

IN THE COMMONWEALTH COURT OF PENNSYLVANIA

STEVEN RAMOS; SCOTT ARMSTRONG; and
JAMES WILLIAMS,
Petitioners,

vs.

ALLENTOWN EDUCATION ASSOCIATION;
PUBLIC SCHOOL EMPLOYEES' RETIREMENT
SYSTEM; and ALLENTOWN SCHOOL DISTRICT,
Respondents.

No. ____ MD 2016
ORIGINAL JURISDICTION

NOTICE TO PLEAD

**TO: ALLENTOWN EDUCATION ASSOCIATION; PUBLIC SCHOOL EMPLOYEES
RETIREMENT SYSTEM; and ALLENTOWN SCHOOL DISTRICT**

You are hereby notified to file a written response to the enclosed Petition for Review in the Nature of a Complaint for Declaratory Judgment and Equitable Relief within thirty (30) days from service hereof or a judgment may be entered against you.

Date: February 24, 2016

/s/ Karin M. Sweigart

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**PETITION FOR REVIEW IN THE NATURE OF A COMPLAINT FOR DECLARATORY
AND EQUITABLE RELIEF**

INTRODUCTION

Petitioners Steven Ramos and Scott Armstrong (“Taxpayers”), and James Williams (collectively, “Petitioners”), by and through counsel, respectfully request that this Court issue a declaratory judgment and provide equitable relief. Specifically, Petitioners request that this Court declare constitutionally invalid the Public School Employees Retirement System’s (“PSERS’s”) pledging of the Commonwealth’s credit to individuals working full-time for a teachers’ union, under the guise of “full release time,” memorialized here in collective bargaining

agreements (“CBAs”) between the Allentown Education Association (“AEA”) and the Allentown School District (“District”) since 1990.¹

The practice of full release time allows the AEA President to work full time for the AEA while still receiving wages, benefits including insurance, and other contractual advantages including seniority preferences and pension credits, as if he or she was still a public employee. As a result of the practice, PSERS has promised scarce and valuable pension dollars to individuals well in excess of what they are entitled to receive under the law.

Additionally, Petitioners ask this Court to declare that full release time is fundamentally invalid and to grant equitable relief in the form of a permanent injunction and the return of the funds improperly taken by the AEA to the District and the Commonwealth. Alternatively, Petitioners request that this Court find that PSERS granted pension credit to the AEA President contrary to statute and grant appropriate relief.

In support thereof, Petitioners allege the following:

1. Partial or full release time provisions have been in place from at least 1985.

BASIS FOR JURISDICTION

1. Petitioners file this Petition for Review in this Court's original jurisdiction pursuant to the Pennsylvania Declaratory Judgments Act, 42 Pa.C.S. §§ 7531-7541.

2. This Court has jurisdiction under section 761(a)(1) of the Judicial Code, 42 Pa.C.S. § 761(a)(1).

PARTIES SEEKING RELIEF

3. Petitioner Steven Ramos is a taxpayer and resident of Allentown, Pennsylvania. Steven's children attended schools in the Allentown School District, and Steven is a graduate of William Allen High School in the District.

4. Petitioner Scott Armstrong is a taxpayer and resident of Allentown, Pennsylvania. Scott is also a former Allentown School Board member.

5. Petitioner James Williams is a public school teacher and PSERS member currently contributing to PSERS and accruing pension credit.

GOVERNMENT UNIT AND OTHER INDISPENSIBLE PARTIES

6. Respondent PSERS is a governmental cost-sharing multiemployer defined benefit pension plan. PSERS and its board are responsible for the "uniform administration" of the Commonwealth's public school employees' retirement system. 24 Pa.C.S. § 8502(h). PSERS' board members are trustees of

the Public School Employees' Retirement Fund, which is located in the State Treasury and funded by the Department of Revenue, 24 Pa.C.S. § 8522, and they "stand in a fiduciary relationship to the members of the system." 24 Pa.C.S. § 8521. Public school districts, as employers, are required to pay into the system, 24 Pa.C.S. § 8327, and the Commonwealth reimburses them a portion of their payment, 24 Pa.C.S. § 8535. PSERS' administrative budget is reviewed and evaluated by the Governor's Office of the Budget, passed by the General Assembly, and signed into law by the Governor. 24 Pa.C.S. § 8502.

7. Respondent AEA is an unincorporated association and an "employee organization" as defined in both the Public School Code of 1949 ("Public School Code"), 24 P.S. § 11-1101-A, and the Public Employee Relations Act ("PERA"), 43 P.S. § 1101.301(3).

8. Respondent District is a school district of the second class, as classified within the Public School Code, 24 P.S. § 2-202, an "employer," as defined in the Public School Code, 24 P.S. § 11-1101-A, and a "public employer," as defined in the Public Employee Relations Act ("PERA"), 43 P.S. § 1101.301(1).

GENERAL STATEMENT OF MATERIAL FACTS

STANDING

9. The CBA provision permitting full release time hurts Allentown students, teachers, residents, and taxpayers.

10. Taxpayers' property taxes fund Allentown schools pursuant to section 6-672 of the Public School Code, 24 P.S. § 6-672. Sworn affidavits from Steven Ramos and Scott Armstrong attesting to their residency and status as taxpayers of Allentown and the Commonwealth are attached hereto as, respectively, Exhibits A and B and incorporated herein by reference.

11. District funds, including Taxpayers' property taxes, are being provided to individuals and the AEA through CBA provisions allowing the AEA President to perform full-time union work while still being paid and accruing benefits from the District.

12. Taxpayers have standing because they satisfy the five requirements for taxpayer standing as articulated by the Pennsylvania Supreme Court in Pittsburgh Palisades Park, LLC v. Commonwealth, 888 A.2d 655, 662 (2005).

- a. As a willing party to the CBA, the District is complicit in the AEA's scheme to siphon school district dollars for private union use. As such, judicial review would not otherwise occur and the

government action would otherwise go unchallenged without allowing Taxpayers to bring this action.

- b. Those directly and immediately affected by the complained of expenditures, the District and the AEA, are beneficially affected as opposed to adversely affected. The District is beneficially affected because the provision was bargained for as a part of the negotiation process for the AEA's collective bargaining agreement. The AEA is beneficially affected because it gets a full time employee complete with salary and benefits without having to pay for them. Under the District's and AEA's full release time arrangement, PSERS receives the AEA Presidents' and the District's contributions, despite the fact that the AEA President would not otherwise qualify for creditable service.
- c. Judicial relief is appropriate pursuant to Taxpayers' common interest as citizens and taxpayers, to ensure the legality or propriety of the acts of government.
- d. Redress through other channels is unavailable to Taxpayers. Scott Armstrong already tried to address this issue as part of his responsibilities as an Allentown School Board member. Even

though the School Board received a legal opinion stating the practice was illegal, the board refused to take action. A true and correct copy of the November 19, 2015, Allentown School Board minutes is attached hereto as Exhibit C and incorporated herein by reference. PSERS has failed to pursue action against the AEA and the District despite the fact that the full release time practice has been in place since 1990.

e. No other persons are better situated to assert a claim against the AEA and the District. Neither party to the contract have any interest in addressing the illegality of the practice of full release time, and the real injury is to taxpayers who are forced to pay the salary and benefits of an individual working for a private organization.

13. Petitioner James Williams, as a member of PSERS, has a substantial, direct, and immediate interest in the proper functioning and solvency of PSERS, which is jeopardized by the provision of pension credit and benefits to employees not permitted by law to receive them. Additionally, PSERS' board members owe a fiduciary duty to James Williams. See 24 Pa.C.S. § 8521. A sworn affidavit from

James Williams attesting to his status as a member of PSERS and to his interests is attached hereto as Exhibit D and incorporated herein by reference.

FULL RELEASE TIME BACKGROUND

14. On January 26, 2012, the AEA and the District agreed to the CBA, intended to govern their relationship from September 1, 2012, through August 31, 2015. The AEA was recognized as “the exclusive representative for collective negotiations covering employees” including classroom teachers, salaried substitute teachers, guidance counselors, and school nurses among others. A true and correct copy of the 2012-2015 CBA between the District and the AEA is attached hereto as Exhibit E and incorporated herein by reference.

15. Although the CBA expired on August 31, 2015, the terms constitute the existing terms and conditions of employment. See Fairview Sch. Dist. v. Com., Unemployment Comp. Bd. of Review, 454 A.2d 517, 521 (Pa. 1982)(“[T]he parties [to a collective bargaining agreement] must continue the existing relationship in effect at the expiration of the old contract.”).

16. Article 28 of the CBA authorizing full release time states:

ARTICLE 28 – ASSOCIATION PRESIDENT RELEASE TIME

For the term of this Agreement, the President shall be entitled to full released time from Professional duties to conduct Association business during the work day,

without loss in wages, benefits or other contractual advantages. Any grants, stipends, awards or other alternative financial arrangements made between the AEA and the PSEA/NEA for President's released time shall be remitted to the District.

Exhibit E.

17. A similar provision authorizing full release time has been included in every collective bargaining agreement since 1990. True and correct copies of every provision governing the relationship between the ASD and the AEA from 1990 to the present are attached hereto as composite Exhibit F and incorporated herein by reference.

18. The AEA is not contractually obligated to reimburse the District for any of its costs associated with full release time. Exhibit E.

19. The AEA does not in fact reimburse the District for any of the costs associated with full release time. A true and correct copy of relevant portions of the District's January 8, 2016, Right-to-Know response is attached hereto as Exhibit G and incorporated herein by reference.

20. The current AEA President, Debra A. Tretter ("Tretter"), left the classroom in 2009 to assume "full release time" for the AEA pursuant to the relevant provision of the 2007-2012 CBA. A true and correct copy of relevant

portions of the District's January 8, 2016, Right-to-Know response is attached hereto as Exhibit H and incorporated herein by reference.

21. Tretter's full release time continued from 2009 to the present, where it is now governed by Article 28 of the CBA. Exhibit H.

22. Accordingly, from 2009 to the present, Tretter has not served as a teacher at any District school. Instead, Tretter's full release time allows her to devote all of her time to AEA-related activities. Exhibit E.

WAGES AND BENEFITS

23. Yet, since leaving the classroom in 2009 for full release time, Tretter has continued to receive wages and benefits from the District, funded by taxpayers. Exhibit E.

24. In fact, since 2009, Tretter has received over \$555,000 in wages, over \$76,000 in pension contributions, and over \$134,000 in benefits. A true and correct copy of relevant portions of the District's February 19, 2016, Right-to-Know response is attached hereto as Exhibit I and incorporated herein by reference.

25. Past AEA President Melvin Riddick left the classroom in 2001 to assume full-time employment for the AEA. Exhibit I.

26. From 2001-2009, Melvin Riddick continued to receive wages and benefits from the District, funded by taxpayers. Exhibits F, I.

27. From 2001-2009, Melvin Riddick received over \$512,000 in wages, over 22,000 in pension contributions, and an unspecified amount in benefits. Exhibit I.

28. In recent years, the District has ceased to provide funding for classroom supplies—approximately \$100 per teacher—and teachers have had to purchase their own classroom supplies using their own or solicited funds.²

SENIORITY

29. Tretter has also continued to accrue other contractual advantages pursuant to the full release time provisions, including seniority preference. A true and correct copy of relevant portions of the District's January 8, 2016, Right-to-Know Response is attached hereto as Exhibit J and incorporated herein by reference.

30. As a result of Tretter's accrued seniority, she receives various preferences over a number of other teachers, including but not limited to

2. Jacqueline Palochoko, Allentown teacher uses fundraiser to buy classroom supplies, The Morning Call, August 3, 2015, available at <http://www.mcall.com/news/local/mc-allentown-school-district-teacher-fundraiser-20150731-story.html>.

employment preference in the event of furloughs, transfers, and recalls. See Exhibit E.

31. Article 19 of both the 2007-2012 CBA and the 2012-2015 CBA states that “[t]enured professional employees shall be retained on the basis of seniority rights acquired through continuous tenured, professional service in the Allentown School District in any or all areas of certification.” Exhibits E, F. AEA President Debra Tretter left “continuous tenured, professional service in the Allentown School District” in 2009 yet has continued to accrue seniority. Exhibit J.

32. In 2011, the District released a total of 112 teachers.³ A true and correct copy of relevant portions of the District’s January 8, 2016, Right-to-Know response is attached hereto as Exhibit K and incorporated herein by reference.

33. In 2013, the District released a total of 100 teachers. Exhibit K.

34. In 2014, the District released a total of 60 teachers. Exhibit K.

35. The District would have been able to retain at least one released teacher had the District not been using taxpayer dollars to fund the salary of the AEA President. Exhibit I.

3. Samantha Marcus, Tough talker v. Allentown Teachers, The Morning Call, July 26, 2011, available at http://articles.mcall.com/2011-07-26/news/mc-allentown-schools-hire-negotiator20110726_1_allentown-teachers-paul-blunt-deputy-superintendent-russ-mayo.

PSERS CREDIT

36. In addition, Tretter has continued to accrue pension credit despite no longer working in the classroom. As a result of Tretter's continued accrual of pension credit, the District has contributed over \$76,000 to PSERS since 2009, and the Commonwealth has reimbursed the District over \$47,000 in the same span. Exhibit I.

37. Because Tretter's years of service for purposes of PSERS currently includes 7 years that it should not, her PSERS annual payments will be worth approximately \$11,000 more per year than she should be receiving.

38. In order to continue to accrue pension credit through PSERS when an individual is not employed by a school district, there are guidelines provided by PSERS to determine if an individual is eligible. A true and correct copy of the Commonwealth of Pennsylvania – Public School Employee's Retirement System Guidelines for Completing Your Application to Purchase Credit for an Approved Leave of Absence is attached hereto as Exhibit L and incorporated herein by reference.

39. Unless a leave of absence is approved according to the guidelines, an individual no longer employed by the District may not receive pension credits. Exhibit L.

40. According to the guidelines provided by PSERS, an approved leave of absence must be approved by the school board and found documented in the school board minutes. Exhibit L.

41. According to the guidelines provided by PSERS, when on an approved leave of absence, the individual and not the District is responsible for both the member's share and the employer's share. Exhibit L.

42. When an individual takes an approved leave of absence, PSERS provides an employer verification form to confirm a member's leave of absence information and determine eligibility to retain service, salary, and contributions during the leave. A true and correct copy of the Commonwealth of Pennsylvania – Public School Employee's Retirement System Approved Leave of Absence – Employer Verification is attached hereto as Exhibit M and incorporated herein by reference.

43. Since 2009, AEA President Debra Tretter has not been employed by the District for purposes of contributions to PSERS.

44. There is no record of a leave of absence for AEA President Debra Tretter being approved by the Allentown School Board. A true and correct copy of the Right-to-Know response from PSERS is attached hereto as Exhibit N and incorporated herein by reference.

45. PSERS has no record of the District, the AEA, or the AEA President ever informing PSERS of either the AEA President's separation from service or approved leave of absence. Still, PSERS has continued to treat Tretter as a full and active contributing member of PSERS. Exhibit N.

46. Since leaving the classroom in 2009, over \$76,000 has been transferred to PSERS from the District for the current AEA President's pension. Exhibit I.

47. Since leaving the classroom in 2009, over \$47,000 has been given by the Commonwealth to the District for the current AEA President's pension.

48. From 2003-2009, former AEA President Melvin Riddick was not employed by the school district for purposes of contributions to PSERS. Exhibit F.

49. PSERS estimates their current unfunded liability is \$37.3 billion. A true and correct copy of the PSERS Active Member Newsletter Volume 1 – 2016 is attached hereto as Exhibit O and incorporated herein by reference.

50. That \$37.3 billion number assumes that current PSERS assets will grow at an investment rate of 7.5%. However, for 2015, PSERS' actual investment return rate was 3.04% which will greatly increase their unfunded liability. A true and correct copy of the PSERS October 6, 2015, Press Release is attached hereto as Exhibit P and incorporated herein by reference.

51. Every individual receiving pension credit and pension dollars who should not be enrolled in the system adds to PSERS' financial problems.

52. PSERS members' chances of receiving full retirement benefits from PSERS are lessened by the inclusion of individuals in the system who are not public employees.

CONTINUING FULL RELEASE TIME

53. At a meeting of the Finance Committee-of-the-Whole on October 8, 2015, then-School-Board-member Scott Armstrong requested that the District Solicitor "research the legality of the District paying for the Teachers' union president salary." A true and correct copy of the October 8, 2015, minutes of the Finance Committee of the Whole is attached hereto as Exhibit Q and incorporated herein by reference.

54. At the School Board's November 15, 2015, meeting, Armstrong discussed the Solicitor's opinion with the board which stated that paying the salary of the full-time teacher union's president was illegal. Exhibit C.

STATEMENT OF THE RELIEF SOUGHT

55. Petitioners seek declaratory and equitable relief to stop the AEA's practice of full release time. The release time provision that has been included in every CBA from at least 1990 to the present is a violation of the law (1) because

the provision violates the Pennsylvania Constitution; (2) because the parties lack the capacity to bargain for the employment of an individual who is not a public employee; (3) because the District bargained away control of a public employee; and (4) because the provision violates public policy. Accordingly, this Court should (5) issue a permanent injunction against full release time; and (6) require the AEA to reimburse the District and the State for all the money received under the release time provision. Alternatively, in securing pension credit for those serving full release time, the District and the AEA have violated title 24, sections 8102 and 8302(b), of the Pennsylvania Consolidated Statutes.

**COUNT I: FULL RELEASE TIME IS VOID UNDER THE PENNSYLVANIA
CONSTITUTION
(All Petitioners against all Respondents)**

56. The allegations of the foregoing paragraphs are realleged and incorporated by reference as if set forth fully herein.

57. Article VIII, Section 8 of the Pennsylvania Constitution (“Gift Clause”) reads:

The credit of the Commonwealth shall not be pledged or loaned to any individual, company, corporation or association nor shall the Commonwealth become a joint owner or stockholder in any company, corporation or association.

58. Through full release time, PSERS has pledged the credit of the Commonwealth to current AEA President Debra Tretter, former AEA President Melvin Riddick, and to the private association the AEA.

59. Specifically, Tretter has received credit toward a PSERS public pension for the time she served under full release time, in violation of the Gift Clause.

60. Since 2009, the District and the Commonwealth have continued to contribute toward Tretter's retirement as if she was a District employee, in violation of the Gift Clause.

61. Various AEA Presidents serving since 1990 have triggered retirement contributions from the District and the Commonwealth as if they were District employees, in violation of the Gift Clause.

62. The AEA has received a public pension for the AEA President—its employee—and has therefore received the benefit of not having to provide the AEA President with retirement benefits, in violation of the Gift Clause.

63. A public purpose is necessary before the Commonwealth's credit can be "pledged or loaned." See Tosto v. Pennsylvania Nursing Home Loan Agency, 331 A.2d 198, 205 (Pa. 1975).

64. Full release time does not serve a public purpose.

65. There is no public purpose served by PSERS providing a pension to AEA Presidents—private employees doing private sector work employed by private organizations.

66. Funds provided by the District and the Commonwealth toward AEA Presidents' pension do not serve a public purpose.

67. Any funds disbursed by PSERS and reflecting credit given while an AEA President was serving under full release time do not serve a public purpose.

68. Even if full release time and provision of pension credit to AEA Presidents served a public purpose, the arrangement between the AEA and the District is not reasonably designed to achieve those ends.

69. Accordingly, this Court should declare void the provision allowing for full release time.

**COUNT II: FULL RELEASE TIME IS VOID BECAUSE THE PARTIES LACK CAPACITY
(All Petitioners against Respondents AEA and the District)**

70. The allegations of the foregoing paragraphs are realleged and incorporated by reference as if set forth fully herein.

71. “The law of this Commonwealth makes clear that a contract is created where there is mutual assent to the terms of a contract by the parties

with the capacity to contract.” Shovel Transfer and Storage, Inc. v. Pennsylvania Liquor Control Bd., 739 A.2d 133, 136 (Pa. 1999) (emphasis added).

72. The Public School Code describes “collective bargaining” as conference or negotiation between the “employer” and “representative of the employes . . . with respect to wages, hours and other terms and conditions of employment.” 24 P.S. § 11-1111-A. Likewise, PERA describes “collective bargaining” as a conference or negotiation between a “public employer” and a “representative of the public employes . . . with respect to wages, hours and other terms and conditions of employment.” 43 P.S. § 1101.701 (emphasis added).

73. The AEA President, or any other employee on full release time from public employment, is not a public employee for purposes of the Public School Code or PERA, respectively. See 24 P.S. § 11-1101-A; 43 P.S. § 1101.301(2).⁴

74. The AEA is not a public employer for purposes of the Public School Code or PERA. See 24 P.S. § 11-1101-A; 43 P.S. § 1101.301(1).

4. “[W]here one may be in the general employ of another, yet he may, with respect to particular work, be transferred to the service of a third person, in such a way that he becomes, for the time being, the [employee] of that person with all the legal consequences of that relation.” Robson v. Martin, 140 A. 339, 341 (Pa. 1928).

75. The AEA President, or any other employee on “release time” from public employment, ceases to be engaged in public “employment” for purposes of the Public School Code or PERA.

76. The District and the AEA had no authority to enter into a collective bargaining agreement with respect to an individual who is not a public employee, not engaged in public employment, or not employed by a public employer.

77. The District and the AEA had no authority to provide a private employee with PSERS credit.

78. A District employee working full time for the AEA is employed by the AEA, not employed as a person engaged in work relating to a public school.

79. The AEA and not the District has the right to select the employee who serves as the AEA President.

80. The AEA and not the District has the power to discharge the AEA President.

81. The AEA and not the District has the power to direct both the work to be done and the manner in which such work will be done by the AEA President.

82. The AEA President is subject to the direction of the AEA.

83. The AEA President is subject to the control of the AEA.

84. The AEA President is subject to the supervision of the AEA.

85. The District has no direction, control, or supervision over the AEA President.

86. The AEA and the District have no authority to bargain for terms of full release time.

87. The District has no authority to pay the salary of a union worker or provide a union worker with the benefits of public employment.

88. Accordingly, this Court should declare void—and enjoin the provision of—full release time.

**COUNT III: FULL RELEASE TIME IS VOID BECAUSE THE DISTRICT BARGAINED
AWAY ITS CONTROL OVER A PUBLIC EMPLOYEE
(All Petitioners against Respondents AEA and the District)**

89. The allegations of the foregoing paragraphs are realleged and incorporated by reference as if set forth fully herein.

90. “[l]t should be recognized that a governmental agency does not have the freedom of a private enterprise to relinquish powers inherently essential to the proper discharge of its function.” Commonwealth, Pennsylvania Liquor Control Bd. v. Indep. State Stores Union, 553 A.2d 948, 954 (Pa. 1989); see Cnty. of Centre v. Musser, 548 A.2d 1194, 1201 (Pa. 1988) (holding that, since a prison is not a “private enterprise,” but rather a “government institution,” the prison

must retain appropriate powers to ensure it achieves the “governance and maintenance” with which it is statutorily charged).

91. Currently, the District is not supervising or providing oversight for the AEA President for whom it is providing a salary and benefits, including contributions to PSERS.

92. The District has no accounting for how the AEA President is spending her time, what her responsibilities are, or how she is performing.

93. The District was unable to name an individual or a job title for a Supervisor for AEA President Debra Tretter. Exhibit G.

94. The District does not have a record of AEA President Debra Tretter’s work attendance. See Exhibit G.

95. The District improperly relinquished its power and oversight over one of its employees and no longer has control over the governance and maintenance of that employee with which it is statutorily charged.

96. Accordingly, this Court should declare void—and enjoin the provision of—full release time.

**COUNT IV: FULL RELEASE TIME VIOLATES PUBLIC POLICY
(All Petitioners against all Respondents)**

97. The allegations of the foregoing paragraphs are realleged and incorporated by reference as if set forth fully herein.

98. The District's provision of full release time is void as against public policy.

99. A contractual provision may not be enforced if "to do so would be contrary to a clearly expressed public policy." Williams v. GEICO Gov't Employees Ins. Co., 32 A.3d 1195, 1200 (Pa. 2011).

100. "The fundamental public policy, expressed in the Constitution and underlying school laws, is to obtain a better education for the children of the Commonwealth." Walker's Appeal, 2 A.2d 770, 772 (Pa. 1938).

101. Full release time does not obtain a better education for the children of the Commonwealth. In fact, it harms students because it obligates the District to devote resources that benefit the AEA President and the AEA, not students or teachers teaching students.

102. Because of the release time provision, in 2011, 2013, and 2014, the District had to furlough a minimum of one additional teacher, a direct harm to

students resulting in larger class sizes, less personalized instruction, and loss of continuity in teaching. Exhibit K.

103. Since 2000, over \$1.3 million has been taken from Allentown students for the benefit of the AEA President and the AEA, a private organization. This \$1.3 million could have been used for additional teachers, supplies, better school infrastructure, or a myriad of other possibilities that would have benefited students.

104. Full release time harms students, directly violating clearly articulated public policy, and this Court should declare void and enjoin the provision allowing for union work on school time using state and District funds.

**COUNT V: PERMANENT INJUNCTION
(All Petitioners against all Respondents)**

105. The allegations of the foregoing paragraphs are realleged and incorporated by reference as if set forth fully herein.

106. Permanent injunctions are appropriate when the parties “establish [their] clear right to relief. . . . [T]he part[ies] need not establish either irreparable harm or immediate relief, and a court may issue a final injunction if such relief is necessary to prevent a legal wrong for which there is no adequate redress at

law.” Pestco, Inc. v. Associated Prods., Inc., 880 A.2d 700, 710 (Pa. Super. 2005)
(citation omitted).

107. Petitioners have established their clear right to relief.

108. There is no adequate redress at law for continuing provision of public resources to a private employee. Petitioners should not be made to continually seek restitution for such action.

109. This Court should issue a permanent injunction to stop the continuing practice of release time and the devotion of public resources, including PSERS credit, for private purposes.

COUNT VI: UNJUST ENRICHMENT / INJUNCTION REQUIRING RESTITUTION⁵
(All Petitioners against all Respondents)

110. The allegations of the foregoing paragraphs are realleged and incorporated by reference as if set forth fully herein.

111. The AEA has been unjustly enriched through full release time, in the provision of public salaries, benefits, and pension credits to its employees.

5. Money improperly distributed by a government agency may also be recouped for the benefit of taxpayers through a claim in assumpsit for moneys improperly disbursed. See Consumer Party of Pennsylvania v. Commonwealth, 507 A.2d 323, 327 (1986), abrogated on other grounds by Pennsylvanians Against Gambling Expansion Fund, Inc. v. Commonwealth, 877 A.2d 383 (2005).

112. Allowing the AEA to retain the benefits provided by the District and the State would be unjust, inequitable, and unconscionable because retention would unjustly deprive the District of significant funds to which they are entitled.

113. The District and the Commonwealth are therefore entitled to an injunction requiring that the AEA provide restitution for those funds ceded to the AEA under full release time.

**ALTERNATIVE COUNT I: PENSION CREDIT ILLEGALLY GRANTED
(All Petitioners against all Respondents)**

114. The allegations of the foregoing paragraphs are realleged and incorporated by reference as if set forth fully herein.

115. PSERS has granted pension credit to both the current and former AEA President contrary to title 24, sections 8102 and 8302(b), of the Pennsylvania Consolidated Statutes.

116. Accordingly, this Court should declare that the AEA, PSERS, and the District acted contrary to the law and grant appropriate equitable relief as set forth in supra, at Counts V and VI.

PRAYER FOR RELIEF

WHEREFORE, Petitioners pray that this Court grant relief requested herein, specifically that this Court render a judgment in their favor and against Defendants:

- A. Declaring that the provision of full release time is invalid;
- B. Permanently enjoining its further effect;
- C. Relief in the form of an injunction requiring the AEA to return improperly disbursed funds to the District and the Commonwealth, with interest, including the full amount of the salary, benefits, and pension illegally taken and accrued under the full release time provision;
- D. Alternatively, declaring that PSERS has granted pension credit to both the current and former AEA President contrary to title 24, sections 8102 and 8302(b), of the Pennsylvania Consolidated Statutes and require relief an injunction requiring the AEA to return improperly disbursed funds to the District and the Commonwealth, with interest, including the full amount of the salary, benefits, and pension illegally taken and accrued under the full release time provision.

E. Granting any other declaratory or equitable relief this Court
deems appropriate

Respectfully submitted,

THE FAIRNESS CENTER

Date: February 24, 2016

/s/ Karin M. Sweigart

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VERIFICATION

I, Steven Ramos, being subject to the penalties of 18 Pa. C.S. § 4904, relating to unsworn falsification to authorities, hereby state that the facts set forth in the foregoing Complaint are true and correct to the best of my knowledge, information and belief.

Date: 1/22/2016

By: 

VERIFICATION

I, Scott Armstrong, being subject to the penalties of 18 Pa. C.S. § 4904, relating to unsworn falsification to authorities, hereby state that the facts set forth in the foregoing Complaint are true and correct to the best of my knowledge, information and belief.



Date: 2-22-16

By: _____

VERIFICATION

I, James Williams, being subject to the penalties of 18 Pa. C.S. § 4904, relating to unsworn falsification to authorities, hereby state that the facts set forth in the foregoing Complaint are true and correct to the best of my knowledge, information and belief.

Date: 2/19/2016

By:  _____

EXHIBIT A

AFFIDAVIT OF STEVEN RAMOS

I, STEVEN RAMOS, being of full age, on my oath, declare the following:

1. I am a Petitioner in the above-captioned case. I have personal knowledge of the information underlying the petition.

2. I am a resident and taxpayer of the City of Allentown, and the state of Pennsylvania.

3. I am joint owner and resident of:

431 N. 9th Street

Allentown, PA 18102

4. The property taxes paid for 431 N. 9th Street help to fund the Allentown School District. A true and correct copy of a sample tax bill addressed to me is attached as "Affidavit Exhibit A."

5. I hereby state that the facts above are true and correct to the best of my knowledge, information, and belief. I understand the statements herein are made subject to the penalties of 18 Pa.C.S. §4904 (relating to unsworn falsification to authorities).


Steven Ramos

1/22/2016
Date

EXHIBIT B

AFFIDAVIT OF SCOTT ARMSTRONG

I, SCOTT ARMSTRONG, being of full age, on my oath, declare the following:

1. I am a Petitioner in the above-captioned case. I have personal knowledge of the information underlying the petition.

2. I am a resident and taxpayer of the City of Allentown, and the state of Pennsylvania.

3. I am joint owner and resident of:

1516 W. Turner Street

Allentown, PA 18102.

4. I have been joint owner and resident of the aforementioned property since 1993.

5. The property taxes paid for 1516 W. Turner Street help to fund the Allentown School District. A true and correct copy of a sample tax bill addressed to me is attached as "Affidavit Exhibit A."

6. I served as a member of the Allentown School Board from 2011-2015.

7. At a meeting of the Allentown School Board's Finance Committee-of-the-Whole on October 8, 2015, I requested that the District Solicitor research the legality of the District paying for the Teachers' union president salary.

8. At the Allentown School Board's November 15, 2015, meeting, I discussed the Solicitor's opinion with the board which stated the Solicitor's view that paying the salary of the full-time teacher union's president was illegal.

9. Despite this legal opinion from the District Solicitor, the school board was unwilling to consider addressing the issue or removing the offending provision.

10. Based on the reaction of the board to this opinion, and their unwillingness to address the issue during my tenure, it is my opinion the board has no interest in challenging the legality of full release time and are complicit in continuing the illegal arrangement.

11. I hereby state that the facts above are true and correct to the best of my knowledge, information, and belief. I understand the statements herein are made subject to the penalties of 18 Pa.C.S. §4904 (relating to unsworn falsification to authorities).



Scott Armstrong

7-22-16

Date

Affidavit Exhibit A

BILL NUMBER: 20119
 MAILING DATE: 07/10/15
 MAP NO: 549669055255 1

LOCAL OFFICE LOCATION:
 609 W HAMILTON ST SUITE 101
 ALLENTOWN, PA 18101
 TELEPHONE: 610-599-3143**

REAL ESTATE BILL ENCLOSED

done
 07/14/15



URL: www.hab-inc.com

ARMSTRONG DANIEL S & MARIE S
 ACCOUNT: 000164-0006425 75
 1516 W TURNER ST
 ALLENTOWN PA 18102-3635

OFFICE HOURS:

MONDAY THRU FRIDAY
 9:00 AM - 4:00 PM

**NOTE: THIS IS A TOLL CALL

ASSESSMENT	BASE ASSESSMENT	LESS EXCLUSION	NET BASE ASSESSMENT	TAX LIABILITY	BASE AMOUNT	LESS EXCLUSION	NET BASE AMOUNT
HOMESTEAD	128,400.00	31,124.68	97,275.32	HOMESTEAD	2,353.41	570.47	1,782.94
FARMSTEAD				FARMSTEAD			
TOTAL	128,400.00		97,275.32	TOTAL	2,353.41		1,782.94*

TYPE OF TAXES	BILL RATE	BASIS	2.00% DISCOUNT UNTIL 09/10/15	AT BASE UNTIL 11/10/15	10.00% PENALTY AFTER 11/10/15
SCHOOL REAL ESTATE <i>.2861 mills for Allentown Publ</i>	18.3287 ML	97,275.32	1,747.27	1,782.93	1,961.22

DESCRIPTION: 1516 W TURNER ST 18 X 120	TOTAL TAX	1,747.27	1,782.93	1,961.22
	UNPAID TAXES SENT TO DELINQUENT ON:			12/31/15
	ALLENTOWN SCHOOL DISTRICT Lehigh County, PA	ORIGINAL ASSESSMENT: 128,400	INELIGIBLE ASSESSMENT: 0	

GENERAL INFORMATION:

- Taxes are due and payable and payment is requested from the above named. If a receipt is required, please enclose a self addressed stamped envelope with your payment.
- If taxes are paid by Mortgage Company, please forward this bill to them.
- If you are choosing to use the installment payment plan, please submit the proper installment coupon when making your payment. Payment of the first installment shall indicate your intention to pay on the installment plan with no discounts or changes allowed.
- Make check payable to HAB-RET. A \$29 fee will be charged for any returned checks. NO CASH PAYMENT WILL BE ACCEPTED AT A BERKHEIMER OFFICE.
- Payments may be made at our Allentown Office located at 609 West Hamilton St, Monday thru Friday 9 AM to 4 PM or at FIRSTRUST BANK Cedar Crest Branch, located at 1403 N Cedar Crest Blvd, Allentown, PA 18103, Monday thru Thursday 9 AM to 4 PM; Friday 9 AM to 6 PM; Saturday 9 AM to 1 PM.
- *****
- NOTICE OF PROPERTY TAX RELIEF: This tax bill may include a tax reduction for your homestead and/or farmstead property. If you are eligible for homestead and/or farmstead, you have received tax relief through a homestead and/or farmstead exclusion which has been provided under the Pennsylvania Taxpayer Relief Act, a law passed by the Pennsylvania General Assembly designed to reduce your property taxes.
- >>>>YOU MAY PAY ON LINE AT WWW.HAB-INC.COM BY CREDIT CARD, CHECKING OR SAVINGS ACCOUNT or by contacting our office at the number listed above. (a third party fee will apply) <<<<

Keep top portion for your records

▼ Detach and return bottom portion with your payment. ▼

BILL NUMBER: 08927
 MAILING DATE: 07/01/15

LOCAL OFFICE LOCATION:
 609 W HAMILTON ST SUITE 101
 ALLENTOWN, PA 18101
 TELEPHONE: 610-599-3141

PER CAPITA BILL ENCLOSED

URL: www.hab-inc.com

ARMSTRONG DANIEL SCOTT
 ACCOUNT: 001164-0078088 98
 1516 W TURNER ST
 ALLENTOWN PA 18102-3635

OFFICE HOURS:
 MONDAY THRU FRIDAY
 9:00 AM - 4:00 PM

*Handed
 07/01/15*



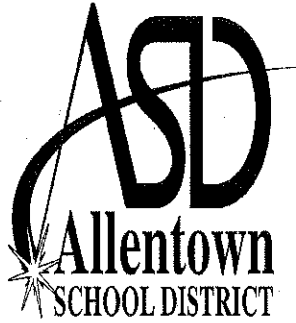
TYPE OF TAXES	BILL RATE	BASIS	2.00% DISCOUNT UNTIL 09/01/15	AT BASE UNTIL 11/01/15	5.00% PENALTY AFTER 11/01/15
CITY RESIDENT TAX	5.00	1.00	4.90	5.00	5.25
SCH PER CAPITA & RES TAX	15.00	1.00	14.70	15.00	15.75

TOTAL TAX	19.60	20.00	21.00
UNPAID TAXES SENT TO HAB-DLT ON:			05/11/16
ALLENTOWN SD/CITY OF ALLENTOWN Lehigh County, PA			

GENERAL INFORMATION:

- To ensure proper credit to your account, detach and return bottom portion with your payment. Retain top portion for your records. Your cancelled check will be your official receipt.
- Make checks payable to HAB-PC. NO CASH PAYMENTS WILL BE ACCEPTED.
- There will be a \$29.00 fee for returned checks for insufficient funds.
- Taxes not paid within 30 days after penalty date will be pursued by a delinquent tax collector.
- You are entitled to receive a written explanation of your rights with regard to the audit, appeal, enforcement, refund and collection of local taxes by calling Berkheimer at 610-599-3141 during the hours of 8:00 AM through 4:00 PM, Monday through Friday.
- Persons age 65 or older, as of July 1, whose total income from ALL SOURCES is less than \$5,000 per year, may be exempt from these taxes. Exemptions forms are available on line at www.hab-inc.com or contact Berkheimer at 610-599-3141.
- *****
- PAYMENTS CAN BE MADE AT OUR ALLENTOWN OFFICE LOCATED AT 609 WEST HAMILTON ST, MONDAY THRU FRIDAY 9:00 AM TO 4:00 PM

EXHIBIT C



Minutes for the Public
Regular Board Meeting
November 19, 2015

Regular Board Meeting
Administration Building
Allentown, PA November 19, 2015



Board Members Present: Robert E. Smith, Jr. - President
Ellen B. Bishop, M.D. - Vice President
Scott Armstrong
Ce-Ce Gerlach
Debra H. Lamb
Elizabeth Martinez
Charlie F. Thiel
David F. Zimmerman

Absent: Michael Welsh

Staff Members Present: Dr. C. Russell Mayo - Superintendent
Dr. Tina M. Belardi
Dr. John R. Clark
Karen Baurkot
Peter DeBonis
Lucretia Brown
Thomas Derhammer
David Elcock
Kathleen Gill
Kimberly Golden-Benner
Cory Lowe
Christina Mazzella
Ellen O'Brien
Jennifer Ramos
Jacqui Scott
Thomas Smith
David M. Wildonger
John E. Freund, Legal Counsel

Student Representatives: Elizabeth Espiritusanto
David Rodriguez

The meeting was called to order by President Smith at 7:43 pm and roll call was next, followed by the Pledge of Allegiance. Mr. Smith announced that an Executive Session was held prior to this meeting to discuss matters pertaining to Personnel and Confidential matters pertaining to students and school related business.

* * * * *



President Remarks

Mr. Smith commenced with a moment of silence honoring the victims of the recent terrorist attacks. Mr. Smith thanked Mr. Armstrong for serving a four-year term on the Board and for his active dedication to the community. Mr. Smith recognized Allen and Dieruff students for their unity at the recent soccer game. He promoted the LaSalle University BUSBAR program as an excellent resource for students having challenges with the English language and it is tuition-free. He stated on the District' enforcement of zero tolerance for violence in the Allentown School District. He informed that additional security will be put in the schools.

Superintendents Remarks

Dr. Mayo recognized William Allen's Junior Naval ROTC cadets for planting approximately 40 trees along the streets, near the school, as part of the West Park Civic Association Neighborhood Beautification program. He presented Board President, Mr. Smith, with a certificate from the Pennsylvania School Board Association. The Association recognizes long-term school board directors for their years of service from 8 to 36 years. Mr. Smith has been a school board director for twelve years. He recognized Scott Armstrong for his service as a School Board Director for the past four years.

There was one request to address the board.

Marisol Bracken- Secretarial Union President, Allentown, PA - Resident addressed the board thanking them for approving the secretarial contract.

* * * * *

Approval of Minutes

On the motion of Ms. Martinez, seconded by Mr. Thiel, it was recommended that the **Minutes** of the following meetings, per copies furnished to each Board Member, be approved:

- Education Committee Meeting -October 8, 2015
- Finance Committee Meeting - October 8, 2015
- Regular Board Meeting - October 8, 2015

Roll call was taken on the motion.

Yeas: Bishop-Gerlach-Lamb-Martinez-Smith-Thiel-Zimmerman-Armstrong

Nays: None

Motion: Passed

* * * * *

Regular Board Meeting
Administration Building
Allentown, PA November 19, 2015



Dr. Bishop, *Co-Representative to the Recreation Commission*, reported that the Jackson Park reservations are complete. The repair service for the pools are being scheduled. The Mack Pool is getting a new filtration system. At Cedar Beach Park, the lights are lit for the holiday. At Downtown Allentown City there will be a window decorating competition contest. Lastly, new trash and recycling bins have been installed in the parks.

Ms. Gerlach, *Representative for the Human Relations Commission (HRC)*, reported the Allentown Police Department is recruiting new members at local colleges, churches, and at PA Careerlink. The Muhlenberg College passed their Diversity Strategic Plan. Complaints have increased due to the easy online portal to submit an application.

Dr. Bishop, *Member of the Allentown Public Library Board (APL)*, reported Disney Queen Elsa will be visiting on December 5th. On December 12th Star Wars - Imperial Troops will be visiting. On November 20 it will be closed for staff development. The hours of operation will be adjusted due to the upcoming holidays.

Mrs. Lamb, *Representative for the Carbon Lehigh Intermediate Unit (CLIU)*, reported they met November 16 and had a presentation on Related Services Professionals. The operational general budget for next year has been approved and there is no increase. Lastly, the payment for PSERS in December will be withheld if the state budget has not passed.

Mr. Smith, Representative for the Lehigh Career Technical Institute, reported they did not meet but Mr. Thiel attended a meeting to review the annual audit report.

Mr. Thiel, *Representative for the Allentown School District Foundation Board*, reported they did not meet but highlighted on the 4th Annual Middle School Latin Dance and student artwork showcased at Link Optical in Allentown. Next meeting is scheduled to be on December 3rd.

David Zimmerman, *Representative for the Safety Task Force*, reported they did not meet this month.

Lizbeth Espiritusanto, Student Representative of Allen High School, reported the Allen Capella meet and practice twice per week on Tuesdays and Thursdays. The Anti-Bullying Club participated in the Canaries for Life Community Trick-or-Treat. The Debate Team competed in the EPC Conference and won. The Chorale volunteered for the Color Run in Philadelphia and Allentown. National Honor Society completed their partnership with Muhlenberg College sophomore students. SADD Club attended a meeting at the Lehigh County Government Center and discussed suicide prevention in schools.



David Rodriguez, Student Representative of Dieruff High School, reported National Honor Society Induction Ceremony has 31 new members with an overall of 54 total inductions. Student Council, Husky Pack raised a total of \$657 and gave funds to Mosser Village Community Center. On November 7th at J. Birney Crum Stadium, Dieruff defeated Allen, the scores were 34 to 6. Various universities are visiting the school, such as Kutztown, Moravian, West Chester, and DeSales. The U.S Naval Academy and U.S Marines have also visited the school.

* * * * *

Mr. Smith announced that Item A of the **Board of Directors Report** will be voted on separately.

On the motion of Ms. Lamb, seconded by Mr. Zimmerman, it was recommended that **Items A, of the Board of Directors' Report**, be approved.

There was no discussion on the motion.

Roll call was taken on the motion.

Yeas: Smith-Thiel-Zimmerman-Bishop-Gerlach-Lamb-Martinez
Abstain: Armstrong
Motion: **Passed**

On the motion of Ms. Martinez, seconded by Mr. Zimmerman, it was recommended that **the remaining items on the Board of Directors' Report**, be approved.

There was no discussion on the motion

Roll call was taken on the motion.

Yeas: Thiel-Zimmerman-Bishop-Gerlach-Lamb-Martinez-Smith
Abstain: Armstrong
Motion: **Passed**

* * * * *

On the motion of Mr. Armstrong, seconded by Mr. Zimmerman, it was recommended that the **Secretary and Treasurer's Report**, be approved.

No discussion on the motion.

Roll call was taken on the motion.

Yeas: Smith-Armstrong-Bishop-Gerlach-Lamb- Zimmerman-Martinez-Thiel
Nays: None



Motion: **Passed**

Ms. Gerlach recapped on the items of the Superintendent's Report items that were pending approval.

On the motion of Ms. Martinez, seconded by Dr. Bishop, it was recommended that the **Superintendent's Report**, be approved.

There was no discussion on the motion.

Roll call was taken on the motion.

Yeas: Thiel-Zimmerman-Armstrong-Bishop-Gerlach-Lamb-Martinez-Smith

Nays: None

Motion: **Passed**

On the motion of Mr. Armstrong, seconded by Mr. Zimmerman, it was recommended that the **Personnel Report**, be approved.

There was no discussion on the motion.

Roll call was taken on the motion.

Yeas: Thiel-Zimmerman-Armstrong-Bishop-Gerlach-Lamb-Martinez-Smith

Nays: None

Motion: **Passed**

Dr. Mayo thanked the Board for the approval of the Personnel Report and congratulated the new elected candidates.

On the motion of Mr. Armstrong, seconded by Mr. Zimmerman, it was recommended that the **Supply Report**, be approved.

There was no discussion on the motion.

Roll call was taken on the motion.

Yeas: Thiel-Zimmerman-Armstrong-Bishop-Gerlach-Lamb-Martinez-Smith

Nays: None

Motion: **Passed**



On the motion of Mr. Zimmerman, seconded by Mr. Armstrong, it was recommended that the **Finance Report**, be approved.

There was no discussion on the motion.

Roll call was taken on the motion.

Yeas: Thiel-Zimmerman-Armstrong-Bishop-Gerlach-Lamb-Martinez-Smith

Nays: None

Motion: **Passed**

* * * * *

There were requests to address the board on non-agenda items.

Tracy Miller - Allentown, PA - Resident commented on current situations regarding violence in the schools. She suggested that a violence task force committee be created that involves community members.

David Roth - Allentown, PA, - Resident expressed frustration on the negative issues on media coverage. He commented teachers are unable to teach due to the disrespect from students.

Sharon Billington- Allentown, PA - Resident commented on current situations regarding violence in the schools. She suggested that a safety task force committee be created that involves community members.

Margaretha Haussler - Allentown, PA - Resident commented that the ROTC students planting trees around the schools was a positive event.

* * * * *

Under Old Business, Mr. Armstrong announced that during October 22, 2015 Regular Board Meeting, under New Business, he had requested the District's solicitor to confirm the legality of the District paying for the teacher's union president. He stated the solicitor's opinion that paying the salary of the full-time teacher union's president was illegal.

* * * * *

Under New Business, Dr. Mayo announced he has met with the school principals and expressed their concerns. As a result, he will personally meet with them on a monthly basis to target school violence.

Regular Board Meeting
Administration Building
Allentown, PA November 19, 2015



Mrs. Jacqui Scott, Director of Community & Student Services, confirmed for Mr. Smith that when students are detained, they are disenrolled from the Allentown School District.

As there was no further business, upon motion of Mr. Thiel, seconded by Ms. Martinez, the meeting was adjourned at 8:40 pm, on common consent.

Respectfully submitted,

Janet Morillo

Janet Morillo
School Board Secretary
School District of Allentown

BOARD OF DIRECTORS

Board of Directors Report

The Board of Directors submits the following for discussion and action:

- A. BE IT RESOLVED, that the Collective Bargaining Agreement with the ASD Secretarial Educational Support ESPA/PSEA/NEA Association for the 2013-14 through 2017-18 school years be ratified and confirmed, as per Exhibit A attached.

- B. 2015-2016 - H
BE IT RESOLVED, that the Board of Directors hereby approves the "Waiver of Expulsion Hearing: Admission of Fact" heretofore executed by and between the administration of the District and a student and the student's parent/guardian for violation of Policy 218.1

- C. 2015-2016 - I
BE IT RESOLVED, that the Board of Directors hereby accepts the adjudication which was conducted on Wednesday, November 11, 2015, and was held in a closed session. Pursuant to 22 PA Code 12 for violation of Policy 213.

- D. 2015-2016 - J
BE IT RESOLVED, that the Board of Directors hereby approves the "Waiver of Expulsion Hearing: Admission of Fact" heretofore executed by and between the administration of the District and a student and the student's parent/guardian for violation of Policy 218.1

SECRETARY

REPORT OF CURRENT TAX COLLECTION

Gross Real Estate Tax 2015-16

Budget \$ 77,250,705.00

Collected:

As of September 30, 2015 59,102,994.85
October 2015 5,490,643.57

Total Collected to Date 64,593,638.42
Percent Collected to Date 83.6%

Comparison:

Budget 2014-15 \$ 76,091,244.00
Collected as of October 31, 2014 63,764,095.66
Percent Collected 83.8%

Gross Per Capita Tax 2015-16

Budget \$ 467,564.00

Collected:

As of September 30, 2015 335,400.46
October 2015 21,919.98

Total Collected to Date 357,320.44
Percent Collected to Date 76.4%

Comparison:

Budget 2014-15 \$ 457,498.00
Collected as of October 31, 2014 383,883.05
Percent Collected 83.9%

REPORT OF ACT 511 TAXES

Earned Income Tax - 2015-16

Budget		\$ 7,650,000.00
Received as of September 30, 2015	1,872,647.83	
October 2015	<u>197,069.74</u>	
Received to date		2,069,717.57
Percent collected to date		27.1%

Earned Income Tax - 2014-15

Budget	\$ 7,272,000.00
Received as of October 31, 2014	2,375,178.05
Percent collected	32.7%

Realty Transfer Tax - 2015-16

Budget		\$ 978,000.00
Received as of September 30, 2015	364,305.88	
October 2015	<u>125,996.56</u>	
Percent collected to date		490,302.44 50.1%

Realty Transfer Tax - 2014-15

Budget	\$ 744,084.00
Received as of October 31, 2014	495,224.59
Percent collected	66.6%

Local Services Tax - 2015-16

Budget		\$ 207,494.00
Received as of September 30, 2015	46,002.99	
October 2015	<u>8,037.99</u>	
Received to date		54,040.98
Percent collected to date		26.0%

Local Services Tax - 2014-15

Budget	\$ 205,439.00
Received as of October 31, 2014	57,633.78
Percent collected	28.1%

REPORT OF DELINQUENT TAX COLLECTION

Delinquent Real Estate Taxes - 2015-16

Budget		\$ 4,606,650.00	
Collected:			
	As of September 30, 2015	1,557,883.43	
	October 2015	670,400.28	
Total Collected to Date			2,228,283.71
Percent Collected to Date			48.4%
 Comparison:			
Budget 2014-15		\$ 4,600,550.00	
Collected as of September 30, 2014		1,279,896.00	
Percent Collected		27.8%	

Delinquent Per Capita 2015-16

Budget		\$156,673.00	
Collected:			
	As of September 30, 2015	71,616.67	
	October 2015	28,567.90	
Total Collected to Date			100,184.57
Percent Collected to Date			63.9%
 Comparison:			
Budget 2014-15		\$153,300.00	
Collected as of September 30, 2014		157,531.08	
Percent Collected		102.8%	

REPORT OF CURRENT NIZ TAX COLLECTION

CURRENT NIZ TAX COLLECTION

Budget		\$	-
Collected:			
As of September 30, 2015	0.00		
October 2015	<u>0.00</u>		
Total Collected to Date			0.00

Comparison:

Collected as of October 31, 2014 -

TREASURER

**MONTHLY REPORTING OF BUDGET STATUS
REGULAR BOARD MEETING**

FINAL

JULY 1 THROUGH OCTOBER 31

	1	2	3	4	5	6	7
	JULY 1 THROUGH OCTOBER 31 PRIOR YEAR EXPERIENCE		JULY 1 THROUGH OCTOBER 31 CURRENT YEAR EXPERIENCE		2015-16		2015-16
	(2014-15) Actual Amt. Accumulated Year to Date	(2014-15) Estimated Total Year Amount	(2014-15) Per cent Accumulated Year to Date	2015-16 Actual Amount Accumulated	2015-16 Approved Budget Amount	2015-16 Estimated Total Year Amount	Per cent Accumulated Year to Date
FUND BALANCE		\$26,011,529			\$23,524,266	\$23,524,266	
DESIGNATED FUNDS		\$6,132,194			\$6,132,194	\$6,132,194	
TOTAL BEGINNING FUND BALANCE		\$32,143,723			\$29,656,460	\$29,656,460	
PLUS: CURRENT REVENUE							
6000 LOCAL REVENUE	\$69,842,344	\$94,447,913	73.95%	\$72,694,651	\$96,193,830	\$96,193,830	75.57%
7000 STATE REVENUE	\$45,059,642	\$143,008,712	31.51%	\$9,660,419	\$148,183,926	\$148,183,926	6.52%
8000/9000 FED./OTHER	\$7,460,154	\$15,770,095	47.31%	\$2,262,943	\$14,043,904	\$14,043,904	16.11%
TOTAL CURRENT REVENUE	\$122,362,140	\$253,226,720	48.32%	\$84,618,013	\$258,421,660	\$258,421,660	32.74%
TOTAL FUNDS AVAILABLE		\$285,370,443			\$288,078,120	\$288,078,120	
LESS: EXPENDITURES							
100 SALARIES	\$21,697,768	\$96,972,953	22.38%	\$21,587,304	\$100,001,494	\$100,001,494	21.59%
200 EMPLOYEE BENEFITS	\$15,528,560	\$62,529,329	24.83%	\$16,514,020	\$63,493,163	\$63,493,163	26.01%
300 PROFESSIONAL SERV.	\$861,254	\$9,987,578	8.64%	\$3,119,129	\$10,224,895	\$10,224,895	30.51%
400 SERVICES/UTILS.	\$2,270,069	\$5,185,813	43.77%	\$2,815,082	\$5,615,436	\$5,638,579 [1]	49.93%
500 CONTRACT SERVICES INSURANCE, TUITION	\$10,342,442	\$52,985,090	19.52%	\$13,563,040	\$61,182,889	\$61,182,889	22.17%
600 SUPPLIES	\$3,487,392	\$6,450,088	54.07%	\$3,432,495	\$6,223,892	\$6,223,892	55.15%
700 LAND & EQUIP.	\$205,149	\$530,684	38.66%	\$245,425	\$620,598	\$620,598	39.55%
800 DUES, DEBT INTEREST & APL	\$5,772,222	\$11,747,596	49.14%	\$4,469,038	\$11,678,839	\$11,678,839	38.27%
900 DEBT PRINCIPAL BUDGET RESERVE	\$932,417	\$9,344,852	9.98%	\$884,804	\$8,374,392	\$8,374,392	10.57%
TOTAL CURRENT EXPEND.	\$61,097,273	\$255,713,983	23.89%	\$66,630,337	\$267,415,598	\$267,438,741	24.91%
ENDING FUND BALANCE		29,656,460			\$20,662,522	\$20,639,379	<<< Fund Balance
RATE STABILIZATION FUND						\$2,300,000	<<< Designated
HEALTHCARE INCREASE						\$2,100,000	<<< Designated
MRS TAX LIEN SALE						\$1,732,194	<<< Designated
UNDESIGNATED/UNRESERVED						\$14,507,185	<<< (PROJECTED)

October 31, 2015

15-16 ENERGY BUDGET UPDATE

REPORT SUMMARY

	2015-2016 Approved Budget	2015-2016 FYTD Activity	2015-2016 Estimated Actual	(Over)/ Under Budget Impact
ELECTRIC	1,414,513	406,096	1,546,595	(132,082)
NATURAL GAS (HEAT)	1,158,157	24,020	1,201,126	(42,969)
HEATING FUEL OIL	205,002	6,367	143,754	61,248
WATER AND SEWER	143,788	31,035	145,472	(1,684)
NATURAL GAS (UTILITIES)	26,215	4,224	25,010	1,205
GASOLINE	105,900	11,506	91,102	14,798
Totals	3,053,575	483,248	3,153,058	(99,484)

DIESEL FUEL

552,175

67,310

475,835

76,340

COMBINED NET BUDGET IMPACT

(23,143) over

2015-2016

FOOTNOTE(S) TO MONTHLY REPORTING OF BUDGET STATUS
October 31, 2015

[1] Energy & Fuel Oil Accounts

\$23,143 over

SCHOOL DISTRICT OF THE CITY OF ALLENTOWN
GENERAL FUND FINANCIAL STATEMENT

Cash Balance - Firstrust - October 1, 2015	61,981,068.68	
Cash Balance-PLGIT General Fund - October 1, 2015	8,678,860.22	
Cash Bal. PLGIT Emmaus Bond Pool Int.- October 1, 2015	938.66	
Cash Balance - PLGIT Rate Stabilization - October 1, 2015	<u>4,421,305.73</u>	
Total Cash Balance - October 1, 2015		\$ 75,082,173.29
Total Revenue Received per attached detail		12,545,555.14
Prior month's revenue recorded after reports prepared		115,876.52
Decrease in Assets, Increase in Liabilities:		
Per detail included in this report		<u>5,224,600.02</u>
Total Resources available for the month of: October 2015		\$ 92,968,204.97
Total Expenditures per attached detail		\$ 19,890,562.78
Prior month's expenditures recorded after reports prepared		\$ 919,116.85
Increase in Assets, Decrease in Liabilities:		
Per detail included in this report		<u>15,380,188.96</u>
Total Disbursements for the month of: October 2015		\$ 36,189,868.59
Cash Balance - Firstrust - October 31, 2015	43,743,529.43	
Cash Balance-PLGIT General Fund - October 31, 2015	8,553,430.72	
Cash Balance PLGIT Emmaus Bond Pool Int.-October 31, 2015	938.66	
Cash Balance - PLGIT Rate Stabilization - October 31, 2015	<u>4,480,437.57</u>	
Total Cash Balance - October 31, 2015		<u>\$ 56,778,336.38</u>

ASSETS/LIABILITIES
October 2015

Decrease in Assets / Increase in Liabilities:

0131	Interfund Loans Rec	52,248.63
0132	Interfund Accounts Receivable	10,619.24
0141	Intergovt Accounts Receivable	943,432.52
0142	State Subsidy Receivable	
0153	Student Receivable	
0171	Stock Supplies	117,861.01
0181	Inter Govt' Accounts Payable/Receivable	-
0421	Accounts Payable	1,996,020.15
0461	Payroll Accrual	-
0462	Payroll Payable	2,104,418.47
0480	Deferred Revenues	-
TOTAL		<u><u>\$ 5,224,600.02</u></u>

Increase in Assets / Decrease in Liabilities:

0131	Interfund Loans Rec	12,527.90
0132	Interfund Accounts Receivable	1,664,052.09
0141	Intergovt Accounts Receivable	
0142	State Subsidy Receivable	3,875,924.70
0143	Federal Subsidy Receivable	2,448,136.59
0171	Stock Supplies Purchases	49,394.49
0411	Inter Govt' Accounts Payable/Receivable	-
0421	Accounts Payable	-
0461	Payroll Accrual	7,330,153.19
0462	Payroll Payable	-
0480	Deferred Revenues	-
TOTAL		<u><u>\$ 15,380,188.96</u></u>

Object Number	Object Description	Function Number	Function Description	2015-16 Revised Budget	Current Revenues	2015-16 YTD Revenues
940	CURRENT REAL ESTATE TAXES	6111	CURRENT REAL ESTATE TAXES	77,250,705.00	5,490,643.57	64,593,638.42
941	INTERIM REAL ESTATE TAXES	6112	INTERIM REAL ESTATE TAXES	31,335.00		
942	PUBLIC UTILITY REALTY TAXES	6113	PUBLIC UTILITY REALTY TAX	98,356.00	98,365.71	98,365.71
943	PYMT IN LIEU OF CURRENT TAXES	6114	PYMT IN LIEU OF CURRENT TAXES	606,000.00		
944	CURRENT PER CAPITA TAXES 679	6120	CURRENT PER CAPITA TAXES 679	156,673.00	7,306.66	119,133.15
945	CURRENT 511 PER CAPITA TAXES	6141	CURRENT PER CAPITA TAXES 511	310,891.00	14,613.32	238,187.29
946	CURRENT LST TAXES	6143	CURRENT LOCAL SERVICES TAX	207,494.00	8,037.99	54,040.98
947	CURRENT 511 EARNED INC TAXES	6151	CURRENT EARNED INCOME TAXES	7,650,000.00	197,069.74	2,069,717.57
948	CURR 511 REALTY TRANSFER TAX	6153	CURR ACT 511 REAL ESTATE TRNSF	978,000.00	125,996.56	490,302.44
950	DELINQUENT REAL ESTATE TAXES	6411	DELINQUENT REAL ESTATE TAXES	4,450,100.00	670,400.28	2,228,283.71
951	DELINQUENT PER CAPITA 679	6420	DELINQUENT PER CAPITA 679	55,550.00	9,522.63	33,394.85
952	DELINQUENT PER CAPITA 511	6441	DELINQUENT PER CAPITA 511	101,000.00	19,045.27	66,789.72
953	INTEREST ON INVESTMENTS	6510	INTEREST ON INVESTMENTS	244,824.00		
992	CONTRIBUTIONS AND DONATIONS	6810	REVENUE FROM LOCAL GOVT UNITS			6,249.95
993	STATE GRANTS	6821	REV - LEA/IU/VO-TECH	731,139.00		
987	OTHER RESTRICTED FED GRANTS	6830	REV INTERMEDIATE SOURCE- STATE	2,220,573.00		
987	OTHER RESTRICTED FED GRANTS	6832	FEDERAL IDEA REVENUE FROM IU			2,330,446.95
987	OTHER RESTRICTED FED GRANTS	6832	FEDERAL IDEA REVENUE FROM IU			10,416.66
987	OTHER RESTRICTED FED GRANTS	6836	Fed ARRA Race To The Top IDEA			114,871.36
954	RENTALS	6910	RENTALS	78,336.00		

Object Number	Object Description	Function Number	Function Description	2015-16 Revised Budget	Current Revenues	YTD Revenues
954	RENTALS	6910	RENTALS		7,393.87	12,118.87
954	RENTALS	6910	RENTALS		3,538.00	10,614.00
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS	156,673.00		4,078.14
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			2,733.21
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS		2,107.14	2,282.81
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			4,875.03
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			1,165.86
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			7,868.13
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			2.27
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			150.72
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			2,774.63
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			120.00
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			7,411.31
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			596.00
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			9,377.43
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			12,582.43
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			9,781.18
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS		63.60	7,194.96
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			2,537.28
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			2,399.85

Object Number	Object Description	Function Number	Function Description	2015-16 Revised Budget	Current Revenues	YTD Revenues
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			4,932.64
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			496.88
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS		95.00	1,830.44
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS		500.00	4,113.99
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			315.00
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			400.00
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			6,337.05
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS		252.00	21.95
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			6,673.42
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			912.02
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS		25.00	14,495.39
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			4,547.30
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			9,932.87
992	CONTRIBUTIONS AND DONATIONS	6920	CONTRIBUTIONS AND DONATIONS			2.00
955	REGULAR DAY SCHOOL TUITION	6941	REGULAR DAY SCHOOL TUITION	1,044.00		
956	SUMMER SCHOOL TUITION	6942	SUMMER SCHOOL TUITION	16,000.00		
955	REGULAR DAY SCHOOL TUITION	6944	RECEIPTS FROM OTHER PA LEAS	222,200.00		
959	MISCELLANEOUS REVENUE	6990	MISC REVENUE	617,938.00	10,690.83	64,675.48
959	MISCELLANEOUS REVENUE	6990	MISC REVENUE			40.06
959	MISCELLANEOUS REVENUE	6990	MISC REVENUE		7,698.13	18,502.94

Object Number	Object Description	Function Number	Function Description	Revised Budget	Current Revenues	YTD Revenues
881	REFUND PRIOR YR EXPENDITURES	6991	REFUNDS			1,919.13
988	ARRA - BEF UP TO THE INDEX	6991	REFUNDS	9,000.00		
---	*	6---		96,193,831.00	6,673,365.30	72,694,651.43
960	BASIC INSTRUCTIONAL SUBSIDY	7110	BASIC INSTRUCTIONAL SUBSIDY	100,781,915.00		
964	OTHER PROGRAM SUBSIDIES	7160	SECTION 1305/1306	218,297.00		
964	OTHER PROGRAM SUBSIDIES	7250	MIGRATORY CHILDREN	3,656.00		2,644.00
963	SPECIAL EDUCATION	7271	SPEC ED FUNDING SCHOOL AGED PU	9,486,656.00		
965	TRANSPORTATION	7310	TRANSPORTATION	3,121,200.00		
966	RENTALS & SINKING FUND PAYMNTS	7320	RENTALS & SINKING FUND PAYMNTS	2,888,681.00		
967	MEDICAL & DENTAL SERVICES	7330	HEALTH SERVICES	419,020.00	444,324.97	444,324.97
940	CURRENT REAL ESTATE TAXES	7340	STATE PROPERTY TAX REDUCTION A	9,639,281.00	4,269,417.67	9,089,058.67
964	OTHER PROGRAM SUBSIDIES	7599	OTHER STATE REVENUE	210,000.00		
964	OTHER PROGRAM SUBSIDIES	7599	OTHER STATE REVENUE			31,103.53
964	OTHER PROGRAM SUBSIDIES	7599	OTHER STATE REVENUE		22,218.42	93,287.42
991	STATE SHARE SOC SECURITY/RETIR	7810	STATE SHARE SOCIAL SECURITY	4,360,565.00		
991	STATE SHARE SOC SECURITY/RETIR	7820	STATE SHARE RETIREMENT	17,054,655.00		
---	*	7---		148,183,926.00	4,735,961.06	9,660,418.59
987	OTHER RESTRICTED FED GRANTS	8390	OTHER RESTRICTED FED GRANTS	600,000.00		
987	OTHER RESTRICTED FED GRANTS	8390	OTHER RESTRICTED FED GRANTS		592,030.97	592,030.97
982	TITLE I	8514	NCLB TITLE I	7,963,159.00		

Object Number	Object Description	Function Number	Function Description	2015-16 Revised Budget	Current Revenues	YTD Revenues
982	TITLE I	8514	NCLB TITLE I		28,571.42	28,571.42
982	TITLE I	8514	NCLB TITLE I	412,927.00		
982	TITLE I	8515	NCLB TITLE II	867,972.00		
982	TITLE I	8515	NCLB TITLE II	493,297.00		
982	TITLE I	8516	NCLB TITLE III	521,748.00		
987	OTHER RESTRICTED FED GRANTS	8690	OTHER RESTRICTD FED GRNTS STATE		251,175.90	
987	OTHER RESTRICTED FED GRANTS	8690	OTHER RESTRICTD FED GRNTS STATE		31,133.51	130,718.86
987	OTHER RESTRICTED FED GRANTS	8690	OTHER RESTRICTD FED GRNTS STATE	384,801.00	16,635.18	101,046.77
995	EESA TITLE II	8732	ARRA: QSCB SUBSIDY		380,682.70	
996	JTPA	8733	ARRA: QUALIFIED ZONE ACADEMY S		46,535.40	46,535.40
963	SPECIAL EDUCATION	8810	MEDICAL ASSISTANCE REIMB (ACCE	700,000.00		668,209.55
969	TITLE XIX MEDICAL ASSISTANCE	8820	MEDICAL ASSISTANCE REIMB ADMIN	350,000.00	40,639.60	63,971.75
---	*	8---		12,293,904.00	1,136,228.78	2,262,943.32
939	SPECIAL REVENUE	9350	FOOD SERVICE FUND TRANSFERS	1,750,000.00		
---	*	9---		1,750,000.00		
---	*GENERAL FUND	----		258,421,661.00	12,545,555.14	84,618,013.34

Number of Accounts: 91

***** End of report *****

**RECONCILIATION OF REVENUE
TO RECEIPT REPORT
October 31, 2015**

Receipts per Receipt Report

For Month of: October 2015

\$ 13,825,544.13

Net Revenue per Budget Revenue

Report for Month of: October 2015

12,545,555.14

Credits to Expenditures

327,648.98

Receipts to Asset Accounts:

Add: 0131 Interfund Loans Receivable

 0132 Interfund Accounts Receivable

3,348.82

 0171 Stock Supplies

-

 0141 Intergovt AR

943,432.52

Receipts to Liabilities

 0411 Intergovt AP

 0461 Payroll Accrual

 0462 Payroll Payable

-

Revenue Refunds

 6111 Current Real Estate Taxes

5,558.67

 6151 Earned Income Tax

-

 6153 Current Act 511 Real Estate Transfer Taxes

 6920 Donated Revenue

 6990 Misc Revenue

-

Adjustments

 0102 Payroll Interest

 6510 Interest

TOTAL

\$ 13,825,544.13

Object Number	Object Description	2015-16 Budget	2015-16 Budget Transfers	Current Expenditures	2015-16 Expenditures	Encumbered Amount	Unencumbered Balance	% Encm
000	DISTRICT WIDE	0.00	0.00	709.72	709.72	0.00	-709.72	0.00
0--	DISTRICT WIDE	0.00	0.00	709.72	709.72	0.00	-709.72	0.00
110	OFFICIAL/ADMINISTRATIVE	0.00	0.00	641,136.00	2,763,424.59	0.00	-2,763,424.59	0.00
120	PROFESSIONAL EDUCATIONAL	0.00	0.00	5,797,610.50	15,042,547.53	-41.75	-15,042,505.78	0.00
122	TEMPORARY SALARIES	0.00	0.00	2,161.26	4,264.36	0.00	-4,264.36	0.00
130	PROFESSIONAL OTHER	0.00	0.00	115,549.55	398,389.69	0.00	-398,389.69	0.00
150	OFFICE/CLERICAL	0.00	0.00	286,865.06	1,108,587.90	-4,626.63	-1,103,961.27	0.00
160	CRAFTS AND TRADES	0.00	0.00	287,775.25	1,259,361.48	0.00	-1,259,361.48	0.00
180	LABORER	0.00	0.00	25,460.03	141,719.62	0.00	-141,719.62	0.00
190	SERVICE WORK	0.00	0.00	411,508.06	872,967.22	0.00	-872,967.22	0.00
1--	SALARIES	0.00	0.00	7,568,065.71	21,591,262.39	-4,668.38	-21,586,594.01	0.00
210	GROUP INSURANCE	0.00	0.00	2,276,673.15	8,481,817.34	0.00	-8,481,817.34	0.00
211	MEDICAL INSURANCE	0.00	0.00	1,782.32	4,455.80	0.00	-4,455.80	0.00
213	LIFE INSURANCE	0.00	0.00	0.00	47,815.95	0.00	-47,815.95	0.00
214	INCOME PROTECTION INSURANCE	0.00	0.00	0.00	992.95	0.00	-992.95	0.00
220	SOCIAL SECURITY CONTRIBUTIONS	0.00	0.00	564,063.47	1,612,649.14	0.00	-1,612,649.14	0.00
230	RETIREMENT CONTRIBUTIONS	0.00	0.00	1,949,348.74	5,504,688.14	0.00	-5,504,688.14	0.00
240	TUITION REIMBURSEMENT	0.00	0.00	64,591.00	181,288.00	0.00	-181,288.00	0.00
250	UNEMPLOYMENT COMPENSATION	0.00	0.00	0.00	11,000.20	0.00	-11,000.20	0.00
260	WORKERS COMPENSATION	0.00	0.00	171,088.00	444,555.00	0.00	-444,555.00	0.00
275	VISION CARE SELF INSURED	0.00	0.00	2,062.78	5,157.28	0.00	-5,157.28	0.00
290	OTHER EMPLOYEE BENEFITS	0.00	0.00	27,400.00	119,900.00	0.00	-119,900.00	0.00
291	OEB - 403B ENHANCED UNUSED SIC	0.00	0.00	21,875.00	99,700.00	0.00	-99,700.00	0.00
2--	EMPLOYEE BENEFITS	0.00	0.00	5,078,884.46	16,514,019.80	0.00	-16,514,019.80	0.00
310	OFFICIAL/ADMINISTRATIVE SERV	0.00	0.00	2,753.73	27,827.80	0.00	-27,827.80	0.00
320	PROFESSIONAL EDUCATIONAL SERVI	0.00	0.00	1,000.00	3,500.00	0.00	-3,500.00	0.00
322	PROF EDUC SERVICES - IUS	0.00	0.00	122,793.96	1,745,607.85	-5,433.39	-1,740,174.46	0.00
323	PROF EDUC SERVICES - OTHER	0.00	0.00	22,255.38	64,828.31	-1,675.23	-63,153.08	0.00
324	EMPLOYEE TRAINING & DEVELOPMEN	0.00	0.00	4,001.67	19,855.91	0.00	-19,855.91	0.00
329	OTHER PROF EDUC SERVICES	0.00	0.00	1,888,917.55	2,156,093.05	-1,599,267.59	-556,825.46	0.00
330	OTHER PROFESSIONAL SERVICES	0.00	0.00	128,748.34	377,384.88	-45,694.03	-331,690.85	0.00
348	SERVICES IN SUPPORT OF TECH PL	0.00	0.00	0.00	2,555.92	9,995.00	-12,550.92	0.00
390	OTHER PROF & TECH SERVICES	0.00	0.00	295,504.48	364,073.06	-523.01	-363,550.05	0.00

Object Number	Object Description	2015-16 Budget	2015-16 Budget Transfers	Current Expenditures	2015-16 Expenditures	Encumbered Amount	Unencumbered Balance	% Encm
3--	PURCHASED PROFESSIONAL SERVICE	0.00	0.00	2,465,975.11	4,761,726.78	-1,642,598.25	-3,119,128.53	0.00
415	LAUNDRY LINEN & DRY CLEANING	0.00	0.00	0.00	1,810.63	0.00	-1,810.63	0.00
421	NATURAL GAS	0.00	0.00	47,143.09	86,952.07	-6.20	-86,945.87	0.00
422	ELECTRICITY	0.00	0.00	186,567.37	368,023.10	0.00	-368,023.10	0.00
424	WATER/SEWAGE	0.00	0.00	22,632.84	31,398.26	0.00	-31,398.26	0.00
430	REPAIRS & MAINTENANCE SERVICES	0.00	0.00	300,854.38	1,386,195.66	442,309.24	-1,828,504.90	0.00
438	REPAIRS & MAINTENANCE OF IT IN	0.00	0.00	222,921.53	321,927.95	113,747.92	-435,675.87	0.00
441	RENTAL OF LAND & BUILDINGS	0.00	0.00	51,746.25	103,492.50	-51,746.25	-51,746.25	0.00
442	RENTAL OF EQUIPMENT	0.00	0.00	0.00	-479.96	0.00	479.96	0.00
448	LEASE/RENTAL HARDWARE & TECH S	0.00	0.00	978.93	1,957.86	-978.93	-978.93	0.00
490	OTHER PURCHASED PROPERTY SERV	0.00	0.00	0.00	10,477.53	0.00	-10,477.53	0.00
4--	PURCHASED PROPERTY SERVICES	0.00	0.00	832,844.39	2,311,755.60	503,325.78	-2,815,081.38	0.00
513	CONTRACTED CARRIERS	0.00	0.00	40,723.69	96,946.51	0.00	-96,946.51	0.00
522	AUTOMOTIVE LIABILITY INSURANCE	0.00	0.00	0.00	494,863.00	0.00	-494,863.00	0.00
525	BONDING INSURANCE	0.00	0.00	0.00	331.00	0.00	-331.00	0.00
529	OTHER INSURANCE	0.00	0.00	0.00	60,393.00	0.00	-60,393.00	0.00
530	COMMUNICATIONS	0.00	0.00	-194,718.29	-170,435.51	-1,195.93	171,631.44	0.00
538	TELECOMMUNICATION SERVICES	0.00	0.00	33,107.77	149,926.47	745.78	-150,672.25	0.00
540	ADVERTISING	0.00	0.00	925.34	7,179.04	2,230.91	-9,409.95	0.00
550	PRINTING AND BINDING	0.00	0.00	55,554.11	122,634.29	-7,126.16	-115,508.13	0.00
558	PRINTING	0.00	0.00	0.00	11.54	0.00	-11.54	0.00
561	TUITION OTHER STATE LEAS	0.00	0.00	15,069.17	-8,062.35	-8,072.53	16,134.88	0.00
562	TUITION CHARTER SCHOOLS	0.00	0.00	2,002,764.18	8,916,400.49	0.00	-8,916,400.49	0.00
564	TUITION AVTS SCHOOLS	0.00	0.00	1,058,973.89	3,224,712.38	0.00	-3,224,712.38	0.00
566	TUITION COMMUNITY COLLEGES	0.00	0.00	203,617.50	735,539.25	-101,066.25	-634,473.00	0.00
580	TRAVEL	0.00	0.00	6,009.04	44,198.73	166.00	-44,364.73	0.00
599	OTHER MISC PURCHASED SERVICES	0.00	0.00	1,350.00	2,720.00	0.00	-2,720.00	0.00
5--	OTHER PURCHASED SERVICES	0.00	0.00	3,223,376.40	13,677,357.84	-114,318.18	-13,563,039.66	0.00
610	GENERAL SUPPLIES	0.00	0.00	350,574.99	940,430.95	724,982.30	-1,665,413.25	0.00
614	UNIFORMS	0.00	0.00	-218.29	205.71	-115.36	-90.35	0.00
618	ADMIN SOFTWARE, LICENSING, & SUP	0.00	0.00	29,749.00	368,080.75	127,152.14	-495,232.89	0.00
621	NATURAL GAS	0.00	0.00	24,745.14	40,558.82	-6,716.34	-33,842.48	0.00
624	OIL	0.00	0.00	0.00	6,503.63	0.00	-6,503.63	0.00

