

Pennsylvania Cyber CS

**Charter Annual Report**

07/01/2013 - 06/30/2014

# School Profile

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## Demographics

652 Midland Ave  
Midland, PA 15059  
(724)643-1180

Phase:

Phase 2

CEO Name:

Michael Conti

CEO E-mail address:

mike.conti@pacyber.org

# Governance and Staff

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## *Leadership Changes*

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

### **Board of Trustees Changes/Additions 2013-2014 School Year**

Trustees as of July 1, 2013 start of fiscal year 2013-2014

David Jaskiewicz President  
 Tom Dorsey Vice-President  
 William Cattron - Trustee  
 Edward Elder - Trustee  
 Judy Garbinski - Trustee  
 Jayne Lingenfelder - Trustee  
 Phil Tridico - Trustee  
 Roxanne Leone-Bovalino - Secretary, non-voting member  
 Matthew Schulte - Treasurer, non-voting member  
 Robert Masters - Solicitor, non-voting member

October 10, 2013: Trustees accepted resignation of Dr. Dave Jaskiewicz (effective 10/10/2013)  
 October 10, 2013: trustees appoint Edward Elder president (effective 10/10/2013)  
 November 18, 2013: Trustees accepted resignation of William Cattron (effective 10/21/2014)  
 May 19, 2014: Trustees appoint Brian Hayden and John Pippy as members of the Board

Trustees as of June 30, 2014 end of fiscal year 2013-2014

Edward Elder - President  
 Tom Dorsey - Vice-President  
 Judy Garbinski - Trustee  
 Brian Hayden - Trustee  
 Jayne Lingenfelder - Trustee  
 John Pippy - Trustee  
 Phil Tridico - Trustee  
 Roxanne Leone-Bovalino - Secretary, non-voting member  
 Matthew Schulte - Treasurer, non-voting member  
 Robert Masters - Solicitor, non-voting member

### **The leadership appointments this year were as follows:**

January 20, 2014:

\*Trustees approve Dr. Michael Conti, Chief Executive Officer (CEO) effective immediately (official start date 1/21/2014)

\*Trustees approve Alan Fritz, Jr., Chief Academic Officer (CAO) start date 2/13/2014)

February 17, 2014:

\*Trustees approve Nicole Granito, Chief Operations Officer (COO) effective immediately (official start date 2/18/2014)

\*Trustees approve Matthew Schulte, Chief Financial Officer (CFO) effective immediately (official start date 2/18/2014)

\*Trustees approve Jennifer Shoaf, Deputy Chief Academic Officer (DCAO) effective immediately (official start date 2/18/2014)

\*Trustees approve Eric Woelfel, Deputy Chief Operations Officer (DCOO) effective immediately (official start date 2/18/2014)

### *Board of Trustees Meeting Schedule*

| <b>Location</b>                       | <b>Date and Time</b> |
|---------------------------------------|----------------------|
| 652 Midland Avenue, Midland, PA 15059 | 7/15/2013 6:30 PM    |
| 652 Midland Avenue, Midland, PA 15059 | 8/19/2013 6:30 PM    |
| 652 Midland Avenue, Midland, PA 15059 | 9/16/2013 6:30 PM    |
| 652 Midland Avenue, Midland, PA 15059 | 10/21/2013 6:30 PM   |
| 652 Midland Avenue, Midland, PA 15059 | 11/18/2013 6:30 PM   |
| 652 Midland Avenue, Midland, PA 15059 | 12/16/2013 6:30 PM   |
| 652 Midland Avenue, Midland, PA 15059 | 1/20/2014 6:30 PM    |
| 652 Midland Avenue, Midland, PA 15059 | 2/17/2014 6:30 PM    |
| 652 Midland Avenue, Midland, PA 15059 | 3/17/2014 6:30 PM    |
| 652 Midland Avenue, Midland, PA 15059 | 4/22/2014 6:30 PM    |
| 652 Midland Avenue, Midland, PA 15059 | 5/19/2014 6:30 PM    |
| 652 Midland Avenue, Midland, PA 15059 | 6/10/2014 6:30 PM    |
| 652 Midland Avenue, Midland, PA 15059 | 6/23/2014 6:30 PM    |

### *Professional Staff Member Roster*

| <b>Athena Ablog</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6;Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Education Resource PreK-12)   |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Jessica Allen</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 8405 Biology 7-12              |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2880 / 8405 (Middle Level Science, 7-9) (Biology) |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Lucas Allen</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | PreK-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Lori Altenhof (Palakovich)</b>                                     |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 2840 Early Childhood N-3          |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844/9900 (Elementary, Primary Grades 1-3 1/); (Other Not Listed Above (certified personnel) |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Jessica Altman</b>  |   |
|------------------------|---|
| PA Certified           | Yes   |
| Areas of Certification | Endorsement / 1180 Autism PK-12; Instructional I / 2810 Elementary K-6; Instructional I / 9226 Special Education PK-8 |

|   |                                     |
|---|-------------------------------------|
| Grades Teaching or Serving  | N-12                                |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12) |
| Number of Hours Annually Worked in Assignment                         | 1760                                |
| Percentage of Time in Certified Position                              | 100.0                               |
| Percentage of Time in Areas Not Certified                             | 0.0                                 |

|   |   |
|---|---|
| <b>Christopher Alverson</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2860 Mid-Level Mathematics 7-9      |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Christopher Alverson</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 7205 Music K-12                     |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |                                      |
|---|--------------------------------------|
| <b>Michael Ames</b>   |                                      |
| PA Certified  | Yes                                  |
| Areas of Certification  | Instructional II / 3230 English 7-12 |
| Grades Teaching or Serving  | 7-12                                 |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 3200 (English/Communication, 10-12)  |
| Number of Hours Annually Worked in Assignment                         | 1520                                 |
| Percentage of Time in Certified Position                              | 100.0                                |
| Percentage of Time in Areas Not Certified                             | 0.0                                  |

| <b>Courtney Andrew</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2860 Mid-Level Mathematics 7-9; |
| Grades Teaching or Serving  | 7-9  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2860 (Middle Level Mathematics, 7-9)               |
| Number of Hours Annually Worked in Assignment                         | 760  |
| Percentage of Time in Certified Position                              | 50.0   |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Courtney Andrew</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 3230 English 7-12; Program Specialist / 4499 English as a Second Language (ESL) K-12 |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 3200 (English/Communication, 10-12)   |
| Number of Hours Annually Worked in Assignment                         | 760   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Noelle Andrie</b>  |                                    |
|---|------------------------------------|
| PA Certified  | Yes                                |
| Areas of Certification  | Instructional I / 4420 German K-12 |
| Grades Teaching or Serving  | K-12                               |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 4420 (German, 7-12)                |
| Number of Hours Annually Worked in Assignment                         | 1520                               |
| Percentage of Time in Certified Position                              | 100.0                              |
| Percentage of Time in Areas Not Certified                             | 0.0                                |

| <b>Jessica Applegarth</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 6800 Mathematics 7-12              |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |

|   |       |
|---|-------|
| Number of Hours Annually Worked in Assignment | 1760  |
| Percentage of Time in Certified Position      | 100.0 |
| Percentage of Time in Areas Not Certified     | 0.0   |

|   |  |
|---|--|
| <b>Lisa Arnold</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2860 Mid-Level Mathematics 7-9; Instructional II / 9235 Ment and/or Phys Handicapped K-12 |
| Grades Teaching or Serving  | K-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Emilee Atkins</b>  |  |
| PA Certified  | Yes                                      |
| Areas of Certification  | Instructional II / 2810 Elementary K-6   |
| Grades Teaching or Serving  | K-6                                      |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520                                     |
| Percentage of Time in Certified Position                              | 100.0                                    |
| Percentage of Time in Areas Not Certified                             | 0.0                                      |

|   |  |
|---|--|
| <b>Charles Ayre</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6        |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|                       |  |
|-----------------------|--|
| <b>Jillian Babish</b> |  |
|-----------------------|--|

|   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2843 (Kindergarten, age 5, K5)   |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Kerry Baker</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6        |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 760   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Kathryn N Barber</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 3230 English 7-12                   |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 586   |
| Percentage of Time in Certified Position                              | 33.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Kathryn N Barber</b>   |   |
| PA Certified  | No  |
| Areas of Certification  | Instructional I / 5600 Family-Consumer Sci K-12       |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 587   |
| Percentage of Time in Certified Position                              | 33.0  |

|   |     |
|---|-----|
| Percentage of Time in Areas Not Certified | 0.0 |
|---|-----|

| <b>Kathryn N Barber</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12            |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 587   |
| Percentage of Time in Certified Position                              | 34.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Emily M Barnes</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 3230 English 7-12                   |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Christy Baumgartner</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Educational Specialist 1 / 1836 Elementary School Counselor K-6; Educational Specialist 1 / 1837 Secondary School Counselor 7-12; Instructional II / 8405 Biology 7-12; Instructional II / 8450 General Science 7-12 |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 8405 (Biology)   |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Chris Becker</b> |  |
|---------------------|--|
|                     |  |

|   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12; Private School - Teacher / 19220 Mentally Retarded K-12 |
| Grades Teaching or Serving  | N-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)   |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Jennifer Behr</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6         |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Amanda Bellville</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6        |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Lacey S Belonzi</b>                              |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification                              | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving                          | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or | 9225 (Special Ed, Resource PreK-   |

|   |       |
|---|-------|
| Services Provided                             | 12)   |
| Number of Hours Annually Worked in Assignment | 1760  |
| Percentage of Time in Certified Position      | 100.0 |
| Percentage of Time in Areas Not Certified     | 0.0   |

|   |   |
|---|---|
| <b>Cary Bianco</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Cary Bianco</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2840 Early Childhood N-3            |
| Grades Teaching or Serving  | N-3   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Cary Biega</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2843 (Kindergarten, age 5, K5)   |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|                         |  |
|-------------------------|--|
| <b>Nicole Blanchard</b> |  |
|-------------------------|--|

|   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6                |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Brian Blanker</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6         |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Jennifer Blum</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Rebecca Blyth</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |

|   |     |
|---|-----|
| Percentage of Time in Areas Not Certified | 0.0 |
|---|-----|

| <b>Rebecca Blyth</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2860 Mid-Level Mathematics 7-9; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)   |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Carie Booher</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Carie Booher</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2850 Mid-Level English 7-9          |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Brian Boothby</b>   |                                       |
|------------------------|---------------------------------------|
| PA Certified           | Yes                                   |
| Areas of Certification | Instructional I / 2810 Elementary K-6 |

|   |   |
|---|---|
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Amanda Borelli</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 2840 Early Childhood N-3 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/)  |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Angela Borghi</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Aaron Bovalino</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Administrative / 1115 Principal K-12; Instructional II / 2810 Elementary K-6 |
| Grades Teaching or Serving  | K-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1810 (Assistant to the Superintendent in Charge of Business Affairs)         |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Mary Bowers</b>  |  |
|---|--|
| PA Certified  | Yes                                      |
| Areas of Certification  | Instructional II / 2810 Elementary K-6   |
| Grades Teaching or Serving  | K-6                                      |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/) |
| Number of Hours Annually Worked in Assignment                         | 1760                                     |
| Percentage of Time in Certified Position                              | 100.0                                    |
| Percentage of Time in Areas Not Certified                             | 0.0                                      |

| <b>David Boyde</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Julie Boyde</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Julie Boyde</b>         |  |
|----------------------------|--|
| PA Certified               | Yes  |
| Areas of Certification     | Instructional I / 2840 Early Childhood N-3 |
| Grades Teaching or Serving | N-3  |

|   |   |
|---|---|
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Kaitlynn Boyer (Hook)</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |                                    |
|---|------------------------------------|
| <b>Sandra Boyer</b>   |                                    |
| PA Certified  | Yes                                |
| Areas of Certification  | Instructional II / 7205 Music K-12 |
| Grades Teaching or Serving  | K-12                               |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 7202 (Music, Secondary, 7-12)      |
| Number of Hours Annually Worked in Assignment                         | 1520                               |
| Percentage of Time in Certified Position                              | 100.0                              |
| Percentage of Time in Areas Not Certified                             | 0.0                                |

|   |   |
|---|---|
| <b>Jennifer Bozza</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|                           |  |
|---------------------------|--|
| <b>Anthony Branchetti</b> |  |
|---------------------------|--|

|   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6           |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 6811 (Title 1/ Remedial Math, Elementary, PreK-6 |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Michaela Braun</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6        |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Michaela Braun</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 7650 Reading Specialist K-12       |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|                        |  |
|------------------------|--|
| <b>Edwin Breaux</b>    |  |
| PA Certified           | Yes  |
| Areas of Certification | Instructional II / 1603 Bus-Computer-Info Tech K-12; Instructional II / 2850 Mid-Level English 7-9; Instructional II / 2870 Mid-Level Citiz. Ed 7-9; Instructional II / 2880 Mid-Level Science 7-9; Instructional II / 6800 Mathematics 7-12 |

|   |                                      |
|---|--------------------------------------|
| Grades Teaching or Serving  | 7-12                                 |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2860 (Middle Level Mathematics, 7-9) |
| Number of Hours Annually Worked in Assignment                         | 1520                                 |
| Percentage of Time in Certified Position                              | 100.0                                |
| Percentage of Time in Areas Not Certified                             | 0.0                                  |

|   |  |
|---|--|
| <b>Kimberly Brentzel</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12 |
| Grades Teaching or Serving  | 7-12                                       |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 8875 (Social Studies 10-12)                |
| Number of Hours Annually Worked in Assignment                         | 1520                                       |
| Percentage of Time in Certified Position                              | 100.0                                      |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Albert Brown Jr</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Mandy Burket</b>   |  |
| PA Certified  | Yes                                      |
| Areas of Certification  | Instructional II / 2810 Elementary K-6   |
| Grades Teaching or Serving  | K-6                                      |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/) |
| Number of Hours Annually Worked in Assignment                         | 1760                                     |
| Percentage of Time in Certified Position                              | 100.0                                    |
| Percentage of Time in Areas Not Certified                             | 0.0                                      |

| <b>Kathleen Burkhead</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/)  |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Erin Butler</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 8420 Chemistry 7-12; Instructional II / 8450 General Science 7-12 |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 8420 (Chemistry)   |
| Number of Hours Annually Worked in Assignment                         | 760  |
| Percentage of Time in Certified Position                              | 50.0   |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Erin Butler</b>  |                                      |
|---|--------------------------------------|
| PA Certified  | Yes                                  |
| Areas of Certification  | Instructional II / 8470 Physics 7-12 |
| Grades Teaching or Serving  | 7-12                                 |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 8470 (Physics, 10-12)                |
| Number of Hours Annually Worked in Assignment                         | 760                                  |
| Percentage of Time in Certified Position                              | 50.0                                 |
| Percentage of Time in Areas Not Certified                             | 0.0                                  |

| <b>Jordan Canavesi</b>     |   |
|----------------------------|---|
| PA Certified               | Yes   |
| Areas of Certification     | Administrative / 1115 Principal K-12; Instructional I / 2810 Elementary K-6 |
| Grades Teaching or Serving | K-6   |

|   |   |
|---|---|
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2842/2843 (Kindergarten, age 4 K4) (Kindergarten, age 5 K5) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Kathleen Carney</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)                                  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Sarah Carr</b>   |   |
| PA Certified  | Yes                                     |
| Areas of Certification  | Instructional I / 6800 Mathematics 7-12 |
| Grades Teaching or Serving  | 7-12                                    |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 6800 (Mathematics, 10-12)               |
| Number of Hours Annually Worked in Assignment                         | 1520                                    |
| Percentage of Time in Certified Position                              | 100.0                                   |
| Percentage of Time in Areas Not Certified                             | 0.0                                     |

|   |   |
|---|---|
| <b>Amber N Carver (Anderson)</b>                                      |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>James Cassell</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 8875 Social Studies 7-12           |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Carley Castelli</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2860 Mid-Level Mathematics 7-9; Instructional I / 8405 Biology 7-12 |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2880 (Middle Level Science, 7-9)  |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Jessica Cattaneo</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6  |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844/9900 (Elementary, Primary Grades 1-3 1/); (Other Not Listed Above (certified personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Sue Charlton</b>                                 |  |
|---|--|
| PA Certified  | Yes                                      |
| Areas of Certification                              | Instructional II / 6800 Mathematics 7-12 |
| Grades Teaching or Serving                          | 7-12                                     |
| All Areas of Assignment, Subject Areas Teaching, or | 2860 (Middle Level Mathematics,          |

|   |       |
|---|-------|
| Services Provided                             | 7-9)  |
| Number of Hours Annually Worked in Assignment | 1520  |
| Percentage of Time in Certified Position      | 100.0 |
| Percentage of Time in Areas Not Certified     | 0.0   |

|   |  |
|---|--|
| <b>Amy Checkan</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 880  |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Erin Cheddar</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Kinsey Cherok</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Megan Chevalier</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6;                |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Megan Chevalier</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2860 Mid-Level Mathematics 7-9      |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Jessica Chismar</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6       |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Bradley Chrisman</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 6800 Math 7-12                      |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |

|   |     |
|---|-----|
| Percentage of Time in Areas Not Certified | 0.0 |
|---|-----|

| <b>Brittany Cilli (Wishner)</b>                                       |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Joel Cilli</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 3230 English 7-12                   |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Sarah Clites</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 3230 English 7-12                                 |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2850/3200 (Middle Level English, 7-9) (English/Communication, 10-12) |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Janine M Coble</b>  |   |
|------------------------|---|
| PA Certified           | Yes   |
| Areas of Certification | Instructional I / 9225 Special Education N-12 |

|   |                                     |
|---|-------------------------------------|
| Grades Teaching or Serving  | N-12                                |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12) |
| Number of Hours Annually Worked in Assignment                         | 1760                                |
| Percentage of Time in Certified Position                              | 100.0                               |
| Percentage of Time in Areas Not Certified                             | 0.0                                 |

|   |   |
|---|---|
| <b>Brooke Colavecchia</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6        |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Kimberly Collins</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2860 Mid-Level Mathematics 7-9; Instructional I / 2880 Mid-Level Science 7-9 |
| Grades Teaching or Serving  | 7-9  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2860 (Middle Level Mathematics, 7-9)   |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Lori Conkle</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 9225 Special Education N-12        |
| Grades Teaching or Serving  | N-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Megan Conneen</b>  |                                       |
|---|---------------------------------------|
| PA Certified  | Yes                                   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6 |
| Grades Teaching or Serving  | K-6                                   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2843 (Kindergarten, age 5, K5)        |
| Number of Hours Annually Worked in Assignment                         | 1760                                  |
| Percentage of Time in Certified Position                              | 100.0                                 |
| Percentage of Time in Areas Not Certified                             | 0.0                                   |

| <b>Andrea Cook</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6                |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Kelli Corman</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Equivalency / 1185 Masters Equivalency K-12; Instructional II / 2810 Elementary K-6 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/)  |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Bobbi Jo Corradi</b>                             |  |
|---|--|
| PA Certified  | Yes                                    |
| Areas of Certification                              | Instructional II / 2810 Elementary K-6 |
| Grades Teaching or Serving                          | K-6                                    |
| All Areas of Assignment, Subject Areas Teaching, or | 2845 (Elementary, Intermediate         |

|   |                |
|---|----------------|
| Services Provided                             | Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment | 1760           |
| Percentage of Time in Certified Position      | 100.0          |
| Percentage of Time in Areas Not Certified     | 0.0            |

|   |  |
|---|--|
| <b>Brandon Cowell</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 3230 English 7-12                                  |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2850/3200 (Middle Level English, 7-9) (English/Communication, 10-12) |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>William Cox</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 8875 Social Studies 7-12           |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Dennis Craig</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 8875 Social Studies 7-12 |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2870 (Middle Level Social Studies, 7-9)     |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0                                       |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|                    |    |
|--------------------|----|
| <b>Dana Craker</b> |    |
| PA Certified       | No |

|   |  |
|---|--|
| Areas of Certification  | Administrative / 1115 Principal K-12; Instructional II / 2810 Elementary K-6                   |
| Grades Teaching or Serving  | K-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1101/1112 (Assistant or Vice Elementary Principal) (Assistant or Vice Middle School Principal) |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Mary Crapis</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6                |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Kelly Creel</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Ashley Crook</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |

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

|   |   |
|---|---|
| <b>Christine Crow</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 8825 Citizenship 7-12; Instructional II / 8865 Social Science 7-12 |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 8875 (Social Studies 10-12)   |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Karen Cummings</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Laurie Cunningham (Cabell)</b>                                     |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 3230 English 7-12  |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 3200/9900 (English/Communicatin, 10-12) Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|                          |  |
|--------------------------|--|
| <b>Ronald Cunningham</b> |  |
|--------------------------|--|

|   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12            |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Nicole Cwynar</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2840 Early Childhood N-3        |
| Grades Teaching or Serving  | N-3   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 6811 (Title 1/ Remedial Math, Elementary, PreK-6) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Melissa D'Amico</b>  |  |
|---|--|
| PA Certified  | Yes                                      |
| Areas of Certification  | Instructional II / 6800 Mathematics 7-12 |
| Grades Teaching or Serving  | 7-12                                     |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2860 (Middle Level Mathematics, 7-9)     |
| Number of Hours Annually Worked in Assignment                         | 1520                                     |
| Percentage of Time in Certified Position                              | 100.0                                    |
| Percentage of Time in Areas Not Certified                             | 0.0                                      |

| <b>Peter D'Arcangelo</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6        |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |

|   |     |
|---|-----|
| Percentage of Time in Areas Not Certified | 0.0 |
|---|-----|

|   |  |
|---|--|
| <b>Susan Davis</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Rachael Deltondo</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2843 (Kindergarten, age 5, K5)   |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Chelsea Delturco</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|                      |     |
|----------------------|-----|
| <b>Alyssa Deluca</b> |     |
| PA Certified         | Yes |

|   |   |
|---|---|
| Areas of Certification  | Instructional II / 2810 Elementary K-6        |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Justin DeWitt</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)            |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Brenda Dhayer</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 2840 Early Childhood N-3 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/)  |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Kristen DiDonato</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 2840 Early Childhood N-3; Program Specialist / 4499 English as a Second Language (ESL) K-12 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/)   |

|   |       |
|---|-------|
| Number of Hours Annually Worked in Assignment | 1760  |
| Percentage of Time in Certified Position      | 100.0 |
| Percentage of Time in Areas Not Certified     | 0.0   |

|   |                                     |
|---|-------------------------------------|
| <b>Julie Dinaples</b>   |                                     |
| PA Certified  | Yes                                 |
| Areas of Certification  | Instructional I / 3230 English 7-12 |
| Grades Teaching or Serving  | 7-12                                |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 3200 (English/Communication, 10/12) |
| Number of Hours Annually Worked in Assignment                         | 1520                                |
| Percentage of Time in Certified Position                              | 100.0                               |
| Percentage of Time in Areas Not Certified                             | 0.0                                 |

|   |  |
|---|--|
| <b>Carla Dioguardi</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2850 Mid-Level English 7-9; Instructional II / 9235 Ment and/or Phys Handicapped K-12 |
| Grades Teaching or Serving  | 7-9  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2850 (Middle Level English, 7-9)   |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Christine Dioguardi</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 2850 Mid-Level English 7-9 |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2850 (Middle Level English, 7-9)  |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|                       |  |
|-----------------------|--|
| <b>Ian M Docherty</b> |  |
|-----------------------|--|

|   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2860 Mid-Level Mathematics 7-9; Instructional I / 3230 English 7-12; Instructional I / 8875 Social Studies 7-12 |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2860 (Middle Level Mathematics, 7-9)  |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Lori Dodd</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6        |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Jonathan Dunlap</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12            |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Krystal Dunlap</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6                |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |

|   |      |
|---|------|
| Percentage of Time in Certified Position  | 50.0 |
| Percentage of Time in Areas Not Certified | 0.0  |

| <b>Krystal Dunlap</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 6800 Mathematics 7-12; Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)                                    |
| Number of Hours Annually Worked in Assignment                         | 880  |
| Percentage of Time in Certified Position                              | 50.0   |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Allison Duran</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12            |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>James Eimiller</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12            |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Tyler Ellis</b>     |                                   |
|------------------------|-----------------------------------|
| PA Certified           | Yes                               |
| Areas of Certification | Instructional I / 2810 Elementary |

|   |   |
|---|---|
|   | K-6; Instructional I / 2880 Mid-Level Science 7-9 |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2880 (Middle Level Science, 7-9)                  |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Loriann Erickson</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)                                  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Lauren Esola</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6         |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Jenny Fath</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 2840 Early Childhood N-3; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |

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

| <b>Claire Fauzey</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Educational Specialist I / 1836<br>Elementary School Counselor K-6;<br>Educational Specialist I / 1837<br>Secondary School Counselor 7-12;<br>Instructional I / 2850 Mid-Level<br>English 7-9 |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)   |
| Number of Hours Annually Worked in Assignment                         | 440   |
| Percentage of Time in Certified Position                              | 25.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Claire Fauzey</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2860 Mid-Level<br>Mathematics 7-9   |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 440   |
| Percentage of Time in Certified Position                              | 25.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Claire Fauzey</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 3200<br>Communications 7-12         |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 440   |
| Percentage of Time in Certified Position                              | 25.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Claire Fauzey</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12            |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 440   |
| Percentage of Time in Certified Position                              | 25.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Patricia Fawcett</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6                |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 440   |
| Percentage of Time in Certified Position                              | 25.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Patricia Fawcett</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2850 Mid-Level English 7-9         |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 440   |
| Percentage of Time in Certified Position                              | 25.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Patricia Fawcett</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2870 Mid-Level Citiz. Ed 7-9       |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 440   |

|   |      |
|---|------|
| Percentage of Time in Certified Position  | 25.0 |
| Percentage of Time in Areas Not Certified | 0.0  |

| <b>Patricia Fawcett</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 5600 Family-Consumer Sci K-12      |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 440   |
| Percentage of Time in Certified Position                              | 25.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Mara Fedeles</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6        |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Mark Felbinger</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6                |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Mark Felbinger</b>  |   |
|------------------------|---|
| PA Certified           | Yes   |
| Areas of Certification | Instructional II / 2870 Mid-Level Citiz. Ed 7-9 |

|   |   |
|---|---|
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |                                   |
|---|-----------------------------------|
| <b>Jessica Fetterman</b>  |                                   |
| PA Certified  | Yes                               |
| Areas of Certification  | Instructional II / 6800 Math 7-12 |
| Grades Teaching or Serving  | 7-12                              |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 6800 (Mathematics, 10-12)         |
| Number of Hours Annually Worked in Assignment                         | 1760                              |
| Percentage of Time in Certified Position                              | 100.0                             |
| Percentage of Time in Areas Not Certified                             | 0.0                               |

|   |  |
|---|--|
| <b>Julie Fisher</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Jennifer Flaugh</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 8405 Biology 7-12; Instructional II / 8450 General Science 7-12 |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 8405 (Biology)   |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Brittney Flora (Malinowski)</b>                                    |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional II / 2810 Elementary K-6 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/)                                 |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Chad Francis</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Administrative II / 1115 Principal K-12; Instructional II / 2810 Elementary K-6               |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1100/1105/1111 (Elementary Principal) (Secondary Principal) (Principal, K12 or Middle School) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Melissa Francona</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 2860 Mid-Level Mathematics 7-9 |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2860 (Middle Level Mathematics, 7-9)  |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Shannon Frederick</b> |                                    |
|--------------------------|------------------------------------|
| PA Certified             | Yes                                |
| Areas of Certification   | Instructional II / 2810 Elementary |

|   |  |
|---|--|
|   | K-6                                      |
| Grades Teaching or Serving  | K-6                                      |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520                                     |
| Percentage of Time in Certified Position                              | 100.0                                    |
| Percentage of Time in Areas Not Certified                             | 0.0                                      |

|   |   |
|---|---|
| <b>Megan Friend</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 2840 Early Childhood N-3 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/)  |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Alan R Fritz Jr</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 3230 English 7-12; Letter of Eligibility/Administrative 2 / 1105 Secondary Principal 7-12; Letter of Eligibility/Administrative 2 / 1100 Elementary Principal K-6; Letter of Eligibility/Administrative 2 / 1150 Superintendent K-12 |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1155 (Assistant Superintendent)   |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|                        |   |
|------------------------|---|
| <b>Barbara Gaines</b>  |   |
| PA Certified           | Yes   |
| Areas of Certification | Educational Specialist I / 1825 Inst Technology Specialist K-12 |

|   |   |
|---|---|
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Barbara Gaines</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Lindsay Gardner</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 7650 Reading Specialist K-12; Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)   |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Samantha J George</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 586   |
| Percentage of Time in Certified Position                              | 33.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Samantha J George</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2860 Mid-Level Mathematics 7-9      |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 587   |
| Percentage of Time in Certified Position                              | 33.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Samantha J George</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2880 Mid-Level Science 7-9          |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 587   |
| Percentage of Time in Certified Position                              | 34.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Shawn Ghazanfari</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Nicole Gianvito</b> |   |
|------------------------|---|
| PA Certified           | Yes   |
| Areas of Certification | Administrative I / 1115 Principal K-12; Instructional II / 3200 Communications 7-12; Instructional II / 3230 English 7- |

|   |                            |
|---|----------------------------|
|   | 12                         |
| Grades Teaching or Serving  | K-12                       |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1105 (Secondary Principal) |
| Number of Hours Annually Worked in Assignment                         | 1760                       |
| Percentage of Time in Certified Position                              | 100.0                      |
| Percentage of Time in Areas Not Certified                             | 0.0                        |

|   |   |
|---|---|
| <b>Christine M Gibson</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 3230 English 7-12                   |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Samantha Gilarski</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 1603 Bus-Computer-Info Tech K-12    |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Samantha Gilarski</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2850 Mid-Level English 7-9          |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Michael Giles</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 4820<br>Environmental Educ K-12;<br>Instructional II / 8405 Biology 7-12; Instructional II / 8420<br>Chemistry 7-12 |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 8405 (Biology)   |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Nicole Gill</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary<br>K-6; Instructional II / 7650<br>Reading Specialist K-12 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades<br>1-3 1/)   |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Suzanne Girting</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary<br>K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (<br>certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Edward Gorman</b>   |   |
|------------------------|---|
| PA Certified           | Yes   |
| Areas of Certification | Instructional II / 9225 Special<br>Education N-12 |

|   |                                     |
|---|-------------------------------------|
| Grades Teaching or Serving  | N-12                                |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12) |
| Number of Hours Annually Worked in Assignment                         | 1760                                |
| Percentage of Time in Certified Position                              | 100.0                               |
| Percentage of Time in Areas Not Certified                             | 0.0                                 |

|   |   |
|---|---|
| <b>Kate Grable</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6         |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Marc Grandinetti</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 8875 Social Studies 7-12; Administrative I / 1115 Principal K-12; Instructional II / 3200 Communications 7-12 |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Nicole Granito</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6                               |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1810 (Assistant to the Superintendent in Charge of Business Affairs) |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Jennifer Grant</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 1610 Accounting 7-12                |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 586   |
| Percentage of Time in Certified Position                              | 33.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Jennifer Grant</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 1625 Data Processing 7-12           |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 588   |
| Percentage of Time in Certified Position                              | 34.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Jennifer Grant</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 1658 Office Technologies 7-12       |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 586   |
| Percentage of Time in Certified Position                              | 33.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Emily Gratteri (Wilson)</b>                      |                                       |
|---|---------------------------------------|
| PA Certified  | Yes                                   |
| Areas of Certification                              | Instructional I / 2810 Elementary K-6 |
| Grades Teaching or Serving                          | K-6                                   |
| All Areas of Assignment, Subject Areas Teaching, or | 9900, Other Not Listed Above (        |

|   |                         |
|---|-------------------------|
| Services Provided                             | certificated personnel) |
| Number of Hours Annually Worked in Assignment | 1760                    |
| Percentage of Time in Certified Position      | 100.0                   |
| Percentage of Time in Areas Not Certified     | 0.0                     |

|   |  |
|---|--|
| <b>Erica Gray</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 9225 Special Education N-12; Instructional I / 2810 Elementary K-6 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Melanie Grim</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 2840 Early Childhood N-3 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)                             |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Jason Guido</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12            |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Kristy Gussett</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 4490 Spanish K-12 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/)                              |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>William Haas</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6                |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Kathryn Hackman</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Allison Hall</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |

|   |       |
|---|-------|
| Number of Hours Annually Worked in Assignment | 880   |
| Percentage of Time in Certified Position      | 100.0 |
| Percentage of Time in Areas Not Certified     | 0.0   |

|   |  |
|---|--|
| <b>Chelsea Hammond</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 6800 Mathematics 7-12                          |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2860 / 6800 (Middle Level Mathematics, 7-9) (Mathematics, 10-12) |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Jessica Hamrick (Campbell)</b>                                     |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Jessica Hamrick (Campbell)</b>                                     |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2850 Mid-Level English 7-9          |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|                       |     |
|-----------------------|-----|
| <b>Tracy Hartwick</b> |     |
| PA Certified          | Yes |

|   |   |
|---|---|
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 2860 Mid-Level Mathematics 7-9 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/)  |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Matthew Harvey</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 8440 Earth and Space Science 7-12; Private School - Teacher / 18450 General Science: Sec. Ed. 9-12 |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 8441 (Earth and Space Science, Intermediate)  |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Beth Haas</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12; Instructional II / 3230 English 7-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Christine Hawthorne</b>                          |  |
| PA Certified  | Yes                                      |
| Areas of Certification                              | Instructional II / 6800 Mathematics 7-12 |
| Grades Teaching or Serving                          | 7-12                                     |
| All Areas of Assignment, Subject Areas Teaching, or | 2860 (Middle Level Mathematics,          |

|   |       |
|---|-------|
| Services Provided                             | 7-9)  |
| Number of Hours Annually Worked in Assignment | 1520  |
| Percentage of Time in Certified Position      | 100.0 |
| Percentage of Time in Areas Not Certified     | 0.0   |

| <b>Christina Hayes</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Kristin Helf</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 9225 Special Education N-12 ; Instructional I / 2810 Elementary K-6; Instructional I / 3230 English 7-12; |
| Grades Teaching or Serving  | N-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)   |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Laurie Hiles</b>   |                                       |
|---|---------------------------------------|
| PA Certified  | No                                    |
| Areas of Certification  | Instructional I / 8420 Chemistry 7-12 |
| Grades Teaching or Serving  | 7-12                                  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2880 (Middle Level Science, 7-9)      |
| Number of Hours Annually Worked in Assignment                         | 1520                                  |
| Percentage of Time in Certified Position                              | 100.0                                 |
| Percentage of Time in Areas Not Certified                             | 0.0                                   |

| <b>Elizabeth Hills</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 8440 Earth and Space Science 7-12; Instructional II / 8450 General Science 7-12 |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2880 (Middle Level Science, 7-9)   |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Olivia Hipolit</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2880 Mid-Level Science 7-9; Instructional I / 4810 Health K-12; Instructional I / 4820 Environmental Education K-12; Instructional I / 6420 Library Science K-12; Instructional I / 8405 Biology 7-12; Instructional I / 8450 General Science 7-12; |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 8405 (Biology)  |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Mike Hissam</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 3230 English 7-12                  |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Adriana Hoag</b> |     |
|---------------------|-----|
| PA Certified        | Yes |

|   |   |
|---|---|
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Emily Hockensmith</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Ronald Hockman</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Educational Specialist I / 1875 School Psychologist K-12 |
| Grades Teaching or Serving  | K-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1875 (School Psychologist)                               |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Ashley R Hogan (Bessell)</b>                                       |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |

|   |     |
|---|-----|
| Percentage of Time in Areas Not Certified | 0.0 |
|---|-----|

| <b>Katelyn Hollinger</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Daniel Holman</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Melissa Honeychuck</b>   |                                      |
|---|--------------------------------------|
| PA Certified  | Yes                                  |
| Areas of Certification  | Instructional II / 3230 English 7-12 |
| Grades Teaching or Serving  | 7-12                                 |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2850 (Middle Level English, 7-9)     |
| Number of Hours Annually Worked in Assignment                         | 1520                                 |
| Percentage of Time in Certified Position                              | 100.0                                |
| Percentage of Time in Areas Not Certified                             | 0.0                                  |

| <b>Amanda Hoover</b>   |  |
|------------------------|--|
| PA Certified           | Yes                                    |
| Areas of Certification | Instructional II / 2810 Elementary K-6 |

|   |   |
|---|---|
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Maria Hosein</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 2840 Early Childhood N-3 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)                             |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Mary Hostetler-Nguyen</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Educational Specialist I / 1836 Elementary School Counselor K-6 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1836 (Elementary School Counselor)                              |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Mary Hostetler-Nguyen</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Educational Specialist I / 1837 Secondary School Counselor 7-12 |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1837 (Secondary School Counselor)                               |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Daniel Houlihan</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12                           |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2870/8875 (Middle Level Social Studies, 7-9) (Social Studies, 10-12) |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Ashlee Hoyman</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Nina Hronas</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 7650 Reading Specialist K-12; Instructional II / 9235 Ment and/or Phys Handicapped K-12 |
| Grades Teaching or Serving  | K-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Ryan Huber</b> |     |
|-------------------|-----|
| PA Certified      | Yes |

|   |                                     |
|---|-------------------------------------|
| Areas of Certification  | Instructional I / 4490 Spanish K-12 |
| Grades Teaching or Serving  | K-12                                |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 4490 (Spanish, 7-12)                |
| Number of Hours Annually Worked in Assignment                         | 1520                                |
| Percentage of Time in Certified Position                              | 100.0                               |
| Percentage of Time in Areas Not Certified                             | 0.0                                 |

|   |   |
|---|---|
| <b>Jeffrey Huckenstein</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Anne Hudson</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 2870 Mid-Level Citiz. Ed 7-9 |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2870 (Middle Level Social Studies, 7-9)   |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Emily Hunt</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 3230 English 7-12                   |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Bonnie Hunter</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Lakeshia Hurt (Tucker)</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 7650 Reading Specialist K-12 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 6811 (Title 1/ Remedial Math, Elementary, PreK-6)                                     |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Maureen Iannessa</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6             |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 6811 (Title 1/ Remedial Math, Elementary, PreK-6) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Mark Iannini</b>    |  |
|------------------------|--|
| PA Certified           | Yes  |
| Areas of Certification | Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12 |

|   |                                     |
|---|-------------------------------------|
| Grades Teaching or Serving  | N-12                                |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12) |
| Number of Hours Annually Worked in Assignment                         | 1760                                |
| Percentage of Time in Certified Position                              | 100.0                               |
| Percentage of Time in Areas Not Certified                             | 0.0                                 |

|   |  |
|---|--|
| <b>Sharon Ietto</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Susan Imbriale</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6  |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/); 9900 (Other Not Listed Above (certified personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Brad Inman</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Lauren Ionadi (Branchetti)</b>                                     |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 2860 Mid-Level Mathematics 7-9 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)                                     |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Jonathan Iorio</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Maryanne Jahn</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6       |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Craig Jeffers</b>       |  |
|----------------------------|--|
| PA Certified               | Yes                                    |
| Areas of Certification     | Instructional II / 2810 Elementary K-6 |
| Grades Teaching or Serving | K-6                                    |

|   |   |
|---|---|
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Kristin Jeffers</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | HOUSSE Designation / Bridge Ext 1; Instructional II / 2810 Elementary K-6; Instructional II / 3230 English 7-12; Instructional II / 6800 Math 7-12; Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Nicole Jeffers</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6                |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Jennifer Johnson</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6                |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Jeremiah Johnson</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 3230 English 7-12                   |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Dwight Jones</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9220 Mentally Retarded K-12 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)                                |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Kelly Jones</b>  |                                      |
|---|--------------------------------------|
| PA Certified  | Yes                                  |
| Areas of Certification  | Instructional II / 3230 English 7-12 |
| Grades Teaching or Serving  | 7-12                                 |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 3200 (English/Communication, 10/12)  |
| Number of Hours Annually Worked in Assignment                         | 1520                                 |
| Percentage of Time in Certified Position                              | 100.0                                |
| Percentage of Time in Areas Not Certified                             | 0.0                                  |

| <b>Katherine Kalsey</b>    |  |
|----------------------------|--|
| PA Certified               | Yes  |
| Areas of Certification     | Instructional I / 2810 Elementary K-6; Private School - Teacher / 12833 Nursery/Kindergarten N-K |
| Grades Teaching or Serving | K-6  |

|   |   |
|---|---|
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Deborah Karwoski</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 4805 Health & Physical Educ K-12; Letter of Equivalency / 1185 Master's Equivalency K-12 |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 4810 / 4817 (Health) (Physical Education)   |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Laura Kaupinis</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2825 Grades PK-4; Instructional I / 9226 Special Education PK-8 |
| Grades Teaching or Serving  | N-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)   |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Philip Kelly</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Educational Specialist I / 1837 Secondary School Counselor 7-12; Instructional I / 3230 English 7-12 |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Sara Kelly</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2840 Early Childhood N-3            |
| Grades Teaching or Serving  | N-3   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Kimberly A Kennedy</b>   |                                      |
|---|--------------------------------------|
| PA Certified  | Yes                                  |
| Areas of Certification  | Instructional I / 6800 Math 7-12     |
| Grades Teaching or Serving  | 7-12                                 |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2860 (Middle Level Mathematics, 7-9) |
| Number of Hours Annually Worked in Assignment                         | 760                                  |
| Percentage of Time in Certified Position                              | 100.0                                |
| Percentage of Time in Areas Not Certified                             | 0.0                                  |

| <b>Jennifer Kent</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 2840 Early Childhood N-3 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades4-6 1/)                                      |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Kirk Ketchum</b>                                 |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification                              | Instructional I / 8875 Social Studies 7-12 |
| Grades Teaching or Serving                          | 7-12                                       |
| All Areas of Assignment, Subject Areas Teaching, or | 9900, Other Not Listed Above (             |

|   |                         |
|---|-------------------------|
| Services Provided                             | certificated personnel) |
| Number of Hours Annually Worked in Assignment | 1760                    |
| Percentage of Time in Certified Position      | 100.0                   |
| Percentage of Time in Areas Not Certified     | 0.0                     |

|   |                                     |
|---|-------------------------------------|
| <b>Rachel Klemencic</b>   |                                     |
| PA Certified  | Yes                                 |
| Areas of Certification  | Instructional II / 4410 French K-12 |
| Grades Teaching or Serving  | K-12                                |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 4410 (French, 6-12)                 |
| Number of Hours Annually Worked in Assignment                         | 1520                                |
| Percentage of Time in Certified Position                              | 100.0                               |
| Percentage of Time in Areas Not Certified                             | 0.0                                 |

|   |  |
|---|--|
| <b>Melissa Kohser</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2843 (Kindergarten, age 5, K5)   |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Casimir Korol</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12; Private School - Teacher / 19260 Soc and Emotionally Dist K-12 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Rachel Korol</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 9235 Ment and/or Phys Handicapped K-12 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)   |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Lindsay Kostyak</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Jamie Kotuby</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 9225 Special Education N-12; Instructional I / 2810 Elementary K-6 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Kristin Kovacs</b>                               |  |
|---|--|
| PA Certified  | Yes                                    |
| Areas of Certification                              | Instructional II / 2810 Elementary K-6 |
| Grades Teaching or Serving                          | K-6                                    |
| All Areas of Assignment, Subject Areas Teaching, or | 2845 (Elementary, Intermediate         |

|   |                |
|---|----------------|
| Services Provided                             | Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment | 1520           |
| Percentage of Time in Certified Position      | 100.0          |
| Percentage of Time in Areas Not Certified     | 0.0            |

|   |                                      |
|---|--------------------------------------|
| <b>Kara Kowalczyk</b>   |                                      |
| PA Certified  | Yes                                  |
| Areas of Certification  | Instructional II / 8405 Biology 7-12 |
| Grades Teaching or Serving  | 7-12                                 |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2880 (Middle Level Science, 7-9)     |
| Number of Hours Annually Worked in Assignment                         | 1520                                 |
| Percentage of Time in Certified Position                              | 100.0                                |
| Percentage of Time in Areas Not Certified                             | 0.0                                  |

|   |   |
|---|---|
| <b>Roman Kozak</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12            |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Patricia E Kozimer</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 9225 Special Education N-12; Instructional I / 2810 Elementary K-6; Supervisory / 9215 Supervisor of Special Education K-12 |
| Grades Teaching or Serving  | N-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)   |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Jade Kozlina</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 2840 Early Childhood N-3 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)                               |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Kelly Kushich</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12; Educational Specialist I / 1875 School Psychologist K-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Cori Kusic</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Emergency Permit: Day-to-Day Substitute / 9205 Hearing Impaired N-12; Emergency Permit: Day-to-Day Substitute / 9235 Ment and/or Phys Handicapped K-12; Emergency Permit: Day-to-Day Substitute / 9290 Visually Impaired N-12; Instructional I / 3230 English 7-12 |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2850 (Middle Level English, 7-9)   |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Jacqueline Laffey</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6                |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 586   |
| Percentage of Time in Certified Position                              | 33.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Jacqueline Laffey</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2850 Mid-Level English 7-9         |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 588   |
| Percentage of Time in Certified Position                              | 34.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Jacqueline Laffey</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 7650 Reading Specialist K-12; Letter of Equivalency / 1185 Master's Equivalency K-12 |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)   |
| Number of Hours Annually Worked in Assignment                         | 586   |
| Percentage of Time in Certified Position                              | 33.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Kaylee Lake</b>     |  |
|------------------------|--|
| PA Certified           | Yes  |
| Areas of Certification | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |

|   |                                     |
|---|-------------------------------------|
| Grades Teaching or Serving  | N-12                                |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12) |
| Number of Hours Annually Worked in Assignment                         | 1760                                |
| Percentage of Time in Certified Position                              | 100.0                               |
| Percentage of Time in Areas Not Certified                             | 0.0                                 |

|   |  |
|---|--|
| <b>Julianne Langston Helfrich</b>                                     |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6        |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Shawn Lanious</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 1603 Bus-Computer-Info Tech K-12   |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 440   |
| Percentage of Time in Certified Position                              | 25.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Shawn Lanious</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6                |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 440   |
| Percentage of Time in Certified Position                              | 25.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Shawn Lanious</b>   |   |
|--|---|
| PA Certified   | Yes   |
| Areas of Certification   | Instructional II / 2870 Mid-Level<br>Citiz. Ed 7-9        |
| Grades Teaching or Serving   | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or<br>Services Provided | 9900, Other Not Listed Above (<br>certificated personnel) |
| Number of Hours Annually Worked in Assignment                            | 440   |
| Percentage of Time in Certified Position                                 | 25.0  |
| Percentage of Time in Areas Not Certified                                | 0.0   |

| <b>Shawn Lanious</b>   |   |
|--|---|
| PA Certified   | Yes   |
| Areas of Certification   | Instructional II / 2880 Mid-Level<br>Science 7-9; Administrative / 2300<br>Vocational Admin Director 7-<br>12;Administrative I / 1115<br>Principal K-12 |
| Grades Teaching or Serving   | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or<br>Services Provided | 9900, Other Not Listed Above (<br>certificated personnel)   |
| Number of Hours Annually Worked in Assignment                            | 440   |
| Percentage of Time in Certified Position                                 | 25.0  |
| Percentage of Time in Areas Not Certified                                | 0.0   |

| <b>Rebekah Larson</b>  |   |
|--|---|
| PA Certified   | Yes   |
| Areas of Certification   | Instructional I / 2810 Elementary<br>K-6                  |
| Grades Teaching or Serving   | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or<br>Services Provided | 9900, Other Not Listed Above (<br>certificated personnel) |
| Number of Hours Annually Worked in Assignment                            | 1760  |
| Percentage of Time in Certified Position                                 | 100.0   |
| Percentage of Time in Areas Not Certified                                | 0.0   |

| <b>Whitney Learn Conjeski</b> |  |
|-------------------------------|--|
| PA Certified                  | Yes  |
| Areas of Certification        | Instructional II / 8875 Social<br>Studies 7-12 |
| Grades Teaching or Serving    | 7-12   |

|   |  |
|---|--|
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2870 / 8875 (Middle Level Social Studies, 7-9) (Social Studies, 10-12) |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Laura Lees</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 1603 Bus-Computer-Info Tech K-12    |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Noah Lewis</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12 |
| Grades Teaching or Serving  | 7-12                                       |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2870 (Middle Level Social Studies, 7-9)    |
| Number of Hours Annually Worked in Assignment                         | 1520                                       |
| Percentage of Time in Certified Position                              | 100.0                                      |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Jesse Light</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 588   |
| Percentage of Time in Certified Position                              | 34.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Jesse Light</b>   |   |
|--|---|
| PA Certified   | Yes   |
| Areas of Certification   | Instructional I / 2870 Mid-Level<br>Citiz. Ed 7-9         |
| Grades Teaching or Serving   | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or<br>Services Provided | 9900, Other Not Listed Above (<br>certificated personnel) |
| Number of Hours Annually Worked in Assignment                            | 586   |
| Percentage of Time in Certified Position                                 | 33.0  |
| Percentage of Time in Areas Not Certified                                | 0.0   |

| <b>Jesse Light</b>   |   |
|--|---|
| PA Certified   | Yes   |
| Areas of Certification   | Instructional I / 2880 Mid-Level<br>Science 7-9           |
| Grades Teaching or Serving   | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or<br>Services Provided | 9900, Other Not Listed Above (<br>certificated personnel) |
| Number of Hours Annually Worked in Assignment                            | 586   |
| Percentage of Time in Certified Position                                 | 33.0  |
| Percentage of Time in Areas Not Certified                                | 0.0   |

| <b>Robert Liken</b>  |   |
|--|---|
| PA Certified   | Yes   |
| Areas of Certification   | Instructional II / 1603 Bus-<br>Computer-Info Tech K-12   |
| Grades Teaching or Serving   | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or<br>Services Provided | 9900, Other Not Listed Above (<br>certificated personnel) |
| Number of Hours Annually Worked in Assignment                            | 880   |
| Percentage of Time in Certified Position                                 | 50.0  |
| Percentage of Time in Areas Not Certified                                | 0.0   |

| <b>Robert Liken</b>  |   |
|--|---|
| PA Certified   | Yes   |
| Areas of Certification   | Instructional II / 8875 Social<br>Studies 7-12            |
| Grades Teaching or Serving   | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or<br>Services Provided | 9900, Other Not Listed Above (<br>certificated personnel) |
| Number of Hours Annually Worked in Assignment                            | 880   |

|   |      |
|---|------|
| Percentage of Time in Certified Position  | 50.0 |
| Percentage of Time in Areas Not Certified | 0.0  |

| <b>Justin Lindner</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 2860 Mid-Level Mathematics 7-9 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/)   |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Lisa Lindner</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 2860 Mid-Level Mathematics 7-9; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Megan Lindner</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Administrative II / 1115 Principal K-12; Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12; Supervisory / 9215 Supvr Special Education K-12 |
| Grades Teaching or Serving  | K-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1100/1105/1111 (Elementary Principal) (Secondary Principal) (Principal, K12 or Middle School)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |

|   |     |
|---|-----|
| Percentage of Time in Areas Not Certified | 0.0 |
|---|-----|

| <b>Jennifer Liptak</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 1603 Bus-Computer-Info Tech K-12   |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Jennifer Liptak</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 1668 Marketing / Dist Ed Tchr Coord 7-12 |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)       |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Dana Lolly</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 1603 Bus-Computer-Info Tech K-12   |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Angela Lowmaster</b> |   |
|-------------------------|---|
| PA Certified            | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 2850 Mid-Level English 7-9 |

|   |                                |
|---|--------------------------------|
| Grades Teaching or Serving  | K-6                            |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2843 (Kindergarten, age 5, K5) |
| Number of Hours Annually Worked in Assignment                         | 1760                           |
| Percentage of Time in Certified Position                              | 100.0                          |
| Percentage of Time in Areas Not Certified                             | 0.0                            |

|   |   |
|---|---|
| <b>Courtney Lucci</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Jacob Ludwig</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 4805 Health & Physical Educ K-12    |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Julie Macgregor</b>  |  |
| PA Certified  | Yes                                      |
| Areas of Certification  | Instructional I / 2810 Elementary K-6    |
| Grades Teaching or Serving  | K-6                                      |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/) |
| Number of Hours Annually Worked in Assignment                         | 586                                      |
| Percentage of Time in Certified Position                              | 33.0                                     |
| Percentage of Time in Areas Not Certified                             | 0.0                                      |

| <b>Julie Macgregor</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 3230 English 7-12                   |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 586   |
| Percentage of Time in Certified Position                              | 33.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Julie Macgregor</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/)      |
| Number of Hours Annually Worked in Assignment                         | 588   |
| Percentage of Time in Certified Position                              | 34.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Mike Makowiecki</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 1603 Bus-Computer-Info Tech K-12   |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Stephanie Mangan</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 3230 English 7-12  |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 3200/2850<br>(English/Communication, 10/12)<br>(Middle Level English, 7-9) |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |

|   |     |
|---|-----|
| Percentage of Time in Areas Not Certified | 0.0 |
|---|-----|

| <b>Kelly Manning</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6        |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>David Marchionda</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Jaclyn Marker (McConaughy)</b>                                     |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2840 Early Childhood N-3   |
| Grades Teaching or Serving  | N-3  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844/9900 (Elementary, Primary Grades 1-3 1/); (Other Not Listed Above (certified personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Daniel Marks</b>    |  |
|------------------------|--|
| PA Certified           | Yes  |
| Areas of Certification | Instructional I / 8875 Social Studies 7-12 |

|   |   |
|---|---|
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Dana Marquis</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Educational Specialist II / 1890 School Nurse K-12 |
| Grades Teaching or Serving  | K-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1890 (School Nurse)                                |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Valerie L Marraccini</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Julia Martin</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12            |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Teresa Martin</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 2870 Mid-Level Citiz. Ed 7-9; Instructional II / 9235 Ment and/or Phys Handicapped K-12 |
| Grades Teaching or Serving  | K-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Kyra Matachak</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Educational Specialist II / 1875 School Psychologist K-12 |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1875 (School Psychologist)                                |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Eileen Maxwell</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2860 Mid-Level Mathematics 7-9; Instructional I / 8440 Earth and Space Science 7-12; Instructional I / 8450 General Science 7-12 |
| Grades Teaching or Serving  | 7-9  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2860 (Middle Level Mathematics, 7-9)   |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Brian May</b>       |                                  |
|------------------------|----------------------------------|
| PA Certified           | Yes                              |
| Areas of Certification | Instructional I / 2850 Mid-Level |

|   |   |
|---|---|
|   | English 7-9   |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Brianna K McCracken (Mixer)</b>                                    |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 880  |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Danielle McDowell</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 9225 Special Education N-12; Instructional I / 2810 Elementary K-6 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 880  |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Kelly McGaffic</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |

|   |     |
|---|-----|
| Percentage of Time in Areas Not Certified | 0.0 |
|---|-----|

| <b>Katie McGuire</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2850 Mid-Level English 7-9; Instructional I / 8875 Social Studies 7-12; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)   |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Katie McKinney</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 2840 Early Childhood N-3; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Blake Meehan</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 1603 Bus-Computer-Info Tech K-12 |
| Grades Teaching or Serving  | K-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1606 (Business Education Secondary)                |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Brittany Mentel</b> |  |
|------------------------|--|
|------------------------|--|

|   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Lindsay Michael</b>  |  |
| PA Certified  | Yes                                      |
| Areas of Certification  | Instructional I / 2810 Elementary K-6    |
| Grades Teaching or Serving  | K-6                                      |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/) |
| Number of Hours Annually Worked in Assignment                         | 1760                                     |
| Percentage of Time in Certified Position                              | 100.0                                    |
| Percentage of Time in Areas Not Certified                             | 0.0                                      |

|   |   |
|---|---|
| <b>Erin Mills</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Erin Mills</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |

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

|   |  |
|---|--|
| <b>Lynda Mineard</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 2840 Early Childhood N-3; Instructional II / 9235 Ment and/or Phys Handicapped K-12 |
| Grades Teaching or Serving  | K-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Lisa Monit</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6         |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Christy Morrison</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 586   |
| Percentage of Time in Certified Position                              | 33.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|                         |  |
|-------------------------|--|
| <b>Christy Morrison</b> |  |
|-------------------------|--|

|   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2850 Mid-Level English 7-9          |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 587   |
| Percentage of Time in Certified Position                              | 33.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Christy Morrison</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2860 Mid-Level Mathematics 7-9      |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 587   |
| Percentage of Time in Certified Position                              | 34.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Jill Morrison</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6         |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Allison Mouser</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |

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

| <b>Melanie Mrvichin</b>   |                                      |
|---|--------------------------------------|
| PA Certified  | Yes                                  |
| Areas of Certification  | Instructional II / 3230 English 7-12 |
| Grades Teaching or Serving  | 7-12                                 |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2850 (Middle Level English, 7-9)     |
| Number of Hours Annually Worked in Assignment                         | 1520                                 |
| Percentage of Time in Certified Position                              | 100.0                                |
| Percentage of Time in Areas Not Certified                             | 0.0                                  |

| <b>Merridith L Murray</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Administrative II / 1100 Elementary Principal; Instructional II / 2810 Elementary K-6 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1805 (Assistant to the Superintendent in Charge of Instruction)                       |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Sean Nagle</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Brandy Napoli</b> |  |
|----------------------|--|
|----------------------|--|

|   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 2850 Mid-Level English 7-9 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/)                                       |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Ryan Napolitan</b>   |   |
| PA Certified  | Yes                                     |
| Areas of Certification  | Instructional I / 6800 Mathematics 7-12 |
| Grades Teaching or Serving  | 7-12                                    |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2860 (Middle Level Mathematics, 7-9)    |
| Number of Hours Annually Worked in Assignment                         | 1520                                    |
| Percentage of Time in Certified Position                              | 100.0                                   |
| Percentage of Time in Areas Not Certified                             | 0.0                                     |

|   |   |
|---|---|
| <b>Beth Narad</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6  |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845/9900 (Elementary, Intermediate Grades 4-6 1/)<br>(Other Not Listed Above<br>(certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|                            |   |
|----------------------------|---|
| <b>Juliette Nasiadka</b>   |   |
| PA Certified               | Yes   |
| Areas of Certification     | Administrative / 1115 Principal K-12; Instructional II / 5600 Family-Consumer Sci K-12; Instructional II / 8875 Social Studies 7-12 |
| Grades Teaching or Serving | 7-12  |

|   |   |
|---|---|
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2870 (Middle Level Social Studies, 7-9) |
| Number of Hours Annually Worked in Assignment                         | 1520                                    |
| Percentage of Time in Certified Position                              | 100.0                                   |
| Percentage of Time in Areas Not Certified                             | 0.0                                     |

|   |  |
|---|--|
| <b>Orsola Nebel</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6        |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Maria Neely</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)           |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Christina Nelson</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 3230 English 7-12 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades4-6 1/)                                 |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Carol Newell</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6        |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Valerie Nizer</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6                |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Kara Nuzzo</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6        |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Amy Nyeholt</b>  |                                     |
|---|-------------------------------------|
| PA Certified  | Yes                                 |
| Areas of Certification  | Instructional I / 3230 English 7-12 |
| Grades Teaching or Serving  | 7-12                                |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 3200 (English/Communication, 10/12) |
| Number of Hours Annually Worked in Assignment                         | 1520                                |
| Percentage of Time in Certified Position                              | 100.0                               |

|   |     |
|---|-----|
| Percentage of Time in Areas Not Certified | 0.0 |
|---|-----|

| <b>Amy O'Brien</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6                |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 661   |
| Percentage of Time in Certified Position                              | 38.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Amy O'Brien</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2850 Mid-Level English 7-9 |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2850 (Middle Level English, 7-9)              |
| Number of Hours Annually Worked in Assignment                         | 440   |
| Percentage of Time in Certified Position                              | 25.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Amy O'Brien</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 3230 English 7-12                  |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 659   |
| Percentage of Time in Certified Position                              | 37.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Sarah Ochtun</b>    |  |
|------------------------|--|
| PA Certified           | Yes  |
| Areas of Certification | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |

|   |                                     |
|---|-------------------------------------|
| Grades Teaching or Serving  | N-12                                |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12) |
| Number of Hours Annually Worked in Assignment                         | 1760                                |
| Percentage of Time in Certified Position                              | 100.0                               |
| Percentage of Time in Areas Not Certified                             | 0.0                                 |

|   |   |
|---|---|
| <b>Margie O'Neill</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6                |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Courtney Orio</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Afton Orr</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2860 Mid-Level Mathematics 7-9      |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Afton Orr</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 4805 Health & Physical Educ K-12    |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>John Oster</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 3230 English 7-12                   |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Breanne Paraniuk</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 6800 Mathematics 7-12  |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2860/ 9900 (Middle Level Mathematics, 7-9) (Other Not Listed Above (certificated personnel)) |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Robin Parker</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 1610 Accounting 7-12                |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |

|   |      |
|---|------|
| Number of Hours Annually Worked in Assignment | 588  |
| Percentage of Time in Certified Position      | 34.0 |
| Percentage of Time in Areas Not Certified     | 0.0  |

| <b>Robin Parker</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 1640 Marketing<br>7-12              |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 586   |
| Percentage of Time in Certified Position                              | 33.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Robin Parker</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 1660 Typewriting<br>7-12            |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 586   |
| Percentage of Time in Certified Position                              | 33.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Brian Partyka</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 8875 Social<br>Studies 7-12 |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 8875 (Social Studies 10-12)                    |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Erin Patterson</b> |     |
|-----------------------|-----|
| PA Certified          | Yes |

|  |  |
|--|--|
| Areas of Certification   | Instructional II / 1405 Art K-12;<br>Instructional II / 9225 Special<br>Education N-12 |
| Grades Teaching or Serving   | K-12   |
| All Areas of Assignment, Subject Areas Teaching, or<br>Services Provided | 9900, Other Not Listed Above (<br>certificated personnel)                              |
| Number of Hours Annually Worked in Assignment                            | 1760   |
| Percentage of Time in Certified Position                                 | 100.0  |
| Percentage of Time in Areas Not Certified                                | 0.0  |

|  |  |
|--|--|
| <b>Molly Patterson</b>   |  |
| PA Certified   | Yes  |
| Areas of Certification   | Instructional I / 2810 Elementary<br>K-6         |
| Grades Teaching or Serving   | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or<br>Services Provided | 2845 (Elementary, Intermediate<br>Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                            | 1520   |
| Percentage of Time in Certified Position                                 | 100.0  |
| Percentage of Time in Areas Not Certified                                | 0.0  |

|  |  |
|--|--|
| <b>Doug Pavkovich</b>  |  |
| PA Certified   | Yes  |
| Areas of Certification   | Instructional I / 2810 Elementary<br>K-6; Instructional I / 2860 Mid-<br>Level Mathematics 7-9;<br>Instructional I / 2880 Mid-Level<br>Science 7-9; Supervisory / 2915<br>Supvr Curriculum & Inst K-12 |
| Grades Teaching or Serving   | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or<br>Services Provided | 2811 ( Gifted Classes, Elementary<br>PreK-6)   |
| Number of Hours Annually Worked in Assignment                            | 1760   |
| Percentage of Time in Certified Position                                 | 100.0  |
| Percentage of Time in Areas Not Certified                                | 0.0  |

|   |   |
|---|---|
| <b>Kathleen Pavkovich</b>                           |   |
| PA Certified  | Yes   |
| Areas of Certification                              | Instructional I / 2860 Mid-Level<br>Mathematics 7-9 |
| Grades Teaching or Serving                          | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or | 9900, Other Not Listed Above (                      |

|   |                         |
|---|-------------------------|
| Services Provided                             | certificated personnel) |
| Number of Hours Annually Worked in Assignment | 880                     |
| Percentage of Time in Certified Position      | 50.0                    |
| Percentage of Time in Areas Not Certified     | 0.0                     |

|   |   |
|---|---|
| <b>Kathleen Pavkovich</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 6800 Mathematics<br>7-12            |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Sarah M Peck</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary<br>K-6; Instructional I / 9225 Special<br>Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Amanda Peduzzi</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary<br>K-6; Instructional I / 2850 Mid-<br>Level English 7-9; Instructional I /<br>9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Mark Perich</b>  |   |
|---|---|
| PA Certified  | Yes                                     |
| Areas of Certification  | Instructional I / 6800 Mathematics 7-12 |
| Grades Teaching or Serving  | 7-12                                    |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 6800 (Mathematics, 10-12)               |
| Number of Hours Annually Worked in Assignment                         | 1520                                    |
| Percentage of Time in Certified Position                              | 100.0                                   |
| Percentage of Time in Areas Not Certified                             | 0.0                                     |

| <b>Paul Pero</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 4490 Spanish K-12; Instructional II / 8875 Social Studies 7-12 |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 4490 (Spanish, 7-12)  |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Melinda Peterman</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 2860 Mid-Level Mathematics 7-9 |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2860 (Middle Level Mathematics, 7-9)  |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Brittany Pisano</b>     |  |
|----------------------------|--|
| PA Certified               | Yes  |
| Areas of Certification     | Instructional I / 9225 Special Education N-12; Instructional I / 2810 Elementary K-6 |
| Grades Teaching or Serving | N-12   |

|   |                                     |
|---|-------------------------------------|
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12) |
| Number of Hours Annually Worked in Assignment                         | 880                                 |
| Percentage of Time in Certified Position                              | 100.0                               |
| Percentage of Time in Areas Not Certified                             | 0.0                                 |

| <b>Patricia Plummer</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6                |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Elizabeth Podolak</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 3230 English 7-12                   |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Wendy Polochak</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 6800 Math 7-12; Instructional I / 8405 Biology 7-12; Instructional I / 8420 Chemistry 7-12; Instructional I / 8450 General Science 7-12; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 8405 (Biology)   |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Michelle Poskin</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Administrative I / 1115 Principal K-12; Instructional II / 2810 Elementary K-6; Instructional II / 2850 Mid-Level English 7-9 |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1100/1111 (Elementary Principal) (Principal, K12 or Middle School)  |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Kenneth Powell</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Administrative I / 1100 Elementary Principal K-6; Administrative II / 1105 Secondary Principal 7-12; Instructional II / 7205 Music K-12; Letter of Eligibility / 1150 Superintendent K-12 |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1805 (Assistant to the Superintendent in Charge of Instruction)   |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Kimberly Refosco</b>   |                                     |
|---|-------------------------------------|
| PA Certified  | Yes                                 |
| Areas of Certification  | Instructional I / 4490 Spanish K-12 |
| Grades Teaching or Serving  | K-12                                |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 4490 (Spanish, 7-12)                |
| Number of Hours Annually Worked in Assignment                         | 1520                                |
| Percentage of Time in Certified Position                              | 100.0                               |
| Percentage of Time in Areas Not Certified                             | 0.0                                 |

| <b>Nicholas Rhodes</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 6800 Mathematics 7-12               |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Tracy Pratt (Widmer)</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 2840 Early Childhood N-3 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/)  |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Bryan Pratte</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6        |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Bryan Pratte</b>                                 |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification                              | Instructional II / 2880 Mid-Level Science 7-9; Administrative I / 1115 Principal K-12 |
| Grades Teaching or Serving                          | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or | 9900, Other Not Listed Above (  |

|   |                         |
|---|-------------------------|
| Services Provided                             | certificated personnel) |
| Number of Hours Annually Worked in Assignment | 880                     |
| Percentage of Time in Certified Position      | 50.0                    |
| Percentage of Time in Areas Not Certified     | 0.0                     |

