

Agora Cyber CS

Charter Annual Report

07/01/2013 - 06/30/2014

School Profile

Demographics

995 Old Eagle School Rd Suite 315
Wayne, PA 19087
(610)254-8218

Phase:	Phase 3
CEO Name:	Sharon Williams
CEO E-mail address:	swilliams@agora.org

Governance and Staff

Leadership Changes

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

- Board of Trustee President Travis Gery resigned December 17, 2013
- Board Member Mary Steffey was nominated to serve as "Interim Board of Trustees President on December 17, 2013
- Board Member Mary Steffey nominated and approved as Board of Trustee President on March 25, 2014
- Jeffrey Piccola nominated and approved as a Board of Trustee member March 25, 2014
- Assistant Head of School / Director of School Improvement Kevin Corcoran on military leave June 16, 2014
- Interim Assistant Head of School was assigned on July 1, 2014
- June 25, 2014 the Board of Trustees approved a resolution to increase the number of trustees. Five new members were nominated and approved: Regina Council, Michael Fanning, Marilyn Maggio, Dr. Ann Rausch-Aviles, Deborah Weinstein
- K-12 Academic Director Shannon McElwain hired July 1, 2014
- High School Academic Administrator Bryan Brutto resigned effective July 3, 2014

Board of Trustees Meeting Schedule

Location	Date and Time
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	9/28/2013 7:02 PM
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	10/22/2013 7:00 PM
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	12/17/2013 7:01 PM
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	1/28/2014 7:01 PM
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	2/25/2014 7:02 PM
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	3/25/2014 7:05 PM
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	4/22/2014 7:03 PM
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	5/27/2014 7:00 PM
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	6/24/2014 7:00 PM
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	8/4/2014 7:00 PM

995 Old Eagle School Rd, Suite 315, Wayne PA 19087	9/2/2014 7:00 PM
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	10/6/2014 7:00 PM
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	11/3/2014 7:00 PM
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	12/1/2014 7:00 PM
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	1/5/2015 7:00 PM
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	2/2/2015 7:00 PM
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	3/2/2015 7:00 PM
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	4/6/2015 7:00 PM
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	5/4/2015 7:00 PM
995 Old Eagle School Rd, Suite 315, Wayne PA 19087	6/1/2015 7:00 PM

Professional Staff Member Roster

Michelina Aaronson	
PA Certified	Yes
Areas of Certification	Elementary K-6, Early Childhood N-3
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Paige Abdala	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Laura Aber	
PA Certified	Yes
Areas of Certification	Elementary K-6, Reading Specialists, Family Consumer Science K-12, Ment/Phys Handicap
Grades Teaching or Serving	9-12

All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Christina Abul Ela	
PA Certified	Yes
Areas of Certification	Math 7-12, Chemistry
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Katherine Rita Acland	
PA Certified	Yes
Areas of Certification	Bus-Comp Info K-12, English 7-12, Math 7-12, Biology, Social Studies, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Rebecca Rose Adams	
PA Certified	Yes
Areas of Certification	Mid Level Math 7-9
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jennifer Kathleen Adrienne	
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PA Certified	Yes
Areas of Certification	Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jordan Alderson	
PA Certified	Yes
Areas of Certification	Communication 7-12, English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Dorry Ann Altman	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Danielle Ambrose	
PA Certified	Yes
Areas of Certification	Sec School Counselor
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Aisha Anderson	
PA Certified	Yes
Areas of Certification	Elementary K-6, English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Reading Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lori Ann Andrews	
PA Certified	Yes
Areas of Certification	Math 7-12, Principal K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Shannon Lynn Angelo	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elem Math Special Department Chair
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kristen Elizabeth Arbutina	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lauren Ardif	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level Science 7-8
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Laura Arrighty	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kimberly Atias	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Selina Aurandt	
PA Certified	Yes
Areas of Certification	Biology
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0

Percentage of Time in Areas Not Certified	0.0
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Amy Marie Baker	
PA Certified	Yes
Areas of Certification	Mid Level Math 7-9, Math 7-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Tammy Barger	
PA Certified	Yes
Areas of Certification	General Science
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Rebecca Barnett	
PA Certified	Yes
Areas of Certification	Spanish, Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Amy Barrett	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level Math 7-9, Mid Level Science 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Math Teacher

Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kristin Barrett	
PA Certified	Yes
Areas of Certification	Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Rebecca Bartuska	
PA Certified	Yes
Areas of Certification	Sec School Counselor, Math 7-12, Physics 7-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Maura Basso	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Tonya Bauer	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5

All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Nikole Bauman	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Math Special Department Chair
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Angela Bayly	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Karla Beadle	
PA Certified	Yes
Areas of Certification	Early Childhood N-3, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Deborah Bender	
PA Certified	Yes

Areas of Certification	English 7-12, Ment/Phys Handicap
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Rebecca Benner Carr	
PA Certified	Yes
Areas of Certification	Tech Spec K-12, Spanish
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS World Language Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lisa Berger	
PA Certified	Yes
Areas of Certification	Social Studies
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Eileen Bernstein	
PA Certified	Yes
Areas of Certification	Elementary K-6, Reading Specialists
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Reading Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Maureen Betts	
PA Certified	Yes
Areas of Certification	General Science, Special Ed K-12, Social Studies, English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Heather Bianconi	
PA Certified	Yes
Areas of Certification	Elementary K-6, Reading Specialists
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Reading Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Debra Bielawski	
PA Certified	Yes
Areas of Certification	Special Ed K-12, Supvr Special Ed
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Ron Bilby	
PA Certified	Yes
Areas of Certification	Mid Level Math 7-9, Music K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0

Percentage of Time in Areas Not Certified	0.0
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Brandon Bird	
PA Certified	Yes
Areas of Certification	General Science
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS 6th Grade Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Elizabeth Bock	
PA Certified	Yes
Areas of Certification	Ment/Phys Handicap, Elementary K-6, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jill Boisvert	
PA Certified	Yes
Areas of Certification	Bus-Comp-Info K-12, Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Samantha Bonniger	
PA Certified	Yes
Areas of Certification	Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher

Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kelly Bowes	
PA Certified	Yes
Areas of Certification	Elementary School Counselor
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Nicole Bowie	
PA Certified	Yes
Areas of Certification	Health and Physical Education
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Health and Physical Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Cathy Boyer	
PA Certified	Yes
Areas of Certification	Math 7-12, Special Education K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jessica Boyer	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or	Elementary Teacher

Services Provided	
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Daniel Bradley	
PA Certified	Yes
Areas of Certification	Math 7-12, Special Ed K-12, Elementary K-6, Mid Level Math 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Math Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kiley Brady	
PA Certified	Yes
Areas of Certification	Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Christopher Bray	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level Citizens Ed 7-9, Mid Level Science 7-9, Mid Level English
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Maria Bray	
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PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12, Mid Level Math, Mid Level Citizens Ed 7-9. Library Science, Prog Spec ESL
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Michael Bristol	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Heba Brohi	
PA Certified	Yes
Areas of Certification	Elementary K-6, Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Diane Broniszewski	
PA Certified	Yes
Areas of Certification	Spanish, French
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS World Language Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Antoinette Brucker	
PA Certified	Yes
Areas of Certification	Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Matthew Bruenn	
PA Certified	Yes
Areas of Certification	Earth & Space Science, Math 7-12, General Science
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Carol Bryan	
PA Certified	Yes
Areas of Certification	Special Ed K-12, Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Eric Buffington	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level Math 7-9, Mid Level Science 7-9, English 7-12, Principal K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher Department Chair

Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Ashley Burns	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level English 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jennifer Buss	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12, Speech/Language Impaired
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Christie Butler	
PA Certified	Yes
Areas of Certification	Mid Level English 7-9, Mid Level Science 7-9, Elementary K-6, English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Megan Byers	
PA Certified	Yes

Areas of Certification	Special Ed K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Amy Cadwallader	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

April Calton	
PA Certified	Yes
Areas of Certification	Mid Level Math 7-9, Biology, Chemistry
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach-High School
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Nicole Camaioni	
PA Certified	Yes
Areas of Certification	Bus-Comp-Info K-12, English 7-12, Library Science K-12, Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Reginald Candio	
PA Certified	Yes
Areas of Certification	School Psychologist
Grades Teaching or Serving	K-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	School Psychologist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jocelyn Carr	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jeremy Carver	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level English 7-9, Mid Level Math 7-9, Mid Level Science 7-9
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Amber Chaudhry Cross	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Math Specialist
Number of Hours Annually Worked in Assignment	1448

Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Stacy Christmas	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Math Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Vincent Ciaramella	
PA Certified	Yes
Areas of Certification	Social Studies
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Shannon Ciarlone	
PA Certified	Yes
Areas of Certification	Early Childhood N-3
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Vanessa Cloud	
PA Certified	Yes
Areas of Certification	Cooperative Ed K-12, Sec School Counselor
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or	Guidance Counselor

Services Provided	
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Laura Coffey	
PA Certified	Yes
Areas of Certification	Elementary K-6, English 7-12, Social Studies
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Alicia Collins	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Rebekah Congdon	
PA Certified	Yes
Areas of Certification	Elementary K-6, Ment/Phys Handicap
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Stacie Conley	
PA Certified	Yes

Areas of Certification	Elementary K-6, Mid Level English 7-9
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Casey Conway	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kathleen Corcoran	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Brianne Cox	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level Math 7-9
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Heather Coyne	
PA Certified	Yes
Areas of Certification	General Science, Mid Level Citizens Ed 7-9, Mid Level Science, Environmental Ed, Biology,
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

James Cragle	
PA Certified	Yes
Areas of Certification	Bus-Comp-Info K-12, Mid Level Math 7-9, Biology, General Science
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Shila Cramer	
PA Certified	Yes
Areas of Certification	General Science
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Alan Crawford	
PA Certified	Yes
Areas of Certification	Special Ed K-12, Prog Spec ESL
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0

Percentage of Time in Areas Not Certified	0.0
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Erinn Crawley	
PA Certified	Yes
Areas of Certification	English 7-12, Math 7-12, Social Studies, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach-Special Ed K5
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Melissa Creaven	
PA Certified	Yes
Areas of Certification	Elementary K-6, Early Childhood N-3
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Dana Crone-Moreno	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level Science 7-9, Earth and Space Science, General Science, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lisa Crowe	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	9-12

All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Janelle Crownover	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Life Skills Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Michelle Cukauskas	
PA Certified	Yes
Areas of Certification	Elementary K-6, Ment/Phys Handicap, Supvr Special Ed
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach-Special Ed MS
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Denise Curry	
PA Certified	Yes
Areas of Certification	Elementary K-6, Early Childhood N-3
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach- K-5
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jennifer Dallas-D'Antonio	
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PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	K-5 Alp Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Amanda Davis	
PA Certified	Yes
Areas of Certification	Early Childhood N-3, Reading Specialists, Prog Spec ESL
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Reading Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Noreen Davish	
PA Certified	Yes
Areas of Certification	Mid Level Math 7-9, Music K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Anita Deloe	
PA Certified	Yes
Areas of Certification	Mid Level Math 7-9, Mid Level Science 7-9, Safety/Driver Ed 7-12, Citizenship 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Erin Devine Owen	
PA Certified	Yes
Areas of Certification	School Nurse
Grades Teaching or Serving	K-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	School Nurse
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Sara Devinney	
PA Certified	Yes
Areas of Certification	Art K-12, Elementary K-6, Early Childhood N-3
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Art Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Shannon Dieter	
PA Certified	Yes
Areas of Certification	Math 7-12, Social Studies, Reading Specialists, Ment/Phys Handicap
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary RTII Coordinator
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jenna Dietrich	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448

Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Brenda Dieugenio	
PA Certified	Yes
Areas of Certification	Mid Level Citiz Ed 7-9, Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Ashley Digiore	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level Math 7-9, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Anne Dillon	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Katherine Distefano	
PA Certified	Yes
Areas of Certification	Art K-12
Grades Teaching or Serving	9-12

All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach-High School
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Julie Doebereiner	
PA Certified	Yes
Areas of Certification	Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Tracy Doms	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jason Donley	
PA Certified	Yes
Areas of Certification	Health and Physical Education
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Health and Physical Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Joshua Dorfzaun	
PA Certified	Yes
Areas of Certification	Ment/Phys Handicap

Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Tandy Draper	
PA Certified	Yes
Areas of Certification	Chemistry
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lori Duggan	
PA Certified	Yes
Areas of Certification	Bus-Comp-Info K-12, Mid Level Math 7-9
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Bus Teacher Department Chair
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Linda Dupes	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS 6th Grade Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Olivia Eckels	
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PA Certified	Yes
Areas of Certification	Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Life Skills Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Megan Edmundson	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Michele Elchisak	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jaelyn Empfield	
PA Certified	Yes
Areas of Certification	Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Ciara Esposito	
PA Certified	Yes
Areas of Certification	Math 7-12, Special Education K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Gina Evangelista	
PA Certified	Yes
Areas of Certification	English 7-12, Reading Specialists
Grades Teaching or Serving	K-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Reading Specialist-LNR CT
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lisa Fary	
PA Certified	Yes
Areas of Certification	English 7-12, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Transition Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Shannon Feeney Hoffmaster	
PA Certified	Yes
Areas of Certification	Social Studies, Special Ed K-12, Ment/Phys Handicap
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Ashley Ferguson	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lisa Fernandez	
PA Certified	Yes
Areas of Certification	School Psychologist
Grades Teaching or Serving	K-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	School Psychologist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Gabrielle Ferrara	
PA Certified	Yes
Areas of Certification	General Science, Tech Spec K-12, English 7-12, Environmental Ed, Tech Ed K-12, Biology,
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach-MS
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kelly Ferraro	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448

Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Amy Ferretti	
PA Certified	Yes
Areas of Certification	Bus-Comp-Info K-12, Elementary K-6, Mid Level English 7-9, Prog Spec ESL
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Rosalyn Finlayson	
PA Certified	Yes
Areas of Certification	Art K-12, Elementary K-6, English 7-12, Library Science K-12, Math 7-9, General Science, Soial Studies, Ment/Phys Handicap, Communication 7-12, Reading Specialists, Prog Spec ESL
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Holly Fiore	
PA Certified	Yes
Areas of Certification	Elementary K-6, Ment/Phys Handicap
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Department Chair
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kimberly Fiscus	
PA Certified	Yes
Areas of Certification	Special Ed K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jennifer Fisher Clark	
PA Certified	Yes
Areas of Certification	Ment/Phys Handicap
Grades Teaching or Serving	K-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Special Services Coordinator
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Rebecca Fisher	
PA Certified	Yes
Areas of Certification	English 7-12, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Renee Fitzgibbon	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Reading Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Stephanie Fletcher	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS 6th Grade Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Michael Frost	
PA Certified	Yes
Areas of Certification	Mid Level Math 7-9, General Science, Supvr Science 7-12, Secondary Principal
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach- K-5
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Yvonne Folmar	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Alison Force	
PA Certified	Yes
Areas of Certification	Social Studies, Supvr Curric & Istr
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448

Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Whitney Ford	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kelly Fortney	
PA Certified	Yes
Areas of Certification	Elementary K-6, Reading Specialists, Principal K-12
Grades Teaching or Serving	K-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Title 1 Coordinator
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Sarah Fortney	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Daphne Francois	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or	MS Special Ed Teacher

Services Provided	
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Laura Franks	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Heather Fuller	
PA Certified	Yes
Areas of Certification	Biology
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

David Divito	
PA Certified	Yes
Areas of Certification	Health and Physical Education
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Physical Ed Teacher
Number of Hours Annually Worked in Assignment	720
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Caitlin Johnson	
PA Certified	Yes
Areas of Certification	Elementary K-6, Early Childhood N-3, Mid Level English 7-9, Mid

	Level Math 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS 6th Grade Teacher
Number of Hours Annually Worked in Assignment	720
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Francis Pinzarrone	
PA Certified	Yes
Areas of Certification	Special Ed K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special Ed Teacher
Number of Hours Annually Worked in Assignment	720
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Leslie Spratt	
PA Certified	Yes
Areas of Certification	Ment/Phys Handicap
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Life Skills Teacher
Number of Hours Annually Worked in Assignment	720
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kate Camarda	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level Math 7-9, English 7-12, Prog Spec ESL
Grades Teaching or Serving	K-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	ELL Teacher
Number of Hours Annually Worked in Assignment	1280
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Briana Gaiski	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Mary Gallagher	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1280
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Robert Galonski	
PA Certified	Yes
Areas of Certification	Biology
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Denise Gamoneda	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Suzanne Garber	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Callie Gaylord	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Amanda Geiman	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Karen Girard	
PA Certified	Yes
Areas of Certification	Elementary K-6, Ment/Phys Handicap
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0

Percentage of Time in Areas Not Certified	0.0
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Jennifer Gottshall	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level Math 7-9
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Math Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lauren Goughnour	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Gina Grandy	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jamie Grant	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach- K-5

Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Elizabeth Gregory	
PA Certified	Yes
Areas of Certification	Mid Level English 7-9, English 7-12, Spanish, Prog Spec ESL
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS World Language Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Andrew Gribbin	
PA Certified	Yes
Areas of Certification	General Science, Elementary K-6, Mid Level Science 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Dean Griffith	
PA Certified	Yes
Areas of Certification	General Science, Social Studies
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Crystal Grossman	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level English

	7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach-MS
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Adrienne Grube	
PA Certified	Yes
Areas of Certification	Elementary School Counselor, Sec School Counselor
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Maria Grudevich	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Meghan Gumpher	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Steven Gussow	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lynn Hadley	
PA Certified	Yes
Areas of Certification	Bus-Comp-Info K-12, Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Business Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Matthew Hagelgans	
PA Certified	Yes
Areas of Certification	Social Studies
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Karen Hamburger	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level Math 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kelly Hammond	
PA Certified	Yes
Areas of Certification	Music K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Music Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lynne Hampson	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Life Skills Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Arlene Hanna	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level Math 7-9, Reading Specialists
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Amanda Harbaugh	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level English 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS English Department Chair
Number of Hours Annually Worked in Assignment	1448

Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Erin Harper	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Marcy Hartman	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Barbara Harvey	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level English 7-9, Mid Level Math 7-9, Mid Level Citiz Ed 7-9, Ment/Phys Handicap, Supvr Spec Ed
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Melanie Hathaway	
PA Certified	Yes
Areas of Certification	Tech Spec K-12, Elementary K-6, Early Childhood N-3

Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Pamela Heard	
PA Certified	Yes
Areas of Certification	Master's Equiv K-12, Health And Physical Ed, Safety/Driver Ed 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Health and Physical Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Emily Hershey	
PA Certified	Yes
Areas of Certification	Spanish, English 7-12, Prog Spec ESL
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach-High School
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Angela Hetrick	
PA Certified	Yes
Areas of Certification	Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kimberlee Hewlett	
PA Certified	Yes
Areas of Certification	Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

James Higgins	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coordinator-Learning Center
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jessica Hill	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS 6th Grade Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Ocie Hill	
PA Certified	Yes
Areas of Certification	English 7-12, Social Studies, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Erin Hilson	
PA Certified	Yes
Areas of Certification	Special Ed K-12, Principal K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach- Sp Ed HS
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Melissa Hoffman	
PA Certified	Yes
Areas of Certification	Environmental Ed, Biology
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Harold Hokanson	
PA Certified	Yes
Areas of Certification	Health and Physical Education
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Health and PE Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Ellen Hopkins	
PA Certified	Yes
Areas of Certification	Elementary K-6, Reading Specialists
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448

Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Connie Horn	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Erin Howe	
PA Certified	Yes
Areas of Certification	Mid Level English 7-9, Mid Level Math 7-9, Elementary K-6
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Math Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kymerly Humanick	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12, Prog Spec ESL
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Carolyn Humes	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5

