topics within pathway

Grade Level	100% Pathways Complete	% of Pathways Complete	Total
Kindergarten	3208	99.2%	3234
1st Grade	3381	98.9%	3420
2nd Grade	3819	95.3%	4008
3rd Grade	3000	93.2%	3220
4th Grade	3115	92.4%	3370
5th Grade	3162	89.8%	3520
6th Grade	3195	82.8%	3860
7th Grade	3595	72.8%	4940
8th Grade	5021	75.1%	6690
Grand Total	31496	86.9%	36262



K-5 Academics

AIMSWeb Participation

97% participation rate in grades K-5

Fall Average	Winter Average	Spring Average	Overall Average
96%	97%	99%	97%

Overall Engagement 4th Quarter

93% of K-5 students = High or Average Engagement

Grade	%High	% Average	%Low
Kindergarten	66%	26%	8%
1st Grade	70%	26%	3%
2nd Grade	73%	22%	5%
3rd Grade	66%	27%	7%
4th Grade	66%	26%	8%
5th Grade	64%	29%	7%
Overall	67%	26%	6%



Promotion Percentages

98.3% = Average promotion rate in grades K-5

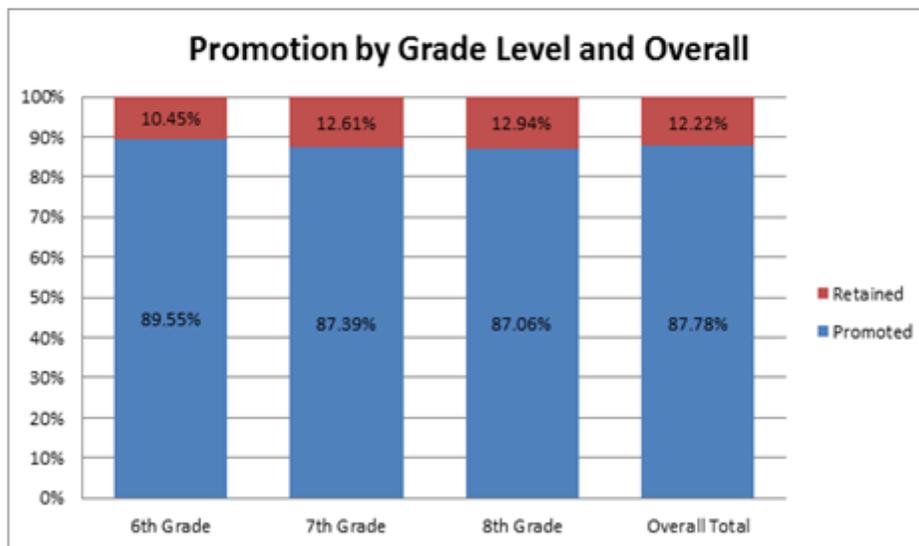
Grade	Passing Rate
Kindergarten	97.1%
1 st Grade	98.6%
2 nd Grade	98.2%
3 rd Grade	98.2%
4 th Grade	99.4%
5 th Grade	98.5%
Overall Average	98.3%

Middle School

The middle school team worked hard to ensure that the all students were ready for the next grade level and High school! As you can see below ALL grade levels met the goal.

SY13-14 Middle School Promotion

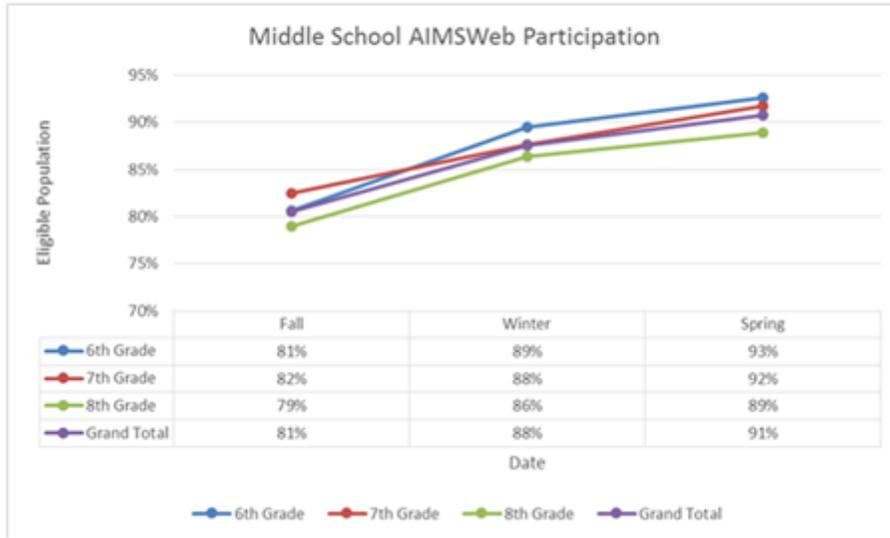
Goal: 87%



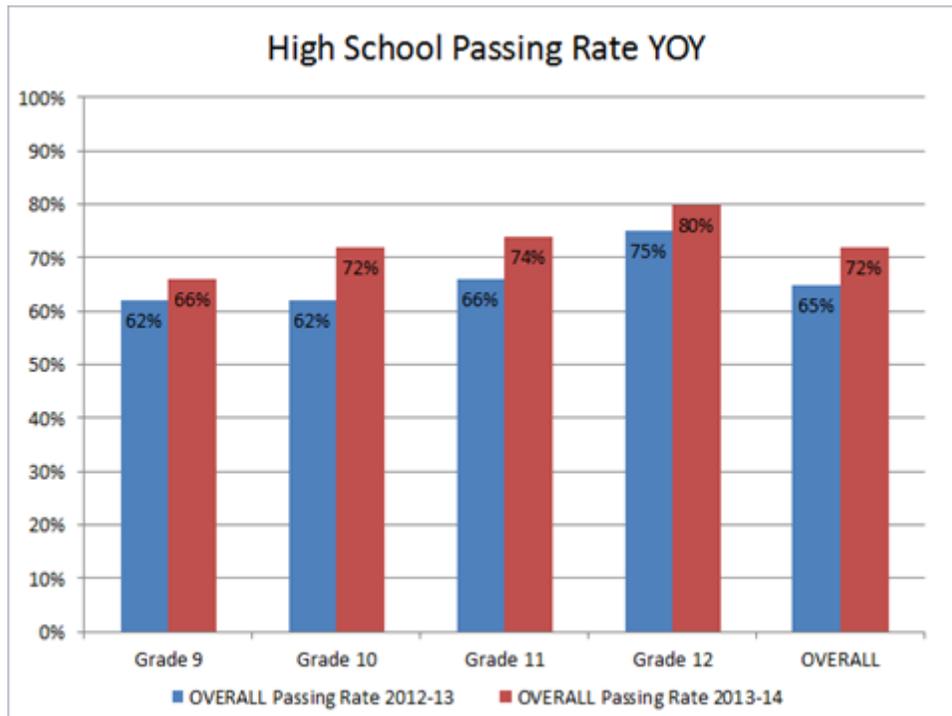


Aimsweb Participation

91% of Eligible MS Students Screened in May

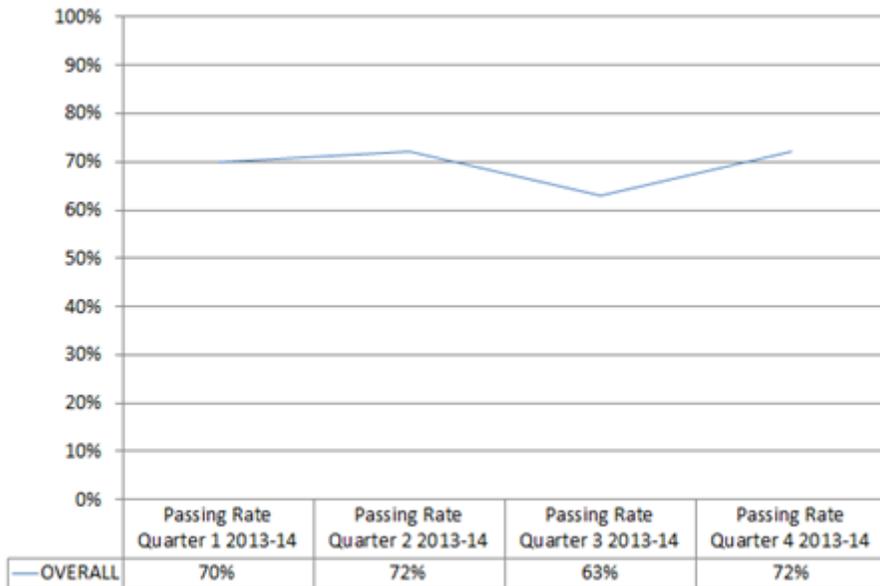


High School

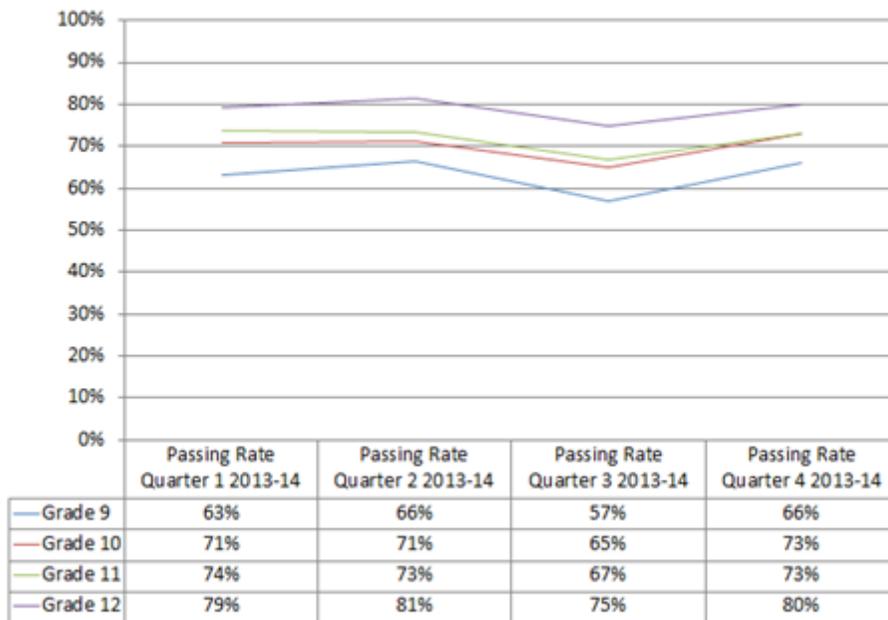




High School Passing Rate Trend SY13-14

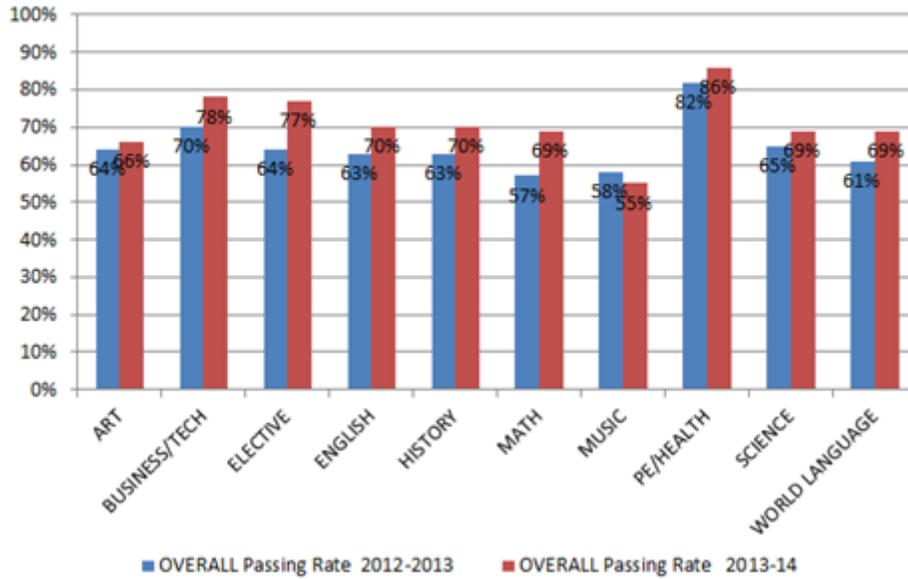


SY13-14 Passing Rate Trend By Grade Level





High School Departmental Passing Rate YOY



Agora IT Operations Policies

User Access Policy

I. Purpose and Scope

A. Access controls are necessary for Agora Cyber Charter School systems that contain sensitive or limited access data. This policy describes the policy used to implement access controls and responsibilities to ensure a high level of information security in order to prevent unauthorized access to Agora's information systems. This policy applies to information systems owned or operated by Agora Cyber Charter School and is applicable to all employees, contractors, consultants, and temporary employees of the aforementioned.

II. User Access

A. New Users

- i. The system administrator shall be made aware of new users in writing (email or hard copy) via a request by the hiring manager or a representative of HR.
- ii. The written request must include the individual's:
 - Full Name
 - Department
 - Job Title
 - Start Date
 - Supervisor
 - Mailing Address
 - Alternate Email Address
- iii. The new user will be set up in the requested system on receipt of written notification but the access shall not be granted by issuance of password until the individual's start date.

B. Change of Access Level

- i. Any changes to the level of system access granted for a particular user must be requested in writing (email or hard copy) to the system administrator by the individual's supervisor.
- ii. If the change will grant access to data or information that is not managed by the user's supervisor then the appropriate manager must give written (email or hard copy) approval of the request.
- iii. The written request must include the individual's:
 - Full Name

Agora IT Operations Policies

- Department
- Job Title
- Description of access requested

C. Removal of Access

- i.** As part of the employee termination process, HR or the individual's supervisor shall inform the system administrator in writing (email or hard copy) of the individual's termination and last date of employment.
- ii.** Under normal circumstances, system access shall be revoked at the close of business on the individual's last date of employment.
- iii.** In cases of immediate dismissal, access shall be revoked as soon as possible once written notification has been received.

D. Change of Password

- i.** If a user has forgotten his/her password, the system administrator is authorized to issue a replacement password upon receipt of written request (email or hard copy) and confirmation of the user's identity.
- ii.** The password shall meet the existing password policy.
- iii.** The password shall be temporary and the user shall be required to change the password after initial use.

E. Review of User Access rights

- i.** System Administrators shall review access to systems on an annual basis. This will be done to re-confirm all users. All other logons will be deleted.



Quotation

Date Jun 16, 2014 2:04 PM EDT	Expiration Date Jun 19, 2014
Doc # Cart	
Description None	
SalesRep Smith, Randy (P) 781-832-3261	
Customer Contact Hunsberger, Landon (P) 267-530-2686 lhunsberger@k12.com	

Customer

Agora Cyber School Academy (02300787) / East - L.Wooley
995 Old Eagle School Rd
Ste 315
Wayne, Pennsylvania 19087
(P) 610-230-0787

Bill To Ship To

Agora Cyber Charter School
Hunsberger, Landon
995 Old Eagle School Rd
Ste 315
Wayne, Pennsylvania 19087
(P) 610-230-2726

Customer PO: None	Terms: Unknown	Ship Via: UPS Ground
Special Instructions: None		Carrier Account #: None

Item Description	Part #	Qty	Tax	Unit Price	Total
1 Lenovo ThinkPad E540 20C6 Core i5 4200M / 2.5 GHz - Windows 7 Pro 64-bit / 8 Pro 64-bit downgrade - pre-installed: Windows 7 - 4 GB RAM - 500 GB HDD - DVD-Writer - 15.6" 1366 x 768 (HD) - Intel HD Graphics 4600 - trimmed with a thin silver band (side), black (bottom), matte blac	20C6008SUS	175	No	\$708.02	\$123,903.50
2 Lenovo TopSeller Depot Warranty Extended service agreement - parts and labor - 4 years - pick-up and return - TopSeller Service - for E49; ThinkPad Edge 13; 14; 15; E12X; E13X; E32X; E33X; E42X; E43X; E44X; E52X; E53X; E54X	5WS0F63221	175	No	\$151.45	\$26,503.75

Subtotal: \$150,407.25
Tax (0.000%): \$0.00
Shipping: \$0.00
Total: \$150,407.25

All quoted pricing is subject to change as manufacturer and distributor pricing can change daily.
Please ask your STS representative to review expiration dates, rebates and promotions (noted with Orange Light bulbs) affecting the price of your quote, or to reconfirm pricing if your purchase will be delayed overnight.

Prices shown may NOT include applicable sales tax or fees.

If shipping charges or sales tax are shown, then those may be estimates only.

ACTUAL shipping charges and sales tax will be calculated at the time of shipment and added to the invoice.

Future cost increases or decreases from STS suppliers may affect final pricing after your order has been submitted.
STS will contact you in the event that there are price changes that will effect your order. Supply is subject to availability.

Virtual Technologies Group
 1605 Indian Wood Circle
 Maumee, OH 43537
 419-255-9070

~611Shape the future notebooks

005419
Version: 1
06-13-2014

Prepared By
 Bob Curtis
 Phone: 419-255-9070 Ext. 2065
 Email: bobcurtis@vtgus.com

Prepared For

Agora Cyber Charter School
 Landon Hunsberger
 995 Old Eagle School Road Suite 315
 Wayne, PA 19087
 lhunsberger@k12.com
 6102548218



Tab 1		Price	Qty	Extended
	NOTE Lenovo's bid pricing number will change with the start of their next quarter. You will need to request a new quote before ordering after July 1st. I am confident of the pricing. Memo	\$0.00	1	\$0.00
	Academic Lenovo_QSpecial bid Shape Future Notebook (74543) **While Supply and or bid number last. Special bid # 6500180504** Lenovo ThinkPad Edge E540 15.6" LED Notebook - Intel Core i5 i5-4200M 2.50 GHz E540 I5-4200M 3.1G 4GB 500GB DVRW 15.6 W7P64 STF PUB K-12 4 GB RAM - 500 GB HDD - DVD-Writer - Intel HD 4600 - Windows 7 Professional 64-bit - 1366 x 768 Display - Bluetooth (Special Order Product, Call for Availability) END USER MUST BE QUALIFIED AND APPROVED FOR THIS PROMOTION	\$593.00	175	\$103,775.00
	Annual Universal Image Update Annual Maintenance Image Fee	\$10.00	175	\$1,750.00
	VTG Group Limited Extended service agreement • parts and labor • 3 years • 9x5 • •NBD• serviceable exchange / on-site parts and labor * 3 years * 9x5 * *NBD* serviceable exchange / on-site	\$126.99	175	\$22,223.25
	Drop shipping included in price. VTG WILL NOT BE ABLE TO DO IMAGING Ground	\$0.00	1	\$0.00
Tab 1 Subtotal				\$127,748.25

Recap	Amount
Tab 1	\$127,748.25
Total	\$127,748.25

Taxes, shipping, handling and other fees may apply. We reserve the right to cancel orders arising from pricing or other errors.

Signature _____

Date _____

Virtual Technologies Group

1605 Indian Wood Circle

Maumee, OH 43537

419-255-9070

~611Shape the future notebooks

005419

Version: 1

06-13-2014

Prepared By

Bob Curtis

Phone: 419-255-9070 Ext. 2065

Email: bobcurtis@vtgus.com

Proposal: To eliminate the need for payroll accruals and enhance accuracy of monthly financial reporting, we are proposing a change in Agora staff pay-dates to the 15th and the last day of the month. In effect, this pay will be available to staff 7 days earlier than today, moving the pay-date up from the 22nd to the 15th and the 7th of the next month to the last day of the previous month.

Currently in Employee Handbook:

PAYDAY

All employees are paid semi-monthly. Normal pay periods are from the 1st to the 15th of the month and from the 16th to the last day of the month. Pay statements for the pay period from the 1st to the 15th are made available on the 22nd. Pay statements for the 16th to the last business day of the month are made available on the 7th of the next month. Should a pay day fall on a weekend or holiday, paychecks are made available on the prior business day.

Proposed Revision for Fiscal 2015 effective 7/1/14:

PAYDAY

All employees are paid semi-monthly. Normal pay periods are from the 1st to the 15th of the month and from the 16th to the last day of the month. Pay statements for the pay period from the 1st to the 15th are made available **on the 15th**. Pay statements for the 16th to the last business day of the month are made available **on the last business day of the month**. Should a pay day fall on a weekend or holiday, paychecks are made available on the prior business day.

Advantage Interest Checking

Account number: 2000018407787 ■ May 1, 2014 - May 31, 2014 ■ Page 1 of 5
Image count: 239



AGORA CYBER CHARTER SCHOOL
995 OLD EAGLE SCHOOL RD STE 315
WAYNE PA 19087-1709

Questions?

Available by phone 24 hours a day, 7 days a week:
1-800-CALL-WELLS (1-800-225-5935)

Online: wellsfargo.com

Write: Wells Fargo Bank, N.A. (345)
Delaware Valley North Business Banking
P.O. Box 6995
Portland, OR 97228-6995

Account summary

Advantage Interest Checking

<i>Account number</i>	<i>Beginning balance</i>	<i>Total credits</i>	<i>Total debits</i>	<i>Ending balance</i>
2000018407787	\$11,901,118.89	\$8,209,577.25	-\$10,258,005.75	\$9,852,690.39

Interest summary

Year to date interest and bonuses paid \$1,420.35

Credits

Deposits

<i>Effective date</i>	<i>Posted date</i>	<i>Amount</i>	<i>Transaction detail</i>
	05/02	403,672.65 ✓	Deposit
	05/02	15,924.74 ✓	Deposit
	05/09	678,719.51 ✓	Deposit
	05/09	211,607.84 ✓	Deposit
	05/09	9,346.42 ✓	Deposit
	05/16	315,428.38 ✓	Deposit
	05/16	253,627.84 ✓	Deposit
	05/16	224,537.01 ✓	Deposit
	05/16	200,636.00 ✓	Deposit
	05/20	163,066.70 ✓	Deposit
	05/23	313,885.67 ✓	Deposit
	05/23	217,104.66 ✓	Deposit
	05/23	216,345.93 ✓	Deposit
	05/23	129,793.66 ✓	Deposit
	05/30	431,417.93 ✓	Deposit
	05/30	209,860.11 ✓	Deposit
	05/30	208,784.32 ✓	Deposit



Deposits (continued)

Effective date	Posted date	Amount	Transaction detail
	05/30	94,885.21 ✓	Deposit
	05/30	10,813.62 ✓	Deposit
		\$4,309,458.20	Total deposits

Electronic deposits/bank credits

Effective date	Posted date	Amount	Transaction detail
	05/08	269.59	Analysis Int Earned 0414 Interest 140508
	05/13	0.06 ✓	Customer Satisfaction Credit
	05/15	273.88 ✓	Concur Abort 140514 C00EnxI7x009 Usd
	05/21	1,053,470.21 ✓	PA Treasury Dept Comm of PA 140521 xxxxx0432 Agora Cyber Charter SC
	05/28	284.56	Concur Abort 140527 C00Ewp3TX007 Usd
	05/29	150,000.00 ✓	PA Treasury Dept Comm of PA 140529 xxxxx0254 Agora Cyber Charter SC
	05/30	2,695,820.75 ✓	PA Treasury Dept Comm of PA 140530 xxxxx0200 Agora Cyber Charter SC
		\$3,900,119.05	Total electronic deposits/bank credits
		\$8,209,577.25	Total credits

Debits

Electronic debits/bank debits

Effective date	Posted date	Amount	Transaction detail
	05/01	173.25	ZBA Funding Account Transfer to 2121388124 (A)
	05/02	22,295.17 ✓	Keystone Kcg Efile 140502 505712 Agora Cyber Charter SC
	05/02	12,300.83 ✓	Concur Cash 140501 C00Ecawx006 Usd
	05/02	59.10	ZBA Funding Account Transfer to 2121388124 (A)
	05/05	838,566.06	ZBA Funding Account Transfer to 2121388124 (A)
	05/06	9,577.51 ✓	Concur Cash 140505 C00Eebw5x002 Usd
	05/06	437.25	ZBA Funding Account Transfer to 2121388124 (A)
	05/07	8,600.05 ✓	Concur Cash 140506 C00Efevpx006 Usd
	05/07	1,464.12	ZBA Funding Account Transfer to 2121388124 (A)
	05/08	170,812.86 ✓	Psers Webcashcon 140507 0009329101 9329 Employee Contri
	05/08	1,379.40	ZBA Funding Account Transfer to 2121388124 (A)
	05/09	5,840.66 ✓	Concur Cash 140508 C00Eicnxb003 Usd
	05/09	1,428.14	ZBA Funding Account Transfer to 2121388124 (A)
	05/12	3,630.58	ZBA Funding Account Transfer to 2121388124 (A)
	05/13	327,124.21 ✓	IRS Usatapytmt 051314 270453321209524 Agora Cyber Charter SC
	05/13	5,383.88 ✓	Concur Cash 140512 C00Ek31Sx007 Usd
	05/13	260.14	ZBA Funding Account Transfer to 2121388124 (A)
	05/14	36,500.01 ✓	Commwlthofpa Int Paemploytx 140515 95320853 Txp*95320853 *Em340*140515*T*0003650001\
	05/14	8,628.98 ✓	City of Philadel Ezpay 051314 23450147352 Txp*1251198*01*140514*T*0000862898*P*00000000*821
	05/14	6,935.80 ✓	Concur Cash 140513 C00EI7Y3x005 Usd
	05/14	17.43	ZBA Funding Account Transfer to 2121388124 (A)
	05/15	239.40	ZBA Funding Account Transfer to 2121388124 (A)



Electronic debits/bank debits (continued)

Effective date	Posted date	Amount	Transaction detail
	05/16	4,371.69 ✓	Concur Cash 140515 C00Enryrx004 Usd
	05/16	1,009.00	ZBA Funding Account Transfer to 2121388124
	05/19	209.56	ZBA Funding Account Transfer to 2121388124
	05/20	1,653.25	ZBA Funding Account Transfer to 2121388124
	05/21	435,865.57 ✓	WT Fed#01377 PNC Bank, National /Ftr/Bnf=Independence Administrators Srf# IN14052105243887 Trn#140521069731 Rfb# 000000073
	05/21	19,012.23 ✓	Concur Cash 140520 C00Eqs61x000 Usd <i>Less concur credit 27288</i>
	05/21	820,847.46	ZBA Funding Account Transfer to 2121388124
	05/22	150.98	ZBA Funding Account Transfer to 2121388124
	05/23	11,219.03 ✓	Concur Cash 140522 C00Ethifx009 Usd
	05/23	4,716.85	ZBA Funding Account Transfer to 2121388124
	05/27	2,536.45	ZBA Funding Account Transfer to 2121388124
	05/28	274,363.69 ✓	IRS Usatapytmt 052814 270454885355157 Agora Cyber Charter SC
	05/28	89.92 ✓	Psers Webcashcon 140527 0009329102 9329 Member POS
	05/28	1,517.61	ZBA Funding Account Transfer to 2121388124
	05/29	239,315.50 ✓	WT Fed#04905 PNC Bank, National /Ftr/Bnf=Independence Administrators Srf# IN14052912594205 Trn#140529140454 Rfb# 000000076
	05/29	6,151,474.41 ✓	WT Fed#00610 Pncbank, National /Ftr/Bnf=K12 Management Srf# IN14052906141885 Trn#140529066725 Rfb# 000000075
	05/29	19,789.18 ✓	Concur Cash 140528 C00Ewu2Lx004 Usd
	05/29	92.49	ZBA Funding Account Transfer to 2121388124
	05/30	8,552.68 ✓	City of Philadel Ezpay 052914 23450147352 Txp*1251198*01*140530*T*0000855268*P*000000000*831
	05/30	139.55	ZBA Funding Account Transfer to 2121388124
		\$9,458,581.93	Total electronic debits/bank debits <i>Total ZBA 1,680,528.07</i>

Checks paid

Number	Amount	Date	Number	Amount	Date	Number	Amount	Date
53390	704.00	05/30	53134*	5.88	05/20	53174*	2,600.00	05/07
52940	2,627.79	05/02	53135	21.70	05/28	53175	1,230.00	05/05
53013*	264.20	05/12	53136	10.85	05/01	53176	503.04	05/02
53041*	427.95	05/02	53137	21.70	05/05	53177	52.00	05/12
53048*	350.38	05/15	53138	5.40	05/07	53179*	100.00	05/02
53072*	1,625.00	05/02	53141*	10.85	05/12	53180	100.00	05/08
53108*	19.68	05/02	53142	26.04	05/01	53181	250.00	05/05
53109	1,995.00	05/06	53143	10.85	05/14	53182	5,301.25	05/02
53115*	217.87	05/01	53146*	21.70	05/06	53183	1,125.00	05/08
53117*	1,787.50	05/01	53147	39.06	05/19	53193*	617.50	05/16
53118	8.26	05/14	53148	67.27	05/12	53194	2,502.00	05/01
53119	21.70	05/12	53150*	160.58	05/01	53195	3,410.53	05/01
53121*	60.76	05/06	53152*	69.30	05/13	53196	61.62	05/05
53122	10.85	05/01	53153	49.00	05/13	53197	4,050.00	05/01
53123	136.08	05/21	53164*	3,840.00	05/02	53198	5,400.00	05/22
53124	10.85	05/21	53165	100.00	05/02	53199	1,725.00	05/08
53125	6.25	05/12	53167*	1,075.00	05/02	53200	10,383.00	05/05
53129*	21.70	05/06	53170*	800.00	05/29	53201	1,449.65	05/07
53131*	1,760.10	05/07	53171	8,459.70	05/01	53202	2,040.00	05/06
53132	86.24	05/06	53172	200.00	05/01	53203	80.65	05/09



Checks paid (continued)

Number	Amount	Date	Number	Amount	Date	Number	Amount	Date
53204	3,100.00	05/01	53257	44.96	05/23	53312	6,796.80	05/28
53205	1,500.00	05/05	53258	1,410.50	05/13	53313	2,918.00	05/16
53206	1,906.52	05/02	53259	1,275.00	05/23	53314	450.00	05/19
53207	2,841.96	05/05	53260	1,688.50	05/12	53315	959.67	05/20
53208	5,860.36	05/02	53261	21,476.74	05/16	53316	345.00	05/21
53209	2,118.96	05/07	53262	13,304.00	05/12	53318	1,991.73	05/20
53210	69.99	05/05	53263	146.56	05/14	53319	1,664.00	05/20
53211	831.54	05/02	53264	260.67	05/12	53321	5,562.50	05/19
53212	1,500.00	05/06	53265	44.88	05/12	53322	15.19	05/21
53213	1,620.00	05/08	53266	481.10	05/21	53323	27.99	05/20
53214	3,642.40	05/02	53267	54.00	05/21	53324	27.99	05/20
53215	360.00	05/09	53268	110.57	05/21	53326	176.19	05/29
53216	1,973.16	05/12	53269	425.00	05/27	53327	506.00	05/20
53217	2,493.00	05/07	53270	3,816.00	05/16	53328	20.00	05/21
53218	717.00	05/02	53271	748.73	05/19	53330	3.24	05/30
53219	1,151.64	05/05	53272	234.12	05/19	53331	18.13	05/21
53220	3,144.00	05/09	53274	2,500.00	05/28	53332	20.00	05/20
53221	1,500.00	05/16	53275	2,070.00	05/19	53333	5,998.50	05/16
53223	634.23	05/23	53276	3,342.97	05/22	53336	14.77	05/20
53224	1,500.00	05/15	53277	3,975.00	05/20	53337	8.68	05/23
53225	43.54	05/14	53278	8,207.72	05/19	53338	539.70	05/21
53226	1,654.00	05/16	53279	3,262.50	05/19	53339	23,241.52	05/19
53227	1,459.90	05/23	53280	75.00	05/20	53340	15.19	05/20
53228	133.33	05/13	53281	10,900.00	05/19	53341	3,880.00	05/20
53229	1,500.00	05/12	53282	26.73	05/23	53342	3,841.75	05/20
53230	70.56	05/19	53283	161.84	05/27	53343	61,114.41	05/22
53231	1,151.64	05/09	53284	1,104.17	05/20	53344	3,792.00	05/23
53232	539.90	05/13	53285	531.25	05/23	53345	690.42	05/27
53233	3,397.41	05/12	53286	1,281.24	05/20	53346	60.00	05/23
53234	495.98	05/16	53287	3,013.52	05/19	53347	2,677.52	05/23
53235	314.58	05/13	53288	22,760.00	05/23	53348	415.26	05/23
53236	1,152.00	05/20	53289	2,450.78	05/19	53349	1,716.22	05/27
53237	209.98	05/13	53290	6,483.75	05/22	53350	1,120.00	05/27
53238	1,500.00	05/13	53292	450.00	05/19	53351	1,506.70	05/29
53240	4,160.00	05/13	53294	750.00	05/19	53352	27.75	05/27
53241	450.00	05/13	53295	119.00	05/20	53354	149.85	05/29
53242	129.85	05/15	53296	1,500.00	05/19	53356	617.50	05/30
53243	43.00	05/12	53297	840.00	05/23	53357	1,500.00	05/30
53244	196.00	05/12	53298	3,020.04	05/19	53358	1,366.91	05/29
53245	22,247.25	05/14	53299	941.64	05/16	53361	268.76	05/27
53246	25,761.29	05/12	53300	5,280.92	05/20	53363	1,500.00	05/27
53248	2,000.00	05/13	53302	701.96	05/22	53364	1,487.50	05/28
53249	496.38	05/12	53304	4,980.00	05/27	53365	1,995.00	05/27
53250	330.00	05/12	53305	2,308.01	05/20	53366	504.00	05/27
53251	5,544.00	05/12	53306	682.49	05/21	53367	760.00	05/30
53252	164.99	05/12	53307	2,390.00	05/16	53368	1,151.64	05/22
53253	180.53	05/12	53308	300.00	05/23	53369	1,500.00	05/23
53254	159.68	05/12	53309	815.18	05/19	53370	1,500.00	05/23
53255	3,500.00	05/13	53310	3,052.46	05/23	53371	1,500.00	05/23
53256	1,364.00	05/15	53311	190,901.33	05/19	53372	345.00	05/29



Checks paid (continued)

Number	Amount	Date	Number	Amount	Date	Number	Amount	Date
53374*	3,927.74	05/27	53385	420.00	05/27	53399	330.00	05/30
53376*	8,832.00	05/27	53386	12,366.21	05/27	53400	159.68	05/30
53377	157.50	05/28	53387	1,500.00	05/27	53401	164.99	05/30
53378	110.13	05/28	53388	5,490.00	05/23	53402	180.53	05/30
53379	2,816.60	05/27	53389	560.00	05/27	53418*	22,105.00	05/30
53380	127.82	05/28	53391*	160.00	05/27	53433*	2,534.56	05/30
53381	1,125.00	05/28	53392	198.61	05/28	53435*	1,151.64	05/30
53382	22,247.25	05/28	53393	359.03	05/28	53436	149.40	05/30
53383	30,654.21	05/23	53397*	990.00	05/29	53462*	5,553.00	05/30
53384	613.90	05/27	53398	496.38	05/30			

\$799,423.82 Total checks paid

* Gap in check sequence.

\$10,258,005.75 Total debits

Daily ledger balance summary

Date	Balance	Date	Balance	Date	Balance
04/30	11,901,118.89	05/12	11,993,145.74	05/21	12,165,830.59
05/01	11,877,009.72	05/13	11,646,040.98	05/22	12,087,484.88
05/02	12,233,374.48	05/14	11,571,502.30	05/23	12,870,156.72
05/05	11,377,298.51	05/15	11,568,192.55	05/27	12,823,034.83
05/06	11,361,558.35	05/16	12,515,232.73	05/28	12,512,216.83
05/07	11,341,067.07	05/19	12,257,335.61	05/29	6,246,210.60
05/08	11,164,574.40	05/20	12,390,498.75	05/30	9,852,690.39
05/09	12,052,243.08				

Average daily ledger balance \$11,805,534.20

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Analyzed Business Checking

Account number: 2000060308038 ■ May 1, 2014 - May 31, 2014 ■ Page 1 of 2



AGORA CYBER CHARTER SCHOOL
ISP ACCOUNT
995 OLD EAGLE SCHOOL RD STE 315
WAYNE PA 19087-1709

Questions?

Available by phone 24 hours a day, 7 days a week:
1-800-CALL-WELLS (1-800-225-5935)

Online: wellsfargo.com

Write: Wells Fargo Bank, N.A. (345)
Delaware Valley North Business Banking
P.O. Box 6995
Portland, OR 97228-6995

Account summary

Analyzed Business Checking

Account number	Beginning balance	Total credits	Total debits	Ending balance
2000060308038	\$125,952.98	\$140.00	-\$6,603.25	\$119,489.73

Credits

Electronic deposits/bank credits

Effective date	Posted date	Amount	Transaction detail
	05/05	140.00	Cstar Adj Ref # A-4050505060GA
		\$140.00	Total electronic deposits/bank credits
		\$140.00	Total credits

Debits

Electronic debits/bank debits

Effective date	Posted date	Amount	Transaction detail
	05/12	32.25	Client Analysis Srvc Chrg 140509 Svc Chge 0414 002000060308038
		\$32.25	Total electronic debits/bank debits

Checks paid

Number	Amount	Date	Number	Amount	Date	Number	Amount	Date
822	140.00	05/01	852	140.00	05/12	863	140.00	05/12
825*	40.00	05/01	854*	140.00	05/12	864	140.00	05/13
826	140.00	05/08	855	140.00	05/13	865	78.00	05/12
830*	140.00	05/05	856	70.00	05/13	866	140.00	05/28
833*	140.00	05/23	857	140.00	05/16	867	140.00	05/19
834	120.00	05/05	858	105.00	05/16	868	140.00	05/13
839*	120.00	05/19	859	140.00	05/13	869	120.00	05/15
843*	140.00	05/05	860	108.00	05/16	870	60.00	05/14
848*	140.00	05/29	861	105.00	05/12	871	100.00	05/12
851*	108.00	05/15	862	140.00	05/15	872	104.00	05/27



Checks paid (continued)

Number	Amount	Date	Number	Amount	Date	Number	Amount	Date
873	100.00	05/13	882	140.00	05/12	893	140.00	05/19
874	128.00	05/15	883	140.00	05/13	894	75.00	05/19
875	120.00	05/12	884	140.00	05/16	895	40.00	05/19
876	140.00	05/12	885	140.00	05/12	61110*	105.00	05/21
877	100.00	05/14	887*	140.00	05/19	70314*	40.00	05/01
878	100.00	05/12	888	40.00	05/19	71795*	140.00	05/23
879	120.00	05/12	890*	140.00	05/20	71866*	80.00	05/01
880	105.00	05/13	891	140.00	05/22	71906*	120.00	05/27
881	140.00	05/13	892	140.00	05/19			
			\$6,571.00	Total checks paid				

* Gap in check sequence.

\$6,603.25 Total debits

Daily ledger balance summary

Date	Balance	Date	Balance	Date	Balance
04/30	125,952.98	05/14	122,482.73	05/22	120,273.73
05/01	125,652.98	05/15	121,986.73	05/23	119,993.73
05/05	125,392.98	05/16	121,493.73	05/27	119,769.73
05/08	125,252.98	05/19	120,658.73	05/28	119,629.73
05/12	123,757.73	05/20	120,518.73	05/29	119,489.73
05/13	122,642.73	05/21	120,413.73		
Average daily ledger balance		\$122,414.91			

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K12 Pennsylvania LLC
Reconciliation - Wachovia Checking - Voids
Period Ending: 05/31/2014

Date	Last	First	Check #	Amount
12/12/2012	Davi	Debra	49273	\$ 105.00

Analyzed Business Checking

Account number: 2121388124 ■ May 1, 2014 - May 31, 2014 ■ Page 1 of 4



K12 PENNSYLVANIA LLC
995 OLD EAGLE SCHOOL RD STE 315
WAYNE PA 19087-1709

Questions?

Available by phone 24 hours a day, 7 days a week:
1-800-CALL-WELLS (1-800-225-5935)

Online: wellsfargo.com

Write: Wells Fargo Bank, N.A. (345)
Delaware Valley North Business Banking
P.O. Box 6995
Portland, OR 97228-6995

Account summary

Analyzed Business Checking

Account number	Beginning balance	Total credits	Total debits	Ending balance
2121388124	\$0.00	\$3,338,218.16	-\$3,338,218.16	\$0.00

Credits

Electronic deposits/bank credits

Effective date	Posted date	Amount	Transaction detail
	05/01	173.25	ZBA Balance Account Transfer From 2000018407787
	05/02	59.10	ZBA Balance Account Transfer From 2000018407787
	05/05	838,566.06	ZBA Balance Account Transfer From 2000018407787
	05/06	437.25	ZBA Balance Account Transfer From 2000018407787
	05/07	838,511.06	ACH Origination - Agora Cyber Char - File 3412170569 Coid 3412170569
	05/07	1,464.12	ZBA Balance Account Transfer From 2000018407787
	05/08	1,379.40	ZBA Balance Account Transfer From 2000018407787
	05/09	1,428.14	ZBA Balance Account Transfer From 2000018407787
	05/12	3,630.58	ZBA Balance Account Transfer From 2000018407787
	05/13	260.14	ZBA Balance Account Transfer From 2000018407787
	05/14	17.43	ZBA Balance Account Transfer From 2000018407787
	05/15	239.40	ZBA Balance Account Transfer From 2000018407787
	05/16	1,009.00	ZBA Balance Account Transfer From 2000018407787
	05/19	209.56	ZBA Balance Account Transfer From 2000018407787
	05/20	1,653.25	ZBA Balance Account Transfer From 2000018407787
	05/21	820,847.46	ZBA Balance Account Transfer From 2000018407787
	05/22	817,690.23	ACH Origination - Agora Cyber Char - File 3412170569 Coid 3412170569
	05/22	1,488.80	ACH Origination - Agora Cyber Char - File 3412170569 Coid 3412170569
	05/22	150.98	ZBA Balance Account Transfer From 2000018407787
	05/23	4,716.85	ZBA Balance Account Transfer From 2000018407787
	05/27	2,536.45	ZBA Balance Account Transfer From 2000018407787
	05/28	1,517.61	ZBA Balance Account Transfer From 2000018407787



Electronic deposits/bank credits (continued)

Effective date	Posted date	Amount	Transaction detail
	05/29	92.49	ZBA Balance Account Transfer From 2000018407787
	05/30	139.55	ZBA Balance Account Transfer From 2000018407787
		\$3,338,218.16	Total electronic deposits/bank credits
		\$3,338,218.16	Total credits

Debits

Electronic debits/bank debits

Effective date	Posted date	Amount	Transaction detail
	05/01	173.25 ✓	Bancorpsv Bancorpsv 140501 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/02	59.10 ✓	Bancorpsv Bancorpsv 140502 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/05	838,511.06	ACH Prep Origintrn - Agora Cyber Char - File 3412170569 Coid 3412170569
	05/05	55.00 ✓	Bancorpsv Bancorpsv 140503 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/06	250.02 ✓	Bancorpsv Bancorpsv 140506 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/06	174.12 ✓	Bancorpsv Bancorpsv 140506 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/06	13.11 ✓	Bancorpsv Bancorpsv 140506 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/07	838,511.06	Agora Cyber Char Dir Dep 140507 xxxxx0569 Agora Cyber Charter SC
	05/07	177.08 ✓	The Harrison Grp Flex Pymnt 140507 1 Agora Cyber Charter SC DD 386
	05/07	6.32 ✓	Bancorpsv Bancorpsv 140507 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/08	86.79 ✓	Bancorpsv Bancorpsv 140508 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/09	76.88 ✓	Bancorpsv Bancorpsv 140509 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/12	520.08 ✓	Client Analysis Srvc Chrg 140509 Svc Chge 0414 000002121388124
	05/12	208.00 ✓	Bancorpsv Bancorpsv 140510 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/13	132.81 ✓	Bancorpsv Bancorpsv 140513 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/13	125.00 ✓	Bancorpsv Bancorpsv 140513 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/13	2.33 ✓	Bancorpsv Bancorpsv 140513 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/14	17.43 ✓	Bancorpsv Bancorpsv 140514 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/15	239.40 ✓	Bancorpsv Bancorpsv 140515 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/16	151.00 ✓	Bancorpsv Bancorpsv 140516 99994 Eb-The Harrison Group Inc-99994-Settle Purchase



Electronic debits/bank debits (continued)

Effective date	Posted date	Amount	Transaction detail
	05/19	209.56 ✓	Bancorpsv Bancorpsv 140517 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/20	119.82 ✓	Bancorpsv Bancorpsv 140520 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/20	58.18 ✓	Bancorpsv Bancorpsv 140520 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/20	44.53 ✓	Bancorpsv Bancorpsv 140520 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/21	1,488.80	ACH Prep Origintn - Agora Cyber Char - File 3412170569 Coid 3412170569
	05/21	817,690.23	ACH Prep Origintn - Agora Cyber Char - File 3412170569 Coid 3412170569
	05/21	177.08 ✓	The Harrison Grp Flex Pymnt 140521 1 Agora Cyber Charter SC DD 4/55
	05/22	817,690.23	Agora Cyber Char Dir Dep 140521 xxxxx0569 Agora Cyber Charter SC
	05/22	1,488.80	Agora Cyber Char Dir Dep 140521 xxxxx0569 Agora Cyber Charter SC
	05/22	90.98 ✓	Bancorpsv Bancorpsv 140521 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/22	60.00 ✓	Bancorpsv Bancorpsv 140522 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/23	89.96 ✓	Bancorpsv Bancorpsv 140523 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/28	115.00 ✓	Bancorpsv Bancorpsv 140528 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/28	54.13 ✓	Bancorpsv Bancorpsv 140528 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/28	10.00 ✓	Bancorpsv Bancorpsv 140528 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/28	4.20 ✓	Bancorpsv Bancorpsv 140528 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/29	92.49 ✓	Bancorpsv Bancorpsv 140529 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
	05/30	139.55 ✓	Bancorpsv Bancorpsv 140530 99994 Eb-The Harrison Group Inc-99994-Settle Purchase
		\$3,319,113.38	Total electronic debits/bank debits

Checks paid

Number	Amount	Date	Number	Amount	Date	Number	Amount	Date
10904	1,280.72	05/07	11605*	1,373.65	05/23	11615*	1,363.83	05/23
10907*	1,292.61	05/08	11607*	1,491.35	05/21	11616	1,292.61	05/28
10908	1,309.59	05/09	11608	769.67	05/23	100043* ✓	41.67	05/09
10909	582.30	05/27	11609	1,280.72	05/27	100046* ✓	858.00	05/16
10910	1,280.72	05/20	11611*	1,119.74	05/23	100047 ✓	41.67	05/28
10912*	1,097.13	05/12	11612	673.43	05/27	100048 ✓	150.00	05/20
10913	1,805.37	05/12						
		\$19,104.78	Total checks paid					

* Gap in check sequence.