|   |   |
|---|---|
| <b>Mary Procovich</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 9235 Ment and/or Phys Handicapped K-12 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)   |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Robert Pulcini</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Educational Specialist I / 1836 Elementary School Counselor K-6 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1836 (Elementary School Counselor)                              |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Robert Pulcini</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Educational Specialist I / 1837 Secondary School Counselor 7-12 |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1837 (Secondary School Counselor)                               |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|                  |  |
|------------------|--|
| <b>Paul Pupi</b> |  |
|------------------|--|

|  |   |
|--|---|
| PA Certified   | Yes   |
| Areas of Certification   | Educational Specialist II / 1837<br>Secondary School Counselor 7-12 |
| Grades Teaching or Serving   | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or<br>Services Provided | 1837 (Secondary School<br>Counselor)                                |
| Number of Hours Annually Worked in Assignment                            | 1760  |
| Percentage of Time in Certified Position                                 | 100.0   |
| Percentage of Time in Areas Not Certified                                | 0.0   |

| <b>Robert Pyle</b>   |  |
|--|--|
| PA Certified   | Yes  |
| Areas of Certification   | Instructional II / 2810 Elementary<br>K-6  |
| Grades Teaching or Serving   | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or<br>Services Provided | 2844/9900 (Elementary, Primary<br>Grades 1-3 1/); (Other Not Listed<br>Above (certified personnel) |
| Number of Hours Annually Worked in Assignment                            | 1760   |
| Percentage of Time in Certified Position                                 | 100.0  |
| Percentage of Time in Areas Not Certified                                | 0.0  |

| <b>Darlene Radanovich</b>  |  |
|--|--|
| PA Certified   | Yes  |
| Areas of Certification   | Instructional II / 2810 Elementary<br>K-6; Instructional II / 2870 Mid-<br>Level Citiz. Ed 7-9 |
| Grades Teaching or Serving   | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or<br>Services Provided | 2844 (Elementary, Primary Grades<br>1-3 1/)  |
| Number of Hours Annually Worked in Assignment                            | 1760   |
| Percentage of Time in Certified Position                                 | 100.0  |
| Percentage of Time in Areas Not Certified                                | 0.0  |

| <b>Kimberly Rangel</b>   |   |
|--|---|
| PA Certified   | Yes   |
| Areas of Certification   | Instructional I / 2810 Elementary<br>K-6; Instructional I / 7650 Reading<br>Specialist K-12 |
| Grades Teaching or Serving   | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or<br>Services Provided | 2844 (Elementary, Primary Grades<br>1-3 1/)   |

|   |       |
|---|-------|
| Number of Hours Annually Worked in Assignment | 1520  |
| Percentage of Time in Certified Position      | 100.0 |
| Percentage of Time in Areas Not Certified     | 0.0   |

|   |   |
|---|---|
| <b>Chad Rea</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12            |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Erica Record</b>   |  |
| PA Certified  | Yes                                      |
| Areas of Certification  | Instructional II / 2810 Elementary K-6   |
| Grades Teaching or Serving  | K-6                                      |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/) |
| Number of Hours Annually Worked in Assignment                         | 1760                                     |
| Percentage of Time in Certified Position                              | 100.0                                    |
| Percentage of Time in Areas Not Certified                             | 0.0                                      |

|   |  |
|---|--|
| <b>Joan Reda (Cartledge)</b>  |  |
| PA Certified  | Yes                                      |
| Areas of Certification  | Instructional II / 6800 Mathematics 7-12 |
| Grades Teaching or Serving  | 7-12                                     |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 6800 (Mathematics, 10-12)                |
| Number of Hours Annually Worked in Assignment                         | 1520                                     |
| Percentage of Time in Certified Position                              | 100.0                                    |
| Percentage of Time in Areas Not Certified                             | 0.0                                      |

|                 |     |
|-----------------|-----|
| <b>Amy Reed</b> |     |
| PA Certified    | Yes |

|   |  |
|---|--|
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 2880 Mid-Level Science 7-9; Instructional II / 7650 Reading Specialist K-12 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/)  |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Lindsey Ribar</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Tami Riggle</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 6800 Mathematics 7-12 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/)   |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|                            |   |
|----------------------------|---|
| <b>Denise Rivera Lopez</b> |   |
| PA Certified               | Yes   |
| Areas of Certification     | Instructional II / 4490 Spanish K-12; Instructional II / 9225 Special Education N-12; Instructional II / 9290 Visually Impaired K-12; Program Specialist / 4499 English as a Second Language (ESL) K-12 |

|   |                      |
|---|----------------------|
| Grades Teaching or Serving  | K-12                 |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 4490 (Spanish, 7-12) |
| Number of Hours Annually Worked in Assignment                         | 1520                 |
| Percentage of Time in Certified Position                              | 100.0                |
| Percentage of Time in Areas Not Certified                             | 0.0                  |

|   |   |
|---|---|
| <b>Marcella Roach</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 4805 Health & Physical Educ K-12   |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 4801/4802 (Health and Physical Education, Elementary, PreK-6)<br>(Health and Physical Education, Secondary, 7-12) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Michelle Rodgers (Miller)</b>                                      |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12            |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Mary Kay Rohanna</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Educational Specialist I / 1825 Inst Technology Specialist K-12;<br>Instructional II / 2810 Elementary K-6 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/)  |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |

|   |     |
|---|-----|
| Percentage of Time in Areas Not Certified | 0.0 |
|---|-----|

| <b>Joyce Rose</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6                |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Michele Rossell</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 6800 Mathematics 7-12                          |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2860 / 6800 (Middle Level Mathematics, 7-9) (Mathematics, 10-12) |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Jasmine Rudy</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Richard Russell</b> |                                       |
|------------------------|---------------------------------------|
| PA Certified           | Yes                                   |
| Areas of Certification | Instructional I / 2810 Elementary K-6 |

|   |   |
|---|---|
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Kelly Ruzzi</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2860 Mid-Level Mathematics 7-9      |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Kelly Ruzzi</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2870 Mid-Level Citiz. Ed 7-9; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)   |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Stacy Sampson</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 2860 Mid-Level Mathematics 7-9 |
| Grades Teaching or Serving  | 7-9   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2860 (Middle Level Mathematics, 7-9)  |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Antoinette Santilli</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Emergency Permit: LT Sub with Educationa / 1820 Instructional Media Spec K-12; Instructional I / 2810 Elementary K-6 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 6811 (Title 1/ Remedial Math, Elementary, PreK-6   |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Heidi Sarracino</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Program Specialist / 4499 English as a Second Language (ESL) K-12                                     |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844/2845/9900 (Elementary, Primary Grades 1-3 1/)<br>(Elementary, Intermediate Grades 4-6 1/) (Other Not Listed Above (certified personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Abbey Scarcsella</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6       |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Carrie Schlosser</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6  |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844/9900 (Elementary, Primary Grades 1-3 1/); (Other Not Listed Above (certified personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Jamie L Seelman</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 2850 Mid-Level English 7-9 ; Instructional I / 2860 Mid-Level Math 7-9; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Angelica Shaffer (Molinaro)</b>                                    |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Elya Shaheen</b>    |                                   |
|------------------------|-----------------------------------|
| PA Certified           | Yes                               |
| Areas of Certification | Instructional I / 2810 Elementary |

|   |   |
|---|---|
|   | K-6   |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Lindsay Shaw</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 2860 Mid-Level Mathematics 7-9; Instructional I / 3230 English 7-12; Instructional I / 9225 Special Education N-12; Letter of Equivalency / 1185 Master's Equivalency K-12 |
| Grades Teaching or Serving  | N-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)   |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Heather Sheyn</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 2840 Early Childhood N-3                       |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845/9900 (Elementary, Intermediate Grades 4-6 1/)<br>(Other Not Listed Above (certificated personnel)) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|                        |  |
|------------------------|--|
| <b>Jennifer Shoaf</b>  |  |
| PA Certified           | Yes                                    |
| Areas of Certification | Instructional II / 2810 Elementary K-6 |

|   |   |
|---|---|
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Michael Shoaf</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Administrative II / 1115 Principal K-12; Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12; Supervisory / 9215 Supvr Special Education K-12 |
| Grades Teaching or Serving  | K-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1100/1105/1111 (Elementary Principal) (Secondary Principal) (Principal, K12 or Middle School)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |                                  |
|---|----------------------------------|
| <b>Amanda Silvestri</b>   |                                  |
| PA Certified  | Yes                              |
| Areas of Certification  | Instructional II / 1405 Art K-12 |
| Grades Teaching or Serving  | K-12                             |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1402 (Art, Secondary, 7-12)      |
| Number of Hours Annually Worked in Assignment                         | 760                              |
| Percentage of Time in Certified Position                              | 50.0                             |
| Percentage of Time in Areas Not Certified                             | 0.0                              |

|   |                                      |
|---|--------------------------------------|
| <b>Amanda Silvestri</b>   |                                      |
| PA Certified  | Yes                                  |
| Areas of Certification  | Instructional II / 4490 Spanish K-12 |
| Grades Teaching or Serving  | K-12                                 |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 4490 (Spanish, 7-12)                 |
| Number of Hours Annually Worked in Assignment                         | 760                                  |
| Percentage of Time in Certified Position                              | 50.0                                 |

|   |     |
|---|-----|
| Percentage of Time in Areas Not Certified | 0.0 |
|---|-----|

| <b>Karry Simmel</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Administrative I / 1115 Principal K-12; Instructional II / 2810 Elementary K-6 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)                          |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Stephanie Simoni</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Nancy Sims</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Letter of Equivalency / 1185 Master's Equivalency K-12 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Stephanie Skinner-Hinton</b> |     |
|---------------------------------|-----|
| PA Certified                    | Yes |

|   |   |
|---|---|
| Areas of Certification  | Instructional II / 8875 Social Studies 7-12 |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 8875 (Social Studies 10-12)                 |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0                                       |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Angela Small</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 2840 Early Childhood N-3 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)                             |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Dennis Smalley</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Administrative I / 1115 Principal K-12; Instructional II / 6800 Mathematics 7-12; Instructional II / 8405 Biology 7-12 |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2860 (Middle Level Mathematics, 7-9)   |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Hiedi Smith</b>                                  |   |
| PA Certified  | Yes   |
| Areas of Certification                              | Instructional I / 8875 Social Studies 7-12; Private School - Teacher / 12833 Nursery/Kindergarten N-K |
| Grades Teaching or Serving                          | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or | 9900, Other Not Listed Above (  |

|   |                         |
|---|-------------------------|
| Services Provided                             | certificated personnel) |
| Number of Hours Annually Worked in Assignment | 1760                    |
| Percentage of Time in Certified Position      | 100.0                   |
| Percentage of Time in Areas Not Certified     | 0.0                     |

|   |  |
|---|--|
| <b>Stephanie Smith</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Educational Specialist 1 / 1836<br>Elementary School Counselor K-6 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1836 (Elementary School Counselor)                                 |
| Number of Hours Annually Worked in Assignment                         | 880  |
| Percentage of Time in Certified Position                              | 50.0   |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Stephanie Smith</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Educational Specialist 1 / 1837<br>Secondary School Counselor 7-12 |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1837 (Secondary School Counselor)                                  |
| Number of Hours Annually Worked in Assignment                         | 880  |
| Percentage of Time in Certified Position                              | 50.0   |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Pam Sokol</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12            |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|                        |     |
|------------------------|-----|
| <b>Danny J Sonsini</b> |     |
| PA Certified           | Yes |

|   |  |
|---|--|
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Jon Spanik</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Administrative I / 1115 Principal K-12; Instructional II / 2810 Elementary K-6                |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1100/1105/1111 (Elementary Principal) (Secondary Principal) (Principal, K12 or Middle School) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Melissa Spooner</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/)  |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Amanda Springer</b>                              |  |
| PA Certified  | Yes  |
| Areas of Certification                              | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving                          | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or | 9225 (Special Ed, Resource PreK-   |

|   |       |
|---|-------|
| Services Provided                             | 12)   |
| Number of Hours Annually Worked in Assignment | 1760  |
| Percentage of Time in Certified Position      | 100.0 |
| Percentage of Time in Areas Not Certified     | 0.0   |

|   |   |
|---|---|
| <b>Jacob J Springer</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)           |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Leslie Stack</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Sarah Steder</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12 |
| Grades Teaching or Serving  | 7-12                                       |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2870 (Middle Level Social Studies, 7-9)    |
| Number of Hours Annually Worked in Assignment                         | 1520                                       |
| Percentage of Time in Certified Position                              | 100.0                                      |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|                        |     |
|------------------------|-----|
| <b>Thomas Strauman</b> |     |
| PA Certified           | Yes |

|   |   |
|---|---|
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 3200 Communications 7-12 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/)  |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |                                      |
|---|--------------------------------------|
| <b>Danielle Summerville</b>   |                                      |
| PA Certified  | Yes                                  |
| Areas of Certification  | Instructional II / 3230 English 7-12 |
| Grades Teaching or Serving  | 7-12                                 |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 3200 (English/Communication, 10/12)  |
| Number of Hours Annually Worked in Assignment                         | 1520                                 |
| Percentage of Time in Certified Position                              | 100.0                                |
| Percentage of Time in Areas Not Certified                             | 0.0                                  |

|   |   |
|---|---|
| <b>Sara Swogger</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 7650 Reading Specialist K-12; Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades4-6 1/)  |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|                            |  |
|----------------------------|--|
| <b>Jennifer Temple</b>     |  |
| PA Certified               | Yes  |
| Areas of Certification     | Administrative I / 1115 Principal K-12; Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving | K-6  |

|   |                                |
|---|--------------------------------|
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2843 (Kindergarten, age 5, K5) |
| Number of Hours Annually Worked in Assignment                         | 1760                           |
| Percentage of Time in Certified Position                              | 100.0                          |
| Percentage of Time in Areas Not Certified                             | 0.0                            |

|   |                                       |
|---|---------------------------------------|
| <b>Kelly Testa (Rago)</b>   |                                       |
| PA Certified  | Yes                                   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6 |
| Grades Teaching or Serving  | K-6                                   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2843 (Kindergarten, age 5, K5)        |
| Number of Hours Annually Worked in Assignment                         | 1760                                  |
| Percentage of Time in Certified Position                              | 100.0                                 |
| Percentage of Time in Areas Not Certified                             | 0.0                                   |

|   |  |
|---|--|
| <b>Casey Theobald</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 4805 Health & Physical Educ K-12 |
| Grades Teaching or Serving  | K-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 4817 (Physical Education)                          |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Lisa Thomas</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 8420 Chemistry 7-12      |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 8450 (General Science, Intermediate, 10-12) |
| Number of Hours Annually Worked in Assignment                         | 760   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|                     |  |
|---------------------|--|
| <b>Araina Tivis</b> |  |
|---------------------|--|

|   |                                      |
|---|--------------------------------------|
| PA Certified  | Yes                                  |
| Areas of Certification  | Instructional II / 3230 English 7-12 |
| Grades Teaching or Serving  | 7-12                                 |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2850 (Middle Level English, 7-9)     |
| Number of Hours Annually Worked in Assignment                         | 1520                                 |
| Percentage of Time in Certified Position                              | 100.0                                |
| Percentage of Time in Areas Not Certified                             | 0.0                                  |

|   |   |
|---|---|
| <b>Vincent Trombetta</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Administrative I / 1100 Elementary Principal K-6; Administrative II / 1105 Secondary Principal 7-12; Instructional II / 2810 Elementary K-6 |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1805 (Assistant to the Superintendent in Charge of Instruction)   |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Amber Turley</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12; Administrative I / 1115 Principal K-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|                        |                                       |
|------------------------|---------------------------------------|
| <b>Eva Vaccaro</b>     |                                       |
| PA Certified           | Yes                                   |
| Areas of Certification | Instructional I / 2810 Elementary K-6 |

|   |   |
|---|---|
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Lon Valentine</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12                               |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 8860/8880 ((Psychology, Social or Behavioral Science) (Sociology, 10-12) |
| Number of Hours Annually Worked in Assignment                         | 1520   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>James Vanderschaaff</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12   |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2870/9900 (Middle Level Social Studies, 7-9) Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Dominic M Vanucci</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12            |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Jennifer Vanucci</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)            |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Natasha Vasquez Lee</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 3230 English 7-12 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2843 (Kindergarten, age 5, K5)   |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Emily Velte</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2860 Mid-Level Mathematics 7-9; Instructional II / 5600 Family-Consumer Sci K-12; Instructional II / 8875 Social Studies 7-12; Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>James Vendemia</b> |     |
|-----------------------|-----|
| PA Certified          | Yes |

|   |   |
|---|---|
| Areas of Certification  | Instructional II / 3230 English 7-12;                 |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>James Vendemia</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 6420 Library Science K-12; Administrative I / 1115 Principal K-12 |
| Grades Teaching or Serving  | K-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)                                |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Renee Vendemia</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2840 Early Childhood N-3  |
| Grades Teaching or Serving  | N-3   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2843/9900 (Kindergarten, age 5, K5) Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>John Venturella</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 2870 Mid-Level Citiz. Ed 7-9; Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/)   |

|   |       |
|---|-------|
| Number of Hours Annually Worked in Assignment | 1520  |
| Percentage of Time in Certified Position      | 100.0 |
| Percentage of Time in Areas Not Certified     | 0.0   |

|   |  |
|---|--|
| <b>Bradley Vitale</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Morgan M Voltz</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 6800 Math 7-12                      |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Cher Wagner</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|                    |     |
|--------------------|-----|
| <b>Ashli Waida</b> |     |
| PA Certified       | Yes |

|   |  |
|---|--|
| Areas of Certification  | Instructional II / 2810 Elementary K-6   |
| Grades Teaching or Serving  | K-6                                      |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520                                     |
| Percentage of Time in Certified Position                              | 100.0                                    |
| Percentage of Time in Areas Not Certified                             | 0.0                                      |

|   |   |
|---|---|
| <b>George Walaan</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Deborah Wallace</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Emergency Permit: LT Sub with No Educati / 8470 Physics 7-12; Instructional II / 8420 Chemistry 7-12; |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 8420 (Chemistry)  |
| Number of Hours Annually Worked in Assignment                         | 760   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Deborah Wallace</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 8450 General Science 7-12 |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 8450 (General Science, Intermediate, 10-12)  |
| Number of Hours Annually Worked in Assignment                         | 760  |
| Percentage of Time in Certified Position                              | 50.0   |

|   |     |
|---|-----|
| Percentage of Time in Areas Not Certified | 0.0 |
|---|-----|

|   |   |
|---|---|
| <b>Elizabeth Walter</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 8875 Social Studies 7-12; Program Specialist / 4499 English as a Second Language (ESL) K-12 |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)   |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Heather M Wehman</b>   |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6 ; Instructional I / 9226 Special Education PK-8 |
| Grades Teaching or Serving  | N-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)   |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |   |
|---|---|
| <b>Kristin Williams (Jordan)</b>                                      |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9235 Ment and/or Phys Handicapped K-12 |
| Grades Teaching or Serving  | K-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)   |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|                        |  |
|------------------------|--|
| <b>Kristi Williams</b> |  |
|------------------------|--|

|   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 9225 Special Education N-12; Instructional II / 2810 Elementary K-6 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel)                                  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |   |
|---|---|
| <b>Kristina Williams</b>  |   |
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2810 Elementary K-6                 |
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Melissa Williams</b>   |  |
| PA Certified  | Yes                                      |
| Areas of Certification  | Instructional I / 2810 Elementary K-6    |
| Grades Teaching or Serving  | K-6                                      |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/) |
| Number of Hours Annually Worked in Assignment                         | 1760                                     |
| Percentage of Time in Certified Position                              | 100.0                                    |
| Percentage of Time in Areas Not Certified                             | 0.0                                      |

|   |  |
|---|--|
| <b>Sara E Willis</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 2810 Elementary K-6; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |

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

| <b>Audrey Wilson</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6; Instructional II / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9225 (Special Ed, Resource PreK-12)  |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Sean Wisniewski</b>  |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 8875 Social Studies 7-12           |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 9900, Other Not Listed Above (certificated personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Eric Woelfel</b>   |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Administrative / 1115 Principal K-12; Instructional II / 2810 Elementary K-6 |
| Grades Teaching or Serving  | K-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1805 (Assistant to the Superintendent in Charge of Instruction)              |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Marci Wojtas (Colantoni)</b> |  |
|---------------------------------|--|
|                                 |  |

|   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional I / 2840 Early Childhood N-3; Instructional I / 9225 Special Education N-12 |
| Grades Teaching or Serving  | N-3   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844 (Elementary, Primary Grades 1-3 1/)  |
| Number of Hours Annually Worked in Assignment                         | 1760  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Alison Wojtkowiak</b>  |  |
| PA Certified  | Yes                                      |
| Areas of Certification  | Instructional II / 6800 Mathematics 7-12 |
| Grades Teaching or Serving  | 7-12                                     |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2860 (Middle Level Mathematics, 7-9)     |
| Number of Hours Annually Worked in Assignment                         | 1520                                     |
| Percentage of Time in Certified Position                              | 100.0                                    |
| Percentage of Time in Areas Not Certified                             | 0.0                                      |

|   |  |
|---|--|
| <b>Laurie Wrona</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 2810 Elementary K-6   |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2844/9900 (Elementary, Primary Grades 1-3 1/); (Other Not Listed Above (certified personnel) |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Alesha Yaria</b>   |  |
| PA Certified  | Yes  |
| Areas of Certification  | Educational Specialist II / 1836 Elementary School Counselor K-6 |
| Grades Teaching or Serving  | K-6  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1836 (Elementary School Counselor)                               |
| Number of Hours Annually Worked in Assignment                         | 880  |

|   |      |
|---|------|
| Percentage of Time in Certified Position  | 50.0 |
| Percentage of Time in Areas Not Certified | 0.0  |

| <b>Alesha Yaria</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Educational Specialist II / 1837<br>Secondary School Counselor 7-12 |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1837 (Secondary School Counselor)                                   |
| Number of Hours Annually Worked in Assignment                         | 880   |
| Percentage of Time in Certified Position                              | 50.0  |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Jessica Yeager</b>   |   |
|---|---|
| PA Certified  | Yes   |
| Areas of Certification  | Instructional II / 6800<br>Mathematics 7-12 |
| Grades Teaching or Serving  | 7-12  |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2860 (Middle Level Mathematics, 7-9)        |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0                                       |
| Percentage of Time in Areas Not Certified                             | 0.0   |

| <b>Amy Zachewicz</b>  |  |
|---|--|
| PA Certified  | Yes  |
| Areas of Certification  | Instructional I / 1405 Art K-12                            |
| Grades Teaching or Serving  | K-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1401/1402 (Art, Elementary, PreK-6) (Art, Secondary, 7-12) |
| Number of Hours Annually Worked in Assignment                         | 1760   |
| Percentage of Time in Certified Position                              | 100.0  |
| Percentage of Time in Areas Not Certified                             | 0.0  |

| <b>Kelly Zeigler</b>   |  |
|------------------------|--|
| PA Certified           | Yes                                      |
| Areas of Certification | Instructional I / 2810 Elementary<br>K-6 |

|   |   |
|---|---|
| Grades Teaching or Serving  | K-6   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 2845 (Elementary, Intermediate Grades 4-6 1/) |
| Number of Hours Annually Worked in Assignment                         | 1520  |
| Percentage of Time in Certified Position                              | 100.0   |
| Percentage of Time in Areas Not Certified                             | 0.0   |

|   |  |
|---|--|
| <b>Lawrence Zigerell</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 1405 Art K-12;<br>Instructional II / 1603 Bus-Computer-Info Tech K-12;<br>Instructional II / 1668 Marketing / Dist Ed Tchr Coord 7-12;<br>Instructional II / 3200 Communications 7-12;<br>Instructional II / 3230 English 7-12;Instructional II / 4030 Latin K-12 |
| Grades Teaching or Serving  | K-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 1606 (Business Education Secondary)  |
| Number of Hours Annually Worked in Assignment                         | 253  |
| Percentage of Time in Certified Position                              | 20.0   |
| Percentage of Time in Areas Not Certified                             | 0.0  |

|   |  |
|---|--|
| <b>Lawrence Zigerell</b>  |  |
| PA Certified  | Yes  |
| Areas of Certification  | Instructional II / 6420 Library Science K-12; Instructional II / 6800 Mathematics 7-12;<br>Instructional II / 7650 Reading Specialist K-12;Instructional II / 8470 Physics 7-12; Instructional II / 8875 Social Studies 7-12 |
| Grades Teaching or Serving  | 7-12   |
| All Areas of Assignment, Subject Areas Teaching, or Services Provided | 8470 (Physics, 10-12)  |
| Number of Hours Annually Worked in Assignment                         | 1267   |
| Percentage of Time in Certified Position                              | 80.0   |
| Percentage of Time in Areas Not Certified                             | 0.0  |

