



Reach Cyber Charter School
BOARD MEETING

Pursuant to the Pennsylvania Open Meeting Laws, notice is hereby given to the members of the Reach Cyber Charter School Board and the general public that the Board will hold a meeting open to the public on:

Date and Time:

Wednesday, September 18, 2019 at 9:00 a.m.

Meeting Location:

750 East Park Drive, Suite 204
Harrisburg, PA 17111

Below is an agenda of all items scheduled to be considered. Unless otherwise stated, items may be taken out of the order presented on the agenda at the discretion of the Chair.

Reasonable efforts will be made to assist and accommodate persons with a disability. Please contact Jane Swan at (717) 704-8437.

AGENDA

- I. Call to Order and Roll Call – D. Taylor
- II. Public Comment – D. Taylor

The Board welcomes participation by the members of the public both in-person and telephonically. To address an item on the agenda, before the scheduled start of the meeting, an individual must provide their name and short description of the agenda item on which they wish to comment to the Chair, along with any materials they want to have distributed to the Board. Individuals who wish to address the Board telephonically must contact the Principal or Board President by phone or by email at least twenty four (24) hours before the scheduled start of the Board meeting. If the individual wants to provide any written materials to the Board, these should be emailed to the Principal or Board President at least twenty four (24) hours before the scheduled start of the meeting.

The total time for any individual to present, either in person or via telephone, on an item on the agenda shall not exceed three (3) minutes, unless the Board grants additional time.

Individuals desiring to make a formal presentation to the Board on an item not on the agenda but desiring it be placed on the agenda must provide notice and written submissions detailing the subject of the presentation to the Principal or Board President at least fourteen (14) days prior to the meeting. Any such presentations shall not exceed fifteen (15) minutes in duration, unless otherwise permitted by the Chair.

- III. Routine Business – D. Taylor
 - a. Approval of Agenda

- IV. Oral Reports
 - a. Executive Director's Report (MSR attached) – J. Swan
 - i. Enrollment and Staffing Update
 - ii. Facility Update
 - iii. Comprehensive Support and Improvement (CSI) Designation Update
 - iv. Charter Renewal Update
 - b. Financial Report (attached) – T. Lee
 - i. Audit Update

- V. Strategic Plan

- VI. Consent Items
 - a. Approval of Minutes from the August 28, 2019 Board Meeting (attached)
 - b. Approval of Staffing Report (attached)
 - c. Approval of Connections Education Invoice(s) for July and August (attached)
 - d. Approval of LiveSpeech Invoice(s) (attached)
 - e. Approval of 2019- 2020 Base Salaries and Incentive Percentage and Career Ladder Positions (attached)
 - f. Approval of Federal Title Funding Plans for the 2019-2020 School Year: Parent and Family Engagement Policy (attached)

- VII. Action Items

- VIII. Information Items
 - a. Statement of Agreement (SOA) with POBL and Charter Choices Contract Update(s) – D. Taylor/ J. Swan/ A. Jay
 - b. State and Strategic Client Relations (SSCR) Update – A. Jay
 - c. Partner School Leadership Team (PSLT) Update – M. Brown
 - i. Teacher Professional Development Products and Services for the 2019-2020 School Year (attached)
 - d. Board Relations Update – E. Lee
 - i. In-Person Board Meeting and Retreat – October 16

- IX. Adjournment and Confirmation of In Person Meeting – Wednesday, October 16, 2019 at 9:00 a.m.

MONTHLY SCHOOL REPORT

School & Date Selection

School

Reach Cyber Charter School

Report Date

August 31, 2019

Currently Enrolled

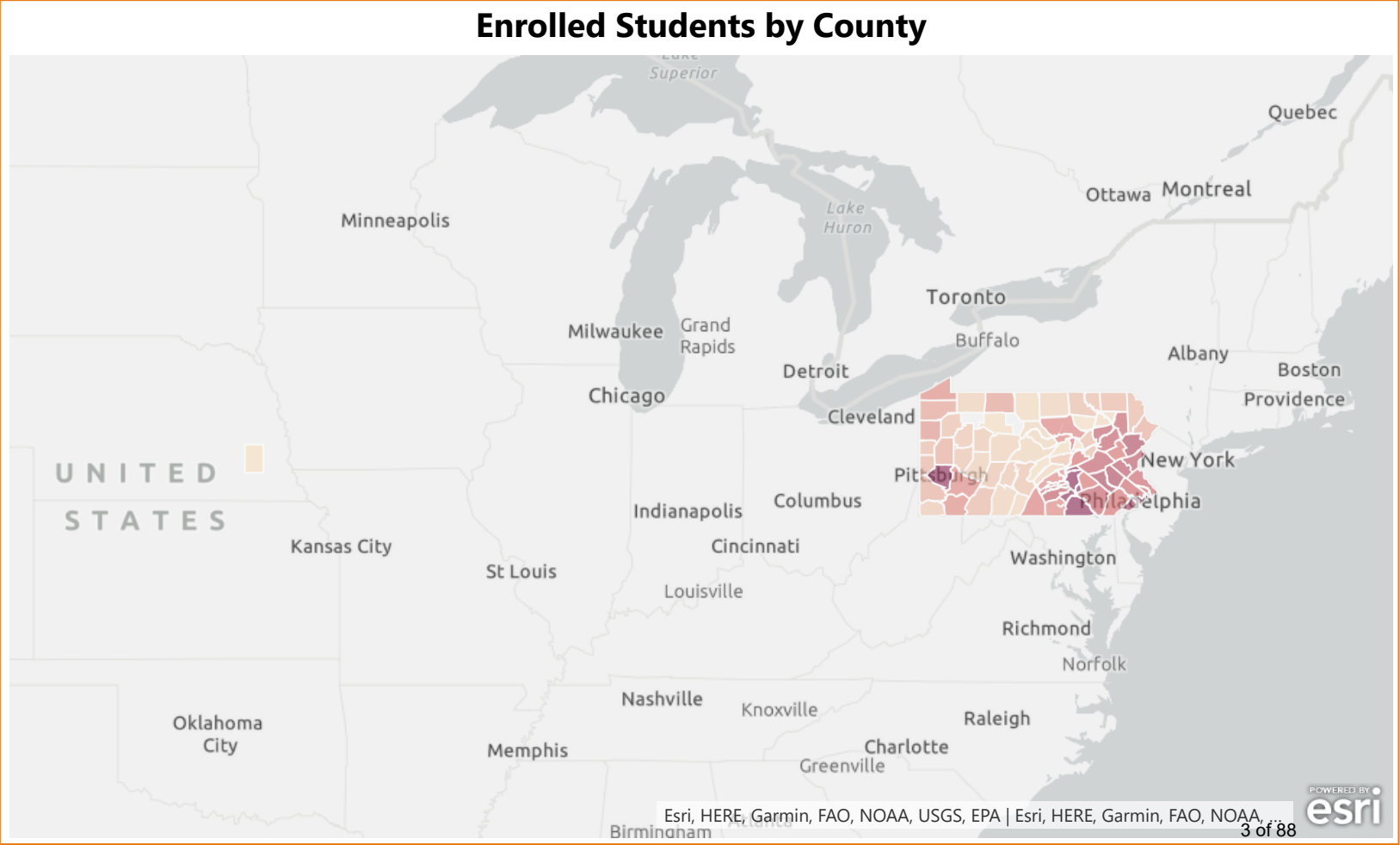
2953

Total YTD Enrolled

2980

Enrollment Services Complete (Stage 4)

3080



Reach Cyber Charter School

August 31, 2019

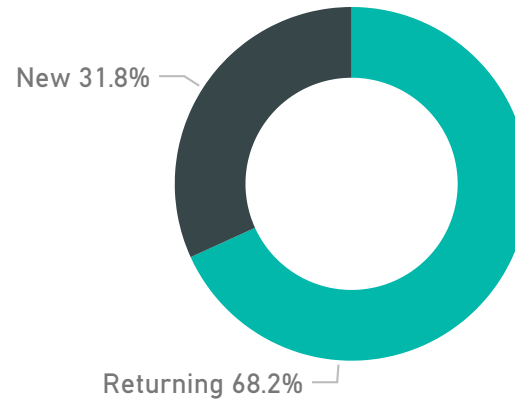
Current Enrollment Month-Over-Month Change

N/A

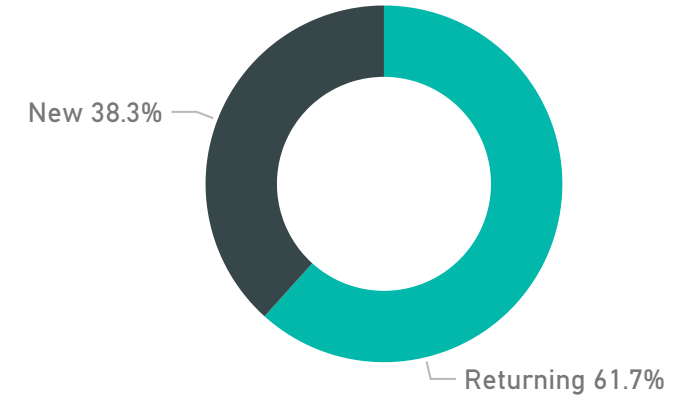
Current Enrollment Year-Over-Year Change

27%

New and Returning

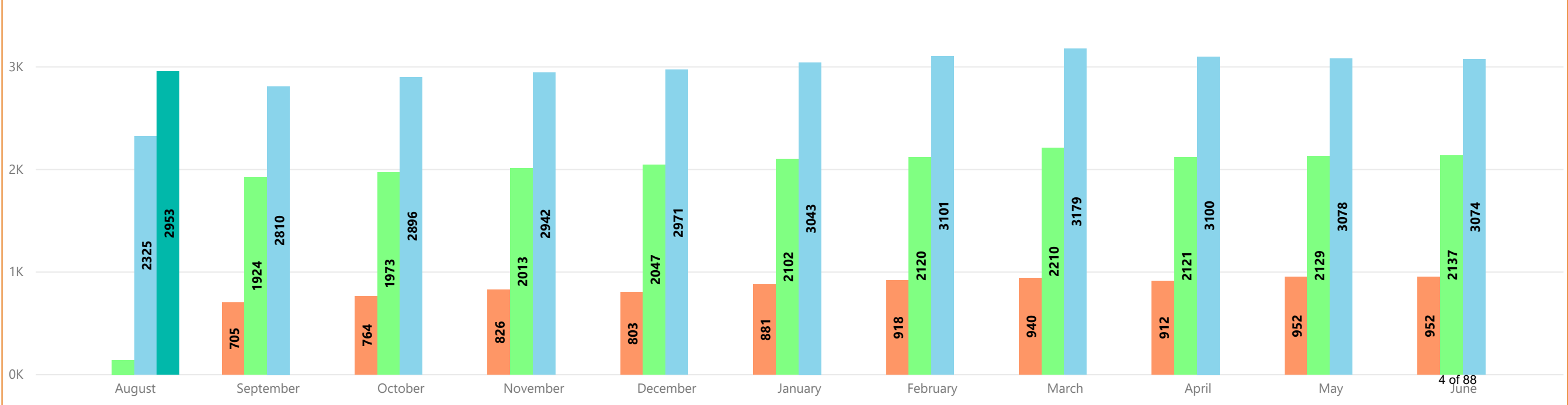


New and Returning Prior Year



Monthly Student Current Enrollment Comparison

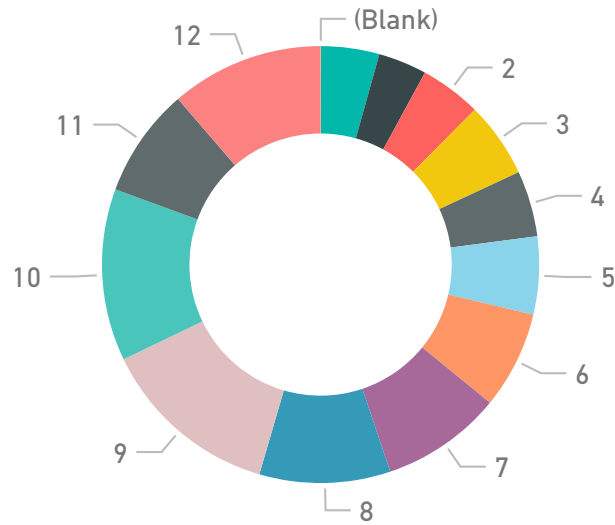
schoolYear ● 2016-2017 ● 2017-2018 ● 2018-2019 ● 2019-2020



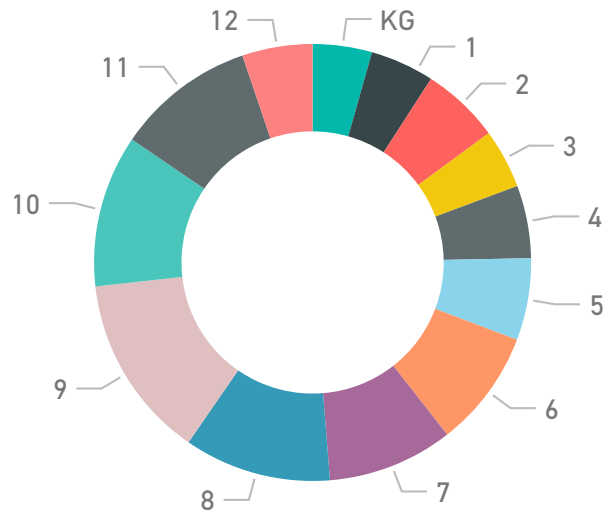
Reach Cyber Charter School

August 31, 2019

Enrolled Students by Final Grade



Enrolled Students Prior Year by Final Grade



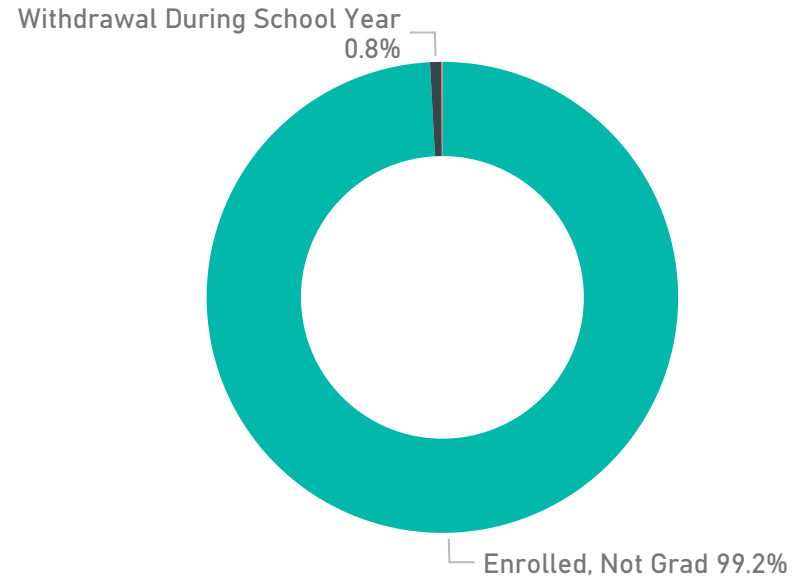
Grade Distribution

ReportPeriod GradeDistribution	SameMonthPriorYear		PriorEOY		CurrentMonth	
	Students	%CT Students	Students	%CT Students	Students	%CT Students
PK-2	347	15%	418	14%	367	12%
KG	102	4%	129	4%	127	4%
1	110	5%	127	4%	106	4%
2	135	6%	162	5%	134	5%
3-5	368	16%	458	15%	479	16%
3	102	4%	130	4%	165	6%
4	125	5%	143	5%	144	5%
5	141	6%	185	6%	170	6%
6-8	671	29%	843	27%	763	26%
6	202	9%	252	8%	213	7%
7	216	9%	270	9%	264	9%
8	253	11%	321	10%	286	10%
9-12	939	40%	1355	44%	1343	45%
9	317	14%	469	15%	394	13%
10	262	11%	369	12%	376	13%
11	239	10%	273	9%	239	8%
12	121	5%	244	8%	334	11%
Total	2325	100%	3074	100%	2952	100%

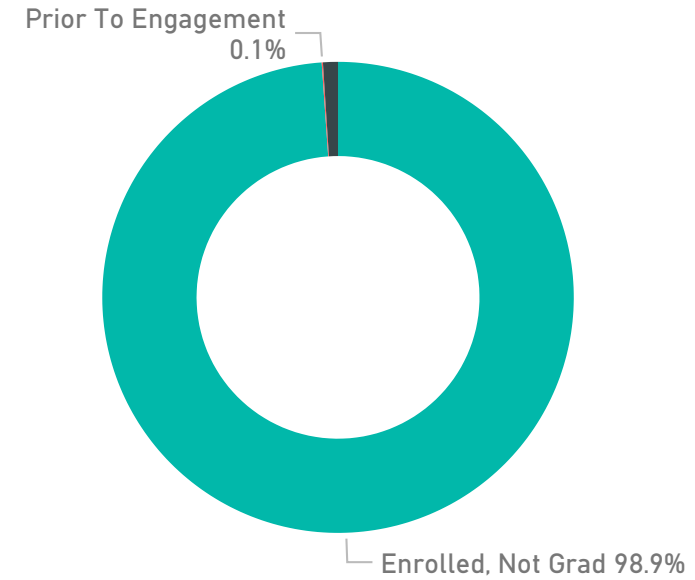
Reach Cyber Charter School

August 31, 2019

Total YTD Enrollment by Withdrawal Category



Total YTD Enrollment Prior Year by Withdrawal Category



Total YTD Enrollment

ReportPeriod Withdrawal Category	SameMonthPriorYear		PriorEOY		CurrentMonth	
	Student Count	%CT Student Count	Student Count	%CT Student Count	Student Count	%CT Student Count
Enrolled, Not Grad	2325	99%	3074	74%	2955	99%
Graduated			19	0%		
Prior To Engagement	2	0%	79	2%	2	0%
Withdrawal During School Year	24	1%	975	24%	23	1%
Total	2351	100%	4147	100%	2980	100%

Enrollment Services Complete (Stage 4)

3080

Reach Cyber Charter School

August 31, 2019

Withdrawal Reason

Withdrawal Reason	SameMonthPriorYear	PriorEOY	CurrentMonth
Another Reason (EOY Import; See Parent ITW)		26	
Applying for next school year		1	
Different/Better Schooling Option (Not related to socialization)	15	524	
Getting started with the school was too difficult		2	
Inactivity		236	
Life change	5	108	
Mismatch Academic	3	15	
Mismatch Family Schedule	1	5	
My student wants to return to a traditional school setting for other (non-socialization related) reasons.			7
My student wants to return to a traditional school setting for socialization reasons.			11
Pursue GED		31	
Student wants more socialization		9	
Technical Difficulties		3	
The curriculum is too hard.			2
Unhappy with the school (teachers, leadership)		14	
We are moving.			2
We are no longer able to provide a Learning Coach to assist our student.			1

My student wants to return to a traditi...

My student wants to return t... The cur...

We are ...

We are moving.

Reach Cyber Charter School

August 31, 2019

Household Data

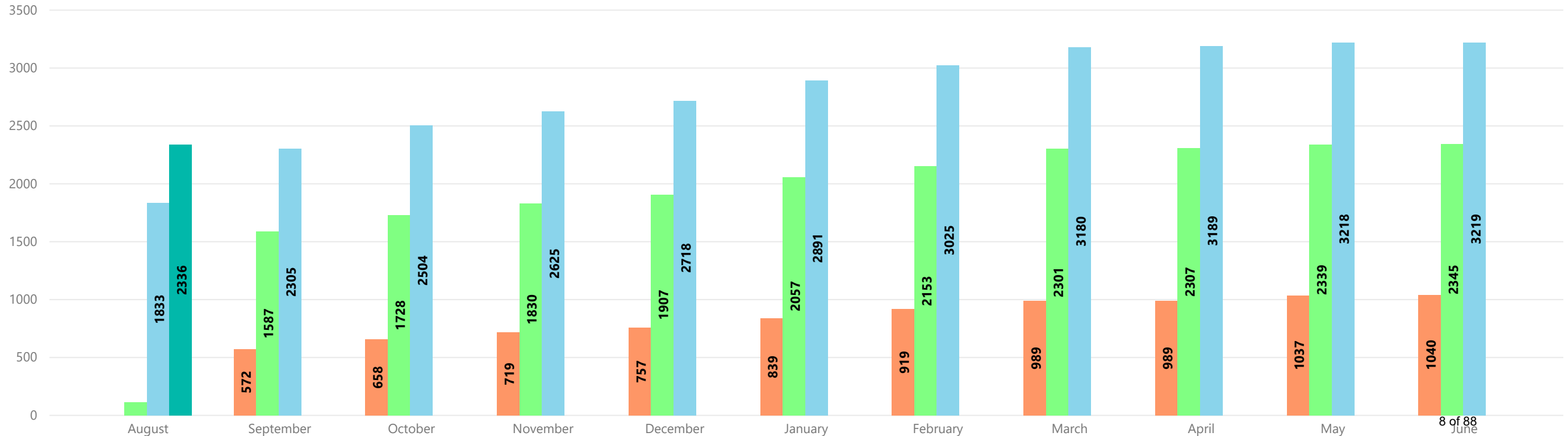
Household Data	SameMonthPriorYear	PriorEOY	CurrentMonth
Active	1813	2422	2319
Graduated		19	
WD During School Year	18	780	16
WD Prior To Engagement	2	71	2

Students Per Active Household

SameMonthPriorYear	PriorEOY	CurrentMonth
	1.28	1.27

Monthly Total Households

schoolYear ● 2016-2017 ● 2017-2018 ● 2018-2019 ● 2019-2020



Reach Cyber Charter School August 31, 2019

Ethnicity

Ethnicity	SameMonthPriorYear	PriorEOY	CurrentMonth
Hispanic or Latino	339	427	385
Not Hispanic or Latino	1984	2645	2566

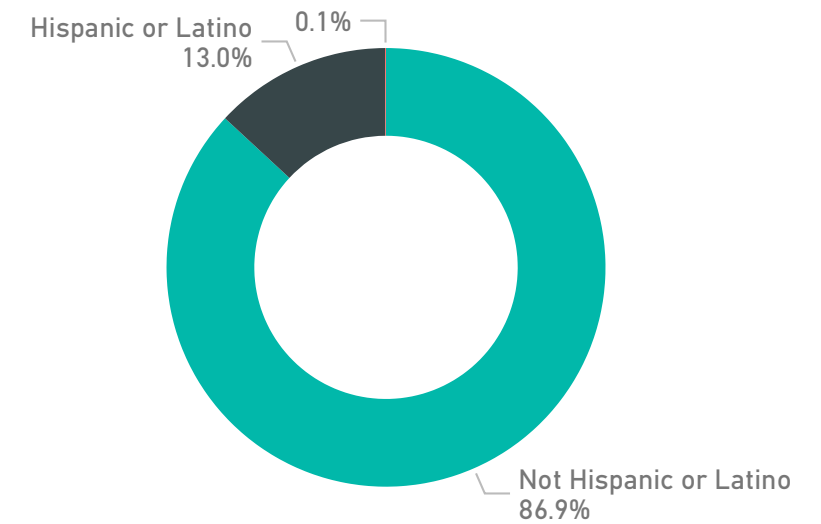
Race

Race	SameMonthPriorYear	PriorEOY	CurrentMonth
American Indian or Alaskan Native	85	127	119
Asian	51	68	69
Black/African American	627	891	824
Native Hawaiian or Other Pacific Islander	27	40	37
White	1776	2267	2216

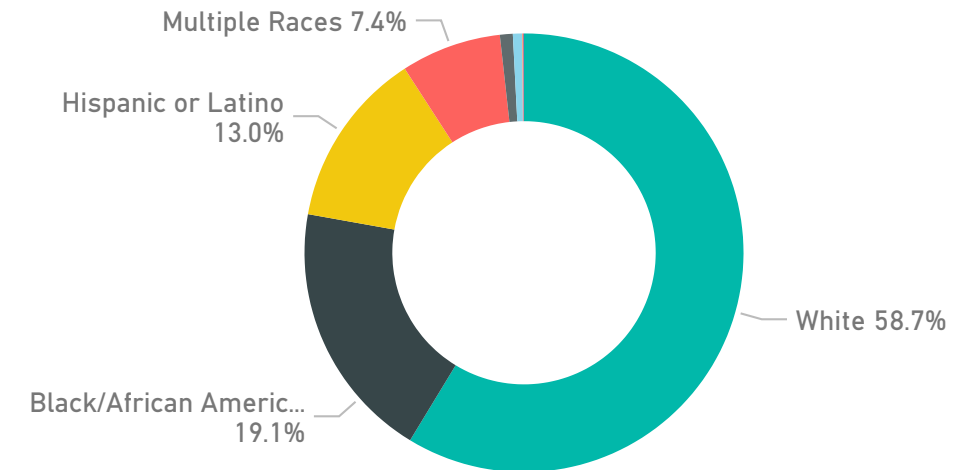
Distinct Race/Ethnicity

Distinct Race/Ethnicity	SameMonthPriorYear	PriorEOY	CurrentMonth
American Indian or Alaskan Native	14	20	20
Asian	25	28	28
Black/African American	411	621	565
Hispanic or Latino	339	427	385
Multiple Races	167	219	218
Native Hawaiian or Other Pacific Islander	1	2	2
Not Indicated	2	2	2
White	1366	1755	1733

Enrolled Students by Ethnicity



Enrolled Students by Distinct Race/Ethnicity



Reach Cyber Charter School

August 31, 2019

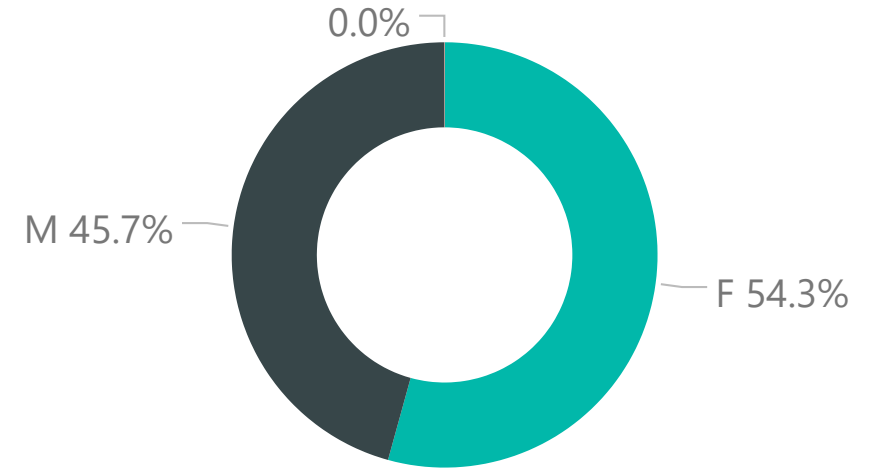
Gender

Gender	SameMonthPriorYear	PriorEOY	CurrentMonth
	1	1	1
F	1329	1721	1603
M	995	1352	1349

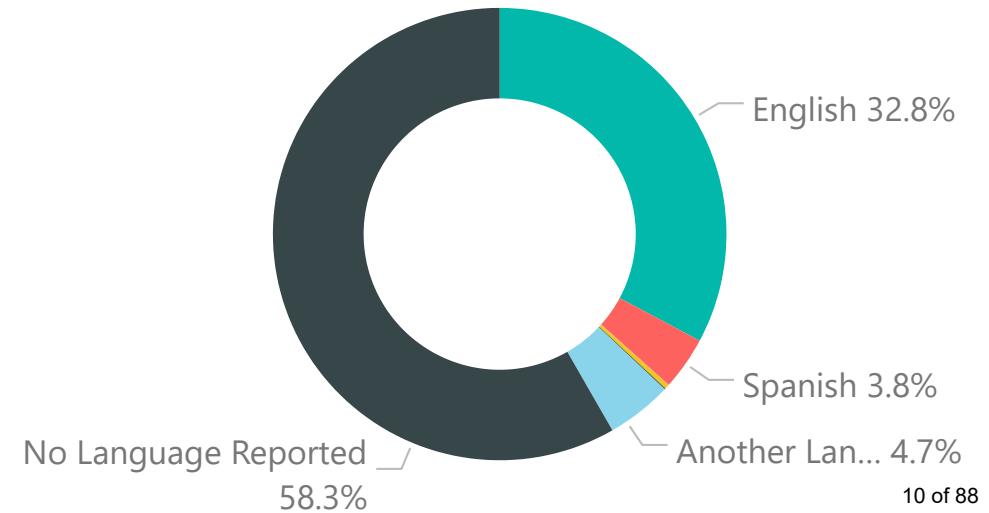
Primary Language

Home Language	SameMonthPriorYear	PriorEOY	CurrentMonth
English	1334	1236	969
Spanish	14	90	112
Russian	1	5	2
Arabic	5	17	8
Urdu		1	3
Another Language	132	183	138
No Language Reported	839	1542	1721

Enrolled Students by Gender



Enrolled Students by Language

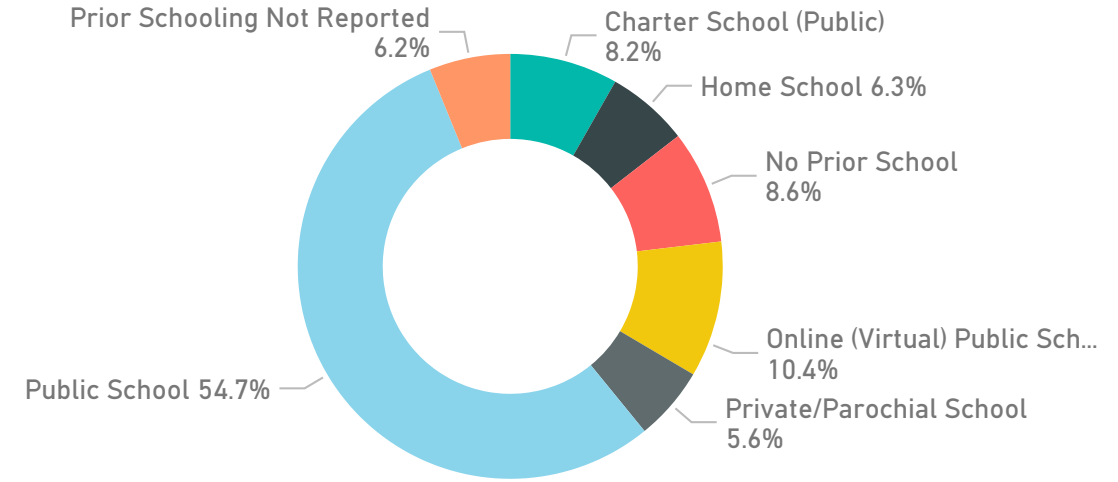


Reach Cyber Charter School August 31, 2019

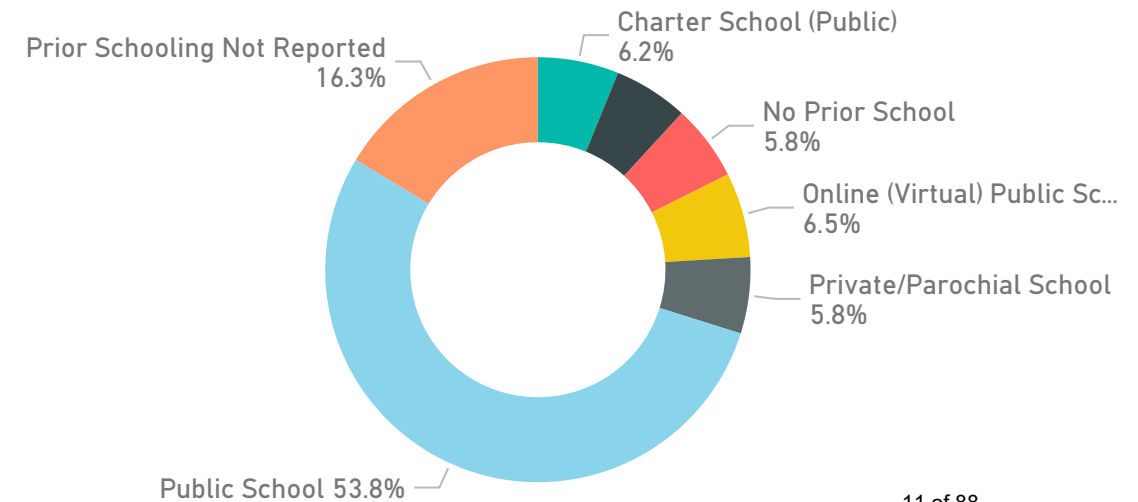
Prior Schooling

Prior Schooling	SameMonthPriorYear	PriorEOY	CurrentMonth
Charter School (Public)	143	243	243
Home School	132	196	185
No Prior School	134	274	255
Online (Virtual) Public School	150	287	306
Private/Parochial School	135	166	166
Public School	1251	1793	1616
Prior Schooling Not Reported	380	115	182

