

Philadelphia Academy CS

Charter Annual Report

07/01/2013 - 06/30/2014

School Profile

Demographics

11000 Roosevelt Blvd
Philadelphia, PA 19116
(215)676-8320

Phase:

Phase 3

CEO Name:

Ernest Brattstrom

CEO E-mail address:

ebrattstrom@k12pacs.org

Governance and Staff

Leadership Changes

Leadership changes during the past year on the Board of Trustees and in the school administration:

From July-September of 2013, the Board of Trustees consisted of 9 members. Currently, the Board of Trustees has 7 members, and does not plan to fill the remaining 2 seats in accordance with an SRC document developed in 2008. The officers of the Board changed, and there were several resignations and appointments throughout the year. New to the Board this year are Mary Deissler, a School Finance Professional, Robert Sullivan, CPA, the controller of a local manufacturing company, and most recently, Allison Kuchler, a Special Education Supervisor and former teacher at the school. Resignations from the Board include former President, Joseph Waters for personal reasons, Member Joseph Guinan, for health reasons, Vice President Janet Summers for personal reasons, Treasurer Janet Spak for personal reasons, and member Stephen Young for personal reasons. The officers are now John Mc Grody, President, Anthony Boyle, Vice President, Doris Neilson, Secretary, and Mary Deissler, Treasurer.

Also, the CEO, retired at the end of the 2013-14 SY, and the Special Education Supervisor from the High School was terminated in May, 2014 for cause due to the lack of proper certification. Currently, the school based Leadership Team consists of Allyssa Schmitt K-8 Principal, Megan Simmons 9-12 Principal, Anna Marie Siegmann K-8 Assistant Principal and Director of Assessment, and Cathy Adams, Director of K-12 Special Education. Interim CEO/Consultant Ernie Brattstrom was named on July 17th, 2014.

Board of Trustees Meeting Schedule

Location	Date and Time
Grade School Campus- 11000 Roosevelt Blvd. Philadelphia, PA 19116	7/17/2014 7:00 PM
High School Campus- 1700 Tomlinson Rd. Philadelphia, PA 19116	8/21/2014 7:00 PM
Grade School Campus- 11000 Roosevelt Blvd. Philadelphia, PA 19116	9/18/2014 7:00 PM
High School Campus- 1700 Tomlinson Rd. Philadelphia, PA 19116	10/16/2014 7:00 PM
Grade School Campus- 11000 Roosevelt Blvd. Philadelphia, PA 19116	11/20/2014 7:00 AM
High School Campus- 1700 Tomlinson Rd. Philadelphia, PA 19116	12/18/2014 7:00 PM
Grade School Campus- 11000 Roosevelt Blvd. Philadelphia, PA 19116	1/15/2015 7:00 PM
High School Campus- 1700 Tomlinson Rd. Philadelphia, PA 19116	2/19/2015 7:00 PM
Grade School Campus- 11000 Roosevelt Blvd. Philadelphia, PA 19116	3/19/2015 7:00 PM
High School Campus- 1700 Tomlinson Rd. Philadelphia, PA 19116	4/16/2015 7:00 PM

Grade School Campus- 11000 Roosevelt Blvd. Philadelphia, PA 19116	5/21/2015 7:00 PM
High School Campus- 1700 Tomlinson Rd. Philadelphia, PA 19116	6/18/2015 7:00 PM

Professional Staff Member Roster

There are no professional staff members.

The professional staff member roster as recorded originally on the PDE-414 form

XLSX file uploaded.

Quality of Teaching and Other Staff

Position Categories	All Employed per Category	Appropriately Certified	Promoted	Transferred	Terminated	Contracted for Following Year
Chief Academic Officer/Director	1.00	1.00				1.00
Principal	2.00	2.00				2.00
Assistant Principal	1.00	1.00				1.00
Classroom Teacher (including Master Teachers)	51.00	51.00				51.00
Specialty Teacher (including Master Teachers)	15.00	9.00				15.00
Special Education Teacher (including Master Teachers)	23.00	23.00				23.00
Special Education Coordinator	2.00	1.00			1.00	1.00
Counselor	1.00	1.00				1.00
Psychologist	1.00	1.00				1.00
School Nurse	3.00	1.00				3.00
OT	1	1				1
SPEECH	3	3				3
BEHAVIOR ANALYST	1	1				1
Totals	105.00	96.00	0	0	1.00	104.00

Further explanation:

This narrative is empty.

Fiscal Matters

Major Fundraising Activities

Major fundraising activities performed this year and planned for next year:

The school conducts fundraising through a variety of activities. There are four main fundraising events held throughout the year. Cherrydale is a candy fundraiser in the fall. Morey's Pier is an event held in the spring where the school gets a percentage of the ticket sales. An Annual Bingo/Dinner fundraiser is held each May. Lastly, the Golf Outing takes place early in the summer. In addition to these planned events, funds are also raised through the Target Red Card program, The Giant A+ program, The Box Tops for Education program, Life Touch (School Pictures), and Flynn and O'Hara (School Uniform) sales. Similar fundraising is planned for the current school year.

Fiscal Solvency Policies

Changes to policies and procedures to ensure and monitor fiscal solvency:

The Board of Trustees has adopted financial policies and procedures which include the topics - budgeting, accounting practices, procurement, contracts, internal control, cash management, grants management, time and attendance, contracted services, etc.

The school's budget, adopted in accordance with the timetable prescribed by the Commonwealth, serves as a blue print for financial decision making during the fiscal year. The budget provides for the educational, building and administrative needs of the school community and also includes a reserve for contingencies. All purchases and personnel decisions are reviewed for budgetary funds available prior to the issuance of a contract or purchase order.

The business office provides interim financial reporting for the board of trustees and CEO on a monthly basis. The business manager meets with the school administrative team regularly and attends all board and finance committee meetings. Through careful monitoring of expenditures and revenues the school is able to assure that all expenditure and revenue categories remain within budget.

Fiscal Solvency Policies

Charter School documents that describe policies and procedures that have been established to ensure and monitor fiscal solvency (optional if described in the narrative)

Files uploaded:

- Sheet1.pdf

Accounting System

Changes to the accounting system the charter school uses:

The accounting system is SAGE-MIP and is loaded with the State Chart of Accounts and is in compliance with GAAP. Transactions are posted by the Business Manager's Office staffed by experienced school business administrators. A balance sheet, statement of revenue and expenditures, and a statement of disbursements are prepared monthly. Reports are generated in compliance with State requirements.

Preliminary Statements of Revenues, Expenditures & Fund Balances

The completed and CEO signed Fiscal Template – Preliminary Statements of Revenues, Expenditures & Fund Balances

DOCX file uploaded.

Financial Audits

Basics

Audit Firm: Cantor, Beaver, Novak, and Pike, PC
 Date of Last Audit: 10/29/2014
 Fiscal Year Last Audited: 2012-13

Explanation of the Report

Detailed explanation of the report (if the previous year's report has been submitted.) Any audit report for a school year that precedes this annual report by more than 2 years is not acceptable and may be considered a material violation:

The 1213 SY Audit report has been attached. We will not have the 1314 Audit until later in the fall, as our fiscal year runs from July 1-June 30.

Financial Audit Report

The Financial Audit Report, which should include the auditor's opinion and any findings resulting from the audit

No file has been uploaded.

Citations

Financial audit citations and the corresponding Charter School responses

Description	Response
-------------	----------

Federal Programs Consolidated Review

Basics

Title I Status: Yes
 Date of Last Federal Programs Consolidated Review: 03/16/2011
 School Year Reviewed: 2010-11

Federal Programs Consolidated Review Report

The Federal Programs Consolidated Review Report, which should include the Division's opinion and any findings resulting from the audit

PDF file uploaded.

Citations

Federal Programs Consolidated Review citations and the corresponding Charter School responses

Description	Response
Title I Parental Involvement-LEA Review of Effectiveness of Parent Activities	Documentation exists in the Parent Advisory Council meeting minutes. Satisfaction Surveys are conducted with parents annually.
Fiscal Requirements- Audits	Due to major financial problems with the prior administration, audits were not available for the current or prior years. Since then, audit reports have been turned in.
Fiscal Requirements- Carryover Funds	The finance company has complied with guidelines for carryover.
Fiscal Requirements-Record Retention	Prior records could not be produced based on past administration and Federal Investigations. Records are available for Fiscal Years 09 and forward.

Special Education

Chapter 711 Assurances

The LEA agrees to comply with all requirements of Special Education outlined in 22 PA Code Chapter 711 and other state and federal mandates. These include:

Implementation of a full range of services, programs and alternative placements available to the Charter School for placement and implementation of the special education programs in the Charter School.

Implementation of a child find system to locate, identify and evaluate young children and children who are thought to be a child with a disability eligible for special education residing within the Charter School's jurisdiction. Child find data is collected, maintained and used in decision-making. Child find process and procedures are evaluated for their effectiveness. The Charter School implements mechanisms to disseminate child find information to the public, organizations, agencies and individuals on at least an annual basis.

Assurances of students with disabilities are included in general education programs and extracurricular and non-academic programs and activities to the maximum extent appropriate in accordance with an Individualized Education Program.

Following the state and federal guidelines for participation of students with disabilities in state and Charter School-wide assessments including the determination of participation, the need for accommodations and the methods of assessing students for whom regular assessment is not appropriate.

Assurance of funds received through participation in the medical assistance reimbursement program, ACCESS, will be used to enhance or expand the current level of services and programs provided to students with disabilities in this local education agency.

Special Education Support Services

Support Service	Location	Teacher FTE
Anne Jones, Occupational Therapist	GS	1
Atiba Nelson, Personal Care Assistant	HS	1
Beverly Sonabend, Paraprofessional, Learning Support	GS	1
Carol Morse, Personal Care Assistant	GS	1
Cathy Adams, Special Education Director	K-12	1
Cathy Weldie - Paraprofessional - Life Skills Support Program	GS	1
Constance Carrion - Paraprofessional - Autistic Support	HS	1
Cynthia Alvarez, Special Education Supervisor (Uncertified)	HS	1
Danielle Kennedy - Paraprofessional - Autistic Support	HS	0.4
Donna McElhatten - Paraprofessional - PAES Lab	HS	1
Dr. Tom Latus, Behavior Specialist	GS	0.6
Gail DeBelle - Personal Care Assistant	HS	1
Genevieve Devlin - Paraprofessional - Autistic Support	GS	1

Jennifer Hughes - Special Education Coordinator	GS	0.4
Jennifer Staskel - Personal Care Assistant	GS	1
Karen Spock - Speech Therapist	GS	1
Karen Wagner - Paraprofessional - Technology - Learning and Autistic Support	GS	1
Kristen Butler - School Psychologist	K-12	1
Lauren Bacanskas, Personal Care Assistant	GS	1
Lisa Miller - Paraprofessional - Autistic Support	GS	1
Lorette Cuff - Speech Therapist	HS	0.8
Megan Haycock - Speech Therapist	GS	0.8
Mitchell Hartman - Personal Care Assistant	HS	1
Nicole Hoch, Special Education Coordinator	HS	0.2
Rebecca Pappano, ABA Specialist	GS	0.2
Susan Hughes - Paraprofessional - Life Skills	HS	1
Susan Whitworth - Paraprofessional - Read 180	HS	1
Yvonne Tresnan - Paraprofessional - Learning Support	GS	1

Special Education Contracted Services

Title	Amt. of Time per Week	Operator	Number of Students
Audiologist/Hearing Therapist	4 Hours	Outside Contractor	10 or fewer
C Print Captionist	5 Days	Intermediate Unit	10 or fewer
ELL Teacher	4 Hours	Outside Contractor	10 or fewer
Occupational Therapist, HS	1 Days	Outside Contractor	10 or fewer
Susan Shelby - Physical Therapist	2 Hours	Outside Contractor	10 or fewer
Vision Therapist	1.5 Hours	Outside Contractor	10 or fewer

Special Education Cyclical Monitoring

Date of Last Special Education Cyclical Monitoring:
Link to Report (Optional):

04/23/2014
Not Provided

Special Education Cyclical Monitoring Report

The Special Education Cyclical Monitoring Report, which should include the Bureau's findings

PDF file uploaded.

Facilities

Fixed assets acquired by the Charter School during the past fiscal year

Fixed assets acquired by the Charter School during the past fiscal year:

At the High School, a new security door, glass enclosure, main office glass enclosure, and counter was installed after the recommendation of a school safety consultant. An additional Laptop Cart with 25 macbooks was purchased this year and several upgrades have been made to the technology infrastructure including additional wireless ports, upgraded servers, upgraded back up systems, and upgraded firewalls. No major furniture purchases were made. Some roof damage was fixed at the HS facility, and competitive bidding is taking place for a full roof replacement in upcoming school year. The grade school front facade suffered some damage due to heavy snow, and is being remedied this summer.

The total Charter School expenditures for fixed assets during the identified fiscal year:

\$75,000.00

Facility Plans and Other Capital Needs

The Charter School's plan for future facility development and the rationale for the various components of the plan:

At the High School Campus, the roof is being replaced due to many issues with leaks over the past several years. Our current fiscal situation has us very limited in these areas, so aside from the roof, only mandatory improvements are being made.

Memorandums of Understanding

Organization	Purpose
Addis	General Insurance
Aetna	Medical Provider
AFLAC	Supplemental Employee Purchased Insurance
Bayada	Nursing Services
BMC	Healthcare Broker
Comcast	Internet Provider
Conrad O'Brien, LLC	Legal representation
CORA	Supplemental Speech and Language Services
Elliott Lewis	HVAC Service/Contracts
Flynn and O'Hara	Uniform Provider
Heits Building Services	Janitorial

JCC - Klein Branch	Facilities Rentals (athletics, drama, swimming)
Legal Shield	Supplementary Employee Purchased Legal Services
Life Touch	School Photo Service
Line Systems	Internet and Phone Service
Patriot	Sprinkler
Philadelphia Police	Safe Schools initiative
Santilli and Thomson	Financial Management
SPIN	Transitional Services
Standard Digital	Copier Leasing
Susan Shelby	Physical Therapy
Therapy Source	ELL, Hearing and Occupational Therapy
Waste Management	Waste Removal
Waymon	Fire Alarm/Extinguisher Insp and Maintenance

Charter School Annual Report Affirmations

Charter Annual Report Affirmation

I verify that all information and records in this charter school annual report are complete and accurate.

The Chief Executive Officer and the Board of Trustee President of the charter school must sign this verification.

Affirmed by John McGrody on 7/27/2014

President, Board of Trustees

Affirmed by Authorized Signatory Allyssa Schmitt on 7/27/2014

Chief Executive Officer

Charter School Law Affirmation

Pennsylvania's first Charter School Law was Act 22 of 1997, 24 P.S. § 17-1701-A et seq., which primarily became effective June 19, 1997, and has subsequently been amended.

The Charter School Law provides for the powers, requirements, and establishment of charter schools. The Charter School Law was passed to provide opportunities to teachers, parents, pupils and community members to establish and maintain schools that operate independently from the existing school district structure as a method to accomplish all of the following: (1) improve pupil learning; (2) increase learning opportunities for all pupils; (3) encourage the use of different and innovative teaching methods; (4) create new professional opportunities for teachers; (5) provide parents and pupils with expanded choices in types of educational opportunities that are available within the public school system; and (6) hold charter schools accountable for meeting measurable academic standards and provide the school with a method to establish accountability systems.

The charter school assures that it will comply with the requirements of the Charter School Law and any provision of law from which the charter school has not been exempted, including Federal laws and regulations governing children with disabilities. The charter school also assures that it will comply with the policies, regulations and procedures of the Pennsylvania Department of Education (Department). Additional information about charter schools is available on the Pennsylvania Department's website at: <http://www.education.state.pa.us>.