All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Terri Hunkele	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kristina Hurley	
PA Certified	Yes
Areas of Certification	Tech Spec K-12, Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Stanley Hwang	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jared Iampietro	
PA Certified	Yes
Areas of Certification	Biology

Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jessica Jakatt	
PA Certified	Yes
Areas of Certification	Elementary K-6, English 7-12, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Alicia Janacone	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Michelle Jeffrey	
PA Certified	Yes
Areas of Certification	Special Ed K-12, Elementary K-6, English 7-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Craig Jenkins	
PA Certified	Yes
Areas of Certification	Mid Level Math 7-9, Special Ed K-12, Mid Level Citiz Ed 7-9
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Melissa Jennings	
PA Certified	Yes
Areas of Certification	Elementary K-6, Reading Specialists
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Reading Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Richard Jensen	
PA Certified	Yes
Areas of Certification	Principal K-12, Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach-High School
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Maryann Johnson	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0

Percentage of Time in Areas Not Certified	0.0
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Nicole Johnson	
PA Certified	Yes
Areas of Certification	Elementary K-6, Reading Specialists
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary RTII Coordinator
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jennifer Johnston	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher-Department Chair
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Erin Jordan	
PA Certified	Yes
Areas of Certification	Elementary K-6, English 7-12, Prog Spec ESL
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Melissa Jusko	
PA Certified	Yes
Areas of Certification	Art K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or	HS Art Teacher

Services Provided	
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Susan Kachurak	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Nichole Kaercher	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lisa Karosas	
PA Certified	Yes
Areas of Certification	Mid Level Science 7-9, Chemistry
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Barbara Karp	
PA Certified	Yes
Areas of Certification	Elementary K-6, Social Studies
Grades Teaching or Serving	9-12

All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Marianne Keck	
PA Certified	Yes
Areas of Certification	Physics 7-12, Chemistry, Biology
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Allison Keefe	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Elissa Kelleher	
PA Certified	Yes
Areas of Certification	English 7-12, Elementary K-6, Ment/Phys Handicap
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Sharon Kelso	
PA Certified	Yes

Areas of Certification	English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Sabrina Kennedy	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Danielle Kerner	
PA Certified	Yes
Areas of Certification	French, English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS World Language Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kenya Kistler	
PA Certified	Yes
Areas of Certification	School Psychologist
Grades Teaching or Serving	K-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	School Psychologist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Elyse Klemm	
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PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

James Klotz	
PA Certified	Yes
Areas of Certification	School Psychologist
Grades Teaching or Serving	K-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	School Psychologist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Angela Knappenberger	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS 6th Grade Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Krista Kowalok	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Marc Kramer	
PA Certified	Yes
Areas of Certification	Health and Physical Education, Safety/Driver Ed 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Health and Physical Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kelly Krelove	
PA Certified	Yes
Areas of Certification	General Science
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Science Department Chair
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kimberly Kreseski	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS 6th Grade Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Nicole Krol	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lewis Kroner	
PA Certified	Yes
Areas of Certification	Music K-12, Mid Level Math 7-9, Mid Level Science 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Joseph Kunc	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Diane Kunitsky	
PA Certified	Yes
Areas of Certification	Chemistry
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Suzanne Kuryla	
PA Certified	Yes
Areas of Certification	Elementary School Counselor, Sec School Counselor
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448

Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kimberly Lacey	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Tracie Lamb	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach-High School
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Joseph Lambert	
PA Certified	Yes
Areas of Certification	Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kristen Lanzilotta	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher

Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Beth Largent	
PA Certified	Yes
Areas of Certification	Elementary K-6, Reading Specialistsk
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Mark Laser	
PA Certified	Yes
Areas of Certification	Bus-Comp-Info K-12, Elementary K-6, Mid Level Math 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Rachael Latore	
PA Certified	Yes
Areas of Certification	Ment/Phys Handicap
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Deborah Lavacca	
PA Certified	Yes
Areas of Certification	Elementary K-6

Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Gabrielle Lavenia	
PA Certified	Yes
Areas of Certification	Elementary K-6, English 7-12, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Angela Lavin	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level Math 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Christopher Lawson	
PA Certified	Yes
Areas of Certification	Bus-Comp-Info K-12, English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Business Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Ryan Learn	
PA Certified	Yes
Areas of Certification	Sec School Counselor
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Erica Lee	
PA Certified	Yes
Areas of Certification	Sec School Counselor
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Amy Leonard	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level English 7-9, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Anna Lepsch	
PA Certified	Yes
Areas of Certification	Mid Level Citiz Ed 7-9, Mid Level English 7-9, Mid Level Science 7-9, Social Studies, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0

Percentage of Time in Areas Not Certified	0.0
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Trisa Lesczynski	
PA Certified	Yes
Areas of Certification	Elementary K-6, Fam Consm Sci K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Family & Con SC Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kathy Linder	
PA Certified	Yes
Areas of Certification	Elementary K-6, Reading Specialists
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Reading Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Serena Loccisano	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Life Skills Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Crystal Long	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or	HS Math Teacher

Services Provided	
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Ellisen Lowe	
PA Certified	Yes
Areas of Certification	Early Childhood N-3, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Luke Lubich	
PA Certified	Yes
Areas of Certification	Health and Physical Education
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Physical Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Heidi Lucier	
PA Certified	Yes
Areas of Certification	Mid Level Science 7-9, Biology
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Miranda Luckie	
PA Certified	Yes
Areas of Certification	Elementary K-6, Early Childhood

	N-3
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Math Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Sharon Lynn	
PA Certified	Yes
Areas of Certification	Safety/Driver Ed 7-12, Bus-Comp-Info K-12, Math 7-12, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Driver Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Mary Lynott	
PA Certified	Yes
Areas of Certification	Early Childhood N-3, Mid Level English 7-9, English 7-9, Reading Specialists, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Cathryn Mack	
PA Certified	Yes
Areas of Certification	Ment/Phys Handicap
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Life Skills Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Erica Macuga	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jill Mahon	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Beth Ann Maines	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Pamela Maio	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0

Percentage of Time in Areas Not Certified	0.0
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Jamie Maksin	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Elena Malatack	
PA Certified	Yes
Areas of Certification	Sec School Counselor
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Regina Mallon	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12, Mid Level Citiz Ed 7-9
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Marianne Malloy	
PA Certified	No
Areas of Certification	Math 7-12, Elementary K-6, Mid Level Math 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or	MS Math Teacher

Services Provided	
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kelly Mangini	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level English 7-9, Mid Level Math 7-9
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Math Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Nicole Manley	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS 6th Grade Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Ilyse Marcinkiewicz	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Tracey Margliano	
PA Certified	Yes
Areas of Certification	Elementary K-6

Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jessica May	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Timothy Mazer	
PA Certified	Yes
Areas of Certification	Citizenship 7-12, Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

James McCarthy	
PA Certified	Yes
Areas of Certification	Mid Level Math 7-9, Health and Phys Ed
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Health and Physical Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Valerie McCarthy	
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PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS 6th Grade Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Tamara McCauley	
PA Certified	Yes
Areas of Certification	Elementary K-6, Early Childhood N-3
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Juliet McCleery	
PA Certified	Yes
Areas of Certification	English 7-12, Communication 7-12, General Science, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Heather McCormick	
PA Certified	Yes
Areas of Certification	Mid Level English 7-12, Ment/Phys Handicap, Principal K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach- Sp Ed HS
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kevin McCracken	
PA Certified	Yes
Areas of Certification	German, Music K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Music Department Chair
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Julie McCrea	
PA Certified	Yes
Areas of Certification	Earth & Space Science, Biology
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Department Chair
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kelly McCullough	
PA Certified	Yes
Areas of Certification	Earth & Space Science, Social Studies
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Elizabeth McEwen	
PA Certified	Yes
Areas of Certification	English 7-12, Reading Specialists, Elementary K-6, Mid Level English 7-9, Special Ed K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Reading Specialist

Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Diane McGaffic	
PA Certified	Yes
Areas of Certification	Biology, General Science
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Chad McGaw	
PA Certified	Yes
Areas of Certification	Bus-Comp-Info K-12, English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

James McGlynn	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Martha McHenry	
PA Certified	Yes
Areas of Certification	Elementary K-6, Visually Impaired
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or	MS Special Ed Teacher

Services Provided	
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Janelle McKeown	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kimberly McLaughlin	
PA Certified	Yes
Areas of Certification	Elementary K-6, Reading Specilists, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Corey McNulty	
PA Certified	Yes
Areas of Certification	Social Studies
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Michael McNulty	
PA Certified	Yes
Areas of Certification	Math 7-12

Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Theresa McQuaide	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Michael McQuillan	
PA Certified	Yes
Areas of Certification	Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Samantha Mellon	
PA Certified	Yes
Areas of Certification	Elementary K-6, Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Amber Metz	
PA Certified	Yes

Areas of Certification	English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jennifer Meyer	
PA Certified	Yes
Areas of Certification	Spanish, Prog Spec ESL
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS World Language Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Devin Meza-Rushanan	
PA Certified	Yes
Areas of Certification	Citizenship 7-12, Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Katie Mild	
PA Certified	Yes
Areas of Certification	Health and Physical Education, Safety/Driver Ed 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Health and Physical Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jeffrey Miller	
PA Certified	Yes
Areas of Certification	Biology, Environmental Ed, Earth & Space Science, Principal K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach-High School
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jodeen Miller	
PA Certified	Yes
Areas of Certification	English 7-12, Math 7-12, General Science, Social Studies, Ment/Phys Handicap
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Rebecca Miller	
PA Certified	Yes
Areas of Certification	Math 7-12, Special Ed K-12, Mid Level Math 7-9
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Samantha Miller	
PA Certified	Yes
Areas of Certification	English 7-12, Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448

Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Richard Mirith II	
PA Certified	No
Areas of Certification	Sec School Counselor, Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Alison Mislanovich	
PA Certified	Yes
Areas of Certification	Mid Level English 7-9, Reading Specialists, Elementary K-6
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kelsey Mislanovich	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level English 7-9
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Christen Moleton	
PA Certified	Yes
Areas of Certification	Elementary K-6, Ment/Phys Handicap

Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jennifer Molnar	
PA Certified	Yes
Areas of Certification	Physics 7-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jacqueline Monterroso	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level Math 7-9, Mid Citiz Ed 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Erica Moser	
PA Certified	Yes
Areas of Certification	Sec School Counselor, Elementary K-6, Mid Level Math 7-9, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Beth Ann Mulhollan	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher-Department Chair
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Joanne Mulvey	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kate Murtaugh	
PA Certified	Yes
Areas of Certification	Earth & Space Science, General Science
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Frank Nagy	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Mia Napoli	
PA Certified	Yes
Areas of Certification	Sec School Counselor
Grades Teaching or Serving	K-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Reading Specialist-LNR CT
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Valerie Natale	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Becky Naughton	
PA Certified	Yes
Areas of Certification	Art K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Art Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jesse Nicholas	
PA Certified	Yes
Areas of Certification	English 7-12, Citizenship 7-12, Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448

Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Erin Nawn	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level Math 7-9
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Christina Nichols	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level Math 7-9, Mid Level Science 7-9
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jessica Nicholson	
PA Certified	Yes
Areas of Certification	Elementary K-6, Early Childhood N-3
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Math Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Christy Nickerson Little	
PA Certified	Yes
Areas of Certification	Mid Level Math 7-9, Reading Specialists

Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach- K-5
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Becky Noble	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level English 7-9, English 7-12, Reading Specialists, Principal K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Gabrielle Novia	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jennifer Nudo Alberti	
PA Certified	No
Areas of Certification	Speech/Lang Impaired
Grades Teaching or Serving	K-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	K12 Speech & Lang Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Emily Nugent	
PA Certified	Yes
Areas of Certification	Earth & Space Science, General Science
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Stephen Nugent	
PA Certified	Yes
Areas of Certification	Social Studies
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS SS Department Chair
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Casey Oakes	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS 6th Grade Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Yanira Ogrodnik	
PA Certified	Yes
Areas of Certification	Spanish, Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS World Language Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Michelle Olsavsky	
PA Certified	Yes
Areas of Certification	Elementary K-6, Early Childhood N-3, English 7-12, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Autistic Support Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Carolyn Oneill	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Christina Orangis	
PA Certified	Yes
Areas of Certification	Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jose Pacheco	
PA Certified	Yes
Areas of Certification	French, Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448

Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lynn Pagliei	
PA Certified	Yes
Areas of Certification	Mid Level Math 7-9, Special Ed K-12, Elementary K-6
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Sheri Palivoda	
PA Certified	Yes
Areas of Certification	Mid Level English 7-9, Elementary K-6, English 7-12, Library Science K-12, Prog Spec ESL
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jill Palme	
PA Certified	Yes
Areas of Certification	Fam Consm Sci K-12, Sec School Counselor, Elementary K-6
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor Coach
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kimberly Paolino	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level English

	7-9, Mid Level Math 7-9, Special Ed K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Gemma Parkes	
PA Certified	Yes
Areas of Certification	English 7-12, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Laurie Pastin	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Math Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Whitney Patterson	
PA Certified	Yes
Areas of Certification	Sec School Counselor
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kelly Pease	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Michelle Pelissier	
PA Certified	Yes
Areas of Certification	Elementary K-6, Early Childhood N-3, English 7-12, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Antoinette Perrotta	
PA Certified	Yes
Areas of Certification	Sec School Counselor
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jennifer Peruso	
PA Certified	Yes
Areas of Certification	Social Studies, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Education Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Dena Petruzzelli	
PA Certified	Yes
Areas of Certification	English 7-12, Library Science K-12, Reading Specialists
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Eric Pfeiffer	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Level Science 7-9
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Keri Phelan	
PA Certified	Yes
Areas of Certification	Social Studies, English 7-12, Library Science K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jill Phillips	
PA Certified	Yes
Areas of Certification	English 7-12, Social Studies
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS SS Department Chair

Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Alyssa Pilsits	
PA Certified	Yes
Areas of Certification	Elementary School Counselor, Early Childhood N-3, Special Ed K-12, Elementary K-6
Grades Teaching or Serving	k-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	K-8 Counseleor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Tamika Pitchford	
PA Certified	Yes
Areas of Certification	Special Ed K-12, Elementary K-6
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Spec Ed Teacher Learning Center
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Sarah Pittman	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	ELEM SPECIAL ED TEACHER
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Platt Keith	
PA Certified	Yes
Areas of Certification	Health & Phys ED

Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Health & PE Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Robert James Pratt	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elem Math Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Mary Pronio	
PA Certified	Yes
Areas of Certification	Elementary K-6, MENT/PHYS Handicap
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Linda Purdy Hunsberger	
PA Certified	Yes
Areas of Certification	Health & Phys ED, Safety/Driver ED 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Health & PE Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kathryn P Puskar	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jonathan Pytko	
PA Certified	Yes
Areas of Certification	Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kelly J Quackenbush	
PA Certified	Yes
Areas of Certification	Elementary K-6, Early Childhood N-3, Reading Specialists
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	ELEM Reading Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Pamela J Quinn	
PA Certified	Yes
Areas of Certification	Special ED K-12, MENT/PHYS Handicap, Elementary K-6, English 7-12, Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0

Percentage of Time in Areas Not Certified	0.0
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Tara Ann Quisito	
PA Certified	Yes
Areas of Certification	SEC SCH Counselor
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Michelle L Rabe	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Scott G Radio	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Lvl Science 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kim Ragozzino	
PA Certified	Yes
Areas of Certification	Mid Lvl Science 7-9, Biology
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Science Teacher

Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Sarah Elizabeth Rau	
PA Certified	Yes
Areas of Certification	Biology
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Allison Read	
PA Certified	Yes
Areas of Certification	Elementary K-6, English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Brittany E Reber	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Life Skills Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Karyn Reber	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or	Academic Coach K-5

Services Provided	
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Virginia Regan	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS 6th Grade Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kiersten Reiber	
PA Certified	Yes
Areas of Certification	Elementary K-6, Early Childhood N-3, English 7-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Brittany P Reiman	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Lvl Science 7-9, Special ED K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Nancy Reimers	
PA Certified	Yes

Areas of Certification	Elementary K-6, English 7-12, Reading Specialists, MENT/PHYS Handicap
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	ELEM SPECIAL ED TEACHER
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Stacey L Reimers	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12, Health
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Colleen Shannon Richardson	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Lvl Science 7- 9, Principal K-12
Grades Teaching or Serving	K-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Advanced Learners Coord
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

John Riggs	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Andrew Rinaldi	
PA Certified	Yes
Areas of Certification	Music K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Music Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Leeann B Ritchie	
PA Certified	Yes
Areas of Certification	English 7-12, Principal K-12, SUPVR CURRIC & INSTR
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach - High Sch
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Janie Lea Roberts	
PA Certified	Yes
Areas of Certification	Elementary K-6, English 7-12, Math 7-12, General Science, Social Studies
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Mindy Rockower	
PA Certified	Yes
Areas of Certification	Elem Sch Counselor, SEC SCH Counselor
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or	Guidance Counselor

Services Provided	
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jessica Rogers	
PA Certified	Yes
Areas of Certification	Mid Lvl English 7-9, Mid Lvl Math 7-9, Elementary K-6, Special ED K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach - SP ED HS
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Sarah Marie Ronosky	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Lvl Math 7-9, Special ED K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Shauna Rosenberger	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Richard Rossiter	
PA Certified	Yes

Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	ELEM SPECIAL ED TEACHER
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Rachel Ryan	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12, Earth & Space Scienc
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Life Skills Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Andrew E Said	
PA Certified	Yes
Areas of Certification	SEC SCH Counselor
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lisa Steppe Samar	
PA Certified	Yes
Areas of Certification	Elementary K-6, Early Childhood N-3
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	ELEM Reading Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Alicia Santore	
PA Certified	Yes
Areas of Certification	Elementary K-6, English 7-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kenneth Sarber	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Lvl Math 7-9
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Emily Sattler	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Lvl English 7-9, Mid Lvl Math 7-9, Mid Lvl Citiz ED 7-9, Md Lvl Science 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lisa Kay Savitz	
PA Certified	Yes
Areas of Certification	Biology, Chemistry, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0

Percentage of Time in Areas Not Certified	0.0
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Brenna Saxton	
PA Certified	Yes
Areas of Certification	Social Studies
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Deborah Schaeffer	
PA Certified	Yes
Areas of Certification	Elementary K-6, MENT/PHYS Handicap
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Tonia Lee Schaeffer	
PA Certified	Yes
Areas of Certification	Bus-Comp-Info K-12, Elementary K-6, Mid Lvl Math 7-9
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Danielle Schall	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or	ELEM SPECIAL ED TEACHER

Services Provided	
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Alyson Jaye Scheib	
PA Certified	Yes
Areas of Certification	General Science
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Support Coach MS
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Eric Scheib	
PA Certified	Yes
Areas of Certification	Social Studies, Safety/Driver ED 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Support Coach - HS
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Michael J Scheirer	
PA Certified	Yes
Areas of Certification	English 7-12, Citizenship 7-12, Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Virginia Schmehl	
PA Certified	Yes

Areas of Certification	Elementary K-6
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS 6th Grade Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Ashley Schmidt	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	ELEM SPECIAL ED TEACHER
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Samuel Schnall	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Andrea Schuster	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Olivia Schwartz	
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PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Cara Marie Schweizer	
PA Certified	Yes
Areas of Certification	Earth & Space Science
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jessica Lauren Scott	
PA Certified	Yes
Areas of Certification	English 7-12, Social Studies, Mid Lvl English 7-9, Mid Lvl Math 7-9, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	ELEM SPECIAL ED TEACHER
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Tabitha Ann Sekuras	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Lvl English 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Andrew Senkowski	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	7-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	158
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