Prior Schooling August 31, 2019



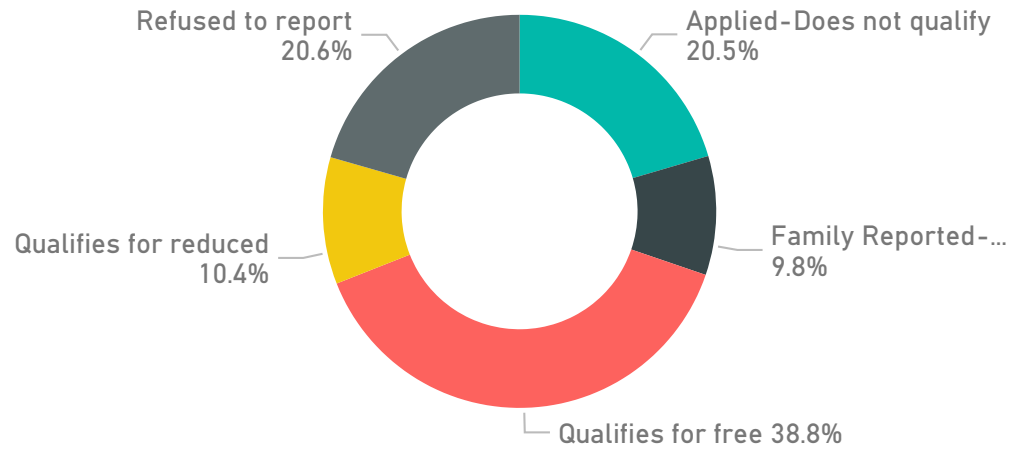
Prior Schooling August 31, 2018



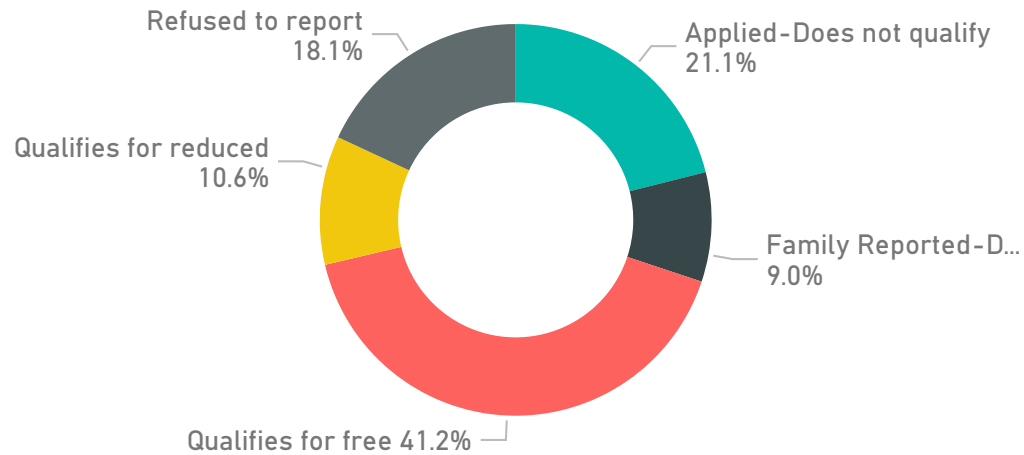
Reach Cyber Charter School

August 31, 2019

FARM Eligibility August 31, 2019

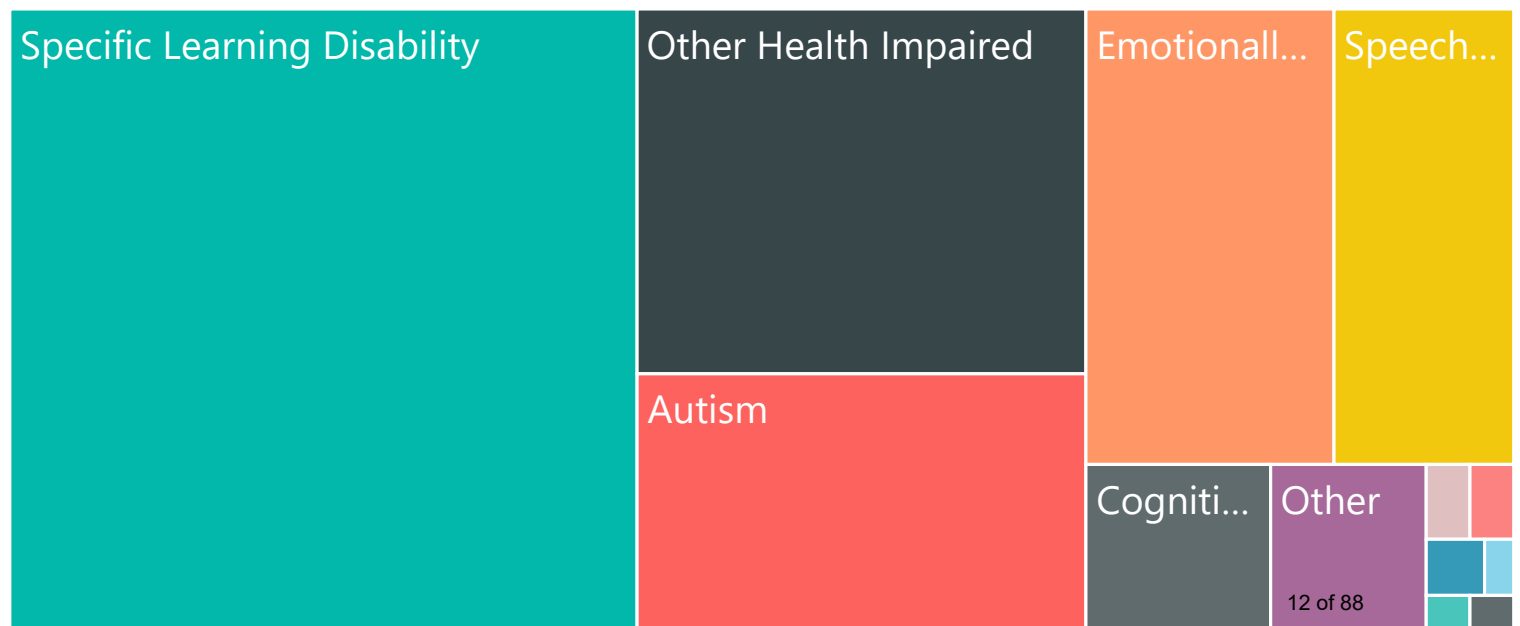


FARM Eligibility August 31, 2018



Disability

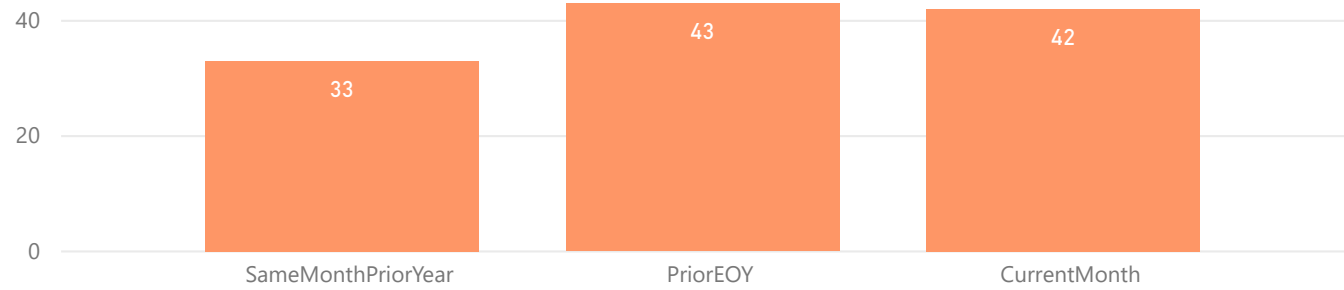
Disability	SameMonthPriorYear	PriorEOY	CurrentMonth
Autism	39	65	71
Cognitive Disability	14	20	19
Developmentally Delayed	1		1
Emotionally Impaired	60	84	69
Hearing Impaired		3	2
Multiple Disabilities		2	1
Other	21	22	16
Other Health Impaired	77	131	100
Physical Disability	1	1	1
Specific Learning Disability	166	239	239
Speech/Language Impaired	27	45	50
Traumatic Brain Injury		1	2
Visually Impaired	1	1	2



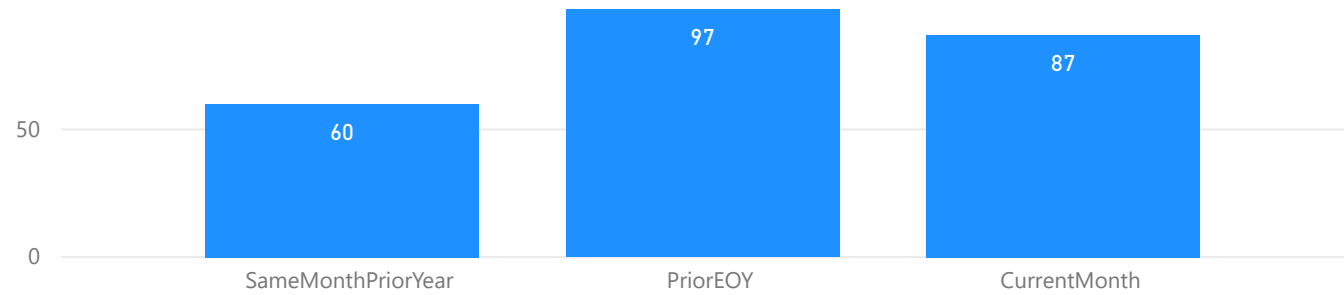
Reach Cyber Charter School

August 31, 2019

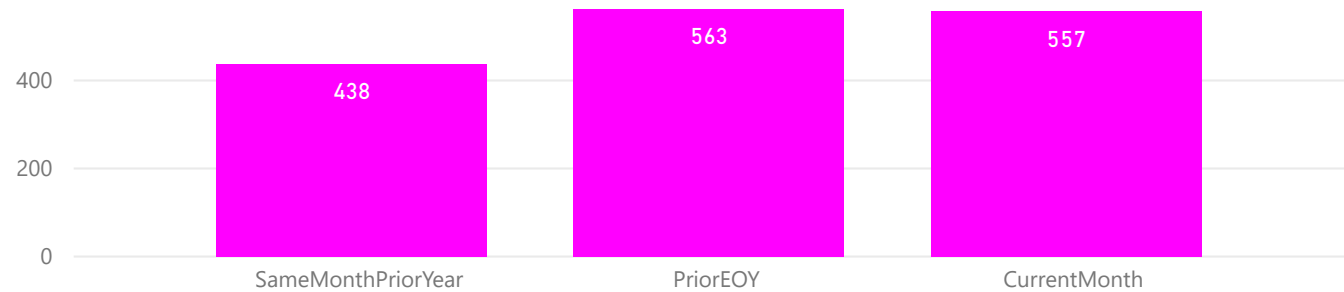
Gifted



Plan504



IEP



Currently Enrolled

2953

Gifted

1%

Plan504

3%

IEP

19%

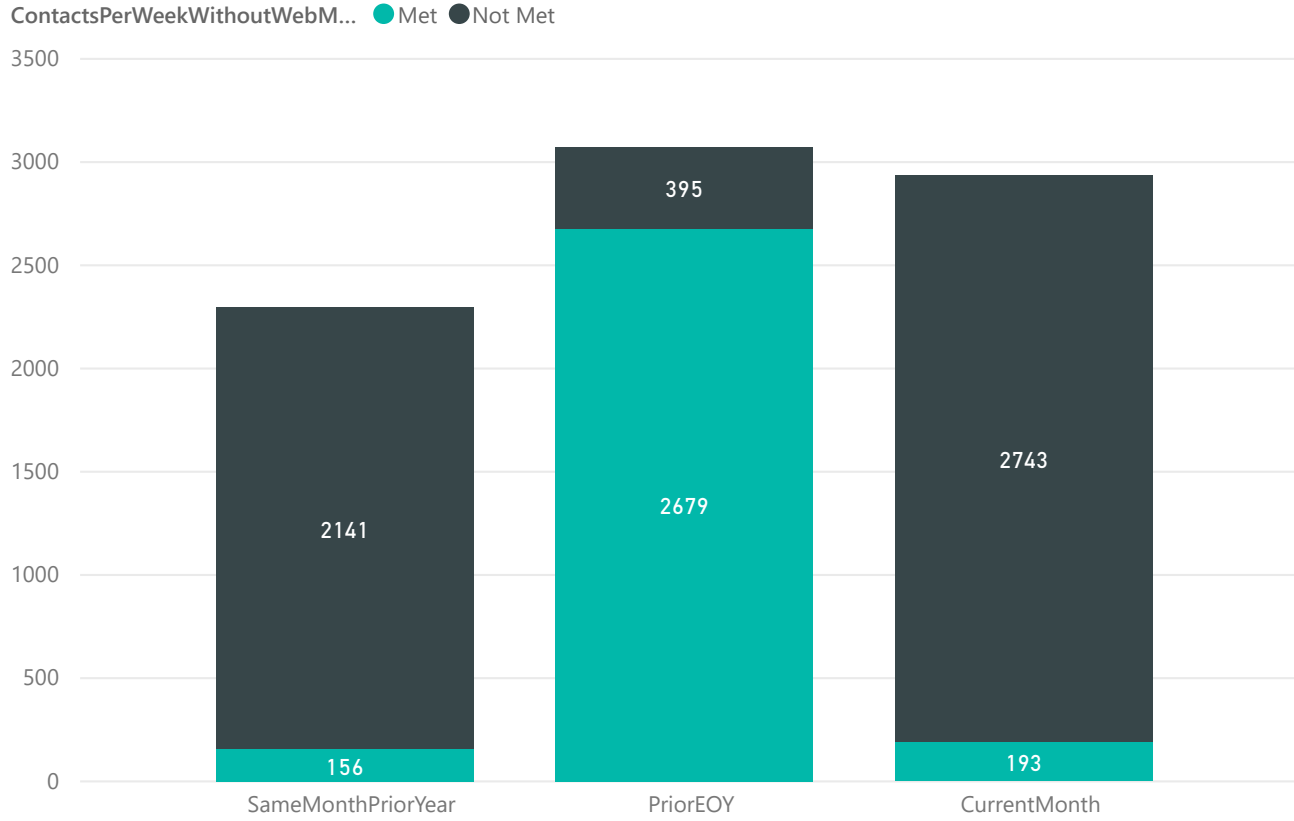
Not in Special Population

77%

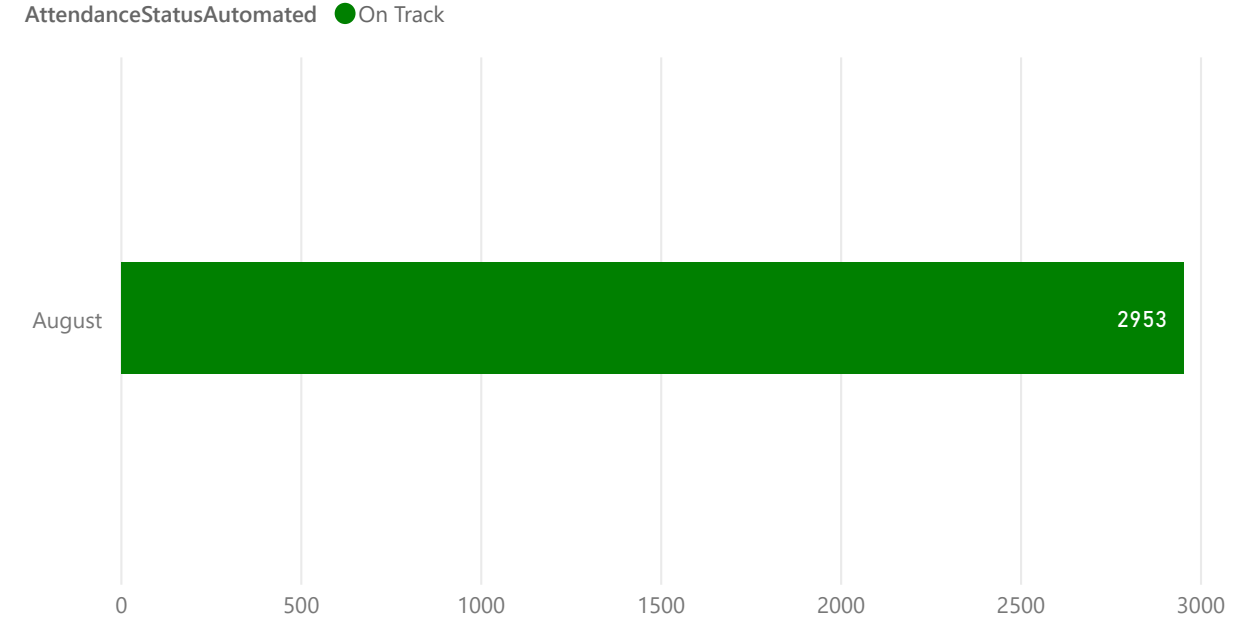
Reach Cyber Charter School

August 31, 2019

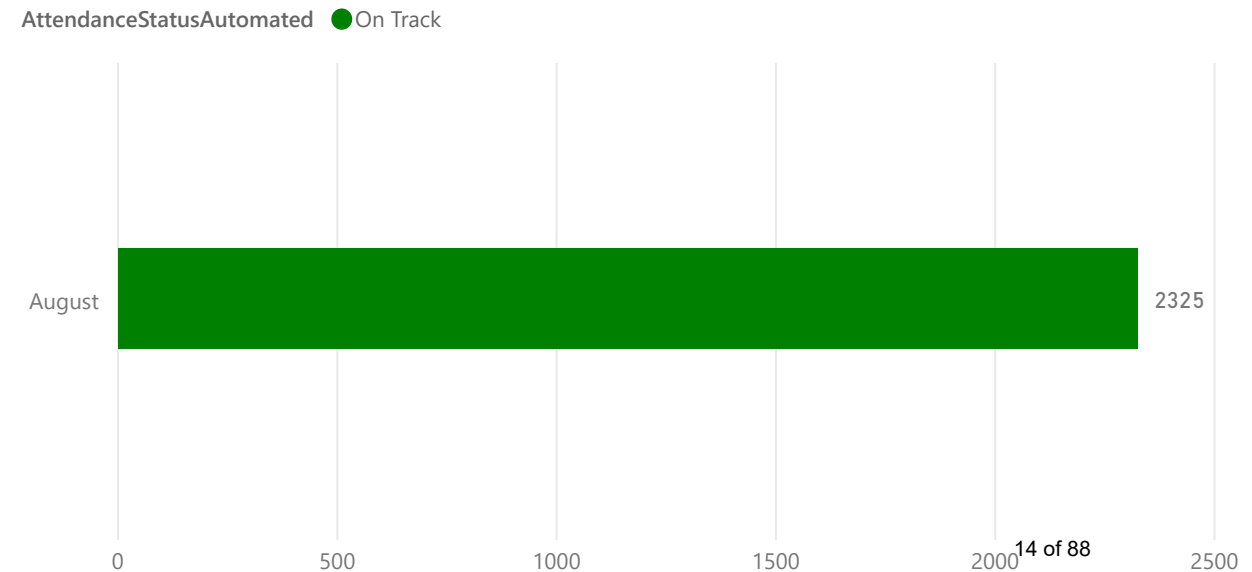
Contacts Per Week



School Year: 2019-2020



School Year: 2018-2019



Currently Enrolled

2953

Reach Cyber Charter School

August 31, 2019

Average Participation

GradeDistribution	SameMonthPriorYear	PriorEOY	CurrentMonth
PK-2	100%	98%	100%
3-5	100%	101%	100%
6-8	100%	100%	100%
9-12	99%	96%	100%
Total	100%	98%	100%

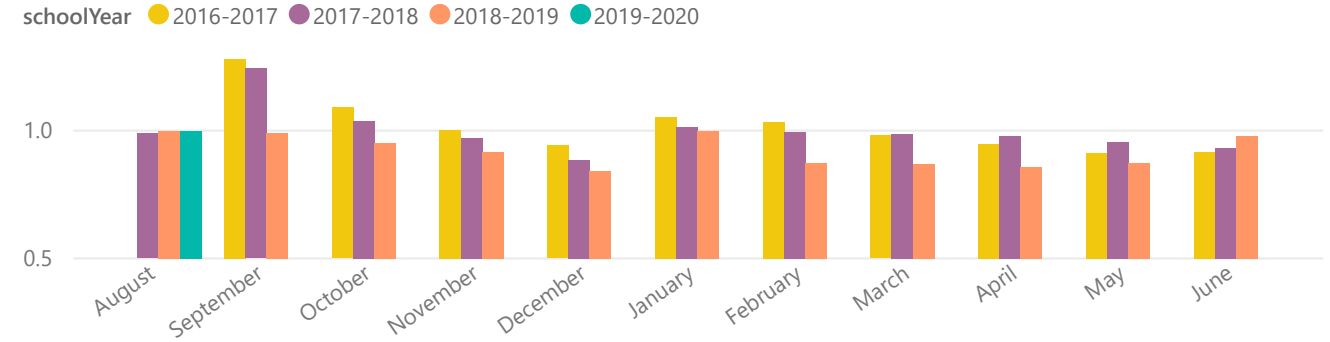
Average Performance

GradeDistribution	SameMonthPriorYear	PriorEOY	CurrentMonth
PK-2	94%	83%	76%
3-5	80%	75%	68%
6-8	68%	70%	55%
9-12	63%	71%	60%
Total	69%	73%	61%

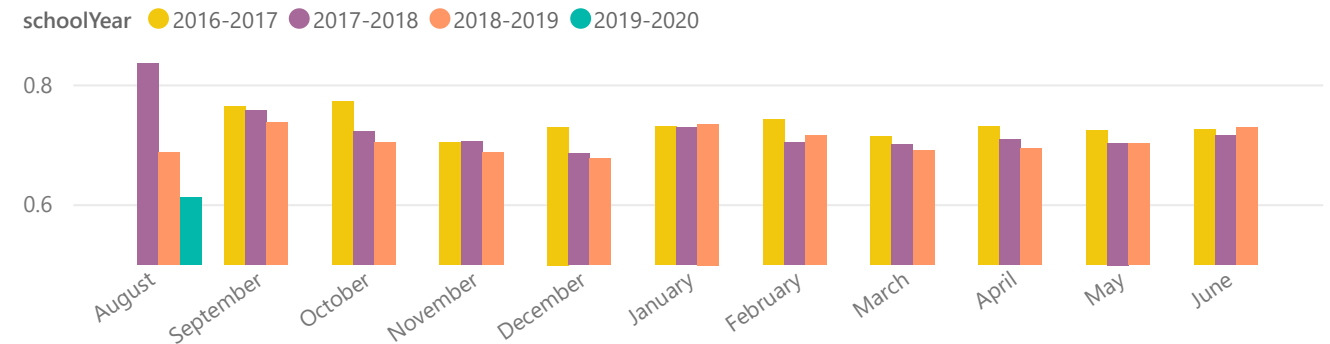
Average Attendance

GradeDistribution	SameMonthPriorYear	PriorEOY	CurrentMonth
PK-2	95%	112%	97%
3-5	95%	116%	97%
6-8	97%	111%	97%
9-12	97%	108%	98%
Total	96%	111%	97%

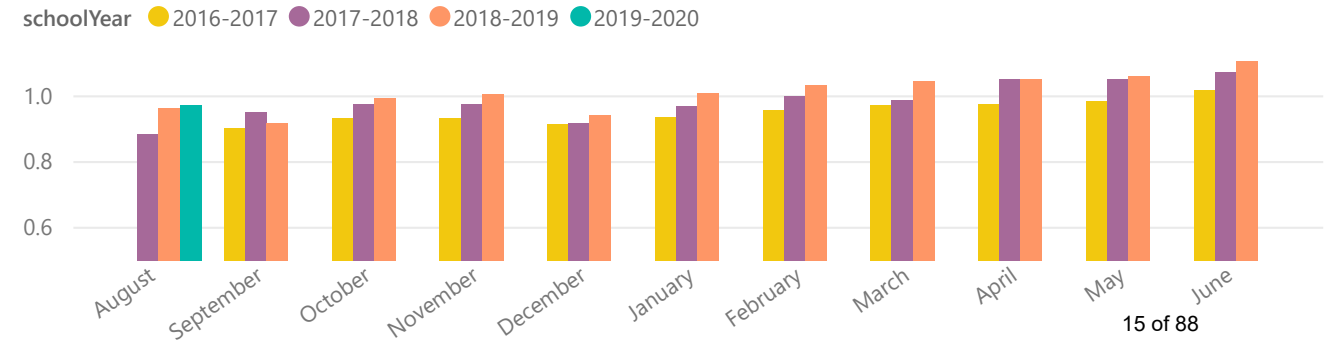
Average Total Participation



Average Total Performance



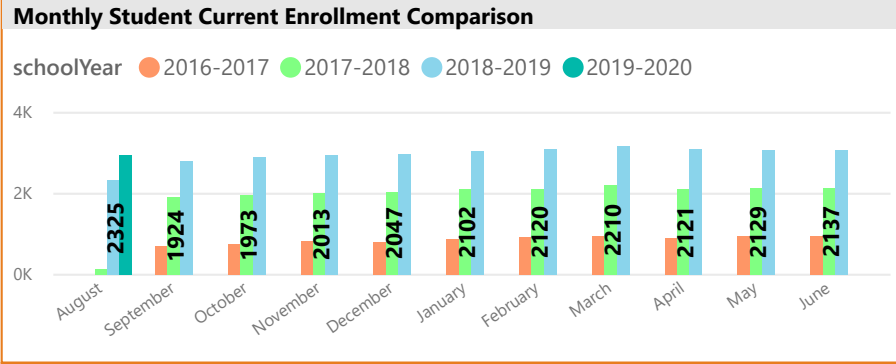
Average Total Attendance



Currently Enrolled	Total YTD Enrolled
2953	2980
Enrollment Services Complete (Stage 4)	
3080	

Reach Cyber Charter School
August 31, 2019

Current Enrollment Month-Over-Month Change
N/A
Current Enrollment Year-Over-Year Change
27%



Total YTD Enrollment

ReportPeriod Withdrawal Category	SameMonthPriorYear		CurrentMonth	
	Student Count	%CT Student Count	Student Count	%CT Student Count
Enrolled, Not Grad	2325	99%	2955	99%
Prior To Engagement	2	0%	2	0%
Withdrawal During School Year	24	1%	23	1%
Total	2351	100%	2980	100%

New & Returning

ReportPeriod New or Returning	SameMonthPriorYear		CurrentMonth	
	Students	%CT Students	Students	%CT Students
New	891	38.32%	939	31.80%
Returning	1434	61.68%	2014	68.20%

Household Data

Household Data	SameMonthPriorYear	CurrentMonth
Active	1813	2319
WD During School Year	18	16
WD Prior To Engagement	2	2

Students Per Active Household

	SameMonthPriorYear	CurrentMonth
	1.28	1.27

Grade Distribution

ReportPeriod GradeDistribution	SameMonthPriorYear		CurrentMonth	
	Students	%CT Students	Students	%CT Students
PK-2	347	15%	367	12%
KG	102	4%	127	4%
1	110	5%	106	4%
2	135	6%	134	5%
3-5	368	16%	479	16%
3	102	4%	165	6%
4	125	5%	144	5%
5	141	6%	170	6%
6-8	671	29%	763	26%
6	202	9%	213	7%
7	216	9%	264	9%
8	253	11%	286	10%
9-12	939	40%	1343	45%
9	317	14%	394	13%
10	262	11%	376	13%
11	239	10%	239	8%
12	121	5%	334	11%
Total	2325	100%	2952	100%

Withdrawal Reason

Withdrawal Reason	SameMont
Different/Better Schooling Option (Not related to socialization)	
Life change	
Mismatch Academic	
Mismatch Family Schedule	
My student wants to return to a traditional school setting for other (non-socialization related) reasons.	
My student wants to return to a traditional school setting for socialization reasons.	
The curriculum is too hard.	
We are moving.	
We are no longer able to provide a Learning Coach to assist our student.	