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

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***Quality of Teaching and Other Staff***

| <b>Position Categories</b>                            | <b>All Employed per Category</b> | <b>Appropriately Certified</b> | <b>Promoted</b> | <b>Transferred</b> | <b>Terminated</b> | <b>Contracted for Following Year</b> |
|---|----------------------------------|--------------------------------|-----------------|--------------------|-------------------|--------------------------------------|
| Chief Academic Officer/Director                       | 1.00                             | 1.00                           |                 |                    |                   |                                      |
| Principal   | 8.00                             | 8.00                           |                 |                    | 1.00              |                                      |
| Assistant Principal                                   | 1.00                             | 1.00                           |                 |                    |                   |                                      |
| Classroom Teacher (including Master Teachers)         | 178.00                           | 178.00                         |                 |                    | 5.00              |                                      |
| Specialty Teacher (including Master Teachers)         |                                  |                                |                 |                    |                   |                                      |
| Special Education Teacher (including Master Teachers) | 67.00                            | 67.00                          |                 |                    | 9.00              |                                      |
| Special Education Coordinator                         |                                  |                                |                 |                    |                   |                                      |
| Counselor   | 5.00                             | 5.00                           |                 |                    |                   |                                      |
| Psychologist  | 3.00                             | 3.00                           |                 |                    |                   |                                      |
| School Nurse  | 1.00                             | 1.00                           |                 |                    |                   |                                      |
| <b>Totals</b>   | <b>264.00</b>                    | <b>264.00</b>                  | <b>0</b>        | <b>0</b>           | <b>15.00</b>      | <b>0</b>                             |

**Further explanation:**

*This narrative is empty.*

# Fiscal Matters

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## *Major Fundraising Activities*

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

None

## *Fiscal Solvency Policies*

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

The PA Cyber Charter School (PA Cyber) has been and continues to be financially solvent with sufficient payments received for educational services provided by Pennsylvania LEA's. PA Cyber purchases student computers, curriculum, and books in a cost effective method and uses lease financing options in addition to a Line of Credit which must be maintained to meet cash flow deficits at the beginning of each school year due to the high accounts receivable balances due from the LEA's. Final payments to PA Cyber for prior year services (accounts receivable) are not received until October of the following fiscal year and some later than that.

### **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:

There are no changes to the accounting system PA Cyber uses.

The PA Cyber Charter School uses the accrual method of accounting utilizing the CSIU (Central Susquehanna Intermediate Unit) accounting software that is fully compliant with State of PA/PDE, 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: Deluzio & Company, LLP  
 Date of Last Audit: 06/30/2013  
 Fiscal Year Last Audited: 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:

#### *Report on the Financial Statements*

We have audited the accompanying financial statements of the governmental activities, business-type activities, each major fund, and the aggregate remaining fund information of the Pennsylvania 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 Pennsylvania Cyber Charter School's basic financial statements as listed in the table of contents.

#### **Management's Responsibility for the Financial Statements**

Pennsylvania Cyber Charter School's 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 auditor's 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, the business-type activities, each major fund, and the aggregate remaining fund information of the Pennsylvania Cyber Charter School, as of June 30, 2013, and the respective changes in financial position and, where applicable, cash flows thereof and the respective budgetary comparison for the General Fund, for the year then ended in conformity with accounting principles generally accepted in the United States of America.

### **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 |
|-------------|----------|
|-------------|----------|

## ***Federal Programs Consolidated Review***

### **Basics**

Title I Status: Yes

Date of Last Federal  
Programs Consolidated Review: 06/23/2014  
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

| <b>Description</b> | <b>Response</b> |
|--------------------|-----------------|
|--------------------|-----------------|

# Special Education

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## *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**

| <b>Support Service</b>                  | <b>Location</b>     | <b>Teacher FTE</b> |
|---|---------------------|--------------------|
| Academy Director                        | 1200 Midland Avenue | 1                  |
| Academy Director                        | 1200 Midland Avenue | 1                  |
| Academy Director                        | 1200 Midland Avenue | 1                  |
| Administrative Assistant                | 1200 Midland Avenue | 1                  |
| Administrative Assistant                | 1200 Midland Avenue | 1                  |
| Administrative Assistant                | 1200 Midland Avenue | 1                  |
| Assistant Director of Special Education | 1200 Midland Avenue | 1                  |
| Director of Special Education           | 1200 Midland Avenue | 1                  |
| Gifted Administrative Assistant         | 1200 Midland Avenue | 1                  |
| Gifted Facilitator                      | 1200 Midland Avenue | 1                  |
| Gifted Facilitator                      | 1200 Midland Avenue | 1                  |
| Gifted Supervisor                       | 1200 Midland Avenue | 1                  |
| Life Skills Teacher                     | 1200 Midland Avenue | 1                  |
| Life Skills Teacher                     | 1200 Midland Avenue | 1                  |





|             |                     |   |
|-------------|---------------------|---|
| Team Leader | 1200 Midland Avenue | 1 |
| Team Leader | 1200 Midland Avenue | 1 |

### Special Education Contracted Services

| Title   | Amt. of Time per Week | Operator           | Number of Students |
|---|-----------------------|--------------------|--------------------|
| Audiological and Speech Associates  | 2 Hours               | Outside Contractor | 10 or fewer        |
| Audiology   | 8 Minutes             | Outside Contractor | 10 or fewer        |
| Autistic Support  | 80 Hours              | Outside Contractor | 10 or fewer        |
| Bricklaying, Business Info, Computer Drafting, Cosmetology, Culinary Arts-half day classes in Vo-Tech | 105 Hours             | Outside Contractor | 10 or fewer        |
| Certified School Psychologist   | 1.5 Hours             | Outside Contractor | 10 or fewer        |
| Certified School Psychologist   | 1.11 Hours            | Outside Contractor | 23                 |
| Day School for Autistic-All Inclusive   | 80 Hours              | Outside Contractor | 10 or fewer        |
| Educational Consultant for Verbal Behavior, Classroom/Verbal Behavior Map Assessment                  | 2 Hours               | Outside Contractor | 12                 |
| FBA, Verbal MAPP, Training/Workshops/Consult for Students on Autism Spectrum                          | 3.5 Hours             | Outside Contractor | 10 or fewer        |
| Indep. Educational Evals, Cogmed Training   | 0.75 Hours            | Outside Contractor | 10 or fewer        |
| Job Sampling (Transition service)   | 45 Minutes            | Outside Contractor | 10 or fewer        |
| Language Services (Interpretation)  | 15 Minutes            | Outside Contractor | 10 or fewer        |
| Mental Health Evaluation and Counseling   | 1 Hours               | Outside Contractor | 10 or fewer        |
| Occupational Therapy  | 5 Hours               | Outside Contractor | 10 or fewer        |
| Occupational Therapy & Evals, Assistive Tech Evals, Consultation                                      | 4.5 Hours             | Outside Contractor | 10 or fewer        |
| OT and PT   | 8 Minutes             | Outside Contractor | 10 or fewer        |
| OT, PT, SLP, Psych, Social Skills, Tutoring   | 21.5 Hours            | Outside Contractor | 40                 |
| OT, & OT Evals  | 1.15 Hours            | Outside Contractor | 10 or fewer        |
| OT, OT Consult, Speech, Social Skills, Psych  | 7.25 Hours            | Outside            | 10 or              |

|   |             |                    |             |
|---|-------------|--------------------|-------------|
|   |             | Contractor         | fewer       |
| OT, PT, Speech  | 2.6 Hours   | Outside Contractor | 10 or fewer |
| OT, PT, Speech  | 15 Minutes  | Outside Contractor | 10 or fewer |
| OT, PT, Speech Therapy & Evals; Social Skills                         | 3.5 Hours   | Outside Contractor | 10 or fewer |
| OT, PT, Speech, Psych Evals   | 3.15 Hours  | Outside Contractor | 10 or fewer |
| OT, Speech  | 3 Hours     | Outside Contractor | 10 or fewer |
| OT, Speech / Language Therapy, Reading Services                       | 25 Hours    | Outside Contractor | 10 or fewer |
| OT, Speech, Psych Evals, Tutoring                                     | 8.8 Hours   | Outside Contractor | 12          |
| OT, Speech, Psych Therapy and Evals                                   | 30 Minutes  | Outside Contractor | 10 or fewer |
| OT, Speech, PT, Social Skills   | 3 Hours     | Outside Contractor | 10 or fewer |
| OT, Speech, PT, Tutoring, Social Skills, Behavior                     | 6.25 Hours  | Outside Contractor | 10 or fewer |
| OT, Speech, Social Skills   | 7.75 Hours  | Outside Contractor | 10 or fewer |
| OT,PT, Speech, Social Skills, Tutoring                                | 6 Hours     | Outside Contractor | 10 or fewer |
| Physical Therapy, Occupational Therapy, Speech Therapy                | 2 Hours     | Outside Contractor | 10 or fewer |
| Psych eval / re-eval  | 1.75 Hours  | Outside Contractor | 10 or fewer |
| Psychological Evaluations   | 1.67 Hours  | Outside Contractor | 10 or fewer |
| PT and PT Evals   | 30 Minutes  | Outside Contractor | 10 or fewer |
| PT, OT, Speech, Psych, Tutoring                                       | 63.89 Hours | Outside Contractor | 73          |
| Reimb. for enlargement of coursework material, student transportation | 15 Minutes  | Outside Contractor | 10 or fewer |
| School Psychologist   | 10.33 Hours | Outside Contractor | 49          |
| School Psychologist, FBA's  | 1.25 Hours  | Outside Contractor | 10 or fewer |
| Sign Language Interpretation  | 20 Hours    | Outside Contractor | 10 or fewer |
| Social Skills   | 5 Minutes   | Outside Contractor | 10 or fewer |
| Social Skills ESY camp  | 2.25 Hours  | Outside Contractor | 10 or fewer |
| Speech  | 5 Hours     | Outside            | 10 or       |

|   |              |                    |             |
|---|--------------|--------------------|-------------|
|   |              | Contractor         | fewer       |
| Speech  | 2 Hours      | Outside Contractor | 10 or fewer |
| Speech  | 3 Hours      | Outside Contractor | 10 or fewer |
| Speech  | 1 Hours      | Outside Contractor | 10 or fewer |
| Speech  | 2 Hours      | Outside Contractor | 10 or fewer |
| Speech evals  | 25 Minutes   | Outside Contractor | 10 or fewer |
| Speech or OT (both online)  | 31.75 Hours  | Outside Contractor | 29          |
| Speech Therapy  | 1 Hours      | Outside Contractor | 10 or fewer |
| Speech Therapy  | 15 Minutes   | Outside Contractor | 10 or fewer |
| Speech Therapy & Evals, Audiology Therapy & Eval  | 2 Hours      | Outside Contractor | 10 or fewer |
| Speech Therapy (also speaks Spanish as needed for students)   | 1.25 Hours   | Outside Contractor | 10 or fewer |
| Speech Therapy Eval, Speech Therapy   | 1.5 Days     | Outside Contractor | 10 or fewer |
| Speech Therapy, Counseling, Direct Instruction/Remediation, Psych Eval                                      | 47.25 Hours  | Outside Contractor | 10 or fewer |
| Speech Therapy, Occupational Therapy  | 1.75 Hours   | Outside Contractor | 10 or fewer |
| Speech Therapy, Occupational Therapy, psych   | 8.6 Hours    | Outside Contractor | 11          |
| Speech Therapy, Speech Therapy Evaluations  | 2 Hours      | Outside Contractor | 10 or fewer |
| Speech, Occupational and Physical Therapy   | 30 Minutes   | Outside Contractor | 10 or fewer |
| Speech, Occupational and Physical Therapy and Eval  | 3.25 Hours   | Outside Contractor | 10 or fewer |
| Speech, OT, PT  | 1 Hours      | Outside Contractor | 10 or fewer |
| Speech, OT, PT, Evals/Re-Evals  | 11.25 Hours  | Outside Contractor | 14          |
| Speech, OT, PT, Psych and Psych evals   | 4.75 Hours   | Outside Contractor | 10 or fewer |
| Speech, OT, PT, Psych Therapy/Evals, Tutoring, Direct Instruction, Social Skills, VB Classroom              | 413 Hours    | Outside Contractor | 154         |
| Speech, OT, PT, Social Skills, Psych, Psych Evals (Also OT, Speech, Social Skills, Counseling via theraweb) | 163.36 Hours | Outside Contractor | 205         |
| Speech, Psychology, Tutoring  | 3 Hours      | Outside Contractor | 10 or fewer |

|   |            |                    |             |
|---|------------|--------------------|-------------|
| Speech, PT, OT & OT Evaluation & Report   | 30 Minutes | Outside Contractor | 10 or fewer |
| Speech, Speech Consultation   | 4 Hours    | Outside Contractor | 10 or fewer |
| Speech/Lang, OT, PT, Assistive Tech, Vision, Orientation/Mobility, Hearing  | 1.7 Hours  | Outside Contractor | 10 or fewer |
| Speech/Language Therapy and Evaluation  | 1.5 Hours  | Outside Contractor | 10 or fewer |
| Speech/Language Therapy, Evaluation and Re-Evaluation   | 1 Hours    | Outside Contractor | 10 or fewer |
| Student Transportation  | 7.5 Hours  | Outside Contractor | 10 or fewer |
| Student Transportation  | 7.5 Hours  | Outside Contractor | 10 or fewer |
| Student Transportation  | 7.5 Hours  | Outside Contractor | 10 or fewer |
| Student Transportation  | 90 Hours   | Outside Contractor | 11          |
| Student Transportation  | 7.5 Hours  | Outside Contractor | 10 or fewer |
| Student Transportation- specific route to PA Cyber Office   | 15 Hours   | Outside Contractor | 10 or fewer |
| Transition Services   | 3 Hours    | Outside Contractor | 10 or fewer |
| Transition Services; Community Based Work Assessments; Work Experiences; Job Development , Placement, Coaching, follow-up; Work Incentive | 45 Minutes | Outside Contractor | 10 or fewer |
| Tutoring  | 2 Hours    | Outside Contractor | 10 or fewer |
| Tutoring  | 2 Hours    | Outside Contractor | 10 or fewer |
| Tutoring  | 6 Hours    | Outside Contractor | 10 or fewer |
| Tutoring  | 4 Hours    | Outside Contractor | 10 or fewer |
| Tutoring  | 1 Hours    | Outside Contractor | 10 or fewer |
| Verbal Mapping Assessment, FBA  | 30 Minutes | Outside Contractor | 10 or fewer |
| Vision Instruction, Technical Instruction, Orientation and Mobility   | 1.5 Hours  | Outside Contractor | 10 or fewer |
| Vo-Tech   | 10 Hours   | Outside Contractor | 10 or fewer |
| Welding class   | 10 Hours   | Outside Contractor | 10 or fewer |

### ***Special Education Cyclical Monitoring***

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

07/17/2011  
Not Provided

#### **Special Education Cyclical Monitoring Report**

The Special Education Cyclical Monitoring Report, which should include the Bureau's findings  
*PDF file uploaded.*

# Facilities

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

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

Additional office space leased at 2212 West 15th street, Erie, PA 16505

Building Improvements: \$138,396.06

Computer Equipment: \$4,113,286.93

Equipment, Furniture & Fixtures: \$621,539.46

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

*\$4,873,222.00*

## *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:

The Pennsylvania Cyber Charter's School plan for future facility development includes a new building being constructed in Midland, PA. In addition, as PA Cyber works to improve facility locations, our State College office is moving from 2903 Benner Pike, Bellefonte, PA 16823 to 1700 South Atherton Street, State College, PA 16801.

PA Cyber is in its earliest phases of planning and constructing a new building on Midland Avenue in Midland, PA. The preliminary discussions focus on a 22,500 sf, three floor building using the footprint of the current building located at 900 Midland Avenue. This building will be used primarily for housing the overflow of current PA Cyber staff, additional conference room space, as well as a training center to provide professional development opportunities for staff. The goal for completion of this new facility is November, 2016.

Also, PA Cyber is in the process of moving from 2903 Benner Pike, Bellefonte, PA to a 3,000 sf office located at 1700 South Atherton Street. State College PA in the Creekside Shopping Plaza. This new location is beneficial in that it is more accessible from major expressways. This larger space will also enable PA Cyber to enhance its supplemental, enrichment, and social offerings to current and perspective parents and students. Additionally, this location will provide students, who did not score proficient on the Keystone state assessment, an opportunity to complete their graduation project requirements. We anticipate moving into this location in January, 2015.

### *Memorandums of Understanding*

| <b>Organization</b>                         | <b>Purpose</b>   |
|---|--|
| Greensburg Police Department                | Agreement with respect to procedures in the event of an emergency situation at our Greensburg office location    |
| Lincoln Park Performing Arts Charter School | LPPACS reimbursement for PA Cyber employee(s) shared time  |
| Midland Borough Police Department           | Agreement with respect to procedures in the event of an emergency situation at our Midland offices               |
| Millcreek Police Department                 | Agreement with respect to procedures in the event of an emergency situation at our Erie office location          |
| Northern Regional Police Department         | Agreements with respect to procedures in the event of an emergency situation at our Wexford office location      |
| Pennsylvania State Police (Bellevue)        | Agreement with respect to procedures in the event of an emergency situation at our State College office location |
| Pennsylvania State Police (Bethlehem)       | Agreement with respect to procedures in the event of an emergency situation at our Allentown office location     |
| Pittsburgh Police Department                | event of an emergency situation at our East Liberty office location  |
| Ridley Township Police Department           | Agreements with respect to procedures in the event of an emergency situation at our Philadelphia office location |
| Swatara Township Police Department          | Agreements with respect to procedures in the event of an emergency situation at our Harrisburg office location   |
| The National Network of Digital Schools     | Facilities management  |

**PENNSYLVANIA CYBER CHARTER SCHOOL  
MIDLAND, PENNSYLVANIA  
FINANCIAL STATEMENTS  
JUNE 30, 2013**

**DELUZIO & COMPANY, LLP  
CERTIFIED PUBLIC ACCOUNTANTS & BUSINESS ADVISORS**

PENNSYLVANIA CYBER CHARTER SCHOOL

MIDLAND, PA

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351 Harvey Avenue, Suite A  
Greensburg, PA 15601-1911  
724 838 8322  
www.DeluzioCPA.com

Charles A. Deluzio, CPA  
Jeffrey P. Anzovino, CPA, MSA  
Joseph E. Petrillo, CPA  
Stacey A. Sanders, CPA, CSEP

## INDEPENDENT AUDITORS' REPORT

To the Board of Directors  
Pennsylvania Cyber Charter School

### **Report on the Financial Statements**

We have audited the accompanying financial statements of the governmental activities, business-type activities, each major fund, and the aggregate remaining fund information of the Pennsylvania 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 Pennsylvania Cyber Charter School's basic financial statements as listed in the table of contents.

### *Management's Responsibility for the Financial Statements*

Pennsylvania Cyber Charter School's 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 auditor's 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, the business-type activities, each major fund, and the aggregate remaining fund information of the Pennsylvania Cyber Charter School, as of June 30, 2013, and the respective changes in financial position and, where applicable, cash flows thereof and the respective budgetary comparison for the General Fund, for the year then ended in conformity with accounting principles generally accepted in the United States of America.

(Continued)

INDEPENDENT AUDITORS' REPORT

(Continued)

*Other Matters*

*Required Supplementary Information*

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and the schedule of funding progress presented on pages i through vii and 28, 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 provided any assurance on the information because limited procedures do not provide us with sufficient evidence to express an opinion or provided any assurance.

*Other Information*

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Pennsylvania Cyber Charter School's basic financial statements as a whole. The accompanying schedule of expenditures of federal awards is presented for purposes of additional analysis as required by 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 financial statements. Such information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or the 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 December 3, 2013, on our consideration of the Pennsylvania Cyber Charter School's internal control over financial reporting and 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 the 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 Pennsylvania Cyber Charter School's internal control over financial reporting and compliance.

*Deluzio & Company, LLP*

Greensburg, Pennsylvania  
December 3, 2013

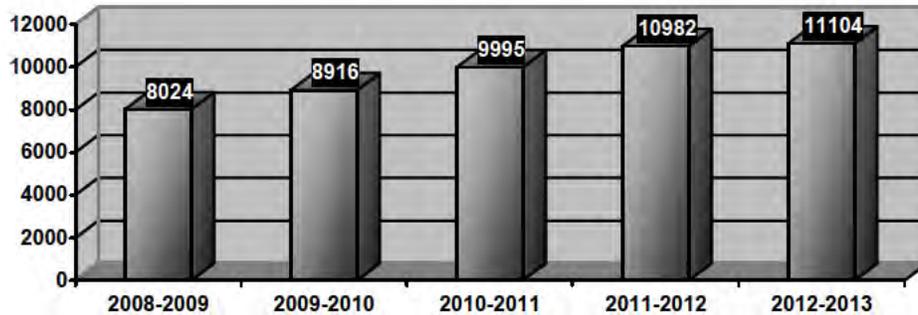
**PENNSYLVANIA CYBER CHARTER SCHOOL  
MANAGEMENT DISCUSSION AND ANALYSIS  
REQUIRED SUPPLEMENTARY INFORMATION  
JUNE 30, 2013**

Our discussion and analysis of the Pennsylvania Cyber Charter School's (The School) financial performance provides an overview of the School's financial activities for the fiscal year ended June 30, 2013. Please review this information in conjunction with the School's financial statements that begin on page 3.