\$3,338,218.16 Total debits



Daily ledger balance summary

<i>Date</i>	<i>Balance</i>	<i>Date</i>	<i>Balance</i>	<i>Date</i>	<i>Balance</i>
04/30	0.00	05/12	0.00	05/21	0.00
05/01	0.00	05/13	0.00	05/22	0.00
05/02	0.00	05/14	0.00	05/23	0.00
05/05	0.00	05/15	0.00	05/27	0.00
05/06	0.00	05/16	0.00	05/28	0.00
05/07	0.00	05/19	0.00	05/29	0.00
05/08	0.00	05/20	0.00	05/30	0.00
05/09	0.00				
Average daily ledger balance		\$0.00			

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May 22, 2014

To the Board of Trustees
c/o Ms. Mary Markert, Finance Manager
Agora Cyber Charter School
995 Old Eagle School Road, Suite 315
Wayne, PA 19087-1709

Partners
Robert L. Caruso
James M. Powers
Glenn B. Bachman
D. Scott Detar
Edward J. Furman
Robert L. Boland
Donald J. Pierce
Richard A. Flanagan IV
Craig S. Springer
Robert C. Hershey, Jr.
Gregory J. Shank
Laurie E. Harvey

You have requested that we audit the financial statements of the governmental activities and the major Governmental Fund of the Agora Cyber Charter School as of June 30, 2014, and for the year then ended, and the related notes to the financial statements, which collectively comprise the Agora Cyber Charter School's basic financial statements as listed in the table of contents. In addition, we will audit the entity's compliance over major federal award programs for the year ended June 30, 2014. We are pleased to confirm our acceptance and our understanding of this audit engagement by means of this letter. Our audit will be conducted with the objective of our expressing an opinion on each opinion unit and an opinion on compliance regarding the entity's major federal award programs.

Accounting principles generally accepted in the United States of America require that management's discussion and analysis and budgetary comparison information be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. As part of our engagement, we will apply certain limited procedures to the required supplementary information (RSI) in accordance with auditing standards generally accepted in the United States of America. These limited procedures will consist primarily of inquiries of management regarding their methods of measurement and presentation, and comparing the information for consistency with management's responses to our inquiries. We will not express an opinion or provide any form of assurance on the RSI. The following RSI is required by accounting principles generally accepted in the United States of America. This RSI will be subjected to certain limited procedures but will not be audited:

1. Management's Discussion and Analysis
2. Budgetary Comparison Schedule



To the Board of Trustees
c/o Ms. Mary Markert, Finance Manager
Agora Cyber Charter School

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May 22, 2014

SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS

We will subject the schedule of expenditures of federal awards to the auditing procedures applied in our audit of the basic financial statements and certain additional procedures, including comparing and reconciling the schedule to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and additional procedures in accordance with auditing standards generally accepted in the United States of America. We intend to provide an opinion on whether the schedule of expenditures of federal awards is presented fairly in all material respects in relation to the financial statements as a whole.

AUDITOR RESPONSIBILITIES

The Objective of an Audit

The objective of our audit is the expression of opinions as to whether your basic financial statements are fairly presented, in all material respects, in conformity with generally accepted accounting principles. Our audit will be conducted in accordance with auditing standards generally accepted in the United States of America and will include tests of the accounting records and other procedures to consider necessary to enable us to express such opinions. We cannot provide assurance that unmodified opinions will be expressed. Circumstances may arise in which it is necessary for us to modify our opinions or add emphasis-of-matter or other-matter paragraphs. If our opinions on the financial statements are other than unmodified, we will discuss the reasons with you in advance. If, for any reason, we are unable to complete the audit or are unable to form or have not formed opinions, we may decline to express opinions or to issue a report as a result of this engagement.

Audit of the Financial Statements

We will conduct our audit in accordance with auditing standards generally accepted in the United States of America (GAAS), the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States of America, and OMB Circular A-133, *Audits of States, Local Governments and Non-Profit Organizations*. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the basic financial statements are free from material misstatement. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to error, fraudulent financial reporting, misappropriation of assets, or violations of laws, governmental regulations, grant agreements, or contractual agreements. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.



To the Board of Trustees
c/o Ms. Mary Markert, Finance Manager
Agora Cyber Charter School

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May 22, 2014

Because of the inherent limitations of an audit, together with the inherent limitations of internal control, an unavoidable risk that some material misstatements or noncompliance may not be detected exists, even though the audit is properly planned and performed in accordance with GAAS and *Government Auditing Standards* of the Comptroller General of the United States of America.

In making our risk assessments, we consider internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. However, we will communicate to you in writing concerning any significant deficiencies or material weaknesses in internal control relevant to the audit of the financial statements that we have identified during the audit.

Reporting

We will issue a written report upon completion of our audit of the Agora Cyber Charter School's basic financial statements. Our report will be addressed to the governing body of the Agora Cyber Charter School. We cannot provide assurance that unmodified opinions will be expressed. Circumstances may arise in which it is necessary for us to modify our opinions, add an emphasis-of-matter or other-matter paragraph(s), or withdraw from the engagement.

In accordance with the requirements of *Government Auditing Standards*, we will also issue a written report describing the scope of our testing over internal control over financial reporting and over compliance with laws, regulations and provisions of grants and contracts, including the results of that testing. However, providing an opinion on internal control and compliance over financial reporting will not be an objective of the audit and, therefore, no such opinion will be expressed.

Audit of Major Program Compliance

Our audit of the Agora Cyber Charter School's major federal award program(s) compliance will be conducted in accordance with the requirements of the Single Audit Act, as amended; and the provisions of U.S. Office of Management and Budget Circular A-133, *Audits of States, Local Governments, and Non-Profit Organizations*; and will include tests of accounting records, a determination of major programs in accordance with OMB Circular A-133, and other procedures we consider necessary to enable us to express such an opinion on major federal award program compliance and to render the required reports. We cannot provide assurance that an unmodified opinion on compliance will be expressed. Circumstances may arise in which it is necessary for us to modify our opinion or withdraw from the engagement.

To the Board of Trustees
c/o Ms. Mary Markert, Finance Manager
Agora Cyber Charter School

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May 22, 2014

OMB Circular A-133 requires that we also plan and perform the audit to obtain reasonable assurance about whether the entity has complied with applicable laws and regulations and the provisions of contracts and grant agreements applicable to major federal award programs. Our procedures will consist of determining major federal programs and performing the applicable procedures described in the U.S. Office of Management and Budget Circular A-133 *Compliance Supplement* for the types of compliance requirements that could have a direct and material effect on each of the entity's major programs.

The purpose of those procedures will be to express an opinion on the entity's compliance with requirements applicable to each of its major programs in our report on compliance issued pursuant to OMB Circular A-133.

Also, as required by OMB Circular A-133, we will perform tests of controls to evaluate the effectiveness of the design and operation of controls that we consider relevant to preventing or detecting material noncompliance with compliance requirements applicable to each of the entity's major federal award programs. However, our tests will be less in scope than would be necessary to render an opinion on these controls and, accordingly, no opinion will be expressed in our report.

Reporting

We will issue a report on compliance that will include an opinion or disclaimer of opinion regarding the entity's major federal award programs, and a report on internal controls over compliance that will report any significant deficiencies and material weaknesses identified; however, such report will not express an opinion on internal control.

MANAGEMENT'S RESPONSIBILITIES

Our audit will be conducted on the basis that management and those charged with governance acknowledge and understand that they have responsibility:

1. For the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America;
2. For the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to error; fraudulent financial reporting, misappropriation of assets, or violations of laws, governmental regulations, grant agreements, or contractual agreements;
3. For safeguarding assets;
4. For identifying all federal awards expended during the period;

To the Board of Trustees
c/o Ms. Mary Markert, Finance Manager
Agora Cyber Charter School

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May 22, 2014

5. For preparing the schedule of expenditures of federal awards (including notes and noncash assistance received) in accordance with OMB Circular A-133 requirements;
6. For the design, implementation and maintenance of internal control over compliance;
7. For identifying and ensuring that the entity complies with laws, regulations, grants and contracts applicable to its activities and its federal award programs;
8. For following up and taking corrective action on reported audit findings from prior periods and preparing a summary schedule of prior audit findings;
9. For following up and taking corrective action on current year audit findings and preparing a corrective action plan for such findings;
10. For submitting the reporting package and data collection form to the appropriate parties;
11. For making the auditor aware of any significant vendor relationships where the vendor is responsible for program compliance;
12. To provide us with:
 - a. Access to all information of which management is aware that is relevant to the preparation and fair presentation of the financial statements, and relevant to federal award programs, such as records, documentation and other matters;
 - b. Additional information that we may request from management for the purpose of the audit; and
 - c. Unrestricted access to persons within the entity from whom we determine it necessary to obtain audit evidence.
13. For adjusting the financial statements to correct material misstatements and confirming to us in the management representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the current year period(s) under audit are immaterial, both individually and in the aggregate, to the financial statements as a whole; and
14. For confirming your understanding of your responsibilities as defined in this letter to us in your management representation letter.



To the Board of Trustees
c/o Ms. Mary Markert, Finance Manager
Agora Cyber Charter School

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May 22, 2014

We will perform the following nonattest services:

1. Preparation of financial statements based on your trial balances.
2. Preparation of tax returns.

With respect to any nonattest services we perform, the Agora Cyber Charter School's management is responsible for (a) making all management decisions and performing all management functions; (b) assigning a competent individual to oversee the services; (c) evaluating the adequacy of the services performed; (d) evaluating and accepting responsibility for the results of the services performed and (e) establishing and maintaining internal controls, including monitoring ongoing activities.

Government Auditing Standards require that we document an assessment of the skills, knowledge and experience of management, should we participate in any form of preparation of the basic financial statements and related schedules or disclosures as these actions are deemed a non-audit service.

As part of our audit process, we will request from management and those charged with governance, written confirmation concerning representations made to us in connection with the audit.

TAX SERVICES

Scope of Engagement

Our engagement is designed to perform the following services:

1. Prepare the federal tax return with supporting schedules.
2. Prepare and post any bookkeeping and adjusting entries which we find necessary in connection with the preparation of the income tax returns.
3. Provide tax planning and consultations as requested. You will be billed for these services separately.

We will not prepare any tax returns except those identified above without your authorization to do so. We will prepare your tax returns based upon information and representations you provide to us. We will prepare the tax return solely for filing with the Internal Revenue Service (IRS). They are not intended to benefit or influence any third party, either to obtain debt or equity financing or any other purpose.



To the Board of Trustees
c/o Ms. Mary Markert, Finance Manager
Agora Cyber Charter School

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May 22, 2014

You are responsible for determining your state or local filing obligations with any state or local tax authorities, including, but not limited to income, franchise, sales, use or property taxes. We are available to consult with you on these matters to assist in your determination upon request. If upon review of the information provided, we believe you may have an obligation to file additional returns, we will notify you. Any returns in addition to those listed above will be prepared at your direction and will be billed in addition to the work outlined above.

CPA Firm Responsibilities

We will use our judgment to resolve questions in your favor where a tax law is unclear assuming there is reasonable justification for doing so. Whenever we are aware an applicable tax law is unclear or there are conflicting interpretations of the law by authorities, we will explain the possible positions which may be taken on your return. We will follow the position you request provided it is consistent with our understanding of the current tax code, laws, regulations and their interpretations. If the Internal Revenue Service or state tax authorities later contest the position taken, there may be an assessment of additional tax, interest and penalties. We assume no liability for any such penalties or assessments. If you would like additional information on penalties, let us know.

Our engagement does not include any procedures designed to discover fraud, theft or other irregularities, if any exist.

Timing of the Engagement

We expect to begin the preparation of your returns upon receipt of the trial balance and other supporting data agreed to above. Our services under this letter will conclude when the return is accepted by the authorities if the returns are electronically filed, or when the returns are delivered to you for signature if the returns are to be filed via mail.

Extensions of Time to File Tax Returns

The original federal due date for a nonprofit income tax return is the 15th day of the fifth month following the end of its tax year. The due dates for state returns vary from state to state.

It may be necessary to apply for an extension of the filing deadline if there are unresolved tax issues, delays in processing or if we do not receive all of the necessary information on a timely basis.

To the extent you wish to engage our firm to apply for extensions of time on your behalf, you must notify us in writing. Our firm will not file these applications unless we receive either a signed copy of this engagement letter or your express written authorization to do so. In some cases, your signature may be needed on such applications prior to filing.

Failure to timely file for an extension of time to file can result in penalties accruing from the original due date of the return and can be substantial.



To the Board of Trustees
c/o Ms. Mary Markert, Finance Manager
Agora Cyber Charter School

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May 22, 2014

Termination

We reserve the right to withdraw from this engagement without completing the returns if you fail to comply with the terms of this engagement letter, if you disagree with our recommendations regarding tax return filing and reporting obligations, tax return positions to be taken or disclosures made in the returns, or if we determine professional standards require our withdrawal for any reason.

OTHER

We understand that your employees will prepare all confirmations we request and will locate any documents or invoices selected by us for testing.

If you intend to publish or otherwise reproduce the financial statements and make reference to our firm, you agree to provide us with printers' proofs or masters for our review and approval before printing. You also agree to provide us with a copy of the final reproduced material for our approval before it is distributed.

During the course of the engagement, we may communicate with you or your personnel via fax or e-mail, and you should be aware that communication in those mediums contains a risk of misdirected or intercepted communications.

S. Mark Fuga, CPA, is the engagement principal for the audit services specified in this letter. His responsibilities include supervising Maillie LLP's services performed as part of this engagement and signing or authorizing another qualified firm representative to sign the audit report.

Our fees are based on the amount of time required by the individuals assigned to the engagement, plus direct out-of-pocket expenses. Invoices will be rendered as work progresses and expenses are incurred and are payable upon presentation. We estimate that our fee for the audit will be \$27,500 as follows:

Audit	\$ 24,750
Preparation of Form 990	<u>2,750</u>
TOTAL FEE	\$ <u>27,500</u>

We will notify you immediately of any circumstances we encounter that could significantly affect this initial fee estimate.

In accordance with our firm policies, work may be suspended if your account becomes 30 days or more overdue and will not be resumed until your account is paid in full. If we elect to terminate our services for nonpayment, our engagement will be deemed to have been completed upon written notification of termination, even if we have not completed our report. You will be obligated to compensate us for all time expended and to reimburse us for all out-of-pocket costs through the date of termination.



To the Board of Trustees
c/o Ms. Mary Markert, Finance Manager
Agora Cyber Charter School

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May 22, 2014

During the course of the audit, we may observe opportunities for economy in, or improved controls over, your operations. We will bring such matters to the attention of the appropriate level of management, either orally or in writing.

The audit documentation for this engagement is the property of Maillie LLP and constitutes confidential information. However, we may be requested to make certain audit documentation available to various regulators and federal agencies and the U.S. Government Accountability Office pursuant to authority given to it by law or regulation, or to peer reviewers. If requested, access to such audit documentation will be provided under the supervision of Maillie LLP's personnel. Furthermore, upon request, we may provide copies of selected audit documentation to these agencies and regulators. The regulators and agencies may intend, or decide, to distribute the copies of information contained therein to others, including other governmental agencies. We agree to retain our audit documentation or work papers for a period of at least five years from the date of our report.

It is our policy to keep records related to this engagement for seven years. However, Maillie LLP does not keep any original client records, so we will return those to you at the completion of the services rendered under this engagement. When records are returned to you, it is your responsibility to retain and protect your records for possible future use, including potential examination by government or regulatory agencies.

At the conclusion of our audit engagement, we will communicate to those charged with governance the following significant findings from the audit:

- Our view about the qualitative aspects of the entity's significant accounting practices;
- Significant difficulties, if any, encountered during the audit;
- Uncorrected misstatements, other than those we believe are trivial, if any;
- Disagreements with management, if any;
- Other findings or issues, if any, arising from the audit that are, in our professional judgment, significant and relevant to those charged with governance regarding their oversight of the financial reporting process;
- Material, corrected misstatements that were brought to the attention of management as a result of our audit procedures;
- Representations we requested from management;

To the Board of Trustees
c/o Ms. Mary Markert, Finance Manager
Agora Cyber Charter School

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May 22, 2014

- Management's consultations with other accountants, if any; and
- Significant issues, if any, arising from the audit that were discussed, or the subject of correspondence, with management.

In accordance with the requirements of *Government Auditing Standards*, we have attached a copy of our latest external peer review report of our firm for your consideration and files.

Please sign and return the attached copy of this letter to indicate your acknowledgment of, and agreement with, the arrangements for our audit of the financial statements compliance over major federal award programs including our respective responsibilities.

We appreciate the opportunity to be your financial statement auditors and look forward to working with you and your staff.

Respectfully,

MAILLIE LLP



S. Mark Fuga, CPA

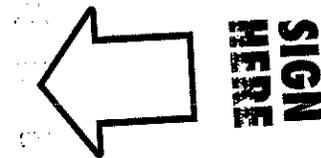
RESPONSE:

This letter correctly sets forth our understanding.

Acknowledged and agreed on behalf of the **Agora Cyber Charter School** by:

Title: _____

Date: _____





System Review Report

June 6, 2013

To the Partners of Maillie, LLP (formerly Maillie, Falconiero & Company, LLP)
and the AICPA National Peer Review Committee

We have reviewed the system of quality control for the accounting and auditing practice of Maillie, LLP (formerly Maillie, Falconiero & Company, LLP) (the firm) applicable to non-SEC issuers in effect for the year ended March 31, 2013. Our peer review was conducted in accordance with the Standards for Performing and Reporting on Peer Reviews established by the Peer Review Board of the American Institute of Certified Public Accountants. As a part of our peer review, we considered reviews by regulatory entities, if applicable in determining the nature and extent of our procedures. The firm is responsible for designing a system of quality control and complying with it to provide the firm with reasonable assurance of performing and reporting in conformity with applicable professional standards in all material respects. Our responsibility is to express an opinion on the design of the system of quality control and the firm's compliance therewith based on our review. The nature, objectives, scope, limitations of, and the procedures performed in a System Review are described in the standards at www.aicpa.org/prsummary.

As required by the standards, engagements selected for review included engagements performed under the *Government Auditing Standards* and audits of employee benefit plans.

In our opinion, the system of quality control for the accounting and auditing practice of Maillie, LLP (formerly Maillie, Falconiero & Company, LLP) applicable to non-SEC issuers in effect for the year ended March 31, 2013 has been suitably designed and complied with to provide the firm with reasonable assurance of performing and reporting in conformity with applicable professional standards in all material respects. Firms can receive a rating of *pass*, *pass with deficiency(ies)* or *fail*. Maillie, LLP (formerly Maillie, Falconiero & Company, LLP) has received a peer review rating of *pass*.

Rea & Associates, Inc.

Hunsberger, Landon

From: Landon Hunsberger <cdwsales@cdwemail.com>
Sent: Monday, June 16, 2014 2:34 PM
To: Hunsberger, Landon
Subject: Landon Hunsberger Sent You this CDW-G Shopping Cart for Review

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CDW-G CART FOR REVIEW



Account Message:

This email was sent to you from: **LANDON HUNSBERGER**

Sender Comments:

CART DETAILS

ITEM	QTY	PART #	UNIT PRICE	EXT. PRICE
 Lenovo ThinkPad E540 i5-4200M 500GB HD 4GB 15.6" Win 7 Pro Part#: 20C6008SUS UNSPSC: 43211503 Go to Site	175	3255417	\$693.25	\$121,318.75
 Lenovo TopSeller Depot Warranty - extended service agreement - 2 years - sh Part#: 5WS0A23741 UNSPSC: 81111812 Go to Site	175	3020456	\$94.75	\$16,581.25

Sub Total: \$137,900.00

GRAND TOTAL: \$137,900.00

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WEB 007 | WEB967b3aff-8770-4df8-93f8-3e0acd20cf68

Agora Cyber Charter School

Employee Staff Listing

Full Name Last-First-Middle	Hire Date	Part Time Code	Personnel Status Title	Annual Salary	Tcode1	Job Title
AARONSON, MICHELINA M	04/06/2009	F	ACTIVE	\$41643.56	124	ELEMENTARY TEACHER
ABDALA, PAIGE A	10/10/2011	F	ACTIVE	\$36233.76	123	ELEM SPECIAL ED TEACHER
ABDUL-AZIZ, INSHIRAH	08/27/2010	F	ACTIVE	\$40696.69	128	FAMILY COACH
ABER , LAURA M	01/13/2014	F	ACTIVE	\$39655.00	150	HS SPECIAL ED TEACHER
ABUL ELA, CHRISTINA C	08/13/2012	F	ACTIVE	\$37875.00	142	HS MATH TEACHER
ACKERMAN, AMANDA M	03/07/2011	F	ACTIVE	\$37117.50	128	FAMILY COACH
ACLAND, KATHERINE RITA	08/13/2012	F	ACTIVE	\$35350.00	142	HS MATH TEACHER
ADAMS, JENNIFER S	08/16/2012	F	ACTIVE	\$40400.00	111	ATTENDANCE & TRUANCY COOR
ADAMS, REBECCA ROSE	11/08/2011	F	ACTIVE	\$38733.75	142	HS MATH TEACHER
ADRIENNE, JENNIFER KATHLEEN	10/10/2011	F	ACTIVE	\$40829.25	148	HS SOCIAL STUDIES TEACHER
ALDERSON, JORDAN M	08/13/2012	F	ACTIVE	\$35350.00	137	HS ENGLISH TEACHER
ALLEN, BETTY A	07/01/2006	F	ACTIVE	\$54026.64	129	FAMILY COACH - PROG SUPP
ALTMAN, DORRY ANN	02/13/2012	F	ACTIVE	\$38821.88	162	MS ENGLISH TEACHER
ALVARADO-FLEMING, YVETTE M	08/24/2009	F	ACTIVE	\$38178.00	115	COMMUNITY COORDINATOR
ALVAREZ, GLORIA ESTHER	08/20/2012	F	ACTIVE	\$37875.00	128	FAMILY COACH
AMBROSE, DANIELLE	09/09/2013	F	ACTIVE	\$50000.00	130	GUIDANCE COUNSELOR
AMMON, HILLARY ELISE	01/07/2013	F	ACTIVE	\$35350.00	112	ATTEND & TRU ADMIN ASST
ANDERSON, AISHA N	03/12/2014	F	ACTIVE	\$39270.00	204	HS READING SPECIALIST
ANDREWS, LORI ANN	08/20/2012	F	ACTIVE	\$38885.00	142	HS MATH TEACHER
ANGELO, SHANNON LYNN	08/01/2011	F	ACTIVE	\$41322.58	120	ELEM MATH SPECIAL DEPT CH
ARBUTINA, KRISTEN ELIZABETH	08/13/2012	F	ACTIVE	\$37875.00	175	MS SPECIAL ED TEACHER
ARDIFF, LAUREN	08/19/2013	F	ACTIVE	\$37500.00	172	MS SCIENCE TEACHER
ARRIGHY, LAURA L	01/30/2012	F	ACTIVE	\$37233.75	150	HS SPECIAL ED TEACHER
ATIAS, KIMBERLY D	03/26/2012	F	ACTIVE	\$37875.00	123	ELEM SPECIAL ED TEACHER
AURANDT, SELINA M	10/24/2011	F	ACTIVE	\$38821.88	172	MS SCIENCE TEACHER
AUSTIN, KIMBERLY ELAINE	08/13/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
BAELLO, ALEXANDRA VICTORIA	10/25/2010	F	ACTIVE	\$39727.72	128	FAMILY COACH
BAKER, AMY MARIE	08/13/2012	F	ACTIVE	\$35350.00	167	MS MATH TEACHER
BAKER, ANDREA MARIE	08/13/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
BARGER, TAMMY M	08/13/2012	F	ACTIVE	\$38885.00	172	MS SCIENCE TEACHER
BARNETT, REBECCA	02/02/2010	F	ACTIVE	\$39105.84	124	ELEMENTARY TEACHER
BARRETT, AMY L	10/17/2011	F	ACTIVE	\$36233.75	167	MS MATH TEACHER
BARRETT, KRISTIN D	08/03/2009	F	ACTIVE	\$39045.44	148	HS SOCIAL STUDIES TEACHER
BARRIOS, JENNIFER A	08/27/2012	F	ACTIVE	\$47875.00	114	CLASSROOM COACH
BARTH, LAURA ELIZABETH	01/03/2012	F	ACTIVE	\$38821.88	128	FAMILY COACH
BARTUSKA, REBECCA SOWA	04/08/2013	F	ACTIVE	\$37500.00	172	MS SCIENCE TEACHER
BASSO, MAURA J	08/03/2009	F	ACTIVE	\$41668.81	123	ELEM SPECIAL ED TEACHER
BAUER, TONYA MARIE	01/08/2014	F	ACTIVE	\$38668.75	124	ELEMENTARY TEACHER
BAUMAN, NIKOLE LEE	09/27/2010	F	ACTIVE	\$42196.69	120	ELEM MATH SPECIAL DEPT CH
BAYLY, ANGELA MICHELLE	01/02/2008	F	ACTIVE	\$47116.46	162	MS ENGLISH TEACHER
BEADLE, KARLA MARIE	09/03/2009	F	ACTIVE	\$41643.56	123	ELEM SPECIAL ED TEACHER
BECK, TASHA M	08/13/2012	F	LEAVE OF ABSENCE	\$36360.00	128	FAMILY COACH
BENDER, DEBORAH T	08/15/2011	F	ACTIVE	\$40374.75	150	HS SPECIAL ED TEACHER
BENNER CARR, REBECCA CORIN	09/28/2009	F	ACTIVE	\$42685.13	153	HS WORLD LANGUAGE TEACHER
BERGER, LISA L	08/02/2010	F	ACTIVE	\$39727.72	174	MS SOCIAL STUDIES TEACHER
BERKEY, DANIEL W	08/19/2013	F	TEMPORARY - LTS	\$25125.00	142	HS MATH TEACHER
BERNSTEIN, EILEEN ANNE	11/01/2010	F	ACTIVE	\$41778.75	121	ELEM READING SPECIALIST
BERTELE GRUBER, JENNA ELIZABETH	08/20/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
BETTS, MAUREEN P	08/13/2012	F	ACTIVE	\$38850.00	150	HS SPECIAL ED TEACHER
BIANCONI, HEATHER ANN	10/18/2010	F	ACTIVE	\$39727.72	169	MS READING SPECIALIST
BIELAWSKI, DEBRA ANN	08/13/2012	F	ACTIVE	\$40652.50	150	HS SPECIAL ED TEACHER
BILBY, RON J	09/03/2009	F	ACTIVE	\$38045.44	142	HS MATH TEACHER
BIRD, BRANDON M	08/03/2009	F	ACTIVE	\$42634.63	160	MS 6TH GRADE TEACHER
BOCK, ELIZABETH ANN	02/27/2012	F	ACTIVE	\$37786.63	150	HS SPECIAL ED TEACHER
BOISVERT, JILL	08/20/2012	F	ACTIVE	\$41511.25	142	HS MATH TEACHER
BONNIGER, SAMANTHA ANN MYERS	09/12/2011	F	ACTIVE	\$37233.75	150	HS SPECIAL ED TEACHER

Full Name Last-First-Middle	Hire Date	Part Time Code	Personnel Status Title	Annual Salary	Tcode1	Job Title
BOWES, KELLY ANNE	08/29/2011	F	ACTIVE	\$50500.00	130	GUIDANCE COUNSELOR
BOWIE, NICOLE E	08/24/2009	F	ACTIVE	\$38973.38	140	HS HEALTH & PE TEACHER
BOYD , IRVIN B	10/30/2013	F	ACTIVE	\$46865.00	189	SPECIAL ED ENROLL SPECLST
BOYER, CATHY MARIE	08/13/2012	F	ACTIVE	\$36360.00	142	HS MATH TEACHER
BOYER, JESSICA LEIGH	08/13/2012	F	ACTIVE	\$35350.00	124	ELEMENTARY TEACHER
BRADLEY, DANIEL C	10/18/2010	F	ACTIVE	\$39105.94	166	MS MATH SPECIALIST
BRADY, KILEY ALICIA LILLIAN	01/03/2012	F	ACTIVE	\$38821.88	123	ELEM SPECIAL ED TEACHER
BRAY, CHRISTOPHER	08/19/2013	F	ACTIVE	\$38500.00	174	MS SOCIAL STUDIES TEACHER
BRAY, MARIA LYNN	08/02/2010	F	ACTIVE	\$40762.97	150	HS SPECIAL ED TEACHER
BREGENSER, MAEGAN J	09/19/2007	F	ACTIVE	\$49940.64	127	FAMILY ASSISTANCE COORD
BREINER, MATTHEW STEPHEN	08/13/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
BRENNAN, LAURA J	08/13/2012	F	ACTIVE	\$37875.00	128	FAMILY COACH
BRIDGES, CAROL A	10/16/2013	F	ACTIVE	\$35000.00	128	FAMILY COACH
BRINTON, BELINDA	08/13/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
BRISTOL, MICHAEL G	08/02/2010	F	ACTIVE	\$38391.29	142	HS MATH TEACHER
BRITT, DONNA J	08/15/2007	F	ACTIVE	\$39901.31	128	FAMILY COACH
BROHI, HEBA H	11/21/2011	F	ACTIVE	\$36233.75	142	HS MATH TEACHER
BRONISZEWSKI, DIANE	08/27/2012	F	ACTIVE	\$38885.00	153	HS WORLD LANGUAGE TEACHER
BROOKS, MARIE	12/06/2010	F	ACTIVE	\$47166.06	109	ADMINISTRATIVE ASSISTANT
BRUCKER, ANTOINETTE M	09/16/2009	F	ACTIVE	\$40633.56	150	HS SPECIAL ED TEACHER
BRUENN, MATTHEW J	08/15/2011	F	ACTIVE	\$36233.75	146	HS SCIENCE TEACHER
BRYAN, CAROL L	07/01/2006	F	ACTIVE	\$51833.62	123	ELEM SPECIAL ED TEACHER
BUFFINGTON, ERIC G	08/01/2007	F	ACTIVE	\$46587.81	143	HS MATH TEACHER DEPTCHAIR
BUI, TYLER HUNG	12/01/2009	F	ACTIVE	\$42398.95	128	FAMILY COACH
BUNN, JEFFREY H	08/25/2010	F	ACTIVE	\$38045.44	128	FAMILY COACH
BURNS, ASHLEY ELIZABETH	01/30/2012	F	ACTIVE	\$36233.75	162	MS ENGLISH TEACHER
BUSS, JENNIFER ANN	08/01/2008	F	ACTIVE	\$42574.66	123	ELEM SPECIAL ED TEACHER
BUTLER, CHRISTIE JEANETTE	11/29/2011	F	ACTIVE	\$37269.00	137	HS ENGLISH TEACHER
BYERS, MEGAN E	08/25/2010	F	LEAVE OF ABSENCE	\$37139.60	175	MS SPECIAL ED TEACHER
CADWALLADER, AMY BETH	09/15/2008	F	ACTIVE	\$45005.19	167	MS MATH TEACHER
CALABRO, STEPHEN P	11/01/2010	F	ACTIVE	\$46321.88	178	PARENT ENGAGEMENT COORD
CALTON, APRIL LYNNE	11/02/2009	F	ACTIVE	\$49257.19	100	ACADEMIC COACH - HIGH SCH
CAMAIONI, NICOLE	08/13/2012	F	ACTIVE	\$38875.00	148	HS SOCIAL STUDIES TEACHER
CAMARDA, KATE VIRGINIA	02/03/2009	P	ACTIVE	\$21494.77	126	ELL TEACHER
CANDIO, REGINALD	08/01/2011	F	ACTIVE	\$63958.75	186	SCHOOL PSYCHOLOGIST
CARR, JOCELYN RAYEL	08/13/2012	F	LEAVE OF ABSENCE	\$37117.50	150	HS SPECIAL ED TEACHER
CARR, STEPHANIE LYNN	08/20/2012	F	ACTIVE	\$38885.00	128	FAMILY COACH
CARVER, JEREMY M	09/26/2011	F	ACTIVE	\$36233.75	142	HS MATH TEACHER
CASHMAN, SANDY	08/19/2013	F	ACTIVE	\$35000.00	128	FAMILY COACH
CAVALIERE, CHRISTOPHER EDWARD	08/13/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
CHAPMAN, MICHAEL D	10/10/2011	F	ACTIVE	\$36233.75	128	FAMILY COACH
CHAUDHRY CROSS, AMBER FAITH	07/01/2006	F	ACTIVE	\$50491.29	119	ELEM MATH SPECIALIST
CHRISTMAS , STACY D	03/24/2014	F	ACTIVE	\$38500.00	166	MS MATH SPECIALIST
CIARAMELLA, VINCENT T	08/18/2011	F	ACTIVE	\$38821.88	174	MS SOCIAL STUDIES TEACHER
CIARLONE, SHANNON	08/29/2013	F	ACTIVE	\$38500.00	124	ELEMENTARY TEACHER
CIEPLY, BEVERLY MAE	08/01/2008	F	ACTIVE	\$39901.31	128	FAMILY COACH
CLEGG, QUINCY A	03/26/2012	F	ACTIVE	\$45450.00	114	CLASSROOM COACH
CLOUD, VANESSA MARIE	01/31/2012	F	ACTIVE	\$51762.50	130	GUIDANCE COUNSELOR
COFFEY, LAURA JEAN	08/13/2012	F	ACTIVE	\$35350.00	124	ELEMENTARY TEACHER
COLETTI, JASON	08/20/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
COLLADO-RODRIGUEZ, MICHELLE	08/13/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
COLLINS, ALICIA BROOKE	08/13/2012	F	ACTIVE	\$35350.00	124	ELEMENTARY TEACHER
CONGDON, REBEKAH LYNNE	08/13/2012	F	ACTIVE	\$38885.00	150	HS SPECIAL ED TEACHER
CONLEY, STACIE NICOLE	12/19/2011	F	ACTIVE	\$38821.88	137	HS ENGLISH TEACHER
CONNELLY, MARY JOSEPHINE	12/17/2012	F	ACTIVE	\$32966.40	182	RECORDS ASSISTANT
CONWAY, CASEY MARIE	10/08/2012	F	ACTIVE	\$35350.00	124	ELEMENTARY TEACHER
CORCORAN , KATHLEEN	02/06/2014	F	ACTIVE	\$35000.00	137	HS ENGLISH TEACHER
COX, BRIANNE	02/19/2013	F	ACTIVE	\$35350.00	142	HS MATH TEACHER

Full Name Last-First-Middle	Hire Date	Part Time Code	Personnel Status Title	Annual Salary	Tcode1	Job Title
COYNE, HEATHER MARIE	09/30/2013	F	ACTIVE	\$38500.00	146	HS SCIENCE TEACHER
CRAGLE, CALEB JAMES	08/13/2012	F	ACTIVE	\$37875.00	146	HS SCIENCE TEACHER
CRAMER, SHILA ELLYN	10/10/2011	F	ACTIVE	\$36233.75	146	HS SCIENCE TEACHER
CRAWFORD, ALAN DAVID	08/13/2012	F	ACTIVE	\$37875.00	150	HS SPECIAL ED TEACHER
CRAWLEY, ERINN KEELIE	03/07/2011	F	ACTIVE	\$47357.63	104	ACADEMIC COACH- SP ED K5
CREAVEN, MELISSA	08/20/2012	F	ACTIVE	\$37875.00	124	ELEMENTARY TEACHER
CRESPO, DAISY	08/16/2012	F	ACTIVE	\$40400.00	111	ATTENDANCE & TRUANCY COOR
CRONE-MORENO, DANA M	01/17/2012	F	ACTIVE	\$38821.88	150	HS SPECIAL ED TEACHER
CROWE, LISA MARIE	02/13/2012	F	ACTIVE	\$39831.88	150	HS SPECIAL ED TEACHER
CROWNOVER, JANELLE R	01/23/2012	F	ACTIVE	\$36233.75	118	ELEM LIFE SKILLS TEACHER
CUKAUSKAS, MICHELLE ELIZABETH	09/22/2006	F	ACTIVE	\$54910.65	105	ACADEMIC COACH- SP ED MS
CURRY, DENISE MICHELE	07/01/2006	F	ACTIVE	\$50890.80	101	ACADEMIC COACH - K-5
CURTIS, JESSICA B	09/17/2009	F	ACTIVE	\$41624.63	128	FAMILY COACH
D'ALONZO , FRANCES A	05/07/2014	F	ACTIVE	\$50000.00	206	#N/A
DALLAS-D'ANTONIO, JENNIFER LYN	09/24/2012	F	ACTIVE	\$38500.00	155	K-5 ALP TEACHER
DANIELS TIMMONS, KAREN ANN	08/06/2012	F	ACTIVE	\$35350.00	184	SCHOOL HEALTH ASSISTANT
DAUGHERTY, LAURIE	08/27/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
DAVIS, AMANDA LYNN	11/08/2011	F	ACTIVE	\$39857.13	121	ELEM READING SPECIALIST
DAVISH, NOREEN R	10/24/2011	F	ACTIVE	\$39857.13	167	MS MATH TEACHER
DELOE, ANITA	08/19/2013	F	ACTIVE	\$37500.00	148	HS SOCIAL STUDIES TEACHER
DELSITE, RICHARD A	12/05/2011	F	ACTIVE	\$40374.75	137	HS ENGLISH TEACHER
DETWILER, SUSAN ELIZABETH	08/01/2011	F	ACTIVE	\$37117.50	128	FAMILY COACH
DEVINE OWEN, ERIN L	07/30/2012	F	ACTIVE	\$45450.00	185	SCHOOL NURSE
DEVINNEY, SARA O	11/08/2011	F	ACTIVE	\$36233.75	132	HS ART TEACHER
DIETER, SHANNAN D	03/12/2007	F	ACTIVE	\$49940.64	122	ELEMENTARY RTII COORD
DIETRICH, JENNA LEE	08/13/2012	F	ACTIVE	\$37875.00	175	MS SPECIAL ED TEACHER
DIEUGENIO, BRENDA RAE	08/01/2007	F	ACTIVE	\$42574.66	124	ELEMENTARY TEACHER
DIGIORE, ASHLEY LYNN	02/13/2012	F	ACTIVE	\$39857.13	150	HS SPECIAL ED TEACHER
DIGIOVANNI, LISA	08/16/2012	F	ACTIVE	\$47217.50	178	PARENT ENGAGEMENT COORD
DILLON, ANNE	08/20/2012	F	ACTIVE	\$36360.00	162	MS ENGLISH TEACHER
DISTEFANO, KATHERINE CAROLE	08/01/2013	F	ACTIVE	\$46680.94	100	ACADEMIC COACH - HIGH SCH
DIVITO, DAVID A	10/23/2006	P	ACTIVE	\$21407.07	168	MS PHYSICAL ED TEACHER
DOEBEREINER, JULIE ELIZABETH	01/04/2010	F	ACTIVE	\$41757.19	150	HS SPECIAL ED TEACHER
DOMS, TRACY LYNN	08/29/2011	F	ACTIVE	\$36233.75	123	ELEM SPECIAL ED TEACHER
DONLEY, JASON M	11/23/2009	F	ACTIVE	\$39727.72	140	HS HEALTH & PE TEACHER
DORFZAUN, JOSHUA HIRAM	12/05/2011	F	ACTIVE	\$39821.88	150	HS SPECIAL ED TEACHER
DRAPER, TANDY L	12/12/2011	F	ACTIVE	\$38821.88	146	HS SCIENCE TEACHER
DUGGAN, LORI RENEE	02/14/2011	F	ACTIVE	\$38687.65	135	HS BUS TEACHER-DEPT CHAIR
DUPES, LINDA D	01/01/2007	F	ACTIVE	\$43607.60	160	MS 6TH GRADE TEACHER
DURANTE, CHRISTINE M	08/10/2010	F	ACTIVE	\$37139.60	187	SES COORDINATOR
ECKELS, OLIVIA CLAIRE	01/09/2012	F	ACTIVE	\$38250.00	118	ELEM LIFE SKILLS TEACHER
EDMUNDSON, MEGAN AMANDA	10/16/2006	F	ACTIVE	\$42812.64	137	HS ENGLISH TEACHER
EISENHART, GERALYN T	10/01/2013	P	TEMPORARY - LTS	\$25125.00	124	ELEMENTARY TEACHER
ELCHISAK, MICHELE LYNN	08/22/2012	F	ACTIVE	\$37875.00	150	HS SPECIAL ED TEACHER
EMPFIELD, JACLYN	10/05/2009	F	ACTIVE	\$39045.44	148	HS SOCIAL STUDIES TEACHER
ESPOSITO, CIARA W	12/12/2011	F	ACTIVE	\$36233.75	150	HS SPECIAL ED TEACHER
ESTERLITZ, ANN R	02/01/2012	F	ACTIVE	\$36233.75	194	SPECIAL PROJECTS COORD
EVANGELISTA, GINA A	01/15/2014	F	ACTIVE	\$48500.00	181	READING SPECIALIST-LNR CT
EVANGELISTA, MELISSA LEA	08/15/2011	F	ACTIVE	\$36233.75	128	FAMILY COACH
EVANS, TANYA	08/27/2012	F	ACTIVE	\$38885.00	128	FAMILY COACH
EVERETT, KELLEY SEWA	08/20/2012	F	ACTIVE	\$37875.00	128	FAMILY COACH
FARY, LISA ANN	07/14/2008	F	ACTIVE	\$45115.11	151	HS TRANSITION TEACHER
FEELY, SCOTT L	08/01/2008	F	ACTIVE	\$40982.45	115	COMMUNITY COORDINATOR
FEENEY HOFFMASTER, SHANNON	08/27/2012	F	ACTIVE	\$38885.00	150	HS SPECIAL ED TEACHER
FELDHAUS, DANIEL	10/30/2006	F	ACTIVE	\$54383.09	198	STATE TESTING COORDINATOR
FERENCHAK, SARA E	07/31/2012	F	ACTIVE	\$45450.00	185	SCHOOL NURSE
FERGUSON, ASHLEY ELIZABETH	10/17/2012	F	ACTIVE	\$35000.00	123	ELEM SPECIAL ED TEACHER
FERNANDEZ, LISA N	06/05/2012	F	ACTIVE	\$57570.00	186	SCHOOL PSYCHOLOGIST

Full Name Last-First-Middle	Hire Date	Part Time Code	Personnel Status Title	Annual Salary	Tcode1	Job Title
FERRARA, GABRIELLE ANN	08/02/2010	F	ACTIVE	\$46602.09	102	ACADEMIC COACH - MS
FERRARO, KELLY ANN	08/02/2010	F	ACTIVE	\$37139.60	124	ELEMENTARY TEACHER
FERRETTI, AMY MARIE	01/12/2009	F	ACTIVE	\$40033.88	124	ELEMENTARY TEACHER
FINK, ARIANNA S H	08/01/2011	F	ACTIVE	\$38821.88	128	FAMILY COACH
FINLAYSON, ROSALYN	10/25/2010	F	ACTIVE	\$40762.97	137	HS ENGLISH TEACHER
FIORE, HOLLY COOK	07/01/2006	F	ACTIVE	\$49106.67	117	ELEMENTARY DEPART CHAIR
FISCUS, KIMBERLY ANN	01/18/2011	F	ACTIVE	\$38822.38	175	MS SPECIAL ED TEACHER
FISHER CLARK, JENNIFER JO	02/11/2009	F	ACTIVE	\$60000.00	195	SPECIAL SERVICES COORD
FISHER, REBECCA	10/08/2007	F	ACTIVE	\$38951.29	150	HS SPECIAL ED TEACHER
FITZGIBBON, RENEE	09/14/2009	F	ACTIVE	\$40633.31	121	ELEM READING SPECIALIST
FLETCHER COTTLE, MEGAN BLAIR	08/20/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
FLETCHER, STEPHANIE L	08/01/2011	F	ACTIVE	\$36233.75	160	MS 6TH GRADE TEACHER
FLOYD, MICHAEL S	08/01/2008	F	ACTIVE	\$50339.04	101	ACADEMIC COACH - K-5
FOLEY , DIANE E	05/07/2014	P	TEMPORARY - LTS	\$25125.00	150	HS SPECIAL ED TEACHER
FOLMAR, YVONNE FRANCES	10/10/2011	F	ACTIVE	\$38821.88	124	ELEMENTARY TEACHER
FORCE, ALISON MARIE	01/23/2012	F	ACTIVE	\$39857.13	148	HS SOCIAL STUDIES TEACHER
FORD, WHITNEY ELIZABETH	08/13/2012	F	ACTIVE	\$35350.00	175	MS SPECIAL ED TEACHER
FORTNEY, KELLY LYNN	02/22/2011	F	ACTIVE	\$68150.00	201	TITLE I COORDINATOR
FORTNEY, SARAH	08/27/2012	F	ACTIVE	\$37850.00	124	ELEMENTARY TEACHER
FRANCOIS, DAPHNE J	08/13/2012	F	ACTIVE	\$35350.00	175	MS SPECIAL ED TEACHER
FRANKS, LAURA E	01/06/2014	F	ACTIVE	\$37500.00	175	MS SPECIAL ED TEACHER
FULLER, HEATHER ELAINE	09/19/2011	F	ACTIVE	\$37269.00	146	HS SCIENCE TEACHER
GAHLES, LORI ANNE	01/31/2012	F	ACTIVE	\$38733.75	128	FAMILY COACH
GAINES, TIA CACHET	09/28/2009	F	ACTIVE	\$38045.44	128	FAMILY COACH
GAISKI, BRIANA	08/19/2013	F	ACTIVE	\$35000.00	124	ELEMENTARY TEACHER
GALLAGHER, MARY ELIZABETH	01/17/2012	F	ACTIVE	\$38821.88	124	ELEMENTARY TEACHER
GALONSKI, ROBERT B	01/23/2012	F	ACTIVE	\$36233.75	146	HS SCIENCE TEACHER
GAMONEDA, DENISE	08/19/2013	F	ACTIVE	\$38625.00	123	ELEM SPECIAL ED TEACHER
GARBER, SUZANNE	08/19/2013	F	ACTIVE	\$35000.00	123	ELEM SPECIAL ED TEACHER
GARRISON, DEBORAH SUE	08/01/2011	F	ACTIVE	\$36233.75	128	FAMILY COACH
GAYLORD, CALLIE A	08/29/2011	F	ACTIVE	\$38708.25	137	HS ENGLISH TEACHER
GEIMAN, AMANDA MAE	12/14/2012	F	ACTIVE	\$35350.00	124	ELEMENTARY TEACHER
GEORGE, MICHELLE BEATRICE	08/13/2012	F	ACTIVE	\$37875.00	128	FAMILY COACH
GIRARD, KAREN DANIELLE	08/13/2012	F	ACTIVE	\$35350.00	124	ELEMENTARY TEACHER
GOLDMAN, LAURA	08/20/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
GORRELL, CARLTON E	08/27/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
GOTTSHALL, JENNIFER L	08/13/2012	F	ACTIVE	\$37875.00	119	ELEM MATH SPECIALIST
GOUGHNOUR, LAUREN MARIE	08/13/2012	F	LEAVE OF ABSENCE	\$37875.00	142	HS MATH TEACHER
GRANDY, GINA CUTLIP	01/17/2012	F	ACTIVE	\$36233.75	137	HS ENGLISH TEACHER
GRANT, JAMIE MARIE	08/01/2008	F	ACTIVE	\$49450.69	101	ACADEMIC COACH - K-5
GRAVES, SADE K	08/27/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
GREGORY, ELIZABETH	08/28/2012	F	ACTIVE	\$40652.40	153	HS WORLD LANGUAGE TEACHER
GRIBBIN, ANDREW NELSON	08/01/2011	F	ACTIVE	\$36233.75	172	MS SCIENCE TEACHER
GRIER, YVETTE MARIE	12/06/2010	F	ACTIVE	\$37786.63	128	FAMILY COACH
GRIFFITH, DEAN A	01/23/2012	F	ACTIVE	\$36233.75	174	MS SOCIAL STUDIES TEACHER
GROSSMAN, CRYSTAL LYN	08/01/2007	F	ACTIVE	\$46451.29	102	ACADEMIC COACH - MS
GRUBE, ADRIENNE LEAH	10/10/2011	F	ACTIVE	\$52762.50	130	GUIDANCE COUNSELOR
GRUDEVICH, MARIA	08/19/2013	F	ACTIVE	\$37500.00	123	ELEM SPECIAL ED TEACHER
GRUVER, KIMBERLY ANN	08/01/2011	F	ACTIVE	\$36233.75	128	FAMILY COACH
GUMPHER, MEGHAN ELIZABETH	08/13/2012	F	ACTIVE	\$35350.00	124	ELEMENTARY TEACHER
GUSSOW, STEVEN M	12/05/2011	F	ACTIVE	\$38821.88	142	HS MATH TEACHER
HADLEY, LYNN	03/03/2011	F	ACTIVE	\$39821.88	134	HS BUSINESS TEACHER
HAGELGANS, MATTHEW J	08/13/2012	F	ACTIVE	\$35350.00	174	MS SOCIAL STUDIES TEACHER
HAILSTONE, CRYSTAL LYNN	08/13/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
HAMBURGER, KAREN MARIE	08/06/2009	F	ACTIVE	\$38045.44	167	MS MATH TEACHER
HAMMOND, KELLY S	08/13/2012	F	ACTIVE	\$35350.00	144	HS MUSIC TEACHER
HAMPSON, LYNNE MARIE	08/01/2008	F	ACTIVE	\$45039.41	164	MS LIFE SKILLS TEACHER
HANNA, ARLENE	08/19/2013	F	ACTIVE	\$37500.00	167	MS MATH TEACHER