**Reach Cyber Charter School
August 31, 2019**

Gender		
Gender	SameMonthPriorYear	CurrentMonth
	1	1
F	1329	1603
M	995	1349

Primary Language		
Home Language	SameMonthPriorYear	CurrentMonth
English	1334	969
Spanish	14	112
Russian	1	2
Arabic	5	8
Urdu		3
Another Language	132	138
No Language Reported	839	1721

Disability		
Disability	SameMonthPriorYear	CurrentMonth
Autism	39	71
Cognitive Disability	14	19
Developmentally Delayed	1	1
Emotionally Impaired	60	69
Hearing Impaired		2
Multiple Disabilities		1
Other	21	16
Other Health Impaired	77	100
Physical Disability	1	1
Specific Learning Disability	166	239
Speech/Language Impaired	27	50
Traumatic Brain Injury		2
Visually Impaired	1	2

Gifted		
Gifted	SameMonthPriorYear	CurrentMonth
Yes	33	42

Plan 504		
Plan504	SameMonthPriorYear	CurrentMonth
504	60	87

IEP		
IEP	SameMonthPriorYear	CurrentMonth
IEP	438	557

Gifted	Plan504
1%	3%
IEP	Not in Special Population
19%	77%

Ethnicity		
Ethnicity	SameMonthPriorYear	CurrentMonth
Hispanic or Latino	339	385
Not Hispanic or Latino	1984	2566

Race		
Race	SameMonthPriorYear	CurrentMonth
American Indian or Alaskan Native	85	119
Asian	51	69
Black/African American	627	824
Native Hawaiian or Other Pacific Islander	27	37
White	1776	2216

Household FARM Eligibility		
HouseholdFARMEligibility	SameMonthPriorYear	CurrentMonth
Applied-Does not qualify	420	489
Family Reported-Does not qualify	175	242
Qualifies for free	773	879
Qualifies for reduced	200	260
Refused to report	350	510

Distinct Race/Ethnicity		
Distinct Race/Ethnicity	SameMonthPriorYear	CurrentMonth
American Indian or Alaskan Native	14	20
Asian	25	28
Black/African American	411	565
Hispanic or Latino	339	385
Multiple Races	167	218
Native Hawaiian or Other Pacific Islander	1	2
Not Indicated	2	2
White	1366	1733

Prior Schooling		
Prior Schooling	SameMonthPriorYear	CurrentMonth
Charter School (Public)	143	243
Home School	132	185
No Prior School	134	255
Online (Virtual) Public School	150	306
Private/Parochial School	135	166
Public School	1251	1616
Prior Schooling Not Reported	380	182

**Reach Cyber Charter School
August 31, 2019**

Contacts Per Week

ContactsPerWeekWithoutWebMail	SameMonthPriorYear	CurrentMonth
Met	156	193
Not Met	2141	2743

Attendance Status

AttendanceStatusAutomated	SameMonthPriorYear	CurrentMonth
On Track	2325	2953

Average Participation

GradeDistribution	SameMonthPriorYear	CurrentMonth
PK-2	100%	100%
3-5	100%	100%
6-8	100%	100%
9-12	99%	100%
Total	100%	100%

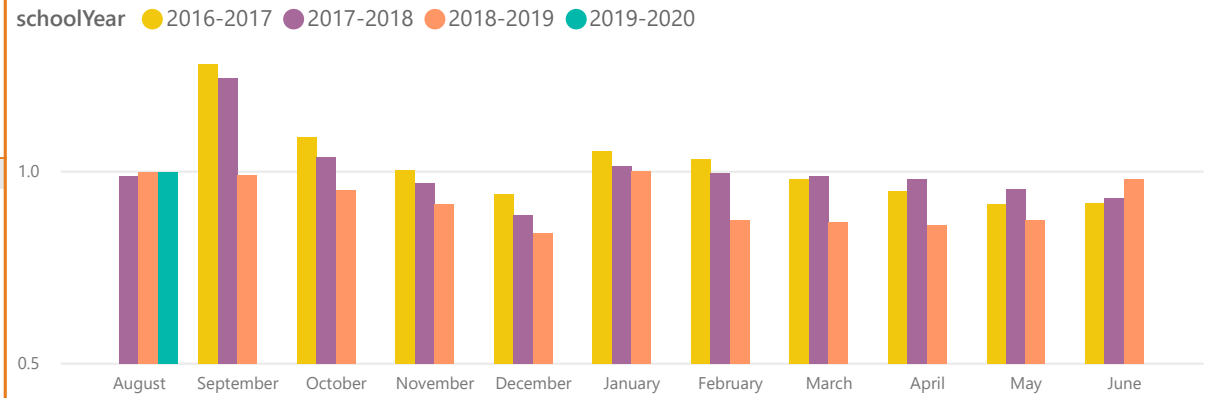
Average Performance

GradeDistribution	SameMonthPriorYear	CurrentMonth
PK-2	94%	76%
3-5	80%	68%
6-8	68%	55%
9-12	63%	60%
Total	69%	61%

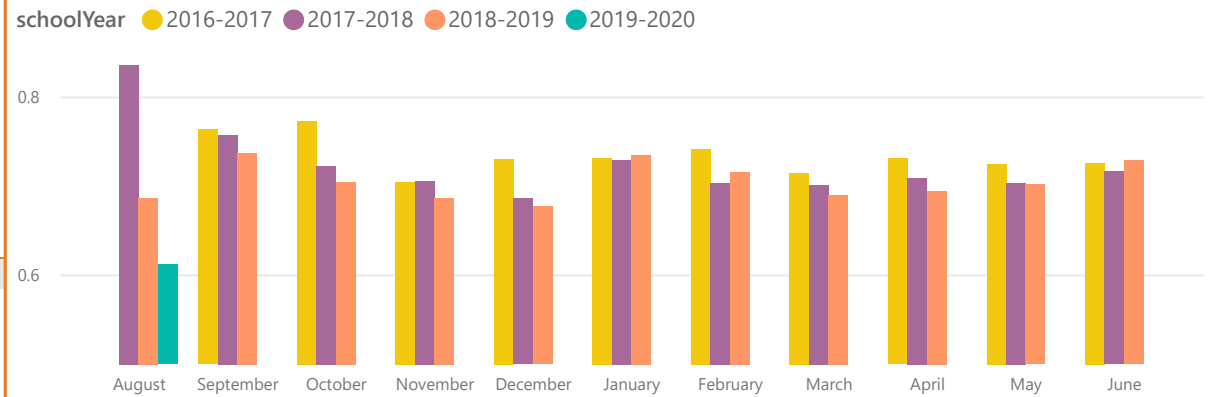
Average Attendance

GradeDistribution	SameMonthPriorYear	CurrentMonth
PK-2	95%	97%
3-5	95%	97%
6-8	97%	97%
9-12	97%	98%
Total	96%	97%

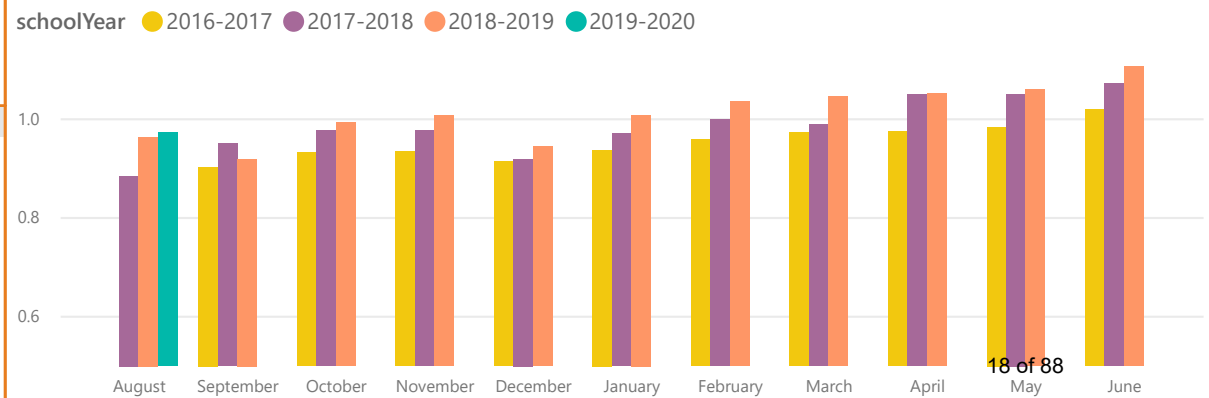
Average Total Participation



Average Total Performance



Average Total Attendance



**Reach Cyber Charter School
Revenue and Expense Statement
For the Period Ended August 31, 2019**

	July-19 Actual	August-19 Actual	YTD Actual	Annual Forecast	Annual Budget	Forecast vs Budget	Forecast vs. Budget Variance
Forecasted Enrollment							
Forecasted ADM				3,702	3,942	(240)	-6.1%
Forecasted Total Enrollment				5,401	6,046	(645)	-10.7%
Forecasted Funded Enrollment				3,719	3,892	(173)	-4.4%
Revenue							
State Funding	-	-	-	52,345,844.29	54,781,728.00	(2,435,883.71)	-4.4%
Federal & Other Program Funding	-	-	-	1,633,805.90	1,752,427.00	(118,621.10)	-6.8%
Interest Income	19,473.38	17,565.40	37,038.78	150,000.00	10,000.00	140,000.00	1400.0%
Student Activities Income	-	-	-	11,000.00	11,000.00	-	0.0%
Total Revenue	19,473.38	17,565.40	37,038.78	54,140,650.19	56,555,155.00	(2,414,504.81)	-4.3%
Program Expenses							
Compensation Expense							
Administration Staff	308,581.75	323,900.52	632,482.27	5,016,018.69	5,013,020.00	(2,998.69)	-0.1%
Instructional Staff	-	921,326.29	921,326.29	21,208,662.81	22,560,802.00	1,352,139.19	6.0%
Total Compensation Expense	308,581.75	1,245,226.81	1,553,808.56	26,224,681.50	27,573,822.00	1,349,140.50	4.9%
Fee Based Expenses							
Enrollment/Unit Based Fees	682,258.33	537,133.34	1,219,391.67	21,439,791.84	23,213,988.00	1,774,196.16	7.6%
Total Fee Based Expenses	682,258.33	537,133.34	1,219,391.67	21,439,791.84	23,213,988.00	1,774,196.16	7.6%
Other School Expenses							
Assessment	22,350.37	-	22,350.37	452,645.56	482,000.00	29,354.44	6.1%
Employee Related	10,048.98	5,300.00	15,348.98	489,000.00	489,000.00	-	0.0%
Facilities	18,066.72	51,219.49	69,286.21	668,120.00	668,120.00	-	0.0%
Governance	79,027.15	10,351.30	89,378.45	195,418.00	197,500.00	2,082.00	1.1%
Instructional	1,059,863.75	45,127.17	1,104,990.92	1,743,260.00	743,260.00	(1,000,000.00)	-134.5%
Professional Services	12,467.77	-	12,467.77	315,000.00	315,000.00	-	0.0%
Student Related	61,543.74	78,130.69	139,674.43	2,508,961.04	2,667,000.00	158,038.96	5.9%
Pending Allocation	17,941.85	37,263.01	55,204.86	-	-	-	0.0%
Total Other School Expenses	1,281,310.33	227,391.66	1,508,701.99	6,372,404.59	5,561,880.00	(810,524.59)	-14.6%
Total Program Expenses	2,272,150.41	2,009,751.81	4,281,902.22	54,036,877.94	56,349,690.00	2,312,812.06	4.1%
Net Increase (Decrease)	(2,252,677.03)	(1,992,186.41)	(4,244,863.44)	103,772.26	205,465.00	(101,692.75)	
Beginning fund balance	10,668,127.06	8,415,450.03	10,668,127.06	10,668,127.06			
Ending fund balance	8,415,450.03	6,423,263.62	6,423,263.62	10,771,899.32			

Reach Cyber Charter School
Balance Sheet
August 31, 2019

ASSETS

Cash and Short Term Investments:

Cash:Checking	\$ 842,496.49
Cash:Money market Account	9,392,199.86

Total Cash and Short Term Investments	10,234,696.35

Other Current Assets:

PY State Receivables -FY19	2,927,039.77
PY State Receivables -FY18	148,601.10
Allowance for Doubtful Accounts	(231,095.91)
Grant Receivables	654,872.11
Other Receivables	1,427.18
Prepaid Rent	15,061.93

Total Other Current Assets	3,515,906.18

Other Current Assets:

Security Deposit	8,916.65

Total other Assets	8,916.65

Fixed Assets:

Property Plant & Equipment:

Computer Hardware	48,121.10
Leasehold Improvements	111,433.35
Furniture	103,706.34
Accum Depr:Computer Hardware	(29,737.08)
Accum Depr:Leasehold Improvements	(50,602.90)
Accum Depr: Furniture	(25,907.09)

Net Fixed Assets	157,013.72

Total Assets	\$ 13,916,532.90
	=====

LIABILITIES

Current Liabilities:

Due to (from) Connections Academy	\$ 3,089,861.06
Pension Payable	137,456.76
Accounts Payable	212.10
Accrued Expenses	197,314.32
Accrued Compensation	934,652.35
Deferred Revenue	1,972,251.87
Payable to District	1,004,507.11

Total Current Liabilities	7,336,255.56

Total Liabilities	7,336,255.56

FUND BALANCE

Invested in Capital	157,013.72
Reserved Fund Balance	4,943,201.15
Undesignated Fund Balance	1,480,062.47

Ending Fund Balance	6,580,277.34

Total Liabilities and Fund Balance	\$ 13,916,532.90
	=====

**Reach Cyber Charter School
Schedule of Revenue
For the Period Ended August 31, 2019**

	July-19 Actual	August-19 Actual	YTD Actual	Annual Forecast	Annual Budget	Actuals vs. Budget Variance
Revenue						
State Funding						
Regular Education Funding	-	-	-	34,344,124.60	35,942,309.00	(1,598,184.40)
Special Education Funding	-	-	-	18,001,719.69	18,839,419.00	(837,699.31)
Total State Funding	-	-	-	52,345,844.29	54,781,728.00	(2,435,883.71)
Federal						
Title I	-	-	-	887,144.00	1,072,000.00	(184,856.00)
Title IIA	-	-	-	96,414.00	153,000.00	(56,586.00)
IDEA	-	-	-	581,314.90	466,000.00	115,314.90
Title IV	-	-	-	67,506.00	60,000.00	7,506.00
Erate	-	-	-	1,427.00	1,427.00	-
Total Federal & Other Programs Funding	-	-	-	1,633,805.90	1,752,427.00	(118,621.10)
Other Funding						
Interest Income	19,473.38	17,565.40	37,038.78	150,000.00	10,000.00	140,000.00
Student Activities Income	-	-	-	11,000.00	11,000.00	-
Total Other Funding	19,473.38	17,565.40	37,038.78	161,000.00	21,000.00	140,000.00
Total Revenue	19,473.38	17,565.40	37,038.78	54,140,650.19	56,555,155.00	(2,414,504.81)

**Reach Cyber Charter School
Schedule of Fees
For the Period Ended August 31, 2019**

	July-19 Actual	August-19 Actual	YTD Actual	Annual Forecast	Annual Budget	Forecast vs Budget
SCHEDULE OF COMPENSATION:						
Administrative Compensation						
Salaries - Administration	229,122.95	241,553.46	470,676.41	3,695,932.97	3,686,044.00	(9,888.97)
Benefits - Administration	50,407.05	53,141.76	103,548.81	813,105.25	810,930.00	(2,175.25)
Pension - Administration	11,726.60	12,077.76	23,804.36	182,254.69	184,302.00	2,047.31
Taxes - Administration	17,325.15	17,127.54	34,452.69	324,725.78	331,744.00	7,018.22
Total Administrative Compensation	308,581.75	323,900.52	632,482.27	5,016,018.69	5,013,020.00	(2,998.69)
Instructional Compensation						
Salaries - Teachers	-	695,615.33	695,615.33	15,612,774.54	16,588,825.00	976,050.46
Benefits - Teachers	-	153,035.38	153,035.38	3,434,810.40	3,649,541.00	214,730.60
Pension - Teachers	-	34,415.72	34,415.72	780,273.68	829,441.00	49,167.32
Taxes - Teachers	-	38,259.86	38,259.86	1,380,804.19	1,492,995.00	112,190.81
Total Instructional Compensation	-	921,326.29	921,326.29	21,208,662.81	22,560,802.00	1,352,139.19
Total Compensation	308,581.75	1,245,226.81	1,553,808.56	26,224,681.50	27,573,822.00	1,349,140.50
SCHEDULE OF FEES:						
Enrollment/Unit Based Fees						
Curriculum and Instructional Support Services	214,124.75	168,446.08	382,570.83	6,626,539.67	7,182,191.00	555,651.33
Enrollment/Placement/Student Support Services	264,521.08	208,066.42	472,587.50	3,834,872.52	4,238,552.00	403,679.48
Facilities Support Services	2,083.33	2,083.34	4,166.67	25,000.00	25,000.00	-
Professional Development Services	-	-	-	346,500.00	365,977.00	19,477.00
School Business Support Services	-	-	-	533,077.48	567,716.00	34,638.52
School Operations Support Services	-	-	-	2,165,627.26	2,306,347.00	140,719.74
School Staff Support Services/Human Resources Support	-	-	-	1,316,700.00	1,390,714.00	74,014.00
Student Connexus License	-	-	-	2,332,213.97	2,483,758.00	151,544.03
Student Technology Assistance Services	201,529.17	158,537.50	360,066.67	4,259,260.95	4,653,733.00	394,472.05
Total Enrollment/Unit Based Fees	682,258.33	537,133.34	1,219,391.67	21,439,791.84	23,213,988.00	1,774,196.16
Total Fee Based Expenses	682,258.33	537,133.34	1,219,391.67	21,439,791.84	23,213,988.00	1,774,196.16

**Reach Cyber Charter School
Schedule of Other Expenses
For the Period Ended August 31, 2019**

	July-19 Actual	August-19 Actual	YTD Actual	Annual Forecast	Annual Budget	Forecast vs. Budget Variance
SCHEDULE OF OTHER SCHOOL EXPENSES:						
Assessment						
Student Testing & Assessment	22,350.37	-	22,350.37	452,645.56	482,000.00	29,354.44
Total Assessment	22,350.37	-	22,350.37	452,645.56	482,000.00	(29,354.44)
Employee Related						
Staff Recruiting/Background Checks	250.34	-	250.34	50,000.00	50,000.00	-
Staff Training/Prof. Dvlpmt	9,478.84	5,300.00	14,778.84	250,000.00	250,000.00	-
Team Building	-	-	-	27,000.00	27,000.00	-
Travel- Nurse	-	-	-	7,000.00	7,000.00	-
Travel and Conferences	319.80	-	319.80	155,000.00	155,000.00	-
Total Employee Related	10,048.98	5,300.00	15,348.98	489,000.00	489,000.00	-
Facilities						
Capital Outlay	-	-	-	145,000.00	145,000.00	-
Copiers/ Reproduction	-	-	-	19,000.00	19,000.00	-
Internet	490.10	-	490.10	26,000.00	26,000.00	-
Maintenance & Repairs	-	-	-	30,000.00	30,000.00	-
Office Postage	10.00	-	10.00	24,000.00	24,000.00	-
Office Supplies	852.83	646.67	1,499.50	53,000.00	53,000.00	-
Office Rent	16,713.79	39,404.66	56,118.45	191,000.00	191,000.00	-
Other School Expense	-	-	-	11,000.00	11,000.00	-
Rent Operating Expense	-	-	-	21,120.00	21,120.00	-
Small Office Equipment	-	11,168.16	11,168.16	140,000.00	140,000.00	-
Telephone	-	-	-	8,000.00	8,000.00	-
Total Facilities	18,066.72	51,219.49	69,286.21	668,120.00	668,120.00	-
Governance						
Banking Fees	453.45	411.30	864.75	5,000.00	5,000.00	-
Board-Related Expenses	223.70	-	223.70	20,000.00	20,000.00	-
Dues	17,169.00	9,940.00	27,109.00	48,000.00	48,000.00	-
External Audit	-	-	-	20,000.00	20,000.00	-
D&O Insurance	2,418.00	-	2,418.00	2,418.00	4,500.00	2,082.00
Insurance Expenses	58,763.00	-	58,763.00	100,000.00	100,000.00	-
Total Governance	79,027.15	10,351.30	89,378.45	195,418.00	197,500.00	2,082.00
Instructional						
Other Curriculum	-	-	-	90,000.00	90,000.00	-
STEM Programmatic Expenses	1,059,863.75	45,127.17	1,104,990.92	1,653,260.00	653,260.00	(1,000,000.00)
Total Instructional	1,059,863.75	45,127.17	1,104,990.92	1,743,260.00	743,260.00	(1,000,000.00)
Professional Services						
Accounting Services	-	-	-	240,000.00	240,000.00	-
Legal Services	12,467.77	-	12,467.77	75,000.00	75,000.00	-
Total Professional Services	12,467.77	-	12,467.77	315,000.00	315,000.00	-
Student Related						
Community Coordinators	-	-	-	10,000.00	10,000.00	-
Contracted Pupil Health Support	-	-	-	12,000.00	12,000.00	-
School Discretionary Targeted Outreach	-	-	-	50,000.00	50,000.00	-
Extracurricular Activities	-	-	-	89,214.37	95,000.00	5,785.63
Graduation Expense	-	-	-	42,259.44	45,000.00	2,740.56
Student Technology Support Stipend	586.00	-	586.00	1,005,774.67	1,071,000.00	65,225.33
SPED Related Services	41,865.26	75,043.43	116,908.69	1,248,062.13	1,329,000.00	80,937.87
Student Activities	19,092.48	3,087.26	22,179.74	51,650.43	55,000.00	3,349.57
Total Student Related	61,543.74	78,130.69	139,674.43	2,508,961.04	2,667,000.00	158,038.96
Pending Allocation						
Expenses Pending Allocation	17,941.85	37,263.01	55,204.86	-	-	-
Total Pending Allocation	17,941.85	37,263.01	55,204.86	-	-	-
Total Other Expenses	1,281,310.33	227,391.66	1,508,701.99	6,372,404.59	5,561,880.00	(810,524.59)



Reach Cyber Charter School
MINUTES OF THE BOARD OF DIRECTORS MEETING
Wednesday, August 28, 2019 at 9:00 a.m.

Held at the following location and via teleconference
750 East Park Drive, Suite 204
Harrisburg, PA 17111

I. Call to Order and Roll Call

Mr. Taylor called the meeting to order at 9:01 a.m. when all participants were present and able to hear each other.

Board Members Present: David Taylor, Joe Harford, Gail Hawkins-Bush and Alex Schuh (all via phone);

Board Members Joined During Meeting: Dave Biondo;

Board Members Absent: Paul Donecker;

Guests: Jane Swan, School Leader; Rachel Graver, Karen Yeselavage, LeAnn Ritchie, Karen Eppinger, Greg McCurdy, John McMurray, Heather Berger, Corey Groff and Christine Miller, School Staff; Kevin Corcoran, Charter Choices, Financial Consultant (in person); Pat Hennessey, Board Counsel; Andy Gribbin, Nancy Wagner, Sheila Perez, Rachel Parker, Erik Wiedman and Kelly McConnell, School Staff; Melissa Brown, Amanda Jay, Megan Holston, Tanya Lee, Megann Arthur and Hussa Blake, Pearson Online and Blended Learning (POBL) staff (via phone).

II. Public Comment

There were no public comments made at this time.

III. Routine Business

a. Approval of Agenda

Mr. Taylor requested that the Board consider adding Action Items to the agenda to (1) Approve a 60 day extension to the current Statement of Agreement (SOA) with POBL and/or Authorize the Board President to Finalize and Execute a renewal SOA on behalf of the Board, and (2) Approve a 60 day extension to the current contract with Charter Choices and/or Authorize the Board President to Finalize and Execute a renewal contract with Charter Choices. He further asked the Board members if there were any additional changes needed to the agenda distributed prior to the meeting. There being no additional changes noted, a motion was made and seconded as follows:

RESOLVED, that the Agenda for the August 28, 2019 Meeting of the Reach Cyber Charter School Board of Directors, as amended, is hereby approved.

The motion passed unanimously.

IV. Oral Reports

a. Executive Director's Report

i. Back to School Activities, Staffing and Training Update

Ms. Swan discussed with the Board back to school activities planned across the state in the coming weeks for students, families and staff. She also updated the Board on staffing levels, as well as professional development planned for both new and returning staff to start the school year.

[Ms. Hennessy joined the meeting and Mr. Schuh left at 9:08 a.m.]

ii. Enrollment Update

Ms. Swan provided the Board with an update on current enrollment numbers at the school.

[Mr. Biondo joined the meeting at 9:10 a.m.]

Ms. Swan reviewed the family mentor program with the Board, and the ways it is improving the student and family experience.

iii. Connections Academy Summer Leadership Conference

Ms. Swan discussed the recent CA Leadership Conference, held annually in Baltimore. She reviewed many of the topics covered at the retreat, as well as mentoring and networking opportunities for her and other school leadership team members. Ms. Swan further reviewed the math intervention focus of many sessions, and significant takeaways.

iv. Comprehensive Support and Improvement (CSI) Designation Update

Ms. Swan provided the Board with an update on the school's CSI designation status, and associated activities. She reviewed some of the specific goals, and staff plans to meet benchmarks.

v. Charter Renewal Update

Ms. Swan advised the Board that there have not been any updates from the state at this time.

vi. AdvancED Accreditation Update

Ms. Swan provided the Board with an update on this item. She related that the school has received the final accreditation approval letter from AdvancED. Ms. Swan further advised that the accreditation team was very complimentary to the school for the ways the school's STEM focus has been weaved into all aspects of the curriculum and additional programs.

b. Financial Report

Ms. Lee reviewed the school's financial statements with the Board. She reviewed the revenue and expense statements, advising on changes since the previous months' statements. Board discussed the fund balance in detail.

[Mr. Schuh re-joined the meeting at 9:25 a.m.]

i. Unaudited 2018-2019 School Year Financial Results

Ms. Lee reviewed the unaudited financial results from the previous school year with the Board, highlighting specific areas of interest in discussion with the Board.

V. Strategic Plan

Ms. Swan provided the Board with a brief update on the Strategic Plan. She discussed the STEM kits, including feedback received so far by students and staff.

Board members discussed their desire to hold a fall workshop to review in detail and update, as appropriate, the Strategic Plan.

VI. Consent Items

Mr. Taylor asked the Board Members whether there were any items from the Consent Items that they wanted moved to Action Items for discussion, or tabled. There being no changes noted, a motion was made and seconded as follows:

RESOLVED, the Consent Items:

- a. Approval of Minutes from the June 19, 2019 Annual Board Meeting;
- b. Approval of Staffing Report;
- c. Approval of Connections Education Invoice(s) for June; and
- d. Approval of LiveSpeech Invoice(s); are hereby approved.

The motion passed unanimously.

VII. Action Items

- a. Approval of Supplemental Products and Services: Math Time to Talk Proposal

Ms. Swan reviewed the Math Time to Talk proposal, as included in the Board materials. She detailed the program for Board members, and indicated that the program had been very useful to students and staff in previous school year(s). Ms. Swan further reviewed the advantages of the proposed use of trained math specialists to engage in small group discourse with students needing additional assistance in mathematics. There being no further discussion, a motion was made and seconded as follows:

RESOLVED, that the Supplemental Products and Services: Math Time to Talk Proposal, as presented, is hereby approved.

The motion passed unanimously.

b. Approval of Board Training and Conference Attendance for the 2019-2020 School Year

Ms. Arthur reviewed the upcoming trainings and conferences that were identified at a previous meeting by the Board as potentially of interest for continuous board education. The Board reviewed the upcoming training offerings, and the advantages and agenda topics of each conference, and their support of Board members making an effort to attend the training opportunities. Board members also indicated their interest in continuing to be presented with additional local and national opportunities for continued board member governance education. There being no further discussion, a motion was made and seconded as follows:

RESOLVED, that the Board training and conference attendance for the 2019-2020 school year, including the National Charter Schools Conference and the PCPCS Annual Conference, as discussed, are hereby approved.

The motion passed unanimously.

Approval of 60 Day Extension of Statement of Agreement (SOA) with Pearson Online and Blended Learning (POBL) and/or Authorization for Board President to Finalize and Execute Renewal SOA on Behalf of the Board

Mr. Taylor advised the Board that discussions were ongoing regarding services provided by POBL to be included in the renewal SOA. At the advice of Counsel, Board members indicated their intent to enter into Executive Session later in the meeting to discuss the contract negotiations in detail. In order to ensure the school and POBL continued to have a contract for operational purposes, Mr. Taylor asked the Board whether they preferred to approve an extension of the current contract, with a current term date of August 31, 2019, and/or authorize him to finalize the Agreement as soon as all parties to the negotiations agreed the document was final for execution. Board members had discussion on the renewal SOA process, their fiscal responsibilities and prudence to have the ability to review such a significant contract prior to execution, and opted to extend the current Agreement for 60 days. There being no further discussion, a motion was made and seconded as follows:

RESOLVED, that a 60 Day Extension of the current Statement of Agreement (SOA) with Pearson Online and Blended Learning (POBL), through October 31, 2019, is hereby approved.

The motion passed unanimously.

Approval of 60 Day Extension of Contract with Charter Choices and/or Authorization for Board President to Finalize and Execute Renewal Contract on Behalf of the Board

Board members briefly discussed the current contract term date of August 31, 2019 with Charter Choices, and expressed their desire to extend the contract for 60 days to allow final negotiations. Also, Board members discussed the advantages of authorizing the Board President to negotiate, finalize and execute that contract on behalf of the Board, with the understanding that the final document would be brought before the full Board for ratification. There being no additional discussion, a motion was made and seconded as follows:

RESOLVED, that a 60 Day Extension of the current contract with Charter Choices, Inc., through October 31, 2019, and Authorization for the Board President to Negotiate, Finalize and Execute a renewal contract on behalf of the Board, is hereby approved.

The motion passed unanimously.

VIII. Information Items

a. Statement of Agreement (SOA) Update

At Mr. Taylor's request, Ms. Jay provided the Board with a brief high level overview of the communications to date, and anticipated timeline for final negotiations. Board members indicated their intent to discuss specific points of the current proposed Agreement later in an Executive Session.

b. State and Strategic Client Relations (SSCR) Update

Ms. Jay provided the Board with an update on recent legislative activities in the state, which may impact the school.

c. Partner School Leadership Team (PSLT) Update

Ms. Brown presented to the Board on behalf of Pearson Online & Blended Learning's (POBL) School Leadership Team.

i. Back to School Visit Update

Ms. Brown discussed her recent involvement in the Back to School meetings with school staff last week; she advised that she felt very welcomed and was impressed by the staff's preparations for the school year.

ii. School Operations Metrics

Ms. Brown presented this item to the Board. She reviewed the data included in the Board materials, highlighting the school's performance as compared with other Pearson Online and Blended Learning partnering schools of similar size and years in operation. Board members discussed the metrics data with Ms. Brown.

d. Board Relations Update

Ms. Arthur presented this item to the Board.

i. Conflict of Interest Statement(s) Reminder

Ms. Arthur thanked the Board for their prompt completion of the annual conflict of interest statements, as required per Board policy, and advised that they would likely be part of the annual financial audit review process.

ii. EMO Evaluation

Ms. Arthur reminded the Board of the timing associated with the EMO evaluation process, and anticipated timing for discussion with the Board at a meeting.

Ms. Arthur inquired as to recent discussions surrounding another Board retreat to allow for strategic planning development and in-depth discussions of topics to be determined. Board members indicated their support of holding an all-day retreat on their October regular meeting date of Wednesday, October 16, at a location TBD in Harrisburg.

Board members indicated their desire to enter into an Executive Session to discuss the SOA with POBL with their Board Counsel.

EXECUTIVE SESSION – Pursuant to 65 Pa. C.S. §§ 708(a)(5) – to review and discuss agency business which, if conducted in public, would violate a lawful privilege or lead to the disclosure of information or confidentiality protected by law, including matters related to the initiation and conduct of investigations of possible or certain violations of the law and quasi-judicial deliberations

The Board entered into an Executive Session at 10:06 a.m. upon a motion being made, seconded and confirmed via roll call vote of all Board members present. The Board cited the following for entering into the Executive Session: to review and discuss agency business which, if conducted in public, would violate a lawful privilege or lead to the disclosure of information or confidentiality protected by law, including matters related to the initiation and conduct of investigations of possible or certain violations of the law and quasi-judicial deliberations, pursuant to 65 Pa. C.S. §§ 708(a)(5) . Board members present were: David Taylor, Joe Harford, Dave Biondo, Gail Hawkins-Bush and Alex Schuh.

Guests present at the request of the Board were: Pat Hennessey and Jane Swan. All others left the meeting at this time.

There being no further discussion and upon a motion being made, seconded and confirmed via roll call vote of all Board members present, the Board resumed Open Session at 10:32 a.m. No action was taken during Executive Session.

IX. Adjournment and Confirmation of Next Meeting – Wednesday, September 18, 2019 at 9:00 a.m.

Mr. Taylor inquired if there was any other business or discussion. There being no further business or discussion, he noted that the next Meeting date is Wednesday, September 18, 2019 at 9:00 a.m. The Board being at the end of its agenda, the meeting was adjourned at 10:33 a.m.