**FINANCIAL HIGHLIGHTS**

Bolstered by a reputation for providing Pennsylvania families with exceptional, student-centered service, the School continued to experience growth in enrollment during fiscal year 2012-2013.

**Pennsylvania Cyber Charter School  
Student Enrollment**  
Source: LEA May Enrollment Summaries



The School's total assets exceeded total liabilities as of June 30, 2013 by \$68,786,059. As of June 30, 2013, the School reported an unassigned ending fund balance of \$7,362,611 that may be used at the School's discretion. This amount equates to 6.78% of total General Fund Expenditures. The \$7,362,611 balance represents a \$3,813,217 or 107.43% increase from the June 30, 2012 balance of \$3,549,394.

The School's governmental fund balance was \$29,872,574 as of June 30, 2013 and consisted of the following:

|                                      |              |
|--------------------------------------|--------------|
| Nonspendable – Prepaids and Deposits | \$ 92,356    |
| Committed:                           |              |
| Increases in Healthcare Premiums     | \$ 3,096,294 |
| Retirement (PSERS) Contributions     | \$10,740,965 |

These represent the segregation of a portion of the fund balance indicating that assets equal to the amount are set aside for future rate changes and are, therefore, not available for appropriations.

|   |              |
|---|--------------|
| Assigned:                                   |              |
| Future Facilities Acquisition               | \$ 4,803,735 |
| Future Legal Obligations                    | \$ 890,901   |
| Future OPEB Obligations                     | \$ 382,069   |
| Balancing the 2013-2014 General Fund Budget | \$ 2,274,343 |
| Future Board Approved Purchase Obligations  | \$ 229,300   |

|            |              |
|------------|--------------|
| Unassigned | \$ 7,362,611 |
|------------|--------------|

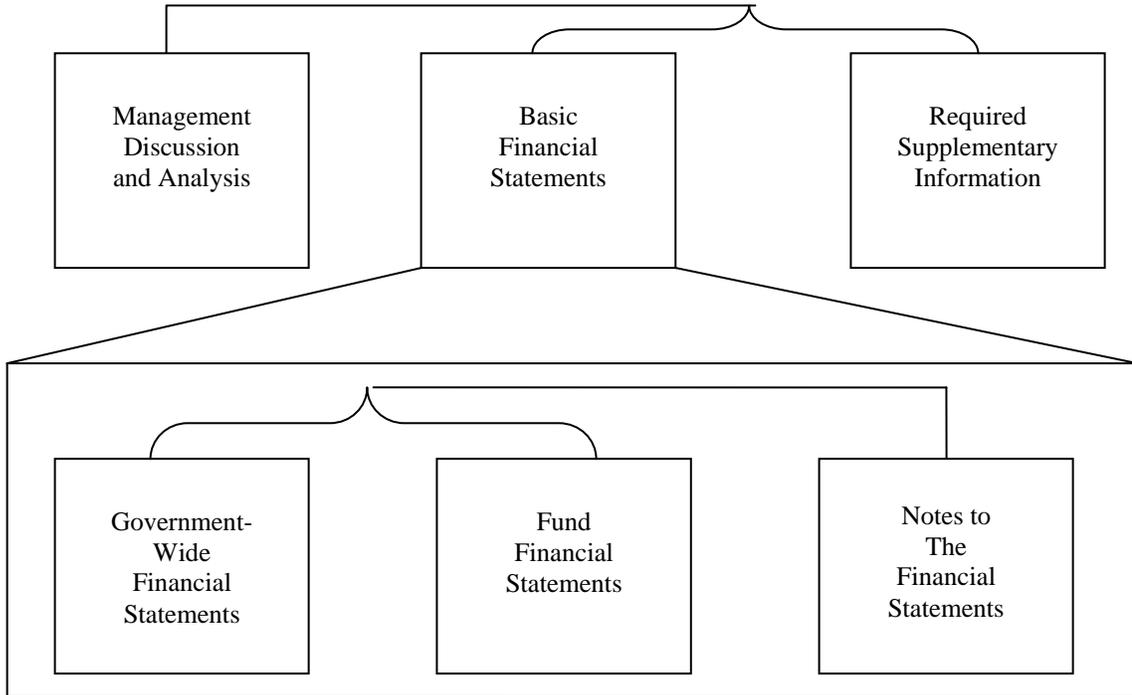
**PENNSYLVANIA CYBER CHARTER SCHOOL  
MANAGEMENT DISCUSSION AND ANALYSIS  
REQUIRED SUPPLEMENTARY INFORMATION  
JUNE 30, 2013**

**USING THE BASIC FINANCIAL STATEMENT REPORT**

This Basic Financial Statement Report consists of the Management Discussion and Analysis and a series of financial statements and notes to those statements. The Statement of Net Position and Statement of Activities, on pages 3 and 4, provide information about the activities of the School as a whole and present a longer-term view of the School’s financial position. Fund Financial Statements provide the next level of detail. For governmental funds, these statements tell how services were financed in the short-term as well as what remains for future spending. There are two parts to the Fund financial Statements: 1) the governmental funds statement; and 2) the proprietary fund statement. Lastly, the financial statements include notes that explain some of the information in the financial statements and provide more detailed data.

Figure A-1 shows how the required parts of the Financial Section are arranged and relate to one another.

Figure A-1  
Required Components of  
Pennsylvania Cyber Charter School’s  
Financial Report



**REPORTING THE SCHOOL AS A WHOLE**

**Statement of Net Position and the Statement of Activities**

While this document contains the funds used by the School to provide programs and activities, the view of the School as a whole looks at all financial transactions and asks the question, “How did we do financially during Fiscal Year Ended June 30, 2013?” The Statement of Net Position and the Statement of Activities answer this question. These statements include all assets and liabilities using the accrual basis of accounting similar to the accounting used by most private-sector companies. This basis of accounting takes into account all of the current year’s revenues and expenses regardless of when cash is received or paid.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
MANAGEMENT DISCUSSION AND ANALYSIS  
REQUIRED SUPPLEMENTARY INFORMATION  
JUNE 30, 2013**

**Statement of Net Position and the Statement of Activities (Continued)**

These two statements report the School's net position and changes in net position. This change in net position is important because it tells the reader, for the School as a whole, whether the financial position of the School has improved or diminished. The causes of this change may be the result of many factors, some financial, some not. Non-financial factors include the current charter school laws in Pennsylvania concerning funding, availability of facilities, required educational programs, mandated services and other factors.

**OVERVIEW OF FINANCIAL STATEMENTS**

**Government-Wide Statements**

The government-wide statements report information about the School as a whole using accounting methods similar to those used by private-sector companies. The Statement of Net Position includes all of the School's assets and liabilities. All of the current year's revenues and expenses are accounted for in the Statement of Activities regardless of when cash is received or paid.

The two government-wide statements report the School's net position and how it has changed. Net position, the difference between the School's assets and liabilities, are one way to measure the School's financial health or position.

Over time, increases or decreases in the School's net position is an indication of whether its financial health is improving or deteriorating, respectively.

To assess the overall health of the School, you need to consider additional non-financial factors, such as changes in the School's enrollment (growth) and the academic achievement of the students.

In the Statement of Net Position and the Statement of Activities, the School shows the following kinds of activities:

- Governmental activities – Most of the School's basic services are included here, such as instruction, support services, operation and maintenance of plant, and administrative services. Tuition, state and federal subsidies and grants finance most of these activities.

**REPORTING THE CHARTER SCHOOL'S MOST SIGNIFICANT FUNDS**

**Fund Financial Statements**

Fund financial statements provide detailed information about the most significant funds—not the School as a whole. Some funds are required by state law.

*Governmental funds* – Most of the School's activities are reported in governmental funds, which focus on the determination of financial position and change in financial position, not on income determination. They are reported using an accounting method called modified accrual accounting, which measures cash and all other financial assets that can readily be converted to cash. The governmental fund statements provide a detailed short-term view of the School's operations and the services it provides. Governmental fund information helps the reader determine whether there are more or fewer financial resources that can be spent in the near future to finance the School's programs. The relationship (or differences) between governmental activities (reported in the Statement of Net Position and the Statement of Activities) and governmental funds is reflected in a reconciliations on pages 6 and 8.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
MANAGEMENT DISCUSSION AND ANALYSIS  
REQUIRED SUPPLEMENTARY INFORMATION  
JUNE 30, 2013**

**REPORTING THE CHARTER SCHOOL'S MOST SIGNIFICANT FUNDS (CONTINUED)**

**Fund Financial Statements (Continued)**

*Proprietary funds* – The School maintains one proprietary fund. The *internal service fund* is an accounting device used to accumulate and allocate costs internally among the School's various functions. The School uses the internal service fund to account for its self funded health insurance. Because these services benefit governmental rather than business-type functions, they have been included within governmental activities in the government-wide financial statements.

**FINANCIAL ANALYSIS OF THE SCHOOL AS A WHOLE**

The School's total net position was \$68,786,060 at June 30, 2013 and \$57,368,187 at June 30, 2012.

Table A-1  
Fiscal Years ended June 30, 2013 and June 30, 2012

|                                  | <u>June 30, 2013</u> | <u>June 30, 2012</u> |
|----------------------------------|----------------------|----------------------|
| Current and other assets         | \$ 38,685,431        | \$ 24,890,904        |
| Capital assets                   | 30,015,368           | 32,892,292           |
| Noncurrent assets                | 6,886,950            | 7,241,762            |
| Total Assets                     | 75,587,749           | 65,024,958           |
| Current and other liabilities    | 5,804,055            | 7,656,771            |
| Long-term liabilities            | 997,634              | -                    |
| Total Liabilities                | 6,801,689            | 7,656,771            |
| Net Position:                    |                      |                      |
| Net investment in Capital Assets | 30,015,368           | 32,892,292           |
| Unrestricted                     | 38,770,692           | 24,475,895           |
| Total Net Position               | \$ 68,786,060        | \$ 57,368,187        |

The results of this year's operations as a whole are reported in the Statement of Activities on page 4. All operating expenses are reported in the first column. Specific charges, grants, revenues, and subsidies that directly relate to specific expense categories are presented to determine the final amount of the School's activities that are supported by other general revenues. The largest general revenue is tuition charged to local educational agencies for enrolled students residing in those educational agencies.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
MANAGEMENT DISCUSSION AND ANALYSIS  
REQUIRED SUPPLEMENTARY INFORMATION  
JUNE 30, 2013**

**FINANCIAL ANALYSIS OF THE SCHOOL AS A WHOLE (CONTINUED)**

Table A-2 takes the information from the Statement of Activities, rearranges it slightly, so you can see total revenues for the year. Prior year information is also provided for a comparative analysis of government-wide data.

Table A-2  
Changes in Net Position  
Fiscal Years ended June 30, 2013, and 2012

| <b>Revenues</b>                                     | <u>June 30, 2013</u> | <u>June 30, 2012</u> |
|---|----------------------|----------------------|
| <u>Program revenues:</u>                            |                      |                      |
| Operating grants and contributions                  | \$ 6,237,629         | \$ 5,593,995         |
| <u>General Revenues:</u>                            |                      |                      |
| Payments from local educational agencies            | 113,404,383          | 109,448,196          |
| Grants, subsidies, and contributions not restricted | 2,267,129            | -                    |
| Investment earnings                                 | 1,481                | 3,920                |
| Miscellaneous income                                | 70,074               | 461,767              |
| <b>Total revenues</b>                               | <u>121,980,696</u>   | <u>115,507,878</u>   |
| <br>  |                      |                      |
| <b>Expenses</b>                                     |                      |                      |
| Instruction   | 69,154,302           | 70,160,962           |
| Support Services                                    | 35,065,503           | 34,289,856           |
| Unallocated depreciation                            | 6,136,938            | 5,243,628            |
| Non-Instructional Services                          | 206,080              | 308,930              |
| <b>Total expenses</b>                               | <u>110,562,823</u>   | <u>110,003,376</u>   |
| <b>Increase in net position</b>                     | <u>11,417,873</u>    | <u>5,504,502</u>     |
| Net Position, beginning                             | <u>57,368,187</u>    | <u>51,863,685</u>    |
| Net Position, ending                                | <u>\$ 68,786,060</u> | <u>\$ 57,368,187</u> |

**PENNSYLVANIA CYBER CHARTER SCHOOL  
MANAGEMENT DISCUSSION AND ANALYSIS  
REQUIRED SUPPLEMENTARY INFORMATION  
JUNE 30, 2013**

**FINANCIAL ANALYSIS OF THE SCHOOL AS A WHOLE (CONTINUED)**

The tables below present the expenses of the Governmental Activities of the School.

Tables A-3 and A-4 show the School's four largest functions—instructional programs, support programs, non-instructional programs and unallocated depreciation as well as each program's net cost (total cost less revenues generated by the activities). These tables also show the net costs offset by the other unrestricted grants, subsidies and contributions to show the remaining financial needs supported by local and other miscellaneous revenues. Prior year information is again provided to allow for a comparative analysis.

Table A-3  
Fiscal Year ended June 30, 2013  
Governmental Activities

| <u>Function/Programs</u>                  | Total Cost of<br>Service | Net Cost of<br>Services |
|---|--------------------------|-------------------------|
| Instruction                               | \$ 69,154,302            | \$ 64,129,850           |
| Support Services                          | 35,065,503               | 33,874,905              |
| Unallocated Depreciation                  | 6,136,938                | 6,136,938               |
| Non-Instructional Services                | 206,080                  | 183,501                 |
| Total governmental activities             | <u>\$ 110,562,823</u>    | <u>\$ 104,325,194</u>   |
| Total needs from local and other revenues |                          | <u>\$ 104,325,194</u>   |

Table A-4  
Fiscal Year ended June 30, 2012  
Governmental Activities

| <u>Function/Programs</u>                  | Total Cost of<br>Service | Net Cost of<br>Services |
|---|--------------------------|-------------------------|
| Instruction                               | \$ 70,160,962            | \$ 65,623,674           |
| Support Services                          | 34,289,856               | 33,251,588              |
| Unallocated depreciation                  | 5,243,628                | 5,243,628               |
| Non-Instructional Services                | 308,930                  | 290,491                 |
| Total governmental activities             | <u>\$ 110,003,376</u>    | <u>\$ 104,409,381</u>   |
| Total needs from local and other revenues |                          | <u>\$ 104,409,381</u>   |

**THE SCHOOL'S FUNDS**

The General Fund, which accounts for the School's operations, had an unassigned fund balance of \$7,362,611 as noted on page 5. This represents an increase of \$3,813,217 from 2011-2012 operations.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
MANAGEMENT DISCUSSION AND ANALYSIS  
REQUIRED SUPPLEMENTARY INFORMATION  
JUNE 30, 2013**

**General Fund Budgeting Highlights**

The School's budget is prepared according to Pennsylvania law and is based on accounting for certain transactions on a basis of cash receipts, disbursements, and encumbrances. The only budgeted fund is the General Operating Fund.

For the General Operating Fund, budgeted revenue and other financing sources were in the amount of \$123,569,727. Actual revenues and other financing sources were slightly more than this budget amount by approximately \$780,000. This was mainly due to greater than anticipated student enrollment and less than anticipated reductions to tuition rates. The expenditures were budgeted at \$123,569,727. Actual expenditures were less than budgeted expenditures by approximately \$14.9 million, due to reduced curriculum rates and the use of existing operational funds rather than commercial loans negating financing expenses, and to operating efficiencies. A schedule showing the School's original and final budget amounts compared with amounts actually paid and received is provided on page 12.

**CAPITAL ASSET AND DEBT ADMINISTRATION**

**Capital Assets**

At June 30, 2013, the School's Governmental Activities had \$30,015,368 invested in a broad range of capital assets, including land, buildings and improvements, furniture and equipment. This amount represents a net decrease of \$2,876,924 from last year. The decrease in capital assets is primarily due to depreciation exceeding additions.

More detailed information regarding the School's capital assets is included in the Notes to the Financial Statements.

**ECONOMIC FACTORS AND BUDGETS**

Though the cyber charter school concept is now widely-accepted as a viable and indeed necessary educational model, the issue concerning how cyber charter schools are funded will likely remain contentious in the foreseeable future. Nevertheless, the demand for the type and quality of services provided by the School continues to grow. The success of the School has created hundreds of new jobs in and around the community of Midland as more professional and support staff are needed to serve the growing roster of students. As a state-wide school, the School is also establishing a physical presence in key areas across Pennsylvania. Furthermore, the innovations – technological and educational – pioneered by the School are helping to establish Pennsylvania as a leader in the development of 21<sup>st</sup> century learning strategies for public education.

The rapid growth within the School puts additional burdens on the administration as each year requires increases to staff, educational programs, support services, and extracurricular activities to meet student needs and demand. Facilities must continually be updated and expanded to meet these enrollment trends. The need for additional staff working space is a continual concern.

**CONTACTING THE SCHOOL FINANCIAL MANAGEMENT**

Our financial report is designed to provide our citizens, taxpayers, parents, students, investors and creditors with a general overview of the School's finances and to show the School Board of Directors accountability for the money it receives. If you have questions about this report or wish to request additional financial information, contact Matthew Schulte, Senior Administrator, at Pennsylvania Cyber Charter School, 652 Midland Avenue, Midland, Pennsylvania 15059.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
STATEMENT OF NET POSITION  
AS OF JUNE 30, 2013**

|   | <b>Governmental<br/>Activities</b> |
|---|------------------------------------|
| <b>ASSETS</b>                                   |                                    |
| <b>Current Assets</b>                           |                                    |
| Cash and Cash Equivalents                       | \$ 18,586,917                      |
| Intergovernmental Receivables, net              | 19,681,956                         |
| Other Receivables                               | 71,152                             |
| Current Portion of Note Receivable              | 340,000                            |
| Deposits  | 25                                 |
| Prepaid Expenses                                | <u>5,381</u>                       |
| <b>Total Current Assets</b>                     | <u>38,685,431</u>                  |
| <b>Noncurrent Assets</b>                        |                                    |
| Land  | 1,079,829                          |
| Building and Improvements (net of depreciation) | 17,606,716                         |
| Furniture and Equipment (net of depreciation)   | 1,569,773                          |
| Computer Equipment (net of depreciation)        | 9,759,050                          |
| Deposits  | 86,950                             |
| Note Receivable                                 | <u>6,800,000</u>                   |
| <b>Total Noncurrent Assets</b>                  | <u>36,902,318</u>                  |
| <b>TOTAL ASSETS</b>                             | <u>75,587,749</u>                  |
| <b>LIABILITIES</b>                              |                                    |
| <b>Current Liabilities</b>                      |                                    |
| Intergovernmental Payables                      | 964                                |
| Accounts Payable                                | 3,534,555                          |
| Claims and Judgments Payable                    | 275,336                            |
| Accrued Salaries & Benefits                     | 523,524                            |
| Retirement Payable                              | 910,532                            |
| Other Payables                                  | 2,200                              |
| Accrued Healthcare Costs                        | <u>556,944</u>                     |
| <b>Total Current Liabilities</b>                | <u>5,804,055</u>                   |
| <b>Noncurrent Liabilities</b>                   |                                    |
| Claims and Judgments Payable                    | 615,565                            |
| Postemployment Benefits                         | <u>382,069</u>                     |
| <b>Total Noncurrent Liabilities</b>             | <u>997,634</u>                     |
| <b>Total Liabilities</b>                        | <u>6,801,689</u>                   |
| <b>NET POSITION</b>                             |                                    |
| Net Investment in Capital Assets                | 30,015,368                         |
| Unrestricted                                    | <u>38,770,692</u>                  |
| <b>TOTAL NET POSITION</b>                       | <u>\$ 68,786,060</u>               |

See Accompanying Notes to The Financial Statements.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
STATEMENT OF ACTIVITIES  
FOR THE YEAR ENDED JUNE 30, 2013**

| Functions/Programs                          | Expenses              | Program Revenues     |                                    | Governmental Activities | Net (Expense) Revenue and Changes in Net Position |
|---|-----------------------|----------------------|------------------------------------|-------------------------|---|
|   |                       | Charges for Services | Operating Grants and Contributions |                         |   |
| <b>Governmental Activities:</b>             |                       |                      |                                    |                         |   |
| Instruction:                                |                       |                      |                                    |                         |   |
| Regular Instruction                         | \$ 55,836,501         | \$ -                 | \$ 3,353,662                       | \$ -                    | \$ (52,482,839)                                   |
| Special Instruction                         | 13,317,801            | -                    | 1,670,790                          | -                       | (11,647,011)                                      |
| Vocational Instruction                      | -                     | -                    | -                                  | -                       | -   |
| Other Instructional Programs                | -                     | -                    | -                                  | -                       | -   |
| Higher Education Programs                   | -                     | -                    | -                                  | -                       | -   |
| <b>Total Instructional Services</b>         | <u>69,154,302</u>     | <u>-</u>             | <u>5,024,452</u>                   | <u>-</u>                | <u>(64,129,850)</u>                               |
| Support Services:                           |                       |                      |                                    |                         |   |
| Pupil Personnel                             | 6,844,394             | -                    | 382,768                            | -                       | (6,461,626)                                       |
| Instructional Staff                         | 1,087,092             | -                    | 350,549                            | -                       | (736,543)   |
| Administration                              | 5,660,728             | -                    | 173,698                            | -                       | (5,487,030)                                       |
| Pupil Health                                | 311,063               | -                    | 185,161                            | -                       | (125,902)   |
| Business Services                           | 17,865,012            | -                    | 40,814                             | -                       | (17,824,198)                                      |
| Operation of Plant and Maintenance Services | 2,028,969             | -                    | -                                  | -                       | (2,028,969)                                       |
| Student Transportation Services             | -                     | -                    | -                                  | -                       | -   |
| Support Services - Central                  | 1,268,245             | -                    | 57,608                             | -                       | (1,210,637)                                       |
| <b>Total Support Services</b>               | <u>35,065,503</u>     | <u>-</u>             | <u>1,190,598</u>                   | <u>-</u>                | <u>(33,874,905)</u>                               |
| Non-Instructional Services:                 |                       |                      |                                    |                         |   |
| Student Activities                          | 109,452               | -                    | -                                  | -                       | (109,452)   |
| Food Services                               | -                     | -                    | -                                  | -                       | -   |
| Community Services                          | 23,418                | -                    | 22,579                             | -                       | (839)   |
| Facilities                                  | -                     | -                    | -                                  | -                       | -   |
| Interest on Long-Term Debt                  | 52,670                | -                    | -                                  | -                       | (52,670)  |
| Other Expense                               | 20,540                | -                    | -                                  | -                       | (20,540)  |
| Unallocated Depreciation Expense            | 6,136,938             | -                    | -                                  | -                       | (6,136,938)                                       |
| <b>Total Non-Instructional Services</b>     | <u>6,343,018</u>      | <u>-</u>             | <u>22,579</u>                      | <u>-</u>                | <u>(6,320,439)</u>                                |
| <b>Total Governmental Activities</b>        | <u>\$ 110,562,823</u> | <u>\$ -</u>          | <u>\$ 6,237,629</u>                | <u>\$ -</u>             | <u>(104,325,194)</u>                              |
| <b>General Revenues:</b>                    |                       |                      |                                    |                         |   |
|   |                       |                      |                                    |                         | 113,404,383                                       |
|   |                       |                      |                                    |                         | 2,267,129   |
|   |                       |                      |                                    |                         | 1,481   |
|   |                       |                      |                                    |                         | (8,754)   |
|   |                       |                      |                                    |                         | 78,828  |
|   |                       |                      |                                    |                         | <u>115,743,067</u>                                |
|   |                       |                      |                                    |                         | 11,417,873  |
|   |                       |                      |                                    |                         | <u>57,368,187</u>                                 |
|   |                       |                      |                                    |                         | <u>\$ 68,786,060</u>                              |