The Chief Executive Officer and Board of Trustees President of the charter school must sign this assurance.

Affirmed by John McGrody on 7/27/2014

President, Board of Trustees

Affirmed by Authorized Signatory Allyssa Schmitt on 7/27/2014

Chief Executive Officer

Ethics Act Affirmation

Pennsylvania's current Public Official and Employee Ethics Act (Ethics Act), Act 93 of 1998, Chapter 11, 65 Pa.C.S. § 1101 et seq., became effective December 14, 1998 and has subsequently been amended.

The Ethics Act provides that public office is a public trust and that any effort to realize personal financial gain through public office other than compensation provided by law is a violation of that trust. The Ethics Act was passed to strengthen the faith and confidence of the people of Pennsylvania in their government. The Pennsylvania State Ethics Commission (Commission) administers and enforces the provisions of the Ethics Acts and provides guidance regarding its requirements.

The regulations of the Commission set forth the procedures applicable to all proceedings before the Commission as well as for the administration of the Statement of Financial Interests filing requirements. See 51 Pa. Code § 11.1 et seq.

The charter school assures that it will comply with the requirements of the Ethics Act and with the policies, regulations and procedures of the Commission. Additional information about the Ethics Act is available on the Commission's website at: <http://www.ethics.state.pa.us>.

The Chief Executive Officer and Board of Trustees President of the charter school must sign this assurance.

Affirmed by John McGrody on 7/27/2014

President, Board of Trustees

Affirmed by Allyssa Schmitt on 7/22/2014

Chief Executive Officer

Staff Last Name	Staff First Name	Assignment Code	Assignment	Category	Position	Subcategory	Full-time Status	Staff Name	Certificate Number	Certification Type Code	Certification Type	Certification Type Category	Certification Level Code	Certification Area Code	Certification Area
Adams	Cathy	9215	Supervisor, Special Education	Administrative / Supervisory	Supervisor		full time	Adams, Cathy		62	Instructional II	Standard Certificate	N/A	9235	Ment and/or Phys Handicapped K-12
								Adams, Cathy		76	Supervisory	Standard Certificate	N/A	9215	Supvr Special Education K-12
Allison	Darlene	2880	Middle Level Science, 7-9	Classroom Teachers	Secondary	Science, Middle Level	full time	Allison, Darlene		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Allison, Darlene		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Allison, Darlene		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Allison, Darlene		62	Instructional II	Standard Certificate	N/A	2850	Mid-Level English 7-9
								Allison, Darlene		62	Instructional II	Standard Certificate	N/A	2880	Mid-Level Science 7-9
								Allison, Darlene		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Allison, Darlene		T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS
								Allison, Darlene		T0049	Middle School English Language Arts	Test Results	N/A	1	ETS
								Allison, Darlene		T0353	Education of Exceptional Students: Core	Test Results	N/A	1	ETS
								Allison, Darlene		T0439	Middle School Science	Test Results	N/A	1	ETS
								Allison, Darlene		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								Allison, Darlene		T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								Allison, Darlene		T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								Allison, Darlene		T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
Alvarez	Cynthia	9999	Other Not Listed Above (non-certificated personnel)	Others	Other Non-Certificated Personnel		full time	Alvarez, Cynthia		62	Instructional II	Standard Certificate	N/A	9235	Ment and/or Phys Handicapped K-12
								Alvarez, Cynthia		67	HOUSSE Designation	Designation	N/A	3230	English 7-12
Amodei	Jennifer	7655	Diagnostic/Prescriptive Reading, Elementary	Coordinate Services	Other Coordinate Services		full time	Amodei, Jennifer		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
Amodei	Jennifer	7656	Diagnostic/Prescriptive Reading, Secondary	Coordinate Services	Other Coordinate Services		full time	Amodei, Jennifer		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Amodei, Jennifer		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Amodei, Jennifer		62	Instructional II	Standard Certificate	N/A	2850	Mid-Level English 7-9
								Amodei, Jennifer		62	Instructional II	Standard Certificate	N/A	7650	Reading Specialist K-12
								Amodei, Jennifer		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Amodei, Jennifer		T0049	Middle School English Language Arts	Test Results	N/A	1	ETS
								Amodei, Jennifer		T0300	Reading Specialist	Test Results	N/A	1	ETS
Anerino	Chuck	2020	Commercial Photography	Classroom Teachers	Secondary	Vocational Education	full time	Anerino, Chuck		61	Instructional I	Standard Certificate	N/A	8875	Social Studies 7-12
Anerino	Chuck	9999	Other Not Listed Above (non-certificated personnel)	Others	Other Non-Certificated Personnel		full time	Anerino, Chuck		T0081	Social Studies: Content Knowledge	Test Results	N/A	1	ETS
								Anerino, Chuck		T0510	General Knowledge (calculators prohibite	Test Results	N/A	1	ETS
Asher	Kathryn	6077	Technology Education, Secondary	Classroom Teachers	Secondary	Vocational Education	full time	Asher, Kathryn		61	Instructional I	Standard Certificate	N/A	1603	Bus-Computer-Info Tech K-12
								Asher, Kathryn		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Asher, Kathryn		62	Instructional II	Standard Certificate	N/A	1603	Bus-Computer-Info Tech K-12
								Asher, Kathryn		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Asher, Kathryn		T0353	Education of Exceptional Students: Core	Test Results	N/A	1	ETS
								Asher, Kathryn		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
Barnes	Tracy	2843	Kindergarten, age 5 (K5)	Classroom Teachers	Elementary	K5	full time	Barnes, Tracy		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Barnes, Tracy		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Barnes, Tracy		C131202	Elementary Ed/Teaching	College Major	N/A	N/A	N/A
								Barnes, Tracy		C5401	History	College Major	N/A	N/A	N/A
								Barnes, Tracy		T0510	General Knowledge (calculators prohibite	Test Results	N/A	1	ETS
Boyle	Christopher	2845	Elementary, Intermediate Grades 4-6 1/	Classroom Teachers	Elementary	Intermediate Elementary, grade 4-6	full time	Boyle, Christopher		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Boyle, Christopher		61	Instructional I	Standard Certificate	N/A	9235	Ment and/or Phys Handicapped K-12
								Boyle, Christopher		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Boyle, Christopher		62	Instructional II	Standard Certificate	N/A	9235	Ment and/or Phys Handicapped K-12
								Boyle, Christopher		75	Administrative I	Standard Certificate	N/A	1115	Principal K-12
Brody	Rita	2845	Elementary, Intermediate Grades 4-6 1/	Classroom Teachers	Elementary	Intermediate Elementary, grade 4-6	full time	Brody, Rita		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Brody, Rita		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Brody, Rita		62	Instructional II	Standard Certificate	N/A	2860	Mid-Level Mathematics 7-9
								Brody, Rita		C131202	Elementary Ed/Teaching	College Major	N/A	N/A	N/A
								Brody, Rita		C131202	Elementary Ed/Teaching	College Major	N/A	N/A	N/A
								Brody, Rita		T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS

								Brody, Rita		T0069	Middle School Mathematics	Test Results	N/A	1	ETS
								Brody, Rita		T0510	General Knowledge (calculators prohibite	Test Results	N/A	1	ETS
Brotherston	Jeanine	6800	Mathematics, 10-12	Classroom Teachers	Secondary	Math, Secondary	full time	Brotherston, Jeanine		61	Instructional I	Standard Certificate	N/A	6800	Mathematics 7-12
								Brotherston, Jeanine		62	Instructional II	Standard Certificate	N/A	6800	Mathematics 7-12
								Brotherston, Jeanine		C131019	Teach Secondary SpecEd	College Major	N/A	N/A	N/A
								Brotherston, Jeanine		C2701	Mathematics	College Major	N/A	N/A	N/A
								Brotherston, Jeanine		T0061	Mathematics: Content Knowledge (calculat	Test Results	N/A	1	ETS
								Brotherston, Jeanine		T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								Brotherston, Jeanine		T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								Brotherston, Jeanine		T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
Brown	David	8845	History, 10-12	Classroom Teachers	Secondary	Social Sciences, Secondary	full time	Brown, David		61	Instructional I	Standard Certificate	N/A	8875	Social Studies 7-12
								Brown, David		62	Instructional II	Standard Certificate	N/A	8875	Social Studies 7-12
								Brown, David		C4510	Political Sci/Government	College Major	N/A	N/A	N/A
								Brown, David		T0081	Social Studies: Content Knowledge	Test Results	N/A	1	ETS
								Brown, David		T0510	General Knowledge (calculators prohibite	Test Results	N/A	1	ETS
Butler	Kristen	1875	School Psychologist	Coordinate Services	School Psychologist		full time	Butler, Kristen		31	Educational Specialist I	Standard Certificate	N/A	1875	School Psychologist K-12
								Butler, Kristen		32	Educational Specialist II	Standard Certificate	N/A	1875	School Psychologist K-12
Capriotti	Christine	9340	Special Ed, Elementary Subjects	Classroom Teachers	Elementary	Special Education Elementary	full time	Capriotti, Christine		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
Capriotti	Christine	9360	Special Ed, Middle Level Math, 7-9	Classroom Teachers	Secondary	Special Education, Middle Level, grade 7-9	full time	Capriotti, Christine		61	Instructional I	Standard Certificate	N/A	2850	Mid-Level English 7-9
Capriotti	Christine	9380	Special Ed, Middle Level Science, 7-9	Classroom Teachers	Secondary	Special Education, Middle Level, grade 7-9	full time	Capriotti, Christine		61	Instructional I	Standard Certificate	N/A	2860	Mid-Level Mathematics 7-9
								Capriotti, Christine		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Capriotti, Christine		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Capriotti, Christine		62	Instructional II	Standard Certificate	N/A	2850	Mid-Level English 7-9
								Capriotti, Christine		62	Instructional II	Standard Certificate	N/A	2860	Mid-Level Mathematics 7-9
								Capriotti, Christine		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Capriotti, Christine		C131017	Teach Elementary SpecEd	College Major	N/A	N/A	N/A
								Capriotti, Christine		T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS
								Capriotti, Christine		T0014	Elementary Education: Content Knowledge	Test Results	N/A	1	ETS
								Capriotti, Christine		T0049	Middle School English Language Arts	Test Results	N/A	1	ETS
								Capriotti, Christine		T0069	Middle School Mathematics	Test Results	N/A	1	ETS
								Capriotti, Christine		T5710	PPST Computerized Skills Test: Reading	Test Results	N/A	1	ETS
								Capriotti, Christine		T5720	PPST Computerized Skills Test: Writing	Test Results	N/A	1	ETS
								Capriotti, Christine		T5730	PPST Computerized Skills Test: Mathemati	Test Results	N/A	1	ETS
Chun	James	9370	Special Ed, Middle Level Social Studies, 7-9	Classroom Teachers	Secondary	Special Education, Middle Level, grade 7-9	full time	Chun, James		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
Chun	James	9380	Special Ed, Middle Level Science, 7-9	Classroom Teachers	Secondary	Special Education, Middle Level, grade 7-9	full time	Chun, James		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Chun, James		T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS
								Chun, James		T0353	Education of Exceptional Students: Core	Test Results	N/A	1	ETS
								Chun, James		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								Chun, James		T5710	PPST Computerized Skills Test: Reading	Test Results	N/A	1	ETS
								Chun, James		T5720	PPST Computerized Skills Test: Writing	Test Results	N/A	1	ETS
								Chun, James		T5730	PPST Computerized Skills Test: Mathemati	Test Results	N/A	1	ETS
Cichonski	Kristy	9340	Special Ed, Elementary Subjects	Classroom Teachers	Elementary	Special Education Elementary	full time	Cichonski, Kristy		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Cichonski, Kristy		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
Congdon	Leslie	3200	English/Communication	Classroom Teachers	Secondary	English, Secondary	full time	Congdon, Leslie		61	Instructional I	Standard Certificate	N/A	3230	English 7-12
								Congdon, Leslie		T0041	English Language, Literature, & Composit	Test Results	N/A	1	ETS
								Congdon, Leslie		T5710	PPST Computerized Skills Test: Reading	Test Results	N/A	1	ETS
								Congdon, Leslie		T5720	PPST Computerized Skills Test: Writing	Test Results	N/A	1	ETS
								Congdon, Leslie		T5730	PPST Computerized Skills Test: Mathemati	Test Results	N/A	1	ETS
Conroy	Joseph	4410	French	Classroom Teachers	Secondary	Foreign Language, Secondary	full time	Conroy, Joseph		62	Instructional II	Standard Certificate	N/A	4410	French K-12
Conroy	Joseph	8860	Psychology, Social or Behavioral Science	Classroom Teachers	Secondary	Social Sciences, Secondary	full time	Conroy, Joseph		62	Instructional II	Standard Certificate	N/A	4490	Spanish K-12

Cosgrove	Jennifer	2845	Elementary, Intermediate Grades 4-6 1/	Classroom Teachers	Elementary	Intermediate Elementary, grade 4-6	full time	Cosgrove, Jennifer		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Cosgrove, Jennifer		61	Instructional I	Standard Certificate	N/A	2870	Mid-Level Citiz. Ed 7-9
								Cosgrove, Jennifer		61	Instructional I	Standard Certificate	N/A	9235	Ment and/or Phys Handicapped K-12
								Cosgrove, Jennifer		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Cosgrove, Jennifer		62	Instructional II	Standard Certificate	N/A	2850	Mid-Level English 7-9
								Cosgrove, Jennifer		62	Instructional II	Standard Certificate	N/A	2870	Mid-Level Citiz. Ed 7-9
								Cosgrove, Jennifer		62	Instructional II	Standard Certificate	N/A	9235	Ment and/or Phys Handicapped K-12
								Cosgrove, Jennifer		T0049	Middle School English Language Arts	Test Results	N/A	1	ETS
								Cosgrove, Jennifer		T0089	Middle School Social Studies	Test Results	N/A	1	ETS
Covone	Jacqueline	9340	Special Ed, Elementary Subjects	Classroom Teachers	Elementary	Special Education Elementary	full time	Covone, Jacqueline		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Covone, Jacqueline		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Covone, Jacqueline		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Covone, Jacqueline		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
Cramer	Chase	8420	Chemistry	Classroom Teachers	Secondary	Science, Secondary	full time	Cramer, Chase		61	Instructional I	Standard Certificate	N/A	7205	Music K-12
								Cramer, Chase		61	Instructional I	Standard Certificate	N/A	8420	Chemistry 7-12
								Cramer, Chase		61	Instructional I	Standard Certificate	N/A	8450	General Science 7-12
								Cramer, Chase		62	Instructional II	Standard Certificate	N/A	7205	Music K-12
								Cramer, Chase		62	Instructional II	Standard Certificate	N/A	8420	Chemistry 7-12
								Cramer, Chase		62	Instructional II	Standard Certificate	N/A	8450	General Science 7-12
								Cramer, Chase		C131312	Music Teacher Ed	College Major	N/A	N/A	N/A
								Cramer, Chase		T0113	Music: Content Knowledge (contains liste	Test Results	N/A	1	ETS
								Cramer, Chase		T0245	Chemistry: Content Knowledge	Test Results	N/A	1	ETS
								Cramer, Chase		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								Cramer, Chase		T5435	General Science: Content Knowledge	Test Results	N/A	1	ETS
Cuff	Lorette	9273	Speech Correction, Secondary	Classroom Teachers	Secondary	Special Education, Secondary	full time	Cuff, Lorette		61	Instructional I	Standard Certificate	N/A	9270	Speech Correction K-12
								Cuff, Lorette		62	Instructional II	Standard Certificate	N/A	9270	Speech Correction K-12
D'Amico	Paul	2845	Elementary, Intermediate Grades 4-6 1/	Classroom Teachers	Elementary	Intermediate Elementary, grade 4-6	full time	D'Amico, Paul		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								D'Amico, Paul		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
DeLeo	Shelia	1401	Art, Elementary	Classroom Teachers	Elementary	Other Elementary	full time	DeLeo, Shelia		69	Charter School Teacher Designation I	Designation	N/A	1405	Art K-12
								DeLeo, Shelia		C5007	Fine Arts/Art Studies	College Major	N/A	N/A	N/A
Deck	Brian	9370	Special Ed, Middle Level Social Studies, 7-9	Classroom Teachers	Secondary	Special Education, Middle Level, grade 7-9	full time	Deck, Brian		61	Instructional I	Standard Certificate	N/A	8875	Social Studies 7-12
Deck	Brian	9375	Special Ed, Secondary Social Studies, 10-12	Classroom Teachers	Secondary	Special Education, Secondary	full time	Deck, Brian		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Deck, Brian		62	Instructional II	Standard Certificate	N/A	8875	Social Studies 7-12
								Deck, Brian		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Deck, Brian		T0081	Social Studies: Content Knowledge	Test Results	N/A	1	ETS
								Deck, Brian		T0353	Education of Exceptional Students: Core	Test Results	N/A	1	ETS
								Deck, Brian		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								Deck, Brian		T5720	PPST Computerized Skills Test: Writing	Test Results	N/A	1	ETS
Doggett	Glenn	2860	Middle Level Mathematics, 7-9	Classroom Teachers	Secondary	Math, Middle Level, grade 7-9	full time	Doggett, Glenn		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Doggett, Glenn		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Doggett, Glenn		62	Instructional II	Standard Certificate	N/A	2860	Mid-Level Mathematics 7-9
								Doggett, Glenn		T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS
								Doggett, Glenn		T0069	Middle School Mathematics	Test Results	N/A	1	ETS
								Doggett, Glenn		T0510	General Knowledge (calculators prohibite	Test Results	N/A	1	ETS
Dougherty	Margaret	2844	Elementary, Primary Grades 1-3 1/	Classroom Teachers	Elementary	Primary Elementary, grade 1-3	full time	Dougherty, Margaret		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Dougherty, Margaret		62	Instructional II	Standard Certificate	N/A	2840	Early Childhood N-3
								Dougherty, Margaret		62	Instructional II	Standard Certificate	N/A	9235	Ment and/or Phys Handicapped K-12
Egan	Jennifer	4817	Physical Education	Classroom Teachers	Secondary	Other Secondary	full time	Egan, Jennifer		61	Instructional I	Standard Certificate	N/A	4805	Health & Physical Educ K-12
								Egan, Jennifer		T0014	Elementary Education: Content Knowledge	Test Results	N/A	1	ETS
								Egan, Jennifer		T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								Egan, Jennifer		T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
								Egan, Jennifer		T0856	Health and Physical Education: Content K	Test Results	N/A	1	ETS
								Egan, Jennifer		T5720	PPST Computerized Skills Test: Writing	Test Results	N/A	1	ETS