Object Number	Object Description	2015-16		Current Expenditures	2015-16		Encumbered Amount	%	
		Budget	Budget Transfers		Expenditures	Balance		Encm	
626	GASOLINE	0.00	0.00	3,071.16	8,949.73	0.00	-8,949.73	0.00	
635	MEALS & REFRESH	0.00	0.00	1,972.21	3,497.69	-641.52	-2,856.17	0.00	
640	BOOKS AND PERIODICALS	0.00	0.00	55,035.47	236,822.84	332,213.97	-569,036.81	0.00	
648	EDUC SOFTWARE & LICENSING FEES	0.00	0.00	21,323.00	108,925.88	10,880.00	-119,805.88	0.00	
650	SUPPLIES & FEES TECHNOLOGY REL	0.00	0.00	60,165.63	301,186.43	229,578.49	-530,764.92	0.00	
6--	SUPPLIES	0.00	0.00	546,418.31	2,015,162.43	1,417,333.68	-3,432,496.11	0.00	
750	EQUIPMENT ORIGINAL & ADDITIONL	0.00	0.00	95,371.97	138,194.48	35,467.48	-173,661.96	0.00	
760	EQUIPMENT REPLACEMENT	0.00	0.00	5,572.02	71,379.73	383.70	-71,763.43	0.00	
7--	PROPERTY	0.00	0.00	100,943.99	209,574.21	35,851.18	-245,425.39	0.00	
810	DUES AND FEES	0.00	0.00	6,735.00	39,218.90	-867.00	-38,351.90	0.00	
832	INTEREST SERIAL BONDS	0.00	0.00	62,432.68	3,912,847.39	0.00	-3,912,847.39	0.00	
839	INTEREST OTHER OBLIGATIONS	0.00	0.00	0.00	40,417.71	0.00	-40,417.71	0.00	
860	GRANTS SERVICE ORGANIZATIONS	0.00	0.00	0.00	474,100.00	0.00	-474,100.00	0.00	
890	MISCELLANEOUS EXPENDITURES	0.00	0.00	4,177.01	3,321.03	0.00	-3,321.03	0.00	
8--	OTHER OBJECTS	0.00	0.00	73,344.69	4,469,905.03	-867.00	-4,469,038.03	0.00	
912	SERIAL BONDS - PRINCIPAL	0.00	0.00	0.00	884,804.23	0.00	-884,804.23	0.00	
9--	OTHER USES OF FUNDS	0.00	0.00	0.00	884,804.23	0.00	-884,804.23	0.00	
---	GENERAL FUND	0.00	0.00	1,989,562.78	66,436,278.03	194,058.83	-66,630,336.86	0.00	

Number of Accounts: 3001

***** End of report *****

**RECONCILIATION OF EXPENDITURES
TO CHECK LIST
OCTOBER 31, 2015**

Check List as Attached		<u>\$8,128,979.24</u>
Net Budget Expenditures per Report		
For Month of: October 2015	\$19,890,562.78	
Add: Credits to Expenditure Accounts	327,648.98	
0105 PLGIT Cash - Debt Svc		
0131 Interfund Loans Receivable	(39,720.73)	
0132 Interfund Accounts Receivable	1,653,432.85	
0141 Intergovt Accounts Receivable	(943,432.52)	
0171 Stock Supplies	(68,466.52)	
0181 Prepaid Expenses		
0411 Inter Govt Accounts Pay/Rec	-	
0421 Account Payable	(1,996,020.15)	
0461 Payroll Accrual	-	
0462 Payroll Payable	(2,104,418.47)	
0480 Deferred Revenues	-	
Revenue Refunds:		
6111 Current Real Estate Taxes	5,558.67	
6151 Earned Income Tax	-	
6153 Current Act 511 Real Estate Transfer Taxes		
6920 Donated Revenue		
6990 Misc Revenue	-	
Charges to Budget Expenditures:		
Commerce Bank Payments	-	
Current Monthly Payroll	<u>(8,596,165.65)</u>	
Total		<u>\$8,128,979.24</u>

CHECK NUMBER	CHECK DATE	POST DATE	VENDOR	AMOUNT	VENDOR KEY
213249	10/07/2015	10/07/2015	MIDDLESEX CTY COLLEGE	-900.00	MIDDLESE000
213441	10/07/2015	10/07/2015	SOUTHERN LEHIGH H S	-175.00	SOUTHERN003
214187	10/02/2015	10/02/2015	DELEON, JEANETTE	-105.00	DELEOJEA000
214323	10/09/2015	10/09/2015	THE PENN STATER HOTEL & CONF	-258.24	THE PENN005
214329	10/09/2015	10/09/2015	ALL-AMERICAN GRAPHICS LLC	-2,442.00	ALL-AMER003
214486	10/01/2015	10/01/2015	A/CAPA	245.00	A/CAPA 000
214487	10/01/2015	10/01/2015	ALBRIGHT, SABRINA	1,362.00	ALBRISAB000
214488	10/01/2015	10/01/2015	ALLSTATES MECHANICAL LTD	91,603.90	ALLSTATE001
214489	10/01/2015	10/01/2015	BOYD, LUKE	1,362.00	BOYD LUK000
214490	10/01/2015	10/01/2015	BRAGG, DONNA	1,314.00	BRAGGDON000
214491	10/01/2015	10/01/2015	BSN SPORTS INC.	806.07	BSN SPOR000
214492	10/01/2015	10/01/2015	CENTER FOR HUMANISTIC CHANGE	375.00	CENTER F008
214493	10/01/2015	10/01/2015	CENTER FOR HUMANISTIC CHANGE	120.00	CENTER F008
214494	10/01/2015	10/01/2015	CENTER FOR HUMANISTIC CHANGE	15.00	CENTER F008
214495	10/01/2015	10/01/2015	DISCOUNT SCHOOL SUPPLY	349.72	DISCOUNT006
214496	10/01/2015	10/01/2015	EDWARDS, MICHELLE	2,628.00	EDWARMIC000
214497	10/01/2015	10/01/2015	EVERYTHING MEDICAL, LLC	2,345.73	EVERYTHI000
214498	10/01/2015	10/01/2015	FENSTERMAKER, RICHARD II	1,362.00	FENSTRIC000
214499	10/01/2015	10/01/2015	GILLESPIE PRINTING	3,796.51	GILLESPI001
214500	10/01/2015	10/01/2015	HOME DEPOT CREDIT SERVICES	398.14	HOME DEP000
214501	10/01/2015	10/01/2015	HOTEL HERSHEY	256.00	HOTEL HE000
214502	10/01/2015	10/01/2015	IIRP	1,568.64	IIRP 000
214503	10/01/2015	10/01/2015	J. RYBNICK MECHANICAL CONTRACT	7,317.40	J. RYENI000
214504	10/01/2015	10/01/2015	KISTLER O'BRIEN FIRE PROTECTIO	792.00	KISTLER 003
214505	10/01/2015	10/01/2015	LAKESHORE LEARNING MATERIALS	1,267.38	LAKESHOR001
214506	10/01/2015	10/01/2015	MEDCO SUPPLY LOCKBOX	165.44	MEDCO SU000
214507	10/01/2015	10/01/2015	MONACO, STACEY	1,035.00	MONACSTA000
214508	10/01/2015	10/01/2015	MOORE MEDICAL LLC	164.91	MOORE ME000
214508	10/01/2015	10/01/2015	MOORE MEDICAL LLC	-164.91	MOORE ME000
214509	10/01/2015	10/01/2015	NASCO	797.75	NASCO 002
214510	10/01/2015	10/01/2015	NSTA	180.00	NSTA 000
214511	10/01/2015	10/01/2015	PARENT PARTIES	950.00	PARENT P000
214512	10/01/2015	10/01/2015	PARK, AMANDA	4,086.00	PARK AMA000
214513	10/01/2015	10/01/2015	PRIMEX WIRELESS INC	444.38	PRIMEX W000
214514	10/01/2015	10/01/2015	PYRAMID SCHOOL PRODUCTS	166.80	PYRAMID 004
214515	10/01/2015	10/01/2015	REALLY GOOD STUFF	2,002.57	REALLY G000
214516	10/01/2015	10/01/2015	RESILITE SPORTS PRODUCTS, INC.	7,261.00	RESILITE000
214517	10/01/2015	10/01/2015	RIGGLE, AMANDA	2,724.00	RIGGLAMA000
214518	10/01/2015	10/01/2015	RUPPELLI, JUSTIN	1,362.00	RUPPEJUS000
214519	10/01/2015	10/01/2015	SCHOLASTIC	3,644.29	SCHOLAST020
214520	10/01/2015	10/01/2015	SCHOOL CHECK IN	1,460.40	SCHOOL C003
214521	10/01/2015	10/01/2015	SCHOOL SPECIALTY INC	11,822.10	SCHOOL S006
214522	10/01/2015	10/01/2015	SELVAGGIO, MARJAN	1,035.00	SELVAMAR000
214523	10/01/2015	10/01/2015	SHAHDA, PETER	1,314.00	SHAHDPET000
214524	10/01/2015	10/01/2015	SPORTSMAN'S	29.70	SPORTSMA000
214525	10/01/2015	10/01/2015	STAPLES CREDIT PLAN	4,425.84	STAPLES 000
214526	10/01/2015	10/01/2015	TROXELL COMMUNICATIONS INC	77.40	TROXELL 000
214527	10/01/2015	10/01/2015	TSIHLIS, STEPHANIE	1,362.00	TSIHLSTE000
214528	10/01/2015	10/01/2015	UNIVERSAL PRINTING SOLUTIONS,	4,963.48	UNIVERSA017
214529	10/01/2015	10/01/2015	VERENNA, KELLY	1,035.00	VERENKEL000
214530	10/01/2015	10/01/2015	W.B. MASON	44.97	W.B. MAS001
214531	10/01/2015	10/01/2015	WESCO DISTRIBUTION INC.	330.00	WESCO DI001
214532	10/01/2015	10/01/2015	GONZALEZ, GLORIA	1,410.00	GONZAGLO001
214533	10/01/2015	10/01/2015	PATTERSON MEDICAL SUPPLY, INC	164.91	PATTERSO001
214534	10/02/2015	10/02/2015	REYES, PRISCILLA	400.00	REYESPRI000
214535	10/02/2015	10/02/2015	DOMINICAN FAMILY RESTAURANT	60.00	DOMINICA000

CHECK NUMBER	CHECK DATE	POST DATE	VENDOR	AMOUNT	VENDOR KEY
214536	10/02/2015	10/02/2015	DELEON, JEANETTE	105.00	DELEOJEA000
214537	10/06/2015	10/06/2015	A/CAPA	175.00	A/CAPA 000
214538	10/06/2015	10/06/2015	AHOLD FINANCIAL SERVICES	41.81	AHOLD FI000
214539	10/06/2015	10/06/2015	ANDERSON'S	1,408.51	ANDERSON001
214540	10/06/2015	10/06/2015	ARIN	200.00	ARIN 000
214541	10/06/2015	10/06/2015	THE ART STORE	11,601.92	ART 001
214542	10/06/2015	10/06/2015	ASCD	265.30	ASCD 003
214543	10/06/2015	10/06/2015	ASD CAFETERIA FUND	2.75	ASD CAFE002
214544	10/06/2015	10/06/2015	BARNES & NOBLE, INC.	953.85	BARNES &000
214545	10/06/2015	10/06/2015	BOCIAN, SUSAN	424.91	BOCIASUS000
214546	10/06/2015	10/06/2015	CENGAGE LEARNING	3,722.40	CENGAGE 000
214547	10/06/2015	10/06/2015	CHRISTMAS CITY STUDIOS	3,608.50	CHRISTMA008
214548	10/06/2015	10/06/2015	COLONIAL ELECTRIC SUPPLY CO	144.49	COLONIAL005
214549	10/06/2015	10/06/2015	COMMUNITIES IN SCHOOLS OF LV	6,774.08	COMMUNIT000
214550	10/06/2015	10/06/2015	CORPORATE IMAGES CO.	1,203.20	CORPORAT010
214551	10/06/2015	10/06/2015	DA VINCI DISCOVERY CENTER	8,935.31	DA VINCI000
214552	10/06/2015	10/06/2015	DICK BLICK	451.53	DICK BLI000
214553	10/06/2015	10/06/2015	EDWARDS BUSINESS SYSTEMS	128.33	EDWARDS 001
214554	10/06/2015	10/06/2015	ENHANCED VISION SYSTEMS, INC.	75.20	ENHANCED000
214555	10/06/2015	10/06/2015	EPIC SPORTS INC.	387.46	EPIC SPO000
214556	10/06/2015	10/06/2015	EPLUS TECHNOLOGY, INC	384.94	EPLUS TE000
214557	10/06/2015	10/06/2015	EXPRESS BUSINESS CENTER	50.00	EXPRESS 010
214558	10/06/2015	10/06/2015	FORERUNNER TECHNOLOGIES, INC.	9,043.92	FORERUNN000
214559	10/06/2015	10/06/2015	FULL SOURCE, LLC	1,324.71	FULL SOU000
214560	10/06/2015	10/06/2015	HANNIS, JULIEBETH	90.64	HANNIJUL000
214561	10/06/2015	10/06/2015	HENRY SCHEIN INC	8,445.56	HENRY SC000
214562	10/06/2015	10/06/2015	HIGHMARK BLUE SHIELD	2,281,220.47	HIGHMARK000
214563	10/06/2015	10/06/2015	IPS GLOBAL	83.25	IPS GLOB000
214564	10/06/2015	10/06/2015	JW PEPPER & SON INC	22.80	JW PEPPE000
214565	10/06/2015	10/06/2015	KISH, JANINE	187.12	KISH JAN000
214566	10/06/2015	10/06/2015	L&L KILN MFG., INC.	1,026.05	L&L KILN000
214567	10/06/2015	10/06/2015	LAKESHORE LEARNING MATERIALS	489.86	LAKESHOR001
214568	10/06/2015	10/06/2015	LEHIGH CARBON COM COLLEGE	3,149.28	LEHIGH C000
214569	10/06/2015	10/06/2015	LEHIGH COUNTY AUTHORITY	7,854.20	LEHIGH C040
214570	10/06/2015	10/06/2015	MIND RESEARCH INSTITUTE	3,499.00	MIND RES000
214571	10/06/2015	10/06/2015	OFFICE DEPOT	93.40	OFFICE D000
214572	10/06/2015	10/06/2015	PAESSP	595.00	PAESSP 000
214573	10/06/2015	10/06/2015	PHILIP ROSENAU CO INC	1,762.10	PHILIP R001
214574	10/06/2015	10/06/2015	PPL ELECTRIC UTILITIES	95,979.88	PPL ELEC000
214575	10/06/2015	10/06/2015	PYRAMID SCHOOL PRODUCTS	22,229.34	PYRAMID 004
214576	10/06/2015	10/06/2015	RADIO MAINTENANCE, INC	203.56	RADIO MA000
214577	10/06/2015	10/06/2015	SCHOLASTIC CLASSROOM MAGAZINES	1,482.69	SCHOLAST017
214577	10/06/2015	10/06/2015	SCHOLASTIC CLASSROOM MAGAZINES	-1,482.69	SCHOLAST017
214578	10/06/2015	10/06/2015	SCHOLASTIC INC	238.70	SCHOLAST018
214579	10/06/2015	10/06/2015	SCHOOL SPECIALTY INC	1,897.00	SCHOOL S006
214580	10/06/2015	10/06/2015	SHANKWEILER, RICHARD	180.00	SHANKRIC000
214581	10/06/2015	10/06/2015	STAPLES CREDIT PLAN	678.10	STAPLES 000
214582	10/06/2015	10/06/2015	STOTZ & FATZINGER OFFICE SUPPL	200.06	STOTZ & 000
214583	10/06/2015	10/06/2015	TIME FOR KIDS	535.20	TIME FOR000
214584	10/06/2015	10/06/2015	TREETOP PUBLISHING	128.70	TREETOP 000
214585	10/06/2015	10/06/2015	TRIUMPH LEARNING LLC	2,350.32	TRIUMPH 001
214586	10/06/2015	10/06/2015	TROXELL COMMUNICATIONS INC	1,413.00	TROXELL 000
214587	10/06/2015	10/06/2015	UGI UTILITIES, INC.	1,299.91	UGI UTIL002
214588	10/06/2015	10/06/2015	UNITED CONCORDIA, INC	4,096.40	UNITED C002
214589	10/06/2015	10/06/2015	SCHOLASTIC INC	1,482.69	SCHOLAST018
214590	10/06/2015	10/06/2015	ALFONSO, RICHARD	15.07	ALFONRIC000

CHECK NUMBER	CHECK DATE	POST DATE	VENDOR	AMOUNT	VENDOR KEY
214591	10/06/2015	10/06/2015	BAIRD, WILLIAM	153.66	BAIRDWIL000
214592	10/06/2015	10/06/2015	BEST, WILLIAM	6.79	BEST WIL000
214593	10/06/2015	10/06/2015	BIANCO, CATHERINE	194.12	BIANCCAT000
214594	10/06/2015	10/06/2015	CENTER FOR HUMANISTIC CHANGE	15.00	CENTER F008
214595	10/06/2015	10/06/2015	CONWAY, NANCY	5.52	CONWANAN000
214596	10/06/2015	10/06/2015	FERREIRA, INGRID	38.53	FERREING000
214597	10/06/2015	10/06/2015	GALLAGHER, MARGARET	194.12	GALLAMAR000
214598	10/06/2015	10/06/2015	GOLDMAN, KARYN	249.90	GOLDMKAR000
214599	10/06/2015	10/06/2015	HAMPTON INN & SUITES HERSHEY	32.19	HAMPTON 017
214600	10/06/2015	10/06/2015	KICHLINE, MATTHEW	194.12	KICHLMAT000
214601	10/06/2015	10/06/2015	MCCLUNG, WENDY	33.35	MCCLUWEN000
214602	10/06/2015	10/06/2015	PAPSA	175.00	PAPSA 000
214603	10/06/2015	10/06/2015	PEREZ, SONIA	46.00	PEREZSON000
214604	10/06/2015	10/06/2015	POLEK, TIFFANY	26.00	POLEKTIF000
214605	10/06/2015	10/06/2015	PSBA	280.00	PSBA 001
214606	10/06/2015	10/06/2015	PSERS	1,633.19	PSERS 002
214607	10/06/2015	10/06/2015	RAMOS, JENNIFER	37.55	RAMOSJEN000
214608	10/06/2015	10/06/2015	SHADE, VERA	38.70	SHADEVER000
214609	10/06/2015	10/06/2015	SNYDER, DENISE	121.86	SNYDEDEN000
214610	10/06/2015	10/06/2015	TEMPRO, CHRISTOPHER	194.12	TEMPRCHR000
214611	10/06/2015	10/06/2015	WALCK, KIMBERLY	33.51	WALCKKIM000
214612	10/06/2015	10/06/2015	WILDONGER, DAVID	17.08	WILDODAV000
214613	10/07/2015	10/07/2015	ARTS ACADEMY CHARTER SCHOOL	104,642.80	ARTS ACA000
214614	10/07/2015	10/07/2015	LINCOLN LEADERSHIP ACAD CHARTE	314,250.09	LINCOLN 014
214615	10/07/2015	10/07/2015	MARTIN, JESSICA	194.12	MARTIJES001
214616	10/07/2015	10/07/2015	PA CYBER CHARTER SCHOOL	208,356.96	PA CYBER000
214617	10/07/2015	10/07/2015	PA VIRTUAL CHARTER SCHOOL	14,582.83	PA VIRTU000
214618	10/07/2015	10/07/2015	PMEA	25.00	PMEA 000
214619	10/09/2015	10/09/2015	ALL-AMERICAN GRAPHICS LLC	2,442.00	ALL-AMER003
214620	10/12/2015	10/12/2015	ACCOMTEMP/OFFICETEAM	2,234.05	ACCOMTE000
214621	10/12/2015	10/12/2015	BARNES & NOBLE, INC.	12,717.89	BARNES &000
214622	10/12/2015	10/12/2015	THE BAUM SCHOOL OF ART	4,050.00	BAUM 000
214623	10/12/2015	10/12/2015	BETHLEHEM BUSINESS FORMS	1,247.95	BETHLEHE018
214624	10/12/2015	10/12/2015	CANON FINANCIAL SERVICES, INC.	3,750.00	CANON FI000
214625	10/12/2015	10/12/2015	CDW GOVERNMENT, INC	709.13	CDW GOVE000
214626	10/12/2015	10/12/2015	CLASSROOM DIRECT	221.96	CLASSROO005
214627	10/12/2015	10/12/2015	CLIU #21	121,788.96	CLIU #21001
214628	10/12/2015	10/12/2015	DA VINCI DISCOVERY CENTER	2,700.00	DA VINCI000
214629	10/12/2015	10/12/2015	DELL MARKETING LP	31,071.60	DELL COM000
214630	10/12/2015	10/12/2015	DELTA-T GROUP, INC.	21,397.84	DELTA-T 000
214631	10/12/2015	10/12/2015	DUERST, ANN	1,612.00	DUERSANN000
214632	10/12/2015	10/12/2015	EBSCO	617.68	EBSCO 000
214633	10/12/2015	10/12/2015	ENABLING TECHNOLOGIES, INC	320.00	ENABLING002
214634	10/12/2015	10/12/2015	FAST SIGNS	1,812.72	FAST SIG000
214635	10/12/2015	10/12/2015	FLUKE NETWORKS	15,337.00	FLUKE NE000
214636	10/12/2015	10/12/2015	GLOBAL GOVT EDUCATION SOLUTION	248.84	GLOBAL G000
214637	10/12/2015	10/12/2015	HEINEMANN	174.90	HEINEMAN002
214638	10/12/2015	10/12/2015	HM CASUALTY INSURANCE COMPANY	85,544.00	HM CASUA000
214639	10/12/2015	10/12/2015	IMPEX MICRO, INC	2,340.00	IMPEX MI000
214640	10/12/2015	10/12/2015	INTEGRATED SYSTEMS CORP	4,600.00	INTEGRAT006
214641	10/12/2015	10/12/2015	JOHNSON, LOLA	687.79	JOHNSLOL000
214642	10/12/2015	10/12/2015	LEHIGH CARBON COM COLLEGE	124,284.47	LEHIGH C000
214643	10/12/2015	10/12/2015	LEHIGH CAREER & TECHNICAL INST	547,919.91	LEHIGH C001
214643	10/20/2015	10/20/2015	LEHIGH CAREER & TECHNICAL INST	-547,919.91	LEHIGH C001
214644	10/12/2015	10/12/2015	MUSEUM OF INDIAN CULTURE	2,000.00	MUSEUM 0000
214645	10/12/2015	10/12/2015	NICKY'S COMMUNICATOR	805.00	NICKY'S 000

CHECK NUMBER	CHECK DATE	POST DATE	VENDOR	AMOUNT	VENDOR KEY
214646	10/12/2015	10/12/2015	NCS PEARSON INC	651.16	PEARSON 013
214647	10/12/2015	10/12/2015	RADIO MAINTENANCE, INC	400.00	RADIO MA000
214648	10/12/2015	10/12/2015	REALLY GOOD STUFF	667.70	REALLY G000
214649	10/12/2015	10/12/2015	SCHOLASTIC INC	4,179.34	SCHOLAST018
214650	10/12/2015	10/12/2015	SCHUYLKILL VALLEY SPORTING	1,099.50	SCHUYLKI002
214651	10/12/2015	10/12/2015	TSA CONSULTING GROUP, INC	1,112.00	TSA CONS000
214652	10/12/2015	10/12/2015	W.B. MASON	799.00	W.B. MAS001
214653	10/12/2015	10/12/2015	WAYSIDE PUBLISHING	2,219.69	WAYSIDE 000
214654	10/12/2015	10/12/2015	WESTERN PSYCHOLOGICAL SERVICES	544.50	WESTERN 002
214655	10/12/2015	10/12/2015	AYACU, MARIA	53.65	AYACUMAR000
214656	10/12/2015	10/12/2015	BAURKOT, KAREN	7.65	BAURKKAR000
214657	10/12/2015	10/12/2015	BECKER-LAYER, MARGARET	13.80	BECKEMAR002
214658	10/12/2015	10/12/2015	BELARDI, TINA	50.03	BELARTIN001
214659	10/12/2015	10/12/2015	BEST WESTERN PREMIER "THE CENT	89.96	BEST WES006
214660	10/12/2015	10/12/2015	BEST, WILLIAM	8.74	BEST WIL000
214661	10/12/2015	10/12/2015	BRINKER, ANDREW	8.86	BRINKAND000
214662	10/12/2015	10/12/2015	BUREAU OF EDUCATION & RESEARCH	717.00	BUREAU 0001
214663	10/12/2015	10/12/2015	CARON TREATMENT CENTERS	100.00	CARON TR000
214664	10/12/2015	10/12/2015	DALLATORE, ERIN	29.10	DALLAERI000
214665	10/12/2015	10/12/2015	FAMILY INVOLVEMENT CONF	125.00	FAMILY I000
214666	10/12/2015	10/12/2015	FULLER, SUSAN	28.64	FULLESUS000
214667	10/12/2015	10/12/2015	HERSHEY LODGE/CONVENTION CTR	424.00	HERSHEY 004
214668	10/12/2015	10/12/2015	IIRP	350.00	IIRP 000
214669	10/12/2015	10/12/2015	KEGLEY, LORI	31.05	KEGLELOR000
214670	10/12/2015	10/12/2015	KRUGER, KRISTIN	34.44	KRUGEKRI000
214671	10/12/2015	10/12/2015	LOPER, JOHN JR	10.81	LOPERJOH000
214672	10/12/2015	10/12/2015	MARUCCI, CONCHETTA	29.10	MARUCCON000
214673	10/12/2015	10/12/2015	MILLER, ROBIN	11.39	MILLEROB002
214674	10/12/2015	10/12/2015	PARROTT, GENE	11.33	PARROGEN000
214675	10/12/2015	10/12/2015	SEGATA, CAROLYN	31.05	SEGATCAR000
214676	10/12/2015	10/12/2015	SMERDON, JILL	21.22	SMERDJIL000
214677	10/12/2015	10/12/2015	THE COLLEGE BOARD	215.00	THE COLL000
214678	10/12/2015	10/12/2015	YOO, CHERYL	23.81	YOO CHE000
214679	10/13/2015	10/13/2015	ADAM, SALLY	30.07	ADAM SAL000
214680	10/13/2015	10/13/2015	BAILEY-SILFIES, ALICEN	67.78	BAILEALI001
214681	10/13/2015	10/13/2015	BLOUGH, IRENE	24.15	BLOUGIRE000
214682	10/13/2015	10/13/2015	BRANNON, TANIA	9.78	BRANNFAN000
214683	10/13/2015	10/13/2015	BRONSON, MATTHEW	55.43	BRONSMAT000
214684	10/13/2015	10/13/2015	EVERYTHING MEDICAL, LLC	7.00	EVERYTHI000
214685	10/13/2015	10/13/2015	KLEPPINGER, KAROL	27.37	KLEPPKAR000
214686	10/13/2015	10/13/2015	PEREZ, SONIA	40.25	PEREZSON000
214687	10/13/2015	10/13/2015	RARICK, JENNIFER	25.76	RARICJEN000
214688	10/13/2015	10/13/2015	SANTANA OQUENDO, CELYSMAR	36.22	SANTACEL000
214689	10/13/2015	10/13/2015	SENTZ, CONSTANCE	15.53	SENTZCON000
214690	10/13/2015	10/13/2015	SHETAYH, MEYADA	105.57	SHETAMEY000
214691	10/13/2015	10/13/2015	SIKET, BRIAN	54.11	SIKETBRI000
214692	10/13/2015	10/13/2015	SILVA, INGRID	30.83	SILVAING000
214693	10/13/2015	10/13/2015	WACHTMANN, BEVERLY	23.58	WACHTBEV000
214694	10/13/2015	10/13/2015	WILSON, FLOR	74.18	WILSOFLO000
214695	10/14/2015	10/14/2015	ACCOUNTEMPS/OFFICETEAM	737.09	ACCOUNTE000
214696	10/14/2015	10/14/2015	ADVANCE AUTO PARTS	58.59	ADVANCE 005
214697	10/14/2015	10/14/2015	AHOLD FINANCIAL SERVICES	506.67	AHOLD FI000
214698	10/14/2015	10/14/2015	ALFONSO, RICHARD	22.20	ALFONRIC000
214699	10/14/2015	10/14/2015	ALLENTOWN POLICE DEPARTMENT	-1,663.07	ALLENTOW042
214699	10/14/2015	10/14/2015	ALLENTOWN POLICE DEPARTMENT	1,663.07	ALLENTOW042
214700	10/14/2015	10/14/2015	AMENT, DONALD	72.99	AMENPDON000

CHECK NUMBER	CHECK DATE	POST DATE	VENDOR	AMOUNT	VENDOR KEY
214701	10/14/2015	10/14/2015	AMERICAN FENCE, INC	43.20	AMERICAN059
214702	10/14/2015	10/14/2015	BATH SUPPLY CO INC	3,756.80	BATH SUP000
214703	10/14/2015	10/14/2015	BEAN, INC.	867.10	BEAN, IN000
214704	10/14/2015	10/14/2015	BELLES TREE SERVICE	3,900.00	BELLES T000
214705	10/14/2015	10/14/2015	BETHLEHEM GLASS WORKS	1,750.00	BETHLEHE017
214706	10/14/2015	10/14/2015	BLANKIN EQUIPMENT	15,461.93	BLANKIN 000
214707	10/14/2015	10/14/2015	BONFITTO INC	25,000.00	BONFITTO000
214708	10/14/2015	10/14/2015	BRADBURY-SULLIVAN LGBT COMMUNI	1,000.00	BRADBURY000
214709	10/14/2015	10/14/2015	BUILDERS DOOR & HARDWARE INC	11,200.00	BUILDERS001
214710	10/14/2015	10/14/2015	CARRIER CORPORATION	1,365.00	CARRIER 000
214711	10/14/2015	10/14/2015	CHRISTMAS CITY STUDIOS	3,627.75	CHRISTMA008
214712	10/14/2015	10/14/2015	CITY OF ALLENTOWN	427.63	CITY OF 000
214713	10/14/2015	10/14/2015	CJ WAGNER BOWLING SUPPLIES	214.12	CJ WAGNE000
214714	10/14/2015	10/14/2015	COLONIAL ELECTRIC SUPPLY CO	2,326.04	COLONIAL005
214715	10/14/2015	10/14/2015	CROWDER JR COMPANY	1,478.32	CROWDER 000
214716	10/14/2015	10/14/2015	DA VINCI DISCOVERY CENTER	45,262.25	DA VINCI000
214717	10/14/2015	10/14/2015	DEER COUNTRY FARM & LAWN INC	60.70	DEER COU000
214718	10/14/2015	10/14/2015	DELEON, JEANETTE	175.00	DELEOJEA000
214719	10/14/2015	10/14/2015	DELTA-T GROUP, INC.	16,909.22	DELTA-T 000
214720	10/14/2015	10/14/2015	DERHAMMER, JILLIAN	79.64	DERHAJIL000
214721	10/14/2015	10/14/2015	DOWD, MELISSA	4,400.00	DOWD MEL000
214722	10/14/2015	10/14/2015	DREISBACH, KRISTIE	41.17	DREISKRI000
214723	10/14/2015	10/14/2015	EASTERN TIME, INC	667.00	EASTERN 020
214724	10/14/2015	10/14/2015	EDWARDS BUSINESS SYSTEMS	307.38	EDWARDS 001
214725	10/14/2015	10/14/2015	F.W. WEBB COMPANY	1,704.50	F.W. WEB000
214726	10/14/2015	10/14/2015	FEDEX	34.27	FEDEX 001
214727	10/14/2015	10/14/2015	FIORITO, GINA	13.57	FIORIGIN000
214728	10/14/2015	10/14/2015	FORERUNNER TECHNOLOGIES, INC.	1,850.76	FORERUNN000
214729	10/14/2015	10/14/2015	G & S FASTENING SYSTEMS INC	584.71	G & S FA000
214730	10/14/2015	10/14/2015	GILBOY AUTOMOTIVE GROUP, INC	40.22	GILBOY A000
214731	10/14/2015	10/14/2015	GOLDMAN, KARYN	90.33	GOLDMKAR000
214732	10/14/2015	10/14/2015	GOODGE, KIMBERLY	13.80	GOODGKIM000
214733	10/14/2015	10/14/2015	GRAINGER	636.36	GRAINGER002
214734	10/14/2015	10/14/2015	GRECZEK, STEPHANIE	36.05	GRECZSTE000
214735	10/14/2015	10/14/2015	GROVE SUPPLY, INC	403.63	GROVE SU000
214736	10/14/2015	10/14/2015	HALE TRAILER BRAKE & WHEEL	108.60	HALE TRA000
214737	10/14/2015	10/14/2015	HAROLD, KATHI	7.48	HAROLKAT000
214738	10/14/2015	10/14/2015	HILTI INC	720.02	HILTI IN000
214739	10/14/2015	10/14/2015	HOFFMAN, KATIE	15.58	HOFFMKAT001
214740	10/14/2015	10/14/2015	JOHNSON CONTROLS	5,060.29	JOHNSON 009
214741	10/14/2015	10/14/2015	KISTLER O'BRIEN FIRE PROTECTIO	3,015.00	KISTLER 003
214742	10/14/2015	10/14/2015	KOTERBA, LEE	118.45	KOTERLEE000
214743	10/14/2015	10/14/2015	ALAN KUNSMAN ROOFING & SIDING	4,200.00	KUNSMAN 000
214744	10/14/2015	10/14/2015	LEHIGH COUNTY AUTHORITY	107.91	LEHIGH C040
214745	10/14/2015	10/14/2015	LEHIGH VALLEY SAFETY SUPPLY CO	300.00	LEHIGH V065
214746	10/14/2015	10/14/2015	LEHIGH VALLEY HEALTH NETWORK	5,620.00	LEHIGH V068
214747	10/14/2015	10/14/2015	LOETZBEIER, ILSA	14.38	LOETZILS000
214748	10/14/2015	10/14/2015	LOVELIDGE, RALPH	196.85	LOVELRAL000
214749	10/14/2015	10/14/2015	LUCAS, MELINDA	14.89	LUCASMEL000
214750	10/14/2015	10/14/2015	MANN, DIANE	8.22	MANN DIA001
214751	10/14/2015	10/14/2015	MAYO, CARROLL	450.00	MAYO CAR000
214752	10/14/2015	10/14/2015	MEIER SUPPLY CO, INC	12,002.27	MEIER SU001
214753	10/14/2015	10/14/2015	METZ, INC	624.00	METZ INC000
214754	10/14/2015	10/14/2015	MIDDLECAMP, NICHOLAS	4.26	MIDDLNIC000
214755	10/14/2015	10/14/2015	MORILLO, JANET	14.75	MORILJAN000
214756	10/14/2015	10/14/2015	THE MORNING CALL	114.00	MORNIN 000

CHECK NUMBER	CHECK DATE	POST DATE	VENDOR	AMOUNT	VENDOR KEY
214757	10/14/2015	10/14/2015	MP OUTFITTERS	736.89	MP OUTFI000
214758	10/14/2015	10/14/2015	MURGITROYDE, KERRY	30.76	MURGIKER000
214759	10/14/2015	10/14/2015	NEW YORK URBAN, INC.	7,730.00	NEW YORK009
214760	10/14/2015	10/14/2015	NORTHEAST CHEMICAL & SUPPLY CO	943.50	NORTHEAS001
214761	10/14/2015	10/14/2015	NORTHEAST JANITORIAL SUPPLY	5,916.40	NORTHEAS004
214762	10/14/2015	10/14/2015	NORTHEAST STAGE, LLC	618.70	NORTHEAS014
214763	10/14/2015	10/14/2015	OBATALA ROUNDTREE	1,137.50	OBATALA 000
214764	10/14/2015	10/14/2015	OFFICE SERVICE CO	30.03	OFFICE S000
214765	10/14/2015	10/14/2015	OSWALD, TRACY	24.09	OSWALTRA000
214766	10/14/2015	10/14/2015	OVERHEAD DOOR CO OF ALLENTOWN	252.00	OVERHEAD001
214767	10/14/2015	10/14/2015	PA DEPT OF LABOR & INDUSTRY-E	36.00	PA DEPT 005
214768	10/14/2015	10/14/2015	PA PRINCIPALS ASSOCIATION	595.00	PA PRINC000
214769	10/14/2015	10/14/2015	PENN VALLEY CHEMICAL	1,392.34	PENN VAL000
214770	10/14/2015	10/14/2015	PENNSYLVANIA ENERGY CONSORTIUM	25.00	PENNSYLV012
214771	10/14/2015	10/14/2015	RED WING SHOE STORE	100.00	RED WING000
214772	10/14/2015	10/14/2015	RELIABLE SECURITY SOLUTIONS	210.00	RELIABLE004
214773	10/14/2015	10/14/2015	REPUBLIC SERVICES #282	685.00	REPUBLIC001
214774	10/14/2015	10/14/2015	ROBERTS OXYGEN COMPANY, INC	405.93	ROBERTS 003
214775	10/14/2015	10/14/2015	ROTHROCK	255.71	ROTHROCK000
214776	10/14/2015	10/14/2015	ROYCE AUTOMOTIVE & ELECTRICAL	1,139.82	ROYCE AU000
214777	10/14/2015	10/14/2015	SCHOENBERGER, DONNA	16.22	SCHOEDON000
214778	10/14/2015	10/14/2015	SCRANTON GRINDER & HARDWARE	99.00	SCRANTON001
214779	10/14/2015	10/14/2015	SENG, JESSICA	24.78	SENG JES000
214780	10/14/2015	10/14/2015	SENSINGER, CANDICE	14.03	SENSICAN000
214781	10/14/2015	10/14/2015	SHERWIN-WILLIAMS CO.	84.58	SHERWIN-000
214782	10/14/2015	10/14/2015	SHIFFLER EQUIPMENT SALES, INC	100.44	SHIFFLER000
214783	10/14/2015	10/14/2015	SIMBIO	1,984.00	SIMBIOTI000
214784	10/14/2015	10/14/2015	SIMPLEXGRINNELL LP	5,478.33	SIMPLEX 001
214785	10/14/2015	10/14/2015	SNAP ON TOOLS	4,562.98	SNAP ON 000
214786	10/14/2015	10/14/2015	SNYDER, DENISE	103.10	SNYDEDEN000
214787	10/14/2015	10/14/2015	SOSMETAL PRODUCTS INC	755.55	SOSMETAL000
214788	10/14/2015	10/14/2015	THE MORNING CALL, INC.	135.20	THE MORN000
214789	10/14/2015	10/14/2015	THE PA SHAKESPEARE FESTIVAL	280.00	THE PA S000
214790	10/14/2015	10/14/2015	TUSTIN WATER SOLUTIONS	4,980.00	TUSTIN W000
214791	10/14/2015	10/14/2015	UGI UTILITIES, INC.	8,406.96	UGI UTIL002
214792	10/14/2015	10/14/2015	ULINE	1,112.06	ULINE 000
214793	10/14/2015	10/14/2015	UNITED REFRIGERATION INC	2,522.48	UNITED R001
214794	10/14/2015	10/14/2015	VALENTINI, RUSSELL	2,002.47	VALENRUS000
214795	10/14/2015	10/14/2015	VERIZON WIRELESS	4,834.21	VERIZON 003
214796	10/14/2015	10/14/2015	WAREHOUSE BATTERY OUTLET, INC	69.00	WAREHOUS000
214797	10/14/2015	10/14/2015	WELLS FARGO BANK	1,350.00	WELLS FA010
214798	10/14/2015	10/14/2015	WHITEHALL TURF EQUIPMENT INC	1,750.96	WHITEHAL007
214799	10/14/2015	10/14/2015	WOLFE, SALLY	14.72	WOLFESAL000
214800	10/14/2015	10/14/2015	WORTH AND COMPANY INC	5,562.00	WORTH AN000
214801	10/14/2015	10/14/2015	CITY OF ALLENTOWN	1,663.07	CITY OF 000
214802	10/15/2015	10/15/2015	B&H PHOTO-VIDEO	1,499.50	B&H PHOT000
214803	10/15/2015	10/15/2015	BARNES & NOBLE, INC.	1,568.00	BARNES &000
214804	10/15/2015	10/15/2015	BARNES & NOBLE	287.80	BARNES &003
214805	10/15/2015	10/15/2015	CLASSROOM DIRECT	221.96	CLASSROO005
214806	10/15/2015	10/15/2015	DELTA EDUCATION	472.04	DELTA ED000
214807	10/15/2015	10/15/2015	DEMCO	1,054.78	DEMCO 000
214808	10/15/2015	10/15/2015	FORERUNNER TECHNOLOGIES, INC.	16,200.00	FORERUNN000
214809	10/15/2015	10/15/2015	GILLESPIE PRINTING	2,871.03	GILLESPI001
214810	10/15/2015	10/15/2015	IPS GLOBAL	2,726.00	IPS GLOB000
214811	10/15/2015	10/15/2015	KENNY PRODUCTS, INC.	200.00	KENNY PR000
214812	10/15/2015	10/15/2015	LAKESHORE LEARNING MATERIALS	367.82	LAKESHOR001

CHECK NUMBER	CHECK DATE	POST DATE	VENDOR	AMOUNT	VENDOR KEY
214813	10/15/2015	10/15/2015	NAMIFY, LLC	375.38	NAMIFY, 000
214814	10/15/2015	10/15/2015	ORIENTAL TRADING COMPANY	705.40	ORIENTAL000
214815	10/15/2015	10/15/2015	SCHOLASTIC	1,153.66	SCHOLAST020
214816	10/15/2015	10/15/2015	SCHOOL HEALTH CORP	1,744.00	SCHOOL H002
214817	10/15/2015	10/15/2015	SCHOOL OUTFITTERS	2,441.52	SCHOOL O002
214818	10/15/2015	10/15/2015	SCHOOL SPECIALTY INC	5,903.19	SCHOOL S006
214819	10/15/2015	10/15/2015	STEWART SIGNS	9,059.00	STEWART 000
214820	10/15/2015	10/15/2015	W.B. MASON	50.96	W.B. MAS001
214821	10/15/2015	10/15/2015	WARD'S SCIENCE	133.24	WARD'S S000
214822	10/15/2015	10/15/2015	ANDREW, JOHNSON	2,442.40	ANDREJOH000
214823	10/15/2015	10/15/2015	DELTA-T GROUP, INC.	15,059.68	DELTA-T 000
214824	10/15/2015	10/15/2015	FENSTERMAKER, BARBARA	97.48	FENSTBAR000
214825	10/15/2015	10/15/2015	MOSSER VILLAGE FAMILY CTR	5,957.14	MOSSER V000
214826	10/15/2015	10/15/2015	PSERS	116.49	PSERS 002
214827	10/15/2015	10/15/2015	SANDOVA, JASON	2,428.48	SANDOJAS000
214828	10/13/2015	10/13/2015	SUBSTITUTE TEACHER SERVICE, IN	177.88	SUBSTITU000
214829	10/16/2015	10/16/2015	3M	980.00	3M 000
214830	10/16/2015	10/16/2015	AGORA CYBER CHARTER SCHOOL	411,562.92	AGORA CY000
214831	10/16/2015	10/16/2015	AHOLD FINANCIAL SERVICES	127.08	AHOLD FI000
214832	10/16/2015	10/16/2015	ASCD	47.00	ASCD 003
214833	10/16/2015	10/16/2015	ASD CAFETERIA FUND	958.96	ASD CAFE002
214834	10/16/2015	10/16/2015	BANK OF UTAH-REF TRUST ACCOUNT	20,000.00	BANK OF 025
214835	10/16/2015	10/16/2015	CETRONIA AMBULANCE CORPS INC	708.75	CETRONIA000
214836	10/16/2015	10/16/2015	CHS BOOSTER CLUB	240.00	CHS BOOS000
214837	10/16/2015	10/16/2015	THE COLLEGE BOARD	29,250.00	COLLEGE 003
214838	10/16/2015	10/16/2015	DELTA-T GROUP, INC.	9,621.02	DELTA-T 000
214839	10/16/2015	10/16/2015	DONALD L KEENEY GENERAL CONTRA	5,115.61	DONALD L000
214840	10/16/2015	10/16/2015	EDWARDS BUSINESS SYSTEMS	102.06	EDWARDS 001
214841	10/16/2015	10/16/2015	ELEMENT ENVIRONMENTAL SOLUTION	2,491.59	ELEMENT 001
214842	10/16/2015	10/16/2015	FEDEX	22.13	FEDEX 001
214843	10/16/2015	10/16/2015	GOLDNER, KAREN	40.80	GOLDNKAR000
214844	10/16/2015	10/16/2015	GRAYBAR ELECTRIC CO INC	314.55	GRAYBAR 003
214845	10/16/2015	10/16/2015	PATTY KRATZER-TREXLER PETTY CA	15.97	HOCH 000
214846	10/16/2015	10/16/2015	JOSTENS	23.61	JOSTENS 000
214847	10/16/2015	10/16/2015	JW PEPPER & SON INC	56.73	JW PEPPE000
214848	10/16/2015	10/16/2015	LEHIGH CARBON COM COLLEGE	288.50	LEHIGH C000
214849	10/16/2015	10/16/2015	MP OUTFITTERS	681.37	MP OUTFI000
214850	10/16/2015	10/16/2015	MR JOHN INC	85.00	MR JOHN 000
214851	10/16/2015	10/16/2015	NASSP/NJHS	385.00	NASSP/NJ000
214852	10/16/2015	10/16/2015	NAZARETH MUSIC CENTER	223.00	NAZARETH001
214853	10/16/2015	10/16/2015	PA LEADERSHIP CHARTER SCHOOL	20,515.15	PA LEADE000
214854	10/16/2015	10/16/2015	PAESSP	595.00	PAESSP 000
214855	10/16/2015	10/16/2015	POPIVCHAK, JOSEPH	89.77	POPIVJOS000
214856	10/16/2015	10/16/2015	PPL ELECTRIC UTILITIES	29,154.76	PPL ELECO00
214857	10/16/2015	10/16/2015	RADIO MAINTENANCE, INC	267.50	RADIO MA000
214858	10/16/2015	10/16/2015	RCN	7,606.09	RCN 000
214859	10/16/2015	10/16/2015	RCN	13.37	RCN 000
214860	10/16/2015	10/16/2015	RIDDELL / ALL AMERICAN SPORTS	605.00	RIDDELL 001
214861	10/16/2015	10/16/2015	ROHRBACH, F A	8,550.00	ROHRBF A000
214862	10/16/2015	10/16/2015	SEVEN GENERATIONS CS	122,781.75	SEVEN GE000
214863	10/16/2015	10/16/2015	SHAFNISKY, LUKE	38.92	SHAFNLUK000
214864	10/16/2015	10/16/2015	THOMPSON INFORMATION SERVICES	516.99	THOMPSON009
214865	10/16/2015	10/16/2015	YEAGER'S FUEL, INC	35,620.65	YEAGER'S000
214866	10/16/2015	10/16/2015	FOLLETT SCHOOL SOLUTIONS, INC.	65.18	FOLLETT 006
214867	10/19/2015	10/19/2015	AHOLD FINANCIAL SERVICES	86.69	AHOLD FI000
214868	10/19/2015	10/19/2015	APPERSON	736.88	APPERSON000

CHECK NUMBER	CHECK DATE	POST DATE	VENDOR	AMOUNT	VENDOR KEY
214869	10/19/2015	10/19/2015	ASD CAFETERIA FUND	17.10	ASD CAFE002
214870	10/19/2015	10/19/2015	BERKHEIMER	2,753.73	BERKHEIM001
214871	10/19/2015	10/19/2015	BETHLEHEM BUSINESS FORMS	466.95	BETHLEHE018
214872	10/19/2015	10/19/2015	COMMUNITIES IN SCHOOLS OF LV	55,200.00	COMMUNIT000
214873	10/19/2015	10/19/2015	DOCUMENT SYSTEMS LTD	1,190.00	DOCUMENT000
214874	10/19/2015	10/19/2015	DREISBACH, KRISTIE	27.98	DREISKRI000
214875	10/19/2015	10/19/2015	DUNBAR ARMORED INC	1,110.05	DUNBAR A001
214876	10/19/2015	10/19/2015	EAST COAST TOURING CO.	1,270.00	EAST COA003
214877	10/19/2015	10/19/2015	GOLDMAN, KARYN	28.45	GOLDMKAR000
214878	10/19/2015	10/19/2015	INTERSTATE TAX SERVICE, INC	790.14	INTERSTA003
214879	10/19/2015	10/19/2015	MAYO, CARROLL	148.85	MAYO CAR000
214880	10/19/2015	10/19/2015	PETTY CASH - JOSHUA RADCLIFFE	237.41	PETTY CA029
214881	10/19/2015	10/19/2015	PPL ELECTRIC UTILITIES	13,354.65	PPL ELECO00
214882	10/19/2015	10/19/2015	RIDDELL / ALL AMERICAN SPORTS	791.80	RIDDELL 001
214883	10/19/2015	10/19/2015	SCHUYLKILL VALLEY SPORTING	1,169.18	SCHUYLKI002
214884	10/19/2015	10/19/2015	ADAMS, CHRISTIN	55.00	ADAMSCHR000
214885	10/19/2015	10/19/2015	BOGDANOWICZ, ENA	60.00	BOGDAENA000
214886	10/19/2015	10/19/2015	BRADER, SUSAN	103.00	BRADESUS000
214887	10/19/2015	10/19/2015	CAPPELLARI, ANGELA	105.00	CAPPEANG000
214888	10/19/2015	10/19/2015	CONNELL, JESSICA	105.00	CONNEJES001
214889	10/19/2015	10/19/2015	GONZALEZ, JOHANA	55.00	GONZAJOH000
214890	10/19/2015	10/19/2015	GONZALEZ, VERONICA	105.00	GONZAVER000
214891	10/19/2015	10/19/2015	HESS, LEANNE	103.00	HESS LEA000
214892	10/19/2015	10/19/2015	HOCH, JENNIFER	105.00	HOCH JEN000
214893	10/19/2015	10/19/2015	HOLZMAN, JEFFREY	55.00	HOLZMJEF000
214894	10/19/2015	10/19/2015	JOHNSTONE, CHRISTI	93.00	JOHNSCHR002
214895	10/19/2015	10/19/2015	MAZZELLA, CHRISTINA	208.78	MAZZECHR000
214896	10/19/2015	10/19/2015	MCDERMOTT, LISA	105.00	MCDERLIS000
214897	10/19/2015	10/19/2015	MONAHAN, LESLIE	105.00	MONAHLES000
214898	10/19/2015	10/19/2015	MORILLO, JANET	44.89	MORILJAN000
214899	10/19/2015	10/19/2015	RABERT, MATINA	115.00	RABERMAT000
214900	10/19/2015	10/19/2015	RIVERA, SYLVETTE	63.00	RIVERSYL000
214901	10/19/2015	10/19/2015	RODRIGUEZ, SULMA	115.00	RODRISUL000
214902	10/19/2015	10/19/2015	TRACA, MARIO	105.00	TRACAMAR000
214903	10/19/2015	10/19/2015	WACHTMANN, BEVERLY	97.00	WACHTBEV000
214904	10/19/2015	10/19/2015	WHITEMAN, GLENN II	105.00	WHITEGLE000
214905	10/19/2015	10/19/2015	WILLS, JAN	100.00	WILLSJAN000
214906	10/19/2015	10/19/2015	SCHUYLKILL VALLEY SPORTING	8,878.70	SCHUYLKI002
214907	10/19/2015	10/19/2015	TOM JOSIAH CONSULTING	3,325.00	TOM JOSI000
214908	10/19/2015	10/19/2015	WEISS, DALE	22.95	WEISSDAL000
214909	10/19/2015	10/19/2015	SCHOOL HEALTH CORP	1,096.00	SCHOOL H002
214910	10/19/2015	10/19/2015	SINGER EQUIPMENT CO INC	56,686.47	SINGER E005
214911	10/19/2015	10/19/2015	4IMPRINT, INC	716.48	4IMPRINT000
214912	10/19/2015	10/19/2015	ACCESS DISPLAY GROUP, INC.	164.69	ACCESS D002
214913	10/19/2015	10/19/2015	ALLSTATE SIGN & PLAQUE CORP	739.96	ALLSTATE000
214914	10/19/2015	10/19/2015	CINTAS CORPORATION #101	5,193.69	CINTAS C000
214915	10/19/2015	10/19/2015	CLASSROOM DIRECT	69.22	CLASSROO005
214916	10/19/2015	10/19/2015	CPI	2,472.50	CPI 000
214917	10/19/2015	10/19/2015	JC EHRLICH CO, INC	1,885.00	EHRlich 000
214918	10/19/2015	10/19/2015	EPLUS TECHNOLOGY, INC	191,228.03	EPLUS TE000
214919	10/19/2015	10/19/2015	FREY SCIENTIFIC	94.86	FREY SCI000
214920	10/19/2015	10/19/2015	GENERAL BINDING CORPORATION	241.41	GENERAL 013
214921	10/19/2015	10/19/2015	IPS GLOBAL	1,961.00	IPS GLOB000
214922	10/19/2015	10/19/2015	MBR CONSTRUCTION SERVICES, INC	502.00	MBR CONS000
214923	10/19/2015	10/19/2015	NASCO	420.37	NASCO 002
214924	10/19/2015	10/19/2015	NCS PEARSON, INC.	7,833.70	NCS PEAR000

CHECK NUMBER	CHECK DATE	POST DATE	VENDOR	AMOUNT	VENDOR KEY
214925	10/19/2015	10/19/2015	PEARSON ASSESSMENTS	11,834.52	PEARSON 026
214925	10/20/2015	10/20/2015	PEARSON ASSESSMENTS	-11,834.52	PEARSON 026
214926	10/19/2015	10/19/2015	SCHOOL HEALTH CORP	103.68	SCHOOL H002
214927	10/19/2015	10/19/2015	SCHOOL SPECIALTY INC	610.88	SCHOOL S006
214928	10/19/2015	10/19/2015	USI EDUCATION/GOVERNMENT SALES	63.44	USI INC 000
214929	10/19/2015	10/19/2015	W.B. MASON	1,310.46	W.B. MAS001
214930	10/20/2015	10/20/2015	NCS PEARSON INC	11,834.52	PEARSON 013
214931	10/20/2015	10/20/2015	LEHIGH CAREER & TECHNICAL INST	547,919.91	LEHIGH C001
214932	10/20/2015	10/20/2015	US POSTAL SERVICE	1,270.00	US POSTA000
214933	10/20/2015	10/20/2015	WALL STREET JOURNAL	501.80	WALL STR001
214934	10/21/2015	10/21/2015	PENN PIZZA RESTAURANT	150.00	PENN PIZ000
214935	10/21/2015	10/21/2015	WAGeworks	3,430.25	WAGework001
214936	10/21/2015	10/21/2015	SABA, JULIET	79.00	SABA JUL000
214937	10/22/2015	10/22/2015	ANANTHAN, LATA	38.99	ANANTLAT000
214938	10/22/2015	10/22/2015	BECHTOLD, GEOFFERY	14.15	BECHTGE000
214939	10/22/2015	10/22/2015	BIANCO, CATHERINE	39.50	BIANCCAT000
214940	10/22/2015	10/22/2015	CARON TREATMENT CENTERS	285.00	CARON TR000
214941	10/22/2015	10/22/2015	CHURCH, JULIE	32.26	CHURCJUL000
214942	10/22/2015	10/22/2015	CLARK, JOHN	40.83	CLARKJOH000
214943	10/22/2015	10/22/2015	ELLIS, STACY	24.44	ELLISSTA000
214944	10/22/2015	10/22/2015	FERRANI, JOHN JR	15.64	FERRAJOH000
214945	10/22/2015	10/22/2015	FERREIRA, INGRID	23.00	FERREING000
214946	10/22/2015	10/22/2015	GALLAGHER, MARGARET	30.48	GALLAMAR000
214947	10/22/2015	10/22/2015	HERSHEY LODGE/CONVENTION CTR	286.38	HERSHEY 004
214948	10/22/2015	10/22/2015	IU5	100.00	IU5 000
214949	10/22/2015	10/22/2015	KICHLINE, MATTHEW	58.25	KICHLMAT000
214950	10/22/2015	10/22/2015	KLOCEK, RICHARD	120.98	KLOCERIC000
214951	10/22/2015	10/22/2015	KUHNS, RYAN	61.53	KUHNSRYA000
214952	10/22/2015	10/22/2015	MARTIN, JESSICA	35.82	MARTIJES001
214953	10/22/2015	10/22/2015	MCCLUNG, WENDY	133.08	MCCLUWEN000
214954	10/22/2015	10/22/2015	MCCULLY, JASON	35.42	MCCULJAS000
214955	10/22/2015	10/22/2015	MCGOUGH, TERESA	28.98	MCGOUTER000
214956	10/22/2015	10/22/2015	MILLER, BELINDA	54.97	MILLEBEL000
214957	10/22/2015	10/22/2015	PEARSON, HEATHER	1.78	PEARSHEA000
214958	10/22/2015	10/22/2015	PESI, LLC	799.96	PESI,LLC000
214959	10/22/2015	10/22/2015	PSERS	35.23	PSERS 002
214960	10/22/2015	10/22/2015	SCHAIBLE, JULIE	25.19	SCHAIJUL000
214961	10/22/2015	10/22/2015	SHERATON-HARRISBERG-HERSHEY	541.68	SHERATON009
214962	10/22/2015	10/22/2015	SNYDER, BENJAMIN	10.52	SNYDEBEN000
214963	10/22/2015	10/22/2015	STOUDT, THOMAS	94.30	STOUDTHO000
214964	10/22/2015	10/22/2015	TEMPO, CHRISTOPHER	43.70	TEMPRCHR000
214965	10/22/2015	10/22/2015	VELEZ, YAZMIN	32.65	VELEZYAZ000
214966	10/22/2015	10/22/2015	WEISS, MARK	46.00	WEISSMAR000
214967	10/22/2015	10/22/2015	WILLIAMS, LORRAINE	316.38	WILLILOR000
214968	10/22/2015	10/22/2015	YUNEZ, IVETTE	19.90	YUNEZIVE000
214969	10/22/2015	10/22/2015	ASD CAFETERIA FUND	39.62	ASD CAFE002
214970	10/22/2015	10/22/2015	BECK, RHONDA	36.40	BECK RHO000
214971	10/22/2015	10/22/2015	BLACK BOX CORP	19,811.06	BLACK BO000
214972	10/22/2015	10/22/2015	CHRISTMAS CITY STUDIOS	3,517.50	CHRISTMA008
214973	10/22/2015	10/22/2015	CITY OF ALLENTOWN	4,685.21	CITY OF 000
214974	10/22/2015	10/22/2015	CLINE, DEBRA	300.00	CLINEDEB000
214975	10/22/2015	10/22/2015	DA VINCI DISCOVERY CENTER	4,511.65	DA VINCI000
214976	10/22/2015	10/22/2015	DELL FINANCIAL SERVICES	502.41	DELL FIN000
214977	10/22/2015	10/22/2015	DELTA-T GROUP, INC.	16,986.89	DELTA-T 000
214978	10/22/2015	10/22/2015	EDWARDS BUSINESS SYSTEMS	23,886.32	EDWARDS 001
214979	10/22/2015	10/22/2015	FEDEX	44.17	FEDEX 001

CHECK NUMBER	CHECK DATE	POST DATE	VENDOR	AMOUNT	VENDOR KEY
214980	10/22/2015	10/22/2015	FOLLETT LIBRARY RESOURCES	21,323.00	FOLLETT 010
214981	10/22/2015	10/22/2015	GALLAGHER, MARGARET	0.86	GALLAMAR000
214982	10/22/2015	10/22/2015	GILLESPIE PRINTING	1,581.00	GILLESPI001
214983	10/22/2015	10/22/2015	GRAYBAR ELECTRIC CO INC	364.26	GRAYBAR 003
214984	10/22/2015	10/22/2015	HOURIGAN, KLUGER & QUINN, P.C.	2,664.00	HOURIGAN000
214985	10/22/2015	10/22/2015	IMOBILE RESCUE INC.	930.00	IMOBILE 000
214986	10/22/2015	10/22/2015	JLK INC.	10,000.00	JLK INC.000
214987	10/22/2015	10/22/2015	KING SPRY HERMAN FREUND & FAUL	92,575.55	KING SPR000
214988	10/22/2015	10/22/2015	KOSS CO	168.00	KOSS CO 000
214989	10/22/2015	10/22/2015	LEHIGH VALLEY ZOO	286.00	LEHIGH V051
214990	10/22/2015	10/22/2015	MIDDLECAMP, NICHOLAS	50.00	MIDDLNIC000
214991	10/22/2015	10/22/2015	RESEARCH FOR BETTER SCHOOLS	4,500.00	RESEARCH008
214992	10/22/2015	10/22/2015	SERVICE ELECTRIC CABLE TV INC	39.95	SERVICE 001
214993	10/22/2015	10/22/2015	SERVICE ELECTRIC TELEPHONE COM	249.72	SERVICE 012
214994	10/22/2015	10/22/2015	SICO AMERICA, INC	23,873.12	SICO AME000
214995	10/22/2015	10/22/2015	ST. LUKES-ALLENTOWN CAMPUS	112.00	ST. LUKE000
214996	10/22/2015	10/22/2015	SYSTEMS DESIGN ENGINEERING, IN	170.00	SYSTEMS 000
214997	10/22/2015	10/22/2015	USA ARCHITECTS	675.00	USA ARCH000
214998	10/22/2015	10/22/2015	XO COMMUNICATIONS	2,421.60	XO COMMU001
214999	10/23/2015	10/23/2015	M. CRAMER & ASSOCIATES, INC.	1,083.00	M. CRAME000
215000	10/23/2015	10/23/2015	SALISBURY TOWNSHIP SCH DIST	30,545.40	SALISBUR004
215001	10/23/2015	10/23/2015	APEX LEARNING INC.	6,600.00	APEX LEA000
215002	10/23/2015	10/23/2015	APPLE INC	3,996.00	APPLE IN000
215003	10/23/2015	10/23/2015	CAPSTONE	13,432.50	CAPSTONE000
215004	10/23/2015	10/23/2015	CLASSROOM DIRECT	156.48	CLASSROO005
215005	10/23/2015	10/23/2015	DICK BLICK	41.01	DICK BLI000
215006	10/23/2015	10/23/2015	ERIC ARMIN, INC	19.95	EAI 000
215007	10/23/2015	10/23/2015	IMPEX MICRO, INC	451.50	IMPEX MI000
215008	10/23/2015	10/23/2015	IPS GLOBAL	247.50	IPS GLOB000
215009	10/23/2015	10/23/2015	MOHYLSKY, BETH	17.48	MOHYLBET000
215010	10/23/2015	10/23/2015	PEARSON EDUCATION	867.27	PEARSON 001
215011	10/23/2015	10/23/2015	NCS PEARSON INC	162.24	PEARSON 013
215012	10/23/2015	10/23/2015	PEOPLES EDUCATION	1,631.70	PEOPLE'S001
215013	10/23/2015	10/23/2015	POSITIVE PROMOTIONS	433.99	POSITIVE001
215014	10/23/2015	10/23/2015	RADIO MAINTENANCE, INC	8,992.49	RADIO MA000
215015	10/23/2015	10/23/2015	SCHOOL MATE	676.05	SCHOOL M005
215016	10/23/2015	10/23/2015	SCHOOL SPECIALTY INC	201.48	SCHOOL S006
215017	10/23/2015	10/23/2015	STAPLES CREDIT PLAN	256.92	STAPLES 000
215018	10/23/2015	10/23/2015	BORTZ, SCOTT	14.66	BORTZSCO000
215019	10/23/2015	10/23/2015	FERREIRA, INGRID	6.56	FERREING000
215020	10/23/2015	10/23/2015	GASHI, MELODIE	13.80	GASHIMEL000
215021	10/23/2015	10/23/2015	MILLER, BELINDA	57.81	MILLEBEL000
215022	10/23/2015	10/23/2015	OEHMKE, IRENE	10.35	OEHMKIRE000
215023	10/23/2015	10/23/2015	PORTER, GUY	14.66	ORTEGUY000
215024	10/23/2015	10/23/2015	TANZOS, JUSTIN	14.66	TANZOJUS000
215025	10/23/2015	10/23/2015	WORTHINGTON DIRECT, INC	340.95	WORTHING000
215026	10/26/2015	10/26/2015	Rivera, Omar	395.40	RIVEROMA001
215027	10/26/2015	10/26/2015	PETTY CASH - JOHN R. CLARK	31.97	PETTY CA020
215028	10/27/2015	10/27/2015	BARNES & NOBLE, INC.	1,373.60	BARNES &000
215029	10/27/2015	10/27/2015	CENGAGE LEARNING	4,664.00	CENGAGE 000
215030	10/27/2015	10/27/2015	CINTAS CORPORATION #101	635.88	CINTAS C000
215031	10/27/2015	10/27/2015	CULTURAL ASSISTANCE PRODUCTS	264.71	CULTURAL001
215032	10/27/2015	10/27/2015	DATAMATION SYSTEMS, INC.	76.90	DATAMATIO000
215033	10/27/2015	10/27/2015	DELL MARKETING LP	8,915.95	DELL COM000
215034	10/27/2015	10/27/2015	DRIES BUILDING SUPPLY CO	943.75	DRIES 000
215035	10/27/2015	10/27/2015	EDWARDS BUSINESS SYSTEMS	65.78	EDWARDS 001

CHECK NUMBER	CHECK DATE	POST DATE	VENDOR	AMOUNT	VENDOR KEY
215036	10/27/2015	10/27/2015	EPLUS TECHNOLOGY, INC	3,427.64	EPLUS TE000
215037	10/27/2015	10/27/2015	GRAYBAR ELECTRIC CO INC	1,201.54	GRAYBAR 003
215038	10/27/2015	10/27/2015	HENRY SCHEIN INC	139.95	HENRY SC000
215039	10/27/2015	10/27/2015	INNOCORP LTD	410.00	INNOCORP000
215040	10/27/2015	10/27/2015	IPS GLOBAL	744.92	IPS GLOB000
215041	10/27/2015	10/27/2015	K-LOG COMPANY	495.46	K-LOG CO000
215042	10/27/2015	10/27/2015	KURTZ BROS	2,137.25	KURTZ BR000
215043	10/27/2015	10/27/2015	PAR INC	492.48	PSYCHOLO001
215044	10/27/2015	10/27/2015	REALLY GOOD STUFF	1,397.42	REALLY G000
215045	10/27/2015	10/27/2015	ROBERTO CLEMENTE CHARTER SCHL	232,059.56	ROBERTO 000
215046	10/27/2015	10/27/2015	ROBERTO CLEMENTE ELEMENTARY CS	176,823.42	ROBERTO 001
215047	10/27/2015	10/27/2015	SAMACO SUPPLIES	2,265.00	SAMACO S000
215048	10/27/2015	10/27/2015	SCHOOL CHECK IN	363.00	SCHOOL C003
215049	10/27/2015	10/27/2015	SCHOOL SPECIALTY INC	6,982.79	SCHOOL S006
215050	10/27/2015	10/27/2015	SCHOOLSin	233.35	SCHOOLSI000
215051	10/27/2015	10/27/2015	STAPLES CREDIT PLAN	2,922.28	STAPLES 000
215052	10/27/2015	10/27/2015	TROXELL COMMUNICATIONS INC	776.30	TROXELL 000
215053	10/27/2015	10/27/2015	USI EDUCATION/GOVERNMENT SALES	564.99	USI INC 000
215054	10/27/2015	10/27/2015	ACP DIRECT	946.00	ACP DIRE000
215055	10/27/2015	10/27/2015	FUN AND FUNCTION	1,094.92	FUN AND 000
215056	10/27/2015	10/27/2015	IMPEX MICRO, INC	431.00	IMPEX MI000
215057	10/27/2015	10/27/2015	IPROMOTEu	1,090.00	IPROMOTE000
215058	10/27/2015	10/27/2015	OFFICE DEPOT	199.14	OFFICE D000
215059	10/27/2015	10/27/2015	PEARSON ASSESSMENTS	1,819.47	PEARSON 026
215060	10/27/2015	10/27/2015	SCHOLASTIC MAGAZINES	346.12	SCHOLAST022
215061	10/27/2015	10/27/2015	SOUTHPAW ENTERPRISES	926.59	SOUTHPAW000
215062	10/27/2015	10/27/2015	STAPLES CREDIT PLAN	1,343.97	STAPLES 000
215063	10/27/2015	10/27/2015	SUNTEX INTERNATIONAL INC	688.50	SUNTEX I000
215064	10/27/2015	10/27/2015	THE COMPUTER SUPPLY PEOPLE	1,443.66	THE COMPO01
215065	10/27/2015	10/27/2015	TROXELL COMMUNICATIONS INC	98.00	TROXELL 000
215066	10/27/2015	10/27/2015	W.B. MASON CO., INC.	491.67	W.B. MAS000
215067	10/28/2015	10/28/2015	ALLSTATES MECHANICAL LTD	54,659.82	ALLSTATE001
215068	10/28/2015	10/28/2015	ASCD	19.56	ASCD 002
215069	10/28/2015	10/28/2015	BODNAR, REBECCA	27.60	BODNAREB000
215070	10/28/2015	10/28/2015	CANDELARIO, FE	8.45	CANDEFE 000
215071	10/28/2015	10/28/2015	DELL MARKETING LP	26,489.74	DELL COM000
215072	10/28/2015	10/28/2015	DERRICK, FRANK	241.80	DERRIFRA000
215073	10/28/2015	10/28/2015	HAMPTON INN CTR CITY PHILA.	459.69	HAMPTON 012
215074	10/28/2015	10/28/2015	KIPILA, DONNA	10.47	KIPILDON000
215075	10/28/2015	10/28/2015	MCANDREWS LAW OFFICES, P.C.	22,000.00	MCANDREW000
215076	10/28/2015	10/28/2015	MORRIS, LIAYN	15.00	MORRILIA001
215077	10/28/2015	10/28/2015	NSTA	225.00	NSTA 000
215078	10/28/2015	10/28/2015	PSERS	70.02	PSERS 002
215079	10/28/2015	10/28/2015	SCHOOL SPECIALTY INC	3,549.97	SCHOOL S006
215080	10/28/2015	10/28/2015	SCHOOLMESSENGER	25,149.00	SCHOOLME000
215081	10/28/2015	10/28/2015	SOLARWINDS	395.00	SOLARWIN000
215082	10/28/2015	10/28/2015	ADVANCE AUTO PARTS	1,095.49	ADVANCE 005
215083	10/28/2015	10/28/2015	BUILDERS DOOR & HARDWARE INC	1,745.00	BUILDERS001
215084	10/28/2015	10/28/2015	EASTERN AUTOPARTS	138.14	EASTERN 026
215085	10/28/2015	10/28/2015	HOME DEPOT CREDIT SERVICES	5,114.56	HOME DEP000
215086	10/28/2015	10/28/2015	MORILLO, JANET	78.24	MORILJAN000
215087	10/28/2015	10/28/2015	MP OUTFITTERS	98.39	MP OUTFI000
215088	10/28/2015	10/28/2015	PENN PIZZA RESTAURANT	87.92	PENN PIZ000
215089	10/28/2015	10/28/2015	RL REPPERT INC	4,685.00	REPPERT 000
215090	10/28/2015	10/28/2015	SIMPLEXGRINNELL LP	3,891.74	SIMPLEX 001
215091	10/29/2015	10/29/2015	ACCOUNTEMPFS/OFFICETEAM	4,523.98	ACCOUNTE000