See Accompanying Notes to The Financial Statements.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
BALANCE SHEET - GOVERNMENTAL FUNDS  
AS OF JUNE 30, 2013**

| <b>ASSETS</b>                               | <b><u>General</u></b>       |
|---|-----------------------------|
| Cash and Cash Equivalents                   | \$ 15,036,581               |
| Intergovernmental Receivables               | 19,681,956                  |
| Other Receivables                           | 33,456                      |
| Deposits                                    | 86,975                      |
| Prepaid Expenses                            | <u>5,381</u>                |
| <b>TOTAL ASSETS</b>                         | <b><u>\$ 34,844,349</u></b> |
| <br><b>LIABILITIES AND FUND BALANCES</b>    |                             |
| <b>LIABILITIES</b>                          |                             |
| Intergovernmental Payables                  | \$ 964                      |
| Accounts Payable                            | 3,534,555                   |
| Accrued Salaries and Benefits               | 523,524                     |
| Retirement Payable                          | 910,532                     |
| Other Payables                              | <u>2,200</u>                |
| <b>TOTAL LIABILITIES</b>                    | <b><u>4,971,775</u></b>     |
| <br><b>FUND BALANCES</b>                    |                             |
| <b>Nonspendable - Prepaids and Deposits</b> | 92,356                      |
| <b>Spendable</b>                            |                             |
| Committed To:                               |                             |
| Future PSERS Retirement Rate Increases      | 10,740,965                  |
| Future Healthcare Cost Increases            | 3,096,294                   |
| Assigned To:                                |                             |
| Future Facilities Acquisition               | 4,803,735                   |
| Future Board Approved Purchase Obligations  | 229,300                     |
| Future OPEB Obligations                     | 382,069                     |
| Future Legal Obligations                    | 890,901                     |
| Future Budget Deficit                       | 2,274,343                   |
| Unassigned                                  | <u>7,362,611</u>            |
| <b>TOTAL FUND BALANCES</b>                  | <b><u>29,872,574</u></b>    |
| <b>TOTAL LIABILITIES AND FUND BALANCES</b>  | <b><u>\$ 34,844,349</u></b> |

See Accompanying Notes to The Financial Statements.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
RECONCILIATION OF THE GOVERNMENTAL FUNDS BALANCE SHEET  
TO THE STATEMENT OF NET POSITION  
AS OF JUNE 30, 2013**

**TOTAL FUND BALANCES - GOVERNMENTAL FUNDS** \$ 29,872,574

Amounts reported for *governmental activities* in the statement of net position are different because:

Capital Assets used in governmental activities are not financial resources and therefore are not reported as assets in governmental funds.

|                               |              |
|-------------------------------|--------------|
| Cost of all capital assets    | 48,880,011   |
| Less Accumulated Depreciation | (18,864,643) |

Note receivable is utilized in the governmental activities as a financial resource and is not reported as an asset in the governmental funds.

|                   |           |
|-------------------|-----------|
| Current portion   | 340,000   |
| Long term portion | 6,800,000 |

Certain liabilities are not due and payable in the current period and therefore are not reported in the government funds.

|                                |           |
|--------------------------------|-----------|
| Other Post Employment Benefits | (382,069) |
| Claims and Judgments Payable   | (890,901) |

The internal service fund is used by management to account for medical benefits of the School's employees. The assets and liabilities of the internal service fund are included in the governmental activities in the statement of net position.

3,031,088

**TOTAL NET POSITION - GOVERNMENTAL ACTIVITIES** \$ 68,786,060

**PENNSYLVANIA CYBER CHARTER SCHOOL**  
**STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES**  
**GOVERNMENTAL FUND TYPES**  
**FOR THE YEAR ENDED JUNE 30, 2013**

|   | <u>General</u>           |
|---|--------------------------|
| <b>REVENUES</b>                                 |                          |
| Local Sources                                   | \$ 117,352,869           |
| State Sources                                   | 2,542,145                |
| Federal Sources                                 | <u>2,434,436</u>         |
| <b>TOTAL REVENUES</b>                           | <u>122,329,450</u>       |
| <br><b>EXPENDITURES</b>                         |                          |
| Instruction                                     | 71,838,049               |
| Support Services                                | 34,609,161               |
| Non-Instructional Services                      | 132,870                  |
| Miscellaneous                                   | 20,540                   |
| Capital Outlay                                  | 7,804                    |
| Debt Service                                    | <u>2,052,670</u>         |
| <b>TOTAL EXPENDITURES</b>                       | <u>108,661,094</u>       |
| <br><b>Excess of Revenues Over Expenditures</b> | <br>13,668,356           |
| <br><b>OTHER FINANCING SOURCES</b>              |                          |
| Proceeds of Extended Term Financing             | 2,000,000                |
| Sale of Fixed Assets                            | <u>20,434</u>            |
| <b>TOTAL OTHER FINANCING SOURCES</b>            | <u>2,020,434</u>         |
| <br><b>NET CHANGE IN FUND BALANCES</b>          | <br>15,688,790           |
| <br><b>FUND BALANCE - JULY 1, 2012</b>          | <br><u>14,183,784</u>    |
| <br><b>FUND BALANCE - JUNE 30, 2013</b>         | <br><u>\$ 29,872,574</u> |

See Accompanying Notes to The Financial Statements.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
RECONCILIATION OF THE GOVERNMENTAL FUNDS  
STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES  
TO THE STATEMENT OF ACTIVITIES  
FOR THE YEAR ENDED JUNE 30, 2013**

**NET CHANGE IN FUND BALANCES - GOVERNMENTAL FUNDS** \$ 15,688,790

Amounts reported for governmental activities in the statement of activities are different because:

Capital outlays are reported in governmental funds as expenditures. However, in the Statement of Activities, the cost of those assets is allocated over their estimated useful lives as depreciation expense.

|                            |                    |             |
|----------------------------|--------------------|-------------|
| Add: Capital Outlays - Net | \$ 3,289,202       |             |
| Less: Depreciation Expense | <u>(6,136,938)</u> | (2,847,736) |

The portion of the Notes Receivable which was collected in the current year is treated as revenue on the fund statements, while, on the government-wide statements, it is treated as a reduction to Notes Receivable. (340,000)

Certain items reported in the Statement of Activities do not require the use of current financial resources and therefore are not reported as expenditures in the governmental funds.

|  |  |           |
|--|--|-----------|
| Other Post Employment Benefits Expense |  | (95,650)  |
| Claims and Judgments Payable           |  | (890,901) |

Loss on disposition of fixed assets. (29,188)

The internal service fund is used by management to account for medical benefits of the School employees. The net (loss) of the activity of the internal service is reported with governmental activities. (67,442)

**CHANGE IN NET POSITION OF GOVERNMENTAL ACTIVITIES** \$ 11,417,873

**PENNSYLVANIA CYBER CHARTER SCHOOL  
STATEMENT OF NET POSITION  
PROPRIETARY FUND  
AS OF JUNE 30, 2013**

|                                  | <b>Governmental<br/>Activities - Internal<br/>Service Fund</b> | <b>Health Insurance<br/>Fund</b> |
|----------------------------------|--|----------------------------------|
|                                  |  |                                  |
| <b>ASSETS</b>                    |  |                                  |
| <b>Current Assets</b>            |  |                                  |
| Cash and Cash Equivalents        | \$ 3,550,337   |                                  |
| Accounts Receivable              |  | 37,695                           |
| <b>Total Current Assets</b>      |  | 3,588,032                        |
| <b>TOTAL ASSETS</b>              |  | 3,588,032                        |
| <b>LIABILITIES</b>               |  |                                  |
| <b>Current Liabilities</b>       |  |                                  |
| Accrued Healthcare Costs         |  | 556,944                          |
| <b>Total Current Liabilities</b> |  | 556,944                          |
| <b>TOTAL LIABILITIES</b>         |  | 556,944                          |
| <b>NET POSITION</b>              |  |                                  |
| Unrestricted                     |  | 3,031,088                        |
| <b>TOTAL NET POSITION</b>        | <b>\$</b>  | <b>3,031,088</b>                 |

See Accompanying Notes to The Financial Statements.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION  
PROPRIETARY FUND  
FOR THE YEAR ENDED JUNE 30, 2013**

|                                     | <b>Governmental<br/>Activities - Internal<br/>Service Fund</b> |
|-------------------------------------|--|
|                                     | <b>Health Insurance<br/>Fund</b>                               |
|                                     | <hr/>  |
| <b>OPERATING REVENUES</b>           |  |
| Charges for Services                | \$ 5,604,017   |
|                                     | <hr/>  |
| <b>Total Operating Revenues</b>     | 5,604,017  |
|                                     | <hr/>  |
| <b>OPERATING EXPENSES</b>           |  |
| Cost of Services                    | 4,960,241  |
| Administrative                      | 711,218  |
|                                     | <hr/>  |
| <b>Total Operating Expenses</b>     | 5,671,459  |
|                                     | <hr/>  |
| <b>Operating Loss</b>               | (67,442)   |
|                                     | <hr/>  |
| <b>OPERATING TRANSFERS</b>          |  |
| Transfers from General Fund         | -  |
|                                     | <hr/>  |
| <b>Change in Net Position</b>       | (67,442)   |
| <b>NET POSITION - JULY 1, 2012</b>  | 3,098,530  |
|                                     | <hr/>  |
| <b>NET POSITION - JUNE 30, 2013</b> | \$ 3,031,088   |
|                                     | <hr/> <hr/>  |

See Accompanying Notes to The Financial Statements.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
STATEMENT OF CASH FLOWS  
PROPRIETARY FUND  
FOR THE YEAR ENDED JUNE 30, 2013**

|  | <b>Governmental<br/>Activities - Internal<br/>Service Fund</b> |
|--|--|
|  | <b>Health Insurance<br/>Fund</b>                               |
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>  |  |
| Receipts from Interfund Services Provided  | \$ 5,604,017   |
| Cash Payments to Suppliers, net  | (5,586,686)  |
| Net Cash Provided By Operating Activities  | 17,331   |
| Net Increase in Cash and Cash Equivalents  | 17,331   |
| Cash and Cash Equivalents - July 1, 2012   | 3,533,006  |
| Cash and Cash Equivalents - June 30, 2013  | \$ 3,550,337   |
| <br><b>Reconciliation of Change in Net Position to Net Cash Provided by<br/>Operating Activities</b> |  |
| Operating (Loss)   | \$ (67,442)  |
| <b>Change in operating assets and liabilities:</b>   |  |
| Decrease in Accounts Receivable  | 628,298  |
| Increase in Accrued Healthcare Costs   | (543,525)  |
| Net Cash Provided By Operating Activities  | \$ 17,331  |

See Accompanying Notes to The Financial Statements.

**PENNSYLVANIA CYBER CHARTER SCHOOL**  
**STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE, BUDGET AND ACTUAL**  
**GENERAL FUND**  
**FOR THE YEAR ENDED JUNE 30, 2013**

|   | <u>Budgeted Amounts</u> |                      | <u>Actual</u><br><u>(Budgetary Basis)</u> | <u>Variance with</u><br><u>Final Budget</u><br><u>Positive</u> | <u>Budget to</u><br><u>GAAP</u><br><u>Difference</u> | <u>Actual</u><br><u>Amounts</u><br><u>GAAP basis</u> |
|---|-------------------------|----------------------|---|--|--|--|
|   | <u>Original</u>         | <u>Final</u>         |   | <u>(Negative)</u>  |  |  |
| <b>REVENUES</b>                                   |                         |                      |   |  |  |  |
| Local Revenues                                    | \$ 113,506,548          | \$ 113,506,548       | \$ 117,352,869                            | \$ 3,846,321   | \$ -   | \$ 117,352,869                                       |
| State Program Revenues                            | 2,709,810               | 2,709,810            | 2,542,145                                 | (167,665)  | -  | 2,542,145  |
| Federal Program Revenues                          | <u>2,333,369</u>        | <u>2,333,369</u>     | <u>2,434,436</u>                          | <u>101,067</u>   | <u>-</u>   | <u>2,434,436</u>                                     |
| <b>TOTAL REVENUES</b>                             | <u>118,549,727</u>      | <u>118,549,727</u>   | <u>122,329,450</u>                        | <u>3,779,723</u>   | <u>-</u>   | <u>122,329,450</u>                                   |
| <b>EXPENDITURES</b>                               |                         |                      |   |  |  |  |
| Regular Programs                                  | 65,761,009              | 65,761,009           | 58,527,105                                | 7,233,904  | -  | 58,527,105   |
| Special Programs                                  | 13,880,125              | 13,880,125           | 13,310,944                                | 569,181  | -  | 13,310,944   |
| Vocational Programs                               | -                       | -                    | -   | -  | -  | -  |
| Other Instructional Programs                      | -                       | -                    | -   | -  | -  | -  |
| Adult Education Programs                          | -                       | -                    | -   | -  | -  | -  |
| Community/Junior College Ed Programs              | -                       | -                    | -   | -  | -  | -  |
| Pupil Personnel Services                          | 7,136,837               | 7,136,837            | 6,834,286                                 | 302,551  | -  | 6,834,286  |
| Instructional Staff Services                      | 1,401,631               | 1,401,631            | 1,086,177                                 | 315,454  | -  | 1,086,177  |
| Administrative Services                           | 3,544,164               | 3,544,164            | 4,766,257                                 | (1,222,093)  | -  | 4,766,257  |
| Pupil Health                                      | 328,958                 | 328,958              | 310,388                                   | 18,570   | -  | 310,388  |
| Business Services                                 | 18,292,609              | 18,292,609           | 17,863,832                                | 428,777  | -  | 17,863,832   |
| Operation & Maintenance of Plant Services         | 4,328,653               | 4,328,653            | 2,195,477                                 | 2,133,176  | -  | 2,195,477  |
| Student Transportation Services                   | -                       | -                    | -   | -  | -  | -  |
| Central & Other Support Services                  | 2,371,229               | 2,371,229            | 1,552,744                                 | 818,485  | -  | 1,552,744  |
| Food Services                                     | -                       | -                    | -   | -  | -  | -  |
| Student Activities                                | 124,553                 | 124,553              | 109,452                                   | 15,101   | -  | 109,452  |
| Community Services                                | 22,357                  | 22,357               | 23,418                                    | (1,061)  | -  | 23,418   |
| Scholarships and Awards                           | -                       | -                    | -   | -  | -  | -  |
| Facilities Acquisition and Construction           | 1,100,000               | 1,100,000            | 7,804                                     | 1,092,196  | -  | 7,804  |
| Miscellaneous                                     | 58,175                  | 58,175               | 20,540                                    | 37,635   | -  | 20,540   |
| Debt Service                                      | <u>5,219,427</u>        | <u>5,219,427</u>     | <u>2,052,670</u>                          | <u>3,166,757</u>   | <u>-</u>   | <u>2,052,670</u>                                     |
| <b>TOTAL EXPENDITURES</b>                         | <u>123,569,727</u>      | <u>123,569,727</u>   | <u>108,661,094</u>                        | <u>14,908,633</u>  | <u>-</u>   | <u>108,661,094</u>                                   |
| Excess (Deficiency) of Revenues Over Expenditures | (5,020,000)             | (5,020,000)          | 13,668,356                                | 18,688,356   | -  | 13,668,356   |
| <b>OTHER FINANCING SOURCES (USES)</b>             |                         |                      |   |  |  |  |
| Proceed from Extended Term Financing              | 5,000,000               | 5,000,000            | 2,000,000                                 | (3,000,000)  | -  | 2,000,000  |
| Sale or Compensation for Loss of Fixed Assets     | <u>20,000</u>           | <u>20,000</u>        | <u>20,434</u>                             | <u>434</u>   | <u>-</u>   | <u>20,434</u>  |
| <b>TOTAL OTHER FINANCING SOURCES (USES)</b>       | <u>5,020,000</u>        | <u>5,020,000</u>     | <u>2,020,434</u>                          | <u>(2,999,566)</u>   | <u>-</u>   | <u>2,020,434</u>                                     |
| Net Change in Fund Balances                       | -                       | -                    | 15,688,790                                | 15,688,790   | -  | 15,688,790   |
| <b>Fund Balance - July 1, 2012</b>                | <u>12,319,936</u>       | <u>12,319,936</u>    | <u>14,183,784</u>                         | <u>1,863,848</u>   | <u>-</u>   | <u>14,183,784</u>                                    |
| <b>Fund Balance - June 30, 2013</b>               | <u>\$ 12,319,936</u>    | <u>\$ 12,319,936</u> | <u>\$ 29,872,574</u>                      | <u>\$ 17,552,638</u>   | <u>\$ -</u>  | <u>\$ 29,872,574</u>                                 |

See Accompanying Notes to The Financial Statements.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED JUNE 30, 2013**

**NOTE 1 - REPORTING ENTITY**

The Pennsylvania Cyber Charter School (The School) was formed under the laws of the state of Pennsylvania to provide elementary and secondary education to students through a computer managed learning system designed to meet individual student's needs and styles.

A reporting entity is comprised of the primary government, component units, and other organizations that are included to ensure that the financial statements of the School are not misleading. The primary government consists of all funds, departments, boards, and agencies that are not legally separate from the School. For the School, this includes general operations and student related activities of the School.

Component units are legally separate organizations for which the School is financially accountable. The School is financially accountable for an organization if the School appoints a voting majority of the organization's governing board and (1) the School is able to significantly influence the programs or services performed or provided by the organization; or (2) the School is legally entitled to or can otherwise access the organization's resources; the School is legally obligated or has otherwise assumed the responsibility to finance the deficits of, or provide financial support to, the organization; or the School is obligated for the debt of the organization. Component units may also include organizations that are fiscally dependent on the School in that the School approves the budget or the issuance of debt. The School does not have any component units.

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

The financial statements of the School have been prepared in accordance with generally accepted accounting principles in the United States of America (GAAP). The Governmental Accounting Standards Board (GASB) is responsible for establishing GAAP for state and local governments through its pronouncements (Statements and Interpretations). The more significant accounting policies established in GAAP and used by the School are described below.

***A. Basis of Presentation***

The School's basic financial statements consist of government-wide statements, including a statement of net position and a statement of activities, and fund financial statements which provide a more detailed level of financial information.

During the year, the School implemented GASB Statement No. 63, *Financial Reporting of Deferred Outflows of Resources, Deferred Inflows of Resources and Net Position*. This Statement provides a new statement of net position format to report all assets, deferred outflows of resources, liabilities, deferred inflows of resources, and net position. A deferred outflow of resources is a consumption of net assets that is applicable to a future reporting period while a deferred inflow of resources is an acquisition of net assets that is applicable to a future reporting period. This standard also amends certain provisions of GASB Statement No. 34 and related pronouncements to reflect the residual measure in the statement of financial position as net position, rather than net assets.

**Government-wide financial statements** – The statement of net position and the statement of activities display information about the School as a whole. These statements include the financial activities of the overall government. Eliminations have been made to minimize the double counting of internal activities.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED JUNE 30, 2013**

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

**Government-wide financial statements (continued)**

The statement of net position presents the financial condition of the governmental and business-type activities of the School at year-end. The statement of activities presents a comparison between direct expenses and program revenues for each program or function of the School's governmental and business-type activities. Direct expenses are those that are specifically associated with a service, program or department and therefore clearly identifiable to a particular function. Program revenues include charges paid by the recipient of the goods or services offered by the program, grants and contributions that are restricted to meeting the operational or capital requirements of a particular program and interest earned on grants that is required to be used to support a particular program. Revenues which are not classified as program revenues are presented as general revenues of the School, with certain limited exceptions. The comparison of direct expenses with program revenues identifies the extent to which each business activity or governmental function is self-financing or draws from the general revenues of the School.

**Fund financial statements** – During the year, the School segregates transactions related to certain School functions or activities in separate funds in order to aid financial management and to demonstrate legal compliance. Fund financial statements are designed to present financial information of the School at this more detailed level. The focus of governmental and enterprise fund financial statements is on major funds. Each major fund is presented in a separate column. Non-major funds, if any, are aggregated and presented in a single column. The fiduciary funds, if any, are reported by type.

**Proprietary fund financial statements** – The focus of proprietary fund measurement is upon determination of operating income, changes in net position, financial position, and cash flows. The generally accepted accounting principles applicable are those similar to businesses in the private sector. The School reports the internal service fund as a proprietary fund. An internal service fund accounts for operations that provide services to other departments of the School on a cost reimbursement basis. The Health Insurance Fund accounts for the employees' self-insured medical and dental benefits. Because the principal users of the internal services are the School's governmental activities, the financial statement of the internal service fund is consolidated into the governmental column when presented in the government-wide financial statements.

***B. Measurement Focus/Basis of Accounting***

The government-wide and proprietary fund financial statements are reported using the economic resources measurement focus and the accrual basis of accounting. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met.

The School uses funds to maintain its financial records during the year. A fund is defined as a fiscal and accounting entity with a self-balancing set of accounts. There are three categories of funds: governmental, proprietary and fiduciary.