James Shaffer	
PA Certified	Yes
Areas of Certification	Social Studies
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lauren Shaffer	
PA Certified	Yes
Areas of Certification	Social Studies
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach-MS
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Matthew Shaul	
PA Certified	Yes
Areas of Certification	Music K-12, Citizenship 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Music Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0

Percentage of Time in Areas Not Certified	0.0
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Amy Shea	
PA Certified	Yes
Areas of Certification	SEC SCH Counselor
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Martina Shearer	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12, Early Childhood N-3
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Regan Lynne Shebeck	
PA Certified	Yes
Areas of Certification	Biology, General Science
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Support Coach - HS
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Thomas Shields	
PA Certified	Yes
Areas of Certification	Latin, Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS World Lang SS Teacher

Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Stephanie Lynn Shivetts	
PA Certified	Yes
Areas of Certification	Elem Sch Counselor, SEC SCH Counselor
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Cynthia Shonberg	
PA Certified	Yes
Areas of Certification	Biology, Chemistry
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jill Shultz	
PA Certified	Yes
Areas of Certification	Elementary K-6, Reading Specialists
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	ELEM Reading Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Stephen Shuttleworth	
PA Certified	Yes
Areas of Certification	Social Studies, Mid Lvl Math 7-9

Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Heather Silberman	
PA Certified	Yes
Areas of Certification	MENT/PHYS Handicap, English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Nichole Simpson	
PA Certified	Yes
Areas of Certification	ART K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Art Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Megan Sinan	
PA Certified	Yes
Areas of Certification	English 7-12, FAM CONSM Sci K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Shannon Sinclair	
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PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12, Reading Specialists
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Evan Skolnik	
PA Certified	Yes
Areas of Certification	School Psychologist
Grades Teaching or Serving	K-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	School Psychologist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Ashley Smith	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS 6th Grade Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Cody John Smith	
PA Certified	Yes
Areas of Certification	Social Studies
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

David C Smith	
PA Certified	Yes
Areas of Certification	Elementary K-6, Earth & Space Scienc
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Joseph Smith	
PA Certified	Yes
Areas of Certification	Biology, Social Studies, Mid Lvl Science 7-9, General Science, Computer Technology
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Patricia Marie Smith	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jennifer Sneeringer	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0

Percentage of Time in Areas Not Certified	0.0
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Diane Snyder	
PA Certified	Yes
Areas of Certification	Elementary K-6, Early Childhood N-3
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kelly Leigh Snyder	
PA Certified	Yes
Areas of Certification	Elementary K-6, Early Childhood N-3, Reading Specialists
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lory Soda	
PA Certified	Yes
Areas of Certification	Health & Phys ED
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Health & PE Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Allison Mott Sonlin	
PA Certified	Yes
Areas of Certification	English 7-12, Communication 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or	HS English Teacher

Services Provided	
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Chantel A Spess	
PA Certified	Yes
Areas of Certification	Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Catherine M Stabilito	
PA Certified	Yes
Areas of Certification	Social Studies, Library Science K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Cheryl Stahle	
PA Certified	Yes
Areas of Certification	Elementary K-6, English 7-12, Mid Lvl English 7-9, Reading Specialists
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Michael Stanek	
PA Certified	Yes

Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Melanie Stanforth	
PA Certified	No
Areas of Certification	Speech/Lang Impaired
Grades Teaching or Serving	K-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Speech Pathologist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Carly Staples	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Susan L Stark	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Tricia Rose Steckel	
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PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Pamela Stecker	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Natalie Steinberg	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Beth Ann Stevens	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Krista Stevens	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	ELEM Teacher - Dept Chair
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Diane Stewart	
PA Certified	Yes
Areas of Certification	Health & Phys ED, Math 7-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Heather Stiles	
PA Certified	Yes
Areas of Certification	Biology
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Tara Stine	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	ELEM SPECIAL ED TEACHER
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Rachel Stoudt	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kimberly Strong	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Deborah Stultz	
PA Certified	Yes
Areas of Certification	School Nurse
Grades Teaching or Serving	K-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Certified School Nurse
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Peter Sukanick	
PA Certified	Yes
Areas of Certification	Health & Phys ED
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Health & PE Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Erin Tainter	
PA Certified	Yes
Areas of Certification	Mid Lvl Science 7-9, Biology, Chemistry
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Fallon Terrell	
PA Certified	Yes
Areas of Certification	Elem Sch Counselor, SEC SCH Counselor
Grades Teaching or Serving	K-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	K-8 Counselor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Barbara Jean Thayer	
PA Certified	Yes
Areas of Certification	Elementary K-6, English 7-12, Early Childhood N-3, Reading Specialists
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Christine Thomas	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12, Mid Lvl English 7-9, Mid Lvl Math 7-9

Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jennine Michelle Thomas	
PA Certified	Yes
Areas of Certification	Early Childhood N-3
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacer
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

John Thomas	
PA Certified	Yes
Areas of Certification	Citizenship 7-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach-MS
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Robert John Thomas	
PA Certified	Yes
Areas of Certification	Art K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Art Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Michelle Tilsner	
PA Certified	Yes

Areas of Certification	English 7-12, Social Studies, Reading Specialists
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Reading Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Brittany Trauger	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special ED K-12
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Life Skills Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Michele Twiddy	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Monique Uttecht	
PA Certified	Yes
Areas of Certification	English 7-12, Math 7-12, General Science, Elementary K-6, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Beth Anne Vargas	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jay J Vasil	
PA Certified	Yes
Areas of Certification	Mid Lvl English 7-9, Mid Lvl Citiz Ed 7-9, Safety/Driver Ed 7-12, Fam Consm Sci K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Health & PE Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Mara Ann Visaya Loub	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Transition Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Vallorrie Fitzgerald Volpe	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Lvl Math 7-9, Mid Lvl Science 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Math Teacher
Number of Hours Annually Worked in Assignment	1448

Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lisa Voshelle	
PA Certified	Yes
Areas of Certification	Health & Phys ED
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Health & PE Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Tara M Walker	
PA Certified	Yes
Areas of Certification	Special ED K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special Ed Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Mary Walsh	
PA Certified	Yes
Areas of Certification	Mid Lvl English 7-9, Mid Lvl Math 7-9
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Melanie A Walters	
PA Certified	Yes
Areas of Certification	General Science, Mid Lvl Science 7-9, Biology, Reading Specialists
Grades Teaching or Serving	9-12

All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Science Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Susan Ann Walton	
PA Certified	Yes
Areas of Certification	Bus-Comp-Info K-12, Elementary K-6, Mid Lvl Math 7-9
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Nancy Miriam Waters	
PA Certified	Yes
Areas of Certification	Prog Spec ESL, Office Technologies, Bus-Comp-Info K-12, Marketing 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Business Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Noelle Wayne	
PA Certified	Yes
Areas of Certification	English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Maggie Beth Weagley	
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PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Lvl Math 7-9
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elem Math Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Karla Rae Weaver	
PA Certified	Yes
Areas of Certification	Mid Lvl Math 7-9, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Alexandra Webb	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS 6th Grade Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Meghan E Weik	
PA Certified	Yes
Areas of Certification	SEC SCH Counselor
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Sarah Weikert	
PA Certified	Yes
Areas of Certification	ART K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Art Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Tracy Weinstock	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Lvl Math 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Math Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Stephanie Weirich	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Lvl English 7-9, Mid Lvl Math 7-9, Mid Lvl Science 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS Math Department Chair
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Erin Weldon	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12, Prog Spec ESL
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0

Percentage of Time in Areas Not Certified	0.0
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Mindy Wesley	
PA Certified	Yes
Areas of Certification	Special ED K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Janet Demay Whippo	
PA Certified	Yes
Areas of Certification	Elementary K-6, Reading Specialists
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	ELEM Reading Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Autumn Whitebread	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Lvl Science 7-9, Reading Specialists
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elem Teacher - Dept Chair
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Barron Whited	
PA Certified	Yes
Areas of Certification	Elem Sch Counselor, SEC SCH Counselor
Grades Teaching or Serving	9-12

All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Jessica Whitmoyer	
PA Certified	Yes
Areas of Certification	Tech Spec K-12, Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Social Studies Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Gita Whitney	
PA Certified	Yes
Areas of Certification	Elementary K-6, Prog Spec ESL
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Christen Widdop	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	ELEM SPECIAL ED TEACHER
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Brittany Willey	
PA Certified	Yes
Areas of Certification	Special Ed K-12

Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Marie Williams	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Academic Coach - High Sch
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Rhonda Shellenbarger Williams	
PA Certified	Yes
Areas of Certification	Elementary K-6, English 7-12, Early Childhood N-3, Mid Lvl English, Social Studies
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Eng Teacher-Dept Chair
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lauren Wilson	
PA Certified	Yes
Areas of Certification	Elementary K-6, Mid Lvl Math 7-9
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Lynn Wilson	
PA Certified	Yes
Areas of Certification	Elementary K-6, English 7-12, Mid Lvl English 7-9
Grades Teaching or Serving	6-8
All Areas of Assignment, Subject Areas Teaching, or Services Provided	MS RTII Coordinator
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Rebecca Winson	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Morgan Witman	
PA Certified	Yes
Areas of Certification	English 7-12, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kimberly Worrell	
PA Certified	Yes
Areas of Certification	Math 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Kathleen Ann Wright	
PA Certified	Yes
Areas of Certification	Elementary K-6, Early Childhood N-3
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elementary Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Sandi Wrigley	
PA Certified	Yes
Areas of Certification	Elementary K-6
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Elem Math Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Deirdre Yeager	
PA Certified	Yes
Areas of Certification	Mid Lvl Math 7-9, Special Ed K-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Math Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Pamela Zakielarz	
PA Certified	Yes
Areas of Certification	SEC SCH Counselor
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448

Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Holli Ann Zanetti	
PA Certified	Yes
Areas of Certification	Elem Sch Counselor, SEC SCH Counselor, Elementary K-6, Reading Specialists
Grades Teaching or Serving	K-5
All Areas of Assignment, Subject Areas Teaching, or Services Provided	ELEM Reading Specialist
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Roxanne Bogo Zeisloft	
PA Certified	Yes
Areas of Certification	Elem Sch Counselor, SEC SCH Counselor
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	Guidance Counselor
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Tristan Zelinka	
PA Certified	Yes
Areas of Certification	SEC SCH Counselor, English 7-12, Prog Spec ESL
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Heidi Lynn Zenefski	
PA Certified	Yes
Areas of Certification	Elementary K-6, Special Ed K-12,

	Mid Lvl English 7-9, English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS Special ED Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

Tonya Smith	
PA Certified	Yes
Areas of Certification	Instructional 1, English 7-12
Grades Teaching or Serving	9-12
All Areas of Assignment, Subject Areas Teaching, or Services Provided	HS English Teacher
Number of Hours Annually Worked in Assignment	1448
Percentage of Time in Certified Position	100.0
Percentage of Time in Areas Not Certified	0.0

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

No file has been 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	4.00	4.00				4.00
Assistant Principal						
Classroom Teacher (including Master Teachers)	286.00	286.00		10.00	9.00	277.00
Specialty Teacher (including Master Teachers)	38.00	38.00		1.00	2.00	35.00
Special Education Teacher (including Master Teachers)	123.00	123.00		1.00	4.00	119.00
Special Education Coordinator	3.00	3.00				3.00
Counselor	24.00	24.00			1.00	23.00
Psychologist	5.00	5.00			1.00	4.00

School Nurse	1.00	1.00			1.00	1.00
Academic Support	31		1	2	1	31
Family Coach	122			2	4	122
Engagement Support	11				1	11
Learning Center	6					6
Other Student Services	26				1	26
Pupil Health Services	6					6
Other Support Staff	13				2	13
Totals	700.00	485.00	1	16.00	27.00	682.00

Further explanation:

This narrative is empty.

Fiscal Matters

Major Fundraising Activities

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

Agora raised \$14,596 through programs such as Target Take Charge, Box Tops, Giant A+ School Rewards, Prom Ticket sales and internal Professional Development activities. These funds were used to provide post-graduation scholarships and student incentive awards during the school year. Fund-raising activities for SY 2013-2014 include similar activities as in SY2012-2013.

Fiscal Solvency Policies

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

The annual budget, monthly monitoring and forecast policies and procedures are the vehicles used to maintain fiscal solvency. The budget as required by state regulation is prepared in accordance with GAAP and contains a reserve provision in order to maintain fiscal solvency. In addition, the school, as deemed necessary by management, may secured a cash advance through its Educational Products and Services Agreement with K12 Inc. The school may use the cash advance when operating needs dictate. The advance is repaid when subsidies are received by either the Pennsylvania Department of Education or the Resident School District.

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)

No files have been uploaded.

Accounting System

Changes to the accounting system the charter school uses:

The Agora Cyber Charter School uses the accrual method utilizing Sungard, efinancePlus accounting software that is fully compliant with PA, GASB, and GAAP reporting requirements.

Preliminary Statements of Revenues, Expenditures & Fund Balances

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

PDF file uploaded.

Financial Audits

Basics

Audit Firm: Maillie, LLP
 Date of Last Audit: 03/05/2014
 Fiscal Year Last Audited: 2012-2013

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:

Agora Cyber Charter School contracted with Maillie, LLP to complete the independent audit of the fiscal year ending June 30, 2013. The 2012-2013 audit was completed as of March 5, 2014 and presented to the Board of Trustees. Agora Cyber Charter School received an unqualified audit opinion with no major findings on the Financial Statements portion of the Audits.

Financial Audit Report

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

PDF file uploaded.

Citations

Financial audit citations and the corresponding Charter School responses

Description	Response
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Federal Programs Consolidated Review

Basics

Title I Status: Yes
 Date of Last Federal Programs Consolidated Review: 05/29/2014
 School Year Reviewed: 2013-2014

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
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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
Enrollment Specialist	Virtual	4
Lead School Psychologist	Office	1
School Psychologist	Office	4
Special Education Academic Coach	Virtual	6
Special Education Director	Office	2
Special Education Director	Virtual	1
Special Education Educational Consultant	Office	1
Special Education Office Staff	Office	11
Special Education Teacher	Virtual	115
Speech and Language Therapists	Virtual	2
Transition Teacher	Virtual	2

Special Education Contracted Services

Title	Amt. of Time per Week	Operator	Number of Students
CARE for Children	17 Hours	Outside Contractor	13
Connecting the Pieces-LLC	963 Hours	Outside Contractor	63
Easter Seals of Southeastern PA	112 Hours	Outside Contractor	69
Ellingsen & Associates	98 Hours	Outside Contractor	62
Elliot Enterprises	18 Hours	Outside Contractor	15
Humanus Corporation	33 Hours	Outside Contractor	16
Humanus Corporation	33 Hours	Outside Contractor	16
Kerry Smith (Cordes)	79 Hours	Outside Contractor	14
Presence Learning	52 Hours	Outside Contractor	42
Sayegh Pediatric Therapy Services	46 Hours	Outside Contractor	26
Schreiber Pediatric Rehabilitation Center	46 Hours	Outside Contractor	12
Therapy Source	873 Hours	Outside Contractor	624
Therapy Works for Kids	29 Hours	Outside Contractor	11
Tracy Geist Therapy Services	17 Hours	Outside Contractor	12
US Healthcare	182 Hours	Outside Contractor	124

Special Education Cyclical Monitoring

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

01/15/2013
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:

The total Charter School expenditures for fixed assets during the identified fiscal year was \$10,704, spent on leasehold improvements, and office equipment.

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

\$10,704.00

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 this time there are no future facility development plans. As a cyber charter school, most student instruction between teachers and students takes place in a decentralized manner (e.g. online, by phone, web collaboration tools, or in-person instruction at local sites around the state).

- For the school's administrative needs, Agora Cyber Charter School entered into a 66 month lease agreement with GPX Realty for office space on December 2009.
- In order to meet the needs of our growing student population in Southeastern Pennsylvania, on December 1, 2010, we entered into a ten-year lease for 13,335 square feet of flexible space in a portion of a building at 3300 Henry Avenue, Philadelphia, Pennsylvania, to be used as a drop-in learning center.
- Beginning with the 2011-2012 school year we have leased additional temporary space from GPX Wayne Office Properties, L.P. to support the logistics and security of state mandated testing.
- In July 2012, we leased an additional 7,733 square feet of office space at the Wayne location as an amendment to the original lease that expires June 30, 2015.

Memorandums of Understanding

Organization	Purpose
Chester County Intermediate Unit	Agora Cyber Charter School is a member of the Chester County Intermediate Unit Title III Consortium.

Philadelphia District Attorney's Office	A partnership between the Philadelphia District Attorney's Office and Agora Cyber Charter School. The District Attorney's Office provides truancy prevention/intervention services to Agora Cyber Charter School students who are residents of Philadelphia through the Project "GO" Truancy Intervention Program.
Tredyffrin Township Police Department	An agreement between the local police department where the school's main offices are physically located. As partners we work together to maintain the physical security and safety of the school.

April 2, 2013

Ms. Sharon Williams
CEO
Agora Cyber CS
995 Old Eagle School Road
Suite 315
Wayne, Pa 19087

Dear Ms. Williams:

Enclosed is the Report of Findings presenting results of the cyclical monitoring which was conducted by the Bureau of Special Education (BSE) in the Agora Cyber CS the week of January 15, 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
- Deferment 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 Maria Mardula, 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 Agora Cyber CS

PART I SUMMARY OF FINDINGS

A. Review Process

Prior to the Bureau's monitoring the week of January 15, 2013, the Agora Cyber 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.

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)	0	0
Exclusions: Suspensions and Expulsions (Procedural Requirements)	0	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	0	1
Public School Enrollment	1	0
Surrogate Parents (Students Requiring)	1	0
Personnel Training	1	0
Intensive Interagency Approach	0	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	0
Graduation Rates (SPP)	1	0
Dropout Rates (SPP)	1	0
Suspensions (Rates)	0	0
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 Agora Cyber 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	179	19	186
Evaluation/Reevaluation: Process and Content	362	28	1482
Individualized Education Program: Process and Content	1079	85	756
Procedural Safeguards: Process and Content	248	32	8
TOTALS	1868	164	2432

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	135	8	94
Program Implementation: Special Ed Teacher Interviews	558	22	291
Program Implementation: Parent Interviews	118	10	69
TOTALS	811	40	454

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	0	0	0

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.

Upon conclusion of the corrective action process, the charter school will be notified of its successful completion of the monitoring process.



pennsylvania
DEPARTMENT OF EDUCATION

April 22, 2014

Ms. Sharon Williams
CEO
Agora Cyber CS
995 Old Eagle School Road
Suite 315
Wayne, Pa 19087

Dear Ms. Williams:

I have been informed that the areas of noncompliance cited as a result of the special education compliance monitoring visit conducted on January 15, 2013 have been corrected as of March 11, 2014 by the charter school. It is with pleasure that I commend you and your staff for efforts made in achieving resolution of the noncompliance areas.

Please note, if you have improvement plans that were developed as a component of the corrective action plan, they will remain open and you are required to implement the improvement plans until the specific action for those items has been completed as approved by your adviser.

As you know, compliance monitoring is required by Federal regulations to determine a local education agency's compliance with Federal and State requirements for students identified as eligible for special education. Your response to the monitoring visit and subsequent corrective action assures the continuation of improved special education services to Pennsylvania students.

The Department of Education appreciates your cooperation and the Bureau of Special Education remains available to you should you desire further assistance in the future.