CHECK NUMBER	CHECK DATE	POST DATE	VENDOR	AMOUNT	VENDOR KEY
215092	10/29/2015	10/29/2015	ALLENTOWN APPLIANCE INC	278.00	ALLENTOW001
215093	10/29/2015	10/29/2015	OWEN M BASTIAN INC	77.40	BASTIAN 002
215094	10/29/2015	10/29/2015	BATH SUPPLY CO INC	1,167.51	BATH SUP000
215095	10/29/2015	10/29/2015	BELCO ATHLETIC LAUNDRY	369.00	BELCO AT000
215096	10/29/2015	10/29/2015	BUCKS COUNTY INTERMEDIATE UNIT	1,005.00	BUCKS CO001
215097	10/29/2015	10/29/2015	COLONIAL ELECTRIC SUPPLY CO	1,779.82	COLONIAL005
215098	10/29/2015	10/29/2015	DELTA-T GROUP, INC.	26,794.84	DELTA-T 000
215099	10/29/2015	10/29/2015	DESALES UNIVERSITY	9,279.80	DESALES 000
215100	10/29/2015	10/29/2015	DR. ROBERT KETTERER CHARTER SC	1,006.72	DR. ROBE000
215101	10/29/2015	10/29/2015	EDIST	167.72	EDIST 000
215102	10/29/2015	10/29/2015	ELEMENT ENVIRONMENTAL SOLUTION	475.00	ELEMENT 001
215103	10/29/2015	10/29/2015	F.W. WEBB COMPANY	497.52	F.W. WEB000
215104	10/29/2015	10/29/2015	FAST SIGNS	199.00	FAST SIG000
215105	10/29/2015	10/29/2015	G & S FASTENING SYSTEMS INC	60.37	G & S FA000
215106	10/29/2015	10/29/2015	GRAINGER	227.77	GRAINGER002
215107	10/29/2015	10/29/2015	GROVE SUPPLY, INC	239.70	GROVE SU000
215108	10/29/2015	10/29/2015	HM CASUALTY INSURANCE COMPANY	85,544.00	HM CASUA000
215109	10/29/2015	10/29/2015	IF IT'S WATER	37.04	IF IT'S 000
215110	10/29/2015	10/29/2015	INTERSTATE BATTERY SYSTEM	110.95	INTERSTA000
215111	10/29/2015	10/29/2015	KNAUSS & SON	410.10	KNAUSS &001
215112	10/29/2015	10/29/2015	LEHIGH CAREER & TECHNICAL INST	513,557.78	LEHIGH C001
215113	10/29/2015	10/29/2015	LEHIGH COUNTY AUTHORITY	15,228.57	LEHIGH C040
215114	10/29/2015	10/29/2015	LEHIGH UNIVERSITY-BURSARS OFFI	94,820.00	LEHIGH U003
215115	10/29/2015	10/29/2015	LOWE'S CREDIT SERVICES	171.27	LOWE'S C000
215116	10/29/2015	10/29/2015	MACMILLAN OIL CO OF ALLENTOWN	154.23	MACMILLA001
215117	10/29/2015	10/29/2015	MEIER SUPPLY CO, INC	366.96	MEIER SU001
215118	10/29/2015	10/29/2015	MESKO GLASS & MIRROR CO., INC.	355.00	MESKO GL001
215119	10/29/2015	10/29/2015	THE MORNING CALL	59.92	MORNIN 000
215120	10/29/2015	10/29/2015	PPL ELECTRIC UTILITIES	92,412.63	PPL ELEC000
215121	10/29/2015	10/29/2015	SALISBURY TOWNSHIP SCH DIST	7,413.84	SALISBUR004
215122	10/29/2015	10/29/2015	SIMPLEXGRINNELL LP	3,707.52	SIMPLEX 001
215123	10/29/2015	10/29/2015	STAPLES CREDIT PLAN	713.98	STAPLES 000
215124	10/29/2015	10/29/2015	TURF EQUIPMENT & SUPPLY CO.	55.38	TURF EQU001
215125	10/29/2015	10/29/2015	UGI UTILITIES, INC.	13,426.03	UGI UTIL002
215126	10/29/2015	10/29/2015	UNITED REFRIGERATION INC	8.36	UNITED R001
215127	10/29/2015	10/29/2015	WEAVER'S INDUSTRIAL	226.80	WEAVER'S000
215128	10/29/2015	10/29/2015	WHITEHALL TURF EQUIPMENT INC	3,958.00	WHITEHAL007
215129	10/29/2015	10/29/2015	WORTH AND COMPANY INC	195.00	WORTH AN000
215130	10/29/2015	10/29/2015	YEAGER'S FUEL, INC	6,904.20	YEAGER'S000
215131	10/30/2015	10/30/2015	AHOLD FINANCIAL SERVICES	260.47	AHOLD FI000
215132	10/30/2015	10/30/2015	ASCD	148.00	ASCD 002
215133	10/30/2015	10/30/2015	ASD CAFETERIA FUND	142.75	ASD CAFE002
215134	10/30/2015	10/30/2015	BAURKOT, KAREN	11.50	BAURKKAR000
215135	10/30/2015	10/30/2015	BETHLEHEM BUSINESS FORMS	379.00	BETHLEHE018
215136	10/30/2015	10/30/2015	BOANDL, MELISSA	17.25	BOANDMEL000
215137	10/30/2015	10/30/2015	BOLINSKY, MICHAEL	34.58	BOLINMIC000
215138	10/30/2015	10/30/2015	BROWN, KARIM	153.44	BROWNKAR001
215139	10/30/2015	10/30/2015	CARRIER CORPORATION	405.00	CARRIER 000
215140	10/30/2015	10/30/2015	CETRONIA AMBULANCE CORPS INC	1,732.50	CETRONIA000
215141	10/30/2015	10/30/2015	COMMUNITY SERV FOR CHILDREN	35.00	COMMUNIT013
215142	10/30/2015	10/30/2015	CONNELL, JESSICA	48.95	CONNESJES001
215143	10/30/2015	10/30/2015	DERRY TOWNSHIP SCHOOL DISTRICT	-200.00	DERRY TO000
215143	10/30/2015	10/30/2015	DERRY TOWNSHIP SCHOOL DISTRICT	200.00	DERRY TO000
215143	10/30/2015	10/30/2015	DERRY TOWNSHIP SCHOOL DISTRICT	200.00	DERRY TO000
215144	10/30/2015	10/30/2015	DONAHUE, JESSICA	79.00	DONAHJES000
215145	10/30/2015	10/30/2015	EDWARDS BUSINESS SYSTEMS	289.54	EDWARDS 001

CHECK NUMBER	CHECK DATE	POST DATE	VENDOR	AMOUNT	VENDOR KEY
215146	10/30/2015	10/30/2015	FORERUNNER TECHNOLOGIES, INC.	2,232.36	FORERUNN000
215147	10/30/2015	10/30/2015	G & S FASTENING SYSTEMS INC	22.13	G & S FA000
215148	10/30/2015	10/30/2015	IIRP	350.00	IIRP 000
215149	10/30/2015	10/30/2015	JBM MECHANICAL, INC.	11,220.00	JBM MECH000
215150	10/30/2015	10/30/2015	JOHNSON CONTROLS	1,285.00	JOHNSON 009
215151	10/30/2015	10/30/2015	JOSTENS	23.61	JOSTENS 000
215152	10/30/2015	10/30/2015	JW PEPPER & SON INC	27.00	JW PEPPE000
215153	10/30/2015	10/30/2015	KUTZTOWN UNIV/CAREER CENTER	150.00	KUTZTOWN002
215154	10/30/2015	10/30/2015	MEIER SUPPLY CO, INC	77.66	MEIER SU001
215155	10/30/2015	10/30/2015	MICHAEL ELLIS	645.00	MICHAEL 007
215156	10/30/2015	10/30/2015	MICROBAC LABORATORIES, INC	580.00	MICROBAC000
215157	10/30/2015	10/30/2015	MYERS, SHERRIE	35.00	MYERSSHE000
215158	10/30/2015	10/30/2015	NAGY, LINDA	35.00	NAGY LIN000
215159	10/30/2015	10/30/2015	NAZARETH MUSIC CENTER	336.00	NAZARETH001
215160	10/30/2015	10/30/2015	NEW YORK URBAN, INC.	368.00	NEW YORK009
215161	10/30/2015	10/30/2015	OVERHEAD DOOR CO OF ALLENTOWN	252.00	OVERHEAD001
215162	10/30/2015	10/30/2015	PILLER, SAMANTHA	273.04	PILLESAM000
215163	10/30/2015	10/30/2015	POSTMASTER	796.20	POSTMAST000
215164	10/30/2015	10/30/2015	POSTMASTER	1,061.60	POSTMAST000
215165	10/30/2015	10/30/2015	POSTMASTER	1,857.80	POSTMAST000
215166	10/30/2015	10/30/2015	POTTSVILLE BOYS VOLLEYBALL BOO	150.00	POTTSVIL005
215167	10/30/2015	10/30/2015	PROGRESSIVE BUSINESS PUBLICATI	119.00	PROGRESS007
215168	10/30/2015	10/30/2015	PSERS	1,577.35	PSERS 002
215169	10/30/2015	10/30/2015	QUAKERTOWN COMMUNITY SCHL DIST	1,557.36	QUAKERT0000
215170	10/30/2015	10/30/2015	SCHOLASTIC INC	7,219.72	SCHOLAST018
215171	10/30/2015	10/30/2015	SCHUYLKILL VALLEY SPORTING	218.90	SCHUYLKI002
215172	10/30/2015	10/30/2015	SENTZ, CONSTANCE	42.85	SENTZCON000
215173	10/30/2015	10/30/2015	SIMPLEXGRINNELL LP	2,648.03	SIMPLEX 001
215174	10/30/2015	10/30/2015	THE MORNING CALL	30.00	THE MORN001
215175	10/30/2015	10/30/2015	WILLIAMS SCOTSMAN INC	557.88	WILLIAMS006
215176	10/30/2015	10/30/2015	CENTRAL SUSQUEHANNA IU	180.00	CENTRAL 012
215177	10/30/2015	10/30/2015	PENNRIDGE SCHOOL DISTRICT	634.59	PENNRIDG000
215178	10/30/2015	10/30/2015	SALISBURY TOWNSHIP SCH DIST	3,353.88	SALISBUR004
201500329	10/01/2015	10/01/2015	SUBSTITUTE TEACHER SERVICE, IN	47,562.88	SUBSTITU000
201500330	10/01/2015	10/01/2015	SUBSTITUTE TEACHER SERVICE, IN	31,318.86	SUBSTITU000
201500331	10/01/2015	10/01/2015	EMMAUS BOND POOL	24,628.60	EMMAUS B000
201500332	10/13/2015	10/13/2015	UNITED CONCORDIA, INC	114,533.98	UNITED C002
201500333	10/13/2015	10/13/2015	SUBSTITUTE TEACHER SERVICE, IN	479.17	SUBSTITU000
201500334	10/14/2015	10/14/2015	SUBSTITUTE TEACHER SERVICE, IN	54,387.99	SUBSTITU000
201500335	10/14/2015	10/14/2015	SUBSTITUTE TEACHER SERVICE, IN	55,075.71	SUBSTITU000
201500336	10/14/2015	10/14/2015	SUBSTITUTE TEACHER SERVICE, IN	746.70	SUBSTITU000
201500337	10/01/2015	10/01/2015	EMMAUS BOND POOL	24,364.84	EMMAUS B000
201500338	10/01/2015	10/01/2015	EMMAUS BOND POOL	3,502.06	EMMAUS B000
201500339	10/01/2015	10/01/2015	EMMAUS BOND POOL	3,601.26	EMMAUS B000
201500350	10/15/2015	10/15/2015	LINCOLN INVESTMENT PLANNING 47	27,400.00	LINCOLN 004
201500351	10/15/2015	10/15/2015	LINCOLN INVESTMENT PLANNING 47	21,875.00	LINCOLN 004
201500352	10/01/2015	10/01/2015	EMMAUS BOND POOL	2,574.25	EMMAUS B000
201500353	10/01/2015	10/01/2015	EMMAUS BOND POOL	2,466.99	EMMAUS B000
201500354	10/01/2015	10/01/2015	EMMAUS BOND POOL	1,294.68	EMMAUS B000
201500377	10/26/2015	10/26/2015	EMMAUS BOND POOL	19,962.23	EMMAUS B000
201500390	10/29/2015	10/29/2015	SUBSTITUTE TEACHER SERVICE, IN	47,251.74	SUBSTITU000
201500391	10/29/2015	10/29/2015	SUBSTITUTE TEACHER SERVICE, IN	769.63	SUBSTITU000
201500392	10/29/2015	10/29/2015	SUBSTITUTE TEACHER SERVICE, IN	55,727.46	SUBSTITU000

Totals for checks 8,128,979.24

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	GENERAL FUND	49,317.79	5,558.67	8,017,416.31	8,072,292.77
51	FOOD SERVICE	0.00	0.00	56,686.47	56,686.47
***	Fund Summary Totals ***	49,317.79	5,558.67	8,074,102.78	8,128,979.24

***** End of report *****

BONDED INDEBTEDNESS
October 31, 2015

<u>Bonds</u>	<u>Calendar Year of Issuance</u>	<u>Original Issue Amount</u>	<u>Fiscal Year of Maturity</u>	<u>Bond Principal Outstanding</u>
Series 2000	2000	9,393,974.00	2017	2,495,935.00
2006 Construction Bridge	2006	5,000,000.00	2027	3,475,000.00
Series 2007 (Emmaus Bond Pool)	2007	9,525,000.00	2018	3,355,000.00
Series 2008 (Emmaus Bond Pool)	2008	21,475,000.00	2030	21,475,000.00
Series "A" 2008	2008	24,950,716.26	2023	24,960,000.00
Series "A" 2009	2009	10,507,826.25	2025	10,655,000.00
Series "AA" 2009 (DelVal)	2009	34,519,090.25	2031	28,285,000.00
Series "A" 2010	2010	7,605,000.00	2020	3,450,000.00
GO Notes B, D, F 2010	2010	5,900,000.00	2024	5,900,000.00
GOB A of 2010	2010	21,980,000.00	2029	16,270,000.00
Series "H" 2010	2010	21,245,000.00	2030	21,245,000.00
2010 QSCBs A	2010	5,666,000.00	2028	4,332,824.00
2010 QZABS, SERIES C	2010	10,091,250.00	2029	6,976,667.00
2011 QZABS, SERIES B	2011	2,000,000.00	2027	1,600,000.00
2011 QSCB, SERIES C	2011	891,000.00	2030	742,500.00
GOB Series of 2011	2011	3,000,000.00	2028	2,985,000.00
GON Series AA of 2011	2011	5,255,000.00	2028	5,240,000.00
GON Series of 2012	2012	9,665,000.00	2028	9,650,000.00
GOB Series A of 2014	2014	10,435,000.00	2024	12,015,000.00
GOB Series B of 2014	2014	2,850,000.00	2017	1,960,000.00
Total				<u>\$ 187,067,926.00</u>

FINANCIAL STATEMENT FOR FUNDS AS LISTED - October 2015

	<u>Bank Code</u>	<u>Beginning Cash</u>	<u>Receipts</u>	<u>Expenditures</u>	<u>Ending Cash</u>
<u>SPECIAL REVENUE FUNDS</u>					
Athletic Council	FTB	11,623.96	6,192.00	169.80	17,646.16
Capital Reserve-Stadium	FTB	137,793.10	4,100.00	0.00	141,893.10
Capital Reserve	FTB	900,750.70	0.00	0.00	900,750.70
J. Birney Crum Conc.	FTB	144,031.84	4,723.01	4,057.44	144,697.41
Total		\$ 1,194,199.60	\$ 15,015.01	\$ 4,227.24	\$ 1,204,987.37
<u>CAPITAL PROJECTS</u>					
G.O.B. Series A of 2010	PLGIT	1,984.48	56.34	0.00	2,040.82
2010 QSCB	PLGIT	0.00	0.00	0.00	0.00
2010 QZABS Series B	PLGIT	0.00	0.00	0.00	0.00
2011 QZABS Series B	PLGIT	5,166.67	0.00	5,166.67	0.00
2011 QSCB Series C	PLGIT	0.00	0.00	0.00	0.00
Comprehensive Facilities Grant	PLGIT	76,593.66	12.91	0.00	76,606.57
Total		\$ 83,744.81	\$ 69.25	\$ 5,166.67	\$ 78,647.39
<u>PROPRIETARY FUNDS</u>					
Cafeteria	FTB	\$ 949,135.04	\$ 203,481.82	\$ 527,854.77	\$ 624,762.09
<u>STUDENT ACTIVITY FUNDS</u>					
Wm. Allen	FTB	81,761.15	18,921.85	14,493.12	86,189.88
L.E. Dieruff	FTB	77,534.49	0.00	14,510.49	63,024.00
Total		\$ 159,295.64	\$ 18,921.85	\$ 29,003.61	\$ 149,213.88
I&A IRC SEC.125	FTB	\$ 728,110.67	\$ 159,084.59	\$ 0.00	\$ 887,195.26

FINANCIAL STATEMENT FOR FUNDS AS LISTED
October 2015

<u>TRUST & AGENCY FUNDS:</u>	Bank Code	Beginning		Receipts		Expenditures		Ending	
		Cash						Cash	
Athletic Hall of Fame	FTB	140.88		0.00	0.00	0.00	0.00	140.88	
Central Playground Fund	FTB	2,592.68		0.00	0.00	0.00	0.00	2,592.68	
Dodd Playground Fund	FTB	9,729.65		0.00	0.00	0.00	0.00	9,729.65	
Gruver, Nathaniel Trust	FTB	1,034.99		0.00	0.00	0.00	0.00	1,034.99	
Industrial Arts	FTB	338.13		0.00	0.00	0.00	0.00	338.13	
Jackson Playground Fund	FTB	5,286.80		0.00	0.00	0.00	0.00	5,286.80	
Jefferson Playground Fund	FTB	3,123.30		0.00	0.00	0.00	0.00	3,123.30	
Leh.Parkway Playground Fund	FTB	605.06		0.00	0.00	0.00	0.00	605.06	
McKinley Playground Fund	FTB	7,178.74		0.00	0.00	0.00	0.00	7,178.74	
Midway Manor Association	FTB	796.46		0.00	0.00	0.00	0.00	796.46	
Mosser Woods Project	FTB	7,271.56		0.00	0.00	0.00	0.00	7,271.56	
Muhlenberg Playground Fund	FTB	28.37		0.00	0.00	0.00	0.00	28.37	
Old Lamplighter The	FTB	10.59		0.00	0.00	0.00	0.00	10.59	
PA Sales Tax	FTB	0.03		0.00	0.00	0.00	0.00	0.03	
Planetarium Fund	FTB	20,205.66		0.00	0.00	0.00	0.00	20,205.66	
Rosenberg, Eugene Fund	FTB	1,653.92		0.00	0.00	0.00	0.00	1,653.92	
Smith-Fornicola Wrestl. Award	FTB	158.22		0.00	0.00	0.00	0.00	158.22	
Union Terrace Playground Fund	FTB	586.38		0.00	0.00	0.00	0.00	586.38	
Wolfe, I.K. Memorial	FTB	975.25		0.00	0.00	0.00	0.00	975.25	
Zamborsky, Joan E	FTB	7,702.28		0.00	0.00	0.00	0.00	7,702.28	
Student T&A Accounts	FTB	115,634.22		0.00	0.00	0.00	0.00	115,634.22	
TOTALS (Trust & Agency Funds)		<u>185,053.17</u>		<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>185,053.17</u>	

SUPERINTENDENT

Allentown, PA, November 19, 2015

The Superintendent of Schools presents herewith for discussion and action by the Board of School Directors, the following:

I. APPROVAL

- A. Of the Memorandum of Agreement between Allentown School District and Lincoln Technical Institute for student nurse observers, as per Exhibit A.
- B. Of the Memorandum of Understanding between Allentown School District and Sacred Heart Hospital for continuation of medical services, as per Exhibit B.
- C. Of the 2015-2016 Comprehensive Student Services Agreement with Communities in Schools of the Lehigh Valley for students in the Alternative Education for Disruptive Youth programs at William Penn and Jackson Building, as per Exhibit C.
- D. Of the Student Driver Education Program Agreement between Allentown School District and Carbon Lehigh Intermediate Unit 21, as per Exhibit D.
- E. For the donation of 2 pallets of sidewalk chalk from Crayola, with a retail value of \$5,196.00, as per Exhibit E.
- F. For the donation of frame shop equipment and materials to the William Allen High School Art Department to establish a frame shop to support our students applying for the Scholastic Art Awards Competition, completing portfolios for Advanced Placement classes, and preparing pieces for Arts Academy shows, as per Exhibit F.



31 South Penn Street ▪ P.O. Box 328 ▪ Allentown, PA 18105
Administration Center ▪ 484-765-4096 ▪ Fax: 484-765-4140

EXHIBIT A

TINA M. BELARDI, PH.D.
Chief Academic Officer
belardit@allentownsd.org

TO: Dr. C. Russell Mayo, Superintendent
FROM: Tina M. Belardi, Ph.D., Chief Academic Officer
RE: Approval of Memorandum of Understanding with Lincoln Technical Institute
DATE: November 5, 2015

Request Board's approval of Memorandum of Agreement between Allentown School District and Lincoln Technical Institute, and move forward for approval at the November 19, 2015 Regular Board Meeting.

What is it?

Memorandum of Agreement will provide student nurse observers at all school levels. ASD responsibilities will include providing the educational facility; providing first aid or medical assistance to the student if required; communicating issues and/or concerns about the student nurse interns.

How will it affect students?

Support provided by the nursing interns at all school levels will introduce the nursing students to the concepts of health and nursing care of the child and adolescent, including dynamics of growth and development, health promotion, and acute and chronic childhood diseases. The term of the agreement shall be for one year and be renewed automatically for a maximum period of seven years.

How much does it cost & how will it be funded?

Source of funds: N/A

Match required? N/A

Are there staffing requirements? N/A

Was action request reviewed by the solicitor? (if appropriate)

Yes.

AGREEMENT
Lincoln Technical Institute and Allentown School District

THIS AGREEMENT entered into on the 20th day of November 2015, between Lincoln Technical Institute - Allentown (name of the organization) hereinafter referred to as the "School," and Allentown School District, hereinafter referred to as the "District," shall govern the use of the facilities of the District by the faculty and nursing students enrolled in the nursing program of the School.

WHEREAS, the School offers a diploma in the practical nursing program and it seeks to use the facilities of the District for learning experiences for its students; and

WHEREAS, the District is willing to offer its facilities for such learning experience; and

WHEREAS, it is to the mutual benefit of the parties hereto to plan cooperatively for the administration and organization of the School's nursing program with respect to District facilities.

NOW THEREFORE, it is agreed as follows:

RESPONSIBILITIES OF THE LINCOLN TECHNICAL INSTITUTE

1. The School has the ultimate responsibility for the education of the students. This includes the assignment, instruction, and evaluation of students assigned to the District for clinical practice by the nursing faculty.
2. Arrangements for the type and number of clinical units to be used, number of students, and dates of assignment shall be made in writing at least three months prior to the assignment of students to the District.
3. Changes in proposed schedules of assignment shall be submitted by the nursing faculty to the District as soon as possible so that appropriate alternative plans can be made.
4. The academic calendar of the District will be observed in assigning students for clinical experience. The weekly schedule of nursing students shall be planned cooperatively by the District and the School to fulfill the pediatric clinical course requirements.
5. The School shall ensure that each student has on record a complete physical examination showing freedom from infectious disease, including tuberculosis, immunization against the more common communicable diseases, including rubella and results of drug testing.

6. The School shall ensure that each student has on record Child Abuse History Clearances, FBI and Pennsylvania Criminal Record Checks. Clearances will be updated annually by the School. Copies of all clearances shall be made available to the District upon request.

7. Emergency care which may be necessary while on District property shall be reported to the Chair of the School's Department of Nursing as soon as possible so that appropriate follow-up care can be given.

8. The School shall ensure that any faculty participating at the District carry liability insurance as required by the Commonwealth of Pennsylvania and provide satisfactory proof thereof to the District. In addition, all students will be required to carry professional liability insurance in amounts required by the Commonwealth of Pennsylvania and any student who does not provide the District with satisfactory proof that such insurance is in effect at the beginning of and at all times during such student's assignment to the District, will not be permitted to use the facilities of the District.

9. The School agrees to remove a student from assignment at the request of the District after it has been determined by the District that such removal is in the best interest of the District. The District shall have the right at any time to take whatever action it deems necessary, including the barring of a student or faculty member from its premises, in order to ensure the safety and welfare of its students and to maintain the operation of its facilities free from disruption.

10. Each party shall assume any and all obligations imposed by the Workers' Compensation law of the Commonwealth of Pennsylvania insofar as a member of its faculty may sustain injury or disability by reason of accident or occupational disease arising out of, or in the course of instruction by a member of the faculty

11. School shall be responsible to assure that all students are certified in Basic Cardiac Life Support and provide evidence to the District, if requested.

RESPONSIBILITIES OF THE DISTRICT

1. The District shall have the ultimate responsibility for the care of students attending the District.

2. The District will: (a) identify a liaison/onsite supervisor who will coordinate the program and evaluate each intern; and (b) cooperate with the School to identify the number of students who may be placed with the District and to schedule their activities; and (c) provide the School with copies of the District's policies and procedures at least two weeks prior to the beginning of each placement; and (d) review applicable policies, codes, procedures, and confidentiality issues with each student intern ; and (e) orient student interns and supervising faculty members to the District's policies and services.

3. The District will have the privilege to refer to the School any student considered unable to develop qualities essential for the special instruction offered, and any student whose withdrawal might be indicated for health reasons or for failure to conform to the regulations and routines of the District. Additionally the District may recommend to the School the withdrawal from the District's program of any student for reasons of unsatisfactory performance, violation of rules, or other misconduct. In connection with the foregoing, the District will provide reasonable details to the Diploma Program on which it has based either conclusion and shall maintain all such conclusions and recommendations in strict confidence and in accordance with applicable law.

4. The District shall maintain approval/accreditation by the appropriate state, national, or regional body.

JOINT RESPONSIBILITIES

1. The District liaison and the School's program director will communicate at least annually to review and discuss any issues related to the program affiliation.

2. Information regarding major changes in the School program or the program or services of the District that may affect the Student's experience, shall be communicated to the other party as soon as possible.

3. Students (and faculty) shall be subject to the rules, regulations, and policies of the School as well as all District policies and procedures and are expected to fully adhere to and comply with all applicable rules, regulations and laws of the Commonwealth of Pennsylvania and the federal government.

4. Equal opportunity for all persons, regardless of race, creed, color, sex, national origin, or age will be extended by both parties for all aspects of this program.

5. Except as may be caused by action of the District, its employees, agents, affiliates, associates, or officers, the School shall indemnify and hold harmless the District from any and all liabilities and losses, including counsel fees and other expenses arising out of any third party claims, demands, or suits against the District by solely to the extent such liabilities and losses arise out of the negligence of the student(s) and/or faculty of the School while at the District and arising under this Agreement. If it is found that indemnification is proper, the defense of any such suits against the District shall be undertaken by the School or the School's insurer; provided, however, that the District has provided the School with (a) prompt and complete notice of any claims for which it will seek indemnification, and in such time and manner as not to impair the defense of such claims and (b) full cooperation in the defense of such claims.

6. The District agrees to indemnify and hold harmless the School, its Trustees, employees, students and agents from and against any losses, claims, damages, liabilities, expenses and costs resulting from any negligent act, error or omission of the District hereunder.

7. Nothing in this Agreement shall be construed to waive or reduce the immunities from civil liability granted by or to enlarge the limitations on immunity imposed by the Political Subdivisions Tort Claims Act with regard to the School District or the School.

8. If requested by a party, the other party will provide the requesting party with evidence that the other party maintains commercial general liability insurance in the minimum amount of \$1,000,000 per occurrence and \$2,000,000 in the aggregate.

9. This Agreement between the School and the District shall continue in force for one (1) year from the date of execution and shall be renewed automatically each year thereafter for a maximum period of seven (7) years unless (a) a written notice of the intent by either party not to so renew this Agreement is received by the other party at least sixty (60) days prior to the expiration of this Agreement, or (b) written notice of termination is provided by a party at least ninety (90) days prior to the intended date of termination. The District will use its best efforts to ensure that any termination pursuant to the foregoing will not take effect with respect to the Diploma Program's students already participating in an educational experience at the District, until such experience is completed. Every third year that this Agreement is in force, it will be reviewed by both parties for any substantial changes or modifications; provided, however, that no change or modification will be effective except in accordance with Paragraph 6, below. This Agreement may also be terminated at any time by mutual consent of the parties. Further, this Agreement may be terminated at any time upon not less than thirty (30) days prior notice by the non-breaching party to the party who has breached a material term of this Agreement, which breach is not cured to the reasonable satisfaction of the non-breaching party during such thirty day period

10. The Agreement and its interpretation and enforcement shall be subject to and construed in accordance with the laws of the Commonwealth of Pennsylvania, without reference to its conflict of laws principles. The parties shall first discuss and negotiate any disputes that arise under this agreement with a view toward settlement and disposition thereof.

11. This Agreement may be amended at any time by mutual consent of the parties provided that before any amendment shall be operative or valid, it shall be written and signed by representatives of the School and the District and attached to the Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement on the day and date above written.

ATTEST:

ALLENTOWN SCHOOL DISTRICT

Janet Morillo, Board Secretary

By: _____
Robert E. Smith, Jr., President
Board of School Directors

LINCOLN TECHNICAL INSTITUTE

By: _____
Lisa Kuntz
Campus President



31 South Penn Street ▪ P.O. Box 328 ▪ Allentown, PA 18105
Administration Center ▪ 484-765-4096 ▪ Fax: 484-765-4140

EXHIBIT B

TINA M. BELARDI, PH.D.
Chief Academic Officer
belardit@allentownsd.org

TO: Dr. C. Russell Mayo, Superintendent
FROM: Tina M. Belardi, Ph.D., Chief Academic Officer
RE: Memorandum of Understanding with Sacred Heart Hospital and Allentown School District
DATE: November 5, 2015

Request Board's approval of Memorandum of Understanding (MOU) between Allentown School District and Sacred Heart Hospital for continuation of Medical Services for school year 2015-2016 and move forward for approval at the November 19, 2015 Board Meeting. Sacred Heart is providing this Memo of Understanding with a current list of schools receiving services to include Mosser, Jefferson and Sheridan Elementary Schools.

What is it?

This MOU will allow Sacred Heart Hospital and Allentown School District to continue its partnership in providing high quality health services to our students through school-based health clinics. Participating schools include Mosser, Jefferson and Sheridan Elementary Schools.

How will it affect students?

The School-Based Health Centers are another way that the Allentown School District in partnership with Sacred Heart Hospital continue to find ways to address the barriers to learning. Sacred Heart Hospital's objective is to integrate and enhance access to, and the delivery of, preventive and primary care services to students, thereby improving the health, well-being and school performance of students.

How much does it cost & how will it be funded?

Source of funds: N/A
Match required? N/A
Are there staffing requirements? N/A

Was action request reviewed by the solicitor? (if appropriate)

Yes.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SACRED HEART HOSPITAL AND THE ALLENTOWN SCHOOL DISTRICT**

THIS MEMORANDUM OF UNDERSTANDING, effective as of November 20, 2015, by and between SACRED HEART HOSPITAL, a Pennsylvania not-for-profit hospital corporation (“SHH”), and THE ALLENTOWN SCHOOL DISTRICT (the “School District”),

WITNESSETH THAT:

WHEREAS, the School District owns and operates the Mosser Elementary School, Jefferson Elementary School, and Sheridan Elementary School (the “Schools”);

WHEREAS, the School District desires to promote a wide range of school-based health services to improve the health status of students and wishes to offer school-based health services through a school-based health clinic at the Schools (the “Clinics”);

WHEREAS, SHH is a not-for-profit 501(c)(3) Pennsylvania Hospital whose charitable mission to the community includes an objective to integrate and enhance access to, and the delivery of, preventive and primary care services to students, thereby improving the health, well-being and school performance of students;

WHEREAS, SHH wishes to enter into a Memorandum of Understanding (hereafter “MOU”) with the School District to deliver school-based health services directly and/or through its subcontracted providers at the Clinics located in the Schools and to assist the School Nurse, as the Parties hereafter agree (the “Services”); and

WHEREAS, the School District is willing to grant SHH an exclusive right to use a minimum of 257 square feet of space at the Schools (the “Clinic Spaces”), for the operation of the Clinics, as well as a non-exclusive right to use common areas in and around the Schools, as part of its service to the Schools, on the terms and conditions hereinafter set forth.

NOW, THEREFORE, in consideration of the foregoing and the terms and conditions hereof, the parties hereto agree as follows:

Section 1: Term.

This MOU shall commence November 20, 2015 (the “Commencement Date”) and shall end on November 19, 2016. In the event SHH is unable to provide staffing for the Services set forth under Section 6, SHH may terminate at any time this agreement upon written notice to the School District.

Section 2: Grant of Right of Use of Clinic Space.

The School District hereby grants to SHH, subject to the further terms of this MOU, and SHH hereby accepts, an exclusive right to use the Clinic Space and a nonexclusive right to use the parking lots, sidewalks, hallways and other common areas of the School during the term of this MOU, at no charge to SHH or its subcontractors. SHH personnel providing services under this Agreement shall have the right to park in the school lot or playground. Use of the common areas shall be subject to reasonable regulation by the School District.

Section 3: Purposes of Use.

SHH shall be entitled to the exclusive use of the Clinic Space and the nonexclusive use of the common areas of the School for the purpose of providing services to students, such services elected in accordance with Section 6 below, and any related activities, and SHH, or its subcontractors, agrees to provide those services. SHH is permitted to place signs identifying the location of the Clinic in the common areas of each School, subject to the approval of the School District, which approval will not be unreasonably withheld.

Section 4: Clinic Space and Equipment.

Except as provided herein, the School District shall not pay any costs to furnish the Clinic Space with equipment, provided however, that all equipment purchased by SHH, unless permanent and affixed to the Clinic Space, shall be the property of SHH upon termination or expiration of this MOU.

Section 5: Services Provided by the School District: Excluded Services.

The School District shall be responsible for the provision and cost of electricity, heating, air conditioning, water, telephone service, facsimile transmission, internet access and custodial services for the Clinic Space, provided that the School District shall have no liability for the unavailability of any such service for reasons beyond the School District's control. Except as provided herein, the School District shall not pay any costs to equip the Clinic Space or provide the services contemplated under this MOU.

Section 6: SHH Services.

SHH shall provide the following services and personnel to render the Services under this Agreement.

6.1: Clinic Space. The hours of operation shall be from 8:00 AM to 11:30AM during the School Year for those days, Tuesday and Thursday, that the School is open. The providers will rotate between the sites identified in the Agreement as mutually agreed upon. It is anticipated that the Clinic shall be staffed by one provider (primarily a nurse practitioner, and occasionally a physician), and one medical assistant (provided by the SHH) to register and schedule Clinic patients. The respective duty of this personnel is set forth in the attached Exhibit A.

6.2: Non-guarantee of Services. School District acknowledges that personnel may not always be available and the hours of operation and scope of services as set forth in Sections 6.1, 6.2 and 6.3 may not be provided as stated.

Section 7: School District Responsibilities.

School District acknowledges that the School District is solely responsible for the School Health Office and for the administration, interpretation and operation of School District policies and procedures. School District acknowledges and agrees that the personnel provided by SHH under this Agreement rely on direction provided by School District in respect to its policies and procedures. School District acknowledges and agrees that the personnel provided by SHH shall not engage in activities or perform services except as set forth in Exhibits A.

Section 8: Maintenance and Repairs.

All repairs and replacement of the Clinic Space and the common areas at the School shall be made by the School District at its sole expense, except that any repairs and replacements which are necessitated by the negligence or willful misconduct of SHH or its personnel will be borne by SHH. The School District shall keep the Clinic Space and the common areas at the School at all times in good order, condition and repair, and in a clean, sanitary and safe condition in accordance with all applicable laws, ordinances and regulations of any governmental authority having jurisdiction.

Section 9: Insurance and Indemnification.

The School District shall maintain casualty and general liability insurance in commercially reasonable amounts, or as otherwise required by Pennsylvania law, insuring against property damage or personal injury occurring at a School. In consideration of SHH's provision of services at no cost to School District, School District shall name SHH as an additional insured on such policy. In lieu of obtaining such coverage, the School District shall assure SHH in writing that it enjoys immunity under Pennsylvania statutory and common law from suit for claims arising from or related to the Services, maintenance and occupation of Clinic Space. In addition, School District agrees to indemnify, defend or cover costs of defense for, and hold harmless ("Indemnify") SHH, its trustees, officers, employees and agents, its parent and affiliates, (collectively, "Indemnified Parties") against any claim for damages arising out of the Services rendered under this Agreement. No settlement or compromise of a claim subject to this indemnification provision will be binding on either party without that party's prior written consent. School District will not unreasonably withhold such consent of a settlement or compromise. Neither party will admit fault on behalf of the other party without the written approval of that party. Nothing in this Agreement shall be construed to waive or limit the immunity granted the school district under the Political Subdivision Claims Act.

Section 10: Default.

If at any time during the term of the MOU, SHH shall be in default in any of its covenants or agreements made herein and shall fail to cure the same within thirty (30) days after written notice or demand therefore is served upon SHH by the School District, the School District shall

thereupon be entitled to terminate SHH's rights under this MOU and to pursue any and all remedies of the School District available at law or in equity with respect to such default.

If at any time during the term of this MOU, the School District shall be in default in any of its covenants or agreements made herein and shall fail to cure the same within thirty (30) days after written notice or demand therefore is served upon the School District by SHH, SHH shall thereupon be entitled to terminate this MOU and to pursue any and all remedies of SHH available at law or in equity with respect to such default.

Section 11: Miscellaneous.

11.1: Notices. All notices, requests, or other communications required hereunder shall be sufficient only if given in writing and shall be deemed given only when delivered personally or deposited in the United States Mail by certified or registered mail, postage prepaid addressed as follows:

If to SHH:

John Nespoli
President / CEO
Sacred Heart Hospital
421 Chew St.
Allentown, PA 18102

CC: Holly Edinger
Director of Community Relations

If to School District:

Kim Brannan
Director of School Nursing
Allentown School District
31 South Penn Street
P.O. Box 328
Allentown, PA 18105

Such addresses may be changed by either party by written advice as to the new address delivered to the other party at the address provided above.

11.2: Subcontracting. SHH reserves the right to subcontract for the performance of any of its obligations under this MOU. Where appropriate, when the term "Sacred Heart" is used, such term shall also include any of SHH's subcontractors.

11.3: No Assignment. Except as otherwise provided herein, neither party shall assign this MOU or its rights or duties hereunder without the express written permission of the other party.

11.4: Modification. Any modification to this MOU shall be in writing and signed by both parties except as specifically set forth herein.

11.5: Independent Contractor. None of the provisions of this MOU are intended to create, nor shall be deemed or construed to create, any relationship between or among the parties other than that of independent contractors. Except as otherwise provided, neither of the parties shall be construed to be the agent, partner, co-ventures, employee or representative of the other. None of the provisions of this MOU are intended to create or to be construed as creating any agency, partnership, joint venture or employment relationship between or among the School District, SHH or any of their respective employees, subcontractors, servants, agents or representatives.

11.6: Governing Law. This MOU shall be governed by the laws of the Commonwealth of Pennsylvania and is subject to all applicable Federal and State laws, rules and policies.

11.7: Partial Invalidity. The invalidity or unenforceability of any particular provision(s) of this MOU shall not affect the other provisions hereof, and the MOU shall be construed in all respects as if such invalid or unenforceable provision(s) were omitted.

11.8: Waiver. The failure of either party to insist in any instance upon performance of any terms or conditions of this MOU shall not be construed as a waiver of future performance of any such term, covenants or condition, but the obligations of either party with respect thereto shall continue in full force and effect.

11.9: Multiple Counterparts. This MOU may be executed in multiple counterparts, each of which shall be an original, but all of which shall constitute one and the same document.

11.10: Headings. The headings of the paragraphs contained herein are for convenience only and do not define, limit or construe the contents of such paragraphs.

11.11: Complete Agreement. All negotiations, considerations, representations and understandings between the parties are incorporated herein, and this MOU, including all Exhibits attached hereto, represents the complete understanding of the parties and supersedes all prior or contemporaneous agreements, negotiations, discussions, and/or understandings, whether written or oral, related to the subject matter of this MOU.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed as of the date first above written.

ATTEST:

ALLENTOWN SCHOOL DISTRICT
BOARD OF DIRECTORS

Janet Morillo, SECRETARY

BY: _____
Robert E. Smith, Jr., PRESIDENT Date

SACRED HEART HOSPITAL

By: _____
John Nespoli
Title: President / CEO
Sacred Heart Hospital

EXHIBIT A

SHH SERVICES

NURSE PRACTITONER

1. Provides physicals, vaccinations, and acute care to students of Mosser, Jefferson and Sheridan Schools.
2. Provides coordination of parent permissions for school based appointments.



31 South Penn Street ▪ P.O. Box 328 ▪ Allentown, PA 18105
Administration Center ▪ 484-765-4096 ▪ Fax: 484-765-4140

EXHIBIT C

TINA M. BELARDI, PH.D.
Chief Academic Officer
belardit@allentownsd.org

TO: Dr. C. Russell Mayo, Superintendent
FROM: Tina M. Belardi, Ph.D., Chief Academic Officer
RE: Approval of Communities in Schools Agreement for 2015-2016
DATE: November 5, 2015

Request Board's approval of the 2015-2016 Comprehensive Student Services Agreement with Communities in Schools of the Lehigh Valley that delineates support services for students in the Alternative Education for Disruptive Youth programs at William Penn and Jackson Building, and move forward for approval at the November 19, 2015 Regular Board Meeting. Funding will be from ASD Alternative Education Budget in amount of \$195,360.

What is it?

Communities In Schools of the Lehigh Valley (CIS) through this contract shall provide School Based Coordination of student services, including, alternative education support services, and case management during the 2015 - 2016 school year. Such services will be provided at designated schools determined by district administration. The coordination of services provided in the school and community will be directed to meet the students' educational, social and behavioral needs of identified students.

How will it affect students?

CIS has been in partnership with the Allentown School District for over 13 years. This contract would continue the services CIS has provided in the past to Alternative Education students. Such services will be provided at designated schools determined by administration. Services that will be available include: Provide supportive services to students enrolled in ASD Alternative Education programs; Conduct student intake & development of individualized student plans; Provide intensive case management to all students (To include social, emotional, behavioral, academic, attendance and transition support); Plan & deliver individual & group sessions; Assist with delivery of behavior modification program; Coordinate referrals to out of school services, as needed; Coordinate school wide events (to include community service projects, family engagement and community outreach); Provide career based services to CDBG eligible students; Assist with coordination, implementation & operation of summer school for alternative education students.

How much does it cost & how will it be funded?

Source of funds: ASD Alternative Education Budget.

Match required? N/A

Are there staffing requirements? Qualified staff provided by Communities in Schools is part of this agreement.

Was action request reviewed by the solicitor? (if appropriate)

Yes.



Integrated Student Supports Contract (Alternative Education)

July 1, 2015 – June 30, 2016

This Agreement, dated September 1, 2015, is between the **Allentown School District**, hereinafter referred to as the **DISTRICT**, with principal offices at 31 South Penn Street, P.O. Box 328, Allentown, PA 18105 and **Communities In Schools of the Lehigh Valley, Inc. (CISLV)**, hereinafter referred to as the **PROVIDER**, with principal offices at 1501 Lehigh Street, Suite 206, Allentown, PA 18103.

WHEREAS, the **DISTRICT** wishes to purchase and the **PROVIDER** wishes to furnish the services listed below; and,

WHEREAS, the services referred to are professional in nature.

NOW, THEREFORE, intending to be legally bound, the parties hereto agree as follows:

- I. The **PROVIDER** shall provide School Based Coordination of student services, including, alternative education support services, and case management during the 2015 - 2016 school year. Such services will be provided at designated schools determined by district administration. The coordination of services provided in the school and community will be directed to meet the students' educational, social and behavioral needs of identified students.
- II. The **DISTRICT** shall provide:
 - A. Mutually agreeable office space for on-site staff within assigned district buildings
 - B. Desktop and/or laptop computer(s) for each staff with internet connectivity
 - C. Office supplies as needed (pens, paper, stapler, etc.)
 - D. Copier and facsimile access
 - E. A telephone in each room
 - F. Access to Allentown School District Trainings as appropriate for designated CISLV Staff
 - G. Access to school district student information database system when deemed necessary
 - H. Release of CISLV employees from school site to participate in CISLV professional development, as needed
- III. Payment

The **DISTRICT** shall pay **PROVIDER** a monthly fixed rate of \$16,280.00. This payment arrangement shall continue for a twelve-month period beginning July 1, 2015 and ending June 30, 2016. The **DISTRICT** shall make

payment within thirty (30) days of each invoice date. Should the District fail to make payments as required, PROVIDER shall have the right to suspend the services.

IV. Covenants, Representatives and Warranties.

A. The **DISTRICT** covenants, represents and warrants;

1. That the person or person signing on behalf of the **DISTRICT** are duly authorized to do so;
2. That the **DISTRICT** is in compliance with all applicable federal, state and local law especially but without limitation, all statutes ordinance, rules and regulations, governing any and all federal and state funding of the Agreement;
3. That if the representations in Paragraph 2 above should at any time hereinafter become incorrect, the **DISTRICT** will promptly take all steps to correct the noncompliance.

B. The **PROVIDER** covenants, represents and warrants;

1. That the **PROVIDER'S** form of organization is a non-profit organization.
2. That the **PROVIDER** is duly organized, validly existing and in good standing in under the laws of Pennsylvania and validly registered to do business in the Commonwealth of Pennsylvania.
3. That the **PROVIDER**, a corporation, is entering into this Agreement in the ordinary course of it business activities.
4. That the **PROVIDER** now complies with all applicable laws in its business and activities which pertain to the performance or finding of this Agreement.

V. Special Provisions

- A. It is agreed by the parties that each party will indemnify and hold harmless the **other**, including but not limited to, as applicable, its elected officials, its officers, employees, and agents, from any and all claims made against the other party, including but not limited to, damages, awards, costs and reasonable attorney fees, to the extent any such claim directly and approximately results from a party's breach of this Agreement or a party's wrongful, willful or negligent act. Any party receiving notice of claim for which it believes it is entitled to indemnity and/or defense agrees to give the other party prompt notice of any such claim and absent a conflict of interest, an opportunity to control the defense thereof.
- B. Copies of all personally identifiable records of students created or maintained by **PROVIDER** shall be provided to the **DISTRICT** upon request or upon regular intervals as agreed to by the Parties.
- C. Personnel from CISLV agree that they will reasonably cooperate and participate, without additional cost and without the requirement of a subpoena, in any legal proceeding filed against the **DISTRICT** involving any student for whom CISLV has provided direct services.
- D. Personnel from CISLV will be knowledgeable about and adopt the ASD Student Code of Conduct and all school district and school based policies and procedures.

- E. Each party will at all times during the term of this agreement maintain liability insurance.
- F. Both **PROVIDER** and **DISTRICT** shall abide by the provisions of the Family Educational Rights and Privacy Act (FERPA) and to the extent applicable the Health Insurance Portability and Accountability Act of 1996 (HIPPA).
- VI. Either party may terminate this Agreement at any time by providing written notice to the other Party at least (sixty) 60 calendar days prior to termination of the Agreement.
- VII. This payment/service arrangement will continue to June 30, 2015 or until execution of a separate 2015-2016 service agreement. **DISTRICT** will make prompt payment monthly.
- VIII. This Agreement shall become effective upon signature of the authorized representatives of the **DISTRICT**. Either party may terminate this Agreement if the other defaults by sending to the other sixty (60) day's prior written notice.

Notices to the **DISTRICT** shall be sent addressed as follows:

DISTRICT: ALLENTOWN SCHOOL DISTRICT
ADDRESS: 31 S. PENN STREET
P.O. BOX 328
ALLENTOWN, PA 18105
ATTENTION: JACQULYN SCOTT, DIRECTOR OF COMMUNITY & STUDENT SERVICES

Notices to the **PROVIDER** shall be sent addressed as follows:

DISTRICT: COMMUNITIES IN SCHOOLS OF THE LEHIGH VALLEY, INC.
ADDRESS: 1501 LEHIGH STREET, SUITE 206
ALLENTOWN, PA 18103
ATTENTION: TIMOTHY MULLIGAN, PRESIDENT

- IX. This document, and all attachments which have been incorporated by reference, contains all the terms, provisions, and conditions of this Agreement. No term or provision may be unilaterally modified or amended. Any alteration must be reduced to writing and signed by the parties to this Agreement. Any, alteration, variation, modification or waiver of provisions of this agreement, and attached to the original of the Agreement. In the event any provision hereof is declared null or void, the remaining provisions of this Agreement shall remain in full force and effect.
- X. Force Majeure. If either party to this Agreement shall be prevented, hindered or delayed in the performance or observance of any of its obligations hereunder (except for non-payment) by reason of any act of God, natural disaster, war, riot; act of terrorism, civil commotion, explosion, fire, government action, epidemic, or other circumstance beyond its reasonable control, and such delay could not have been prevented by reasonable precautions and cannot reasonably be circumvented by the party through the use of alternative sources or means, then such party shall be excused from further performance or observance of the obligation so affected for as long as such circumstances shall prevail and such party uses its diligent efforts to recommence performance or observance whenever and to whatever extent possible. The party so delayed shall immediately notify the other party and describe the circumstances causing such delay.

- XI. Governing Law. This Agreement and its subject matter shall be governed by the laws of the Commonwealth of Pennsylvania applicable without regard to their conflict of laws provisions. Any dispute arising out of or relating to this Agreement may be resolved only by the courts of the Commonwealth of Pennsylvania or, if subject matter jurisdiction exists, by the United States federal courts, with venue in the Court of Common Pleas of Northampton County, Pennsylvania (in the case of state court) or in the Eastern District of Pennsylvania (in the case of federal court).

IN WITNESS WHEREOF, the parties hereto have signed this Agreement.

DISTRICT: ALLENTOWN SCHOOL DISTRICT

By _____

Date _____

President of the School Board – City of Allentown

PROVIDER: COMMUNITIES IN SCHOOLS OF THE LEHIGH VALLEY, INC

By: _____

Date _____

Mr. Timothy Mulligan

Communities In Schools of the Lehigh Valley, Inc., President

ATTACHMENT A:

PROGRAM DESCRIPTION

SUPPORT SERVICES

Communities In Schools of the Lehigh Valley will provide School Based Coordination of student services, including, alternative education support services and case management during the 2015 - 2016 school year. Such services will be provided at designated schools determined by administration. The coordination of services provided in the school and community will be directed to meet the students' educational, social and behavioral needs of identified students.

Services that will be available include:

ALTERNATIVE EDUCATION SUPPORT SERVICES

(All services will be provided in collaboration with the ASD & will abide by the PDE Alternative Education Guidelines. Services will be provided at the William Penn Building & the ALC program unless redirected by ASD/CISLV Administration)

1. Provide supportive services to students enrolled in ASD Alternative Education programs
2. Conduct student intake & development of individualized student plans
3. Provide intensive case management to all students (To include social, emotional, behavioral, academic, attendance and transition support)
4. Plan & deliver individual & group sessions
5. Assist with delivery of behavior modification program
6. Coordinate referrals to out of school services, as needed
7. Coordinate school wide events (to include community service projects, family engagement and community outreach)
8. Provide career based services to CDBG eligible students
9. Assist with coordination, implementation & operation of summer school for alternative education students



31 South Penn Street ▪ P.O. Box 328 ▪ Allentown, PA 18105
Administration Center ▪ 484-765-4096 ▪ Fax: 484-765-4140

EXHIBIT D

TINA M. BELARDI, PH.D.
Chief Academic Officer
belardit@allentownsd.org

MEMORANDUM

TO: Dr. C. Russell Mayo, Superintendent
FROM: Tina M. Belardi, Ph.D., Chief Academic Officer
RE: CLIU Student Driver Education Program Agreement
DATE: November 5, 2015

Request Board's approval: Consider the Student Driver Education Program Agreement between Allentown School District and CLIU and move forward for approval at the November 19, 2015 regular Board meeting.

What is it?

The attached agreement offers students in Carbon Lehigh Intermediate Unit member districts access to the Student Driver Education Program with no annual membership fee. The cost per student for behind-the-wheel training will remain at \$290.00 and the online classroom theory course will remain at \$118.00 per student. All costs are to be paid by the parent/guardian. Additionally, the student will have access to the PA Driver's Test. The term of this agreement is from July 1, 2015 – June 30, 2016.

How will it affect students?

ASD students have access to a high quality program that will help them learn to drive safely.

How much does it cost & how will it be funded? No cost to the district

Source of funds: N/A

Match required? No

Are there staffing requirements? No

Was action request reviewed by the solicitor? Yes



Student Driver Education Program Agreement

This Agreement is between Carbon Lehigh Intermediate Unit, hereinafter referred to as "**CLIU**" and Allentown School District, hereinafter referred to as "**CUSTOMER**".

Background

WHEREAS, **CLIU** has established a Student Driver Education Program available for member school districts; and

WHEREAS, the **CUSTOMER, a member school district**, desires to contract with **CLIU** to provide for its student driver education program;

NOW, THEREFORE, in consideration of the mutual promises herein contained, the parties agree as follows:

Terms and Conditions

1. Services – **CLIU** shall provide to **CUSTOMER** and **CUSTOMER** shall pay to **CLIU** for Services for the Student Driver Education Program Components as described below and in accordance with the terms and conditions as set forth herein.
2. Entire Agreement – This Agreement constitutes the entire agreement between the parties and there are no verbal agreements between the parties. This Agreement shall be binding upon the parties herein and their assigns.
3. Term – The Term of this Agreement is one year and shall commence on the effective date of July 1st 2015-June 30, 2016.
4. Insurance – **CLIU** maintains automobile liability insurance ("the Policy") for protection against claims for which **CLIU** may be legally liable because of bodily injury, death of a person or damage to property arising out of the ownership, maintenance or use of a motor vehicle. A certificate of insurance for the Policy for the current fiscal year has been provided to the **CUSTOMER** prior to the execution of this Agreement and included herein. The certificate of insurance with effective dates covering the period of this Agreement will be provided to the **CUSTOMER** no later than July 31st during the term of this Agreement.

Upon request by the **CUSTOMER**, the **CUSTOMER** and its officers, employees and agents shall be named as an additional insured on the Policy maintained by **CLIU**. An endorsement to the Policy naming the **CUSTOMER** as the additional insured shall be substantially in the following form: "**CUSTOMER**, its directors, officers, employees and agents are additional insureds with respect to automobile liability for



Helping Children Learn

all operations performed by our insured for the **CUSTOMER**. The insurance shall be primary and non-contributing with any other insurance. Contractual liability is included in our insured's policy." CLIU will provide a copy of the endorsement to the Policy naming the **CUSTOMER** as an additional insured.

5. Termination – This Agreement may be terminated, as follows: (a) **CUSTOMER** may terminate this Agreement with or without cause upon **CUSTOMER** providing one hundred eighty (180) days written notice of termination to **CLIU**; and (b) **CLIU** may terminate this Agreement with or without cause upon **CLIU** providing one hundred eighty days (180) days written notice of termination to the **CUSTOMER**.
6. Damages in the event of Termination - Except as otherwise provided in this Paragraph 8, neither **CLIU** nor **CUSTOMER** shall be liable to the other for damages of any kind, including incidental or consequential damages, damages for loss of prospective business or loss of continuing business, or otherwise arising from the termination of this Agreement in accordance with its terms. However, if the **CUSTOMER** exercises its right under Paragraph 7 to terminate the Agreement without cause, **CLIU** may retain the contract fee paid by **CUSTOMER**. If **CLIU** exercises its right to terminate the Agreement without cause, **CLIU** shall refund to **CUSTOMER** an amount equal to the contract fee prorated as of the date of termination.
7. Dispute Resolution – The parties agree that this agreement shall be governed by and be interpreted according to the laws of the Commonwealth of Pennsylvania and any and all actions regarding or relating to this agreement shall be brought in the Court of Common Pleas of Lehigh County, Commonwealth of Pennsylvania.
8. Liability – The **CLIU** shall not be held responsible for damages caused by delay or failure to perform the Services of this Agreement when such delay or failure is due to fire, strike, acts of God, or causes beyond its reasonable control.
9. Indemnification - **CUSTOMER** shall indemnify and hold harmless **CLIU** from any and all liability caused by the negligence of the **CUSTOMER** with respect to the performance of this Agreement. **CLIU** shall indemnify and hold **CUSTOMER** harmless from any and all liability caused by the negligence of **CLIU** with respect to the performance of this Agreement.
10. Proprietary Information – **CLIU** will maintain all data of the **CUSTOMER** as confidential and will not, unless required by law, disclose such data.
11. Supplies – The **CLIU** will provide all automobiles, supplies and parts necessary for the instructors to effectively teach students safe driving skills.



12. Customer Representative – The **CUSTOMER** will assign a representative that will work with **CLIU** to send and receive necessary information or attend update meetings regarding the program.

Student Driver Education Program Components:

1. Driver Education Theory Course

- i. **CLIU** will provide member district students access to an online, PDE approved driving theory course at a cost of \$118.00 to the student.

2. Driver Education Behind the Wheel Training

- i. **CLIU** will provide member district students access to PA DOT and Department of Education approved Behind The Wheel training offered by certified, contracted drivers.
- ii. Behind the Wheel training will consist of 6 – one hour lessons with a certified student driver education instructor. Students who have completed a certified driving theory course will have the option to test for a PA Driver's License during the 6th lesson.
- iii. The student fee for Behind the Wheel Training will be \$290.00 for students of member districts.
- iv. Additional one hour lessons may be purchased at a rate of \$55.00 per hour.



ACCEPTED AND AGREED:

For: Allentown School District

Signature by: _____ Date _____

Print Name: _____

Title: Board President

ATTEST:

Signature by: _____ Date _____

Print Name: _____

Title: Board Secretary

*Date of Board approval: _____

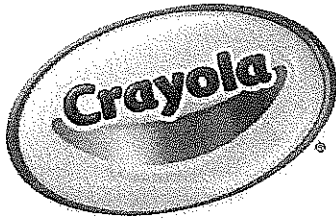
*Attached Minutes of Board approval

For: **Carbon Lehigh Intermediate Unit #21**

Signature by: _____ Date _____

Print Name: _____

Title: _____



October 29, 2015

Allentown Area School District
31 S Penn St
Allentown PA 18102

To Dr. Belardi:

On behalf of Crayola, we would like to send a donation of sidewalk chalk to the school district. It would consist of 2 pallets – 60 cases – Glitter and Multi colored chalk with a retail value of \$5,196.00. Please advise as soon as possible if this will be accepted as the inventory could be depleted by other school districts that are not requiring a letter.

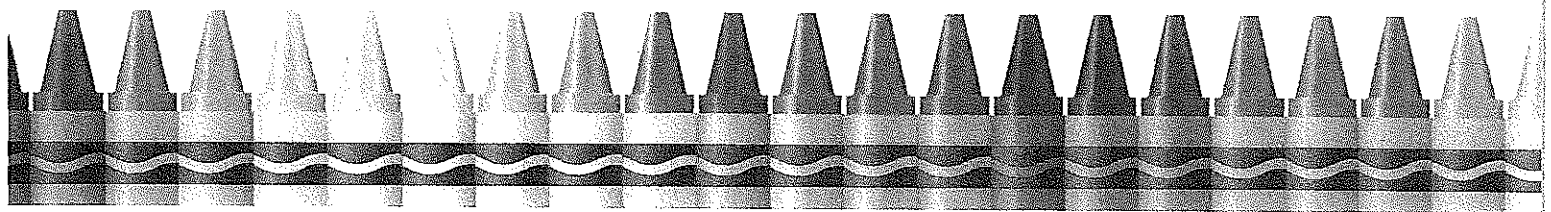
Colorfully yours,
Crayola, Inc.

A handwritten signature in cursive script that reads "Marianne Sweitzer".

Marianne Sweitzer
Community Affairs Coordinator

MLS

All organizations receiving any support from Crayola must affirm the nondiscrimination policy for Crayola. The policy is as follows: All recipients of grants, sponsorship dollars and in-kind support from any of Crayola's giving programs must not discriminate on the basis of race, religion, age, gender, sexual orientation, national origin, disability, veteran or marital status. All recipients of Crayola product donations must agree to not resell the product in any venue. Items donated specifically for an auction are the exception.



SCHOOL DISTRICT OF THE CITY OF ALLENTOWN



William ALLEN High School

Luke M. Shafnisky, Principal
106 North 17th Street
Allentown, PA. 18104
Telephone 484-765-5001
FAX 484-765-5010
"Home of the Canaries"

Michael Bolinsky, Assistant Principal
Corey Cowen, Assistant Principal
Lilly Figueroa, Assistant Principal
Scott Fisher, Assistant Principal
Kenneth Fritz, Assistant Principal

Brett Keeble, Dean of Students
Michele Kloiber, Supervisor of Instruction
Justin Ruppelli, Dean of Students
Jeremy R. Thatcher, Assistant Principal

MEMORANDUM

TO: Dr. Belardi

FROM: Luke M. Shafnisky

DATE: 11.10.2015

RE: **FRAMING SHOP DONATION**

Please accept this donation from Maryann McCambridge of Allentown, PA, who would like to generously donate frame shop equipment and materials to the William Allen High School Art Department.

We will use this donation to establish a frame shop to support our students applying for the Scholastic Art Awards Competition, completing portfolios for Advanced Placement classes, and preparing pieces for our Arts Academy shows.

If you have any questions, please feel free to contact me. Thank you.

DATA FOR NOVEMBER, 2015 BOARD AGENDA
School District, City of Allentown

Enrollment Comparison

	First Day of School			Change in Enrollment	
	Last Month	This Month		Change Since 10/1/2015	Change Since First Day
	9/8/2015	10/1/2015	11/1/2015		
Elementary School Total Enrollment	8,298	8,141	8,062	-79	-236
Middle School Total Enrollment	3,681	3,550	3,514	-36	-167
Senior High School Total Enrollment	5,157	5,155	5,116	-39	-41
TOTALS	17,136	16,846	16,692	-154	-444

Attendance Office Report

Pupils Illegally Absent	450
Truants	104
Arrests	346
Convictions	0
Employment Certificates Issued	129

October Sapphire Discipline

School	HS 2015	HS 2016	MS 2015	MS 2016
Level I	4,512	4,818	2,743	2,433
Level II	1,592	1,906	1,318	1,733
Level III	636	933	413	489
Level IV	9	16	10	8
Totals	6,749	7,673	4,484	4,663

This is a summary report of the discipline comparison data for 2015.

In the October reports for the high schools

- Level I disciplinary infractions increased from the 2014 SY (cut class, late arrival to class and uniform violations contributed to increase)
- Level II disciplinary infractions increased from the 2014 SY (tardiness and misconduct and repeated cut class in fractions contributed to increase.)
- Level III infractions increased from the 2014 SY with Repeated Level II in fractions contributing to the increase.
- IV disciplinary infractions have increased from the 2014 SY with an increase in weapons violations.

In the October reports from the middle schools

- Level I disciplinary infractions increased from 2014 SY (late to class, uniform violations and misconduct contributing to increase).
- Level II disciplinary infractions increased in two middle schools and decreased in two middle schools. Increased infractions included misconduct and tardiness.
- Level III disciplinary infractions increased in two middle schools and decreased in two middle schools. Increased infractions included insubordination and repeated Level II's.
- Level IV disciplinary infractions decreased from the 2014 SY

ASD schools continue to work with all stakeholders to create an environment for student success. Administrators will continue to enforce the Code of Conduct and provide interventions for students. Counselors and administrators will continue to provide parents/guardians with additional resources for student success in/out of schools. School based discipline teams have been established to analyze discipline data and provide students with positive school wide incentives to improve school wide behaviors.

PERSONNEL

November 19, 2015

The following Personnel items are presented herewith for discussion and action by the Board of School Directors:

I. RETIREMENT

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
A. <u>PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE</u>		
Ferrani, John	Elem., McKinley ESOL	End of the 2015-2016 school year
Skrincosky, Mary Ann	H.S., Dieruff English	End of the 2015-2016 school year (Change in effective date)
Taylor, James	H.S., Allen Science	12/31/15

II. RESIGNATION

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective Date</u>
A. <u>ADMINISTRATIVE</u>			
Kern, Richard	Elem., Central Principal	Personal	12/17/15
B. <u>PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE</u>			
Russell, Ingrid	Elem., Dodd Grade 1	Personal	11/13/15
C. <u>CLERICAL</u>			
Johnson, Joanna	Unassigned Clerical Pool	Personal	11/10/15
D. <u>FOOD SERVICE</u>			
Fair, Tammy	Elem., Roosevelt 3.0 Hr. Helper	To accept another position in the District	11/2/15
E. <u>MAINTENANCE</u>			
Gonzalez, Lydia	M.S., Raub Custodian	Personal	10/20/15

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective Date</u>
F. <u>PARAPROFESSIONAL</u>			
Coll, Kerry	Elem., Jefferson Special Ed. (7.5 hrs./day)	Personal	10/16/15
Harnarain, Devica	Elem., Central Hourly Instructional (5.0 hrs./day)	Personal	6/8/15
G. <u>SECURITY</u>			
Ament, Donald	E.C.C., Lincoln Security Officer	Personal	12/1/15
Santiago, Edwin	Unassigned Substitute Security Officer	Personal	11/13/15
Younes, George	H.S., Dieruff Security Officer	Personal	11/4/15

III. ELECTIONS

<u>Name</u>	<u>Assignment</u>	<u>Prev. Emp. in ASD</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
A. <u>PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE</u>					
Boyko, Andrea Cedar Crest College – M. Ed.	Elem., Union Terrace Grade 4 TPE	Yes	R	\$52,225/yr.	11/16/15
Pending receipt of required documentation.					
Delmas, Kristine East Stroudsburg Univ. – B.S.	Elem., Central Special Ed./ Autistic Support TPE	No	R	\$45,114/yr.	11/4/15 (Change in effective date)
Pending receipt of required documentation.					
Gambler, Chantal Kutztown Univ. – B.S.	Elem., Dodd Grade 1 Sal. Sub.	Yes	R	\$45,114/yr.	11/16/15 to the end of the 1st sem. of the 2015-2016 school year
Pending receipt of required documentation.					

<u>Name</u>	<u>Assignment</u>	<u>Prev. Emp. in ASD</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
Knauss, Brittney Lebanon Valley College – B.S.	Elem., Lehigh Parkway Grade 4 TPE	No	R	\$46,091/yr.	12/9/15
Pending receipt of required documentation.					
Marley, Emily Moravian College – B.S.	M.S., Trexler 8 th Grade Math Sal. Sub.	No	R	\$45,114/yr.	11/2/15 to the end of the 1 st sem. of the 2015-2016 school year
Pending receipt of required documentation.					
McHale, Austin Penn State Univ. – B.S.	M.S., Trexler 7 th grade Social Studies Sal. Sub.	Yes	R	\$45,114/yr.	10/28/15 to the end of the 1 st sem. of the 2015-2016 school year
Pending receipt of required documentation.					
Suder, Matthew DeSales Univ. – B.A.	M.S., Trexler 8 th Grade Social Studies Sal. Sub.	No	R	\$45,114/yr.	10/26/15 to the end of the 1 st sem. of the 2015-2016 school year
Pending receipt of required documentation.					
Utess, Tamara West Governors Univ. – B.A.	M.S., Harrison- Morton 6 th Grade Math Sal. Sub	No	R	\$45,114/yr.	10/28/15 to the end of the 1 st sem. of the 2015-2016 school year
Pending receipt of required documentation.					
Wanamaker, Sara Kutztown Univ. – B.S.	M.S., Raub Special Ed./ Learning Support Sal. Sub.	Yes	R	\$46,420/yr.	11/2/15 to the end of the 1 st sem. of the 2015-2016 school year
Pending receipt of required documentation.					

B. OTHER PROFESSIONAL

Kloss, Kimberly	Elem., Roosevelt Behavior Management Specialist	Yes	R	\$45,114/yr.	11/6/15
Pending receipt of required documentation.					

<u>Name</u>	<u>Assignment</u>	<u>Prev. Emp. in ASD</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
Lacey, Ronald	Jackson Alt. Behavior Management Specialist	Yes	R	\$21,500/yr.	10/30/15
Pending receipt of required documentation.					
Luisser, James	H.S., Allen F & P Tutor	Yes	R	\$15.00/hr.	11/10/15
Pending receipt of required documentation.					
Silverman, Mary	William Penn/ Allen/Dieruff ELECT Community Liaison	Yes	R	\$61,602/yr.	12/1/15
Pending receipt of required documentation.					

C. CLERICAL

Acevedo, Irma	Adm. Center Special Ed. Incarcerated Youth Job Grade III	Yes	R	\$24,551/yr.	11/11/15
Subject to a probationary period of ninety (90) working days.					
Benitez-Reyes, Joselyn	Unassigned Clerical Pool	No	R	\$10.00/hr.	11/4/15
Torres, Maria	M.S., South Mountain Discipline/Attendance Job Grade III	No	R	\$24,004/yr.	11/10/15
Subject to a probationary period of ninety (90) working days.					

D. FOOD SERVICE

Antar, Lina	Unassigned Substitute	No	R	\$8.00/hr.	11/6/15
Dasilva, Gina	Unassigned Substitute	No	R	\$8.00/hr.	10/26/15
Jabour, Lama	Unassigned Substitute	No	R	\$8.00/hr.	11/9/15
Kuti, Kelly	Unassigned Substitute	No	R	\$8.00/hr.	11/6/15

<u>Name</u>	<u>Assignment</u>	<u>Prev. Emp. in ASD</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
Witt, Roxanne	Unassigned Substitute	No	R	\$8.00/hr.	11/4/15

E. PARAPROFESSIONAL

Brown-Kazar, Ellen	Elem., Sheridan Instructional (5.0 hrs./day)	No	R	\$10.99/hr.	10/26/15
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Pending receipt of required documentation.
Subject to a probationary period of forty-five (45) working days.

Crique, Patricia	E.C.C., Lincoln Cafe (4.0 hrs./day)	No	R	\$9.17/hr.	11/2/15
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Subject to a probationary period of forty-five (45) working days.

Emery-Ramos, Jasmine	M.S., South Mountain Special Ed. (7.5 hrs./day)	No	R	\$12,008/yr.	11/2/15
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Subject to a probationary period of forty-five (45) working days.

Fair, Tammy Lynn	Elem., Mosser Cafe (4.0 hrs./day)	Yes	R	\$9.17/hr.	11/4/15
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Subject to a probationary period of forty-five (45) working days.

Morris, Joslyn	Elem., Union Terrace Special Ed./ Autistic Support 1 on 1 (7.5 hrs./day)	No	R	\$12,088/yr.	10/26/15
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Pending receipt of required documentation.
Subject to a probationary period of forty-five (45) working days.

Perry, Angelique	Elem., Union Terrace Special Ed/ Autistic Support (7.5 hrs./day)	No	R	\$12,008/yr.	10/26/15
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Pending receipt of required documentation.
Subject to a probationary period of forty-five (45) working days.

<u>Name</u>	<u>Assignment</u>	<u>Prev. Emp. in ASD</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
Ponak, Joan	M.S., South Mountain Special Ed./ Life Skills (7.5 hrs./day)	No	R	\$12,008/yr.	10/26/15
Pending receipt of required documentation. Subject to a probationary period of forty-five (45) working days.					
Purugganan, KellyAnn	M.S., Harrison- Morton Special Ed./ Emotional Support (7.5 hrs./day)	No	R	\$12,008/yr.	10/26/15
Subject to a probationary period of forty-five (45) working days.					
Rodriguez-Rivera, Vanessa	M.S., South Mountain Special Ed. (7.5 hrs./day)	No	R	\$12,008/yr.	11/10/15
Subject to a probationary period of forty-five (45) working days.					
Schreiter, Veronica	Elem., Central Special Ed./ Autistic Support (7.5 hrs./day)	No	R	\$12,008/yr.	10/26/15
Pending receipt of required documentation. Subject to a probationary period of forty-five (45) working days.					
Silva, Maria	Elem., Union Terrace Cafe (4.0 hrs./day)	No	R	\$9.17/hr.	9/9/15
Pending receipt of required documentation. Subject to a probationary period of forty-five (45) working days.					
Townley, Meredith	Elem., Central Reading (5.0 hrs./day)	No	R	\$10.99/hr.	10/30/15
Subject to a probationary period of forty-five (45) working days.					
Williams, Melvin	Elem., Roosevelt Special Ed. (7.5 hrs./day)	No	R	\$12,008/yr.	10/29/15
Pending receipt of required documentation. Subject to a probationary period of forty-five (45) working days.					

<u>Name</u>	<u>Assignment</u>	<u>Prev. Emp. in ASD</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
F. SECURITY					
Claudio, Robert	Unassigned Security Substitute	No	R	\$10.00/hr.	10/19/15
Cortes, Ricardo	Unassigned Security Substitute	No	R	\$10.00/hr.	9/25/15
Flecha, Chloe	Unassigned Security Substitute	No	R	\$10.00/hr.	11/19/15
Lance, Lee	H.S., Allen Security Officer	No	R	\$23,170/yr.	10/13/15
Pending receipt of required documentation.					
Lopez, Mike	Unassigned Security Substitute	No	R	\$10.00/hr.	9/10/15
Rodriguez, Nixon	Unassigned Security Substitute	No	R	\$10.00/hr.	11/19/15

IV. CHANGE OF ASSIGNMENT

<u>Name</u>	<u>From</u>	<u>To</u>		<u>Proposed Rate</u>	<u>Effective Date</u>
A. ADMINISTRATIVE					
Bodnar, Rebecca	Elem., Central Acting Principal	Elem., Central Principal	R	No change in salary	10/26/15
B. PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE					
McPhillips, Josephine	Elem., Jefferson Dean of Students	Elem., Jefferson Intervention Specialist		No change in salary	2015-2016 school year
Nattress, Jamie	M.S., South Mountain Science	M.S., South Mountain Dean of Students		No change in salary	10/5/15
C. CLERICAL					
Matias, Nilbana	Elem., Lehigh Parkway Health Room Assistant Job Grade A	M.S., South Mountain Health Room Assistant Job Grade A		No change in salary	9/14/15

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
D. <u>FOOD SERVICE</u>				
Greenwalt, Cheryl	H.S., Allen 3.0 Hr. Helper	H.S., Allen 3.25 Hr. Helper	No change in hourly rate	10/29/15
Employee shall have a trial work period of fifteen working days.				
Jorge, Martha	Elem., Roosevelt 3.0 Hr. Helper	Elem., Roosevelt 3.25 Hr. Helper	No change in hourly rate	10/29/15
Employee shall have a trial work period of fifteen working days.				
Kifaieh, Najah	H.S., Allen 3.25 Hr. Helper	H.S., Allen 3.75 Hr. Helper	No change in hourly rate	10/29/15
Employee shall have a trial work period of fifteen working days.				
Landis, Michelle	M.S., Trexler 3.5 Hr. Helper	M.S., Trexler 3.75 Hr. Helper	No change in hourly rate	10/29/15
Employee shall have a trial work period of fifteen working days.				

E. PARAPROFESSIONAL

Giering, Darlene	M.S., South Mountain Library Aide (7.5 hrs./day)	H.S., Dieruff Special Ed. (7.5 hrs./day)	No change in salary	10/26/15
Minger, Gina	Elem., Mosser Special Ed. (7.5 hrs./day)	M.S., South Mountain Special Ed. (7.5 hrs./day)	No change in salary	10/19/15

V. CHANGE OF STATUS

<u>Name</u>	<u>From</u>	<u>To</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
A. <u>OTHER PROFESSIONAL</u>					
Ash, Constance	District wide Supplemental Nurse	William Penn ELECT Outreach Worker	R	\$14,725/yr.	11/2/15

<u>Name</u>	<u>From</u>	<u>To</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
B. <u>CLERICAL</u>					
Wolfer, Michele	M.S., South Mountain Main Office Job Grade III	M.S., Harrison-Morton Main Office Job Grade II	R	\$26,540/yr.	10/23/15
C. <u>FOOD SERVICE</u>					
Gehring, Crystal	Unassigned Substitute	H.S., Allen 3.0 Hr. Helper	R	\$11.81/hr.	10/29/15
Employee will have a probationary period of thirty (30) working days, which may be extended an additional thirty (30) working days if the employee is so notified. Upon satisfactory completion of the probationary period, the employee shall be paid \$14.71/hr.					
Gonzalez, Arely	Unassigned Substitute	Elem., Muhlenberg 3.0 Hr. Helper	R	\$11.81/hr.	10/29/15
Employee will have a probationary period of thirty (30) working days, which may be extended an additional thirty (30) working days if the employee is so notified. Upon satisfactory completion of the probationary period, the employee shall be paid \$14.71/hr.					
Fairouz, Hanna	H.S., Dieruff 3.5 Hr. Helper	H.S., Dieruff 3.5 Hr. Helper Newcomer Academy 1.25 Hr. Helper (Breakfast)	R	No change in hourly rate	10/29/15
D. <u>MAINTENANCE</u>					
Van Why, Michael	Facilities Services Maintenance Plumber Summer Help	Facilities Services Co-op Student Plumber	R	No change in hourly rate	9/8/15
Werkheiser, Leo	Unassigned Substitute	Elem., Cleveland Head Custodian 1 st Shift	R	\$27,065/yr.	11/9/15
Subject to a probationary period of sixty (60) working days.					
Wimberly, Roland	Stadium Groundskeeper 1 st Shift	Facilities Services Truck Driver 1 st Shift	R	\$41,197/yr.	11/9/15

<u>Name</u>	<u>From</u>	<u>To</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
E. <u>PARAPROFESSIONAL</u>					
Polaha, Tara	Elem., Ritter Cafe (4.0 hrs./day)	Elem., Ritter Special Ed./ Autistic (7.0 hrs./day)	R	\$12,008/yr.	10/30/15
F. <u>SECURITY</u>					
Grady, Shanee	Unassigned Substitute	H.S., Allen Security Officer	R	\$23,170/yr.	11/2/15
Subject to a probationary period of ninety (90) working days.					
Lance, Lee	Unassigned Substitute	H.S., Allen Security Officer	R	\$23,170/yr.	11/20/15
Subject to a probationary period of ninety (90) working days.					
Lopez, Michael	Unassigned Substitute	H.S., Allen Security Officer	R	\$23,170/yr.	11/20/15
Subject to a probationary period of ninety (90) working days.					
Torres, Jonathan	Unassigned Substitute	M.S., Raub Security Officer	R	\$23,170/yr.	10/22/15
Subject to a probationary period of ninety (90) working days.					