Full Name Last-First-Middle	Hire Date	Part Time Code	Personnel Status Title	Annual Salary	Tcode1	Job Title
HARBAUGH, AMANDA BLAIR	01/04/2010	F	ACTIVE	\$40827.41	161	MS ENGLISH DEPART CHAIR
HARPER, ERIN REBECCA	02/06/2012	F	ACTIVE	\$39857.13	123	ELEM SPECIAL ED TEACHER
HARRIS, GERALD	08/27/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
HARTMAN, MARCY L	12/15/2006	F	ACTIVE	\$44589.19	142	HS MATH TEACHER
HARTWELL, NAQUISHA	08/13/2012	F	ACTIVE	\$47975.00	114	CLASSROOM COACH
HARVEY, BARBARA N	08/03/2009	F	ACTIVE	\$42685.13	150	HS SPECIAL ED TEACHER
HATHAWAY, MELANIE LYNN	08/13/2012	F	ACTIVE	\$38500.00	124	ELEMENTARY TEACHER
HEARD, PAMELA ANN	08/13/2012	F	ACTIVE	\$36360.00	140	HS HEALTH & PE TEACHER
HENDERSON JR, DREW B	08/13/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
HERANIC, JOHN M	01/22/2008	F	ACTIVE	\$41539.41	128	FAMILY COACH
HERSHEY, EMILY L	08/01/2008	F	LEAVE OF ABSENCE	\$50911.31	100	ACADEMIC COACH - HIGH SCH
HERSHORIN, JAY A	07/14/2010	F	ACTIVE	\$37139.60	184	SCHOOL HEALTH ASSISTANT
HETRICK, ANGELA MAE	08/19/2013	F	ACTIVE	\$39655.00	148	HS SOCIAL STUDIES TEACHER
HEWLETT, KIMBERLEE ANN	08/01/2008	F	ACTIVE	\$38951.29	148	HS SOCIAL STUDIES TEACHER
HIGGINS, JAMES C	08/02/2010	F	ACTIVE	\$50080.22	106	ACADEMIC COORD- LEARN CTR
HILL, JESSICA ANN	08/13/2012	F	ACTIVE	\$37875.00	160	MS 6TH GRADE TEACHER
HILL, OCIE	08/19/2013	F	ACTIVE	\$37500.00	148	HS SOCIAL STUDIES TEACHER
HILSON, ERIN R	08/02/2010	F	ACTIVE	\$47492.10	103	ACADEMIC COACH- SP ED HS
HINDS, COLLEEN	08/27/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
HINSHAW, ANDREW D	01/30/2012	F	ACTIVE	\$36233.75	128	FAMILY COACH
HOCH, STACEY LYN	08/13/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
HOFFMAN LONG, MELISSA R	11/28/2007	F	ACTIVE	\$42574.66	146	HS SCIENCE TEACHER
HOKANSON, HAROLD C	11/01/2010	F	ACTIVE	\$36233.75	163	MS HEALTH & PE TEACHER
HOLTZMAN, PAMELA P	04/09/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
HONSBERGER, LYNNE ROSE	08/01/2011	F	ACTIVE	\$37117.50	128	FAMILY COACH
HOPKINS, ELLEN P	01/10/2010	F	ACTIVE	\$39727.72	124	ELEMENTARY TEACHER
HORN, CONNIE F	08/13/2012	F	ACTIVE	\$35350.00	167	MS MATH TEACHER
HORST, GINA L	08/01/2011	F	ACTIVE	\$43998.13	129	FAMILY COACH - PROG SUPP
HOUSEKNECHT, DAYNA S	01/29/2014	P	TEMPORARY - LTS	\$25125.00	177	MS TEACHER
HOWE, ERIN M	07/01/2006	F	ACTIVE	\$48130.92	166	MS MATH SPECIALIST
HUMANICK, KYMBERLY DIANA	12/12/2011	F	ACTIVE	\$36233.75	175	MS SPECIAL ED TEACHER
HUMES, CAROLYN E	08/13/2012	F	ACTIVE	\$35350.00	124	ELEMENTARY TEACHER
HUNKELE, TERRI LEE	11/16/2009	F	ACTIVE	\$39727.72	150	HS SPECIAL ED TEACHER
HURLEY, KRISTINA	08/20/2012	F	ACTIVE	\$39768.75	142	HS MATH TEACHER
HWANG, STANLEY H	02/06/2012	F	ACTIVE	\$36233.75	142	HS MATH TEACHER
IAMPIETRO, JARED A	01/23/2012	F	ACTIVE	\$36233.75	172	MS SCIENCE TEACHER
JACKSON, COLLEEN D	01/08/2014	F	ACTIVE	\$35000.00	128	FAMILY COACH
JACKSON, VERONICA A	09/09/2013	P	TEMPORARY - LTS	\$25125.00	150	HS SPECIAL ED TEACHER
JAKATT, JESSICA ANN	08/13/2012	F	ACTIVE	\$37875.00	150	HS SPECIAL ED TEACHER
JANACONE, ALICIA	08/27/2012	F	ACTIVE	\$37117.50	150	HS SPECIAL ED TEACHER
JANELLI, NANCY R	10/10/2011	F	ACTIVE	\$36233.75	128	FAMILY COACH
JAROSZ, DIANE VIOLA	01/23/2012	F	ACTIVE	\$38733.75	128	FAMILY COACH
JEFFREY, MICHELLE LEBERTE	01/03/2012	F	ACTIVE	\$38821.88	123	ELEM SPECIAL ED TEACHER
JENKINS, CRAIG WILLIAM	03/30/2009	F	ACTIVE	\$41633.56	150	HS SPECIAL ED TEACHER
JENNINGS, MELISSA CELESTE	01/17/2012	F	ACTIVE	\$38821.88	121	ELEM READING SPECIALIST
JENSEN JR, RICHARD S	10/10/2011	F	ACTIVE	\$46336.80	100	ACADEMIC COACH - HIGH SCH
JETT, COREY L	08/28/2012	F	ACTIVE	\$37875.00	128	FAMILY COACH
JOHNSON, CAITLIN	12/02/2013	P	ACTIVE	\$35000.00	160	MS 6TH GRADE TEACHER
JOHNSON, JESSICA MICHELLE	08/13/2012	F	ACTIVE	\$37875.00	128	FAMILY COACH
JOHNSON, KRYSTLE ANN BONITA	08/13/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
JOHNSON, LORI LYNN	08/13/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
JOHNSON, MARY A	08/27/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
JOHNSON, MARYANN	08/01/2008	F	ACTIVE	\$39901.31	123	ELEM SPECIAL ED TEACHER
JOHNSON, NICOLE SUZANNE	08/01/2007	F	ACTIVE	\$49940.46	122	ELEMENTARY RTII COORD
JOHNSTON, JENNIFER A	09/27/2007	F	ACTIVE	\$40451.29	125	ELEM TEACHER - DEPT CHAIR
JORDAN, ERIN M	08/19/2013	F	ACTIVE	\$35000.00	162	MS ENGLISH TEACHER
JOYNER, TIFFANY MICHELLE	08/29/2011	F	ACTIVE	\$38821.88	128	FAMILY COACH
JUSKO, MELISSA MARIA	11/15/2010	F	LEAVE OF ABSENCE	\$37117.44	132	HS ART TEACHER

Full Name Last-First-Middle	Hire Date	Part Time Code	Personnel Status Title	Annual Salary	Tcode1	Job Title
KACHURAK, SUSAN	08/01/2007	F	ACTIVE	\$42511.54	124	ELEMENTARY TEACHER
KAERCHER, NICHOLE L	01/31/2012	F	ACTIVE	\$36233.75	124	ELEMENTARY TEACHER
KAMMERER , KENDRA A	01/08/2014	P	TEMPORARY - LTS	\$25125.00	124	ELEMENTARY TEACHER
KAROSAS, LISA MARIE	11/01/2010	F	ACTIVE	\$38821.92	146	HS SCIENCE TEACHER
KARP, BARBARA MYERS	08/01/2008	F	ACTIVE	\$42549.36	148	HS SOCIAL STUDIES TEACHER
KECK, MARIANNE CHRISTINE	09/20/2010	F	ACTIVE	\$38391.21	146	HS SCIENCE TEACHER
KEEFE, ALLISON A	08/13/2012	F	ACTIVE	\$35350.00	162	MS ENGLISH TEACHER
KELLEHER, ELISSA LYNN	11/02/2009	F	ACTIVE	\$40762.97	150	HS SPECIAL ED TEACHER
KELLOGG, JESSYCA FERGUSON	01/23/2012	F	ACTIVE	\$36233.75	128	FAMILY COACH
KELSO, SHARON A	08/13/2012	F	ACTIVE	\$37875.00	137	HS ENGLISH TEACHER
KENNEDY, SABRINA C	01/27/2014	F	ACTIVE	\$38500.00	123	ELEM SPECIAL ED TEACHER
KERN, MARLYN	08/20/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
KERNER, DANIELLE L	08/31/2009	F	ACTIVE	\$38045.44	153	HS WORLD LANGUAGE TEACHER
KETH, PAMELA DENISE	08/02/2010	F	ACTIVE	\$40570.44	128	FAMILY COACH
KETTER, MONIQUE TOSHA	08/13/2012	F	ACTIVE	\$37875.00	128	FAMILY COACH
KING, ILENE J	08/20/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
KISTLER, KENYA H	08/26/2013	F	ACTIVE	\$57000.00	186	SCHOOL PSYCHOLOGIST
KITCHELL, ALINA R	08/23/2007	F	ACTIVE	\$51113.06	178	PARENT ENGAGEMENT COORD
KLEMM, ELYSE M	08/27/2012	F	ACTIVE	\$35350.00	124	ELEMENTARY TEACHER
KLOTZ, JAMES FRANCIS	09/30/2013	F	ACTIVE	\$55000.00	186	SCHOOL PSYCHOLOGIST
KNAPPENBERGER, ANGELA	08/19/2013	F	ACTIVE	\$35000.00	160	MS 6TH GRADE TEACHER
KOCH, WILLIAM A	10/24/2011	F	ACTIVE	\$38821.88	115	COMMUNITY COORDINATOR
KOWALOK, KRISTA MARIE	08/13/2012	F	ACTIVE	\$35350.00	124	ELEMENTARY TEACHER
KRAMER, MARC A	11/21/2011	F	ACTIVE	\$39857.13	140	HS HEALTH & PE TEACHER
KRELOVE, KELLY A	01/02/2008	F	ACTIVE	\$44074.66	171	MS SCIENCE DEPART CHAIR
KRESESKI, KIMBERLY ANN	08/13/2012	F	ACTIVE	\$35350.00	160	MS 6TH GRADE TEACHER
KROL, NICOLE S	07/01/2012	F	ACTIVE	\$38821.88	175	MS SPECIAL ED TEACHER
KRONER, LEWIS F	08/13/2012	F	ACTIVE	\$38885.00	172	MS SCIENCE TEACHER
KUNC, JOSEPH	11/08/2011	F	ACTIVE	\$36233.75	142	HS MATH TEACHER
KUNITSKY, DIANE MARIE	11/14/2008	F	ACTIVE	\$52312.04	146	HS SCIENCE TEACHER
KUNKEL, WILLIAM D	08/01/2011	F	ACTIVE	\$37117.50	128	FAMILY COACH
KURYLA, SUZANNE ELIZABETH	08/13/2012	F	ACTIVE	\$50500.00	130	GUIDANCE COUNSELOR
LACEY, KIMBERLY A	01/30/2012	F	ACTIVE	\$38117.50	175	MS SPECIAL ED TEACHER
LAMB, TRACIE A	08/02/2010	F	ACTIVE	\$48196.69	100	ACADEMIC COACH - HIGH SCH
LAMBERT IV, JOSEPH C	10/12/2009	F	ACTIVE	\$38045.44	150	HS SPECIAL ED TEACHER
LANZILOTTA, KRISTEN FAY	08/02/2010	F	ACTIVE	\$40696.69	124	ELEMENTARY TEACHER
LAPSLEY, CARRIE ANN	08/01/2011	F	ACTIVE	\$44257.19	189	SPECIAL ED ENROLL SPECLST
LARGENT, BETH A	09/21/2009	F	ACTIVE	\$41643.56	124	ELEMENTARY TEACHER
LASER, MARK T	08/02/2010	F	ACTIVE	\$40696.69	167	MS MATH TEACHER
LATORE, RACHAEL LYNN	08/13/2012	F	ACTIVE	\$38758.75	150	HS SPECIAL ED TEACHER
LAVACCA, DEBORAH ANN	02/02/2010	F	ACTIVE	\$40762.97	124	ELEMENTARY TEACHER
LAVENIA, GABRIELLE SARACINO	08/13/2012	F	ACTIVE	\$37875.00	150	HS SPECIAL ED TEACHER
LAVIN, ANGELA CARLY MARIE	12/19/2011	F	ACTIVE	\$36233.75	167	MS MATH TEACHER
LAWSON, CHRISTOPHER JOHN	11/15/2010	F	ACTIVE	\$39857.13	134	HS BUSINESS TEACHER
LEARN, RYAN P	02/06/2012	F	ACTIVE	\$51762.50	130	GUIDANCE COUNSELOR
LEE, ERICA MARIE	08/13/2012	F	ACTIVE	\$51500.00	130	GUIDANCE COUNSELOR
LEONARD, AMY	08/15/2011	F	ACTIVE	\$36233.75	123	ELEM SPECIAL ED TEACHER
LEONARD, TANIA R	02/19/2014	P	TEMPORARY - LTS	\$25125.00	128	FAMILY COACH
LEPSCH, ANNA E	08/13/2012	F	ACTIVE	\$35350.00	150	HS SPECIAL ED TEACHER
LESCZYNSKI, TRISA ANN	08/13/2012	F	ACTIVE	\$35350.00	139	HS FAMILY &CON SC TEACHER
LEWIS, NAYADA NICHOLE	08/20/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
LINDER, KATHY S	03/19/2014	F	ACTIVE	\$38500.00	169	MS READING SPECIALIST
LIPIEC, SUSAN E	08/27/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
LIPSKI , RICHARD F	04/23/2014	P	TEMPORARY - LTS	\$25125.00	128	FAMILY COACH
LIVINGOOD BIRD, KAREN MELISSA	03/15/2011	F	ACTIVE	\$38821.88	128	FAMILY COACH
LOCCISANO, SERENA JO	08/02/2010	F	ACTIVE	\$38175.00	141	HS LIFE SKILLS TEACHER
LOEB, ALEXANDRA MICHELLE	03/08/2010	F	ACTIVE	\$37139.60	199	STRONG START COACH
LOMAZOFF , LAUREN N	04/02/2014	P	TEMPORARY - LTS	\$25125.00	123	ELEM SPECIAL ED TEACHER

Full Name Last-First-Middle	Hire Date	Part Time Code	Personnel Status Title	Annual Salary	Tcode1	Job Title
LONG, CRYSTAL RENEE	01/09/2010	F	ACTIVE	\$37139.60	142	HS MATH TEACHER
LONG, JESSICA B	11/16/2009	F	ACTIVE	\$38045.44	199	STRONG START COACH
LOPEZ, MEGAN	11/14/2011	F	ACTIVE	\$36233.75	184	SCHOOL HEALTH ASSISTANT
LOWE, ELLISEN	08/27/2012	F	ACTIVE	\$35350.00	123	ELEM SPECIAL ED TEACHER
LUBICH, LUKE A	01/31/2012	F	ACTIVE	\$39857.13	168	MS PHYSICAL ED TEACHER
LUCIER, HEIDI A	08/02/2010	F	ACTIVE	\$37139.60	172	MS SCIENCE TEACHER
LUCKENBILL, EILEEN R	12/14/2009	F	ACTIVE	\$37139.60	199	STRONG START COACH
LUCKIE, MIRANDA LYNN	01/30/2012	F	ACTIVE	\$36233.75	119	ELEM MATH SPECIALIST
LYNN, SHARON	09/10/2012	F	ACTIVE	\$39768.75	136	HS DRIVER ED TEACHER
LYNOTT, MARY	08/22/2012	F	ACTIVE	\$38885.00	150	HS SPECIAL ED TEACHER
MACK, CATHRYN L	08/13/2012	F	ACTIVE	\$37875.00	164	MS LIFE SKILLS TEACHER
MACLACKLIN, TOVAH I	03/12/2014	P	TEMPORARY - LTS	\$25125.00	177	MS TEACHER
MACUGA, ERICA LYNN	09/12/2011	F	ACTIVE	\$38821.88	137	HS ENGLISH TEACHER
MAGEE, LAUREEN B	02/12/2014	P	TEMPORARY - LTS	\$25125.00	150	HS SPECIAL ED TEACHER
MAHON, JILL	08/19/2013	F	ACTIVE	\$37500.00	124	ELEMENTARY TEACHER
MAHONEY, MARY ELLEN	08/01/2011	F	ACTIVE	\$38708.25	128	FAMILY COACH
MAINES, BETH ANN	08/01/2008	F	ACTIVE	\$51620.50	124	ELEMENTARY TEACHER
MAIO, PAMELA	08/13/2012	F	ACTIVE	\$37875.00	137	HS ENGLISH TEACHER
MAKSIN, JAMIE LYNN	02/13/2012	F	ACTIVE	\$37269.00	142	HS MATH TEACHER
MALAMPY, TARA LYNN	08/13/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
MALATAK, ELENA	08/13/2012	F	ACTIVE	\$50500.00	130	GUIDANCE COUNSELOR
MALLON, REGINA MARIE	08/29/2011	F	ACTIVE	\$37269.00	123	ELEM SPECIAL ED TEACHER
MALLOY, MARIANNE E	12/12/2011	F	ACTIVE	\$37269.00	167	MS MATH TEACHER
MANGINI, KELLY L	09/27/2010	F	ACTIVE	\$37139.60	119	ELEM MATH SPECIALIST
MANLEY, NICOLE RYANN	01/23/2012	F	ACTIVE	\$36233.75	160	MS 6TH GRADE TEACHER
MARCINKIEWICZ, ILYSE BETH	08/06/2009	F	ACTIVE	\$40052.72	142	HS MATH TEACHER
MARIGLIANO, TRACEY MARIE	08/20/2012	F	LEAVE OF ABSENCE	\$35350.00	124	ELEMENTARY TEACHER
MARTIN , JENNIFER B	12/04/2013	P	TEMPORARY - LTS	\$25125.00	124	ELEMENTARY TEACHER
MARTIN, KATEY R	11/20/2013	P	TEMPORARY - LTS	\$25125.00	132	HS ART TEACHER
MATTIER, TAMARA	02/27/2012	F	ACTIVE	\$38821.88	199	STRONG START COACH
MAY, JESSICA MARIA	10/08/2012	F	ACTIVE	\$41536.25	175	MS SPECIAL ED TEACHER
MAZER, TIMOTHY MICHAEL	08/20/2012	F	ACTIVE	\$35350.00	148	HS SOCIAL STUDIES TEACHER
MCCARTHY, JAMES V	11/01/2010	F	ACTIVE	\$38758.75	140	HS HEALTH & PE TEACHER
MCCARTHY, VALERIE LYNN	08/13/2012	F	ACTIVE	\$35350.00	160	MS 6TH GRADE TEACHER
MCCAULEY, TAMARA J	08/22/2007	F	ACTIVE	\$39130.23	124	ELEMENTARY TEACHER
MCCLEERY, JULIET G	08/13/2012	F	ACTIVE	\$38885.00	137	HS ENGLISH TEACHER
MCCORMICK, HEATHER M	11/30/2009	F	ACTIVE	\$48527.35	103	ACADEMIC COACH- SP ED HS
MCCRACKEN, KEVIN S	08/31/2009	F	ACTIVE	\$42148.56	145	HSMUSIC TEACHER DEPTCHAIR
MCCREA, JULIE ANN	08/01/2007	F	ACTIVE	\$41416.31	147	HS SCIENCE TEACHER DPT CH
MCCULLOUGH, KELLY S	01/14/2013	F	ACTIVE	\$35350.00	174	MS SOCIAL STUDIES TEACHER
MCEWEN, ELIZABETH MARY	01/02/2007	F	ACTIVE	\$43646.11	169	MS READING SPECIALIST
MCGAFFIC, DIANE	08/19/2013	F	ACTIVE	\$39270.00	146	HS SCIENCE TEACHER
MCGAW, CHAD M	09/15/2008	F	ACTIVE	\$41539.41	137	HS ENGLISH TEACHER
MCGLYNN, JAMES G	11/15/2010	F	ACTIVE	\$39768.75	142	HS MATH TEACHER
MCGONIGAL, JAMES V	01/23/2012	F	ACTIVE	\$36233.75	128	FAMILY COACH
MCHENRY, MARTHA	12/21/2012	F	ACTIVE	\$35350.00	175	MS SPECIAL ED TEACHER
MCINTYRE, AMIRAH	04/09/2012	F	ACTIVE	\$36233.75	183	RELATED SERVICES ASSIST
MCKEOWN, JANELLE LEE	08/13/2012	F	ACTIVE	\$35350.00	137	HS ENGLISH TEACHER
MCLAUGHLIN, KIMBERLY RENEE	08/13/2012	F	ACTIVE	\$38875.00	150	HS SPECIAL ED TEACHER
MCLAUGHLIN, KRISTINA A	11/06/2013	F	ACTIVE	\$35000.00	183	RELATED SERVICES ASSIST
MCNULTY, COREY THOMAS	08/20/2012	F	ACTIVE	\$37875.00	174	MS SOCIAL STUDIES TEACHER
MCNULTY, MICHAEL S	08/02/2010	F	ACTIVE	\$42556.21	142	HS MATH TEACHER
MCQUAIDE, DAVID JOHN	08/01/2011	F	ACTIVE	\$41410.00	128	FAMILY COACH
MCQUAIDE, THERESA J	01/08/2007	F	ACTIVE	\$42552.56	142	HS MATH TEACHER
MCQUILLAN, CATHERINE M	08/27/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
MCQUILLAN, MICHAEL T	09/20/2010	F	ACTIVE	\$40727.72	148	HS SOCIAL STUDIES TEACHER
MCTAGUE, DEBRA M	08/13/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
MELLON, SAMANTHA E	11/29/2011	F	ACTIVE	\$36233.75	142	HS MATH TEACHER

Full Name Last-First-Middle	Hire Date	Part Time Code	Personnel Status Title	Annual Salary	Tcode1	Job Title
METZ, AMBER L	11/02/2011	F	ACTIVE	\$36233.75	137	HS ENGLISH TEACHER
MEYER, JENNIFER L	02/13/2012	F	ACTIVE	\$36233.75	153	HS WORLD LANGUAGE TEACHER
MEZA-RUSHANAN, DEVIN	09/24/2013	F	ACTIVE	\$35000.00	148	HS SOCIAL STUDIES TEACHER
MILD, KATIE COLLEEN	09/10/2012	F	ACTIVE	\$35350.00	140	HS HEALTH & PE TEACHER
MILLER, JEFFREY P	01/02/2007	F	ACTIVE	\$52745.12	100	ACADEMIC COACH - HIGH SCH
MILLER, JODEEN E	08/01/2008	F	ACTIVE	\$42574.66	150	HS SPECIAL ED TEACHER
MILLER, MARCIE LYNN	11/21/2011	F	ACTIVE	\$36233.75	128	FAMILY COACH
MILLER, REBECCA SUSAN	04/01/2008	F	ACTIVE	\$39986.54	150	HS SPECIAL ED TEACHER
MILLER, SAMANTHA	08/19/2013	F	ACTIVE	\$37500.00	137	HS ENGLISH TEACHER
MINDLIN, ELISA L	08/15/2011	F	ACTIVE	\$37786.63	128	FAMILY COACH
MIRTH II, RICHARD MICHAEL	08/15/2008	F	ACTIVE	\$54196.10	130	GUIDANCE COUNSELOR
MISLANOVICH, ALISON MARIE	08/01/2011	F	ACTIVE	\$39857.13	162	MS ENGLISH TEACHER
MISLANOVICH, KELSEY LYN	11/21/2011	F	ACTIVE	\$36233.75	137	HS ENGLISH TEACHER
MOLDENHAUER, HOPE R	05/16/2010	F	ACTIVE	\$47331.63	185	SCHOOL NURSE
MOLETON, CHRISTEN	09/09/2013	F	ACTIVE	\$37500.00	123	ELEM SPECIAL ED TEACHER
MOLNAR, JENNIFER SOLE	08/20/2012	F	ACTIVE	\$37875.00	172	MS SCIENCE TEACHER
MONTERROSO, JACQUELINE JAY	01/14/2013	F	ACTIVE	\$35350.00	174	MS SOCIAL STUDIES TEACHER
MOSER, CHRISTINE ANN	08/01/2011	F	ACTIVE	\$36233.75	128	FAMILY COACH
MOSER, ERICA L	08/01/2007	F	ACTIVE	\$59258.06	131	GUIDANCE COUNSELOR COACH
MULHOLLAN, BETH ANN	06/23/2011	F	ACTIVE	\$40286.70	125	ELEM TEACHER - DEPT CHAIR
MULLEN, AMANDA M	11/15/2010	F	ACTIVE	\$59583.33	178	PARENT ENGAGEMENT COORD
MULLEN, CHAD P	01/31/2012	F	ACTIVE	\$38821.88	128	FAMILY COACH
MULVEY, JOANNE C	04/27/2009	F	ACTIVE	\$38045.44	142	HS MATH TEACHER
MURTAUGH, KATE LOUISE	08/13/2012	F	ACTIVE	\$35350.00	146	HS SCIENCE TEACHER
NAGY, FRANK BARTON	10/24/2011	F	ACTIVE	\$36233.75	142	HS MATH TEACHER
NAPOLI, MIA	08/13/2012	F	ACTIVE	\$47875.00	181	READING SPECIALIST-LNR CT
NATALE, VALERIE L	08/27/2012	F	ACTIVE	\$36360.00	150	HS SPECIAL ED TEACHER
NAUGHTON, BECKY L	11/21/2011	F	ACTIVE	\$37269.00	132	HS ART TEACHER
NAWN, ERIN MARIE	08/20/2012	F	ACTIVE	\$35350.00	124	ELEMENTARY TEACHER
NELSON, EILEEN CLAIRE	08/29/2011	F	ACTIVE	\$38821.88	128	FAMILY COACH
NETTLES, KATHRYN ELOISE	08/03/2009	F	ACTIVE	\$39542.98	200	STUDENT ISP COORDINATOR
NICHOLAS, JESSE	08/19/2013	F	ACTIVE	\$38500.00	148	HS SOCIAL STUDIES TEACHER
NICHOLS, CHRISTINA MARIE	01/26/2009	F	ACTIVE	\$38746.33	146	HS SCIENCE TEACHER
NICHOLSON, JESSICA NICOLE	09/17/2007	F	ACTIVE	\$43043.62	119	ELEM MATH SPECIALIST
NICKERSON LITTLE, CHRISTY ELIZABETH	11/21/2011	F	ACTIVE	\$47268.75	101	ACADEMIC COACH - K-5
NOBLE, BECKY MARIE	08/13/2012	F	ACTIVE	\$40526.25	137	HS ENGLISH TEACHER
NOVIA, GABRIELLE M	01/30/2012	F	ACTIVE	\$37117.50	137	HS ENGLISH TEACHER
NUDO ALBERTI, JENNIFER M	11/23/2009	F	ACTIVE	\$62951.20	154	K12 SPEECH & LANG TEACHER
NUGENT, EMILY ELIZABETH	08/01/2011	F	ACTIVE	\$39768.75	146	HS SCIENCE TEACHER
NUGENT, STEPHEN R	10/10/2011	F	ACTIVE	\$41268.75	173	MS SS DEPART CHAIR
O'BRIEN, KAITLIN N	12/13/2011	F	ACTIVE	\$41410.00	202	TRANSCRIPT COORDINATOR
OAKES, CASEY LOUISE	03/21/2012	F	LEAVE OF ABSENCE	\$36233.75	160	MS 6TH GRADE TEACHER
OGRODNIK, YANIRA D	08/01/2007	F	ACTIVE	\$42574.66	153	HS WORLD LANGUAGE TEACHER
OLSAVSKY, MICHELLE LENORE	02/21/2012	F	ACTIVE	\$36233.75	133	HS AUTISTIC SUPP TEACHER
ONEILL, CAROLYN JEANNE	08/13/2012	F	ACTIVE	\$35350.00	123	ELEM SPECIAL ED TEACHER
ORANGIS, CHRISTINA L	01/31/2012	F	ACTIVE	\$36233.75	148	HS SOCIAL STUDIES TEACHER
PACHECO, JOSE ROBERT	09/22/2008	F	ACTIVE	\$38951.29	142	HS MATH TEACHER
PAGAN, EUFEMIO	10/19/2009	F	ACTIVE	\$46548.38	129	FAMILY COACH - PROG SUPP
PAGLIEI, LYNN MARIE	03/09/2009	F	ACTIVE	\$44895.63	150	HS SPECIAL ED TEACHER
PALIVODA, SHERI L	12/19/2011	F	ACTIVE	\$39857.13	162	MS ENGLISH TEACHER
PALME, JILL ELIZABETH	11/30/2009	F	ACTIVE	\$58000.00	131	GUIDANCE COUNSELOR COACH
PALUSZEK, THOMAS FRANCIS	08/13/2012	F	ACTIVE	\$45450.00	114	CLASSROOM COACH
PANZA, JANET FAY	08/01/2011	F	ACTIVE	\$38821.88	128	FAMILY COACH
PAOLINO, KIMBERLY A	08/01/2011	F	ACTIVE	\$38821.88	175	MS SPECIAL ED TEACHER
PARKES, GEMMA M	08/13/2012	F	ACTIVE	\$37875.00	150	HS SPECIAL ED TEACHER
PASTIN, LAURIE LYNN	09/17/2012	F	ACTIVE	\$36233.75	166	MS MATH SPECIALIST
PATTERSON, WHITNEY LYNNE	09/14/2009	F	ACTIVE	\$54325.29	130	GUIDANCE COUNSELOR
PAVLIK, STACEY M	01/08/2014	F	ACTIVE	\$35000.00	159	MEDICAL ACCESS SPECIALIST

Full Name Last-First-Middle	Hire Date	Part Time Code	Personnel Status Title	Annual Salary	Tcode1	Job Title
PEASE, KELLY ANN	09/04/2012	F	ACTIVE	\$35000.00	137	HS ENGLISH TEACHER
PELISSIER, MICHELLE	08/27/2012	F	ACTIVE	\$38885.00	123	ELEM SPECIAL ED TEACHER
PERROTTA, ANTOINETTE	02/13/2012	F	ACTIVE	\$51762.50	130	GUIDANCE COUNSELOR
PERUSO, JENNIFER C	11/21/2011	F	ACTIVE	\$36233.75	150	HS SPECIAL ED TEACHER
PETRAGLIA, STELLA JANE E	08/27/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
PETRUZZELLI, DENA MARIE	08/01/2011	F	ACTIVE	\$39768.75	137	HS ENGLISH TEACHER
PFEIFFER, ERIC JAMES	01/03/2012	F	ACTIVE	\$37269.00	146	HS SCIENCE TEACHER
PFROGNER, DONNA GAZICA	08/01/2011	F	ACTIVE	\$37117.50	128	FAMILY COACH
PHELAN, KERI LYNN	08/15/2011	F	ACTIVE	\$39857.13	137	HS ENGLISH TEACHER
PHENGVATH , AMORINE	10/23/2012	F	ACTIVE	\$40000.00	180	PAYROLL SPECIALIST
PHILLIPS, JILL MARIE	08/03/2010	F	ACTIVE	\$43257.19	173	MS SS DEPART CHAIR
PICKENS, ASHLEY ELIZABETH	08/02/2010	F	ACTIVE	\$42072.56	111	ATTENDANCE & TRUANCY COOR
PILSITS, ALYSSA	08/27/2012	F	ACTIVE	\$50500.00	156	K-8 COUNSELOR
PINCHERRI, BRIANA L	08/01/2011	F	LEAVE OF ABSENCE	\$39857.13	128	FAMILY COACH
PINZARRONE , FRANCIS G	02/03/2014	P	ACTIVE	\$38500.00	175	MS SPECIAL ED TEACHER
PITCHFORD, TAMIKA	11/08/2010	F	ACTIVE	\$48821.88	176	MS SPEC ED TEACH LRN CTR
PITTMAN, SARAH B	01/30/2012	F	LEAVE OF ABSENCE	\$39758.75	123	ELEM SPECIAL ED TEACHER
PLATT, KEITH A	08/01/2007	F	ACTIVE	\$40478.52	140	HS HEALTH & PE TEACHER
PLEASANT-HARRIS, ALISA	08/27/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
POSTLER, SUZANNE	09/05/2011	F	ACTIVE	\$36233.75	128	FAMILY COACH
PRATT, MOLLY	08/27/2012	F	LEAVE OF ABSENCE	\$35350.00	128	FAMILY COACH
PRATT, ROBERT JAMES	08/02/2010	F	ACTIVE	\$37139.60	119	ELEM MATH SPECIALIST
PRITCHETT, CRYSTAL	04/23/2012	F	ACTIVE	\$47975.00	114	CLASSROOM COACH
PRONIO, MARY F	02/14/2011	F	ACTIVE	\$39857.13	175	MS SPECIAL ED TEACHER
PUENTES, DANIEL JOE	08/13/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
PURDY HUNSBERGER, LINDA	01/17/2012	F	ACTIVE	\$38821.88	140	HS HEALTH & PE TEACHER
PURNELL, BARBARA MAREITTA	10/10/2011	F	ACTIVE	\$38821.88	128	FAMILY COACH
PURNELL, DANIEL M	08/29/2012	F	ACTIVE	\$37875.00	128	FAMILY COACH
PUSKAR, KATHRYN P	07/01/2006	F	ACTIVE	\$51725.77	124	ELEMENTARY TEACHER
PYTKO, JONATHAN CLAYTON	01/12/2009	F	ACTIVE	\$40633.56	148	HS SOCIAL STUDIES TEACHER
QUACKENBUSH, KELLY J	08/02/2010	F	ACTIVE	\$40696.69	121	ELEM READING SPECIALIST
QUINN, PAMELA J	01/04/2010	F	ACTIVE	\$37139.60	150	HS SPECIAL ED TEACHER
QUISITO, TARA ANN	10/08/2007	F	ACTIVE	\$59268.03	130	GUIDANCE COUNSELOR
RABE, MICHELLE L	08/13/2012	F	ACTIVE	\$35350.00	150	HS SPECIAL ED TEACHER
RADIO, SCOTT G	08/13/2012	F	ACTIVE	\$37875.00	172	MS SCIENCE TEACHER
RAGOZZINO, KIM	09/30/2013	F	ACTIVE	\$38625.00	172	MS SCIENCE TEACHER
RAHIM, ZAKIA AMINA	11/12/2012	F	ACTIVE	\$50500.00	203	TRUANCY PREVENTION COORD
RAMSEY, JESSICA ELIZABETH	10/10/2011	F	ACTIVE	\$36233.75	128	FAMILY COACH
RANOIA , STEPHANIE	01/08/2014	P	TEMPORARY - LTS	\$25125.00	124	ELEMENTARY TEACHER
RAU, SARAH ELIZABETH	08/13/2012	F	ACTIVE	\$35350.00	146	HS SCIENCE TEACHER
READ, ALLISON BERKOWITZ	01/30/2012	F	ACTIVE	\$38821.88	137	HS ENGLISH TEACHER
REAVES, ANTOINETTE M	02/26/2014	P	TEMPORARY - LTS	\$25125.00	128	FAMILY COACH
REAVES, MICHAEL B	08/01/2011	F	ACTIVE	\$36233.75	128	FAMILY COACH
REBER, BRITTANY E	10/01/2013	F	ACTIVE	\$38500.00	164	MS LIFE SKILLS TEACHER
REBER, KARYN L	11/14/2011	F	ACTIVE	\$43808.75	101	ACADEMIC COACH - K-5
REGAN, VIRGINIA MANNING	08/25/2010	F	ACTIVE	\$40696.69	160	MS 6TH GRADE TEACHER
REIBER, KIERSTEN LEANN	10/04/2010	F	ACTIVE	\$38045.44	124	ELEMENTARY TEACHER
REIMAN, BRITTANY P	02/06/2012	F	ACTIVE	\$38733.75	175	MS SPECIAL ED TEACHER
REIMERS, NANCY	08/19/2013	F	ACTIVE	\$38500.00	123	ELEM SPECIAL ED TEACHER
REIMERS, STACEY L	10/16/2009	F	LEAVE OF ABSENCE	\$40633.56	150	HS SPECIAL ED TEACHER
REIS, DERICK J	10/10/2011	F	ACTIVE	\$36233.75	160	MS 6TH GRADE TEACHER
REX, SHELLEY R	08/01/2011	F	ACTIVE	\$39768.75	128	FAMILY COACH
RICHARDSON, COLLEEN SHANNON	10/29/2008	F	ACTIVE	\$42640.54	110	ADVANCED LEARNERS COORD
RIGGS, JOHN	08/27/2012	F	ACTIVE	\$37875.00	137	HS ENGLISH TEACHER
RINALDI, ANDREW J	01/31/2012	F	ACTIVE	\$38821.88	144	HS MUSIC TEACHER
RITCHIE, LEEANN B	10/24/2011	F	ACTIVE	\$49844.25	100	ACADEMIC COACH - HIGH SCH
ROBERTS, JANIE LEA	12/21/2009	F	ACTIVE	\$37139.60	124	ELEMENTARY TEACHER
ROCKOWER, MINDY SHARON	11/18/2008	F	ACTIVE	\$54515.60	130	GUIDANCE COUNSELOR

Full Name Last-First-Middle	Hire Date	Part Time Code	Personnel Status Title	Annual Salary	Tcode1	Job Title
ROGERS, JEANNINE L	08/13/2012	F	ACTIVE	\$37875.00	128	FAMILY COACH
ROGERS, JESSICA A	03/17/2008	F	ACTIVE	\$53961.06	103	ACADEMIC COACH- SP ED HS
ROLLMAN, ANDREA K	08/01/2011	F	ACTIVE	\$36233.75	128	FAMILY COACH
RONCO, HEATHER LYNN	10/17/2007	F	ACTIVE	\$38951.29	128	FAMILY COACH
RONOSKY, SARAH MARIE	08/13/2012	F	ACTIVE	\$37875.00	150	HS SPECIAL ED TEACHER
RORIE, TYRONE ANTHONY	08/13/2012	F	ACTIVE	\$37875.00	128	FAMILY COACH
ROSENBERGER, SHAUNA	10/09/2013	F	ACTIVE	\$35000.00	124	ELEMENTARY TEACHER
ROSSITER III, RICHARD M	02/08/2010	F	ACTIVE	\$37139.00	123	ELEM SPECIAL ED TEACHER
RUDY, ANGELA MARIE	08/13/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
RYAN, RACHEL CORINNE CROW	01/20/2009	F	ACTIVE	\$41570.44	164	MS LIFE SKILLS TEACHER
SAID, ANDREW E	08/02/2010	F	ACTIVE	\$54025.00	130	GUIDANCE COUNSELOR
SAMAR, LISA STEPPE	10/09/2008	F	ACTIVE	\$42574.66	121	ELEM READING SPECIALIST
SANDS, JEAN A	03/07/2011	F	ACTIVE	\$36233.75	128	FAMILY COACH
SANTORE, ALICIA	08/27/2012	F	ACTIVE	\$37875.00	162	MS ENGLISH TEACHER
SARBER, KENNETH OGDEN	08/20/2012	F	ACTIVE	\$37500.00	124	ELEMENTARY TEACHER
SATTLER, EMILY R	01/03/2012	F	ACTIVE	\$36233.75	174	MS SOCIAL STUDIES TEACHER
SAVITZ, LISA KAY	12/05/2011	F	ACTIVE	\$38821.88	150	HS SPECIAL ED TEACHER
SAWYER, RASHIDA R	08/27/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
SAXTON, BRENNNA	08/19/2013	F	ACTIVE	\$35000.00	174	MS SOCIAL STUDIES TEACHER
SCHAEFFER, DEBORAH JUDITH	04/02/2009	F	ACTIVE	\$41804.55	175	MS SPECIAL ED TEACHER
SCHAEFFER, TONIA LEE	01/17/2012	F	ACTIVE	\$38821.88	124	ELEMENTARY TEACHER
SCHALL, DANIELLE MARIE	08/13/2012	F	LEAVE OF ABSENCE	\$35350.00	123	ELEM SPECIAL ED TEACHER
SCHEIB, ALYSON JAYE	07/01/2006	F	ACTIVE	\$55181.78	108	ACADEMIC SUPPORT COACH MS
SCHEIB, ERIC J	07/01/2006	F	ACTIVE	\$56678.35	107	ACADEMIC SUPPORT COACH HS
SCHEIRER, MICHAEL J	02/06/2012	F	ACTIVE	\$36233.75	148	HS SOCIAL STUDIES TEACHER
SCHMEHL, VIRGINIA ELIZABETH	12/12/2011	F	ACTIVE	\$36233.75	160	MS 6TH GRADE TEACHER
SCHMIDT, ASHLEY BROOKE	08/13/2012	F	ACTIVE	\$37117.50	123	ELEM SPECIAL ED TEACHER
SCHNALL, SAMUEL ADAM	09/24/2013	F	ACTIVE	\$35000.00	124	ELEMENTARY TEACHER
SCHREINER, JENNA M	11/29/2010	F	ACTIVE	\$45257.19	189	SPECIAL ED ENROLL SPECLST
SCHUSTER, ANDREA A	09/24/2013	F	ACTIVE	\$35000.00	124	ELEMENTARY TEACHER
SCHWARTZ, OLIVIA MARIE	08/13/2012	F	ACTIVE	\$35350.00	124	ELEMENTARY TEACHER
SCHWEIZER, CARA MARIE	08/13/2012	F	ACTIVE	\$35350.00	146	HS SCIENCE TEACHER
SCOTILLO , CHRISTINA M	03/26/2014	P	TEMPORARY - LTS	\$25125.00	150	HS SPECIAL ED TEACHER
SCOTT, JESSICA LAUREN	10/15/2007	F	ACTIVE	\$41517.00	123	ELEM SPECIAL ED TEACHER
SEKURAS, TABITHA ANN	10/17/2011	F	ACTIVE	\$38821.88	162	MS ENGLISH TEACHER
SENKOWSKI, ANDREW J	11/29/2011	F	ACTIVE	\$47722.50	158	MATH SPECIALIST-LEARN CTR
SHAFFER, GINGER P	09/22/2008	F	ACTIVE	\$41539.41	128	FAMILY COACH
SHAFFER, JAMES	08/19/2013	F	ACTIVE	\$37500.00	174	MS SOCIAL STUDIES TEACHER
SHAFFER, LAUREN ELIZABETH	08/01/2008	F	ACTIVE	\$52086.26	102	ACADEMIC COACH - MS
SHAPIRO , CINDY K	01/08/2014	P	TEMPORARY - LTS	\$25125.00	124	ELEMENTARY TEACHER
SHAUL, MATTHEW THOMAS	01/17/2012	F	ACTIVE	\$36233.75	144	HS MUSIC TEACHER
SHEA, AMY M	02/27/2012	F	LEAVE OF ABSENCE	\$50500.00	130	GUIDANCE COUNSELOR
SHEARER, MARTINA S	08/27/2012	F	ACTIVE	\$37875.00	175	MS SPECIAL ED TEACHER
SHEARER, MARY	09/01/2013	F	ACTIVE	\$50000.00	179	PAYROLL COORDINATOR
SHEBECK, REGAN LYNNE	10/17/2007	F	ACTIVE	\$51566.81	107	ACADEMIC SUPPORT COACH HS
SHERMAN , PRISCILLA M	01/22/2014	P	TEMPORARY - LTS	\$25125.00	124	ELEMENTARY TEACHER
SHIELDS, THOMAS RICHARD	08/02/2010	F	ACTIVE	\$41696.69	152	HS WORLD LANG \$SS TEACHER
SHIVETTS, STEPHANIE LYNN	08/13/2012	F	ACTIVE	\$50500.00	130	GUIDANCE COUNSELOR
SHONBERG, CYNTHIA	08/19/2013	F	ACTIVE	\$39655.00	146	HS SCIENCE TEACHER
SHULTZ, JILL ILENE	08/13/2012	F	ACTIVE	\$38885.00	121	ELEM READING SPECIALIST
SHUTTLEWORTH, STEPHEN A	01/17/2012	F	ACTIVE	\$36233.75	148	HS SOCIAL STUDIES TEACHER
SILBERMAN, HEATHER S	08/01/2007	F	ACTIVE	\$46658.64	150	HS SPECIAL ED TEACHER
SIMMONS JR, JAMES LEE	08/13/2012	F	ACTIVE	\$47975.00	114	CLASSROOM COACH
SIMPSON, NICHOLE LOUISE	08/13/2012	F	ACTIVE	\$35350.00	132	HS ART TEACHER
SINAN, MEGAN C	10/23/2012	F	ACTIVE	\$35350.00	142	HS MATH TEACHER
SINCLAIR, SHANNON	08/13/2012	F	ACTIVE	\$38850.00	175	MS SPECIAL ED TEACHER
SIWIK, KAREN ANNETTE	01/03/2011	F	ACTIVE	\$36233.75	191	SPECIAL ED RECORDS ASST
SKOLNIK, EVAN M	08/26/2013	F	ACTIVE	\$55000.00	186	SCHOOL PSYCHOLOGIST