Sincerely,

Patricia Hozella
Director

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

Name of School Agora Cyber Charter School

Address of School 995 Old Eagle School Rd, Wayne, PA 19087

CEO Signature 

REVENUES

6000		REVENUE FROM LOCAL SOURCES	
6500		EARNINGS ON INVESTMENTS	
	6510	Interest on Investments and Interest-Bearing Checking Accounts	3,794
	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	
	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	
	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	1,492,688
	6890	Other Revenues from Intermediary Sources	

6900		OTHER REVENUE FROM LOCAL SOURCES	
	6910	Rentals	
	6920	Contributions & Donations from Private Sources / Capital Contributions	88,093
	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	
	6943	Adult Education Tuition	
	6944	Receipts From Other LEAs in Pennsylvania - Education	121,629,482
	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	
	6969	All Other Services Provided Other Governments and LEAs Not Specified Above	8,161
	6970	Services Provided Other Funds	
	6980	Revenue from Community Service Activities	
	6990	Refunds and Other Miscellaneous Revenue	
	6991	Refunds of a Prior Year Expenditure	
	6999	Other Revenues Not Specified Above	108,990
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	150,000
	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)	196,259
	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	
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	2,200,631
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)	3,364,574
	8520	Vocational Education	
	8530	Child Nutrition Program	
	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	77,887
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			129,320,560

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

Name of School Agora Cyber Charter School

Address of School 995 Old Eagle School Rd, Wayne, PA 19087

CEO Signature 

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

EXPENDITURES

1000 INSTRUCTION		
1100	REGULAR PROGRAMS - ELEMENTARY / SECONDARY	66,305,639.45
1200	SPECIAL PROGRAMS - ELEMENTARY / SECONDARY	12,273,128.01
1300	VOCATIONAL EDUCATION	
1400	OTHER INSTRUCTIONAL PROGRAMS - ELEMENTARY / SECONDARY	11,547.67
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	4,025,796.63
2130	Attendance Services	2,904,417.74
2140	Psychological Services	832,031.91
2150	Speech Pathology and Audiology Services	207,944.19
2160	Social Work Services	3,947,017.76
2170	Student Accounting Services	135,450.59
2190	Other Pupil Personnel Services	
2200	SUPPORT SERVICES - INSTRUCTIONAL STAFF	
2210	Supervision of Educational Media Services	

	2220	Technology Support Services	8,557,754.14
	2230	Educational Television Services	
	2240	Computer-Assisted Instruction Support Services	
	2250	School Library Services	
	2260	Instruction and Curriculum Development Services	2,009,596.69
	2270	Instructional Staff Professional Development Services	
	2280	Nonpublic Support Services	
2300		SUPPORT SERVICES - ADMINISTRATION	
	2310	Board Services	
	2320	Board Treasurer Services	
	2340	Staff Relations and Negotiations Services	
	2350	Legal Services	169,038.26
	2360	Office of the Superintendent (Executive Director) Services	362,331.07
	2370	Community Relations Services	
	2380	Office of the Principal Services	16,850,005.27
	2390	Other Administration Services	
2400		SUPPORT SERVICES - PUPIL HEALTH	504,495.45
2500		SUPPORT SERVICES - BUSINESS	
	2510	Fiscal Services	1,315,872.08
	2520	Purchasing Services	
	2530	Warehousing and Distributing Services	
	2540	Printing, Publishing and Duplicating Services	
	2590	Other Support Services - Business	
2600		OPERATION AND MAINTENANCE OF PLANT SERVICES	
	2610	Supervision of Operation and Maintenance of Plant Services	
	2620	Operation of Buildings Services	876,404.89
	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	
	2720	Vehicle Operation Services	
	2730	Monitoring Services	
	2740	Vehicle Servicing and Maintenance Services	
	2750	Nonpublic Transportation	

	2790	Other Student Transportation Services	148,064.00
2800		SUPPORT SERVICES - CENTRAL	
	2810	Planning, Research, Development and Evaluation Services	
	2820	Information Services	264,672.81
	2830	Staff Services	543,496.61
	2840	Data Processing Services	
	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	
3200		STUDENT ACTIVITIES	
	3210	School Sponsored Student Activities	166,848.47
	3250	School Sponsored Athletics	
3300		COMMUNITY SERVICES	
	3310	Community Recreation	
	3320	Civic Services	
	3330	Public Library Services	
	3340	Custody and Child Care	
	3350	Welfare Activities	
	3390	Other Community Services	
3400		SCHOLARSHIPS AND AWARDS	5,000.00
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	122,416,553.68

TOTAL REVENUES MINUS TOTAL EXPENDITURES = CURRENT FUND
BALANCE AS OF JUNE 30, 2013
BALANCE AS OF JUNE 30, 2014

6,904,006.11
7,145,672.50
14,049,678.61

AGORA CYBER CHARTER SCHOOL

ANNUAL FINANCIAL REPORT

Year Ended June 30, 2013



Certified Public Accountants and Business Consultants

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FINANCIAL SECTION

Independent Auditors' Report

To the Board of Trustees
Agora Cyber Charter School
Wayne, Pennsylvania

REPORT ON THE FINANCIAL STATEMENTS

We have audited the accompanying financial statements of the governmental activities and the major Governmental Fund of the Agora Cyber Charter School as of and for the year ended June 30, 2013, and the related notes to the financial statements, which collectively comprise the Agora Cyber Charter School's basic financial statements as listed in the table of contents.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express opinions on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Opinions

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities and the major Governmental Fund of the Agora Cyber Charter School as of June 30, 2013, and the respective changes in financial position and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America (GAAP).

To the Board of Trustees
Agora Cyber Charter School
Wayne, Pennsylvania

Emphasis of Matter

As discussed in Note M to the financial statements, for the year ended June 30, 2013, the Agora Cyber Charter School adopted new accounting guidance, implementing Governmental Accounting Standards Board Statement No. 63, *Financial Reporting of Deferred Outflows of Resources, Deferred Inflows of Resources, and Net Position*, and Governmental Accounting Standards Board Statement No. 65, *Items Previously Reported as Assets and Liabilities*. Our opinion is not modified with respect to this matter.

Other Matters

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that management's discussion and analysis on pages 4 through 7 and budgetary comparison information on pages 21 and 22 be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with evidence sufficient to express an opinion or provide any assurance.

Other Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Agora Cyber Charter School's basic financial statements. The schedule of expenditures of federal awards, as required by the U.S. Office of Management and Budget Circular A-133, *Audits of States, Local Governments, and Non-Profit Organizations*, is presented for purposes of additional analysis and is not a required part of the basic financial statements.

The schedule of expenditures of federal awards is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of expenditures of federal awards is fairly stated in all material respects in relation to the basic financial statements as a whole.

OTHER REPORTING REQUIRED BY GOVERNMENT AUDITING STANDARDS

In accordance with *Government Auditing Standards*, we have also issued our report dated March 5, 2014, on our consideration of the Agora Cyber Charter School's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Agora Cyber Charter School's internal control over financial reporting and compliance.



Oaks, Pennsylvania
March 5, 2014

AGORA CYBER CHARTER SCHOOL
MANAGEMENT'S DISCUSSION AND ANALYSIS (Unaudited)
Year Ended June 30, 2013

The Board of Trustees of the Agora Cyber Charter School (the School) offers readers of the School's financial statements this narrative overview and analysis of the financial activities of the School for the fiscal year ended June 30, 2013. We encourage readers to consider the information presented here in conjunction with the School's financial statements.

FINANCIAL HIGHLIGHTS

Governmental Activities

- Total revenues increased by \$18,591,571 due to a 15% increase in the student population from fiscal year 2012.
- The School's total assets exceeded total liabilities as of June 30, 2013 by \$7,268,388. This balance was the result of a \$(5,189,076) deficit in revenue over expenditures for the year ended June 30, 2013.
- The School's cash balance at June 30, 2013, was \$8,781,823 representing an increase of \$811,080 from June 30, 2012.

OVERVIEW OF THE FINANCIAL STATEMENTS

The discussion and analysis is intended to serve as an introduction to the School's basic financial statements. The School's basic financial statements as presented comprise three components: Management's Discussion and Analysis (this section), the basic financial statements and supplementary information.

Government-Wide Financial Statements

The government-wide financial statements are designed to provide readers with a broad overview of the School's finances, in a manner similar to a private-sector business.

The statement of net position presents information on all of the School's assets and liabilities, with the difference between the two reported as net position. Over time, increases or decreases in net position may serve as a useful indicator of whether the financial position of the School is improving or deteriorating.

The statement of activities presents information showing how the School's net position changed during the most recent fiscal year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows.

The government-wide financial statements report on the function of the School that is principally supported by subsidies from school districts whose constituents attend the School.

AGORA CYBER CHARTER SCHOOL
MANAGEMENT'S DISCUSSION AND ANALYSIS (Unaudited)
Year Ended June 30, 2013

Fund Financial Statements

A fund is a group of related accounts that is used to maintain control over resources that have been segregated for specific activities or purposes. The School, like governmental-type entities, utilizes fund accounting to ensure and demonstrate compliance with finance-related legal requirements. The School has only one fund type, the Governmental General Fund.

Notes to the Financial Statements

The notes provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements.

Required Supplementary Information

The General Fund budgetary comparison schedule is presented for purposes of additional analysis.

GOVERNMENT-WIDE FINANCIAL ANALYSIS

Management has adopted Governmental Accounting Standards Board (GASB) Statement No. 34, which requires a comparative analysis of current and prior periods.

Statements of Net Position
June 30, 2013 and 2012

	<u>Governmental Activities</u>	
	<u>2013</u>	<u>2012</u>
ASSETS		
Current assets	\$ 30,471,135	\$ 35,737,621
Capital assets, net	86,362	92,831
TOTAL ASSETS	<u>30,557,497</u>	<u>35,830,452</u>
LIABILITIES	<u>23,289,109</u>	<u>23,372,988</u>
NET POSITION	<u>\$ 7,268,388</u>	<u>\$ 12,457,464</u>

As noted earlier, net position may serve over time as a useful indicator of a school's financial position. In the case of the School, assets exceed liabilities by \$7,268,388 as of June 30, 2013, a decrease of \$(5,189,076) from June 30, 2012.

AGORA CYBER CHARTER SCHOOL
MANAGEMENT'S DISCUSSION AND ANALYSIS (Unaudited)
Year Ended June 30, 2013

Statements of Activities
Years Ended June 30, 2013 and 2012

	<u>Governmental Activities</u>	
	<u>2013</u>	<u>2012</u>
REVENUES		
Program revenues		
Local educational agency assistance	\$ 112,092,250	\$ 95,353,911
State sources	1,848,623	837,773
Federal sources	<u>3,972,887</u>	<u>3,130,505</u>
TOTAL REVENUES	<u>117,913,760</u>	<u>99,322,189</u>
EXPENDITURES		
Instruction	78,650,205	59,101,737
Support services	<u>44,452,631</u>	<u>33,609,160</u>
TOTAL EXPENDITURES	<u>123,102,836</u>	<u>92,710,897</u>
CHANGE IN NET POSITION	(5,189,076)	6,611,292
NET POSITION, BEGINNING	<u>12,457,464</u>	<u>5,846,172</u>
NET POSITION, ENDING	<u>\$ 7,268,388</u>	<u>\$ 12,457,464</u>

The School's revenues are predominately local area school district's funds based on the student enrollment. For the year ended June 30, 2013, the School's total expenditures of \$123,102,836 exceeded total revenues of \$117,913,760 by \$5,189,076. In the previous year, revenues exceeded expenditures by \$6,611,292.

FUND FINANCIAL ANALYSIS

Governmental Fund

The focus of the School's Governmental Fund is to provide information on near-term inflows, outflows and balances of spendable resources. Such information is useful in assessing the School's financing requirements. In particular, fund balance may serve as a useful measure of a government's net resources available for spending for program purposes at the end of the fiscal year.

The School's Governmental Fund (the General Fund) reported an ending fund balance of \$7,182,026, of which \$5,550,861 has been assigned for future PSERS contributions, future lease payments beyond the current charter and future potential legal expenses. These amounts represent the segregation of a portion of the fund balance for future PSERS rate changes, committed payments and financial risks and are therefore, not available for appropriations. The unassigned fund balance equates to 1.3% of the total General Fund expenditures.

AGORA CYBER CHARTER SCHOOL
MANAGEMENT'S DISCUSSION AND ANALYSIS (Unaudited)
Year Ended June 30, 2013

Budget Variations

The School's budgeted revenue and other financing sources were based on a budgeted average enrollment of 11,926, in the amount of \$127,827,347. The actual revenues were below budgeted revenues by \$9,913,587, with an actual average enrollment of 10,521, which was 1,405 students lower than expected.

Actual expenditures were below budgeted expenditures in the amount of \$3,532,412, due mainly to the decreased support needed to support the 1,405 average enrollments under the budgeted number of students.

CAPITAL ASSETS AND DEBT ADMINISTRATION

Capital Assets

As of June 30, 2013, the School's investment in capital assets for its governmental activities totaled \$86,362 (net of accumulated depreciation). This investment in capital assets for fiscal year 2012-2013 consisted of office equipment and computer hardware.

Additional information on the School's capital assets can be found in Note H of this report.

Long-Term Debt

The School does not have any long-term liabilities at this time.

ECONOMIC FACTORS AND NEXT YEAR'S BUDGETS AND RATES

Though the cyber charter school concept is now widely-accepted as an alternative to the traditional brick and mortar model, the issue concerning how cyber charter schools are funded will likely be a continual discussion point in the foreseeable future. Most recent proposed legislation includes additional exclusions to Pennsylvania Department of Education's 363 Form, "School Districts Calculation of Selected Expenditures Per Average Daily Membership," which would lower the amount per student a charter school could receive. The rapid growth also leads to burdens on administration to increase staff, educational programs, support services to meet student needs and demand. For fiscal year 2013-2014, the School's primary source of revenue, the per student subsidy provided by the local school districts, is budgeted to increase by \$8,350,996 due to projected increased enrollment from 10,521 to 11,538 students.

FUTURE EVENTS THAT WILL FINANCIALLY IMPACT THE SCHOOL

Although the School has seen a significant increase each year in enrollment, the extreme growth seen in fiscal year 2011-2012 is unlikely to continue. The School's solid financial position is expected to help manage the variances in enrollment from one year to the next.

CONTACTING THE SCHOOL'S FINANCIAL MANAGEMENT

The financial report is designed to provide interested parties a general overview of the School's finances. Questions regarding any of the information provided in this report should be addressed to the Head of School, Agora Cyber Charter School, 995 Old Eagle School Road, Suite 315, Wayne, PA 19087.

AGORA CYBER CHARTER SCHOOL

GOVERNMENTAL FUND BALANCE SHEET/STATEMENT OF NET POSITION

June 30, 2013

	<u>General Fund</u>	<u>Adjustments (Note D)</u>	<u>Statement of Net Position</u>
ASSETS			
CURRENT ASSETS			
Cash	\$ 8,781,823	\$ -	\$ 8,781,823
State subsidies receivable	559,444	-	559,444
Federal subsidies receivable	924,971	-	924,971
Local receivables	20,122,560	-	20,122,560
Other current assets	53,489	-	53,489
Prepaid expenses	<u>28,848</u>	<u>-</u>	<u>28,848</u>
TOTAL CURRENT ASSETS	30,471,135	-	30,471,135
CAPITAL ASSETS, net	<u>-</u>	<u>86,362</u>	<u>86,362</u>
TOTAL ASSETS	<u>\$ 30,471,135</u>	<u>\$ 86,362</u>	<u>\$ 30,557,497</u>
LIABILITIES AND FUND BALANCE/NET POSITION			
CURRENT LIABILITIES			
Accounts payable and accrued expenses	\$ 23,083,238	\$ -	\$ 23,083,238
Unearned revenue	<u>205,871</u>	<u>-</u>	<u>205,871</u>
TOTAL CURRENT LIABILITIES	<u>23,289,109</u>	<u>-</u>	<u>23,289,109</u>
FUND BALANCE/NET POSITION			
Fund balance			
Nonspendable	28,848	(28,848)	-
Assigned			
Fallis learning center lease payments	1,563,681	(1,563,681)	-
PSERS commitment	3,487,180	(3,487,180)	-
Potential legal expenses	500,000	(500,000)	-
Unassigned	<u>1,602,317</u>	<u>(1,602,317)</u>	<u>-</u>
TOTAL FUND BALANCE	<u>7,182,026</u>	<u>(7,182,026)</u>	<u>-</u>
TOTAL LIABILITIES AND FUND BALANCE	<u>\$ 30,471,135</u>		
Net position			
Net investment in capital assets		86,362	86,362
Unrestricted		<u>7,182,026</u>	<u>7,182,026</u>
TOTAL NET POSITION		<u>7,268,388</u>	<u>7,268,388</u>
TOTAL LIABILITIES AND NET POSITION		<u>\$ 86,362</u>	<u>\$ 30,557,497</u>

See accompanying notes to the basic financial statements.

AGORA CYBER CHARTER SCHOOL
GOVERNMENTAL FUND STATEMENT OF REVENUES,
EXPENDITURES AND CHANGES IN FUND BALANCE/
STATEMENT OF ACTIVITIES
Year Ended June 30, 2013

	<u>General Fund</u>	<u>Adjustments (Note D)</u>	<u>Statement of Activities</u>
REVENUES			
Program revenues			
Local educational agency assistance	\$ 112,092,250	\$ -	\$ 112,092,250
State sources	1,848,623	-	1,848,623
Federal sources	<u>3,972,887</u>	<u>-</u>	<u>3,972,887</u>
TOTAL REVENUES	<u>117,913,760</u>	<u>-</u>	<u>117,913,760</u>
EXPENDITURES			
Instruction	78,650,205	-	78,650,205
Support services	44,371,677	80,954	44,452,631
Capital outlay	74,485	<u>(74,485)</u>	<u>-</u>
TOTAL EXPENDITURES	<u>123,096,367</u>	<u>6,469</u>	<u>123,102,836</u>
DEFICIENCY OF REVENUES OVER EXPENDITURES/CHANGE IN FUND BALANCE	(5,182,607)	5,182,607	-
CHANGE IN NET POSITION	-	(5,189,076)	(5,189,076)
FUND BALANCE/NET POSITION AT BEGINNING OF YEAR	<u>12,364,633</u>	<u>92,831</u>	<u>12,457,464</u>
FUND BALANCE/NET POSITION AT END OF YEAR	<u>\$ 7,182,026</u>	<u>\$ 86,362</u>	<u>\$ 7,268,388</u>

See accompanying notes to the basic financial statements.

AGORA CYBER CHARTER SCHOOL
NOTES TO THE BASIC FINANCIAL STATEMENTS
June 30, 2013

NOTE A ORGANIZATION

The Agora Cyber Charter School (the "School") is organized as a not-for-profit organization and is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code. The School operates a cyber charter school in Wayne, Pennsylvania, under an approved charter received from the Pennsylvania Department of Education, acting pursuant to authority conferred under Act 88. The School's initial operations began on July 1, 2005.

The mission of the Agora Cyber Charter School is to provide an innovative, intense academic preparation that inspires and educates students to achieve the highest levels of academic knowledge and skills and develop proficiency in the design and use of new computer technologies and scientific research. Through a combination of computer-supported instruction in the home, face-to-face meetings and video conferencing with a certified teacher, specifically tailored research-based curriculum and access to a community of experts in science and technology, our students will be fully prepared to be leaders in the digital age.

NOTE B SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The basic financial statements of the School have been prepared in conformity with accounting principles generally accepted in the United States of America as applied to governmental units. The Governmental Accounting Standards Board (GASB) is the accepted standard setting body for establishing governmental accounting and financial reporting principles. The more significant accounting policies of the School are described below.