VI. EXTRA PAY FOR EXTRA DUTY

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
A. <u>RESIGNATION</u>		
Bigatel, Andrew	H.S., Dieruff Assistant Baseball Coach	2015-2016 school year
McLaughlin, Chris	M.S., Trexler Girls Basketball Coach	2015-2016 school year
Miller, Amanda	M.S., Raub Girls Volleyball Coach	2016-2017 school year
Schoemaker, Mary Sharon	H.S., Allen Head Girls Volleyball Coach	2016-2017 school year
B. <u>DELETION</u>		
Bragg, Donna	H.S., Dieruff Department Chairperson Tech Ed./Family and Consumer Science	10/15/15

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Weiss, Dale	H.S., Dieruff Department Chairperson Social Studies	10/20/15

<u>Name</u>	<u>Assignment</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
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C. ELECTION

Aziz, Taariq	H.S., Allen Assistant Boys Basketball coach	\$3,230/yr.	2015-2016 school year
Hoffman, Katie	H.S., Allen Head Girls Field Hockey Coach	\$5,829/yr.	2015-2016 school year
Paskewicz, Katherine	H.S., Dieruff Department Chairperson Tech Ed./Family and Consumer Science	\$3,329/yr.	10/16/15
Ronalds, Keith	H.S., Dieruff Department Chairperson Social Studies	\$3,744/yr.	10/21/15
Ruppelli, Justin	M.S., Raub Boys Basketball Coach	\$2,932/yr.	2015-2016 school year
Stefanyak, Chad	H.S., Dieruff Assistant Football Coach	\$5,240/yr.	2015-2016 school year

VII. INCOME PROTECTION

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
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A. PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE

Brown, Melanie	H.S., Dieruff Spanish	9/17/15 to 12/22/15 (Change in effective date)
Dallatore, Erin	M.S., Trexler English	12/11/15
Delpolito, Stephanie	Elem., Trexler Social Studies	11/6/15, noon
Heckler, Nicole	M.S., South Mountain Guidance Counselor	12/14/15 to 12/22/15

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Kenly, Leighlynn	M.S., Trexler Developmental Reading	10/28/15
Stoltz, Regina	H.S., Dieruff Special Ed.	11/6/15

B. PARAPROFESSIONAL

Clouse, Arnette	Elem., Trexler Special Ed. (7.5 hrs./day)	11/19/15 to 6/16/16
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VIII. LEAVE OF ABSENCE

<u>Name</u>	<u>Assignment</u>	<u>Type</u>	<u>Effective Date</u>
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A. ADMINISTRATIVE

Falko, Keith	Adm. Center Director of Instructional Initiatives	Family and Medical Leave	9/1/15 to 11/6/15
Smith, Melissa	Elem., Muhlenberg Principal	Family and Medical Leave	Days to be taken intermittently

B. PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE

Begel, Barbara	E.C.C., Lincoln Kindergarten	Family and Medical Leave	9/25/15 to 10/30/15
China, Elizabeth	M.S., Raub Special Ed.	Family and Medical Leave	10/2/15 to 12/25/15
Dallatore, Erin	M.S., Trexler English	Family and Medical Leave	10/15/15 to 1/7/16
Dodd, Jennifer	H.S., Dieruff Music	Family and Medical Leave	10/28/15 to 1/20/16
Eder, Terri	Elem., Ramos Grade 2	Professional Development Leave	2 nd sem. of the 2015-2016 school year
Heckler, Nicole	M.S., South Mountain Guidance Counselor	Family and Medical Leave	11/9/15 to 12/22/15
Isaacson, Lisa	H.S., Allen English	Sabbatical for Restoration of Health	2 nd sem. of the 2015-2016 school year

<u>Name</u>	<u>Assignment</u>	<u>Type</u>	<u>Effective Date</u>
Kenly, Leighlynn	M.S., Trexler Developmental Reading	Family and Medical Leave	10/15/15 to 1/7/16
Kulik, Lori	Elem., Dodd Guidance Counselor	Family and Medical Leave	9/1/15 to 11/20/15 (Change in effective date)
Mahoney, Barbara	Elem., Central Grade 2	Sabbatical for Restoration of Health	2 nd sem. of the 2015-2016 school year
Page, Timothy	H.S., Dieruff ROTC Instructor	Family and Medical Leave	12/1/15 to 12/18/15
Pulizzano, Katie	Elem., Cleveland/Roosevelt Music	General Unpaid	11/12/15 to 1/1/16
Riggle, Amanda	H.S., Allen English	Professional Development Leave	2 nd sem. of the 2015-2016 school year
Ronco, Lindsey	M.S., Raub Grade	Professional Development Leave	2 nd sem. of the 2015-2016 school year
Saeger, Kimberly	Elem., Sheridan Grade 4	Professional Development Leave	2 nd sem. of the 2015-2016 school year
Smith, Erika	H.S., Dieruff English	Professional Development Leave	2 nd sem. of the 2015-2016 school year
Solderich, Natalie	Elem., Dodd Grade 1	Sabbatical for Restoration of Health	2 nd sem. of the 2015-2016 school year
Swavely, Jason	Elem., Dodd Grade 3	Family and Medical Leave	9/29/15 to 11/2/15
Wilson, Jennifer	Elem., Central School Nurse	Family and Medical Leave	9/1/15 to 11/24/15
C. <u>FOOD SERVICE</u>			
Cabrera, Kildia	H.S., Allen 3.0 Hr. Helper	General Unpaid	11/30/15

<u>Name</u>	<u>Assignment</u>	<u>Type</u>	<u>Effective Date</u>
Geiger, Donna	H.S., Allen 3.0 Hr. Helper	General Unpaid	10/16/15
Kelly, Lynette	H.S., Allen 3.75 Hr. Helper		
	Elem., Washington 1.0 Hr. Helper (Breakfast)	General Unpaid	10/30/15

IX. RETURN TO SERVICE

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
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A. ADMINISTRATIVE

Falko, Keith	Adm. Center Director of Instructional Initiatives	11/9/15
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B. PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE

Begel, Barbara	E.C.C., Lincoln Kindergarten	11/2/15
Brown, Melanie	H.S., Dieruff Spanish	12/23/15 (Change in effective date)
Dodd, Jennifer	H.S., Dieruff Music	1/21/16
Heckler, Nicole	M.S., South Mountain Guidance Counselor	12/23/15
Knepper, Jonathan	H.S., Dieruff Computer Technology	2/1/16
Kulik, Lori	Elem., Dodd Guidance Counselor	11/23/16
Swavely, Jason	Elem., Dodd Grade 3	11/3/15
Pulizzano, Katie	Elem., Cleveland/Roosevelt Music	1/4/16 (Change in effective date)

X. RECOMMENDATION

- A.** To make payments to the following Professional Employees who requested Tuition Reimbursement (number of credits and amount).

Anderson, Carol	3	\$1,362.00
Azar, Randa	3	399.00
Brinker, Lisa	3	1,362.00
Eder, Terri	3	1,410.00
Max, Jarrad	3	1,334.00
Murphy, Megan	3	1,362.00
Muthard, Jeanne	3	374.00
Smith, Jaelyn	3	1,362.00

- B.** To adjust the annualized salary of Alyssa Brody, Special Ed./Learning Support Teacher at Central Elementary School, to \$45,633.00, due to receipt of previous employment verifications, effective October 26, 2015.
- C.** To adjust the annualized salary of Billie Jo Gonzalez, Home and School Visitor at South Mountain Middle School, to \$47,290.00, due to receipt of previous employment verifications, effective October 26, 2015.
- D.** To approve the educational stipend for Ellen Brown-Kazar, paraprofessional at Sheridan Elementary School, in the amount of \$1,000 for credits earned, effective October 26, 2015.
- E.** To approve the educational stipend for Hilda Gomez, paraprofessional at Roosevelt Elementary School, in the amount of \$2,000 for credits earned, effective October 26, 2012.
- F.** To approve the educational stipend for Jafet Lopez, paraprofessional at Dodd Elementary School, in the amount of \$2,000 for credits earned, effective October 27, 2015.
- G.** To approve the educational stipend for Damaris Velez, paraprofessional at South Mountain Middle School, in the amount of \$2,000 for credits earned, effective September 21, 2009.

SUPPLY

The following Supply item(s) are presented herewith for discussion and action:

- a) Authorization for the Chief Financial Officer to release purchase order #8821600024, in the amount of \$97,645.50 to Dell Computer Corporation, Round Rock, TX for the purchase of 150 Dell Laptops for Louis E. Dieruff High School to support Discovery Education Science Techbooks. This purchase order is per COSTARS pricing and will be funded by Title I.
- b) Authorization for the Chief Financial Officer to release purchase order #8821600025, in the amount of \$117,174.60 to Dell Computer Corporation, Round Rock, TX for the purchase of 180 Dell Laptops for William Allen High School to support Discovery Education Science Techbooks. This purchase order is per COSTARS pricing and will be funded by Title I.
- c) Authorization for the Chief Financial Officer to release purchase order #8821600026, in the amount of \$58,587.30 to Dell Computer Corporation, Round Rock, TX for the purchase of 90 Dell Laptops for the William Penn Building to support Discovery Education Science Techbooks. This purchase order is per COSTARS pricing and will be funded by Title I.
- d) Authorization for the Chief Financial Officer to release purchase order #8821600027, in the amount of \$19,529.10 to Dell Computer Corporation, Round Rock, TX for the purchase of 30 Dell Laptops for the Jackson Building to support Discovery Education Science Techbooks. This purchase order is per COSTARS pricing and will be funded by Title I.

FINANCE

The following Finance item(s) are presented herewith for discussion and action:

- a. Acceptance of the final ACT 1 Timeline for the 2016-2017 school year budget, as per attached Exhibit "A".
- b. Approval of Agreement with Edwards Business Systems and Allentown School District, as per Exhibit "B".
- c. Approval of Agreement with BoardDocs and Allentown School District, as per Exhibit "C".
- d. Approval of the Debt Service Payments, as per Exhibit "D".
- e. Accept donation in the amount of \$1,000 from Lehigh Valley Educators Credit Union for deposit into Union Terrace Elementary School Donated Revenue account, as per attached Exhibit "E".
- f. Confirmation of enrollment and authorization for the following students to attend classes in the School District of the City of Allentown under the provisions of sections of the School Laws of Pennsylvania as amended, as here noted. The appropriate forms as required by the School Laws of Pennsylvania and the District are on file in the Business Office and will be retained for local and state audit as applicable.

1302 [maintaining Resident of District school age child (not her/his own child) in domicile, as if her/his own child]

DW	11	Dieruff
DX	10	Dieruff
DY	6	Raub
DZ	6	Raub
EA	K	Union Terrace
EB	7	Raub
EC	9	Allen
ED	12	Dieruff
EE	8	Trexler
EF	11	Allen
EG	11	Dieruff
EH	12	Dieruff
EI	10	Dieruff
EJ	10	Allen
EK	11	Allen
EL	11	Dieruff
EM	8	Trexler
EN	11	Dieruff
EO	12	Allen

EP	8	South Mountain
EQ	9	Dieruff
ER	11	Dieruff
ES	6	Raub
ET	10	Allen
EU	9	Dieruff
EV	8	Trexler
EW	K	Jefferson
EX	K	Jefferson
EY	9	Allen
EZ	9	Allen
FA	4	Central

2016-2017 ACT 1 BUDGET TIMELINE

Page 1 of 3

ACT 1 DEADLINE DATE **ACT 1 DESCRIPTION** **ASD MEETING ACTION DATE** **ASD DESCRIPTION**

9/01 (annual deadline)	DEADLINE FOR PDE TO PUBLISH THE "INDEX" IN PA BULLETIN		Statewide Index: 2.4% ASD Adjusted Index: 3.6% Aid Ratio: 0.7648
9/30 (annual deadline)	Deadline for PDE to publish the "adjusted index" in PA Bulletin	9/29/15	Meet with Superintendent and Finance Co-Chairs to discuss Act 1 and ASD Budget Timeline
12/31 (60 days prior to March 1 application deadline)	Deadline for school district to mail annual homestead/farmstead applications	10/12/15	Distribute budget packets to all schools and departments
12/30 (30 days prior to preliminary budget public inspection deadline)	Deadline for PDE to inform school districts of school year of AFR data to be used when calculating referendum exceptions.	11/2/15	All completed budget packets are due back to the Business Office
1/7/16 (110 days prior to primary election)	Final deadline for districts to make their FY 2016-2017 proposed preliminary budget available for inspection (20 days before adoption deadline of 1/27/16)	11/9/15	Review all district budgets with Superintendent
1/12/16 (5 days after resolution adoption)	School district deadline to submit a copy of opt out resolution adopted pursuant to 311(d)(1) and proposed tax rate increases to Department of Education.	11/24/15	Review FY 2016-2017 Preliminary Budget with Finance Co-Chairs at regularly scheduled co-chair meeting
1/15/16 (10 days prior to preliminary budget adoption deadline)	School district deadline to give public notice of the intent to adopt the 2016-2017 preliminary budgets.	12/3/15	Finance Committee Meeting – Presentation of FY 2016-2017 Proposed Preliminary Budget
1/27/16 (90 days prior to primary election)	Final Deadline for school board to adopt Preliminary Budget	12/17/15	Regular Board Meeting – Approval of the FY 2016-2017 Proposed Preliminary Budget – Adopt resolution authorizing public display.
2/1/16 (85 days prior to primary election)	Deadline for school board to submit preliminary budget with any proposed tax increase to PDE	12/21/15	District makes FY 2016-2017 Proposed Preliminary Budget available for public inspection and publishes Public Notice of Intent to Adopt Resolution USE PDE 2028
2/4/16 (1 week prior to filing of request for referendum exception)	Deadline to publish notice in newspaper of intent to request approval from PDE for a referendum exception.	12/22/15	School district deadline to submit a copy of resolution adopted pursuant to 311(d)(1) limiting increase to the index and related proposed tax rate increases to Department of Education.

2016-2017 ACT 1 BUDGET TIMELINE

**ACT 1
DEADLINE**

**ASD
MEETING**

ACT 1 DESCRIPTION ACTION DATE ASD DESCRIPTION

ACT 1 DEADLINE DATE	ACT 1 DESCRIPTION	ACTION DATE	ASD DESCRIPTION
2/11/16 (75 days prior to primary election)	<ul style="list-style-type: none"> ▪ Deadline for PDE to inform Districts if proposed tax increase complies with or exceeds the index ▪ Deadline to seek approval from PDE for referendum exceptions requiring their approval. 	1/7/16	Finance Committee Meeting - Discussion of FY 2016-2017 Proposed Preliminary Budget
2/26/16 (60 days prior to primary election)	Deadline for school board to submit referendum question to county unless submitted to PDE	1/21/16	<u>Regular Board Meeting – Adoption of FY 2016-2017 Preliminary Budget</u>
No later than 3/01 (annual deadline)	Final Deadline by which homeowners may file a homestead/farmstead application with the assessor	1/22/16	<u>Submit Preliminary Budget & related proposed tax increases to PDE on Form 2028</u>
3/2/16 (55 days prior to primary election)	Deadline for PDE to issue ruling on school district's petition for referendum exception.	1/22/16 (1 week prior to filing of request for referendum exception)	Publish notice in newspaper of intent to request approval from PDE for a referendum exception.
3/7/16 (50 days prior to primary election)	School district deadline, if the PDE denies all or a part of the school district's request for referendum exception, to submit to the county board of elections referendum question seeking voter approval of tax rate increase in excess of index for the portion of the referendum exception request denied.	2/1/16	File request for referendum exception.
4/15 (Annual Deadline)	Secretary of Budget certifies amount of funds available in the property tax relief fund	3/10/16	Finance Committee Meeting – Continued budget discussion
4/20 (Annual Deadline)	Secretary of Budget notifies PDE if property tax allocations will be distributed to Districts	4/14/16	Finance Committee Meeting – Continued budget discussion
4/26/16	PA Primary Election	5/12/16	Finance Committee Meeting – Continued budget discussion
5/01 (annual deadline)	<ul style="list-style-type: none"> ▪ Deadline for PDE to notify districts of the amount of property tax reduction allocation they will receive ▪ Deadline for County Assessors to submit reports to School District 	5/12/16	Finance Committee Meeting – Continued budget discussion

2016-2017 ACT 1 BUDGET TIMELINE

**ACT 1
DEADLINE**

**ASD
MEETING**

Page 3 of 3

ACT 1 DESCRIPTION ACTION DATE ASD DESCRIPTION

DATE	ACT 1 DESCRIPTION	ACTION DATE	ASD DESCRIPTION
5/30/16 (optional action)	Deadline for school board to adopt a resolution rejecting the gaming revenues	5/26/16	Board Meeting – Adoption of FY 2016-2017 Proposed Final Budget
5/31/16	Final deadline for school board to adopt 2016-2017 proposed final budget and mail certification of use of PDE-2028	5/30/16	District to print FY 2016-2017 proposed final budget (Form 2028) and put on display and publish public notice of adopt resolution
6/06/15	Deadline for school board to notify PDE of adoption of resolution rejecting gaming funds	6/9/16	Finance Committee Meeting – Continued budget discussion
6/10/16 (20 days prior to final budget adoption deadline)	School district deadline to make 2016-2017 proposed final budget available for public inspection on PDE-2028.	6/23/16	<ul style="list-style-type: none"> ▪ Regular Board Meeting – Adoption of FY 2016-2017 Final Budget (Resolution) ▪ Set homestead and farmstead exclusion rate
6/10/16 (20 days prior to final budget adoption deadline)	Deadline for school board to print the Proposed Final Budget and make it available for public inspection	7/08/16	Deadline for District to submit FY 2016-2017 Final Budget to PDE (PDE 2028)
6/20/16 (10 days prior to final budget adoption deadline) not Sat	Deadline for school board to give Public Notice of Intent to adopt the final budget		
6/30/16	<ul style="list-style-type: none"> ▪ Final deadline for FY 2016-2017 Budget Adoption ▪ Deadline to set homestead and farmstead exclusion rate 		
7/15/16 (Or 15 days after final budget adoption)	Deadline for District to submit FY 2016-2017 Final Budget to PDE (PDE 2028)		
12/01/16	Deadline for <i>school districts</i> to report to the DCED, tax enactments, repeals and changes to require withholding of a new tax, withholding at a new rate or to suspend withholding of such tax effective January 1	12/01/16	Deadline for school districts to report to the DCED, tax enactments, repeals and changes to require withholding of a new tax, withholding at a new rate or to suspend withholding of such tax effective January 1



31 South Penn Street ▪ P.O. Box 328 ▪ Allentown, PA 18105
Administration Center ▪ 484-765-4096 ▪ Fax: 484-765-4140

Dr. John R. Clark
Chief Financial Officer
Business Office
clarkjr@allentownsd.org

MEMORANDUM

TO: Dr. C. Russell Mayo
FROM: Dr. John R. Clark
RE: Copy Center Lease Agreement
DATE: October 26, 2015

Request Board's Approval of Edwards Business Systems' Lease and Maintenance Agreement for 2 Production Copier/Printers

What is it?

The Allentown School District has (2) commercial copier/printers which operate out of our Copy Center located at the Administration Center. As of February 10, 2016 the lease on this equipment will expire. This request is to approve a lease and maintenance agreement for (2) Xerox Production Copier/Printers through Edwards Business Systems. The new machines meet the set specifications to maintain the operations of our copy center. The lease includes supplies of toner, staples, and tape for 800,000 prints per month which will be reconciled annually. Any overage of the allowable 9.6 million prints will be charged at .0038 per printed page.

How will it affect students?

The copy center is a key component to supporting our schools and educating our students. This proposal is a \$127,000 savings over the term of our current lease agreement. This will reduce the cost of services and therefore will have a positive impact upon students.

How much does it cost & how will it be funded?

The monthly recurring charges are expected to be \$4,867.80.

Source of funds: District Budget

Match required? No

Are there staffing requirements? No

Was action request reviewed by the solicitor? (if appropriate)

The agreement is being reviewed by the solicitor.

I recommend this agreement to be moved forward to the Regular Board Meeting to be held on November 19, 2015. Please let me know if you have any questions.

Thank you.



Maintenance Agreement

PO Box 6798
Wyomissing, PA 19610-6798
810-372-8414
Order No. 61358

TERMS EQUIPMENT 30% WITH ORDER - BALANCE NET 30

Bill To Customer, You, Your, Purchaser
Name: School District of the City of Allentown
Address: 31 South Penn St
City: Allentown State: PA
Phone: (484) 765-4016 Fax:
Zip Code: 18105
Contact: Dr. John Clark
Email: clarkjr@allentownsd.org

Ship To
Name: School District of the City of Allentown
Address: 31 South Penn St
Dept/Floor: Copy Center, Basement
City: Allentown State: PA
Phone: (484) 765-4016 Fax:
Zip Code: 18105
Contact: Dr. John Clark
Email: clarkjr@allentownsd.org

Customer Account/ERP: LV0137
Purchase Order No.
Ship VIA
Requested Delivery Date

Equipment Description table with columns: QTY, SKU NO, EQUIPMENT DESCRIPTION, SERIAL NO, SUBTOTAL. Row 1: 2, D136CP/H, Xerox D136CP/H Copier/Printer.

*See Attached EQUIPMENT SCHEDULE FOR ADDITIONAL ITEMS

EQUIPMENT TRADED IN table with columns: QTY, EQUIPMENT DESCRIPTION, SERIAL/ID.

TOTAL EQUIPMENT SALES \$
(-TOTAL TRADE IN) \$
(SETUP, DELIVERY, INSTALL) \$
SUB TOTAL \$
SALES TAX \$
TOTAL \$
DEPOSIT \$

SERVICE/SUPPLIES AGREEMENT

I AGREE TO ACTIVATE THE TERMS AND CONDITIONS UNDER THIS SERVICE AGREEMENT AND I HAVE RECEIVED AND READ THE ADDITIONAL TERMS AND CONDITIONS APPEARING ON PAGE TWO.

Buyer's Init. TERM FOR SERVICE/SUPPLIES 5-Years B/W \$ 3,040.00 Beginning Meter (B/W)
COLOR \$ - Beginning Meter (Color)

PAYMENT FREQUENCY MONTHLY BALANCE DUE (PURCHASE PRICE) \$
Effective Dates: From To
Contract Type: Total CPC Parts & Labor Only Other

PRINT CHARGES AND METER COLLECTION

PRINT ALLOWANCE CHARGES AND OVERRAGES. You are entitled to make the number of B&W prints shown below under B&W Prints included and Color prints shown below under Color Prints included each month during the term of this agreement.

B&W PRINTS INCLUDED 800000 COLOR PRINTS INCLUDED
EXCESS B&W PRINT CHARGE 0.0038 EXCESS COLOR PRINT CHARGE
METER FREQUENCY: ANNUALLY

We can provide a service to collect device meters and monitor device status that assists in providing accurate and timely billing and certain preventative maintenance services.

- You agree to allow us to install a device management utility for the purpose of collecting meters and monitoring device status.
You choose to not have us install a device management utility.

Contract

YOU AGREE THAT THIS AGREEMENT AND ANY CLAIM RELATED TO THIS AGREEMENT SHALL BE GOVERNED BY THE INTERNAL LAWS OF THE COMMONWEALTH OF PENNSYLVANIA AND ANY DISPUTE CONCERNING THIS AGREEMENT WILL BE ADJUDICATED IN A FEDERAL OR STATE COURT IN SUCH STATE.

CUSTOMERS AUTHORIZED SIGNATURE

(As Stated Above) X Robert E. Smith, Jr.
President, Board of School Directors
SIGNATURE PRINT NAME & TITLE DATE 1/19/2015

PROVIDER

Edwards Business Systems X
SIGNATURE PRINT NAME & TITLE DATE

ADDITIONAL TERMS AND CONDITIONS

- 1 Edwards Business Systems (EBS) shall provide all service calls necessary to maintain equipment in good and proper working condition within the operating guidelines provided by the manufacturer. All service will be provided during normal business hours (8:30 am-5:00 pm, Monday - Friday). Exceptions shall be noted under Special Provisions. Should you, the customer, request service to be performed after our normal business hours, you agree to pay our prevailing current after-hour service rate at the time.
- 2 There will be no additional charge for normal replacement parts, normal being defined as parts replacement for everyday wear and tear. Normal does not include parts for damages resulting from willful misconduct by machine operators or end users within the district. If you require service due to a malfunction caused by the operators of the equipment, EBS can, at their discretion, bill for the service call plus parts and labor at the current rates and you agree to pay those charges. You shall pay for these parts at the current pricing for rate changes. For contracts including supplies, EBS will provide supplies based on the manufacturers' yields. If additional supplies are needed based on the customers' usage the customer must purchase the additional supplies at published rates. Toner provided under this agreement stored at customer location is the property of EBS. EBS reserves the right to take a physical inventory of stored toner during normal business hours. We may charge you a Supply Freight Fee to cover our costs of shipping supplies to you. If Customer exercises the right to purchase the equipment at the end of the lease term, covered supplies in customer's possession at contract termination become the property of Customer.
- 3 Repairs made necessary by accident, misuse, abuse, neglect, theft, riot, vandalism, electrical power failure, fire, water, acts of God, or other casualty, repairs, or moves made by service personnel other than those of EBS are not covered by the standard rates set forth in this Service Agreement. Charges for repairs or replacements due to the foregoing shall be borne by you except where repairs or replacements are made necessary by acts or omissions of EBS.
- 4 EBS shall not be responsible for delays or inability to service or inspect the equipment caused directly or indirectly by strikes, accidents, embargoes, acts of God, or any other event beyond its control. EBS warrants that it shall perform its services in a workmanlike manner. EBS MAKES NO OTHER WARRANTIES AND DISCLAIMS ALL IMPLIED OR STATUTORY WARRANTIES WITH RESPECT TO ITS SERVICES. EBS SHALL NOT BE LIABLE TO YOU FOR ANY INDIRECT, CONSEQUENTIAL OR PUNITIVE DAMAGES UNDER ANY CIRCUMSTANCES.
- 5 This Agreement becomes effective on the date specified on the first invoice issued by EBS to Customer, provided that Customer has accepted the equipment and EBS has received payment for that invoice from Customer. The customer agrees to pay the then current rate at the beginning of each contract period. You agree to comply with any billing procedures designated by us, including notifying us of the meter reading at the end of each month. If the customer does not pay all open invoices promptly when due, meaning within 45 days from date of receipt of invoice, EBS may (a) refuse to service the equipment or (b) furnish service on a C.O.D. "per call" basis at published rates. This agreement shall remain in force for the period specified on page 1 of this agreement and will automatically renew for consecutive one (1) year periods unless either party notifies the other of cancellation in writing with thirty (30) day advance notice. This agreement may be terminated at any point and for any reason during the term given 30 days written notice by the Customer to EBS. All notice required in accordance with this agreement is to be sent to Ray Fuentes, President of EBS, by email at rfuentes@edwardsbusiness.com or via certified mail at EBS, P.O. Box 6798, Wyomissing, PA 19610. All notice required in accordance with this Agreement is to be provided to Customer via certified mail to the following: Allentown School District, 31 South Penn Street, Allentown, PA 18102, Attn: Chief Financial Officer. Such notice is effective on the date it is sent by EBS or Customer.
- 6 This agreement is not transferable to a third party without prior written consent, which may be withheld in the sole discretion of the party from which the consent is requested. Such consent shall not be unreasonably withheld. If the equipment is traded in on new equipment from EBS, any unused portion of the yearly contract will be prorated and applied to your account. In order to adequately protect this equipment from power related problems, it is necessary that a properly functioning power protection device at least equal in quality to the ESP Digital CQ be attached to this equipment at all times. In the absence of a power protection device, EBS will not be responsible for damage to electrical components. THROUGH TESTING AND STUDIES, IT HAS BEEN MADE EVIDENT THAT USE OF SOME INFERIOR SUPPLIES INCREASE SERVICE CALLS. THEREFORE, DAMAGES ARISING FROM USE OF SUPPLIES OTHER THAN THOSE RECOMMENDED BY EBS OR THE MANUFACTURER ARE NOT COVERED BY THE STANDARD RATES SET FORTH IN THIS SERVICE AGREEMENT.
- 7 The standard rates under the Service Agreement shall not cover repairs arising from use of the equipment under other than normal operating conditions or outside of normal design capacities, as determined by EBS in its sole discretion, except as noted under Special Provisions. You agree to pay EBS our prevailing chargeable rate for any services required to keep the equipment operating in good working order to abnormal operating conditions. Should the scan volume exceed print/copy volume by more than 125%, EBS may charge a per scan rate of .005 for scans in excess of print/copy volume on an annual basis.
- 8 Connection of this equipment as a printer or scanner is defined on the EBS Scope of Work. Any additional work outside this Scope of Work will be performed at our established hourly rate. It is the responsibility of the Client to provide EBS meter readings from the equipment on a monthly basis. For connected units the meter readings will be collected electronically via software that will be installed on the client's server which must be connected to the Internet 24 hours a day 7 days a week.
- 9 This Agreement constitutes the entire Agreement between you and EBS regarding the equipment described herein, and, unless otherwise stated herein, may not be modified other than in a writing executed by both parties. The Addendum to Contract for Allentown School District, October 23, 2015 is incorporated into this agreement. The foregoing terms and conditions shall prevail notwithstanding any variance with its terms and conditions of any order submitted by you or any verbal commitment made by any employee of EBS in respect of EBS's obligations covered by this Agreement. This Agreement shall bind each party's successors and permitted assigns. Except with respect to obligations to pay EBS, this Agreement is severable. This Agreement shall be governed by the laws of the state the equipment is installed, without regard to its conflicts of law principles.
- 10 EBS agrees that it has performed the requisite background checks sufficient to satisfy the requirements of Act 34 and a current Child Abuse History Clearance as provided by the Pennsylvania Department of Public Welfare on any and all employees/agents/assigns of EBS that come into direct contact with students. EBS further agrees that it will immediately notify the District if it knows or has reasonable reason to know that one of its employees / agents / assigns is the subject of criminal or civil investigation, action, or charges.
- 11 This Maintenance Agreement is to remain separate from that of the Single Payment Plan Agreement and will be managed directly by Edwards Business Systems.



SINGLE PAYMENT PLAN AGREEMENT

Single Payment Plan

Order Number	APPLICATION NO.	CT NO.
61358		

CUSTOMER ("you" or "your")

FULL LEGAL NAME: School District of the City of Allentown

ADDRESS: 31 South Penn St Allentown PA 18105

CONTACT NAME: Dr. John Clark PHONE: (484) 765-4016 FAX: (484) 765-4025

BILLING NAME: School District of the City of Allentown

BILLING ADDRESS: 31 South Penn St

CONTACT NAME: Dr. John Clark E-MAIL: _____ FEDERAL TAX ID #: _____

EQUIPMENT AND PAYMENT TERMS

MAKE, MODEL NUMBER & INCLUDED ACCESSORIES	SERIAL NO.
Xerox D136CP/H (2)	

SEE ATTACHED EQUIPMENT OR GROUP BILLING SCHEDULE EQUIPMENT LOCATION: _____

TERM IN MONTHS: 60 MONTHLY BASE PAYMENT AMOUNT: \$ 1,827.80 (PLUS TAX) SECURITY DEPOSIT: _____

END OF TERM OPTIONS (CHOOSE ONE)

FAIR MARKET VALUE PURCHASE OPTION \$1 PURCHASE OPTION RENTAL AGREEMENT (NO PURCHASE OPTION)

PRINT CHARGES AND METER COLLECTION

CHECK HERE IF AGREEMENT INCLUDES PRINT/SCAN CHARGES: If this box is checked, the Service/Supplies paragraph set forth on the second page of this Agreement and the Print Allowance Charges and Overages paragraph set forth below will be applicable to the Agreement. If this box is not checked, neither Service/Supplies paragraph, nor the Print Allowance Charges and Overage paragraph will be applicable.

PRINT ALLOWANCE CHARGES AND OVERAGES. You are entitled to make the number of B&W prints shown below under B&W Prints Included and Color prints shown below under Color Prints Included each month during the term of this agreement. If you make more than the allowed prints in any month, you will pay us an additional amount equal to the number of the excess prints made during such month multiplied by the applicable Excess Per Print Charge. Regardless of the number of prints made in any month, you will never pay less than the Monthly base payment amount. You agree to provide us with the actual meter readings on any business day of each month as designated by us, provided that we may estimate the number of prints used if such meter readings are not received within five days after being requested. We will adjust the estimated charge for excess prints upon receipt of actual meter readings. At the end of the first year of this Agreement and once each successive twelve-month period, the service portion of the Monthly Base Payment Amount and the Excess Per Print Charges may be increased by a maximum of 10% of the then existing payment or charge. If your annual scan volume exceeds your annual B&W print volume by more than 125%, we may charge \$.005 for scans in excess of your annual B&W print volume. Prints made on equipment marked as not financed under this agreement will be included in determining your print/scan and overage charges.

PRINTS INCLUDED: B&W _____ COLOR: _____ METER COLLECTION FREQUENCY: Monthly

EXCESS PRINT CHARGE*: B&W _____ COLOR: _____ (*PLUS TAX)

We can provide a service to collect device meters and monitor device status that assists in providing accurate and timely billing and certain preventative maintenance services. A device management utility must be installed on a single server or workstation sharing the same domain as the device(s). Please select the appropriate option below:

- You agree to allow us to install a device management utility for the purpose of collecting meters and monitoring device status. You also agree to assist us in the continued operation of the device management utility throughout the term of this Agreement.
- You choose to not have us install a device management utility and are responsible for reporting all device meter readings within five days of the billing cycle end date. We offer multiple options to provide you reminder notices and allow you to furnish meter readings via email, fax and web submission. You further agree that you may be subject to a meter collection fee if you do not provide all meter readings timely and an estimate or manual collection effort is necessary.

CONTRACT

THIS AGREEMENT IS NON-CANCELLABLE AND IRREVOCABLE. IT CANNOT BE TERMINATED. PLEASE READ CAREFULLY BEFORE SIGNING. YOU AGREE THAT THIS AGREEMENT AND ANY CLAIM RELATED TO THIS AGREEMENT SHALL BE GOVERNED BY THE INTERNAL LAWS OF THE COMMONWEALTH OF PENNSYLVANIA AND ANY DISPUTE CONCERNING THIS AGREEMENT WILL BE ADJUDICATED IN A FEDERAL OR COMMONWEALTH COURT IN PENNSYLVANIA. YOU HEREBY CONSENT TO PERSONAL JURISDICTION AND VENUE IN SUCH COURTS AND WAIVE TRANSFER OF VENUE. EACH PARTY WAIVES ANY RIGHT TO A JURY TRIAL.

CUSTOMER'S AUTHORIZED SIGNATURE

BY SIGNING THIS PAGE, YOU REPRESENT TO US THAT YOU HAVE RECEIVED AND READ THE ADDITIONAL TERMS AND CONDITIONS APPEARING ON THE SECOND PAGE OF THIS TWO-PAGE AGREEMENT. THIS AGREEMENT IS BINDING UPON OUR ACCEPTANCE HEREOF.

(As Stated Above) X Robert E. Smith, Jr. President, Board of School Directors 11/19/2015

CUSTOMER SIGNATURE PRINT NAME & TITLE DATE

OWNER/LESSOR ("WE", "US", "OUR")

Edwards Business Systems _____

OWNER SIGNATURE PRINT NAME & TITLE DATE

ADDITIONAL TERMS AND CONDITIONS

AGREEMENT. You want us to provide you the equipment and/or software referenced herein, excluding equipment marked as not financed under this Agreement ("Equipment") and you agree to pay us the amounts payable under the terms of this agreement ("Agreement") each period by the due date. This Agreement will begin on the date the Equipment is delivered to you or any later date we designate. In order to facilitate an orderly transition, including installation, training, and to provide a uniform billing cycle, the start date of this Agreement ("the Effective Date") will be a date after the certification of acceptance of the Equipment, as shown on the first invoice. The payment for this transition period will be based on the Monthly Base Payment Amount prorated on a 30-day calendar month, and will be added to your first monthly payment. We may charge you an \$95.00 fee to cover documentation and investigation costs. If any amount payable to us is not paid when due, you will pay a late charge equal to: 1) the greater of ten (10) cents for each dollar overdue or twenty-six (\$26.00) dollars; or 2) the highest lawful charge, if less. Any security deposit will be commingled with our assets, will not earn interest, and will be returned at the end of the term, provided you are not in default.

NET AGREEMENT. THIS AGREEMENT IS NON-CANCELABLE FOR THE ENTIRE AGREEMENT TERM. YOU AGREE THAT YOU ARE UNCONDITIONALLY OBLIGATED TO PAY ALL AMOUNTS DUE UNDER THIS AGREEMENT FOR THE ENTIRE TERM. YOU ARE NOT ENTITLED TO REDUCE OR SET-OFF AGAINST AMOUNTS DUE UNDER THIS AGREEMENT FOR ANY REASON.

EQUIPMENT USE. You will keep the Equipment in good working order, use it for business purposes only and not modify or move it from its initial location without our consent. You agree that you will not take the Equipment out of service and have a third party pay (or provide funds to pay) the amounts due hereunder. You will comply with all laws, ordinances, regulations, requirements and rules relating to the use and operation of the Equipment.

SERVICES/SUPPLIES. If Services/Supplies are included under this Agreement, we will provide all service calls necessary to maintain equipment in good and proper working condition within the operating guidelines provided by the manufacturer. All service will be provided during normal business hours (8:00 am to 5:00 pm, Monday through Friday). Should you request service to be performed after our normal business hours, you agree to pay the then current after-hour service rate. There will be no additional charge for normal replacement parts. We will not be responsible for: 1) delays or inability to service or inspect the equipment caused directly or indirectly by strikes, accidents, embargoes, acts of God, or any other event beyond our control; 2) service required due to a malfunction caused by the operators of the Equipment; 3) repairs made necessary by accident, misuse, abuse, neglect, theft, riot, vandalism, electrical power failure, fire, water, acts of God, or other casualty/repairs; 4) moves not performed by us; or 5) repairs arising from use of the Equipment under other than normal operating conditions or outside of normal design capacities, as determined by us in our sole discretion. You shall pay for parts and services under these exceptions at the then current rates. We will provide supplies based on the manufacturers' yields.

If additional supplies are needed based on your actual usage, you must purchase the additional supplies at the then current rates.

Through testing and studies, it is evident that use of inferior supplies increases service calls. Therefore, damages arising from your use of supplies other than those we recommend are not covered by the standard rates set forth in this paragraph. Supplies provided under this Agreement which are stored at your location is our property until used by you, and any such supplies must be returned to us at the end of this Agreement. We reserve the right to take a physical inventory

of stored supplies during normal business hours. We may charge you a Supply Freight Fee to cover our costs of shipping supplies to you.

You agree that, notwithstanding any assignment of this Agreement, you will look solely to us for performance under this paragraph and for the delivery of any applicable supplies.

SURGE PROTECTION. In order to adequately protect the Equipment from power related problems, it is necessary that a properly functioning power protection device be attached to the Equipment at all times. In the absence of a power protection device, we will not be responsible for damage to electrical components.

SOFTWARE/DATA. Except as provided in this paragraph, references to "Equipment" include any software referenced above or installed on the Equipment. We do not own the software and cannot transfer any interest in it to you. Amounts due and payable under this Agreement include amounts relating to our financing of your acquisition of rights in software that is included with the Equipment ("Software"), including any related installation, training, and/or implementation costs, on your behalf. You understand and acknowledge that your rights in the Software are subject to whatever limitations may exist in any agreement you may have with the Software licensor, including limitations on the term of the license, if applicable, and the manner in which the Software is delivered to you. We are neither responsible for the Software nor the obligations of you or the Software licensor under any such license agreement. With respect to any claims relating to the Software, you agree that you will look only to the publisher, licensor, or other third parties, if any, who actually granted to you your right to use the

Software to determine those rights and any limitations thereon, and we will not grant, determine, or vindicate any rights to use the Software or limits to its use, and we have no obligation or authority to do so.

LIMITATION OF WARRANTIES. EXCEPT TO THE EXTENT THAT WE HAVE PROVIDED YOU A WARRANTY IN WRITING, WE MAKE NO WARRANTIES, EXPRESS OR IMPLIED, INCLUDING WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. YOU CHOSE ANY/ALL THIRD-PARTY SERVICE PROVIDERS BASED ON YOUR JUDGMENT. YOU MAY CONTACT US OR THE MANUFACTURER FOR A STATEMENT OF THE WARRANTIES, IF ANY, THAT THE MANUFACTURER IS PROVIDING. WE ASSIGN TO YOU ANY WARRANTIES GIVEN TO US.

ASSIGNMENT. You may not sell, assign, or sublease the Equipment or this Agreement without our written consent. We may sell or assign this Agreement and our rights in the Equipment, in whole or in part, to a third party without notice to you. You agree that if we do so, our assignee will have our assigned rights under this Agreement but none of our obligations under this Agreement (including, but not limited to, any obligations under the paragraph entitled SERVICE/SUPPLIES) and will not be subject to any claim, defense, or set-off that may be assertable against us or anyone else.

LOSS OR DAMAGE. You are responsible for any damage to or loss of the Equipment. You agree to promptly notify us in writing of any loss or damage. No such loss or damage will relieve you from your payment obligations hereunder. Except for claims, losses, or damages caused by our gross negligence or willful misconduct, you agree to indemnify us and our assignee, if applicable, against any claims, losses, or damages, including attorney fees, in any way relating to delivery, ownership, use, condition, inspection, removal, return or storage of the Equipment. All indemnities will survive the expiration or termination of this Agreement. In no event will we be liable for any consequential or indirect damages.

COLLATERAL PROTECTION; INSURANCE: You agree to keep the Equipment fully insured against risk and loss, with us as lender's loss payee, in an amount not less than the original cost until this Agreement is terminated. You also agree to obtain a general public liability insurance policy with such coverage and from such insurance carrier as shall be satisfactory to us and to include us as an additional insured on the policy. Your insurance policy(s) will provide for 10 days advance written notice to us of any modification or cancellation. You agree to provide us certificates or other evidence of insurance acceptable to us. If you fail to comply with this requirement within 30 days after the start of this Agreement, we have the option, but not the obligation, to do as provided in either (A) or (B) as follows: (A) we may secure property loss insurance on the Equipment from a carrier of our choosing in such forms and amounts as we deem reasonable to protect our interests.

If we place insurance on the Equipment, we will not name you as an insured and your interests may not be fully protected. If we secure insurance on the Equipment, you will pay us an amount for the premium

which may be higher than the premium that you would pay if you placed the insurance independently and an insurance fee which may result in a profit to us. If you are current in all of your obligations under the Agreement at the time of loss, any insurance proceeds received pursuant to this subsection A will be applied, at our option, to repair or replace the Equipment, or to pay us the remaining payments due or to become due under this Agreement, plus our booked residual, both discounted at 4% per annum; or (B) we may charge you a monthly property damage surcharge of up to .0635 of the

Equipment cost as a result of our credit risk and administrative and other costs, as would be further described on a letter from us to you. We may make a profit on either (A) or (B) as stated above through

an investment in reinsurance or otherwise. NOTHING IN THIS

PARAGRAPH WILL RELIEVE YOU OF RESPONSIBILITY FOR LIABILITY INSURANCE ON THE EQUIPMENT. If the Equipment is destroyed and neither A nor B above are applicable, you agree to pay us the remaining payments due or to become due under this Agreement, plus our booked residual, both discounted at 4% per annum. Any proceeds of insurance maintained by you will be paid to us and credited against any loss or damage to the Equipment. You authorize us to sign on your behalf and appoint us as your attorney-in-fact to endorse in your name any insurance drafts or checks issued due to loss or damage to the Equipment.

TAXES. You will pay when due, either directly or by reimbursing us, all taxes (including personal property tax, fines and penalties) and fees relating to the Equipment and this Agreement. Sales or use tax due upfront will be payable over the term with a finance charge. Unless a \$1 Purchase Option is applicable we own the Equipment (excluding any Software). If a \$1 Purchase Option is applicable, you acknowledge that this agreement shall be deemed to be a conditional sales contract, and that any ownership we have in the Equipment is hereby transferred to you "As Is" and "Where Is." As owner of the equipment, you are responsible for reporting the Equipment as required to appropriate taxing authorities and for remitting any personal property tax related to the Equipment to such authorities. Notwithstanding the foregoing, we shall retain a security interest in the Equipment until all obligations to us are satisfied.

DEFAULT AND REMEDIES. You will be in default if: (a) you do not pay any payment or other sum due to us or any other person when due or if you fail to perform in accordance with the covenants, terms and conditions of this Agreement or any other agreement with us, (b) you make or have made any false statement or misrepresentation to us, (c) you or any guarantor dies, dissolves or terminates existence, (d) there has been a material adverse change in your or any guarantor's financial, business or operating condition, or (e) any guarantor defaults under any guaranty for this Agreement. If you are in default, we may require that you return the Equipment to us at your expense and pay us: 1) all past due amounts and 2) all remaining payments for the unexpired term, plus our booked residual, both discounted at 4% per annum. We may also use all other legal remedies available to us, including disabling or repossessing the Equipment. You agree to pay all our costs and expenses, including reasonable attorney fees, incurred in enforcing this Agreement. You also agree to pay interest on all past due amounts, from the due date, at 1.5% per month.

UCC. If we assign rights in this Agreement for financing purposes, you agree that this Agreement, in the hands of our assignee, is, or shall be treated as, a "Finance Lease" as that term is defined in Article 2A of the Uniform Commercial Code ("UCC"). You agree to forgo the rights and remedies provided under sections 507-522 of Article 2A of the UCC. We may charge you for any UCC filing fees, which fees vary state-to-state.

MISCELLANEOUS. This Agreement is the entire agreement between you and us relating to our providing and your use of the Equipment and supersedes any prior representations or agreements, including any purchase orders. Amounts payable under this Agreement may include a profit to us. The original of this Agreement shall be that copy which bears your facsimile, scanned, or original signature, and which bears our original signature. You shall deliver all information requested by us which we deem reasonably necessary to determine your current financial condition and faithful performance of the terms hereof. We also have the right, at reasonable times, to inspect the Equipment. By providing any telephone number, now or in the future, for a call phone or other wireless device, you are expressly consenting to receiving communications, regardless of their purpose,

at that number, including, but not limited to, prerecorded or artificial voice message calls, text messages, and calls made by an automatic dialing system from us and our affiliates and agents. These calls and messages may incur access fees from your provider, if a court finds any provision of this Agreement unenforceable, the remaining terms of this Agreement shall remain in effect. You authorize us to either insert or correct the Agreement number, serial numbers, model numbers, beginning date, and signature date. All other modifications to the Agreement must be in writing signed by each party.

END OF TERM. At the end of the term of this Agreement (or any renewal term) (the "End Date"), this Agreement will renew month to month unless a) you provide us written notice of your intent to return the Equipment at least 30 days prior to the End Date, and b) you timely return the Equipment to the location designated by us, at your expense. If a Purchase Option is indicated above and you are not in default on the End Date, you may purchase the Equipment from us "AS IS" for the Purchase Option price. If a \$1 Purchase Option is applicable, you will be deemed to have exercised your option to purchase the Equipment as of the effective date of this Agreement. If the returned Equipment is not immediately available for use by another without need of repair, you will reimburse us for all repair costs. You cannot pay off this Agreement or return the Equipment prior to the End Date without our consent. You are solely responsible for protecting and removing any confidential data/images stored on the Equipment prior to its return for any reason.

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Customer Signature

Robert E. Smith, Jr.
President, Board of School Directors

Date: 11/19/2015

PAGE 2 OF 2

Addendum to Contract
For
Allentown School District
October 23, 2015

The following is a detailed summary addendum describing the equipment and services Edwards Business Systems will be providing to Allentown School District for their Copy Center environment...

- 1.) Equipment to include (2) Xerox D136CP/H Copier Printers \$1,827.80/mo.
 - a. (1) Booklet Finisher with 2 & 3 Hole Punch Capability
 - b. (1) Tape Binder
 - c. (1) Standard Finisher
 - d. (2) Convenience Staplers
 - e. (2) Innovolt Power Protectors 20AMP
- 2.) Maintenance – Includes all supplies, parts, and break/fix repairs for \$3,040.00/mo.
800,000 monochrome impressions per month.
- 3.) Supplies also include both tape bind materials and staples for the length of the lease term. Supplies do not include paper.
- 4.) Overages above 800,000 impressions per month will be reconciled Annually at a cost per print rate of \$.0038 which is a locked rate for the term of the lease.
- 5.) Edwards Business Systems will remove existing Canon equipment upon delivery and install of new equipment and upon receipt of the Return Authorization letter from Allentown School District, Edwards will return both Canon units to the leasing company at no additional cost to Allentown School District.
- 6.) Edwards Business Systems will issue a check to Allentown School District in the amount of \$7,000 which the District will use to render the final lease payment for the existing contract with Canon that is set to expire in January 2016. This will ensure a late December delivery and installation of the new Xerox equipment in the Copy Center and the simultaneous removal of the existing Canon machines.
- 7.) Allentown School District is not responsible for fees associated with the shipping of supplies.
- 8.) Allentown School District will provide both a tax exempt certificate and Certificate of Insurance against Liability in order to ensure that fees associated with taxes and insurance are not assessed to your monthly invoices.
- 9.) Xerox trained service technicians are based locally here in our Lehigh Valley Branch office at 2240 City Line Road, Bethlehem, PA 18017. Onsite service response time is within 2-hours of initial call placed by the customer. Edwards Business Systems can also provide additional support, if necessary, with access to our own production print facilities located at our Bethlehem Branch office location.
- 10.) All Xerox parts and supplies are also centralized here in our Lehigh Valley Branch warehouse.

_____/_____/_____
Business Owner
Edwards Business Systems

11/19/2015

Board President, Robert E. Smith, Jr.
Allentown School District

SINGLE PAYMENT PLAN AGREEMENT ADDENDUM

This Single Payment Plan Agreement Addendum ("Addendum") is made this 12th day of November, 2015 and is made part of and amends that certain Single Payment Plan Agreement (the "Agreement") dated as of November 16, 2015, by and between Edwards Business Systems ("Lessor") and the School District of the City of Allentown ("Customer"). The words "you" and "your" refer to the Customer and the words "we", "us" and "our" refer to the Lessor. Unless otherwise defined herein, capitalized terms shall have the definition set forth in the Agreement. Except as set forth herein, the Agreement remains in full force and effect. In the event of any conflict between this Addendum and the Agreement, this Addendum shall control.

NOW, THEREFORE, for good and valuable consideration, intending to be legally bound and pursuant to the terms and conditions of the Agreement, it is hereby agreed as follows:

1. Notwithstanding anything in this Agreement to the contrary, this Agreement is cancelable as set forth in Section 14 of this Addendum.
2. The second sentence in the AGREEMENT Section is deleted and replaced with the following:
"The Agreement will begin on the date you accept the Equipment."
2. A new last sentence in the AGREEMENT section is added as follows:
"You agree to accept or reject the Equipment within fifteen (15) days of delivery of the Equipment."
3. The first sentence of the SERVICE/SUPPLIES section is deleted and replaced with the following:
"Service/Supplies are included under this Agreement as more fully described in the Maintenance Agreement dated 11/19/2015 between Edwards Business Systems and Customer."
4. The second sentence of the ASSSIGNMENT section is deleted and replaced with the following:
"We may sell or assign this Agreement and our rights in the Equipment, in whole or in part, to a third party without notice to you. You agree that if we do so, our assignee will have our assigned rights under this Agreement but none of our obligations under this Agreement (including, but not limited to, any obligations under the paragraph entitled SERVICE/SUPPLIES and the obligations included in the Maintenance Agreement) and will not be subject to any claim, defense, or set-off that may be assertable against us or anyone else."
5. The first sentence of the LOSS OR DAMAGE section is deleted and replaced with the following:
"You are responsible for any damage to or loss to the Equipment unless such damage or loss is caused by the negligence of or willful misconduct of Lessor."
6. The third sentence of the LOSS OR DAMAGE section is deleted and replaced with the following:
"Provided the loss or damage is not caused by the negligence or willful misconduct of Lessor, no such loss or damage will relive you from your payment obligations hereunder and you will, to the extent allowed by applicable law, reimburse us for any claims, losses or damages, excluding attorneys' fees, in any way relating to the delivery, ownership, use, condition, inspection, removal, return or storage of the Equipment."
7. A new second paragraph is added to the Loss or Damage section of the Agreement.

Nothing in this Agreement shall be construed expand the liability of the District, either in tort, contract, or otherwise, beyond the limits of liability imposed by the "political subdivisions Tort Claims Act" if the District were alone liable, *See* act of Oct.5, 1980 Pub. L. No. 1980-142 – sec. 221(1) ch.85, Subchs. A&C, Pa. laws 739-51 codified as amended 42 Pa. Cons. Stat. 8501 – 8564 (West)). Nor shall this Agreement be construed to waive or reduce immunities from civil liability granted by or enlarge the limitations on

immunity imposed by said Act. This provision shall take precedence over any conflicting provision within this Agreement.

8. The second sentence of the COLLATERAL PROTECTION; INSURANCE section is deleted and replaced with the following:

“You also agree to obtain a general public liability insurance policy.”

9. The second to last sentence of the COLLATERAL PROTECTION; INSURANCE section is deleted and replaced by the following:

“If the Equipment is destroyed and neither A nor B above are applicable, to the extent permitted by applicable law, you agree to pay us the remaining payments due or to become due under this Agreement, plus our booked residual, both discounted at 4% per annum.”

10. The last sentence of the COLLATERAL PROTECTION; INSURANCE section is deleted.

11. The fourth sentence in the DEFAULT AND REMEDIES section is deleted and replaced with the following:

“You agree to pay all our costs and expenses, excluding our attorney fees, incurred in enforcing this Agreement.”

12. The last two sentences of the UCC section are deleted.

13. The first sentence of the MISCELLANEOUS section is deleted and replace with the following:

This Addendum and the Single Payment Plan Agreement , including Equipment Schedule are the entire agreement between you and us relating to our providing and your use of the Equipment and supersedes any prior representations or agreements, including any purchase orders. For the avoidance of doubt, the Maintenance Agreement is a separate agreement and is not part of this Agreement.”

14. A new section titled “LIMITED CANCELLATION” is added to the Agreement as follows:

You shall have the right to cancel this Agreement by providing us (30) days written notice if we have breached our obligations under the Sales Agreement and, within sixty (60) days of receipt of such notice, such breach is not remedied.

15. A new section titled “WAIVER” is added to the Agreement as follows:

No failure to assert any rights or remedies available to a Party under this Agreement, or a waiver of same by course of dealing or otherwise shall be deemed to waive any other right or remedy, unless such waiver of such right or remedy is contained in a writing signed by the Party alleged to have waived its right or remedy.

16. A new section titled “NOTICE” is added to the Agreement as follows:

Any notice that is required to be given under this Agreement shall be in writing via certified mail sent to the following:

Customer:

EBS:

Allentown School District
31 S. Penn Street
Allentown, PA 18102
ATTN: Chief Financial Officer

Edwards Business Systems – Program Management
1111 Old Eagle School Road
Wayne, PA 19087
ATTN: Program Manager

IN WITNESS WHEREOF, the parties have caused this Addendum to be executed on the date set forth above.

Allentown School District

Edwards Business Systems

By: _____

By: _____

Print Name: Robert E. Smith, Jr.

Print Name: _____

Title: President, Board of School Directors

Title: _____



31 South Penn Street ▪ P.O. Box 328 ▪ Allentown, PA 18105
Administration Center ▪ 484-765-4011 ▪ Fax: 484-765-4025

Exhibit C

Dr. John R. Clark
Chief Financial Officer
Business Office
clarkjr@allentownsd.org

MEMORANDUM

TO: Dr. C. Russell Mayo
FROM: Dr. John R. Clark
RE: BoardDocs Agreement
DATE: November 5, 2015

Request Board's Approval of BoardDocs Agreement

What is it?

BoardDocs LT is an entry level, cloud-based, board document management system. This service will allow the district to publish all Board agendas\minutes\policies in a manner that will make documents readily available to board members and the public with a simple link from the school district website. This repository of documents is shared amongst all other school districts who subscribe to the BoardDocs platform. This benefit includes being able to search documents from 103 School Districts currently subscribing to BoardDocs in the state of Pennsylvania.

How will it affect students?

BoardDocs will benefit students by providing transparency and organization for board members and the general public.

How much does it cost & how will it be funded?

The annual subscription cost will be \$2,700 plus a one-time startup fee of \$1,000.

Source of funds: District Budget

Match required? No

Are there staffing requirements? No

Was action request reviewed by the solicitor? (if appropriate)

The agreement is being reviewed by the solicitor.

I recommend this agreement to be moved forward to the Regular Board Meeting to be held on November 19, 2015. Please let me know if you have any questions.

Thank you.

BoardDocs
End User Agreement
Part I: Order Form

Emerald Data Solutions, Inc. ("Emerald"), 519 Johnson Ferry RD NE, Suite A100, Marietta, GA 30068, provides a proprietary, web-based service known as BoardDocs (the "Service"), that enables organizations to enhance aspects of the governance process and communications between the administration, the public and the board, all on and subject to the terms of this End User Agreement (the "Agreement"). By executing this Agreement, effective as of the "Effective Date" indicated below, the below named customer ("Customer") agrees to use, and Emerald agrees to make available to Customer, the Service, all in accordance with and subject to the terms and conditions described in this Agreement.

1. General Information.

PROJECT INFORMATION		SALES INFORMATION	
Initial Contract Term: <input checked="" type="checkbox"/> 1 year <input type="checkbox"/> 3 year <input type="checkbox"/> 5 year		Sales Rep Name: Laura Vautour	
Billing Agent: PSBA		Sales Rep Phone: 404-865-1278 x3521	
		Sales Rep Email: lvautour@boarddocs.com	
CUSTOMER INFORMATION			
Organization Name: Allentown School District			
Address: 31 S. Penn ST			
City: Allentown		State: PA	Zip: 18105
Telephone: 484-765-4000			
PROJECT ROLES			
	Name	Phone	Email
Primary:	Tom Derhammer	(484) 765-4206	derhammert@allentownsd.org
Administrative:	Janet Morillo	(484) 765-4266	morilloj@allentownsd.org
IS/Technical:	Tom Derhammer		
Billing:	Janet Morillo		

2. Charges. For each "BoardDocs site" (as defined by Emerald) ordered under this Agreement, Customer will pay the applicable Annual Recurring Charge ("ARC") and the Non-Recurring Charge ("NRC") set forth below. Once paid, the ARC and NRC are not refundable, except as described in Section 3 below. The initial NRC and ARC will be invoiced immediately after implementation of the Services and Applications indicated below (the "Services").

Initial Service	Type of Services	Amount
<input checked="" type="checkbox"/>	NRC (Non-Recurring Charge)	\$1,000.00
<input type="checkbox"/>	BoardDocs Pro ARC (Annual Recurring Charge)	\$12,000.00
<input checked="" type="checkbox"/>	BoardDocs LT ARC (Annual Recurring Charge)	\$2,700.00

3. Term. The "Term" of this Agreement will commence on the Effective Date and continue for the Initial Agreement Term checked in Section 1 above. On the expiration of the Initial Agreement Term, the Term of this Agreement will automatically renew and remain in effect for consecutive 1 year periods (each a "Renewal Term"), unless either party elects to terminate this Agreement effective as of the expiration of the then-current complete Initial Agreement Term or Renewal Term, as the case may be, by providing written notice of such termination to the other party at least 30 days prior to the expiration of the then-current complete Initial Agreement Term or Renewal Term, as the case may be. After the first year of the Initial Agreement Term, Customer may terminate this Agreement and the Term at any time upon at least 30 days prior written notice to Emerald (an "Early Termination"). Within 30 days of an Early Termination after the first year of the Initial Agreement Term, Emerald will refund to Customer any unused prorated portion of the ARC already paid for that year that represents the remaining portion of the ARC that would cover the part of the current year after the effective date of such Early Termination.

BY SIGNING BELOW, THE PERSON SIGNING FOR CUSTOMER PERSONALLY REPRESENTS AND WARRANTS TO EMERALD THAT HE OR SHE HAS THE AUTHORITY TO SIGN FOR CUSTOMER AND BIND CUSTOMER TO THIS AGREEMENT. CUSTOMER UNDERSTANDS AND AGREES TO BE BOUND BY THE ATTACHED TERMS AND CONDITIONS.

CUSTOMER

EMERALD DATA SOLUTIONS, INC.

SIGNATURE

11/19/2015
Date

SIGNATURE

Effective Date

Robert E. Smith Jr.
President, Board of School Directors
Name and Title of Authorized Representative

Name and Title of Authorized Representative

Part II: Additional Terms and Conditions

4. Provision of Service. Subject to the terms and conditions of this Agreement, Emerald will make the "Services" as defined in Section 7 available to Customer in accordance with this Agreement, the Service Level Agreement ("SLA") and the Emerald Acceptable Use Policy ("AUP"), which SLA and AUP, are posted on Emerald's web site at <http://www.BoardDocs.com/Home.nsf/legal> and both of which are incorporated into and made a part of this Agreement. Emerald will use commercially reasonable efforts to make a version of the Service available to Customer by a commencement date agreed to by the parties, including establishing the hosting of the Service and storage of data uploaded via the Service. Such initial Service will be co-branded with both parties' "Marks" (as defined in Section 10). Emerald may modify certain components of the Service or Services as required by changes in laws, regulations or technology, requests of customers or to make improvements or correct problems or issues. Customer may request in writing to switch to any other version of the Services supported by Emerald, and Emerald will make every reasonable effort to accomplish such change request to the extent possible and will automatically make the corresponding changes to appropriate ARC for such version.

5. Payment. Customer agrees to pay Emerald (or its designee) all charges or fees described in this Agreement within 30 days of Customer's receipt of the applicable invoice. Any amount not paid within such 30-day period will bear interest, until paid, at the lesser of: (a) one and one-half percent (1½%) per month, or (b) the highest rate permitted by applicable law. ARCs will be invoiced annually in advance. NRCs, if any, will be invoiced promptly following the Effective Date. In addition to such rates and charges, Customer will be responsible for all taxes and fees assessed or due with regard to its receipt or use of the Service or provision of the Services. The continued provision of Services is conditioned on Customer's creditworthiness and may be subject to a mutually agreeable reasonable assurance of payment or deposit.

6. Termination. This Agreement is effective for the Term described in Section 3. Customer has the Early Termination right after the first year of the Initial Agreement Term (as described in Section 3), and both parties have the right to not renew the Agreement for a Renewal Term (as also described in Section 3). In addition, Emerald may terminate this Agreement and/or cease or suspend the provision of all or any part of the Services upon: (a) Customer's failure to pay any amount when due under this Agreement (after 10 days prior written notice of such failure to pay); (b) the filing of a petition in bankruptcy by or against Customer; (c) any illegal, slanderous, infringing or inappropriate "Content" (as defined in Section 8) being loaded on any website or otherwise transmitted or used in connection with the Service or Services which is not immediately ceased and removed after request by Emerald; or (d) any material breach of this Agreement including but not limited to any violation of the AUP (all of the foregoing being defined as a "Customer Caused Termination or Suspension"). In the case of any such Customer Caused Termination or Suspension, Customer will pay for all accrued and unpaid charges for Services provided through the effective date of such Customer Caused Termination or Suspension. Upon any termination of this Agreement, Customer agrees its right to use the Services and Applications or Emerald "Intellectual Property" and "Marks" (as defined in Section 10 hereof) immediately ceases and it shall cause all of its affiliates to cease using the Service and all of Emerald's Intellectual Property. Customer agrees to completely destroy all copies in any form of any Emerald Applications and Intellectual Property (and all accompanying documentation) in its or its affiliates' possession upon termination of this Agreement for any reason. Upon written request and payment of any applicable fees, Emerald will work with Customer to provide reasonable access to Customer's data for up to one year after termination of this Agreement (other than following Customer's breach hereof), provided that Customer immediately deletes all local copies of the Applications and Emerald Intellectual Property in Customer's possession.

7. Applications and Use of Service. Subject to the terms and conditions of this Agreement, Emerald hereby grants to Customer, and Customer hereby accepts, a non-exclusive, non-sublicenseable, non-transferable, annual license to access the Service and use for Customer's purposes the Applications solely during the Term. Customer will be responsible for all hardware, software (including browser software) and Internet communication links and connectivity necessary to access the Service from their respective facilities, including, without limitation, maintaining sufficient bandwidth to meet its utilization demands. Customer will be solely responsible for ensuring that each of the persons or entities that accesses the Service or Applications through Customer or its systems or with their consent (collectively, "Users") complies with all of the terms and conditions of this Agreement, including the AUP and all applicable laws, rules, regulations and ordinances. Customer will not modify, adapt, translate, hypothecate, lease, disclose, loan, sublicense, resell, distribute or create derivative works based on all or any part of the Service, Applications or Emerald Intellectual Property or Marks, unless permitted by Emerald. Customer will not attempt to decompile, reverse engineer or disassemble the Service or Applications for which source code is not provided, and Customer will be liable to Emerald for any unauthorized copying, reverse engineering or use of the Service or Applications by Users. If Emerald supplies source code for any Applications to Customer, Customer is solely liable and responsible for the consequences of any modifications to such source code or Applications made by or for Customer, and all support obligations or warranties with regard to such modified source code or Applications will be void and of no force or effect as a result of Customer's revisions thereto. Unless otherwise agreed in writing by Emerald, Customer will not, and will cause each of the Users to not, remove or modify, or attempt to remove or modify, any proprietary notices contained in or associated with the Service or Applications. Customer agrees that it is solely responsible for maintaining, and ensuring that its users maintain, the confidentiality of any user passwords or access codes entrusted to Customer or its Users, and for all activities resulting from their authorized or unauthorized use.

8. Customer Content and Data. Subject to the terms of this Agreement, Customer is exclusively responsible and liable for all content it posts or transmits using the Service and Applications (the "Content"), and Emerald has no responsibility or liability therefore, nor will Emerald be responsible for reviewing or determining the accuracy or appropriateness of any such Content. "Content" does not include data or information regarding other customers of Emerald or any information provided by Emerald. Customer will not use any information accessible from the Service in conjunction with any enterprise unrelated to its governmental duties or not authorized or contemplated by this Agreement. Customer reserves exclusive rights to all of its information stored in fields and as attachments in the Applications database. At the Customer's request, Emerald will export the data from the database for a mutually agreed-upon nominal fee. Customer hereby grants to Emerald, and Emerald hereby accepts, a non-exclusive, royalty-free, irrevocable, perpetual license to use such Content, information and data for purposes of providing the Service to Customer and performing any other obligations under this Agreement, for their business purposes relating to the Service or the Applications, and for the maintenance or use of business records and information associated with any of the foregoing. Customer is solely responsible for such Content,

information and data (including, without limitation the accuracy of such Content, information and data) and for ensuring that Customer has the necessary rights to use such Content, information and data, and Customer will defend, and satisfy any claims, judgments or expenses of or against Emerald, arising out of any third party claims relating to such Content, information or data. Customer has only the limited rights granted by this Agreement.

9. Acceptable Use. All use of the Service will comply with the Emerald's AUP. Customer will not: (a) post or transmit on or through any website or network through which the Service are provided any libelous, slanderous, obscene or otherwise unlawful information or materials of any kind or any information that invades the privacy or rights of a third party; (b) interfere with or disable the Service, Applications or Emerald's systems or operations in any way; (c) engage in any conduct involving the Service or Applications that would constitute a criminal offense or give rise to civil liability under any local, state, federal or other law or regulation; or (d) post, transmit, upload, reproduce or distribute to or through the Service or Applications any material or Content protected by copyright, patent, confidentiality, trade secret, trademark, privacy or other intellectual property or proprietary rights without first obtaining sufficient legal consent or written permission from the owner thereof. Unless the law that governs Customer's existence or operation prohibits this, Customer agrees to defend, indemnify and hold harmless Emerald from any and all liabilities, costs and expenses, including reasonable attorneys' fees, arising from or related to a failure of Customer or its Users to comply with all applicable laws, this Agreement or the AUP or Customer's actions or omissions with respect thereto.

10. Ownership and Intellectual Property. "Intellectual Property" means (a) copyrights, trademarks (and all goodwill associated therewith), service marks (and all goodwill associated therewith) and any other rights to any form or medium of expression and all applications for registration of any of the foregoing; (b) trade secrets and confidential information (as defined by applicable law), privacy rights and any other protection for confidential or proprietary information or ideas; (c) patents and patent applications; (d) inventions and any other items, information or theories which are protectable or registrable under any of the copyright, patent, trade secret, confidentiality or other intellectual property laws; and (e) any other similar proprietary rights or interests recognized by applicable law. Customer acknowledges and agrees that Emerald owns (as between Emerald and Customer) and will retain all ownership in the Intellectual Property and all other property rights and interests associated with the Service, its Applications, Marks and all derivative works and components of any of the foregoing. Customer specifically disclaims, and acknowledges it will never acquire, claim or seek to register, any Intellectual Property or other property rights or interests in the Service, Applications or Emerald Intellectual Property, or any derivative work of any of the foregoing, by operation of law or otherwise. Customer will execute and deliver confirmations or other written instruments as reasonably requested by Emerald to confirm Emerald's exclusive ownership of Emerald's Intellectual Property, Applications and Service. As between Customer and Emerald, Customer will own all Intellectual Property or other property rights or interests in and to their own data and content. Subject to the terms this Agreement, each party hereby grants to the other during the Term of this Agreement a royalty-free, non-exclusive, non-transferable license to use such party's trademarks and service marks (and the good will associated therewith) provided to the other by such party (the "Marks") solely in connection with the other's performance of this Agreement and in connection with their use of the Service or Applications. Each party agrees that any use of the other party's Marks will be in strict accordance with the other party's trademark and service mark guidelines as provided and revised by the other party from time to time. Emerald reserves all rights not expressly granted to Customer in this Agreement.

11. Disclaimer. CUSTOMER ASSUMES TOTAL RESPONSIBILITY FOR USE OF THE SERVICE, APPLICATIONS, CONTENT AND THE INTERNET AND ACCESSES THE SAME AT ITS OWN RISK. EMERALD EXERCISES NO CONTROL OVER AND HAS NO RESPONSIBILITY WHATSOEVER FOR THE CONTENT ACCESSIBLE OR ACTIONS TAKEN ON THE INTERNET OR PROVIDED BY CUSTOMER OR ITS AFFILIATES, AND EMERALD EXPRESSLY DISCLAIMS ANY RESPONSIBILITY FOR SUCH CONTENT OR ACTIONS. EXCEPT AS SPECIFICALLY SET FORTH IN THIS AGREEMENT, THE SERVICE AND ANY RELATED SOFTWARE PROVIDED BY EMERALD ARE PROVIDED WITHOUT WARRANTY OF ANY KIND, EXPRESS OR IMPLIED, INCLUDING NO WARRANTY OF TITLE, NONINFRINGEMENT, MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. NO ADVICE, STATEMENT OR INFORMATION GIVEN BY EMERALD, ITS AFFILIATES OR CONTRACTORS WILL CREATE A WARRANTY.

12. Limitations of Liability. NO PARTY OR SUCH PARTY'S AFFILIATES OR CONTRACTORS WILL BE LIABLE FOR ANY INDIRECT, INCIDENTAL, SPECIAL, PUNITIVE OR CONSEQUENTIAL DAMAGES OR FOR ANY LOST OR IMPUTED PROFITS OR REVENUES OR LOST DATA OR COSTS OF COVER ARISING FROM OR RELATED TO THE SERVICE, APPLICATIONS OR THIS AGREEMENT, REGARDLESS OF THE LEGAL THEORY UNDER WHICH SUCH LIABILITY IS ASSERTED AND REGARDLESS OF WHETHER A PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF ANY SUCH LIABILITY, LOSS OR DAMAGE, EXCEPT WITH RESPECT TO ANY INDEMNITY PROVIDED BY CUSTOMER UNDER THIS AGREEMENT. CUSTOMER'S REMEDIES FOR ANY AND ALL CLAIMS RELATED TO THIS AGREEMENT AND EMERALD'S AGGREGATE LIABILITY UNDER THIS AGREEMENT ARE LIMITED TO THE REMEDIES SET FORTH IN THE SLA.

13. Confidentiality. A party's "Confidential Information" means information or data (in oral, written, electronic or other form), excluding any "Trade Secrets" (as defined under applicable law), related to or owned or controlled by such party, valuable to such party and not generally known or readily available through legal means (other than its disclosure in reliance on this Agreement) to the receiving party. Customer acknowledges that the Applications contain Confidential Information and Trade Secrets of Emerald. Subject to applicable law, a receiving party may use the disclosing party's Confidential Information or Trade Secrets to perform its obligations and exercise its rights under this Agreement, and may not communicate, disclose, transfer or use the disclosing party's Confidential Information or Trade Secrets for any other purpose without the prior written consent of the disclosing party. The foregoing restrictions shall not apply to any Confidential Information or Trade Secrets of the disclosing party that: (a) are in the public domain, other than due to the actions or omissions of the receiving party; (b) can be proven to have been already known by the receiving party before their disclosure by the disclosing party; (c) were independently developed by the receiving party without access to or use of any Confidential Information or Trade Secrets of the disclosing party. In addition, the receiving party may disclose disclosing party's Confidential Information or Trade Secrets only to its officers, directors and employees on a need-to-know basis after informing any such discloses that it is confidential and subject to the terms of this Agreement, and provided that such disclosing party remains liable to ensure that such individuals comply with the requirements of this Agreement. Notwithstanding the foregoing, after giving reasonable notice to the disclosing party (which notice affords the disclosing party an opportunity to seek a protective order or other

remedy), the receiving party may disclose the disclosing party's Confidential Information or Trade Secrets to the extent required by law or a court of competent jurisdiction. On request, each receiving party will return or destroy all copies or records that contain or reflect the disclosing party's Confidential Information or Trade Secrets. A party may seek injunctive relief to redress or prevent violations of this Section 13, in addition to, and not in lieu of, any other rights and remedies available to such party. Confidential Information will cease to be protected as set forth in this Agreement on the third anniversary of the termination of this Agreement. Trade Secrets will be protected as required by this Agreement and applicable law for so long as they remain a Trade Secret under applicable law.