REACH Staffing Report

New Hires

Name	Area	Compensation	Bonus Potential	Start Date
Butler, Caroline	Math Specialist	\$56,500.00	0.04	08/19/2019
Dieterle, Jeffrey A.	Truancy Officer	\$59,500.00	0.04	09/03/2019
Emanuelson, LeNora M.	Teacher- Secondary	\$53,500.00	0.04	08/19/2019
Flannery, Alyssa A.	Teacher – Elementary	\$55,000.00	0.04	09/03/2019
Gehman, Stephanie A.	Family Relationship Coord	\$56,500.00	0.04	09/03/2019
Longstreet, Brittany L.	Teacher – Secondary	\$54,500.00	0.04	08/19/2019
McElwee, Elizabeth A.	School Admin Asst I	\$20.10	0.04	09/03/2019
Mentzer, Elece M.	Teacher – Elementary	\$54,000.00	0.04	08/19/2019
Morrison, Lindsay M.	Teacher – Secondary	\$56,500.00	0.04	08/19/2019
Mort, Ashley L.	Teacher – Special Edu	\$58,500.00	0.04	08/19/2019
Pearson, Michael P.	Teacher – Elementary	\$59,500.00	0.04	08/19/2019
Rubino, Tiffany M.	Teacher – Secondary	\$54,500.00	0.04	09/03/2019
Shumbres, Steven A.	Teacher – Secondary	\$57,000.00	0.04	08/19/2019
Turner, Amy L.	Staff SLP	\$58,500.00	0.04	09/03/2019
Waterhouse, Rachel	Teacher – Secondary	\$50,000.00	0.04	09/10/2019
Zentner, Patricia L.	Family Relationship Coord	\$54,000.00	0.04	09/03/2019
Zisam Stephanie	Teacher- Secondary	\$54,500.00	0.04	09/10/2019

Departing Employees

Name	Area	Last Day of Work	Reason for Leaving
Greco, Brittany R.	Teacher- Special Edu	08/27/2019	Family Reasons
Hribal, Kelly	Teacher – Special Edu	09/10/2019	Family Reasons
Rhodes, Lindsey J.	Teacher – Secondary	08/12/2019	Personal Reasons
Schlosbon, Sarah M.	Teacher – Secondary	08/23/2019	Personal Reasons
Passeri, Lisa M.	Teacher – Secondary	08/20/2013	Did Not Start

Promotion / Position Changes

Name	Former Position	New Position	Compensation	Bonus Potential	Start Date
N/A					

Caroline A. Butler

866 N 22nd St, 3rd Flr
Philadelphia, PA 19130

caro627@gmail.com
(610) 316-2686

EDUCATION & PROFESSIONAL CERTIFICATION:

Cabrini University, Radnor, PA – Master of Education, May 2017

Temple University, Philadelphia, PA – Bachelor of Arts, May 2007

PA: Instructional I Certification, K-6

SC & GA: Early Childhood & Elementary PK-5; Gifted & Talented; Middle Grades Math

EXPERIENCE:

West Philadelphia Achievement Charter Elementary School, Philadelphia, PA August 2018 to current

Mathematics Coach/Specialist

- Lead weekly professional development meetings for all staff and grade level groups
- Coordinated mathematics RTI implementation for K-5
- Planned and organized benchmark testing calendar and resources
- Modeled and co-taught mathematics lesson and provided support for teachers during formal coaching cycles
- Provided small group mathematics intervention for target students in grades 2-5

River Ridge Academy, Bluffton, SC August 2015 to June 2018

5th Grade Teacher

- Prepared and carried out comprehensive lesson plans and consistently provided high quality instruction, evidenced by students' amazing growth and above expected scores on state standardized tests
- Integrated STEM standards across content areas and executed Project Leads the Way curriculum
- Aligned lessons and materials to state and common core standards
- Provided students with supplemental learning through hands on and online programs
- Participated in IEP meetings, RTI meetings, faculty meetings and professional development
- Maintained contact with parents through planners, newsletters, conferences, email, and verbal communication
- Administered MAP, SC PASS, and SC Ready tests and used test results to maximize teaching and student learning
- Implemented RTI plans and progress monitored students in math and ELA
- Created and enforced classroom discipline based on PBIS and the Responsive Classroom Approach
- Adjusted lessons to meet a variety of developmental levels

Beaufort County School District, Beaufort, SC June 2016 & June 2017

Summer Reading Intervention Teacher

- Used a variety of instructional strategies and programs to support students in reading intervention
- Monitored student progress daily using Leveled Literacy Intervention (LLI) to determine appropriate instruction
- Used Fountas & Pinnell, DIBELS, and Spring MAP data to identify deficit skills in first through fifth grade students

Curriculum Developer – Elementary Mathematics

- Researched and digitally organized resources to support classroom teachers in math instruction of students working below and on grade level, gifted and talented students, and ESOL students
- Aligned materials, including elementary math literature, to learning objectives, state standards, and specified units within the district curriculum map while making them easily accessible for teachers
- Wrote clear and concise directions to guide teachers through the Everyday Math digital platform

St. Helena Elementary School, St. Helena Island, SC August 2013 to August 2014

5th Grade Teacher

- Organized & analyzed student data & learned skills from a variety of assessments in order to enhance future instruction
- Worked with coaches, consultants, & colleagues to review & edit curriculum to ensure that standards were being met
- Provided students with supplemental learning through online programs and incorporated technology into lessons
- Modified instruction daily, provided differentiated instruction to accommodate a variety of learners
- Employed kinesthetic, visual & auditory approaches to create interactive lessons
- Provided one-on-one supplemental instruction to struggling students
- Participated in faculty & team meetings, assemblies, IEP meetings, & professional development seminars

Bridgeport Elementary School, Bridgeport, PA

September 2012 to December 2012

Student Teacher – 4th Grade

- Assessed learned skills using a variety of formal & informal assessments
- Executed comprehensive lesson plans for mathematics, language arts, & character education
- Employed kinesthetic, visual & auditory approaches to create interactive lessons
- Effectively maintained classroom management
- Participated in faculty & team meetings, assemblies & IEP meetings

OTHER EXPERIENCE:

University of North Carolina – FPG Child Development Institute, Raleigh, NC

March 2015 to June 2015

Data Collector/Research Assistant

- Administered a variety of assessments to kindergarten students throughout Georgia
- Maintained reliable use of assessment tools
- Assisted with recruitment, scheduled data collection visits and communicated frequently with participating sites and project staff to ensure data collection was completed within project timelines
- Conducted assessments after confirming parental permission, updated key information about visits and participants via project website, and submitted data to the home office in North Carolina in an accurate and timely manner

Excel Physical Therapy, Villanova, PA

January 2011 to September 2012

Patient Services Representative

- Utilized management skills to coordinate the schedule of six physical therapists & all patients
- Opened & closed the office according to clinic procedures
- Completed daily reports monitoring clinic business while following corporate procedures
- Verified insurance benefits on Navinet & processed insurance authorizations
- Collected payment from patients & clearly explained insurance benefits & options

United States Liability Insurance Group, Wayne, PA

February 2008 to August 2010

Underwriting Assistant

- Reviewed customer requests and financials to ensure accuracy & edited underwriter quotes
- Processed endorsements and binders while focusing on quality & meeting service standards & deadlines
- Provided service to customers by returning emails and phone calls the same day they were received
- Provided support to a team of underwriters and acted as a customer liaison
- Assisted in coaching & training college interns & new hires

Jeffrey A. Dieterle

1073 Mississippi Avenue
Pittsburgh PA 15216
(412) 341-8711- home (412) 760-8748- cell
Jdieterle58@gmail.com

Professional Summary

Committed, motivated and disciplined social worker with over 25 years of experience in ensuring the physical, mental, and medical needs of clients. I wish to work with other client servicing systems by using my many skills and abilities working with and within a myriad of systems to ensure positive outcomes for all.

Employment:

KidsVoice

03/03 – 11/18

Child Advocate Specialist: Currently carrying a case load of approximately 126 clients. Working as part of a multi-disciplinary team to prepare cases for court hearings dealing with Abuse, Neglect, and Truancy. Responsible for interviewing and counseling clients and witnesses in community, home and school. Meeting with County, School and Medical/MH Service Providers as well as recommending and enforcing further actions.

Spectrum Family Network (Wesley Spectrum)

8/91 – 02/03

Program Supervisor: I started out as a line staff and then became a shift manager and then the program supervisor where I was responsible for supervision, training and scheduling of over 15 staff of a 15 bed residential facility. Presenting the agency's and client's needs and issues in court. Presenting and participating in interagency and Permanency Planning meetings. Conducting and supervising groups. Develop and implement individual programs. Medication supervision. Create individual service plans for residents. On-call duties. Counsel children with varying mental, medical and social difficulties. Schedule and supervise family visits/interactions. Organize outings to encourage social awareness and skills. Regular school contacts and advocacy. Responsible for children's well-being.

Penn State Student Counselors

8/90 - 5/91

Student Counselor: Crisis Intervention, Creating and Presenting Workshops, One on One Counseling and Information Referrals as needed.

Volunteer Work: **Mt. Lebanon Extended Day Program**

Board Member

08/2015-present

Program Committee: Working on assisting the staff with training and programing suggestions to enhance their ability in working with more challenging and special needs children

Education:

Pennsylvania State University
Bachelor of Science
Major: Psychology

University of Pittsburgh
Master of Science
Applied Dev. Psych

Training:

Crisis Intervention and Management Certification, Cultural Diversity, Medication Distribution Certification, Team Building, Professional Writing for Social Work, Stress Management.

LeNora Marie Emanuelson

6 Hodel St Rear, Cheswick, PA, 15024
724-691-2595 | Lenoramgray@gmail.com

EDUCATION

- Bachelor of Music: Music Education, Seton Hill University, 2011-2015. GPA – 3.82
- Master of Music in Music Education, Kent State University (ongoing)

EXPERIENCE

PA Distance Learning Charter School, Wexford, PA - High School Music Teacher

August 2018 - Present

- Teaching General Music and Electronic Music courses in a synchronous and asynchronous online setting.
- Work with special education faculty to create adaptations for my students.
- Complete weekly PLC sessions to further professional development.
- Mapping curriculum for new music courses and arts integrated classes.

Private Vocal Instructor, Cheswick, PA

September 2014 - Present

- Instructing in home for students aged 10 through adult.
- Coaching students in a variety of genres including sacred, musical theatre, classical, and opera.
- Educating students on vocal health, proper vocal technique, and music theory as needed.

North Catholic High School, Cranberry Township, PA - Musical Vocal Coach

January 2018 - Present

- Instructed the spring musical cast in proper vocal pedagogy and technique.
- Coached students in group and individual rehearsal settings.

Assumption Catholic School, Bellevue PA - General Music K-8, Band 4-8

August 2015 - February 2018

- Taught general music concepts to students in grades K-8 using Game Plan (Orff/Kodály based) and the Pittsburgh Diocesan curriculum.
- Conducted the school band and taught instrumental lessons for students in grades 4-8.
- Planned annual Winter and Spring performances with other teachers in cross-curricular efforts.
- Organized annual Veteran's Day show to promote community involvement.

Seton LaSalle Catholic High School - Marching Band Director, Jazz Band Director

August 2016 - June 2017

- Assumed direction of the Seton La Salle High School Marching Band and Jazz Ensemble, including band camp, parades, concerts, and football games.
- Collaborated with booster organization and school administration in planning a performance trip to Disney World in Orlando, Florida.

VOLUNTEER WORK

Our Lady of Victory Parish, Harwick, PA - Choral Director

September 2015 - Present

- Assists Director of Music Ministry in selecting appropriate music for choir.
- Rehearsing and training cantors and soloists.
- Planning and conducting concerts and weekly rehearsals.

PROFESSIONAL ORGANIZATION MEMBERSHIP:

Pennsylvania Music Education Association

National Association for Music Education

HONORS: Dean's List, Seton Hill University (2011-2015)

Alyssa A. Karatinos

•1504 Delaware Avenue •New Castle, PA 16105 •Phone: (724) 944-9927 – Cell •AKaratinos21@yahoo.com

OBJECTIVE	A teaching position that will enable me to make a positive contribution to the educational experience of elementary or middle school students; interest in being involved on an extracurricular level coaching or advising	
CERTIFICATION	Pennsylvania K-6 Instructional I Certification Pennsylvania Middle Level English 7-9 Certification Pennsylvania Library Media Specialist K-12 Certification	
EDUCATION	Westminster College Bachelor of Arts: Elementary Education <i>Cum Laude</i> Major GPA: 3.8 Cumulative GPA: 3.75 Concentration: Spanish	New Wilmington, PA 2006
TEACHING EXPERIENCE	Riverside Beaver County School District <i>Instructional/Physical Support Aide – Middle School</i> <i>Instructional/Physical Support Aide – High School</i> <ul style="list-style-type: none">• Provide academic/personal assistance to a 7th grade student with Autism and provided same assistance to a 10th-11th grade student in the high school<ul style="list-style-type: none">○ Ensure the student is staying on task and focused during class○ Reiterate crucial responsibilities such as staying organized and being prepared○ Emphasize the importance of working independently and encourage the student by providing him with opportunities to be responsible○ Document the student's behavior, interaction, and academic effort on a daily basis○ Remind and encourage the student to participate in class discussions, to interact with his peers and teachers○ Communicate on a daily basis with the student's parents via email about academic, personal, or any other pertinent matters○ Develop and effectively implement strategies that enable the student to successfully prepare for exams• Team teach a 7th grade English class; create and implement lesson plans• Grade student work and provide positive feedback; enter grades into Classroll system• Establish and facilitate effective classroom management• Established weekly journaling program to encourage writing and communication skills• Review and comment on all three 7th grade class journals	Ellwood City, PA Aug. 2009 – Present Nov. 2007 – June 2009
	Riverside Beaver County Primary Center <i>Summer School Teacher</i> <ul style="list-style-type: none">• Reviewed and instructed basic math facts and reading skills with 4th, 5th, and 6th graders• Assigned 4th and 5th graders reading of the novel, <i>The Magic School Bus</i>, and designed and instructed related lessons and activities• Performed writing assessments and addressed individual students' needs	Ellwood City, PA Summers 2009 & 2010
	Riverside Beaver County Primary Center <i>Instructional Tutor</i> <ul style="list-style-type: none">• Provided individual and group instruction in reading and math skills for Title 1 and Learning Support students in grades K-3• Successfully implemented the use of manipulatives, textbooks, and other resources to help reinforce learning• Coordinated with an IST and Title 1 teacher to execute a variety of teaching techniques that best met the individual needs of each student• Established a positive reward system for students good behavior and hard work• Collaborated with faculty and staff to provide students with the most beneficial learning experience	Ellwood City, PA Sept. 2008 – June 2009

Alyssa A. Karatinos, Page 2

TEACHING EXPERIENCE CONTINUED

Union Middle/High School

AmeriCorps Tutor, 7th and 8th Grades

New Castle, PA

Aug. 2006 – Oct. 2007

- Instructed 7th and 8th grade students in reading and math skills in intensive, small group settings to ensure effective learning
- Implemented teaching methods such as the use of manipulatives, computers, and textbooks
- Prepared and administered innovative lessons that stimulated successful learning on a daily basis
- Coordinated with faculty and administration members to establish protocol
- Successfully executed a variety of classroom management techniques
- Provided positive reinforcement through rewards for students pursuing their academic goals
- Prepared and implemented a 2-week book-drive that involved middle and high school students and fulfilled the requirements of a service-learning project
- Checked the progress of students through non-graded formal/informal assessment methods
- Administrated a 4-week summer school program and effectively planned and taught reading and math lessons for 7th and 8th grade students

Union Middle/High School

Homebound Instructor, 5th Grade

New Castle, PA

Sept. 2006 – June 2007

- Provided instruction and administered tests in math, reading, social studies, language arts and science
- Documented the student's behavior, interaction, academic effort, and physical and emotional well being on a weekly basis
- Collaborated with faculty about the curriculum to help provide the student with the utmost, beneficial learning experience

Reynolds Elementary School

Student Teacher, 2nd Grade

Greenville, PA

Fall 2005

Sharpsville Elementary School

Practicum, 1st Grade

Sharpsville, PA

Spring 2005

Neshannock Memorial Elementary School

Field Experience, 2nd Grade

New Castle, PA

January 2004

ADDITIONAL RELATED EXPERIENCE

Private Tutor, 5th-9th Grade Student, New Castle, PA

Family Math Night, Union Elementary School, New Castle, PA

Tutor, Mohawk Study Club, Mohawk Elementary School, Bessemer, PA

Volunteer Listener Program, Thaddeus Stevens Elementary School, New Castle, PA

PROFESSIONAL DEVELOPMENT & AWARDS

Lorman Education: Understanding Individuals with Aspergers or High Functioning Autism

Beaver Valley Intermediate Unit "Autism for Paraeducators"

Big Brother Big Sister Mentor of the Year Award, December 2006

Dennis R. Barger, H.E.L.P For You Presentation, Westminster College

Pennsylvania Project Learning Tree Workshop, Westminster College

Connecting Reading to Environmental & Ecology Standards, Union Area School District

VOLUNTEER ACTIVITIES

Volunteer, Beaver County Special Olympics

Mentor, Big Brother Big Sister, New Castle, PA

Volunteer, Northwestern PA Science Olympiad Tournament, Westminster College

COMPUTER SKILLS

Proficient: SmartBoard, Study Island, Classroll, Microsoft Office and Adobe Applications,

All Windows Operating Platforms

Competent: HTML, SPSS, Visual Basic

Stephanie Gehman

313 Nutt Road, Phoenixville, PA 19460 • 717.271.3331 • stephanie.gehman@gmail.com

Education and Teaching Certifications

Cabrini College <i>Masters of Education</i> • Cumulative GPA: 4.0	05/10-05/12
Millersville University <i>Bachelors of Science in Education in Social Studies</i>	08/02 - 05/06
PA Certifications <i>Social Studies 7 - 12</i> <i>Mid-Level English 7 - 9</i> <i>Mid-Level Science 7 - 9</i> <i>Mid-Level Math 7 - 9</i>	

Work Experience

Grace Valley Fellowship <i>Connections & Volunteer Engagement Coordinator</i> • Coordinate and organize a variety of events for up to 350 people • Provide opportunities for congregants to serve the community and our church • Perform a variety of administrative duties from office inventory to volunteer scheduling	08/2016-Present
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Teaching Experience

Huntington Learning Center - Royersford, PA <i>Learning Center Teacher</i> • Provide math, reading and writing instruction for elementary, middle and high school students	08/14-08/16
Pennsylvania Leadership Charter School - West Chester, PA <i>7th Grade World Studies Cyber Teacher</i> • Created lessons in a Moodle classroom using Jing, Audacity, video clips, audio recordings and other technologies to keep students engaged and learning • Collaborated with the middle school supervisor and other middle school teachers to develop RTII program • Held live teaching sessions once a week and provided daily live tutoring for students • Utilized differentiated instruction to accommodate students with a variety of abilities • Developed relationships with parents and students through phone, email, instant messaging and in person meetings • Organized on-campus events for students and their parents	08/10-06/13
Phoenixville Area Middle School - Phoenixville, PA <i>Building Substitute</i> • Provided classroom coverage on an as need basis in a variety of classroom settings, including special education and emotional support classrooms • Lead Teacher for an after-school RTII Program for 6 th and 7 th grade students	08/09-6/10

Substitute Teacher Service 08/08 -06/09*Substitute Teacher*

- Provided classroom instruction in absence of teachers in surrounding school districts

Conestoga Christian School – Elverson, PA 08/07 – 06/08*6th Grade Western Hemisphere, 7th Grade Eastern Hemisphere, 8th Grade U.S. History*

- Created unit plans for three grade levels that included a variety of teaching techniques and assignments to meet the needs of all my students
- Maintained relationships and communication with parents to ensure the success of their student
- Supervised and instructed elective classes including yearbook, drama team and team sports

Community Involvement**Safe Families for Children** 2017-Present*Leader*

- Coordinate and organize a team of volunteers to provide safe and temporary housing to children whose families are experiencing crisis.

Project Purpose 09/11-05/12*Tutor*

- Volunteer tutor for elementary and middle school students

Hopewell Christian Fellowship 10/07 – 8/10*Youth Group Leader*

- Worked with the youth pastor and other leaders to provide meaningful lessons and activities for the high school youth group on a weekly basis

Missions/Work Trips*Ica, Peru*

05/09

San Lucas, Guatemala

02/08

Cusco, Peru

05/05

Tarboro, North Carolina

04/03

Education

Bachelor of Science in Mathematics, May 2014
Concentration in Secondary Education
Shippensburg University, Shippensburg PA
Accredited by the National Council for the Accreditation of Teacher Education (NCATE)
QPA: 3.52/4.00

Honors

Cum Laude
Dean's List: Fall 2011-Spring 2014

Master of Education in Curriculum and Instruction, September 2018
American College of Education, Indianapolis, IN
Current GPA: 4.0

Teaching/Leadership Experience

Full Time High School Mathematics Teacher, Achievement House Cyber Charter School, Exton, PA August 2015 – Present

- Developed and modified Secondary Mathematics curriculum to be implemented in the online setting
- Fostered a sense of community with students and families in the online environment
- Created and implemented MTSS Tier 2 Mathematics intervention utilizing research-based approaches and pedagogy
- Attended IEP meetings and adapted instruction and learning activities to meet stated goals and objectives for students
- Developed, implemented, and maintained synchronous and asynchronous instruction in the online learning environment

Team Captain (Leadership Position), Achievement House Cyber Charter School, Exton, PA September 2017 – Present

- Organized and facilitated grade level data team meetings
- Directly reported grade level team goals and progress to the principal
- Collected and analyzed student data to implement interventions as a grade level
- Organized, facilitated, and communicated information with a grade level team to ensure universal design for learning in the online environment

Full Time High School Mathematics Teacher, Francis Scott Key High School, Union Bridge, MD January – June 2015

- Created unit and lesson plans collaboratively with a team and individually
- Attended IEP meetings and adapted lesson plans to meet stated goals and objectives for all students
- Assessed students using a variety of formative and summative assessment approaches and levels of depth of understanding to measure student understanding and drive instruction
- Collected and interpreted data for Student Learning Objectives

Day-to-Day Substitute, Spring Grove Area School District, Spring Grove, PA

November – December 2014

Day-to-Day Substitute South Western School District, Hanover, PA

November – December 2014

Long Term Substitute, Grades 9-12, Carlisle Area High School, Carlisle, PA

August – October 2014

- Applied the necessary teaching strategies to use in classrooms with various skill levels
- Prepared Algebra I and Integrated Math II students with introductory Pennsylvania Keystone practice
- Used differentiated instruction and both formative and summative assessments to evaluate student work
- Maintained accurate records of student attendance and grades
- Communicated constantly with parents/guardians

Student Teaching, Grades 9-12, Cumberland Valley High School, Mechanicsburg, PA

Spring 2014

Student Teaching, Grades 7-8, Lamberton Middle School, Carlisle, PA

Spring 2014

Certifications

Pennsylvania Teaching Certificate, June 2014: Instructional Level II, August 2018

Maryland Teaching Certificate, January 2015

**Related
Experience**

Tutor, Achievement House Cyber Charter School, In-Person and Virtual, August 2015 – Present

- Provide individualized academic support based on students' learning styles, cognitive abilities, and curricular needs

Work Study Teacher Assistant, Bartos Child and Family Center, Shippensburg University, January 2012 – May 2013

- Directed student learning activities and assisted teachers in teaching children fundamentals of a classroom

Tutor/Classroom Assistant, Shippensburg University, Shippensburg, PA, Spring 2012

- Provided additional assistance to students taking Pre-Calculus and led review and instructional sessions

**Professional
Development**

Presenting at International Society for Technology in Education (ISTE) National Conference, Philadelphia, PA (2019)

- *"Hang Your Worksheets Somewhere Else: Best Practices in Online Learning"*
- Attended Pennsylvania Department of Education Bureau of Special Education State Conference, Hershey, PA (2018, 2019)
- Attended MTSS Academic Implementers Forum: Multi-Tiered Systems of Support, Harrisburg, PA (October 2018)
- Attended International Society for Technology in Education (ISTE) National Conference, Chicago, IL (June 2018)
- Attended MTSS Academic Implementers Forum: Multi-Tiered Systems of Support, Gettysburg, PA (October 2017)
- Attended Teaching and Assessing Common Core Math in a Digital World, Discovery Education, Suitland, MD (March 2015)
- Attended First Year Teacher Induction Program, Carlisle Area School District (August – October 2014)
- Attended Learning Focused Schools Training, (January 6 – 7 2014)
- Attended NCTM Regional Conference, Baltimore, MD (October 17 – 18 2013)
- Attended 2013 Texas Instruments T³ Conference, Philadelphia, PA (March 8 – 9 2013)

Liz McElwee

Solving problems and helping people succeed!

140 White Dogwood Dr
Etters, PA 17319
717-758-3177
lmcElwee82@gmail.com

EXPERIENCE

The Road To Nerdfighteria — A Collaborative YouTube Channel and Online Community Engagement Project

An international, online storytelling project where people share their stories of how they discovered the online community of Nerdfighteria, and the value it has contributed to their personal lives. As Co-Founder of this project, I have worked collaboratively with team members across the world to most effectively capture and share these stories using a trans-media storytelling approach. My primary functions were Executive Leader and Creator Communications & Relations.

Rite Aid Corporation

Manager - Etters, PA

June 2017 - Current

Primary responsibility are to ensure customer service and profitability of the store are at highest company expectations. Responsible for the daily running of the entire store as well as directly overseeing the work of employees which includes delegating tasks and managing the schedule, processes & procedures and contacting the appropriate authorities when repairs or services need implemented.

Analyst, Pricing - Camp Hill, PA

February 2012 - April 2017

Primary responsibility was to ensure accuracy of pricing for Direct Store Delivery items. I used my Access skills to automate several processes and created procedure manuals for the time-saving processes that I implemented for the department. I also fostered first rate telephone communication in this position working over the phone with Vendors.

Research Coordinator - Etters, PA

March 2009 - February 2012

Primary responsibility was to ensure we received payment from Vendors. I had on the job training with Access and used my knowledge to automate several reports and turned many of the manual processes into automated procedures, including the setup of an automated emailing list. I gained experience with Vendor negotiations and made good use of my communication skills..

EDUCATION

Harrisburg Area Community College, Harrisburg, PA

Associates in Communications Jan 2001 - June 2003

Published in the Wildwood Journal

Member of the HACC Performing Arts Club

Member of the THS Wallace Writers Group

OBJECTIVE SUMMARY

Professional and educational experiences have fostered a skilled problem-solving communicator that is eager to learn new skills and adapt to changing environments while using online expertise and time-saving automation to produce the best possible results for both customers and clients.

SKILLS

Superior Communication
Interpersonal Experience &
Emotional Intelligence
Technical & Creative Writing
Knowledge of SQL & Microsoft
Access
Managerial Experience
Social Media Expertise
Online Video Knowledge
100 % Virtual Collaboration
Experience

REFERENCES

Maia Ledesma
Videomaker
Complexly, LLC
920-251-8288
maia@complexly.com

Sara Langworthy, PhD
Author, Consultant, Speaker
DeveloPlay, LLC
763-229-3530
sara@drLangworthy.com

Ron Russell
Senior Manager
Rite Aid Corporation
717-761-2633 ext. 3945
rrussell@riteaid.com

Elece Mentzer

K - 6 ELEMENTARY SCHOOL TEACHER

814-386-3418

mentzer814@yahoo.com

10903 Tuckahoe Drive, Huntingdon, PA

PROFESSIONAL SUMMARY

EXPERIENCED, CREATIVE, AND DRIVEN 4TH GRADE TEACHER SEEKING TO CONTINUE A CAREER IN EDUCATION WITH REACH CYBER CHARTER SCHOOL. BRINGING EXCEPTIONAL INSTRUCTIONAL SKILLS TO SIGNIFICANTLY IMPROVE STUDENT GROWTH AND ACHIEVEMENT THROUGH A VARIETY OF TEACHING METHODS AND STRATEGIES.

TEACHING EXPERIENCE

4TH GRADE TEACHER | 2011 – PRESENT

MOUNT UNION AREA SCHOOL DISTRICT | MAPLETON-UNION ELEMENTARY

- Instructed 4th grade curriculum, designed and developed lesson plans to meet PA CORE standards, as well as student intellectual and social needs.
- Integrated technology in lessons, classroom stations, and student projects, in addition to PSSA Benchmarking and Prep.
- Enhanced student academic and social growth by using varied teaching strategies and techniques.
- Administered state and local assessments.
- Devised behavior management plans and classroom reward systems (P.B.I.S.)
- Collaborated and developed anti-bullying goals and consequences with coworkers.
- Developed and maintained parent-teacher communication through phone, email, and conferences, and communication comment sheets.
- **KEY ACHIEVEMENTS: Received proficient or satisfactory performance rating 8 years in a row.**

KINDERGARTEN TEACHER | 2010 – 2011

MOUNT UNION AREA SCHOOL DISTRICT | MAPLETON-UNION ELEMENTARY

- Instructed Kindergarten curriculum, employing a strong use of technology driven lessons to reach all learning styles.
- Assessed student performance through anecdotal records, checklists, and student-teacher communication.
- Supported a balanced academic schedule, with a strong focus on literacy and student social and emotional growth and stability
- Collaborated daily with speech therapist, occupational therapist, emotional support teacher, and learning support teacher to ensure all student needs are met.

ADDITIONAL EXPERIENCE

- 5TH GRADE, LONG-TERM SUBSTITUTE | TUSSEY MOUNTAIN SCHOOL DISTRICT | MOUNT UNION AREA SCHOOL DISTRICT
- 2ND GRADE, LONG TERM-SUBSTITUTE | FORBES ROAD SCHOOL DISTRICT
- PRESCHOOL TEACHER | WOODCOCK VALLEY CHILDREN'S CENTER
- 4TH GRADE, STUDENT TEACHING | SHIPPENSBURG AREA INTERMEDIATE SCHOOL

SUMMARY

A teacher by heart, I am passionate and enthusiastic to work with students and families to meet the highest level of performance and excel in every endeavor by supporting all learners to achieve their highest potential. My teaching philosophy is founded on the belief that diversity in learning is essential to creating an authentic experience which will ultimately lead to the development of responsible civic and global citizens.