The School presents the General Fund as its major Governmental Fund. The General Fund is used for general operating purposes of the School. The General Fund accounts for all financial resources.

Financial Statement Presentation and Measurement Focus

The government-wide financial statements--the statement of net position and the statement of activities--report on the School as a whole. The statement of net position reports net position in one of three components: (1) Net investment in capital assets consists of capital assets, net of accumulated depreciation, reduced by the outstanding balance of any borrowing used for the acquisition, construction, or improvement of those assets; (2) net position is reported as restricted on the government-wide statements when there are limitations imposed on its use through external restrictions imposed by creditors, grantors, or laws or regulations of other governments; and (3) unrestricted net position consists of net position that does not meet the definition of "net investment in capital assets" or "restricted for specific purposes." The statement of activities presents a comparison between the direct expenses and revenues of each function of the School's activities. Revenues that are not classified as program revenues, including statutory funding from state and local governments, are presented as general revenues. These financial statements are reported using the economic resources measurement focus and the accrual basis of accounting. On an accrual basis, revenues are recorded when earned, and expenses are recorded when the liability is incurred.

AGORA CYBER CHARTER SCHOOL
NOTES TO THE BASIC FINANCIAL STATEMENTS
June 30, 2013

Governmental Fund financial statements provide information about the School's funds. The emphasis of fund financial statements is on the major Governmental Fund, which is the School's General Fund. These financial statements are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Revenues are recognized as soon as they are both measurable and available. Revenues are considered to be available when they are collectible within the current year or soon enough thereafter to pay liabilities of the current year. For this purpose, the School considers revenues to be available if they are collected within 60 days of the end of the current fiscal year. Expenses generally are recorded when the liability is incurred, as under accrual accounting, except for principal and interest on long-term debt, which are recognized as expenditures to the extent they have matured. General capital acquisitions are reported as expenditures in the General Fund.

Budgetary Data

An annual budget is adopted for the General Fund using the modified accrual basis of accounting. The budgetary comparison schedule of the General Fund presents the budget filed with and accepted by the Pennsylvania Department of Education as its budgeted amounts. The following procedures are followed in establishing the budgetary data reflected in the financial statements:

1. The School reviews and authorizes a budget for the next succeeding fiscal year beginning July 1. The operating budget includes proposed expenditures and the means of financing them.
2. A meeting of the Board of Trustees is then called for the purpose of adopting the proposed budget.
3. Prior to July 1, the budget is legally enacted through passage of a resolution by the Board of Trustees.
4. The budget must be filed with the Pennsylvania Department of Education by July 31.

The budget is controlled by the School's Business Administrator at the revenue and expenditure function/object level. Budgeted amounts are as amended by the Board of Education. The Board of Trustees may make transfers of funds appropriated to any particular item of expenditure by legislative action in accordance with the Pennsylvania School Code. Individual amendments were not material in relation to the original appropriations. All budget appropriations lapse at year-end.

As part of the formal budgetary control, purchase orders, contracts and other commitments from the expenditure of monies are recorded as the equivalent of expenditures on the non-GAAP budgetary basis in order to reserve that portion of the applicable appropriation and to determine and maintain legal compliance. On fund financial statements, encumbrances outstanding at year-end are reported as a reservation of fund balance for subsequent year expenditures for the Governmental Fund. A reserve for encumbrances is not reported on the government-wide financial statements.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

Cash

Investments with an original maturity of three months or less at the time they are purchased by the School are presented on the financial statements as cash equivalents. Investments with an initial maturity of more than three months are reported as investments.

Capital Assets

Capital assets, which include property, plant and equipment, are reported in the government-wide financial statements. The School defines a capital asset as an asset with an initial individual cost equal to or greater than \$1,000 and must also have an estimated useful life in excess of one year. All capital assets are capitalized at cost and updated for additions and retirements during the year. The School does not possess any infrastructure. Improvements are capitalized; the cost of normal maintenance and repairs that do not add to the value of the asset or materially extend an asset's life is not.

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

	<u>Years</u>
Leasehold improvements	7-9
Computer software	1-3
Computer hardware	3-5

Accrued Liabilities and Long-Term Obligations

All payables are reported on the government-wide financial statements. In general, Governmental Fund payables that, once incurred, are paid in a timely manner and in full from current financial resources are reported as obligations of the fund.

Unearned Revenue

Unearned revenue arises when a potential revenue does not meet both the "measurable" and "available" criteria for recognition in the current period. Unearned revenue also arises when resources are received by the School before it has a legal claim to them, as when grant monies are received prior to the incurrence of qualifying expenditures. In subsequent periods, when both revenue recognition criteria are met, or when the School has a legal claim to the resources, the liability for unearned revenue is removed from the Governmental Fund balance sheet and revenue is recognized.

Net Position

Net position represents the difference between assets plus deferred outflows of resources and liabilities plus deferred inflows of resources.

Net Position Flow Assumption

Sometimes the School will fund outlays for a particular purpose for both restricted (e.g., restricted bond or grant proceeds) and unrestricted resources. In order to calculate the amounts to report as restricted net position and unrestricted net position in the government-wide financial statements, a flow assumption must be made about the order in which the resources are considered to be applied. It is the School's policy to consider restricted net position to have been depleted before unrestricted net position is applied.

Fund Balance

Beginning with the year ended June 30, 2011, the School implemented GASB Statement No. 54, *Fund Balance Reporting and Governmental Fund Type Definitions*. This statement provides more clearly defined fund balance categories to make the nature and extent of the constraints placed on the School's fund balances more transparent. The following classifications describe the relative strength of the spending constraints:

- ***Nonspendable Fund Balance*** includes fund balance amounts that cannot be spent either because they are not in spendable form or because of legal or contractual constraints. Fund balance types of this category are prepaid expenses.
- ***Restricted Fund Balance*** includes fund balance amounts that can be spent only for specific purposes stipulated by external resource providers or through enabling legislation.
- ***Committed Fund Balance*** includes fund balance amounts that are constrained for specific purposes that are internally imposed by the School through formal action of the highest level of decision-making authority and do not lapse at year-end. To be reported as committed, amounts cannot be used for any other purpose unless the School takes the same highest level action to remove or change the constraint.
- ***Assigned Fund Balance*** includes fund balance amounts that are intended to be used for specific purposes that are neither considered restricted or committed.
- ***Unassigned Fund Balance*** includes the residual classifications for the General Fund and includes all amounts not contained in the other classifications. Unassigned amounts are technically available for any purpose.

AGORA CYBER CHARTER SCHOOL
NOTES TO THE BASIC FINANCIAL STATEMENTS
June 30, 2013

The Trustees establish (and modify or rescind) fund balance commitments by passage of a resolution. Assigned fund balance is intended to be used by the School for specific purposes but does not meet the criteria to be classified as restricted or committed.

Funding

The School is funded primarily from the local school district in which a student resides by receiving an amount equal to the calculation of selected expenditures per average daily membership for each child attending the School. Funding is recognized as revenue as it is earned. The rate of funding per student is determined on an annual basis. The Commonwealth of Pennsylvania makes contributions on behalf of the School for the employer's share of retirement payments and social security payments.

Income Tax

The School is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code. In addition, the School qualifies for the charitable contribution deduction under Section 170(b)(1)(A) and has been classified as an organization that is not a private foundation under Section 509(a)(2). The School believes it has appropriate support for any tax positions taken and, as such, does not have any uncertain tax positions that are material to the financial statements. The School's federal Return of Organization Exempt From Income Tax (Form 990) for tax years 2009, 2010 and 2011 is subject to examination by the IRS, generally for three years after the tax returns were filed. There are currently no audits in progress for any tax periods.

NOTE C DEPOSITS

Custodial Credit Risk

Custodial credit risk is the risk that, in the event of a bank failure, the School's deposits may not be returned to it. The School does not have a policy in place for custodial credit risk. As of June 30, 2013, \$10,035,411 of the School's bank balance of \$10,285,411 was exposed to custodial credit risk.

AGORA CYBER CHARTER SCHOOL
NOTES TO THE BASIC FINANCIAL STATEMENTS
June 30, 2013

NOTE D RECONCILIATION OF FUND FINANCIAL STATEMENTS TO GOVERNMENT-WIDE FINANCIAL STATEMENTS

Total fund balance and the net change in fund balance of the School's Governmental Fund differs from net position and changes in net position of the governmental activities reported in the statement of net position and statement of activities. This difference primarily results from the long-term economic focus of the statement of net position and statement of activities versus the current financial resources focus of the Governmental Fund balance sheet and statement of revenues, expenditures and changes in fund balance.

The following are reconciliations of fund balance to net position and the net change in fund balance to the net change in net position:

TOTAL FUND BALANCE--MODIFIED ACCRUAL BASIS	\$ 7,182,026
Amount reported in the statement of net position is different because:	
Capital assets are not financial resources and are not reported in the Governmental Fund statements	<u>86,362</u>
NET POSITION--FULL ACCRUAL BASIS	<u>\$ 7,268,388</u>
NET CHANGE IN FUND BALANCE--MODIFIED ACCRUAL BASIS	\$ (5,182,607)
Amounts reported in the statement of activities are different because:	
Capital outlays are reported as expenses in the statement of revenues, expenditures and changes in fund balance; in the statement of activities, these costs are allocated over their estimated useful lives as depreciation	
Capital assets	74,485
Depreciation	<u>(80,954)</u>
CHANGE IN NET POSITION--FULL ACCRUAL BASIS	<u>\$ (5,189,076)</u>

AGORA CYBER CHARTER SCHOOL
NOTES TO THE BASIC FINANCIAL STATEMENTS
June 30, 2013

NOTE E COMMITMENTS AND CONTINGENCIES

Educational Products and Services Agreement

On July 1, 2010, the School entered into an agreement with K12 Pennsylvania, LLC to provide educational products and administrative and technology services to the School. The agreement is effective until June 30, 2015. Fees consist of the following:

- Administrative services fee - 15% of qualified gross revenues and public contributions and grants for the first 7,000 students, 14% for the next 1,000 students and 13% thereafter.
- Technology services fee - 7% of qualified gross revenues and public contributions and grants.
- Other products and services fees as noted in the management agreement.

Fees charged by K12 Pennsylvania, LLC for the year ended June 30, 2013, were as follows:

Technology services fee	\$ 8,119,375
Administrative services fee	16,715,976
Other K12 products and services for online school, student materials and student computers	42,439,395

NOTE F RECEIVABLES

Receivables as of June 30, 2013, consist primarily of subsidies from federal, state and local authorities. All receivables are considered by management to be fully collectible, and no allowance for doubtful accounts has been recorded.

AGORA CYBER CHARTER SCHOOL
NOTES TO THE BASIC FINANCIAL STATEMENTS
June 30, 2013

NOTE G LEASES

Operating Lease

In December 2009, the School entered into a 66-month lease for its Wayne location with GPX Wayne Office Properties, L.P. On December 1, 2010, the School entered into a ten-year lease for 13,335 square feet of flexible space in a portion of a building at 3300 Henry Avenue, Philadelphia, Pennsylvania, to be used as a drop-in learning center for residents of Southeastern Pennsylvania.

In July 2012, the School leased an additional 7,733 square feet of office space at the Wayne location as an amendment to the original lease that expires June 30, 2015.

In addition, on November 28, 2012, the School entered into a six-month lease with GPX Wayne Office Properties, L.P. for additional temporary space for its Wayne location. This lease expired on May 31, 2013.

Future minimum lease payments are as follows:

<u>Year Ending June 30,</u>	<u>Amount</u>
2014	\$ 590,454
2015	601,596
2016	279,310
2017	286,991
2018	294,883
2019 to 2020	<u>430,663</u>
	<u>\$ 2,483,897</u>

Rent expense for the year ended June 30, 2013, was \$564,878.

AGORA CYBER CHARTER SCHOOL
NOTES TO THE BASIC FINANCIAL STATEMENTS
June 30, 2013

NOTE H CAPITAL ASSETS

Capital asset activity was as follows:

	Balance June 30, 2012	Additions	Retirements	Balance June 30, 2013
Leasehold improvements	\$ 19,273	\$ -	\$ -	\$ 19,273
Computer equipment	201,969	5,365	(85,491)	121,843
Computer software	2,360	-	(2,360)	-
Office equipment	47,700	69,120	-	116,820
	<u>271,302</u>	<u>74,485</u>	<u>(87,851)</u>	<u>257,936</u>
Accumulated depreciation	<u>(178,471)</u>	<u>(80,954)</u>	<u>87,851</u>	<u>(171,574)</u>
	<u>\$ 92,831</u>	<u>\$ (6,469)</u>	<u>\$ -</u>	<u>\$ 86,362</u>

Depreciation expense for the year ended June 30, 2013, was \$80,954 and was charged to support services in the statement of activities.

NOTE I UNEARNED REVENUE

During the year ended June 30, 2007, the School received \$205,500 in federal funding from a charter school implementation grant. As of June 30, 2013, management was not able to determine whether the funds have been spent, and, accordingly, the amount has been recorded as unearned revenue. To the best of its knowledge, outside counsel has advised management that any pending claims related to the implementation grant remain outstanding. Additionally, in 2012, the School received \$500 from Pediatric Dental Associates, of which \$371 was not spent as of June 30, 2013, and was, therefore, recorded as unearned revenue.

NOTE J RETIREMENT PLAN

Schools in the Commonwealth of Pennsylvania participate in a state administered pension program. Under the program, contributions are made by each of three parties--the School, the state and the employee. All full-time employees of the School and part-time employees who meet certain minimum employment requirements participate in the program.

Plan Description

Name of Plan: Public School Employees' Retirement System (the "System").

Type of Plan: Governmental cost-sharing multiple-employer 401(a) defined-benefit plan.

Benefits: Retirement and disability, legislatively mandated *ad hoc* cost-of-living adjustments, healthcare insurance premium assistance to qualifying annuitants.

AGORA CYBER CHARTER SCHOOL
NOTES TO THE BASIC FINANCIAL STATEMENTS
June 30, 2013

Authority: The Public School Employees' Retirement Code (Act No. 96 of October 2, 1975, as amended) (24 Pa. C. S. 8101-9102).

Annual Financial Report: The System issues a *Comprehensive Annual Financial Report (CAFR)* that includes financial statements and required supplementary information for the plan. A copy of the report may be obtained by writing to Beth Girman, Office of Financial Management, Public School Employees' Retirement System, 5 North 5th Street, Harrisburg, PA 17101-1905 or by emailing Beth at bgirman@pa.gov. The *CAFR* is also available on the publications page of the PSERS website, www.psers.state.pa.us.

Funding Policy

Authority: The contribution policy is established in the Public School Employees' Retirement Code and requires contributions by active members, employers and the Commonwealth.

Contribution Rates

Member Contributions

- Active members who joined the System prior to July 22, 1983, contribute at 5.25% (Membership Class T-C) or at 6.50% (Membership Class T-D) of the member's qualifying compensation.
- Members who joined the System on or after July 22, 1983, and who were active or inactive as of July 1, 2001, contribute at 6.25% (Membership Class T-C) or at 7.50% (Membership Class T-D) of the member's qualifying compensation.
- Members who joined the System after June 30, 2001 and before July 1, 2011, contribute at 7.50% (automatic Membership Class T-D). For all new hires and for members who elected Class T-D membership, the higher contribution rates began with service rendered on or after January 1, 2002.
- Members who joined the System after June 30, 2011, automatically contribute at the Membership Class T-E rate of 7.5% (base rate) of the member's qualifying compensation. All new hires after June 30, 2011, who elect Class T-F membership contribute at 10.3% (base rate) of the member's qualifying compensation. Membership Class T-E and T-F are affected by a "shared risk" provision in Act 120 of 2010 that in future fiscal years could cause the Membership Class T-E contribution rate to fluctuate between 7.5% and 9.5% and Membership Class T-F contribution rate to fluctuate between 10.3% and 12.3%.

Employer Contributions: Contributions required of employers are based upon an actuarial valuation. For the fiscal year ended June 30, 2013, the rate of employer's contribution was 12.36% of covered payroll. The 12.36% rate is composed of a pension contribution rate of 11.50% for pension benefits and 0.86% for healthcare insurance premium assistance.

The School's contribution to PSERS for the years ended June 30, 2013, 2012 and 2011, was \$3,238,510, \$1,708,676 and \$687,136, respectively, equal to the required contribution for each year.

AGORA CYBER CHARTER SCHOOL
NOTES TO THE BASIC FINANCIAL STATEMENTS
June 30, 2013

NOTE K GRANTS

The School participates in numerous state and federal grant programs, which are governed by various rules and regulations of the grantor agencies. Costs charged to the respective grant programs are subject to audit and adjustment by the grantor agencies; therefore, to the extent that the School has not complied with the rules and regulations governing the grants, refunds of any money received may be required and the collectibility of any related receivable at June 30, 2013, may be impaired. With the exception of Note E, in the opinion of the School, there are no significant contingent liabilities relating to compliance with the rules and regulations governing the respective grants; therefore, no provision has been recorded in the accompanying financial statements for such contingencies.

NOTE L RISK MANAGEMENT

The School is exposed to various risks of loss related to torts; theft of, damage to and destruction of assets; errors and omissions; injuries to employees; and natural disasters. The School carries commercial insurance for such risks. There has been no significant reduction in insurance coverage of the School's policies. Settled claims resulting from these risks have not exceeded commercial insurance coverage in the past two years.

NOTE M CHANGE IN ACCOUNTING PRINCIPLE

For the year ended June 30, 2013, the Agora Cyber Charter School has adopted Government Accounting Standards Board Statement No. 63, *Financial Reporting of Deferred Outflows of Resources, Deferred Inflows of Resources, and Net Position*, and Governmental Accounting Standards Board Statement No. 65, *Items Previously Reported as Assets and Liabilities*, which state that debt issuance costs should be recognized as an outflow of resources in the period incurred rather than recognized over the life of the debt incurred.

NOTE N ECONOMIC DEPENDENCY

School revenue that constitutes in excess of 10% of total revenues is comprised of the following:

Local educational agency assistance..... 95%

REQUIRED SUPPLEMENTARY INFORMATION

AGORA CYBER CHARTER SCHOOL
BUDGETARY COMPARISON SCHEDULE
GENERAL FUND
Year Ended June 30, 2013

	Budgeted Amounts Original and Final	Actual	Variance With Final Budget Positive (Negative)
REVENUES			
Program revenues			
Local educational agency assistance	\$ 124,557,584	\$ 112,092,250	\$ (12,465,334)
State sources	1,477,136	1,848,623	371,487
Federal sources	<u>1,792,627</u>	<u>3,972,887</u>	<u>2,180,260</u>
TOTAL REVENUES	<u>127,827,347</u>	<u>117,913,760</u>	<u>(9,913,587)</u>
EXPENDITURES			
Instruction	78,735,496	78,650,205	85,291
Support services	47,851,283	44,371,677	3,479,606
Non-instructional services	42,000	74,485	(32,485)
TOTAL EXPENDITURES	<u>126,628,779</u>	<u>123,096,367</u>	<u>3,532,412</u>
NET CHANGE IN FUND BALANCE	1,198,568	(5,182,607)	(6,381,175)
FUND BALANCE AT BEGINNING OF YEAR	<u>12,364,633</u>	<u>12,364,633</u>	<u>-</u>
FUND BALANCE AT END OF YEAR	<u>\$ 13,563,201</u>	<u>\$ 7,182,026</u>	<u>\$ (6,381,175)</u>

See accompanying notes to the required supplementary information.