14. Miscellaneous

- (a) Unless the law that governs Customer's existence or operation prohibits this, any claim or dispute relating to this Agreement will be governed by Georgia law for purposes of determining the rights and obligations of the parties as it relates to intellectual property. The parties agree that the finder of fact and/or the judge must adhere to the terms and conditions in this Agreement. Emerald consents to exclusive jurisdiction in any court of the Commonwealth of Pennsylvania, any federal courts in Pennsylvania, and the Board of Claims of the Commonwealth of Pennsylvania, and service of process in any matter authorized by Pennsylvania law.
- (b) Nothing in this Agreement shall be construed to waive or reduce the immunities from civil liability granted by or to enlarge the limitations on immunity imposed by the Political Divisions Tort Claim Act.
- (c) If any portion of this Agreement is held to be unenforceable, the unenforceable portion will be construed as nearly as possible to reflect the original intent of the parties and the remainder of the provisions will remain in full force and effect. Except with regard to the SLA, neither party's failure to insist upon strict performance of any provision of this Agreement will be construed as a waiver of any of its rights under this Agreement. The terms and conditions of this Agreement will not be more strictly construed against either party since both parties negotiated this mutually acceptable Agreement.
- (c) Notices under this Agreement will be sent to the addresses set forth above or to such other address as a party shall notify the other party in writing.
- (d) All terms and provisions of this Agreement which should by their nature survive the termination of this Agreement will so survive, including, but not limited to, the relevant provisions of Sections 3, 4, 5, 6, 7 (except any licenses, which are restricted to the Term), 9, 10, 11, 12, 13, and 14.
- (e) Customer understands that the Applications are accessed through the Internet and data may travel over the unsecured networks of several third party Internet service providers and thus may not be secure or confidential. Emerald is not responsible for Internet connectivity to Customer's location or any things that happen by or through internet or other transmission or access. Emerald will not be liable to Customer, or any User, for any delay or failure to perform any provision of this Agreement to the extent such delay or failure to perform is caused by an event beyond the reasonable control of Emerald, including, without limitation, an act of God; flood; riot; fire; explosion; judicial or governmental act; terrorism; military act; strike or lockout; third party act or omission; failure of utility or telecommunications facilities; virus, worm, trojan horse or other code, command, file or program designed to interrupt, destroy or limit the functionality of any content, information, software, hardware or equipment; Internet slow-down or failure; lightning or other weather condition or event; or any other act, omission or event outside the control of Emerald (all of which are "Events of Force Majeure").
- (f) This Agreement, the SLA and AUP and other documents or items referenced herein or therein, constitute one and the same legally binding instrument and the entire agreement between Customer and Emerald with respect to the subject matter hereof and expressly supersede any contrary prior written or oral agreements or understandings between the parties. Customer may not assign this Agreement or any of its rights or obligations without the prior written consent of Emerald, which consent will not be unreasonably withheld or delayed. The remaining terms and conditions of this Agreement may not be amended except in a writing signed by both parties.

November 19, 2015

The following Debt Service Payment(s) are presented herewith for discussion and action:

- | | | |
|----|--|-------------|
| a. | That \$24,844.30 be transferred from the Allentown School District General Fund to Wells Fargo for Interest payment due on November 25, 2015 | \$24,844.30 |
| | Del Val, GON Series A-1 to A-4 of 2009 | |
| b. | That \$3,618.81 be transferred from the Allentown School District General Fund to PFM Group for Interest payment due on November 2, 2015 | \$3,618.81 |
| | Emmaus Bond Pool, Series of 2007
[1996 Variable Rate Loan Program] | |
| c. | That \$30,703.37 be transferred from the Allentown School District General Fund to PFM Group for Interest payment due on November 5, 2015 | \$30,703.37 |
| | Emmaus Bond Pool, GON Series A of 2008
[2000A Variable Rate Loan Program] | |
| d. | That \$3,721.29 be transferred from the Allentown School District General Fund to PFM Group for Interest payment due on November 2, 2015 | \$3,721.29 |
| | Emmaus Bond Pool, GON Series A of 2010
[1996 Variable Rate Loan Program] | |
| e. | That \$2,745.86 be transferred from the Allentown School District General Fund to PFM Group for Interest payment due on November 2, 2015 | \$2,745.86 |
| | Emmaus Bond Pool, GON Series B of 2010
[1989 Variable Rate Loan Program] | |
| f. | That \$2,631.45 be transferred from the Allentown School District General Fund to PFM Group for Interest payment due on November 2, 2015 | \$2,631.45 |
| | Emmaus Bond Pool, GON Series D of 2010
[1989 Variable Rate Loan Program] | |
| g. | That \$1,383.45 be transferred from the Allentown School District General Fund to PFM Group for Interest payment due on November 2, 2015 | \$1,383.45 |
| | Emmaus Bond Pool, GON Series F of 2010
[1989 Variable Rate Loan Program] | |

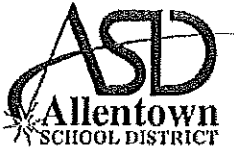
h. That \$30,374.55 be transferred from the Allentown School District General Fund to PFM Group for Interest payment due on November 5, 2015

Emmaus Bond Pool, GON Series H of 2010
[2000A Variable Rate Loan Program]

\$30,374.55

TOTAL

\$100,023.08



Union Terrace Elementary School



Administration Center
31 South Penn Street
P.O. Box 328
Allentown, PA 18106
484-766-4000

1939 W. Union St.
Allentown, PA 18104-6739
484-766-6481
FAX: 484-766-6489

David P. Hahn
Principal
hahnd@allentownsd.org

Ernesto Ortiz, Jr.
Assistant Principal
ortize@allentownsd.org

November 5, 2015

Mr Clark,

Enclosed is a check from the Lehigh Valley Educators Credit Union in the amount of \$1,000.00. Please place this check into the Union Terrace Elementary School's Donated Revenue account to support academic programs and field trips.

Thank you for your assistance with this matter.

Sincerely,

A handwritten signature in cursive script that reads 'David P. Hahn'. The signature is written in dark ink and is positioned above the printed name and title.

David P. Hahn
Principal

Lehigh Valley Educators Credit Union
3720 Hamilton Blvd
Allentown PA 18103
610-820-0145

NO. 30000506

DATE: 8/12/2015
TELLER: 10
AMOUNT: 1,000.00

UNION TERRACE ELEMENTARY SCHOOL

Invoice Number	Gross Amt	Disc. Amt	Net Amount	Reference
STUDENT FIELD TRIPS	1,000.00	0.00	1,000.00	
TOTALS:	1,000.00	0.00	1,000.00	

30000506

TO VERIFY AUTHENTICITY, SEE REVERSE SIDE FOR DESCRIPTION OF THE 11 SECURITY FEATURES

Lehigh Valley Educators Credit Union
3720 Hamilton Blvd
Allentown PA 18103
610-820-0145

NO. 30000506

60-7899/2313



August 12, 2015

AMOUNT



PAY ONE THOUSAND AND 00/100

VOID AFTER 180 DAYS

TO THE ORDER OF UNION TERRACE ELEMENTARY SCHOOL

Eugenia Emerit
AUTHORIZED SIGNATURE

⑈ 30000506⑈ ⑆ 231378996⑆ 90000007⑈ 78

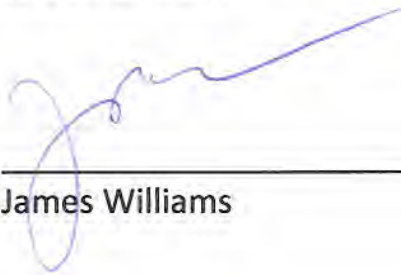
30000506

EXHIBIT D

AFFIDAVIT OF JAMES WILLIAMS

I, JAMES WILLIAMS, being of full age, on my oath, declare the following:

1. I am a Petitioner in the case to which this affidavit is attached.
2. I am a full time science teacher at West Middlesex blended Middle School and High School in the West Middlesex Area School District.
3. I am an active contributing member of the Public School Employees' Retirement System ("PSERS").
4. I am vested in PSERS.
5. I expect that PSERS remains solvent and that I receive pension payments upon retirement as promised.
6. I hereby state that the facts above are true and correct to the best of my knowledge, information, and belief. I understand the statements herein are made subject to the penalties of 18 Pa.C.S. §4904 (relating to unsworn falsification to authorities).



James Williams

2/19/2016

Date

EXHIBIT E

COLLECTIVE BARGAINING AGREEMENT

between the

ALLENTOWN EDUCATION ASSOCIATION

and the

SCHOOL DISTRICT OF THE CITY OF ALLENTOWN
Allentown, Pennsylvania

2012-13 Through 2014-15

TABLE OF CONTENTS

ARTICLE 1 — RECOGNITION	1
ARTICLE 2 — COMPLETE AGREEMNT	1
ARTICLE 3 — PEACE AND STABILITY	2
ARTICLE 4 — RIGHTS AND OBLIGATIONS OF ASSOCIATION	2
ARTICLE 5 — PAYROLL OPTIONS	5
ARTICLE 6 — ASSOCIATION DAYS	5
ARTICLE 7 — CONTRACT SECURITY	5
ARTICLE 8 — NON-DISCRIMINATION	6
ARTICLE 9 — DEDUCTION FRACTION	6
ARTICLE 10 — JUST CAUSE	6
ARTICLE 11 — GRIEVANCE PROCEDURE	8
ARTICLE 12 — SCHOOL YEAR	9
ARTICLE 13 — SCHOOL DAY	10
ARTICLE 14 — PREPARATION TIME	11
ARTICLE 15 — CONDITIONS OF EMPLOYMENT	12
ARTICLE 16 — SENIORITY	13
ARTICLE 17 — VACANCIES	13
ARTICLE 18 — TRANSFERS	13
ARTICLE 19 — FURLOUGH/RECALL	14
ARTICLE 20 — NOTIFICATION OF TEACHING ASSIGNMENT	15
ARTICLE 21 — EVALUATION OF STUDENTS	16
ARTICLE 22 — OBSERVATION AND EVALUATION OF MEMBERS	16
ARTICLE 23 — NONTEACHING DUTIES	16
ARTICLE 24 — TUITION REIMBURSEMENT	17
ARTICLE 25 — DISCIPLINE ACTION	18
ARTICLE 26 — TEACHER INDUCTION PROGRAM	18
ARTICLE 27 — COOPERATING TEACHER/STUDENT TEACHING PROGRAM	19
ARTICLE 28 — ASSOCIATION PRESIDENT RELEASE TIME	19
ARTICLE 29 — SALARIED SUBSTITUTES/ELEMENTARY ABSENTEE SPECIALIST/SOCIAL WORKER	19
ARTICLE 30 — MEDICAL BENEFITS	21
ARTICLE 31 — DISABILITY INCOME	24
ARTICLE 32 — LIFE INSURANCE	24
ARTICLE 33 — RETIREMENT BENEFITS	24
ARTICLE 34 — ADVANCEMENT COMPENSATION	26
ARTICLE 35 — SALARY CREDIT	26
ARTICLE 36 — BEREAVEMENT LEAVE	27
ARTICLE 37 — MATERNITY LEAVE	27
ARTICLE 38 — COURT APPEARANCE	27
ARTICLE 39 — JURY DUTY	28
ARTICLE 40 — LEAVE FROM ASSIGNED DUTY	28
ARTICLE 41 — MILITARY LEAVE	29
ARTICLE 42 — PERSONAL LEAVE	29
ARTICLE 43 — PUBLIC SERVICE LEAVE	30

ARTICLE 44 — QUARANTINE LEAVE	31
ARTICLE 45 — SABBATICAL/PROFESSIONAL DEVELOPMENT LEAVE	31
ARTICLE 46 — SICK LEAVE	32
ARTICLE 47 — TRAVEL ALLOWANCE	33
ARTICLE 48 — HOURLY RATE	33
ARTICLE 49 — EXTRA PAY FOR EXTRA DUTY	34
ARTICLE 50 — SALARY	34
ARTICLE 51 — EMPLOYEE COMMITTEE PARTICIPATION	35
ARTICLE 52 — TERM	35

EXHIBIT A	GRIEVANCE FORMS.....	37
EXHIBIT B	SAMPLE PERSONNEL FORM.....	45
EXHIBIT C	EXTRA PAY FOR EXTRA DUTY.....	46
EXHIBIT D	SALARY SCHEDULES.....	50
EXHIBIT E	HIGHLY QUALIFIED TUITION REIMBURSMENT MOU.....	53
EXHIBIT F	EXTRA PAY FOR EXTRA DUTY MOU.....	54

ARTICLE 1 — RECOGNITION

Section A. The Association is recognized as the exclusive representative for collective negotiations covering employees included within the classifications established by a certification of the Pennsylvania Labor Relations Board dated May 10, 1971, as amended by an order of the Pennsylvania Labor Relations Board dated November 14, 1975, and as certified by the PLRB as case number PERA-R-88-383-E including but not limited to all full-time and regular part-time professional employees including but not limited to classroom teachers, salaried substitute teachers, guidance counselors, school nurses, dental hygienists, psychologists, home and school visitors and consultants; and excluding all other substitute teachers, nonprofessional employees, management-level employees, supervisors, first-level supervisors, confidential employees and guards as defined in the Act.

Section B. This Agreement pertains to those employee classifications listed in the certification and amended certification referred to in Section A of this Article.

Section C. This Agreement includes employees in the classification of Elementary Absentee Specialist as defined by Memorandum of Agreement dated 8/28/90.

Section D. Definitions:

1. The term, Member of the Bargaining Unit, when used in this Agreement shall include all persons falling within the classifications listed in the certification and amended certification referred to in Section A of this Article.
2. The term, employee, when used in this Agreement shall refer to all temporary professional employees and to all tenured professional employees.
3. The term, Salaried Substitute, when used in this Agreement shall refer only to those persons to whom reference is made in Article 29 of this Agreement.
4. The term Elementary Absentee Specialist, when used in this Agreement, shall refer only to those persons to whom reference is made in Article 29 of this Agreement.

ARTICLE 2 — COMPLETE AGREEMENT

Section A. This Agreement is made by and between the Board of School Directors of the School District of Allentown, Pennsylvania (hereinafter referred to as the District) and the Allentown Education Association (hereinafter referred to as the Association).

Section B. The District and the Association firmly believe that the primary function of the District and its professional staff is to assure each student attending the Allentown schools the highest level of educational opportunities obtainable. The District recognizes teaching as a profession and believes with the Association that the objectives of an educational program are realized to the highest degree when mutual understanding and cooperation exist between the District and its professional staff.

Section C. The District and the Association acknowledge the District to be the only legally constituted body responsible for the determination of policies covering all aspects of the Allentown School District under and in accordance with pertinent statutory rules and

regulations promulgated by the Department of Education of the Commonwealth of Pennsylvania.

Section D. The District and the Association acknowledge that this Agreement represents the results of collective negotiations between said parties conducted under and in accordance with the provisions of the Public Employees Relations Act of the Commonwealth of Pennsylvania and constitutes the entire Agreement between the parties for the duration of the life of said Agreement each party waiving the right to bargain collectively with each other with reference to any subject, matter, issue or thing whether said subject was mentioned or discussed during the negotiations preceding the execution of this Agreement. By mutual agreement, evidenced in writing signed by both parties, provisions of this Agreement may be renegotiated. The refusal by either party to renegotiate shall be deemed final and not be subject to the grievance procedure.

ARTICLE 3 — PEACE AND STABILITY

Section A. It is understood that there shall be no strike, as that term is defined under the Public Employee Relations Act and Act 88, during the life of this Agreement nor shall any officer, representative or official of the Association authorize, assist or encourage any such strike during the life of this Agreement.

Section B. If a strike in violation of Section A of this Article occurs, the Association shall publicly disavow such action.

Section C. The District and the Association recognize our responsibility to abide by the provisions of the strike and impasse procedures of Act 195 and Act 88.

Section D. It is understood that there shall be no lockout by the District, as that term is defined under the Public Employee Relations Act and Act 88, during the life of this Agreement, nor shall any officer, representative or official of the District authorize, assist or encourage any such lockout during the life of this Agreement.

ARTICLE 4 — RIGHTS AND OBLIGATIONS OF ASSOCIATION

Section A. The District shall deduct from the salary of the Members of the Bargaining Unit membership dues of the Association and transmit the deductions to the Association provided the District has been presented with cards signed by the individual authorizing such deductions.

Section B. The monies deducted in accordance with Section A of this Article shall be transmitted to the Association on a bi-weekly basis.

Section C. The Association shall indemnify, defend and save the District harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the District in reliance upon the payroll deduction authorization cards submitted by the Association to the District.

Section D. All payroll deduction authorization cards shall be collected and approved by the Association which shall submit the same to the District.

Section E. Payroll deduction authorization cards shall be printed at the expense of the Association in the following form and presented to the District.

AEA DUES AUTHORIZATION

I hereby authorize the Treasurer's Office of the Allentown School District to deduct unified professional association dues (AEA, PSEA, NEA) from my paychecks as agreed upon between the District and the Association. This authorization shall be valid while I remain in this District unless I notify the Association Treasurer in writing that this authorization is revoked. Such notice must be given 15 days prior to the expiration date of this agreement. If my employment terminates during any school year, I authorize the District to deduct the balance of my dues from any portion of earnings remaining after all other proper deductions.

Typed Name: _____

Teaching Position: _____

Address: _____

Group or Building: _____

Social Security Number: _____ Date: _____

Signature: _____

Approved by the Allentown Education Association:

By: _____

Section F. Wherever any representative of the Association or any Member of the Bargaining Unit participates in mutually scheduled conferences or meetings with the administration related to Association business, Member shall suffer no loss in pay. Negotiations and grievance proceedings shall normally be conducted outside of working hours.

Section G. Fair Share Provision:

1. Each Member in the Bargaining Unit represented by the Association who is not also a member of the Association shall be required to pay a fee to the Association in accordance with the provisions of the Act of July 13, 1988, P.6 493, No. 84, 71 P. S, 575.
2. The School District and the Association agree to comply with all provisions of said statute.
3. The Association agrees to extend to all non-members the opportunity to join the Association.
4. If any legal action is brought against the School District as a result of any actions it is requested to perform by the Association pursuant to this Article, the Association agrees to provide for the defense of the School District at the Association's expense and through counsel selected by the Association. The School District agrees to give the Association immediate notice of any such legal action brought against it and agrees to cooperate fully with the Association in the defense of the case. If the School District does not fully cooperate with the Association, any obligation of the Association to provide a defense under this Article shall cease.
5. The Association agrees in any action so defended, to indemnify and hold the School District harmless for any monetary damages the School District might be liable for as a consequence of its compliance with this Article; except that it is expressly understood that this save harmless provision will not apply to any legal action which may arise as a result of any willful misconduct by the School District or as a result of the School District's failure to properly perform its obligations under this Article.

Section H. The Association and its representatives shall be allowed the reasonable use of school buildings for meetings before or after school hours and during in-service days outside scheduled programs and provided such meetings are held during scheduled hours of custodial service. Arrangements for such meetings shall be made with the principal of the building in which the meeting is planned or with the staff member in charge of such building. After 5:00 p.m., the Business Manager shall have jurisdiction rather than the principal.

Section I. The District agrees to make available upon request such data as may be necessary for preparing proposals for negotiations or processing grievances provided subject material is neither privileged nor confidential and such request is neither unreasonable nor burdensome.

Section J. The Association shall have the use of a bulletin board in faculty lounges and/or teachers' dining rooms and will be assigned adequate space on the bulletin board in the central office for Association notices. A copy of all materials to be posted shall be given to the building principals. The Association shall also be allowed the use of regularly scheduled intra-District mail facilities subject to the provisions of the law and the present prohibition by the U.S. Supreme Court. The Association shall be allowed the use of school mailboxes and building principals shall be given a copy of any literature prior to placing therein. The District shall not grant the rights referred to in this Section J to any other teacher labor organization.

Section K. The Association shall be entitled to select representatives in each school building to meet with the principal of said building for the purpose of discussing and making recommendations on school problems, practices, and policies. Such meetings shall be

conducted monthly unless the principal and selected representatives agree otherwise. These meetings, however, may not infringe on instructional time.

Section L. The Association representatives shall meet with the Superintendent at least once a month, unless mutually agreed otherwise by the Superintendent and the Association, during the school year to review and discuss current school problems and practices and the administration of this Agreement.

Section M. A duly authorized representative of the Union who is on District premises for the purpose of assisting the union representatives in the adjustment of employee complaints, shall state the purpose and nature of his/her visit and follow visitor sign-in procedures.

ARTICLE 5 — PAYROLL OPTIONS

Section A. Members of the Bargaining Unit shall be paid in bi-weekly payments, beginning the first Thursday following the first teacher work day of each contract year. Bi-weekly payments will be on the annualized salary based on the applicable salary schedule.

Section B. Members of the Bargaining Unit shall have the following payroll options:

1. Twenty-six (26) bi-weekly payments, September through August.
2. Bi-weekly payments, September through June, each of which shall be based on 1/26 of the annualized salary rate, with pay on the last working day in June to include all of the monies which would normally have been paid in July and August. (Notice to exercise this option shall be made in writing to the Business Manager by May 1 of any year).

Section C. Direct deposit of payroll checks shall be mandatory. All financial institutions that have direct deposit capacity will be permitted.

Section D. The number of institutions to which the District will send deductions for 403b plans shall be five (5). The District shall meet and discuss with the Association which institutions shall comprise the five selected institutions.

ARTICLE 6 — ASSOCIATION DAYS

Officers and official representatives of the Association shall be granted a collective total of thirty-three (33) days during the school year to conduct Association business so long as the absences do not interfere with the orderly operation of the overall educational process. No single officer or official representative of the Association, with the exception of the President, may use more than seven (7) of the above mentioned days. Requests for such leave shall be submitted to the Superintendent at least five (5) days prior to the commencement of such leave or portion thereof. The Association shall reimburse the District for the pay of the daily substitutes based upon the current minimum daily substitute rate.

ARTICLE 7 — CONTRACT SECURITY

Section A. Nothing contained in this Agreement shall in any way abrogate or diminish the right of either party to seek equitable relief in the courts, including the right of either party to seek such relief if either believes a strike or lockout has occurred. The utilization of the

grievance procedure established in this Agreement shall not be considered a prerequisite for such recourse to the Court.

Section B. In the event that subject matter contained in this Agreement which is also provided for in the Public School Code and where said Public School Code has established a procedure for the resolution of any disputes which may arise concerning any subject matter, the procedures established by the School Code shall have precedence over the grievance procedure established in this Agreement. The grievance procedure of this Agreement shall not apply to disputes arising over the retention or non-retention of temporary professional employees and Salaried Substitutes. Such disputes shall be resolved in accordance with statutory and common law.

Section C. Nothing contained in this Agreement shall be so construed or implemented so as to be in derogation of any of the rights, duties, or obligations of the parties hereto and inconsistent or in conflict with, or in violation of the provisions of any statute or statutes enacted by a General Assembly of the Commonwealth of Pennsylvania.

Section D. The Personnel Policies handbook, developed jointly by the District and the Association and approved by the Board of Directors, may be changed in accordance with applicable law.

Section E. If any provision of this Agreement or its application thereof shall be held invalid for any reason, such invalidity shall not affect the other provisions or other applications of this Agreement which can be given effect without the invalid provision or application and to that end, all provisions of the Agreement are deemed to be severable.

ARTICLE 8 — NON-DISCRIMINATION

The provisions of this Agreement shall be applied without regard to race, creed, religion, color, national origins, age, sex, marital status, political affiliation, and place of residence.

ARTICLE 9 — DEDUCTION FRACTION

The fraction for determining deductions in each year of this Agreement for any Member of the Bargaining Unit will be 1/190.

ARTICLE 10 — JUST CAUSE

Section A. No employee shall be reprimanded in writing or disciplined without just cause.

Whenever:

1. The District has made a prior determination that it is considering disciplinary action against any Member of the Bargaining Unit, and
2. The District requests a Member of the Bargaining Unit to appear before any member of the Administration, the District shall clearly inform the Member of the nature of the meeting, and, in the event that the meeting is accusatory in nature, the District shall advise the Member of her/his right to representation and shall provide opportunity for the Member to obtain such representation.

Section B. No tenured professional employee shall be dismissed without just cause. A tenured professional employee who has been served with a statement of charges upon which his/her proposed dismissal is based pursuant to Section 1127 of the School Code may file a grievance provided that he/she simultaneously files a written and notarized statement, in the form attached hereto and marked Exhibit A, irrevocably electing the grievance procedure rather than his/her procedural and substantive rights under the Public School Code with respect to his/her proposed dismissal I.

1. Whenever any Member of the Bargaining Unit is required to appear before the Superintendent, Board, Committee, or member thereof, to answer written charges, the resolution of which may affect the continuation of any Member of the Bargaining Unit in his/her position or any salary or increment entitlements, Member shall be given prior written notice of the purpose for the meeting or interview and may have legal counsel of his/her own choice present to advise and represent Member during such meeting or interview. The Association shall have a representative present at this meeting or interview.
2. In the event that an employee is suspended pending a decision on said charges, the said employee shall receive his/her deferred or accrued earnings up to the date of any such suspension at the next following regular pay period. The District shall also maintain in force during the period of suspension the employee's medical, dental, and group life insurance.
3. If the employee is found innocent of all charges:
 - a. he/she shall be paid, at the first regular pay period immediately following the employee's return from suspension, all earnings which normally would have been paid during his/her suspension, and
 - b. he/she shall retain all seniority rights accrued during his/her suspension.
4. If the employee is found guilty of charges, he/she shall reimburse the District for the costs of medical, dental, and group life insurance coverage paid by the District during the period of employee's suspension.

Section C. The Association shall make a prompt designation of the representative to whom reference is made in Sections A and B (1) so as to facilitate the expeditious completion of the meeting or interview.

Section D. A Member of the Bargaining Unit shall have the right upon request to review the contents of his/her personnel file maintained in the Superintendent's Office, except for confidential material submitted by other agencies and/or persons, personal references, academic credentials, pre-employment reviews and other similar documents. Such Member may have a representative of the Association accompany him/her during such review.

Section E. No material derogatory to a Bargaining Unit Member's conduct, service, character, or personality, following election to a position in the District, shall be placed in his/her personnel file unless the Member shall acknowledge in writing that he/she has had an opportunity to review such material with the express understanding that such signature in no way indicates agreement with the contents thereof. The Member of the Bargaining Unit shall

also have the right to submit a written answer to such material and such reply shall be attached to the file copy.

Section F. Any criticism by an administrator or Board Member of a Member of the Bargaining Unit shall be made in confidence and not in the presence of students, parents, or at public gatherings unless the same is subject at a hearing provided by an applicable statute of this Commonwealth.

ARTICLE 11 — GRIEVANCE PROCEDURE

Section A. The parties hereto agree that an orderly and expeditious resolution of grievance arising out of the application and interpretation of the terms of this Agreement shall provide a four-level process for the disposition of any such grievance which process is set forth as follows:

Level I Settlement shall be attempted informally on the form attached to this agreement among the aggrieved employee and union representative and the appropriate supervisor, or other appropriate administrator, within twenty-one (21) calendar days of the initial occurrence of the matter which is the basis of a complaint arising out of the interpretation or application of the terms of the contract through an informal meeting of the parties.

Level II If no satisfactory settlement is reached within that time then any unit member who believes that a justifiable complaint has arisen out of the interpretation and application of the terms of this Agreement may file a grievance, in writing, and on a form attached hereto and marked Exhibit A. The Association shall present such grievance to the grievant's principal or supervisor within ten (10) calendar days of receiving an informal response at Level I.

The principal shall reply in writing to the grievant within ten (10) calendar days after the presentation of any grievance.

Level III In the event the grievant is dissatisfied with the determinations of the principal, the grievant may, within ten (10) calendar days after receiving the written reply of such principal, submit such grievance to the Superintendent, or his designee, for resolution.

The Superintendent, or his designee, shall notify the grievant of his decision in writing ten (10) calendar days after receipt of grievance.

Level IV If the decision of the Superintendent or his designee, fails to resolve the grievance to the satisfaction of the grievant, the grievant shall notify the Board in writing within ten (10) calendar days of the Superintendent's decision that the grievance be submitted to the Board at its next official Board meeting. The Board shall notify the party(ies) involved of its decision within ten (10) calendar days of such official Board meeting.

Level V If the Association is not satisfied with the determination of the Board, the grievance shall be referred to binding arbitration, within ten (10) calendar days

of such notification, by a single arbitrator and in accordance with Section 903, Article IX of the Public Employee Relations Act.

If the last day for filing a grievance or reply at any step shall be a Saturday, Sunday, a school calendar holiday, or a legal holiday, the grievance or reply may be filed on the first business day thereafter.

Section B. If any grievant fails to meet the requirements as established in the procedures under Section A of this Article, the District shall notify the Association in writing at which time the grievant shall have ten (10) calendar days to respond. If a written response from the grievant is not received within this time limit, action on the grievance shall be deemed final. If the employer at any step fails to render its decision within the time periods established, the grievant shall notify the employer in writing at which time the employer shall have ten (10) calendar days to respond. If a written response from the employer is not received within this time limit, the grievant shall be granted the requested action, without prejudice to the District's future position. If the grievant does not proceed to the next step within the time limits after the employer has responded, then the grievance shall be resolved based upon the employer's answer.

Section C. If a grievance affects a group or class of Members of the Bargaining Unit working under different principals, the Association may submit such grievance in writing to the Superintendent instead of a principal and the processing of such grievance shall be implemented at Level II. The Association shall identify each Member of the group or class of Members of the Bargaining Unit in whose behalf such grievance is filed.

Section D. The arbitrator shall in no way alter, modify, change, amend, add to or subtract from the provisions of this Agreement.

Section E. The fees of the arbitrator and all costs incidental to the work of the arbitrators shall be shared equally between the parties.

Section F. Meetings and/or hearings connected with the grievance procedure shall not be open to the public.

Section G. The Association shall be represented at any step of the grievance procedure whether requested or not by the grievant.

ARTICLE 12 — SCHOOL YEAR

Section A.

1. Employees shall not be required to be on duty for more than 190 work days per school year.
2. Teachers new to the District shall be required to work two (2) additional days which shall be required for orientation.
3. Canceled days (snow emergency, etc.) will be made up as follows: .
 - A. Days needed to meet the requirement of 180 instructional days shall be made up as days of instruction for students, requiring employees to work.

- B. For any number of make-up days not required to meet the requirement of 180 instructional days shall be made up as follows:
 - i. Half of those days will be dropped from the work year and still count as part of the 190 contracted days;
 - ii. The remaining makeup snow days will be district-directed days;
- C. The same remaining makeup snow days (Section A, 3, B above) may be applied to the current year or next year's calendar as determined by the district including immediately preceding the first teacher-day of the following school year per the following conditions;
 - i. If not applied before July 1 of the year they were missed, those who retire/resign before July 1 of that year will be forgiven these days;
 - ii. If not applied before July 1 of the year they were missed, anyone furloughed/non-renewed will be forgiven these days;
 - iii. If not applied before July 1 of the year they were missed, salary substitutes not returning the following year will be forgiven these days; and,
 - iv. Newly hired teachers for the following year will be paid per diem for any days they work beyond 192.
- D. If the number of days to make up is an odd number, the one-half day after dividing the total in two will belong to the district. For example;
 - i. If five days are to be made up, the District will drop two days and claim the remaining three. If three days are to be made up, the District will drop one day and claim the remaining two. If one day is to be made up, the District will claim that day and drop none; and,
 - ii. If four days are to be made up, the District will drop two days and claim the remaining two. If two days are to be made up, the District will drop one day and claim the remaining day.

The new snow day procedure will go into effect for these days during the 2011-2012 school year.

ARTICLE 13 — SCHOOL DAY

Section A. The length of the work day for members of the Bargaining Unit shall be 7.25 hours. Effective with the 2008-2009 school year, the work day shall be increased by fifteen (15) non-instructional minutes for safety reasons bringing the total time to 7.50 hours. On days of early closing (inclement weather), the following protocol will be followed:

- a. Teachers will remain for no more than 30 minutes after students are released;
- b. Principals will ask for 2 volunteers to stay until all students are picked up. If no one volunteers, then 2 teachers will be selected on a rotating basis of seniority beginning with the least senior teachers.

Section B. A thirty (30) minute duty free lunch period for Member of the Bargaining Unit shall be provided in accordance with the applicable provision of State Law. In the event the

Member of the Bargaining Unit leaves the building during the Member of the Bargaining Unit lunch period, he/she is required to notify the Principal/designee.

Section C. Members of the Bargaining Unit will not be expected to work more than a total of twelve (12) hours per school year, in addition to the specified work day, on assigned duties. Exceptions to this restriction are monthly faculty meetings, open House, parent/teacher conferences for reporting elementary pupil progress, and school evaluation meetings (including but not limited to Middle States Evaluations of senior high and junior high/middle schools and elementary school evaluation). Junior high/middle school and elementary school evaluations will be conducted by Middle States Association or in a manner and/or frequency similar to a Middle States evaluation.

Section D Behavior Management Specialists (BMS) shall be required to work 7.25 hours per day which includes a thirty (30) minute duty free lunch break. Effective with the 2008-2009 school year, the work day shall be increased by fifteen (15) non-instructional minutes bringing the total time to 7.50 hours. Regular, daily work hours for each BMS shall be scheduled by the building principal and shall include a ten (10) minute break in the morning and a ten (10) minute break in the afternoon.

Section E Summer hours required for secondary counselors will be covered by an 11 month contract and not by Article 49 with the additional four (4) weeks to be scheduled by the principal throughout the summer as follows: One (1) week at the end of the school year. One week prior to the start of the school year. Two weeks to be scheduled by the Principal after meeting and discussing with the Counselors. It is understood that the Principal's right to schedule those two weeks shall not, however, interfere with a counselor's right to two, uninterrupted weeks of vacation during the summer.

ARTICLE 14 — PREPARATION TIME

Section A. The District agrees to provide each secondary teacher with a minimum of five (5) preparation periods per week, preferably one (1) per day. The preparation period shall be duty free and teacher directed to the maximum extent possible.

Section B. The District agrees to provide to all members of pupil services, school nurses, consultants; a minimum of five (5) preparation periods per week, preferably one (1) per day.

Section C. The District agrees to schedule each elementary teacher with five (5) preparation periods per week, preferably one per day, whenever and wherever possible, total time not less than two hundred forty (240) minutes. Effective in the 2008-2009 school year, the District agrees to schedule each elementary teacher with five (5) preparations periods per week, at least one per day of no less than 30 consecutive minutes. It is understood that the District requires flexibility in scheduling said preparation time, but in no case shall the total number of non-student contact minutes each week be less than two hundred forty (240) minutes. The preparation periods shall be duty free and teacher directed to the maximum extent possible.

Section D. The District will compensate teachers \$30.00 for each full preparation period which is lost due to the obligation to substitute. No teacher shall be entitled to compensation

for preparation periods lost during inclement weather delays or early dismissals or ASD school closings.

ARTICLE 15 — CONDITIONS OF EMPLOYMENT

Section A. The District shall maintain all of the buildings within which Members of the Bargaining Unit work in accordance with the safety requirements established by applicable Local, State, Federal law.

Section B. Members of the Bargaining Unit shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety, or well-being.

Section C. No Member of the Bargaining Unit shall be required to participate in a search for a bomb or other lethal instrument or to remain in that portion of a building in which he/she would be subject to either actual or threatened injury by reason of bomb, lethal instrument, or fire. Members of the Bargaining Unit shall supervise students during any such periods.

Section D. Insofar as permitted by the physical and financial resources of the District and in its sole discretion deems necessary, it shall provide sufficient typing, duplicating, stencil and mimeograph facilities for Members of the Bargaining Unit in their preparation of instructional material, desks, closet and storage space, chalkboards, audio and visual aid equipment, dictionaries, texts in use, grade books and other such materials required in the daily teaching responsibilities; lunchroom, restroom, lounge, and lavatory facilities exclusively for teachers' use.

Section E. The District, through its administrators, shall seek volunteers from among the Members of the Bargaining Unit within the buildings where such Members work for the performance of duties which shall include but not be limited to supervision of cafeterias, bus loading or unloading. The District, however, reserves unto itself and within its sole discretion to make assignments of Members of the Bargaining Unit for such duties where, in its judgment, there are no volunteers or insufficient volunteers to accomplish the same.

Members of the Bargaining Unit shall not be required to collect money for commercial enterprises as part of their teaching duties.

Section F. Every Member of the Bargaining Unit shall have the right to exercise the same authority as to the conduct and behavior over the pupils during the time they are in attendance as the parents, guardians, or persons in parental relationship to such pupils may exercise over them. The District shall not hold the Member guilty of any wrongdoing in the use of force in self-defense or in the restraining of a student to prevent harm to that student or others, provided that the degree of force utilized is lawful under the facts and circumstances involved. Furthermore, the District shall consider the Member innocent of any wrongdoing if he/she acts toward the student in a manner which is in keeping with or in compliance with the disciplinary policy adopted by the District.

Section G. The District shall request its Solicitor to represent any Member of the Bargaining Unit who is arrested on charges or allegations of cruelty or misconduct toward a student(s), if he/she has acted in a proper professional manner, as determined by a committee composed of one (1) member of the Association, one (1) administrator, and one (1) Board member. The District Solicitor shall be the legal advisor for this committee.

In case of assault upon a Member, the District shall, through its administration, advise the Member concerning his/her options with respect to such assault.

ARTICLE 16 — SENIORITY

Section A. The District will provide the Association with a seniority list upon request.

ARTICLE 17 — VACANCIES

Section A. Except as otherwise provided in this Article, vacancies shall be handled in accordance with the guidelines listed in Article 18 (Transfers). The selection of the person to fill any vacancy, however, shall be made by the sole discretion of the District and its administrators, and its decision shall be final and binding.

Section B. This Article does not apply to Behavior Management Specialists.

ARTICLE 18 — TRANSFERS

Section A. Except as otherwise provided in this Article, transfers shall be handled in accordance with the guidelines below:

1. On or before April 15 of each year, the School District shall post a notice of all vacancies it anticipates for the following school year, excepting those positions the School District is prohibited from filling with a permanent employee by the CBA or relevant law;
2. Vacancies required to be posted shall include positions held by salaried and non-salaried substitutes;
3. In the event that a vacancy occurs during the school year but before April 15 of that year, the School District shall immediately post the position unless the CBA or relevant law prohibits the School District from filling that position with a permanent employee;
4. Vacancies that occur on or after April 15 of the school year shall be considered as anticipated vacancies for the following school year only and not as vacancies for the current school year requiring immediate posting;
5. In order to be considered for a vacancy that occurs during the school year, bargaining unit members must submit a Declaration of Interest within ten (10) days of its posting specifying the vacancy for which he/she is applying;
6. In order to be considered for anticipated vacancies for the following year, bargaining unit members must submit a Declaration of Interest by May 30 but not before April 15 of the current year specifying the vacancy for which he/she is applying.
7. The School District shall continue until July 31 to post vacancies for the following school year on its website during the summer and allow Declarations of Interest to be submitted via said website within ten (10) days of their posting.
8. During the period of August 1 to September 1, the District shall have the right to fill positions for the upcoming school year without having to first make the position available to bargaining unit members.

9. All Declarations of Interest shall be discarded once the position(s) specified in the Declaration of Interest is filled.

Section B. The District, however, reserves the right to select the most qualified Employee and the right to provide staff balance within each school or group of schools.

Section C. This Article does not apply to Behavior Management Specialists.

ARTICLE 19 — FURLOUGH/RECALL

Section A. If it appears professional employee furloughs are necessary, the District shall meet with the Association prior to the notification of professional employee(s) involved for the purpose of discussing possible methods of avoiding professional employee(s) furlough(s) and possible means of minimizing the effect upon the professional employee(s) involved.

When it is necessary to reduce the tenured professional employee staff, the District shall attempt, by process of attrition, to avoid tenured professional employee furloughs. Finally, the District shall notify each professional employee involved by June 1.

Section B. The following guidelines shall apply to the reduction of the tenured professional staff as follows:

Tenured professional employees shall be retained on the basis of seniority rights acquired through continuous tenured, professional service in the Allentown School District in any or all areas of certification.

Section C. Tenured professional employees scheduled to be furloughed in the subject area they are currently teaching may, at that time, use seniority rights in any area in which they are currently certificated. Such seniority rights shall prevail over only the least senior employee in such other subject area.

Section D. No furloughed tenured professional employee shall be prevented from engaging in another occupation during his/her period of furlough. Furloughed tenured professional employees shall be placed on a preferred re-call list and the District, in filling vacancies, shall give priority to furloughed tenured professional employee's certification and qualifications in the program, department, school or school entity in which the vacancy exists. The District shall not hire any new employee to fill any position for which there is available, on the preferred re-call list, a furloughed tenured professional employee who is properly certified to fill such vacancy.

Section E. The District may offer temporary vacancies, intended at the time of hire to have a duration of ninety (90) working days or less, to qualified tenured professional employee from the preferred re-call list.

Section F. The District shall offer temporary vacancies, intended at the time of hire to have a duration of more than ninety (90) working days, to qualified tenured professional employees from the preferred re-call list. The District shall pay the furloughed professional employee as though he/she were on the same salary step to which he/she would have been entitled had he/she been employed during the school year immediately following the year in which he/she was furloughed, plus all fringe benefits currently received by professional employees of the District.

Section G. If any temporary vacancy shall terminate, either by reason of the return to service of the Member of the Bargaining Unit who previously held such position or otherwise, the furloughed tenured professional employee shall be returned to the preferred re-call list.

Section H. Any tenured professional employee on the preferred re-call list may refuse any temporary vacancy intended at the time to have a duration of ninety (90) working days or less.

Any tenured professional employee on the preferred re-call list may refuse any temporary vacancy intended to have a duration of more than ninety (90) working days, provided, however, that any tenured professional employee who shall refuse two (2) such temporary vacancies shall be removed from the preferred re-call list.

Section I. No tenured professional employee holding a temporary vacancy shall be eligible for recall to any other temporary position for the duration of the temporary vacancy he/she is currently filling.

Section J. A tenured professional employee will be placed on the preferred re-call list for a minimum period of two (2) years. At the end of two (2) years from date of furlough, the tenured professional employee must notify the District that he/she desires to remain on the District preferred re-call list for an additional one (1) year. In the event that such notification is not received within thirty (30) calendar days of the tenured professional employee's name will be removed from the preferred re-call list. Copy of preferred re-call list shall be given to the Association by October 1 of each of the first two (2) years and kept current by the Association with additions/deletions supplied by the District.

Section K. The District shall send notice, by certified mail, of such vacancy to the furlough tenured professional employee at his/her last known address. In the event that the furloughed tenured professional employee either rejects such position or fails to respond within a fifteen (15) work-day period after the sending of notice, he/she shall be passed over for such vacancy and his/her name removed from the preferred re-call list. It shall be the duty of each furloughed tenured professional employee to notify the District, in writing, of his/her current address.

Section L. In the event that a furloughed tenured professional employee is re-called and accepts full-time employment with the District, he/she shall be placed upon the same salary step to which he/she would have been entitled had he/she been employed during the school year immediately following the year in which he/she was furloughed.

Section M. In the event that any provision of this furlough and re-call Article shall be in conflict with any provision of the School Laws of Pennsylvania as the same may be amended from time to time, the School Laws shall prevail.

Section N. This Article does not apply to Behavior Management Specialists.

ARTICLE 20 — NOTIFICATION OF TEACHING ASSIGNMENT

Section A. All employees whose subject assignments or assigned buildings are changed for the succeeding school year from their assignments in the current school year shall be

given written notice of their assigned buildings and subject assignments no later than the 7th day of June. In the event that changes in assignments are made due to unforeseen circumstances or changes in conditions, all employees affected shall be notified with dispatch, and given opportunity to discuss the reassignment with the person responsible. Consideration shall be given to the preference of the employee, but the determination of the administration on the assignment or reassignment shall be deemed final and binding.

ARTICLE 21 — EVALUATION OF STUDENTS

Teachers shall determine grades of students. No grade shall be changed without consultation with the teacher. The principal shall have the right to promote/retain any student administratively and shall promptly notify the teacher. In the event a grade is changed or a student is promoted/retained administratively, the same shall be noted by the administrator on the student's record.

ARTICLE 22 — OBSERVATION AND EVALUATION OF MEMBERS

Section A. All monitoring or observations of the work performance of a Member of the Bargaining Unit shall be conducted openly and with full knowledge of the Member. At least two (2) formal observations shall be held each year for each non-tenured Member of the Bargaining Unit. The use of public address audio systems and similar devices for surveillance purposes shall be strictly prohibited.

Section B. The Member of the Bargaining Unit shall be evaluated and rated only by persons authorized to do so by the Public School Code of Pennsylvania (1949 as amended). Any form used for evaluation shall be made known to the Association prior to implementation.

Section C. Observations of Members of the Bargaining Unit which shall result in evaluations and ratings shall be conducted for a minimum of thirty (30) minutes.

Section D. At the time of evaluation and/or formal rating, a conference shall be held, if requested by either party. The Member of the Bargaining Unit shall be given a copy of his/her evaluation report or rating one (1) day prior to such conference.

Section E. Written comments may be made by the person rating and/or the Member. The Member's signature shall indicate only that he/she has seen the rating/evaluation. No rating/evaluation shall be placed in the personnel file of the Member of the Bargaining Unit without providing the Member with the opportunity for such conference. No written evaluative material may be offered at a hearing unless it had previously been placed in the personnel file of the Member of the Bargaining Unit with the individual's full knowledge of its content.

ARTICLE 23 — NONTEACHING DUTIES

Section A. Under the terms and conditions of Act 195, the District agrees to Meet and Discuss nonteaching duties and substitute teacher utilization on a regular basis.

ARTICLE 24 — TUITION REIMBURSEMENT

Section A. The District shall provide Tuition Reimbursement for Employees. (Effective dates – September 1 of any year to August 31 of succeeding year.)

Section B. An employee shall be eligible for Tuition Reimbursement for graduate credit only provided:

1. Employee has acquired six (6) graduate credits beyond the Bachelors Degree.
2. He/she had obtained prior written approval from the Superintendent of Schools for the subject credits to be taken at an institution accredited by one of the recognized associations (example: The Middle States Association of Colleges and Secondary Schools).
3. The coursework is part of her/his approved Professional Development Plan. A committee comprised of equal members of the District and the Association shall develop guidelines for a Professional Development Plan. The Superintendent or her/his designee may grant an exception permitting a course to be eligible for tuition reimbursement although said course is not part of the employee's approved Professional Development Plan.
 - a. No tuition reimbursement will be allowed for correspondence courses.
 - b. On-line or distance learning courses from accredited colleges/universities shall not be excluded from coverage under this provision.
4. He/she shall have obtained a final grade of "B" or better for the subject credits.
5. Maximum tuition reimbursement will be for nine (9) graduate credits per year.
6. He/she shall be an Employee of record in the District throughout the complete school year immediately following the year in which the credits were acquired. If the Employee (except an Employee who shall be granted a leave of absence) fails to complete the school year immediately following that school year in which the credits were acquired, he/she shall refund to the District all tuition reimbursement received by him/her.

Section C. Upon prior approval of the Superintendent or her/his designee, undergraduate credits may be reimbursed as part of the Employee's Professional Development Plan, if the employee meets the conditions of Section B., subsections 3.-7. of this Article.

Section D. Each Employee requesting tuition reimbursement shall file a Request for Approval of Graduate Credits (available in Superintendent's and schools' offices) with the Superintendent prior to course registration.

Section E. Each Employee shall validate his/her eligibility for tuition reimbursement by filing (by certified mail or hand delivery) an official transcript and a receipted tuition bill in the office of the Superintendent of Schools no later than September 15 of the school year immediately following the school year in which the credits were acquired.

Section F. The maximum reimbursement per credit will be at the graduate credit rate of the State University system (Kutztown University, East Stroudsburg University, Bloomsburg University, et al).

Section G. An Employee taking additional course credits shall be reimbursed immediately following the filing to the office of the Superintendent of Schools of the following: a) the transcript proving the satisfactory completion of the course(s); and b) the receipted tuition bill.

Section H. All Employees who qualify for Professional Development Leave for study purposes shall have all college credits reimbursed during the Professional Development Leave.

ARTICLE 25 — DISCIPLINE ACTION

Section A. If a teacher is not satisfied with a disciplinary action taken by the principal with respect to a pupil, he/she may, within two (2) teacher work days, so inform the Superintendent's designee through the Allentown Education Association president/designee. The Superintendent's designee shall study the teacher's report, make a determination, and inform the teacher and the Allentown Education Association president/designee of that determination as soon as possible after the receipt of the report.

Section B. If the teacher is not satisfied with the determination of the Superintendent's designee, he/she may, within two (2) teacher work days, so inform the Superintendent through the Allentown Education Association president/designee. The Superintendent shall study the teacher's report, make a determination, and inform the teacher and the Allentown Education Association president/designee of that determination as soon as possible after the receipt of the report.

ARTICLE 26 — TEACHER INDUCTION PROGRAM

Section A. The District will establish the use of a Support Teacher Card which may be submitted annually on or before April by any professional interested in serving as a support teacher for the following school year.

Section B. The term "inductee" shall be defined to mean any professional whom the District assigns to the Induction Program.

Section C. It is understood that the Support Teacher Meeting will be held in August and will be required for support teachers (mentors) . Teacher Orientation scheduled for August and seminars scheduled for August for new teachers (inductees) are all meetings for which support teacher attendance will be on a voluntary basis. New teachers (inductees) shall be required to attend Teacher Orientation Meetings in accordance with Article 12A(2).

Section D. Compensation for the support teacher shall be as follows:

1. For any and all time devoted to the Teacher Induction Program to a maximum of thirty (30) hours .179 Extra Pay Ration (see Exhibit C)

2. Payment for any hours beyond the thirty (30) hours, subject to prior approval of the principal – to a maximum of fifteen (15) hours at the contractual hourly rate.

Section E. The inductee shall be compensated for any hours beyond the normal school day to a maximum of fifteen (15) hours.

Section F. When the induction year begins later than September 1 and thus carries over into the following school year, the payment shall be prorated on an annualized basis using the rate established for the school year during which the service is rendered.

Section G. Should more than one teacher serve as a Support Teacher for one inductee during a school year, each Support Teacher's compensation shall be prorated on an annualized basis using the rate established for the school year during which the service is rendered.

ARTICLE 27 — COOPERATING TEACHER/STUDENT TEACHING PROGRAM

Section A. In April of each year, the "Cooperating Teacher Forms" shall be made available to every professional employee by the building principal and shall be returned to him/her when properly completed. The principal shall return the form to the Superintendent's designee and to the Association.

Section B. Student teacher assignments shall be made wherever and whenever possible at least two (2) weeks in advance of the date the student teacher is to report to the school.

Section C. Teachers who are required to attend District designated meetings because of their participation as cooperating teachers shall be paid at the contractual hourly rate.

ARTICLE 28 — ASSOCIATION PRESIDENT RELEASE TIME

For the term of this Agreement, the President shall be entitled to full released time from Professional duties to conduct Association business during the work day, without loss in wages, benefits or other contractual advantages. Any grants, stipends, awards or other alternative financial arrangements made between the AEA and PSEA/NEA for President's released time shall be remitted to the District.

ARTICLE 29 — SALARIED SUBSTITUTES/ELEMENTARY ABSENTEE SPECIALIST/SOCIAL WORKER

Section A. Salaried Substitutes

1. The District may hire Salaried Substitutes as needed. The number of Salaried Substitutes will not exceed the number of Employees on leaves such as maternity, sabbatical, or any other purpose granted by the District. Salaried Substitutes shall be hired for a period, intended at the time of hire, to last ninety (90) working days or more. Salaried Substitutes who have applied for certification, but have not received such, will be considered as day-by-day substitutes until the initial date on the certificate once issued. As of that date, they shall be classified as a salaried substitute as described in this Article.

2. Salaried Substitutes must meet the same qualifications as Employees. They will be supervised and evaluated by the same administrators who supervise and evaluate Employees. They are subject to the same rules and regulations and shall attend the same staff meetings as Employees.
3. Salaried Substitutes, if they qualify, can receive retirement credit with the Pennsylvania School Employees' Retirement Board. They shall be paid on the same pay schedule as other Members of the Bargaining Unit.
4. All Salaried Substitutes will be hired at the starting salary for Employees with a bachelor's degree regardless of degree or credit level. Salaried Substitutes who are employed by the District for a second consecutive school year shall move to the appropriate step on the bachelor's salary schedule determined by the number of days worked as a Salaried Substitute in the previous school year. Movement on the salary schedule for Salaried Substitutes will be limited to the bachelor's column.
5. The District may terminate the employment of a Salaried Substitute at any time after two (2) weeks notice or such lesser period as is appropriate.

Section B. Salaried Substitutes/Elementary Absenteeism Specialist/Social Worker

1. For the term of this Agreement, the District shall pay for the following fringe benefits up to and including the last day of the last month of employment:
 - a. Medical Insurance
 - b. Dental Insurance, including orthodontia for dependent children to age 19
 - c. Vision Care
 - d. Prescription Coverage
 - e. Term Life Insurance
 - f. Cost Containment Provisions as per Article 30, Section F; however, an employee in this category shall only be eligible for a pro-rata payment of \$833.33.
 - g. Personal Leave
 - h. Bereavement Leave
 - i. Subpoena Leave
 - j. Military Leave
2. The District shall provide medical and dental insurance up to and including the last day of the last month of employment, as follows:
 - a. The employee shall be subject to the same premium share and deductibles as all other teachers..
3. Sick leave will be granted at yearly rate of eleven (11) days, prorated for the term of his/her employment in the District, not cumulative from year to year.
4. Will not be eligible for income protection or leaves of absence, other than personal leave, bereavement leave, subpoena leave, and military leave.

ARTICLE 30 — MEDICAL BENEFITS

Section A. Dental Insurance

1. Basic (100%)
 - a. Diagnostic (Routine oral exam and dental x-rays)
 - b. Preventive (Routine prophylaxis, fluoride, and space maintenance)
 - c. Restorative (Fillings for diseased or broken teeth)
 - d. Endodontics (Root canal and pulpotomy)
2. Oral Surgery (80%)
3. Inlays, Onlays, and Crowns (80%)
4. Periodontics (80%)
5. Orthodontics (50% w/lifetime maximum of \$2,500)

Section B. Prescription Insurance

The deductibles to be applied shall be:

Year	Generic	Preferred Brand (Formulary)	Non-preferred Brand (Non-formulary)
2012-13	8.00	25.00	55.00
2013-14	8.00	25.00	55.00
2014-15	8.00	25.00	55.00

3. Same deductibles as above apply to all prescriptions filled by mail order (30 day or more or 100 dose supplies as needed).

Section C. Vision Care

Type	Examination By Licensed Vision Care Practitioner		
		Frames	Lenses
Regular	\$55.00	\$24.00	\$24.00
Bifocal	\$55.00	\$24.00	\$36.00
Trifocal	\$55.00	\$24.00	\$46.00
Aphakic	\$55.00	\$24.00	\$72.00
All Contacts	\$55.00	\$—	\$50.00

1. Reimbursement for examination by a licensed vision care practitioner, (ophthalmologist/optometrist).

2. The District shall distribute the vision care fund for each year on a first-applied, first-paid basis. There shall be no reimbursement to any employee who shall apply after the fund has been exhausted. The District reserves the right to self-insure.
3. Reimbursement to a Member of the Bargaining Unit or dependent for an examination or frames or lenses (including contacts) or combination of all three can occur once in a two-year period except for dependent children to age 16. This once-every-two-year reimbursement may be used to purchase Opti-Vision up to a maximum of thirty six dollars (\$36).
4. Reimbursements require specific billing by the licensed vision care practitioner. No reimbursements will be made without specific documentation in each category for which reimbursement is sought.
5. Maximum Available Expenditure each year for the term of the collective bargaining agreement shall be \$45,000 for all employees.

Section D. Except as set forth below the District shall pay the total annual premium for all Members of the Bargaining Unit:

Effective September 1, 2012, the employee shall contribute:

Traditional Plan			
Premium Co-Pay	2012-13	2013-14	2014-15
Monthly	70.00	90.00	110.00
Yearly	840.00	1,080.00	1,320.00

- a. Annual out-of-network deductibles of \$250.00 per covered individual and \$750.00 per family

PPO Plan			
Premium Co-Pay	2012-13	2013-14	2014-15
Monthly	70.00	90.00	110.00
Yearly	840.00	1,080.00	1,320.00
Office Visit	20.00	20.00	20.00
ER	35.00	35.00	35.00

- a. Annual out-of-network deductibles of \$250.00 per covered individual and \$750.00 per family
- b. Annual in-network deductibles of \$250 per covered individual and \$500 per family

Benefits shall include those described in Section B., Section C. and Section D. And the Capital Blue Cross Traditional Plan, as it may be amended, or a comparable plan or the Capital Blue Cross PPO, as it may be amended, or a comparable Plan.

Section E. Except as set forth in Article 29, the District shall pay the total annual premium for all Salaried Substitutes/Elementary Absenteeism Specialists/Social Worker. Benefits shall include those described in Section B., Section C., and Section D.

Section F. Cost Containment Provisions

The following provisions have been agreed to for the purpose of assisting the District in containing the cost of providing medical and dental benefits to its employees and limiting the future increases in those costs:

1. Employees who are enrolled in family coverage under the District medical and dental plans and who are willing to discontinue that coverage at the start of any school year shall receive a one-time bonus payment of one thousand dollars (\$1,000) at the time of such discontinuance in consideration of the cost savings to the District. To be eligible for the bonus payment, the disenrollment must be for a minimum period of one (1) year. If such employees later wish to reenroll in a District paid medical and dental plans, they may do so upon the condition that they contribute twenty-five percent (25%) of the total cost of the plan for the first twelve (12) months of their reenrollment. In the event an employee enrolled in other than family coverage is willing to discontinue that coverage under terms similar to the above, a proportionate bonus payment based on the relative premium cost compared to family coverage will be made. Employees receiving a bonus who terminate employment with the District in less than one calendar year shall have deducted from final salary payments a pro rata portion of the bonus.
2. Employees who must re-enroll or newly enroll in the District medical and dental plans prior to a full year of disenrollment due to loss of alternative medical and dental coverage or other emergency circumstances may do so, subject only to limitations imposed by the medical insurance plan or carrier, and provided that the employee shall return to the District the pro rata portion of the bonus payment corresponding to the balance of the original year of disenrollment.

Section G. No employee eligible for health and medical insurance via the above sections and whose date of hire is July 1, 2007 or later, will be permitted to enroll their spouses if the spouse is eligible for similar, but not necessarily identical, health and medical insurance through his/her employer. The phrase "similar health and medical insurance" includes but is not limited to co-pays, deductibles, and benefit coverage. Spousal coverage will be provided only if the spouse shows certification annually that he/she is not eligible for coverage at his/her place of employment. Cobra qualifying and other life altering events such as death of a spouse, divorce, separation, the employee's spouse no longer has a job with healthcare coverage, or the employee's spouse's employer no longer provides health insurance covering the employee will negate this provision.

Section H. If, during the term of this Agreement, the Commonwealth of Pennsylvania passes legislation to include bargaining unit members in a state-wide medical insurance/health benefit plan, the District reserves the right to opt into that plan. In the unlikely event that the statewide medical insurance/health benefit terminates for any reason, the District agrees to reinstate the health insurance plan in effect when it opted into the statewide plan.

ARTICLE 31 — DISABILITY INCOME

Section A. Employees shall be entitled to Income Protection payments at one-half (1/2) salary for restoration of health. Income Protection shall be subject to the following terms and conditions:

1. A letter of application shall be submitted to the Superintendent.
2. Each applicant shall first exhaust all sick leave benefits and all benefits for which Employee may be eligible under Article 46 of this agreement.
3. Each applicant shall submit a written statement from the Chief School Physician of the District certifying that the applicant will be undergoing restoration of health during the period for which benefits are sought.
4. No Employee shall receive Income Protection payments unless he/she shall be absent for a minimum of ten (10) consecutive working days unless during that time all sick leave benefits are exhausted.
5. Any Employee who has had Income Protection payments made by the District at any time for a total of one hundred eighty (180) days will be required to return to work for ninety (90) consecutive working days before again being considered for this benefit.
6. A qualified Employee may apply for sabbatical leave either before or after applying for Income Protection.
7. An Employee returning from Income Protection shall present a certificate of good health to the Superintendent of Schools, from the Chief School Physician of the District, prior to resumption of his/her duties.

ARTICLE 32 — LIFE INSURANCE

Section A. The District shall provide term life insurance with accidental death and dismemberment benefits for all employees. The life insurance will be equivalent to the nearest \$1,000 of salary up to a maximum of fifty thousand dollars (\$50,000). The accidental death benefit shall be equal to the face value of the life insurance. The dismemberment benefit shall include: 100% of the face value of the life insurance for loss of two (2) hands, two (2) feet, the sight of both eyes or any combination thereof and 50% of the face value of the life insurance for loss of a hand, a foot, or the sight of an eye.

ARTICLE 33 — RETIREMENT BENEFITS

The following benefits shall be provided to qualified employees upon retirement.

Section A. All of the following Qualifying Standards must be met in order for a retiring employee to receive the benefits listed below.

1. Age Fifty-five (55) or older in the school year in which the employee retires

2. Sixteen (16) or more years of consecutive service in ASD at the conclusion of the school year in which the employee retires
3. Thirty (30) or more years of credited PSERS service at the conclusion of the school year in which the employee retires
4. Submit to the Superintendent or designee a letter of resignation severing his/her employment as of the end of the school year. This letter shall be received on or before March 1. The letter of retirement cannot be withdrawn except by Board approval. The requirement for the letter of retirement by March 1 may be waived by the Board for reasons of illness or other urgent circumstances, or for such reasons as the Board may determine, in its sole discretion, to be valid.
5. Not receiving a disability allowance from PSERS
6. Work for a full school year immediately preceding retirement, except if prevented from doing so by illness, urgent emergency circumstances, or for such other reasons as the Board may determine, in its sole discretion, to be valid.
7. Effective only at the end of a school year.
8. Must survive to the end of the school year.
9. Must submit final application for PSERS benefits on or before last work day of the school year

Section B. Sick Leave Cash Payments

1. In order to qualify for payment under this Article, a retiring employee must have more than sixty (60) days of unused sick leave.
2. If qualified, an employee will receive \$150 per unused sick day starting from the first unused sick day for the 2012-13 year only. This benefit will sunset June 30, 2013.
3. The total payment noted in No. 2 above shall be paid in increments of One Thousand Dollars (\$1,000.00) per month, beginning the first pay date in August in the year of retirement. Depending upon the total payment to be received, the final monthly payment shall be \$1,000.00 or that lesser amount to which the retiree shall be entitled.
4. For eligible employees, payments for severance shall be made as an employer contribution into a 403(b) tax-sheltered annuity account, in accordance with IRC 403(b)(3) as it may be amended. This is a District contribution and the bargaining unit member will have no option to take a cash payment directly to the employee. This account must be established by the eligible employee directly with the District's provider of choice prior to separation of service. The District will make every effort to secure a provider(s) that will allow employees to transfer funds to other providers without any penalty. Failure to establish an account prior to any pre-set deposit date(s) will result in the forfeiture of the benefit.

Section C. Experience Cash Payments

1. For each year of service as a professional in the Allentown School District, the retiring employee shall receive a total payment equal to \$700 times the number of years of District service for the 2012-13 year only. This benefit will sunset June 30, 2013.
2. The total payment noted in No. 1 above shall be paid in increments of One Thousand Dollars (\$1,000.00) per month, beginning in the month of July, one (1) year following retirement. Depending upon the total payment to be received, the final monthly payment shall be \$1,000.00 or that lesser amount to which the retiree shall be entitled.
3. For eligible employees, payments for severance shall be made as an employer contribution into a 403(b) tax-sheltered annuity account, in accordance with IRC 403(b)(3) as it may be amended. This is a District contribution and the bargaining unit member will have no option to take a cash payment directly to the employee. This account must be established by the eligible employee directly with the District's provider of choice prior to separation of service. The District will make every effort to secure a provider(s) that will allow employees to transfer funds to other providers without any penalty. Failure to establish an account prior to any pre-set deposit date(s) will result in the forfeiture of the benefit.

Section D. All benefits listed in this Article shall sunset June 30, 2013.

ARTICLE 34 — ADVANCEMENT COMPENSATION

Section A. All Members of the Bargaining Unit employed after September 1, 1985, will be required to have an earned Masters Degree to be entitled to advancement to the M+15, M+30, M+45 columns of the Salary Schedule.

Section B. Members of the Bargaining Unit employed prior to September 1, 1985, and who completed the requirements for Masters Equivalent prior to January 1, 1988, and who have Progressed beyond Masters Equivalent or achieved M+15, M+30, M+45 columns of the salary schedule are allowed to advance.

Section C. Employees completing graduate courses during the year or in the summer must submit transcripts of credits for such increments to be applicable and salary placement shall be at the beginning of Schedule 1 or Schedule 2 only. When transcripts for the recognition of credits are held up by problems beyond the employee's control such as the inability of the college to supply the necessary verification, a letter from a responsible official at the college will be accepted until a transcript can be secured.

ARTICLE 35 — SALARY CREDIT

Section A. Salary credit of \$100.00 a year for Military Service may be allowed toward the negotiated starting salary of an employee not to exceed a total of \$300.00.

Section B. Salary credit of \$500.00 per year for teachers of Mentally and Physically Handicapped (Section 1142 of the School Laws of Pennsylvania).

ARTICLE 36 — BEREAVEMENT LEAVE

Section A. In case of the death in immediate family (father, mother, parent-in-law, brother, sister, son, son-in-law, daughter, daughter-in-law, husband, wife, grandchild) absence with full pay will be allowed from the day of death to the morning of the second day following the funeral, but in no event shall the absence be less than three (3) days. Similar absence without deduction will be allowed in cases where near relative resides in same household or any person with whom the Member of the Bargaining Unit makes his/her home. In the case of absence due to death of near relative (first cousin, grandparent, aunt, uncle, niece, nephew, brother/sister-in-law), full pay shall be allowed for one (1) day which shall be the day of the funeral. When the funeral is held Saturday or Sunday, no working day is allowed.

Section B. In the case of the death of more than one member of the immediate family or near relative, additional bereavement days may be granted as needed upon written request of the employee.

ARTICLE 37 — MATERNITY LEAVE

The District shall provide Maternity Leave to all eligible Employees in accordance with the provisions of the Equal Opportunity Act of 1972, the Civil Rights Act of 1964, Human Relations Commission regulations, and any and all applicable state and federal laws and/or regulations. Maternity Leave shall consist of childbearing and childrearing.

Section A. Childbearing shall only apply to females and is the time period certified by the attending physician as a temporary disability.

Section B. The District shall treat pregnancy, childbirth, false pregnancy, termination of pregnancy, and recovery therefrom as well as any other temporary disability related to pregnancy as well any other temporary disability for all job related purposes.

Section C. Employees eligible for childbearing leave are entitled to all benefits available to any other temporary disability.

Section D. Childrearing shall apply to all females and males at the termination of their temporary disability or sick leave due to pregnancy and childbirth of the employee, or the employee's spouse, or at the time of adoption of a child.

Section E. Childrearing shall be unpaid with no benefits available except tuition reimbursement.

Section F. Childrearing shall be defined for a time period not to exceed a portion of a semester and two (2) full semesters thereafter. Extensions to childrearing may be granted.

ARTICLE 38 — COURT APPEARANCE

Employees who are notified to be present as a party or witness in a court of record or at an arbitration in a court of record shall be excused from duty without loss of pay for the period of such attendance. A "Court of Record" is defined as any legally established judicial body or administrative tribunal including but not limited to a Magisterial Court, Court of Common Pleas, the Commonwealth Court, the Superior Court, and the Supreme Court.

EXCEPTION: A Member of the Bargaining Unit who is required to be present as a party or witness in a judicial, administrative, or grievance proceeding in which the District or any of its Directors or administrative staff is an adversary party, shall not receive salary or personal leave for the period of absence unless the Member is present at such proceeding at the request of the District. If the Member's presence is requested by the District, the District shall pay the difference between the subpoena fee to which the Member is entitled and his/her regular salary.

ARTICLE 39 — JURY DUTY

Employees who shall be called for Jury Duty determined by random selection by a Court of Record as defined as any legally established judicial body or administrative tribunal including, but not limited to, a Magisterial Court, Court of Common Pleas, the Commonwealth Court, the Superior Court, and the Supreme Court shall be excused from duty without loss of pay for the period so required. Employees so called shall be paid their daily rate of pay. A "Court of Record" shall be any court as defined above. The District shall pay the difference between the subpoena fee to which the Member is entitled and his/her regular salary.

ARTICLE 40 — LEAVE FROM ASSIGNED DUTY

Section A. Requests by employees to be absent from the performance of regularly assigned duties may be approved at the discretion of the Superintendent/designee and all such requests must be made in writing at least two (2) weeks before the effective date of the absence. Such absences from work shall meet the following criteria:

1. The function for which the absence is granted cannot reasonably be accommodated at another time.
2. Absences of two (2) or more consecutive days shall not occur more than once in any three-year period.
3. Such leave shall be at loss of salary.

Section B. An employee will be granted leave from assigned duties to receive a degree, without loss of pay, to attend graduation exercises of a member of the immediate family receiving a degree upon application to the Superintendent. Such leaves shall be limited to the day of graduation.

Section C. The Superintendent shall have discretionary power to permit an employee to leave before the end of the school term when the employee plans to use this time for:

1. An approved professional growth activity.
2. To attend summer school.

The above is subject to the following restrictions:

1. Such early leave shall not interfere with the closing of the school term.

2. The employee shall make proper and formal request in writing to the Superintendent not less than one (1) month before the last day of the school term.

ARTICLE 41— MILITARY LEAVE

Section A. A temporary military leave shall be granted to a Member of the Bargaining Unit who is involuntarily called to duty during the school year, up to and including fifteen (15) work days, at no loss of pay. All other military leaves provided by the Public School Code shall be granted under the terms and conditions set forth therein.

Section B. Military leave in excess of fifteen (15) days may be granted upon request by employees under the following conditions:

1. Employee must request an unpaid military leave of absence in writing to the Superintendent/Designee.
2. The leave request must be accompanied by official orders from the military.
3. The leave request must be at least two (2) weeks prior to the effective date of the absence whenever possible.
4. Such leave of absence shall be at loss of salary, at number of working days.

ARTICLE 42 — PERSONAL LEAVE

Section A. The Superintendent/Designee is authorized to grant leaves of absence not in excess of four (4) full days during any school year, without loss of pay to the employee.

Section B. Days requested shall be subject to the following:

1. Prior approval of Superintendent/Designee in order to assure a minimum of interference with the efficient and orderly operation of the school program. Requests will be considered in the order in which they are received.
2. Total school professional employees absent on personal leave on a given day may not exceed five percent (5%) of the professional staff assigned to a school.
3. In the event of a bona fide emergency, an employee's request for personal leave may be approved. It may be honored even though the request exceeds the five percent cap in 2. above. The decision as to what constitutes an emergency shall be final and may not be subject to the grievance process.
4. No more than two (2) days may be taken consecutively.
5. Requests for absence on the last regularly scheduled work day immediately preceding and/or the first regularly scheduled work day immediately following a holiday, as specified in the school calendar, will be granted only once in a two-year period.
6. No day granted may be used for any activity for which the employee is compensated or to pursue supplemental and/or alternative employment.

7. All requests shall be submitted in writing on the district's form. An emergency request must be submitted within five (5) days of its occurrence.
8. A request to which an employee is not entitled may be granted at loss of salary. Two or more consecutive days leave at a loss of pay may only be approved once in any three-year period.
9. At the conclusion of a school year, any personal leave not used by an employee will be added to his/her sick leave.

Section C. The number of days of entitlement shall be prorated for an employee hired for less than a school year.

Section D. A salaried substitute shall not be entitled to more than two (2) days in a semester. Her/his personal leave may not accumulate from semester to semester and any unused days will not be added to his/her sick leave.

Section E. A Behavior Management Specialist employed by the ASD as a salaried substitute shall not be entitled to more than two (2) days in a semester.

ARTICLE 43 — PUBLIC SERVICE LEAVE

Employees have all rights to become a candidate for political office. Upon submission of an appropriate application, the employee will be granted a leave of absence, without pay, to campaign and/or serve in a public or political office.

Furthermore, it is agreed that a block of time for political campaigning is available according to the terms of the contract. Said block of time for a primary election to be a minimum of two (2) weeks duration or, if more than two (2) weeks to extend to the end of the second (spring) semester or for a general election to be a minimum of two (2) weeks duration or, if more than four (4) weeks, to extend to the end of the first (fall) semester. In no event shall such leave extend beyond a three (3) year period (4 years for City/County Office), including leaves for campaigning and a leave to serve in an elected office for a maximum of two (2) years (4 years for City/County Office). An employee on leave to serve in an elected office will return to employment in the District at the beginning of the semester immediately following the end of the term of the political office to which he/she had been elected. It is further agreed that such unpaid leaves of absence as specified can be taken only once in any school year.

Such time spent, however, shall not be computed as service or experience in determining incremental entitlement or other benefits. All benefits to which an employee was entitled at the time the leave of absence commenced under the operation of this section, including but not limited to seniority and credits toward sabbatical leave eligibility shall be restored upon return to employment as fully as if said leave had never been taken.

ARTICLE 44 — QUARANTINE LEAVE

In case of quarantine, no deduction shall be made from employees' salaries provided said absence on account of quarantine shall be supported by a certificate from the Bureau of Health that such quarantine was mandatory.

ARTICLE 45 — SABBATICAL/PROFESSIONAL DEVELOPMENT LEAVE

All employees who have completed ten (10) years of satisfactory service in the Public Schools of the Commonwealth of Pennsylvania and at least five (5) consecutive years in the Allentown School District shall be entitled to a leave of absence for restoration of health, professional development or for other reasonable purposes under conditions as follows:

- A. At least five (5) consecutive years of such service shall have been in the Allentown School District.
- B. Such sabbatical/professional development leave of absence shall be for a half (1/2) or full school year, or for two (2) half school years during a period of two (2) years, at the option of the employee. However, the District will not grant any sabbatical leave or any portion of a sabbatical leave for a half year, full school year, or two (2) half school years during a two (2) year period for the purpose of travel.
- C. Thereafter, one (1) sabbatical/professional development leave of absence for the reasons stated above shall be granted to all employees after each seven (7) years of service.
- D. The employee on sabbatical/professional development leave shall receive fifty percent (50%) of his/her annual salary to which he/she would have been entitled had he/she remained in the school system that year.
- E. The employee on sabbatical/professional development leave shall be provided with District-paid medical, dental, vision care, prescription, income protection, and group life insurance benefits to the extent provided to all active full-time employees.
- F. All employees shall accrue seniority, salary increments, and sick leave credit of eleven (11) days for the period of sabbatical/professional development leave and shall participate fully in PSERS. Furthermore, the period of sabbatical/professional development leave shall be included in the employee's years of service in the Allentown School District.
- G. An employee granted the sabbatical/professional development leave of absence shall receive at the time the sabbatical/professional development leave is granted a letter stating the conditions under which the leave was granted.
- H. No leave of absence shall be granted unless such employee shall agree to return to his/her employment within the District for a period of not less than one (1) year after such leave of absence. Employee shall notify the Superintendent in writing of his/her intention to return not less than sixty (60) days prior to the expiration date of the leave.

No such leave of absence shall be considered a termination or breach of the contract of employment, and the employee on leave shall be returned to the same or similar position in the same school or schools he/she occupied prior thereto.

All employees returning from a sabbatical leave of absence for the restoration of health shall present a certificate of good health to the Superintendent of Schools from a physician and/or the Chief School Physician of the District prior to the resumption of his/her duties.

- I. An employee wishing to change the type of leave or the length of the leave shall request approval from the Board of Directors.
- J. A sabbatical/professional development leave shall become effective when approved by the Board of Directors.

ARTICLE 46 — SICK LEAVE

Section A.