Full Name Last-First-Middle	Hire Date	Part Time Code	Personnel Status Title	Annual Salary	Tcode1	Job Title
SMITH, ASHLEY R	08/13/2012	F	ACTIVE	\$37875.00	160	MS 6TH GRADE TEACHER
SMITH, CODY JOHN	12/19/2011	F	ACTIVE	\$36233.75	174	MS SOCIAL STUDIES TEACHER
SMITH, DAVID C	12/19/2011	F	ACTIVE	\$36233.75	146	HS SCIENCE TEACHER
SMITH, FAWN MICHELE	08/02/2010	F	ACTIVE	\$38045.44	199	STRONG START COACH
SMITH, JEREMY CHARLES	01/23/2012	F	ACTIVE	\$36233.75	128	FAMILY COACH
SMITH, JOSEPH BART	02/06/2012	F	ACTIVE	\$39821.88	146	HS SCIENCE TEACHER
SMITH, PATRICIA MARIE	02/14/2011	F	ACTIVE	\$40829.25	142	HS MATH TEACHER
SMITH, STEPHANIE R	11/01/2010	F	ACTIVE	\$36233.75	128	FAMILY COACH
SMITH, TONYA L	01/02/2007	F	ACTIVE	\$43698.96	137	HS ENGLISH TEACHER
SNEERINGER, JENNIFER	08/27/2012	F	LEAVE OF ABSENCE	\$37875.00	150	HS SPECIAL ED TEACHER
SNYDER, DIANE	08/13/2012	F	ACTIVE	\$38001.25	124	ELEMENTARY TEACHER
SNYDER, KELLY LEIGH	10/25/2010	F	ACTIVE	\$39727.72	162	MS ENGLISH TEACHER
SODA, LORY A	10/10/2007	F	ACTIVE	\$43613.06	140	HS HEALTH & PE TEACHER
SOLOMAN, SHENIKA TYVETTE OCTAVIA	08/15/2011	F	ACTIVE	\$52797.75	129	FAMILY COACH - PROG SUPP
SONLIN, ALLISON MOTT	08/13/2012	F	ACTIVE	\$35350.00	137	HS ENGLISH TEACHER
SOSONKIN, JAIME	08/01/2011	F	ACTIVE	\$39768.75	128	FAMILY COACH
SPEARING, LANORE	01/10/2011	F	ACTIVE	\$47331.63	157	LEARNING CTR SUPP COORD
SPESS, CHANTEL A	08/01/2008	F	ACTIVE	\$44774.25	148	HS SOCIAL STUDIES TEACHER
SPRATT, LESLIE D	09/26/2007	P	ACTIVE	\$38951.29	118	ELEM LIFE SKILLS TEACHER
STABILITO, CATHERINE M	08/01/2011	F	ACTIVE	\$39768.75	174	MS SOCIAL STUDIES TEACHER
STAHLE, CHERYL	11/08/2011	F	ACTIVE	\$39857.13	137	HS ENGLISH TEACHER
STANEK, MICHAEL	11/12/2012	F	ACTIVE	\$40526.25	142	HS MATH TEACHER
STANFORTH, MELANIE	08/27/2012	F	ACTIVE	\$48985.00	196	SPEECH PATHOLOGIST
STAPLES, CARLY	09/09/2013	F	ACTIVE	\$35000.00	175	MS SPECIAL ED TEACHER
STARK, SUSAN L	12/05/2011	F	ACTIVE	\$36233.75	148	HS SOCIAL STUDIES TEACHER
STEBBINS, ASHLEY LAUREN	12/12/2011	F	ACTIVE	\$36233.75	128	FAMILY COACH
STECKEL, TRICIA ROSE	11/14/2008	F	ACTIVE	\$39080.69	142	HS MATH TEACHER
STECKER, PAMELA	08/13/2012	F	ACTIVE	\$40375.00	162	MS ENGLISH TEACHER
STEINBERG, NATALIE BLAIR	10/10/2011	F	ACTIVE	\$36233.75	124	ELEMENTARY TEACHER
STEVENS, BETH ANN	10/04/2010	F	ACTIVE	\$40762.97	124	ELEMENTARY TEACHER
STEVENS, KRISTA SUZANNE	02/19/2007	F	ACTIVE	\$44052.56	125	ELEM TEACHER - DEPT CHAIR
STEWART, DIANE E	08/25/2010	F	ACTIVE	\$39727.72	167	MS MATH TEACHER
STILES, HEATHER	09/27/2010	F	ACTIVE	\$37139.60	146	HS SCIENCE TEACHER
STINE, TARA	09/23/2013	F	ACTIVE	\$37875.00	123	ELEM SPECIAL ED TEACHER
STOUDT, RACHEL E	10/18/2010	F	ACTIVE	\$37139.60	124	ELEMENTARY TEACHER
STRONG, KIMBERLY	08/13/2012	F	ACTIVE	\$37875.00	124	ELEMENTARY TEACHER
STULTZ, DEBORAH L	08/15/2011	F	ACTIVE	\$63377.50	113	CERTIFIED SCHOOL NURSE
STUMP, SHELLEY A	08/01/2011	F	ACTIVE	\$45839.26	189	SPECIAL ED ENROLL SPECLST
SUKANICK, PETER D	12/19/2011	F	ACTIVE	\$38821.88	140	HS HEALTH & PE TEACHER
SULUKI, NAEEMAH	08/27/2012	F	ACTIVE	\$37875.00	128	FAMILY COACH
SUPER, LAURIE GAIL	08/25/2010	F	ACTIVE	\$37139.60	128	FAMILY COACH
SUTTON, ANNE O	07/25/2011	F	ACTIVE	\$42420.00	190	SPECIAL ED PROJECT ASST
SWIFT MERRICK, TRACY L	08/01/2011	F	ACTIVE	\$51762.50	203	TRUANCY PREVENTION COORD
SWINDELL, GAILA J	11/29/2011	F	ACTIVE	\$36233.75	128	FAMILY COACH
SZERLAG, JENNIFER MARIE	08/27/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
TAINTER, ERIN F	10/16/2012	F	ACTIVE	\$37875.00	172	MS SCIENCE TEACHER
TALLEY, TAMMY IRENE	08/13/2012	F	ACTIVE	\$37875.00	128	FAMILY COACH
TARPLEY, ALONNA DIANE	08/29/2011	F	ACTIVE	\$36233.75	128	FAMILY COACH
TAYLOR, LAURA E	01/22/2014	P	TEMPORARY - LTS	\$25125.00	177	MS TEACHER
TERRELL, FALLON NICOLE	08/13/2012	F	ACTIVE	\$50000.00	156	K-8 COUNSELOR
THATCHER, KRISTIN ANNE	02/21/2012	F	ACTIVE	\$36233.75	128	FAMILY COACH
THAYER, BARBARA JEAN	09/27/2010	F	ACTIVE	\$40727.72	137	HS ENGLISH TEACHER
THOMAS, CHRISTINE WILES	08/01/2011	F	ACTIVE	\$38821.88	175	MS SPECIAL ED TEACHER
THOMAS, JENNINE MICHELLE	08/02/2010	F	ACTIVE	\$40727.72	148	HS SOCIAL STUDIES TEACHER
THOMAS, JOHN C	09/28/2009	F	ACTIVE	\$45809.81	102	ACADEMIC COACH - MS
THOMAS, MICHELLE	08/27/2012	F	ACTIVE	\$37875.00	128	FAMILY COACH
THOMAS, ROBERT JOHN	01/17/2012	F	ACTIVE	\$36233.75	132	HS ART TEACHER
THOMPSON, DANA C	12/28/2009	F	ACTIVE	\$54413.58	192	SPEC ED RELATED SERV COOR

Full Name Last-First-Middle	Hire Date	Part Time Code	Personnel Status Title	Annual Salary	Tcode1	Job Title
THOMPSON, KIMBERLY RAE	09/15/2008	F	ACTIVE	\$43613.06	128	FAMILY COACH
TILSNER, MICHELLE	03/31/2008	F	ACTIVE	\$43613.06	169	MS READING SPECIALIST
TRAUGER, BRITTANY	08/20/2012	F	ACTIVE	\$35350.00	164	MS LIFE SKILLS TEACHER
TROBMAN, MICHELE LEE	12/19/2011	F	ACTIVE	\$36233.75	128	FAMILY COACH
TWIDDY, MICHELE RENE A	08/23/2010	F	ACTIVE	\$38174.85	162	MS ENGLISH TEACHER
TYBL, M. SUSAN	03/19/2014	P	TEMPORARY - LTS	\$25125.00	177	MS TEACHER
UTTECHT, MONIQUE CHRISTINE	01/03/2012	F	ACTIVE	\$39821.88	150	HS SPECIAL ED TEACHER
VARGAS, BETH ANNE	09/12/2007	F	ACTIVE	\$43562.36	124	ELEMENTARY TEACHER
VASIL, JAY J	08/01/2011	F	ACTIVE	\$42556.65	140	HS HEALTH & PE TEACHER
VAZQUEZ, MARIA DEL ROSARIO	09/14/2009	F	ACTIVE	\$38973.38	193	SP ED STUDENT COMPL COORD
VISAYA LOUB, MARA ANN	01/23/2012	F	ACTIVE	\$38821.88	151	HS TRANSITION TEACHER
VOGEL, JENNIFER E	03/05/2008	F	ACTIVE	\$39901.31	199	STRONG START COACH
VOLPE, VALLORRIE FITZGERALD	08/01/2008	F	ACTIVE	\$39901.31	167	MS MATH TEACHER
VON GROSSEN, ASHLEY DANEEN	08/13/2012	F	ACTIVE	\$35350.00	128	FAMILY COACH
VOSHELLE, LISA CHADDOCK	12/05/2011	F	ACTIVE	\$36233.75	140	HS HEALTH & PE TEACHER
WAGNER, NANCY ELIZABETH	09/05/2007	F	ACTIVE	\$50339.04	129	FAMILY COACH - PROG SUPP
WALKER, TARA M	09/12/2012	F	ACTIVE	\$38625.00	150	HS SPECIAL ED TEACHER
WALLACE, ALLISON M	03/05/2014	P	TEMPORARY - LTS	\$25125.00	128	FAMILY COACH
WALSH, MARY ELISE	02/06/2012	F	ACTIVE	\$36233.75	137	HS ENGLISH TEACHER
WALTERS SEIDEL, KRISTIN ANN	08/20/2012	F	ACTIVE	\$40526.25	115	COMMUNITY COORDINATOR
WALTERS, MELANIE A	12/05/2011	F	ACTIVE	\$39857.13	146	HS SCIENCE TEACHER
WALTON, SUSAN ANN	12/05/2011	F	ACTIVE	\$39857.13	142	HS MATH TEACHER
WARD ILLICH, MICHELE RENEE	09/04/2012	F	ACTIVE	\$50500.00	203	TRUANCY PREVENTION COORD
WATERS, NANCY MIRIAM	10/24/2011	F	ACTIVE	\$39857.13	134	HS BUSINESS TEACHER
WATTERS, ANN M	11/29/2012	F	ACTIVE	\$32966.40	182	RECORDS ASSISTANT
WAYLONIS, LORI L	08/01/2011	F	ACTIVE	\$38733.75	128	FAMILY COACH
WAYNE, NOELLE MARIE	08/20/2012	F	ACTIVE	\$37875.00	137	HS ENGLISH TEACHER
WEAGLEY, MAGGIE BETH	09/08/2008	F	ACTIVE	\$42574.53	119	ELEM MATH SPECIALIST
WEAVER, KARLA RAE	08/13/2012	F	ACTIVE	\$38885.00	150	HS SPECIAL ED TEACHER
WEBB, ALEXANDRA L	08/13/2012	F	ACTIVE	\$35350.00	160	MS 6TH GRADE TEACHER
WEIDNER, MARYANN LOUISE	09/13/2010	F	ACTIVE	\$37139.60	199	STRONG START COACH
WEIK, MEGHAN E	11/14/2011	F	ACTIVE	\$51762.50	130	GUIDANCE COUNSELOR
WEIKERT, SARAH E	12/19/2011	F	ACTIVE	\$38821.88	132	HS ART TEACHER
WEINSTOCK , TRACY E	03/24/2014	F	ACTIVE	\$35000.00	166	MS MATH SPECIALIST
WEIRICH, STEPHANIE ERIN	01/03/2012	F	ACTIVE	\$41357.13	165	MS MATH DEPARTMENT CHAIR
WELDON, ERIN	08/27/2012	F	ACTIVE	\$37117.50	150	HS SPECIAL ED TEACHER
WESLEY, MINDY C	08/13/2012	F	ACTIVE	\$37850.00	150	HS SPECIAL ED TEACHER
WHIPPO, JANET DEMAY	08/14/2007	F	ACTIVE	\$42690.25	121	ELEM READING SPECIALIST
WHITE, REBECCA ANN	08/13/2012	F	ACTIVE	\$37875.00	128	FAMILY COACH
WHITEBREAD, AUTUMN LEE	08/01/2008	F	ACTIVE	\$44039.41	125	ELEM TEACHER - DEPT CHAIR
WHITED, BARRON GENE	10/10/2011	F	ACTIVE	\$51762.50	130	GUIDANCE COUNSELOR
WHITMOYER, JESSICA LYNN	08/09/2010	F	ACTIVE	\$42252.72	148	HS SOCIAL STUDIES TEACHER
WHITNEY, GITA	08/01/2007	F	ACTIVE	\$42574.66	124	ELEMENTARY TEACHER
WIDDOP, CHRISTEN BARBARA	08/01/2011	F	ACTIVE	\$38821.88	123	ELEM SPECIAL ED TEACHER
WILLEY, BRITTANY	08/27/2012	F	ACTIVE	\$35350.00	150	HS SPECIAL ED TEACHER
WILLIAMS, JUSTIN R	02/06/2012	F	ACTIVE	\$38758.75	128	FAMILY COACH
WILLIAMS, MARIE	09/13/2010	F	ACTIVE	\$48502.10	100	ACADEMIC COACH - HIGH SCH
WILLIAMS, RHONDA SHELLNBARGBER	01/17/2012	F	ACTIVE	\$40258.75	138	HS ENG TEACHER-DEPT CHAIR
WILLISON, JUDITH A	08/13/2012	F	ACTIVE	\$36360.00	128	FAMILY COACH
WILSON, LAUREN	08/19/2013	F	ACTIVE	\$38500.00	124	ELEMENTARY TEACHER
WILSON, LYNN A	09/08/2009	F	ACTIVE	\$46460.00	170	MS RTII COORDINATOR
WINSON, ERIC LEE	10/25/2010	F	ACTIVE	\$38045.44	128	FAMILY COACH
WINSON, REBECCA MICHELLE	11/08/2011	F	ACTIVE	\$36233.75	124	ELEMENTARY TEACHER
WITMAN, MORGAN RAE	08/01/2011	F	ACTIVE	\$38821.88	150	HS SPECIAL ED TEACHER
WOODS, KIMYATTA BELYNDA	08/15/2011	F	ACTIVE	\$36233.75	128	FAMILY COACH
WORRELL, KIMBERLY A	03/12/2014	F	ACTIVE	\$37500.00	205	HS MATH SPECIALIST
WRIGHT, JESSICA A	08/13/2012	F	ACTIVE	\$38885.00	128	FAMILY COACH
WRIGHT, KATHLEEN ANN	08/13/2012	F	ACTIVE	\$35350.00	124	ELEMENTARY TEACHER

Full Name Last-First-Middle	Hire Date	Part Time Code	Personnel Status Title	Annual Salary	Tcode1	Job Title
WRIGLEY, CHRISTOPHER S	10/10/2011	F	ACTIVE	\$36233.75	128	FAMILY COACH
WRIGLEY, SANDI FAITH	10/18/2010	F	ACTIVE	\$38045.44	119	ELEM MATH SPECIALIST
WRZESNIEWSKI, ELAINA PAULINE	09/05/2012	F	ACTIVE	\$40350.00	188	SPECIAL ED ENROLL ASSIST
YEAGER, DEIRDRE ANN	08/13/2012	F	ACTIVE	\$37875.00	142	HS MATH TEACHER
ZAKIELARZ, PAMELA ASHLEY	11/08/2011	F	ACTIVE	\$51762.50	130	GUIDANCE COUNSELOR
ZANETTI, HOLLI ANN	08/19/2013	F	ACTIVE	\$37500.00	121	ELEM READING SPECIALIST
ZEISLOFT, ROXANNE BOGO	08/13/2012	F	ACTIVE	\$50500.00	130	GUIDANCE COUNSELOR
ZELINKA, TRISTAN	08/27/2012	F	ACTIVE	\$39642.50	137	HS ENGLISH TEACHER
ZENEFSKI, HEIDI LYNN	08/19/2013	F	ACTIVE	\$39655.00	150	HS SPECIAL ED TEACHER
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Jun 11, 2014



AGORA
CYBER CHARTER SCHOOL SM

powered by K¹²

Financial Policies

Approved by the Board of Trustees:

Mary Steffey
Board President

Date: July 24, 2012

OVERVIEW

This manual describes the internal financial policies for Agora Cyber Charter School which shall be followed by all employees to provide reasonable assurance to:

1. Safeguard assets
2. Ensure validity and accuracy of financial reports and records
3. Foster compliance with policies, procedures, regulations and laws
4. Promote effectiveness and efficiency of operations
5. Ensure financial systems and documents are secure and backed up as needed.

CONTROL PRINCIPLES

Agora's Financial Policies and Procedures are written with the intent to incorporate the following primary control principles:

Segregation of Duties: Duties are divided so that no one person has complete control over a key function or activity.

Authorization and Approval: Proposed transactions are authorized and are consistent with policies, procedures, regulations and laws.

Custodial and Security Arrangements: Responsibility for custody of assets is separated from the related record keeping.

Review and Reconciliation: Records are examined and reconciled to determine that transactions were properly processed and approved.

Physical Controls: Equipment, inventories, and other assets are secured physically, counted periodically and compared with amounts shown on control records.

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100. General Accounting

100a. ACCOUNTING PERIOD

The accounting period of Agora Cyber Charter School is a fiscal year beginning on July 1 and ending on June 30.

100b. ACCOUNTING METHOD

Agora's policy is to utilize the accrual basis of accounting that recognizes revenues when they have been earned and expenses when they have been incurred.

100c. CHART OF ACCOUNTS

Agora's Chart of Accounts shall be maintained in accordance with the Manual of Accounting and Related Financial Procedures for Pennsylvania School Systems, prepared and adopted by the Department of Education, and in accordance with recognized accounting procedures.

100d. JOURNAL ENTRIES

The Finance Manager and designated accounting staff are authorized to prepare and enter journal entries. A summary of journal entries is prepared for each month close and reviewed as part of the monthly financial close.

100e. FINANCIAL STATEMENT DISTRIBUTION

The Board shall receive at a minimum the following reports on a monthly basis:

1. Balance Sheet
2. MTD Actual/Forecast versus Budget Summary
3. Bank Statements
4. K12 Invoices to be paid

100f. RECORD RETENTION

Agora's policy is to maintain records in accordance with laws and regulations. The record retention policy is as follows:

PERMANENT

- School Charter
- By-Laws
- Board Minutes
- Personnel Files – Including Employee Contracts, Etc.



Financial Policies

- Legal Matters
- Contracts
- Audit Reports
- Tax Filings (990's)
- Annual General Ledger and Financial Statements

SEVEN YEARS

- Timesheets, Leave Requests and Change in Status documents
- Bank Deposit Slips and Support
- Procurement and Purchasing Data
- Budgets
- Accounting Records
- Accounts Payable Invoices
- Accounts Receivable Records, Vouchers and Payroll Checks
- Bank Statements
- Payroll Earnings Records
- Travel Expense Reports and Records
- Journal Entries
- Grant and Contract Files

100g. ANNUAL AUDIT

All accounts shall be audited annually by independent certified public accountants engaged by the Board. The audit examination shall be conducted in accordance with generally accepted auditing standards and adhere to all state reporting and federal guidelines including OMB Circular A-133, "Audits of States, Local Governments and Non-Profit Organizations".

In accordance with vendor management best practices, a request for proposal for audit services shall be issued at least once every three years with the goal of maintaining efficiency, independence and objectivity.

Approved 7-24-12

101. BANKING

101a. CASH AND INVESTMENTS

Agora will maintain at all times enough cash to cover estimated expenses for at least one month. Cash in excess of necessary short-term operating expenses (1-3 months) will be placed in conservative interest paying banking products including:

- Savings accounts
- Checking accounts
- Certificates of deposit
- Money market accounts

Investments in the following are not approved:

- Treasury securities
- Bonds
- Stocks
- Mutual funds
- Derivatives
- Commodities

Authorization to open new or change existing bank accounts or to invest cash in an approved investment vehicle will be provided by the Board Treasurer. The Finance Manager or Head of School will invest cash in approved investments as authorized by the Board Treasurer.

- The decision to invest cash in approved investments (Savings and Checking Accounts, Certificates of Deposits or Money Market Funds) must be made by the Head of School in consultation with the Finance Manager and the Board Treasurer.

101b. CHECK SIGNERS

Signing authority is given to the following positions:

- Head of School
- Finance Manager
- Operations Manager
- Director of Student Services

Two signatures are required on all checks over \$5,000

101c. SAFEGUARDING OF CHECKS

All unused/voided check supplies are safeguarded by the Senior Accountant. The following is prohibited:

- Check payable to “bearer” or “cash”
- Signing of blank checks
- Utilizing checks out of sequence.

101d. ESCHEATMENT OF CHECKS

Agora follows Pennsylvania Treasury guidelines in holding outstanding checks for 5 years. After 5 years Agora will submit the property as unclaimed property to the state.

102. REVENUE

102a. TUITION BILLING

School District billing of tuition shall be performed in accordance with the required invoicing calculations and formats specified by the Pennsylvania Department of Education.

102b. FEDERAL/STATE PROGRAMS

Federal Programs revenue is recognized in the month expenses are incurred.

Agora Finance management will follow all criteria set in the federal/state programs agreement and insure all reporting and compliance requirements are being met.

103c. Deposits

Revenue from Federal/State/Local Sources shall be deposited in one of the Board-approved bank accounts of Agora Cyber Charter School. At the end of each month, all deposits are reconciled to the General Ledger as part of the bank reconciliation. All reconciling items are investigated and cleared.

Approved 7-24-12

103. FUNDRAISING

The purpose of Agora Fundraising is to promote the general welfare, education and morale of all the students, and to finance scholarships and co-curricular activities.

Requirements for School-Sponsored Fundraising:

All fundraising for Agora Cyber Charter School must have the pre-approval of the Agora Board. Organizers should fill out, at least annually, a Fundraiser Request form which specifies the goal of the fundraiser, the type of activity, the time it will take, how the funds will be collected and the number of students involved. When planning an event, keep in mind that students or staff should never be coerced or compelled to participate in fundraising activities. Students may be rewarded for participation in a fundraiser, but they should not be penalized because of a refusal to participate in fundraising activities conducted on behalf of a school.

A student organization may raise funds to benefit itself or to benefit a bona fide local, state, national, or international organization or cause. A student organization must have a school designated sponsor to oversee that the fundraising policy is being met.

Any and all monies collected by employees, non-employee volunteers, and by students shall be handled in a prudent and secure manner. All monies collected shall be receipted, accounted for, and directed without delay to the proper location of deposit. In no case shall monies be left overnight in except in a secure locked location. Every effort should be made to make bank deposits in a timely manner in order to avoid leaving money unattended.

All school funds, relating to Fundraising shall be recorded and tracked in a separate Quickbooks Class called Fundraising. The distribution of funds from this account shall be by the request of the fundraising sponsor on approval by the Head of School. A budget will be established for sources and uses of general fundraising for the school year as part of the overall budget process. A Statement of Fundraising will be prepared monthly and reviewed as part of the monthly financial close process.

Approved 3-27-12

104. GENERAL EXPENDITURES

The Board recognizes that the expenditure of public funds for supplies and equipment is one of its major business responsibilities and retains the primary authority in responsibility for all purchase contracts of the School. Through the budgeting process the board establishes a framework that grants authority to School Administration to operate within the budget and latest forecast based on currently enrolled student population and revenue estimates.

104a. LEVELS OF APPROVAL

All purchases made on behalf of the School shall be made by an approved purchasing document or check request, based on the following levels of approval:

1. All non-budgeted/non-forecasted expense items over \$5,000 require separate board approval.
2. All budgeted/forecasted expenditures over \$1,000 require HOS approval.
3. All budgeted/forecasted expenditures \$1-1,000 require Director approval.
4. All Technology Related expenditures over \$100 require Technology Dept. approval.
5. All Related Services Agreements require HOS and Special Education Director approval.

104b. EXPENSE REIMBURSEMENT

Agora staff and administrators may incur certain general and travel expenses in the course of conducting business for the School. The Agora Board recognizes this and will reimburse business related expenses as outlined in the approved Agora Employee Handbook. All expense reimbursements approvals will be according to the Levels of Approval designated in 104a.

104c. INDEPENDENT CONTRACTORS

Agora's policy is to evaluate criteria established by the IRS when assigning individual employee or independent contractor status. Individuals qualifying as independent contractors (primarily for Special Education Services) will sign a Service Agreement and will be issued by Agora, IRS form 1099 if compensation is \$600.00 or more if they are other than a corporation.

104d. LOANS TO EMPLOYEES

Agora prohibits loans to employees and board members under all circumstances.

Financial Policies

104e. K12 INVOICES

As part of the Educational Products and Services Agreement with K12 Virtual Schools LLC., Agora receives monthly invoices for the cost of Student Computers, On-line School(OLS), Materials and KEG(K12 Education Group) equipment as well as the Management and Technology Service support to the school. All K12 invoices will be approved by the Board Treasurer for payment and evidence of payment authorization will be retained.

104f. INSURANCE

A Broker(s) of Record shall be appointed by the Board to serve as the agent of the School in designated insurance matters. At the direction of the Board, the broker will supply the Board with coverage options and alternatives that meet the needs of the school. The Board will be responsible for selecting the appropriate coverages.

The broker shall be responsible for placing the Board approved insurance coverages and for ensuring the policies remain in force. It shall be the further responsibility of the broker to recommend to the Board the kind and type of insurance which will afford adequate and economical protection of the School's interest. School funds shall be used to purchase the type and amount of insurance necessary to protect the School as a corporate body, its Board, collectively and individually, its employees, from financial loss arising out of any claim, or judgment by reason of alleged negligence or other act or omission resulting in accidental injury to any person or in property damage within the scope of their employment, or under the direction of the Board. The Finance Manager shall review annually the performance of the Broker of Record and report to the Board. On request of the Board, an independent insurance consultant may be engaged to review the insurance program. In addition, the Board may request a periodic solicitation of insurance proposals from competing brokers, including the broker of record.

Approved 7-24-12

105. STUDENT INTERNET SERVICE PROVIDER (ISP) REIMBURSEMENT AND AIR CARDS

PA state policy dictates that cyber schools must provide internet to students. In compliance of this requirement, Agora Cyber Charter School will reimburse up to \$35 per month during the school year per household for all students enrolled at Agora with verification of internet service. In the event that a student is not in compliance of all legally required documents, (enrollment, proof of residency, immunizations), a family's reimbursement may be held until that time in which all documentation requirements have been met.

In cases in which the legal guardian of a student is also an Agora teacher, the Agora teacher will be reimbursed for internet service as part of Agora's Expense Reimbursement policy (See 104b). They will not be eligible for the Student ISP reimbursement.

In special circumstances of economic hardship or homelessness an Air Card may be issued to a family in lieu of the ISP reimbursement. At any time in which the student no longer requires the Air Card or is withdrawn, the Air Card is deactivated.

106. SCHOOL CREDIT CARD USE

The following individuals are permitted to be issued an Agora Credit Card:

1. Head of School:– authorized for \$8,400 credit line.
2. ~~Asst. Head of School~~Special Education Compliance Director:– authorized for \$8,400 credit line.
3. Director, School Finance:– authorized for \$4,100 credit line.
4. Director, School Services:– authorized for \$4,100 credit line.

These credit cards are to be used for Agora expenses only. The cards will typically be used for room rentals for student testing, teacher in-services meetings, travel and on-line purchases of goods or services when the vendor requires payment in advance and a Purchase Order is not accepted. A purchase requisition is required with appropriate approvals, prior to credit card use.

Agora credit cards cannot be used for personal expenses or to obtain cash advances. Misuses of the card will result in cancellation of the card, withdrawal of credit card privileges and disciplinary action up to and including termination. If K12 Inc. does not take appropriate disciplinary action when this policy is violated, the President of the Board of Trustees of Agora Cyber Charter School has the right to immediately cancel the credit cards then in use by all employees if K12 Inc. on behalf of Agora. All non-approved purchases will be the responsibility of the individual cardholder.

Agora credit card expenditures must be reconciled and submitted to the Agora Finance Department on a timely basis. Original receipts and pre-approved purchase requisitions must accompany the reconciliation. The Head of School will review the credit card reconciliations pertaining to the Finance Manager.

In the event an authorized individual uses the card for an unauthorized expense, the individual will be required to reimburse the school for the expense. Failure to timely reimburse the school can result in cancellation of card privileges and disciplinary action.

Lost or stolen cards must be reported immediately to the Head of School and the Finance Manager for immediate cancellation.

107 SCHOOL ASSETS

107a. CAPITALIZATION

All assets with a useful life of greater than one year and costing more than \$1,000.00 are capitalized and are recorded as fixed assets. Any asset that does not meet this criteria, such as computers under \$1,000 and small tools and equipment or repairs and maintenance, will be expensed.

The cost basis of furniture and equipment assets will include all charges relating to the purchase of the assets including the purchase price, freight charges and installation if applicable.

Leasehold improvements are to be capitalized if they relate to the renovation of an existing office. Expenditures incurred in connection with maintaining the existing office in good working order shall be expensed as a repair.

107b. DEPRECIATION

Capital assets of the School are depreciated using the straight-line method over the following estimated useful lives:

	<u>Years</u>
Leasehold Improvements	over the term of the lease
Furniture and Equipment over \$1,000	3 to 5 years
Computer Equipment/Software over \$1,000	2 to 3 years

107c. ASSETS TRACKING AND DISPOSITON

Capitalized assets are tracked in finance through the accounting system. All other assets, mainly staff computers and small equipment are tracked separately by the Regional Technology Assistant.

The Finance Manager will approve the disposition of all assets after inspecting all nonfunctioning or obsolete property before it is removed from the department and discarded. The asset will then be removed from the asset records and any gain or loss on the disposition will be recorded.

The Agora Finance team shall complete a physical inventory of property and equipment that will be compared to the detailed asset listings on an annual basis.

Approved 7-24-12

108. ASSUMPTION AND AUTHORIZATION OF DEBT

Any decision to incur debt or borrow on behalf of the school will be made the Board. This authorization shall be documented in the minutes of the Board meetings.

Approved 7-24-12

109. GENERAL FUND BALANCE MANAGEMENT

Continuing to meet the school's mission of providing superior education to students requires sound fiscal management, which includes maintaining a reasonable and responsible General Fund Balance. An adequate fund balance will allow Agora to be responsive to future expected and unexpected financial needs of the school and to cover net cash outflows that occur during the fiscal year. Board approval.

The General Fund accounts for the current operating revenues and expenditures of the School. The General Fund Balance should not be utilized as a revenue source to finance ongoing expenses.

In accordance with Governmental Accounting and Financial Standards Board Statement No. 54, Agora may establish and will maintain reservations of Fund Balance, as defined as:

Committed fund Balance (self-imposed limitations on use): This is the portion of the General Fund that is set aside for a specific purpose by the Board of Trustees. Amendments or modification to the committed fund balance must also be approved by formal action of the Board of Trustees. Committed fund balances do not lapse at year-end.

Assigned fund balance (limitation resulting from intended use): This is the portion of the General Fund Balance which is set aside with the intent to be used for a specific purpose by the Board of Trustees or a body of officials that has been given the authority to assign funds. Assigned funds cannot cause a deficit in unassigned fund balance.

The Board of Trustees delegates authority to assign fund balance for a specific purpose to the Finance Manager in conjunction with the Head of School. The assignment and/or reassignment of fund balances by the Finance Manager will be ratified at the subsequent Board meeting.

Unassigned fund balance (residual net resources): This is the portion of the General Fund Balance which is maintained for ongoing financial security, providing flexibility and control for expected and unexpected events. Spending from this undesignated-unreserved General Fund Balance will only be executed with the specific authorization of the Agora Board for unexpected financial obligations.

The General Fund Balance Management Policy establishes a minimum Unassigned Fund Balance equal to 8% of total General Fund expenditures. In the event that the balance drops below the established minimum level, Agora's Board of Trustees will develop a plan to replenish the fund balance to the established minimum level.

Approved 6-26-12

110. BUDGET DEVELOPMENT/MONTHLY MONITORING/FORECAST PROCESS

The Agora School budget is set annually. The Schools Budget development process is formulated with the overall goals of improving student achievement, closing academic gaps and implementing new and innovative programs to increase student engagement. In addition, the budget is formulated to maximize the use of all available resources while being fiscally responsible and to comply with all applicable laws.

The Head of School in conjunction with the Board of Directors will define the organization's broad goals, mission and annual objectives. With these objectives, the Head of School and the Finance Manager will:

- Plan the scope and level of the organization's activities with sufficient funds earmarked for all goals, policies or projects approved by the Board of Directors.
- Estimate sources of revenue for all entities for the appropriate time periods.
- Estimate the use of funds for all entities for the appropriate time periods and specify how services are to be provided and where they are applied or used.
- Document all assumptions used in the budget preparation. Prepare a narrative support statement for each budget line item.
- Present the Proposed Budget to the Board of Directors.
- Post the Proposed Budget on the Agora web-site 30 days prior to PDE'S adoption deadline.
- Present the budget to the Board of Directors for final Adoption after making any necessary revisions and changes.
- Prepare and submit the required Budgetary Documents to the Pennsylvania Department of Education.

As budgeted funds are expended, monthly monitoring of the budget will be reviewed by the Board through the distribution of monthly finance statements (100e), a monthly meeting with the Board Treasurer and in obtaining Board approval of the Finance Report presented at the monthly Board meetings.

By the nature of Charter School enrollment, Agora's revenues and expenditures will grow or shrink proportionally to changes in actual enrollments being higher or lower than originally budgeted. As a means to stay within the original mission and objectives set in the original budget, the Agora Finance Manager will prepare a monthly forecast to reflect the expected impact of enrollment and other changes to the original budget. This forecast to budget report is also included in the distribution of monthly finance statements (100e) to the Board.

Approved 7-24-12

LEA Name: **Agora Cyber CS**

Class:

AUN Number: **126510020**

County: **Philadelphia**

PDE-2028 - FINAL GENERAL FUND BUDGET
Fiscal Year 07/01/2014 - 06/30/2015

<u>General Fund Budget Approval</u>		
Date of Adoption of the General Fund Budget:		6/24/2014
_____ President of the Board - Original Signature Required	_____	Date
_____ Secretary of the Board - Original Signature Required	_____	Date
_____ Chief School Administrator - Original Signature Required	_____	Date
Mary Markert Contact Person	_____	(610) 230-2310 Telephone Extension
mmarkert@k12.com E-mail Address	_____	

Return to: **Pennsylvania Department of Education**
Bureau of Budget and Fiscal Management
Division of Subsidy Data and Administration
333 Market Street
Harrisburg, PA 17126-0333

<u>ITEM</u>	<u>AMOUNTS</u>
Estimated Beginning Unreserved Fund Balance Available for Appropriation and Reserves Scheduled For Liquidation During The Fiscal Year	
1 Estimated Beginning Fund Balance - Committed	0
2 Estimated Beginning Fund Balance - Assigned	5,550,861
3 Estimated Beginning Fund Balance - Unassigned	5,785,731
4	0
5	0
6	0
Total Estimated Beginning Unreserved Fund Balance Available for Appropriation and Reserves Scheduled For Liquidation During The Fiscal Year	11,336,592
 Estimated Revenues And Other Financing Sources	
6000 Revenue from Local Sources	126,150,645
7000 Revenue from State Sources	2,893,590
8000 Revenue from Federal Sources	4,669,685
9000 Other Financing Sources	0
Total Estimated Revenues And Other Financing Sources	133,713,920
 Total Estimated Fund Balance, Revenues, and Other Financing Sources Available for Appropriation	 145,050,512

<u>FUNCTION</u>	<u>DESCRIPTION</u>	<u>Amounts</u>
REVENUE FROM LOCAL SOURCES		
6500	Earnings on Investments	3,000
6600	Food Service Revenue	0
6700	Revenues from District Activities	0
6800	Revenue from Intermediary Sources / Pass-Through Funds	1,649,918
6910	Rentals	0
6920	Contributions/Donations/Grants From Private Sources	0
6940	Tuition from Patrons	124,488,727
6960	Services Provided Other Local Governmental Units / LEAs	0
6970	Services Provided Other Funds	0
6980	Revenue From Community Service Activities	0
6990	Refunds and Other Miscellaneous Revenue	9,000
REVENUE FROM LOCAL SOURCES		126,150,645

FUNCTION **DESCRIPTION**

REVENUE FROM STATE SOURCES

		<u>Amounts</u>
		0
7180	Staff and Program Development	0
7220	Vocational Education	0
7240	Driver Education - Student	0
7250	Migratory Children	0
7260	Workforce Investment Act	0
7280	Adult Literacy	0
7299	Other Program Subsidies Not Listed in 7200 Series	0
7320	Rental and Sinking Fund Payments / Building Reimbursement Subsidy	0
7330	Health Services (Medical, Dental, Nurse, Act 25)	175,000
7350	Sewage Treatment Operations / Environmental Subsidies	0
7360	Safe Schools	0
7400	Vocational Training of the Unemployed	0
7509	Supplemental Equipment Grants	0
7599	Other State Revenue Not Listed in the 7500 Series	0
7600	Revenue for Milk, Lunch and Breakfast Programs	0
7820	State Share of Retirement Contributions	2,718,590
7900	Revenue for Technology	0
	REVENUE FROM STATE SOURCES	2,893,590

<u>FUNCTION</u>	<u>DESCRIPTION</u>	<u>Amounts</u>
REVENUE FROM FEDERAL SOURCES		
8110	Payments for Federally Impacted Areas - P.L. 81-874	0
8190	Other Unrestricted Grants-in-Aid Direct from Federal Government	0
8200	Unrestricted Grants-in-Aid from Federal Gov't Through Commonwealth	0
8310	Payments for Federally Impacted Areas - P.L. 81-815	0
8320	Energy Conservation Grants - TA and ECM	0
8390	Other Restricted Grants-in-Aid Directly from Federal Government	0
8511	Grants for IDEA and NCLB Programs not Specified in 8510 series	0
8512	IDEA, Part B	0
8513	IDEA, Section 619	0
8514	NCLB, Title I - Improving the Acad. Achvmnt. of the Disadvantaged	4,545,968
8515	NCLB, Title II - Prep., Train. & Recruit. High Qual. Teachers & Principals	43,717
8516	NCLB, Title III - Language Instr. for LEP and Immgrant Students	0
8517	NCLB, Title IV - 21st Century Schools	0
8519	NCLB, Title VI - Flexibility and Accountability	0
8521	Vocational Education - Operating Expenditures	0
8531	Subsidies for Milk, Lunch and Breakfast Programs	0
8532	Subsidies for Non-Food Assistance	0
8533	Value of Donated Commodities	0
8534	Cash in Lieu of Donated Commodities	0
8540	Nutrition Education and Training	0
8560	Federal Block Grants	0
8580	Child Care and Development Block Grants	0
8610	Homeless Assistance Act	0
8620	Adult Basic Education	0
8640	Headstart	0
8660	Workforce Investment Act	0
8690	Other Restricted Federal Grants-in-Aid Through the Commonwealth	0
8810	School-Based Access Medicaid Reimbursement Program (SBAP) (ACCESS)	0
8820	Medical Assistance Reimbursement For Administrative Claiming (Quarterly)	80,000
8830	Medical Assistance Reimbursements (ACCESS) - Early Intervention	0
	REVENUE FROM FEDERAL SOURCES	4,669,685

<u>FUNCTION</u>	<u>DESCRIPTION</u>	<u>Amounts</u>
OTHER FINANCING SOURCES		
9100	Sale of Bonds	0
9200	Proceeds From Extended Term Financing	0
9320	Special Revenue Fund Transfers	0
9330	Capital Projects Fund Transfers	0
9340	Debt Service Fund Transfers	0
9350	Enterprise Fund Transfers	0
9360	Internal Service Fund Transfers	0
9370	Trust and Agency Fund Transfers	0
9380	Activity Fund Transfers	0
9390	Permanent Fund Transfers	0
9400	Sale or Compensation for Loss of Fixed Assets	0
9500	Capital Contributions	0
9710	Transfers from Component Units	0
9720	Transfers from Primary Governments	0
9800	Intrafund Transfers In	0
9900	Other Financing Sources Not Listed in the 9000 Series	0
	OTHER FINANCING SOURCES	0
TOTAL ESTIMATED REVENUES AND OTHER SOURCES		133,713,920

<u>ITEM</u>		<u>AMOUNTS</u>	
1000	Instruction		
1100	Regular Programs - Elementary/Secondary	67,531,511	
1200	Special Programs - Elementary/Secondary	15,125,406	
1300	Vocational Education	0	
1400	Other Instructional Programs - Elementary/Secondary	0	
1500	Nonpublic School Programs	0	
1600	Adult Education Programs	0	
1700	Higher Education Programs	0	
1800	Pre-Kindergarten	0	
	Total 1000 Instruction	82,656,917	
2000	Support Services		
2100	Support Services - Pupil Personnel	13,818,605	
2200	Support Services - Instructional Staff	4,911,849	
2300	Support Services - Administration	19,896,003	
2400	Support Services - Pupil Health	639,119	
2500	Support Services - Business	471,195	
2600	Operation & Maintenance of Plant Services	992,774	
2700	Student Transportation Services	148,000	
2800	Support Services - Central	9,150,983	
2900	Other Support Services	0	
	Total 2000 Support Services	50,028,528	
3000	Operation of Non-instructional Services		
3100	Food Services	0	
3200	Student Activities	112,120	
3300	Community Services	0	
3400	Scholarships and Awards	0	
	Total 3000 Operation of Non-instructional Services	112,120	
4000	Facilities Acquisition, Construction and Improvement Services		
4000	Facilities Acquisition, Construction and Improvement Services	0	
	Total 4000 Facilities Acquisition, Construction and Improvement	0	
	Total Estimated Expenditures		132,797,565
5000	Other Expenditures and Financing Uses		
5100	Debt Service	0	
5200	Interfund Transfers - Out	0	
5300	Transfers Involving Component Units	0	
5900	Budgetary Reserve	0	
	Total Other Financing Uses		0
	Total Estimated Expenditures and Other Financing Uses		132,797,565
	Appropriation of Prior Year Fund Balance		0
	Total Appropriations		132,797,565
	Ending Committed, Assigned and Unassigned Fund Balance		12,252,947

<u>Function-Object</u>	<u>Description</u>	<u>Amounts</u>
1000	INSTRUCTION	
1100	Regular Programs - Elementary/Secondary	
100	Personnel Services-Salaries	14,663,032
200	Personnel Services-Employee Benefits	9,664,055
300	Purchased Professional & Technical Services	552,073
400	Purchased Property Services	9,859,197
500	Other Purchased Services	576,338
600	Supplies	31,966,816
700	Property	250,000
800	Other Objects	0
	Total Regular Programs - Elementary/Secondary	67,531,511
1200	Special Programs - Elementary/Secondary	
100	Personnel Services-Salaries	5,048,361
200	Personnel Services-Employee Benefits	3,327,210
300	Purchased Professional & Technical Services	6,192,510
400	Purchased Property Services	0
500	Other Purchased Services	186,373
600	Supplies	370,952
700	Property	0
800	Other Objects	0
	Total Special Programs - Elementary/Secondary	15,125,406
1300	Vocational Education	
100	Personnel Services-Salaries	0
200	Personnel Services-Employee Benefits	0
300	Purchased Professional & Technical Services	0
400	Purchased Property Services	0
500	Other Purchased Services	0
600	Supplies	0
700	Property	0
800	Other Objects	0
	Total Vocational Education	0
1400	Other Instructional Programs - Elementary/Secondary	
100	Personnel Services-Salaries	0
200	Personnel Services-Employee Benefits	0
300	Purchased Professional & Technical Services	0
400	Purchased Property Services	0
500	Other Purchased Services	0
600	Supplies	0
700	Property	0
800	Other Objects	0
	Total Other Instructional Programs - Elementary/Secondary	0