EDUCATION

Indiana University of Pennsylvania, August 2012 - May 2014

Master of Arts in Teaching English and Instructional I English Teaching Certification

- 4.0 GPA
- Homer Center Junior-Senior High School 120 hour pre-service internship
- Indiana Area High School 15 weeks Student Teaching

Indiana University of Pennsylvania, August 2006 - May 2006

Master of Arts in English Literature

- Program included Literature and Literary Education coursework
- Experience includes public speaking, analytical writing and research

Lycoming College, August 2002 - May 2006

Bachelor of Arts in English Literature

- Graduated Cum Laude
- Minors in Spanish and Theatre
- Liberal Arts education

PROFESSIONAL EXPERIENCE

October 2014 - Present

Agora Cyber Charter School

High School English Teacher

- Level II Secondary Teaching Certification
- Literary Analysis and Composition II - *HS English and Keystone Prep Course*
- Literary Analysis and Composition II - *2015 Summer School Teacher*
- Public Speaking and Journalism – *2017-2019 Summer School Teacher*
- Advisory Teacher
- Curriculum mapping (Atlas program)
- Performed all tasks and duties of a permanent teacher (planning and instruction, maintaining student records), attendance, grading, IEP meetings, Professional Development, instructional coaching, individual and group Help Sessions, etc.)
- Keystone State Testing Administrator

May 2008 - June 2014

Richard W. Watson American Legion Post 141

Manager

- Completed R.A.M.P. Certification Training sponsored by PLCE (online)
- Managerial tasks included: inventory, maintaining order inventory, employee training, Small Games of Chance operations, overseeing employee duties and responsibilities, customer service
- Work in collaboration with the Board of Directors to meet organization's vision and mission

January 2007 - May 2008

IUP School of Graduate Studies and Research

Student Employee

- Experience with Microsoft Outlook, Word, and Excel
- Answered student inquiries via phone, mail, and email
- Acted as interim for International Applications
- Aided in building and maintaining pending admissions applications, which included handling confidential information, updating files, contacting applicants, and working closely with staff
- Planned and organized New Graduate Student Orientation 2007

January 2003 - May 2006

Lycoming College

Spanish Tutor

- Spanish as a second language
- Prepared sessions and tutored beginning, intermediate, and advanced levels of Spanish language, history, literature, and cultural traditions
- Successfully implemented skills learned in a Psychology course "A Learning Difference" to better understand students' unique ways of learning (i.e. visual vs. verbal)

CLUBS AND ORGANIZATIONS

- Alpha Xi Delta Fraternity, *Founding Sister (Iota Mu chapter) & New Member Orientation Chair*
- International English Honor Society, *Sigma Tau Delta (2004)*
- International Foreign Language Honor Society, *Phi Sigma Iota (2005)*
- National Academic Greek Honor Society (GSA), *Gamma Sigma Alpha (2006)*

Ashley L. Klein

266 Washington Blvd
Bangor, PA 18013

610-703-7424
ashleylbest@gmail.com

Objective: To obtain a position as a special education teacher.

Education: Master of Education in Special Education
East Stroudsburg University
GPA 3.92/4.0
Bachelor of Science in Elementary Education
The Pennsylvania State University
GPA 3.77/4.0

Professional Experiences:

PowerSchool January 2016-Current

Lead Technical Support Engineer II

- Managed a team of six Technical Support Engineers
- Conduct bi-weekly one on one meetings and case reviews
- Collaborate with a management team to effectively manage a Tiered Support Team
- Effectively communicate with customers to provide a positive customer support experience
- Run and monitor various metrics to make team and individual based improvements
- Lead projects to improve the overall customer experience
- Create and analysis reports to improve processes among internal teams
- Work in a remote environment

5th grade Learning Support teacher 2014-2015

DeFranco Elementary

Bangor Area School District

- Develop initial and compose annual IEP's using IEPPLUS software.
- Provide in-class supports to students on my caseload
- Deliver direct reading instruction based upon student needs
- Give students daily math remediation based on individual needs
- Modify and/ or adapt grade level materials to meet the needs of my student present level
- Communicate with parents on a daily basis through phone calls, e-mails and letters sent home

5/6 Grade Emotional Support teacher 2011-2014

DeFranco Elementary

Bangor Area School District

- Develop initial and compose annual IEP's using IEPPLUS software.
- Taught all content area subjects to students who needed emotional support services
- Wrote and implemented initial and annual individualized education plans
- Created a classroom environment based on mutual respect and understanding
- Implemented the 7 Habits of Effective Kids in daily lessons
- Modified and/or made adaptations to grade level materials to best meet the needs of my students

6th Grade Teacher, 2008-2011

DeFranco Elementary

Bangor Area School District

- Taught social studies, science, and math using the Everyday Math program
- Created a well-managed learning environment that promoted positive behavior in all students
- Collaborated with a co-teacher and a team to effectively plan and implement daily lessons
- Communicated with parents about student's progress
- Analyzed data using performance tracker to made educational decisions
- Keep accurate grading and attendance records using eSchoolPLUS software

1st-6th Elementary Teacher, August 2006-October 2008

The Beacon School

Shawnee on the Delaware, PA

- Taught language arts and science to sixth and seventh grade students
- Created a well-managed learning environment for all students
- Differentiated instruction for all students
- Plan and implement individualized education plans
- Communicated with parents and school districts about student's progress

5th Grade Long-term Substitute, October 20,2005-July 2006

Swiftwater Elementary Center

Pocono Mountain School District

- Taught social studies and science
- Maintained effective classroom management skills to provide all students with a productive learning environment
- Differentiated instruction to meet the individual needs of all students
- Collaborated with team teachers to integrate language arts and math into daily lesson plans
- Communicated with parents and guardians about child's education

Sylvan Learning Center, September 2005-June 2006

- Taught academic reading, mathematics and beginning reading
- Maintained table managements to effectively tutor each student
- Motivated students to succeed

Honors/

Memberships: Alpha Lambda Delta Honor Society
Pi Lambda Theta Honor Society
Golden Key Honor Society
Dean's List 8/8 semesters

Certifications: Elementary K-6
Special Education N-12

Extracurricular

Activities: Box Tops for Education Coordinator
Provided homebound instruction to students
Middle School Field Hockey Coach for 2 seasons
Member of the School Improvement Committee
Volunteer Coach in the local community
Volunteer Girl Scout Leader in the local Community

References: Available upon request

Michael Paul Pearson

553 Wanamaker Road

Jenkintown, PA 19046

pearsonm2015@gmail.com

570-279-3121 Cell

215-753-3645 Office

Education

Lycoming College (1991) BA, Psychology and Certificate in Elementary Education

California University of Pennsylvania (2007) MS – Sports Management

Teaching and Administrative Career

Towanda, PA	1991 – 1995	Middle School English
Muncy, PA	1995 – 1997	Elementary School
29 Palms, CA	1997 – 2000	Elementary School and High School English
Montgomery, PA	2003 – 2004	High School Dean of Students
South Williamsport, PA	2004 – 20014	Middle School Math and Science
Chestnut Hill College, PA	2016	Freshman Studies

Coaching Career

Towanda, PA	1991 – 1995	High School Assistant Football and Baseball
South Williamsport	1995-1997	Assistant Varsity Coach
	2008 – 2011	Head Football Coach Varsity
Morongo Unified School District		Assistant Football Coach and Head Football Coach
	1997 – 2000	
Lycoming College	2000 - 2008	Assistant Football Coach, Head Junior Varsity Coach
Mansfield University	2011 – 2014	Assistant Head Football Coach
Lock Haven University	2014	Assistant Football Coach
Chestnut Hill College	2014 - Present	Head Football Coach and Assistant Athletic Director

Important Related Experiences

Middle Atlantic Conference Football Championship	1989 - 1990
NCAA Football Play-Off Games as Player (6)	1989-1990
Amos Alonzo Stagg Bowl – NCAA Championship Game	1990
Lycoming College Discipline Committee Council Member	2001 – 2005
Lycoming College Athletic-Academic Support Program Coordinator	2000 -2003
President of PIAA District IV High School Football Coaches Association	2008 – 2011
President of PIAA District IV High School Football All Star Game Head Coach	2008 and 2010
Lycoming College Spring Coaches Clinic Director	2002 – 2008
Williamsport Crosscutters – Philadelphia Phillies Minor League Affiliate	2008 - 2011
Crosscutters Employee of the Year Award	2011
Nike Coach of the Year Clinic Speaker	2016 – 2017
Collegiate Prep Football Camp Coach – Syracuse	2000 – 2018
Penn State Football Camp Coach	2012 – 2018
Central Atlantic Collegiate Bowl Champions	2015, 2016, 2017, 2018
Josh Palmer Football Classic Champions	2017
CSFL Final Four and Bowl Qualifier (Army, Navy, Chestnut Hill, Cornell)	2018

Professional References

Dwight Woodley	South Williamsport Area School District	570-320-4470
Joe Casamento	Saint John’s High School – Washington D.C.	315-345-1931
Drew Digiaccinto	Lycoming College Football – Retired	248-321-7861
Ryan Larcom	Towanda High School/Mansfield University	570-250-1734
Jordan Malmstrom	Temple University	804-240-4167
Bruce Brossman	Williamsport, PA Retired Pastor/Coach	717-626-5833

Chestnut Hill References

Denise Wisniewski	267-481-0608	Assistant Athletic Director-Supervisor
Juliana Mosley, PHD	215-242-7751	College Officer for Diversity and Inclusion
Nathalie Christophe	215-242-7995	Admissions Counselor
Jaqueline Trujillo	215-248-7072	Admissions Counselor
Shawn Brady	617-999-9302	Offensive Coordinator

Tiffany M. Rubino

917 Marne Avenue • Monongahela, PA 15063 • (724) 322-1940 • tifrubino@gmail.com

Educational History

Pennsylvania Teaching Certifications:

English (7-12)
Communication (7-12)

Bachelor of Science May 2006

West Virginia University – Morgantown, West Virginia

Major Grade-Point Average: 3.75 (on a scale of 4.0)
Cumulative Grade-Point Average: 3.43 (on a scale of 4.0)
Major: Psychology Minor: Creative Writing

Master of Arts in Teaching May 2011

California University of Pennsylvania – California, Pennsylvania

Cumulative Grade-Point Average: 4.0 (on a scale of 4.0)
Major: Professional Development, with concentration in English

High School Diploma June 2002

Ringgold High School – Monongahela, Pennsylvania

Cumulative Grade-Point Average: 3.8 (on a scale of 4.0)

Educational Experience

Substitute Teacher: Frazier School District (September 2015 – Present); Peters Township School District (September 2015 – June 2016); California Area School District and Ringgold School District (September 2011 - June 2014)

Supervisors: Jason Papas, Frazier High School Principal
Michael Turek, Frazier Middle School Principal
Leigh Ann Folmar, California Area High School Principal
Raymond Huffman, California Area Middle School Principal

Long Term Substitute Teacher: California Area High School – Tenth Grade and Eleventh Grade English (August 2013 – June 2014)

Homebound Instructor: California Area Middle School – Seventh Grade Student (March 2013 – May 2013)

Long Term Substitute Teacher: California Area Middle School – Seventh Grade English (November 2012 – March 2013)

Long Term Substitute Teacher: California Area Middle School – Sixth Grade and Eighth Grade Language Arts (September 2011 – November 2011)

Assistant Coordinator: Summer Youth Programs for Pennsylvania State University, Fayette Campus (March 2015 – Present)

Supervisor: Lynne Roy, Program Director, High School Mathematics Teacher

- Assisted with the following programs: *21st Century Program, Science, Technology, Engineering, and Mathematics (STEM) Camp, and Kids in College*
- Contacted school administrators to promote the STEM Camp and Kids in College.
- Created classes for the summer programs.
- Wrote curriculum for the summer programs.
- Advertised the summer programs in various media formats.

Summer Youth Program Instructor: Pennsylvania State University, Fayette Campus and Greater Allegheny Campus, Monessen Elementary School, Monessen Middle School, Aliquippa Middle School, Menallen Elementary School, Benjamin Franklin School, and Bellmar Middle School (Summers of 2011 - 2019)

Supervisor: Lynne Roy, Program Director, High School Mathematics Teacher

- Taught classes covering the topics of American culture, art, astronomy, chemistry, computer coding, computer media, drama, economics, engineering, geography, geology, history, language, literature, mathematics, mechanics, music, nutrition, physical fitness, sociology, sport science, world culture, and zoology.
- Provided educational enrichment activities for local school districts as sub-contracted by the Private Industry Council.
- Created and implemented hands-on lessons for students in kindergarten through eighth grade.
- Adapted lessons to students' abilities.
- Produced a variety of instructional materials for teacher and student use.

Professional Scorer: Pearson Education, Inc. (April 2018 – May 2019; expected to resume Spring 2019)

- Trained and qualified to score essay exams using clients' scoring rubrics.
- Scored SAT essay exams.
- Completed scoring in a timely manner using an online program.

Classroom Aide: STEM Camp, Pennsylvania State University, Fayette Campus (July 2015)

Supervisor: Lynne Roy, Program Director, High School Mathematics Teacher

- Supervised high school students while on campus.
- Assisted college professors with hands-on, STEM-based lessons.
- Aided with any behavioral problems.
- Planned and engaged students in recreational activities.

Continuing Education Instructor: Pennsylvania State University, Fayette Campus (March 2015 – April 2015)

Supervisor: Joseph E. Segilia, Director of Outreach & Continuing Education

- Taught the following non-credit courses:
 - Photoshop I:* An introductory course for Adobe Photoshop.
 - Excel I:* An introductory course for Microsoft Excel.
 - Excel II:* An advanced course for Microsoft Excel.
 - MS Excel: Power and Functions Boot Camp:* An advanced course for Microsoft Excel functions.
- Created and implemented lesson plans for adult learners.
- Produced a variety of instructional materials for student and instructor use.
- Scored students based on in class activities and a final project.

Student Teacher: California Area Middle School – Eighth Grade Language Arts (January 2011 – April 2011)

Cooperating Teacher: Audrey Winfield

University Supervisor: William Cooper

- Created and implemented lesson plans for two eighth grade language arts classes.
- Implemented school-wide behavioral management program.
- Produced a variety of instructional materials for teacher and student use.
- Maintained an online homework blog for students to access at home.

Teaching Assistant and Resident Hall Chaperone: California University of Pennsylvania Philadelphia Summer Academy (June 2011)

Supervisor: Joseph Zisk, Ph.D., Philadelphia Summer Academy Program Director, Professor of Secondary Education, and MAT Coordinator

- Supervised students from the School District of Philadelphia while living in a resident hall at California University of Pennsylvania.
- Assisted California University of Pennsylvania professors in a classroom setting.
- Encouraged students critical thinking skills while engaging in learning activities.
- Chaperoned students on field trips to Ohiopyle State Park, Carnegie Natural History Museum, and the Gateway Clipper.
- Planned and engaged students in recreational activities.

Guskin Graduate Assistant: California University of Pennsylvania Department of Secondary Education, Educational Technology Classes (January 2010 – December 2010)

Supervisor: Dilawar Edwards, Ph.D., Professor of Secondary Education

- Provided undergraduate students with one-on-one support and assistance with technology-related assignments.
- Graded students' assignments and exams.
- Proctored exams.
- Assisted professor with clerical duties and research projects.

Instructional Paraprofessional: Intermediate Unit 1 (September 2008 – December 2009)

Supervisor: Leigh Dennick

- Provided educational support to middle school students in the therapeutic emotional support program.
- Assisted classroom teacher in preparing daily independent work material.
- Supported students in mainstream classroom settings.
- Graded students' assignments and kept records of students' grades.

Clinical and Work Experience

Therapeutic Staff Support: Family Behavioral Resources (February 2007 – October 2008)

Supervisor: Brittany Winfrey, Clinical Supervisor/Autism Director

- Provided specific, individual, and group interventions to children with behavioral problems or an autism spectrum disorder in the school, home, or community.
- Assisted parents and teachers in implementing therapeutic and behavioral goals.
- Redirected challenging behaviors through alternate activities and integrated children into real-world settings.
- Assessed progression and regression of behavior through charting data.

Coordinator and Tutor: ADHD Tutoring Program (October 2005 – May 2006)

Supervisor: Andy Lopez-Williams, Ph.D., Assistant Professor of Psychology

- Organized a tutoring program specifically for children with behavioral problems.
- Wrote an instruction manual based on behavioral modification techniques and basic elementary and middle school academic skills.
- Trained and supervised tutoring staff.
- Tutored school-aged children in various subjects.

Co-coordinator: ADHD Parent Advocacy Group (September 2005 – December 2005)

Supervisor: Andy Lopez-Williams, Ph.D., Assistant Professor of Psychology

- Organized an advocacy group for parents who have children with ADHD.
- Planned professional discussions and fundraisers.
- Designed activities that used behavior modification techniques for the children.
- Supervised staff members who provided childcare.

Undergraduate Counselor: Children's Camp for Excellence, West Virginia University (June 2005 – September 2005)

Supervisor: Andy Lopez-Williams, Ph.D., Assistant Professor of Psychology

- Implemented intensive behavioral treatment targeting peer relations, sports skills, and academic progress for 9-10 year old children with ADHD.
- Followed strict behavior modification protocol.
- Made daily behavior ratings and tracked data for a group of children.

Program Coordinator: Children, Youth, and Families Program, West Virginia University (October 2004 – December 2005)

Supervisor: Andy Lopez-Williams, Ph.D., Assistant Professor of Psychology

- Supervised approximately 10 undergraduate research assistants.
- Provided treatment for ADHD, ADHD with comorbid anxiety, and social skills deficits to children in a school setting.
- Assisted the supervisor in the hiring process and disciplinary actions.
- Prepared materials such as psychological evaluation forms and observation forms for research assistants.
- Scheduled research assistants for work in the lab and schools.
- Interviewed potential graduate students.
- Assigned work to be completed in the lab.
- Spoke with parents of children in the treatment program to obtain consent and inform them of their child's progress.

Research Experience

Research Assistant: Adolescent Research Lab (January 2006 – May 2006)

Supervisor: Steven Branstetter, Ph.D., Assistant Professor of Psychology

- Worked on the two research studies: *Decision Making and Impulsivity Study* and *Treatment Outcome Study for College Alcohol Users*
- Provided local professionals and faculty members with information on the projects being conducted.
- Prepared questionnaires using the computer program MediaLab.
- Entered data using SPSS.
- Organized recruitment of subjects.

Research Assistant: Children, Youth, and Families Program, West Virginia University (October 2004 – December 2006)

Supervisor: Andy Lopez-Williams, Ph.D., Assistant Professor of Psychology

- Worked on one research study: *School Assessment and Intervention Project* - A large-scale project designed to assess children's strengths and needs in various domains, identify children that are at-risk for or currently exhibiting clinically impairing problems in daily functioning, provide evidence-based interventions, and understand the development of problems during the school-age years.
- Entered data using SPSS.
- Conducted literature searches.
- Assessed children in a school setting using classroom observations, sociometrics, and free play observations.

Presentations and Publications

Rubino, T. M. (2011). *Student teaching: It's not just another class, it's an experience*. Poster presented at the California University of Pennsylvania Student Teacher Showcase, April 25, 2011.

Levinson, C. **Rubino, T. M.**, Slavick, S. L. & Petrunak, N. (2011). *What to expect when student teaching*. Panel discussion at California University of Pennsylvania College of Education and Human Resources Professional Development Seminar, March 21, 2011.

Rubino, T. M. (2010). *Gothic literature: It's not just about vampires, demons, and the forces of darkness*. Poster presented at the California University of Pennsylvania Secondary Education Showcase, April 12, 2010.

Rubino, T. M., Branstetter, S. A., Epperly-Cottrell, L., & Cunningham, S. (2007). *Moderating effects on adolescent-parent communication comfort levels and pathways to risky behaviors*. Poster presented at the SRCD 2007 Biennial Meeting, March 20, 2007.

Rubino, T. M., Anderson, S. E., Goldfine, M. E., & Branstetter, S. A. (2006). *The effects of marijuana on sleep quality and duration*. Poster presented at the 40th Annual ABCT Convention, November 17, 2006.

Greene, L. B., Grady, E. S., **Rubino, T. M.**, & Branstetter, S. A. (2006). *Type of physical symptoms in monosubstance and polysubstance abusers seeking treatment for opioid addiction*. Poster presented at the 40th Annual ABCT Convention, November 17, 2006.

Rubino, T. M. (2005). *Not all summers are the same: Camp, behavior modification style*. Poster presented at the Annual WVU Department of Psychology Senior Capstone Poster Day, December 7, 2005.

Professional Memberships

Pennsylvania State Education Association	2010 – Present
National Council of Teachers of English	2010 – 2012
American Psychological Association	2003 – 2008

Honors and Awards

Psi Chi – The National Honor Society for Psychology	2005 – Present
National Exemplary Scholars in Service – Charter Member	2004 – Present
California Area Middle School Teacher of the Month	October 2011
Presidential Scholar, California University of Pennsylvania	Spring 2011
Graduate Student Association, California University of Pennsylvania	Fall 2009 – Spring 2011
Graduated Cum Laude, West Virginia University	May 2006
Gold Level President's Volunteer Service Award	Spring 2006
Tri-county Psi Chi Psychology Conference – Psychology Jeopardy Champion	Spring 2006
President's List, West Virginia University	Fall 2005 – Spring 2006
Dean's List, West Virginia University	Fall 2004 – Spring 2005

References

William Cooper, California University of Pennsylvania Student Teaching Supervisor, 20 Allendale Place, Pittsburgh, PA 15228. Voice: 412-344-5899; E-mail: cooper@calu.edu

Andy Lopez-Williams, Ph.D., President and Clinical Director, ADHD & Autism Psychological Services & Advocacy, 587 Main Street, Suite 108, New York Mills, NY 13417. Voice: 315-732-3431; E-mail: DrLopez@AAPSP.net

Connie Monroe, Ph.D., Professor and Chair, Department of Secondary Education and Administrative Leadership, California University of Pennsylvania, Department of Secondary Education, 250 University Avenue, California, PA 15419. Voice: 724-938-4141, E-mail: monroe@calu.edu

Byron Phillips, D.Ed., California University of Pennsylvania Student Teaching Supervisor, Department of Secondary Education, 250 University Avenue, California, PA 15419. Voice: 412-736-1070; E-mail: dr.byronbuckyphillips@comcast.net

Lynne Roy, Program Director, High School Mathematics Teacher, California Area High School, 11 Trojan Way, Coal Center, PA 15423. Voice: 412-582-9628; E-mail: royl@calsd.org

Nadia Uhall, High School English Teacher, California Area High School, 11 Trojan Way, Coal Center, PA 15423. Voice: 724-880-4699; E-mail: uhalln@calsd.org

Audrey Winfield, Middle School Language Arts Teacher, California Area Middle School, 40 Trojan Way, Coal Center, PA 15423. Voice: 724-938-8317; E-mail: awinfield@zoominternet.net

Joseph Zisk, Ed.D., MAT Coordinator, Professor, and Philadelphia Summer Academy Program Director, California University of Pennsylvania, Department of Secondary Education, 250 University Avenue, California, PA 15419. Voice: 724-938-4732; E-mail: zisk@calu.edu

Steven A. Shumbres

sshumbres@gmail.com
11 Leslie Drive
Scranton, PA 18505
(570) 851-7136

Objective: To obtain a position educating young adults and challenging them to form new ideas and concepts using the latest forms of technology.

Education: Lycoming College, Williamsport, PA
Degree: Bachelor of Arts
Major: History
Concentration: Education

Graduation Date: May 2003

Teaching Experience:

- Scranton High School*, Scranton, PA, Teacher August '05 – Present
- Presented instruction in multiple areas – World History, American History I & II, Environmental Studies, World Geography & Current Affairs
 - Received training in ERD induction, PLN I and II from the University of Pennsylvania, and Classrooms For the Future
 - Created a respectful and active classroom and created adaptations for IEP, ELL and 504 students
 - Provided instruction with a vast array of technology (Smart Board, Class set of laptops, GPS tools)
- Northeast High School*, Oakland Park, FL, Teacher August '04 – June '05
- Instructed students in a block schedule based on American Government and Economics
 - Constructed an active learning environment to a diverse set of students
 - Received NESS and CHAMPS training throughout the year
 - Member of the honored faculty at the Upper Five Percent Dinner
- Williamsport Area High School*, Williamsport, PA, Student Teacher January '03 – April '03
- Instructed students while using the Pennsylvania State Standards
 - Managed the classroom for three months
 - Received APL training by attending weekly seminars
 - Co-Advisor Class of 2005– helped put together different forms of fundraisers

Related Work Experience:

- Scranton High School*, Scranton, PA, Head Football Coach/Asst. Coach August '11 – Present
- Advised student athletes on the changes from high school to college academically, socially, economically, and athletically
 - Counseled one-on-one and in group sessions
 - Developed a long-standing supportive relationship with the athlete
- Scranton Preparatory School*, Scranton, PA, Head Track Coach February '08 – February '13
- Developed a program based on respect, opportunity and teamwork
 - Created a winning environment that captured a district championship, league championship and multiple invitational championships

References Available Upon Request

AMY TURNER

470 Maple Drive, Lucinda, PA 16235 • 7243018074 • ricknamyturmer@gmail.com

Professional Summary

Speech-Language Pathologist with Certificate of Clinical Competence with over 10 years clinical experience in Early Intervention and a K-12 public school. Compassionate in special education settings and Autistic Support Classrooms. I have gained extensive knowledge and skill in diagnosing and treating speech and language disorders over my 10+ years of experience.

Skills

- Therapy experience with Early Intervention ages 3-5, and School-Age students 5 - 18.
- Proficient in IEP writing and the IEPwriter program.
- Proficient use of electronic management system (SLP Toolkit) to manage caseloads, collect accurate data, analyze data, and measure progress.
- Effective communicator and education/special education team member.
- Adaptable and flexible in regard to treatment times, needs, and therapy strategies.
- Creates lasting/ongoing partnerships.
- Provides effective therapy with rapid exit rates, specifically for articulation.
- Deep understanding of speech and language impact on reading skills and performance in a language arts curriculum.
- Familiar with PA Core Standards.
- Skilled data collector and analyzer.

Work History

Speech-Language Pathologist, M.S. CCC-SLP, 11/2006 to Current

North Clarion County School District – Tionest, PA

- Treated an average caseload of 65 children in grades PK-12 with various speech and language development delays/disorders.
- Familiar with nationally recognized diagnostic screenings and assessments including CELF-5, TOLD I, TOLD P, GFTA -3 and Khan Lewis, TAPS, Expressive and Receptive One Word, and Arizona Articulation Proficiency Scale.
- Skilled in diagnostic assessment, report and IEP writing, and parent/teacher communication.
- Competent in Special Education administrative tasks and documentation, including Medical ACCESS Billing.
- Planned and taught effective direct speech-language therapy sessions, as well as inclusion educational programs.
- Established partnerships with caregivers to enhance speech and language learning through website, e-mail, weekly-quarterly progress reporting, and video recorded sessions.
- Collaborated with teachers and support staff as a member of the Instructional Support Team.
- Provided in-service training to regular education teachers and support teachers.
- A team member of the Autism Support Team and Writing Committee.

Education

Bachelor of Science: Communication Sciences and Disorders, 2005

Clarion University of Pennsylvania - Clarion, Pennsylvania

- Graduated Magna Cum Laude

Master of Science: Communication Sciences and Disorders, 2006

Clarion University of Pennsylvania - Clarion

- Graduated with 4.0 GPA
- Selected to hold a Graduate Assistant position in the Communication Sciences and Disorders Department conducting hands-on research in the school setting.

Rachel Waterhouse

82 Mineral Springs Road, Coatesville, PA 19320 • P - 484-883-8148 • E - rw740559@gmail.com

- OBJECTIVE** To obtain a cyber school English position utilizing my knowledge of technology to exercise my talents acquired through personal and professional experience working within a diverse classroom community
- EDUCATION** West Chester University (2016)
B.S.Ed. English
- EXPERIENCE** Coatesville Area Senior High School February 2018 - June 2018
Long-term Substitute English 11
- Maintained order mid-year by meeting and exceeding all expectations established by the co-teacher
 - Collaborated and designed engaging and differentiated lesson plans with a special education professional to adhere to IEPs while maximizing overall classroom performance
 - Assumed the role of the content area teacher by implementing recent writing strategies (Collins), engaging in independent reading conferences, and creating an argumentative unit on researching and writing about controversial, modern-day topics
 - Aided co-teacher in discipline, parent-teacher communication, and record keeping
- Octorara Junior High School Atglen, PA
Student Teacher January 2016 - May 2016
- Educated 100+ students in a semester of 7th grade English Language Arts classes
 - Differentiated lesson plans to meet the needs of all students
 - Provided opportunities for student choice, peer collaboration with classmates, and formal presentations
- WORK** Insight Workforce Solutions Coatesville, PA
Coatesville Senior High Building Substitute February 2017 - Present
- Maintain the integrity of the classroom by following lesson plans as provided
 - Adapt to various environments established by classroom teacher
 - Build relationships with students to effectively accommodate any academic or social needs on a daily basis
- Future Stars Day Camps Malvern, PA
Director/Instructor June 2016 - Present
- Supervise campers and maintain open communication with parents
 - Engage in camper/counselor discipline to maintain order to create a safe and fun environment
 - Organize and instruct camp-wide and classroom activities focused on drama and music
- OTHER** SAT Tutor Coatesville, PA
Personal Tutor December 2018 - June 2019
- Friendship Elementary School Coatesville, PA
Coach, Girls on the Run September 2015 - December 2015
- South Brandywine Middle School Coatesville, PA
Assistant Coach, Track & Field March 2014 - May 2014
Certified in Mental Health First Aid
- SKILLS** Proficient knowledge of SmartBoards, Promethium Boards, iPads, Schoology, and PowerSchool

PATRICIA ZENTNER

3917 Milton Drive
Gibsonia, PA 15044

Phone: (724) 449-3384
Email: plzraz@yahoo.com

SUMMARY

Over 25 years experience in various aspects of the Human Services field including para-educator, substitute teacher, customer service, health relations and mental health. Each position entailed personal contact with those rendering services. Motivated, adaptable, self-reliant team member with excellent organizational and communication skills.

WORK HISTORY

Pine-Richland School District Gibsonia, PA February 2014-Present
Para-educator January 2009-2011
Assist students in the classroom and in the community. Worked in the Life Skills classroom in the High School and in the Autistic Support Classroom in the Elementary School and High School.

- Monitor students for safety and behavior
- Document student progress
- Adapt assignments to meet students' IEP goals

Substitute Teacher January 2007-2009
Fulfill the duties of the regular classroom teacher in his/her absence.

- Substitute in many areas, most often in the Social Sciences.
- Para-Educator, Library Assistant and Playground Monitor.

Kelly Educational Services Pittsburgh, PA September 2011 – January 2014
Substitute Para-educator
Assist students and teachers in the regular and support classrooms. Most recently a long-term assignment in the Autistic Support Classroom and previously a semester assignment as a Library Assistant in the 3 Elementary Schools

Agora Cyber Charter School Pennsylvania January 2011-June 2011
Para-educator
Assist students in grades 3-6 in the virtual classroom.

- Monitor students' progress in their Online School and assessments, as well as their attendance
- Document in Totalview and Sharepoint
- Communicate and work closely with teachers to ensure students' success

EDUCATION

Bachelor of Science in Secondary Education - 1992
Indiana University of Pennsylvania
Indiana, Pennsylvania
GPA 3.58 Graduated Magna Cum Laude
Major: Social Science

Associate in Arts in the Letters, Arts and Sciences - 1989
Pennsylvania State University
New Kensington, Pennsylvania
GPA 3.73 Graduated with Distinction
Major: Humanities

Stephanie M. Zisa, M. Ed

150 Ridge Pike, Apt 104A

Lafayette Hill, PA 19444

(215) 816-0632

stephanie.zisa@gmail.com

OBJECTIVE

- To develop students' knowledge and skills in the social sciences through data driven, standards-aligned instruction and authentic formal and informal assessment, in addition to prepare students for a technology driven world through equitable experiences with various technologies.