Egan	Joseph	2880	Middle Level Science, 7-9	Classroom Teachers	Secondary	Science, Middle Level	full time	Egan, Joseph		61	Instructional I	Standard Certificate	N/A	2850	Mid-Level English 7-9
Egan	Joseph	9340	Special Ed, Elementary Subjects	Classroom Teachers	Elementary	Special Education Elementary	full time	Egan, Joseph		61	Instructional I	Standard Certificate	N/A	2880	Mid-Level Science 7-9
								Egan, Joseph		61	Instructional I	Standard Certificate	N/A	4810	Health K-12
								Egan, Joseph		61	Instructional I	Standard Certificate	N/A	8875	Social Studies 7-12
								Egan, Joseph		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Egan, Joseph		62	Instructional II	Standard Certificate	N/A	2850	Mid-Level English 7-9
								Egan, Joseph		62	Instructional II	Standard Certificate	N/A	2880	Mid-Level Science 7-9
								Egan, Joseph		62	Instructional II	Standard Certificate	N/A	4810	Health K-12
								Egan, Joseph		62	Instructional II	Standard Certificate	N/A	8875	Social Studies 7-12
								Egan, Joseph		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Egan, Joseph		T0049	Middle School English Language Arts	Test Results	N/A	1	ETS
								Egan, Joseph		T0081	Social Studies: Content Knowledge	Test Results	N/A	1	ETS
								Egan, Joseph		T0354	Special Education Core Content Knowledge	Test Results	N/A	1	ETS
								Egan, Joseph		T0439	Middle School Science	Test Results	N/A	1	ETS
								Egan, Joseph		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								Egan, Joseph		T0550	Health Education	Test Results	N/A	1	ETS
								Egan, Joseph		T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								Egan, Joseph		T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								Egan, Joseph		T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
Felix	Patricia	9340	Special Ed, Elementary Subjects	Classroom Teachers	Elementary	Special Education Elementary	full time	Felix, Patricia		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Felix, Patricia		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Felix, Patricia		T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS
								Felix, Patricia		T0014	Elementary Education: Content Knowledge	Test Results	N/A	1	ETS
								Felix, Patricia		T0014	Elementary Education: Content Knowledge	Test Results	N/A	1	ETS
								Felix, Patricia		T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								Felix, Patricia		T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								Felix, Patricia		T5710	PPST Computerized Skills Test: Reading	Test Results	N/A	1	ETS
								Felix, Patricia		T5720	PPST Computerized Skills Test: Writing	Test Results	N/A	1	ETS
Freedman	Scott	6800	Mathematics, 10-12	Classroom Teachers	Secondary	Math, Secondary	full time	Freedman, Scott		61	Instructional I	Standard Certificate	N/A	6075	Technology Education K-12
Freedman	Scott	8470	Physics, 10-12	Classroom Teachers	Secondary	Science, Secondary	full time	Freedman, Scott		61	Instructional I	Standard Certificate	N/A	6800	Mathematics 7-12
Freedman	Scott	8490	Science, Interdisciplinary Advanced, 10-12	Classroom Teachers	Secondary	Science, Secondary	full time	Freedman, Scott		61	Instructional I	Standard Certificate	N/A	8470	Physics 7-12
								Freedman, Scott		T0050	Technology Education	Test Results	N/A	1	ETS
								Freedman, Scott		T0061	Mathematics: Content Knowledge (calculat	Test Results	N/A	1	ETS
								Freedman, Scott		T0265	Physics: Content Knowledge	Test Results	N/A	1	ETS
								Freedman, Scott		T5710	PPST Computerized Skills Test: Reading	Test Results	N/A	1	ETS
								Freedman, Scott		T5720	PPST Computerized Skills Test: Writing	Test Results	N/A	1	ETS
								Freedman, Scott		T5730	PPST Computerized Skills Test: Mathemati	Test Results	N/A	1	ETS
Gerard	Ellen	3200	English/Communication	Classroom Teachers	Secondary	English, Secondary	full time	Gerard, Ellen		61	Instructional I	Standard Certificate	N/A	3230	English 7-12
								Gerard, Ellen		62	Instructional II	Standard Certificate	N/A	3230	English 7-12
								Gerard, Ellen		86	Program Specialist	Program Specialist	N/A	4499	English as a Second Language (ESL) K-12
								Gerard, Ellen		T0300	Reading Specialist	Test Results	N/A	1	ETS
Giedemann	Dionne	9350	Special Ed, Middle Level English, 7-9	Classroom Teachers	Secondary	Special Education, Middle Level, grade 7-9	full time	Giedemann, Dionne		61	Instructional I	Standard Certificate	N/A	1603	Bus-Computer-Info Tech K-12
Giedemann	Dionne	9360	Special Ed, Middle Level Math, 7-9	Classroom Teachers	Secondary	Special Education, Middle Level, grade 7-9	full time	Giedemann, Dionne		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
Giedemann	Dionne	9380	Special Ed, Middle Level Science, 7-9	Classroom Teachers	Secondary	Special Education, Middle Level, grade 7-9	full time	Giedemann, Dionne		62	Instructional II	Standard Certificate	N/A	1603	Bus-Computer-Info Tech K-12
								Giedemann, Dionne		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Giedemann, Dionne		T0100	Business Education	Test Results	N/A	1	ETS
								Giedemann, Dionne		T0353	Education of Exceptional Students: Core	Test Results	N/A	1	ETS
								Giedemann, Dionne		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								Giedemann, Dionne		T5710	PPST Computerized Skills Test: Reading	Test Results	N/A	1	ETS
								Giedemann, Dionne		T5720	PPST Computerized Skills Test: Writing	Test Results	N/A	1	ETS
								Giedemann, Dionne		T5730	PPST Computerized Skills Test: Mathemati	Test Results	N/A	1	ETS
Guest	Marianne	9340	Special Ed, Elementary Subjects	Classroom Teachers	Elementary	Special Education Elementary	full time	Guest, Marianne		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Guest, Marianne		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Guest, Marianne		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS

Heller	Katie	2844	Elementary, Primary Grades 1-3 1/	Classroom Teachers	Elementary	Primary Elementary, grade 1-3	full time	Heller, Katie		58	Endorsement	Endorsement	N/A	1180	Autism PK-12
								Heller, Katie		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Heller, Katie		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Heller, Katie		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Heller, Katie		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Heller, Katie		C131017	Teach Elementary SpecEd	College Major	N/A	N/A	N/A
								Heller, Katie		T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS
								Heller, Katie		T0353	Education of Exceptional Students: Core	Test Results	N/A	1	ETS
								Heller, Katie		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								Heller, Katie		T5710	PPST Computerized Skills Test: Reading	Test Results	N/A	1	ETS
								Heller, Katie		T5720	PPST Computerized Skills Test: Writing	Test Results	N/A	1	ETS
								Heller, Katie		T5730	PPST Computerized Skills Test: Mathemati	Test Results	N/A	1	ETS
Herritt	Julia	2844	Elementary, Primary Grades 1-3 1/	Classroom Teachers	Elementary	Primary Elementary, grade 1-3	full time	Herritt, Julia		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
Herritt	Julia	9340	Special Ed, Elementary Subjects	Classroom Teachers	Elementary	Special Education Elementary	full time	Herritt, Julia		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Herritt, Julia		T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS
								Herritt, Julia		T0353	Education of Exceptional Students: Core	Test Results	N/A	1	ETS
								Herritt, Julia		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								Herritt, Julia		T5710	PPST Computerized Skills Test: Reading	Test Results	N/A	1	ETS
								Herritt, Julia		T5720	PPST Computerized Skills Test: Writing	Test Results	N/A	1	ETS
Hoch	Nicole	9225	Special Ed, Resource PreK-12	Classroom Teachers	Special Education, Other		full time	Hoch, Nicole		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Hoch, Nicole		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Hoch, Nicole		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Hoch, Nicole		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Hoch, Nicole		T0069	Middle School Mathematics	Test Results	N/A	1	ETS
Huckel	Casey	6800	Mathematics, 10-12	Classroom Teachers	Secondary	Math, Secondary	full time	Huckel, Casey		61	Instructional I	Standard Certificate	N/A	6800	Mathematics 7-12
								Huckel, Casey		T0061	Mathematics: Content Knowledge (calculat	Test Results	N/A	1	ETS
								Huckel, Casey		T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								Huckel, Casey		T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								Huckel, Casey		T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
Huckel	Pamela	4490	Spanish	Classroom Teachers	Secondary	Foreign Language, Secondary	full time	Huckel, Pamela		61	Instructional I	Standard Certificate	N/A	4490	Spanish K-12
								Huckel, Pamela		62	Instructional II	Standard Certificate	N/A	4490	Spanish K-12
								Huckel, Pamela		T0191	Spanish: Content Knowledge (contains lis	Test Results	N/A	1	ETS
								Huckel, Pamela		T0510	General Knowledge (calculators prohibite	Test Results	N/A	1	ETS
Hughes	Jennifer	2844	Elementary, Primary Grades 1-3 1/	Classroom Teachers	Elementary	Primary Elementary, grade 1-3	full time	Hughes, Jennifer		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
Hughes	Jennifer	2845	Elementary, Intermediate Grades 4-6 1/	Classroom Teachers	Elementary	Intermediate Elementary, grade 4-6	full time	Hughes, Jennifer		61	Instructional I	Standard Certificate	N/A	7650	Reading Specialist K-12
Hughes	Jennifer	9900	Other Not Listed Above (certificated personnel)	Others	Other Certificated Personnel		full time	Hughes, Jennifer		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Hughes, Jennifer		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Hughes, Jennifer		62	Instructional II	Standard Certificate	N/A	2850	Mid-Level English 7-9
								Hughes, Jennifer		62	Instructional II	Standard Certificate	N/A	2860	Mid-Level Mathematics 7-9
								Hughes, Jennifer		62	Instructional II	Standard Certificate	N/A	2870	Mid-Level Citiz. Ed 7-9
								Hughes, Jennifer		62	Instructional II	Standard Certificate	N/A	2880	Mid-Level Science 7-9
								Hughes, Jennifer		62	Instructional II	Standard Certificate	N/A	7650	Reading Specialist K-12
								Hughes, Jennifer		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Hughes, Jennifer		T0049	Middle School English Language Arts	Test Results	N/A	1	ETS
								Hughes, Jennifer		T0069	Middle School Mathematics	Test Results	N/A	1	ETS
								Hughes, Jennifer		T0089	Middle School Social Studies	Test Results	N/A	1	ETS
								Hughes, Jennifer		T0353	Education of Exceptional Students: Core	Test Results	N/A	1	ETS
								Hughes, Jennifer		T0439	Middle School Science	Test Results	N/A	1	ETS
Jankowski	Laura	9900	Other Not Listed Above (certificated personnel)	Others	Other Certificated Personnel		full time	Jankowski, Laura		61	Instructional I	Standard Certificate	N/A	2840	Early Childhood N-3
								Jankowski, Laura		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Jankowski, Laura		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Jankowski, Laura		62	Instructional II	Standard Certificate	N/A	2840	Early Childhood N-3
								Jankowski, Laura		62	Instructional II	Standard Certificate	N/A	7650	Reading Specialist K-12
								Jankowski, Laura		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Jankowski, Laura		T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS

								Jankowski, Laura	T0020	Early Childhood Education	Test Results	N/A	1	ETS
								Jankowski, Laura	T0300	Reading Specialist	Test Results	N/A	1	ETS
								Jankowski, Laura	T0353	Education of Exceptional Students: Core	Test Results	N/A	1	ETS
								Jankowski, Laura	T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								Jankowski, Laura	T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								Jankowski, Laura	T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								Jankowski, Laura	T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
Joscelyne	Danielle	2845	Elementary, Intermediate Grades 4-6 1/	Classroom Teachers	Elementary	Intermediate Elementary, grade 4-6	full time	Joscelyne, Danielle	61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Joscelyne, Danielle	61	Instructional I	Standard Certificate	N/A	2850	Mid-Level English 7-9
								Joscelyne, Danielle	61	Instructional I	Standard Certificate	N/A	2860	Mid-Level Mathematics 7-9
								Joscelyne, Danielle	61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Joscelyne, Danielle	62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Joscelyne, Danielle	62	Instructional II	Standard Certificate	N/A	2850	Mid-Level English 7-9
								Joscelyne, Danielle	62	Instructional II	Standard Certificate	N/A	2860	Mid-Level Mathematics 7-9
								Joscelyne, Danielle	62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Joscelyne, Danielle	T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS
								Joscelyne, Danielle	T0049	Middle School English Language Arts	Test Results	N/A	1	ETS
								Joscelyne, Danielle	T0069	Middle School Mathematics	Test Results	N/A	1	ETS
								Joscelyne, Danielle	T0353	Education of Exceptional Students: Core	Test Results	N/A	1	ETS
								Joscelyne, Danielle	T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								Joscelyne, Danielle	T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								Joscelyne, Danielle	T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
Junod	Brittany	2870	Middle Level Social Studies, 7-9	Classroom Teachers	Secondary	Social Studies, Middle Level, grade 7-9	full time	Junod, Brittany	61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
Junod	Brittany	7655	Diagnostic/Prescriptive Reading, Elementary	Coordinate Services	Other Coordinate Services		full time	Junod, Brittany	61	Instructional I	Standard Certificate	N/A	2850	Mid-Level English 7-9
Junod	Brittany	9340	Special Ed, Elementary Subjects	Classroom Teachers	Elementary	Special Education Elementary	full time	Junod, Brittany	61	Instructional I	Standard Certificate	8	3100	Grades 4-8
								Junod, Brittany	61	Instructional I	Standard Certificate	N/A	3230	English 7-12
								Junod, Brittany	61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Junod, Brittany	62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Junod, Brittany	62	Instructional II	Standard Certificate	N/A	2850	Mid-Level English 7-9
								Junod, Brittany	62	Instructional II	Standard Certificate	N/A	2870	Mid-Level Citiz. Ed 7-9
								Junod, Brittany	62	Instructional II	Standard Certificate	8	3100	Grades 4-8
								Junod, Brittany	62	Instructional II	Standard Certificate	N/A	3230	English 7-12
								Junod, Brittany	62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Junod, Brittany	C131017	Teach Elementary SpecEd	College Major	N/A	N/A	N/A
								Junod, Brittany	C131017	Teach Elementary SpecEd	College Major	N/A	N/A	N/A
								Junod, Brittany	T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS
								Junod, Brittany	T0041	English Language, Literature, & Composi	Test Results	N/A	1	ETS
								Junod, Brittany	T0049	Middle School English Language Arts	Test Results	N/A	1	ETS
								Junod, Brittany	T0089	Middle School Social Studies	Test Results	N/A	1	ETS
								Junod, Brittany	T0353	Education of Exceptional Students: Core	Test Results	N/A	1	ETS
								Junod, Brittany	T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								Junod, Brittany	T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								Junod, Brittany	T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								Junod, Brittany	T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
Kanski	Betty	6410	Library Sciences, Elementary	Coordinate Services	Librarian		full time	Kanski, Betty	61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Kanski, Betty	61	Instructional I	Standard Certificate	N/A	6410	Elem School Library Sci K-6
								Kanski, Betty	62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Kanski, Betty	62	Instructional II	Standard Certificate	N/A	6410	Elem School Library Sci K-6
Kennedy	Danielle	4817	Physical Education	Classroom Teachers	Secondary	Other Secondary	full time	Kennedy, Danielle	61	Instructional I	Standard Certificate	N/A	4805	Health & Physical Educ K-12
Kester	Heidi	8842	Government, 10-12	Classroom Teachers	Secondary	Social Sciences, Secondary	full time	Kester, Heidi	61	Instructional I	Standard Certificate	N/A	8825	Citizenship 7-12
								Kester, Heidi	T0087	Citizenship Education: Content Knowledge	Test Results	N/A	1	ETS
								Kester, Heidi	T5710	PPST Computerized Skills Test: Reading	Test Results	N/A	1	ETS
								Kester, Heidi	T5720	PPST Computerized Skills Test: Writing	Test Results	N/A	1	ETS
								Kester, Heidi	T5730	PPST Computerized Skills Test: Mathemati	Test Results	N/A	1	ETS
Kilgallon	Courtney	2844	Elementary, Primary Grades 1-3 1/	Classroom Teachers	Elementary	Primary Elementary, grade 1-3	full time	Kilgallon, Courtney	61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Kilgallon, Courtney	61	Instructional I	Standard Certificate	N/A	2840	Early Childhood N-3
								Kilgallon, Courtney	61	Instructional I	Standard Certificate	N/A	7650	Reading Specialist K-12
								Kilgallon, Courtney	62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6

								Kilgallon, Courtney		62	Instructional II	Standard Certificate	N/A	2840	Early Childhood N-3
								Kilgallon, Courtney		62	Instructional II	Standard Certificate	N/A	7650	Reading Specialist K-12
								Kilgallon, Courtney		T0020	Early Childhood Education	Test Results	N/A	1	ETS
								Kilgallon, Courtney		T0300	Reading Specialist	Test Results	N/A	1	ETS
								Kilgallon, Courtney		T0510	General Knowledge (calculators prohibite	Test Results	N/A	1	ETS
Klingner	Matthew	4810	Health	Classroom Teachers	Secondary	Other Secondary	full time	Klingner, Matthew		52	Temporary Teaching Permit	Temporary Teaching Permit	N/A	2810	Elementary K-6
Klingner	Matthew	4817	Physical Education	Classroom Teachers	Secondary	Other Secondary	full time	Klingner, Matthew		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
Kronberger	Cynthia	2845	Elementary, Intermediate Grades 4-6 1/	Classroom Teachers	Elementary	Intermediate Elementary, grade 4-6	full time	Kronberger, Cynthia		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Kronberger, Cynthia		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Kronberger, Cynthia		T0510	General Knowledge (calculators prohibite	Test Results	N/A	1	ETS
LaBrasca	Mary	2845	Elementary, Intermediate Grades 4-6 1/	Classroom Teachers	Elementary	Intermediate Elementary, grade 4-6	full time	LaBrasca, Mary		62	Instructional II	Standard Certificate	N/A	8875	Social Studies 7-12
LaBrasca	Mary	2870	Middle Level Social Studies, 7-9	Classroom Teachers	Secondary	Social Studies, Middle Level, grade 7-9	full time								
Ladd	Chrystal	9340	Special Ed, Elementary Subjects	Classroom Teachers	Elementary	Special Education Elementary	full time	Ladd, Chrystal		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Ladd, Chrystal		61	Instructional I	Standard Certificate	N/A	2850	Mid-Level English 7-9
								Ladd, Chrystal		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Ladd, Chrystal		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Ladd, Chrystal		62	Instructional II	Standard Certificate	N/A	2850	Mid-Level English 7-9
								Ladd, Chrystal		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Ladd, Chrystal		T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS
								Ladd, Chrystal		T0014	Elementary Education: Content Knowledge	Test Results	N/A	1	ETS
								Ladd, Chrystal		T0049	Middle School English Language Arts	Test Results	N/A	1	ETS
								Ladd, Chrystal		T0353	Education of Exceptional Students: Core	Test Results	N/A	1	ETS
								Ladd, Chrystal		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								Ladd, Chrystal		T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								Ladd, Chrystal		T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								Ladd, Chrystal		T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
Lukas	Penny	9920	Director of Management Information Systems	Coordinate Services	Director		full time	Lukas, Penny		C5202	Business Admin/Mgmt	College Major	N/A	N/A	N/A
MacConnell	Kathleen	9999	Other Not Listed Above (non-certificated personnel)	Others	Other Non-Certificated Personnel		full time	MacConnell, Kathleen		31	Educational Specialist I	Standard Certificate	N/A	1837	Secondary School Counselor 7-12
								MacConnell, Kathleen		32	Educational Specialist II	Standard Certificate	N/A	1837	Secondary School Counselor 7-12
								MacConnell, Kathleen		C130401	Ed Adm/Supervision, Gen	College Major	N/A	N/A	N/A
								MacConnell, Kathleen		C4201	Psychology, General	College Major	N/A	N/A	N/A
March	Virginia	7607	Developmental Reading, Secondary Classes	Classroom Teachers	Secondary	Other Secondary	full time	March, Virginia		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								March, Virginia		61	Instructional I	Standard Certificate	N/A	9235	Ment and/or Phys Handicapped K-12
								March, Virginia		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								March, Virginia		62	Instructional II	Standard Certificate	N/A	7650	Reading Specialist K-12
								March, Virginia		62	Instructional II	Standard Certificate	N/A	9235	Ment and/or Phys Handicapped K-12
								March, Virginia		69	Charter School Teacher Designation I	Designation	N/A	8875	Social Studies 7-12
								March, Virginia		T0081	Social Studies: Content Knowledge	Test Results	N/A	1	ETS
								March, Virginia		T0300	Reading Specialist	Test Results	N/A	1	ETS
Markoff	Phyllis	2844	Elementary, Primary Grades 1-3 1/	Classroom Teachers	Elementary	Primary Elementary, grade 1-3	full time	Markoff, Phyllis		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Markoff, Phyllis		62	Instructional II	Standard Certificate	N/A	2840	Early Childhood N-3
Matthews	Jennifer	8845	History, 10-12	Classroom Teachers	Secondary	Social Sciences, Secondary	full time	Matthews, Jennifer		61	Instructional I	Standard Certificate	N/A	3230	English 7-12
Matthews	Jennifer	8860	Psychology, Social or Behavioral Science	Classroom Teachers	Secondary	Social Sciences, Secondary	full time	Matthews, Jennifer		61	Instructional I	Standard Certificate	N/A	8865	Social Science 7-12
								Matthews, Jennifer		61	Instructional I	Standard Certificate	N/A	8875	Social Studies 7-12
								Matthews, Jennifer		62	Instructional II	Standard Certificate	N/A	3230	English 7-12
								Matthews, Jennifer		62	Instructional II	Standard Certificate	N/A	8865	Social Science 7-12
								Matthews, Jennifer		62	Instructional II	Standard Certificate	N/A	8875	Social Studies 7-12
								Matthews, Jennifer		T0041	English Language, Literature, & Composi	Test Results	N/A	1	ETS
Mattia	Jaymie	2860	Middle Level Mathematics, 7-9	Classroom Teachers	Secondary	Math, Middle Level, grade 7-9	full time	Mattia, Jaymie		61	Instructional I	Standard Certificate	N/A	6800	Mathematics 7-12
								Mattia, Jaymie		C131311	Mathematics Teacher Ed	College Major	N/A	N/A	N/A
								Mattia, Jaymie		T0061	Mathematics: Content Knowledge (calculat	Test Results	N/A	1	ETS

McCann	Seth	3200	English/Communication	Classroom Teachers	Secondary	English, Secondary	full time	McCann, Seth		61	Instructional I	Standard Certificate	N/A	2860	Mid-Level Mathematics 7-9
McCann	Seth	6800	Mathematics, 10-12	Classroom Teachers	Secondary	Math, Secondary	full time	McCann, Seth		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
McCann	Seth	8420	Chemistry	Classroom Teachers	Secondary	Science, Secondary	full time	McCann, Seth		T0069	Middle School Mathematics	Test Results	N/A	1	ETS
McCann	Seth	8845	History, 10-12	Classroom Teachers	Secondary	Social Sciences, Secondary	full time	McCann, Seth		T0353	Education of Exceptional Students: Core	Test Results	N/A	1	ETS
								McCann, Seth		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								McCann, Seth		T5710	PPST Computerized Skills Test: Reading	Test Results	N/A	1	ETS
								McCann, Seth		T5720	PPST Computerized Skills Test: Writing	Test Results	N/A	1	ETS
								McCann, Seth		T5730	PPST Computerized Skills Test: Mathemati	Test Results	N/A	1	ETS
McDonnell	Erin	4490	Spanish	Classroom Teachers	Secondary	Foreign Language, Secondary	full time	McDonnell, Erin		1	Emergency Permit: LT Sub with Educationa	Emergency / Substitute Permit	N/A	4490	Spanish K-12
								McDonnell, Erin		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								McDonnell, Erin		61	Instructional I	Standard Certificate	N/A	4490	Spanish K-12
								McDonnell, Erin		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								McDonnell, Erin		C131019	Teach Secondary SpecEd	College Major	N/A	N/A	N/A
								McDonnell, Erin		C131202	Elementary Ed/Teaching	College Major	N/A	N/A	N/A
								McDonnell, Erin		C131330	Spanish Lang Teacher Ed	College Major	N/A	N/A	N/A
								McDonnell, Erin		T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS
								McDonnell, Erin		T0191	Spanish: Content Knowledge (contains lis	Test Results	N/A	1	ETS
								McDonnell, Erin		T0353	Education of Exceptional Students: Core	Test Results	N/A	1	ETS
								McDonnell, Erin		T0510	General Knowledge (calculators prohibite	Test Results	N/A	1	ETS
								McDonnell, Erin		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								McDonnell, Erin		T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								McDonnell, Erin		T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								McDonnell, Erin		T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
								McDonnell, Erin		T5710	PPST Computerized Skills Test: Reading	Test Results	N/A	1	ETS
								McDonnell, Erin		T5720	PPST Computerized Skills Test: Writing	Test Results	N/A	1	ETS
								McDonnell, Erin		T5730	PPST Computerized Skills Test: Mathemati	Test Results	N/A	1	ETS
McPhillips	Catherine	2845	Elementary, Intermediate Grades 4-6 1/	Classroom Teachers	Elementary	Intermediate Elementary, grade 4-6	full time	McPhillips, Catherine		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								McPhillips, Catherine		T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS
								McPhillips, Catherine		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								McPhillips, Catherine		T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								McPhillips, Catherine		T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								McPhillips, Catherine		T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
McVan	Janice	2843	Kindergarten, age 5 (K5)	Classroom Teachers	Elementary	K5	full time	McVan, Janice		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								McVan, Janice		62	Instructional II	Standard Certificate	N/A	2840	Early Childhood N-3
Miley	JoAnna	9380	Special Ed, Middle Level Science, 7-9	Classroom Teachers	Secondary	Special Education, Middle Level, grade 7-9	full time	Miley, JoAnna		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
Miley	JoAnna	9385	Special Ed, Secondary Science, 10-12	Classroom Teachers	Secondary	Special Education, Secondary	full time	Miley, JoAnna		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Miley, JoAnna		C1303	Curriculum/Instruction	College Major	N/A	N/A	N/A
								Miley, JoAnna		T0353	Education of Exceptional Students: Core	Test Results	N/A	1	ETS
								Miley, JoAnna		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								Miley, JoAnna		T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								Miley, JoAnna		T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								Miley, JoAnna		T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
Mooney	Diane	2844	Elementary, Primary Grades 1-3 1/	Classroom Teachers	Elementary	Primary Elementary, grade 1-3	full time	Mooney, Diane		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
Mottershead	Robert	8468	Physical Science, Intermediate, 10-12	Classroom Teachers	Secondary	Science, Secondary	full time	Mottershead, Robert		61	Instructional I	Standard Certificate	N/A	8405	Biology 7-12
								Mottershead, Robert		T0235	Biology Content Knowledge	Test Results	N/A	1	ETS
								Mottershead, Robert		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								Mottershead, Robert		T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								Mottershead, Robert		T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								Mottershead, Robert		T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
Muzyk	Cassidy	7655	Diagnostic/Prescriptive Reading, Elementary	Coordinate Services	Other Coordinate Services		full time	Muzyk, Cassidy		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Muzyk, Cassidy		61	Instructional I	Standard Certificate	N/A	7650	Reading Specialist K-12
								Muzyk, Cassidy		T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS
								Muzyk, Cassidy		T0300	Reading Specialist	Test Results	N/A	1	ETS
								Muzyk, Cassidy		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS

								Muzyk, Cassidy		T5710	PPST Computerized Skills Test: Reading	Test Results	N/A	1	ETS
								Muzyk, Cassidy		T5720	PPST Computerized Skills Test: Writing	Test Results	N/A	1	ETS
								Muzyk, Cassidy		T5730	PPST Computerized Skills Test: Mathemati	Test Results	N/A	1	ETS
Myers	David	8405	Biology	Classroom Teachers	Secondary	Science, Secondary	full time	Myers, David		51	Intern	Standard Certificate	N/A	8405	Biology 7-12
								Myers, David		61	Instructional I	Standard Certificate	N/A	8405	Biology 7-12
								Myers, David		C2607	Zoology/Animal Biology	College Major	N/A	N/A	N/A
								Myers, David		T0235	Biology Content Knowledge	Test Results	N/A	1	ETS
Myers	Dolores	9340	Special Ed, Elementary Subjects	Classroom Teachers	Elementary	Special Education Elementary	full time	Myers, Dolores		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Myers, Dolores		62	Instructional II	Standard Certificate	N/A	9235	Ment and/or Phys Handicapped K-12
								Myers, Dolores		T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS
O'Brien	Susan	2845	Elementary, Intermediate Grades 4-6 1/	Classroom Teachers	Elementary	Intermediate Elementary, grade 4-6	full time	O'Brien, Susan		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								O'Brien, Susan		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								O'Brien, Susan		62	Instructional II	Standard Certificate	N/A	2870	Mid-Level Citiz. Ed 7-9
								O'Brien, Susan		T5041	English Language, Literature, & Composi	Test Results	N/A	1	ETS
Pagliari	Jeffrey	2860	Middle Level Mathematics, 7-9	Classroom Teachers	Secondary	Math, Middle Level, grade 7-9	full time	Pagliari, Jeffrey		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Pagliari, Jeffrey		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Pagliari, Jeffrey		62	Instructional II	Standard Certificate	N/A	2850	Mid-Level English 7-9
								Pagliari, Jeffrey		62	Instructional II	Standard Certificate	N/A	2860	Mid-Level Mathematics 7-9
								Pagliari, Jeffrey		62	Instructional II	Standard Certificate	N/A	2880	Mid-Level Science 7-9
								Pagliari, Jeffrey		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Pagliari, Jeffrey		C131202	Elementary Ed/Teaching	College Major	N/A	N/A	N/A
								Pagliari, Jeffrey		T0014	Elementary Education: Content Knowledge	Test Results	N/A	1	ETS
								Pagliari, Jeffrey		T0049	Middle School English Language Arts	Test Results	N/A	1	ETS
								Pagliari, Jeffrey		T0069	Middle School Mathematics	Test Results	N/A	1	ETS
								Pagliari, Jeffrey		T0439	Middle School Science	Test Results	N/A	1	ETS
Pappano	Rebecca	9340	Special Ed, Elementary Subjects	Classroom Teachers	Elementary	Special Education Elementary	full time	Pappano, Rebecca		6	Emergency Permit: Day-to-Day Substitute	Emergency / Substitute Permit	N/A	9235	Ment and/or Phys Handicapped K-12
								Pappano, Rebecca		6	Emergency Permit: Day-to-Day Substitute	Emergency / Substitute Permit	N/A	9235	Ment and/or Phys Handicapped K-12
								Pappano, Rebecca		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Pappano, Rebecca		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Pappano, Rebecca		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Pappano, Rebecca		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
Paterson	Bridget	2844	Elementary, Primary Grades 1-3 1/	Classroom Teachers	Elementary	Primary Elementary, grade 1-3	full time	Paterson, Bridget		1	Emergency Permit: LT Sub with Educationa	Emergency / Substitute Permit	N/A	2810	Elementary K-6
								Paterson, Bridget		1	Emergency Permit: LT Sub with Educationa	Emergency / Substitute Permit	N/A	2840	Early Childhood N-3
								Paterson, Bridget		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Paterson, Bridget		61	Instructional I	Standard Certificate	N/A	2840	Early Childhood N-3
								Paterson, Bridget		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Paterson, Bridget		62	Instructional II	Standard Certificate	N/A	2840	Early Childhood N-3
Pazdunkiewicz	Angela	2850	Middle Level English, 7-9	Classroom Teachers	Secondary	English, Middle Level, grade 7-9	full time	Pazdunkiewicz, Angela		61	Instructional I	Standard Certificate	N/A	3230	English 7-12
								Pazdunkiewicz, Angela		62	Instructional II	Standard Certificate	N/A	3230	English 7-12
								Pazdunkiewicz, Angela		75	Administrative I	Standard Certificate	N/A	1115	Principal K-12
Petrie	John	6800	Mathematics, 10-12	Classroom Teachers	Secondary	Math, Secondary	full time	Petrie, John		61	Instructional I	Standard Certificate	N/A	6800	Mathematics 7-12
								Petrie, John		62	Instructional II	Standard Certificate	N/A	6800	Mathematics 7-12
								Petrie, John		C131311	Mathematics Teacher Ed	College Major	N/A	N/A	N/A
								Petrie, John		T0061	Mathematics: Content Knowledge (calculat	Test Results	N/A	1	ETS
								Petrie, John		T5710	PPST Computerized Skills Test: Reading	Test Results	N/A	1	ETS
								Petrie, John		T5720	PPST Computerized Skills Test: Writing	Test Results	N/A	1	ETS
								Petrie, John		T5730	PPST Computerized Skills Test: Mathemati	Test Results	N/A	1	ETS
Raby	Deborah	2844	Elementary, Primary Grades 1-3 1/	Classroom Teachers	Elementary	Primary Elementary, grade 1-3	full time	Raby, Deborah		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Raby, Deborah		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
Richman	Karen	9355	Special Ed, Secondary English, 10-12	Classroom Teachers	Secondary	Special Education, Secondary	full time	Richman, Karen		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
Richman	Karen	9375	Special Ed, Secondary Social Studies, 10-12	Classroom Teachers	Secondary	Special Education, Secondary	full time	Richman, Karen		61	Instructional I	Standard Certificate	N/A	9235	Ment and/or Phys Handicapped K-12
								Richman, Karen		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Richman, Karen		62	Instructional II	Standard Certificate	N/A	9235	Ment and/or Phys Handicapped K-12
								Richman, Karen		T0041	English Language, Literature, & Composi	Test Results	N/A	1	ETS

								Richman, Karen		T0081	Social Studies: Content Knowledge	Test Results	N/A	1	ETS
Robinson	Douglas	3200	English/Communication	Classroom Teachers	Secondary	English, Secondary	full time	Robinson, Douglas		61	Instructional I	Standard Certificate	N/A	3230	English 7-12
								Robinson, Douglas		C131305	English Teacher Ed	College Major	N/A	N/A	N/A
								Robinson, Douglas		C2301	English Lang/Lit, Gen	College Major	N/A	N/A	N/A
								Robinson, Douglas		C2301	English Lang/Lit, Gen	College Major	N/A	N/A	N/A
								Robinson, Douglas		C2313	Rhetoric/Writing Studies	College Major	N/A	N/A	N/A
								Robinson, Douglas		T0041	English Language, Literature, & Composi	Test Results	N/A	1	ETS
Schmitt	Allyssa	1100	Elementary Principal	Administrative / Supervisory	Principal		full time	Schmitt, Allyssa		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Schmitt, Allyssa		78	Administrative	Standard Certificate	N/A	1115	Principal K-12
								Schmitt, Allyssa		90	Letter of Eligibility	Letter of Eligibility	N/A	1150	Superintendent K-12
Schuck	Theresa	2844	Elementary, Primary Grades 1-3 1/	Classroom Teachers	Elementary	Primary Elementary, grade 1-3	full time	Schuck, Theresa		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Schuck, Theresa		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
Seuffert	Melissa	2850	Middle Level English, 7-9	Classroom Teachers	Secondary	English, Middle Level, grade 7-9	full time	Seuffert, Melissa		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Seuffert, Melissa		61	Instructional I	Standard Certificate	N/A	2850	Mid-Level English 7-9
								Seuffert, Melissa		61	Instructional I	Standard Certificate	N/A	2870	Mid-Level Citiz. Ed 7-9
								Seuffert, Melissa		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Seuffert, Melissa		62	Instructional II	Standard Certificate	N/A	2850	Mid-Level English 7-9
								Seuffert, Melissa		62	Instructional II	Standard Certificate	N/A	2870	Mid-Level Citiz. Ed 7-9
								Seuffert, Melissa		T0049	Middle School English Language Arts	Test Results	N/A	1	ETS
								Seuffert, Melissa		T0089	Middle School Social Studies	Test Results	N/A	1	ETS
Siegmann	Anna Marie	1112	Assistant or Vice Middle School Principal	Administrative / Supervisory	Assistant Principal		full time	Siegmann, Anna Marie		1	Emergency Permit: LT Sub with Educationa	Emergency / Substitute Permit	N/A	2810	Elementary K-6
								Siegmann, Anna Marie		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Siegmann, Anna Marie		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Siegmann, Anna Marie		75	Administrative I	Standard Certificate	N/A	1115	Principal K-12
								Siegmann, Anna Marie		C131202	Elementary Ed/Teaching	College Major	N/A	N/A	N/A
								Siegmann, Anna Marie		C5202	Business Admin/Mgmt	College Major	N/A	N/A	N/A
Simmons	Megan	9999	Other Not Listed Above (non-certificated personnel)	Others	Other Non-Certificated Personnel		full time	Simmons, Megan		T0411	Educational Leadership: Administration &	Test Results	N/A	1	ETS
Siniari	John	1401	Art, Elementary	Classroom Teachers	Elementary	Other Elementary	full time	Siniari, John		51	Intern	Standard Certificate	N/A	1405	Art K-12
Siniari	John	1402	Art, Secondary	Classroom Teachers	Secondary	Other Secondary	full time	Siniari, John		61	Instructional I	Standard Certificate	N/A	1405	Art K-12
Siniari	John	2870	Middle Level Social Studies, 7-9	Classroom Teachers	Secondary	Social Studies, Middle Level, grade 7-9	full time	Siniari, John		61	Instructional I	Standard Certificate	N/A	2850	Mid-Level English 7-9
								Siniari, John		61	Instructional I	Standard Certificate	N/A	4030	Latin K-12
								Siniari, John		61	Instructional I	Standard Certificate	N/A	8875	Social Studies 7-12
								Siniari, John		T0081	Social Studies: Content Knowledge	Test Results	N/A	1	ETS
								Siniari, John		T0133	Art: Content Knowledge	Test Results	N/A	1	ETS
								Siniari, John		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								Siniari, John		T0601	Latin	Test Results	N/A	1	ETS
								Siniari, John		T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								Siniari, John		T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								Siniari, John		T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
								Siniari, John		T5049	Middle School English Language Arts	Test Results	N/A	1	ETS
Smith	John	2870	Middle Level Social Studies, 7-9	Classroom Teachers	Secondary	Social Studies, Middle Level, grade 7-9	full time	Smith, John		61	Instructional I	Standard Certificate	N/A	8875	Social Studies 7-12
								Smith, John		T0081	Social Studies: Content Knowledge	Test Results	N/A	1	ETS
								Smith, John		T0510	General Knowledge (calculators prohibite	Test Results	N/A	1	ETS
Sperling	Larry	1099	Chief Administrative or Chief Executive Officer (charter schools only)	Administrative / Supervisory	Chief Administrative Officer		full time	Sperling, Larry		62	Instructional II	Standard Certificate	N/A	6800	Mathematics 7-12
								Sperling, Larry		81	Supervisory I	Standard Certificate	N/A	6815	Supvr Mathematics 7-12
								Sperling, Larry		83	Administrative I	Standard Certificate	N/A	1100	Elementary Principal K-6
								Sperling, Larry		83	Administrative I	Standard Certificate	N/A	1105	Secondary Principal 7-12
Spock	Karen	9272	Speech Correction, Elementary	Classroom Teachers	Elementary	Special Education Elementary	full time	Spock, Karen		1	Emergency Permit: LT Sub with Educationa	Emergency / Substitute Permit	N/A	9215	Supvr Special Education K-12
								Spock, Karen		62	Instructional II	Standard Certificate	N/A	9270	Speech Correction K-12
								Spock, Karen		81	Supervisory I	Standard Certificate	N/A	9215	Supvr Special Education K-12
Steel	Donna	9225	Special Ed, Resource PreK-12	Classroom Teachers	Special Education, Other		full time	Steel, Donna		1010	Private School - Temporary Approval	Private Academic Certificate	N/A	12810	Elementary Education K-8

								Steel, Donna		1010	Private School - Temporary Approval	Private Academic Certificate	N/A	12810	Elementary Education K-8
								Steel, Donna		1010	Private School - Temporary Approval	Private Academic Certificate	N/A	12810	Elementary Education K-8
								Steel, Donna		1010	Private School - Temporary Approval	Private Academic Certificate	N/A	12810	Elementary Education K-8
								Steel, Donna		1022	Private School - Teacher	Private Academic Certificate	N/A	12810	Elementary Education K-8
								Steel, Donna		1022	Private School - Teacher	Private Academic Certificate	N/A	12810	Elementary Education K-8
								Steel, Donna		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Steel, Donna		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Steel, Donna		T0353	Education of Exceptional Students: Core	Test Results	N/A	1	ETS
								Steel, Donna		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								Steel, Donna		T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								Steel, Donna		T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								Steel, Donna		T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
Sulman	Shelby	2850	Middle Level English, 7-9	Classroom Teachers	Secondary	English, Middle Level, grade 7-9	full time	Sulman, Shelby		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Sulman, Shelby		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Sulman, Shelby		62	Instructional II	Standard Certificate	N/A	2850	Mid-Level English 7-9
								Sulman, Shelby		T0049	Middle School English Language Arts	Test Results	N/A	1	ETS
Teal	Lawrence	8845	History, 10-12	Classroom Teachers	Secondary	Social Sciences, Secondary	full time	Teal, Lawrence		69	Charter School Teacher Designation I	Designation	N/A	8875	Social Studies 7-12
								Teal, Lawrence		C130401	Ed Adm/Supervision, Gen	College Major	N/A	N/A	N/A
								Teal, Lawrence		C4511	Sociology	College Major	N/A	N/A	N/A
Ulkloss	Jamie	1402	Art, Secondary	Classroom Teachers	Secondary	Other Secondary	full time	Ulkloss, Jamie		6	Emergency Permit: Day-to-Day Substitute	Emergency / Substitute Permit	N/A	-98	All Subject Areas K-12
								Ulkloss, Jamie		6	Emergency Permit: Day-to-Day Substitute	Emergency / Substitute Permit	N/A	-98	All Subject Areas K-12
								Ulkloss, Jamie		T0133	Art: Content Knowledge	Test Results	N/A	1	ETS
								Ulkloss, Jamie		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
Varra	Susan Marie	2843	Kindergarten, age 5 (K5)	Classroom Teachers	Elementary	K5	full time	Varra, Susan Marie		1	Emergency Permit: LT Sub with Educationa	Emergency / Substitute Permit	N/A	2810	Elementary K-6
								Varra, Susan Marie		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Varra, Susan Marie		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Varra, Susan Marie		T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS
								Varra, Susan Marie		T0014	Elementary Education: Content Knowledge	Test Results	N/A	1	ETS
								Varra, Susan Marie		T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								Varra, Susan Marie		T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								Varra, Susan Marie		T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
Vittitow	Danielle	2845	Elementary, Intermediate Grades 4-6 1/	Classroom Teachers	Elementary	Intermediate Elementary, grade 4-6	full time	Vittitow, Danielle		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
Vittitow	Danielle	2860	Middle Level Mathematics, 7-9	Classroom Teachers	Secondary	Math, Middle Level, grade 7-9	full time	Vittitow, Danielle		61	Instructional I	Standard Certificate	N/A	9235	Ment and/or Phys Handicapped K-12
								Vittitow, Danielle		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Vittitow, Danielle		62	Instructional II	Standard Certificate	N/A	2860	Mid-Level Mathematics 7-9
								Vittitow, Danielle		62	Instructional II	Standard Certificate	N/A	9235	Ment and/or Phys Handicapped K-12
								Vittitow, Danielle		T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS
								Vittitow, Danielle		T0014	Elementary Education: Content Knowledge	Test Results	N/A	1	ETS
								Vittitow, Danielle		T0069	Middle School Mathematics	Test Results	N/A	1	ETS
								Vittitow, Danielle		T0353	Education of Exceptional Students: Core	Test Results	N/A	1	ETS
								Vittitow, Danielle		T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								Vittitow, Danielle		T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								Vittitow, Danielle		T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
Wagner	Kathy	7201	Music, Elementary	Classroom Teachers	Elementary	Other Elementary	full time	Wagner, Kathy		61	Instructional I	Standard Certificate	N/A	7205	Music K-12
Wagner	Kathy	7202	Music, Secondary	Classroom Teachers	Secondary	Other Secondary	full time	Wagner, Kathy		62	Instructional II	Standard Certificate	N/A	7205	Music K-12
Weise	Karen	2845	Elementary, Intermediate Grades 4-6 1/	Classroom Teachers	Elementary	Intermediate Elementary, grade 4-6	full time	Weise, Karen		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Weise, Karen		61	Instructional I	Standard Certificate	N/A	2840	Early Childhood N-3
								Weise, Karen		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Weise, Karen		62	Instructional II	Standard Certificate	N/A	2840	Early Childhood N-3
								Weise, Karen		62	Instructional II	Standard Certificate	N/A	7650	Reading Specialist K-12
								Weise, Karen		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Weise, Karen		T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS
								Weise, Karen		T0014	Elementary Education: Content Knowledge	Test Results	N/A	1	ETS
								Weise, Karen		T0020	Early Childhood Education	Test Results	N/A	1	ETS
								Weise, Karen		T0300	Reading Specialist	Test Results	N/A	1	ETS
								Weise, Karen		T0353	Education of Exceptional Students: Core	Test Results	N/A	1	ETS
								Weise, Karen		T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS

								Weise, Karen		T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								Weise, Karen		T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
Wilkinson	Kathleen	2845	Elementary, Intermediate Grades 4-6 1/	Classroom Teachers	Elementary	Intermediate Elementary, grade 4-6	full time	Wilkinson, Kathleen		61	Instructional I	Standard Certificate	N/A	8875	Social Studies 7-12
Wilkinson	Kathleen	2870	Middle Level Social Studies, 7-9	Classroom Teachers	Secondary	Social Studies, Middle Level, grade 7-9	full time	Wilkinson, Kathleen		62	Instructional II	Standard Certificate	N/A	2850	Mid-Level English 7-9
								Wilkinson, Kathleen		62	Instructional II	Standard Certificate	N/A	8875	Social Studies 7-12
								Wilkinson, Kathleen		C5401	History	College Major	N/A	N/A	N/A
								Wilkinson, Kathleen		T0049	Middle School English Language Arts	Test Results	N/A	1	ETS
								Wilkinson, Kathleen		T0081	Social Studies: Content Knowledge	Test Results	N/A	1	ETS
								Wilkinson, Kathleen		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
Wolff	Amanda	2844	Elementary, Primary Grades 1-3 1/	Classroom Teachers	Elementary	Primary Elementary, grade 1-3	full time	Wolff, Amanda		61	Instructional I	Standard Certificate	N/A	2810	Elementary K-6
								Wolff, Amanda		61	Instructional I	Standard Certificate	N/A	2840	Early Childhood N-3
								Wolff, Amanda		61	Instructional I	Standard Certificate	N/A	7650	Reading Specialist K-12
								Wolff, Amanda		61	Instructional I	Standard Certificate	N/A	9225	Special Education N-12
								Wolff, Amanda		62	Instructional II	Standard Certificate	N/A	2810	Elementary K-6
								Wolff, Amanda		62	Instructional II	Standard Certificate	N/A	2840	Early Childhood N-3
								Wolff, Amanda		62	Instructional II	Standard Certificate	N/A	7650	Reading Specialist K-12
								Wolff, Amanda		62	Instructional II	Standard Certificate	N/A	9225	Special Education N-12
								Wolff, Amanda		C131017	Teach Elementary SpecEd	College Major	N/A	N/A	N/A
								Wolff, Amanda		C131202	Elementary Ed/Teaching	College Major	N/A	N/A	N/A
								Wolff, Amanda		C131210	Early Childhood Education	College Major	N/A	N/A	N/A
								Wolff, Amanda		C131315	Reading Teacher Ed	College Major	N/A	N/A	N/A
								Wolff, Amanda		T0011	Elementary Education: Curr, Instruction,	Test Results	N/A	1	ETS
								Wolff, Amanda		T0020	Early Childhood Education	Test Results	N/A	1	ETS
								Wolff, Amanda		T0511	Fundamental Subjects: Content Knowledge	Test Results	N/A	1	ETS
								Wolff, Amanda		T0710	PPST Skills Test: Reading	Test Results	N/A	1	ETS
								Wolff, Amanda		T0720	PPST Skills Test: Writing	Test Results	N/A	1	ETS
								Wolff, Amanda		T0730	PPST Skills Test: Mathematics (calculato	Test Results	N/A	1	ETS
Wright	Bernice	2844	Elementary, Primary Grades 1-3 1/	Classroom Teachers	Elementary	Primary Elementary, grade 1-3	full time	Wright, Bernice		61	Instructional I	Standard Certificate	N/A	2840	Early Childhood N-3
								Wright, Bernice		62	Instructional II	Standard Certificate	N/A	2840	Early Childhood N-3
Zagorski	David	7202	Music, Secondary	Classroom Teachers	Secondary	Other Secondary	full time	Zagorski, David		T0113	Music: Content Knowledge (contains liste	Test Results	N/A	1	ETS
Zeka	Joyce	8470	Physics, 10-12	Classroom Teachers	Secondary	Science, Secondary	full time	Zeka, Joyce		61	Instructional I	Standard Certificate	N/A	8405	Biology 7-12
								Zeka, Joyce		61	Instructional I	Standard Certificate	N/A	8420	Chemistry 7-12
								Zeka, Joyce		62	Instructional II	Standard Certificate	N/A	8405	Biology 7-12

Chiodetti	Donna	2200	Dance	Classroom Teachers	Secondary	Vocational Education	full time
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Cristella	Carl	9950	Computer Technology Specialist	Others	Other Non-Certificated Personnel		full time
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Dietz	Harry	2017	Carpentry	Classroom Teachers	Secondary	Vocational Education	full time
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Gibbons	Stephanie	9999	Other Not Listed Above (non-certificated personnel)	Others	Other Non-Certificated Personnel		full time
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High	Robert	2021	Cook/Chef	Classroom Teachers	Secondary	Vocational Education	full time
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Jones	Anne	1870	Occupational Therapist	Coordinate Services	Other Health Services		full time
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Neveil	Bill	9999	Other Not Listed Above (non-certificated personnel)	Others	Other Non-Certificated Personnel		full time
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Palan	Phil	9999	Other Not Listed Above (non-certificated personnel)	Others	Other Non-Certificated Personnel		full time
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Reardon	Daniel	9999	Other Not Listed Above (non-certificated personnel)	Others	Other Non-Certificated Personnel		full time
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Scott	Vikki	9999	Other Not Listed Above (non-certificated personnel)	Others	Other Non-Certificated Personnel		full time
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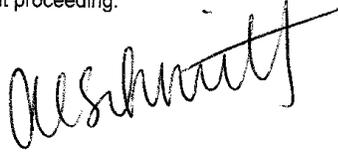
Weber	Kathleen	1890	School Nurse	Coordinate Services	School Nurse		full time
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Werner	Kathleen	4810	Health	Classroom Teachers	Secondary	Other Secondary	full time
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Werner	Kathleen	4817	Physical Education	Classroom Teachers	Secondary	Other Secondary	full time
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This financial statement has been prepared on a modified accrual basis solely to comply with a thirty day deadline required by the Commonwealth of Pennsylvania. As a result of this truncated timeline, this financial statement has not been prepared in accordance with generally accepted accounting principles as promulgated by the Governmental Accounting Standards Board and may not include all accruals and/or depreciation expenses. It may materially differ from the school's final audited financial statements. Therefore, the charter school, its board and administration accept no responsibility for accuracy of the information contained herein.

Philadelphia Academy Charter School reserves all available objections regarding the required provision of Addendum B with the Annual Report for Charter Schools. Philadelphia Academy Charter School reserves its right for administrative/judicial relief pursuant to the Public School Code, Administrative Agency Law, the Pennsylvania Code and Charter School Law. Philadelphia Academy Charter School specifically denies that the provision of this financial statement to PDE in order to remain compliant with 24 PS Section 17-1728-A(b) and in accordance with its Charter constitutes any waiver of its rights as defined by Public School Code, Administrative Agency Law, the Pennsylvania Code and Charter School Law. Finally, Philadelphia Academy Charter School reserves the right to supplement or revise this submission with additional documentation which may be introduced into evidence at any subsequent proceeding.

A handwritten signature in black ink, appearing to read "A. Schwartz", is written over the bottom portion of the second paragraph.

Preliminary Statement of Revenues, Expenditures & Fund Balances
Include ALL Funds
as of June 30, 2014

Name of School Philadelphia Academy Charter School

Address of School 11000 Roosevelt Boulevard Philadelphia, PA 19116

Authorized Signatory 

REVENUES

6000		REVENUE FROM LOCAL SOURCES	
6500		EARNINGS ON INVESTMENTS	
	6510	Interest on Investments and Interest-Bearing Checking Accounts	20,006.00
	6520	Dividends on Investments	
	6530	Gains or Losses on Sale of Investments	
	6540	Earnings on Investments in Real Property	
	6590	Other Earnings or Investments	
6600		FOOD SERVICE REVENUE	
	6610	Daily Sales - Reimbursable Programs	298,424.00
	6620	Daily Sales - Non-Reimbursable Programs	
	6630	Special Functions	
	6640	Non-Cash Contributions	
	6650	Price Reduction for Reduced Price and Free Meals (Debit)	
	6690	Other Food Service Revenues	
6700		REVENUES FROM STUDENT ACTIVITIES	
	6710	Admissions	
	6720	Bookstore Sales	
	6730	Student Organization Membership Dues and Fees	95,789.00
	6740	Fees	
	6750	Student Activity - Special Events	
	6790	Other Student Activity Income	
6800		REVENUES FROM INTERMEDIARY SOURCES / PASS THROUGH	
	6810	Revenue from Local Governmental Units	
	6820	Revenue from Intermediary Sources - Commonwealth Funds	
	6830	Revenues from Intermediary Sources - Federal Funds	402,799.00
	6890	Other Revenues from Intermediary Sources	16,415.00

6900		OTHER REVENUE FROM LOCAL SOURCES	
	6910	Rentals	14,780.00
	6920	Contributions & Donations from Private Sources / Capital Contributions	96,677.00
	6930	Gains or Losses on Sale of Fixed Assets (Economic Resource Measurement Focus Only)	
	6940	Tuition from Patrons	
	6941	Regular Day School Tuition	
	6942	Summer School Tuition	20,769.00
	6943	Adult Education Tuition	
	6944	Receipts From Other LEAs in Pennsylvania - Education	13,258,207.00
	6945	Receipts from Out-of-State LEAs	
	6946	Receipts from Member Districts - AVTS / Special Program Jointure only	
	6947	Receipts from Members of Intermediate Units for Education by Withholding	
	6948	Receipts from Members of Intermediate Units for Direct Contributions	
	6949	Other Tuition from Patrons	
	6950	Unassigned	
	6960	Services Provide Other Local Governmental Units / LEAs	
	6961	Transportation Services Provided Other Pennsylvania LEAs	795,083.00
	6969	All Other Services Provided Other Governments and LEAs Not Specified Above	
	6970	Services Provided Other Funds	
	6980	Revenue from Community Service Activities	47,754.00
	6990	Refunds and Other Miscellaneous Revenue	
	6991	Refunds of a Prior Year Expenditure	
	6999	Other Revenues Not Specified Above	62,448.00
7000		REVENUE FROM STATE SOURCES	
7100		BASIC INSTRUCTIONAL AND OPERATING SUBSIDIES	
	7150	Unassigned	
	7160	Tuition for Orphans and Children Placed in Private Homes	
	7180	Staff and Program Development	
7200		REVENUE FOR SPECIFIC EDUCATIONAL PROGRAMS	
	7210	Homebound Instruction	
	7220	Vocational Education	
	7230	Alternative Education	
	7240	Driver Education - Student	
	7250	Migratory Children	
	7260	Workforce Investment Act (WIA)	
	7270	Specialized Education of Exceptional Pupils	
	7280	Adult Literacy	

	7290	Additional Educational Program Revenues	
7300		REVENUES FOR NON-EDUCATIONAL PROGRAMS	
	7310	Transportation (Regular and Additional)	
	7320	Rental and Sinking Fund Payments / Building Reimbursement Subsidy	
	7330	Health Services (Medical, Dental, Nurse, Act 25)	
	7340	Unassigned	
	7350	Sewage Treatment Operations / Environmental Subsidies	
	7360	Safe Schools	
7400		VOCATIONAL TRAINING OF THE UNEMPLOYED	
7500		STATE REVENUE NOT LISTED ELSEWHERE IN THE 7000 SERIES OF ACCOUNTS	
	7502	Dual Enrollment Grants	
	7503	Project 720/High School Reform	
	7599	Other State Revenue Not Listed Elsewhere in the 7000 Series	
7600		REVENUE FOR MILK, LUNCH AND BREAKFAST PROGRAMS	7,526.00
7800		REVENUE FOR THE COMMONWEALTH'S SHARE OF PAID BENEFITS	
	7810	State Share of Social Security and Medicare Taxes	
	7820	State Share of Retirement Contributions	629,138.00
7900		REVENUE FOR TECHNOLOGY	
	7910	Educational Technology	
	7990	Other Technology Grants	
8000		REVENUE FROM FEDERAL SOURCES	
8100		UNRESTRICTED GRANTS-IN-AID DIRECT FROM THE FEDERAL GOVERNMENT	
	8110	Payments for Federally Impacted Areas - P.L. 81-874	
	8190	Other Unrestricted Federal Grants-in-Aid Direct from the Federal Government	
8200		UNRESTRICTED GRANTS-IN-AID FROM THE FEDERAL GOVERNMENT THROUGH THE COMMONWEALTH	
8300		RESTRICTED GRANTS-IN-AID DIRECTLY FROM THE FEDERAL GOVERNMENT	
	8310	Payments for Federally Impacted Areas - P.L. 81-815	
	8320	Energy Conservation Grants - TA and ECM	

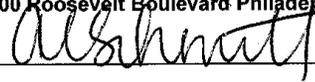
	8390	Other Restricted Federal Grants-in-Aid Directly from the Federal Government	
8500		RESTRICTED GRANTS-IN-AID FROM THE FEDERAL GOVERNMENT THROUGH THE COMMONWEALTH FOR THE INDIVIDUALS WITH DISABILITIES EDUCATION ACT (IDEA), NO CHILD LEFT BEHIND (NCLB), VOCATIONAL EDUCATION, CHILD NUTRITION AND CAREER EDUCATION PROGRAMS	
	8510	Individuals with Disabilities Education Act (IDEA) and No Child Left Behind (NCLB)	898,211.00
	8520	Vocational Education	
	8530	Child Nutrition Program	128,045.00
	8540	Nutrition Education and Training	
	8560	Federal Block Grants	
	8570	Unassigned	
	8580	Child Care and Development Block Grants	
	8590	Unassigned	
8600		RESTRICTED GRANTS-IN-AID FROM THE FEDERAL GOVERNMENT THROUGH THE COMMONWEALTH FOR DRIVER EDUCATION, ADULT EDUCATION, CETA, HEADSTART, ENERGY CONSERVATION, WORKFORCE INVESTMENT ACT AND OTHER PROGRAMS	
	8610	Homeless Assistance Act	
	8620	Adult Basic Education	
	8640	Headstart	
	8650	Unassigned	
	8660	Workforce Investment Act (WIA)	
	8670	Unassigned	
	8680	Unassigned	
	8690	Other Restricted Federal Grants-in-Aid through the Commonwealth	
8800		MEDICAL ASSISTANCE REIMBURSEMENTS	
9000		OTHER FINANCING SOURCES	
9100		SALE OF BONDS	
	9110	Bond Issue Proceeds (Gross)	
	9120	Proceeds from Refunding of Bonds	
9200		PROCEEDS FROM EXTENDED TERM FINANCING	
9300		INTERFUND TRANSFERS	
	9310	General Fund Transfers	
	9320	Special Revenue Fund Transfers	