<u>Function-Object</u>	<u>Description</u>	<u>Amounts</u>
1500	Nonpublic School Programs	
100	Personnel Services-Salaries	0
200	Personnel Services-Employee Benefits	0
300	Purchased Professional & Technical Services	0
400	Purchased Property Services	0
500	Other Purchased Services	0
600	Supplies	0
700	Property	0
800	Other Objects	0
	Total Nonpublic School Programs	0
1600	Adult Education Programs	
100	Personnel Services-Salaries	0
200	Personnel Services-Employee Benefits	0
300	Purchased Professional & Technical Services	0
400	Purchased Property Services	0
500	Other Purchased Services	0
600	Supplies	0
700	Property	0
800	Other Objects	0
	Total Adult Education Programs	0
1700	Higher Education Programs	
500	Other Purchased Services	0
600	Supplies	0
	Total Higher Education Programs	0
1800	Pre-Kindergarten	
100	Personnel Services-Salaries	0
200	Personnel Services-Employee Benefits	0
300	Purchased Professional & Technical Services	0
400	Purchased Property Services	0
500	Other Purchased Services	0
600	Supplies	0
700	Property	0
800	Other Objects	0
	Total Pre-Kindergarten	0
Total Instruction		82,656,917

<u>Function-Object</u>	<u>Description</u>	<u>Amounts</u>
2000	SUPPORT SERVICES	
2100	Support Services - Pupil Personnel	
100	Personnel Services-Salaries	7,820,400
200	Personnel Services-Employee Benefits	5,064,036
300	Purchased Professional & Technical Services	203,454
400	Purchased Property Services	0
500	Other Purchased Services	244,356
600	Supplies	486,359
700	Property	0
800	Other Objects	0
	Total Support Services - Pupil Personnel	13,818,605
2200	Support Services - Instructional Staff	
100	Personnel Services-Salaries	2,863,097
200	Personnel Services-Employee Benefits	1,879,863
300	Purchased Professional & Technical Services	36,783
400	Purchased Property Services	0
500	Other Purchased Services	44,177
600	Supplies	87,929
700	Property	0
800	Other Objects	0
	Total Support Services - Instructional Staff	4,911,849
2300	Support Services - Administration	
100	Personnel Services-Salaries	46,764
200	Personnel Services-Employee Benefits	33,126
300	Purchased Professional & Technical Services	19,602,828
400	Purchased Property Services	0
500	Other Purchased Services	64,070
600	Supplies	103,215
700	Property	46,000
800	Other Objects	0
	Total Support Services - Administration	19,896,003
2400	Support Services - Pupil Health	
100	Personnel Services-Salaries	374,110
200	Personnel Services-Employee Benefits	265,009
300	Purchased Professional & Technical Services	0
400	Purchased Property Services	0
500	Other Purchased Services	0
600	Supplies	0
700	Property	0
800	Other Objects	0
	Total Support Services - Pupil Health	639,119

<u>Function-Object</u>	<u>Description</u>	<u>Amounts</u>
2500	Support Services - Business	
100	Personnel Services-Salaries	140,291
200	Personnel Services-Employee Benefits	99,379
300	Purchased Professional & Technical Services	63,500
400	Purchased Property Services	168,025
500	Other Purchased Services	0
600	Supplies	0
700	Property	0
800	Other Objects	0
	Total Support Services - Business	471,195
2600	Operation & Maintenance of Plant Services	
100	Personnel Services-Salaries	0
200	Personnel Services-Employee Benefits	0
300	Purchased Professional & Technical Services	0
400	Purchased Property Services	0
500	Other Purchased Services	747,224
600	Supplies	119,225
700	Property	0
800	Other Objects	126,325
	Total Operation & Maintenance of Plant Services	992,774
2700	Student Transportation Services	
100	Personnel Services-Salaries	0
200	Personnel Services-Employee Benefits	0
300	Purchased Professional & Technical Services	0
400	Purchased Property Services	0
500	Other Purchased Services	148,000
600	Supplies	0
700	Property	0
800	Other Objects	0
	Total Student Transportation Services	148,000
2800	Support Services - Central	
100	Personnel Services-Salaries	0
200	Personnel Services-Employee Benefits	0
300	Purchased Professional & Technical Services	9,150,983
400	Purchased Property Services	0
500	Other Purchased Services	0
600	Supplies	0
700	Property	0
800	Other Objects	0
	Total Support Services - Central	9,150,983

<u>Function-Object</u>	<u>Description</u>	<u>Amounts</u>
2900	Other Support Services	
100	Personnel Services-Salaries	0
200	Personnel Services-Employee Benefits	0
300	Purchased Professional & Technical Services	0
400	Purchased Property Services	0
500	Other Purchased Services	0
600	Supplies	0
700	Property	0
800	Other Objects	0
	Total Other Support Services	0
	Total Support Services	50,028,528
3000	OPERATION OF NON-INSTRUCTIONAL SERVICES	
3100	Food Services	
100	Personnel Services-Salaries	0
200	Personnel Services-Employee Benefits	0
300	Purchased Professional & Technical Services	0
400	Purchased Property Services	0
500	Other Purchased Services	0
600	Supplies	0
700	Property	0
800	Other Objects	0
	Total Food Services	0
3200	Student Activities	
100	Personnel Services-Salaries	0
200	Personnel Services-Employee Benefits	0
300	Purchased Professional & Technical Services	0
400	Purchased Property Services	0
500	Other Purchased Services	112,120
600	Supplies	0
700	Property	0
800	Other Objects	0
	Total Student Activities	112,120

<u>Function-Object</u>	<u>Description</u>	<u>Amounts</u>
3300	Community Services	
100	Personnel Services-Salaries	0
200	Personnel Services-Employee Benefits	0
300	Purchased Professional & Technical Services	0
400	Purchased Property Services	0
500	Other Purchased Services	0
600	Supplies	0
700	Property	0
800	Other Objects	0
	Total Community Services	0
3400	Scholarships and Awards	
100	Personnel Services-Salaries	0
200	Personnel Services-Employee Benefits	0
300	Purchased Professional & Technical Services	0
400	Purchased Property Services	0
500	Other Purchased Services	0
600	Supplies	0
700	Property	0
800	Other Objects	0
	Total Scholarships and Awards	0
	Total Operation of Non-instructional Services	112,120
4000	FACILITIES ACQUISITION, CONSTRUCTION AND IMPROVEMENT	
4000	Facilities Acquisition, Construction and Improvement Services	
100	Personnel Services-Salaries	0
200	Personnel Services-Employee Benefits	0
300	Purchased Professional & Technical Services	0
400	Purchased Property Services	0
500	Other Purchased Services	0
600	Supplies	0
700	Property	0
	Total Facilities Acquisition, Construction and Improvement Services	0
5000	OTHER EXPENDITURES AND FINANCING USES	
5100	Debt Service	
800	Other Objects	0
900	Other Uses of Funds	0
	Total Debt Service	0
5200	Interfund Transfers - Out	
900	Other Uses of Funds	0
	Total Interfund Transfers - Out	0

<u>Function-Object</u>	<u>Description</u>	<u>Amounts</u>
5300	Transfers Involving Component Units	
900	Other Uses of Funds	0
	Total Transfers Involving Component Units	0
5900	Budgetary Reserve	
800	Other Objects	0
	Total Budgetary Reserve	0
	Total Other Expenditures and Financing Uses	<u>0</u>
TOTAL EXPENDITURES		<u><u>132,797,565</u></u>

	<u>06/30/2014 Estimate</u>	<u>06/30/2015 Projection</u>
<u>CASH AND SHORT-TERM INVESTMENTS</u>		
General Fund	8,700,000	9,000,000
Special Revenue Fund		
Athletic/School-Sponsored Extra Curricular Activities	0	0
Other Comptroller-Approved Special Revenue Fund	0	0
Capital Projects Fund		
Capital Reserve Fund - §690	0	0
Capital Reserve Fund - §1431	0	0
Capital Projects Fund – Other	0	0
Debt Service Fund	0	0
Enterprise Fund (Food Service, Child Care)	0	0
Internal Service Fund	0	0
Fiduciary Trust Fund (Investment, Pension)	0	0
Agency Fund	0	0
Total Cash and Short-Term Investments	8,700,000	9,000,000
<u>LONG-TERM INVESTMENTS</u>		
General Fund	0	0
Special Revenue Fund		
Athletic/School-Sponsored Extra Curricular Activities	0	0
Other Comptroller-Approved Special Revenue Fund	0	0
Capital Projects Fund		
Capital Reserve Fund - §690	0	0
Capital Reserve Fund - §1431	0	0
Capital Projects Fund – Other	0	0
Debt Service Fund	0	0
Enterprise Fund (Food Service, Child Care)	0	0
Internal Service Fund	0	0
Fiduciary Trust Fund (Investment, Pension)	0	0
Agency Fund	0	0
Total Long-Term Investments	0	0
TOTAL CASH AND INVESTMENTS	8,700,000	9,000,000

	<u>06/30/2014 Estimate</u>	<u>06/30/2015 Projection</u>
<u>LONG-TERM INDEBTEDNESS</u>		
Extended Term Financing Agreements Payable	0	0
Other Long-Term Liabilities	0	0
Bonds Payable	0	0
Lease-Purchase Obligations	0	0
Accumulated Compensated Absences	0	0
Authority Lease Obligations	0	0
TOTAL LONG-TERM INDEBTEDNESS	0	0
<u>SHORT-TERM PAYABLES</u>		
General Fund	0	0
Other Funds	0	0
TOTAL SHORT-TERM PAYABLES	0	0
TOTAL INDEBTEDNESS	<u>0</u>	<u>0</u>

Account	Description	Amounts
		0
0830	Estimated Ending Committed Fund Balance	
		6,100,000
0840	Estimated Ending Assigned Fund Balance <i>Explanation: Board Assignment of Fund Balance to Future committed lease payment of Learning Center, PSERS future increases, misc. legal expenses</i>	
		6,152,947
0850	Estimated Ending Unassigned Fund Balance <i>Explanation: Unassigned Fund Balance held for unexpected potential funding changes in current year. Represents less than 8% of current year expenditures</i>	
	Total Ending Fund Balance - Committed, Assigned, and Unassigned	12,252,947
		0
5900	Budgetary Reserve	
	Total Estimated Ending Committed, Assigned, and Unassigned Fund Balance and Budgetary Reserve	12,252,947
	Estimated Ending Nonspendable and Restricted Fund Balances Not Scheduled for Liquidation	0

Safety Plan

For

Agora East Falls Learning Center

December 14, 2012



Table of Contents

Introduction: Letter to Learning Coaches

Lock Down Procedures “Classroom Practice”

Safety Plan “Checklist”

December 2012

Dear Learning Coaches,

The Learning Center of Agora Cyber Charter School has emergency plans that we practice on a monthly basis with our students, coaches, faculty and staff. Our Emergency Plans also include events of a weather related incident or environmental emergency that would warrant our need to Lock Down for a period of time. Notification to implement the Lock Down would come via our local police, fire or county emergency agency.

During a Lock Down emergency, students, faculty, staff, and administration gather in a common area. The entire school building remains in a Lock Down mode. This means that no one may enter or leave the building until an All Clear comes from the local authorities.

Your student who attends The Learning Center will be participating in exercises that will help them prepare for how to respond appropriately when notified by Learning Center administration about Lock Down. This part of the plan must be in place as soon as possible.

Learning Center students have responded in a very positive way to our safety drills in the past. If an emergency does arise and it becomes necessary to put this plan into effect, know that all of us here at The Learning Center will do everything in our power to ensure the safety and well-being of your student(s) until we can return them to you.

In the meantime, we support liberty and justice for all.

Sincerely,

The Leadership Team of Agora Cyber Charter School

LOCKDOWN PROCEDURES

1. If you hear, “**LOCKDOWN**” over the intercom or an administrator announces the lockdown in person:
 - a. Everyone is to stay where they are.
 - b. **Classroom teachers** are to:
 - I. Quickly glance outside the room to direct any students or staff members in the hall into your room immediately.
 - ii. Lock your door.
 - iii. Lower or close any blinds.
 - iv. Place students against the wall, so that the intruder cannot see them looking in the door. Look for the ‘**Safe Corner**’.
 - v. Turn out lights and computer monitors.
 - vi. Keep students quiet.

Note: All staff members should locate and hold on to their roll book prior to turning out the lights. This will aid in accounting for all students should an evacuation be necessary.

- c. Physical education classes being held in the gym should move into a locker room, lock all doors, and find a safe area.
 - d. Any students in the cafeterias should move to the nearest classrooms.
 - e. If students and teachers are outside the school building, they should stop, drop, and remain still. You will be directed where to relocate depending on the situation.
 - f. If teachers and students are in the bathrooms, they should move to a stall, lock it and stand on the toilet.
 - g. Anyone in the hallway should move to the closest classroom immediately.
 - h. Nurses/cafeteria workers/support staff should stay in the area they are in, secure the doors, and turn out the lights.
2. Stay in safe areas until directed by law enforcement officers or an administrator to move or evacuate. Never open doors during a lockdown, even in the event of a fire alarm. For further directives, law enforcement officers and administrators will have keys to open the doors or announcements will be made over the intercom.
 3. An administrator will signal all personnel if the lockdown has been lifted.
 4. If an evacuation occurs, all persons/classrooms will be directed by a law enforcement officer or administrator to a safe location. Once evacuated from the building, teachers should take roll to account for all students present in class. Administrators will divide and keep in communication with radios or cell phones.

EVACUATION PROCEDURE

1. Possible reasons for an evacuation to be initiated:
 - An incident after a lockdown;
 - Fire;
 - Natural gas leak;
 - Hazardous chemical leak inside the building;
 - Localized flooding;
 - Fumes from an unknown source;
2. Persons who can call for an evacuation:
 - Administrators;
 - Office staff;
 - Law enforcement;
3. Office staff or campus administrators are to call 911 and notify Central Office.
4. Central Office will notify the school board.

Evacuation Drill

1. An evacuation drill maybe initiated by personal contact from an administrator or law enforcement officers or via an announcement over the intercom.

Classroom teachers should:

- Listen for specific directions.
- Immediately instruct students to shut off monitors, Bunsen burners, welding equipment, etc.
- Locate and take attendance book;
- Turn off air conditioner if possible;
- Turn off lights;
- Close windows;
- Close doors but do not lock;
- Exit quickly but do not run;
- While exiting, scan areas for anything out of the ordinary and to ensure all students have exited;
- Go to a safe distance as designated;
- Keep students quiet in the event of further directives;

2. An administrator will signal all personnel when the building is safe to re-enter.

BOMB THREAT PROCEDURE

1. As caller calls in threat, 'Bomb Threat Information Form' should be completed.
2. Immediately after receiving a bomb threat call, hang up and dial '9' and '*57'.
3. Notify 911 (use non-emergency number if it is a drill – state that the campus is having a drill.
4. Quickly scan your immediate area of building prior to evacuation. (Devices are more likely to be outside or in a common area.)
5. If bomb threat is determined to be real, follow 'Evacuation Procedure' or 'Lockdown Procedure' as determined by threat.

Note: Radios/cell phones/pagers should be turned off during a bomb threat. Electronic communication signals could trigger certain types of bombs.

BOMB THREAT INFORMATION FORM

(Be calm and courteous; do not interrupt the caller; quietly notify an administrator)

Name of person receiving the call:

Time: ____ Date: ____ Length of call: ____

Caller ID #: _____ Race: _____

Check appropriate information:

Caller is:

____male; ____female; ____adult; ____ youth;

Caller's Voice Characteristics:

____loud; ____soft; ____deep; ____raspy;

____high-pitched; ____persistent;

Caller's Language:

____excellent; ____poor; ____fair; ____profane;

Caller's Manner:

____irrational; ____rational; ____angry;

____calm; ____nervous; ____sober; ____drunk;

____emotional; ____incoherent; ____laughing;

____voice is familiar;

Background Noises:

____street; ____animals; ____music; ____voices;

____work place noises;

Sample questions to ask caller:

When will it go off? _____

How much time is left before it goes off? _____

What kind of bomb? _____

Where are you now? _____

How do you know so much about the bomb? _____

What is your name? _____

Why did you plant the bomb? _____

LOCKDOWN PROCEDURE

The lockdown/shelter-in-place code is "Lockdown" or an administrator will inform you in person.

1. Reasons for a lockdown to be initiated:
 - An out of control student who is a threat to the safety of our students, staff, or himself/herself;
 - Someone who has a gun or weapon;
 - An intruder;
 - Hazardous chemical outside the building;
 - A weather related event;
2. Persons who can call a lockdown:
 - Administrator;
 - Law enforcement;
 - Office staff;

Campus office staff is to notify Central Office; Central Office staff will notify Palacios ISD School Board.

LOCKDOWN CHECKLIST

1. Parents were informed prior to a drill or after an actual event. _____
2. Scenario was reviewed with staff prior to the event. _____
3. Student/staff went inside, closed the doors, and closed and locked all windows. _____
4. Hang signs on outside doors and office indicating a lockdown is occurring. _____
5. Roll call of students and staff. _____
6. Turn off air conditioning/exhaust fans. _____
7. Close drapes and curtains. Window panel in door should be unobstructed. _____
8. Rooms were designated for people to go to during a drill. _____
9. Turn off pilot lights, but electricity should remain on. _____
10. Call 911 (non emergency # during drill) and alert central office. _____
11. Check whether anyone left the building during drill or actual event. _____
12. Debriefing after drill or event. _____

Appendix

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Memorandum of Understanding

This Memorandum of Understanding (the Memorandum), dated the 16th of September, 2014, entered into by and between Capital Area Intermediate Unit, of 55 Miller St., Enola, Pennsylvania 17090, (hereinafter referred to as "CAIU") and Agora Cyber Charter School, of 995 Old Eagle School Road, Suite 315, Wayne, Pennsylvania 19087 (hereinafter referred to as "AGORA" for the purpose of achieving the various aims and objectives relating to the Curriculum Consultation and Professional Development (the "Project").

WHEREAS, CAIU and AGORA desire to enter into an agreement in which CAIU and AGORA will work together to complete the Project; and

WHEREAS, CAIU has been at the forefront of online education, having pioneered the highly successful CAOLA ("Capital Area Online Learning Association") online program used in over eighty school districts across Pennsylvania; and

WHEREAS, AGORA provides a cyber education to over 10,000 students across Pennsylvania and is designing and building the AGORA NextGen curriculum; and

WHEREAS, CAIU and AGORA are desirous to enter into this Memorandum setting out the working arrangements that each of the partners agree are necessary to complete the Project;

Purpose

The purpose of this Memorandum is to provide the framework for any future binding contract regarding the Curriculum Consultation and Professional Development between CAIU and AGORA.

Obligations of the Partners

The Partners acknowledge that no contractual relationship is created between them by this Memorandum, but agree to work together in the true spirit of partnership to ensure that there is a united visible and responsive leadership of the Project and to demonstrate financial, administrative and managerial commitment to the Project by means of the following individual services.

Cooperation

The activities and services for the Project shall include, but are not limited to:

a. Services to be rendered by CAIU include:

Curriculum consultation and audit to assure alignment to PA Core Standards and other applicable state/national content standards as appropriate.

Provide professional development and consultative services related to PDE initiatives and other professional development topics as identified in AGORA's comprehensive plan.

b. Services to be rendered by AGORA include:

Work collaboratively with the CAIU to plan and coordinate curriculum support and professional development.

Resources

The Partners will endeavor to have final approval and secure any financing necessary to fulfill their individual financial contributions at the start of the planning for the development of the Project.

- a. CAIU agrees to provide the following financial, material and labor resources in respect of the Project;

Curriculum Specialists to review all curriculum documents.

Professional Development consultants to provide training and consultation as needed.

- b. AGORA hereby agrees to provide the following financial, material and labor resources in respect of the Project

For the curriculum audit and review, will provide all curriculum documents in electronic format.

Administrative staff will work collaboratively with CAIU leadership to identify and schedule professional development opportunities as identified.

Funding to support fee-based projects to be outlined and approved through mutually agreed upon "Agreements for Service".

Communication Strategy

Marketing of the vision and any media or other public relations contact should always be consistent with the aims of the Project and only undertaken with the express agreement of both parties. Where it does not breach any confidentiality protocols, a spirit of open and transparent communication should be adhered to. Co-coordinated communications should be made with external organizations to elicit their support and further the aims of the Project.

Liability

No liability will arise or be assumed between the parties as a result of this Memorandum.

Term

The arrangements made by the parties by this Memorandum shall remain in place from the date approved by Agora's Board of Trustees until June 30, 2015. The term shall automatically renew for additional one year terms unless either party provides written notice to the other party of its desire to terminate this Memorandum.

Notice

Any notice or communication required or permitted under this Memorandum shall be sufficiently given if delivered in person or by certified mail, return receipt requested, to the address set forth in the opening paragraph or to such other address as one party may have furnished to the other in writing.

Governing Law

This Agreement shall be governed by and interpreted under the laws of the Commonwealth of Pennsylvania without regard to its choice of law provisions.

Assignment

Neither party may assign or transfer the responsibilities or agreement made herein without the prior written consent of the non-assigning party, which approval shall not be unreasonably withheld.

Amendment

No amendment or modification of the terms of this Memorandum shall be binding unless the amendment or modification is made subsequent to the effective date of this Memorandum, is in writing, and is properly executed by both parties to this Memorandum.

Severability

If any provision of this Memorandum is found to be invalid or unenforceable for any reason, the remaining provisions will continue to be valid and enforceable. If a court finds that any provision of this Memorandum is invalid or unenforceable, but that by limiting such provision it would become valid and enforceable, then such provision will be deemed to be written, construed, and enforced as so limited.

Prior Memorandum Superseded

This Memorandum constitutes the entire Memorandum between the parties relating to this subject matter and supersedes all prior or simultaneous representations, discussions, negotiations, and Memorandums, whether written or oral.

Understanding

It is mutually agreed upon and understood by and among the parties of this Memorandum that:

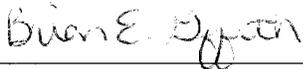
- a. Each party will work together in a coordinated fashion for the fulfillment of the Project.
- b. In no way does this agreement restrict involved parties from participating in similar agreements with other public or private agencies, organizations, and individuals.
- c. To the extent possible, each party will participate in the development of the Project.
- d. Nothing in this Memorandum shall obligate any party to the transfer of funds. Any endeavor involving reimbursement or contribution of funds between the parties of this Memorandum will be handled in accordance with applicable laws, regulations, and procedures. Such endeavors will be outlined in separate agreements that shall be made in writing by representatives of the parties involved and shall be independently authorized by appropriate statutory authority. This Memorandum does not provide such authority.
- e. This Memorandum is not intended to and does not create any right, benefit, or trust responsibility.
- f. This Memorandum will be effective upon the signature of both parties.

g. Any party may terminate its participation in this Memorandum by providing written notice to otherparty.

The following parties support the goals and objectives of the Curriculum Consultation and Professional Development:

Signatories

This Agreement shall be signed on behalf of Capital Area Intermediate Unit by Brian E. Griffith, Director of Curriculum Services, and on behalf of Agora Cyber Charter School by Mary Steffey, its President, Board of Trustees. This Agreement shall be effective as of the date approved by Agora's Board of Trustees.

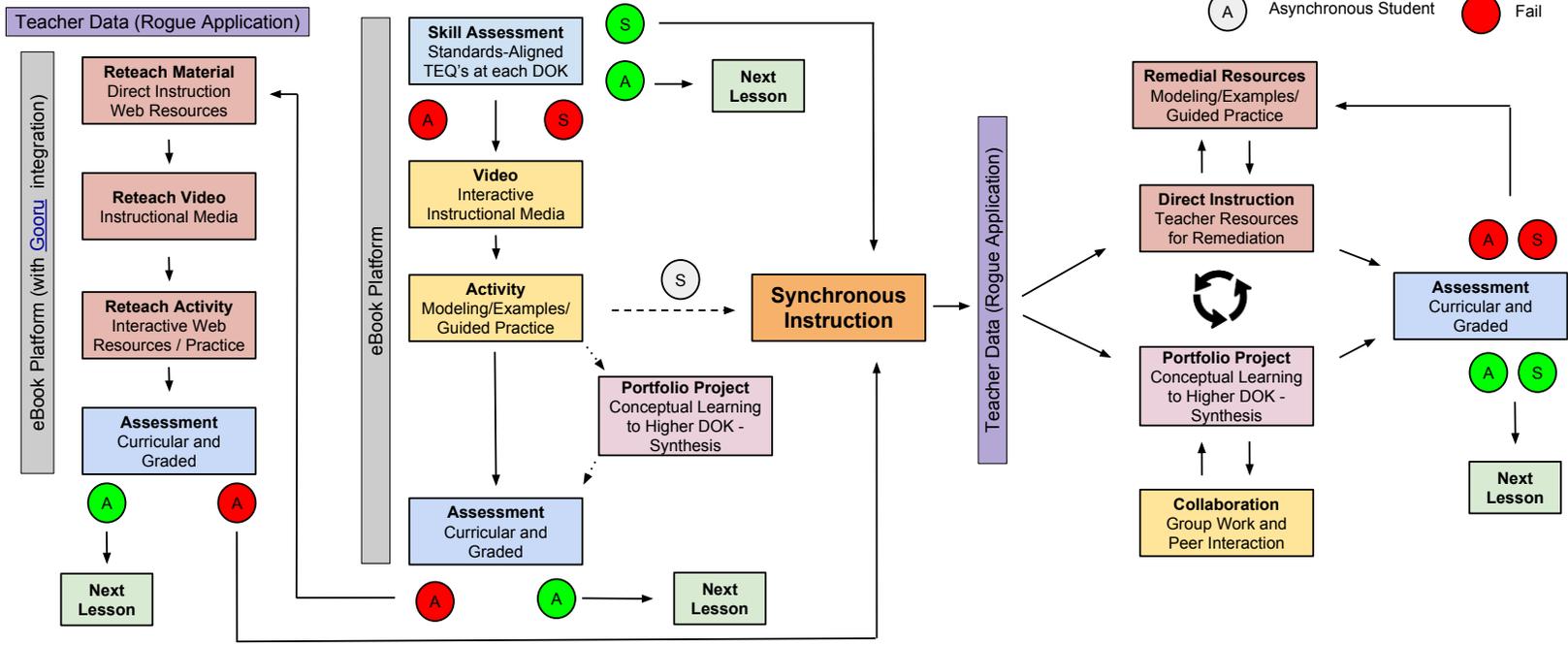
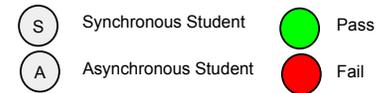


Capital Area Intermediate Unit
By Brian E. Griffith, its Director of Curriculum Services



Agora Cyber Charter School
By Mary Steffey, its President, Board of Trustees

Curriculum and Instruction - Student Pathways



Agora Next Generation Curriculum Sample Lesson Plan – Social Studies

This sample lesson covers a 6th grade Civics and Government standard and is presented in the framework detailed below.

5.3.6.A	Describe the responsibilities and powers of the three branches of government.
Lesson Objective	Students will be able to identify and describe the three branches of government, including their responsibilities.

Skill Assessment

“Today you are going to investigate what the three branches of government are and the responsibilities of each. The three branches of government work in unison to keep a stable government and uphold the ideals written in the Constitution. Let’s see what you already know about the three branches of government.”

Question Part A - DOK 1

Which items below are the titles of the three branches of government? Click on the correct answers below.

Executive
Governors
Magistrates
Legislative
The Jail System
Judicial

Transition → “It is important to be able to identify the three branches of government before you dig into the responsibilities of each one. Also, it is important to know the types of people that work in each branch of government.”

Question Part B - DOK 2

Drag the groups of people onto the building in which they work.

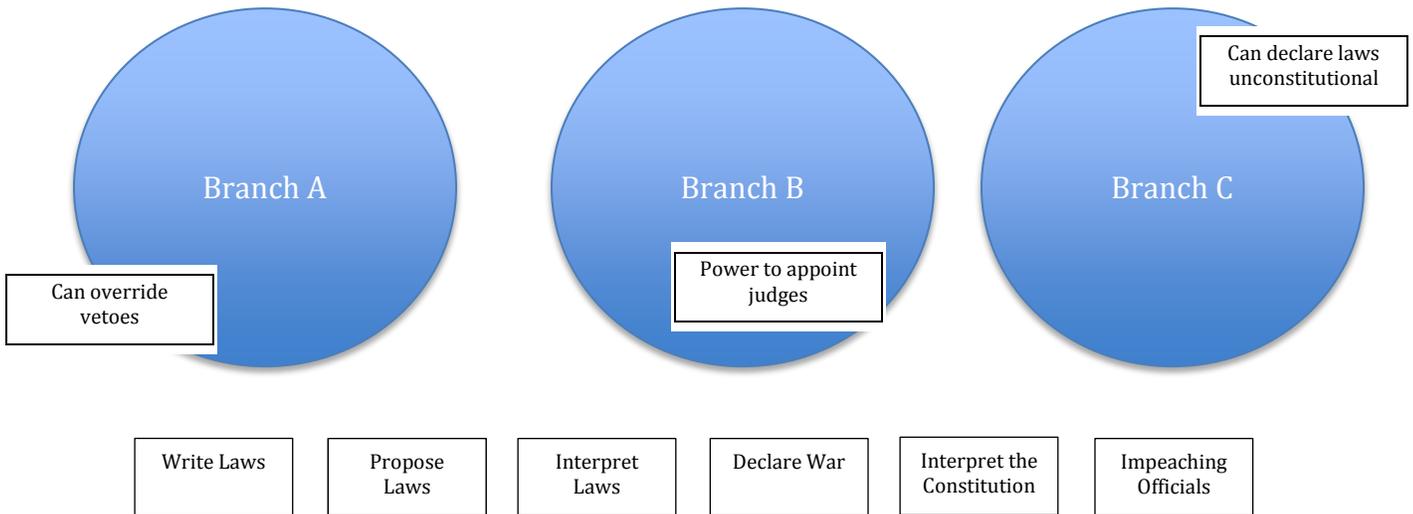


President Senator Vice-President Chief Justice Representative

Transition → “The most important thing to know are the responsibilities and powers of each branch of government. Each branch has its own role to maintain the balance of power. Complete the diagram below to organize the responsibilities and powers of each branch.”

Question Part C - DOK 3

Drag the roles below onto the branch of government where each belongs.



Answers:

Branch A: Write Laws, Impeaching Officials, Declare War

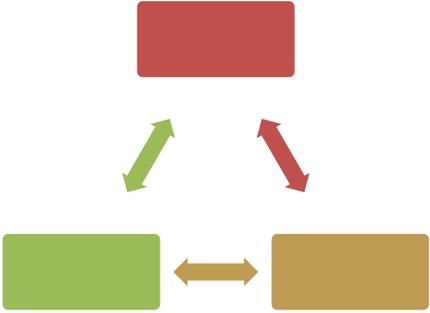
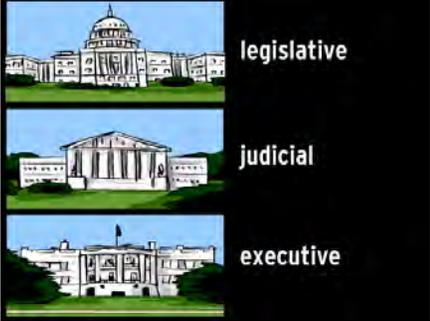
Branch B: Proposes Laws

Branch C: Interpret Laws, Interpret the Constitution

Interactive Video

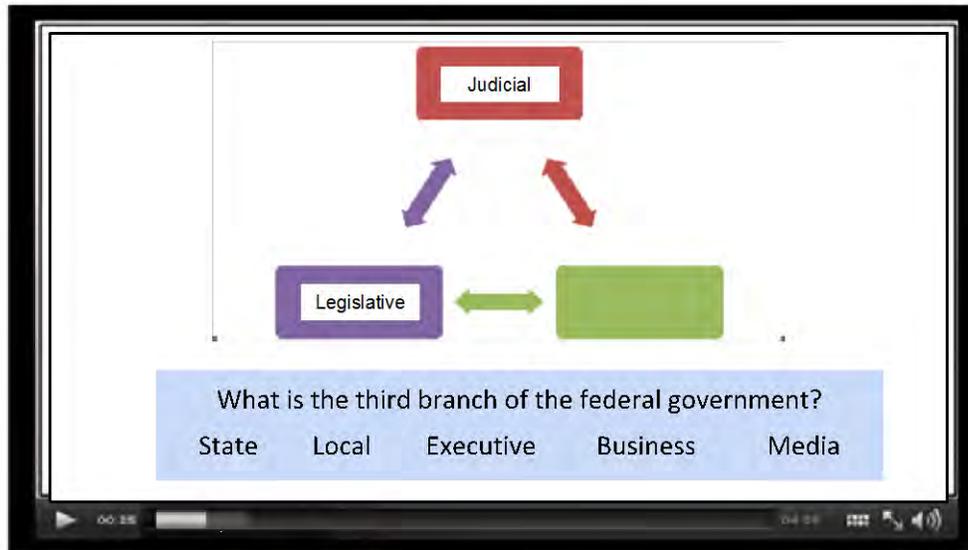
Introduction and Objective Overview

[15-30 second clip]

Visual	Audio
	<p>Today we are going to learn about the relationship between the three branches of government and the responsibilities and powers of each.</p>
	<p>Each branch is given specific powers to ensure that one branch is not more powerful than another. This system is known as checks and balances.</p>
	<p>The three branches also have their own responsibilities, all of which work together to uphold the constitution.</p>
	<p>To understand how the branches work together, it is important to first understand what the role of each branch is. Let's get started!</p>

Transition
[15-30 second clip]

The narrator expands on the overview and begins direct instruction. In this example, the instructor diagrams a system of three branches showing how each one has their own responsibilities and how each one has checks to make sure the others are doing things as they should.



Learning Node 1
[Video pauses and clickable text box pops over screen]

At the first learning node a review question is posed to the student. Their response will determine whether the student has the prerequisite knowledge to progress down the normal video pathway or if they require a remedial instructional clip.

Correct Response



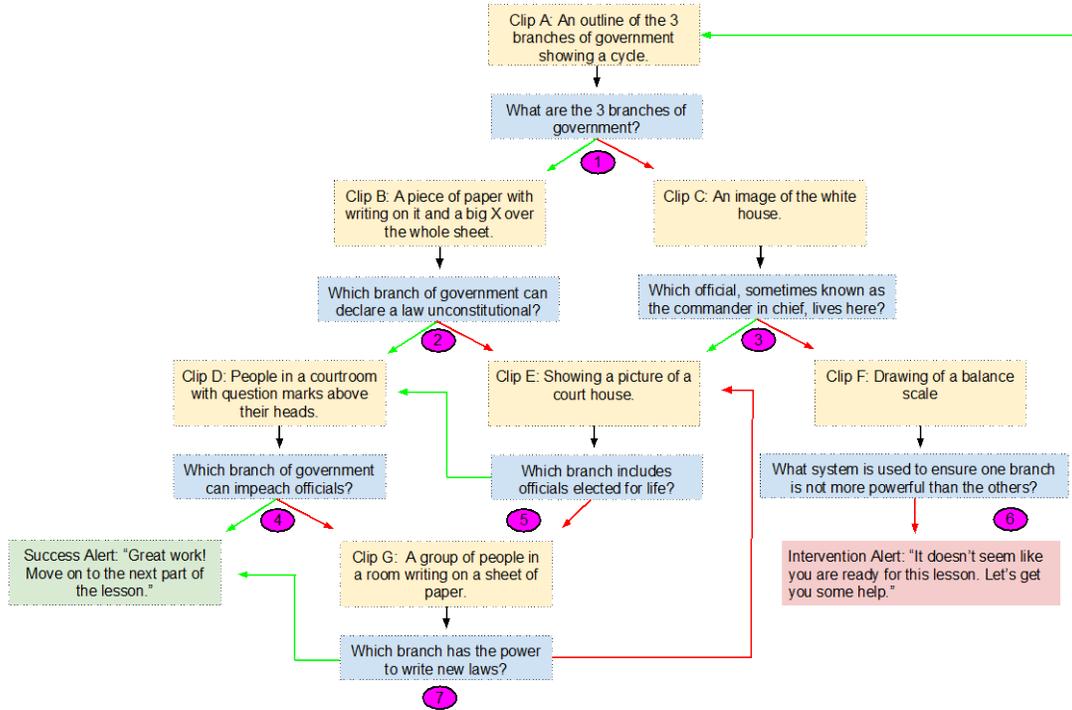
Video progresses along the normal track

Incorrect Response



Video switches to the remedial track

Depending on the student responses, the video clip progression proceeds as an individualized learning pathway, as diagrammed below:



Modeling Activity

Introduction and Presentation of Objective

The branches of government set the foundational structure of our country as a democracy. They exist to uphold the freedoms we enjoy and carry out the wishes of the people. Each branch has their own responsibilities and powers to do that are different from the others. A system of checks and balances exists to ensure that one group cannot have power over the other two.

Today's lesson objective is:

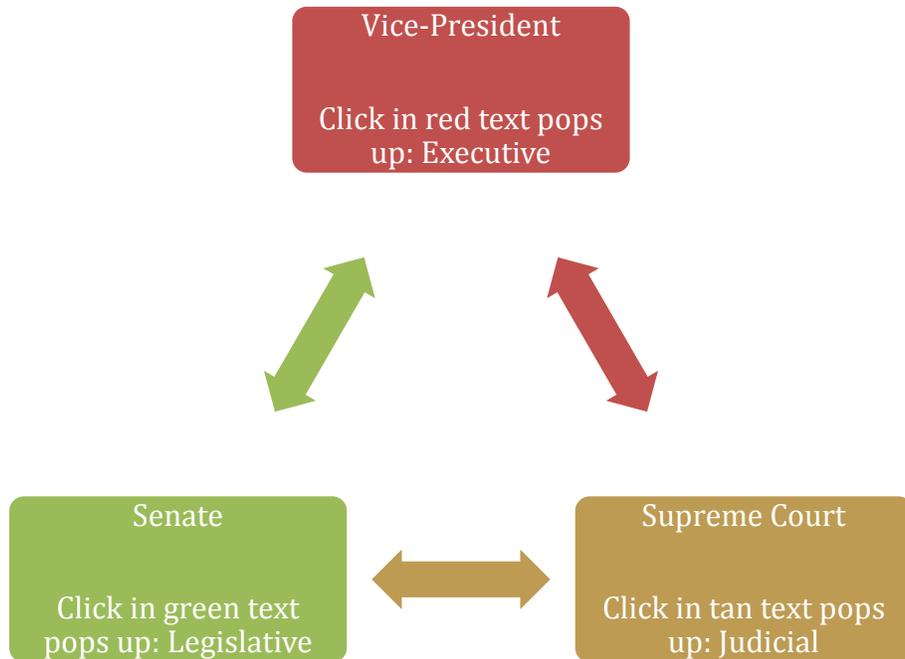
Students will be able to identify and describe the three branches of government, including their responsibilities.

Take a moment and think about this objective, then open your notebook and describe one way you can use this skill.

Sample student response: *I can use this skill to understand which officials I would want to elect to office when I am old enough to vote.*

Example 1 - DOK 1

The three branches of government consist of elected officials that each have different responsibilities. Let's work through an example. The three branches are shown below with some of the members that are found in each. Do you know the names of the branches that they belong to?



Now click on the item below that represents one of the duties of the Executive Branch.

Sign treaties



Click reveals:
"Correct! The executive branch has the power to sign treaties.

Impeach officials



Click reveals: "Not quite. The branch that can impeach officials is composed of two groups.

Interpret the Constitution



Click Reveals: "Not quite. The branch that interprets the Constitution includes members elected for life.

Example 2 - DOK 2

To fully know the roles of each branch, it is important to know all of the members that belong to each branch. Complete the table below with the missing members of each branch. To get you started one member has been included in two of the branches.

<<Items in green are given, items in red are to be filled in by the student.>>

Executive	<ul style="list-style-type: none">• Cabinet• President• Vice-President
Legislative	<ul style="list-style-type: none">• Senate• House of Representatives
Judicial	<ul style="list-style-type: none">• Supreme Court

Filling in an answer into an incorrect portion should tell students “Look at your previous work to try and decipher the correct members and branches.”

Example 3 - DOK 3

One of the most important processes is knowing how a bill becomes a law. Let’s work through the process from a proposal to the creation of a law.

The first thing that is done when creating a law is for someone to have an idea. In some cases, this idea is developed by group of citizens who have a problem or dispute that a law would solve. Where would they begin?

Remember that there is one branch of government that has the responsibility of passing laws, and that is the legislative branch.

The group could write a letter to an elected official of their state who is a member of Congress.

From here that person will work with the group to understand the issue and write up a draft of the law, and then introduce this proposal as a bill. Let’s say our bill was introduced by a member of the Senate. The Senate decides that they want to pass the bill, and votes to do so. But even though the Senate has voted to approve the bill, there are two more steps to the process. First, the other group of Congress must also vote to pass the identical bill. What is the other group that comprises Congress?

Right! The House of Representatives is the other group. After both groups agree on the bill, it is approved and then sent to the President. This is an example of how the branches of government work together; the legislative branch sends the approved bill to the executive branch to be signed into law.

From there the President has things that he can do with the bill. Depending on his action, another branch of government can get involved. This was a brief overview of the process, now it's your turn to organize the steps below to create a law!

Complete the process below by dragging each step to the correct place.

Step 1:	<input type="text"/>	Congress can veto President	←	Click reveals: Congress may veto with 2/3 vote
Step 2:	<input type="text"/>	Bill becomes a law	←	Click reveals: Signed by President and assigned official number
Step 3:	<input type="text"/>	Committee Action	←	Click reveals: Committee process to review the bill
Step 4:	<input type="text"/>	President Action	←	Click reveals: Bill is sent to President for review. May sign or veto
Step 5:	<input type="text"/>	Legislation is introduced	←	Click reveals: Any member of Congress may introduce a bill
Step 6:	<input type="text"/>	Floor Action	←	Click reveals: Legislation is placed on the calendar, Debate and then vote
Step 7:	<input type="text"/>	Conference Committee	←	Click reveals: Congress works out differences for the bill

Check Answers

Summary

Great work! You just showed the steps of making a bill into a law, one of the most important things that the legislative branch of Congress does. You also showed how the president uses the system of checks and balances to veto a law if he doesn't feel it is appropriate. It's great to see this system in action!

Curricular Assessment Sample Items

Which branch of government can settle cases between 2 or more states?

- a) Executive Branch
- b) Legislative Branch
- c) Judicial Branch*

Technology-enhanced item (Clickable text)

The legislative branch has a lot of responsibilities. Below are some responsibilities of all three branches of government. Click on the responsibilities that would apply to the legislative branch.

Vetoes bills
Settles cases between 2 or more states
Declares war
In charge of Army and Navy
Decides court cases
Interprets the law
Writes bills
Can impeach the president

Free-response item (Problem Solving)

Describe a scenario that appropriately uses the checks and balances system of the three branches of government.

One scenario is that the president becomes the Commander in Chief, but he cannot actually become the commander in chief unless the congress declares war on another country. This means that one branch of government does not have the power to declare war AND be in charge of the armed forces.

Reteach Pathway

Click on the link below for a sample game that has you organize different responsibilities of each branch.

<http://www.goorulearning.org/#collection-play&id=0c2a9c05-898b-48c1-a4ad-8284c33f9bbb&share=true>

Agora Next Generation Curriculum Sample Lesson Plan – Science 7

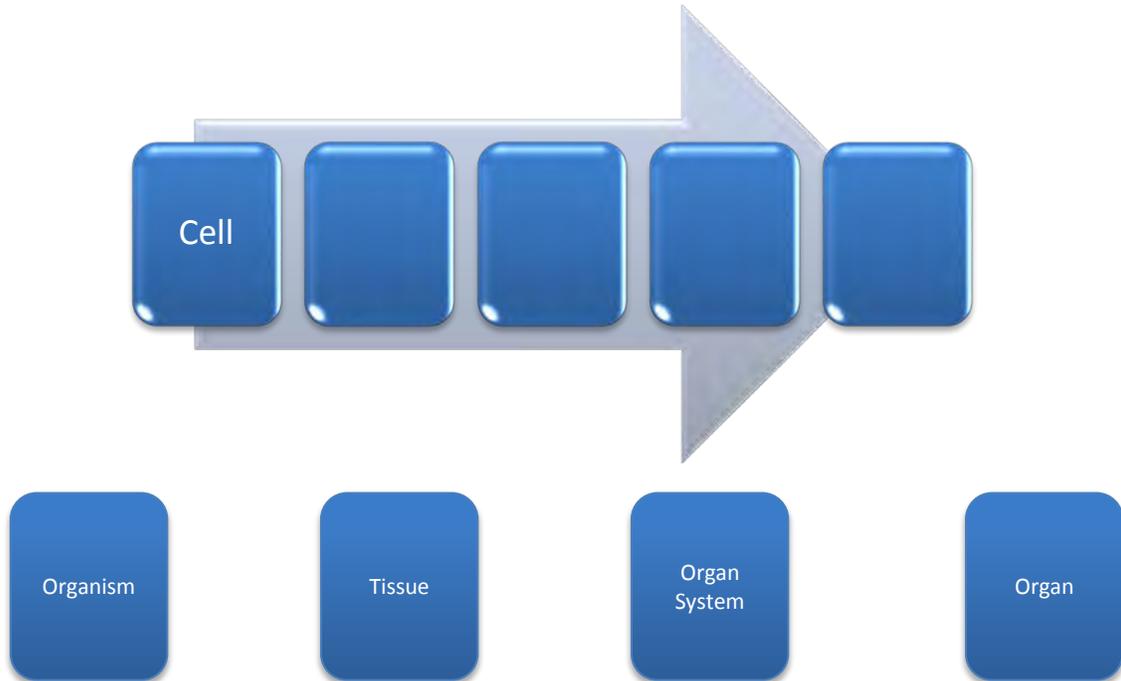
This sample lesson covers a 7th grade Science standard and is presented in the framework detailed below.

3.1.7.B6 (PA Standard)	
S7.B.1.1 (Anchor Descriptor)	Describe and compare structural and functional similarities and differences that characterize diverse living things.
S7.B.1.1.1 (Eligible Content)	Describe levels of biological organization from cell to organism.
Lesson Objective	Students will be able to list and describe levels of biological organization from the cell level to the organism level.

Skill Assessment

“Today you are going to learn about the different levels of biological organization from the cell level to the organism level. You are also going to describe each of the levels and apply them to different scenarios. Let’s see what you already know about these levels before we get started.”

Question Part A - DOK 1



You are given the first level of organization. Drag the following four items above onto the diagram to show the progression from cell to organism.

Transition → “Knowing how the different levels of organization relate to one another is important to understand the structure of living organisms. Each level is made up of smaller parts. Match the definitions to their correct level of organization.”

Question Part B - DOK 2

Drag the definitions on the right to match the appropriate terms on the left.

Cell		A specialized functional system of an organism
Tissue		A single cell
Organ		One single individual
Organ System		A specialized structural system of an organism
Organism		A specialized substructure of an organ

Transition → “Once you know the levels of biological organization and what the definition of each one is, it is important to apply some examples to the organization.”