1. Any unused sick leave credited to an employee shall be cumulative from year to year in the District without limitation. All or any part of such accumulated unused sick leave may be taken with full pay in any one or more school years. Sick leave will be granted at the rate of eleven (11) days per year.
2. All unused sick leave for employees will be recorded on the established sick leave individual records.
3. As of each September 1, eleven (11) days sick leave credit will be added to the above accumulated balances in A.2.
4. From the above sick leave balances, any sick leave days used shall be deducted during the fiscal year. The official record of such balances and deductions shall be maintained in the Payroll Department.
5. The District shall inform each employee by September 30 of each year the amount of sick leave he/she has accumulated.
6. Employees who sever their employment with one school district and enter into employment with the School District, City of Allentown, shall be entitled to full credit for accumulated sick leave to the extent allowed by School Code.
7. In case of accidental injury while on the job, and/or a District-assigned job, the Member of the Bargaining Unit will be paid for sick leave up to the maximum accumulation.

If an injury is compensable under Workers' Compensation, the following shall apply:

- a. During the first seven (7) calendar days of absence after the injury, no deduction shall be made from the employee's accumulated sick leave account.
 - (1) Employee keeps the Worker Comp check and receives no pay from the district.
 - (2) Employee gives the Workers Comp check to the district, the district deducts 1/3 sick day, and the district pays employee regular day's wages (This option qualifies for PSERS); and,

- (3) If an employee fails to give the Worker's Compensation Check to the District, within seven (7) days of his/her receipt, the District will cease paying the employee his/her regular salary and assume the employee has elected option (a). Any salary paid after the seventh calendar day but before the District stops payment shall be considered used sick days. If the employee does give the Worker's Compensation check(s), or payment equal to the check(s), to the District more than seven days after his/her receipt, then the District shall consider him/her to have exercised option (b) retroactively.
 - (4) In the event the disability extends beyond the accumulated sick leave, then the employee shall receive only the payments provided by the Worker's Compensation carrier.
 - b. Only option b(2) is covered by PSERS.
 - c. In the event the disability extends beyond accumulated sick leave, then the employee shall receive only the payments provided by the Workers' Compensation carrier.
 - d. The District will not provide compensation under Workers' Compensation if the injury is attributable to employment outside District service.
8. A Member of the Bargaining Unit shall not lose any sick leave days or salary because of an injury resulting from an assault by a student if the Member of the Bargaining Unit acted in proper professional manner as determined by a committee composed of two (2) Members of the Association and two (2) Administrators.
9. The District will not make sick leave payments to any person whose injury or illness is attributable to employment outside the District Service, and the District reserves the right to repayment of the sick leave benefits by the employee in such circumstances.

Section B. Each Behavior Management Specialist shall be granted sick leave at the yearly rate of eleven (11) days, prorated for the term of his/her employment in the District, and these days shall not be cumulative from year to year.

ARTICLE 47 — TRAVEL ALLOWANCE

Section A. For the term of this Agreement, Members of the Bargaining Unit who are required in the course of their work to drive their personal vehicles from one building to another or on business for the District shall submit an account for reimbursement at the prevailing I.R.S. mileage rate in effect on July 1, which rate shall be reviewed annually and adjusted, if necessary on September 1 of each year for the duration of this Agreement. While on District business, secondary liability insurance will be provided by the Board which would be effective in accordance with applicable insurance law. A form verifying said coverage shall be made available to employees who use personal vehicles.

ARTICLE 48 — HOURLY RATE

The hourly rate for the term of this Agreement for summer school, adult education, homebound teaching, and hours beyond the school day shall be \$30.00.

ARTICLE 49 — EXTRA PAY FOR EXTRA DUTY

The pay rate established for each position shall be based on twenty percent (20%) of the Bachelor's Starting Salary in each year of the Agreement. The Bachelor's Starting Salary shall change in accordance with annual changes to Exhibit D. These rates of pay are set forth in the schedules in Exhibit D. Instructional Support Facilitators will continue to work an additional hour beyond the teacher workday each day and ten (10) additional days in the summer.

ARTICLE 50 — SALARY

Salary schedules for professionals are set forth in Exhibit D and illustrate the following.

- a. For 2012-13:
 - i. Freeze 2011-12 Salary Schedule and step movement;
 - ii. Freeze at the top of the schedule (Step 15); and,
 - iii. No horizontal movement on the salary schedule to occur.
- b. For 2013-14:
 - i. One step movement on the 2011-12 salary schedule at the beginning of the year;
 - ii. An additional 1% to be added to the top of the schedule (Step 15) ; and,
 - iii. Horizontal movement on the salary schedule for any approved college credits according to the collective bargaining agreement earned can occur.
- c. For 2014-15:
 - i. One step movement on the 2013-14 salary schedule at the beginning of the year;
 - ii. An additional 1% to be added to the top of the schedule (Step 15) ; and,
 - iii. Horizontal movement on the salary schedule for any approved college credits according to the collective bargaining agreement earned can occur.

Note 1. Elementary Absenteeism Specialist salaries shall be determined annually by negotiations between the parties. In the event that the District shall abolish any of the positions, the District shall not be required to expend the sums allowed for such positions.

1. Starting Salary

- a. Teacher-certified Behavior Management Specialists-same percentage increase as above but without column movement on the salary schedule.
- b. Uncertified Behavioral Management Specialists receive a \$500 increase in salary for 2013-14 and for 2014-15. Salaries are frozen for 2012-13.

2. A Behavior Management Specialist providing proof of current and valid PA teaching certification shall be compensated as a Salaried Substitute.

Note 2. Single Salary Schedule

- a. The Single Salary Schedule is based upon preparation, experience, and professional growth.
- b. Employees shall receive the same salary at all grade levels, qualifications and services being equal.
- c. Increments above the State mandated schedule are negotiated.

Note 3. Year - Step Column

Salary schedule as presented is applicable only for the duration of the contract. The numbers in the increment step column do not refer to years of service. They indicate steps and are for line identification.

ARTICLE 51 – EMPLOYEE COMMITTEE PARTICIPATION

In order to facilitate a greater degree of cooperation between the District and Association in addressing the many issues facing the District, the District agrees to allow the Association at least two (2) representatives on each of the following standing District Committees:

- The Professional Development Committee for the Strategic Plan
- The Teacher Induction Committee for the Strategic Plan
- Chapter 4 Curriculum Committee for the Strategic Plan
- Safety Task Force
- Ball Foundation Partnership Team

It is understood that the Association shall have the exclusive right to select its representatives.

ARTICLE 52 — TERM

Section A. This Agreement shall become effective September 1, 2012, and shall continue through and including August 31, 2015, except as otherwise set forth herein. Notice of the desire to negotiate amendments to this Agreement shall be given in accordance with the provisions of the Act of Pennsylvania General Assembly, No. 195.

Section B. The District and the Association jointly agree to begin negotiations to a successor to this Agreement by January 10, 2015.

Section C. Copies of this Agreement shall be printed at the expense of the District within thirty (30) days after the Agreement is signed. Additional copies of this Agreement shall be printed at the expense of the District on a yearly basis for the duration of the Agreement. The Association shall distribute copies to all present members of the Bargaining Unit and those employed during the term of the this Agreement.

IN WITNESS WHEREOF, the Parties hereto have hereunto affixed their signatures this twenty-sixth day of January 2012, by and through their authorized officers.

BOARD OF SCHOOL DIRECTORS

ALLENTOWN EDUCATION ASSOCIATION

By:

By:

Robert E. Smith, Jr., President
School Board

Debra Tretter, AEA President

Deb DeCaro, Secretary

Laura Deibert, AEA Secretary

AEA Bargaining Team Members

_____	_____
_____	_____
_____	_____

ALLENTOWN SCHOOL DISTRICT
Informal Record of Potential Grievance - Level I

Presented to: _____ By: _____

Received by: _____ Date: _____

Brief Summary of the Issue (Include date of incident):

What action is requested?

Date meeting held? _____ Mutual Resolution Reached? _____ Date _____
Yes _____ No _____

If "Yes", describe resolution:

If "No", will the formal grievance be used? Yes _____ No _____

Signatures: _____
(Professional Employee) (Administrator)

ALLENTOWN SCHOOL DISTRICT

Record of Grievance - Level II

To: _____ Date: _____

From: _____
(Professional Employee's Name)

GRIEVANCE: (Be specific)

WHAT ACTION EMPLOYEE IS REQUESTING:

To be presented within ten (10) calendar days of the Level I meeting with the supervisor.

Signed _____
Professional Employee

Signed _____
AEA Representative

REPLY TO GRIEVANCE - Level II:

(To be made within ten (10) calendar days after receipt of grievance.)

Signed _____ Date _____ Time _____
Principal

School _____

Reply IS satisfactory
IS NOT

Signed _____
AEA Representative

Date _____

ALLENTOWN SCHOOL DISTRICT

Record of Grievance - Level III

To: Superintendent of Schools

From: _____ Date: _____

The reply to Level II Grievance submitted to _____

on _____ concerning _____

is not satisfactory. Some of the reasons for this are:

To be presented within ten (10)
calendar days from date of Principal's
reply.

Signed _____
AEA Representative

Date _____

REPLY TO GRIEVANCE - Level III:

(To be made within ten (10) calendar days after receipt of grievance Level III.)

Signed _____ Date _____
Superintendent

Reply IS satisfactory
IS NOT

Signed _____
AEA Representative

Date _____

ALLENTOWN SCHOOL DISTRICT

Record of Grievance - Level IV

To: Board of Directors

From: _____ Date _____

The reply to Level II Grievance submitted to the Superintendent of Schools on

(date) _____ concerning _____

is not satisfactory. Some of the reasons for this are:

To be presented within ten (10) calendar days from date of Superintendent's reply to Level III.

Signed _____
AEA Representative

Date _____

ACTION OF THE BOARD OF DIRECTORS - Response to Level IV

Required within ten (10) calendar days after date of first official Board Meeting following submission date of Grievance Level III.

Signed _____
President, Board of School Directors

Date _____

Reply IS satisfactory
 IS NOT

Signed _____
AEA Representative

Date _____

ALLENTOWN SCHOOL DISTRICT

Record of Grievance - Level V

To: Board of Directors

From: _____ Date _____

The decision reached by the Board of School Directors to Level III Grievance submitted on (date) _____ is not satisfactory. Therefore, I respectfully request that this grievance be submitted to binding arbitration.

To be presented within ten (10) calendar days from date of reply of Board of Directors to Level IV.

Signed _____
AEA Representative

Date _____

SCHOOL DISTRICT OF THE CITY OF ALLENTOWN
HUMAN RESOURCES OFFICE
2012-13 SCHOOL YEAR

Employee:

The Board of Directors approved your annualized salary effective for the start of the 2012-13 school year.

2012-13 Degree Level
Step on 2012-13 Salary Schedule
2012-13 Annualized Salary

DEGREE	STEP EXAMPLES
B0 = B	
B1 = B + 12	023 IS STEP 2.3
B2 = B + 24	
ME = M EQ	
M0 = M or M EQ	134 IS STEP 13.4
M1 = M + 15	
M3 = M + 30	
M4 = M + 45	
R0 = D	

The following is a statement of your sick leave for the 2012-13 school year.

Sick Leave Days for the 2011-12 school year

Days used during the 2011-12 school year

2012-13 Credit

Transfer of 2011-12 unused personal days

Sick Leave Days for the 2012-13 school year

NOTES:

1. Special Education Teachers and Speech Clinicians receive an additional stipend of \$500 annually.
2. This statement is subject to correction because of computational or other sources of error.
3. Should you have any questions regarding your salary or sick leave, please direct your inquiries in writing to the Human Resources Office.

Extra Pay for Extra Duty - EXHIBIT C

Position	#	% ¹	2012-13	2013-14	2014-15
Bachelor's Starting Salary			\$45,114	\$45,114	\$45,114
Bachelor's Starting Salary (20%)			\$9,023	\$9,023	\$9,023
Athletic Director	2	1.020	9,203	9,203	9,203
SH/HD Football	2	1.000	9,023	9,023	9,023
SH/HD Boys Basketball	2	0.897	8,093	8,093	8,093
SH/HD Girls Basketball	2	0.897	8,093	8,093	8,093
SH/HD Wrestling	2	0.743	6,704	6,704	6,704
SH/HD Soccer	2	0.646	5,829	5,829	5,829
SH/HD Field Hockey	2	0.646	5,829	5,829	5,829
SH/HD Boys Swimming	2	0.680	6,136	6,136	6,136
SH/HD Girls Swimming	2	0.680	6,136	6,136	6,136
SH/HD Boys Track	2	0.646	5,829	5,829	5,829
SH/HD Girls Track	2	0.646	5,829	5,829	5,829
SH/HD Baseball	2	0.646	5,829	5,829	5,829
SH/HD Softball	2	0.646	5,829	5,829	5,829
SH/HD Gymnastics	2	0.463	4,178	4,178	4,178
SH/HD Cheerleading	2	0.463	4,178	4,178	4,178
SH/HD Boys Volleyball	2	0.400	3,609	3,609	3,609
SH/HD Girls Volleyball	2	0.400	3,609	3,609	3,609
SH/HD Cross Country	2	0.508	4,584	4,584	4,584
SH/HD Golf	2	0.375	3,384	3,384	3,384
SH/HD Boys Tennis	2	0.375	3,384	3,384	3,384
SH/HD Girls Tennis	2	0.375	3,384	3,384	3,384
SH/HD Rifle	2	0.375	3,384	3,384	3,384
SH/A Football	Max. 12	0.612	5,522	5,522	5,522
	Min.	0.543	4,899	4,899	4,899
Total Available	2	3.603	32,509	32,509	32,509
SH/A Boys Basketball	4	0.537	4,845	4,845	4,845
SH/A Girls Basketball	4	0.537	4,845	4,845	4,845
SH/A Wrestling	4	0.475	4,286	4,286	4,286
SH/A Soccer	2	0.380	3,429	3,429	3,429
SH/A Field Hockey	2	0.380	3,429	3,429	3,429
SH/A Boys Swimming	2	0.380	3,429	3,429	3,429
SHA Girls Swimming	2	0.380	3,429	3,429	3,429
SH/A Boys Track	2	0.380	3,429	3,429	3,429
SH/A Girls Track	2	0.380	3,429	3,429	3,429
SH/A Baseball	4	0.380	3,429	3,429	3,429
SH/A Softball	4	0.380	3,429	3,429	3,429

¹ All positions are based on a percentage paid as a portion of 20% of the Bachelor's Starting Salary in each year of the contract. For example, the Head Football Coach receives 100% (1.000) of 20% of the Bachelor's Starting Salary.

Position	#	% ¹	2012-13	2013-14	2014-15
SH/A Gymnastics	2	0.350	3,158	3,158	3,158
SH/A Cheerleading	2	0.350	3,158	3,158	3,158
SH/A Boys Volleyball	2	0.330	2,978	2,978	2,978
SH/A Girls Volleyball	2	0.330	2,978	2,978	2,978
MS/HD Soccer	4	0.330	2,978	2,978	2,978
MS/HD Soccer --New Hire		0.325	2,932	2,932	2,932
MS/HD Boys Basketball	4	0.330	2,978	2,978	2,978
MS/HD Boys Basketball--New Hire		0.325	2,932	2,932	2,932
MS/HD Girls Basketball	4	0.330	2,978	2,978	2,978
MS/HD Girls Basketball--New Hire		0.325	2,932	2,932	2,932
MS/HD Wrestling	4	0.330	2,978	2,978	2,978
MS/HD Wrestling--New Hire		0.325	2,932	2,932	2,932
MS/HD Swimming	4	0.330	2,978	2,978	2,978
MS/HD Swimming--New Hire		0.325	2,932	2,932	2,932
MS/HD Gymnastics	4	0.330	2,978	2,978	2,978
MS/HD Gymnastics--New Hire		0.325	2,932	2,932	2,932
MS/HD Field Hockey	4	0.330	2,978	2,978	2,978
MS/HD Field Hockey--New Hire		0.325	2,932	2,932	2,932
MS/HD Volleyball	4	0.330	2,978	2,978	2,978
MS/HD Volleyball--New Hire		0.325	2,932	2,932	2,932
MS Athletic Director	1	0.472	4,259	4,259	4,259
MS Athletic Director--New Hire		0.438	3,952	3,952	3,952
Coordinators (1.8xDCV)	3	0.869	7,841	7,841	7,841
Faculty Clerk Bookroom	2	0.375	3,384	3,384	3,384
Principal's Aides	16	0.346	3,122	3,122	3,122
Secondary Librarians	6	0.144	1,299	1,299	1,299
Dept. Chair I (1-5)	2	0.369	3,329	3,329	3,329
Dept. Chair II (6-9)	7	0.392	3,537	3,537	3,537
Dept. Chair III (10-14)	9	0.415	3,744	3,744	3,744
Dept. Chair IV (15-19)	2	0.460	4,150	4,150	4,150
Dept. Chair V (20+)	2	0.483	4,358	4,358	4,358
Checking Supplies	2	0.375	3,384	3,384	3,384
Coaching College Boards	2	0.092	830	830	830
Director Student Activities	2	0.386	3,483	3,483	3,483
Director of Choir	2	0.235	2,120	2,120	2,120
Director SH Orchestra	2	0.223	2,012	2,012	2,012
Instr. Support Facilitators ²	2	1.058	9,546	9,546	9,546
MHealth/BehaviorM. Spec.	9	1.058	9,546	9,546	9,546
Tech. Lead Teachers	23	0.354	3,194	3,194	3,194
Staff Development Coord.		0.354	3,194	3,194	3,194
Allen Intramurals	1	0.845	7,624	7,624	7,624
Allen Swimming	1	0.090	812	812	812
Dieruff Intramurals	1	0.845	7,624	7,624	7,624

² Instructional Support Facilitators must work 60 minutes extra each day and ten (10) additional days during the summer.

Position	#	% ¹	2012-13	2013-14	2014-15
Dieruff Swimming	1	0.090	812	812	812
H-M Intramurals	1	0.780	7,038	7,038	7,038
Raub Intramurals	1	0.780	7,038	7,038	7,038
S.M. Intramurals	1	0.780	7,038	7,038	7,038
Trexler Intramurals	1	0.780	7,038	7,038	7,038
Opr. + Mrg. Stadium	1	0.354	3,194	3,194	3,194
SH Band Leader	2	0.691	6,235	6,235	6,235
SH/A Band Leader	1	0.432	3,898	3,898	3,898
MS Band Leader	4	0.272	2,454	2,454	2,454
SH Bandfront	2	0.354	3,194	3,194	3,194
Asst. Ath. Trainer	4	0.800	7,218	7,218	7,218
Caretaker of Equipment	2	0.375	3,384	3,384	3,384
Senior High School		%	2012-13	2013-14	2014-15
Level 5 Pay		0.170	1,534	1,534	1,534
Level 4 Pay		0.120	1,083	1,083	1,083
Level 3 Pay		0.090	812	812	812
Level 2 Pay		0.060	541	541	541
Level 1 Pay		0.030	271	271	271
Middle School					
Level 5 Pay					
Level 4 Pay		0.090	812	812	812
Level 3 Pay		0.060	541	541	541
Level 2 Pay		0.040	361	361	361
Level 1 Pay		0.020	180	180	180
Allen		3.795	34,242	34,242	34,242
Dieruff		2.992	26,996	26,996	26,996
Per Mid Sch.		0.795	7,173	7,173	7,173

Club or Activities will be placed on an appropriate pay level based on a point system.

- Level 1 Clubs 5 – 7 points.
- Level 2 Clubs 8 – 11 points.
- Level 3 Clubs 12 – 15 points.
- Level 4 Clubs 16 – 19 points.
- Level 5 Clubs 20+ points.

Factors to be taken into account when assigning clubs to an appropriate level.

- A. Number of students involved or affected.
- B. Frequency of meetings.
- C. Length of season and/or competitive in nature.
- D. Impact on School and Community.
- E. Responsibility factors.

Points to be awarded are based on the above factors. Add appropriate points in each category. The total points awarded will indicate the level of the club.

FACTORS

Point Level	A	B	C	D	E
1 Point	Up to 30 students	Up to 10 meetings	Up to 2 months	Partial School No Community Involvement	Within the school boundary no fund raising
2 Points	31-59 students	11 to 15 meetings	3 to 4 months	Total School No Community Involvement	Within the school boundary with fund raising
3 Points	60-89 students	16 to 25 meetings	5 to 6 months	Total school involvement Community support.	Transportation of students. Night activities
4 Points	90-120 students	26 to 30 meetings	7 to 8 months	Total school and community involvement	Day trips outside Allentown
5 Points	120+ students	31+ meetings and competitions	9+ months	Both school and community participation. Competitions	Overnight trips Academic Competitions

In the event that the District shall, in the exercise of its discretion, establish additional Club Advisor positions, the compensation for such positions shall be determined by negotiation between the parties. In the event that the District shall abolish any of the existing positions, the District shall not be required to expend the sums allocated for such positions.

Club advisors will be notified of their club level by October 1.

SALARY - EXHIBIT D

2012-2015 Salary Schedule

Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
1	45,114	47,342	50,659	51,864	51,864	52,864	53,864	54,864	55,864
1.1	45,179	47,419	50,776	51,984	51,984	52,984	53,984	54,984	55,984
1.2	45,244	47,496	50,894	52,105	52,105	53,105	54,105	55,105	56,105
1.3	45,308	47,573	51,011	52,225	52,225	53,225	54,225	55,225	56,225
1.4	45,373	47,651	51,129	52,345	52,345	53,345	54,345	55,345	56,345
1.5	45,438	47,728	51,246	52,465	52,465	53,465	54,465	55,465	56,465
1.6	45,503	47,805	51,364	52,586	52,586	53,586	54,586	55,586	56,586
1.7	45,568	47,882	51,482	52,706	52,706	53,706	54,706	55,706	56,706
1.8	45,633	47,959	51,599	52,826	52,826	53,826	54,826	55,826	56,826
1.9	45,697	48,036	51,717	52,947	52,947	53,947	54,947	55,947	56,947
2	45,762	48,113	51,834	53,067	53,067	54,067	55,067	56,067	57,067
2.1	45,828	48,191	51,954	53,190	53,190	54,190	55,190	56,190	57,190
2.2	45,894	48,270	52,075	53,313	53,313	54,313	55,313	56,313	57,313
2.3	45,960	48,348	52,195	53,436	53,436	54,436	55,436	56,436	57,436
2.4	46,025	48,427	52,315	53,560	53,560	54,560	55,560	56,560	57,560
2.5	46,091	48,505	52,435	53,683	53,683	54,683	55,683	56,683	57,683
2.6	46,157	48,583	52,556	53,806	53,806	54,806	55,806	56,806	57,806
2.7	46,223	48,662	52,676	53,929	53,929	54,929	55,929	56,929	57,929
2.8	46,288	48,740	52,796	54,052	54,052	55,052	56,052	57,052	58,052
2.9	46,354	48,818	52,916	54,175	54,175	55,175	56,175	57,175	58,175
3	46,420	48,897	53,037	54,298	54,298	55,298	56,298	57,298	58,298
3.1	46,487	48,988	53,160	54,424	54,424	55,424	56,424	57,424	58,424
3.2	46,553	49,079	53,283	54,550	54,550	55,550	56,550	57,550	58,550
3.3	46,620	49,170	53,406	54,676	54,676	55,676	56,676	57,676	58,676
3.4	46,687	49,261	53,529	54,802	54,802	55,802	56,802	57,802	58,802
3.5	46,753	49,352	53,652	54,928	54,928	55,928	56,928	57,928	58,928
3.6	46,820	49,443	53,775	55,054	55,054	56,054	57,054	58,054	59,054
3.7	46,887	49,534	53,898	55,180	55,180	56,180	57,180	58,180	59,180
3.8	46,953	49,625	54,021	55,306	55,306	56,306	57,306	58,306	59,306
3.9	47,020	49,716	54,144	55,432	55,432	56,432	57,432	58,432	59,432
4	47,087	49,807	54,267	55,558	55,558	56,558	57,558	58,558	59,558
4.1	47,155	49,877	54,393	55,687	55,687	56,687	57,687	58,687	59,687
4.2	47,222	49,947	54,519	55,816	55,816	56,816	57,816	58,816	59,816
4.3	47,290	50,017	54,645	55,945	55,945	56,945	57,945	58,945	59,945
4.4	47,358	50,087	54,771	56,074	56,074	57,074	58,074	59,074	60,074
4.5	47,425	50,156	54,897	56,202	56,202	57,202	58,202	59,202	60,202
4.6	47,493	50,226	55,023	56,331	56,331	57,331	58,331	59,331	60,331
4.7	47,561	50,296	55,148	56,460	56,460	57,460	58,460	59,460	60,460
4.8	47,628	50,366	55,274	56,589	56,589	57,589	58,589	59,589	60,589
4.9	47,696	50,436	55,400	56,718	56,718	57,718	58,718	59,718	60,718
5	47,764	50,506	55,526	56,847	56,847	57,847	58,847	59,847	60,847
5.1	47,832	50,588	55,655	56,979	56,979	57,979	58,979	59,979	60,979
5.2	47,901	50,670	55,784	57,111	57,111	58,111	59,111	60,111	61,111
5.3	47,969	50,753	55,913	57,243	57,243	58,243	59,243	60,243	61,243
5.4	48,038	50,835	56,041	57,374	57,374	58,374	59,374	60,374	61,374
5.5	48,107	50,918	56,170	57,506	57,506	58,506	59,506	60,506	61,506
5.6	48,175	51,000	56,299	57,638	57,638	58,638	59,638	60,638	61,638
5.7	48,244	51,082	56,428	57,770	57,770	58,770	59,770	60,770	61,770
5.8	48,313	51,165	56,557	57,902	57,902	58,902	59,902	60,902	61,902

Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
5.9	48,381	51,247	56,685	58,034	58,034	59,034	60,034	61,034	62,034
6	48,450	51,329	56,814	58,166	58,166	59,166	60,166	61,166	62,166
6.1	48,519	51,413	56,946	58,301	58,301	59,301	60,301	61,301	62,301
6.2	48,589	51,497	57,078	58,436	58,436	59,436	60,436	61,436	62,436
6.3	48,659	51,581	57,210	58,571	58,571	59,571	60,571	61,571	62,571
6.4	48,728	51,664	57,342	58,706	58,706	59,706	60,706	61,706	62,706
6.5	48,798	51,748	57,473	58,840	58,840	59,840	60,840	61,840	62,840
6.6	48,868	51,832	57,605	58,975	58,975	59,975	60,975	61,975	62,975
6.7	48,937	51,916	57,737	59,110	59,110	60,110	61,110	62,110	63,110
6.8	49,007	51,999	57,869	59,245	59,245	60,245	61,245	62,245	63,245
6.9	49,076	52,083	58,001	59,380	59,380	60,380	61,380	62,380	63,380
7	49,146	52,167	58,132	59,515	59,515	60,515	61,515	62,515	63,515
7.1	49,217	52,252	58,267	59,653	59,653	60,653	61,653	62,653	63,653
7.2	49,287	52,337	58,402	59,791	59,791	60,791	61,791	62,791	63,791
7.3	49,358	52,422	58,537	59,929	59,929	60,929	61,929	62,929	63,929
7.4	49,429	52,507	58,672	60,068	60,068	61,068	62,068	63,068	64,068
7.5	49,499	52,593	58,807	60,206	60,206	61,206	62,206	63,206	64,206
7.6	49,570	52,678	58,942	60,344	60,344	61,344	62,344	63,344	64,344
7.7	49,640	52,763	59,076	60,482	60,482	61,482	62,482	63,482	64,482
7.8	49,711	52,848	59,211	60,620	60,620	61,620	62,620	63,620	64,620
7.9	49,782	52,933	59,346	60,758	60,758	61,758	62,758	63,758	64,758
8	49,852	53,018	59,481	60,896	60,896	61,896	62,896	63,896	64,896
8.1	49,924	53,105	59,619	61,037	61,037	62,037	63,037	64,037	65,037
8.2	49,996	53,191	59,757	61,179	61,179	62,179	63,179	64,179	65,179
8.3	50,067	53,278	59,895	61,320	61,320	62,320	63,320	64,320	65,320
8.4	50,139	53,365	60,033	61,461	61,461	62,461	63,461	64,461	65,461
8.5	50,210	53,451	60,171	61,602	61,602	62,602	63,602	64,602	65,602
8.6	50,282	53,538	60,309	61,744	61,744	62,744	63,744	64,744	65,744
8.7	50,354	53,624	60,447	61,885	61,885	62,885	63,885	64,885	65,885
8.8	50,425	53,711	60,585	62,026	62,026	63,026	64,026	65,026	66,026
8.9	50,497	53,797	60,723	62,167	62,167	63,167	64,167	65,167	66,167
9	50,569	53,884	60,861	62,309	62,309	63,309	64,309	65,309	66,309
9.1	50,641	53,972	61,002	62,453	62,453	63,453	64,453	65,453	66,453
9.2	50,714	54,060	61,143	62,598	62,598	63,598	64,598	65,598	66,598
9.3	50,787	54,148	61,285	62,742	62,742	63,742	64,742	65,742	66,742
9.4	50,859	54,236	61,426	62,887	62,887	63,887	64,887	65,887	66,887
9.5	50,932	54,324	61,567	63,032	63,032	64,032	65,032	66,032	67,032
9.6	51,005	54,412	61,708	63,176	63,176	64,176	65,176	66,176	67,176
9.7	51,077	54,500	61,849	63,321	63,321	64,321	65,321	66,321	67,321
9.8	51,150	54,588	61,991	63,465	63,465	64,465	65,465	66,465	67,465
9.9	51,223	54,676	62,132	63,610	63,610	64,610	65,610	66,610	67,610
10	51,295	54,764	62,273	63,754	63,754	64,754	65,754	66,754	67,754
10.1	51,369	54,854	62,417	63,902	63,902	64,902	65,902	66,902	67,902
10.2	51,443	54,943	62,562	64,050	64,050	65,050	66,050	67,050	68,050
10.3	51,516	55,033	62,706	64,198	64,198	65,198	66,198	67,198	68,198
10.4	51,590	55,122	62,851	64,346	64,346	65,346	66,346	67,346	68,346
10.5	51,664	55,212	62,995	64,494	64,494	65,494	66,494	67,494	68,494
10.6	51,738	55,301	63,140	64,642	64,642	65,642	66,642	67,642	68,642
10.7	51,811	55,391	63,284	64,790	64,790	65,790	66,790	67,790	68,790
10.8	51,885	55,480	63,429	64,938	64,938	65,938	66,938	67,938	68,938
10.9	51,959	55,569	63,573	65,086	65,086	66,086	67,086	68,086	69,086
11	52,032	55,659	63,718	65,233	65,233	66,233	67,233	68,233	69,233

Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
11.1	52,107	55,750	63,866	65,385	65,385	66,385	67,385	68,385	69,385
11.2	52,182	55,841	64,013	65,536	65,536	66,536	67,536	68,536	69,536
11.3	52,257	55,932	64,161	65,687	65,687	66,687	67,687	68,687	69,687
11.4	52,331	56,023	64,309	65,839	65,839	66,839	67,839	68,839	69,839
11.5	52,406	56,114	64,457	65,990	65,990	66,990	67,990	68,990	69,990
11.6	52,481	56,205	64,605	66,141	66,141	67,141	68,141	69,141	70,141
11.7	52,556	56,296	64,753	66,293	66,293	67,293	68,293	69,293	70,293
11.8	52,631	56,387	64,900	66,444	66,444	67,444	68,444	69,444	70,444
11.9	52,705	56,478	65,048	66,595	66,595	67,595	68,595	69,595	70,595
12	52,780	56,569	65,196	66,747	66,747	67,747	68,747	69,747	70,747
12.1	52,856	56,661	65,459	67,145	67,145	68,145	69,145	70,145	71,145
12.2	52,932	56,754	65,723	67,543	67,543	68,543	69,543	70,543	71,543
12.3	53,008	56,846	65,986	67,942	67,942	68,942	69,942	70,942	71,942
12.4	53,083	56,939	66,249	68,340	68,340	69,340	70,340	71,340	72,340
12.5	53,159	57,031	66,512	68,738	68,738	69,738	70,738	71,738	72,738
12.6	53,235	57,124	66,776	69,137	69,137	70,137	71,137	72,137	73,137
12.7	53,311	57,216	67,039	69,535	69,535	70,535	71,535	72,535	73,535
12.8	53,387	57,309	67,302	69,933	69,933	70,933	71,933	72,933	73,933
12.9	53,463	57,401	67,565	70,331	70,331	71,331	72,331	73,331	74,331
13	53,539	57,494	67,829	70,730	70,730	71,730	72,730	73,730	74,730
13.1	53,615	58,118	68,265	71,204	71,204	72,204	73,204	74,204	75,204
13.2	53,692	58,742	68,702	71,678	71,678	72,678	73,678	74,678	75,678
13.3	53,769	59,367	69,138	72,153	72,153	73,153	74,153	75,153	76,153
13.4	53,846	59,991	69,575	72,627	72,627	73,627	74,627	75,627	76,627
13.5	53,923	60,616	70,011	73,101	73,101	74,101	75,101	76,101	77,101
13.6	54,000	61,240	70,448	73,576	73,576	74,576	75,576	76,576	77,576
13.7	54,077	61,864	70,885	74,050	74,050	75,050	76,050	77,050	78,050
13.8	54,154	62,489	71,321	74,524	74,524	75,524	76,524	77,524	78,524
13.9	54,231	63,113	71,758	74,999	74,999	75,999	76,999	77,999	78,999
14	54,308	63,738	72,194	75,473	75,473	76,473	77,473	78,473	79,473
14.1	54,386	64,125	72,650	75,926	75,926	76,926	77,926	78,926	79,926
14.2	54,464	64,512	73,105	76,378	76,378	77,378	78,378	79,378	80,378
14.3	54,542	64,898	73,560	76,831	76,831	77,831	78,831	79,831	80,831
14.4	54,620	65,285	74,016	77,284	77,284	78,284	79,284	80,284	81,284
14.5	54,698	65,672	74,471	77,737	77,737	78,737	79,737	80,737	81,737
14.6	54,776	66,059	74,926	78,189	78,189	79,189	80,189	81,189	82,189
14.7	54,854	66,446	75,382	78,642	78,642	79,642	80,642	81,642	82,642
14.8	54,932	66,833	75,837	79,095	79,095	80,095	81,095	82,095	83,095
14.9	55,010	67,220	76,293	79,547	79,547	80,547	81,547	82,547	83,547
15 (Yr. 12-13)	55,088	67,607	76,748	80,000	80,000	81,000	82,000	83,000	84,000
15 (Yr. 13-14)	55,639	68,283	77,515	80,800	80,800	81,810	82,820	83,830	84,840
15 (Yr. 14-15)	56,195	68,966	78,290	81,608	81,608	82,628	83,648	84,668	85,688

EXHIBIT E

MEMORANDUM OF UNDERSTANDING
Reimbursement for Tuition Paid Toward Acquiring Highly Qualified Status

1. WHEREAS, the Allentown School District ("District") and Allentown Education Association ("AEA"), pursuant to the 2003-2007 Collective Bargaining Agreement (Article 24), offer a tuition reimbursement benefit; and
2. WHEREAS, that tuition reimbursement benefit is provided for graduate credit only; and
3. WHEREAS, that tuition reimbursement benefit is provided for temporary professional and professional employees only; and
4. WHEREAS, that tuition reimbursement benefit requires the Employee to complete the school year immediately following that school year in which the credits were acquired, he/she shall refund to the district all tuition reimbursement received by him/her; and

NOW, THEREFORE, the District and the Association agree that for employees who need to complete coursework to gain highly qualified status, the District will pay full tuition and books in pre-approved accredited coursework and/or programs so long as the employee obtains a final grade of "B" or better for the subject credits, maintains a satisfactory evaluation, and completes a full school year of employment with the District following each year, or partial year, that tuition is paid.



For the Association



For the District

Date 12/4/07

Date 1-07-08

Memorandum of Agreement

WHEREAS, the Allentown School District ("School District") employs professional employees under the Extra Pay For Extra Duty schedule as Coordinators (1.8xDCV);

WHEREAS, The School District proposed the following language during contract negotiations with the Allentown Education Association ("AEA"): Beginning with the 2008-09 school year, Coordinators (1.8xDCV) will work an additional 30 minutes each day and five (5) additional days in the summer;

WHEREAS, the School District believes that the AEA agreed to said language;

WHEREAS, the AEA denies that it agreed to said language;

WHEREAS the parties have entered into this Agreement in order to avoid needless litigation over the issue.

WHEREFORE, intending to be legally bound hereby, the parties agree that:

1. Beginning with the 2008-09 school year, Coordinators (1.8xDCV) will work an additional 30 minutes each day increasing the work day to eight (8) hours and five (5) additional days in the summer increasing the work year to one hundred ninety five (195) days;
2. The Coordinators shall meet and discuss with their supervisor when the additional time and days will be worked;
3. By entering into this Agreement, neither party prejudices its bargaining rights, including but not limited to its right to refuse to bargain matters that are not mandatory subjects of bargaining.

IN WITNESS WHEREOF, the parties hereto, intending to be legally bound, set forth their hand and seals.

Date: 3/3/09

ALLENTOWN EDUCATION ASSOCIATION

By: Melvin J. Rolduck
Its: President

Date: 2/28/08

ALLENTOWN SCHOOL DISTRICT

By: Andrew J. Weiss
Its: Representative

INDEX

<hr/> <p>A</p> <p>Advancement Compensation 26 Graduate Credits 26 Assault Against a Member 13 Association Days 5 Association Literature Bulletin Boards 4 Mailboxes 4 Principal Review 4</p> <hr/> <p>B</p> <p>Behavior Management Specialists (BMS) Salary 34 School Day Length 11 Bereavement Leave 27</p> <hr/> <p>C</p> <p>Committee Participation 35 Conditions of Employment 12 Additional Duty 12 Assault Against a Member 13 Collecting Money for Commercial Enterprises 12 Legal Representation 12 Not Required to Search for Bombs 12 Safety Requirements 12 Supplies 12 Use of Force 12 Contract Security 5 Counselors Contract 11 Summer Hours 11 Court Appearance 27</p> <hr/> <p>D</p> <p>Deduction Fraction 6 Direct Deposit Required 5 Disability Income 24 Discipline 6 Public Criticism 8 Public Reprimand 6 Suspension 7 Union Representation 6 Written Response of Member 8 Dismissal Consequences 7 Grievance Procedure or Court, not both 7</p>	<p>Prior Written Notice of Purpose of Hearing 7 Right to Legal Counsel 7 Disputes 6 Dues 2 Authorization Form 3 Duty 12</p> <hr/> <p>E</p> <p>Early Dismissal 10 Elementary Absentee Specialists 19 Evaluation and Observation 16 Member's Signature 16 Receive Evaluation One (1) Day Before Conference 16 Rights of Member to See Evaluation Materials 16 Thirty (30) Minute Observation Minimum 16 Evaluation of Students 16 Extra Pay for Extra Duty 34 Compensation (Exhibit C) 46 Instructional Support Facilitators 34</p> <hr/> <p>F</p> <p>Fair Share 4 Furlough/Recall 14</p> <hr/> <p>G</p> <p>Grievances 4, 6 Consequence of Missed Deadline 9 Dismissal 7 Forms (Exhibit A) 37 Grievance Procedure or Court, not both 7 Holidays 9 Informal Resolution Attempt Required 8 Non-Public Hearings 9 Procedure 8 Proceedings 3 Specific Identification of the Grievant 9 Termination 7 Union Representation Required for Member 9</p> <hr/> <p>H</p> <p>Hourly Rate 33</p>	<hr/> <p>I</p> <p>Inclement Weather Early Dismissal 10 Make-up 9 Income Protection 20, 24, 31</p> <hr/> <p>J</p> <p>Jury Duty 28 Just Cause 6 Discipline 6 Reprimands 6 Termination 7 Union Representation 6</p> <hr/> <p>L</p> <p>Leave 28 Criteria 28 Military 29 Personal 29 Public Service 30 Quarantine 31 Sabbatical 31 Sick 32 Accumulation 32 Notice of Total Days 32 Number of Days 32 Student Assault 33 To Attend Graduation 28 Workers Compensation 32 Legal Defense 4 Legal Representation 12 Life Insurance 24 Lockouts 2, 5 Lunch to Be Duty Free 10</p> <hr/> <p>M</p> <p>Maternity Leave 27 Medical Benefits 21 Cash Option for No Medical Coverage 23 Dental 21 Limitations on Spouse's Coverage 23 Premium Share 22 State Plan Potential Option 23 Meet and Discuss Building Level 4 District Level 5 Meetings Beyond the School Day 11 Use of Buildings 4</p>
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<i>N</i>	
Negotiations	3
Data	4
Non-Discrimination	6
Nonteaching Duties	16
Notification of Assignment	15

<i>O</i>	
Observation	
Thirty (30) Minute Minimum	16
Orientation for New Hires	9

<i>P</i>	
Payroll	
403b	5
Deduction Fraction	6
Direct Deposit Required	5
Lump Sum	5
Options	5
Peace and Stability	2
Personnel File	
Deragatory Material	7
Right to Review	7
Personnel Handbook	6
Posting Materials	4
Preparation Time	11
Compensation for Substituting	11
Elementary	11
Other Professionals	11
Secondary	11
Public Criticism	8
Public Reprimand	6

<i>R</i>	
Recognition	1
Release of Association President	19
Representation	
Dismissal	7
Termination	7
Reprimands	6

Retirement Benefits	24
Experience Cash Payment	25
Qualifications	24
Sick Leave Cash Payment	25
Rights and Obligations	2

<i>S</i>	
Salaried Substitutes	19
Benefits	20
Compensation	20
Day-by-Day Sub Pay Until	
Certified	19
Qualifications	20
Retention	6
Retirement Credit	20
Sick Leave	20
Termination	20
Salary	34
Behavior Management Specialists	
(BMS)	34
Professionals	34
Schedules (Exhibit D)	50
Salary Credit	
Military	26
Special Education Teachers	26
School Day	
Counselors' Summer Hours	11
Duty Free Lunch	10
Early Dismissal	10
Length	10
Meetings Beyond the School Day	11
School Year	9
Inclement Weather Make-up	9
Length	9
Orientation for New Hires	9
Seniority	13
Sick Leave	
Salaried Substitutes	20
Sick Leave Notice Sample	
Letter (Exhibit B)	45
Sign-in Required for Building Visit	5
Social Workers	19
Strikes	2, 5
Student Discipline Action by	
Principal	18
Student Teacher Program	19

Suits	3
Support Teacher (Mentor)	18
Support Teacher (Mentor)	
Compensation	18

<i>T</i>	
Tax Shelters (403b)	5
Teacher Induction Program	18
Compensation for Support	
Teachers (Mentors)	18
Inductee	18
Inductee Compensation	19
Support Teachers (Mentors)	18
Training Required for Support	
Teachers	18
Term of the Agreement	35
Termination	
Consequences	7
Grievance Procedure or Court,	
not both	7
Prior Written Notice of Purpose	
of Hearing	7
Right to Legal Counsel	7
Transfers	13
Travel Allowance	33
Tuition Reimbursement	17
Criteria	17

<i>U</i>	
Union Representation	6
Union Representative	
Sign-in Required	5
Use of Buildings	4
Use of Force	12

<i>V</i>	
Vacancies	13

<i>W</i>	
Workers Compensation	32

EXHIBIT F

AGREEMENT

ALLENTOWN EDUCATION ASSOCIATION

SCHOOL DISTRICT OF THE CITY OF ALLENTOWN

ALLENTOWN, PENNSYLVANIA

1990-91 1991-92 1992-93

Section E. The inductee shall be compensated for any hours beyond the normal school day to a maximum of fifteen (15) hours.

Section F. When the induction year begins later than September 1 and thus carries over into the following school year, the payment shall be prorated on an annualized basis using the rate established for the school year during which the service is rendered.

Section G. Should more than one teacher serve as a Support Teacher for one inductee during a school year, each Support Teacher's compensation shall be prorated on an annualized basis using the rate established for the school year during which the service is rendered.

ARTICLE 28

COOPERATING TEACHER/STUDENT TEACHING PROGRAM

Section A. In April of each year, the "Cooperating Teacher Forms" shall be made available to every professional employee by the building principal and shall be returned to him/her when properly completed. The principal shall return the form to the appropriate Director (Middle/Senior High, Elementary, Pupil Personnel Services) and to the Association.

Section B. Student teacher assignments shall be made wherever and whenever possible at least two (2) weeks in advance of the date the student teacher is to report to the school.

Section C. Teachers who are required to attend District designated meetings because of their participation as cooperating teachers shall be paid at the contractual hourly rate.

ARTICLE 29

ASSOCIATION PRESIDENT RELEASE TIME

In 1990-91, the President of the Allentown Education Association shall be entitled to full released time from Professional duties to conduct Association business, during the work day, at one-half pay, without loss in benefits or other contractual advantages.

For the remainder of this Agreement, the President shall be entitled to full released time from Professional duties to conduct Association business during the work day, without loss in wages, benefits or other contractual advantages. Any grants, stipends, awards or other alternative financial arrangements made between the AEA and PSEA/NEA for President's released time shall be remitted to the District.

AGREEMENT

ALLENTOWN EDUCATION ASSOCIATION

**SCHOOL DISTRICT OF THE CITY OF ALLENTOWN
ALLENTOWN, PENNSYLVANIA**

1995-96 1996-97 1997-98 1998-99

2. Payment for any hours beyond the thirty (30) hours, subject to prior approval of the principal - to a maximum of fifteen (15) hours at the contractual hourly rate.

Section E. The inductee shall be compensated for any hours beyond the normal school day to a maximum of fifteen (15) hours.

Section F. When the induction year begins later than September 1 and thus carries over into the following school year, the payment shall be prorated on an annualized basis using the rate established for the school year during which the service is rendered.

Section G. Should more than one teacher serve as a Support Teacher for one inductee during a school year, each Support Teacher's compensation shall be prorated on an annualized basis using the rate established for the school year during which the service is rendered.

ARTICLE 28

COOPERATING TEACHER/STUDENT TEACHING PROGRAM

Section A. In April of each year, the "Cooperating Teacher Forms" shall be made available to every professional employee by the building principal and shall be returned to him/her when properly completed. The principal shall return the form to the Superintendent's designee and to the Association.

Section B. Student teacher assignments shall be made wherever and whenever possible at least two (2) weeks in advance of the date the student teacher is to report to the school.

Section C. Teachers who are required to attend District designated meetings because of their participation as cooperating teachers shall be paid at the contractual hourly rate.

ARTICLE 29

ASSOCIATION PRESIDENT RELEASE TIME

For the term of this Agreement, the President shall be entitled to full released time from Professional duties to conduct Association business during the work day, without loss in wages, benefits or other contractual advantages. Any grants, stipends, awards or other alternative financial arrangements made between the AEA and PSEA/NEA for President's released time shall be remitted to the District.

COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE

ALLENTOWN EDUCATION ASSOCIATION

AND THE

SCHOOL DISTRICT OF THE CITY OF ALLENTOWN
Allentown, Pennsylvania

2003-04 Through 2006-07

(Amended 4/22/04)

Richard B. ...

ARTICLE 29 — ASSOCIATION PRESIDENT RELEASE TIME

For the term of this Agreement, the President shall be entitled to full released time from Professional duties to conduct Association business during the work day, without loss in wages, benefits or other contractual advantages. Any grants, stipends, awards or other alternative financial arrangements made between the AEA and PSEA/NEA for President's released time shall be remitted to the District.

ARTICLE 30 — SALARIED SUBSTITUTES/ELEMENTARY ABSENTEE SPECIALIST/SOCIAL WORKER/BEHAVIOR MANAGEMENT SPECIALISTS

Section A. Salaried Substitutes

1. The District may hire Salaried Substitutes as needed. The number of Salaried Substitutes will not exceed the number of Employees on leaves such as maternity, sabbatical, or any other purpose granted by the District. Salaried Substitutes shall be hired for a period, intended at the time of hire, to last ninety (90) working days or more.
2. Salaried Substitutes must meet the same qualifications as Employees. They will be supervised and evaluated by the same administrators who supervise and evaluate Employees. They are subject to the same rules and regulations and shall attend the same staff meetings as Employees.
3. Salaried Substitutes, if they qualify, can receive retirement credit with the Pennsylvania School Employees' Retirement Board. They shall be paid on the same pay schedule as other Members of the Bargaining Unit.
4. All Salaried Substitutes will be hired at the starting salary for Employees with a bachelor's degree regardless of degree or credit level. Salaried Substitutes who are employed by the District for a second consecutive school year shall move to the appropriate step on the bachelor's salary schedule determined by the number of days worked as a Salaried Substitute in the previous school year. Movement on the salary schedule for Salaried Substitutes will be limited to the bachelor's column.
5. The District may terminate the employment of a Salaried Substitute at any time after two (2) weeks notice or such lesser period as is appropriate.
6. A Behavior Management Specialist employed by the ASD, who holds a valid and current PA teaching certificate, shall be hired as a Salaried Substitute (see also Article 51 – Salary). The ASD reserves unto itself the right to determine the number of Behavior Management Specialist positions it maintains and any action by the ASD relative to the maintenance of those positions shall not be subject to the grievance process.

Section B. Salaried Substitutes/Elementary Absenteeism Specialist/Social Worker/Behavior Management Specialists Employed As Salaried Substitutes

1. For the term of this Agreement, the District shall pay for the following fringe benefits up to and including the last day of the last month of employment:

Rec'd 5/12/08 (email) ✓

*vu
6/08*

COLLECTIVE BARGAINING AGREEMENT

between the

ALLENTOWN EDUCATION ASSOCIATION

and the

**SCHOOL DISTRICT OF THE CITY OF ALLENTOWN
Allentown, Pennsylvania**

2007-08 Through 2011-12

*Sept 1, 2007
to
Aug 31, 2012*

5/12/2008

annualized basis using the rate established for the school year during which the service is rendered.

ARTICLE 28 — COOPERATING TEACHER/STUDENT TEACHING PROGRAM

Section A. In April of each year, the “Cooperating Teacher Forms” shall be made available to every professional employee by the building principal and shall be returned to him/her when properly completed. The principal shall return the form to the Superintendent’s designee and to the Association.

Section B. Student teacher assignments shall be made wherever and whenever possible at least two (2) weeks in advance of the date the student teacher is to report to the school.

Section C. Teachers who are required to attend District designated meetings because of their participation as cooperating teachers shall be paid at the contractual hourly rate.

ARTICLE 29 — ASSOCIATION PRESIDENT RELEASE TIME

For the term of this Agreement, the President shall be entitled to full released time from Professional duties to conduct Association business during the work day, without loss in wages, benefits or other contractual advantages. Any grants, stipends, awards or other alternative financial arrangements made between the AEA and PSEA/NEA for President’s released time shall be remitted to the District.

ARTICLE 30 — SALARIED SUBSTITUTES/ELEMENTARY ABSENTEE SPECIALIST/SOCIAL WORKER

Section A. Salaried Substitutes

1. The District may hire Salaried Substitutes as needed. The number of Salaried Substitutes will not exceed the number of Employees on leaves such as maternity, sabbatical, or any other purpose granted by the District. Salaried Substitutes shall be hired for a period, intended at the time of hire, to last ninety (90) working days or more. Salaried Substitutes who have applied for certification, but have not received such, will be considered as day-by-day substitutes until the initial date on the certificate once issued. As of that date, they shall be classified as a salaried substitute as described in this Article.
2. Salaried Substitutes must meet the same qualifications as Employees. They will be supervised and evaluated by the same administrators who supervise and evaluate Employees. They are subject to the same rules and regulations and shall attend the same staff meetings as Employees.
3. Salaried Substitutes, if they qualify, can receive retirement credit with the Pennsylvania School Employees’ Retirement Board. They shall be paid on the same pay schedule as other Members of the Bargaining Unit.
4. All Salaried Substitutes will be hired at the starting salary for Employees with a bachelor’s degree regardless of degree or credit level. Salaried Substitutes who are employed by the District for a second consecutive school year shall move to the appropriate step on the

COLLECTIVE BARGAINING AGREEMENT

between the

ALLENTOWN EDUCATION ASSOCIATION

and the

SCHOOL DISTRICT OF THE CITY OF ALLENTOWN
Allentown, Pennsylvania

2012-13 Through 2014-15

2. Payment for any hours beyond the thirty (30) hours, subject to prior approval of the principal – to a maximum of fifteen (15) hours at the contractual hourly rate.

Section E. The inductee shall be compensated for any hours beyond the normal school day to a maximum of fifteen (15) hours.

Section F. When the induction year begins later than September 1 and thus carries over into the following school year, the payment shall be prorated on an annualized basis using the rate established for the school year during which the service is rendered.

Section G. Should more than one teacher serve as a Support Teacher for one inductee during a school year, each Support Teacher's compensation shall be prorated on an annualized basis using the rate established for the school year during which the service is rendered.

ARTICLE 27 — COOPERATING TEACHER/STUDENT TEACHING PROGRAM

Section A. In April of each year, the "Cooperating Teacher Forms" shall be made available to every professional employee by the building principal and shall be returned to him/her when properly completed. The principal shall return the form to the Superintendent's designee and to the Association.

Section B. Student teacher assignments shall be made wherever and whenever possible at least two (2) weeks in advance of the date the student teacher is to report to the school.

Section C. Teachers who are required to attend District designated meetings because of their participation as cooperating teachers shall be paid at the contractual hourly rate.

ARTICLE 28 — ASSOCIATION PRESIDENT RELEASE TIME

For the term of this Agreement, the President shall be entitled to full released time from Professional duties to conduct Association business during the work day, without loss in wages, benefits or other contractual advantages. Any grants, stipends, awards or other alternative financial arrangements made between the AEA and PSEA/NEA for President's released time shall be remitted to the District.

ARTICLE 29 — SALARIED SUBSTITUTES/ELEMENTARY ABSENTEE SPECIALIST/SOCIAL WORKER

Section A. Salaried Substitutes

1. The District may hire Salaried Substitutes as needed. The number of Salaried Substitutes will not exceed the number of Employees on leaves such as maternity, sabbatical, or any other purpose granted by the District. Salaried Substitutes shall be hired for a period, intended at the time of hire, to last ninety (90) working days or more. Salaried Substitutes who have applied for certification, but have not received such, will be considered as day-by-day substitutes until the initial date on the certificate once issued. As of that date, they shall be classified as a salaried substitute as described in this Article.

EXHIBIT G



31 South Penn Street ▪ P.O. Box 328 ▪ Allentown, PA 18105
Administration Center ▪ 484-765-4011 ▪ Fax: 484-765-4025

Dr. John R. Clark
Chief Financial Officer
Business Office
clarkjr@allentownsd.org

January 8, 2016

David Osborne
Karin Sweigart
The Fairness Center
225 State Street, Suite 303
Harrisburg, PA 17101

RE: Right-To-Know Request

Dear Requestor:

This acknowledges receipt on December 8, 2015 of your request for access to public records under the Pennsylvania Right-to-Know Law. Following review, your request is granted in part and denied in part as follows:

1. Every collective bargaining agreement (“CBA”) entered into or in effect between the Allentown School District (“ASD”) and the Allentown Educational Association (“AEA”) from 2000 to the date of this request. **This request is Granted. See Exhibit A.**
2. All memoranda of understanding, amendments, and any other contractractual modifications to the CBA’s requested under #1. **This request is Granted. See Exhibit B.**
3. All other contracts or agreements between the Allentown School District and the Allentown Educational Associations with an effective date between January 1, 2000 to the date of this request. **This request is Denied. This record does not exist.**
4. Every annual evaluation of Debra Tretter from 2000 to the present.¹ **This request is Denied. This record is exempt under the Right to Know law.**
5. The number of days worked each year by Debra Tretter from the 2009-2010 school year through the 2014-2015 school.² **This request is Granted. See Exhibit A.**
6. Any document reflective the name and job title of Debra Tretter’s supervisor within the ASD. **This request is Denied. This record does not exist.**
7. Any document reflecting each yearly amount of Debra Tretter’s salary, from 2000 to the date of this request, including the degree level and step she falls under the salary schedule for each year in question (Exhibit D of the 2012-2015 CBA). **This request is Granted. See Exhibit C.**
8. The seniority list, current as of the date of this request, for the ASD (Referenced in Article 16 of the 2012-2015 CBA). **This request is Granted. See Exhibit D.**

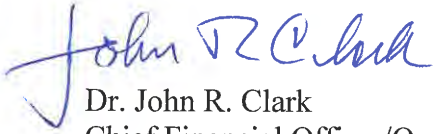
9. Any document reflecting the names and corresponding places of employment, positions, titles, designations on the salary schedule, salaries, and years of service for all professional employees in the ASD. **This request is Granted. See Exhibit D and Exhibit E.**
10. Any document reflecting the names and corresponding places of employment, position, title, designation on the salary schedule, ending salary, and years of service of any teacher furloughed, laid off, fired, or otherwise separated from service between 2007-present, as well as any supporting documentation specifying the reason or reasons for the suspension or termination of the employment relationship. **This request is Granted. See Exhibit F.**
11. The salary schedule (Exhibit D of the 2012-2015 CBA), current as to the date of this request, as well as an explanation of the degree levels and how steps are calculated within the schedule. **This request is Granted. See Exhibit A.**
12. From 2007-2015, the following:³
 - A. Any documents describing the terms and conditions of any grants, stipends, awards or other alternative financial arrangements remitted to the District from the AEA under Article 28 of the 20-12-2015 DBA or Article 29 of the 2007-2012 CBA. **This request is Denied. The record does not exist.**
 - B. Any documents describing the amount of any grants, stipends, awards or other alternative financial arrangements remitted to the District from the AEA under Article 28 of the 2012-2015 CBA or Article 29 of the 2007-2012 CBA. **This request is Denied. The record does not exist.**
 - C. Copies of any letters, emails, notes, reports, and memos that were sent and/or received discussing the possibility, potential, necessity, or lack of “grants, stipends, awards or other alternative financial arrangements made between the AEA and the PSEA/NEA for President’s released time.” **This request is Denied. This record does not exist.**
 - D. Copies of any letters, emails, notes, reports, and memos discussing the President’s release time arrangement with the District. **This request is Denied. The record does not exist.**
 - E. Documents describing the “benefits and other contractual advantages” provided to the AEA President on release time. **This request is Granted. See Exhibit A.**
 - F. Documents, if any, reflecting a reimbursement by the AEA or PSEA/NEA for any costs associated with release time. **This request is Denied. This record does not exist.**
13. The CBA that first authorized release time for the President of the AEA in a manner substantially similar to that permitted in the current Article 28. **This request is Granted. See Exhibit A, CBA 2003-04 through 2006-07.**

You have a right to appeal this partial denial in writing to Erik Arneson, Executive Director, Office of Open Records, Commonwealth Keystone Building, 400 North Street, 4th Floor, Harrisburg, PA 17120.

If you choose to file an appeal you must do so within 15 business days of the mailing date of this response. Please note that a copy of your original Right-to-Know request and this denial letter must be included when filing an appeal. The law also requires that you state the reasons why the record is a public record and address the reasons the Agency denies your request. Visit the Office of Open Records website at <http://openrecords.state.pa.us> for further information on filing an appeal. If you have further questions, please call Dr. John R. Clark. This correspondence will serve to close this record with our office as permitted by law.

I hereby certify that the enclosed documents are a true and correct copy of the information requested.

Sincerely,



Dr. John R. Clark
Chief Financial Officer/Open Records Officer

JRC/dmk

Enclosures

¹ School Board Policy No.412 requires that professional employees be evaluated annually in accordance with the requirements of 24 P.S. § 11-1123.

² Article 12 of the CBA states that employees shall not be required to be on duty more than 190 work days per school year.

³ Article 28 of the CBA effective 2012-2015 between the AEA and the ASD states that the President of the Association “shall be entitled to full release time from Professional duties to conduct Association business during the work day, without loss in wages, benefits or other contractual advantages.” Additionally, the provision states that “(a)ny grants, stipends, awards or other alternative financial arrangements made between the AEA and the PSEA/NEA for President’s released time shall be remitted to the District.” The language in Article 28 is identical to the language in Article 29 of the previous CBA in effect from 2007-2012.

Karin Sweigart

From: Knotek, Diane <knotekd@allentownsd.org>
Sent: Wednesday, February 17, 2016 5:03 PM
To: Karin Sweigart
Cc: David Osborne; Clark, John R
Subject: RE: Fairness Center - Right to Know request

Karin,

That is correct.

Thank you.
Diane

Diane M. Knotek
Business Office
Allentown School District
31 South Penn Street
Allentown, PA 18102
knotekd@allentownsd.org
484-765-4016
484-765-4025 (fax)

From: Karin Sweigart [mailto:karin@fairnesscenter.org]
Sent: Monday, January 18, 2016 10:58 AM
To: Knotek, Diane <knotekd@allentownsd.org>
Subject: Fairness Center - Right to Know request

Diane,

Thank you for the materials provided in response to The Fairness Center's right to know request. As we've been reviewing the material, I had a question surface.

Under Other Requested Records, number 5(The number of days worked each year by Debra Tretter from the 2009-2010 school year through the 2014-2015 school year.), the District's response references the CBA. Does this mean that no record tracking Debra Tretter's work attendance and leave exists?

Sincerely,

Karin M. Sweigart
Assistant General Counsel
[The Fairness Center](#)
916-812-1241

This e-mail contains PRIVILEGED AND CONFIDENTIAL information intended only for the individual(s) or entity named within the message. If you properly received this e-mail as a client or retained expert, please hold it in confidence to protect the attorney-client or work product privileges. Should the intended recipient forward or disclose this message to another person or party, that action could constitute a waiver of the attorney-client privilege. If the reader of this message is not the intended recipient, or the employee or agent responsible to deliver it to the intended recipient, you are hereby notified that any review, dissemination,

distribution or copying of this communication is prohibited by the sender and to do so might constitute a violation of the Electronic Communications Privacy Act, 18 U.S.C. section 2510-2521. If you are not the intended recipient of this e-mail, please notify us immediately by reply e-mail and delete the original message without reading same. Nothing in this e-mail message shall, in and of itself, create an attorney-client relationship with the sender.

EXHIBIT H



31 South Penn Street ▪ P.O. Box 328 ▪ Allentown, PA 18105
Administration Center ▪ 484-765-4011 ▪ Fax: 484-765-4025

Dr. John R. Clark
Chief Financial Officer
Business Office
clarkjr@allentownsd.org

January 8, 2016

David Osborne
Karin Sweigart
The Fairness Center
225 State Street, Suite 303
Harrisburg, PA 17101

RE: Right-To-Know Request

Dear Requestor:

This acknowledges receipt on December 8, 2015 of your request for access to public records under the Pennsylvania Right-to-Know Law. Following review, your request is granted in part and denied in part as follows:

1. Every collective bargaining agreement (“CBA”) entered into or in effect between the Allentown School District (“ASD”) and the Allentown Educational Association (“AEA”) from 2000 to the date of this request. **This request is Granted. See Exhibit A.**
2. All memoranda of understanding, amendments, and any other contractractual modifications to the CBA’s requested under #1. **This request is Granted. See Exhibit B.**
3. All other contracts or agreements between the Allentown School District and the Allentown Educational Associations with an effective date between January 1, 2000 to the date of this request. **This request is Denied. This record does not exist.**
4. Every annual evaluation of Debra Tretter from 2000 to the present.¹ **This request is Denied. This record is exempt under the Right to Know law.**
5. The number of days worked each year by Debra Tretter from the 2009-2010 school year through the 2014-2015 school.² **This request is Granted. See Exhibit A.**
6. Any document reflective the name and job title of Debra Tretter’s supervisor within the ASD. **This request is Denied. This record does not exist.**
7. Any document reflecting each yearly amount of Debra Tretter’s salary, from 2000 to the date of this request, including the degree level and step she falls under the salary schedule for each year in question (Exhibit D of the 2012-2015 CBA). **This request is Granted. See Exhibit C.**
8. The seniority list, current as of the date of this request, for the ASD (Referenced in Article 16 of the 2012-2015 CBA). **This request is Granted. See Exhibit D.**

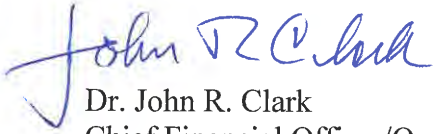
9. Any document reflecting the names and corresponding places of employment, positions, titles, designations on the salary schedule, salaries, and years of service for all professional employees in the ASD. **This request is Granted. See Exhibit D and Exhibit E.**
10. Any document reflecting the names and corresponding places of employment, position, title, designation on the salary schedule, ending salary, and years of service of any teacher furloughed, laid off, fired, or otherwise separated from service between 2007-present, as well as any supporting documentation specifying the reason or reasons for the suspension or termination of the employment relationship. **This request is Granted. See Exhibit F.**
11. The salary schedule (Exhibit D of the 2012-2015 CBA), current as to the date of this request, as well as an explanation of the degree levels and how steps are calculated within the schedule. **This request is Granted. See Exhibit A.**
12. From 2007-2015, the following:³
 - A. Any documents describing the terms and conditions of any grants, stipends, awards or other alternative financial arrangements remitted to the District from the AEA under Article 28 of the 20-12-2015 DBA or Article 29 of the 2007-2012 CBA. **This request is Denied. The record does not exist.**
 - B. Any documents describing the amount of any grants, stipends, awards or other alternative financial arrangements remitted to the District from the AEA under Article 28 of the 2012-2015 CBA or Article 29 of the 2007-2012 CBA. **This request is Denied. The record does not exist.**
 - C. Copies of any letters, emails, notes, reports, and memos that were sent and/or received discussing the possibility, potential, necessity, or lack of “grants, stipends, awards or other alternative financial arrangements made between the AEA and the PSEA/NEA for President’s released time.” **This request is Denied. This record does not exist.**
 - D. Copies of any letters, emails, notes, reports, and memos discussing the President’s release time arrangement with the District. **This request is Denied. The record does not exist.**
 - E. Documents describing the “benefits and other contractual advantages” provided to the AEA President on release time. **This request is Granted. See Exhibit A.**
 - F. Documents, if any, reflecting a reimbursement by the AEA or PSEA/NEA for any costs associated with release time. **This request is Denied. This record does not exist.**
13. The CBA that first authorized release time for the President of the AEA in a manner substantially similar to that permitted in the current Article 28. **This request is Granted. See Exhibit A, CBA 2003-04 through 2006-07.**

You have a right to appeal this partial denial in writing to Erik Arneson, Executive Director, Office of Open Records, Commonwealth Keystone Building, 400 North Street, 4th Floor, Harrisburg, PA 17120.

If you choose to file an appeal you must do so within 15 business days of the mailing date of this response. Please note that a copy of your original Right-to-Know request and this denial letter must be included when filing an appeal. The law also requires that you state the reasons why the record is a public record and address the reasons the Agency denies your request. Visit the Office of Open Records website at <http://openrecords.state.pa.us> for further information on filing an appeal. If you have further questions, please call Dr. John R. Clark. This correspondence will serve to close this record with our office as permitted by law.

I hereby certify that the enclosed documents are a true and correct copy of the information requested.

Sincerely,



Dr. John R. Clark
Chief Financial Officer/Open Records Officer

JRC/dmk

Enclosures

¹ School Board Policy No.412 requires that professional employees be evaluated annually in accordance with the requirements of 24 P.S. § 11-1123.

² Article 12 of the CBA states that employees shall not be required to be on duty more than 190 work days per school year.

³ Article 28 of the CBA effective 2012-2015 between the AEA and the ASD states that the President of the Association “shall be entitled to full release time from Professional duties to conduct Association business during the work day, without loss in wages, benefits or other contractual advantages.” Additionally, the provision states that “(a)ny grants, stipends, awards or other alternative financial arrangements made between the AEA and the PSEA/NEA for President’s released time shall be remitted to the District.” The language in Article 28 is identical to the language in Article 29 of the previous CBA in effect from 2007-2012.

SCHOOL DISTRICT OF THE CITY OF ALLENTOWN -- TEACHER RECORD CARD

Effective Board Re-Election Board
 8/29/00

STATUS:
 Professional

Name TRETTER, DEBRA A.

Social Security No. _____
 Address _____
 Phone _____
 College _____

Professional
 Temporary Professional
 Salaried Substitute

 Date of Birth

Year	Experience ASD Other	Position	Salary	Degree & Step	Certificate Record
2001	5.0	Boos-Spec Ed (2S)	42,710	BA 24-7.5	
2002	6.0	"	43,870	BA 24-8.5	
2003	7.0	"	45,062.50	BA 24-9.5	
2004	8.0	"	46,678	BA 24-10.5	
2005	9.0	"	48,582	BA 24-11.5	
2006	10.0	"	51,732	BA 24-12.5	
2007	11.0	Spec. Ed. Jefferson / Roosevelt	55,626	BA 24-13.5	
2007-08	12.0	Spec Ed (2S) Jefferson	58,716	BA 24-14.5	
08-09	13.0	" " " Jefferson	63,245	BA 24-14.5	
09-10	14.0	AEA President	73,373	MA-15.5	
2010-11	15	" " " Jefferson	78,193	MAE-15.0	
2011-12	16	AEA President	80,000	MAE-15.0	
2012-13	17	AEA President	80,800	MAE-15.0	
2013-14	18	AEA President	81,608	MAE-15.0	
2014-15	19	AEA President	81,608	MAE-15.0	
2015-16	20	AEA President	81,608	MAE-15.0	

EXHIBIT I



31 South Penn Street ▪ P.O. Box 328 ▪ Allentown, PA 18105
Administration Center ▪ 484-765-4011 ▪ Fax: 484-765-4025

Dr. John R. Clark
Chief Financial Officer
Business Office
clarkjr@allentownsd.org

February 17, 2016

David Osborne
The Fairness Center
225 State Street, Suite 303
Harrisburg, PA 17101

RE: Right-To-Know Request

Dear Mr. Osborne,

We have received your Right-To-Know Request of January 21, 2016 requesting information of public records under the Right-To-Know Law. Following review, your request is granted in part And denied in part as follows:

1. Any document reflecting the names of all employees granted "association President Release time" ("release time") since January 1, 2000. **This request is Granted. See Exhibit A.**
2. Any document reflecting the annual costs associated with all employees identified under Request #1, including but not limited to the costs of salary, benefits and pension obligations. **This request is Granted in part and Denied in part as the record is not available. See Exhibit A.**

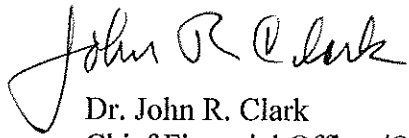
Also, find attached are additional agreements in response to your original request of December 8, 2015 Request #13 that shows when the president release time started.

You have a right to appeal this partial denial in writing to Erik Arneson, Executive Director, Office of Open Records, Commonwealth Keystone Building, 400 North Street, 4th Floor, Harrisburg, PA 17120.

If you choose to file an appeal you must do so within 15 business days of the mailing date of this response. Please note that a copy of your original Right-to-Know request and this denial letter must be included when filing an appeal. The law also requires that you state the reasons why the record is a public record and address the reasons the Agency denies your request. Visit the Office of Open Records website at <http://openrecords.state.pa.us> for further information on filing an appeal. If you have further questions, please call Dr. John R. Clark. This correspondence will serve to close this record with our office as permitted by law.

I hereby certify that the attached documents are a true and correct copy of the information requested.

Sincerely,

A handwritten signature in black ink that reads "John R. Clark". The signature is written in a cursive style with a large initial "J" and "C".

Dr. John R. Clark
Chief Financial Officer/Open Records Officer

JRC/dmk

Attachments

FAIRNESS CENTER RIGHT TO KNOW REQUEST 01/21/2016

EXHIBIT A										
Request #1										
Association President Who Were on Release Time										
Darryl Skrovanek, 1999-2000, 2000-2001										
Melvin Riddick, 2001-2002 through 2008-2009										
Debra Tretter, 2009-2010 through Present										
Request #2	Year	Salary	Pension	FICA	Workers Comp	Life Ins	Unemployment	Medical	Total	
Darryl Skrovanek	1999-2000	\$64,390.00	\$2,968.38	-	-	-	-	-	\$67,358.38	
Darryl Skrovanek	2000-2001	\$65,490.00	\$1,270.51	-	-	-	-	-	\$66,760.51	
Melvin Riddick	2001-2002	\$50,910.00	\$554.92	-	-	-	-	-	\$51,464.92	
Melvin Riddick	2002-2003	\$54,900.00	\$631.35	-	-	-	-	-	\$55,531.35	
Melvin Riddick	2003-2004	\$63,712.00	\$2,401.94	-	-	-	-	-	\$66,113.94	
Melvin Riddick	2004-2005	\$65,349.00	\$2,764.26	-	-	-	-	-	\$68,113.26	
Melvin Riddick	2005-2006	\$66,863.00	\$3,135.87	-	-	-	-	-	\$69,998.87	
Melvin Riddick	2006-2007	\$68,522.00	\$4,426.52	-	-	-	-	-	\$72,948.52	
Melvin Riddick	2007-2008	\$70,167.00	\$5,002.91	-	-	-	-	-	\$75,169.91	
Melvin Riddick	2008-2009	\$71,812.00	\$3,418.25	\$2,746.81	\$561.21	\$116.55	\$104.63	-	\$78,759.45	
Debra Tretter	2009-2010	\$73,373.00	\$3,507.23	\$2,806.52	\$573.41	\$119.08	\$106.90	\$10,215.60	\$90,701.75	
Debra Tretter	2010-2011	\$78,193.00	\$4,410.09	\$2,990.88	\$611.08	\$126.91	\$113.93	\$10,215.60	\$96,661.48	
Debra Tretter	2011-2012	\$80,000.00	\$6,920.00	\$3,060.00	\$625.20	\$129.84	\$116.56	\$12,860.76	\$103,712.36	
Debra Tretter	2012-2013	\$80,000.00	\$9,888.00	\$3,060.00	\$625.20	\$129.84	\$116.56	\$14,745.24	\$108,564.84	
Debra Tretter	2013-2014	\$80,800.00	\$13,679.44	\$3,090.60	\$944.71	\$161.36	\$1,159.48	\$16,745.28	\$116,580.87	
Debra Tretter	2014-2015	\$81,608.00	\$17,464.11	\$6,243.01	\$955.96	\$164.52	\$1,195.48	\$16,494.96	\$124,126.04	
Debra Tretter	2015-2016	\$81,608.00	\$21,087.51	\$6,243.01	\$851.42	\$164.52	\$273.39	\$16,494.96	\$126,722.81	
										NOTE: missing data above is not readily available.