	9330	Capital Projects Funds Transfers	
	9340	Debt Service Fund Transfers	
	9350	Enterprise Fund Transfers	
	9360	Internal Service Fund Transfers	
	9370	Trust and Agency Fund	
	9380	Activity Fund Transfers	
	9390	Permanent Fund Transfers	
9400		SALE OF OR COMPENSATION FOR LOSS OF FIXED ASSETS	
9500		Unassigned	
9600		Unassigned	
9700		TRANSFERS INVOLVING COMPONENT UNITS AND PRIMARY GOVERNMENTS	
	9710	Transfers from Component Units	
	9720	Transfers from Primary Governments	
9800		INTRAFUND TRANSFERS IN	
	9810	General Fund Intrafund Transfers	
	9820	Special Revenue Intrafund Transfers	
	9840	Debt Service Intrafund Transfers	
	9850	Enterprise Intrafund Transfers	
	9860	Internal Service Intrafund Transfers	
	9870	Trust and Agency Intrafund Transfers	
	9880	Activity Interfund Transfers	
TOTAL REVENUES			16,792,071.00

Preliminary Statement of Revenues, Expenditures & Fund Balances
 Include ALL Funds
 as of June 30, 2014

Name of School Philadelphia Academy Charter School

Address of School 11000 Roosevelt Boulevard Philadelphia, PA 19116

Authorized Signatory 

Note-Expenditures may be submitted EITHER as accrual or cash basis
EXPENDITURES

1000 INSTRUCTION		
1100	REGULAR PROGRAMS - ELEMENTARY / SECONDARY	6,137,612.00
1200	SPECIAL PROGRAMS - ELEMENTARY / SECONDARY	3,784,646.00
1300	VOCATIONAL EDUCATION	
1400	OTHER INSTRUCTIONAL PROGRAMS - ELEMENTARY / SECONDARY	159,963.00
1600	ADULT EDUCATION PROGRAMS	
1700	HIGHER EDUCATION PROGRAMS	
1800	PRE-KINDERGARTEN	
2000 SUPPORT SERVICES		
2100	SUPPORT SERVICES - PUPIL PERSONNEL	
2110	Supervision of Pupil Personnel Services	
2120	Guidance Services	78,558.00
2130	Attendance Services	
2140	Psychological Services	119,003.00
2150	Speech Pathology and Audiology Services	
2160	Social Work Services	
2170	Student Accounting Services	
2190	Other Pupil Personnel Services	
2200	SUPPORT SERVICES - INSTRUCTIONAL STAFF	
2210	Supervision of Educational Media Services	

	2220	Technology Support Services	
	2230	Educational Television Services	
	2240	Computer-Assisted Instruction Support Services	
	2250	School Library Services	2,296.00
	2260	Instruction and Curriculum Development Services	392,178.00
	2270	Instructional Staff Professional Development Services	48,708.00
	2280	Nonpublic Support Services	
2300		SUPPORT SERVICES - ADMINISTRATION	
	2310	Board Services	
	2320	Board Treasurer Services	
	2340	Staff Relations and Negotiations Services	
	2350	Legal Services	85,822.00
	2360	Office of the Superintendent (Executive Director) Services	297,554.00
	2370	Community Relations Services	1,086,813.00
	2380	Office of the Principal Services	13,662.00
	2390	Other Administration Services	
2400		SUPPORT SERVICES - PUPIL HEALTH	140,816.00
2500		SUPPORT SERVICES - BUSINESS	
	2510	Fiscal Services	192,890.00
	2520	Purchasing Services	
	2530	Warehousing and Distributing Services	
	2540	Printing, Publishing and Duplicating Services	51,710.00
	2590	Other Support Services - Business	11,088.32
2600		OPERATION AND MAINTENANCE OF PLANT SERVICES	
	2610	Supervision of Operation and Maintenance of Plant Services	2,280,233.00
	2620	Operation of Buildings Services	
	2630	Care and Upkeep of Grounds Services	
	2640	Care and Upkeep of Equipment Services	
	2650	Vehicle Operations and Maintenance Services (Other than Student Transportation Vehicles)	
	2660	Security Services	
	2690	Other Operation and Maintenance of Plant Services	
2700		STUDENT TRANSPORTATION SERVICES	
	2710	Supervision of Student Transportation Services	102,696.00
	2720	Vehicle Operation Services	963,896.00
	2730	Monitoring Services	
	2740	Vehicle Servicing and Maintenance Services	
	2750	Nonpublic Transportation	

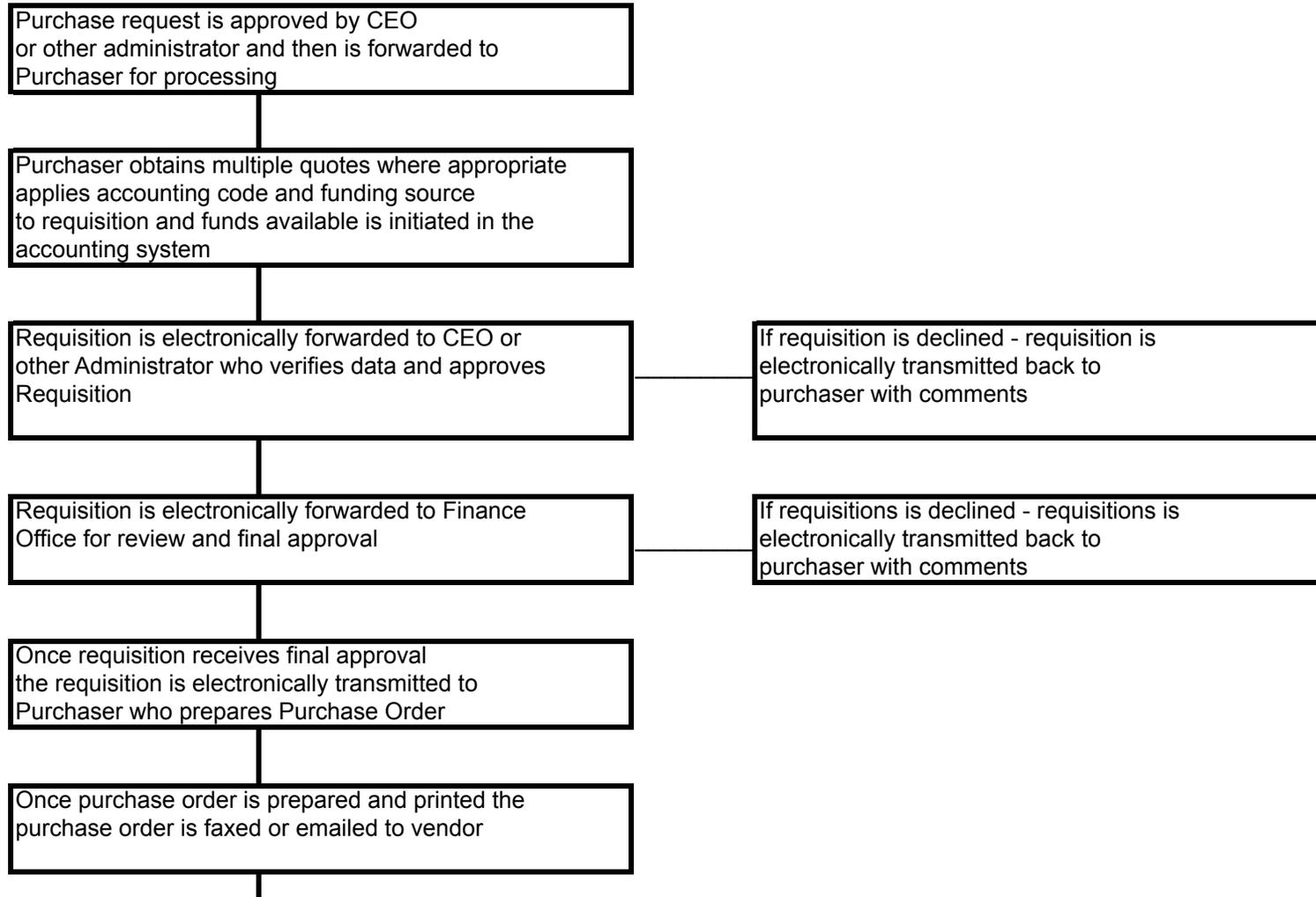
	2790	Other Student Transportation Services	
2800		SUPPORT SERVICES - CENTRAL	
	2810	Planning, Research, Development and Evaluation Services	
	2820	Information Services	
	2830	Staff Services	
	2840	Data Processing Services	222,952.00
	2850	State and Federal Agency Liaison Services	
	2860	Management Services	
	2890	Other Support Services Central	
2900		OTHER SUPPORT SERVICES - CENTRAL	
	2990	Pass-Thru Funds	
3000		OPERATION OF NON-INSTRUCTIONAL SERVICES	
3100		FOOD SERVICES	536,333.00
3200		STUDENT ACTIVITIES	
	3210	School Sponsored Student Activities	59,201.00
	3250	School Sponsored Athletics	102,427.00
3300		COMMUNITY SERVICES	
	3310	Community Recreation	
	3320	Civic Services	
	3330	Public Library Services	
	3340	Custody and Child Care	54,027.00
	3350	Welfare Activities	
	3390	Other Community Services	13,395.00
3400		SCHOLARSHIPS AND AWARDS	
4000		FACILITIES ACQUISITION, CONSTRUCTION AND IMPROVEMENT SERVICES	
4100		SITE ACQUISITION SERVICES - ORIGINAL AND ADDITIONAL	
4200		EXISTING SITE IMPROVEMENT SERVICES	
4300		ARCHITECTURE AND ENGINEERING SERVICES / EDUCATIONAL SPECIFICATIONS DEVELOPMENT - ORIGINAL AND ADDITIONAL	
4400		ARCHITECTURE AND ENGINEERING SERVICES / EDUCATIONAL SPECIFICATIONS - IMPROVEMENTS	

4500	BUILDING ACQUISITION AND CONSTRUCTION SERVICES - ORIGINAL AND ADDITIONAL	
4600	EXISTING BUILDING IMPROVEMENT SERVICES	
5000	OTHER EXPENDITURES AND FINANCING USES	
5100	DEBT SERVICE / OTHER EXPENDITURES AND FINANCING USES	
5200	FUND TRANSFERS	
5300	TRANSFERS INVOLVING COMPONENT UNITS	
5400	INTRAFUND TRANSFERS OUT	
5800	SUSPENSE ACCOUNT	
5900	BUDGETARY RESERVE	
	TOTAL EXPENDITURES	16,938,479.32

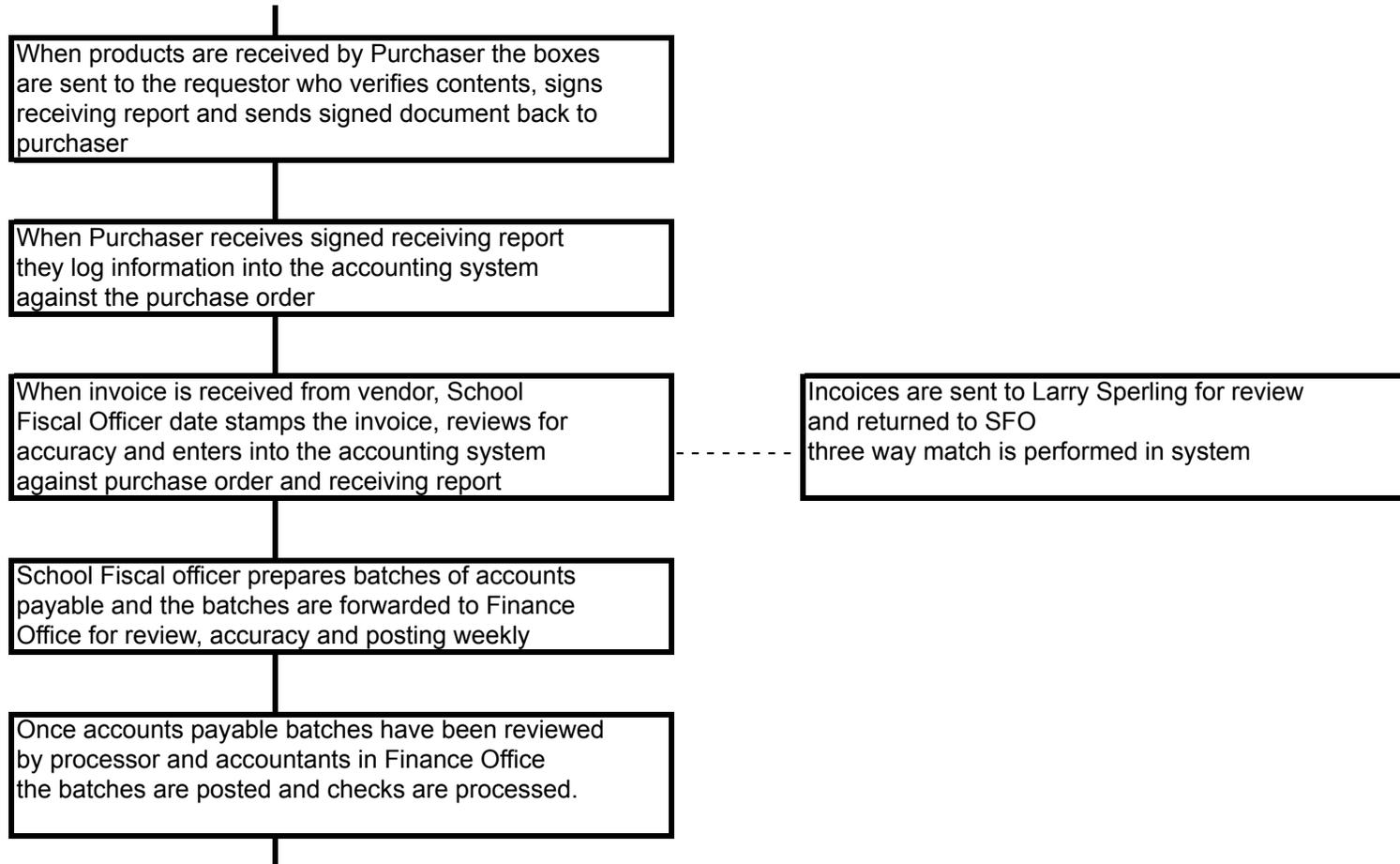
TOTAL REVENUES MINUS TOTAL EXPENDITURES = CURRENT FUND BALANCE AS OF JUNE 30, 2014