Question Part C - DOK 3

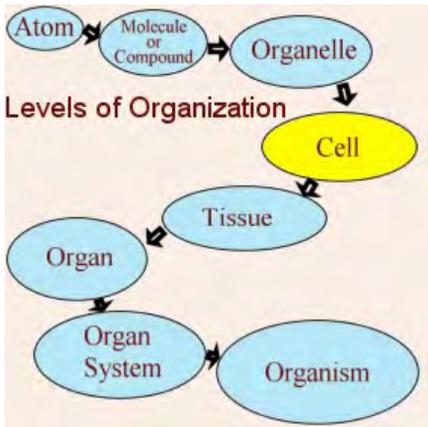
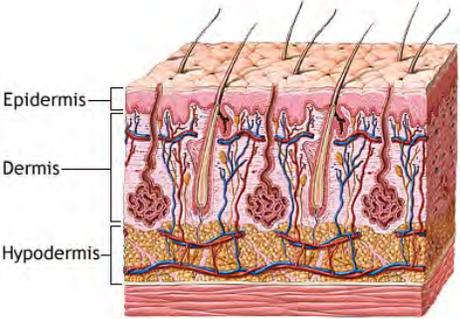
Match the examples to each level of biological organization.

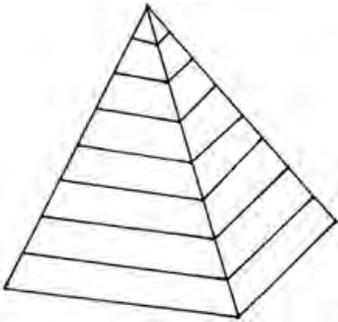
Cell		Skeletal System
Tissue		Femur
Organ		Human



Interactive Video

Introduction and Objective Overview
[15-30 second clip]

Visual	Audio
	<p>Today we are going to learn about the biological organization of living things from cell to organism.</p>
	<p>There are many examples of each of these levels in your own body. Your skin is a good example of an organ and is made of different layers of tissue. The skin itself is the largest organ in your body!</p>

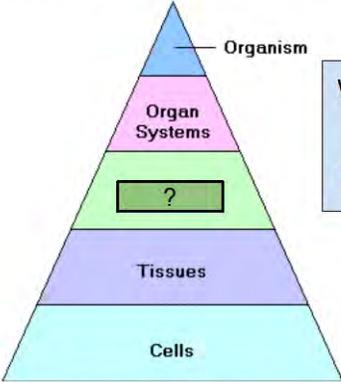
	<p>A way to see how each of these pieces ties into each other is to view the system as a pyramid. This shows how each piece is a part of the piece above it.</p>
	<p>The levels of biological organization build on one another like build blocks. To fully understand this organization, you must know what each level is and what it defines. Let's get started!</p>

Transition

[15-30 second clip]

The narrator expands on the overview and begins direct instruction. In this example, the highest level of organism is described as the set of various parts that build on one another as a hierarchy.

Structural Organization of the Body



Organism

Organ Systems

?

Tissues

Cells

Which term would be the best fit for the level in green?

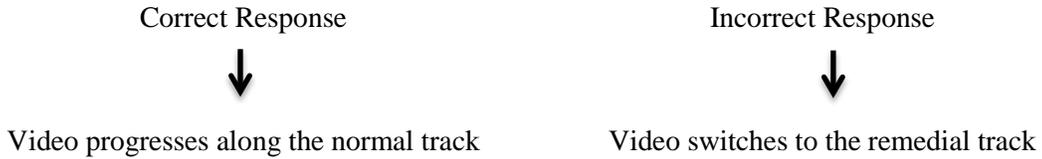
Muscle Organ Chemical Human

00:25 04:53

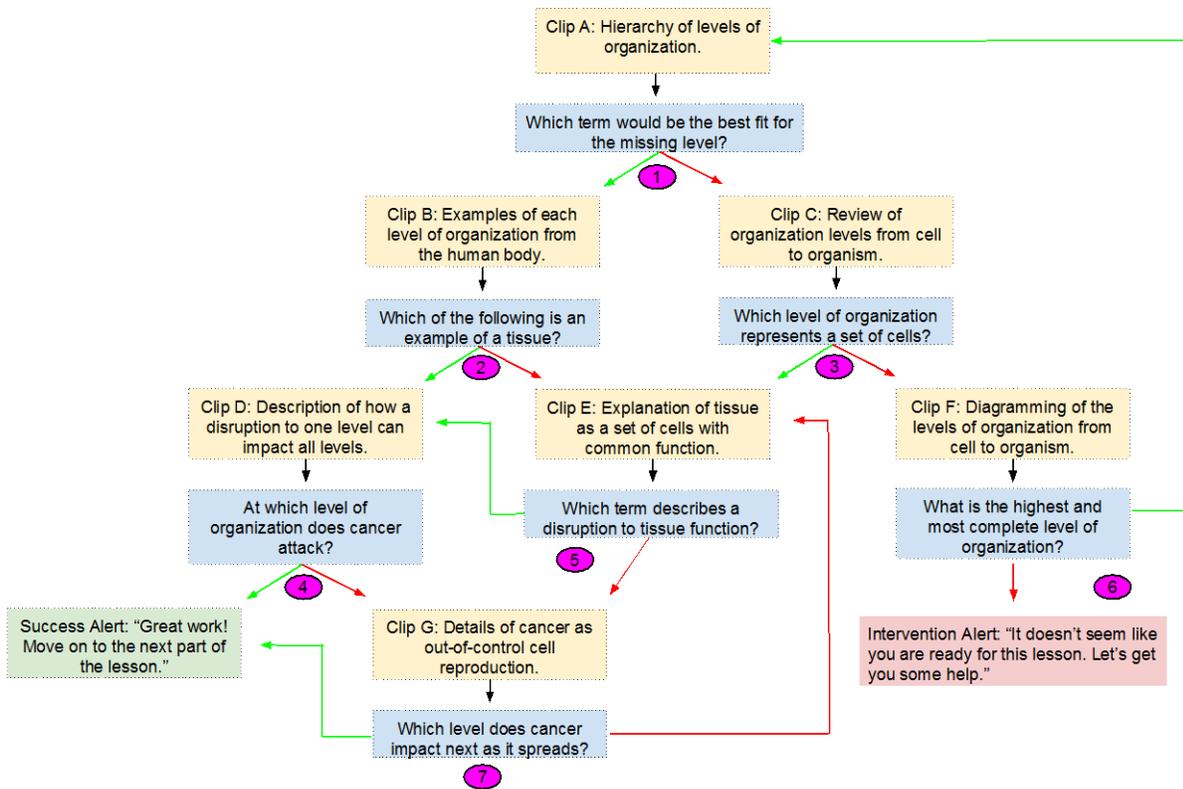
Learning Node 1

[Video pauses and clickable text box pops over screen]

At the first learning node a review question is posed to the student. Their response will determine whether the student has the prerequisite knowledge to progress down the normal video pathway or if they require a remedial instructional clip.



Depending on the student responses, the video clip progression proceeds as an individualized learning pathway, as diagrammed below:



Modeling Activity

Introduction and Presentation of Objective

Every form of life on earth is complex in its own way, and each organism is built upon a set of organizational levels. It is important to understand that living things can be broken down to the parts of which they are made, and especially important to realize that the human body can be described through five distinct levels. Each level builds on the one before it, and the levels work together to make us who we are. Today's lesson objective is:

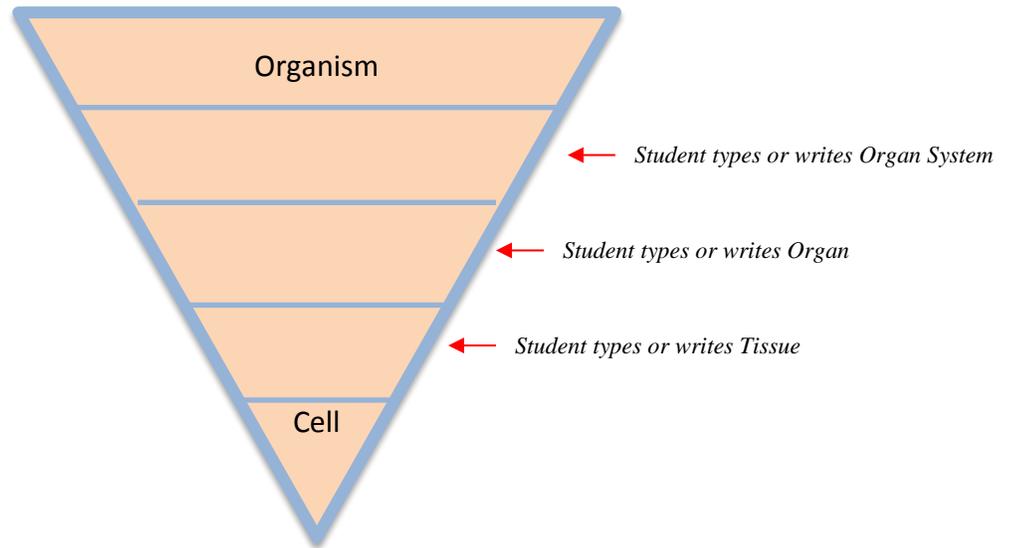
Students will be able to list and describe levels of biological organization from the cell level to the organism level.

Take a moment and think about this objective, then open your notebook and describe one way you can use this skill.

Sample student response: *I can use this skill to describe how a disease may affect my body.*

Example 1 - DOK 1

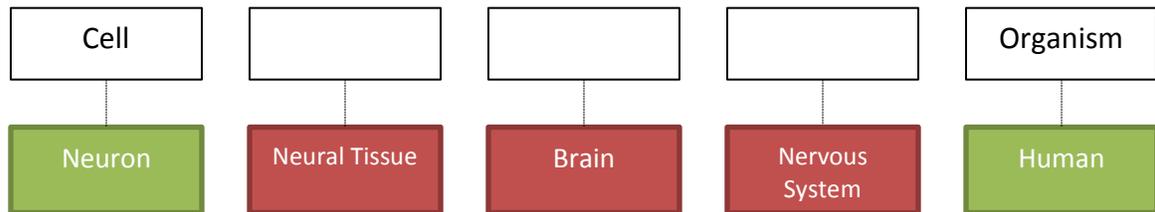
Let's get started by simply organizing the levels of biological organization into a sequence where one builds on the next. This is called a hierarchy. The cell is the basic unit of structure and function, so it is placed at the bottom of the hierarchy. The organism is the complete living thing, so it is placed at the top of the hierarchy. Use your writing tool to fill in the three missing levels between cell and organism.



Example 2 – DOK 2

In the human body, there are many examples of each level of biological organization. For example, neurons are nerve cells and we, as humans, are organisms. Using the same three terms you listed above, write them again where they match the correct example. Then draw an arrow across the bottom of the diagram to represent the increasing complexity of the system.

Student types or writes Tissue, Organ and Organ System in the spaces below



Increasing Complexity

Student adds arrowhead to this end of the line

Now let's take it to the next level. Below is a set of images of the different levels of biological organization for an oak tree. Like humans, plants are complex organisms with five general levels of organization. Drag and drop the examples to the correct place on the diagram.

Cell	Tissue	Organ	Organ System	Organism



Example 3 - DOK 3

What happens to an organism if there is a problem at one of these levels of organization? For example, what if the cells that compose lung tissue suddenly begin to divide too frequently? Do you know what this type of disease is called? Choose one of the options below.

asthma	lung cancer	influenza
↓	↓	↓
Click reveals: "Not quite. Asthma is a disorder caused by inflammation in the breathing passages."	Click reveals: "Correct! Cancer is a disease where cells divide and grow out of control in the body."	Click reveals: "Not quite. The flu is caused by a virus that infects cells and causes an immune response in the body."

Although cancer most directly impacts the body at the cellular level, as it progresses and spreads it begins to affect the other levels of biological organization. But the treatment plan for cancer can be directed at each level as well. Take a look at the

treatment options below, and move the options to match the correct level of organization where they fit. Check your answers when you are complete.

Level 1 Cells	<input type="text"/>	Radiation therapy exposes the region around the cancer to lethal levels energy which stops the spread of cancer
Level 2 Tissue	<input type="text"/>	Healthy diet, exercise and quitting smoking lowers the risk of the cancer returning
Level 3 Organ	<input type="text"/>	Surgery removes a tumor caused by the rapid growth of cells in the lungs
Level 4 Organ System	<input type="text"/>	Chemotherapy poisons the cancerous cells to stop them from dividing
Level 5 Organism	<input type="text"/>	A lung transplant replaces the diseased part of the respiratory system

[Check Answers](#)

Summary

Great job! Through this lesson, you were able to name the five levels of biological organization and place them in the correct order from least to most complex. This leveling system is called a hierarchy. In both plants and animals, the hierarchy is organized as cell → tissue → organ → organ system → organism. You were also able to detail several examples of these levels in organisms. Finally, you studied how a disease like cancer can directly impact one level of the hierarchy, but have great impact on the other levels above. An understanding of the levels of biological organization gives doctors options for treating a devastating disease like lung cancer.

Curricular Assessment Sample Items

Multiple Choice

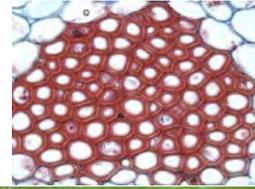
Which of the following is an example of an organ?

- a) Heart*
- b) Skeletal System
- c) Neuron
- d) Dog

Technology-enhanced item (Matching)

Match the terms with the images below that represent each level of biological organization.

Cell



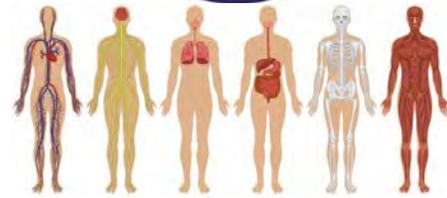
Tissue



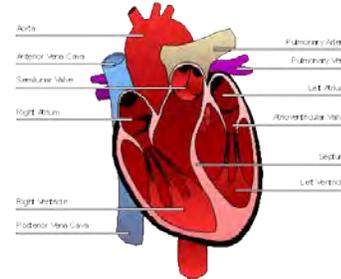
Organ



Organ System



Organism



Free-response item (Problem Solving)

Pick any living organism. Using your knowledge of biological organization, describe one example of each level of organization that makes up that organism.

Sample Answer:

Cell – A possible cell in a human is a skin cell

Tissue – A possible tissue in a human is the fat layer

Organ – A possible organ in a human is the liver

Organ system – A possible organ system in a human is the nervous system

Organism – The organism described is a human

Reteach Pathway

Click on the link below for a sample collection of remedial resources pertaining to this learning objective covered in this lesson.

<http://www.goorulearning.org/#collection-play&id=ea78852a-8edd-4787-8a5d-d33d41c09567&share=true>

Agora Next Generation Curriculum Sample Lesson Plan – Math

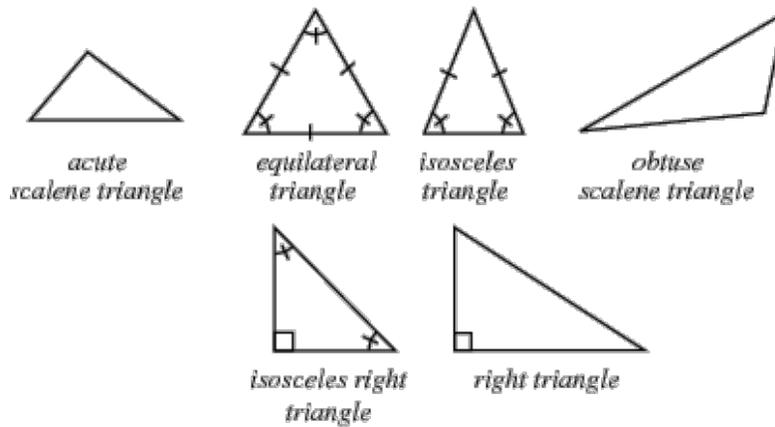
This sample lesson covers this 8th grade PA Core Mathematics standard and is presented in the framework detailed below.

CC.2.3.8.A.3 (PA Core Standard)	Understand and apply the Pythagorean theorem to solve problems.
M08.C-G.2.1.2 (Eligible Content)	Apply the Pythagorean theorem to determine unknown side lengths in right triangles in real-world and mathematical problems in two and three dimensions.
Lesson Objective	Students will be able to use the Pythagorean theorem to solve real world applications.

Skill Assessment

Today you are going to apply the Pythagorean theorem to a real world situation. Engineers, scientists and others are using this ancient relationship to solve problems every day. Let’s find out what you know about the Pythagorean theorem before we get started.

Question Part A - DOK 1

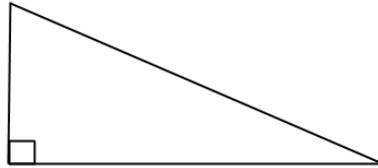


Which of these triangles allows the Pythagorean theorem to be used? Click on any of the triangles where the relationship applies.”

Transition → “It is important to understand how the Pythagorean theorem works so it can be used to solve problems involving right triangles. Let’s see if you can identify the parts of the formula and label a right triangle correctly.”

Question Part B - DOK 2

$$\square + \square = \square$$



a^2 b^2 c^2 short leg long leg hypotenuse

Drag and drop the terms above to build the formula and label the triangle.

Transition → “Right triangles are found everywhere around us, and the Pythagorean theorem can be applied to solve problems in everyday situations. Whether finding the height of an object, the length of a bridge the distance a baseball player throws the ball, the Pythagorean Theorem is a very useful tool. Give it a try!”

Question Part C - DOK 3

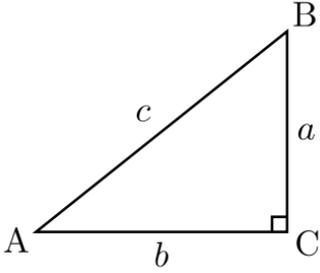
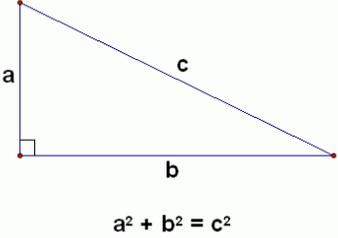
Student uses drawing tool to draw the line from point P to 3rd base, solves the problem and submits their answer below.

How far is the throw from point P to 3rd base?

A baseball player fields the ball at point P on the diagram above and throws to 3rd base. Draw the path of the throw and then find the distance the ball travels.

Introduction and Objective Overview

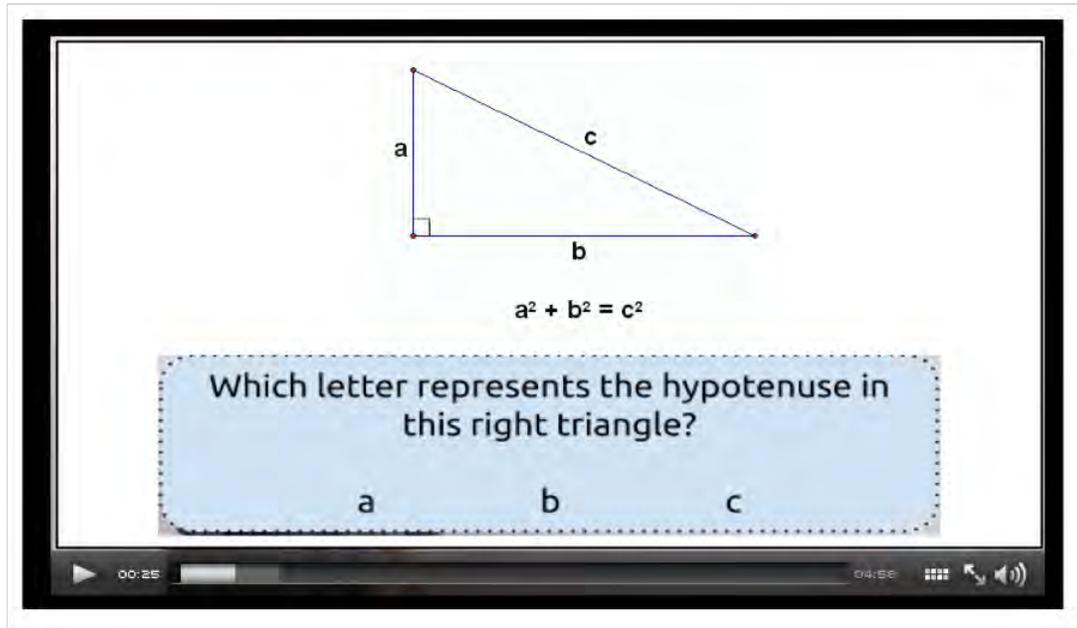
[15-30 second clip]

Visual	Audio
	<p>Today we are going to learn about a relationship that can be used to solve problems involving right triangles. Remember that right triangles have a 90 degree angle, labeled as capital C in this image.</p>
	<p>The special relationship, first proved by a Greek mathematician 1,500 years ago, is called the Pythagorean theorem.</p>
	<p>This ancient relationship can be used to solve real world problems involving triangles all around us.</p>
	<p>To use the Pythagorean theorem, you first have to understand how to label a right triangle with the correct parts of the formula. Let's get started!</p>

Transition

[15-30 second clip]

The instructor expands on the overview and begins direct instruction. In this example, the instructor diagrams a right triangle on the virtual whiteboard and reviews the Pythagorean theorem formula.



Learning Node 1

[Video pauses and clickable text box pops over screen]

At the first learning node a review question is posed to the student. Their response will determine whether the student has the prerequisite knowledge to progress down the normal video pathway or if they require a remedial instructional clip.

Correct Response



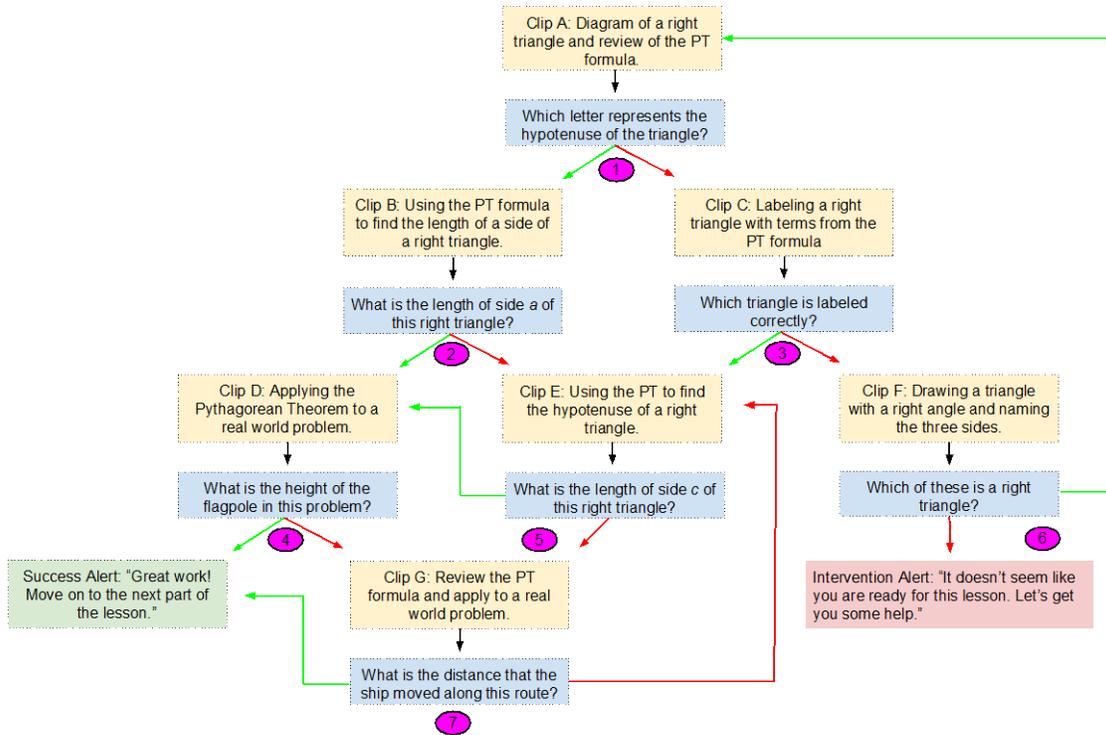
Video progresses along the normal track

Incorrect Response



Video switches to the remedial track

Depending on the student responses, the video clip progression proceeds as an individualized learning pathway, as diagrammed below:



Modeling Activity

Introduction and Presentation of Objective

Right triangles are special, and allow for the application of a relationship called the Pythagorean theorem. This relationship allows you to find the length of the third side of a triangle if you know the lengths of the other two sides. Since we encounter triangles all the time in daily life, there are lots of ways we can apply this relationship to solve real world problems. Today's lesson objective is:

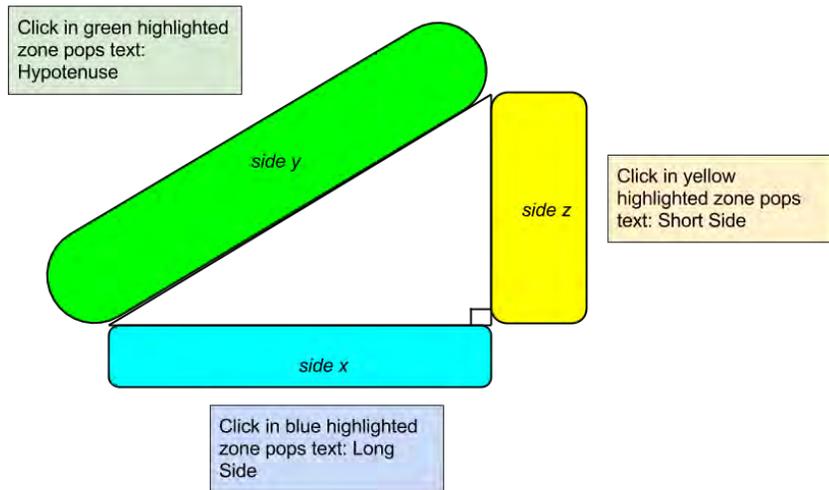
Students will be able to use the Pythagorean theorem to solve real world applications.

Take a moment and think about this objective, then open your notebook and describe one way you can use this skill.

Sample student response: *I can use this skill to find the length of fence I would need to enclose a triangular garden.*

Example 1 - DOK 1

The Pythagorean theorem may be an ancient and useful relationship, but the formula is fairly simple. Let's work through an example. The three sides of the triangle below are labeled as x , y and z . Do you know which represents the short leg, long leg and hypotenuse? Click on the sides to reveal the labels for each to check your answer.

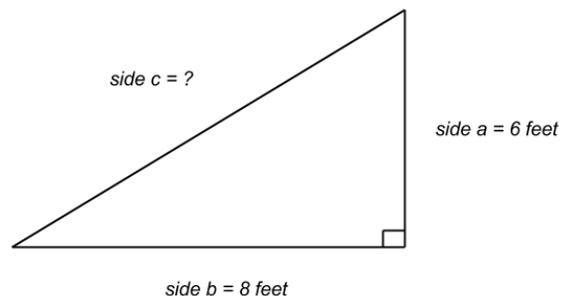


Now click on the correct formula that would accurately represent the formula for the Pythagorean theorem applied to this triangle.

$x^2 + y^2 = z^2$	$z^2 + y^2 = x^2$	$z^2 + x^2 = y^2$
↓	↓	↓
Click reveals: "Not quite. Look at the triangle again and make sure the sides are added together to equal the hypotenuse."	Click reveals: "Not quite. Look at the triangle again and make sure the sides are added together to equal the hypotenuse."	Click reveals: "Correct! The sum of the squares of the two sides of a right triangle equal the square of the hypotenuse."

Example 2 - DOK 2

The Pythagorean theorem can be used to solve all kinds of problems involving right triangles. Let's start with a relatively simple example. Below is a right triangle with the lengths of two of the sides labeled. Any time you know the lengths of two sides of a right triangle, you can find the third side - if you apply the formula correctly.



In this example, we know the lengths of the two sides, so we will plug those values into the formula:

$$a^2 + b^2 = c^2$$

$$(6)^2 + (8)^2 = c^2$$

Now use your calculator (if needed) to square the lengths of the sides of the triangle, and add those values together:

$$36 + 64 = c^2$$

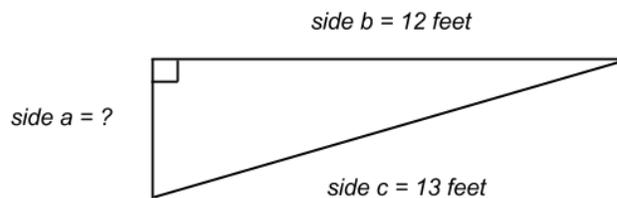
$$100 = c^2$$

Finally, take the square root of both sides of the equation to find the length of the hypotenuse:

$$10 = c$$

The length of the third side (in this case, the hypotenuse) of the right triangle with sides of 6 feet and 8 feet is 10 feet.

Now it is your turn to give it a try. Study the triangle below, and then drag the steps needed to solve for the third side into the correct order. When you are done, click the Check Answers button.

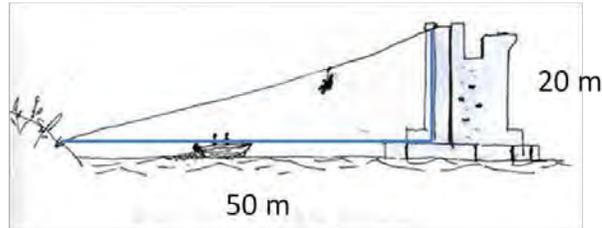


Step 1:	<input type="text"/>	$a^2 = 169 - 144$	← Click reveals: Subtract 144 from both sides to isolate the variable.
Step 2:	<input type="text"/>	$a^2 + (12)^2 = (13)^2$	← Click reveals: Plug in the values to the formula.
Step 3:	<input type="text"/>	$a^2 + b^2 = c^2$	← Click reveals: Write out the formula for the Pythagorean Theorem.
Step 4:	<input type="text"/>	$a^2 + 144 = 169$	← Click reveals: Use your calculator to square the values.
Step 5:	<input type="text"/>	$a = 5 \text{ ft.}$	← Click reveals: Take the square root of both sides to find the length of the third side.
Step 6:	<input type="text"/>	$a^2 = 25$	← Click reveals: Subtract

Check Answers

Example 3 - DOK 3

Great work! Now you are ready to apply your understanding to solve a real world problem involving a right triangle. Imagine a prisoner is trying to escape from a tower that is 20 meters high and 50 meters away from the shore, as shown in the sketch below.



What is this minimum amount of cable the prisoner will need to make his escape?

We always start by writing out the formula and labeling which side is which. Remember that the hypotenuse is always across from the right angle and will always be the longest side of a right triangle.

$$a^2 + b^2 = c^2$$
$$(\text{tower height})^2 + (\text{distance to shore})^2 = (\text{length of cable})^2$$

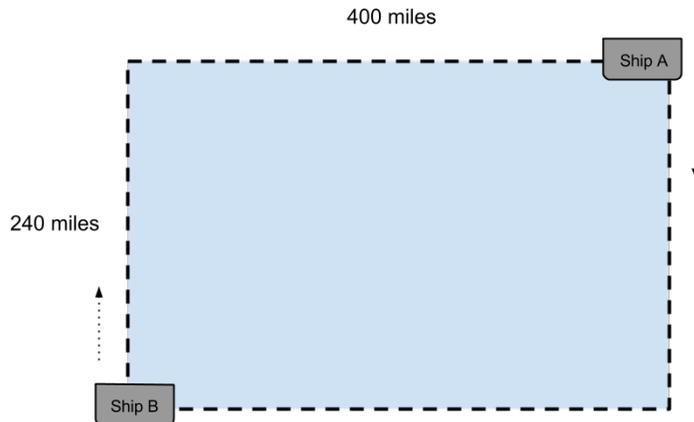
Now plug in the values you know for each side, and solve the problem:

$$(20)^2 + (50)^2 = c^2$$
$$400 + 2,500 = c^2$$
$$2,900 = c^2$$
$$53.85 = c$$

Notice that we got a decimal for the length of the cable and rounded to two decimal places. To answer the question, the prisoner would need a minimum of 54 meters of cable to make his great escape!

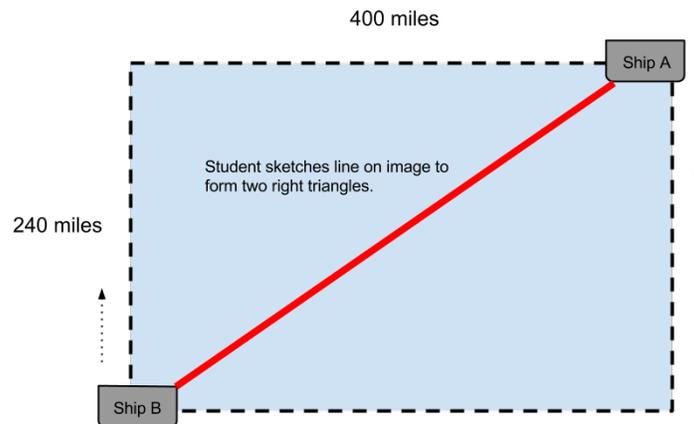
Ready to try one yourself? Good luck!

Two ships are patrolling the perimeter of an area of ocean in the pattern shown below. Ship A runs out of fuel and puts out a distress call from its location. Ship B responds that it is on the way from its location on the same diagram.



If Ship B leaves its patrol pattern and takes the most direct path to Ship A, how much distance will it save by taking this route?

Start by using your drawing tool to sketch a line representing the most direct path from Ship B to Ship A.



Did you notice the shapes you formed by drawing that line? Next, use the Pythagorean theorem to find the length of the line you drew. The framework of the solution is below - fill in the critical information with your typing tool. When you are complete, click the Check Answers button.

$$a^2 + b^2 = \boxed{}$$

$$(240)^2 + \boxed{} = c^2$$

$$\boxed{} + 160,000 = c^2$$

$$\boxed{} = c^2$$

$$\boxed{} \text{ miles} = c$$

[Check Answers](#)

Now that you know the distance across the sea from Ship A to Ship B is about 466 miles, we can use this value to compare to the distance Ship A would travel if it stayed on its patrol route. Which expression below represents the correct answer?

$$240 + 400 = 640$$



Click reveals: "Correct! Ship A needs to travel 240 miles north and 400 miles east for a total of 640 miles along its patrol route."

$$2(240) + 2(400) = 1,280$$



Click reveals: "Oops! Notice that Ship A only has to move one width and one length to get to Ship B along its patrol route."

$$240 + 400 + 466 = 1,106$$



Click reveals: "Remember that Ship A is moving along its patrol route on the perimeter only for this part of the problem."

Finally, now that you know that the "long way" is 640 miles and the "short way" is 466 miles, all you have to do is subtract to solve the problem.

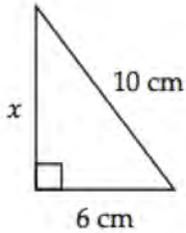
$$640 \text{ miles} - 466 \text{ miles} = 174 \text{ miles}$$

Summary

Wow! You just used the Pythagorean theorem to solve a real world application! By drawing the hypotenuse across the rectangle formed by the patrol perimeter, you formed a right triangle problem. Solving for this distance allowed you to find the "short way" across the sea to the distressed Ship, and by adding the distance of the patrol you were able to find the "long way" Finally, the difference between the long way and the short way revealed that the ship saved 174 miles of travel. That is quite a shortcut!

Curricular Assessment Sample Items

Multiple Choice (released item from PSSA Math exam)

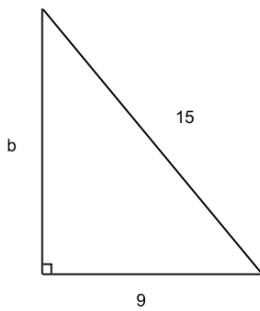


What is the value of x?

- a) 4 cm
- b) 6 cm
- c) 7 cm
- d) 8 cm*

Technology-enhanced item (Drag/Drop, Sequence)

Drag and drop the steps into the correct order to find the third side of the triangle below:



Step 1:

$$b^2 = 225 - 81$$

Step 2:

$$(9)^2 + b^2 = (15)^2$$

Step 3:

$$a^2 + b^2 = c^2$$

Step 4:

$$81 + b^2 = 225$$

Step 5:

$$b = 12 \text{ ft.}$$

Step 6:

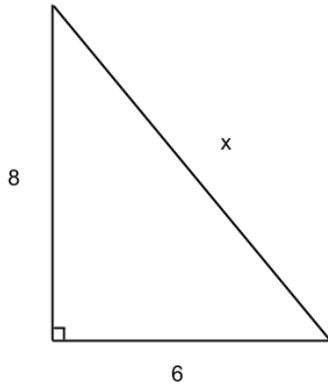
$$b^2 = 144$$

Free-response item (Problem Solving)

Construction workers use ladders to do their work and often use the Pythagorean Theorem to solve problems. For example, a worker has to reach a light fixture on a wall that is 8 m high. The worker has to put the base of the ladder 6 m away from the base of the wall to avoid wet pavement.

Sketch the scenario described above, and then find the length of the ladder required by the worker to reach the fixture. Show your work for full credit.

Sample Answer:



$$\begin{aligned} a^2 + b^2 &= c^2 \\ (8)^2 + (6)^2 &= c^2 \\ 64 + 36 &= c^2 \\ 100 &= c^2 \\ 10 &= c \end{aligned}$$

Reteach Pathway

Click on the link below for a sample collection of remedial resources pertaining to this learning objective covered in this lesson.

<http://www.goorulearning.org/#collection-play&id=b60628df-3d3a-4197-8e44-7412220a4fda&share=true>

Agora Next Generation Curriculum Sample Lesson Plan – English Language Arts

This sample lesson covers this 6th grade PA Core English Language Arts standard and is presented in the framework detailed below.

CC.1.2.6.F (PA Core Standard)	Determine the meaning of words and phrases as they are used in grade level reading and content, including interpretation of figurative language in context.
E06.B-V.4.1.1a (Eligible Content)	Determine or clarify the meaning of unknown and multiple-meaning words and phrases based on grade 6 reading and content, choosing flexibly from a range of strategies. Use context (e.g., the overall meaning of a sentence or paragraph, a word's position or function in a sentence) as a clue to the meaning of a word or phrase.
Lesson Objective	Students will be able to determine or clarify the meaning of unknown words by using context clues.

Skill Assessment

Language is always changing, and new words are entering the language all the time. Of course, this means that no one can possibly know all the words. Nearly everyone encounters unknown words while reading. Today you're going to use the context in which a word appears to help you determine its meaning. Let's find out what you know about context clues before getting started.

Question Part A - DOK 1

Which three of the following are types of context clues?

- Abbreviations
- Antonyms
- Definitions
- Homonyms
- Prepositions
- Synonyms

Transition → “Once you know what kinds of clues you might spot, you can start looking for them in a sentence or short passage. Identify the context clues in the passage that follows.”

Question Part B - DOK 2

Read the passage that follows.

“Why do you have to be so arrogant?” Kate asked Simon. “Being elected class president doesn’t make **your opinion more important** than anyone else’s. Stop being so **full of yourself**. Try to be humble and **listen to other people’s** ideas.”

Click on the two phrases that help you to understand what the word “arrogant” means.

Transition → “Once you find the context clues in a sentence, you can easily determine the definition of an unknown word. In this case, understanding the meaning of the word will help you understand more about the character.”

Question Part C - DOK 3

Reread the passage that follows.

“Why do you have to be so arrogant?” Kate asked Simon. “Being elected class president doesn’t make your opinion more important than anyone else’s. Stop being so full of yourself. Try to be humble and listen to others’ ideas.”

How do you think Simon will respond? Drag and drop the most likely response to the space below the passage.

“I think I’ve got good ideas, but it really helps to have friends like you to discuss them with.”

“I’ve done the research. I asked everyone in our class and they’d rather we take a class trip to the amusement park, not the zoo.”

“I was elected because my ideas are better than other people’s. If my ideas weren’t good, no one would have voted for me.”

“It’s hard for me to make decisions. Everyone has such interesting things to say.”

Interactive Video

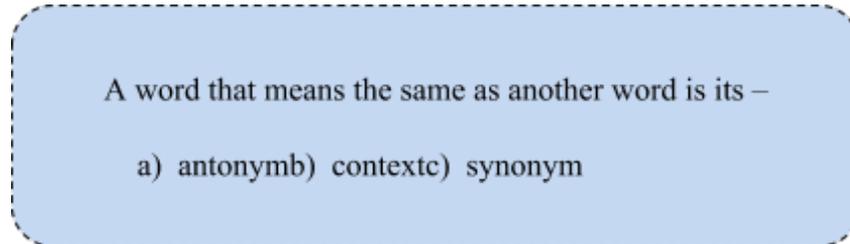
Introduction and Objective Overview
[15-30 second clip]

Visual	Audio
	<p>The most authoritative English dictionary contains over a quarter of a million words, many of which have several different meanings. Some of those are bound to be unfamiliar to you.</p>
	<p>You might be more likely to use an online dictionary if you want to look up the meaning of a word, but often you don't need an exact definition – just a general idea.</p>
<p>monuments, celebrated collections, and ciceroni; the Galerie Verte of Dresden almost drove me mad. As to nature, it gave me some very keen impressions, but I did not care the least in the world for what is commonly called its beauties,—mountains, rocks, waterfalls, which strike me with astonishment; I did not care to have nature impose itself upon my admiration or trouble my mind. In return, I could not live without my fellow-creatures; their talk, their laughter, their movements, were for me objects of prime necessity. I felt superlatively well in the midst of a crowd; I</p> <p><i>examples</i> <i>wonder?</i> <i>enjoyment?</i> <i>can't live</i> <i>? without = necessity</i></p>	<p>When you use context clues to understand unfamiliar words, you're able to keep reading without interruption. You may not even realize that you're learning new vocabulary!</p>
	<p>The first step is to understand what context clues are and where to look for them. Let's get started!</p>

Transition

[15-30 second clip]

The instructor expands on the overview and begins direct instruction. In this example, the instructor explains that the context is the text surrounding a word, or the subject of the passage, and defines the terms “synonym” and “antonym.”



Learning Node 1

[Video pauses and clickable text box pops over screen]

At the first learning node a review question is posed to students. Their response will determine whether the student has the prerequisite knowledge to progress, or if they require a remedial instructional clip.

Correct Response

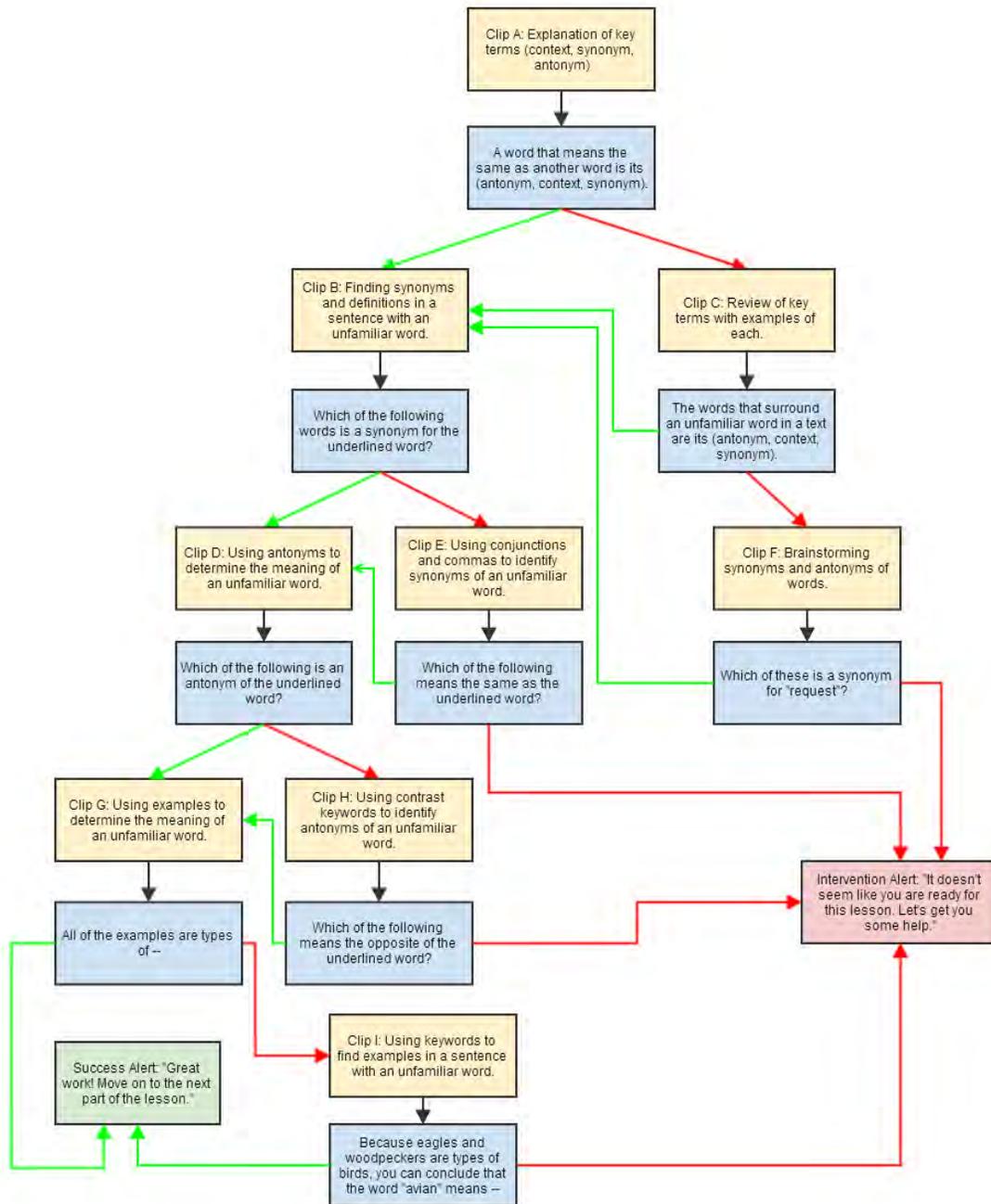


Video progresses along the normal track

Incorrect Response

Video switches to the remedial track

Depending on the student responses, the video clip progression proceeds as an individualized learning pathway, as diagrammed below:



Modeling Activity

Introduction and Presentation of Objective

Every so often, even when you're reading a book on your level – even when you're reading a book you've read before – you'll come across a word that you don't know. Maybe it's a word that has to do with the subject you're reading about, or maybe it's just a word you haven't seen before. No one could

possibly memorize the meanings of all the words in the English language. Instead, readers develop strategies for figuring out the meanings of unfamiliar words. Today's lesson objective is:

Students will be able to use context as a clue to the meaning of a word or phrase.