EDUCATION & CERTIFICATION

ARCADIA UNIVERSITY, Glenside, PA

January 2013 – May 2016

- Masters of Education – Instructional Technology
- Cumulative GPA: 3.97

PENNSYLVANIA STATE UNIVERSITY, University Park, PA

August 2007-May 2011

- Bachelor of Science in Secondary Education with a concentration in Social Studies
- Minor in History
- Cumulative GPA: 3.83
- Dean's List: Fall 2007, Spring 2008, Fall 2008, Spring 2009, Fall 2009, Spring 2010, Fall 2010, Spring 2011

CERTIFICATION

- PA Certified Social Studies (7-12) Instructional II January 2017
- PA Certified English (7-12) Instructional I January 2016

EDUCATION EXPERIENCE

FOUNDERS EDUCATION

May 2017 – Present

Social Studies Virtual Instructor, Washington Crossing, PA

- Core Social Studies Instructor of all Social Studies content and curriculum across Grades 5-11 in both synchronous and asynchronous cyber-environment
- Content and Curriculum Specialist planned, created, implemented, and assessed technology based lessons, activities, and assessments using Understanding by Design for World Geography, US Geography, American History, and Personal Financial Literacy
- Following a student-center approach, worked with students in a one-on-one virtual setting in order to identify improvement areas and differentiate instruction to ensure needs are being met and learning experience is positive and unique
- Consistently used instructional technology to enhance student learning, adopting the ADDIE model and Understanding by Design to analyze and implement solutions
- Excellent communication skills with students, co-workers, and parents, capable of working independently as well as part of a team
- Created documents for Standard Operating Procedures for the role of Social Studies instructor in addition to creating and implementing training materials for summer instructor role

ACHIEVEMENT HOUSE CYBR CHARTER SCHOOL

September 2014 – February 2017

Social Studies Classroom Teacher, Exton, PA

- Grade 9/10 Team Captain (0.5 year)
- Instructed Civics, Social Studies for the World Today, Middle School Honors US History, Recovery and Summer School courses Grade 8-12 in a synchronous cyber-environment
- Planned, created, and implemented technology based lessons, activities, and assessments using Understanding by Design both on and offline
- Effectively employed instruction through cyber technology, as well as non-virtual meetings
- Utilized extensive Formative, Summative, Formal, and Informal Assessment based upon Common Core Standards
- Educated basic, academic, honors, and advanced sections employing the Multiple Intelligence Theory, collaborative/cooperative instruction, and differentiated instruction in a cyber-environment
- Created, planned, implemented, and assessed new courses including Social Studies for the World Today which focuses on real-world application of the social sciences and an in-depth look at the problems of today's world
- Worked largely with a population of students with many needs including but not confined to generational poverty, limited access to educational opportunity, limited access to necessary resources physical and emotional abuse, drop-outs, adult learners, low-achievers, teenage parents, and psychological disorders.
- Worked closely on a School Improvement Plan, Charter Renewal, and setting up new schoolwide systems and procedures
- Provided Special Education accommodations and worked with support staff

METHACTON HIGH SCHOOL

October 2013 – June 2014

Social Studies Long-Term Substitute, Eagleville, PA

- Instructed (2) Advanced Placement United States History classes, Grade 11, (2) Honors United States History classes, Grade 11, and (2) Introduction to Sociology, Grade 10-12
- UBD learning plan design for daily lessons
- Utilized extensive Formative, Summative, Formal, and Informal Assessment based upon Core Standards
- Employed the use of PowerPoint, internet, interactive maps, videos, Microsoft Office, and the computer lab
- Educated academic, honors, and advanced sections employing the Multiple Intelligence Theory, collaborative/cooperative instruction, and differentiated instruction

- Created, planned, implemented, and assessed multi-unit curriculum for Introduction to Sociology
- Provided Special Education accommodations and worked with support staff

CENTRAL BUCKS SOUTH HIGH SCHOOL

September 2013-October 2013

Social Studies Long-Term Substitute, Warrington, PA

- Instructed (2) American Government and Economic Systems classes, Grade 11, Honors and (1) Introduction to Law class, Grade 11-12, Academic
- UBD learning plan design for daily lessons
- Utilized extensive Formative, Summative, Formal, and Informal Assessment based upon Core Standards
- Employed the use of PowerPoint, internet, interactive maps, videos, Microsoft Office, and the computer lab
- Educated academic, inclusion, and advanced sections employing the Multiple Intelligence Theory, collaborative/cooperative instruction, and differentiated instruction

WILLIAM TENNENT HIGH SCHOOL

April 2013 – June 2013

Social Studies Long-Term Substitute, Warminster, PA

- Instructed (5) Global Studies classes, Grade 10, levels including inclusion, academic, and honors
- UBD learning plan design for daily lessons
- Utilized extensive Formative, Summative, Formal, and Informal Assessment based upon Core Standards
- Employed the use of PowerPoint, internet, interactive maps, videos, Microsoft Office, and the computer lab
- Educated academic, inclusion, and advanced sections employing the Multiple Intelligence Theory, collaborative/cooperative instruction, and differentiated instruction
- Created, planned, implemented, and assessed units including Genocide & the Holocaust, Newly Emerging Nations, Conflict in Africa and the Middle East, as well as topics of the World Today
- Collaborated on the creation of standardized, department level assessments for 10th Grade Global Studies course
- Provided Special Education accommodations and worked with support staff

SUBSTITUTE TEACHER SERVICES, INC

December 2012 – April 2013

Cross-Subject, All Levels Per-Diem Substitute

- Daily, as needed, substitute teacher in subject areas including Social Studies, English, Math, & Languages
- Employer Districts include: Centennial SD, Central Bucks SD, Tredyffrin-Eastown SD

WILLIAM TENNENT HIGH SCHOOL

May 2011 – November 2012

Social Studies Long-Term Substitute, Warminster, PA

- Instructed (4) United States History classes, Grade 9, levels including inclusion, academic, and honors, Instructed (1) Government and Politics class, Grade 12, academic level
- Instructed (2) Government & Politics, (1) Law & Justice, (1) International Studies, (1) AP Government class, all grade 12
- Instructed (5) Global Studies classes, Grade 10, levels including inclusion, academic, and honors
- UBD learning plan design for daily lessons
- Utilized extensive Formative (exit-slips, organizers, projects) and Summative (test, quiz, response papers) assessments
- Employed the use of PowerPoint, internet, interactive maps, videos, Word, and the computer lab
- Educated academic, inclusion, and advanced sections employing the Multiple Intelligence Theory, collaborative/cooperative instruction, and differentiated instruction
- Created, implemented and assessed units including Progressivism, Industrialization, the Roaring Twenties, and the Great Depression
- Provided Special Education accommodations and worked with support staff

OTHER EXPERIENCE

PENN STATE UNIVERSITY

August 2010 – December 2010

Instructional Assistant for Introduction to Sociology

- Assisted and assessed college level students in understanding course material, including exams and essays
- Served as mediator between students and professor for any academic needs

HONORS/AWARDS

- **Golden Key International Honor Society** **Spring 2009 - Present**
- **Pennsylvania State University President's Freshman Award for Academics** **Spring 2008**
- **National Society of Collegiate Scholars** **Spring 2008 - Present**
- **Phi Kappa Phi Honor Society – Penn State Chapter** **Spring 2010 - Present**

SKILLS

- Technology: Microsoft Office, Google Docs, Google Sheets, Google Forms, Google Sites, Virtual/Augmented Realities, Global Collaboration, Smartboard/Promethean Board, PC and OS, Prezi, numerous Web 2.0 tools and technologies
- Communication Tools such as Blackboard, Google Hangouts and Voice, Adobe Connect
- Learning Management Systems and Record Keeping Used: Sakai, Blackboard, Schoology, APEX, FL Virtual, Accelerate, FUEL ED, Lincoln Learning, Edmodo, Moodle, Angel
- Effective Organization and multi-tasking, and excellent Professional Communication skills

INTERESTS

- Making technology in the classroom more equitable
- Choir/Glee Club, Jazz Band
- School Event Planning
- History Day



Pearson

INVOICE

Customer Bill-to:

Reach Cyber Charter School
750 East Park Drive
Suite 204
Harrisburg, PA 17111

Attention:
Accounts Payable

Customer Ship-to:

Reach Cyber Charter School
750 East Park Drive
Suite 204
Harrisburg, PA 17111

**Connections Education LLC
dba Pearson Online & Blended
Learning K-12 USA**

10960 Grantchester Way
Columbia, MD 21044

Tel: 1-800-843-0019

Email:
credit@pearson.com

Tax ID No:

Invoice Number : 91000003389

Payment Terms :

Customer Account : 3924545

Project Number : 82037947

Currency : USD

Shipment Terms :

Purchase Order Number :

Number of Pages : Page 1 of 2

Total Ordered Quantity (No. Of Items) :	5	REMITTANCE INFORMATION	
Net Amount :	USD	Make Checks Payable to:	Bank Wire to:
Tax Total :	USD	Pearson Online & Blended Learning	Bank Name
Invoice Total :	USD	32369 Collection Center Drive	ABA ACH No
Amount Due :	USD	Chicago, IL 60693-0323	ABA Wire No
			SWIFT Code
			A/C No
			Bank Account Name
Always quote your invoice number when paying			



Pearson

Invoice Number: 91000003389							Page 2 of 2
Project Number	Project Agreement Number	Description	Quantity	List Price	Net Price	Tax	Line Total
82037947		Direct Charges	1		911,090.39	0.00	911,090.39
82037947		Pass Through	1		1,238,293.00	0.00	1,238,293.00
82037947		ADJ CFNB RHIEP LOADED IN JUL ULTI	-1		67,309.24	0.00	-67,309.24
82037947		REV CFNB RHIEP LOADED IN JUL ULTI	1		67,309.24	0.00	67,309.24
82037947		ADJ CFNB RHIEP LOADED IN JUL ULTI	-1		26,500.00	0.00	-26,500.00
Invoice Total			Subtotal		Total Tax		Invoice Total
			USD		USD		USD
			\$2,122,883.39		\$0.00		\$2,122,883.39



Pearson

Charges for the Following Period:

Jul-19

Compensation Expenses

Benefits - Administration	\$	50,407.05
Benefits - Instructional		178,425.01
		<u>228,832.06</u>

Enrollment/Unit Based Charges

Curriculum and Instructional Support Services	214,124.75
Student Technology Assistance Services	201,529.17
Enrollment/Placement/Student Support Services	264,521.08
Facilities Support Services	2,083.33
	<u>682,258.33</u>

Pass Through Expenses

1,198,123.15

Withholdings

60,574.47

Credit for Non-Billable Earnings Paid By the Schools

(46,904.62)

Total Amount Due

\$ 2,122,883.39



Pearson

INVOICE

Customer Bill-to:

Reach Cyber Charter School
750 East Park Drive
Suite 204
Harrisburg, PA 17111

Attention:
Accounts Payable

Customer Ship-to:

Reach Cyber Charter School
750 East Park Drive
Suite 204
Harrisburg, PA 17111

**Connections Education LLC
dba Pearson Online & Blended
Learning K-12 USA**

10960 Grantchester Way
Columbia, MD 21044

Tel: 1-800-843-0019

Email:
credit@pearson.com

Tax ID No:

Invoice Number : 91000003456

Payment Terms :

Customer Account : 3924545

Project Number : 82037947

Currency : USD

Shipment Terms :

Purchase Order Number :

Number of Pages : Page 1 of 2

Total Ordered Quantity (No. Of Items) :	4	REMITTANCE INFORMATION	
Net Amount :	USD \$942,687.67	Make Checks Payable to:	Bank Wire to:
Tax Total :	USD \$0.00	Pearson Online & Blended Learning	Bank Name
Invoice Total :	USD \$942,687.67	32369 Collection Center Drive	ABA ACH No
Amount Due :	USD \$942,687.67	Chicago, IL 60693-0323	ABA Wire No
			SWIFT Code
			A/C No
			Bank Account Name
Always quote your invoice number when paying			



Pearson

Invoice Number: 91000003456							Page 2 of 2
Project Number	Project Agreement Number	Description	Quantity	List Price	Net Price	Tax	Line Total
82037947		Direct Charges	1		825,086.40	0.00	825,086.40
82037947		Pass Through	1		115,966.27	0.00	115,966.27
82037947		Adj. August 2019 Benefits - Instructional	1		660.00	0.00	660.00
82037947		Adj. August 2019 BWH Earnings code BANK1	1		975.00	0.00	975.00
Invoice Total			Subtotal		Total Tax		Invoice Total
			USD		USD		USD
			\$942,687.67		\$0.00		\$942,687.67



Pearson

Charges for the Following Period:

Aug-19

Compensation Expenses

Benefits - Administration	\$ 53,141.76
Benefits - Instructional	235,471.30
	<hr/> 288,613.06

Enrollment/Unit Based Charges

Curriculum and Instructional Support Services	168,446.08
Student Technology Assistance Services	158,537.50
Enrollment/Placement/Student Support Services	208,066.42
Facilities Support Services	2,083.34
	<hr/> 537,133.34

Pass Through Expenses

87,936.42

Withholdings

62,487.51

Credit for Non-Billable Earnings Paid By the Schools

(33,482.66)

Total Amount Due

\$ 942,687.67



Pearson

INVOICE

Customer Bill-to:

Reach Cyber Charter School
750 East Park Drive
Suite 204
Harrisburg, PA 17111

Attention:
Accounts Payable

Customer Ship-to:

Reach Cyber Charter School
750 East Park Drive
Suite 204
Harrisburg, PA 17111

Connections Education LLC
dba Pearson Online & Blended
Learning K-12 USA
10960 Grantchester Way
Columbia, MD 21044
Tel: 1-800-843-0019
Email:
credit@pearson.com
Tax ID No

Invoice Number : 91000003021
Date : 12-JUL-2019
Due Date :
Payment Terms :
Customer Account : 3924545
Project Number : 82036752
Currency : USD
Shipment Terms :
Purchase Order Number : Reach
Number of Pages : Page 1 of 2

Total Ordered Quantity (No. Of Items) :		1	REMITTANCE INFORMATION	
Net Amount :	USD	\$24,290.00	Make Checks Payable to:	
Tax Total :	USD	\$0.00	Pearson Online & Blended Learning	
Invoice Total :	USD	\$24,290.00	32369 Collection Center Drive	
Amount Due :	USD	\$24,290.00	Chicago, IL 60693-0323	
			Bank Wire to:	
			Bank Name	
			ABA ACH No	
			ABA Wire No	
			SWIFT Code	
			A/C No	
			Bank Account Name	
Always quote your invoice number when paying				



Pearson

Invoice Number: 91000003021							Page 2 of 2
Project Number	Project Agreement Number	Description	Quantity	List Price	Net Price	Tax	Line Total
82036752	Reach	LiveSpeech Services June 19	1		24,290.00	0.00	24,290.00
Invoice Total			Subtotal	Total Tax	Invoice Total		
			USD	USD	USD		
			\$24,290.00	\$0.00	\$24,290.00		

Reach - Back to School Board Data

Org Level 1	Employee Name	Job Title	Annual Salary	Career Ladder	Projected CL Earnings	Bonus %	Total Base (Base + CL Stipend)	Potential Bonus Pay	Total Potential Comp
CA- Reach Cyber Teachers	Ake, Tonya M.	Teacher - Elementary	\$54,857.80			0.05	\$54,857.80	\$2,742.89	\$57,600.69
CA- Reach Cyber Teachers	Anderson, Kaelin K.	STEM Coach	\$54,208.90	Coordinator Teacher	\$2,168.36	0.05	\$56,377.26	\$2,818.86	\$59,196.12
CA- Reach Cyber Teachers	Andricks, Krystal D.	Family Relationship Coord	\$54,000.00			0.04	\$54,000.00	\$2,160.00	\$56,160.00
CA- Reach Cyber Teachers	Anthony, Emma M.	Teacher - Secondary	\$57,347.50			0.05	\$57,347.50	\$2,867.38	\$60,214.88
CA- Reach Cyber Teachers	Baker, Jessica J.	Teacher - Elementary	\$50,614.20			0.05	\$50,614.20	\$2,530.71	\$53,144.91
CA- Reach Cyber Teachers	Bannister, Judith F.	Reading Specialist	\$58,040.50			0.05	\$58,040.50	\$2,902.03	\$60,942.53
CA- Reach Cyber Teachers	Barna, Jacquelyn F.	Teacher - Secondary	\$55,918.70	Lead Teacher	\$5,032.68	0.05	\$60,951.38	\$3,047.57	\$63,998.95
CA- Reach Cyber Teachers	Baskwill, Paige N.	Teacher - Secondary	\$56,000.00			0.04	\$56,000.00	\$2,240.00	\$58,240.00
CA- Reach Cyber Teachers	Bechtel, Margaret J.	STEM Coach	\$57,319.50	Coordinator Teacher	\$2,292.78	0.05	\$59,612.28	\$2,980.61	\$62,592.89
CA- Reach Cyber Teachers	Bender, Emily E.	Teacher - Elementary	\$51,078.35	Lead Teacher	\$4,597.05	0.05	\$55,675.40	\$2,783.77	\$58,459.17
CA- Reach Cyber Admin	Berger, Heather L.	Asst Principal I	\$87,550.00			0.10	\$87,550.00	\$8,755.00	\$96,305.00
CA- Reach Cyber Teachers	Berman, Jennifer L.	Teacher - Secondary	\$58,040.50			0.05	\$58,040.50	\$2,902.03	\$60,942.53
CA- Reach Cyber Teachers	Bernstein, Emily A.	Teacher - Secondary	\$53,287.50			0.05	\$53,287.50	\$2,664.38	\$55,951.88
CA- Reach Cyber Teachers	Bixler, Caitlyn W.	Teacher - Elementary	\$52,530.00			0.05	\$52,530.00	\$2,626.50	\$55,156.50
CA- Reach Cyber Teachers	Blickenstaff, K D.	Teacher - Secondary	\$60,500.00			0.04	\$60,500.00	\$2,420.00	\$62,920.00
CA- Reach Cyber Teachers	Bogdan, Mark E.	Teacher - Secondary	\$53,045.00			0.05	\$53,045.00	\$2,652.25	\$55,697.25
CA- Reach Cyber Teachers	Bost, Stephanie A.	Teacher - Secondary	\$63,769.36	Lead Teacher	\$5,739.24	0.05	\$69,508.60	\$3,475.43	\$72,984.03
CA- Reach Cyber Teachers	Bouldin, Jolie R.	Teacher - Secondary	\$52,530.00			0.05	\$52,530.00	\$2,626.50	\$55,156.50
CA- Reach Cyber Teachers	Brown, Amanda R.	Teacher - Secondary	\$54,075.00			0.05	\$54,075.00	\$2,703.75	\$56,778.75
CA- Reach Cyber Teachers	Brudowsky, Amanda S.	Teacher - Secondary	\$55,620.00			0.05	\$55,620.00	\$2,781.00	\$58,401.00
CA- Reach Cyber Teachers	Burt, Judith L.	Teacher - Special Edu	\$56,665.50			0.05	\$56,665.50	\$2,833.28	\$59,498.78
CA- Reach Cyber Teachers	Butler, Caroline	Math Specialist	\$56,500.00			0.04	\$56,500.00	\$2,260.00	\$58,760.00
CA- Reach Cyber Teachers	Byers, Megan E.	Teacher - Special Edu	\$58,057.50			0.05	\$58,057.50	\$2,902.88	\$60,960.38
CA- Reach Cyber Teachers	Cabrera, Paula A.	Teacher - Secondary	\$59,101.40			0.05	\$59,101.40	\$2,955.07	\$62,056.47
CA- Reach Cyber Teachers	Carmack, Laurie	Teacher - Special Edu	\$60,392.50			0.05	\$60,392.50	\$3,019.63	\$63,412.13
CA- Reach Cyber Teachers	Carroll, Erica W.	Teacher - Secondary	\$65,997.25	Master Teacher	\$9,899.59	0.10	\$75,896.84	\$7,589.68	\$83,486.52
CA- Reach Cyber Teachers	Carulli, Kaycee R.	Teacher - Special Edu	\$52,530.00			0.05	\$52,530.00	\$2,626.50	\$55,156.50
CA- Reach Cyber Teachers	Casteel, Amanda E.	STEM Coach	\$58,282.50	Coordinator Teacher	\$2,331.30	0.05	\$60,613.80	\$3,030.69	\$63,644.49
CA- Reach Cyber Teachers	Chicchi, Kimberly	Teacher - Secondary	\$61,004.33			0.05	\$61,004.33	\$3,050.22	\$64,054.55
CA- Reach Cyber Teachers	Cibello, Katlyn	EL Specialist	\$54,000.00			0.04	\$54,000.00	\$2,160.00	\$56,160.00
CA- Reach Cyber Teachers	Coates Jr., John A.	Teacher - Secondary	\$58,059.17			0.05	\$58,059.17	\$2,902.96	\$60,962.13
CA- Reach Cyber Teachers	Coates, Cristin A.	Teacher - Secondary	\$60,838.75			0.05	\$60,838.75	\$3,041.94	\$63,880.69
CA- Reach Cyber Teachers	Cochran, Natalie N.	Intervention Specialist	\$55,500.00			0.04	\$55,500.00	\$2,220.00	\$57,720.00
CA- Reach Cyber Teachers	Cole, Jennifer T.	Teacher - Secondary	\$58,195.00			0.05	\$58,195.00	\$2,909.75	\$61,104.75
CA- Reach Cyber Teachers	Cole, Michael V.	Teacher - Secondary	\$55,918.70	Lead Teacher	\$5,032.68	0.05	\$60,951.38	\$3,047.57	\$63,998.95
CA- Reach Cyber Teachers	Collazo-Cordones, Shaina M.	Family Relationship Coord	\$55,500.00			0.04	\$55,500.00	\$2,220.00	\$57,720.00
CA- Reach Cyber Teachers	Cornacchia, Michelle	Teacher - Special Edu	\$56,182.50			0.05	\$56,182.50	\$2,809.13	\$58,991.63
CA- Reach Cyber Teachers	Cronce, Christopher D.	School Counselor	\$55,500.00			0.04	\$55,500.00	\$2,220.00	\$57,720.00
CA- Reach Cyber Teachers	Cronrath, Holly A.	Teacher - Secondary	\$57,500.00			0.04	\$57,500.00	\$2,300.00	\$59,800.00
CA- Reach Cyber Teachers	Cruz, Marisol	School Counselor	\$54,590.00			0.05	\$54,590.00	\$2,729.50	\$57,319.50
CA- Reach Cyber Teachers	Daczka, Rachell S.	Family Relationship Coord	\$55,500.00			0.04	\$55,500.00	\$2,220.00	\$57,720.00
CA- Reach Cyber Teachers	Davis, Kelsey N.	School Counselor	\$53,500.00			0.04	\$53,500.00	\$2,140.00	\$55,640.00
CA- Reach Cyber Teachers	Degilio, Kristen	School Counselor	\$57,347.50			0.05	\$57,347.50	\$2,867.38	\$60,214.88
CA- Reach Cyber Teachers	Deiningner, Stephanie T.	Teacher - Secondary	\$57,629.41			0.05	\$57,629.41	\$2,881.47	\$60,510.88
CA- Reach Cyber Teachers	Dellert, Julie A.	Teacher - Secondary	\$52,000.00			0.04	\$52,000.00	\$2,080.00	\$54,080.00
CA- Reach Cyber Teachers	DeMarco, Jennifer K.	Teacher - Secondary	\$60,255.00			0.05	\$60,255.00	\$3,012.75	\$63,267.75
CA- Reach Cyber Teachers	Derr, Cody L.	STEM Coach	\$51,373.83	Coordinator Teacher	\$2,054.95	0.05	\$53,428.78	\$2,671.44	\$56,100.22
CA- Reach Cyber Teachers	Desmond, Sarajane	Teacher - Secondary	\$55,388.25			0.05	\$55,388.25	\$2,769.41	\$58,157.66
CA- Reach Cyber Teachers	Dewing, Clayton C.	Teacher - Secondary	\$54,000.00			0.04	\$54,000.00	\$2,160.00	\$56,160.00

Reach - Back to School Board Data

Org Level 1	Employee Name	Job Title	Annual Salary	Career Ladder	Projected CL Earnings	Bonus %	Total Base (Base + CL Stipend)	Potential Bonus Pay	Total Potential Comp
CA- Reach Cyber Teachers	Dewing, Katherine G.	Teacher - Secondary	\$53,681.25			0.05	\$53,681.25	\$2,684.06	\$56,365.31
CA- Reach Cyber Teachers	Diegel, Cristen M.	Teacher - Special Edu	\$57,165.00			0.05	\$57,165.00	\$2,858.25	\$60,023.25
CA- Reach Cyber Teachers	Dieterle, Jeffrey A.	Truancy Officer	\$59,500.00			0.04	\$59,500.00	\$2,380.00	\$61,880.00
CA- Reach Cyber Teachers	DiMauro, Samantha	Teacher - Secondary	\$52,015.00			0.05	\$52,015.00	\$2,600.75	\$54,615.75
CA- Reach Cyber Teachers	DiNardo Shaffert, Melissa J.	Teacher - Secondary	\$55,726.25			0.05	\$55,726.25	\$2,786.31	\$58,512.56
CA- Reach Cyber Teachers	Dischinger, Wendy M.	Teacher - Secondary	\$55,000.00			0.04	\$55,000.00	\$2,200.00	\$57,200.00
CA- Reach Cyber Teachers	Dunning, Cody J.	Teacher - Secondary	\$52,000.00			0.04	\$52,000.00	\$2,080.00	\$54,080.00
CA- Reach Cyber Teachers	Ehrman, Audrey L.	School Counselor	\$52,205.55	Coordinator Teacher	\$2,088.22	0.05	\$54,293.77	\$2,714.69	\$57,008.46
CA- Reach Cyber Teachers	Eichelberger, Milvana	Reading Specialist	\$53,266.45			0.05	\$53,266.45	\$2,663.32	\$55,929.77
CA- Reach Cyber Teachers	Eller, Lisa A.	Family Relationship Coord	\$52,000.00			0.04	\$52,000.00	\$2,080.00	\$54,080.00
CA- Reach Cyber Teachers	Emanuelson, LeNora M.	Teacher - Secondary	\$53,500.00			0.04	\$53,500.00	\$2,140.00	\$55,640.00
CA- Reach Cyber Admin	Eppinger, Karen L.	Asst Dir of Special Educ	\$92,025.00			0.10	\$92,025.00	\$9,202.50	\$101,227.50
CA- Reach Cyber Teachers	Fairman, Chelsea	Teacher - Elementary	\$55,105.00			0.05	\$55,105.00	\$2,755.25	\$57,860.25
CA- Reach Cyber Admin	Finnegan, Jessica A.	School Nurse	\$53,163.45			0.05	\$53,163.45	\$2,658.17	\$55,821.62
CA- Reach Cyber Teachers	Flaherty, Stephanie L.	Teacher - Elementary	\$55,726.25			0.05	\$55,726.25	\$2,786.31	\$58,512.56
CA- Reach Cyber Teachers	Flannery, Alyssa A.	Teacher - Elementary	\$55,000.00			0.04	\$55,000.00	\$2,200.00	\$57,200.00
CA- Reach Cyber Teachers	Ford, Whitney E.	Teacher - Special Edu	\$58,040.50	Master Teacher	\$8,706.08	0.05	\$66,746.58	\$3,337.33	\$70,083.90
CA- Reach Cyber Teachers	Fratzola, Amanda	Teacher - Elementary	\$53,480.18			0.05	\$53,480.18	\$2,674.01	\$56,154.19
CA- Reach Cyber Teachers	Frederickson, Melissa L.	Teacher - Secondary	\$52,736.00			0.05	\$52,736.00	\$2,636.80	\$55,372.80
CA- Reach Cyber Teachers	Fritz, Radelle S.	Truancy Officer	\$59,377.50			0.05	\$59,377.50	\$2,968.88	\$62,346.38
CA- Reach Cyber Teachers	Fritzges, Jessica A.	Teacher - Secondary	\$55,620.00			0.05	\$55,620.00	\$2,781.00	\$58,401.00
CA- Reach Cyber Teachers	Gamoneda, Denise E.	Math Specialist	\$58,746.05			0.05	\$58,746.05	\$2,937.30	\$61,683.35
CA- Reach Cyber Teachers	Garner, Krista D.	Teacher - Special Edu	\$61,500.00			0.04	\$61,500.00	\$2,460.00	\$63,960.00
CA- Reach Cyber Teachers	Gaughan, Amanda	STEM Coach	\$51,072.55	Coordinator Teacher	\$2,042.90	0.05	\$53,115.45	\$2,655.77	\$55,771.22
CA- Reach Cyber Teachers	Gazica, Elizabeth R.	Family Relationship Coord	\$53,795.00			0.05	\$53,795.00	\$2,689.75	\$56,484.75
CA- Reach Cyber Teachers	Gehman, Stephanie A.	Family Relationship Coord	\$56,500.00			0.04	\$56,500.00	\$2,260.00	\$58,760.00
CA- Reach Cyber Teachers	Gentzyl, Kaetha L.	Teacher - Special Edu	\$53,000.00			0.04	\$53,000.00	\$2,120.00	\$55,120.00
CA- Reach Cyber Teachers	Gibb, Heather C.	Teacher - Elementary	\$56,500.00			0.04	\$56,500.00	\$2,260.00	\$58,760.00
CA- Reach Cyber Teachers	Giovannangelo, Rachael	Teacher - Special Edu	\$59,816.25			0.05	\$59,816.25	\$2,990.81	\$62,807.06
CA- Reach Cyber Teachers	Glasser, Sheryl A.	Teacher - Special Edu	\$54,884.32	Master Teacher	\$8,232.65	0.05	\$63,116.97	\$3,155.85	\$66,272.82
CA- Reach Cyber Teachers	Gornic, Amanda E.	Reading Specialist	\$58,195.00			0.05	\$58,195.00	\$2,909.75	\$61,104.75
CA- Reach Cyber Admin	Graver, Rachel B.	Dir of Family Svcs	\$97,550.00			0.12	\$97,550.00	\$11,706.00	\$109,256.00
CA- Reach Cyber Teachers	Graw, Sarah L.	Teacher - Special Edu	\$53,560.00			0.05	\$53,560.00	\$2,678.00	\$56,238.00
CA- Reach Cyber Admin	Gribbin, Andrew	Asst Principal I	\$83,000.00			0.12	\$83,000.00	\$9,960.00	\$92,960.00
CA- Reach Cyber Admin	Groff, Corey R.	Principal I	\$96,000.00			0.15	\$96,000.00	\$14,400.00	\$110,400.00
CA- Reach Cyber Teachers	Grullon, Christine E.	Family Relationship Coord	\$52,500.00			0.04	\$52,500.00	\$2,100.00	\$54,600.00
CA- Reach Cyber Teachers	Hammaker, Kathanne	Family Relationship Coord	\$53,500.00			0.04	\$53,500.00	\$2,140.00	\$55,640.00
CA- Reach Cyber Teachers	Hartos, Leslie A.	School Psychologist	\$57,500.00			0.04	\$57,500.00	\$2,300.00	\$59,800.00
CA- Reach Cyber Admin	Haverl, Elisabeth A.	School Admin Asst I	\$43,827.29			0.05	\$43,827.29	\$2,191.36	\$46,018.65
CA- Reach Cyber Teachers	Hawke, Casey L.	Teacher - Secondary	\$50,750.00			0.05	\$50,750.00	\$2,537.50	\$53,287.50
CA- Reach Cyber Teachers	Heinrich, John R.	Teacher - Secondary	\$50,000.00			0.04	\$50,000.00	\$2,000.00	\$52,000.00
CA- Reach Cyber Teachers	Hembree, Toni M.	Teacher - Secondary	\$51,636.25	Lead Teacher	\$4,647.26	0.05	\$56,283.51	\$2,814.18	\$59,097.69
CA- Reach Cyber Teachers	Hinds, Colleen M.	Family Relationship Coord	\$54,000.00			0.04	\$54,000.00	\$2,160.00	\$56,160.00
CA- Reach Cyber Teachers	Hinshaw, Andrew D.	Family Relationship Coord	\$51,000.00			0.04	\$51,000.00	\$2,040.00	\$53,040.00
CA- Reach Cyber Admin	Hinshaw, Michael V.	Asst Principal I	\$87,550.00			0.12	\$87,550.00	\$10,506.00	\$98,056.00
CA- Reach Cyber Teachers	Honsberger, Lynne R.	Family Relationship Coord	\$54,000.00			0.04	\$54,000.00	\$2,160.00	\$56,160.00
CA- Reach Cyber Teachers	Horn, Connie F.	Teacher - Secondary	\$58,040.50			0.05	\$58,040.50	\$2,902.03	\$60,942.53
CA- Reach Cyber Teachers	Hoy, Shelby J.	Teacher - Special Edu	\$53,000.00			0.04	\$53,000.00	\$2,120.00	\$55,120.00
CA- Reach Cyber Admin	Hull Jr., James G.	School Psychologist	\$76,125.00			0.05	\$76,125.00	\$3,806.25	\$79,931.25