EXHIBIT J



31 South Penn Street ▪ P.O. Box 328 ▪ Allentown, PA 18105
Administration Center ▪ 484-765-4011 ▪ Fax: 484-765-4025

Dr. John R. Clark
Chief Financial Officer
Business Office
clarkjr@allentownsd.org

January 8, 2016

David Osborne
Karin Sweigart
The Fairness Center
225 State Street, Suite 303
Harrisburg, PA 17101

RE: Right-To-Know Request

Dear Requestor:

This acknowledges receipt on December 8, 2015 of your request for access to public records under the Pennsylvania Right-to-Know Law. Following review, your request is granted in part and denied in part as follows:

1. Every collective bargaining agreement (“CBA”) entered into or in effect between the Allentown School District (“ASD”) and the Allentown Educational Association (“AEA”) from 2000 to the date of this request. **This request is Granted. See Exhibit A.**
2. All memoranda of understanding, amendments, and any other contractractual modifications to the CBA’s requested under #1. **This request is Granted. See Exhibit B.**
3. All other contracts or agreements between the Allentown School District and the Allentown Educational Associations with an effective date between January 1, 2000 to the date of this request. **This request is Denied. This record does not exist.**
4. Every annual evaluation of Debra Tretter from 2000 to the present.¹ **This request is Denied. This record is exempt under the Right to Know law.**
5. The number of days worked each year by Debra Tretter from the 2009-2010 school year through the 2014-2015 school.² **This request is Granted. See Exhibit A.**
6. Any document reflective the name and job title of Debra Tretter’s supervisor within the ASD. **This request is Denied. This record does not exist.**
7. Any document reflecting each yearly amount of Debra Tretter’s salary, from 2000 to the date of this request, including the degree level and step she falls under the salary schedule for each year in question (Exhibit D of the 2012-2015 CBA). **This request is Granted. See Exhibit C.**
8. The seniority list, current as of the date of this request, for the ASD (Referenced in Article 16 of the 2012-2015 CBA). **This request is Granted. See Exhibit D.**

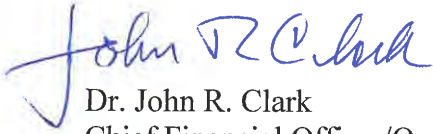
9. Any document reflecting the names and corresponding places of employment, positions, titles, designations on the salary schedule, salaries, and years of service for all professional employees in the ASD. **This request is Granted. See Exhibit D and Exhibit E.**
10. Any document reflecting the names and corresponding places of employment, position, title, designation on the salary schedule, ending salary, and years of service of any teacher furloughed, laid off, fired, or otherwise separated from service between 2007-present, as well as any supporting documentation specifying the reason or reasons for the suspension or termination of the employment relationship. **This request is Granted. See Exhibit F.**
11. The salary schedule (Exhibit D of the 2012-2015 CBA), current as to the date of this request, as well as an explanation of the degree levels and how steps are calculated within the schedule. **This request is Granted. See Exhibit A.**
12. From 2007-2015, the following:³
 - A. Any documents describing the terms and conditions of any grants, stipends, awards or other alternative financial arrangements remitted to the District from the AEA under Article 28 of the 20-12-2015 DBA or Article 29 of the 2007-2012 CBA. **This request is Denied. The record does not exist.**
 - B. Any documents describing the amount of any grants, stipends, awards or other alternative financial arrangements remitted to the District from the AEA under Article 28 of the 2012-2015 CBA or Article 29 of the 2007-2012 CBA. **This request is Denied. The record does not exist.**
 - C. Copies of any letters, emails, notes, reports, and memos that were sent and/or received discussing the possibility, potential, necessity, or lack of “grants, stipends, awards or other alternative financial arrangements made between the AEA and the PSEA/NEA for President’s released time.” **This request is Denied. This record does not exist.**
 - D. Copies of any letters, emails, notes, reports, and memos discussing the President’s release time arrangement with the District. **This request is Denied. The record does not exist.**
 - E. Documents describing the “benefits and other contractual advantages” provided to the AEA President on release time. **This request is Granted. See Exhibit A.**
 - F. Documents, if any, reflecting a reimbursement by the AEA or PSEA/NEA for any costs associated with release time. **This request is Denied. This record does not exist.**
13. The CBA that first authorized release time for the President of the AEA in a manner substantially similar to that permitted in the current Article 28. **This request is Granted. See Exhibit A, CBA 2003-04 through 2006-07.**

You have a right to appeal this partial denial in writing to Erik Arneson, Executive Director, Office of Open Records, Commonwealth Keystone Building, 400 North Street, 4th Floor, Harrisburg, PA 17120.

If you choose to file an appeal you must do so within 15 business days of the mailing date of this response. Please note that a copy of your original Right-to-Know request and this denial letter must be included when filing an appeal. The law also requires that you state the reasons why the record is a public record and address the reasons the Agency denies your request. Visit the Office of Open Records website at <http://openrecords.state.pa.us> for further information on filing an appeal. If you have further questions, please call Dr. John R. Clark. This correspondence will serve to close this record with our office as permitted by law.

I hereby certify that the enclosed documents are a true and correct copy of the information requested.

Sincerely,



Dr. John R. Clark
Chief Financial Officer/Open Records Officer

JRC/dmk

Enclosures

¹ School Board Policy No.412 requires that professional employees be evaluated annually in accordance with the requirements of 24 P.S. § 11-1123.

² Article 12 of the CBA states that employees shall not be required to be on duty more than 190 work days per school year.

³ Article 28 of the CBA effective 2012-2015 between the AEA and the ASD states that the President of the Association “shall be entitled to full release time from Professional duties to conduct Association business during the work day, without loss in wages, benefits or other contractual advantages.” Additionally, the provision states that “(a)ny grants, stipends, awards or other alternative financial arrangements made between the AEA and the PSEA/NEA for President’s released time shall be remitted to the District.” The language in Article 28 is identical to the language in Article 29 of the previous CBA in effect from 2007-2012.

Full Name	Seniority Date	Rank	Tenure Date	2014-15 Building Placement	2014-2015 Reassignments	Teaching assignment	Certification 1	Certification 2	Certification 3	Certification 4	Certification 5	Certification 6	Certification 7	Certification 8	Certification 9
NILSON, KAREN M	9/1/1988	72	09/01/1990	WILLIAM ALLEN HIGH	Learning Support	Special Ed	MENT AND/OR PHYS	Mathematics 7-12 -	GENERAL	SOCIAL STUDIES -	English 7-12 - H				
GREGORY, ELAINE P	9/1/1988	73	09/01/1990	LINCOLN EARLY	Learning Support	Special Ed K	MENT AND/OR PHYS	Elementary K-6							
GROSS, WENDY B	1/30/1989	74	01/30/1991	MUHLBERG	Learning Support	Special Ed	MENT AND/OR PHYS	Elementary K-6							
NARVAEZ, NIXA T	9/1/1989	75	09/01/1991	RAUB MIDDLE SCHOOL		ESL	ESL K-12	English 7-12							
RANKINS, ANNETTE T	9/1/1989	76	09/01/1991	JEFFERSON ELEMENTARY		Elementary Grade 4	Elementary K-6								
POPE, BETHANY ANNE	9/1/1989	77	09/01/1991	JEFFERSON ELEMENTARY		Kindergarten	Elementary K-6								
BRADY, PATRICK M	9/1/1989	78	09/01/1991	WILLIAM ALLEN HIGH	SALARIED SUB Remp		MUSIC	Elementary K-6							
MOYER, DAVID S	9/1/1989	79	09/01/1991	HARRISON MORTON		6th grade	Elementary K-6								
BONNIE, SUSAN J	9/1/1989	80	09/01/1991	LINCOLN EARLY		Kindergarten	Elementary K-6	School Program							
MILLER, LISA L	9/1/1989	81	09/01/1991	RAUB MIDDLE SCHOOL		Health & PE	HEALTH & PHYSICAL								
GACKENBACH, JOHN C	1/29/1990	82	01/29/1992	TREXLER MIDDLE SCHOOL		Grade 6	Elementary K-6	Mid-Level English 7-12	Mid-Level	MENT AND/OR	Mid-Level Science	SOCIAL			
SMITH, DANIEL R	9/1/1990	83	09/01/1992	DODD ELEMENTARY		Elementary Grade 1	Elementary K-6								
KIRCHNER, MELISSA A	9/1/1990	84	09/01/1993	CLEVELAND ELEMENTARY		Elementary Grade 2	Elementary K-6								
DELP, NATALIE J	9/1/1990	85	09/01/1992	MUHLBERG		Elementary Grade 5	Elementary K-6								
BILGER, GLEASY A	9/1/1990	86	09/01/1992	MOSSER ELEMENTARY		Elementary Grade 3	Elementary K-6								
KEEFER, MICHAEL D	9/1/1990	87	09/01/1992	ROOSEVELT ELEMENTARY		Elementary Grade 1	Elementary K-6	MENT AND/OR							
BEGEL, BARBARA L	9/1/1990	88	09/01/1992	LINCOLN EARLY		Kindergarten	Elementary K-6	MENT AND/OR	Reading						
FENSTERMAKER, TRACEY L	1/28/1991	89	01/28/1993	JEFFERSON ELEMENTARY		Elementary Grade 1	Elementary K-6	MENT AND/OR							
HANNIS, JEFFREY	1/28/1991	90	01/28/1993	DIERUFF HIGH SCHOOL	Learning support	Special Ed	MENT AND/OR PHYS	IND	Mathematics 7-						
NAGY, LINDA K	1/28/1991	91	01/28/1993	WILLIAM ALLEN HIGH		Spanish	SPANISH	FRENCH							
ISAACSON, LISA M	1/28/1991	92	01/28/1993	WILLIAM ALLEN HIGH		English	Communications 7-12								
HEFFELFINGER, AUDREY	9/1/1991	93	09/01/1993	MOSSER ELEMENTARY		Kindergarten	Elementary K-6								
POLONY, ANDREW A	9/1/1991	94	09/01/1993	RAUB MIDDLE SCHOOL		Health & PE	HEALTH & PHYSICAL								
PORTER, GUY H	9/1/1991	95	09/01/1993	RAUB MIDDLE SCHOOL		Music	MUSIC	Elementary K-6							
RADOCHA, COLLEEN M	9/1/1991	96	09/01/1993	JEFFERSON ELEMENTARY		Elementary Grade 2	Elementary K-6	MENT AND/OR							
KUCHARCZUK, JAMES R	9/1/1991	97	09/01/1993	TREXLER MIDDLE SCHOOL		Grade 6th	Elementary K-6								
PRIESTAS, IENNIFER E	9/1/1991	98	09/01/1993	SHERIDAN ELEMENTARY		Elementary Grade 2	Elementary K-6	Early Childhood N-3							
SMITH, KAREN B	9/1/1991	99	09/01/1993	ADMINISTRATION CENTER		Speech Clinician	SPEECH & LANGUAGE	MENT AND/OR	Elementary K-6 -						
MINAROVIC, ANN E	9/1/1991	100	09/01/1993	JEFFERSON ELEMENTARY		Elementary Grade 5	Elementary K-6								
HOFFERT, EILEEN	9/1/1991	101	09/01/1993	ADMINISTRATION CENTER		Speech Clinician	SPEECH CORRECTION	Elementary K-6							
GENTILE, ANGELO J	9/1/1991	102	09/01/1993	TREXLER MIDDLE SCHOOL		Guidance Counselor	SECONDARY SCHOOL	Elementary K-6	MENT AND/OR						
SCHOENBERGER, DONNA	9/1/1991	103	09/01/1993	ADMINISTRATION CENTER		Speech Therapist	SPEECH CORRECTION								
MCFADDEN, THOMAS	9/1/1991	104	09/01/1993	SOUTH MOUNTAIN MIDDLE		Music Instrumental	MUSIC	Elementary K-6							
MCDIVITT, LYNN D	9/1/1991	105	09/01/1993	LEHIGH PARKWAY		Kindergarten	Elementary K-6	Early Childhood N-3							
PICKAR, ANITA	9/1/1991	106	09/01/1993	MOSSER ELEMENTARY		Kindergarten	Elementary K-6								
KLINGBORG, BETH E	9/1/1991	107	09/01/1993	RITTER ELEMENTARY		Elementary Grade 2	Elementary K-6	Early Childhood N-3							
ANNONI, JOHN F	9/1/1991	108	09/01/1993	TREXLER MIDDLE SCHOOL		Grade 6	Elementary K-6								
GLIDDEN, SCOTT W	9/1/1991	109	09/01/1993	WILLIAM ALLEN HIGH	Learning Support	Special Ed	MENT AND/OR PHYS	SOCIAL							
MILLSPAUGH, JOELLEN K	9/1/1991	110	09/01/1993	TREXLER MIDDLE SCHOOL		Grade 6th	Elementary K-6								
HAGGERTY, ANNE M	9/1/1991	111	09/01/1993	CENTRAL ELEMENTARY		Elementary Grade 2	Elementary K-6	Early Childhood N-3							
CRAIG, KIMBERLY A	9/1/1992	112	09/01/1994	LEHIGH PARKWAY		Elementary Grade 2	Elementary K-6								
ILGENFRITZ, CYNTHIA C	9/1/1992	113	09/01/1994	ADMINISTRATION CENTER		School psychologist	SCHOOL								
HINKLE, MICHELE M	9/1/1992	114	09/01/1994	UNION TERRACE		Elementary Grade 3	Elementary K-6	Early Childhood N-3	Program						
WALLS, MARYELLEN C	9/1/1992	115	09/01/1994	LEHIGH PARKWAY		Elementary Grade 2	Elementary K-6								
GIANDOMENICO, JANICE B	9/1/1992	116	09/01/1994	RAUB MIDDLE SCHOOL	6th grade Reading	Intervention Specialist Reading	READING SPECIALIST	MENT AND/OR	Elementary K-6 -						
MCFARLAND, LORI J	9/1/1992	117	09/01/1994	WILLIAM PENN		Developmental Reading Grade	READING SPECIALIST	MENT AND/OR							
CONNOLLY, SUSAN M	9/1/1992	118	09/01/1994	UNION TERRACE		Elementary Grade 5	Elementary K-6	MENT AND/OR	Principal K-12	Program Specialist					
HAND, DIANNE M	9/1/1992	119	09/01/1994	CLEVELAND ELEMENTARY		Elementary Grade 1	Elementary K-6								
LESSTER, HUGH J	9/1/1992	120	09/01/1994	SOUTH MOUNTAIN MIDDLE		Behavior Mgt Coach ATS	MENT AND/OR PHYS	Mid-Level	Mid-Level						
BORTZ, SCOTT C	2/1/1993	121	02/03/1995	TREXLER MIDDLE SCHOOL		Art	Art K-12								
GARRIGAN, JUDITH R	9/1/1993	122	09/01/1995	JEFFERSON ELEMENTARY		School Nurse	SCHOOL NURSE	Elementary K-6							
BZIK, ANNE S	9/1/1993	123	09/01/1995	UNION TERRACE		School Nurse	SCHOOL NURSE								
GRUMBEIN, CAROL A	9/1/1993	124	09/01/1995	WILLIAM ALLEN HIGH		School Nurse	SCHOOL NURSE	SECONDARY							
SNYDER, PAULINE L	9/1/1993	125	09/01/1983	ROOSEVELT ELEMENTARY		Intervention Specialist	Elementary K-6	SOCIALLY &							
WILBURN, PATRICIA L	9/1/1993	126	09/01/1995	DODD ELEMENTARY		Elementary Grade 1	Elementary K-6								
CORBETT, LESLIE E	9/1/1993	127	09/01/1995	TREXLER MIDDLE SCHOOL	Learning Support	Special Ed LS 7/8	MENT AND/OR PHYS	Elementary K-6 - H							
VALENTINI, RUSSELL A	9/1/1993	128	09/01/1995	ADMINISTRATION CENTER		Home School Visitor	HOME AND SCHOOL	SOCIAL							
GALANTE, ANN H	9/1/1993	129	09/01/1995	JEFFERSON ELEMENTARY		Elementary Grade 3	Elementary K-6								
ROHN, CHARLENE	9/1/1993	130	09/01/1995	MUHLBERG		Elementary Grade 2	Elementary K-6	READING							
MONAHAN, LESLIE A	9/1/1993	131	09/01/1995	LUIS A RAMOS		Music	MUSIC	Elementary K-6							
DOTTER, JANE E	9/1/1993	132	09/01/1995	CLEVELAND ELEMENTARY		Elementary Grade 4	Elementary K-6	Reading Specialist K-							
TREGO, DIANE L	9/1/1993	133	09/01/1995	LUIS A RAMOS		Elementary Grade 2	Elementary K-6								
MILES, NANCY B	9/1/1993	134	09/01/1995	HARRISON MORTON		Library	LIBRARY SCIENCE (K-	Certificate of							
EDER, TERRI ANN	9/1/1993	135	09/01/1995	LUIS A RAMOS		Elementary Grade 2	Elementary K-6								
KRUEGER, MICHELLE A	9/1/1993	136	09/01/1995	UNION TERRACE	Learning Support	Special Ed	MENT AND/OR PHYS	Elementary K-6							
YOUNG, PATTI L	9/1/1993	137	09/01/1995	DIERUFF HIGH SCHOOL	SALARIED SUB	Science	BIOLOGY								
GRUVER, KATHY ANN	9/1/1993	138	09/01/1995	ROOSEVELT ELEMENTARY	FDK ROOSEVELT	Pre K	Early Childhood N-3	Elementary K-6							
PISTON, CATHERINE A	9/1/1993	139	09/01/1995	DIERUFF HIGH SCHOOL		Math	Mathematics 7-12								
BUDA, JUDY ANN	9/1/1994	140	09/01/1996	JEFFERSON ELEMENTARY		Kindergarten	Elementary K-6								
WENNER, SHARON R	9/1/1994	141	09/01/1996	LINCOLN EARLY		Kindergarten	Elementary K-6								
WEISS, DONNA JO	9/1/1994	142	09/01/1996	MOSSER ELEMENTARY		Elementary Grade 2	Elementary K-6	Early Childhood N-3							
TOSADO, PEDRO A	9/1/1994	143	09/01/1996	CENTRAL ELEMENTARY		ESL	ESL K-12	Elementary K-6	Spanish K-12						

Full Name	Seniority Date	Rank	Tenure Date	2014-15 Building Placement	2014-2015 Reassignments	Teaching assignment	Certification 1	Certification 2	Certification 3	Certification 4	Certification 5	Certification 6	Certification 7	Certification 8	Certification 9
RABENOLD, TRACY A	9/1/1994	144	09/01/1996	WILLIAM ALLEN HIGH		Art	Art K-12								
DUREPO-SPOKANE, ROCHELLE T	9/1/1994	145	09/01/1996	DIERUFF HIGH SCHOOL		Guidance Counselor	SECONDARY SCHOOL								
CONLON, CAROLYN	1/30/1995	146	01/30/1997	HARRISON MORTON	Learning Support	Special Ed LS	MENT AND/OR PHYS	Elementary K-6							
MEITZLER, JILL C	1/30/1995	147	01/30/1997	RITTER ELEMENTARY		Elementary Grade 4	Elementary K-6	MENT AND/OR							
TOSELAND, SHARYN	1/30/1995	148	01/30/1997	SHERIDAN ELEMENTARY	Learning Support	Special Ed	MENT AND/OR PHYS	Elementary K-6							
OSBORN, CAROL L	1/30/1995	149	01/30/1997	ROOSEVELT ELEMENTARY	Learning Support	Special Ed	MENT AND/OR PHYS	Elementary K-6							
GONZALEZ, DAVID D	9/1/1995	150	09/01/1997	WILLIAM PENN		Reading	READING SPECIALIST	Art K-12	Mid-Level	Mid-Level Citiz. Ed	English 7-12	Family-			
LUMSDEN, JEFFREY L	9/1/1995	151	09/01/1997	RITTER ELEMENTARY		Elementary Grade 2	Elementary K-6								
HEIVLY, BARBARA J	9/1/1995	152	09/01/1974	LEHIGH PARKWAY		Guidance Counselor	ELEMENTARY SCHOOL	Principal K-12	Elementary K-6						
KENNEDY, DONNA M	9/1/1995	153	09/01/1997	WILLIAM ALLEN HIGH		Health & PE	HEALTH & PHYSICAL								
KELLER, LISA A	9/1/1995	154	09/01/1997	LINCOLN EARLY		Kindergarten	Elementary K-6	Early Childhood N-3							
GRIFFIN, ARLENE N	9/1/1995	155	08/15/1977	MCKINLEY ELEMENTARY		Intervention Specialist	Elementary K-6	MENT AND/OR							
BRONSON, MATTHEW R	9/1/1995	156	09/01/1997	ADMINISTRATION CENTER		Special Ed Facilitator	MENT AND/OR PHYS	Elementary K-6	English 7-12 - H	Mid-Level Science	Mathematics 7-	SOCIAL			
ROSENBERGER, SCOTT E	9/1/1995	157	09/01/1997	DIERUFF HIGH SCHOOL		Science	BIOLOGY								
GRECZEK, STEPHANIE M	9/1/1995	158	09/01/1997	ADMINISTRATION CENTER		Special Ed Facilitator	MENT AND/OR PHYS	Elementary K-6							
GILL, DOREEN L SCHATZ	9/1/1995	159	09/01/1997	CENTRAL ELEMENTARY		Kindergarten-age 5 (KS)	Reading Specialist K-12	Early Childhood N-3	Elementary K-6						
KAUCHER, SHARON M	9/1/1995	160	09/01/1997	WILLIAM ALLEN HIGH	SALARIED SUB SABBATICAL	Art	Art K-12								
PERINOTTO, KATHLEEN A	9/1/1995	161	09/01/1997	SHERIDAN ELEMENTARY		Elementary Grade 3	Elementary K-6	Early Childhood N-3							
KITCHENMAN, PATRICIA A	9/1/1995	162	09/01/1997	RAUB MIDDLE SCHOOL		Guidance Counselor	ELEMENTARY SCHOOL								
SEYLER, INEZ R	9/5/1995	163	09/05/1997	MUHLNBERG		Health & PE	HEALTH & PHYSICAL	Elementary K-6							
COMEGYS, KAREN A	9/5/1995	164	09/05/1997	WILLIAM ALLEN HIGH		Math	Mathematics 7-12								
BRADER, KEITH A	10/2/1995	165	10/02/1997	DIERUFF HIGH SCHOOL		Health & PE	HEALTH & PHYSICAL								
BROWN, DIANE M	10/13/1995	166	10/13/1997	UNION TERRACE		Kindergarten	Early Childhood N-3								
MATZO, MARYALICE E	10/13/1995	167	10/13/1997	DIERUFF HIGH SCHOOL	Learning support	Special Ed	MENT AND/OR PHYS	English 7-12							
CHRISTY, LISA	2/27/1996	168	03/01/2000	UNION TERRACE		Elementary Grade 4	Elementary K-6								
GEORGE, RHONDA	2/27/1996	169	02/27/1998	DIERUFF HIGH SCHOOL		Math	Mathematics 7-12								
MCDERMOTT, MARK T	2/27/1996	170	02/27/1998	JEFFERSON ELEMENTARY		Elementary Grade 4	Elementary K-6								
KIPIA, DONNA A	2/27/1996	171	02/27/1998	ADMINISTRATION CENTER		Dental Hygienist	DENTAL HYGIENIST	Elementary K-6							
MOLL JR, WILLIAM H	9/1/1996	172	08/31/1999	DIERUFF HIGH SCHOOL		English	English 7-12								
MCNELIS, WENDY G	9/1/1996	173	08/31/1999	WILLIAM ALLEN HIGH		School Nurse	SCHOOL NURSE								
ILES, PETER R	9/1/1996	174	08/31/1999	WILLIAM ALLEN HIGH		English	English 7-12								
DERR, JOANN G	9/1/1996	175	08/31/1999	JEFFERSON ELEMENTARY	Learning Support	Special Ed	MENT AND/OR PHYS	Elementary K-6							
KISH, JANINE L	9/1/1996	176	09/04/1990	RITTER ELEMENTARY		Guidance Counselor	ELEMENTARY SCHOOL	SECONDARY	SUPVR PUPIL	ELEMENTARY					
SNYDER, NANCY L	9/1/1996	177	08/31/1999	SOUTH MOUNTAIN MIDDLE		Food & Nutrition	HOME ECONOMICS	Elementary K-6							
KRATZER, MARK T	9/1/1996	178	08/31/1999	SOUTH MOUNTAIN MIDDLE		Health & PE	HEALTH & PHYSICAL								
MCDEVITT, JOANNA KAY	9/1/1996	179	08/31/1999	WILLIAM ALLEN HIGH		English	English 7-12								
SZMIGIEL, MARK F	9/1/1996	180	08/31/1999	TREXLER MIDDLE SCHOOL		Social Studies Grade 7	SOCIAL STUDIES								
WILSON, JENNIFER A	9/1/1996	181	08/31/1999	CENTRAL ELEMENTARY		School Nurse	SCHOOL NURSE	Elementary K-6							
HANKEE, LISA M	9/24/1996	182	10/08/1999	CENTRAL ELEMENTARY		Kindergarten-age 5 (KS)	Elementary K-6								
QUINTER, LAURA W	1/27/1997	183	08/29/2000	WILLIAM ALLEN HIGH		Social Studies	SOCIAL STUDIES								
FORSYTHE, DONNA L	8/18/1997	184	08/03/2000	TREXLER MIDDLE SCHOOL	Pam Kopishke Need ATS	Library	LIBRARY SCIENCE (K-	Elementary K-6	MENT AND/OR						
BICHOVSKY, SUZIE K	8/18/1997	185	08/03/2000	SOUTH MOUNTAIN MIDDLE		Grade 6 - Reading	READING SPECIALIST	Elementary K-6	Program						
SECHLER, JOHN T	8/18/1997	186	08/03/2000	WILLIAM ALLEN HIGH		Theatre	English 7-12	Elementary K-6							
BUCKS, CATHERINE A	8/18/1997	187	08/03/2000	MOSSER ELEMENTARY		Elementary Grade 1	Elementary K-6								
KING, ALYSIA M	8/18/1997	188	08/03/2000	CENTRAL ELEMENTARY		Elementary Grade 1	Elementary K-6								
SAEGER, KIMBERLY	8/18/1997	189	08/29/2000	SHERIDAN ELEMENTARY		Elementary Grade 4	Elementary K-6	MENT AND/OR							
SOUSA, SHERI LEE	8/18/1997	190	08/03/2000	CENTRAL ELEMENTARY	XFR FROM LINCOLN	Art Integrator	Art K-12								
BUCKS, KIP DAVID	8/18/1997	191	08/03/2000	CENTRAL ELEMENTARY	Possible Salaried Sub	Elementary Grade 4	Elementary K-6								
TRETTNER, DEBRA ANN	9/1/1997	192	08/29/2000	JEFFERSON ELEMENTARY	No salaried sub needed.	Special Ed Pre-K - 6	MENT AND/OR PHYS	Elementary K-6							
POWER, RACHEL A	9/1/1997	193	08/29/2000	UNION TERRACE	Learning Support	Special Ed	MENT AND/OR PHYS	Elementary K-6							
LEIBOLD, MARK R	9/1/1997	194	08/29/2000	WILLIAM ALLEN HIGH	Learning Support	Special Ed	MENT AND/OR PHYS	Elementary K-6	Mathematics 7-	English 7-12 - H	GENERAL	SOCIAL			
PENIZOTTO, JEFFREY D	9/1/1997	195	8/29/2000	DIERUFF HIGH SCHOOL		Guidance Counselor	SECONDARY SCHOOL	ELEMENTARY							
LEGUTKO, JACQUELINE I	9/1/1997	196	8/29/2000	ROOSEVELT ELEMENTARY	Emotional Support	Special Ed Hand	Elementary K-6	MENT AND/OR PHYS HANDICAPPD							
LUCAS, JEFFREY L	9/1/1997	197	08/29/2000	RAUB MIDDLE SCHOOL		Science 8th grade	Mid-Level Science 7-9	Biology 7-12							
MOORE, PAMELA LYNN	9/1/1997	198	08/29/2000	DIERUFF HIGH SCHOOL		Spanish	SPANISH								
CONWAY, TINA A	9/1/1997	199	08/29/2000	WILLIAM ALLEN HIGH		Math	Mathematics 7-12								
GASHI, MELODIE S	9/1/1997	200	08/29/2000	TREXLER/RAUB		Spanish	Spanish K-12								
ROTHROCK, EDWARD K	9/1/1997	201	08/29/2000	VISTA II		Social Studies Grade 10-12	SOCIAL STUDIES 7-12								
RUSS, DONNA M	9/1/1997	202	08/29/2000	MOSSER ELEMENTARY		Elementary Grade 1	Elementary K-6	READING							
HUBER, MARJORIE E	9/1/1997	203	08/29/2000	SOUTH MOUNTAIN MIDDLE		Grade 6	Elementary K-6	Principal K-12							
MANJARREZ, JOANN V	9/1/1997	204	12/01/1995	ADMINISTRATION CENTER		Gifted	Elementary K-6	Early Childhood N-3							
PERILLA, LINDA G	9/1/1997	205	08/29/2000	WILLIAM ALLEN HIGH		German	GERMAN								
BRADER, SUSAN MICHELLE	9/1/1997	206	08/29/2000	SOUTH MOUNTAIN MIDDLE		English Grade 7	Mid-Level English 7-9	Elementary K-6							
SNYDER, DOUGLAS M	9/1/1997	207	08/29/2000	WILLIAM ALLEN HIGH		Social Studies	SOCIAL STUDIES								
TRAUD, MARY B	9/1/1997	208	08/29/2000	DODD ELEMENTARY		Intervention Specialist	Elementary K-6								
MARCKS, TREV M	9/1/1997	209	08/29/2000	SOUTH MOUNTAIN MIDDLE		Grade 6	Elementary K-6								
SEAY, MARY B	9/1/1997	210	08/29/2000	TREXLER MIDDLE SCHOOL		Guidance Counselor	ELEMENTARY SCHOOL								
PRESTON, JOAN	9/1/1997	211	08/29/2000	TREXLER MIDDLE SCHOOL		Science Grade 7	Elementary K-6	Mid-Level	Mid-Level						
HOLLOWELL, DIANE	9/1/1997	212	08/29/2000	DIERUFF HIGH SCHOOL		Library	LIBRARY SCIENCE (K-	ATHLETIC COACH	HEALTH &						
TRACA, MARIO J	9/1/1997	213	08/29/2000	DIERUFF HIGH SCHOOL		Health & PE	HEALTH & PHYSICAL								
PATTERSON, STEVEN T	9/1/1997	214	08/29/2000	WILLIAM ALLEN HIGH		English	English 7-12								
HATZISTAMATIS, EVELYN	9/1/1997	215	08/29/2000	UNION TERRACE		ESL	Program Specialist ESL	Elementary K-6							

Full Name	Seniority Date	Rank	Tenure Date	2014-15 Building Placement	2014-2015 Reassignments	Teaching assignment	Certification 1	Certification 2	Certification 3	Certification 4	Certification 5	Certification 6	Certification 7	Certification 8	Certification 9
CASTILLO, JESUS	9/1/1997	216	08/29/2000	CENTRAL ELEMENTARY		Music	MUSIC								
STOUDT, THOMAS J	9/1/1997	217	08/29/2000	DIERUFF HIGH SCHOOL		Home & School Visitor	HOME AND SCHOOL								
LOVARDO, ROBERTO L	9/15/1997	218	09/15/2000	HARRISON MORTON		Reading 8th grade	READING SPECIALIST	Principal K-12							
ZAVAS, FEDERICO L	1/28/1998	219	01/28/2005	SOUTH MOUNTAIN MIDDLE		Social Studies Grade 8	SOCIAL STUDIES 7-12	MENT AND/OR	Mid-Level						
SALLEY, PAMELA A	8/3/1998	220	08/01/2001	CENTRAL ELEMENTARY		Elementary Grade 5	Elementary K-6								
FRIEBOLIN, LORI A	8/3/1998	221	08/01/2001	SHERIDAN ELEMENTARY		Elementary Grade 3	Elementary K-6	Principal K-12							
RIFFLE, DIANE M	8/3/1998	222	08/01/2001	CLEVELAND ELEMENTARY		Intervention Specialist	Elementary K-6	MENT AND/OR							
MCCANNNEY-RECCEK, MELISSA A	9/1/1998	223	08/28/2001	VISTA I		Social Studies Grade 7-9	SOCIAL STUDIES	Mid-Level Science 7-							
CSENSITS, JON M	9/1/1998	224	08/28/2001	DIERUFF HIGH SCHOOL		Social Studies	SOCIAL STUDIES								
HANKEE, JACKIE C	9/1/1998	225	08/28/2001	DIERUFF HIGH SCHOOL		Math	Mathematics 7-12								
MUGGLESTON, JESSICA W	9/1/1998	226	08/28/2001	MOSSER ELEMENTARY		School Psychologist	SCHOOL								
ANASCAVAGE, SUSAN M	9/1/1998	227	08/28/2001	WILLIAM ALLEN HIGH	Learning Support	Special Ed	MENT AND/OR PHYS	Elementary K-6	English 7-12						
GOLDNER, KAREN J	9/1/1998	228	08/28/2001	RAUB MIDDLE SCHOOL		School Nurse	SCHOOL NURSE								
KERN, MICHELLE A	9/1/1998	229	08/28/2001	LEHIGH PARKWAY	XFR LEHIGH PARKWAY FROM	Elementary Grade 2	Elementary K-6								
WOLFGANG, GINA	9/1/1998	230	08/28/2001	LUIS A RAMOS		Elementary Grade 1	Elementary K-6	Program Specialist							
TOMAN, STACEY K	9/1/1998	231	08/28/2001	MUHLENBERG		Elementary Grade 1	Early Childhood N-3								
FENSTERMAKER II, RICHARD J	9/1/1998	232	08/28/2001	DODD ELEMENTARY		Elementary Grade 5	Elementary K-6	Principal K-12							
FIGUEROA-RODRIGUEZ, SOPHIA	9/1/1998	233	08/27/2002	RITTER ELEMENTARY		Elementary Grade 1	Elementary K-6	Program Specialist							
BRADY, BRIGID	10/20/1998	234	10/20/2001	ADMINISTRATION CENTER		Special Ed Facilitator	MENT AND/OR PHYS	Elementary K-6	SUPVR SPECIAL						
MERCADO, JOEY	12/22/1998	235	12/22/2001	MOSSER ELEMENTARY		Elementary Grade 2	MENT AND/OR PHYS	Elementary K-6							
WALTERS, PATRICIA A	2/1/1999	236	02/01/2002	DIERUFF HIGH SCHOOL		English	English 7-12								
LUTTERSCHMIDT, TIMOTHY L	2/11/1999	237	02/11/2002	WILLIAM ALLEN HIGH		Social Studies	SOCIAL STUDIES								
GONZALEZ, GLORIA	8/18/1999	238	06/15/1999	LINCOLN EARLY		Kindergarten	Elementary K-6								
HEISLER, MICHELLE W	8/31/1999	239	08/27/2002	UNION TERRACE		Elementary Grade 2	Elementary K-6								
TALABER, AMY L	8/31/1999	240	08/27/2002	JEFFERSON ELEMENTARY		Elementary Grade 3	Elementary K-6	Early Childhood N-3							
HARD, BRIAN T	8/31/1999	241	08/27/2002	MOSSER ELEMENTARY		Elementary Grade 5	Elementary K-6								
KRAUSE, RICHARD J	8/31/1999	242	08/27/2002	WILLIAM ALLEN HIGH		Health & PE	HEALTH & PHYSICAL								
FULLER, SUSAN N	8/31/1999	243	08/27/2002	MUHLENBERG		Guidance Counselor	ELEMENTARY SCHOOL	Elementary K-6	MENT AND/OR						
KRAYNIK, CHRISTINE A	8/31/1999	244	08/27/2002	MCKINLEY ELEMENTARY		Elementary Grade 3	Elementary K-6	Early Childhood N-3							
DODD, JENNIFER M	8/31/1999	245	08/27/2002	DIERUFF HIGH SCHOOL		Music	MUSIC								
FITCH, CLAYTON	8/31/1999	246	08/27/2002	LUIS A RAMOS		Elementary Grade 5	Elementary K-6								
BURGOS, CELESTE	8/31/1999	247	08/27/2002	LUIS A RAMOS		Elementary Grade 4	Elementary K-6	Mid-Level							
WERTMAN, PATRICIA D	8/31/1999	248	08/27/2002	SOUTH MOUNTAIN MIDDLE		Grade 6 - Reading	READING SPECIALIST	Elementary K-6							
WOOD, SUSAN L	8/31/1999	249	08/27/2002	WILLIAM ALLEN HIGH		English	English 7-12								
LASKO, JENNIFER L	8/31/1999	250	08/27/2002	SHERIDAN ELEMENTARY		Elementary Grade 2	Elementary K-6	Early Childhood N-3	Program						
BORRELL, CRAIG A	8/31/1999	251	08/27/2002	WILLIAM ALLEN HIGH		Guidance Counselor	SECONDARY SCHOOL								
HISSAM, MARC D	8/31/1999	252	08/27/2002	WILLIAM ALLEN HIGH	Learning Support	Special Ed	MENT AND/OR PHYS	Health	BIOLOGY	SOCIAL STUDIES	Elementary K-6	Principal K-12			
CHORNEY, ALEXANDRA P	8/31/1999	253	08/27/2002	SHERIDAN ELEMENTARY		Elementary Grade 5	Elementary K-6								
MILLER, DUANE M	8/31/1999	254	08/27/2002	MCKINLEY ELEMENTARY		Elementary Grade 4	Elementary K-6	MENT AND/OR							
MOSCATO, ANTHONY D	8/31/1999	255	08/27/2002	JEFFERSON ELEMENTARY		Health & PE	HEALTH & PHYSICAL								
WEBER, ADRIEN	8/31/1999	256	08/27/2002	DIERUFF HIGH SCHOOL		Health & PE	HEALTH & PHYSICAL								
LEIGHTON, DANIELLE KELLY	8/31/1999	257	08/27/2002	ADMINISTRATION CENTER		Special Ed	MENT AND/OR PHYS	Elementary K-6	SOCIAL STUDIES	GENERAL SCIENCE	English 7-12 - H	Mathematics 7-			
MILLER, LAURA J	8/31/1999	258	08/27/2002	SOUTH MOUNTAIN MIDDLE		Health & PE	HEALTH & PHYSICAL	Principal K-12							
HANYCH, NICHOLAS	8/31/1999	259	08/27/2002	SOUTH MOUNTAIN MIDDLE	Learning Support	Special Ed	MENT AND/OR PHYS	Elementary K-6	Mid-Level Citiz.						
DOPERA, MICHAEL M	8/31/1999	260	08/27/2002	TREXLER MIDDLE SCHOOL		English Grade 7	Mid-Level English 7-9	Elementary K-6							
SERVAIS, ESTHER	8/31/1999	261	08/27/2002	JEFFERSON ELEMENTARY		Elementary Grade 1	Elementary K-6	MENT AND/OR	Early Childhood	Reading Specialist					
LUTTE, JOHN D	8/31/1999	262	08/27/2002	WILLIAM ALLEN HIGH		Social Studies	SOCIAL STUDIES								
BURKE, KIM L	8/31/1999	263	08/27/2002	WILLIAM ALLEN HIGH	Learning Support	Special Ed	MENT AND/OR PHYS	Elementary K-6	Mathematics 7-	English 7-12 - H					
STOUDT, DAVID	8/31/1999	264	08/27/2002	DIERUFF HIGH SCHOOL		Art	Art K-12								
MAURER, GREGORY	8/31/1999	265	08/27/2002	WILLIAM ALLEN HIGH	Learning Support	Special Ed	MENT AND/OR PHYS	English 7-12	SOCIAL STUDIES						
CHICHAK, JOHN J	8/31/1999	266	08/27/2002	WILLIAM ALLEN HIGH		Math	Mathematics 7-12								
HOHE, ROBIN R	8/31/1999	267	08/27/2002	LEHIGH PARKWAY		Elementary Grade 4	Elementary K-6	Mid-Level Citiz. Ed	Mid-Level	Mid-Level Science					
MAIATICO, JANICE	8/31/1999	268	08/27/2002	WILLIAM ALLEN HIGH		ESL	Elementary K-6 ESL	Elementary K-6	English 7-12						
DETURK, LYNDA FAUST	8/31/1999	269	08/27/2002	TREXLER MIDDLE SCHOOL		Grade 6	Elementary K-6								
EPLER, GERARD T	8/31/1999	270	08/27/2002	WILLIAM ALLEN HIGH		Library	LIBRARY SCIENCE (K-								
GILL, WILLIAM B	8/31/1999	271	08/27/2002	RITTER ELEMENTARY		Elementary Grade 1	Elementary K-6								
MILLER, CHRISTINA A	8/31/1999	272	08/27/2002	TREXLER MIDDLE SCHOOL		Grade 6th	Elementary K-6								
BECK, LAURA E	8/31/1999	273	08/27/2002	DODD ELEMENTARY		Elementary Grade 3	Elementary K-6	Early Childhood N-3							
HODGES, SHARON C	8/31/1999	274	08/27/2002	LUIS A RAMOS		Elementary Grade 2	Elementary K-6								
TRINIDAD, KAREN SUE	8/31/1999	275	08/27/2002	MUHLENBERG		Intervention Specialist	Elementary K-6	Early Childhood N-3	READING	Principal K-12					
CSENSITS, DEANN	8/31/1999	276	08/27/2002	MOSSER ELEMENTARY	MDS	Special Ed	MENT AND/OR PHYS	Elementary K-6							
HUNSBERGER, MICHAEL S	8/31/1999	277	08/31/1999	TREXLER MIDDLE SCHOOL		Grade 6th	Elementary K-6	Mid-Level English 7-							
TOBIAS, JEANNE M	8/31/1999	278	10/12/1983	SOUTH MOUNTAIN MIDDLE	Life Skills	Special Ed	MENT AND/OR PHYS	English 7-12	Mid-Level	Mid-Level Science	SOCIAL STUDIES -	Elementary K-6	Elementary K-6 - H		
OSORTO, ESMERALDA	1/18/2000	279	01/18/2003	RITTER ELEMENTARY		ESL	Program Specialist ESL	Elementary K-6							
TOTO, JESSICA L	1/26/2000	280	01/26/2003	DIERUFF HIGH SCHOOL		English	English 7-12	SUPVR							
HOSLER, PATRICIA K	2/7/2000	281	02/07/2003	UNION TERRACE		Elementary Grade 2	Elementary K-6								
BRAGG, DONNA L	2/25/2000	282	02/25/2003	DIERUFF HIGH SCHOOL		FCS	HOME ECONOMICS	HEARING IMPAIRED							
ROYLANCE, JONATHAN H	8/29/2000	283	09/01/1995	WILLIAM ALLEN HIGH		Art	Art K-12								
CLAY, GRETCHEN	8/29/2000	284	08/26/2003	WILLIAM ALLEN HIGH		Math	Mathematics 7-12								
RONALDS, KEITH C	8/29/2000	285	08/26/2003	DIERUFF HIGH SCHOOL		Social Studies	SOCIAL STUDIES								
VASS, JOHN A	8/29/2000	286	08/26/2003	WILLIAM ALLEN HIGH		Science	Physics 7-12	Mathematics 7-12	Technology						
KRESGE, SAMANTHA E	8/29/2000	287	08/26/2003	WILLIAM ALLEN HIGH	Life Skills	Special Ed	MENT AND/OR PHYS	SOCIAL STUDIES - H	English 7-12 - H	Mathematics 7-12					

Full Name	Seniority Date	Rank	Tenure Date	2014-15 Building Placement	2014-2015 Reassignments	Teaching assignment	Certification 1	Certification 2	Certification 3	Certification 4	Certification 5	Certification 6	Certification 7	Certification 8	Certification 9
TAYLOR, JAMES J	3/1/2002	360	06/30/1971	WILLIAM ALLEN HIGH		Science	GENERAL SCIENCE	BIOLOGY	Principal K-12						
BARLOK, KRISTA	8/27/2002	361	10/28/2005	WILLIAM ALLEN HIGH		Social Studies	SOCIAL STUDIES								
BENNIS, JENNIFER A	7/1/2002	362	08/30/2008	JACKSON ALTERNATIVE		Special Ed	Special Education N-12	SOCIAL STUDIES	English 7-12	Principal K-12					
DARRAGH-CONNORS, RITA	8/27/2002	363	08/30/2005	MOSSER ELEMENTARY	MDS xfr from SMMS	Special Ed	Elementary K-6	Elementary K-6							
STEFANYAK, EDWARD S	8/27/2002	364	08/30/2005	DIERUFF HIGH SCHOOL		English	READING SPECIALIST	English 7-12							
ROOD, MARY ANNE	8/27/2002	365	08/30/2005	WILLIAM ALLEN HIGH		English	READING SPECIALIST	English 7-12	MENT AND/OR						
TOLSON, STEPHEN M	8/27/2002	366	08/30/2005	DIERUFF HIGH SCHOOL		English	English 7-12	Communications 7-							
WILMOTT, CHERYL	8/27/2002	367	08/30/2005	WILLIAM ALLEN HIGH		Science	BIOLOGY								
SPIVA, DANIELLE D	8/27/2002	368	08/30/2005	SHERIDAN ELEMENTARY		Elementary Grade 3	Elementary K-6								
JEPSON, CAROL M	8/27/2002	369	08/30/2005	HARRISON MORTON		6th grade	Elementary K-6	Mid-Level English 7-	Mid-Level						
SMITRESKI, KAREN A	8/27/2002	370	08/30/2005	HARRISON MORTON		6th grade	Elementary K-6								
WEIERBACH, MELISSA M	8/27/2002	371	08/30/2005	LEHIGH PARKWAY		Elementary Grade 3	Elementary K-6	Early Childhood N-3							
KENLY, LEIGHLYNN	8/27/2002	372	08/30/2005	TREXLER MIDDLE SCHOOL		Reading Grade 8	READING SPECIALIST								
SACCO, MICHAEL P	8/27/2002	373	08/30/2005	RAUB MIDDLE SCHOOL		6th grade	Elementary K-6	Mid-Level	Mid-Level Citiz.						
BURKE, KIMBERLY	8/27/2002	374	08/30/2005	MOSSER ELEMENTARY		Art	Art K-12								
MAXELL, JENNIFER R	8/27/2002	375	08/30/2005	RAUB MIDDLE SCHOOL		English 7th grade	English 7-12								
POLASKI, JOHN M	8/27/2002	376	08/30/2005	HARRISON MORTON		Social Studies 8th grade	SOCIAL STUDIES								
LAUB, KRISTEN R	8/27/2002	377	08/30/2005	LEHIGH PARKWAY	XFR LEHIGH PARKWAY OPEN	Elementary Grade 4	Elementary K-6								
KARPOWICH, TRACY M	8/27/2002	378	08/30/2005	ADMINISTRATION CENTER		Physical Support	Special Education N-12	English 7-12	Mid-Level	Elementary K-6 - H					
WETHERHOLD, MARY	8/1/2002	379	08/30/2005	CENTRAL ELEMENTARY		Elementary Grade 2	Elementary K-6								
STROBL III, RODNEY H	8/27/2002	380	08/30/2005	SOUTH MOUNTAIN MIDDLE		Math Grade 7	Mid-Level Mathematics	Elementary K-6							
ORTIZ JR, ERNESTO	8/27/2002	381	08/30/2005	RITTER ELEMENTARY	APLI Hold Salaried Sub	Elementary Grade 5	Elementary K-6	Program Specialist							
BLEILER, DEREK B	8/27/2002	382	08/30/2005	TREXLER MIDDLE SCHOOL	Resignation	Math Grade 7	Mid-Level Mathematics	Elementary K-6							
AYACU, MARIA J	8/27/2002	383	10/27/2005	ADMINISTRATION CENTER		School Psychologist	SCHOOL	ELEMENTARY	SECONDARY						
MAHONEY, BARBARA S	8/27/2002	384	08/30/2005	CENTRAL ELEMENTARY		Reading Specialist Grade 2	Reading Specialist K-12	Elementary K-6	ESL K-12						
BUCK, AMY A	9/7/2004	532	09/07/2007	WASHINGTON		Elementary Grade 1	Elementary K-6								
BRAKEMAN, JASON	8/27/2002	386	08/30/2005	JEFFERSON ELEMENTARY	Autistic Support	Special Ed	Special Education N-12	Elementary K-6							
FIORITO, JOSEPH T	8/27/2002	387	08/30/2005	JEFFERSON ELEMENTARY	Autistic Support	Special Ed	MENT AND/OR PHYS	Elementary K-6							
LEAUBER, DONALD W	8/27/2002	388	08/30/2005	DIERUFF HIGH SCHOOL		Social Studies Grade 10-12	SOCIAL STUDIES								
COSME, OLGA J	8/27/2002	389	08/30/2005	DIERUFF HIGH SCHOOL		Guidance Counselor	SECONDARY SCHOOL								
MILLER, AMANDA C	8/27/2002	390	08/30/2005	RAUB MIDDLE SCHOOL		Math 8th grade	Mathematics 7-12								
YOUNG, DEANA D	8/27/2002	391	08/30/2005	RAUB MIDDLE SCHOOL		Read 180	READING SPECIALIST	English 7-12	Elementary K-6						
BOLINSKY, MICHAEL P	8/27/2002	392	08/30/2005	WILLIAM ALLEN HIGH	Salaried Sub - Acting AP for	Social Studies	SOCIAL STUDIES								
KEENEY, DONNA M	8/27/2002	393	08/30/2005	HARRISON MORTON	Need salaried sub for 8th	Reading 8th grade	READING SPECIALIST	Elementary K-6							
CUMELLO, HEATHER	8/27/2002	394	08/30/2005	LEHIGH PARKWAY		Elementary Grade 1	READING SPECIALIST K-	Elementary K-6							
ONEILL JR, TIMOTHY	8/27/2002	395	08/30/2005	VISTA I		Math Grade 7-9	Mid-Level Mathematics	SOCIAL STUDIES							
KOTERBA, LEE R	8/27/2002	396	08/30/2005	ADMINISTRATION CENTER		Special Ed Facilitator	MENT AND/OR PHYS	Elementary K-6 - H	Mid-Level	Mid-Level Science	English 7-12 - H	SOCIAL			
CUNNINGHAM, STACY J	8/27/2002	397	08/30/2005	SHERIDAN ELEMENTARY		Elementary Grade 2	Elementary K-6	INST TECHNOLOGY	Early Childhood						
CRAIG, SHERRY ANN	8/27/2002	398	8/30/2005	MUHLINBERG		Elementary grade 4	Elementary K-6								
SHIVICK, MARISSA L	8/27/2002	399	08/30/2005	HARRISON MORTON		6th grade	Elementary K-6								
DAVIS, BRYAN MICHAEL	8/27/2002	400	08/30/2005	SOUTH MOUNTAIN MIDDLE		English Grade 8	Mid-Level English 7-9	Principal K-12							
MOYER, DEBORAH	8/27/2002	401	08/30/2005	NEWCOMER ACADEMY	Learning Support	Special Ed Grade 7-12	MENT AND/OR PHYS	Elementary K-6	Program						
TSIHUIS, STEPHANIE M	8/27/2002	402	08/30/2005	RITTER ELEMENTARY		Elementary Grade 4	Elementary K-6								
KLEPPINGER, KAROL L	8/27/2002	403	08/30/2005	SMMS/HMMS		Art	Art K-12								
RODRIGUEZ, ALINE	8/27/2002	404	08/30/2005	SHERIDAN ELEMENTARY		Elementary Grade 2	Elementary K-6								
LATSHAW, STEPHANIE J	8/27/2002	405	08/30/2005	TREXLER MIDDLE SCHOOL	Math Replacement Pammer	Grade 6th	Elementary K-6	Early Childhood N-3	Mid-Level						
CONNELLAN, HELEN	8/27/2002	406	08/30/2005	MOSSER ELEMENTARY	FDK MOSSER	Pre K	Elementary K-6	Early Childhood N-3							
HUBLER, SUSAN M	8/27/2002	407	08/30/2005	LEHIGH PARKWAY		Elementary Grade 4	Elementary K-6								
JONES, KRISTY D	8/27/2002	408	08/30/2005	MCKINLEY ELEMENTARY	Intervention Specialist	Elementary Grade 4	Elementary K-6	Early Childhood N-3							
GRAB, RICHARD T	8/27/2002	409	08/30/2005	RITTER ELEMENTARY		Elementary Grade 5	Elementary K-6								
BERNICK, JOHN B	8/27/2002	410	08/30/2005	WILLIAM ALLEN HIGH		Science	Chemistry 7-12	EARTH AND SPACE	GENERAL	BIOLOGY					
QUATRONE, DAVID	8/27/2002	411	08/30/2005	DIERUFF HIGH SCHOOL		Math	Mathematics 7-12	SOCIAL STUDIES							
FRANKLIN, LESLIE R	8/27/2002	412	08/30/2005	MOSSER ELEMENTARY	Learning Support	Special Ed	MENT AND/OR PHYS	Elementary K-6							
BRYANT, JENNIFER L	8/28/2007	772	08/28/2010	WASHINGTON	APLI Hold Salaried Sub	Elementary Grade 1	Elementary K-6	READING							
JARRAH, DANNY	8/27/2002	414	08/30/2005	WILLIAM ALLEN HIGH		Math	Mathematics 7-12	INST TECHNOLOGY							
MILLS, HEATHER	8/27/2002	415	10/21/2005	LUIS A RAMOS		Elementary Grade 2	Elementary K-6								
ORTIZ, ASHLEY	8/27/2002	416	11/09/2005	LUIS A RAMOS	Learning Support	Special Ed	MENT AND/OR PHYS	Elementary K-6							
KRAPE, TRACI ANDREA	8/27/2002	417	10/26/2005	SHERIDAN ELEMENTARY	SHERIDAN/RAMOS/LEHIGH	Health & PE	HEALTH & PHYSICAL								
KING, BEVIN A	8/27/2002	418	08/27/2007	UNION TERRACE		Elementary Grade 1	Elementary K-6								
GOLDMAN, LINDA DEMKO	8/27/2002	419	10/21/2005	ELEMENTARY		Elementary Grades 1	Elementary K-6								
GRIEGER, JEANNE M	8/27/2002	420	08/30/2005	DIERUFF HIGH SCHOOL		Guidance Counselor	SECONDARY SCHOOL	English 7-12							
VERZINO, CONNI L	8/27/2002	421	08/30/2005	SHERIDAN ELEMENTARY		Elementary Grade 1	Elementary K-6	Principal K-12							
MONTGOMERY, FREDERICK	9/3/2002	422	09/06/2005	DIERUFF HIGH SCHOOL		Health & PE	HEALTH & PHYSICAL	ATHLETIC COACH							
SPANG, AMY L	9/3/2002	423	09/06/2005	LUIS A RAMOS		Elementary Grade 4	Elementary K-6								
HENDRICKS, KATE	10/14/2002	424	10/14/2005	HARRISON MORTON		Math 8th grade	Mid-Level Mathematics	Mid-Level English 7-	Elementary K-6	MENT AND/OR					
DEUTSCH, MICHELLE	11/4/2002	425	11/04/2005	CENTRAL ELEMENTARY		Elementary Grade 5	Elementary K-6	Reading Specialist K-							
HOLLY, FERROLISHA	12/16/2002	426	12/15/2005	ADMINISTRATION CENTER		ESL	Program Specialist ESL	Elementary K-6							
LINT, DIANE L	12/16/2002	427	12/15/2005	DODD ELEMENTARY		Elementary Grade 2	Elementary K-6								
GOODMAN, TIFFANY L	12/16/2002	428	12/16/2006	LEHIGH PARKWAY		Elementary Grade 1	Elementary K-6	Early Childhood N-3							
HYDRO, RANDY M	12/16/2002	429	12/16/2005	SHERIDAN ELEMENTARY		Elementary Grade 5	Elementary K-6								
HOSKINS, MELANIE G	1/9/2003	430	01/09/2006	SOUTH MOUNTAIN MIDDLE		Science Grade 8	Biology 7-12	General Science 7-							
TILTON, TINA T	1/14/2003	431	01/14/2006	SOUTH MOUNTAIN MIDDLE		Science Grade 7	CHEMISTRY	INST TECHNOLOGY							

Full Name	Seniority Date	Rank	Tenure Date	2014-15 Building Placement	2014-2015 Reassignments	Teaching assignment	Certification 1	Certification 2	Certification 3	Certification 4	Certification 5	Certification 6	Certification 7	Certification 8	Certification 9
MELCHIOR, TAMMY A	1/27/2003	432	01/27/2006	RITTER ELEMENTARY		Elementary Grade 1	Elementary K-6								
SHAHDA, PETER	1/27/2003	433	01/27/2006	SHERIDAN ELEMENTARY		Elementary Grade 4	Elementary K-6								
GRUVER, LUISA P	1/27/2003	434	01/27/2006	WILLIAM ALLEN HIGH		Spanish	SPANISH								
UTSCH, SHARON S	1/27/2003	435	01/27/2006	TREXLER MIDDLE SCHOOL	Learning Support	Special Ed LS	Special Education N-12	Elementary K-6	Mid-Level	Mid-Level	Mid-Level Science	SOCIAL			
BLACK, JENNIFER	1/27/2003	436	01/27/2006	LEHIGH PARKWAY		Elementary Grade 1	Elementary K-6								
HINKLE, BRIAN J	2/28/2003	437	02/28/2006	RAUB MIDDLE SCHOOL		Music	Music K-12								
SIEGRIST, SUSAN S	2/28/2003	438	02/28/2006	JEFFERSON ELEMENTARY		Guidance Counselor	ELEMENTARY SCHOOL								
GILMARTIN, STACEYJAYE	2/28/2003	439	02/28/2006	HARRISON MORTON		Guidance Counselor	SECONDARY SCHOOL								
MUTH, ROBIN	12/10/2007	794	12/10/2010	WASHINGTON		Elementary Grade 1	Elementary K-6	READING							
FLYNN, LAWRENCE	3/28/2003	441	03/28/2006	MEDIA		Music	MUSIC								
SHAY, ROBERT H	7/14/2003	442	08/29/2009	WILLIAM ALLEN HIGH		Science	CHEMISTRY								
PATTEN, DENNIS C	9/7/2004	443	09/07/2007	WILLIAM ALLEN HIGH		English	English 7-12								
OBRIEN, ANDREA	8/26/2003	444	08/29/2006	LUIS A RAMOS		ESL	Program Specialist ESL	SPANISH							
FANGER, KATHLEEN A	8/26/2003	445	08/29/2006	MUHLBERG		Elementary Grade 1	Elementary K-6								
MONAHAN, MEGAN F	8/26/2003	446	08/29/2006	LUIS A RAMOS		Elementary Grade 5	Elementary K-6								
MORRIS, LIAYN	8/26/2003	447	08/29/2006	TREXLER MIDDLE SCHOOL	REPLACING MARY SEAY	Guidance Counselor	SECONDARY SCHOOL	English 7-12							
FIORITO, GINA L	8/26/2003	448	08/29/2006	ADMINISTRATION CENTER		Speech	SPEECH & LANGUAGE	Program Specialist							
SMITH, MORRIS T	8/26/2003	449	08/29/2006	WILLIAM ALLEN HIGH		English	English 7-12								
DUTT, JEFFREY	8/26/2003	450	08/29/2006	WILLIAM ALLEN HIGH		Social Studies	SOCIAL STUDIES	MENT AND/OR	English 7-12 - H						
MILLER, CAROLYN R	8/26/2003	451	08/29/2006	JEFFERSON ELEMENTARY		Elementary Grade 3	Elementary K-6								
JAIKES, NICOLE	8/26/2003	452	08/29/2006	MOSSER ELEMENTARY		Kindergarten	Elementary K-6	Early Childhood N-3							
WYNNE, LAUREN N	8/26/2003	453	8/29/2006	SHERIDAN ELEMENTARY	Learning Support	Sp Ed-Elern Subjects-PreK-6	Elementary K-6	MENT AND/OR PHYS	Reading Speciali	ESL K-12					
HILDEBRAND, TERRI	8/26/2003	454	08/29/2006	ROOSEVELT ELEMENTARY		Nurse	SCHOOL NURSE								
ATTARDO, ANGELA K	8/26/2003	455	08/29/2006	RAUB MIDDLE SCHOOL		Reading 8th grade	Reading Specialist K-12	Elementary K-6							
BAILEY-SILFIES, ALICEN S	8/26/2003	456	08/29/2006	ADMINISTRATION CENTER		Home School Visitor	HOME AND SCHOOL								
PASSARELLI, AMIE M	8/26/2003	457	08/29/2006	WILLIAM ALLEN HIGH		ESL	Program Specialist ESL	English 7-12	SPANISH						
GOODREAU, JAMES J	8/26/2003	458	08/29/2006	HARRISON MORTON		English 8th grade	Mid-Level English 7-9	MENT AND/OR	English 7-12						
KRAMER, JENNIFER	8/26/2003	459	08/29/2006	HARRISON MORTON		ATS	MENT AND/OR PHYS	Elementary K-6	Mid-Level	SOCIAL STUDIES	Mid-Level English				
MOSSER, KRISTIN R	8/26/2003	460	08/29/2006	WILLIAM ALLEN HIGH		Guidance Counselor	SECONDARY SCHOOL								
GARNETT, DIANN W	8/26/2003	461	08/29/2006	ROOSEVELT ELEMENTARY		ESL	Program Specialist ESL	Elementary K-6							
STRACK, AMANDA C	8/26/2003	462	08/29/2006	UNION TERRACE		ESL	Program Specialist ESL	Elementary K-6							
FERRARO, PATRICIA L	8/26/2003	463	8/29/2006	ROOSEVELT ELEMENTARY		Elementary Grade 1	LIBRARY SCIENCE [K-	Elementary K-6							
ELIAS, MEGAN E	8/26/2003	464	08/29/2006	DIERUFF HIGH SCHOOL		English	English 7-12								
SOLDERICH, NATALIE K	8/26/2003	465	08/29/2006	DODD ELEMENTARY		Elementary Grade 1	Elementary K-6								
PILLER, SAMANTHA G	8/26/2003	466	08/29/2006	WILLIAM ALLEN HIGH	Learning Support/Life Skills	Special Ed	Special Education N-12	English 7-12							
MCCULLY, JASON	8/26/2003	467	08/29/2006	CLEVELAND ELEMENTARY	Cleveland AM/PM LEHIGH	ESL	ESL K-12	Elementary K-6							
LEON, MARK E	8/26/2003	468	08/29/2006	CENTRAL ELEMENTARY		Non Public ESL Grade 9-12	ESL K-12	Elementary K-6	General Science	English 7-12					
AVRICH, CANDICE H	8/30/2005	469	08/30/2008	JACKSON ALTERNATIVE		English Grade 7-9	English 7-12								
GANEY, CONNIE	8/26/2003	470	08/29/2006	WILLIAM ALLEN HIGH		Business	Bus-Computer-info	Elementary K-6	Principal K-12						
DANIER-OCONNOR, MAGALIE	8/26/2003	471	08/29/2006	NEWCOMER ACADEMY		ESL English Grade 9-12	SOCIAL STUDIES	English 7-12	French K-12						
REISH, ANDREA L	8/26/2003	472	08/29/2006	DIERUFF HIGH SCHOOL		Art	Art K-12								
MANNING, DANIEL G	8/26/2003	473	08/29/2006	WILLIAM ALLEN HIGH		English	English 7-12								
HARLEN, HEATHER A	8/26/2003	474	08/29/2006	RAUB MIDDLE SCHOOL		English 8th grade	English 7-12								
POLLOCK, JOSEPH E	8/26/2003	475	08/29/2006	WILLIAM ALLEN HIGH		Social Studies	SOCIAL STUDIES								
CHRISTIANSON, ERIC J	8/26/2003	476	08/29/2006	DIERUFF HIGH SCHOOL		Science	BIOLOGY								
EDWARDS, MICHELLE L	8/26/2003	477	08/29/2006	UNION TERRACE		Elementary Grade 2	Elementary K-6								
MOOREHEAD, JASON T	8/26/2003	478	08/29/2006	RAUB MIDDLE SCHOOL		Social Studies 8th grade	Social Studies 7-12								
ROSADO JR, JOSE	8/26/2008	818	08/26/2011	WASHINGTON	APLI Hold Salaried Sub	Elementary Grade 1	Elementary K-6								
DERHAMMER, JILLIAN	8/26/2003	480	08/29/2006	ADMINISTRATION CENTER	Special Ed Facilitator Replace	Special Ed	Special Education N-12	Elementary K-6	SOCIAL STUDIES						
BRAXMEIER, JOSHUA	8/26/2003	481	08/29/2006	WILLIAM ALLEN HIGH	Learning Support	Special Ed	MENT AND/OR PHYS	Elementary K-6	English 7-12 - H	SOCIAL STUDIES -					
SIEGER, ROBERT P	8/26/2003	482	08/29/2006	DODD ELEMENTARY		ESL	ESL K-12	Elementary K-6							
ZAYAS, JENNIFER D	8/26/2003	483	08/29/2006	RAUB MIDDLE SCHOOL	Learning Support	Special Ed LS	MENT AND/OR PHYS	General Science 7-	Art K-12	Mid-Level Math 7-					
OREN, JANICE M	8/26/2003	484	08/29/2006	TREXLER MIDDLE SCHOOL	Learning Support	Special Ed LS	MENT AND/OR PHYS	English 7-12	SOCIAL STUDIES						
BREIDENBACH, ANN M	8/26/2003	485	08/29/2006	RAUB MIDDLE SCHOOL		ESL	ESL K-12	Mid-Level	SPANISH	Mid-Level English					
BRAUN, KRISTEN L	8/26/2003	486	08/29/2006	TREXLER MIDDLE SCHOOL		Reading Grade 7	READING SPECIALIST	Elementary K-6	Special						
WRIGHT, SHARON B	8/26/2003	487	08/26/2003	WILLIAM ALLEN HIGH	Learning Support	Special Ed	MENT AND/OR PHYS	Mid-Level	English 7-12	Mathematics 7-12	GENERAL	SOCIAL	Elementary K-6 - H		
MUTHARD, JEANNE R	9/17/2003	488	09/18/2006	LUIS A RAMOS	salaried sub position	Elementary Grade 1	Elementary K-6	Program Specialist							
HARRIS, TERRY L	9/17/2003	489	09/18/2006	LUIS A RAMOS		Elementary Grade 3	Elementary K-6								
DIEHL JR, GEORGE	11/3/2003	490	11/03/2006	CENTRAL ELEMENTARY		Elementary Grade 4	Elementary K-6	HEALTH &							
SNYDER, DENISE	1/5/2004	491	06/27/1989	ADMINISTRATION CENTER		Special Ed	Hearing Impaired N-12								
BELTRAN, NICOLE E	4/23/2004	492	04/23/2007	RAUB MIDDLE SCHOOL	Need Salaried Sub Sabbatical	English 7th grade	Mid-Level English 7-9	Elementary K-6	Mid-Level	Mid-Level Science	Special Education	SOCIAL			
KEET, JOHN H	4/23/2004	493	04/23/2007	ELEMENTARY SCHOOL	Learning Support	Special Ed	Special Education N-12	Elementary K-6							
RIGGLE, AMANDA V	8/31/2004	494	08/31/2007	WILLIAM ALLEN HIGH	SALARIED SUB MATERNITY	English	English 7-12	Program Specialist							
STEVENS, RACHEL L	8/31/2004	495	08/31/2007	DIERUFF HIGH SCHOOL		English	English 7-12								
SHIVE, CHELSEA	8/31/2004	496	08/31/2007	WILLIAM ALLEN HIGH		ESL	Program Specialist ESL	English 7-12							
VILLANUEVA, GITZA E	8/31/2004	497	08/31/2007	DODD ELEMENTARY		ESL	ESL K-12	SPANISH							
CALANDRA, PETER M	8/31/2004	498	08/31/2007	DIERUFF HIGH SCHOOL		Math	Mathematics 7-12	Mid-Level	Elementary K-6						
SCHWENK, NICOLE	8/31/2004	499	08/31/2007	ROOSEVELT ELEMENTARY	Salaried sub for first	Elementary Grade 3	Elementary K-6	Early Childhood N-3	ESL K-12						
MITTURA, KERI A	8/31/2004	500	08/31/2007	LUIS A RAMOS		Elementary Grade 5	Elementary K-6								
TROXELL, MEGAN M	8/31/2004	501	08/31/2007	DIERUFF HIGH SCHOOL	Learning support	Special Ed	Special Education N-12								
TEMPRO, CHRISTOPHER	8/31/2004	502	08/31/2007	WILLIAM ALLEN HIGH		Math	Mathematics 7-12	Mid-Level Citiz. Ed	Mid-Level	Mid-Level English					

Full Name	Seniority Date	Rank	Tenure Date	2014-15 Building Placement	2014-2015 Reassignments	Teaching assignment	Certification 1	Certification 2	Certification 3	Certification 4	Certification 5	Certification 6	Certification 7	Certification 8	Certification 9
DODSON, BETTY	8/31/2004	503	08/31/2007	MOSSER ELEMENTARY	Life Skills	Special Ed	Special Education N-12	Early Childhood N-3	Elementary K-6						
NAGURNEY, CARA A	8/31/2004	504	08/31/2007	RITTER ELEMENTARY		Elementary Grade 3	Elementary K-6								
BYRNES, MICHELLE A	8/31/2004	505	08/31/2007	SOUTH MOUNTAIN MIDDLE		Read 180	READING SPECIALIST	Elementary K-6							
HAHN, JILL M	8/31/2004	506	08/31/2007	DIERUFF HIGH SCHOOL	Learning support	Special Ed	MENTALLY RETARDED	SOCIAL STUDIES	English 7-12 - H						
BRINKS, LISA E	8/31/2004	507	08/31/2007	DODD ELEMENTARY		Elementary Grade 4	Elementary K-6								
NIMEH, APRIL LEE	8/31/2004	508	08/31/2007	MOSSER ELEMENTARY	Resignation	Elementary Grade 4	Elementary K-6								
DEEMER, STEPHANIE L	8/31/2004	509	08/31/2007	UNION TERRACE		Elementary Grade 5	Elementary K-6								
KUHNS, KENNETH J	8/31/2004	510	08/31/2007	WILLIAM ALLEN HIGH		Guidance Counselor	SECONDARY SCHOOL								
CROUTHAMEL, DARLENE	8/31/2004	511	08/31/2007	ROOSEVELT ELEMENTARY		Art	Art K-12								
KEMP, THERESA M	8/31/2004	512	08/31/2007	WILLIAM PENN	Co-Teach Required	Special Ed	Special Education N-12	Elementary K-6	Principal K-12						
CRUZ-NEWBURY, EILEEN	8/31/2004	513	08/31/2007	UNION TERRACE/RAMOS		ESOL	Program Specialist ESL	Elementary K-6							
JARRAH, ABBY Y	8/31/2004	514	08/31/2007	SOUTH MOUNTAIN MIDDLE		Grade 6	Elementary K-6								
HOLZMAN, JEFFREY S	8/31/2004	515	08/31/2007	TREXLER MIDDLE SCHOOL		Science Grade 7	GENERAL SCIENCE								
GOLEMBESKI, DARREN S	8/31/2004	516	08/31/2007	VISTA I		Science Grade 7-9	GENERAL SCIENCE - H	SOCIAL STUDIES							
BARNES, ROSEMARY L	8/31/2004	517	08/31/2007	SOUTH MOUNTAIN MIDDLE		Grade 6	Elementary K-6	Mid-Level							
STONE, MICHELLE L	8/31/2004	518	08/31/2007	HARRISON MORTON		Intervention Specialist Math	Mid-Level Mathematics	Elementary K-6							
DOGMANITS, ERIC D	1/25/2007	663	01/25/2010	WASHINGTON		Elementary Grade 2	Elementary K-6								
YANDERS, CARLY	8/31/2004	520	08/31/2007	WILLIAM ALLEN HIGH	Autistic Support	Special Ed	Special Education N-12	SOCIAL STUDIES	Elementary K-6	English 7-12 - H	Mathematics 7-	GENERAL			
BITTMANN, LISA EILEEN	8/31/2004	521	08/31/2007	MCKINLEY ELEMENTARY		Elementary Grade 2	Elementary K-6	READING							
BOANDL, MELISSA J	8/31/2004	522	08/31/2007	MOSSER ELEMENTARY		Guidance Counselor	ELEMENTARY SCHOOL								
RONCO, LINDSEY B	8/31/2004	523	08/31/2007	RAUB MIDDLE SCHOOL		6th grade	Elementary K-6								
SHIELDS, REGINA F	8/31/2004	524	08/31/2007	TREXLER MIDDLE SCHOOL		Math 6th grade	Elementary K-6	Mid-Level							
WENNER, KIMBERLY A	8/31/2004	525	08/31/2007	LINCOLN EARLY		Kindergarten	Elementary K-6								
GRIFFIN, KATRINA A	8/31/2004	526	08/31/2007	CENTRAL ELEMENTARY	APLI Hold Salaried Sub	Elementary Grade 3	Reading Specialist K-12	Elementary K-6							
ECKERT, MELANIE	8/31/2004	527	8/31/2007	RAUB MIDDLE SCHOOL		6th grade	Elementary K-6								
BEIER, THOMAS A	8/31/2004	528	08/31/2007	DIERUFF HIGH SCHOOL		Tech Ed	IND	SOCIAL STUDIES							
D'AMICO, MELINDA A	8/28/2007	715	08/28/2010	WASHINGTON		Elementary Grade 2	BIOLOGY								
COLE, JENNA N	8/28/2007	760	08/28/2010	WASHINGTON		Elementary Grade 2	Elementary K-6								
YADUSH, ATHINA A	8/31/2004	531	08/02/2007	DIERUFF HIGH SCHOOL		Math	Mathematics 7-12								
SCHWENK, CRYSTAL	8/28/2007	775	08/28/2010	WASHINGTON		Elementary Grade 2	Elementary K-6								
CUNNINGHAM, MATTHEW J	10/6/2004	533	09/01/2001	ROOSEVELT ELEMENTARY	Learning Support	Special Ed	MENT AND/OR PHYS	Elementary K-6							
GRAHAM, KIMBERLY A	10/7/2004	534	10/07/2007	LUIS A RAMOS		Elementary Grade 1	Elementary K-6								
BITTNER, BETHANY A	8/31/2004	529	08/31/2007	WASHINGTON		Elementary Grade 3	Elementary K-6								
SCHERMAN, BETH	10/19/2004	536	10/19/2007	DODD ELEMENTARY	Learning Support	Special Ed	MENT AND/OR PHYS	Elementary K-6							
LOETZBEIER, ILSA J	11/1/2004	537	11/01/2007	RAUB MIDDLE SCHOOL		School Psychologist	School Psychologist K-	Elementary School							
KERBEIN, SHAWN A	11/4/2004	538	08/30/2008	DIERUFF HIGH SCHOOL		Library	LIBRARY SCIENCE (K-	Mid-Level English 7-							
BITTMANN, PETER G	12/23/2004	539	08/26/2011	ELEMENTARY H/PE AS	DODD ELEMENTARY	Health & PE	HEALTH & PHYSICAL	Health K-12							
AROSEN, DIANE	12/23/2004	540	12/23/2007	UNION TERRACE	Learning Support	Special Ed	MENT AND/OR PHYS	Elementary K-6							
SAUL JR, CHARLES A	1/3/2005	541	01/03/2008	ROOSEVELT ELEMENTARY		Elementary Grade 2	Elementary K-6	Early Childhood N-3	READING						
LITTLE, LEILA I	1/31/2005	542	01/31/2008	DIERUFF HIGH SCHOOL		Science	BIOLOGY	Mid-Level	Program	Educational					
ADAMS, JUDE T	1/31/2005	543	01/31/2008	UNION TERRACE		Elementary Grade 5	Elementary K-6								
YEAGER, STACIANNE	1/31/2005	544	01/31/2008	LUIS A RAMOS		Elementary Grade 3	Elementary K-6								
VANNORMAN, VANESSA	1/31/2005	545	01/31/2008	WILLIAM ALLEN HIGH		Guidance Counselor	SECONDARY SCHOOL								
SHOEMAKER, LISA M	4/7/2005	546	04/07/2008	LEHIGH PARKWAY	Learning Support	Special Ed	MENT AND/OR PHYS	Elementary K-6	Elementary K-6						
BEARISH, BARBARA A	4/7/2005	547	04/07/2008	MEDIA		Speech Therapist	SPEECH CORRECTION								
DONAHUE, JESSICA M	8/30/2005	548	08/30/2008	HARRISON MORTON		Science 7th Grade	GENERAL SCIENCE 7-12	Environmental	Agriculture K-12	SUPVR					
ROCCHI, MICHAEL D	8/30/2005	549	08/30/2008	WILLIAM ALLEN HIGH	REASSIGNED TO WAHS	Health & PE	HEALTH & PHYSICAL								
STOOPS, KELLY A	8/30/2005	550	08/30/2008	LINCOLN EARLY		Kindergarten	Elementary K-6	ESL K-12	Reading						
BOYER, DAWN R	8/30/2005	551	08/30/2008	HARRISON MORTON		Science 8th grade	EARTH AND SPACE	GENERAL SCIENCE							
WIGFIELD, SUSAN	8/30/2005	552	08/30/2008	SHERIDAN ELEMENTARY		ESL	Program Specialist ESL	Elementary K-6							
SEGATA, CAROLYN M	8/30/2005	553	08/30/2008	UNION TERRACE		Guidance Counselor	ELEMENTARY SCHOOL								
KUSTAFIK, SONJA	8/30/2005	554	08/30/2008	WILLIAM ALLEN HIGH		Health & PE	HEALTH & PHYSICAL								
CARPINETO, DANIELLE	8/30/2005	555	08/30/2008	SOUTH MOUNTAIN MIDDLE		Reading Grade 7	Reading Specialist K-12	Elementary K-6							
BIXLER, TIFFANI L	8/30/2005	556	08/30/2008	DODD ELEMENTARY		Elementary Grade 1	Elementary K-6								
FALKO, JANET S	8/30/2005	557	08/30/2008	DIERUFF HIGH SCHOOL	Learning Support	Special Ed	MENT AND/OR PHYS	SOCIAL STUDIES	Elementary K-6	English 7-12	Mathematics 7-	GENERAL			
MONACO, NICOLE E	8/30/2005	558	08/30/2008	MUHLENBERG		Elementary Grade 3	Elementary K-6	Special Education N-	READING						
DAY, DANIELLE M	8/28/2007	684	08/28/2010	WASHINGTON		Elementary Grade 3	Elementary K-6								
WOLAK, CHRISTA M	8/30/2005	560	09/01/2008	NEWCOMER ACADEMY		Math Algebra 1 Grade 7-12	Mathematics 7-12	Elementary K-6	Program						
BOYD, LUKE D	8/30/2005	561	08/30/2008	DIERUFF HIGH SCHOOL		English	English 7-12								
BOWERS, MELISSA G	8/30/2005	562	08/30/2008	SOUTH MOUNTAIN MIDDLE		Grade 6	Elementary K-6								
ROEHRICH, MELISSA A	8/30/2005	563	08/30/2008	WILLIAM ALLEN HIGH		English	English 7-12								
GROSS, MICHAEL D	8/30/2005	564	08/30/2008	DIERUFF HIGH SCHOOL		Science	Physics 7-12								
KOCH, AMANDA	8/30/2005	565	08/30/2008	HARRISON MORTON	Learning Support	Special Ed LS	Elementary K-6	Mid-Level English 7-	Special	Reading Specialist					
ISAKSSON, JAIME J	8/30/2005	566	08/30/2008	SHERIDAN ELEMENTARY		Elementary Grade 3	Elementary K-6	Special Education N-							
KAYAL, JAMES W	8/30/2005	567	08/30/2008	VISTA II		Science Grade 10-12	GENERAL SCIENCE - H	Mid-Level	Special	SOCIAL STUDIES -	English 7-12 - H	Elementary K-6			
HURD, PATRICIA M	8/30/2005	568	08/30/2008	SOUTH MOUNTAIN MIDDLE	Life Skills	Special Ed	MENT AND/OR PHYS	Elementary K-6	SOCIAL STUDIES	Mid-Level English	Mid-Level				
TORRES, JENNIFER A	8/30/2005	569	08/30/2008	WILLIAM ALLEN HIGH	SALARIED SUB MATERNITY	Special Ed	Special Education N-12	English 7-12	SOCIAL STUDIES						
SMITH, ANTHONY R	8/30/2005	570	08/30/2008	WILLIAM ALLEN HIGH		Science	Physics 7-12	Mathematics 7-12							
JANOS, ELIZABETH	8/30/2005	571	08/30/2008	WILLIAM ALLEN HIGH	Learning Support	Special Ed	Special Education N-12	Elementary K-6	Mid-Level						
SCHANELEY, MEGAN	8/30/2005	572	08/30/2008	RAUB MIDDLE SCHOOL		Math 7th grade	Elementary K-6	Mid-Level							
RUSSO, MICHAEL	8/30/2005	573	08/30/2008	DIERUFF HIGH SCHOOL		Science	GENERAL SCIENCE	BIOLOGY	Program						
GAUWEILER, SCOTT R	8/30/2005	574	08/30/2008	HARRISON MORTON		Math 7th Grade	Mid-Level Mathematics	Elementary K-6	Mid-Level						