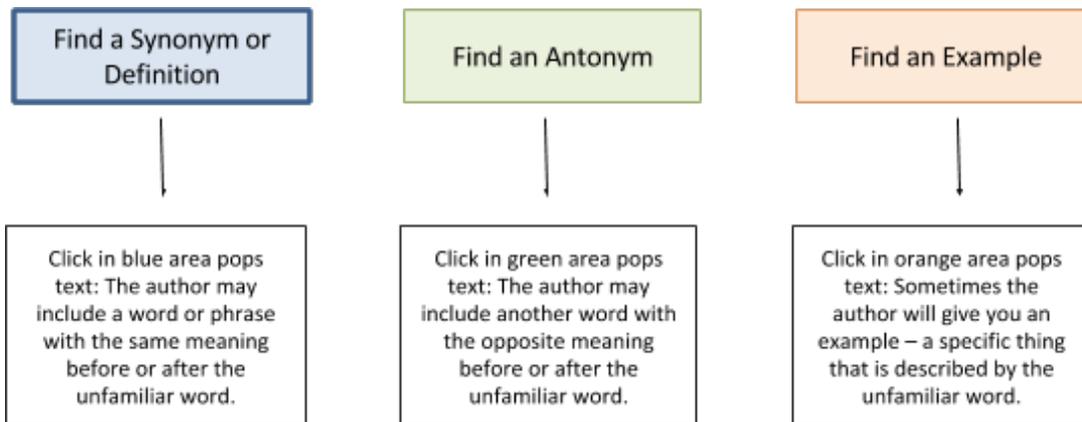
Take a moment and think about this objective, then open your notebook and describe one way you can use this skill.

Sample student response: *I can use this to find the meaning of a word in a story I am reading without having to look it up in the dictionary.*

Example 1 - DOK 1

You can use a number of different strategies to understand unfamiliar words. You may even be using them already without even knowing it.

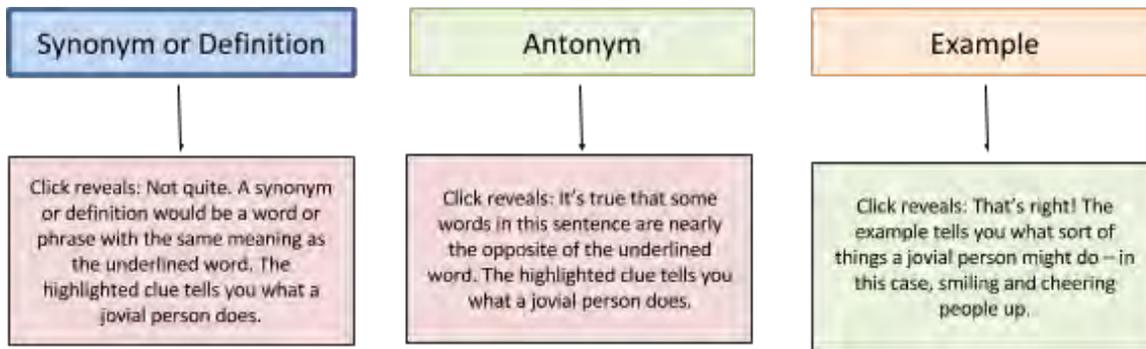
Below are three different strategies you might use to help you understand the meaning of an unfamiliar word. Do you know how each one will help you? Click on each type of clue to check your answers.



The passage that follows contains an underlined word that might be unfamiliar and a highlighted clue to help you figure out the meaning of the word.

Tyrell is the most joyful person I know. **Whenever I see him, he has a smile on his face. He always cheers me up when I'm worried or upset.**

Click on the type of clue the example contains.



Example 2 - DOK 2

Once you become aware of the different kinds of clues you can find in a sentence or passage, you can use those clues to help you understand any unfamiliar words in the passage. Take a moment to read the passage that follows. Try to get a general sense of what's going on in the passage.

Adrienne knew she only had a moment. If she was going to succeed at her mission, she was going to have to elude capture and find a way to escape. The most important thing was for her to avoid being conspicuous; she couldn't allow anyone to notice her. She was optimistic despite all the setbacks she'd experienced. "I'm sure I can do this," she told her commander over the two-way radio. "Just give me a chance."

Even if you didn't immediately know the definitions of the underlined words, you probably have some idea what's going on in this passage. Now use that idea to help you define the underlined words.

Take a look at the first underlined word.

If she was going to succeed at her mission, she was going to have to elude capture and find a way to escape.

Scan the sentence for clues. The simplest clues to find are synonyms and definitions. They're usually right next to the word. Unfortunately, there aren't any here. An antonym – a word that means the opposite of the unfamiliar word – could be helpful, but there isn't one. But what if you could think of a word that would make the sentence make sense, if you just substituted it for the unknown word?

Start thinking logically about the sentence. Notice some of the words near the underlined word.

If she was going to succeed at her mission, she was going to have to elude capture and find a way to **escape**.

Does anyone ever really want to be captured? Nope! The sentence also tells you that Adrienne wants to escape, which would be the opposite of being captured.

If you substitute the word “avoid” for “elude,” the sentence still makes sense.

If she was going to succeed at her mission, she was going to have to avoid capture and find a way to **escape**.

Even though the sentence didn’t contain a synonym, one can be substituted for the unknown word. Thinking of a word you know that works in the sentence allows you to determine the meanings of unfamiliar words.

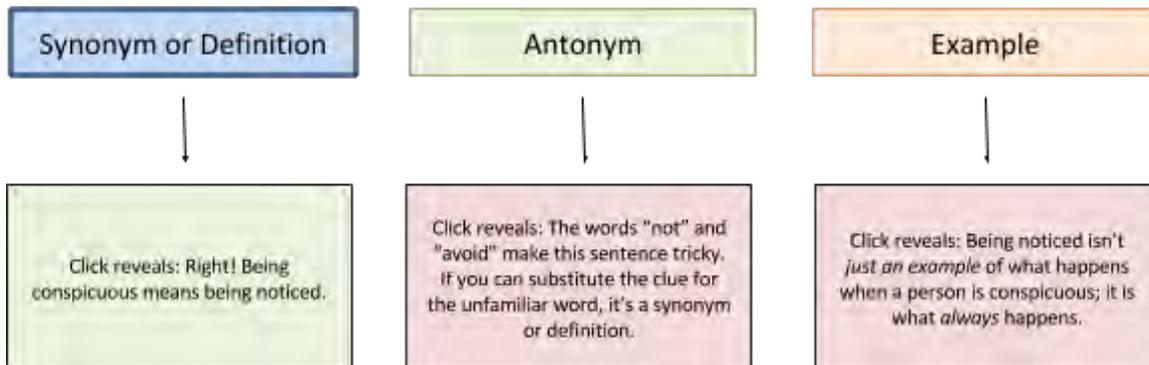
Try out these strategies on the next underlined word. First, click on the clue.

The most important thing was for her to avoid being conspicuous; she couldn’t allow anyone to notice her.

Clickable text: Clicking on the phrases that follow will reveal feedback.

Clickable Text	Feedback Given
most important	This phrase draws your attention to what comes after it, but it doesn’t give you a clear enough clue about the meaning of the word. Look for words more closely related to the underlined word.
avoid	This word provides a bit of a clue; it tells you that being conspicuous is something Adrienne doesn’t want to do. There’s an even stronger clue; see if you can find it.
allow anyone to notice her	Great job! You found the clue!

What kind of clue is it?



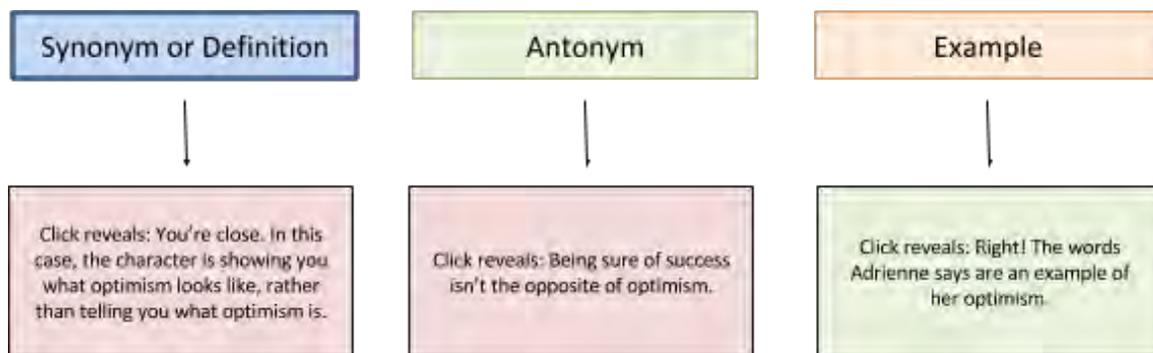
The passage has just one more word to define. Click on the words that give you a clue as to the meaning of the underlined word.

She was optimistic despite all the setbacks she'd experienced. "I'm sure I can do this," she told her commander over the two-way radio. "Just give me a chance."

Clickable text: Clicking on the phrases that follow will reveal feedback.

Clickable Text	Feedback Given
all the setbacks	The sentence says she's optimistic despite – or in spite of – these setbacks. That means the setbacks don't make her optimistic.
"I'm sure I can do this."	Right! Someone who is sure things will work out is being optimistic.
"Just give me a chance."	Adrienne's optimism is causing her to ask for a chance, but this sentence doesn't explain what optimism actually is.

You can probably guess which type of clue this is.



Example 3 - DOK 3

Awesome! Now you're ready to look at a passage on your own and determine if the author has included enough context clues to help you understand the underlined words.

Read the passage that follows.

Tamara cautiously approached the microphone as if it were a snake that might bite her. Her friends had told her to be confident about singing in front of an audience. Nevertheless, she trembled as she looked out at her spectators. Her voice quavered as she introduced herself.

The first underlined word is "cautiously." The writer compares the microphone to a snake – something that most people would want to be careful around. The example tells you that cautious means careful.

The paragraph doesn't include any clear clues for the second word, "confident." To help you understand this word, the author could have included a sentence such as "Her friends had told her not to worry because she had a beautiful voice." If Tamara was confident, she wouldn't worry or be afraid.

The second sentence tells you that Tamara is singing in front of an audience; the third sentence uses the word “spectators” to tell you who she is looking at. You can conclude that “spectators” and “audience” are synonyms.

Finally, though there aren’t any clear clues as to the meaning of “quavered,” you know by now that Tamara is nervous. That allows you to conclude that her voice sounds nervous and unsteady.

Ready to do some writing of your own?

Write a paragraph describing yourself, someone you know, or a fictional character. Use at least three words that you think your reader might not be familiar with, and provide synonyms, antonyms, or examples to help your reader figure out the meanings of the words.

Some characteristics are listed below, to get you started. You do not have to use these words, but they are examples of words that readers may not know.

ambitious	astute	boisterous	courteous
diligent	exuberant	mischievous	nimble
obnoxious	optimistic	pessimistic	plucky
stodgy	reliable	unruly	vindictive

Write your paragraph in the space below.

Summary

Nice work! Including context clues in your writing helps your readers to better understand what you have to say. It also helps you to make sure you completely understand the meanings of new words that you’ve learned. Remember to look for synonyms, antonyms, and examples of unfamiliar words in your reading, and include them in your writing.

Curricular Assessment Sample Items

Multiple Choice

1. Read the sentence that follows.

Historians generally tell about events in chronological order, starting with the event that happened first and continuing until they reach the event that happened last.

What does the word chronological mean as it is used in the sentence above?

- a) in order by importance
- b) in order by location
- c) in order by size
- d) in order by time *

2. Read the sentence that follows.

We were told not to linger in the arcade too long because the movie would be starting soon.

Which word is an antonym for the word linger?

- a) hurry *
- b) loiter
- c) play
- d) wait

3. Read the sentence that follows.

Because the auditorium was so large, the principal needed to amplify his voice using a microphone and speakers.

What does amplify mean?

- a) make clearer
- b) make louder *
- c) make more important
- d) make softer

4. Read the sentence that follows.

Susan and Tina could not agree, so they asked a friend to settle their dispute.

Which of the following words is a synonym for dispute?

- a) agreement
- b) argument *
- c) debt
- d) wager

5. Read the sentence that follows.

The author's descriptions were so vivid that I felt as if I were seeing the tulip fields with my own eyes.

Which of the following words is an antonym for vivid?

- a) colorful
- b) detailed
- c) dull *
- d) wordy

Read the passage that follows. Then answer questions 6-8.

I had always thought that mountain climbing would be easy. It was just walking, and I was used to trudging up the hill to my house after a long day at school.

Boy, was I wrong. When we arrived at Palomar Mountain, I was surprised to find out that we would be hiking with a guide. However, after just a few minutes on the trail, I was certainly glad! The mountain paths were treacherous, but Elias was a more than capable guide. He showed us how to get around the various obstacles – fallen trees, boulders, and a creek or two – that would otherwise have blocked our way. When we finally reached the summit, we were rewarded with a view that took our breath away.

6. What does the word trudging mean as it is used in the passage?

- a) fall
- b) pull oneself up using one's arms
- c) run easily
- d) walk with effort *

7. Which word is an antonym for treacherous?

- a) dangerous
- b) picturesque
- c) safe *
- d) shady

8. Which word is a synonym for summit?

- a) base
- b) lake
- c) peak *
- d) valley

Technology-enhanced item (Drag/Drop, Sequence)

Drag each word on the left into the sentence on the right into which it fits best. Use the context clues in each sentence to help you.

Word Bank	Sentences
contaminated retaliated retrieved	<ol style="list-style-type: none"><li data-bbox="565 478 1406 548">1. After my brother stole my favorite T-shirt, I _____ by tearing up his homework.<li data-bbox="565 600 1425 705">2. Because Ajay had forgotten his uniform in the school locker room, he was told he wouldn't be able to play in the next game unless he _____ it.<li data-bbox="565 758 1425 827">3. My science teacher told me to throw away the spilled powder because it had become _____ by the dirt and dust on the floor.

Answer Key:

1. After my brother stole my favorite T-shirt, I retaliated by tearing up his homework.
2. Because Ajay had forgotten his uniform in the school locker room, he was told he wouldn't be able to play in the next game unless he retrieved it.
3. My science teacher told me to throw away the spilled powder because it had become contaminated by the dirt and dust on the floor.

Free-response item

Write one or more sentences in which you provide a context clue to help a reader understand the meaning of the word defined below.

monotonous (adj.) – something that is dull because it is always the same

Sample Answer:

I nearly fell asleep watching the monotonous video in class. The narrator never seemed to get excited about the topic.

Reteach Pathway

Click on the link below for a sample collection of remedial resources pertaining to this learning objective covered in this lesson.

<http://www.goorulearning.org/#collection-play&id=6a9d8f97-1c98-485e-a281-bfccd6b40b77&share=true>



Agora Cyber Charter

Proposed Transition Plan [DRAFT]

David Zeiler
9/8/2014

Project Timeline Overview

	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Contract Execution (New or Revised)		■	■	■									
Enrollment Marketing						■	■	■	■	■	■	■	■
Town Hall Meetings						■	■	■	■				
Information Seminars						■	■	■	■				
Enrollment Seminars									■	■	■		
Staffing & Hiring				■	■	■	■	■	■	■	■	■	■
Director of Curriculum				■	■								
Director of Technology				■	■								
Curriculum Coordinators						■	■	■	■	■	■	■	■
Director of PD					■	■	■	■	■				
Director of Marketing					■	■	■	■	■				
Director of PR					■	■	■	■	■				
Public Relations Coordinator					■	■	■	■	■				
PR Writer					■	■	■	■	■				
Director of HR									■	■	■	■	■
Director of SPED									■	■	■	■	■
Director of Achievement									■	■	■	■	■
Network Admin									■	■	■	■	■
Support Desk Manager									■	■	■	■	■
Materials Manager								■	■	■	■	■	■
Webmaster					■	■	■	■	■				
Enrollment Coordinators							■	■	■	■	■	■	■
Team Leaders									■	■	■	■	■
All HQ Staff									■	■	■	■	■
Technology Preparation				■	■	■	■	■	■	■	■	■	■
SW/HW Preparation					■	■	■	■	■	■	■	■	■
State Reporting Templates							■	■	■	■	■	■	■
Tech Acq for Students & Staff							■	■	■	■	■	■	■
Website Setup(with enrollment)					■	■	■	■	■	■	■	■	■
System Development			■	■	■	■	■	■	■	■	■	■	■
Data Management						■	■	■	■	■	■	■	■
LMS,SIS and Data Preparation						■	■	■	■	■	■	■	■
Course Catalog/Template Prep							■	■	■	■	■	■	■
Enrollment & Reg Prep							■	■	■	■	■	■	■
CRM							■	■	■	■	■	■	■
Instructional Architecture & Operations					■	■	■	■	■	■	■	■	■
Select Curriculum (courses)					■	■	■	■	■	■	■	■	■
Teacher Process and Procedures					■	■	■	■	■	■	■	■	■
Teaching Manuals					■	■	■	■	■	■	■	■	■
Teacher & Academic Coach												■	■

	Agora will have employee expenses to shadow k12.
Description	Enrollment Marketing is a key process for successful growth. The marketing campaign is comprised of traditional advertising, information seminars conducted online and in person, and face-to-face enrollment seminars. Enrollment can be done on-site at the seminar or 24/7 through the online registration system.

Comments:

Initial marketing/recruiting efforts will be handled by K12 until June 30, 2014. The new enrollment staff will shadow K12 until June 30, 2014. Until June 30, all advertising services will remain with K12; but we would need to begin staffing an enrollment team to coordinate and attend seminars. This staff would continue to expand and serve a dual purpose of enrollment/registration during the recruiting season. This role should increase at a rate of approximately one member of this enrollment team per 1000 students.

Staffing and Hiring

Function	Staffing and Hiring: Hire necessary cyber school staff to operate the school.
Responsible	Director of Curriculum Director of Technology Curriculum Coordinators Director of PD Director of Marketing Director of PR Public Relations Coordinator PR Writer Director of HR Director of SPED Director of Achievement Network Admin Support Desk Manager Materials Manager Webmaster Enrollment Coordinators Team Leaders All HQ Staff
Date Range	Director of Curriculum- Nov-Dec Director of Technology- Nov-Dec Curriculum Coordinators-Jan-Jul Director of PD-Dec-Apr Director of Marketing –Dec-Apr Director of PR-Dec-Jan Public Relations Coordinator-Dec-Apr PR Writer- Dec-Apr Director of HR- Apr-Jun Director of SPED- Apr-Jun Director of Achievement- Apr-Jun Network Admin- Apr-Jun Support Desk Manager- Apr-Jun Materials Manager-Mar-Jun Webmaster-Dec-Feb Enrollment Coordinators-Feb-Apr

	Team Leaders-May-Jun All HQ Staff- May-Jun
Costs	Director of Curriculum- 65K-85K Director of Technology-100K-115K Curriculum Coordinators-55K-65K Director of PD- 65K-85K Director of Marketing – 85K-100K Director of PR-65K-75K Public Relations Coordinator-55K-65K PR Writer-35K-45K Director of HR-75K-85K Director of SPED-85K-100K Director of Achievement- 75K-85K Network Admin- 85K-100K Support Desk Manager-55K-65K Materials Manager-55K-65K Webmaster- 55K-65K Enrollment Coordinators-45K-65K Team Leaders-55K-65K All HQ Staff- 40K-100K
Description	Staffing would depend on the available transition budget. If current K12 employees were able to transition it would reduce the overall spend; this would need to be determined at the initial stages of the transition. Agora should negotiate the transition expenses with K12 if the employees we not released. We will need to interview all personal and sign employment agreements with the key personnel. Key personnel contracts should be designed in a fashion that allows us to release the employee after a 90 day probationary period.

Comments:

Many times a good start up model includes utilizing experienced personnel. The instructional model is designed to have teams that cover 1000 students. This instructional model allows scaling up and down, based on enrollment.

Technology Preparation

Function	Technology Preparation: Setup necessary systems to operate school.
Responsible	HLMS, LMS, SIS, CRM: SW/HW setup at datacenter Website Development Software Development School Staff: Design and create state reporting templates Agora: Laptop, Internet, etc. agreements and preparation
Date Range	Dec-Jan: SW/HW setup Feb-Apr: State reporting templates Feb-Jul: Technology acquisition for students and staff Dec-Mar: Website Development Oct-Jul: Software Development
Costs	Estimate: SIS \$50,000 plus \$21.00 per student, HLMS: 50,000 plus \$56 per student, LMS: \$10 per student, SW/HW/CRM all systems set up software development \$155,000 a month. Blackboard Collaborate \$3.00 per student, \$125 per teacher GDC to provide machines, imaging, hardware support. Optional Tier 1 support. Technology for students and staff: Estimate \$1,400/student & \$1,400/staff. Leasing would be approximately \$25 per month per student.

Description	<ol style="list-style-type: none"> 1. Setup servers and datacenter for school systems including software. 2. HLMS, LMS, SIS, CRM, Accounting systems, Blackboard Collaborate, IEP, etc? 3. Secure agreements with hardware and Internet providers, including laptops, home internet service, and miscellaneous peripherals. 4. Setup all necessary state reports, invoices, reconciliations, integration to state system.
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Comments:

- Hardware for students: Need to look into lease opportunities that spread the cost of initial technology over the span of 3 or 4 years. A business relationship needs to be established to reduce yearly hardware costs and to minimize fulfillment costs around hardware.
- Base hard drive image needs to be created with: mp3 player, office suite, web browser, synchronous tool software, restore software, security controls (safe browser), anti-virus.
- Technology and appropriate use policy needs to be developed (may all ready be in place), specifically to address the needs of the cyber school.

Data Management

Function	Data Management: Configure school specific options
Responsible	EdElements: Setup systems EdElements and Genius : Setup course catalog in SIS EdElements: Setup registration/enrollment and CRM options
Date Range	Jan-Feb: SIS, HLMS, LMS system setup Feb-Mar: Setup registration & enrollment forms, CRM Mar-Apr: Setup course catalog in preparation for online enrollment
Costs	Internal resource cost
Description	<ol style="list-style-type: none"> 1. Configure systems based upon school specific requirements, e.g. school years, grading scale, etc. 2. Configure course catalog in SIS and integrations to HLMS, and LMS for student enrollments. 3. Setup online registration and enrollment forms and rules. 4. Configure HLMS to be single point of entry

Comments:

This is handled by EdElements. The service will be supported by EdElements engineering and operations departments. We will also need to support 3rd party content and applications within the systems. After the initial year, we would expect the school technology staff to be fully trained and able to handle the data processing. We expect one additional staff person for every 1,000 students, to support school growth.

Instructional Architecture and Operations

Function	Instructional Architecture and Operations: Select/review curriculum, develop policies and procedures for teachers, training for instructional staff.
Responsible	Contracted: Select curriculum and course review according to curriculum map. Agora/School: Teacher manuals, policies, procedures, evaluation process Agora: Teacher training Agora/School: Staff observations and evaluations
Date Range	Dec-Mar: Select Courses for Catalog Dec-Apr: Teacher manuals Jan: Teacher policies and procedures

	Aug-Mar: Curriculum selection and contracting Jul-Aug: Instructional staff training Aug-June: Observations and evaluations (induction design/implementation)
Costs	Costs for manuals and training events are included in staffing. Curriculum vetting will be with coordinator staff. We may want to outsource teacher evaluations to ensure we have the correct staff moving forward.
Description	<ol style="list-style-type: none"> 1. Review any 3rd party courses to ensure alignment. 2. Develop comprehensive teacher manuals, policies and procedures, and teacher evaluation process. 3. Provide teachers with training on how to provide instruction online, review of tools, and tips on responding to student questions, etc. 4. Process of evaluation, teacher roles and responsibilities and administrative responsibilities.

Comments: If curriculum coordinators are not hired, we would need to outsource the review to ensure we have scope and sequence necessary to cover the PA standards. If PD, and Achievement staff is not hired we would need to outsource the development of the all of the materials. We also need to confirm which materials are the IP of K12 versus Agora.

Facilities Operation

Function	Facilities Operation: Transition network infrastructure
Responsible	Agora: Network infrastructure
Date Range	Apr-Jun: Network infrastructure
Costs	Approx: Employee Expense (would need to identify the network costs for the office)
Description	<ol style="list-style-type: none"> 1. Ideally most team staff will work from the office at least a few times a week. 2. If instructional staff is in the office, high traffic network and security will need to be setup to support video, downloads, and VoIP.

Fulfillment Operations

Function	Fulfillment Operations: Delivery of computers, books, lab materials to families
Responsible	3 rd party provider: Contract with 3 rd party fulfillment service like EdMap
Date Range	Feb-Apr: Contract negotiations, integration, setup
Costs	Estimated at: \$300/student
Description	<ol style="list-style-type: none"> 1. Assuming there are textbooks and lab materials, these will be inventoried and shipped by a 3rd party company. 2. We suggest working with a company like EdMap who provides such services professionally. <ol style="list-style-type: none"> a. Typically the cost of the fulfillment service is included in the cost of the material. b. The advantages of using such a service includes: no facility requirements, no inventory and return costs, willing to integrate systems, online access to ordering system.

Tech Support Operations

Function	Tech Support Operations: Setup call center, policies and procedures, training
Responsible	Agora: Provide operating procedure, training, and infrastructure support
Date Range	Jan-Feb: Setup tech support team and operations

Costs	Internal costs
Description	<ol style="list-style-type: none"> 1. Staff will be trained to provide appropriate support to students, families, teachers, and staff. 2. Generally provides support via remote desktop direct to students. 3. Coordinate return of equipment to hardware provider.

Comments:

Technical support personnel should be staffed at a ratio of one per every 1,000 students. Agora would need to provide additional support to schools at the beginning of each school year with a coordinated team of part-time employees or an outsourced agency to handle spikes in support requests.

Curriculum Preparation

Function	Curriculum Preparation: New Content Development for curriculum department; reviewing content, updating, verifying links, revisions, and reviewing third party curriculum.
Responsible	Outsourced: New content and media outsourced to a third party. Agora: Curriculum department, outsourced agency, and EdElements engineering will perform all necessary preparation.
Date Range	Sep-Jul: Year long process of development of new courses as well as reviewing to vendor courses
Costs	Costs are in staffing curriculum Outsource Development Estimated at 1 million a grade level, 7.5 million for high school or middle school curriculum.
Description	<ol style="list-style-type: none"> 1. Make sure existing curriculum is current and meet the scope and sequence requirements. 2. Development of New Content 3. Maintain alignment of curriculum to state standards

Comments:

Evaluation of vendor curricula for HS/Middle/Elementary opportunities needs to be explored for the following scenarios:

- Asynchronous content for a HS/Middle/Elementary program
- Synchronous content for a HS/Middle/Elementary school program

Student Preparation

Function	Student Preparation: Reimbursement programs for connectivity, quick start setup guides, and online training
Responsible	Agora: Internet service and setup reimbursement program Agora: Provide training and quick start guides for families
Date Range	Feb-Mar: Internet agreements and create reimbursement program Jul-Aug: Provide quick start guides Aug: Provide online training to students and families
Costs	Internal
Description	<ol style="list-style-type: none"> 1. Internet reimbursement programs (requires further elaboration) 2. For a successful student experience we will provide quick start guides to setup their internet and hardware. 3. Online student training will be provided to give an overview on how to access instruction and school services.

Comments:

Academic coaches and teaching staff will host sessions for students that involve several simple activities to prepare students for the school year:

- Enrollment in self guided/non-graded online course that explains procedures and student expectations
- Initial phone contact to introduce themselves
- Online synchronous meeting to introduce synchronous platform (preliminary steps to ensure connectivity will include viewing an on-demand event to ensure students can connect without issues) and its use for tutoring and family meetings
- Overview of student schedule and graduation requirements for high school students
- Once synchronous courses are implemented explanation that the classroom teacher will address and introduce additional skills as necessary

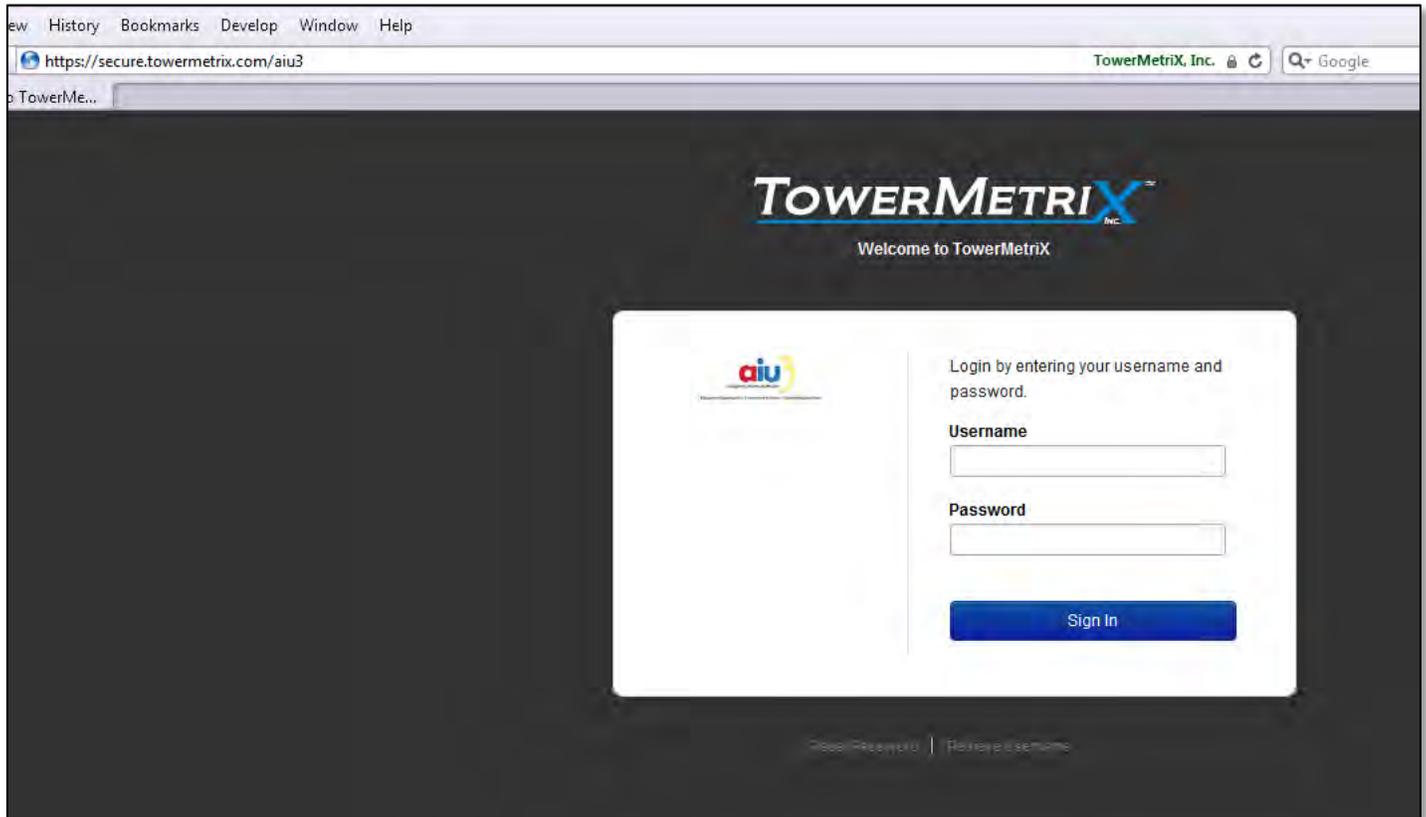
Additional Sections (to be covered)

1. Accounting staff and software will be primarily covered by LFO.
2. Requirements must be addressed, e.g. Nurse, Physical Education, Driver's Ed, etc.
3. Staffing head count, with teacher ratios.

Slide 1:

➤ Log-In to TowerMetriX

1. From your browser (safari, IE, etc.) type in the following web address:
<https://secure.towermetrix.com/aiu3>



2. Enter your username
3. Enter your password

Slide 2:

The screenshot shows the TowerMetriX interface in the Employee view for Steve Morris. The top navigation bar includes 'SUPERVISOR' and 'EMPLOYEE' tabs. The 'EMPLOYEE' tab is active. The main content area shows a 'Calendar' view for the '30 Days' period, listing observation events for Sally (104) on various dates in August 2014. A sidebar on the left contains navigation links like 'Employee Profile', 'Job History', and 'Licenses/Certificates'.

Today	7 Days	30 Days	90 Days
08/07/2014	Observation	Observation for Harrington, Sally (104)	
08/12/2014	Observation	Pre-Observation for Harrington, Sally (104)	
08/12/2014	Observation	Post-Observation for Harrington, Sally (104)	
08/13/2014	Observation	Observation for Harrington, Sally (104)	
08/15/2014	Observation	Post-Observation for Harrington, Sally (104)	

1. Select the green Supervisor view tab (top).

The screenshot shows the TowerMetriX interface in the Supervisor view for Steve Morris. The top navigation bar includes 'SUPERVISOR' and 'EMPLOYEE' tabs. The 'SUPERVISOR' tab is active. The main content area shows a 'Calendar' view with a dropdown menu for 'All Direct Reports'. The calendar displays a date '28' and provides instructions on how to use the calendar to view events for direct reports.

The Calendar provides an at-a-glance view of important events and messages for each of your direct reports. Since the information shown in the Calendar is specific to the direct report, start by selecting a name from the **All Direct Reports** list on the left.

The calendar shows the target dates for the goals, due dates for Annual Sign-Off validations, scheduled training dates, and Evaluations of the direct report. Use the tabs at the top of the calendar to see events for today, the next seven days, the next thirty days, or the next ninety days.

Slide 3:

1. Select the *Observation* tab

The screenshot shows the TowerMetriX user interface for a supervisor named Steve Morris. The top navigation bar includes links for JOB DESCRIPTIONS, DASHBOARD, REPORTS, and HELP. Below this, there are tabs for SUPERVISOR and EMPLOYEE. A secondary navigation bar shows tabs for Profile, Goals, Professional Development, Compliance, Observation (which is highlighted), Evaluations, and Sign Out. On the left side, there is a dropdown menu set to 'All Direct Reports' and a sidebar with options for Observation, Schedules, and Completed. The main content area is titled 'Observation' and contains a text instruction: 'Click the Due by date, Staff Member name, Observer name, or Step to work on the observation for that individual. Active Observations are not accessible when input from the staff member being observed is required.' Below this instruction are three sections: 'Pre-Observation', 'Observation', and 'Post-Observation'. Each section has a table with columns for 'Due By', 'Staff Member', 'Observer', and 'Step', and a message stating 'There are no [pre-observations/observations/post-observations] awaiting your action.'

➤ Observation

Use the Observation Tab to Schedule and Complete all Staff Observations.

➤ Creating a Schedule



2. Click *Schedules* from the options on the left.

Slide 4:

➤ **Creating a Schedule continued**

3. Click the *New Schedule* button to establish a schedule for one or more observations.

The screenshot shows the 'Schedules' page in the TowerMetrix application. At the top, there is a navigation bar with tabs for 'Profile', 'Goals', 'Professional Development', 'Compliance', 'Observation', and 'Evaluations'. The 'Observation' tab is currently selected. Below the navigation bar, there is a 'Schedules' section with a 'New Schedule' button. Below the button, there is a message: 'Click the New Schedule button to establish a schedule for one or more observations. Use the options in the Actions menu to modify an existing schedule. NO ACTIVE SCHEDULES AVAILABLE'.

4. Create the schedule by adding a *title*, *description*, and *date range* (type in the date or select one from the calendar).
5. Click on the search icon to choose an Observer. The default observer is the person creating the schedule.
6. Click Save to assign the Observation

The screenshot shows the 'Create Schedule' form in the TowerMetrix application. The form has three tabs: 'Define Schedule', 'Select Staff', and 'Assign Observer'. The 'Define Schedule' tab is active. Below the tabs, there is a message: 'Create the Observation Schedule by adding a title, description, and date range for the schedule. To complete the schedule, identify the Observer and click Save.' The form contains the following fields: 'Title: *' with a text input field containing 'Title'; 'Description:' with a text input field containing 'Description'; 'Begin Date: *' with a date input field containing 'Begin Date'; 'Due Date: *' with a date input field containing 'Due Date'; and 'Observer: *' with a dropdown menu containing 'Morris, Stew' and a search icon. At the bottom right, there are 'Cancel' and 'Save' buttons.

Slide 5:

Creating a Schedule continued

7. Select staff members to be observed. They can be assigned by department (level), job or individuals.
8. Use the arrows (<, >, <<, >>) to select.
9. Click Assign Details to check assignments.
10. Click Save.

The screenshot shows the 'Select Staff' tab of the 'Define Schedule' window. The window title is 'Define Schedule' and the sub-tab is 'Select Staff'. The main heading is 'Assign Observer'. Below this, there is a description: 'Select the staff members to be observed by department (level), job, or individuals using the tabs below. Go to the Assign Details tab to review all assignments and to identify exceptions.' The form contains the following fields: Title: Sally Harrington Observation 1; Description: (empty); Begin Date: 08/11/2014; Due Date: 08/25/2014. Below these fields are four tabs: 'Levels', 'Jobs', 'Employees', and 'Assign Details'. The 'Employees' tab is selected. A search bar is present with the text 'Search:'. Below the search bar, there are two list boxes. The left list box is titled 'Search Results' and contains two entries: 'Harrington, Sally (104)' and 'Morris, Steve (888)'. The right list box is titled 'Those Selected:' and contains '(0 Selected)'. Between the two list boxes are four arrow buttons: '>>', '>', '<', and '<<'. At the bottom right of the window are 'Cancel' and 'Save' buttons.

The screenshot shows the 'Select Staff' tab of the 'Define Schedule' window after one staff member has been selected. The window title is 'Define Schedule' and the sub-tab is 'Select Staff'. The main heading is 'Assign Observer'. Below this, there is a description: 'Select the staff members to be observed by department (level), job, or individuals using the tabs below. Go to the Assign Details tab to review all assignments and to identify exceptions.' The form contains the following fields: Title: Sally Harrington; Description: Observation 1 of 1; Begin Date: 08/01/2014; Due Date: 08/15/2014. Below these fields are four tabs: 'Levels', 'Jobs', 'Employees', and 'Assign Details'. The 'Employees' tab is selected. A search bar is present with the text 'Search:'. Below the search bar, there are two list boxes. The left list box is titled 'Search Results' and contains one entry: 'Morris, Steve (888)'. The right list box is titled 'Those Selected:' and contains '(1 Selected)' and the name 'Harrington, Sally (104)'. Between the two list boxes are four arrow buttons: '>>', '>', '<', and '<<'. At the bottom right of the window are 'Cancel' and 'Save' buttons.

Slide 6:

Creating a Schedule continued

1. Click the Search Icon to replace the Observer for a specific Observation.
Click the Observer drop down list to choose the Observer.
2. Click Save.

Create Schedule

Define Schedule
Select Staff
Assign Observer

Click the search icon to replace the observer for a specific observation. Select Delete from the Actions menu to delete observations that have already been launched. Click Save to launch new observations.

Title: Sally Harrington

Description: Observation 1 of 1

Begin Date: 08/04/2014 **Due Date:** 08/18/2014

Name	ID	Title	Org Unit	Observer
Harrington, Sally	104	Teacher	Allegheny Intermediate Unit	Morris, Steve

Cancel Save



Once a schedule has been created the Supervisor will have the opportunity to fill in the dates for the Pre-Observation Conference, the Observation, and the Post-Observation Conference.

Once you create a schedule an email will be sent to the Staff you selected, making them aware a New Observation has been scheduled.

Teacher Notification of Observation Example

From: noreply@towermetrix.com [mailto:noreply@towermetrix.com]
Sent: Thursday, July 31, 2014 1:42 PM
To: sally.harrington@aiu3.net
Subject: TowerMetrix Assignments and Events for Harrington, Sally (employee ID#)

Assigned/Completed today: 07/31/2014

Satellite	Description	Assigned By	Due/Expiration
Observation	Observation: Sally Harrington	Steve Morris	08/14/2014

If you have any questions, please contact Michelle Bergia at Michelle.bergia@aiu3.net.

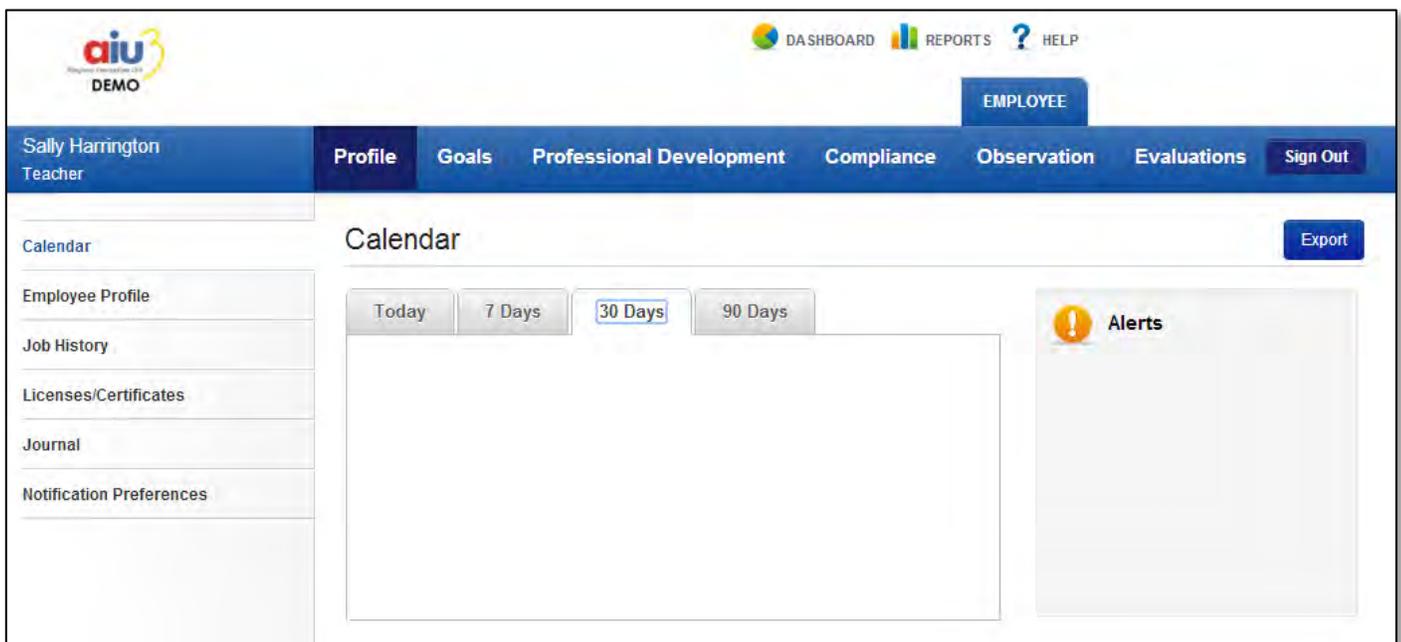
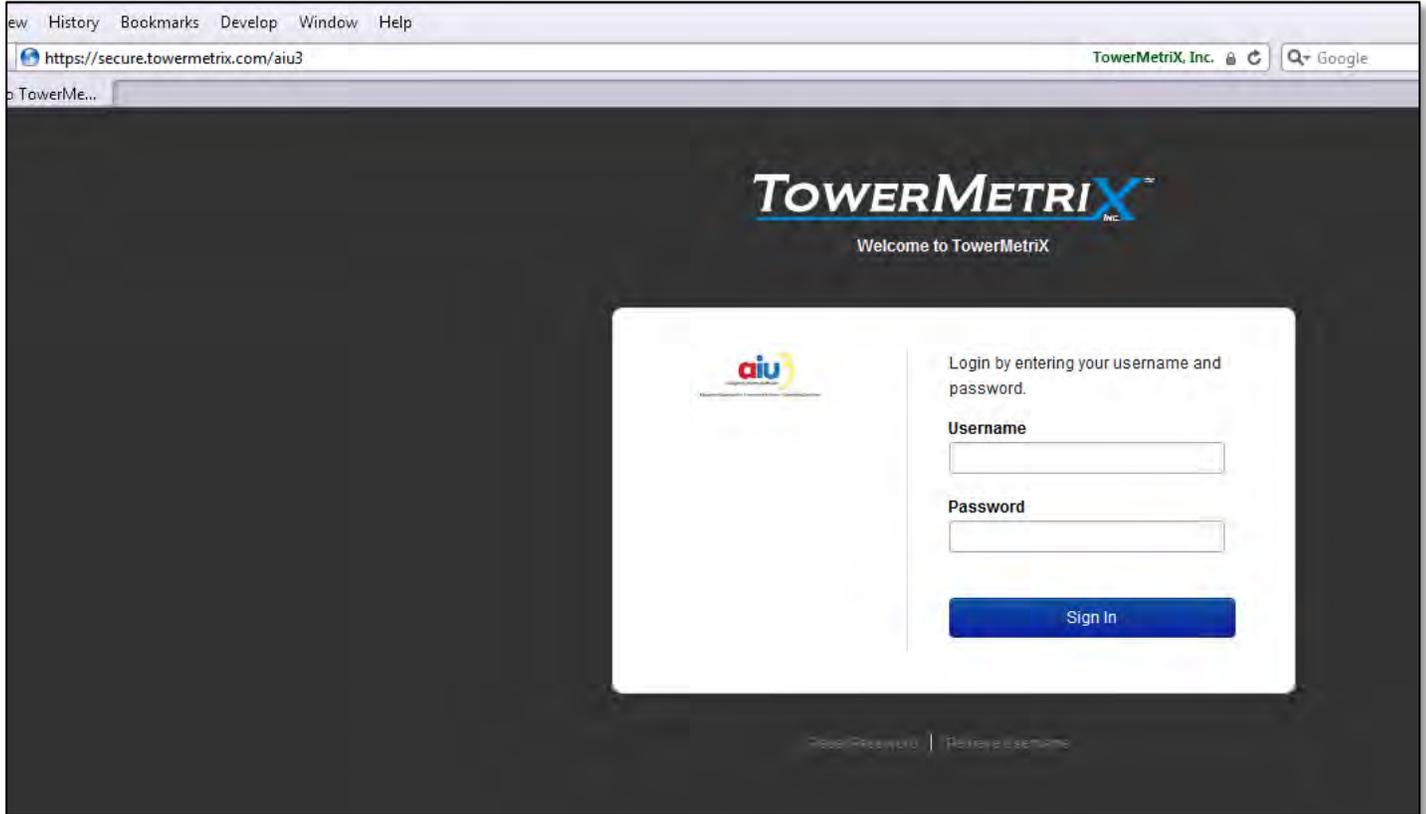
Do not reply to this message.
 To login to TowerMetriX, go to <https://secure.towermetrix.com/aiu3>
 Questions? Contact TowerMetriX at support@towermetrix.com

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Slide 7:

➤ **Planning and Preparation**

(This step to be completed by the teacher) After teacher receives the email and logs into TowerMetriX, they complete the following steps:



Slide 8:

➤ Planning and Preparation continued



1. Select the *Observation* tab.
2. Click the *Due by Date* or *The Observer Name* to work on an Observation

EMPLOYEE

Profile Goals Professional Development Compliance **Observation** Evaluations Sign Out

Observation

Click the Due by date, Observer name, or Step to work on an active observation. Active Observations are not accessible when input from the observer is required.