AGORA CYBER CHARTER SCHOOL
NOTES TO THE REQUIRED SUPPLEMENTARY INFORMATION
Year Ended June 30, 2013

NOTE A BUDGETARY INFORMATION

Budgets are adopted on a basis consistent with accounting principles generally accepted in the United States of America, as applied to governmental units. An annual appropriated budget is adopted for the General Fund. All annual appropriations lapse at fiscal year-end.

NOTE B EXCESS OF EXPENDITURES OVER APPROPRIATIONS

Excess expenditures were funded by various functions that were under budget in the General Fund and fund balance carried over from the prior year.

Independent Auditors' Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance With Government Auditing Standards

To the Board of Trustees
Agora Cyber Charter School
Wayne, Pennsylvania

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities and the major Governmental Fund of the Agora Cyber Charter School as of and for the year ended June 30, 2013, and the related notes to the financial statements, which collectively comprise the Agora Cyber Charter School's basic financial statements and have issued our report thereon dated March 5, 2014.

Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the Agora Cyber Charter School's internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Agora Cyber Charter School's internal control. Accordingly, we do not express an opinion on the effectiveness of the Agora Cyber Charter School's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over financial reporting was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control over financial reporting that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

To the Board of Trustees
Agora Cyber Charter School
Wayne, Pennsylvania

Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Agora Cyber Charter School's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.



Oaks, Pennsylvania
March 5, 2014

***Independent Auditors' Report on Compliance for Each Major Federal Program and
Report on Internal Control Over Compliance in Accordance With OMB Circular A-133***

To the Board of Trustees
Agora Cyber Charter School
Wayne, Pennsylvania

REPORT ON COMPLIANCE FOR EACH MAJOR FEDERAL PROGRAM

We have audited the Agora Cyber Charter School's compliance with the types of compliance requirements described in the U.S. Office of Management and Budget (OMB) Circular A-133 *Compliance Supplement* that could have a direct and material effect on each of the Agora Cyber Charter School's major federal programs for the year ended June 30, 2013. The Agora Cyber Charter School's major federal programs are identified in the summary of auditors' results section of the accompanying schedule of findings and questioned costs.

Management's Responsibility

Management is responsible for compliance with the requirements of laws, regulations, contracts and grants applicable to its federal programs.

Auditors' Responsibility

Our responsibility is to express an opinion on compliance for each of the Agora Cyber Charter School's major federal programs based on our audit of the types of compliance requirements referred to above. We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and OMB Circular A-133, *Audits of States, Local Governments, and Non-Profit Organizations*. Those standards and OMB Circular A-133 require that we plan and perform the audit to obtain reasonable assurance about whether noncompliance with the types of compliance requirements referred to above that could have a direct and material effect on a major federal program occurred. An audit includes examining, on a test basis, evidence about the Agora Cyber Charter School's compliance with those requirements and performing such other procedures as we considered necessary in the circumstances.

We believe that our audit provides a reasonable basis for our opinion on compliance for each major federal program. However, our audit does not provide a legal determination of the Agora Cyber Charter School's compliance.

Opinion on Each Major Federal Program

In our opinion, the Agora Cyber Charter School complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2013.

To the Board of Trustees
Agora Cyber Charter School
Wayne, Pennsylvania

REPORT ON INTERNAL CONTROL OVER COMPLIANCE

Management of the Agora Cyber Charter School is responsible for establishing and maintaining effective internal control over compliance with the types of compliance requirements referred to above. In planning and performing our audit of compliance, we considered the Agora Cyber Charter School's internal control over compliance with the types of requirements that could have a direct and material effect on each major federal program as a basis for designing auditing procedures that are appropriate in the circumstances for the purpose of expressing an opinion on compliance for each major federal program and to test and report on internal control over compliance in accordance with OMB Circular A-133, but not for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, we do not express an opinion on the effectiveness of the Agora Cyber Charter School's internal control over compliance.

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct noncompliance with a type of compliance requirement of a federal program on a timely basis. *A material weakness in internal control over compliance* is a deficiency, or combination of deficiencies in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies. We did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Purpose of this Report

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of OMB Circular A-133. Accordingly, this report is not suitable for any other purpose.



Oaks, Pennsylvania
March 5, 2014

**SUPPLEMENTARY INFORMATION - MAJOR FEDERAL
AWARD PROGRAMS AUDIT**

AGORA CYBER CHARTER SCHOOL
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
Year Ended June 30, 2013

<u>Federal Grantor/Project Title</u>	<u>Federal CFDA Number</u>	<u>Pass-Through Grantor's Number</u>	<u>Grant Period Beginning/Ending Dates</u>	<u>Program or Award Amount</u>	<u>Total Received for the Year</u>	<u>Accrued or (Deferred) Revenue at July 1, 2012</u>	<u>Revenue Recognized</u>	<u>Expenditures</u>	<u>Accrued or (Deferred) Revenue at June 30, 2013</u>
U.S. DEPARTMENT OF EDUCATION									
Passed through the Pennsylvania Department of Education									
Title I Improving Basic Programs	84.010	013-121057	July 1, 2011 to September 30, 2012	\$ 1,706,578	\$ 97,015	\$ 97,015	\$ -	\$ -	\$ -
Title I Improving Basic Programs	84.010	013-131057	July 1, 2012 to September 30, 2013	3,189,025	2,370,348	-	2,578,270	2,578,270	207,922
Title I Improving Basic Programs	84.010	042-121057	April 13, 2012 to September 30, 2013	38,436	38,436	-	38,436	38,436	-
Title II Improving Teacher Quality	84.367	020-131057	July 1, 2012 to September 30, 2013	65,177	61,370	-	65,177	65,177	3,807
Passed through the Chester County Intermediate Unit									
IDEA-B	84.027	062-1200024	July 1, 2011 to June 30, 2012	771,836	239,140	239,140	-	-	-
IDEA-B	84.027	062-1200024	July 1, 2012 to June 30, 2013	1,268,669	555,427	-	1,268,669	1,268,669	713,242
IDEA 619	84.027	131-110024B	July 1, 2011 to June 30, 2012	1,515	<u>1,515</u>	<u>-</u>	<u>1,515</u>	<u>1,515</u>	<u>-</u>
TOTAL FEDERAL AWARDS					\$ 3,363,251	\$ 336,155	\$ 3,952,067	\$ 3,952,067	\$ 924,971

See accompanying notes to the schedule of expenditures of federal awards.

AGORA CYBER CHARTER SCHOOL
NOTES TO THE SCHEDULE OF EXPENDITURES OF
FEDERAL AWARDS
Year Ended June 30, 2013

NOTE A GENERAL

The accompanying schedule of expenditures of federal awards presents the activity of all federal financial assistance programs of the School. The School's reporting entity is defined in Note B to the School's financial statements. Federal financial assistance received directly from federal agencies as well as federal financial assistance passed through other government agencies is included on the schedule.

NOTE B BASIS OF ACCOUNTING

The accompanying schedule of expenditures of federal awards is presented using the modified accrual basis of accounting, which is described in Note B.

AGORA CYBER CHARTER SCHOOL
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
Year Ended June 30, 2013

A. SUMMARY OF AUDITORS' RESULTS

1. The auditors' report expresses an unmodified opinion on the financial statements of the Agora Cyber Charter School.
2. No instances of significant deficiencies relating to the audit of the financial statements are reported in the Independent Auditors' Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance With *Government Auditing Standards*.
3. No instances of noncompliance material to the financial statements of the Agora Cyber Charter School were disclosed during the audit.
4. No significant deficiencies relating to the audit of the major federal award programs are reported in the Independent Auditors' Report on Compliance for Each Major Federal Program and Report on Internal Control Over Compliance in Accordance with OMB Circular A-133.
5. The auditors' report on compliance for the major awards programs for the Agora Cyber Charter School expresses an unmodified opinion.
6. There are no audit findings that are required to be reported in accordance with Section 510(a) of OMB Circular A-133.
7. The programs tested as major programs were:

Program	CFDA
Title I Cluster	84.010

8. The threshold used for distinguishing Types A and B programs was \$300,000.
9. The Agora Cyber Charter School was not determined to be a low-risk auditee.

B. FINDINGS - FINANCIAL STATEMENTS AUDIT

None.

C. FINDINGS AND QUESTIONED COSTS – MAJOR FEDERAL AWARDS PROGRAM AUDIT

None.

**COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF EDUCATION
333 Market Street Harrisburg, PA 17126-0333**

**Division of Federal Program
Consolidated Program Review**

2013-2014 School Year

Agora Cyber CS

	<u>Name</u>	<u>Phone Number</u>	Check if Interviewed
Superintendent:	Sharon Williams	612-230-0783	<input checked="" type="checkbox"/>
Business Manager:	Mary Markert	610-230-2310	<input checked="" type="checkbox"/>
Title I Coordinator:	Kelly Fortney	717-395-9331	<input checked="" type="checkbox"/>
Title II Part A Coordinator:	Kelly Fortney & Christina Rivera	717-230-0775	<input checked="" type="checkbox"/>
Title III Coordinator:	Kelly Fortney	717-395-9331	<input type="checkbox"/>
Fiscal Requirements Coordinator:	Mary Markert & Christina Rivera	610-230-2310	<input checked="" type="checkbox"/>
Ed-Flex Waiver Review Coordinator:			<input type="checkbox"/>
Title VI-B REAP Coordinator:			<input type="checkbox"/>

Program(s) Reviewed:

- | | |
|---|---|
| <input checked="" type="checkbox"/> Title I | <input checked="" type="checkbox"/> Fiscal Requirements |
| <input checked="" type="checkbox"/> Title II Part A | <input type="checkbox"/> Ed-Flex Waiver Review |
| <input type="checkbox"/> Title III | <input type="checkbox"/> Title VI-B REAP |

Program Reviewer(s): Dr.Dennis T. Roule

Program Review Date: 05/29/2014

Title I Program Review

- I. Highly Qualified
- II. Parent Involvement
- III. LEA Improvement
- IV. School Improvement
- V. School Choice
- VI. Supplemental Educational Services (SES)
- VII. Schoolwide Programs
- VIII. Targeted Assistance
- IX. Nonpublic Schools
- X. Comparability

I. Highly Qualified

Component I: Highly Qualified						
The Local School System (LEA) designs and implements procedures that ensure the hiring and retention of qualified teachers and paraprofessionals and ensure that parents are informed of educator credentials as required.						
Sec. 1111 (h)(6)(A) Sec. 1119 (a)(1-2) (c)(1)						
Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments
1a. Utilizing the most recent PIMS data, all core content area teachers employed by the LEA are highly qualified. (Core content teachers in ALL schools, not just Title I.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> PIMS Highly Qualified Teacher Report <input type="checkbox"/> Emergency Certificates for all teachers not HQ		District Comments 3/31/2014 10:57:52 AM Federal Programs Coordinator Christina Rivera Report was submitted to PDE and reflects 100% HQT.
1b. LEA has a system in place to ensure that all core content area teachers become highly qualified.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> List of teachers not highly qualified with Individualized Professional Development Plan for each.		District Comments 3/31/2014 10:59:32 AM Federal Programs Coordinator Christina Rivera We only hire staff that are highly qualified upon the hire date. Agora's highly qualified teacher plan was approved by PDE on 12/3/10. Monitor Comments 6/3/2014 5:04:58 PM Monitor Dennis Roule A plan is in place to maintain 100% HQT status.

<p>2. All instructional paraprofessionals working in a Title I program are highly qualified.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p><input type="checkbox"/> List of paraprofessionals & their qualifications: HS Diploma plus 2 years of college (48 credits), AA Degree or local assessment</p>		<table border="1"> <tr> <th data-bbox="1415 42 1986 90">District Comments</th> </tr> <tr> <td data-bbox="1415 90 1986 302"> <p>3/31/2014 11:21:32 AM Federal Programs Coordinator Christina Rivera We do not currently have paraprofessionals at Agora.</p> </td> </tr> <tr> <th data-bbox="1415 302 1986 350">Monitor Comments</th> </tr> <tr> <td data-bbox="1415 350 1986 527"> <p>6/3/2014 5:13:59 PM Monitor Dennis Roule Title I instructional services are provided by PA certificated reading specialists.</p> </td> </tr> </table>	District Comments	<p>3/31/2014 11:21:32 AM Federal Programs Coordinator Christina Rivera We do not currently have paraprofessionals at Agora.</p>	Monitor Comments	<p>6/3/2014 5:13:59 PM Monitor Dennis Roule Title I instructional services are provided by PA certificated reading specialists.</p>
District Comments										
<p>3/31/2014 11:21:32 AM Federal Programs Coordinator Christina Rivera We do not currently have paraprofessionals at Agora.</p>										
Monitor Comments										
<p>6/3/2014 5:13:59 PM Monitor Dennis Roule Title I instructional services are provided by PA certificated reading specialists.</p>										
<p>3. Parents (in Title I schools only) are notified annually that they may request information regarding the professional qualifications of their child's teacher(s), and of paraprofessionals who provide instructional services to their children.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><input checked="" type="checkbox"/> Copy of Right-to-Know Teacher Qualifications letter and evidence of distribution date</p>		<table border="1"> <tr> <th data-bbox="1415 537 1986 586">District Comments</th> </tr> <tr> <td data-bbox="1415 586 1986 938"> <p>3/31/2014 11:12:26 AM Federal Programs Coordinator Christina Rivera Our Right to Know letter is posted on the Agora website and was emailed (Agora's internal email) to families on 8/19/2013. The letter was also sent with the invitation to the fall Title I Parent Meeting and reviewed with parents during the meeting.</p> </td> </tr> </table>	District Comments	<p>3/31/2014 11:12:26 AM Federal Programs Coordinator Christina Rivera Our Right to Know letter is posted on the Agora website and was emailed (Agora's internal email) to families on 8/19/2013. The letter was also sent with the invitation to the fall Title I Parent Meeting and reviewed with parents during the meeting.</p>		
District Comments										
<p>3/31/2014 11:12:26 AM Federal Programs Coordinator Christina Rivera Our Right to Know letter is posted on the Agora website and was emailed (Agora's internal email) to families on 8/19/2013. The letter was also sent with the invitation to the fall Title I Parent Meeting and reviewed with parents during the meeting.</p>										

<p>4. Parents (in Title I schools only) are notified if their child is assigned to or being taught for four or more consecutive weeks by a teacher who is not highly qualified in a core academic subject.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> Copy of Right-to-Know Non-HQT letter and evidence of distribution date, if applicable, or undated if not applicable		<table border="1"> <tr> <th data-bbox="1411 38 1986 94">District Comments</th> </tr> <tr> <td data-bbox="1411 94 1986 409"> <p>3/31/2014 11:20:33 AM Federal Programs Coordinator Christina Rivera A substitute teacher notification letter has been created to inform parents of their substitute's certifications. Agora's hiring policy states all teachers will be highly qualified upon hire.</p> </td> </tr> <tr> <th data-bbox="1411 409 1986 464">Monitor Comments</th> </tr> <tr> <td data-bbox="1411 464 1986 703"> <p>6/3/2014 5:11:29 PM Monitor Dennis Roule The Right to Know - Non- HQT letter is available if needed. It has never been distributed due to Agora's policy of hiring only Highly Qualified Teachers.</p> </td> </tr> </table>	District Comments	<p>3/31/2014 11:20:33 AM Federal Programs Coordinator Christina Rivera A substitute teacher notification letter has been created to inform parents of their substitute's certifications. Agora's hiring policy states all teachers will be highly qualified upon hire.</p>	Monitor Comments	<p>6/3/2014 5:11:29 PM Monitor Dennis Roule The Right to Know - Non- HQT letter is available if needed. It has never been distributed due to Agora's policy of hiring only Highly Qualified Teachers.</p>
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Monitor Comments										
<p>6/3/2014 5:11:29 PM Monitor Dennis Roule The Right to Know - Non- HQT letter is available if needed. It has never been distributed due to Agora's policy of hiring only Highly Qualified Teachers.</p>										