Reach - Back to School Board Data

Org Level 1	Employee Name	Job Title	Annual Salary	Career Ladder	Projected CL Earnings	Bonus %	Total Base (Base + CL Stipend)	Potential Bonus Pay	Total Potential Comp
CA- Reach Cyber Teachers	Jaskelewicz, Susan M.	School Counselor	\$56,135.00			0.05	\$56,135.00	\$2,806.75	\$58,941.75
CA- Reach Cyber Teachers	Jenkins, Kelli M.	Teacher - Secondary	\$56,500.00			0.04	\$56,500.00	\$2,260.00	\$58,760.00
CA- Reach Cyber Teachers	Jenkins, Moshe	Family Relationship Coord	\$55,500.00			0.04	\$55,500.00	\$2,220.00	\$57,720.00
CA- Reach Cyber Teachers	Johnson, Jessica M.	School Counselor	\$52,000.00			0.05	\$52,000.00	\$2,600.00	\$54,600.00
CA- Reach Cyber Teachers	Juka, Jill A.	Teacher - Secondary	\$55,388.25			0.05	\$55,388.25	\$2,769.41	\$58,157.66
CA- Reach Cyber Teachers	Kasales, Camilla J.	Teacher - Secondary	\$68,782.11			0.10	\$68,782.11	\$6,878.21	\$75,660.32
CA- Reach Cyber Admin	Kauffman, Holly S.	School Admin Asst II	\$48,757.08			0.05	\$48,757.08	\$2,437.85	\$51,194.93
CA- Reach Cyber Admin	Keepports, Clara M.	Mgr of School Office	\$61,223.20			0.10	\$61,223.20	\$6,122.32	\$67,345.52
CA- Reach Cyber Teachers	Keim, Amber L.	Teacher - Secondary	\$57,510.05			0.05	\$57,510.05	\$2,875.50	\$60,385.55
CA- Reach Cyber Teachers	Keith, Caitlin E.	Teacher - Secondary	\$56,748.75			0.05	\$56,748.75	\$2,837.44	\$59,586.19
CA- Reach Cyber Teachers	Kelly, Colleen A.	Teacher - Secondary	\$59,885.00			0.05	\$59,885.00	\$2,994.25	\$62,879.25
CA- Reach Cyber Teachers	Kennedy, Christine	Teacher - Secondary	\$61,753.65			0.05	\$61,753.65	\$3,087.68	\$64,841.33
CA- Reach Cyber Admin	Kennell, Lisa A.	School Admin Asst II	\$48,611.47			0.05	\$48,611.47	\$2,430.57	\$51,042.04
CA- Reach Cyber Teachers	Kessel, Erin O.	Teacher - Elementary	\$60,427.53			0.05	\$60,427.53	\$3,021.38	\$63,448.91
CA- Reach Cyber Admin	Kinney, Hillary S.	HR Coordinator	\$50,000.00			0.05	\$50,000.00	\$2,500.00	\$52,500.00
CA- Reach Cyber Teachers	Klinger, Francesca L.	Teacher - Special Edu	\$55,134.00			0.05	\$55,134.00	\$2,756.70	\$57,890.70
CA- Reach Cyber Teachers	Knorr, Sheree-Lee S.	Teacher - Special Edu	\$63,875.45			0.05	\$63,875.45	\$3,193.77	\$67,069.22
CA- Reach Cyber Admin	Kogut, Katrice B.	School Admin Asst I	\$42,849.65			0.05	\$42,849.65	\$2,142.48	\$44,992.13
CA- Reach Cyber Teachers	Kominsky, Alyssa M.	Teacher - Secondary	\$53,681.25			0.05	\$53,681.25	\$2,684.06	\$56,365.31
CA- Reach Cyber Teachers	Koschoff, KateLyn	Teacher - Special Edu	\$54,192.50			0.05	\$54,192.50	\$2,709.63	\$56,902.13
CA- Reach Cyber Teachers	Kraft, Samantha L.	Teacher - Elementary	\$55,105.00			0.05	\$55,105.00	\$2,755.25	\$57,860.25
CA- Reach Cyber Teachers	Krzyzkowski, Tiffany	Teacher - Secondary	\$55,388.25			0.05	\$55,388.25	\$2,769.41	\$58,157.66
CA- Reach Cyber Teachers	Lamison, Corynne L.	EL Specialist	\$58,390.70	Coordinator Teacher	\$2,335.63	0.05	\$60,726.33	\$3,036.32	\$63,762.64
CA- Reach Cyber Teachers	Lane, Stephanie	STEM Coach	\$58,195.00	Coordinator Teacher	\$2,327.80	0.05	\$60,522.80	\$3,026.14	\$63,548.94
CA- Reach Cyber Admin	Lavelle, Rachel M.	Coord of Counseling Svcs	\$66,527.70			0.10	\$66,527.70	\$6,652.77	\$73,180.47
CA- Reach Cyber Admin	Lavin, Angela C.	State Testing Coordinator	\$68,000.00			0.05	\$68,000.00	\$3,400.00	\$71,400.00
CA- Reach Cyber Teachers	LeCause, Nicole L.	Teacher - Special Edu	\$63,345.00			0.05	\$63,345.00	\$3,167.25	\$66,512.25
CA- Reach Cyber Teachers	Lee, Heather	Teacher - Secondary	\$56,748.75			0.05	\$56,748.75	\$2,837.44	\$59,586.19
CA- Reach Cyber Teachers	Leibig, Danielle M.	STEM Coach	\$55,182.25	Coordinator Teacher	\$2,207.29	0.05	\$57,389.54	\$2,869.48	\$60,259.02
CA- Reach Cyber Teachers	Leibowitz, Benjamin P.	Teacher - Secondary	\$51,500.00			0.04	\$51,500.00	\$2,060.00	\$53,560.00
CA- Reach Cyber Teachers	Lingle, Kayla B.	Social Worker	\$52,500.00			0.05	\$52,500.00	\$2,625.00	\$55,125.00
CA- Reach Cyber Teachers	Lisica, Rachael B.	School Counselor	\$54,075.00			0.05	\$54,075.00	\$2,703.75	\$56,778.75
CA- Reach Cyber Teachers	Long, Sarah R.	Teacher - Special Edu	\$61,000.00			0.04	\$61,000.00	\$2,440.00	\$63,440.00
CA- Reach Cyber Teachers	Longstreet, Brittany L.	Teacher - Secondary	\$54,500.00			0.04	\$54,500.00	\$2,180.00	\$56,680.00
CA- Reach Cyber Teachers	Lowery, Jenine J.	School Counselor	\$58,913.43			0.05	\$58,913.43	\$2,945.67	\$61,859.10
CA- Reach Cyber Teachers	Malis, Sarah M.	Teacher - Special Edu	\$55,317.50	Lead Teacher	\$4,978.58	0.05	\$60,296.08	\$3,014.80	\$63,310.88
CA- Reach Cyber Teachers	Mangiaccarne, Katie L.	Reading Specialist	\$53,287.50			0.05	\$53,287.50	\$2,664.38	\$55,951.88
CA- Reach Cyber Teachers	Mangle, John B.	Truancy Officer	\$60,392.50			0.05	\$60,392.50	\$3,019.63	\$63,412.13
CA- Reach Cyber Teachers	Martenev, Tina A.	Teacher - Secondary	\$55,777.08			0.05	\$55,777.08	\$2,788.85	\$58,565.93
CA- Reach Cyber Teachers	Martin, Jessica M.	Teacher - Secondary	\$52,530.00			0.05	\$52,530.00	\$2,626.50	\$55,156.50
CA- Reach Cyber Admin	McConnell, Kelley J.	Dir of Data/ Student ASMT	\$84,838.82			0.12	\$84,838.82	\$10,180.66	\$95,019.48
CA- Reach Cyber Teachers	McCray, June E.	504 Coordinator	\$63,860.00			0.05	\$63,860.00	\$3,193.00	\$67,053.00
CA- Reach Cyber Admin	McCurdy, Gregory C.	Dir of Special Edu	\$108,150.00			0.12	\$108,150.00	\$12,978.00	\$121,128.00
CA- Reach Cyber Teachers	McDonald, Bridget M.	Social Worker	\$57,165.00			0.04	\$57,165.00	\$2,286.60	\$59,451.60
CA- Reach Cyber Admin	McElwee, Elizabeth A.	School Admin Asst I	\$41,809.61			0.04	\$41,809.61	\$1,672.38	\$43,481.99
CA- Reach Cyber Teachers	McGahee, Karen	Teacher - Secondary	\$54,590.00			0.05	\$54,590.00	\$2,729.50	\$57,319.50
CA- Reach Cyber Teachers	McGee, Joseph A.	Teacher - Secondary	\$54,208.90			0.05	\$54,208.90	\$2,710.45	\$56,919.35
CA- Reach Cyber Admin	McMurray III, John R.	Mgr of STEM Education	\$97,550.00			0.12	\$97,550.00	\$11,706.00	\$109,256.00
CA- Reach Cyber Teachers	McMurray, Megan K.	Family Relationship Coord	\$49,735.00			0.05	\$49,735.00	\$2,486.75	\$52,221.75

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Org Level 1	Employee Name	Job Title	Annual Salary	Career Ladder	Projected CL Earnings	Bonus %	Total Base (Base + CL Stipend)	Potential Bonus Pay	Total Potential Comp
CA- Reach Cyber Admin	Melendez, Enid Z.	School Admin Asst I	\$43,556.88			0.05	\$43,556.88	\$2,177.84	\$45,734.72
CA- Reach Cyber Teachers	Melton, Chloe A.	Teacher - Elementary	\$50,470.00			0.05	\$50,470.00	\$2,523.50	\$52,993.50
CA- Reach Cyber Teachers	Mentzer, Elece M.	Teacher - Elementary	\$54,000.00			0.04	\$54,000.00	\$2,160.00	\$56,160.00
CA- Reach Cyber Admin	Meza-Rushanan, Devin G.	Asst Principal I	\$81,000.00			0.10	\$81,000.00	\$8,100.00	\$89,100.00
CA- Reach Cyber Teachers	Miedel, Jamie L.	Teacher - Elementary	\$62,655.42	Master Teacher	\$9,398.31	0.10	\$72,053.73	\$7,205.37	\$79,259.11
CA- Reach Cyber Admin	Miller, Christine M.	Principal I	\$96,000.00			0.15	\$96,000.00	\$14,400.00	\$110,400.00
CA- Reach Cyber Teachers	Miller, Kayla M.	Teacher - Special Edu	\$53,560.00	Lead Teacher	\$4,820.40	0.05	\$58,380.40	\$2,919.02	\$61,299.42
CA- Reach Cyber Teachers	Minnick, Sarah A.	Teacher - Secondary	\$55,620.00			0.05	\$55,620.00	\$2,781.00	\$58,401.00
CA- Reach Cyber Teachers	Morrison, Lindsay M.	Teacher - Secondary	\$56,500.00			0.04	\$56,500.00	\$2,260.00	\$58,760.00
CA- Reach Cyber Teachers	Mort, Ashley L.	Teacher - Special Edu	\$58,500.00			0.04	\$58,500.00	\$2,340.00	\$60,840.00
CA- Reach Cyber Teachers	Moyer, Travis A.	STEM Coach	\$52,530.00	Coordinator Teacher	\$2,101.20	0.05	\$54,631.20	\$2,731.56	\$57,362.76
CA- Reach Cyber Teachers	Murray, Jennifer N.	Teacher - Special Edu	\$56,332.50			0.05	\$56,332.50	\$2,816.63	\$59,149.13
CA- Reach Cyber Teachers	Naro, Stephanie	Family Relationship Coord	\$52,530.00			0.05	\$52,530.00	\$2,626.50	\$55,156.50
CA- Reach Cyber Teachers	Naulty, Nicole M.	Teacher - Secondary	\$50,102.50			0.05	\$50,102.50	\$2,505.13	\$52,607.63
CA- Reach Cyber Teachers	Nave, Vesta L.	Teacher - Special Edu	\$52,780.00			0.05	\$52,780.00	\$2,639.00	\$55,419.00
CA- Reach Cyber Teachers	Neary, Kaitlyn	Teacher - Secondary	\$53,796.90			0.05	\$53,796.90	\$2,689.85	\$56,486.75
CA- Reach Cyber Teachers	Neill, Sarah L.	Math Specialist	\$58,000.00			0.04	\$58,000.00	\$2,320.00	\$60,320.00
CA- Reach Cyber Teachers	Nelson, Caitlin J.	Teacher - Elementary	\$52,000.00			0.04	\$52,000.00	\$2,080.00	\$54,080.00
CA- Reach Cyber Teachers	Newcomer, Ashley	Teacher - Special Edu	\$54,590.00			0.05	\$54,590.00	\$2,729.50	\$57,319.50
CA- Reach Cyber Teachers	Newell, Maura C.	Teacher - Special Edu	\$56,650.00			0.05	\$56,650.00	\$2,832.50	\$59,482.50
CA- Reach Cyber Teachers	Nottingham, Margret	Teacher - Elementary	\$59,225.00			0.05	\$59,225.00	\$2,961.25	\$62,186.25
CA- Reach Cyber Teachers	Oneal, Heather	Teacher - Secondary	\$56,135.00			0.05	\$56,135.00	\$2,806.75	\$58,941.75
CA- Reach Cyber Teachers	Oprean, Alaina C.	Teacher - Secondary	\$54,192.50			0.05	\$54,192.50	\$2,709.63	\$56,902.13
CA- Reach Cyber Teachers	Palm, Kimberly A.	Teacher - Secondary	\$61,378.99			0.05	\$61,378.99	\$3,068.95	\$64,447.94
CA- Reach Cyber Admin	Parker, Rachel R.	Dir of Counseling	\$87,550.00			0.12	\$87,550.00	\$10,506.00	\$98,056.00
CA- Reach Cyber Teachers	Pearson, Maria Elena	Teacher - Elementary	\$59,740.00			0.05	\$59,740.00	\$2,987.00	\$62,727.00
CA- Reach Cyber Teachers	Pearson, Michael P.	Teacher - Elementary	\$59,500.00			0.04	\$59,500.00	\$2,380.00	\$61,880.00
CA- Reach Cyber Teachers	Pepper, Dawn C.	Teacher - Secondary	\$57,500.00			0.04	\$57,500.00	\$2,300.00	\$59,800.00
CA- Reach Cyber Admin	Perez, Ana K.	Attendance Coord. (12)	\$49,498.03			0.05	\$49,498.03	\$2,474.90	\$51,972.93
CA- Reach Cyber Admin	Perez, Marcelina	School Admin Asst I	\$41,601.60			0.04	\$41,601.60	\$1,664.06	\$43,265.66
CA- Reach Cyber Admin	Perez, Sheila E.	Asst Dir of Special Educ	\$92,700.00			0.10	\$92,700.00	\$9,270.00	\$101,970.00
CA- Reach Cyber Teachers	Perri, Emily S.	Math Specialist	\$59,234.01	Coordinator Teacher	\$2,369.36	0.05	\$61,603.37	\$3,080.17	\$64,683.54
CA- Reach Cyber Teachers	Petrasic, Megan E.	Teacher - Special Edu	\$54,000.00			0.05	\$54,000.00	\$2,700.00	\$56,700.00
CA- Reach Cyber Teachers	Petta, Stephanie A.	Teacher - Secondary	\$57,867.98			0.05	\$57,867.98	\$2,893.40	\$60,761.38
CA- Reach Cyber Teachers	Pfrogner, Donna M.	Family Relationship Coord	\$59,740.00	Lead Teacher	\$5,376.60	0.05	\$65,116.60	\$3,255.83	\$68,372.43
CA- Reach Cyber Teachers	Piaskowski, Jenna L.	Teacher - Secondary	\$53,796.90			0.05	\$53,796.90	\$2,689.85	\$56,486.75
CA- Reach Cyber Teachers	Piekara, Kimberly	Teacher - Elementary	\$57,000.00			0.05	\$57,000.00	\$2,850.00	\$59,850.00
CA- Reach Cyber Teachers	Pierce, James M.	Teacher - Elementary	\$55,105.00			0.05	\$55,105.00	\$2,755.25	\$57,860.25
CA- Reach Cyber Teachers	Pizzani, Jennifer L.	Intervention Specialist	\$63,769.36			0.10	\$63,769.36	\$6,376.94	\$70,146.30
CA- Reach Cyber Teachers	Poor, Cassandra	Teacher - Elementary	\$57,345.25			0.05	\$57,345.25	\$2,867.26	\$60,212.51
CA- Reach Cyber Teachers	Popovski, Laura M.	School Counselor	\$58,219.46	Coordinator Teacher	\$2,328.78	0.05	\$60,548.24	\$3,027.41	\$63,575.65
CA- Reach Cyber Teachers	Pronio, Mary F.	Gifted Education Spec	\$60,255.00			0.05	\$60,255.00	\$3,012.75	\$63,267.75
CA- Reach Cyber Teachers	Pulizzi, Christine	Teacher - Secondary	\$64,783.85	Lead Teacher	\$5,830.55	0.10	\$70,614.40	\$7,061.44	\$77,675.84
CA- Reach Cyber Teachers	Purnell, Christina K.	Teacher - Elementary	\$65,334.19	Master Teacher	\$9,800.13	0.05	\$75,134.32	\$3,756.72	\$78,891.03
CA- Reach Cyber Teachers	Purnell, Daniel M.	Family Relationship Coord	\$61,285.00	Coordinator Teacher	\$2,451.40	0.05	\$63,736.40	\$3,186.82	\$66,923.22
CA- Reach Cyber Teachers	Rafferty, Elizabeth A.	Teacher - Elementary	\$57,510.05			0.05	\$57,510.05	\$2,875.50	\$60,385.55
CA- Reach Cyber Teachers	Rankin, Racquel	School Counselor	\$56,135.00			0.05	\$56,135.00	\$2,806.75	\$58,941.75
CA- Reach Cyber Teachers	Ream, Noah C.	Teacher - Elementary	\$51,000.00			0.04	\$51,000.00	\$2,040.00	\$53,040.00
CA- Reach Cyber Teachers	Reider, Steve	Teacher - Secondary	\$54,857.80			0.05	\$54,857.80	\$2,742.89	\$57,600.69

Reach - Back to School Board Data

Org Level 1	Employee Name	Job Title	Annual Salary	Career Ladder	Projected CL Earnings	Bonus %	Total Base (Base + CL Stipend)	Potential Bonus Pay	Total Potential Comp
CA- Reach Cyber Teachers	Remaley, Catherine J.	Teacher - Elementary	\$57,085.69			0.05	\$57,085.69	\$2,854.28	\$59,939.97
CA- Reach Cyber Teachers	Reyes, Cynthia E.	STEM Coach	\$56,865.33	Coordinator Teacher	\$2,274.61	0.05	\$59,139.94	\$2,957.00	\$62,096.94
CA- Reach Cyber Teachers	Rigby, Paige L.	Teacher - Elementary	\$56,500.00			0.04	\$56,500.00	\$2,260.00	\$58,760.00
CA- Reach Cyber Teachers	Ringer, Julie C.	Family Relationship Coord	\$57,000.00			0.04	\$57,000.00	\$2,280.00	\$59,280.00
CA- Reach Cyber Admin	Ritchie, LeeAnn B.	Lead Principal	\$105,060.00			0.18	\$105,060.00	\$18,910.80	\$123,970.80
CA- Reach Cyber Teachers	Roman, Stacey L.	School Counselor	\$61,378.99	Lead Teacher	\$5,524.11	0.05	\$66,903.10	\$3,345.15	\$70,248.25
CA- Reach Cyber Teachers	Romanchick Jr., Thomas J.	Teacher - Secondary	\$51,373.83			0.05	\$51,373.83	\$2,568.69	\$53,942.52
CA- Reach Cyber Admin	Rosengrant, RYanne N.	School Admin Asst I	\$41,809.61			0.04	\$41,809.61	\$1,672.38	\$43,481.99
CA- Reach Cyber Teachers	Ross, Rachael A.	Family Relationship Coord	\$55,000.00			0.04	\$55,000.00	\$2,200.00	\$57,200.00
CA- Reach Cyber Teachers	Rourke, Monica R.	Teacher - Special Edu	\$53,795.00	Lead Teacher	\$4,841.55	0.05	\$58,636.55	\$2,931.83	\$61,568.38
CA- Reach Cyber Teachers	Rubino, Tiffany M.	Teacher - Secondary	\$54,500.00			0.04	\$54,500.00	\$2,180.00	\$56,680.00
CA- Reach Cyber Teachers	Russell Isaula, Sarah M.	Teacher - Special Edu	\$57,345.25	Coordinator Teacher	\$2,293.81	0.05	\$59,639.06	\$2,981.95	\$62,621.01
CA- Reach Cyber Teachers	Rychtarsky, Pamela L.	Teacher - Secondary	\$55,620.00			0.05	\$55,620.00	\$2,781.00	\$58,401.00
CA- Reach Cyber Teachers	Sands, Jean A.	Family Relationship Coord	\$55,317.50			0.05	\$55,317.50	\$2,765.88	\$58,083.38
CA- Reach Cyber Teachers	Sargent, Lydia R.	Teacher - Elementary	\$51,000.00			0.04	\$51,000.00	\$2,040.00	\$53,040.00
CA- Reach Cyber Teachers	Sayers, Jennifer L.	Teacher - Secondary	\$58,040.50			0.05	\$58,040.50	\$2,902.03	\$60,942.53
CA- Reach Cyber Teachers	Schaeffer, Deborah J.	Teacher - Special Edu	\$62,814.55	Lead Teacher	\$5,653.31	0.05	\$68,467.86	\$3,423.39	\$71,891.25
CA- Reach Cyber Teachers	Schultz, Kayla	Family Relationship Coord	\$54,500.00			0.04	\$54,500.00	\$2,180.00	\$56,680.00
CA- Reach Cyber Teachers	Schuster, Andrea A.	Teacher - Secondary	\$56,639.70			0.05	\$56,639.70	\$2,831.99	\$59,471.69
CA- Reach Cyber Teachers	Schwarz, Julie J.	Teacher - Secondary	\$53,163.45			0.05	\$53,163.45	\$2,658.17	\$55,821.62
CA- Reach Cyber Teachers	Seamon, Stacy E.	Teacher - Secondary	\$58,000.00			0.04	\$58,000.00	\$2,320.00	\$60,320.00
CA- Reach Cyber Teachers	Selby, Natalie J.	School Counselor	\$54,500.00			0.04	\$54,500.00	\$2,180.00	\$56,680.00
CA- Reach Cyber Teachers	Shaffer, Kari R.	Teacher - Elementary	\$53,226.67	Lead Teacher	\$4,790.40	0.05	\$58,017.07	\$2,900.85	\$60,917.92
CA- Reach Cyber Teachers	Sheets, Jamie	School Counselor	\$54,500.00			0.04	\$54,500.00	\$2,180.00	\$56,680.00
CA- Reach Cyber Teachers	Shields, Rebecca A.	Teacher - Secondary	\$60,984.50			0.08	\$60,984.50	\$4,878.76	\$65,863.26
CA- Reach Cyber Teachers	Shumbres, Steven A.	Teacher - Secondary	\$57,000.00			0.04	\$57,000.00	\$2,280.00	\$59,280.00
CA- Reach Cyber Teachers	Sifford, Justin D.	Teacher - Secondary	\$59,225.00	Master Teacher	\$8,883.75	0.05	\$68,108.75	\$3,405.44	\$71,514.19
CA- Reach Cyber Teachers	Simko, Kelly M.	Teacher - Secondary	\$60,255.00			0.05	\$60,255.00	\$3,012.75	\$63,267.75
CA- Reach Cyber Teachers	Slother, Tania A.	Teacher - Special Edu	\$57,165.00			0.05	\$57,165.00	\$2,858.25	\$60,023.25
CA- Reach Cyber Teachers	Smith, Andrea M.	Secondary Intrvntn Spec	\$61,500.00			0.04	\$61,500.00	\$2,460.00	\$63,960.00
CA- Reach Cyber Teachers	Smith, Brenda J.	Teacher - Secondary	\$56,237.50			0.05	\$56,237.50	\$2,811.88	\$59,049.38
CA- Reach Cyber Teachers	Smith, Cody J.	Teacher - Secondary	\$59,830.77	Master Teacher	\$8,974.62	0.05	\$68,805.39	\$3,440.27	\$72,245.65
CA- Reach Cyber Teachers	Smith, Grace E.	Teacher - Secondary	\$60,321.44	Lead Teacher	\$5,428.93	0.05	\$65,750.37	\$3,287.52	\$69,037.89
CA- Reach Cyber Teachers	Smith, Kelly A.	Teacher - Secondary	\$57,680.00			0.05	\$57,680.00	\$2,884.00	\$60,564.00
CA- Reach Cyber Admin	Smith, Mary E.	Social Worker	\$63,000.00			0.04	\$63,000.00	\$2,520.00	\$65,520.00
CA- Reach Cyber Teachers	Snead, Toshia K.	Teacher - Special Edu	\$63,506.40	Coordinator Teacher	\$2,540.26	0.05	\$66,046.66	\$3,302.33	\$69,348.99
CA- Reach Cyber Teachers	Snover, Eileen	EL Specialist	\$59,636.61			0.05	\$59,636.61	\$2,981.83	\$62,618.44
CA- Reach Cyber Teachers	Spindler, Amber L.	Teacher - Special Edu	\$57,165.00			0.05	\$57,165.00	\$2,858.25	\$60,023.25
CA- Reach Cyber Admin	Spofford, Amanda K.	Attendance Coord. (10m)	\$63,731.25			0.05	\$63,731.25	\$3,186.56	\$66,917.81
CA- Reach Cyber Teachers	Spofford, Fredrick H.	Family Relationship Coord	\$54,590.00			0.05	\$54,590.00	\$2,729.50	\$57,319.50
CA- Reach Cyber Admin	Spofford, Kristin N.	School Admin Asst I	\$43,785.68			0.05	\$43,785.68	\$2,189.28	\$45,974.97
CA- Reach Cyber Teachers	Stanalonis, Melissa S.	Family Relationship Coord	\$64,326.33			0.05	\$64,326.33	\$3,216.32	\$67,542.65
CA- Reach Cyber Teachers	Stansbury, Jason A.	Family Relationship Coord	\$52,000.00			0.04	\$52,000.00	\$2,080.00	\$54,080.00
CA- Reach Cyber Teachers	Starr, Julia	Teacher - Secondary	\$63,485.34			0.05	\$63,485.34	\$3,174.27	\$66,659.61
CA- Reach Cyber Teachers	Steirer, Jessica	Teacher - Elementary	\$52,000.00			0.04	\$52,000.00	\$2,080.00	\$54,080.00
CA- Reach Cyber Teachers	Stephano, MaryGrace	Teacher - Elementary	\$55,825.00			0.05	\$55,825.00	\$2,791.25	\$58,616.25
CA- Reach Cyber Teachers	Stewart, Diane E.	Teacher - Secondary	\$62,049.78			0.05	\$62,049.78	\$3,102.49	\$65,152.27
CA- Reach Cyber Teachers	Stoll, Courtney A.	Teacher - Secondary	\$57,771.25	Lead Teacher	\$5,199.41	0.05	\$62,970.66	\$3,148.53	\$66,119.20
CA- Reach Cyber Teachers	Stone, Leah M.	Teacher - Secondary	\$56,000.00			0.04	\$56,000.00	\$2,240.00	\$58,240.00