To review a completed observation, click the Observation Date or Observer name of an observation in the History section.

Active

Due By	Observer	Step
08/15/2014	Morris, Steve	Planning & Preparation

History

There have been no completed observations

Planning & Preparation



- When the pie is blue it is the Employee's responsibility to complete the step.
When the pie is green it is the Observer's responsibility to complete the step.

Slide 9:

➤ Planning and Preparation Continued

➤ Lesson Plan -



1. Complete the answers to the questions related to the components in Domain 1 (all) and Domain 4 (any applicable). You can go between the two domains by clicking on each tab.

2. Add your lesson plan and evidence using the attachment icon:

Attachment:

- Click the Attachment icon to add the lesson plan for your Observation
- Enter a name and description for the attachment
- Click *Choose File* to locate the attachment
- Click *Save* to save the attachment as evidence

➤ Planning and Preparation Continued

3. Click *Submit* to send the completed lesson plan to the Observer and move to the next step. **Once you click submit, neither you nor the teacher can enter or edit data for this Teacher's Observation Process.**

EMPLOYEE

Profile Goals Professional Development Compliance **Observation** Evaluations Sign Out

Observation: Lesson Plan Save Submit

Observation Schedule

Use the Observation Schedule to propose a date and time for each stage of the observation process. Stages with a red asterisk next to them require a date and time.

Pre-Observation Conference *	Observation	Post-Observation Conference
08/12/2014 1:00	MM/DD/YYYY Time or Period	MM/DD/YYYY Time or Period

Pre-Observation

Complete the Lesson Plan by typing or pasting content into each component of Domain 1 and Domain 4 (if applicable). Add or view evidence using the attachment and link icons. Click Save to save your progress. Click Submit to save and share your comments.

Domain 1 **Domain 4**

Domain 1: Planning and Preparation

1a: Demonstrating knowledge of content and pedagogy *

In this lesson, students analyze the use of persuasion in literature.
Students will:
1) Identify and analyze author's purpose for using persuasion in particular literary selections, and
2) Identify the persuasive techniques employed by the author.

Slide 10:

➤ Preparing for the Pre-Observation Conference



Once the teacher completes the Planning and Preparation step an email will be sent to the principal, making them aware an Observation is Awaiting your Action.



Principal Notification of Observation Awaiting your Action
Example

From: noreply@towermetrix.com [<mailto:noreply@towermetrix.com>]
Sent: Thursday, July 31, 2014 1:56 PM
To: steve.morris@aiu3.net
Subject: Observation Action Assigned To You

Assigned/Completed today: 7/31/2014

Satellite	Description	Assigned By	Due/Expiration
Observation	Observation Awaiting your Action	sharrington	

If you have any questions, please contact Michelle Bergia at Michelle.bergia@aiu3.net.

Do not reply to this message.
 To login to TowerMetriX, go to <https://secure.towermetrix.com/aiu3>
 Questions? Contact TowerMetriX at support@towermetrix.com

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1. Click the *Due By Date* or *Staff Member Name* on the observation for that individual
2. Review the Lesson Plan and attached evidence in each domain.

Observation

Click the Due by date, Staff Member name, Observer name, or Step to work on the observation for that individual. Active Observations are not accessible when input from the staff member being observed is required.

Pre-Observation

Due By	Staff Member	Observer	Step
08/18/2014	Harrington, Sally	Morris, Steve	Lesson Plan Review

Observation

Due By	Staff Member	Observer	Step
There are no observations awaiting your action.			

Post-Observation

Due By	Staff Member	Observer	Step
There are no post-observations awaiting your action.			

Preparing for the Pre-Observation Conference continued

3. If the Attachment Icon  (to the right of the domain component) is in color that means there is an attachment. Click the icon to open the attachment(s)
4. Add supplemental information:
 - Click the Attachment Icon  to add additional evidence
 - Enter a name and description for the attachment
 - Click *Choose File* to locate the attachment
 - Click *Save* to save the attachment as evidence
5. Click *Save* to save your progress.
6. Click *Submit* to save and move to the next step. **Once you click submit, neither you nor the teacher can enter or edit data for this Teacher's Observation Process.**

Observation: Lesson Plan Review Save Submit

Harrington, Sally (Teacher)

Observation Schedule

Use the Observation Schedule to propose a date and time for each stage of the observation process. Stages with a red asterisk next to them require a date and time.

Pre-Observation Conference *	Observation	Post-Observation Conference
08/06/2014	MM/DD/YYYY	MM/DD/YYYY
11:00	Time or Period	Time or Period

Pre-Observation

Review the Lesson Plan and attached evidence in each domain. Add comments and questions in the text areas below each component. Add or view evidence using the attachment and link icons. Click Save to save your progress. Click Submit to save and share your comments.

Domain 1 Domain 4

Domain 1: Planning and Preparation

1a: Demonstrating knowledge of content and pedagogy  

Notes:

In this lesson, students analyze the use of persuasion in literature. Students will: 1) identify and analyze author's purpose for using persuasion in particular literary selections, and 2) identify the persuasive techniques employed by the author.

Slide 11:

➤ Pre-Observation Conference

Observation

Click the Due by date, Staff Member name, Observer name, or Step to work on the observation for that individual. Active Observations are not accessible when input from the staff member being observed is required.

Pre-Observation

Due By	Staff Member	Observer	Step
08/18/2014	Harrington, Sally	Morris, Steve	Pre-Observation Conference

Observation

Due By	Staff Member	Observer	Step
There are no observations awaiting your action.			

Post-Observation

Due By	Staff Member	Observer	Step
There are no post-observations awaiting your action.			

1. Using the Observer Notes Section, make any necessary improvements or additions to the lesson plan and the components for each Domain 1 and 4 (if applicable) component.

Pre-Observation

Make any necessary improvements or additions to the lesson plan and the comments for each Domain 1 and Domain 4 (if applicable) component. Add evidence using the attachment and link icons.

Domain 1 Domain 4

Domain 1: Planning and Preparation

1a: Demonstrating knowledge of content and pedagogy

Notes:

In this lesson, students analyze the use of persuasion in literature.
 Students will:

- 1) identify and analyze author's purpose for using persuasion in particular literary selections, and
- 2) identify the persuasive techniques employed by the author.

Observer Notes:

Please explain in more detail.

2. During the pre-observation conference, be sure to note teacher responses to your questions or concerns in observer notes. The Notes Section is the place to document pre-conference conversation. It should be updated with the corresponding date and additional information added below if during the pre-observation conference the questions have been addressed.

3. Click *Save* to save your progress.
4. Click *Submit* to save and move to the next step. **Once you click submit, neither you nor the teacher can enter or edit data for this Teacher's Observation Process.**

Slide 12:

➤ **Observation**

Click the Due By Date, Staff Member Name or Step to work on the observation for that individual.

1. The AIU Protocol states that the post-observation conference will take place 5-10 working days following the observation, as per each program's contract.

Observation

Click the Due by date, Staff Member name, Observer name, or Step to work on the observation for that individual. Active Observations are not accessible when input from the staff member being observed is required.

Pre-Observation

Due By	Staff Member	Observer	Step
There are no pre-observations awaiting your action.			

Observation

Due By	Staff Member	Observer	Step
08/18/2014	Harrington, Sally	Morris, Steve	Observation

Post-Observation

Due By	Staff Member	Observer	Step
There are no post-observations awaiting your action.			



1. Observation has been completed.
2. Type your observation notes into the notebook.

Observation: Notebook Save Submit

Harrington, Sally (Teacher)

Observation Schedule

Use the Observation Schedule to propose a date and time for each stage of the observation process. Stages with a red asterisk next to them require a date and time.

Pre-Observation Conference	Observation *	Post-Observation Conference
08/06/2014 11:00	08/07/2014 10:00	MM/DD/YYYY Time or Period

Observation

Type your Observation notes into the Notebook. Highlight sections of text from the notebook, check the related component(s) on the right and click Apply to copy the highlighted text into the checked areas. Click the text view icon to edit notes using an alternate layout.

Your objectives were clearly stated and the students seemed engaged right from the start.

The use of varied teaching techniques works well. Videos are short, but effective.

Students staying on task within group activity. Great energy and group dynamic.

Overheads are ok - why not use computer/projector/power point?

Domain 2: The Classroom Environment

- 2a: Creating an environment of respect and rapport
- 2b: Establishing a culture for learning
- 2c: Managing classroom procedures
- 2d: Managing student behavior
- 2e: Organizing physical space

➤ Observation continued

3. Highlight sections of the text from the notebook, check the related component(s) on the right and click Apply to copy the highlighted text into the checked areas.

Observation

Type your Observation notes into the Notebook. Highlight sections of text from the notebook, check the related component(s) on the right and click Apply to copy the highlighted text into the checked areas. Click the text view icon to edit notes using an alternate layout.

Your objectives were clearly stated and the students seemed engaged right from the start.

The use of varied teaching techniques works well. Videos are short, but effective.

Students staying on task within group activity. Great energy and group dynamic.

Overheads are ok - why not use computer/projector/power point?

Desks are organized in u-shape - great for discussion, and leader led activities.

Discipline concern with Paul; is this an on-going issue?

Apply

Domain 2: The Classroom Environment

- 2a: Creating an environment of respect and rapport
- 2b: Establishing a culture for learning
- 2c: Managing classroom procedures
- 2d: Managing student behavior
- 2e: Organizing physical space

Domain 3: Instruction

- 3a: Communicating with students
- 3b: Using questioning and discussion techniques
- 3c: Engaging students in learning
- 3d: Using assessment in instruction
- 3e: Demonstrating flexibility and responsiveness

Notes

No section has been selected.

4. Click the *domain component(s)* to see the applied text in the Notes Section at the bottom of the screen.

Observation

Type your Observation notes into the Notebook. Highlight sections of text from the notebook, check the related component(s) on the right and click Apply to copy the highlighted text into the checked areas. Click the text view icon to edit notes using an alternate layout.

Your objectives were clearly stated and the students seemed engaged right from the start.

The use of varied teaching techniques works well. Videos are short, but effective.

Students staying on task within group activity. Great energy and group dynamic.

Overheads are ok - why not use computer/projector/power point?

Desks are organized in u-shape - great for discussion, and leader led activities.

Discipline concern with Paul; is this an on-going issue?

Apply

Domain 2: The Classroom Environment

- 2a: Creating an environment of respect and rapport
- 2b: Establishing a culture for learning
- 2c: Managing classroom procedures
- 2d: Managing student behavior
- 2e: Organizing physical space

Domain 3: Instruction

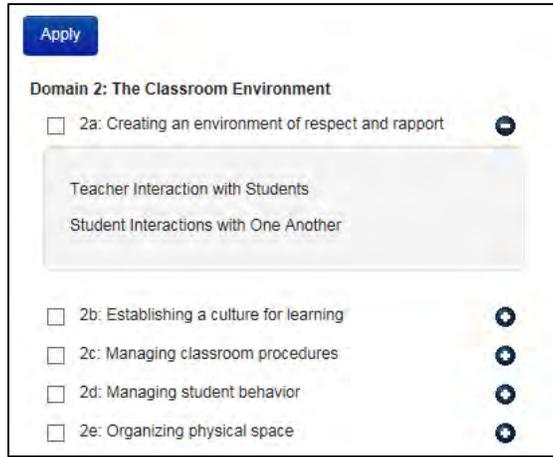
- [3a: Communicating with students](#)
- 3b: Using questioning and discussion techniques
- [3c: Engaging students in learning](#)
- 3d: Using assessment in instruction
- 3e: Demonstrating flexibility and responsiveness

Notes

3a: Communicating with students
Your objectives were clearly stated and the students seemed engaged right from the start.

➤ Observation continued

5. Click the *Plus Icon*  to reveal the elements of the domain component.



Apply

Domain 2: The Classroom Environment

2a: Creating an environment of respect and rapport 

Teacher Interaction with Students

Student Interactions with One Another

2b: Establishing a culture for learning 

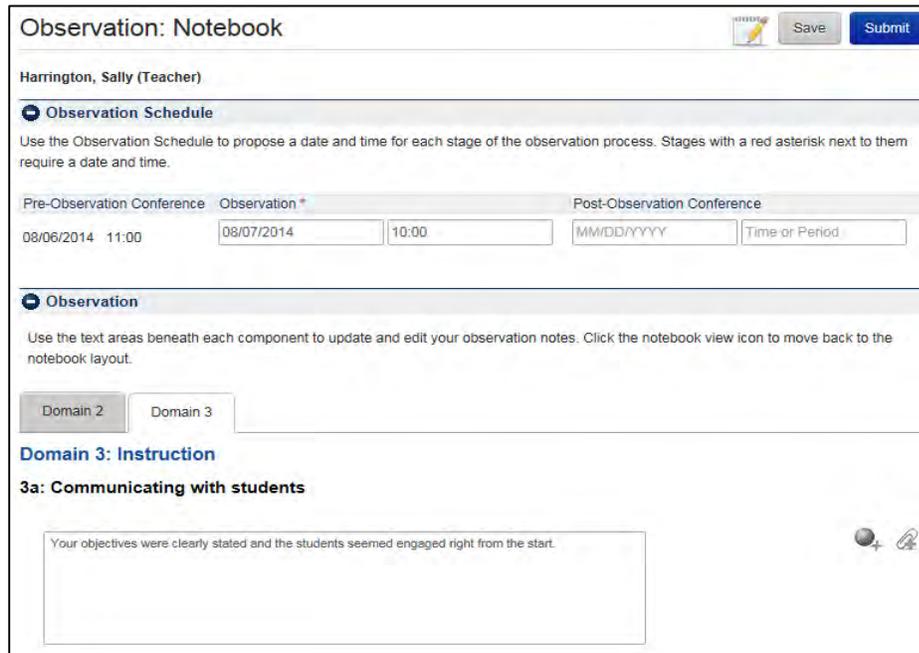
2c: Managing classroom procedures 

2d: Managing student behavior 

2e: Organizing physical space 

6. Click the *Paragraph Icon*  to edit your notes using an alternate layout.

Note: This view can be used in place of the notebook if preferred.



Observation: Notebook  Save Submit

Harrington, Sally (Teacher)

Observation Schedule

Use the Observation Schedule to propose a date and time for each stage of the observation process. Stages with a red asterisk next to them require a date and time.

Pre-Observation Conference	Observation *	Post-Observation Conference
08/06/2014 11:00	08/07/2014 10:00	MM/DD/YYYY Time or Period

Observation

Use the text areas beneath each component to update and edit your observation notes. Click the notebook view icon to move back to the notebook layout.

Domain 2 Domain 3

Domain 3: Instruction

3a: Communicating with students

Your objectives were clearly stated and the students seemed engaged right from the start.  

7. Attachments and Links can be added in the paragraph view as evidence.
8. Click *Save* to save your progress.
9. Click *Submit* to save and move to the next step. **Once you click submit, neither you nor the teacher can enter or edit data for this Teacher's Observation Process.**

Slide 13:

➤ Reflection and Assessment

(This step to be completed by the teacher)



1. Select the *Observation* tab
2. Click the Due by Date or The Observer Name to continue

EMPLOYEE

Profile Goals Professional Development Compliance **Observation** Evaluations Sign Out

Observation

Click the Due by date, Observer name, or Step to work on an active observation. Active Observations are not accessible when input from the observer is required.

To review a completed observation, click the Observation Date or Observer name of an observation in the History section.

Reflection & Assessment

Active

Due By	Observer	Step
08/15/2014	Morris, Steve	Reflection & Assessment

History

There have been no completed observations

3. Review the evidence (Observation Notes) and enter or post any additions or corrections in the *Reflection* text box for all domains Note: Click on the domain component, for *Domains 1 and 4 to see the Pre-Observation*

Observation Notes:

Teacher greeted each student and they spoke to her in return. Students positively engaged with one another. Teacher frequently reminded the students of expected behaviors. Students worked together to perform their play successfully.

Reflection:

I have worked hard to achieve this environment and established standards at the beginning of the year in their practice daily |

➤ Reflection and Assessment continued

➤ Note: Click on the domain component, for Domains 1 and 4 to see the Pre-Observation Notes.

1a: Demonstrating knowledge of content and pedagogy

Notes:

In this lesson, students analyze the use of persuasion in literature. Students will: 1) identify and analyze author's purpose for using persuasion in particular literary selections, and 2) identify the persuasive techniques employed by the author.

Observer Notes:

No Notes Given.

4. Add evidence using the attachment and link icons:

Attachment: 

- Click the Attachment icon to add one or more evidence documents
- Enter a name and description for the attachment
- Click *Choose File* to locate the attachment
- Click *Save* to save the attachment as evidence

Slide 14:

➤ Reflection and Assessment continued

1. Teacher will assess the lesson on the Rubric by Clicking in any sentence of the Rubric to Highlight it for all domains.

Domain 1	Domain 2	Domain 3	Domain 4
Domain 2: The Classroom Environment			
2a: Creating an environment of respect and rapport			
Failing	Needs Improvement	Proficient	Distinguished
Classroom interactions, both between the teacher and students and among students, are negative, inappropriate, or insensitive to students' cultural backgrounds, and are characterized by sarcasm, put-downs, or conflict. Standards of behavior are not clear or visible in the classroom.	Classroom interactions, both between the teacher and students and among students, are generally appropriate and free from conflict but may be characterized by occasional displays of insensitivity or lack of responsiveness to cultural or developmental differences among students. Minimal evidence of clear standards of behavior being visible in the classroom.	Classroom interactions, between teacher and students and among students are polite and respectful, reflecting general warmth and caring, and are appropriate to the cultural and developmental differences among groups of students. Standards of behavior are clear and visible and there is evidence that standards are consistently maintained.	Classroom interactions among the teacher and individual students are highly respectful, reflecting genuine warmth and caring and sensitivity to students' cultures and levels of development. Students themselves ensure high levels of civility among members of the class. Evidence that the teacher places a high priority on appropriate and respectful behavior and interaction and behavioral standards are clear and consistent.

2. Click *Save* to save the Reflection and Assessment
3. Click *Submit* to send the Reflection and Assessment to the Observer and move to the next step. **Once you click submit, neither you nor the teacher can enter or edit data for this Teacher's Observation Process.**

Slide 15:

➤ **Post-Observation Preparation**

Click the Due By Date, Staff Member Name or Step to work on the observation for that individual.

Observation

Click the Due by date, Staff Member name, Observer name, or Step to work on the observation for that individual. Active Observations are not accessible when input from the staff member being observed is required.

Pre-Observation

Due By	Staff Member	Observer	Step
There are no pre-observations awaiting your action.			

Observation

Due By	Staff Member	Observer	Step
There are no observations awaiting your action.			

Post-Observation

Due By	Staff Member	Observer	Step
08/18/2014	Harrington, Sally	Morris, Steve	Post-Observation Preparation

1. Click the +/- button to show/hide the rubric for that domain component.
Please clarify the +/- button and its location.
2. Click in any sentence on the rubric to highlight it. **Note:** The Supervisor highlights will appear in green.
3. After you complete your rating - Click the *Staff Highlights* button  to view the sentences highlighted by the staff member. **Note:** The Staff highlights will appear in blue. The highlighted sections where the parties agree will appear in orange.

➤ Post-Observation Preparation

Domain 1 Domain 2 Domain 3 Domain 4

Domain 3: Instruction

3a: Communicating with students

Failing	Needs Improvement	Proficient	Distinguished
Expectations for learning, directions and procedures, and explanations of content are unclear or confusing to students.	Expectations for learning, directions and procedures, and explanations of content are clarified after initial confusion;	Expectations for learning, directions and procedures, and explanations of content are clear to students.	Expectations for learning, directions and procedures, and explanations of content are clear to students.
Teacher's use of language contains errors or is inappropriate to students' cultures or levels of development.	teacher's use of language is correct but may not be completely appropriate to students' cultures or levels of development.	Communications are appropriate to students' cultures and levels of development.	Teacher's oral and written communication is clear and expressive, appropriate to students' cultures and levels of development, and anticipates possible student misconceptions.

Reflection:
No Notes Given.

Observation Notes:
Your objectives were clearly stated and the students seemed engaged right from the start.

4. Enter or paste any comments into each applicable domain component.
5. Add evidence using the Attachment and Links icons.
6. Click *Save* to save your progress.
7. Click *Submit* to save and move to the next step. **Once you click submit, neither you nor the teacher can enter or edit data for this Teacher's Observation Process.**

Slide 16:

➤ Post Observation Conference– Step 1

Click the Due By Date, Staff Member Name or Step to work on the observation for that individual.

Observation

Click the Due by date, Staff Member name, Observer name, or Step to work on the observation for that individual. Active Observations are not accessible when input from the staff member being observed is required.

Pre-Observation

Due By	Staff Member	Observer	Step
There are no pre-observations awaiting your action.			

Observation

Due By	Staff Member	Observer	Step
There are no observations awaiting your action.			

Post-Observation

Due By	Staff Member	Observer	Step
06/18/2014	Harrington, Sally	Morris, Steve	Post-Observation Conference



1. Review the rubric with the teacher to discuss the findings based on the rubric.
2. Score each component of Domains 1 through 4 (if evidenced in the pre-observation conference or formal observation) by clicking the button next to the rating description name at the Post Observation Conference.
3. Make any final comments or changes to the Observation Notes.

Domain 1 Domain 2 Domain 3 Domain 4

Domain 3: Instruction

3a: Communicating with students

<input type="radio"/> Failing	<input type="radio"/> Needs Improvement	<input type="radio"/> Proficient	<input checked="" type="radio"/> Distinguished
Expectations for learning, directions and procedures, and explanations of content are unclear or confusing to students.	Expectations for learning, directions and procedures, and explanations of content are clarified after initial confusion;	Expectations for learning, directions and procedures, and explanations of content are clear to students.	Expectations for learning, directions and procedures, and explanations of content are clear to students.
Teacher's use of language contains errors or is inappropriate to students' cultures or levels of development.	teacher's use of language is correct but may not be completely appropriate to students' cultures or levels of development.	Communications are appropriate to students' cultures and levels of development.	Teacher's oral and written communication is clear and expressive, appropriate to students' cultures and levels of development, and anticipates possible student misconceptions.

Reflection:
No Notes Given.

Observation Notes:
Your objectives were clearly stated and the students seemed engaged right from the start.

Post Observation Conference– Step 1 continued

4. Click *Save* to save your progress. The Supervisors can choose to rate the rubric prior to the post observation conference; however the Supervisor must hit Save only in order to make changes during or after the conference.
5. Click *Submit* to save and move to the next step. **Once you click submit, neither you nor the teacher can enter or edit data for this Teacher’s Observation Process.**

Slide 17:

➤ Post Observation Conference Step 2

Click the Due By Date, Staff Member Name or Step to work on the observation for that individual.

Observation

Click the Due by date, Staff Member name, Observer name, or Step to work on the observation for that individual. Active Observations are not accessible when input from the staff member being observed is required.

Pre-Observation

Due By	Staff Member	Observer	Step
There are no pre-observations awaiting your action.			

Observation

Due By	Staff Member	Observer	Step
There are no observations awaiting your action.			

Post-Observation

Due By	Staff Member	Observer	Step
08/18/2014	Harrington, Sally	Morris, Steve	Post-Observation Conference



6. Briefly summarize future strategies and a timeline for implementation to improve teaching and learning based upon the formal observation and post-observation conclusions. (This information is contained in the Strengths and Growths boxes.)
7. Enter two Component Strengths of Teacher’s Practice and two Component Areas for Growth in Teacher’s Practice.

➤ Post Observation Conference Step 2 continued

Observation: Summary

Harrington, Sally (Teacher)

Observation Schedule

Use the Observation Schedule to propose a date and time for each stage of the observation process. Stages with a red asterisk next to them require a date and time.

Pre-Observation Conference	Observation	Post-Observation Conference
08/06/2014 11:00	08/07/2014 10:00	08/12/2014 9:00

Post-Observation

Briefly summarize future strategies and a timeline for implementation to improve teaching and learning based upon the formal observation and post-observation conclusions. Please include any professional development/research or resources needed.

Component Strengths of Teacher's Practice (List no more than two components)

Component Areas for Growth in Teacher's Practice (List no more than two components)

Next Steps:

Enter your username and password to acknowledge that the observation is complete.

We have conducted a conversation about the rubric assessment on the above items.

Staff Signature

Observer's Signature

8. Click *Save* to save your progress.
9. Click *Submit* to save and complete the Observation. **Once you click submit, neither you nor the teacher can enter or edit data for this Teacher's Observation Process.**

Slide 18:

➤ Observation Report

Completed observations are located in the Completed section of the Observation tab.



1. Select the *Observation* tab
2. Click on the *Completed* option on the left side of the screen

3. Click on the Staff Member Name, Observer Name or Observation Title to review a completed Observation

Completed	Staff Member	Observer	Observation Title
08/01/2014	Harrington, Sally	Morris, Steve	Sally Harrington
08/04/2014	Harrington, Sally	Morris, Steve	Sally Harrington

➤ Observation Report

4. Click on Printer Friendly View in the top right hand corner of the screen to print the observation details

Observation: Completed Done

Harrington, Sally (Teacher) Printer Friendly View

Pre-Observation Conference	Observation	Post-Observation Conference
08/12/2014 1:00	08/13/2014 11:30	08/15/2014 2:00

Summary

Component Strengths of Teacher's Practice (List no more than two components)

Component Areas for Growth in Teacher's Practice (List no more than two components)

Next Steps:

Rubric Summary

Click any component below to see more details.

Domain 1: Planning and Preparation

1a: Demonstrating knowledge of content and pedagogy	■	Proficient
1b: Demonstrating knowledge of students	■	Proficient
1c: Setting instructional outcomes	■	Distinguished
1d: Demonstrating knowledge of resources	■	Proficient
1e: Designing coherent instruction	■	Distinguished
1f: Designing student assessment	■	Proficient

Sally Harrington
Teacher
Allegheny Intermediate Unit

	Pre-Observation	Observation	Post-Observation	Observer
Sally Harrington	08/12/2014 1:00	08/13/2014 11:30	08/15/2014 2:00	Steve Morris

Domain 1: Planning and Preparation

1a: Demonstrating knowledge of content and pedagogy

Sally Harrington

Lesson Plan In this lesson, students analyze the use of persuasion in literature. Students will: 1) identify and analyze author's purpose for using persuasion in particular literary selections, and 2) identify the persuasive techniques employed by the author.

■ **Proficient**

1b: Demonstrating knowledge of students

Sally Harrington

Lesson Plan The class is composed of very energetic, visual thinkers. The use of video, intermixed with written text passages, will keep the students engaged.

■ **Proficient**

1c: Setting instructional outcomes

Sally Harrington

Lesson Plan Author's Purpose: The author's intent either to inform or teach someone about something, to entertain people, or to persuade or convince the audience to do or not do something.
Figurative Language: Language that cannot be taken literally since it was written to create a special effect or feeling. Metaphor: A figure of speech that expresses an idea through the image of another object

■ **Distinguished**

➤ Observation Report continued

5. Click on a specific component rating to review and /or print the details of that component only.

Sally Harrington				
Teacher				
Allegheny Intermediate Unit 				
	Pre-Observation	Observation	Post-Observation	Observer
Sally Harrington	08/12/2014 1:00	08/13/2014 11:30	08/15/2014 2:00	Steve Morris

Domain 1: Planning and Preparation

1a: Demonstrating knowledge of content and pedagogy

Sally Harrington

[Lesson Plan](#) In this lesson, students analyze the use of persuasion in literature. Students will: 1) identify and analyze author's purpose for using persuasion in particular literary selections, and 2) identify the persuasive techniques employed by the author.

 **Proficient**

Systems Training

3 hrs

Introduction to EdElements HLMS

Topic	Description	
HMLS	<ul style="list-style-type: none">• Student Tools• Coach/Teacher Portal• Rogue Features	<ol style="list-style-type: none">1. Announcements2. Messaging3. Forums4. Courses5. Assignments/Dashboard6. Other Information7. Navigation between roles8. Accessing Homepage

Topic	Description	
gooru/HMLS Course Organization Management	<ul style="list-style-type: none">• Assessments• Forums and Blogs• Announcements• Q&A	<ol style="list-style-type: none">1. Posting Announcement2. Manage forum/blogs3. Content Creation – WYSIWYG4. Repository5. Filter and view options6. Approval7. Managing and creating assessments8. Course Forums and Blogs9. Announcements – creating and managing10. Communicating11. User feedback and questions

Managing Student Data

Introduction to Genius

6 hrs

Topic	Description	
Student Data	<ul style="list-style-type: none">• Dashboards• Student Search• Managing student data• Diagnostic Enrollments• Course Enrollments• Reports• Rogue Interventions• Course Materials EdMap	<ol style="list-style-type: none">1. Viewing students assigned2. Student Details3. Family Info4. Academic Info5. Administration Info6. Demographics7. Notes Organizations8. Searching Interventions9. Creating Interventions10. Rogue Interventions11. Performance Summary

Activity Reports

3 hrs

Attendance and Activity Reports in EdElements HMLS

Topic	Description	
Reports	<ul style="list-style-type: none">• Attendance and Activity Reports• Custom Reports• Transcripts• Graduation Checklist• Diagnostic Results	

Gradebook

3 hrs

Topic	Description	
Gradebook	<ul style="list-style-type: none">• Display and Filter options• Managing Items• Managing attempts• 	

Putting it all Together

3 hrs

HMLS Portal

Curriculum

Gradebook

Activity Reports

Rogue Performance and Interventions

Genius Student Data

Suite Training

PD Course Access

Review of Introduction to the system

Setting up Advisor Homepage

Accessing all of the basic features

General Overview of HMLS Product

Overview of features and functions related to managing a course.

Creating units, lessons and pages

Saving content to the repository and linking to the course

User feedback and questions

gooru/Rogue Training (Continued)

Topic	Description	
HMLS	Teachers Administrators <ul style="list-style-type: none">• Assessments• Assignments• Q&A	<ol style="list-style-type: none">1. Managing and creating assessments.2. Overview of features and functions of Gradebook.3. Course Forums and Blogs4. Announcements5. Messaging6. Layouts7. User feedback and questions

3 hrs

Topic	Description	
gooru Features	<ul style="list-style-type: none">• Gradebook Set-Up manage grading periods and course weighting• Adding an item• Managing items• Show/Hide, sort, filter options• Page display options• Viewing student details	

	<ul style="list-style-type: none"> • Grading student attempts • Grade Approval 	
Topic	Description	
Hands-on Workshop and Practice	<ul style="list-style-type: none"> • Gradebook Set-Up manage grading periods and course weighting • Modify symbols-grade display formats and grading scales • Adding a gradebook item • Managing gradebook items • Show/Hide, sort, filter options • Page display options • Viewing student details • Grading student attempts • Best Practices on evaluating student work • Grade approval 	

3 hrs

Administrator Training Modules

Teacher Training Modules

EdElements HMLS

Topic	Description	
Reports	<ul style="list-style-type: none"> • Generating Student System Report • Generating Student Course Reports • Student Custom Reports 	
Topic	Description	
Hands-on Workshop and Practice	<ul style="list-style-type: none"> • Generating Student System Report • Generating Student Course Reports • Student Custom Reports • How to use these reports to support instructional models 	

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Genius/EdElements

Topic	Description	
Advisor Roles Training	<ul style="list-style-type: none"> • Advisor Manual • Enrollment • Family Contact • Grade History • Transcripts • Graduation Checklist • Add/Drop/Withdraw • Alter Demographics 	
Topic	Description	
Hands-On Advisor Training	<ul style="list-style-type: none"> • Advisor Manual • Enrollment • Family Contact • Grade History • Transcripts • Graduation Checklist • Add/Drop/Withdraw • Alter Demographics 	

3 hrs

Administrator Training Modules

Teacher Training Modules

Topic	Description	
Teacher	<ul style="list-style-type: none"> • Aligning Course Content • Aligning Assessments • Setting Course Proficiency Levels 	
Topic	Description	
Hands-on Workshop	<ul style="list-style-type: none"> • Aligning Course Content 	

and Practice	<ul style="list-style-type: none"> • Aligning Assessments • Setting Course Proficiency Levels 	
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Topic	Description	
Rogue Intervention	<ul style="list-style-type: none"> • Searching Interventions • Creating Interventions • Student View • Processing Interventions • Editing Interventions • Performance Summary • Searching Students • Reports 	
Topic	Description	
Rogue Hands-on Workshop and Practice	<ul style="list-style-type: none"> • Searching Interventions • Creating Interventions • Student View • Processing Interventions • Editing Interventions • Performance Summary • Searching Students • Reports 	

EdElements/ED MAP

Materials tracking

Putting it all Together

Rogue

Curriculum

Gradebook

HMLS

Gooru

Genius

Online Pedagogy Training (Best Practices)

3 hrs

Differentiated Learning and Practicum

Differentiated Content

Differentiated Process

Differentiated Product

3 hrs

Students as individuals

Learning Styles

Individual Learning Plans

Differentiating Instruction

Online Learning Centers

Motivation-Online Student

3 hrs

Grading Practices

Asynchronous Grading Best Practices

Synchronous Grading Practices

RTI Process

3 hrs

Grading Practices

Assessment System

Placement Assessment

Pretest Diagnostic

Curriculum Based Assessment

Summative Course Assessments

State Assessments

Rogue/HMLS Data Based Decisions

3 hrs

Putting it All Together Practicum

For the Differentiated Learner

Give a Diagnostic Test

Student completes learning needs inventory

Identify Learning Style of Model Student

Develop an Individual Learning Plan for the Student

Enrolling the student

Using Rogue to differentiate the Lesson for the Student

Assess the Student

Evaluate the Student

Follow the RTI process for the Student

Review and evaluation

Developing Professional Learning Communities Online

Participation Expectations

Projects

Blogs/Wikis

Contributions (pedagogy/experiences)

Synchronous Training

Each session is 3 hrs

Session 2 –

Topic	Description	
Materials Editor	<ul style="list-style-type: none">• Materials Editor Review• Alter existing Event Materials• Creating new Event Materials within the Materials Editor• Create an Event that uses Event Materials	

Topic	Description	
Hands-on Workshop and Practice Materials Editor	<ul style="list-style-type: none">• Materials Editor Review• Alter existing Event Materials• Creating Event Materials within the Materials Editor• Create an Event that uses Event Materials	

3 hrs

Session 3 -

Topic	Description	
Materials Editor	<ul style="list-style-type: none">• Creating and working with recordings• Creating On-Demand Events with the Materials Editor• Create an On-Demand Event	
Topic	Description	
Practice Materials Editor	<ul style="list-style-type: none">• Creating and working with recordings• Creating On-Demand Events with the Materials Editor• Create an On-Demand Event	

Synchronous Platform

Session 4 –

Topic	Description	
Materials Editor (cont'd) and Breakout Sessions	<ul style="list-style-type: none">• Editing Past Events with the Materials Editor• Hosting Breakout Sessions with the Participant Application• Other Tip & Tricks	Key element for Sync Instructors
Topic	Description	
Hands-on Workshop and Practice Materials Editor (cont'd) and Breakout Sessions	<ul style="list-style-type: none">• Editing Past Events with the Materials Editor• Hosting Breakout Sessions with the Participant Application• Other Tip & Tricks	

Session 5 - Putting it all together

Create a Model Lesson

Teach the Model Lesson

Scenario Response Activities

This group of training modules will involve employees reacting to school based scenarios and tasks. Each activity will either be task oriented to a specific situation and will model typical online school scenarios – or – it will be a flawed solution and the participants will be asked to identify areas that provide inadequate use of infrastructure or pedagogy and provide potential solutions.

The objective for the trainees is to utilize the online infrastructure to develop an understanding of the problem, research and react to the situation at hand, document their solutions process and report out to the group via the training course forums and blogs.

Teachers should always consider both the “ultimate solution” that encompasses use of all of the available tools and the “realistic” solution that takes into consideration time constraints and additional work responsibilities. Initial efforts should be placed on the “realistic” for purposes of reporting out to the group and responses to the forums and blogs should focus on additional tools and methodologies that could be done to create the “ultimate solution.”

3 hrs each

Session 1 – Reactive Scenario #1

Focus: Personal Learning Plan

Session 2 – Reactive Scenario #2

Focus: Interventions

Session 3 – Reactive Scenario #3

Focus: Poor performing student

Session 4 – Reactive Scenario #4

Focus: Athletic Eligibility

Session 5 – Reactive Scenario #5

Focus: Trainee Defined Scenario



Travel and Expense Worksheet

Base numbers used in automated calculations - may be overridden by clearing formula in respective cell

Hotel \$100
Meals \$50

	Name	Trip or Conference	# of Trips	# nights	Airfare	Ground*	Hotel	Meals	Entertain	Other	Total Cost
1	David Zeiler	Town Hall Meetings	12	12	-	3,300	1,200	600			5,100
2	PR Person	Town Hall Meetings	12	12		3,300	1,200	600			5,100
3	Enrollment Person	Town Hall Meetings	12	12		3,300	1,200	600			5,100
4	PR Person	Town Hall Meetings	12	12		3,300	1,200	600			5,100
5	Meeting Location	Town Hall Meetings	12	12						12,000	12,000
6	Staff Travel					27,600					27,600
7											-
8											-
9											-
10											-
11											-
					-	40,800	4,800	2,400	-	12,000	60,000

Contracted Services Worksheet

NOTE:

SHEET BREAKDOWN

	Vendor	Type of Service	Account	Annual Cost	
1	Marketing Agency			42,000	
2	Radio Advertising			36,000	
3	Television Advertising				
4	Print Advertising				
5	Online Advertising			20,000	
6	Social Media			60,000	
7	Web search optimisation				
8	Mailouts				
9	Giveaways				
10	Events				
11	Branding and Artwork			42,000	
12	Publications				
13	Postage				
14	Content Development	Content Development		6,260,000	626,000
15	EdElements	Software Development (8 months @ 155K a month)		1,240,000	124,000
16	HLMS	Installation Fee		50,000	
17	SIS	Installation Fee		50,000	
18	LMS	Installation Fee		x	
19	Salesforce	integration and accounts		200,000	22,222.22
20	SIS	\$21.60 PER STUDENT FEE	11,000 (STUDENTS)	237,600	
21	HLMS	\$56 PER STUDENT FEE (50%)	11,000 (STUDENTS)	308,000	
22	Consultant	Jack Pund	6K per month	66,000	
23	Educational Consultants	gathering and feedback loop	10K per month	110,000	
24					
25					
26					
27					
28					
29					
30					
	TOTAL CONTRACTED SERVICES			8,721,600	

Product Division
Preliminary Fiscal 2014 Budget

	Enter Annual Amount	Monthly												Annual
		Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June		
PERSONNEL EXPENSE														
1401 Salaries - Full Time	1,257,292	\$11,250	\$16,875	\$22,500	\$39,167	\$77,083	\$104,167	\$120,417	\$125,833	\$162,083	\$162,083	\$415,833	\$1,257,292	
1402 Salaries - Substitutes & Temps	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
1403 Salaries - Part Time/Temporary/Hourly	-													
Total Salaries	1,257,292	\$11,250	\$16,875	\$22,500	\$39,167	\$77,083	\$104,167	\$120,417	\$125,833	\$162,083	\$162,083	\$415,833	\$1,257,292	
1410 Bonus-Incentive	10,000		\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$10,000	
1411 Bonus	-												\$0	
1412 Commission	-												\$0	
1420 Payroll Taxes - FICA/Medicare	96,183	\$861	\$1,291	\$1,721	\$2,996	\$5,897	\$7,969	\$9,212	\$9,626	\$12,399	\$12,399	\$31,811	\$96,183	
1421 Payroll Taxes - Unemployment	29,263	\$364	\$249	\$115	\$666	\$1,633	\$17,293	\$8,943	\$0	\$0	\$0	\$0	\$29,263	
1423 Medical/Dental/STD/LTD Insurance & Wellness	322,150	\$1,700	\$2,550	\$3,400	\$6,800	\$17,000	\$25,500	\$30,600	\$32,300	\$40,800	\$40,800	\$120,700	\$322,150	
1424 Workmen's Compensation Insurance	62,865	\$563	\$844	\$1,125	\$1,958	\$3,854	\$5,208	\$6,021	\$6,292	\$8,104	\$8,104	\$20,792	\$62,865	
1426 PSERS	205,397	\$2,408	\$2,408	\$3,611	\$6,576	\$13,208	\$15,688	\$17,925	\$17,966	\$25,703	\$21,834	\$78,071	\$205,397	
Total Benefits	715,857	\$5,894	\$7,341	\$9,972	\$18,997	\$41,591	\$71,658	\$72,701	\$66,184	\$87,007	\$83,138	\$251,374	\$715,857	
Total Personnel	1,983,149	\$17,144	\$25,216	\$33,472	\$59,164	\$119,675	\$176,824	\$194,118	\$193,017	\$250,090	\$246,221	\$668,207	\$1,983,149	
NON-PERSONNEL EXPENSE														
Contracted Services														
1501 Consultants	176,000	\$16,000	\$16,000	\$16,000	\$16,000	\$16,000	\$16,000	\$16,000	\$16,000	\$16,000	\$16,000	\$16,000	\$176,000	
1502 Outside Services Purchased	7,600,000	\$850,000	\$772,222	\$772,222	\$772,222	\$772,222	\$772,222	#####	\$772,222	\$772,222	\$772,222	\$772,222	\$8,345,600	
1503 Temps/Staffing Agency	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
1504 Refuse/Trash	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
1505 Office Rent	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
1506 Equipment Rent/Lease	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
1507 Marketing	42,000				\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$42,000	
1508 Advertising	158,000						\$31,600	\$31,600	\$31,600	\$31,600	\$31,600	\$31,600	\$158,000	
Total Contracted Services	7,976,000	\$16,000	\$866,000	\$788,222	\$788,222	\$794,222	\$794,222	\$825,822	#####	\$825,822	\$825,822	\$825,822	\$8,721,600	
Supplies and Materials														
1601 Paper Supplies (photocopy paper)	331	\$0	\$0	\$0	\$0	\$307	\$25	\$0	\$0	\$0	\$0	\$0	\$331	
1602 Printed Materials & Reproduction Costs	331	\$0	\$0	\$0	\$0	\$261	\$71	\$0	\$0	\$0	\$0	\$0	\$331	
1603 Computer supplies	106,500	\$1,500	\$1,500	\$0	\$3,000	\$9,000	\$7,500	\$4,500	\$1,500	\$7,500	\$15,000	\$55,500	\$106,500	
1604 Software	14,100	\$300	\$300	\$300	\$600	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$14,100	
1605 Audio/Visual Supplies	-												\$0	
1606 Training/Meeting Materials	-												\$0	
1607 Office/Miscellaneous Supplies	331	\$0	\$0	\$0	\$0	\$199	\$132	\$0	\$0	\$0	\$0	\$0	\$331	
1608 Miscellaneous Equipment (Cost under \$500)	-												\$0	
1609 Postage & Stamps	331	\$0	\$0	\$0	\$0	\$199	\$132	\$0	\$0	\$0	\$0	\$0	\$331	
1610 Express Mail	-												\$0	
1611 Custodial Supplies	-												\$0	
1612 Promotional Items	-												\$0	
1613 Subscriptions	-												\$0	
1614 Food Supplies	-												\$0	
Total Supplies and Materials	121,924	\$1,800	\$1,800	\$300	\$3,600	\$11,766	\$9,659	\$6,300	\$3,300	\$9,300	\$16,800	\$57,300	\$121,924	

Product Division
Preliminary Fiscal 2014 Budget

	Enter Annual Amount	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	Annual
Transportation													
1701 Transportation	40,800		\$4,080	\$4,080	\$4,080	\$4,080	\$4,080	\$4,080	\$4,080	\$4,080	\$4,080	\$4,080	\$40,800
1702 Lodging	4,800		\$480	\$480	\$480	\$480	\$480	\$480	\$480	\$480	\$480	\$480	\$4,800
1703 Meals - employee only	2,400		\$240	\$240	\$240	\$240	\$240	\$240	\$240	\$240	\$240	\$240	\$2,400
1704 Entertainment	-												\$0
1705 Other Travel Costs	12,000	\$0	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$12,000
Total Travel and Entertainment	60,000	\$0	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$60,000
Communications													
1801 Communications - Regular	-												\$0
1802 Communications - Wireless	10,000	\$50	\$100	\$100	\$200	\$500	\$750	\$900	\$950	\$1,200	\$1,700	\$3,550	\$10,000
1803 Communications - Internet Access	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
1804 Water/Sewer	-												\$0
1805 Gas/Electric	-												\$0
1806 Media Services/Cable	-												\$0
Total Communications	10,000	\$50	\$100	\$100	\$200	\$500	\$750	\$900	\$950	\$1,200	\$1,700	\$3,550	\$10,000
Repairs and Maintenance													
1901 Repair & Maintenance - Facility	-												\$0
1902 Repair & Maintenance - Grounds	-												\$0
1903 Repair & Maintenance - Equipment	-												\$0
1904 Repair & Maintenance - Furniture/Other	-												\$0
1905 Maintenance Contract Agreements	-												\$0
Total Repairs and Maintenance	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Other Expenses													
2001 Employee Training & Development	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2002 Employee Recruitment	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2003 Conference Fees	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2004 Membership Dues	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2005 Bank Service Charges	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2006 Charitable Contributions	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2007 Political Contributions	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2008 Freight & Handling	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2009 Research Expenses	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2010 Legal fees	110,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$110,000
2011 Accounting/Auditing Fees	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2012 Property & Casualty Insurance	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2013 Directors and Officers Insurance	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2014 Business Taxes & Licenses	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2015 Sales/Use Taxes	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2016 Penalty - Tax Filings	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2017 Penalty & Interest - Franchise/Pers Property	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2018 Board of Directors' Fees	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2019 Depreciation-Computer Equip.	-												\$0
2020 Depreciation-Software	-												\$0
2021 Depreciation-Curriculum	-												\$0
2022 Depreciation-Furniture	-												\$0
2023 Depreciation-Other Equipment	-												\$0
Total Other Expenses	110,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	\$110,000
Total Non-Personnel	8,277,924	27,850	883,900	804,622	808,022	822,488	820,631	849,022	1,391,672	852,322	860,322	902,672	\$9,023,524
Total Costs	10,261,073	44,994	909,116	838,095	867,186	942,163	997,455	1,043,140	1,584,689	1,102,412	1,106,543	1,570,880	\$11,006,673
Total Before D&A and Other		\$44,994	\$909,116	\$838,095	\$867,186	\$942,163	\$997,455	#####	#####	#####	#####	#####	\$11,006,673