II. Parent Involvement

Component II: Parent Involvement										
The LEA and schools meet parental involvement requirements.										
Sec. 1118(a)-(h) Sec. 1111(c)(14) Sec. 1111(d) Sec. 1116(a)(1)(D)										
Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments				
1. LEA has a written parental involvement policy and evidence that it is reviewed and updated annually.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> LEA parent involvement policy <input checked="" type="checkbox"/> Staff/Parent meeting agenda, memoranda, revisions, sign-in sheets. <input checked="" type="checkbox"/> Website posting.		<table border="1"> <thead> <tr> <th>District Comments</th> </tr> </thead> <tbody> <tr> <td> 3/31/2014 11:37:05 AM Federal Programs Coordinator Christina Rivera The policy was sent to parents with the invitation to attend the Title I Parent meeting in the fall of 2013. During the meeting it was reviewed and feedback taken. It is posted on the Agora website: http://www.agoraeagles.org/title-1.html </td> </tr> <tr> <th>Monitor Comments</th> </tr> <tr> <td> 6/3/2014 5:17:56 PM Monitor Dennis Roule The LEA and the school are the same. The single policy addresses the required elements to make meaningful parental participation possible. </td> </tr> </tbody> </table>	District Comments	3/31/2014 11:37:05 AM Federal Programs Coordinator Christina Rivera The policy was sent to parents with the invitation to attend the Title I Parent meeting in the fall of 2013. During the meeting it was reviewed and feedback taken. It is posted on the Agora website: http://www.agoraeagles.org/title-1.html	Monitor Comments	6/3/2014 5:17:56 PM Monitor Dennis Roule The LEA and the school are the same. The single policy addresses the required elements to make meaningful parental participation possible.
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<p>2. Schools receiving Title I funds have a written Parent Involvement Policy/Plan aligned with the District policy and evidence that it is updated annually and has been distributed to parents.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> School parent involvement policy <input checked="" type="checkbox"/> Parent meeting agenda, memoranda, revisions, sign-in sheets <input checked="" type="checkbox"/> Website posting 		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr style="background-color: #cccccc;"> <th style="text-align: center; padding: 2px;">District Comments</th> </tr> <tr> <td style="padding: 2px;"> <p>3/31/2014 11:39:14 AM Federal Programs Coordinator Christina Rivera Agora reports as one school. The information we have as an LEA is also information we use for our school.</p> </td> </tr> <tr style="background-color: #cccccc;"> <th style="text-align: center; padding: 2px;">Monitor Comments</th> </tr> <tr> <td style="padding: 2px;"> <p>6/3/2014 5:23:58 PM Monitor Dennis Roule Parents have been informed of their rights and have easy access to materials to promote Parental Involvement. The date on the observed policy was not current but the publication on the web and the student handbook did reflect an annual review.</p> </td> </tr> </table>	District Comments	<p>3/31/2014 11:39:14 AM Federal Programs Coordinator Christina Rivera Agora reports as one school. The information we have as an LEA is also information we use for our school.</p>	Monitor Comments	<p>6/3/2014 5:23:58 PM Monitor Dennis Roule Parents have been informed of their rights and have easy access to materials to promote Parental Involvement. The date on the observed policy was not current but the publication on the web and the student handbook did reflect an annual review.</p>
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<p>3. Schools receiving Title I funds have a written school-parent compact and evidence that it has been updated annually and has been distributed to parents</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> School-parent compact <input checked="" type="checkbox"/> Staff-parent meeting agenda <input checked="" type="checkbox"/> Evidence of distribution 		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr style="background-color: #cccccc;"> <th style="text-align: center; padding: 2px;">District Comments</th> </tr> <tr> <td style="padding: 2px;"> <p>3/31/2014 11:42:53 AM Federal Programs Coordinator Christina Rivera The compact was sent to parents with the invitation to attend the Title I Parent meeting in the fall of 2013. During the meeting it was reviewed and feedback taken. It is posted on the Agora website: http://www.agoraeagles.org/title-1.html</p> </td> </tr> </table>	District Comments	<p>3/31/2014 11:42:53 AM Federal Programs Coordinator Christina Rivera The compact was sent to parents with the invitation to attend the Title I Parent meeting in the fall of 2013. During the meeting it was reviewed and feedback taken. It is posted on the Agora website: http://www.agoraeagles.org/title-1.html</p>		
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<p>4. Title I schools hold an annual meeting to inform parents of participating students about Title I program</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Title I meeting agenda, sign-in sheets 		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr style="background-color: #cccccc;"> <th style="text-align: center; padding: 2px;">District Comments</th> </tr> <tr> <td style="padding: 2px;"> <p>3/31/2014 11:48:05 AM Federal Programs Coordinator Christina Rivera Two meetings were held in the fall of 2013: November 20th and November 25th.</p> </td> </tr> </table>	District Comments	<p>3/31/2014 11:48:05 AM Federal Programs Coordinator Christina Rivera Two meetings were held in the fall of 2013: November 20th and November 25th.</p>		
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<p>5. Title I schools have provided assistance to parents in understanding the States academic content standards and student academic achievement standards, State and local academic assessments, the requirements of Title I, and how to monitor a child's progress and work with educators to improve student achievement.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><input checked="" type="checkbox"/> Staff/Parent meeting agendas and sign-in sheets</p>		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr style="background-color: #cccccc;"> <th style="text-align: center; padding: 2px;">District Comments</th> </tr> <tr> <td style="padding: 2px;"> <p>3/31/2014 12:03:20 PM Federal Programs Coordinator Christina Rivera The Learning Coach Academy series included a session on state and local assessments.</p> </td> </tr> <tr style="background-color: #cccccc;"> <th style="text-align: center; padding: 2px;">Monitor Comments</th> </tr> <tr> <td style="padding: 2px;"> <p>6/3/2014 5:28:05 PM Monitor Dennis Roule Parents report that a great deal of "academic information" is available through communication from Agora.</p> </td> </tr> </table>	District Comments	<p>3/31/2014 12:03:20 PM Federal Programs Coordinator Christina Rivera The Learning Coach Academy series included a session on state and local assessments.</p>	Monitor Comments	<p>6/3/2014 5:28:05 PM Monitor Dennis Roule Parents report that a great deal of "academic information" is available through communication from Agora.</p>
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<p>6. Title I schools have provided materials and training to help parents work with their children to improve achievement, such as literacy and technology training.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><input checked="" type="checkbox"/> Training materials, evaluations, agendas, calendar of events, sign-in sheets, etc.</p>		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr style="background-color: #cccccc;"> <th style="text-align: center; padding: 2px;">District Comments</th> </tr> <tr> <td style="padding: 2px;"> <p>3/31/2014 12:07:46 PM Federal Programs Coordinator Christina Rivera K12 Inc provides workshops each month that supplements meetings offered to parents through the Learning Coach Academy.</p> </td> </tr> </table>	District Comments	<p>3/31/2014 12:07:46 PM Federal Programs Coordinator Christina Rivera K12 Inc provides workshops each month that supplements meetings offered to parents through the Learning Coach Academy.</p>		
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<p>7. Title I schools educate instructional staff, with parental assistance, in the value and utility of contributions of parents, how to reach out to and communicate with and work with parents as equal partners, implement and coordinate parent programs and build ties between parents and schools.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><input type="checkbox"/> Staff meeting agendas and sign-in sheets</p>		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr style="background-color: #cccccc;"> <th style="text-align: center; padding: 2px;">District Comments</th> </tr> <tr> <td style="padding: 2px;"> <p>3/31/2014 12:28:23 PM Federal Programs Coordinator Christina Rivera Parent input is gathered during the Title I meetings and incorporated into professional development and Learning Coach Academy sessions.</p> </td> </tr> <tr style="background-color: #cccccc;"> <th style="text-align: center; padding: 2px;">Monitor Comments</th> </tr> <tr> <td style="padding: 2px;"> <p>6/3/2014 5:33:32 PM Monitor Dennis Roule Providing Mechanisms for Family and Community Engagement is part of Agora's School Improvement Plan. This process addresses aspects of this item.</p> </td> </tr> </table>	District Comments	<p>3/31/2014 12:28:23 PM Federal Programs Coordinator Christina Rivera Parent input is gathered during the Title I meetings and incorporated into professional development and Learning Coach Academy sessions.</p>	Monitor Comments	<p>6/3/2014 5:33:32 PM Monitor Dennis Roule Providing Mechanisms for Family and Community Engagement is part of Agora's School Improvement Plan. This process addresses aspects of this item.</p>
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<p>8. Title I schools have coordinated and integrated parent involvement programs and activities with other programs (Head Start, public preschools, parent resource centers, early childhood programs), to encourage and support parents in more fully participating in the education of their children, and parents have participated in the development of the Transition Plan.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p><input type="checkbox"/> Transition Plan</p> <p><input type="checkbox"/> Parent training materials, evaluations, agendas, calendar of events, etc.</p> <p><input type="checkbox"/> Staff/Parent meeting agendas and sign-in sheets</p>		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="background-color: #cccccc; text-align: center;">District Comments</th> </tr> <tr> <td> <p>3/31/2014 12:30:11 PM Federal Programs Coordinator Christina Rivera As a cyber charter school this does not apply.</p> </td> </tr> <tr> <th style="background-color: #cccccc; text-align: center;">Monitor Comments</th> </tr> <tr> <td> <p>6/3/2014 5:36:25 PM Monitor Dennis Roule This coordination and "building level" planning is not practical in a cyber environment that covers the entire Commonwealth.</p> </td> </tr> </table>	District Comments	<p>3/31/2014 12:30:11 PM Federal Programs Coordinator Christina Rivera As a cyber charter school this does not apply.</p>	Monitor Comments	<p>6/3/2014 5:36:25 PM Monitor Dennis Roule This coordination and "building level" planning is not practical in a cyber environment that covers the entire Commonwealth.</p>
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<p>9. Title I schools have sent information related to school and parent programs to parents in a format and language the parents could understand.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><input checked="" type="checkbox"/> Translated documents such as fliers, letters, web site postings, etc.</p>		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="background-color: #cccccc; text-align: center;">District Comments</th> </tr> <tr> <td> <p>3/31/2014 12:30:50 PM Federal Programs Coordinator Christina Rivera We use Voiance. This is a phone service to translate. We also have a contract with Transact through the Chester County Intermediate Unit which provides state approved documents in various languages.</p> </td> </tr> </table>	District Comments	<p>3/31/2014 12:30:50 PM Federal Programs Coordinator Christina Rivera We use Voiance. This is a phone service to translate. We also have a contract with Transact through the Chester County Intermediate Unit which provides state approved documents in various languages.</p>		
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<p>10. Title I schools have provided full opportunities for participation of parents of LEP students, students with disabilities, parents of migrant students.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><input type="checkbox"/> Parent meeting agendas</p> <p><input checked="" type="checkbox"/> Documentation shared or distributed</p>		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="background-color: #cccccc; text-align: center;">District Comments</th> </tr> <tr> <td> <p>3/31/2014 12:32:04 PM Federal Programs Coordinator Christina Rivera All families are invited to attend all sessions. If needed we can use the over the phone translator service.</p> </td> </tr> </table>	District Comments	<p>3/31/2014 12:32:04 PM Federal Programs Coordinator Christina Rivera All families are invited to attend all sessions. If needed we can use the over the phone translator service.</p>		
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<p>11. Title I schools have informed parents about the existence of a parent resource center, if one exists. (Federal regulations do not require a parent resource center.)</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p><input type="checkbox"/> Documentation such as copies of fliers, letters sent home, posted information on boards at schools and/or website postings</p>		<table border="1"> <tr> <th data-bbox="1314 42 1986 94" style="background-color: #cccccc;">District Comments</th> </tr> <tr> <td data-bbox="1314 94 1986 305"> <p>3/31/2014 12:35:43 PM Federal Programs Coordinator Christina Rivera We do not have a central physical resource center. Parents are informed about the Agora Eagles website.</p> </td> </tr> <tr> <th data-bbox="1314 305 1986 354" style="background-color: #cccccc;">Monitor Comments</th> </tr> <tr> <td data-bbox="1314 354 1986 634"> <p>6/3/2014 5:40:59 PM Monitor Dennis Roule While a parent resource center does not exist many resources are available on-line. Parents can contact the instructors or the administration for specific materials to aid in their active participation in the instructional process.</p> </td> </tr> </table>	District Comments	<p>3/31/2014 12:35:43 PM Federal Programs Coordinator Christina Rivera We do not have a central physical resource center. Parents are informed about the Agora Eagles website.</p>	Monitor Comments	<p>6/3/2014 5:40:59 PM Monitor Dennis Roule While a parent resource center does not exist many resources are available on-line. Parents can contact the instructors or the administration for specific materials to aid in their active participation in the instructional process.</p>
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<p>12. Title I schools conducted an annual evaluation of the effectiveness of school parental involvement activities.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><input checked="" type="checkbox"/> Copy of annual parent survey and/or parent/teacher conference evaluation and collated results</p>						

VII. Schoolwide Programs

Component VII: Schoolwide Programs

The LEA and schools develop schoolwide programs taht use the flexibility provided to them by law to improve the academic achievement of all students in the school.

Sec. 1114

If the LEA does not operate a Schoolwide Program in any Title I schools, this section can be skipped.

Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments		
1. LEA provides guidance, technical assistance and support to schools developing schoolwide programs in the areas of needs assessment, comprehensive planning, implementation, and evaluation of the schoolwide program and requirements.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Evidence of the planning process and technical assistance <input checked="" type="checkbox"/> Planning meeting agendas <input type="checkbox"/> Planning Team roster and calendar of meetings. <input type="checkbox"/> Program evaluation results		<table border="1" style="width: 100%;"> <thead> <tr> <th data-bbox="1392 483 2007 540" style="text-align: center;">Monitor Comments</th> </tr> </thead> <tbody> <tr> <td data-bbox="1392 540 2007 678"> 6/3/2014 5:44:30 PM Monitor Dennis Roule The LEA and the school are a single entity. </td> </tr> </tbody> </table>	Monitor Comments	6/3/2014 5:44:30 PM Monitor Dennis Roule The LEA and the school are a single entity.
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<p>2. All Schoolwide schools:</p> <ul style="list-style-type: none"> • Have completed a needs assessment, • Have developed schoolwide reform strategies, • Are using highly qualified staff to deliver instruction, • Are sending high-quality teachers to high-need schools • Have high-quality and ongoing professional development, • Have parent involvement • Have a Pre-K to Kindergarten Transition Plan for preschool children, if applicable • Consider teacher input when making assessment decisions • Provide effective, timely and additional assistance to students having difficulty mastering proficient or advanced levels of academic standards 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> Copy of Schoolwide Plan		<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #cccccc;"> <th style="text-align: center; padding: 5px;">Monitor Comments</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;"> <p>6/3/2014 5:50:18 PM Monitor Dennis Roule The school-wide plan reflects the items specified in the list to the left with the exclusion of the Pre-K to K Transition Plan. Agora has implemented the required policies and practices necessary to promote academic success.</p> </td> </tr> </tbody> </table>	Monitor Comments	<p>6/3/2014 5:50:18 PM Monitor Dennis Roule The school-wide plan reflects the items specified in the list to the left with the exclusion of the Pre-K to K Transition Plan. Agora has implemented the required policies and practices necessary to promote academic success.</p>
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<p>3. LEA has indicated which program funds have been consolidated in the schoolwide program, if applicable, and how the intent and purposes of the individual consolidated programs are addressed.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> Financial reports <input type="checkbox"/> Documentation of uses of any consolidated funds		<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #cccccc;"> <th style="text-align: center; padding: 5px;">District Comments</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;"> <p>3/31/2014 2:06:01 PM Federal Programs Coordinator Christina Rivera The completed application includes how funds will be used.</p> </td> </tr> </tbody> </table>	District Comments	<p>3/31/2014 2:06:01 PM Federal Programs Coordinator Christina Rivera The completed application includes how funds will be used.</p>
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VIII. Targeted Assistance

Component VIII: Targeted Assistance							
The LEA targeted assistance programs meet all requirements.							
Sec. 1115							
<input checked="" type="checkbox"/> If the LEA only operates Schoolwide Programs in Title I schools, this section can be skipped.							
Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments	
<p>1. The LEA has established targeted assistance programs that address statutory purposes and meet requirements, including the following:</p> <ul style="list-style-type: none"> • Scientifically-based, high-quality supplemental resources • Using effective instructional methods and strategies that strengthen the core academic program and are aligned to the resources • Minimizing the removal of students from the regular classroom during regular school times • Primary consideration to providing supplemental learning time 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> List of supplemental materials <input type="checkbox"/> Identification of scientifically-based instructional models based on current best practices <input type="checkbox"/> Title I staff and eligible student schedules <input type="checkbox"/> Benchmark data and formative assessment data of Title I students			
<p>2. LEA promotes the integration of staff supported by Title 1 into the regular school program and assures that targeted assistance program planning coordinates with and supports the regular education program.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Documentation of regular team meetings, agendas sign-in sheets, minutes, etc. <input type="checkbox"/> Professional development schedules <input type="checkbox"/> Meeting agendas, sign-in sheets			

3. Selection of eligible students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Selection criteria <input type="checkbox"/> Student roster with test scores that includes rank order listing <input type="checkbox"/> Teacher/parent recommendations <input type="checkbox"/> List of eligible students not serviced due to parents declining services		
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IX. Nonpublic Schools

Component IX: Nonpublic Schools

The LEA provides Title I services to eligible children attending nonpublic schools.

Sec. 1120

Sec. 9503

34 CFR Part 200

§200.62 - 200.67, 200.77

§200.77(f)

§200.78(a)

If the LEA has no participating Nonpublic schools, this section can be skipped.

Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments
1. LEA has public school ranking charts with per-pupil allocations identified.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Consolidated application Selection of Schools section showing ranking chart and per pupil expenditures		
2. LEA has procedures for provision of services to eligible children attending nonpublic school officials.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Consolidated application Nonpublic Involvement section showing services provided to nonpublic students		
3. Consultation occurred between LEA and nonpublic officials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Copies of letters, e-mails, consultation forms, meeting sign-in sheets between LEA and nonpublic officials <input type="checkbox"/> Consolidated application Nonpublic Involvement section showing record of contacts between LEA and nonpublic schools		
4. LEA regularly supervises the provision of Title I services to nonpublic students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Nonpublic school visitation documentation by district or IU		
5. LEA is evaluating the Title I program serving nonpublic school students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Evaluation data <input type="checkbox"/> Needs assessment survey form and collated results <input type="checkbox"/> Assessment data		

6. Nonpublic school students are receiving equitable services for instruction, professional development, parent involvement and summer school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Consolidated Application Selection of Schools section showing set-asides for nonpublic schools <input type="checkbox"/> Announcements/sign-in sheets for professional development activities and parent involvement opportunities for nonpublic teachers and parents		
7. LEA has budgets that document appropriate set-asides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Title I budget		
8. LEA has third-party contracts or inter-district agreements with IUs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Copy of third-party contracts or inter-district agreements that shows set asides for nonpublic schools		
9. LEA has Title I complaint procedures for nonpublic schools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Copy of complaint procedure and verification of distribution to nonpublic schools		

X. Comparability

Component X: Comparability						
The LEA complies with the comparability provisions of Title I.						
Sec. 1120A(c)						
<input type="checkbox"/> If the LEA is exempt from Comparability requirements, this section can be skipped. For example, if there is no overlap of grade spans, the LEA is exempt from this requirement.						
Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments
1. Title I Comparability Report comparing Title I schools to non-Title I schools reported to SEA annually in Pennsylvania and submitted by November 15	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> Detailed Data Sheet <input type="checkbox"/> Support data housed at the LEA (individual school lists of per pupil expenditures) <input type="checkbox"/> Support data housed at the LEA (individual school lists with staff names attached to the positions counted and excluded)		<div style="text-align: center;">District Comments</div> 3/31/2014 2:14:16 PM Federal Programs Coordinator Christina Rivera As a cyber charter school we are exempt. <div style="text-align: center;">Monitor Comments</div> 6/3/2014 5:55:49 PM Monitor Dennis Roule Agora operates as a single entity and therefore comparability is not an issue.

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Comments

The Agora Cyber Charter School has addressed all of the Title I Non-regulatory Guidance issues specified in the monitoring instrument. Adaptations were made to reflect the nature of the cyber learning and communications environment but always within the spirit and intent of the Title I Program. The system is highly transparent and easily understood by the public. The staff proved to be open to questions and were willing to consider suggestions for possible improvement. The administrative team that was assembled to respond to the items on this instrument reflected pride in their accomplishments and a passion for serving children. A sincere effort to be program-effective as well as program-compliant was in evidence.