NOTES:
See "NOTES WORKSHEET" for disclaimer

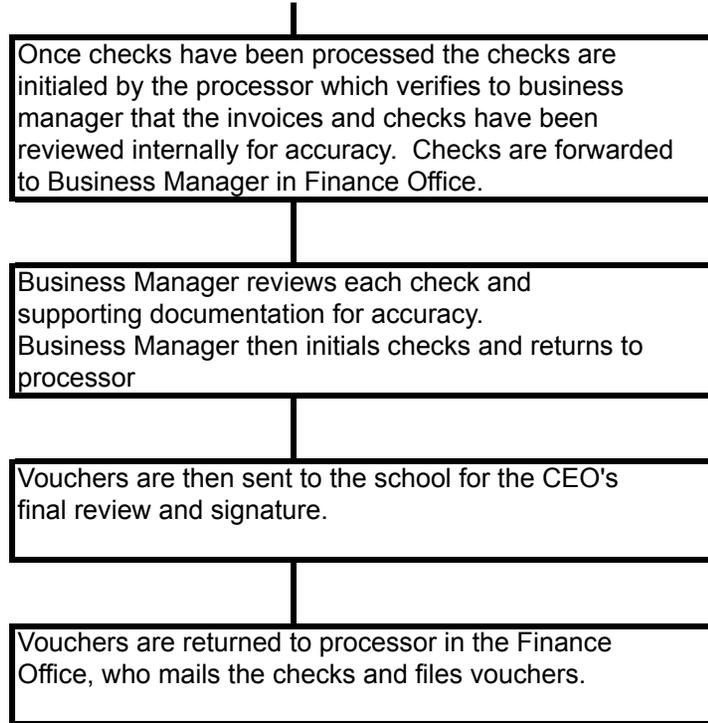
Philadelphia Academy Charter School Requisition, Purchasing Order and Accounts Payable Process



Philadelphia Academy Charter School Requisition, Purchasing Order and Accounts Payable Process



Philadelphia Academy Charter School Requisition, Purchasing Order and Accounts Payable Process





pennsylvania
DEPARTMENT OF EDUCATION

333 MARKET STREET
HARRISBURG, PA 17126-0333
www.pde.state.pa.us

July 13, 2011

Mr. Larry Sperling
CEO
Philadelphia Academy CS
11000 Roosevelt Boulevard
Philadelphia, PA 19116

Dear Mr. Sperling:

I thank you and your staff for participating in the Federal Programs Consolidated Review on March 16, 2011. This review indicates that your Title I, Title II Part A, Title III (if applicable) and Fiscal Requirements are in partial compliance with current statute, regulations, and guidance released by the United States Department of Education. Please review the enclosed information and take the necessary steps for your LEA to be in complete compliance. The corrective action due date is listed in the last column and highlighted on the attached spreadsheet. Please submit documentation to:

Kelly Iorfida
Pennsylvania Department of Education
Division of Federal Programs, 7th Floor
333 Market Street
Harrisburg, PA 17126

You can print off a copy of your completed Monitoring Instrument at http://www.leaderservices.com/_fedmonitor. Below is your username and password to access the instrument online:

Username: 126513280
Password: 15393958

If you have any questions, please feel free to contact your regional coordinator at (717) 783-2193. Thank you for your cooperation and prompt attention to this matter.

Sincerely,

Renee' Palakovic
Chief
Division of Federal Programs

cc: Project File



**Pennsylvania Department of Education
Division of Federal Program
Corrective Action Plan
2010-2011 School Year**

School District: Philadelphia Academy CS
Monitor Date: 3/16/2011
Monitor: Anne Kauffman
Contact Person:
Report Date:

TOPIC	ISSUE	Corrective Action	Suggested Evidence of Implementation	Dates								
Title I Parent Involvement	7. LEA and schools have reviewed the effectiveness of school parental involvement activities.	Provide evidence (invitations, agenda, minutes, sign-in sheets) that a meeting was held with Title I parents to discuss the parent involvement program of the current school year within 30 days of notification.	<input type="checkbox"/> Documentation such as Annual surveys and results, parent meetings, evaluations, and parent teacher conference evaluations.	<table border="1"> <tr> <td>CA Due:</td> <td>8/26/2011</td> </tr> <tr> <td>Ext Date:</td> <td></td> </tr> <tr> <td>Closed:</td> <td></td> </tr> <tr> <td>CA Not Required:</td> <td><input type="checkbox"/></td> </tr> </table>	CA Due:	8/26/2011	Ext Date:		Closed:		CA Not Required:	<input type="checkbox"/>
			CA Due:	8/26/2011								
Ext Date:												
Closed:												
CA Not Required:	<input type="checkbox"/>											
<input type="checkbox"/> Agendas & attendance sheets of parent training.												
Fiscal Requirements Audits	1. Copies of single audit reports (2 most recent), corrective action plans and approval documents for the LEA.	Provide a copy of the last 2 year's single audits reports.	<input type="checkbox"/> LEA response to findings.	<table border="1"> <tr> <td>CA Due:</td> <td>8/26/2011</td> </tr> <tr> <td>Ext Date:</td> <td></td> </tr> <tr> <td>Closed:</td> <td></td> </tr> <tr> <td>CA Not Required:</td> <td><input type="checkbox"/></td> </tr> </table>	CA Due:	8/26/2011	Ext Date:		Closed:		CA Not Required:	<input type="checkbox"/>
			CA Due:	8/26/2011								
			Ext Date:									
Closed:												
CA Not Required:	<input type="checkbox"/>											
<input type="checkbox"/> PDE follow-up reviews of findings.												
<input type="checkbox"/> Independent auditors report shows that the LEA has corrected all action required.												
Fiscal Requirements Carryover	1. LEAs with allocations greater than \$50,000 per year have not carried over more than 15% of their allocation from one year to the next unless the SEA has waived the limitation (allowable once every 3 year cycle if the SEA believes the request is reasonable and necessary).	Please submit a request for carryover that specifies the amount of carryover and the reason it is necessary.	<input type="checkbox"/> Title I Budget section on eGrants.	<table border="1"> <tr> <td>CA Due:</td> <td>8/26/2011</td> </tr> <tr> <td>Ext Date:</td> <td></td> </tr> <tr> <td>Closed:</td> <td></td> </tr> <tr> <td>CA Not Required:</td> <td><input type="checkbox"/></td> </tr> </table>	CA Due:	8/26/2011	Ext Date:		Closed:		CA Not Required:	<input type="checkbox"/>
			CA Due:	8/26/2011								
Ext Date:												
Closed:												
CA Not Required:	<input type="checkbox"/>											

TOPIC	ISSUE	Corrective Action	Suggested Evidence of Implementation	Dates	
Fiscal Requirements Record Retention	1. Records are maintained for a period of 7 years	Please provide written assurance that records will be maintained for at least 7 years.		CA Due:	8/26/2011
				Ext Date:	
				Closed:	
				CA Not Required:	<input type="checkbox"/>



August 7, 2013

Mr. Larry Sperling
CEO
Philadelphia Academy CS
11000 Roosevelt Avenue
Philadelphia, Pa 19116

Dear Mr. Sperling:

Enclosed is the Report of Findings presenting results of the cyclical monitoring which was conducted by the Bureau of Special Education (BSE) in the Philadelphia Academy CS the week of April 23, 2013.

The Executive Summary is arranged in two parts and includes an Appendix. PART I presents the Summary of Findings including an explanation of the review process and general findings. PART II describes the corrective action process. A description identifying findings of noncompliance, corrective action required, improvement planning needed, and results of interviews of staff and parents can be found in the Appendix. The charter school must complete corrective action within the calendar days as outlined in the Charter School Corrective Action Verification/Compliance and Improvement Plan developed with the BSE Adviser. Follow-up onsite reviews verifying the charter school's completion of corrective action will be conducted by the BSE. The BSE Adviser will contact the charter school to schedule the initial visit within 60 days of issuance of the monitoring report.

34 CFR 300.600 mandates the BSE to carry out monitoring activities and implementation of any necessary corrective action. Legal compliance is the basis on which high quality programs are built. It is policy of the Department of Education to promote and ensure compliance with special education statutes and regulations through an array of activities such as a coordinated program of plan review, compliance monitoring, technical assistance, and funding decisions. However, if the Department does not succeed in obtaining prompt compliance through activities such as monitoring, then more rigorous steps can be taken to make sure compliance is resolved. These include:

- Disapproval or rescinded approval of the local special education plan
- Deferral of the disbursement of state or federal funds pending resolution of the issue
- Reduction of the amount of funds (for example, by the amount of money it takes to provide an appropriate education to a particular child or children) if a charter school is unwilling to provide appropriate services

None of these steps are desirable and none should be necessary if each charter school is familiar with and attentive to the rules governing special education.

If you have any questions about this report, contact Walter Howard, the Chairperson of the compliance monitoring team.

Please convey my thanks to all staff who participated in the review. Their time and assistance is appreciated.

Sincerely,

John J. Tommasini
Director

Attachments: Executive Summary
Appendix: Detailed Report of Findings, Including Corrective Actions Required

CC: Chairperson
Jill Deitrich
CS Monitoring File



Executive Summary BSE Compliance Monitoring Review of the Philadelphia Academy CS

PART I SUMMARY OF FINDINGS

A. Review Process

Prior to the Bureau's monitoring the week of April 23, 2013, the Philadelphia Academy CS was formally notified of the dates the onsite review would be conducted. Notice and invitation to comment was also provided to the Local Task Force on Right-to-Education. The charter school was informed of its responsibility to compile various reports, written policies, and procedures to document compliance with requirements.

While onsite, the monitoring team employed a variety of techniques to gain an in depth understanding of the charter school's program operations. This included:

- Interviews of charter school administrative and instructional personnel
- Review of policies, notices, plans, outcome and performance data, special education forms and formats, and data reports used and compiled by the charter school (Facilitated Self-Assessment)
- Comprehensive case studies (including classroom observations, interviews of parents, students, and general and special education teachers, and student file reviews).

B. General Findings

In reaching compliance determinations, the Bureau of Special Education (BSE) monitoring teams apply criteria contained in federal and state special education regulations. Specifically, these are:

- Individuals with Disabilities Education Improvement Act of 2004
- 22 Pa. Code Chapter 711
- 34 CFR Part 300

This report focuses on compliance with regulatory requirements and also contains descriptive information (such as interview and survey results) intended to provide feedback to assist in program planning.

Commendations

In addition to reporting the status of compliance, the BSE wishes to recognize the Philadelphia Academy CS for the following:

- The Charter School is commended for the materials developed by the charter school and given to parents for information purposes. The materials are comprehensive and professional in appearance.

- The Charter School is commended for its continuous and comprehensive parent involvement and staff inservice training.
- The Charter School is commended for its commitment to and investment in materials and resources which exceed the requirements of FAPE, but are provided in the hopes of enhancing students' opportunities for success.
- The Charter School is commended for building a complete and fully functional Independent Living suite designed to teach students with disabilities new skills which are essential following graduation.

C. Overall Findings

1. FACILITATED SELF ASSESSMENT (FSA)

The team reviewed the FSA submitted by the charter school and conducted onsite verification activities of the information submitted in the FSA. The onsite verification activities included review of policies, notices, procedures, and file reviews.

FSA	In Compliance	Out of Compliance
Assistive Technology and Services; Hearing Aids	2	0
Positive Behavior Support Policy	1	0
Child Find (Annual Public Notice and General Dissemination Materials)	1	0
Confidentiality	1	0
Dispute Resolution (Due process hearing decision implementation)	1	0
Exclusions: Suspensions and Expulsions (Procedural Requirements)	1	0
Independent Education Evaluation	1	0
Least Restrictive Environment (LRE)	1	0
Provision of Extended School Year Services	1	0
Provision of Related Service Including Psychological Counseling	1	0
Parent Training	1	0
Public School Enrollment	1	0
Surrogate Parents (Students Requiring)	1	0
Personnel Training	1	0
Intensive Interagency Approach	1	0
Summary of Academic Achievement and Functional Performance/Procedural Safeguard Requirements for Graduation	1	0
Disproportionate Representation that is the Result of Inappropriate Identification	1	0

IMPROVEMENT PLAN REQUIRED	Yes	No
Effective use of Dispute Resolution	0	1
Graduation Rates (SPP)	0	1
Dropout Rates (SPP)	0	1
Suspensions (Rates)	0	1
Least Restrictive Environment (LRE) (SPP)	0	1
Participation in PSSA and PASA (SPP)	0	1
Participation in Charter-Wide Assessment	0	1
Public School Enrollment	0	1
Disproportionate Representation that is the Result of Inappropriate Identification	0	1

2. FILE REVIEW (Student case studies)

The education records of randomly selected students participating in special education programs were studied to determine whether the charter school complied with essential requirements.

The status of compliance of the Philadelphia Academy CS is as follows:

Sections of the FILE REVIEW	In Compliance	Out of Compliance	NA
Essential Student Documents Are Present and Were Prepared Within Timelines	85	2	73
Evaluation/Reevaluation: Process and Content	231	10	539
Individualized Education Program: Process and Content	539	3	258
Procedural Safeguards: Process and Content	120	0	0
TOTALS	975	15	870

3. TEACHER AND PARENT INTERVIEWS

Interviews were conducted with parents and teachers of students selected by the BSE for the sample group. The goal is to determine if the charter school involves parents and professionals in required processes (e.g., evaluation, IEP development), whether programs and services are being provided, and whether the charter school provides training to enhance knowledge. Parent and teacher satisfaction with the special education program is also generally assessed.

	# Yes Responses	# No Responses	# of Other Responses
Program Implementation: General Ed Teacher Interviews	228	1	71
Program Implementation: Special Ed Teacher Interviews	309	1	143
Program Implementation: Parent Interviews	168	3	103
TOTALS	705	5	317

4. STUDENT INTERVIEWS

Results of the student interviews are reflected on the Charter School Corrective Action Verification/Compliance and Improvement Planning document.

5. CLASSROOM OBSERVATIONS

Observations are conducted in classrooms of students selected by the BSE for the sample group.

	# Yes Responses	# No Responses	# of Other Responses
Classroom Observations	48	0	15

6. EDUCATIONAL BENEFIT REVIEW

	In Compliance	Out of Compliance
Educational Benefit Review	X	

**PART II
CORRECTIVE ACTION PROCESS**

PART I of this report presented an overall summary of findings. In the Appendix to the report, we have provided the detailed findings for each of the criteria of the compliance monitoring document, i.e. FSA, File Reviews, Interviews and Classroom Observations. The detailed report of findings includes:

- Criteria Number
- Statements of all requirements
- Whether each requirement was met, not met, not applicable or other
- Statements of corrective action required for those criteria not met. *Criteria not met that require corrective action by the charter school are gray-shaded.*

Charter schools are advised that in accordance with requirements of the Individuals with Disabilities Education Act, all noncompliance must be corrected as soon as possible but in no case later than one year from the date of the monitoring report. The BSE is required to verify timely correction of noncompliance, and must report annually to the federal government and the public on this requirement.

Upon receipt of this report, the charter school should review the corrective action and improvement planning required. The report is formatted so that findings from all components of the monitoring are consolidated by topical area. The report lists the finding, and whether corrective action is required. For certain types of findings, corrective action will be prescribed, and will not vary from charter school to charter school. For example, if the finding is that the charter school lacks a specific required policy, it is reasonable to have the BSE prescribe a standardized remedy and timeline for correcting this deficiency. However, the majority of corrective action activities will be individually designed by the charter school based on their own unique circumstances and goals. Consistent with IDEA's general supervision requirements for states, BSE must approve all proposed corrective action.

With respect to the File Review, because students were selected at random, findings are generalized to the entire population of students with disabilities. During the corrective action review, the BSE Advisor will select students at random and will review updated data, i.e. records that were developed subsequent to the monitoring. Consequently, the charter school should approach corrective action on a systemic basis. As indicated above, the charter school is also required to correct student specific noncompliance identified during monitoring under the ICAP process. If there has been a finding of noncompliance in the Educational Benefit Review component, the individual students are identified to the charter school and, because of the significance of the provision of a free appropriate public education (FAPE) to these students; the charter school must take immediate corrective action.

The BSE Adviser will schedule an onsite visit with the charter school within 60 days following issuance of the monitoring report. The BSE Adviser, charter school, and PaTTAN staff will develop a Charter School Corrective Action Verification/Compliance and Improvement Plan. PaTTAN and IU staff is available to assist the charter school.