Reach - Back to School Board Data

Org Level 1	Employee Name	Job Title	Annual Salary	Career Ladder	Projected CL Earnings	Bonus %	Total Base (Base + CL Stipend)	Potential Bonus Pay	Total Potential Comp
CA- Reach Cyber Teachers	Stroup, Lauren	Teacher - Special Edu	\$54,884.32			0.05	\$54,884.32	\$2,744.22	\$57,628.54
CA- Reach Cyber Admin	Stuccio, Scott J.	Marketing Coordinator	\$68,636.24			0.05	\$68,636.24	\$3,431.81	\$72,068.05
CA- Reach Cyber Admin	Swan, Jane M.	School Leader	\$136,990.00			0.20	\$136,990.00	\$27,398.00	\$164,388.00
CA- Reach Cyber Teachers	Sweeney, Sarah E.	Teacher - Secondary	\$57,500.00			0.04	\$57,500.00	\$2,300.00	\$59,800.00
CA- Reach Cyber Teachers	Sweigart, Raelee L.	Teacher - Secondary	\$55,059.94	Lead Teacher	\$4,955.39	0.05	\$60,015.33	\$3,000.77	\$63,016.10
CA- Reach Cyber Teachers	Swidorski, Sara L.	Teacher - Secondary	\$56,650.00			0.05	\$56,650.00	\$2,832.50	\$59,482.50
CA- Reach Cyber Admin	Swope, Alicia D.	Asst Principal I	\$87,550.00			0.10	\$87,550.00	\$8,755.00	\$96,305.00
CA- Reach Cyber Admin	Swope, Ashley M.	School Nurse	\$52,658.75			0.05	\$52,658.75	\$2,632.94	\$55,291.69
CA- Reach Cyber Teachers	Taggart, Jacqueline M.	Teacher - Secondary	\$57,500.00			0.04	\$57,500.00	\$2,300.00	\$59,800.00
CA- Reach Cyber Teachers	Talipan, Toni M.	Teacher - Elementary	\$55,388.25			0.05	\$55,388.25	\$2,769.41	\$58,157.66
CA- Reach Cyber Teachers	Talley, Tammy I.	Family Relationship Coord	\$57,165.00			0.05	\$57,165.00	\$2,858.25	\$60,023.25
CA- Reach Cyber Teachers	Taylor, Maria C.	Teacher - Secondary	\$58,500.00			0.04	\$58,500.00	\$2,340.00	\$60,840.00
CA- Reach Cyber Teachers	Teacher, Betty T.	Mgr Academic Placement	\$58,242.24			0.00	\$58,242.24	\$0.00	\$58,242.24
CA- Reach Cyber Teachers	Templeton, Bridget M.	Teacher - Special Edu	\$56,500.00			0.04	\$56,500.00	\$2,260.00	\$58,760.00
CA- Reach Cyber Teachers	Thiel, Kathleen M.	Teacher - Secondary	\$61,285.00	Master Teacher	\$9,192.75	0.05	\$70,477.75	\$3,523.89	\$74,001.64
CA- Reach Cyber Teachers	Thomas, Meaghan	Teacher - Secondary	\$53,560.00			0.05	\$53,560.00	\$2,678.00	\$56,238.00
CA- Reach Cyber Teachers	Thompson, Angela C.	Teacher - Secondary	\$59,500.00			0.04	\$59,500.00	\$2,380.00	\$61,880.00
CA- Reach Cyber Teachers	Thompson, Kimberly R.	Reading Specialist	\$62,284.10			0.05	\$62,284.10	\$3,114.21	\$65,398.31
CA- Reach Cyber Teachers	Tinna, Kellie M.	Teacher - Secondary	\$55,500.00			0.04	\$55,500.00	\$2,220.00	\$57,720.00
CA- Reach Cyber Teachers	Titus, Christine M.	Teacher - Secondary	\$57,500.00			0.04	\$57,500.00	\$2,300.00	\$59,800.00
CA- Reach Cyber Admin	Titzel, Christine N.	School Admin Asst I	\$44,222.50			0.05	\$44,222.50	\$2,211.13	\$46,433.63
CA- Reach Cyber Teachers	Tomassone, David A.	Teacher - Secondary	\$53,226.67			0.05	\$53,226.67	\$2,661.33	\$55,888.00
CA- Reach Cyber Teachers	Turner, Jacob D.	Family Relationship Coord	\$54,810.00			0.05	\$54,810.00	\$2,740.50	\$57,550.50
CA- Reach Cyber Teachers	Uniacke, Brian C.	Teacher - Secondary	\$51,675.10	Lead Teacher	\$4,650.76	0.05	\$56,325.86	\$2,816.29	\$59,142.15
CA- Reach Cyber Teachers	Unrath, Kellee A.	Teacher - Secondary	\$51,000.00			0.04	\$51,000.00	\$2,040.00	\$53,040.00
CA- Reach Cyber Teachers	Vander Valk, Christine M.	Family Relationship Coord	\$53,500.00			0.04	\$53,500.00	\$2,140.00	\$55,640.00
CA- Reach Cyber Teachers	Vargas, Beth A.	Teacher - Elementary	\$56,135.00			0.05	\$56,135.00	\$2,806.75	\$58,941.75
CA- Reach Cyber Teachers	Verdes, Colette K.	Family Relationship Coord	\$55,500.00			0.04	\$55,500.00	\$2,220.00	\$57,720.00
CA- Reach Cyber Teachers	Vernouski, Jessica A.	STEM Coach	\$52,118.00	Coordinator Teacher	\$2,084.72	0.05	\$54,202.72	\$2,710.14	\$56,912.86
CA- Reach Cyber Admin	Villafane, Tiayra L.	School Admin Asst I	\$43,057.66			0.05	\$43,057.66	\$2,152.88	\$45,210.54
CA- Reach Cyber Teachers	Vitorio, Lauren M.	Teacher - Elementary	\$53,796.90			0.05	\$53,796.90	\$2,689.85	\$56,486.75
CA- Reach Cyber Teachers	Vukmanic, Jill A.	Family Relationship Coord	\$54,590.00			0.05	\$54,590.00	\$2,729.50	\$57,319.50
CA- Reach Cyber Admin	Wagner, Nancy E.	Dir of Family Svcs	\$87,550.00			0.10	\$87,550.00	\$8,755.00	\$96,305.00
CA- Reach Cyber Admin	Webb, Judith E.	School Admin Asst II	\$49,297.90			0.05	\$49,297.90	\$2,464.89	\$51,762.79
CA- Reach Cyber Teachers	Weirich, Stephanie E.	Teacher - Secondary	\$59,631.85			0.05	\$59,631.85	\$2,981.59	\$62,613.44
CA- Reach Cyber Teachers	Wentzel, Nicole M.	Teacher - Special Edu	\$56,650.00			0.05	\$56,650.00	\$2,832.50	\$59,482.50
CA- Reach Cyber Teachers	White, Sandra A.	Teacher - Secondary	\$63,860.00			0.05	\$63,860.00	\$3,193.00	\$67,053.00
CA- Reach Cyber Admin	Wiedman, Erik A.	Mgr of Counseling Svcs	\$80,546.00			0.10	\$80,546.00	\$8,054.60	\$88,600.60
CA- Reach Cyber Teachers	Williams, Anita	Teacher - Elementary	\$52,736.00			0.05	\$52,736.00	\$2,636.80	\$55,372.80
CA- Reach Cyber Teachers	Williams, Brittni L.	Teacher - Special Edu	\$58,500.00			0.04	\$58,500.00	\$2,340.00	\$60,840.00
CA- Reach Cyber Admin	Williams, Olivia L.	School Admin Asst I	\$41,809.61			0.05	\$41,809.61	\$2,090.48	\$43,900.09
CA- Reach Cyber Teachers	Winslow, Sarah E.	Teacher - Secondary	\$56,500.00			0.04	\$56,500.00	\$2,260.00	\$58,760.00
CA- Reach Cyber Teachers	Wissingner, Cassie L.	Teacher - Elementary	\$55,215.00			0.05	\$55,215.00	\$2,760.75	\$57,975.75
CA- Reach Cyber Teachers	Yahner, Jaissa L.	Teacher - Special Edu	\$60,255.00			0.05	\$60,255.00	\$3,012.75	\$63,267.75
CA- Reach Cyber Admin	Yeselavage, Karen J.	School Business Mgr	\$82,400.00			0.10	\$82,400.00	\$8,240.00	\$90,640.00
CA- Reach Cyber Teachers	Zentner, Patricia L.	Family Relationship Coord	\$54,000.00			0.04	\$54,000.00	\$2,160.00	\$56,160.00
CA- Reach Cyber Teachers	Ziegler, Gregory L.	Teacher - Secondary	\$52,427.00			0.05	\$52,427.00	\$2,621.35	\$55,048.35
CA- Reach Cyber Teachers	Zimmer, Ashley N.	Teacher - Elementary	\$52,230.00			0.05	\$52,230.00	\$2,611.50	\$54,841.50
CA- Reach Cyber Teachers	Zweig, Benjamin J.	Family Relationship Coord	\$54,590.00			0.08	\$54,590.00	\$4,367.20	\$58,957.20



September 9, 2019

To: Reach Cyber Charter School Board of Directors
From: Erin Erdley, Senior Federal Programs Analyst
Subject: Approval of Parent and Family Engagement Policy

Attached please find the Parent and Family Engagement Policy for Reach Cyber Charter School. A redlined version showing where changes occurred is also attached. This policy is to fulfill the requirements for legal compliance under the regulations for the federal Title I, Part A program. This was reviewed by School Leader, Jane Swan. Thank you.

Attachment: Parent and Family Engagement Policy
cc: Jane Swan

Parent and Family Engagement Policy: Reach Cyber Charter School

GENERAL EXPECTATIONS

Introduction

Parent and family involvement and engagement are critical to the success of Reach Cyber Charter School and integral to improving student academic achievement. Parents serve as Learning Coaches and play an active role in the learning process, providing input and communicating regularly with teachers. Parents have access to their student's Grade Book at any time by logging into the school's proprietary education management system, **Connexus(EMS)®**. This provides parents with transparency into their student's academic performance on a day-to-day basis.

This document explains how Reach Cyber Charter School will put into operation programs, activities, and procedures for involving parents in its Title I, Part A programs, consistent with Section 1010 of the Every Student Succeeds Act (ESSA). Those programs, activities, and procedures are planned and operated with meaningful consultation with parents of participating students consistent with Section 1010 of the ESSA. This document also explains how the school provides opportunities for parents with limited English proficiency, parents with disabilities, and parents of migratory children to participate. The school provides information and school reports required under the ESSA in an understandable and uniform format (including alternative formats upon request) and, to the extent practicable, in a language parents understand. The school involves parents of students served by the Title I, Part A program in decisions about how Title I, Part A funds reserved for parent involvement are spent.

If the plan for Title I, Part A, developed under Section 1006 of the ESSA, is not satisfactory to the parents of participating students, the school will submit any parent comments with the plan when the school submits the plan to the Pennsylvania Department of Education.

Accompanying this Parent and Family Engagement Policy is Reach Cyber Charter School's *School-Parent Compact*.

A Description of How Reach Cyber Charter School Will Implement Required Parent and Family Engagement Policy Components

Reach Cyber Charter School builds the school's and parent's capacity for strong parent involvement. This ensures effective involvement of parents and supports a partnership among the school, parents, and the community to improve student academic achievement, through the following activities specifically described herein.

1. Reach Cyber Charter School provides assistance to parents in understanding topics such as Pennsylvania's academic content and academic achievement standards, state and local academic assessments including alternate assessments, how to monitor their child's progress, and how to work with educators. The school provides materials and training to help parents work with their student to improve their student's academic achievement and using technology, as appropriate, to foster parent involvement.

- During the school year, teachers and parents communicate regularly via WebMail, telephone, and LiveLesson™ sessions. Teachers formally conference with parents regularly. In addition, parents are directly involved in checking daily student work for completeness and may view student grades and other progress indicators in real time.
- Parents have the opportunity to be intimately familiar with their students' progress on a day-to-day basis. The school's unique [ConnexusEMS](#) technology platform ensures that all parents have access to complete data about their children's learning on a 24/7 basis. In [ConnexusEMS](#), parents view, in real time, an indicator of whether their student is on track and making adequate progress. Students who are not on track are identified as "approaching alarm" or on "alarm" if and when certain thresholds are reached related to completion of lessons, attendance, contact with the teacher, and/or submission of required assessments or portfolio assignments. The school contacts the parent of any student in "alarm" or "approaching alarm" by WebMail, and when on "alarm," by certified mail and/or telephone, to discuss issues impeding the student's progress and to discuss strategies for getting back "on track." Parents are also provided with frequent reports on their student's progress. For students who are struggling, school staff meet weekly at staff meetings to develop an intervention plan that directly involves the student's parent.
- Materials to encourage parent involvement are provided (with no cost to the family) including online training, a handbook, and school newsletters. Daily lesson plans are accessible 24/7 and enable parents to review and understand the objectives of each lesson so that they can support their student's learning effectively. The teaching and administrative staff and curriculum and technical support staff are also available via WebMail or telephone to provide required assistance and advising support.
- Reach Cyber Charter School provides ongoing training and support to help parents carry out their important role while making optimum use of the available technology tools and professional teacher support. The school's specific training and support efforts include a Parent Orientation to familiarize parents with the features and components of [ConnexusEMS](#). The training also includes building an effective understanding of the academic program (content, standards and assessment) as well as real-time tools for monitoring and improving student performance.
- Reach Cyber Charter School holds parent-teacher welcome calls during which the School-Parent Compact is discussed as it relates to the individual child's achievement. If there are performance concerns, or if students are falling behind

and in escalation, the student's teacher contacts parents via phone and/or WebMail and includes other teaching or administrative staff as needed. The call focuses on the student's performance and what actions need to occur to get the student back "on-track". Teachers may also set up an in-person meeting to discuss any student or parent concerns and to work collaboratively to set goals and identify a timeline for improvement.

- Parents have multiple opportunities to shape the overall school experience. They can volunteer to chaperone student field trips, serve as community coordinators, assist with student activities, serve on the school's Board of Directors and/or Parent Advisory Committee as well as participate in Title I planning meetings. Parents, Caretakers, and families may volunteer at the school, however, volunteering is not required.

2. Reach Cyber Charter School involves the entire school staff, parents, and students in the joint development of its Parent and Family Engagement Policy and School-Parent Compact for improved student academic achievement under Section 1006 of the ESSA and to build and develop a partnership with parents in the process of school review and improvement to help children achieve Pennsylvania's high standards under Section 1010 of the ESSA.

At least one meeting is held annually, with the option to participate via telephone or LiveLesson session, to discuss the Parent and Family Engagement Policy and School-Parent Compact. Further feedback is solicited through multiple avenues, including the "feedback" link on [ConnexusEMS](#), phone, WebMail, monthly school newsletters, field trips and back-to-school activities, and other parent-oriented activities. ~~The StarTrack™ system is~~ [The EMS contains](#) a rating system that allows parents to rate and comment on each lesson in which they engage from a low of one star to a high of five stars. The Board intends to maintain at least one parent representative among its members. The school also surveys parents each year in order to evaluate the school on a number of criteria, including student progress, teacher support, and the quality of curriculum.

3. Evaluation of the Parent and Family Engagement Policy and School-Parent Compact

Reach Cyber Charter School conducts an annual evaluation of the content and effectiveness of this Parent and Family Engagement Policy in improving the quality of its Title I, Part A plan. The evaluation includes identifying barriers to greater participation by parents in parent involvement activities (with particular attention to parents who are economically disadvantaged, are disabled, have limited English proficiency, have limited literacy, or are of any racial or ethnic minority background). The school uses findings of the evaluation of its Parent and Family Engagement Policy and activities to design strategies for more effective parent involvement, and to revise, if necessary (and with the involvement of parents) its parent and family engagement policies. Evaluation methods include:

- Hold at least one annual meeting, with the option to participate via telephone or LiveLesson

- Administer an annual parent satisfaction survey which includes questions about academic interventions.
- Solicit feedback through multiple avenues, including the “feedback” link on [ConnexusEMS](#), telephone, newsletters, and WebMail

4. Reach Cyber Charter School educates its teachers, principals, and other staff on how to reach out to, communicate with, and work with parents as equal partners; on the value and utility of contributions of parents; and on how to implement and coordinate parent programs and build ties between parents and schools.

Reach Cyber Charter School is committed to providing high-quality and ongoing professional development for both parents and staff to improve instruction and drive toward proficiency on academic standards. Reach Cyber Charter School provides teacher training and professional development programs to equip teachers with the following:

- A working knowledge of the Connections Academy® curriculum.
- How to communicate and work effectively with parents/families.
- How to utilize and navigate the tools in [ConnexusEMS](#)
- How to develop personalized learning plans and individualize instructional programs, including communicating with parents regarding instruction.
- Review of the different forms of assessment and how to utilize test results to guide instruction.
- Knowledge of school processes and policies.
- How on-site staff and virtual teachers work collaboratively in the best interest of each student.

5. Reach Cyber Charter School ensures that information related to the school and parent- programs, meetings, and other activities, is sent to the parents of all participating children, including parents with limited English proficiency, parents with disabilities, and parents of migratory children, in a format and language parents can understand (including alternative formats upon request) and, to the extent practicable, in a language the parents can understand.

- Reach Cyber Charter School makes effective use of all available technologies to distribute information to parents.
- In addition, parents are encouraged to set up conferences to discuss their student's performance.
- Regular newsletters announce upcoming school events and are available online to all parents.
- Certain critical communications may also be provided in print format. For example, the parent training modules are available in print as well as online, and official communications from the school about compliance or discipline issues are also provided via hard-copy mail upon request.
- The school also develops and makes available, via [ConnexusEMS](#), a school handbook that details all policies and procedures specific to the school. Translation

of materials or availability of materials in other formats (e.g., for those who have difficulty with their vision) are made available upon request.

6. Reach Cyber Charter School builds the school's and parent's capacity for strong parent involvement to ensure effective involvement of parents and to support a partnership among the school involved, parents, and the community to improve student academic achievement, through the following activities.

As a virtual learning school, Reach Cyber Charter School is able to use technology and the working partnership between parents and the school staff to facilitate the full participation of parents who might otherwise face barriers to involvement. For example, parents with disabilities who might otherwise find it difficult to participate in their child's brick-and-mortar classroom can readily interact through our online tools and resources. Reach Cyber Charter School makes every effort to provide information in an understandable language and format so that parents can actively participate in their student's schooling.

7. Reach Cyber Charter School provides parents of students receiving Title I services reasonable access to staff and opportunities to volunteer, participate, and observe their child's lessons. The school also provides other reasonable support for parent involvement activities as parents may request.

- Students have the opportunity to participate regularly in both face-to-face and virtual community activities. Face-to-face activities include field trips and community outings. Teachers use the telephone quite extensively in communicating with students and parents.
- WebMail is the proprietary private email system included in [ConnexusEMS](#). WebMail is a "closed" system. Students, parents, and teachers may only use it to communicate with each other, and are protected from spam, contact from strangers, and other mainstream email issues.
- Once enrolled, families have access to an area of [ConnexusEMS](#) called the Message Boards. These boards contain moderated conversations between parents, students, teachers, and specialists. All members can access and review these boards. Parents can choose to limit their student's access to the boards by going to the student's Student Information Form and making the appropriate adjustments.
- Other examples of support to be provided for parent involvement activities include, but are not limited to: providing multiple ways to attend meetings (face-to-face, phone, LiveLesson sessions, and recordings), translating materials upon request, and holding one-on-one meetings and so forth.

PART IV. ADOPTION

This Parent and Family Engagement Policy has been developed jointly with, and agreed on with, parents of students participating in Title I, Part A programs, as evidenced by agenda and minutes of annual parent meetings.

This policy was adopted by the Board of Directors of Reach Cyber Charter School on the date signed below and will be reviewed annually.

_____ (Signature of Authorized Official)

_____ (Date)

Reach Cyber Charter School Parent Compact

Parents, students, and the entire school staff have a shared responsibility to help students achieve academic success. This compact lists mutual responsibilities for attaining the school's mission. This compact, signed by a school representative, a parent and the student, is in effect until revoked.

Reach Cyber Charter School and the parents of the students participating in activities, services, and programs funded by Title I, Part A of the Every Student Succeeds Act (ESSA) agree that this compact outlines how the parents, the students, and the entire school staff will share the responsibility for improved student academic achievement and the means by which the school and parents will build and develop a partnership to help children achieve Pennsylvania's high standards.

Reach Cyber Charter School Commitments

- Involve parents in planning, reviewing, and improving the school's parental and family engagement policy, in an organized, ongoing, and timely way.
- Involve parents in developing the school-wide program plan, in an organized, ongoing, and timely way.
- Hold at least one annual meeting to inform parents of the school's participation in Title I, Part A programs, and to explain the Title I, Part A requirements, and the right of parents to be involved in Title I, Part A programs.
- Provide information to parents of participating students in an understandable and uniform format, including alternative formats upon the request of parents with disabilities, and, to the extent practicable, in a language that parents can understand.
- Provide opportunities (upon request) for regular meetings so that parents can provide suggestions, and participate, as appropriate, in decisions about the education of their children. The school will respond to any such suggestions as soon as practicably possible.
- Provide to each parent an individual student report about the performance of their child on the state assessments in at least math, language arts, and/or reading.
- Provide each parent timely notice when their child has been assigned or has been taught for four or more consecutive weeks by a teacher who does not meet state-specific teacher effectiveness requirements.

Parent/Guardian Commitments

I understand that my participation in my child's education will positively impact his/her achievement and attitude. Therefore, I will do my best to:

- Ensure that my child participates in school regularly.
- Establish a time and quiet place for my child to complete schoolwork.
- Ensure that my child participates in all required state testing
- Support the school in its efforts to maintain proper discipline.
- Read school communications and respond when necessary.
- Attend school functions, support school activities, and make every effort to maintain regular contact with my child's teachers.
- Actively participate in decisions relating to the education of my child.
- Show an interest in my child's well-being and encourage my child to do his/her best.
- Share information and concerns about my child and about the school, and work together with the school to resolve problems.

Student Commitments

I know that my education is important and that I am responsible for my success. Therefore, I will do my best to do all of the following:

- Participate in school regularly and be prepared with all materials, including homework and a positive attitude.
- Put forth my best effort that includes paying attention and participating in class discussions, and asking for help when needed.
- Cooperate with other students and adults involved in lessons and classes.
- Respect the rights and property of others and follow all school rules. This includes showing respect by not acting in a hostile manner or creating fear in others.
- Use appropriate language to communicate with adults and other students and be responsible for my own behavior.



2019–2020 Teacher Training and Professional Learning



Mission

Connections Academy helps each student maximize his or her potential and meet the highest performance standards through a uniquely individualized learning program. Connections Academy’s high-tech, high-touch virtual “school without walls” combines the best in virtual education with very real connections among students, families, teachers, and the community.

Training and Professional Learning Objectives

The Connections Academy teacher training and professional learning programs equip teachers with the following:

- Working knowledge of the Pearson Online and Blended Learning (POBL) curriculum and how to facilitate student learning in a virtual environment
- Strategies and effective practices for virtual instruction
- Ability to effectively use the tools in Connexus®, our education management system (EMS), to communicate, monitor progress, and use data to support student learning
- Multiple forms of assessment and skills to interpret performance data to guide instruction, determine appropriate differentiation strategies, and develop personalized learning plans
- Guidance on how to use instructional resources and identify the appropriate intervention tools based on student needs
- Strategies for implementing the “instructional shifts” for college and career readiness, increased rigor in state standards, and next generation assessments
- Identification of at-risk students and instructional strategies to engage and motivate them
- Knowledge of required school year cycle teacher tasks, school processes, and policies
- Techniques to foster socialization and connectedness in a virtual school community

Training and Professional Learning Delivery Models

Connections Academy uses several modes to deliver training and professional learning:

1. **In-Person Training:** Recognizing the tenets of effective professional development established by Learning Forward, interpersonal connections increase the impact of training for adult learners. Connections Academy’s Training Support team delivers on-site training by school request. This can help establish rapport and promote collegial learning communities that are continued throughout the year via remote interactions.
2. **“Train-the-Trainer”:** Each school selects at least one teacher to serve as a Training Representative to work with members of the Training Support team throughout the year via regularly scheduled meetings. During these meetings, the Training Support consultant and the school-based Training Representative(s) use key School Year Cycle milestones, task completion data, and anecdotal feedback from school staff to determine training needs and establish a training plan. Training Representatives then train teachers at their school on school-year cycle tasks, Connexus updates, and changes to processes. To assist them in this role, Training Representatives are given access to training materials they can customize, such as PowerPoint presentations, one-page guides, and activities to reinforce learning. To ensure Training Representatives can focus on supporting the training needs of all school staff the Training Support team provides additional support to new teachers by offering monthly sessions specific to reviewing the key operational and instructional tasks for that month.

- 3. Synchronous Web-Based Training:** In line with our commitment to use cutting-edge technology to promote learning for students, Connections Academy also implements this model for teacher training and professional learning. Connections uses Adobe® Connect™ (LiveLesson sessions) to facilitate virtual meetings with teachers to demonstrate new Connexus functionality, present and model best practices in online teaching, and showcase available resources and tools for online teaching and learning. The technology also allows sessions to be recorded so that teachers can play them back at any time, providing teachers continuous access to pertinent information. Schools can request additional, school-specific sessions at any time.

Research Base

Connections equips each teacher with the skills and technology needed to maximize student learning. Research, focusing specifically on online learning, echoes the critical importance of teacher quality and preparation. In November 2015, Mary F. Rice, Theron (Bill) East and Daryl F. Mellard published a [study](#) which analyzed effective teacher preparation and practice for the online learning environment. In the study, "...administrators indicated teacher preparation and ongoing support (e.g., coaching and professional development) was very critical. In fact, they agreed this topic was one of the most critical of all topics covered in the forum. Administrators considered teacher preparation and support very important because they believed that teachers are the most important component of successful online learning once devices are in students' hands and working properly."

Professional learning at Connections is intensive, ongoing, and connected to practice. Teachers need to try out new ideas and strategies with their students and to reflect on the results of these strategies. Intensive professional development, especially when it includes application of knowledge to planning and instruction, has a greater chance of influencing teaching practices, and in turn, leading to gains in student learning. Presenters with various backgrounds and areas of content expertise conduct synchronous professional learning sessions on a rotating basis throughout the school year. Using the Connexus learning management system and the Adobe Connect synchronous webinar platform, the web-based tools that teachers use with their students, the Professional Learning Model deliberately incorporates activities that model the instructional resources available to deliver interactive and engaging online instruction to students. Each professional learning session includes large and small group activities, breakout rooms, chat pods, microphones, cameras, file sharing, interactive polling, and session summaries.

According to Rick DuFour and Douglas Reeves in their article, [Professional Learning Communities Still Work \(If Done Right\)](#) (October 2015), educators "...prefer professional development that helps them plan and improve their instruction, is teacher-driven, includes hands-on strategies relevant to their classrooms, is sustained over time, and recognizes that teachers are professionals with valuable insights." Teachers are most satisfied with their professional learning when they are part of a learning community that focuses on lesson planning, using data to personalize instruction, day-to-day responsibilities, designing engaging content, and ensuring that all curriculum is aligned to state and national standards.

During each professional learning session, emphasis is placed on using data to personalize instruction and engaging all students in their learning. In February 2017, iNACOL published a white paper entitled [What's Possible with Personalized Learning? An Overview of Personalized Learning for Schools, Families & Communities](#). The authors, Bruce Friend, Carri Schneider, Susan Patrick, and Tom Vander Ark posed 10 questions aimed at identifying the benefits for personalized instruction, the root of learning at Connections. "Personalized learning tailors learning to each student's strengths, needs and interests. Students have "voice and choice" in determining what, how, when and where the learning occurs. Teachers provide the flexibility and supports to ensure mastery of the highest standards possible." The commitment to develop and collaborate professionally, as well as

personalizing instruction for all students, are key components of the core standards for facilitating student learning at Connections and is evident in each of the professional learning sessions.

Teacher Orientation Course and Returning Staff Update

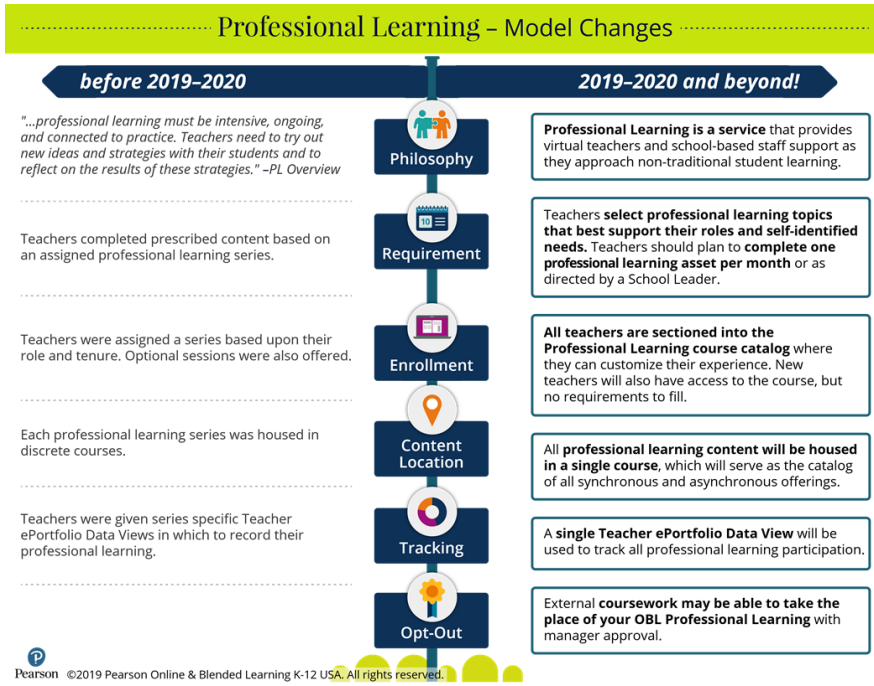
Teacher Orientation Course: All new teachers complete a self-guided, POBL-developed teacher orientation course. This course is delivered through Connexus and contains lessons, interactive practice activities, assessments, and online tutorials. This course covers “the basics” teachers need to know to effectively do their job, including guidance on how to establish a relationship with students, personalize instruction, effectively grade and provide meaningful feedback, monitor progress, and use our multi-tiered instructional model. Upon successful completion of this course and its assessments, teachers are ready to begin. Teachers must complete this course within their first 30 days of employment with an overall score of 80% or higher.

Returning Staff Updates: This course is designed for teachers who are returning to Connections Academy and have already completed the Connexus and Curriculum orientation course. The returning staff update includes information about procedures, Connexus features, and instructional programs that are new or updated for the current school year. A link to the Connexus and Curriculum course is included in the returning staff update for reference. To ensure they are aware of changes from the prior school year, returning teachers must complete an assessment with an overall score of 80% or higher during the first 30 days of the school year.

2019-2020 Changes and Improvements to Professional Learning

Historically teachers and school-based staff participated in a systematic professional learning model in which they were assigned to a level (100, 200, 300) based on their tenure with their Connections Academy school. After reviewing the professional learning model and based on feedback gathered from school-based staff, the improved model allows learners to select the professional learning they would like to participate in to better align to their individual needs, individual goals, school initiatives, etc. “Choice, multiplicity, and flexibility” are key tenets of a successful adult learning model (Bryson, 2009). To better align with these principles, the new professional learning model provides school-based staff with access to a curated catalog of content; learners will be able to self-select asynchronous assets to read/view and synchronous sessions to attend. School-based staff are encouraged to participate monthly in professional learning by selecting a synchronous or asynchronous learning opportunity from the catalog. The infographic below highlights the changes and improvements:





Some of the topics of asynchronous and synchronous professional learning offerings that are located within the catalog include:

- Academic Integrity
- Community
- Engagement
- Feedback
- LiveLesson Sessions
- Mindset
- Multi-tiered System of Support
- Social Emotional Learning
- Subject Specific (i.e. math)

Teacher Central

Teacher Central is a website that is easy to navigate and serves as a one-stop shop for teachers and staff to find guidance on training resources. Each section contains links to resources to support teacher effectiveness, best practices, and tools designed to personalize the learning experience for students. The Teacher Central website supports school-based staff with a variety of recorded tutorials, presentations, guides, and links to resources in a variety of key categories:

- Connexus Tools
- Curriculum and Course Support
- Data & Reports
- Enrollment, Placement, and Withdrawal
- Family Engagement
- Multi-tiered Instructional Support
- School Year Cycle
- Teacher Protocols, Policies, and Best Practice
- Live Lesson Sessions

Recognitions

- Pearson Online & Blended Learning K–12 won a BESSIE award for Teacher Central, Best Teacher Instructional Support Website. Teacher Central is a proprietary instructional support website for the [certified teachers and school-based staff](#) serving K-12 students nationwide in fully online public schools supported by Connections Academy®, a division of Pearson Online & Blended Learning. The site serves as a one-stop shop for resources to support teacher effectiveness, best practices, and tools for personalizing learning for students. Teacher Central is comprised of a variety of recorded tutorials, presentations, and guides.
- In 2017, Tech & Learning recognized the Pearson Online & Blended Professional Learning Model with its 2017 Award of Excellence.
- In April 2015, the Connections Professional Development Model was recognized with a silver award for Best Practices for Distance Learning Programming by the United States Distance Learning Association (USDLA). This prestigious award recognizes organizations that have designed and delivered outstanding and comprehensive best practices in distance learning programming, including program content and delivery, integration of technology, presentation, and impact on participant learning. The USDLA International Distance Learning Awards are presented to five major sectors of distance education and training and include the Pre-K - 12, Higher Education, Corporate, Government, and Telehealth markets.
- In May 2016, the Connections Professional Learning Model was recognized as a CODIE Award finalist in the category of Best Professional Learning Solution for K-20 Faculty and Administrative Staff. The CODIE Awards recognize the best educational application or service designed to support PK-12 or postsecondary education institutions in the professional development of faculty and administrative staff.