Title II A Program Review

Highly Qualified

Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments				
1. The LEA has a plan in place to ensure all teachers of core academic subjects will be highly qualified. <i>Section 1119 (a)(1)&(3) and Section 2141 (a)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> PIMS Highly Qualified Teacher Report <input type="checkbox"/> Principal Attestation for all Title I schools (PDE Form 425) <input type="checkbox"/> HQT Individual Professional Development Plans prepared for each teacher who is not highly qualified		<table border="1"> <thead> <tr> <th>Monitor Comments</th> </tr> </thead> <tbody> <tr> <td>6/3/2014 6:16:39 PM Monitor Dennis Roule A Plan is in place to maintain 100% HQT status.</td> </tr> </tbody> </table>	Monitor Comments	6/3/2014 6:16:39 PM Monitor Dennis Roule A Plan is in place to maintain 100% HQT status.		
Monitor Comments										
6/3/2014 6:16:39 PM Monitor Dennis Roule A Plan is in place to maintain 100% HQT status.										
2. LEA ensures equitable distribution of experienced and HQ teachers between and within the district's schools to ensure poor and minority students are not taught at higher rates than other students by inexperienced, unqualified, or out-of-field teachers. <i>Section 1112(c)(1)(L)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> Equity Plan <input type="checkbox"/> Documentation of annual review of Equity Plan <input type="checkbox"/> Teachers are reassigned, if applicable <input type="checkbox"/> Changes to union contract are made, if applicable		<table border="1"> <thead> <tr> <th>District Comments</th> </tr> </thead> <tbody> <tr> <td>3/31/2014 2:18:49 PM Federal Programs Coordinator Christina Rivera Equity Plan is reviewed and signed annually.</td> </tr> <tr> <th>Monitor Comments</th> </tr> <tr> <td>6/3/2014 6:20:44 PM Monitor Dennis Roule Agora provides services as a single entity and does not allocate instructional resources based upon sub-group status. All students are served with the same HQT staff.</td> </tr> </tbody> </table>	District Comments	3/31/2014 2:18:49 PM Federal Programs Coordinator Christina Rivera Equity Plan is reviewed and signed annually.	Monitor Comments	6/3/2014 6:20:44 PM Monitor Dennis Roule Agora provides services as a single entity and does not allocate instructional resources based upon sub-group status. All students are served with the same HQT staff.
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Professional Development

Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments
3. The LEA conducts an assessment of local needs for professional development and hiring, student academic needs and the academic achievement gap as identified by the LEA and school staff. <i>Section 2122 (c)(1)(2)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> Copy of district professional development needs assessment and collated results		<p style="text-align: center;">District Comments</p> <p>3/31/2014 2:21:14 PM Federal Programs Coordinator Christina Rivera</p> <p>We gather input from our staff after each department meeting. We had 99 volunteers from across the school assist with the School Improvement Plan.</p>
4. The LEA involves parents in the planning of professional development activities. <i>Section 2122 (b)(7)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> Meeting notices, agenda, sign-in sheets		<p style="text-align: center;">District Comments</p> <p>4/22/2014 12:49:15 PM Federal Programs Coordinator Christina Rivera</p> <p>Parent survey was provided after each Title I meeting to gather input.</p> <p style="text-align: center;">Monitor Comments</p> <p>6/3/2014 6:23:53 PM Monitor Dennis Roule</p> <p>Parental involvement in the planning of professional development is currently limited to the identification of needs. The mechanics of delivery are determined by the faculty and administration.</p>
5. The LEA professional development activities are based on the needs assessment and designed to improve student academic achievement and eliminate the achievement gap that separates low-income and minority students from other students. <i>Section 2122 (b)(1)(B)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> List of professional development activities aligned to needs assessment and district Comprehensive Plan (if LEA has completed the Comprehensive Plan)		<p style="text-align: center;">District Comments</p> <p>4/22/2014 12:55:16 PM Federal Programs Coordinator Christina Rivera</p> <p>13-14 Professional Development Binder of workshops during the year.</p>

Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments				
6. The LEA provides professional development activities to improve the knowledge of teachers, principals, paraprofessionals and other school staff. <i>Section 2123 (A)(3)(A&B)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> Attendance rosters		<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th data-bbox="1484 131 2003 180" style="text-align: center;">District Comments</th> </tr> </thead> <tbody> <tr> <td data-bbox="1484 180 2003 391"> <p>4/22/2014 12:55:39 PM Federal Programs Coordinator Christina Rivera 13-14 Professional Development Binder of workshops during the year.</p> </td> </tr> <tr> <th data-bbox="1484 391 2003 440" style="text-align: center;">Monitor Comments</th> </tr> <tr> <td data-bbox="1484 440 2003 651"> <p>6/3/2014 6:29:28 PM Monitor Dennis Roule Teachers "login" for some PD sessions. This serves as an attendance roster.</p> </td> </tr> </tbody> </table>	District Comments	<p>4/22/2014 12:55:39 PM Federal Programs Coordinator Christina Rivera 13-14 Professional Development Binder of workshops during the year.</p>	Monitor Comments	<p>6/3/2014 6:29:28 PM Monitor Dennis Roule Teachers "login" for some PD sessions. This serves as an attendance roster.</p>
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Class Size Reduction

Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments
7. The LEA targets funds to schools that have the lowest portion of highly-qualified teachers; have the largest average class size; or are Priority or Focus schools. <i>Section 2122 (b)(3)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> Class rosters with HQ Teacher status <input type="checkbox"/> Class size data before and after class-size reduction teacher added <input type="checkbox"/> Focus/Priority school status <input type="checkbox"/> Consolidated application Selection of Schools ranking page. <input type="checkbox"/> Title II budget		<p style="text-align: center;">District Comments</p> <p>3/31/2014 2:27:28 PM Federal Programs Coordinator Christina Rivera We do not use Title II funds for class reduction.</p> <p style="text-align: center;">Monitor Comments</p> <p>6/3/2014 6:35:01 PM Monitor Dennis Roule The Agora Cyber Charter School does not use Title II, Part A funds for class size reduction. They were informed that the allocation could be transferred to Title I if there were specific needs. The administrative team want the funds to supplement their professional development program.</p>
8. The LEA utilizes highly-qualified teachers to reduce class size. <i>Section 2123 (a)(2)(B)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> Class-size reduction teacher rosters <input type="checkbox"/> PIMS Highly-Qualified Teacher report		<p style="text-align: center;">District Comments</p> <p>3/31/2014 2:27:32 PM Federal Programs Coordinator Christina Rivera We do not use Title II funds for class reduction.</p> <p style="text-align: center;">Monitor Comments</p> <p>6/3/2014 6:34:55 PM Monitor Dennis Roule The Agora Cyber Charter School does not use Title II funds for class size reduction. They were informed that the allocation could be transferred to Title I if there were specific needs. The administrative team want the funds to supplement their professional development program.</p>

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Comments

The faculty and administrative team have decided to use the Title II, Part A allocation to supplement their professional development program. Their analysis of need reflects the planning process for the School Improvement Plan and the Professional Development Plan. The documentation supports the use of funds in an appropriate and effective manner. The administrative team was informed of other possible uses of Title IIA funds and will consider the possibilities in the future. The current use reflects their desire to improve instructional delivery (Turn Around Principle 2 = Ensuring Teachers are Effective) and enhancing parental participation in their children's education (Turn Around Principle 7 = Providing Mechanisms for Family and Community Engagement)

Component XI: Fiscal Requirements

Description	Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments		
<p>A. Audits</p> <p>The SEA ensures that the State and the LEAs are audited annually, if required, and that all corrective actions required through this process are fully implemented.</p> <p>OMB Circular A-87</p>	<p>1. Copies of single audit reports (2 most recent), corrective action plans and approval documents for the LEA.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><input checked="" type="checkbox"/> Two most recent audit reports (federal programs only)</p> <p><input type="checkbox"/> LEA response to findings.</p> <p><input type="checkbox"/> PDE follow-up review of findings.</p> <p><input type="checkbox"/> Independent auditor report shows that LEA has completed all corrective actions</p>		<table border="1"> <thead> <tr> <th>Monitor Comments</th> </tr> </thead> <tbody> <tr> <td> <p>6/3/2014 6:50:36 PM</p> <p>Monitor Dennis Roule</p> <p>Management letters for the last two consecutive years did not indicate the need to address any issues with Federal Programs.</p> </td> </tr> </tbody> </table>	Monitor Comments	<p>6/3/2014 6:50:36 PM</p> <p>Monitor Dennis Roule</p> <p>Management letters for the last two consecutive years did not indicate the need to address any issues with Federal Programs.</p>
Monitor Comments									
<p>6/3/2014 6:50:36 PM</p> <p>Monitor Dennis Roule</p> <p>Management letters for the last two consecutive years did not indicate the need to address any issues with Federal Programs.</p>									
<p>B. Carryover</p> <p>The LEA complies with the carryover provisions of Title I.</p> <p>Sec. 1127</p>	<p>1. LEAs with Title I 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).</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><input type="checkbox"/> Consolidated Application Carryover section</p> <p><input checked="" type="checkbox"/> Waiver request and Carryover Waiver Approval Letter</p>				
<p>C. Rank Order</p>									

Description	Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments
<p>The LEA ensures that it complies with the requirements of Title I when allocating funds to eligible school attendance areas or schools in rank order of poverty based on the number of children from low-income families who reside in an eligible school attendance area.</p> <p>Sec. 1113 34 CFR Part 200 §200.77-§200.78</p>	<p>1. The LEA is only serving eligible schools that have been ranked from highest to lowest without regard to grade spans and all schools above 75% poverty are served</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p><input type="checkbox"/> Consolidated Application Selection of Schools ranking grid</p>		<p style="text-align: center;">District Comments</p> <p>5/27/2014 3:52:55 PM Federal Programs Coordinator Christina Rivera Agora is one school and LEA. As a school our free and reduced rate is 70%.</p> <p style="text-align: center;">Monitor Comments</p> <p>6/3/2014 6:54:20 PM Monitor Dennis Roule Agora operates as a single entity. This Title I provision is not applicable.</p>
	<p>2. Allocations to each eligible school in the Consolidated Application ranking grid and the per pupil allocations match</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p><input type="checkbox"/> Title I budget for each school</p>		<p style="text-align: center;">District Comments</p> <p>5/27/2014 3:58:31 PM Federal Programs Coordinator Christina Rivera Agora is one school and LEA. Funds are allocated for all students in grades K-12 to support academic achievement and family engagement.</p> <p style="text-align: center;">Monitor Comments</p> <p>6/3/2014 6:55:12 PM Monitor Dennis Roule Agora operates as a single entity. This Title I provision is not applicable.</p>

Description	Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments		
	3. Pre-kindergarten children are excluded from the poverty count of any school	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> PIMS Report on Economically Disadvantaged		<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th data-bbox="1587 128 2003 180" style="text-align: center;">Monitor Comments</th> </tr> </thead> <tbody> <tr> <td data-bbox="1587 180 2003 462"> <p>6/3/2014 6:56:40 PM Monitor Dennis Roule Pre-K students are excluded from the poverty count. This fact has no practical application for the rank order provision in this setting.</p> </td> </tr> </tbody> </table>	Monitor Comments	<p>6/3/2014 6:56:40 PM Monitor Dennis Roule Pre-K students are excluded from the poverty count. This fact has no practical application for the rank order provision in this setting.</p>
Monitor Comments									
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Description	Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments
D. Supplement / Supplant The LEA ensures that Title I funds are used only to supplement or increase non-Federal sources used for the education of participating children and not to supplant funds from non-Federal sources. Sec. 1114 Sec. 1115 Sec. 1116 Sec. 1120A	1. LEA approved budget and records of expenditures of Title funds at the district level match.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> Title I A and D, Title II and Title III budgets <input type="checkbox"/> LEA budget <input type="checkbox"/> Statement of Expenditures for Title I A and D, Title II and Title III		Monitor Comments 6/3/2014 7:00:15 PM Monitor Dennis Roule A review of the general budget indicates that Federal Funds are used to supplement existing programs by enhancing learning opportunities within the school-wide format.
	2. For Schoolwide Programs - Expenditures verify that funds have not supplanted non-federal resources	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Statement of federal, state and local allocations for past two years <input checked="" type="checkbox"/> Federal expenditures match SWP activities <input type="checkbox"/> MOE letter		Monitor Comments 6/3/2014 7:02:20 PM Monitor Dennis Roule Title I funds are matched to SWP activities as specified in their Consolidated Application for 2013-2014.
	3. For Targeted Assistance Programs - Expenditures meet the statutory requirements and are supplemental in nature and do not supplant non-federal resources	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> Building level Title I budgets and statement of allocations and expenditures for current year		District Comments 5/27/2014 4:20:36 PM Federal Programs Coordinator Christina Rivera Agora has been approved as a schoolwide Title I program. Monitor Comments 6/3/2014 7:03:36 PM Monitor Dennis Roule The Title I budget is for the entire system and reflects a SWP.

Description	Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments				
E. Equipment and Related Property OMB Circular A-87 EDGAR 80.32	1. LEA maintains Inventory records, purchase orders and receipts for equipment purchased (\$1500 or more per unit) and Small and Attractive Items (\$300 - \$1499)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> Inventory list of items purchased with Title I A and D, Title II and Title III		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="background-color: #cccccc;">District Comments</th> </tr> <tr> <td>5/27/2014 4:22:02 PM Federal Programs Coordinator Christina Rivera We do not use Title I funds to purchase equipment.</td> </tr> <tr> <th style="background-color: #cccccc;">Monitor Comments</th> </tr> <tr> <td>6/3/2014 7:05:24 PM Monitor Dennis Roule Monies are not used to purchase equipment for Title I and Title II, Part A.</td> </tr> </table>	District Comments	5/27/2014 4:22:02 PM Federal Programs Coordinator Christina Rivera We do not use Title I funds to purchase equipment.	Monitor Comments	6/3/2014 7:05:24 PM Monitor Dennis Roule Monies are not used to purchase equipment for Title I and Title II, Part A.
	District Comments										
5/27/2014 4:22:02 PM Federal Programs Coordinator Christina Rivera We do not use Title I funds to purchase equipment.											
Monitor Comments											
6/3/2014 7:05:24 PM Monitor Dennis Roule Monies are not used to purchase equipment for Title I and Title II, Part A.											
2. LEA has conducts a physical inventory of all items every two years	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> Documentation that physical inventory has been done within the last two years	Pertains to: <ul style="list-style-type: none"> • Title IA & D • Title II A • Title III 	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="background-color: #cccccc;">District Comments</th> </tr> <tr> <td>5/27/2014 4:22:09 PM Federal Programs Coordinator Christina Rivera We do not use Title I funds to purchase equipment.</td> </tr> <tr> <th style="background-color: #cccccc;">Monitor Comments</th> </tr> <tr> <td>6/3/2014 7:06:17 PM Monitor Dennis Roule Monies are not used to purchase equipment for Title and Title IIA.</td> </tr> </table>	District Comments	5/27/2014 4:22:09 PM Federal Programs Coordinator Christina Rivera We do not use Title I funds to purchase equipment.	Monitor Comments	6/3/2014 7:06:17 PM Monitor Dennis Roule Monies are not used to purchase equipment for Title and Title IIA.	
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Monitor Comments											
6/3/2014 7:06:17 PM Monitor Dennis Roule Monies are not used to purchase equipment for Title and Title IIA.											
F. Compliance to Reservations The LEA complies with requirements regarding the reservation of funds. Sec. 1113 Sec. 1116 Sec. 1118											

Description	Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments		
	1. LEA has reserved funds necessary to provide services comparable to those provided to students in Title I funded schools to homeless students in non-Title I schools, to neglected students in local institutions, and if appropriate, to neglected or delinquent students in community day schools and delinquent students in local institutions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Consolidated Application Reservation of Funds page <input checked="" type="checkbox"/> Consolidated Application Title I budget <input type="checkbox"/> Statement of expenditures for homeless, neglected or delinquent students	Pertains to: <ul style="list-style-type: none"> • Title IA & D 	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="background-color: #cccccc;">Monitor Comments</th> </tr> </thead> <tbody> <tr> <td>6/3/2014 7:10:43 PM Monitor Dennis Roule Reservations are clearly specified in the Consolidated Application. The LEA and the school are the same entity.</td> </tr> </tbody> </table>	Monitor Comments	6/3/2014 7:10:43 PM Monitor Dennis Roule Reservations are clearly specified in the Consolidated Application. The LEA and the school are the same entity.
Monitor Comments									
6/3/2014 7:10:43 PM Monitor Dennis Roule Reservations are clearly specified in the Consolidated Application. The LEA and the school are the same entity.									
	2. LEA has reserved an amount equal to 20% of its Title I allocation for Priority and/or Focus schools' interventions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> Consolidated Application Reservation of Funds page <input type="checkbox"/> Statement of expenditures for interventions		<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="background-color: #cccccc;">Monitor Comments</th> </tr> </thead> <tbody> <tr> <td>6/3/2014 7:13:33 PM Monitor Dennis Roule The Reservation of Funds for Focus schools' intervention is acknowledged in the Consolidated Application. The reserved funds are dispersed to support SIP activities across the system.</td> </tr> </tbody> </table>	Monitor Comments	6/3/2014 7:13:33 PM Monitor Dennis Roule The Reservation of Funds for Focus schools' intervention is acknowledged in the Consolidated Application. The reserved funds are dispersed to support SIP activities across the system.
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Description	Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments		
	3. LEAs receiving more than \$500,000 in Title I funds have reserved 1% of the allocation for parent involvement and have distributed a minimum of 95% of those funds to the schools. Distribution of less than 95% requires parent approval	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Procedure for allocation of at least 95% to schools <input checked="" type="checkbox"/> Title I budget <input type="checkbox"/> Statement of parent involvement expenditures by school <input type="checkbox"/> Invoices supporting parent involvement expenditures <input type="checkbox"/> Minutes of meetings showing parents agree to allow a portion of their school's parent involvement funding to remain with the LEA		<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="background-color: #cccccc;">Monitor Comments</th> </tr> </thead> <tbody> <tr> <td> 6/3/2014 7:15:37 PM Monitor Dennis Roule This reservation of funds supports the SIP for enhancing parental participation as well as the need for enhanced parental involvement in Title I. The reserved funds do not supplant the LEA initiative under School Improvement. </td> </tr> </tbody> </table>	Monitor Comments	6/3/2014 7:15:37 PM Monitor Dennis Roule This reservation of funds supports the SIP for enhancing parental participation as well as the need for enhanced parental involvement in Title I. The reserved funds do not supplant the LEA initiative under School Improvement.
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6/3/2014 7:15:37 PM Monitor Dennis Roule This reservation of funds supports the SIP for enhancing parental participation as well as the need for enhanced parental involvement in Title I. The reserved funds do not supplant the LEA initiative under School Improvement.									
G. Obligating Funds	1. LEA began obligating funds on or after the programs' approved date	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> Documentation that program funds were not spent prior to program approval date		<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="background-color: #cccccc;">Monitor Comments</th> </tr> </thead> <tbody> <tr> <td> 6/3/2014 7:17:41 PM Monitor Dennis Roule Federal funds were not spent prior to receipt of the letter indicating substantial approval of the Consolidated Application. </td> </tr> </tbody> </table>	Monitor Comments	6/3/2014 7:17:41 PM Monitor Dennis Roule Federal funds were not spent prior to receipt of the letter indicating substantial approval of the Consolidated Application.
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Description	Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments
I. Time Documentation	1. LEA maintains semi-annual certifications for all employees funded 100% from a single cost objective	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> Semi-annual time certifications		<p style="text-align: center;">Monitor Comments</p> <p>6/3/2014 7:19:02 PM Monitor Dennis Roule Signed documentation was available for review.</p>
	2. LEA maintains time documentation/logs for prorated staff including the amount of time spent on each funding source activity; logs are signed by a supervisor and reconciled to payroll documentation on a monthly basis; or fixed schedule approval has been obtained from DFP	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> Time logs <input type="checkbox"/> Staff schedules <input type="checkbox"/> Documentation of Fixed schedule semi-annual time documentation DFP approval		<p style="text-align: center;">District Comments</p> <p>5/27/2014 4:53:08 PM Federal Programs Coordinator Christina Rivera We do not prorate staff. Each person is 100% funded by Title I funds.</p> <p style="text-align: center;">Monitor Comments</p> <p>6/3/2014 7:22:53 PM Monitor Dennis Roule Agora stipulates that no proration of Title I staff is necessary because 100% of the program staff is assigned to Title I duties. Schedules of these staff members would support this assertion.</p>

Description	Requirements	Met	Not Met	N/A	Suggested Evidence of Implementation	Additional Evidence	Comments
J. Record Retention	1. Federal program records are maintained for a period of 7 years (current year plus 6 prior)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			District Comments
							5/27/2014 5:21:31 PM Federal Programs Coordinator Christina Rivera We have not disposed of federal program records.
							Monitor Comments
							6/3/2014 7:28:36 PM Monitor Dennis Roule While some of the historical documentation is stored off-site the essential artifacts indicating past programs with an "audit trail" were available for review. This monitor felt that this requirement was met.

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Comments

The responses to the fiscal requirements as specified on the assessment instrument indicate that the compliance elements were met, accurate and complete. The administrative team took care to make the process clear and understandable. The required artifacts/documentation were available for inspection and the responses by Christina Rivera and Mary Markert reflected a solid understanding of the compliance issues. Both were proud of the organization and system that supports the mission of the school. This process was an opportunity to share their operational success.

Personnel Interviews

Building	Date	Staff Member Interviewed	Staff Member Position
Cental Office	5/29/2014	Mary Markert	Business Manager
Central Office	5/29/2014	Christina Rivera	Federal Programs Coordinator
Central Office	5/29/2014	Karen Fortney	Title I Reading Specialist
Central Office	5/29/2014	Sharon Williams	Superintendent/CEO
N/A Phone Interview 717-477-8270	5/29/2014	Kimberly Attridge	Parent
N/A Phone Interview 814-494-3853	5/29/2014	Christina Repine	Parent