Governmental fund 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 period or soon enough thereafter to pay liabilities of the current period. For this purpose, the School considers revenues to be available if they are collected within 180 days of the end of the current fiscal period. Expenditures generally are recorded when a liability is incurred, as under accrual accounting. However, debt service expenditures, as well as expenditures related to compensated absences, early retirement, arbitrage rebates, and post-employment healthcare benefits, are recorded only when payment is due.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED JUNE 30, 2013**

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

***B. Measurement Focus/Basis of Accounting (continued)***

The School reports the following major governmental fund:

General Fund—The General Fund is the operating fund of the School and is used to account for all financial resources except those required to be accounted for in another fund.

Additionally, the School reports the following proprietary fund type:

Internal Service Fund - accounts for risk management and health insurance costs provided to departments of the School.

***C. Budgetary Process***

The School passed an appropriated budget for the fiscal year ending June 30, 2013 with revenues totaling \$123,569,727 and expenditures totaling \$123,569,727.

The School is required by state law to adopt an annual budget for the General Fund. The budget is presented on the modified accrual basis of accounting, which is consistent with generally accepted accounting principles (“GAAP”).

The following procedures are followed in establishing the budgetary data reflected in the financial statements:

1. The School prepares a budget for the next succeeding fiscal year. The operating budget includes proposed expenditures and the means of financing them.
2. The School adopts a proposed budget, after ten days’ public notice of the meeting has been given.
3. Prior to July 1, the budget is legally enacted via resolution of the School.
4. The Budget for the general fund must be filed with the Office of Public Instruction within fifteen (15) days after the adoption of the budget.

***Final Budget:*** The final budget for each year must be adopted (via Board vote) by June 30 of the preceding school fiscal year.

Once the budget is approved, it can be amended at the Function and Fund level only by approval of a majority of the members of the School Board. Amendments are presented to the Board at their regular meetings. Each amendment must have Board approval. Such amendments are made before the fact, are reflected in the official minutes of the Board, and are not made after fiscal year-end as dictated by law.

***D. Deposits and Investments***

The School’s cash and cash equivalents are considered to be cash on hand, demand deposits, and short-term investments with original maturities of three months or less from the date of acquisition.

***E. Interfund Balances***

On fund financial statements, receivables and payables resulting from short-term interfund loans are classified as “interfund receivables/payables.” These amounts are offset against each other in the governmental and business-type activities columns of the statement of net position, except for amounts due to/from other funds which are not presented in the statement of net position.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED JUNE 30, 2013**

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

***F. Capital Assets***

General capital assets result from expenditures in the governmental funds. These assets are reported in the governmental activities column of the government-wide statement of net position but are not reported in the fund financial statements.

All capital assets are capitalized at cost (or estimated historical cost) and updated for additions and retirements during the year. Donated fixed assets are recorded at their fair market values as of the date received. Improvements are capitalized; the costs of normal maintenance and repairs that do not add to the value of the asset or materially extend an asset's life are not.

All reported capital assets except land and construction in progress are depreciated. Improvements are depreciated over the remaining useful lives of the related capital assets. Depreciation is computed using the straight line method over the following useful lives:

| <b>Description</b>         | <b>Governmental<br/>Activities<br/>Estimated Lives</b> |
|----------------------------|--|
| Buildings and Improvements | 10-40 years  |
| Furniture and Equipment    | 3-15 years   |
| Computer Equipment         | 3 years  |

***G. Compensated Absences***

The School has no compensated absences as of June 30, 2013.

***H. Accrued Liabilities and Long-Term Obligations***

All payables, accrued liabilities and long-term obligations are reported in the government-wide financial statements.

In general, governmental fund payables and accrued liabilities that, once incurred, are paid in a timely manner and in full from current financial resources are reported as obligations of the funds. However, claims and judgments, special termination benefits and contractually required pension contributions that will be paid from governmental funds are reported as a liability in the fund financial statements only to the extent that they are due for payment in the current year. Capital leases are recognized as a liability on the governmental fund financial statements when due.

***I. Net Position***

Net position represents the difference between assets and liabilities. Net investment in capital assets consists of capital assets, net of accumulated depreciation, reduced by the outstanding balances of any borrowings used for the acquisition, construction or improvement of those assets. Net position is reported as restricted when there are limitations imposed on their use either through the enabling legislation adopted by the School or through external restrictions imposed by creditors, grantors or laws or regulations of other governments. The School applies restricted resources first when an expense is incurred for purposes for which both restricted and unrestricted net position is available.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED JUNE 30, 2013**

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

***J. Fund Balance Classifications***

The GASB issued Statement No. 54, Fund Balance Reporting and Governmental Fund Type Definitions (GASB 54) effective for reporting periods beginning after June 15, 2010. The intention of the GASB is to provide a more structured classification of fund balance and to improve the usefulness of fund balance reporting to the users of the School's financial statements. The reporting standard establishes a hierarchy for fund balance classifications and the constraints imposed on the users of those resources.

GASB 54 provides for two major types of fund balances, which are nonspendable and spendable. Nonspendable fund balances are balances that cannot be spent because they are not expected to be converted to cash or they are legally or contractually required to remain intact. Examples of this classification are prepaid items and inventories.

In addition to the nonspendable fund balance, GASB 54 has provided a hierarchy of spendable fund balances, based on a hierarchy of spending constraints.

Restricted – Fund balances that are constrained by external parties, constitutional provisions, or enabling legislation.

Committed – Fund balances that contain self-imposed constraints of the government from its highest level of decision making authority (Board of Directors). The board of directors may commit fund balance for specific purposes pursuant to constraints imposed by formal actions taken, such as a majority vote or resolution. These committed amounts cannot be used for any other purpose unless the board of directors removes or changes the specific use through the same type of formal action taken to establish the commitment. The board's action to commit fund balance needs to occur within the fiscal reporting period, no later than June 30<sup>th</sup>; however, the amount can be determined subsequent to the release of the financial statements.

Assigned – Fund balances that contain self-imposed constraints of the government to be used for a particular purpose. The School Board has delegated the Board Treasurer the authority to assign fund balance for specific purposes.

Unassigned – Fund balance of the general fund that is not constrained for any particular purpose.

**Prioritization of Fund Balance Use**

When an expenditure is incurred for purposes for which both restricted and unrestricted (committed, assigned, or unassigned) amounts are available, it shall be the policy of the organization to consider restricted amounts to have been reduced first. When an expenditure is incurred for purposes for which amounts in any of the unrestricted fund balance classifications could be used, it shall be the policy of the organization that committed amounts would be reduced first, followed by assigned amounts and then unassigned amounts.

***K. Use of Estimates***

The preparation of financial statements in conformity with generally accepted accounting principles 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 revenues and expenses during the reporting period. Actual results could differ from those estimates.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED JUNE 30, 2013**

**NOTE 3 – CASH AND CASH EQUIVALENTS**

Under Section 440.1 of the Public School Code for 1949, as amended, the School is permitted to invest funds consistent with sound business practices in the following types of investments:

Obligations of (a) the United States of America or any of its agencies or instrumentalities backed by the full faith and credit of the United States of America, (b) the Commonwealth of Pennsylvania or any of its agencies or instrumentalities backed by the full faith and credit of the Commonwealth, or (c) any political subdivision of the Commonwealth of Pennsylvania or any of its agencies or instrumentalities backed by the full faith and credit of the political subdivision.

Deposits in savings accounts, time deposits, or share accounts of institutions insured by the Federal Deposit Insurance Corporation (FDIC) to the extent that such accounts are so insured and, for any amounts above the insured maximum, provided that approved collateral, as provided by law, is pledged by the depository.

The deposit and investment policy of the School adheres to state statutes and prudent business practices. Deposits of the governmental funds are either maintained in demand deposits or savings accounts, certificates of deposit, or cash equivalents. There were no deposit or investment transactions during the year that were in violation of either the state statutes or the policy of the School.

The following is a description of the School’s deposit and investment risks:

*Custodial Credit Risk* – 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 formal deposit policy for custodial credit risk. As of June 30, 2013, \$18,829,176 of the School’s bank balance of \$19,090,879 was exposed to custodial credit risk, however this balance is collateralized in accordance with Act 72 of the Pennsylvania State Legislature which requires the institution to pool collateral for all governmental deposits and have the collateral held by an approved custodian in the institution’s name. These deposits have a carrying amount of \$18,586,917 as of June 30, 2013.

**NOTE 4 – INTERGOVERNMENTAL RECEIVABLES**

Amounts due from other governments represent receivables earned by the School. At June 30, 2013, the following amounts were receivable from other governmental units.

|  | <u>Receivable</u>           |
|--|-----------------------------|
| Governmental Units:                          |                             |
| State  | \$ 614,039                  |
| Federal - grant programs                     | 690,485                     |
| Local Educational Agencies, net of allowance | 18,377,432                  |
| Totals                                       | <u><u>\$ 19,681,956</u></u> |

**Allowance for Doubtful Accounts**

Receivables are stated at the amount the School expects to collect. The School maintains allowances for doubtful accounts for estimated losses resulting from the inability of LEAs to make required payments. Based on management’s assessment, the School provides for estimated uncollectible amounts through a charge to earnings and a credit to a valuation allowance. The allowance account was \$278,518 as of June 30, 2013.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED JUNE 30, 2013**

**NOTE 5 – PROPERTY, PLANT AND EQUIPMENT**

A summary of fixed assets recorded as of June 30, 2013 is as follows:

|   | <u>Beginning<br/>Balance</u> | <u>Increases</u>      | <u>Decreases</u>   | <u>Ending<br/>Balance</u> |
|---|------------------------------|-----------------------|--------------------|---------------------------|
| Capital assets, not being depreciated:        |                              |                       |                    |                           |
| Land  | \$ 1,079,829                 | \$ -                  | \$ -               | \$ 1,079,829              |
| Capital assets, being depreciated:            |                              |                       |                    |                           |
| Buildings and Improvements                    | 19,142,575                   | 15,303                | -                  | 19,157,878                |
| Furniture and Equipment                       | 4,482,207                    | 182,187               | (46,184)           | 4,618,210                 |
| Computer Equipment                            | 22,819,381                   | 3,091,712             | (1,886,999)        | 24,024,094                |
| Total capital assets, being depreciated       | <u>46,444,163</u>            | <u>3,289,202</u>      | <u>(1,933,183)</u> | <u>47,800,182</u>         |
| Accumulated depreciation for:                 |                              |                       |                    |                           |
| Buildings and Improvements                    | (1,123,207)                  | (427,955)             | -                  | (1,551,162)               |
| Furniture and Equipment                       | (2,663,458)                  | (417,932)             | 32,953             | (3,048,437)               |
| Computer Equipment                            | <u>(10,845,035)</u>          | <u>(5,291,051)</u>    | <u>1,871,042</u>   | <u>(14,265,044)</u>       |
| Total accumulated depreciation                | <u>(14,631,700)</u>          | <u>(6,136,938)</u>    | <u>1,903,995</u>   | <u>(18,864,643)</u>       |
| Total capital assets, being depreciated, net: | <u>31,812,463</u>            | <u>(2,847,736)</u>    | <u>(29,188)</u>    | <u>28,935,539</u>         |
| Governmental activities capital assets, net:  | <u>\$ 32,892,292</u>         | <u>\$ (2,847,736)</u> | <u>\$ (29,188)</u> | <u>\$ 30,015,368</u>      |

Depreciation expense of \$6,136,938 for the fiscal year ended June 30, 2013 was not allocated to the various functions because the property, plant and equipment serve all functions of the School.

**NOTE 6 – NOTES RECEIVABLE**

On June 30, 2009, the School and the Lincoln Park Performing Arts Center (LPPAC) agreed to cancel a prepaid lease originally signed in May 2005. Additionally, LPPAC signed a promissory note agreeing to repay the School the remaining balance of \$8,500,000 over a period of twenty-four years through June 30, 2034. As of June 30, 2013, the balance of this note receivable is \$7,140,000.

**NOTE 7 – CREDIT LINE PAYABLE**

The School had a credit line with a bank for short-term financing needs. The maximum borrowing amount of the credit line was \$30,000,000 as of June 30, 2013, with interest being charged at 2.00% plus 30 day LIBOR. As of June 30, 2013 the interest rate on this line is 2.19228%. The credit line is secured by the accounts receivable of the School. During the fiscal year ended June 30, 2013, the School requested credit line advances totaling \$10,000,000 and made payments on the credit line totaling \$10,000,000.

As of June 30, 2013 there was no outstanding obligation on the credit line.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED JUNE 30, 2013**

**NOTE 8 - OPERATING LEASES - LESSEE**

The School has ten operating leases for office space that expire at various dates through August 2018, with optional renewable terms. Rental expense for these leases totaled \$1,270,010 for the year ended June 30, 2013.

Future minimum lease payments under operating leases that have remaining terms in excess of one year as of June 30, 2013, are:

|                                 |                            |
|---------------------------------|----------------------------|
| Year Ending June 30, :          |                            |
| 2014                            | \$ 1,266,401               |
| 2015                            | 1,231,220                  |
| 2016                            | 1,021,133                  |
| 2017                            | 384,792                    |
| 2018 and beyond                 | 253,784                    |
| Total Minimum Payments Required | <u><u>\$ 4,157,330</u></u> |

**NOTE 9 - COMMITMENTS**

**Management Agreement**

On August 26, 2005 the School entered into a management agreement with the National Network of Digital Schools (NNDS). The management agreement was amended as of July 1, 2010 for a five year term and will automatically renew for successive one-year terms thereafter, unless terminated. Under the agreement, NNDS will provide the following services:

1. General business advice regarding operation and management of the School and its resources.
2. Negotiate agreements on behalf of the School to carry out and implement the purpose of the School.
3. Assist the School with accounting records and operational policies.
4. Provide assistance to the School with legal counsel and auditors as may be required.
5. Provide staff development and human resource services.
6. Marketing School services for the purpose of increasing enrollment.
7. Procurement, shipping and transportation service.
8. Provide physical plant and information technology services.

Fees per the contract are based on 12% of the School's gross revenue less investment income, gifts or endowment revenue. Total charges under the contract for the fiscal year ending June 30, 2013 were \$14,634,768.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED JUNE 30, 2013**

**NOTE 9 – COMMITMENTS (continued)**

**Construction Loan**

The School had a construction mortgage to provide for financing needs in relation to the construction of a new building. The maximum borrowing amount of the mortgage was \$5,000,000. Interest was charged at a rate of 2.00% plus 30 day LIBOR. As of June 30, 2013 the interest rate on this loan was 2.19228%. During the fiscal year ended June 30, 2013, the School requested advances totaling \$2,000,000 and made payments totaling \$2,000,000. The mortgage was secured by the building located at 652 Midland Avenue, Midland PA 15059. As of June 30, 2013, the loan is closed and there is no outstanding obligation on the mortgage.

**NOTE 10 – RETIREMENT PLANS/OTHER POSTEMPLOYMENT BENEFITS**

Plan Description. The School contributes to the Public School Employees’ Retirement System (PSERS); a Governmental cost sharing multiple-employer defined benefit pension plan administered by the PSERS Board of Trustees under the authority of the Public School Employees’ retirement Code (Act No. 96 of October 2, 1975, as amended) (24 Pa. C.S. 8101-8535). PSERS provides retirement and disability, legislatively mandated ad hoc cost-of-living adjustments, and healthcare insurance premium assistance to qualifying annuitants. The PSERS issues a publicly available comprehensive annual financial report that may be obtained by writing to Office of Financial Management, Public School Employees’ Retirement System, P.O. Box 125, Harrisburg, PA 17108-0125. The publication is also available on the PSERS website at:

*<http://www.psers.state.pa.us/publications/general/cafr.htm>*

Funding Policy. Active members who joined the System prior to July 22, 1983, are required to contribute 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% (Membership Class T-D) of the member’s qualifying compensation. Members who joined the System on or after July 1, 2011 contribute at 7.50% (Membership Class T-E) with “shared risk” contribution levels that may fluctuate between 7.50% and 9.50% or at 10.3% (Membership Class T-F) with “shared risk” contribution levels that may fluctuate between 10.30% and 12.30%. The School is required to contribute at an actuarially determined rate. The rates applied to annual covered payroll were 12.36% at June 30, 2013 and 8.65% at June 30, 2012. The 12.36% at June 30, 2013 is composed of a pension contribution rate of 11.50% for pension benefits and 0.86% for healthcare insurance premium assistance. The School contributed 100% of the required contribution to PSERS for the five year trend as follows:

| <u>Year Ended</u><br><u>June 30,</u> | <u>Amount of</u><br><u>Employer Contribution</u> | <u>Contribution % of</u><br><u>Covered Salaries</u> |
|--------------------------------------|--|---|
| 2013                                 | \$2,951,233                                      | 12.36%  |
| 2012                                 | \$2,173,334                                      | 8.65%   |
| 2011                                 | \$1,316,082                                      | 5.64%   |
| 2010                                 | \$914,803  | 4.78%   |
| 2009                                 | \$902,817  | 4.76%   |

**NOTE 11 – FUND BALANCE REPORTING**

The School has classified its fund balances within the following hierarchy:

Nonspendable

As of June 30, 2013, \$92,356 of the School’s fund balance is classified as nonspendable.

**PENNSYLVANIA CYBER CHARTER SCHOOL  
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YEAR ENDED JUNE 30, 2013**

**NOTE 11 – FUND BALANCE REPORTING (continued)**

Spendable

The School has classified the spendable fund balances as Committed, Assigned and Unassigned and considered each to have been spent when expenditures are incurred. The School currently has no funds classified as Restricted.

*Committed for PSERS* – The Board has set aside certain spendable fund balance for the future, significant, scheduled increases in the PSERS employer contribution rate. At year end, the committed fund balance to cover PSERS rate increases is \$10,740,965.

*Committed for Health Care* – The Board has set aside certain spendable fund balance to cover projected increases in health care costs. At year end, the committed fund balance to cover these projected rate increases is \$3,096,294.

*Assigned for Facilities Acquisitions* – The Board Treasurer has set aside certain spendable fund balance for the future facilities acquisitions based on need due to the growth of the School. At year end, the assigned fund balance to cover facilities acquisitions is \$4,803,735.

*Assigned for Budget Balancing* – The Board Treasurer has set aside certain spendable fund balance to cover projected expenditures in excess of revenues for the 2013/2014 school year. At year end, the assigned fund balance to cover the excess expenditures is \$2,274,343.

*Assigned for Purchase Obligations* – The Board Treasurer has set aside certain spendable fund balance to cover purchases approved by the Board in 2012/2013 for purchases made in the 2013/2014 school year. At year end, the assigned fund balance to cover these purchase obligations is \$229,300.

*Assigned for Legal Obligations* – The Board Treasurer has set aside certain spendable fund balance for the future, significant, legal obligations of the School. At year end, the assigned fund balance to cover the obligations is \$890,901.

*Assigned for OPEB Obligations* – The Board Treasurer has set aside certain spendable fund balance for the future postemployment benefit obligations of the School. At year end, the assigned fund balance to cover the obligations is \$382,069.

*Unassigned* – As of June 30, 2013, the unassigned fund balance for the General Fund is \$7,362,611.

**NOTE 12 - CONTINGENCIES**

**Litigation**

The School is involved in various legal proceedings, claims and litigation arising for the ordinary course of business. Management intends to vigorously defend the asserted claims. While the outcome of these matters is currently not determinable, management does not expect the ultimate costs to resolve these matters will have a materially adverse effect on the School's financial position at June 30, 2013, beyond the aforementioned assignment of fund balance. Fund balance has been assigned for matters that have settled prior to the issuance of the financial statement.

|                              | <u>Beginning<br/>Balance</u> | <u>Increases</u>  | <u>Decreases</u> | <u>Ending<br/>Balance</u> |
|------------------------------|------------------------------|-------------------|------------------|---------------------------|
| Claims and Judgments Payable | <u>\$ -</u>                  | <u>\$ 890,901</u> | <u>\$ -</u>      | <u>\$ 890,901</u>         |

**PENNSYLVANIA CYBER CHARTER SCHOOL  
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**NOTE 12 – CONTINGENCIES (continued)**

During 2012 several school districts filed a class action complaint, alleging that the School had received undue funds for the education of 4-year old kindergarten students. Subsequent to yearend the court issued an order granting class certification in the underlying state law case. The amount at issue is not yet clear, at this time an estimate of the loss, if any, cannot be made, however it could be material.

**Grants**

The School is potentially liable for any expenditure that may be disallowed pursuant to the terms of grant programs. Management is not aware of any material items of noncompliance, which would result in the disallowance of program expenditures.

The School received financial assistance from federal and state agencies in the form of grants. The expenditure of funds received under these programs generally requires compliance with terms and conditions specified in the grant agreements and are subject to audit by the grantor agencies. Any disallowed claims resulting from such audits could become a liability of the general fund or other applicable funds. However, in the opinion of management, any such disallowed claims will not have a material adverse effect on the overall financial position of the School at June 30, 2013.

**NOTE 13 – RISK MANAGEMENT**

As of July 1, 2008, the School has elected to self-fund the health and drug benefit program for its employees. Under the program, the School employs a third party administrator and pays all medical claims through them. In addition, the School purchases individual and aggregate stop-loss insurance from a commercial carrier to protect it from catastrophic claims. Settled claims have not exceeded the aggregate stop-loss insurance coverage for the past year, but the School retains the risk for medical claims above this coverage.

Changes in the estimate of the claims liability are as follows:

|                                   |                    |
|-----------------------------------|--------------------|
| Liability balance - June 30, 2012 | \$ 1,100,469       |
| Incurred claims and estimates     | 4,416,716          |
| Less:                             |                    |
| Claims paid during the period     | <u>(4,960,241)</u> |
| Liability balance - June 30, 2013 | <u>\$ 556,944</u>  |

**NOTE 14 – POST-RETIREMENT HEALTH INSURANCE BENEFITS**

The School sponsors a single employer defined benefit “other post-employment benefit” (OPEB) plan. The benefits provided to retirees of the School include the option of continuing on the School’s health care plan available to the active employees at his/her own expense until the retiree reaches age 65. Under this plan, retirees who meet certain age and service requirements may elect coverage for themselves and their spouse until they reach age 65 or three years, whichever comes first. Should the retiree not be eligible for Medicare at the end of the three year period, the retiree may elect to stay on the School’s health care plan at his/her expense until the retiree reaches Medicare eligibility. The School currently pays an explicit subsidy equal to 100% of the blended (active and retired) premium, plus the implicit subsidy equal to the difference between the actual retiree cost and the blended rate.

Currently, these benefits are provided through the School’s self-funded health insurance plan (self-insurance). The School recognizes the cost of providing benefits by expensing the actual claims paid by the self-insurance on a pay-as-you-go basis. There are no plans at this time to fund the OPEB liability and therefore there are no plan assets.