Full Name	Seniority Date	Rank	Tenure Date	2014-15 Building Placement	2014-2015 Reassignments	Teaching assignment	Certification 1	Certification 2	Certification 3	Certification 4	Certification 5	Certification 6	Certification 7	Certification 8	Certification 9
OBOYLE, JULIE A	8/30/2005	575	08/30/2008	WILLIAM ALLEN HIGH		Math	Mathematics 7-12								
GIBSON, JANE L	8/30/2005	576	08/30/2008	ELEMENTARY AS ASSIGNED		Music	Music K-12	Elementary K-6							
DADDONA, JOSHUA S	8/30/2005	577	08/30/2008	RAUB MIDDLE SCHOOL		Social Studies 7th grade	SOCIAL STUDIES 7-12								
LENHART, KEITH W	8/30/2005	578	06/18/1975	JEFFERSON ELEMENTARY	Learning Support	Special Ed	MENTALLY RETARDED	Elementary K-6	ELEMENTARY						
RODRIGUEZ, SANDRA L	8/30/2005	579	08/30/2012	CENTRAL ELEMENTARY		ESL	Program Specialist ESL	SPANISH	Elementary K-6						
MACKEY, LAUREN	9/21/2005	580	09/21/2008	CENTRAL ELEMENTARY	REASSIGNED TO	ESL	Program Specialist ESL	Elementary K-6							
MILLER, TRACEY A	10/3/2005	581	10/03/2008	DIERUFF HIGH SCHOOL		School Nurse	SCHOOL NURSE								
SWAVELY, JASON	10/3/2005	582	10/03/2008	DODD ELEMENTARY		Elementary Grade 3	Elementary K-6								
HORN, KRISTINE	11/7/2005	583	11/07/2005	UNION TERRACE	Resignation	Special Ed	MENT AND/OR PHYS	Mid-Level	Mid-Level	Elementary K-6	Mid-Level Science	SOCIAL			
ALTIERI, JANICE E	11/29/2005	584	11/29/2008	ROOSEVELT ELEMENTARY		Kindergarten	LIBRARY SCIENCE (K-	Elementary K-6							
CRANDALL, DAVID A	12/12/2005	585	12/12/2008	WILLIAM ALLEN HIGH		ROTC	MILITARY SCIENCE								
NELSON, CLAUDINE J	12/24/2005	586	08/26/2011	JEFFERSON ELEMENTARY	Learning Support - dpendig	Special Ed	Special Education N-12	Elementary K-6	ESL K-12	English 7-12					
RAZAR, NICOLE	1/30/2006	587	01/30/2009	UNION TERRACE	Emotional Support	Special Ed	Special Education N-12	Elementary K-6	SOCIAL STUDIES						
MICHENER, KRISTINA E	1/30/2006	588	01/30/2009	SOUTH MOUNTAIN MIDDLE		English Grade 8	Mid-Level English 7-9								
BECKER, DEBORAH E	1/30/2006	589	01/30/2009	TREXLER MIDDLE SCHOOL		School Nurse	SCHOOL NURSE								
SPATZ, AMY L	1/30/2006	590	01/30/2009	CLEVELAND ELEMENTARY	CLEVELAND ELEMENTARY	Elementary Grade 4	Elementary K-6	Mid-Level	READING						
LLOYD, ROSIMAR A	1/30/2006	591	01/30/2009	MCKINLEY ELEMENTARY		ESL	Program Specialist ESL	SPANISH							
HOWARD, RACHEL L	08/30/2005	592	08/30/2008	ROOSEVELT ELEMENTARY		Elementary Grade 5	Elementary K-6								
MORALES, ELIZABETH S	2/9/2006	593	02/09/2009	SOUTH MOUNTAIN MIDDLE	Emotional Support-seliga	Special Ed Facilitator	Special Education N-12	Elementary K-6	SOCIAL STUDIES	Mid-Level English					
PHIFER, JILL M	3/1/2006	594	03/01/2009	TREXLER MIDDLE SCHOOL	Resignation	Special Ed LS	Special Education N-12	Elementary K-6	Mid-Level	SOCIAL STUDIES -					
VALENT-MATSICK, NANCY	3/15/2006	595	03/15/2006	MEDIA		Speech Therapist	SPEECH CORRECTION								
SICKONIC, CAROLINE	8/29/2006	596	01/18/2009	HARRISON MORTON		6th grade	Special Education N-12	Elementary K-6							
BORTZ, HEATHER N	8/29/2006	597	08/29/2009	SOUTH MOUNTAIN MIDDLE		Grade 6	Elementary K-6								
LOHMAN JR, NORMAN J	8/29/2006	598	08/29/2009	WILLIAM ALLEN HIGH		Business	Bus-Computer-Info								
KIRCHER, KATIE B	8/29/2006	599	08/29/2009	SHERIDAN ELEMENTARY	Reassigned from SMMS	Elementary Grade 1									
LOWE, CORY M	8/29/2006	600	08/29/2009	WILLIAM ALLEN HIGH	Administration Need to	Science	Physics 7-12	EARTH AND SPACE	Mathematics 7-	CHEMISTRY					
GOLDEN, KIM E	8/29/2006	601	08/29/2009	RAUB MIDDLE SCHOOL		6th grade	Elementary K-6	Reading Specialist K							
VOORHEES, JENNIFER M	8/29/2006	602	08/29/2009	MOSSER ELEMENTARY		ESL	Program Specialist ESL	Elementary K-6	Mid-Level	English 7-12	SPANISH				
BUCHARI, ALLISON A	8/29/2006	603	08/29/2009	LUIS A RAMOS		Elementary Grade 4	Elementary K-6	Special Education N-							
LOCKNER, LORETTA A	8/29/2006	604	08/29/2009	WILLIAM ALLEN HIGH		ESL	Program Specialist ESL	English 7-12	SOCIAL STUDIES						
DULAC, KELLY A	8/29/2006	605	08/29/2009	ROOSEVELT ELEMENTARY	Learning Support	Special Ed	Special Education N-12	Elementary K-6 - H							
MERVINE, VIRGINIA M	8/29/2006	606	08/29/2009	RAUB MIDDLE SCHOOL		Reading 7th grade	Reading Specialist K-12	Elementary K-6							
MCFETRIDGE, ROBERT J	8/29/2006	607	08/29/2009	WILLIAM ALLEN HIGH		Art	Art K-12								
OEHMKE, IRENE F	8/29/2006	608	08/29/2009	TREXLER/RAUB		FCS	Family-Consumer Sci K-	Early Childhood N-3	Elementary						
BITTING, REBECCA	8/29/2006	609	09/01/2009	RAUB MIDDLE SCHOOL		Social Studies 7th grade	SOCIAL STUDIES	LIBRARY SCIENCE (K-							
WAGNER, WILLIAM D	8/29/2006	610	08/29/2009	LUIS A RAMOS		Music	MUSIC								
PERKINS, LINDSAY	8/29/2006	611	08/29/2009	CENTRAL ELEMENTARY		Elementary Grade 1	Elementary K-6								
BUSACK, ANNETTE DAHL	8/29/2006	612	08/29/2009	DIERUFF HIGH SCHOOL		Math	Mathematics 7-12								
DIRNBECK, KIMBERLY H	8/29/2006	613	08/29/2009	RITTER ELEMENTARY		School Nurse	SCHOOL NURSE								
KILPATRICK, CHERYL L	8/29/2006	614	08/29/2009	DIERUFF HIGH SCHOOL		Math	Mathematics 7-12								
LONG, KATE E	8/29/2006	615	08/29/2009	WILLIAM ALLEN HIGH		Health & PE	HEALTH & PHYSICAL	Health							
KNEPPER, JONATHAN D	8/29/2006	616	08/29/2009	DIERUFF HIGH SCHOOL		Business	Bus-Computer-Info	Elementary K-6	Mid-Level	Principal K-12					
STEWART, KRISTIN	8/29/2006	617	08/29/2009	ROOSEVELT ELEMENTARY	Emotional Support	Special Ed	Special Education N-12	Elementary K-6							
BELAIRES, CONSTANTINE G	8/29/2006	618	08/29/2009	SOUTH MOUNTAIN MIDDLE	Learning Support	Special Ed LS	Special Education N-12	SOCIAL STUDIES -							
HARKA, KARA L	8/29/2006	619	08/29/2009	ROOSEVELT ELEMENTARY		Elementary Grade 1	LIBRARY SCIENCE (K-	Elementary K-6							
CICLIOT, JENNIFER	8/29/2006	620	08/29/2009	ELEMENTARY H/PE AS	Need a position for WAHS	Health & PE	HEALTH & PHYSICAL								
ROHRBACH, MATTHEW S	8/29/2006	621	08/29/2009	WILLIAM ALLEN HIGH		Social Studies	SOCIAL STUDIES								
CRESKOFF, DANIEL F	8/29/2006	622	08/29/2009	NEWCOMER ACADEMY		NEWCOMER ACADEMY	ESL English Grade 9-12	Program Specialist	English 7-12	Elementary K-6					
TRIMBLE, AMY MARIE	8/29/2006	623	08/29/2009	RAUB MIDDLE SCHOOL	Inclusion Teacher 7th grade	Special Ed LS	Special Education N-12	Elementary K-6	Mid-Level	Mathematics 7-12	SOCIAL STUDIES -				
SAYRE-QUEVY, MELISSA A	8/29/2006	624	08/29/2009	LUIS A RAMOS		ESL	Program Specialist ESL	Elementary K-6							
LOGAN, GILLIAN I	8/29/2006	625	08/29/2009	ROOSEVELT ELEMENTARY		Elementary Grade 4	Elementary K-6	READING							
CROSLAND, JOHN K	8/29/2006	626	08/29/2009	WILLIAM ALLEN HIGH	Resignation	Health & PE	HEALTH & PHYSICAL								
JONES, WENDY	8/29/2006	627	08/29/2009	MCKINLEY ELEMENTARY		Elementary Grade 3	Elementary K-6								
PETRULSKY, SHARON L	8/29/2006	628	08/29/2009	SHERIDAN ELEMENTARY		School Nurse	SCHOOL NURSE								
SCHWARTZ, JENNIFER M	8/29/2006	629	08/29/2009	WILLIAM ALLEN HIGH	Learning Support	Special Ed	Special Education N-12	SOCIAL STUDIES							
KURTZ, BRIAN S	8/29/2006	630	08/29/2009	LUIS A RAMOS		Elementary Grade 4	Elementary K-6								
KOCH, JOAN MARIE	8/29/2006	631	07/20/1977	IBEAM		Math	Mathematics 7-12	EARTH AND SPACE							
LANDIS, CARLY A	8/29/2006	632	08/29/2009	HARRISON MORTON		Math 8th grade	Mathematics 7-12								
MARUCCI, CONCHETTA R	8/29/2006	633	08/29/2009	TREXLER MIDDLE SCHOOL		English Grade 8	English 7-12								
BENNER, SUSAN	1/25/2007	634	1/25/2010	UNION TERRACE ELEMENTARY		Elem-Primary Grades 1-3	Elementary K-6				Elementary K-6				
MORALIS, ERIC M	8/29/2006	635	08/29/2009	SOUTH MOUNTAIN MIDDLE		Reading Grade 7	READING SPECIALIST	Elementary K-6							
JOHNSTON, MICHELLE A	8/29/2006	636	08/26/2009	SHERIDAN ELEMENTARY	Dean of Students	ESL	Program Specialist ESL	Elementary K-6							
TIESER, JAMES D	8/29/2006	637	08/29/2009	WILLIAM ALLEN HIGH		Business	Bus-Computer-Info								
HASSICK, LYNDA L	8/29/2006	638	08/29/2009	HARRISON MORTON		Reading 7th Grade	READING SPECIALIST	Elementary K-6							
BELLOFF, AMY L	8/29/2006	639	08/29/2009	RAUB MIDDLE SCHOOL		Science 8th grade	General Science 7-12	Biology 7-12							
STEINMACHER, MARIANNE T	8/29/2006	640	08/29/2009	WILLIAM ALLEN HIGH		School Nurse	SCHOOL NURSE								
SERRECCHIA, CATHERINE	8/29/2006	641	08/29/2009	HARRISON MORTON		ESL	Program Specialist ESL	Elementary K-6	Mid-Level						
SIMMONS, ERICA E	8/29/2006	642	09/29/2009	ROOSEVELT ELEMENTARY		Guidance Counselor	ELEMENTARY SCHOOL								
UNDERCUFFLER, LAURA C	8/29/2006	643	08/29/2006	JEFFERSON ELEMENTARY	Emotional Support	Special Ed	MENT AND/OR PHYS	Elementary K-6	Principal K-12						
PASKIEWICZ, KATHERINE L	8/29/2006	644	06/23/1988	DIERUFF HIGH SCHOOL	50/50 split	FCS	HOME ECONOMICS	Early Childhood N-3	Elementary K-6						
BUSOLITS, JOSEPH A	8/29/2006	645	06/17/1997	MEDIA		Music	MUSIC								
ROSSIGNUOLO, KATHERINE W	9/1/2006	646	09/01/2009	RAUB MIDDLE SCHOOL		Math 8th grade	Mid-Level Mathematics	Elementary K-6							

Full Name	Seniority Date	Rank	Tenure Date	2014-15 Building Placement	2014-2015 Reassignments	Teaching assignment	Certification 1	Certification 2	Certification 3	Certification 4	Certification 5	Certification 6	Certification 7	Certification 8	Certification 9
HARTING, KRISTEN J	9/1/2006	647	09/01/2009	HARRISON MORTON		Reading 7th Grade	Reading Specialist K-12	Elementary K-6							
MEITZLER, RANDY B	9/2/2006	648	09/02/2009	MOSSER ELEMENTARY	Life Skills	Special Ed LSS	Elementary K-6	Special Education N-							
CYBUCK, DEBRA S	9/18/2006	649	09/18/2009	LUIS RAMOS ELEMENTARY		School Psychologist	SCHOOL								
HOKE, SALLY M	9/25/2006	650	10/25/2009	TREXLER MIDDLE SCHOOL		Guidance Counselor	SECONDARY SCHOOL								
GAMBOURG-SCHUSTER, MARIA	10/1/2006	651	10/01/2009	DIERUFF HIGH SCHOOL		Guidance Counselor	SECONDARY SCHOOL								
KULIK, LORI M	10/23/2006	652	10/23/2009	DODD ELEMENTARY		Guidance Counselor	ELEMENTARY SCHOOL								
DETRES, JILL R	11/7/2006	653	11/07/2009	CLEVELAND ELEMENTARY		Guidance Counselor	ELEMENTARY SCHOOL								
GOODGE, KIMBERLY MARIE	11/13/2006	654	11/13/2009	VISTA II		Special Ed	Special Education N-12	Elementary K-6							
DIETRICK, BROOKE	11/20/2006	655	11/20/2009	WILLIAM ALLEN HIGH		Guidance Counselor	SECONDARY SCHOOL								
STAUFFER, MEGAN E	1/25/2007	656	01/25/2010	RITTER ELEMENTARY		Kindergarten	Elementary K-6								
STRIPE, REGINA L	1/25/2007	657	01/25/2010	TREXLER MIDDLE SCHOOL		German	GERMAN								
BREM, LAUREN	8/28/2007	761	08/28/2010	WASHINGTON		Elementary Grade 3	Elementary K-6	Early Childhood N-3	Reading						
HAHN, GAIL	1/25/2007	659	01/25/2010	MCKINLEY ELEMENTARY	REASSIGNED FROM CENTRAL	Elementary Grade 3	Elementary K-6								
HOFFMAN, ELIZABETH	1/25/2007	660	01/25/2010	MOSSER ELEMENTARY		Elementary Grade 5	Elementary K-6								
ASBATH, AMY B	1/25/2007	661	01/25/2010	MOSSER ELEMENTARY		Elementary Grade 3	Elementary K-6	Early Childhood N-3							
HIRSCH, MAUREEN P	1/25/2007	662	01/25/2010	CENTRAL ELEMENTARY		Elementary Grade 2	Elementary K-6								
CONNELL, JESSICA M	8/30/2011	1023	8/30/2014	WASHINGTON		Elementary Grade 3	Elementary K-6								
HOCH, JENNIFER A	1/29/2007	664	01/29/2010	JEFFERSON ELEMENTARY		Kindergarten	Early Childhood N-3	Elementary K-6							
REICHL, LYNNE Z	1/29/2007	665	01/29/2010	SHERIDAN ELEMENTARY		Elementary Grade 5	Elementary K-6								
SCOTT, CHRISTINA	1/29/2007	666	01/29/2010	SHERIDAN ELEMENTARY		Elementary Grade 1	Elementary K-6								
SCHMELTZLE, KAREN	1/29/2007	667	01/29/2010	CENTRAL ELEMENTARY		Elementary Grade 2	Elementary K-6								
LOBAN, ANGELA	1/29/2007	668	01/29/2010	UNION TERRACE		Kindergarten	Elementary K-6								
BROSIOUS, CASEY J	1/29/2007	669	01/29/2010	ROOSEVELT ELEMENTARY		Elementary Grade 2	Elementary K-6								
BOLEN, SAMANTHA L	1/29/2007	670	01/29/2010	RAUB MIDDLE SCHOOL		6th grade	Elementary K-6								
SUMMER, JESSICA	1/29/2007	671	01/29/2010	JEFFERSON ELEMENTARY		Elementary Grade 4	Elementary K-6								
SNYDER, CHRISTOPHER S	1/29/2007	672	01/29/2010	JEFFERSON ELEMENTARY		Elementary Grade 1	Elementary K-6								
MCKEE, KRISTEN K	1/29/2007	673	01/29/2010	LUIS A RAMOS		ESL	Program Specialist ESL	Elementary K-6							
PALMA, SARAH E	1/29/2007	674	01/29/2010	MOSSER ELEMENTARY		Elementary Grade 5	Elementary K-6								
PERKINS, JAMES E	1/29/2007	675	01/29/2010	SOUTH MOUNTAIN MIDDLE		Social Studies Grade 7	Social Studies 7-12								
JANSEN, DYANN	2/12/2007	676	02/12/2010	DIERUFF HIGH SCHOOL		ESL	Program Specialist ESL	Elementary K-6	English 7-12						
DUGGAN, RINA M	2/19/2007	677		WILLIAM ALLEN HIGH		Guidance Counselor	SECONDARY SCHOOL	English 7-12							
PARKER, GENE A	3/5/2007	678	03/05/2010	WILLIAM ALLEN HIGH	Learning Support	Special Ed	Special Education N-12	Environmental	SOCIAL STUDIES						
ALBERT, DIANE	3/23/2007	679	03/23/2010	LEHIGH PARKWAY		Kindergarten	Elementary K-6	Mid-Level							
MILNE, WILLIAM J	3/31/2007	680	03/31/2010	DIERUFF HIGH SCHOOL	Learning support	Special Ed	Special Education N-12	Elementary K-6							
KRAUTSACK, TONYA L	4/26/2007	681	04/26/2010	DIERUFF HIGH SCHOOL	Learning support	Special Ed	Special Education N-12	Mid-Level Science 7-	Elementary K-6						
RESNICK, KATHLEEN A	8/27/2007	682	08/28/2010	RAUB MIDDLE SCHOOL		Science 7th grade	General Science 7-12	Reading Specialist K	Mid-Level	Elementary K-6					
CHAIKO, MIRIAM	8/28/2007	683	08/28/2010	MUHLNBERG		K Half day	Elementary K-6								
BITTNER, AUDRA J	9/11/2001	338	09/11/2004	WASHINGTON		Elementary Grade 4	Elementary K-6								
WILLIAMS, KELI LYNN	8/28/2007	685	08/28/2010	RITTER ELEMENTARY	Split Ritter/Ramos	Kindergarten	Elementary K-6								
LINGOLD, JUDITH	8/28/2007	686	08/28/2010	ROOSEVELT ELEMENTARY		Kindergarten	Elementary K-6	Mid-Level English 7-	Special						
HAUSER, TAMMI A	8/28/2007	687	08/28/2010	LUIS A RAMOS		Elementary Grade 1	Elementary K-6								
DIEHL, MATTHEW J	8/31/2004	530	08/31/2007	WASHINGTON		Elementary Grade 4	Elementary K-6								
CANCELLIERE, REEMA H	8/28/2007	689	08/28/2010	LUIS A RAMOS		Kindergarten	Elementary K-6								
KOWALCHUK, DANA	8/28/2007	690	08/28/2010	ROOSEVELT ELEMENTARY		Elementary Grade 1	Elementary K-6	Early Childhood N-3	READING						
FINLAYSON, JILL E	8/28/2007	691	08/28/2010	SOUTH MOUNTAIN MIDDLE		Reading Grade 7	Reading Specialist K-12	Mid-Level	Elementary K-6	Program Specialist					
KHUZAM, ZANEH B	8/28/2007	692	08/28/2010	ROOSEVELT ELEMENTARY		Elementary Grade 2	Elementary K-6								
DASILVA, MONICA T	8/28/2007	693	08/28/2010	SOUTH MOUNTAIN MIDDLE		Math Grade 8	Bus-Computer-Info Tech	Elementary K-6							
SOLIS, VINCENT M	8/28/2007	694	08/28/2010	JEFFERSON ELEMENTARY	RESIGNATION	Elementary Grade 1	Elementary K-6	ESL K-12							
SERRAO, JENNIFER C	8/28/2007	695	08/28/2010	MUHLNBERG		Elementary Grade 4	Elementary K-6								
FRANKENFIELD, LISA	8/28/2007	696	8/28/2010	South Mountain Middle School		Social Studies Grade 7	Elementary K-6	Mid-Level English 7-	Citizenship 7-12	Mid-Level Mathem	Principal K-12	Elementary K-6			
SNYDER, KEITH W	8/28/2007	697	08/28/2010	WILLIAM ALLEN HIGH		English	READING SPECIALIST	English 7-12							
STAUDENMEIER, RICHARD W	8/28/2007	698	08/28/2010	WILLIAM ALLEN HIGH		English	English 7-12								
LESKOSKY, NICOLE L	8/28/2007	699	08/28/2010	WILLIAM ALLEN HIGH		Science	GENERAL SCIENCE	BIOLOGY							
MAGEE, FRANK L	8/28/2007	700	08/28/2010	WILLIAM ALLEN HIGH		Math	Mathematics 7-12								
LEVAN, LUCIA A	8/28/2007	701	08/28/2010	HARRISON MORTON		Social Studies 7th Grade	SOCIAL STUDIES	Mid-Level English 7-							
GRAY, ADRIENNE E	8/28/2007	702	8/28/2010	MCKINLEY ELEMENTARY		Elementary Grade 2	Elementary K-6	Special Education N-	Mid-Level Mathematics 7-9						
RUPPELLI, JUSTIN A	8/28/2007	703	08/28/2010	WILLIAM ALLEN HIGH	ATS	Health & PE	HEALTH & PHYSICAL								
BLYTH, LAURIE	8/28/2007	704	08/28/2010	LUIS A RAMOS	MDS	Special Ed	Special Education N-12	Elementary K-6	Early Childhood	Program Specialist					
FENSTERMAKER, DANIELLE S	8/28/2007	705	08/28/2010	WILLIAM ALLEN HIGH	Learning Support	Special Ed	Special Education N-12	GENERAL SCIENCE	English 7-12	Health K-12	BIOLOGY				
FEHNEI, DAVID L	8/28/2007	706	08/28/2010	RAUB MIDDLE SCHOOL		Science 7th grade	GENERAL SCIENCE 7-12	BIOLOGY 7-12							
TADDEO, STEPHANIE	8/28/2007	707	08/28/2010	JEFFERSON ELEMENTARY		Elementary Grade 2	Elementary K-6								
JORDAN, KATHLEEN	8/28/2007	708	08/28/2010	TREXLER MIDDLE SCHOOL		Social Studies Grade 8	SOCIAL STUDIES	Mid-Level English 7-							
ANDRESS, RACHELLE L	8/28/2007	709	08/28/2010	WILLIAM ALLEN HIGH		Social Studies	SOCIAL STUDIES								
BANAS, CHRISTOPHER J	8/28/2007	710	08/28/2010	WILLIAM ALLEN HIGH		School Psychologist	SCHOOL								
FRITZ, KENNETH M	8/28/2007	711	08/28/2010	WILLIAM ALLEN HIGH	Will not fill with salaried sub	Special Ed	Special Education N-12	Elementary K-6							
WARMKESSEL, KYLE KEITH	8/28/2007	712	08/28/2010	WILLIAM ALLEN HIGH		Social Studies	Citizenship 7-12								
GILLETTE, SARA M	8/28/2007	713	08/28/2010	SOUTH MOUNTAIN MIDDLE	Autistic Support	Special Ed	Special Education N-12	Elementary K-6							
DEMARCO, NICOLA L	8/28/2007	714	08/28/2010	SOUTH MOUNTAIN MIDDLE		School Nurse	SCHOOL NURSE								
HUFF, GAIL L	1/25/2007	658	01/25/2010	WASHINGTON		Elementary Grade 4	Elementary K-6								
MCCARTHY, ERIN	8/28/2007	716	08/28/2010	HARRISON MORTON		English 7th Grade	English 7-12								
DORAN, ANDREW J	8/28/2007	717	08/28/2010	HARRISON MORTON		English 7th Grade	English 7-12								
DOBOS, CHRISTINE A	8/28/2007	718	08/28/2010	DIERUFF HIGH SCHOOL		ESL	Program Specialist ESL	English 7-12	Mid-Level						

Full Name	Seniority Date	Rank	Tenure Date	2014-15 Building Placement	2014-2015 Reassignments	Teaching assignment	Certification 1	Certification 2	Certification 3	Certification 4	Certification 5	Certification 6	Certification 7	Certification 8	Certification 9
HEADLEY, CAROLYN	8/28/2007	719	08/28/2010	ROOSEVELT ELEMENTARY		Elementary Grade 5	Elementary K-6								
CAFLIN, KELLY E	8/28/2007	720	08/28/2010	HARRISON MORTON		Science 8th grade	Mid-Level Science 7-9	Elementary K-6	Mid-Level	ESL K-12					
WEISS, LISA M	8/28/2007	721	08/28/2010	CENTRAL ELEMENTARY		Elementary Grade 1	READING SPECIALIST	Elementary K-6							
ROEDER, CORA M	8/28/2007	722	08/28/2010	CENTRAL ELEMENTARY		Elementary Grade 2	Elementary K-6								
BILLY, CHRISTINE D	8/28/2007	723	08/28/2010	WILLIAM ALLEN HIGH		English	English 7-12								
MARTINEZ-PEREZ, MIRIAM	8/28/2007	724	08/28/2010	DODD ELEMENTARY		Elementary Grade 3	Elementary K-6								
LANE, MARY BETH	8/28/2007	725	08/28/2010	WILLIAM ALLEN HIGH		Foreign Language	SPANISH	English 7-12							
CUMMINS, TRACY A	8/28/2007	726	08/28/2010	LINCOLN EARLY		Guidance Counselor	ELEMENTARY SCHOOL	SECONDARY							
CHURCHILL, TIMOTHY S	8/28/2007	727	08/28/2010	WILLIAM ALLEN HIGH		Social Studies	SOCIAL STUDIES								
SMITH, JACLYN	8/28/2007	728	08/28/2010	TREXLER MIDDLE SCHOOL	Emotional Support	Special Ed	Special Education N-12	Elementary K-6							
PASTELYAK, SARAH E	8/28/2007	729	08/28/2010	DIERUFF HIGH SCHOOL		Theatre	English 7-12								
NASATKA, NICOLE R	8/28/2007	730	08/28/2010	WILLIAM ALLEN HIGH	Learning Support	Special Ed	Special Education N-12	Elementary K-6	SOCIAL STUDIES	Reading Specialist					
COLON, KATIE J	8/28/2007	731	8/28/2010	DODD ELEMENTARY	Life Skills	Sp Ed-Elem Subjects-PreK-6	Special Education N-12	Elementary K-6							
GURANICH, KATHERINE E	8/28/2007	688	08/28/2010	WASHINGTON		Elementary Grade 4	Elementary K-6	READING							
HORN, DANIELLE A	8/28/2007	733	08/28/2010	DIERUFF HIGH SCHOOL		English	English 7-12								
FERRARI JR, JOHN	8/28/2007	734	08/28/2010	MCKINLY/MUHLLENBERG		ESL	Program Specialist ESL	Elementary K-6							
ECK, STEVEN W	8/28/2007	735	08/28/2010	DIERUFF HIGH SCHOOL		Social Studies Grade 10-12	SOCIAL STUDIES								
HANN, REBECCA D	8/28/2007	736	08/28/2010	TREXLER MIDDLE SCHOOL		Reading Grade 8	Elementary K-6	Mid-Level English 7-							
CHINA, ELIZABETH	8/28/2007	737	08/28/2010	RAUB MIDDLE SCHOOL	Learning Support	Special Ed LS	Special Education N-12	Art K-12							
SAWYER, BRANDY M	8/28/2007	738	8/28/2010	Dieruff High School	xfr Admin SOI Raub need pos	Sci-Interdisc Advanced-10-12	BIOLOGY								
ZIELINSKI, DEIRDRA	8/28/2007	739	08/28/2010	JEFFERSON ELEMENTARY		ESL	ESL K-12	Elementary K-6							
MAROUN, PATRICIA	8/28/2007	740	08/28/2010	SOUTH MOUNTAIN MIDDLE	Learning Support	Special Ed LS	Special Education N-12								
CHRISTY, JENNIFER M	8/28/2007	741	08/28/2010	JEFFERSON ELEMENTARY		ESL	ESL K-12	Elementary K-6							
GORDON, JASON E	8/28/2007	742	08/28/2010	LEHIGH PARKWAY	Resignation	Art	Art K-12								
SMITH, CRAIG A	8/28/2007	743	08/28/2010	WILLIAM ALLEN HIGH	Counselor	Special Ed	Special Education N-12	Secondary							
WILLS, JAN R	8/28/2007	744	08/28/2010	HARRISON MORTON		School Nurse	SCHOOL NURSE								
RICKLES, BEVERLY	8/28/2007	745	08/28/2010	NEWCOMER ACADEMY		ESL	Program Specialist ESL	English 7-12							
FINN, ROBERT M	8/28/2007	746	08/28/2010	HARRISON MORTON		Science 7th Grade	GENERAL SCIENCE	BIOLOGY	EARTH AND	Bus-Computer Info	Physics 7-12	Environmental	CHEMISTRY	SOCIAL	
MAKOS, LINDSAY A	8/28/2007	747	08/28/2010	DODD ELEMENTARY	Life Skills	Special Ed	Special Education N-12								
GEORGE, SARAH B	8/28/2007	748	08/28/2010	CENTRAL ELEMENTARY		Elementary Grade 1	Elementary K-6								
KESSLER, LOREN N	8/28/2007	749	08/28/2010	CLEVELAND ELEMENTARY		Elementary Grade 5	Elementary K-6	ESL K-12							
CROWELL, ELLEN E	8/28/2007	750	08/28/2010	CENTRAL ELEMENTARY		Art	Art K-12								
NEWHARD, CHRISTOPHER W	8/28/2007	751	08/28/2010	DIERUFF HIGH SCHOOL		Social Studies	SOCIAL STUDIES								
MONACO, STACEY L	8/28/2007	752	08/28/2010	ROOSEVELT ELEMENTARY		Elementary Grade 3	Elementary K-6								
ADAMS, TANYA M	8/28/2007	753	08/28/2010	UNION TERRACE		Elementary Grade 3	Elementary K-6	Early Childhood N-3							
MINK, LAUREN R	8/28/2007	754	08/28/2010	SHERIDAN ELEMENTARY		Elementary Grade 1	Elementary K-6								
LERTZMAN, JESSICA L	8/28/2007	755	08/28/2010	DODD ELEMENTARY		Elementary Grade 4	Elementary K-6								
DIFEBO, MARY C	8/28/2007	756	08/28/2010	WILLIAM ALLEN HIGH		Science	BIOLOGY	Program Specialist	Mid-Level	English 7-12					
YOUNG, JENA N	8/28/2007	757	08/28/2010	SHERIDAN ELEMENTARY		Elementary Grade 3	Elementary K-6								
MOOG, LAURA M	8/28/2007	758	8/28/2010	CENTRAL ELEMENTARY		Kindergarten-age 5 (K5)	Elementary K-6	Special Ed N-12							
PICCOLO, ANGELA D	8/28/2007	759	08/28/2010	WILLIAM ALLEN HIGH		Science	GENERAL SCIENCE	BIOLOGY	Earth & Space	Environmental					
BITTNER, SCOTT D	8/27/2002	385	08/30/2005	WASHINGTON		Elementary Grade 5	Elementary K-6								
SMITH, DIA	3/20/2003	440	08/26/2003	WASHINGTON		Elementary Grade 5	Elementary K-6								
VERENNA, KELLY M	8/28/2007	762	08/28/2010	UNION TERRACE		Elementary Grade 1	Elementary K-6								
SCHIMMEL, JASON	8/28/2007	763	08/28/2010	DIERUFF HIGH SCHOOL		Math	Mathematics 7-12								
TRUMBauer-WRIGHT, DAWN M	10/3/2007	764	10/01/2010	WILLIAM ALLEN HIGH		Math	Mathematics 7-12								
CAVUOTO, JAIME L	8/28/2007	765	08/28/2010	MUHLLENBERG		Elementary grade 5	Elementary K-6	Mid-Level	Mid-Level Citiz.	Educational					
CAMPBELL, STEPHANIE M	8/28/2007	766	08/28/2010	TREXLER MIDDLE SCHOOL		Music	MUSIC	Mid-Level	Mid-Level						
WILLIAMS, MELISSA S	8/28/2007	767	08/28/2010	DIERUFF HIGH SCHOOL		Science	CHEMISTRY	Mid-Level Science 7-							
GERACI, LINDA A	11/17/2007	768	05/01/2013	MCKINLEY ELEMENTARY		School Nurse	SCHOOL NURSE								
WILLIAMS, JILLIAN	8/28/2007	769	08/28/2010	WILLIAM ALLEN HIGH		English	English 7-12								
STOPPER, JESSICA EDMISTON	8/28/2007	770	08/28/2010	CENTRAL ELEMENTARY		Elementary Grade 3	Elementary K-6								
COWITCH, DEBRA N	8/28/2007	771	8/28/2010	MOSSER ELEMENTARY		Elementary Grade 1	Early Childhood N-3								
HANNIS, JULIEBETH P	8/30/2005	559	08/30/2008	WASHINGTON		Elementary Grade 5	Elementary K-6								
BRENNEN, PHILLIP R	8/28/2007	773	08/28/2010	WILLIAM ALLEN HIGH		Math	Mathematics 7-12								
ACKERMAN, DAWN M	8/28/2007	774	08/28/2010	JEFFERSON ELEMENTARY		Elementary Grade 2	Elementary K-6								
PETERS, DAVID W	8/26/2008	827	08/26/2011	WASHINGTON		Elementary Grade 5	Elementary K-6								
ALBRIGHT, SABRINA L	8/28/2007	776	08/28/2010	UNION TERRACE		Elementary Grade 2	Elementary K-6								
AZAR, RANDA N	8/28/2007	777	08/28/2010	UNION TERRACE		Kindergarten	Elementary K-6	Early Childhood N-3							
JONES, STEFANIE M	8/28/2007	778	08/28/2010	DODD ELEMENTARY		Elementary Grade 2	Elementary K-6	Mid-Level English 7-							
CHORONES, JORDAN R	8/28/2007	779	08/28/2010	UNION TERRACE		Elementary Grades 1	Elementary K-6	READING							
GROTHENHUIS, TAVIS	8/28/2007	780	08/28/2010	CENTRAL ELEMENTARY		Elementary Grade 3	Elementary K-6								
GRAY, JONATHAN S	8/28/2007	781	08/28/2010	RAUB MIDDLE SCHOOL		English 8th grade	Mid-Level English 7-9	Elementary K-6	Mid-Level	Mid-Level Citiz. Ed	Special Education				
HECKLER, NICOLE D	8/28/2007	782	08/30/2010	SOUTH MOUNTAIN MIDDLE		Guidance Counselor	SECONDARY SCHOOL								
RARICK, JENNIFER P	8/28/2007	783	08/28/2010	HARRISON MORTON		Music									
BENFIELD, MELISSA A	8/28/2007	784	01/21/2011	RITTER ELEMENTARY		Elementary Grade 1	Elementary K-6								
GRAZIANO, SUSAN E	8/28/2007	785	08/20/2006	DIERUFF HIGH SCHOOL	Learning support	Special Ed	MENT AND/OR PHYS								
SHIVE, JENNIFER B	8/28/2007	786	08/28/2010	TREXLER MIDDLE SCHOOL		ATS	Art K-12								
SCHAFFER, BARBARA D	9/17/2007	787	09/17/2010	DIERUFF HIGH SCHOOL		ESL English Grade 7-12	Program Specialist ESL	Special Education N-12	English 7-12	College					
JAMES, FIONA M	9/24/2007	788	09/24/2010	CENTRAL ELEMENTARY	XFR FROM CLEVELAND	Special Ed	Special Education N-12	Elementary K-6							
HAUSMAN, ALLISON M	10/1/2007	789	10/01/2010	WILLIAM ALLEN HIGH		Guidance Counselor	SECONDARY SCHOOL								
BOOSE, STACIE L	10/15/2007	790	10/15/2007	SOUTH MOUNTAIN MIDDLE	MDS xfr from Mosser	Special Ed	MENT AND/OR PHYS	Mid-Level English 7-12	Mid-Level	Reading Specialist					

Full Name	Seniority Date	Rank	Tenure Date	2014-15 Building Placement	2014-2015 Reassignments	Teaching assignment	Certification 1	Certification 2	Certification 3	Certification 4	Certification 5	Certification 6	Certification 7	Certification 8	Certification 9
BENDER, LARRY	10/18/2007	791	11/29/2010	CENTRAL ELEMENTARY		Elementary Grade 5	Elementary K-6								
RUCH, DANIEL P	10/29/2007	792	10/29/2010	JEFFERSON ELEMENTARY	Resignation	Elementary Grade 5	Elementary K-6								
MILLER, KAREN E	11/20/2007	793	11/20/2010	WILLIAM PENN		School Nurse	SCHOOL NURSE	Elementary K-6							
PLESSL, TANIA M	4/1/2008	804	04/01/2011	WASHINGTON		ESL	Program Specialist ESL	Elementary K-6	READING						
STROBEL, MICHELLE M	12/17/2007	795	12/17/2010	UNION TERRACE		Elementary Grade 3	Elementary K-6	Early Childhood N-3							
SMITH, PATRICIA A	1/2/2008	796	01/02/2011	TREXLER MIDDLE SCHOOL		ESL	Program Specialist ESL	Elementary K-6	Mid-Level						
ANTIGA, ROBIN	1/7/2008	797	01/07/2011	WILLIAM ALLEN HIGH	Learning Support	Special Ed	Special Education N-12	Elementary K-6							
WIEAND, JODI	1/14/2008	798	01/14/2011	HARRISON MORTON	Salaried Sub Wooly	ESL	Program Specialist ESL	English 7-12	Elementary K-6						
DINNEY, ADAM	1/28/2008	799	01/28/2011	WILLIAM ALLEN	APLI Hold Salaried Sub	ENGLISH	English 7-12								
CUMMINGS, SARAH J	2/4/2008	800	02/04/2011	RITTER ELEMENTARY		Elementary Grade 4	Elementary K-6	Reading Specialist K							
WATSON, LAUREN A	3/17/2008	801	03/17/2011	SOUTH MOUNTAIN MIDDLE		ESL	Program Specialist ESL	Program Specialist	READING						
BUSOLITS, WILLIAM	3/17/2008	802	03/17/2011	WILLIAM ALLEN HIGH		Tech Ed	Technology Education	Elementary K-6	Mid-Level						
KOPISHKE, PAMELA S	3/25/2008	803	03/25/2011	TREXLER/RAUB LIBRARIAN		Library	LIBRARY SCIENCE (K-								
CHURCH, JULIE	10/1/2008	895	10/01/2011	WASHINGTON	50 Washington/50 Ritter	ESL	Program Specialist ESL	LIBRARY SCIENCE (K							
MILLER, RYAN J	4/1/2008	805	04/01/2011	SOUTH MOUNTAIN MIDDLE	Learning Support	Spec Ed LS	EARTH AND SPACE	Special Education N	Elementary K-6	Earth and Space					
BRUGGER, LORI M	4/10/2008	806	04/10/2011	DIERUFF HIGH SCHOOL	Learning support	Special Ed	Special Education N-12	Elementary K-6							
LARSON, ELISABETH A	4/12/2008	807	04/12/2011	ROOSEVELT ELEMENTARY		Guidance Counselor	ELEMENTARY SCHOOL								
WARREN, COURTNEY L	4/16/2008	808	04/16/2011	RAUB MIDDLE SCHOOL		ESL	Program Specialist ESL	READING	Elementary K-6	Reading Specialist	ESL K-12				
SAKASITZ, LAUREN	8/26/2008	809	08/26/2011	ROOSEVELT ELEMENTARY	Resignation	Music	MUSIC								
ARMBUSTER, JESSIE	8/26/2008	810	08/26/2011	RAUB MIDDLE SCHOOL	Autistic Support	Special Ed	Special Education N-12	Elementary K-6							
GURDINEER, MICHAEL	8/26/2008	811	08/26/2011	TREXLER MIDDLE SCHOOL		Math Grade 7	Mid-Level Science 7-9	Mid-Level	SOCIAL STUDIES						
PEARTREE, TAMARA K	8/26/2008	812	08/26/2011	WILLIAM ALLEN HIGH	Learning Support	Special Ed	Special Education N-12	Elementary K-6							
COLON, SHAMIM A	8/26/2008	813	08/26/2011	TREXLER MIDDLE SCHOOL		Read 180	READING SPECIALIST	Elementary K-6							
PURDY, JORDAN R	8/26/2008	814	08/26/2011	RAUB MIDDLE SCHOOL	Emotional Support	Special Ed	Special Education N-12								
BUSOLITS, LYSSA M	8/26/2008	815	08/26/2011	SOUTH MOUNTAIN MIDDLE	Resignation	Special Ed LS	Special Education N-12	Mid-Level	Elementary K-6						
EMINHIZER, JOANNE	8/26/2008	816	08/26/2011	DIERUFF HIGH SCHOOL	Learning support	Special Ed	Special Education N-12	Elementary K-6							
MCCALLUM, ANGELA C	8/26/2008	817	08/26/2011	RITTER ELEMENTARY	Learning Support	Special Ed	Special Education N-12	Elementary K-6							
YOO, CHERYL A	8/26/2003	479	08/29/2006	WASHINGTON		ESOL Facilitator	Program Specialist ESL	Early Childhood N-3	MENT AND/OR	Elementary K-6	Principal K-12				
BOZES, BETH A	8/26/2008	819	08/26/2011	TREXLER MIDDLE SCHOOL	Learning Support	Special Ed LS	Special Education N-12	Mid-Level English 7-	Mid-Level	Mid-Level Citiz. Ed	Mid-Level Science	LIBRARY		Elementary K-6	
JIMENEZ, JULISSA	8/26/2008	820	08/26/2011	CENTRAL ELEMENTARY		Elementary Grade 3	Elementary K-6								
KARAOCA, SERA T	8/26/2008	821	08/26/2011	RAUB MIDDLE SCHOOL	XFR RAUB PETRONIA	7th grade math	Mathematics 7-12	Program Specialist							
FERRERA, ANNE S	8/26/2008	822	01/24/2012	LUIS A RAMOS		Elementary Grade 3	Elementary K-6	Mid-Level	Reading						
FLORES, TRACY	8/26/2008	823	08/26/2011	DODD ELEMENTARY		Kindergarten	Elementary K-6								
TRINNEER, CRYSTAL L	8/26/2008	824	08/26/2011	WILLIAM ALLEN HIGH	Life Skills	Special Ed	Special Education N-12	Mid-Level	Mid-Level Citiz.	Mid-Level Science	Mid-Level English	Elementary K-6			
GREEN, KERMIT L	8/26/2008	825	08/26/2011	SOUTH MOUNTAIN MIDDLE		Science Grade 8	Biology 7-12								
TORBAN, MELISSA I	8/26/2008	826	08/26/2011	UNION TERRACE		Elementary Grade 3	Elementary K-6	READING							
ZAHARAKIS, LAURA B	10/18/2004	535	06/26/1995	WASHINGTON		Guidance Counselor	ELEMENTARY SCHOOL								
REINHART, AMANDA	8/26/2008	828	08/26/2011	HARRISON MORTON	7th grade Learning support	Special Ed-Resource PreK-12	Special Education N-12	Elementary K-6	READING	Mid-Level					
GROTENHUIS, MARITSA K	8/26/2008	829	08/26/2011	CENTRAL ELEMENTARY		Elementary Grade 5	Elementary K-6								
BECKER-LAYER, MARGARET V	8/26/2008	830	08/26/2011	ALTERNATIVE LEARNING		ESL	Program Specialist ESL	English 7-12	SPANISH						
DEFRAIN, JENNIFER	8/26/2008	831	08/26/2011	WILLIAM ALLEN HIGH	Learning Support	Special Ed	MENT AND/OR PHYS	Elementary K-6							
CONNOLLY, SEAN	8/26/2008	832	08/26/2011	DODD ELEMENTARY	Learning Support	Special Ed	Special Education N-12	Elementary K-6							
JACKSON, ALISON M	8/26/2008	833	08/26/2011	CENTRAL ELEMENTARY	VACANT Learning Support	Special Ed	Special Education N-12	Elementary K-6							
ARMOUR, JESSICA	8/26/2008	834	08/26/2011	ROOSEVELT ELEMENTARY		Elementary Grade 1	Elementary K-6								
BYWATERS, MARGARET E	8/26/2008	835	08/26/2011	ROOSEVELT ELEMENTARY		Elementary Grade 4	Elementary K-6								
FIELDS, CHRISTINA L	8/26/2008	836	08/26/2011	WILLIAM ALLEN HIGH		Sp Ed-Sec Sci-10-12	Special Education N-12	Mid-Level English 7-	Mid-Level	Elementary K-6	Reading Specialist				
GRIM, ROBERT T	8/26/2008	837	08/26/2011	HARRISON MORTON		6th grade	Elementary K-6	Mid-Level							
ANDERSON, CAROL L	8/26/2008	838	08/26/2011	LEHIGH PARKWAY	Learning Support xfr from	Special Ed	MENT AND/OR PHYS	Early Childhood N-3	Elementary K-6						
WETHERHOLD, JULIA M	8/26/2008	839	08/26/2011	HMMs/SMMS		Music Integrator	MUSIC	Elementary K-6							
CAREY, LAUREN A	8/26/2008	840	08/26/2011	RAUB MIDDLE SCHOOL		6th grade	Elementary K-6	Mid-Level English 7-	Reading						
HIPPERT, MERIDITH L	8/26/2008	841	08/26/2011	SOUTH MOUNTAIN MIDDLE		Grade 6 - Reading	Elementary K-6								
BRINKER, LISA M	8/26/2008	842	08/26/2011	DODD ELEMENTARY		Kindergarten	Elementary K-6								
EICHELDINGER, BARBARA M	8/26/2008	843	08/26/2011	SOUTH MOUNTAIN MIDDLE	Autistic Support	Special Ed	Special Education N-12	Elementary K-6							
BANAS, VICTORIA J	8/26/2008	844	08/26/2011	LUIS A RAMOS		Elementary Grade 1	Elementary K-6								
FOUNTAIN, TRACEY N	8/26/2008	845	08/26/2011	SOUTH MOUNTAIN MIDDLE		Math Grade 7	Bus-Computer-Info	Mid-Level							
TRAY, COREY E	8/26/2008	846	8/26/2011	South Mountain Middle School		Reading Grade 8	Reading Specialist K-12	ESL K-12	Mid-Level English	Elementary K-6	Mid-Level Science 7-9				
HESSLING, MARY LOU	8/26/2008	847	08/26/2011	JEFFERSON ELEMENTARY		Elementary Grade 2	Elementary K-6								
PILE, MATTHEW T	8/26/2008	848	08/26/2011	LUIS A RAMOS	APLI Hold Salaried Sub	Elementary Grade 3	Elementary K-6	READING							
FOLEY, DEANNA	8/26/2008	849	08/26/2011	LUIS A RAMOS		Guidance Counselor	ELEMENTARY SCHOOL								
VAKA, TRINA-MARIE	8/26/2008	850	08/26/2011	MOSSER ELEMENTARY		Elementary Grade 2	Elementary K-6								
FLICKER, KELLY J	8/26/2008	851	08/26/2011	Trexler/Raub		ESL	ESL K-12	English 7-12	Communication	Mid-Level Math 7-					
SPRAYBERRY, TYSON	8/26/2008	852	08/26/2011	DIERUFF HIGH SCHOOL		Science	Physics 7-12	GENERAL SCIENCE	BIOLOGY						
HORVATH, ASHLEY	8/26/2008	853	08/26/2011	SHERIDAN ELEMENTARY		Elementary Grade 1	Elementary K-6								
SNOVER, EILEEN	8/26/2008	854	08/26/2011	WILLIAM ALLEN HIGH		ESL	Program Specialist ESL	English 7-12							
MOSER, ERIC D	8/26/2008	855	08/26/2011	WILLIAM ALLEN HIGH		Music	MUSIC								
STYLES, MONICA	8/26/2008	856	08/26/2011	DODD ELEMENTARY		Elementary Grade 2	Elementary K-6	Reading Specialist K							
FERRY, JESSICA	8/26/2008	857	8/26/2011	Dodd Elementary		Elem-Interm Grades 4-6	Elementary K-6								
MINNICH, COLLEEN A	8/26/2008	858	08/26/2011	CENTRAL ELEMENTARY		ESL	ESL K-12	Elementary K-6							
WEAVER, MARY L	8/26/2008	859	08/26/2011	ROOSEVELT ELEMENTARY		ESL	Program Specialist ESL	Elementary K-6							
STROUTINSKY, HANNA	8/26/2008	860	08/26/2011	NEWCOMER ACADEMY		Social Studies Grade 7-8	Program Specialist ESL	SPANISH	SOCIAL STUDIES	Russian					
YOUSE, KEITH	8/26/2008	861	8/26/2011	ADMINISTRATION CENTER		School Psychologist	Educational Specialist I	SCHOOL PSYCHOLOGIST							
CHRISTOPHER, MELANIE	8/26/2008	862	08/26/2011	SHERIDAN ELEMENTARY		Elementary Grade 5	Elementary K-6	Program Specialist							

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MCGILL, TAMARA J	8/26/2008	863	08/26/2011	CENTRAL ELEMENTARY		Elementary Grade 1	Elementary K-6	Special Education N-							
MIRANDA, IVONNE	8/26/2008	864	08/26/2011	DODD ELEMENTARY		Elementary Grade 2	Elementary K-6	READING							
SNYDER, MELISSA	8/26/2008	865	08/26/2011	JACKSON ALTERNATIVE		Special Ed	Special Education N-12	Elementary K-6							
HOLSONBACK, SHANNON R	8/26/2008	866	08/26/2011	LUIS A RAMOS		Elementary Grade 2	Elementary K-6	Principal K-12							
KOLLAR, RACHEL B	8/26/2008	867	08/26/2011	HARRISON MORTON	Learning Support	Special Ed	Special Education N-12	Elementary K-6	Mid-Level	Mid-Level Math 7-					
MCDONNELL, BRIGHID	8/26/2008	868	08/26/2011	MOSSER ELEMENTARY	Classroom Teacher- Nimeh	ESL	Program Specialist ESL	Elementary K-6	Early Childhood						
MIERTA, ALYSSA J	8/26/2008	869	08/26/2011	NEWCOMER ACADEMY	Salaried Sub Emily Hunt	Science Grade 7-8	EARTH AND SPACE	Environmental	Technology	Elementary K-6	Program	BIOLOGY			
SEAGREAVES, KATIE	8/26/2008	870	08/26/2011	CENTRAL ELEMENTARY		Elementary Grade 3	Elementary K-6	Mid-Level							
JARRAH, JOANNE J	8/26/2008	871	08/26/2011	LUIS A RAMOS		Kindergarten	Elementary K-6								
HEGGAN, JOAN M	8/26/2008	872	08/26/2011	LUIS A RAMOS		Elementary Grade 2	Elementary K-6								
ALATZAS, JENNIFER	8/26/2008	873	08/26/2011	CENTRAL ELEMENTARY		Elementary Grade 1	Elementary K-6								
HECKLER, JENNIFER ANN	8/26/2008	874	08/26/2011	WILLIAM ALLEN HIGH	XFR FROM NEWCOMER	Physical Science Biology Grade 9	BIOLOGY								
TOCCI, LAUREN M	8/26/2008	875	08/26/2011	HARRISON MORTON	Jennifer Adamek	English	English 7-12								
MAINIERO, LAURA R	8/26/2008	876	08/26/2011	VISTA I	Xfr from Dieruff HS	English	English 7-12								
SCHLOSSBERG, BRENNAL	8/26/2008	877	08/26/2011	JACKSON ALTERNATIVE	XFER FROM DIERUFF	English	English 7-12								
GIBSON, LAUREN J	8/26/2008	878	08/26/2011	TREXLER MIDDLE SCHOOL		Read 180	READING SPECIALIST	English 7-12							
SMITH, MICHAEL C	8/26/2008	879	08/26/2011	RAUB MIDDLE SCHOOL		Read 180	English 7-12								
GOGLE, AMANDA MARIE	8/26/2008	880	08/26/2011	JACKSON ALTERNATIVE		English	English 7-12								
BANKUS, JOSHUA	8/26/2008	881	08/26/2011	WILLIAM ALLEN HIGH		Math	Mathematics 7-12								
PERKINS, KATHERINE E	8/26/2008	882	08/26/2011	WILLIAM ALLEN HIGH		Math	Mathematics 7-12								
MASCARI, LARISSA KAVCHOK	8/26/2008	883	08/26/2011	SOUTH MOUNTAIN MIDDLE		Math Grade 7	Mathematics 7-12								
UPDEGROVE, CHAD B	8/26/2008	884	08/26/2011	DIERUFF HIGH SCHOOL		Social Studies	SOCIAL STUDIES								
SHINER, LESLIE	8/26/2008	885	06/17/2004	UNION TERRACE	Autistic Support	Special Ed	MENT AND/OR PHYS								
POLGAR, ERICA S	8/26/2008	886	08/26/2011	DIERUFF HIGH SCHOOL		Spanish	SPANISH	English 7-12	Program						
KAMINSKI, MICHAEL P	8/26/2008	887	01/10/2008	HARRISON MORTON		Math 7th Grade	Mid-Level Mathematics	Elementary K-6							
BLOUGH, IRENE	8/26/2008	888	08/26/2011	SMMS/HMMS		Spanish	SPANISH	FRENCH							
ZELKO, ANDREA L	8/26/2008	889	08/26/2011	VISTA II		English Grade 10-12	English 7-12	SOCIAL STUDIES							
PETERS, SHANNIN	1/26/2009	890	1/26/2012	ROOSEVELT ELEMENTARY	APLI Hold Salaried Sub Neede	Elementary Grade 4	Elementary K-6	Reading Specialist	ESL K-12						
DAVIS, MELISSA	9/1/2008	891	09/02/2011	CENTRAL ELEMENTARY	Classroom Teacher	ESL	ESL K-12	Elementary K-6							
GEHMAN, TRACY	9/2/2008	892	09/02/2011	RAUB MIDDLE SCHOOL	Learning Support	Special Ed LS	Special Education N-12	Elementary K-6	English 7-12						
CREANGE, RYAN	9/2/2008	893	09/02/2011	TREXLER MIDDLE SCHOOL		Science Grade 8	BIOLOGY								
SALABSKY, JENNIFER L	9/22/2008	894	09/22/2011	JEFFERSON ELEMENTARY		Elementary Grade 3	Elementary K-6								
FROST, MARY A	8/27/2012	1047		WASHINGTON		School Nurse	SCHOOL NURSE								
RUSSELL, INGRID	10/3/2008	896		DODD ELEMENTARY		Kindergarten	Early Childhood N-3								
SOLDERICH, BILLY	10/15/2008	897	11/02/2012	SOUTH MOUNTAIN MIDDLE		Science Grade 7	GENERAL SCIENCE	Mid-Level							
JOHNSTONE, NANCY	10/27/2008	898	10/1/2004	WILLIAM ALLEN HIGH SCHOOL		Special Ed-Resource PreK-12	MENT AND/OR PHYS HP	English 7-12	Social Studies 7-12						
MILLER, HILLARY	11/3/2008	899	11/03/2011	HARRISON MORTON	Resignation	6th grade	Elementary K-6	READING							
BRODY, LUCY M	11/7/2008	900	11/07/2011	LUIS A RAMOS		Elementary Grade 2	Elementary K-6								
MUMMEY, BARTINE T	11/10/2008	901	11/10/2011	SOUTH MOUNTAIN MIDDLE		English Grade 8	English 7-12	Communications 7-							
FRITCHMAN, KIMBERLY N	11/21/2008	902	11/21/2011	HARRISON MORTON		6th grade	Elementary K-6								
FINKLE, SETH IRA	12/8/2008	903	12/08/2011	SOUTH MOUNTAIN MIDDLE		School Psychologist	SCHOOL								
BERGER, MEGAN A	12/8/2008	904	12/08/2011	LUIS A RAMOS	Learning Support	Special Ed	Special Education N-12	Elementary K-6							
ZSITEK-BRANNAN, KIM A	12/23/2008	905	12/23/2011	MOSSER ELEMENTARY		School Nurse	SCHOOL NURSE								
SANTEE, MADELINE	1/5/2009	906	01/05/2012	MOSSER ELEMENTARY		Elementary Grade 3	Program Specialist ESL	Elementary K-6	Mid-Level						
SCHAIBLE, JULIE	5/18/2009	907		WILLIAM ALLEN HIGH	XFR WAHS	Home & School Visitor	Home and School								
WISE, RACHEL	1/5/2009	908	01/05/2012	ADMINISTRATION CENTER		School Psychologist	SCHOOL								
MCMULLEN, MICHAEL G	1/5/2009	909	01/05/2012	HARRISON MORTON	Learning Support	Spec Ed LS	Special Education N-12	Elementary K-6							
WADSWORTH, DAWN	1/6/2009	910	03/01/1995	WILLIAM ALLEN HIGH		School Psychologist	SCHOOL								
TEHONICA, DAWN K	1/26/2009	911	01/26/2012	WILLIAM ALLEN HIGH		Guidance Counselor	SECONDARY SCHOOL	Elementary K-6							
GORDON, SYLVIA F	1/26/2009	912	01/26/2012	RAUB MIDDLE SCHOOL		Guidance Counselor	Secondary School								
SCHUBERT, JOANELLYN M	1/26/2009	913	01/26/2012	WILLIAM ALLEN HIGH	APLI Hold Salaried Sub	Dance	DANCE-VOC INSTR								
OSWALT, MAGEN J	1/26/2009	914	06/26/2008	WILLIAM ALLEN HIGH		Math	Mathematics 7-12								
NIMEH, LISA ANN	1/26/2009	915	09/01/1995	ROOSEVELT ELEMENTARY		Elementary Grade 4	READING SPECIALIST	Elementary K-6							
SMITH, CHRISTOPHER C	1/26/2009	916	01/26/2012	DIERUFF HIGH SCHOOL	Learning support	Special Ed	Special Education N-12	Citizenship 7-12	SOCIAL STUDIES						
HALL, ZENA M	1/26/2009	917	01/26/2012	RITTER ELEMENTARY		Elementary Grade 3	Elementary K-6								
HAMMOND, LAURI A	1/26/2009	918	01/26/2012	RAUB MIDDLE SCHOOL		Guidance Counselor	Secondary School								
HERTZOG, CATHERINE E	1/26/2009	919	01/26/2012	WILLIAM ALLEN HIGH	Emotional Support	Special Ed	Special Education N-12	Elementary K-6							
SPINOSA, MARIA J	1/26/2009	920	01/26/2012	NEWCOMER ACADEMY		ESL	Program Specialist ESL	Elementary K-6	Mid-Level						
SMITH, NICOLE	1/26/2009	921	01/26/2012	ROOSEVELT ELEMENTARY		Elementary Grade 2	Elementary K-6								
FIORIGLIO, PATRICK A	1/26/2009	922	01/26/2012	DIERUFF HIGH SCHOOL	SPLIT WITH ALLEN	Business	Bus-Computer-Info	SOCIAL STUDIES							
ROSARIO, LEIDA Y	2/2/2009	923	02/02/2012	LINCOLN EARLY	XFR FROM RITTER FOR	ESL	ESL K-12	Elementary K-6							
GLASSBERG, SIA A	2/2/2009	924	02/02/2012	HARRISON MORTON		Guidance Counselor	SECONDARY SCHOOL								
MURPHY, MEGAN M	2/23/2009	925	02/23/2012	MOSSER ELEMENTARY		Elementary Grade 2	Elementary K-6								
CRAWFORD, ERIN C	2/27/2009	926	02/27/2012	TREXLER MIDDLE SCHOOL		English Grade 8	English 7-12								
POPIVCHAK, JOSEPH B	3/2/2009	927	03/02/2012	WILLIAM ALLEN HIGH	Life Skills	Special Ed	Special Education N-12	Elementary K-6	Program						
HERNANDEZ, SARAH	3/9/2009	928	03/09/2012	SOUTH MOUNTAIN MIDDLE	Learning Support	Special Ed LS	Special Education N-12	Mid-Level English 7-							
TROXELL, IAN	3/27/2009	929	03/27/2012	ALTERNATIVE LEARNING		Math Grade 7-9	Mid-Level Mathematics	Elementary K-6							
WARD, JOHNNA L	3/30/2009	930	06/20/1991	TREXLER MIDDLE SCHOOL		English Grade 7	Mid-Level English 7-9	Elementary K-6							
WACHTMANN, BEVERLY	4/1/2009	931	04/01/2012	ADMINISTRATION CENTER		Dental Hygienist	DENTAL HYGIENIST								
FERRARO, PATRICIA MARY	4/20/2009	932	04/20/2012	LINCOLN EARLY	Autistic Support	Special Ed	MENT AND/OR PHYS	Elementary K-6							
GARDNER, JACQUELINE	9/1/2009	933	08/26/2011	TREXLER MIDDLE SCHOOL		Science Grade 8	Mid-Level Science 7-9	Elementary K-6							
MCGINNIS, ANDREW P	9/1/2009	934	09/01/2012	JEFFERSON ELEMENTARY	Resignation	Elementary Grade 4	Elementary K-6	Mid Level Science 7- Mid Level Citz							

Full Name	Seniority Date	Rank	Tenure Date	2014-15 Building Placement	2014-2015 Reassignments	Teaching assignment	Certification 1	Certification 2	Certification 3	Certification 4	Certification 5	Certification 6	Certification 7	Certification 8	Certification 9
SELIGA, WENDY	8/31/2010	1007	8/31/2013	SOUTH MOUNTAIN MIDDLE	Resignation	Special Ed-Resource PreK-12	Elementary K-6	Special Education N-12							
HALL, TISHA	8/31/2010	1008	8/31/2013	LUIS A RAMOS	Autistic Support	Special Ed	Special Education N-12	English 7-12							
YOUWAKIM, KIMBERLY A	8/31/2010	1009	8/31/2013	HARRISON MORTON	Emotional Support	Special Ed	Special Education N-12								
VAN GEMEN, DITTA M	8/31/2010	1010	8/31/2013	WILLIAM ALLEN HIGH		Social Studies	Program Specialist ESL	English 7-12	Mid-Level	SOCIAL STUDIES					
ROHRBACH, CAITLIN	8/31/2010	1011	8/31/2013	WILLIAM ALLEN HIGH	SALARIED SUB ERIC WEISS	Middle Level Math-7-9	Mathematics 7-12								
REYNOLDS, JOHN WILLIAM	8/31/2010	1012	8/31/2013	WILLIAM ALLEN HIGH		SOCIAL STUDIES	SOCIAL STUDIES	Mid-Level English 7-	Mid-Level						
DELGADO, JOSE M	9/1/2010	1013	9/1/2013	DIERUFF HIGH SCHOOL	Need SS- Life Skills Support	Special Ed	Special Education N-12								
PAGE, TIMOTHY I	9/1/2010	1014	9/1/2013	DIERUFF HIGH SCHOOL		ROTC	MILITARY SCIENCE								
GULDIN, KATHLEEN	9/1/2010	1015	9/1/2013	NEWCOMER ACADEMY	NEED RAUB ASSIGNMENT	Spec Ed LS	ESL K-12	Mid-Level Citiz. Ed	English 7-12	Social Studies 7-12	Special Education	Elementary K-6			
ALBERT, FAWN	9/21/2010	1016	09/01/1987	CLEVELAND ELEMENTARY	Learning Support	Special Ed	Elementary K-6	FRENCH	MENT AND/OR	Mid-Level English					
SALLIT, ANDREW	9/22/2010	1017	9/22/2013	DODD ELEMENTARY		Elementary Grade 2	Elementary K-6	Mid-Level							
COMUNALE, TELSIA	10/29/2010	1018	10/29/2013	VISTA II		Science Grade 10-12	Mathematics 7-12								
KENDY, LOGAN	11/1/2010	1019	11/1/2013	JACKSON ALTERNATIVE		Sec School Counselor	SECONDARY SCHOOL								
ELLIS, STACY L	11/19/2010	1020	11/19/2010	HARRISON MORTON			SPANISH								
YOUNDT, MARY	8/30/2011	1021	06/30/1987	WILLIAM ALLEN HIGH	MDS	Special Ed	MENT AND/OR PHYS	Elementary K-6 - H							
SMITH, SAMANTHA A	8/30/2011	1022	8/30/2014	WILLIAM ALLEN HIGH		Science	BIOLOGY								
WEBER, SARA E	8/31/2004	519	08/31/2007	WASHINGTON	Learning Support	Special Ed	Special Education N-12	Elementary K-6							
MCCLARIN, MICHAEL A	8/30/2011	1024	8/30/2014	DIERUFF HIGH SCHOOL		Math	Mathematics 7-12								
VANDERGRIFT, STACY E	8/30/2011	1025	8/30/2014	WILLIAM ALLEN HIGH		Guidance Counselor	SECONDARY SCHOOL								
PERELLA, ERIN S	8/30/2011	1026	8/30/2014	CENTRAL ELEMENTARY		Guidance Counselor	ELEMENTARY SCHOOL								
SANTANA OQUENDO,	8/30/2011	1027	8/30/2014	TREXLER MIDDLE SCHOOL		Home School Visitor	HOME AND SCHOOL	Elementary K-6							
SENSINGER, CANDICE M	8/30/2011	1028	03/17/2008	ADMINISTRATION CENTER		Speech & Lang Therapist	SPEECH & LANGUAGE								
JURASITS, DANIEL	8/30/2011	1029	8/30/2014	DIERUFF HIGH SCHOOL		Social Studies	SOCIAL STUDIES	Mid-Level English 7-	English 7-12	Program Specialist					
PARK, AMANDA	8/30/2011	1030	8/30/2014	DIERUFF HIGH SCHOOL	Math Position	Math	Mathematics 7-12								
NORO, ASHLEY C	8/30/2011	1031	8/30/2014	CENTRAL ELEMENTARY	Learning Support	Special Ed	Elementary K-6	Special Education N-							
NINESLING, DEBRA	8/30/2011	1032	08/30/2014	HARRISON MORTON	Social Studies	Social Studies 8th grade	SOCIAL STUDIES	Mid-Level							
SOTO, DAMARIS	9/26/2011	1033	09/01/2004	ALTERNATIVE LEARNING		Guidance Counselor	SECONDARY SCHOOL								
SMITH, ANGELA	11/14/2011	1034		ROOSEVELT ELEMENTARY	Emotional Support	Special Ed	Special Education N-12	Elementary K-6							
FRITCHMAN, DOUGLAS A	11/18/2011	1035		MUHLBERG	Autistic Support	Special Ed AS	Elementary K-6	Mid-Level	Special						
GRECIAN, DONNA S	1/2/2012	1036		WILLIAM ALLEN HIGH		Science	Chemistry 7-12								
CORNISH, KRISTIN E	1/9/2012	1037		MUHLBERG	Spec Ed Autistic Support	Special Ed	Special Education N-12	Elementary K-6							
PETRAGLIA, WENDY L	1/9/2012	1038		JEFFERSON ELEMENTARY	Replace Ruch	Elementary Grade 2	Elementary K-6	MENT AND/OR	Program						
UTSCH, CHRISTINA A	1/27/2012	1039		JEFFERSON ELEMENTARY	Replace McGinnis	Elementary Grade 5	Special Education N-12	Elementary K-6							
BAIZE, KARYN	4/2/2012	1040		TREXLER MIDDLE SCHOOL	Math	Math Grade 8	Mid-Level Mathematics	Mathematics 7-12							
BURCH, MATTHEW C	8/27/2012	1041		HARRISON MORTON		Tech Ed	Bus-Computer-Info	HEALTH &							
BENJAMIN, SARAH E	8/27/2012	1042		MEDIA		Speech Therapist	SPEECH & LANGUAGE								
SEGAN, ANN M	8/27/2012	1043		WILLIAM ALLEN HIGH		Science	BIOLOGY	Mid-Level Science 7-	Mid-Level	Elementary K-6					
BOUCHER, KEVIN	8/27/2012	1044		JACKSON ALTERNATIVE		Tech Ed	Bus-Computer-Info	GENERAL SCIENCE							
HOFFMAN, KATIE A	8/27/2012	1045		MEDIA		Speech	SPEECH & LANGUAGE								
JANOS, LAURA A	8/27/2012	1046		MEDIA		Speech & Lang Therapist	SPEECH & LANGUAGE								
HORVATH, CASEY L	8/28/2007	732	08/28/2010	WASHINGTON	Learning Support	Special Ed	Special Education N-12	Elementary K-6	READING	Program Specialist					
DILLMAN, JOANNE M	8/27/2012	1048		DIERUFF HIGH SCHOOL		German	GERMAN	SOCIAL STUDIES							
KRATZER, ROSEANNE	8/27/2012	1049		DIERUFF HIGH SCHOOL		School Nurse	SCHOOL NURSE								
PERRETT, ADRIENNE	8/27/2012	1050		MCKINLEY ELEMENTARY	Replace Murphy	Elementary Grade 2	Elementary K-6	Early Childhood N-3	ESL K-12						
KEISER, ALISHA A	8/27/2012	1051		JACKSON ALTERNATIVE	MATH REQUIREMENT FOR	math Grade 10-12	Mathematics 7-12								
SWEETANA, FRANCES	8/27/2012	1052		LUIS A RAMOS	Elementary Grade 5 Egan	Elementary Grade 5	Mid-Level Mathematics	Elementary K-6							
FONTANET, ROSA L	8/27/2012	1053		DIERUFF HIGH SCHOOL	SPANISH	Spanish	SPANISH	Elementary K-6	English 7-12	ESL K-12					
NAKHLAH, HELENA J	8/27/2012	1054		JEFFERSON ELEMENTARY	Replace Solis	Elementary Grade 3	Elementary K-6	ESL K-12							
RUTT-GUERRIERE, VALERIE A	8/27/2012	1055	08/25/2012	TREXLER MIDDLE SCHOOL	Return Math Spec Ed	Special Ed	Special Education N-12	Elementary K-6	Mid Level Math						
HEATH, PRISCILLA M	8/27/2012	1056		RAUB MIDDLE SCHOOL	HOUPPT RESIGNATION	6th grade	Elementary K-6								
DELPOLITO, STEPHANIE M	8/27/2012	1057		TREXLER MIDDLE SCHOOL	Replace Nickisher	Social Studies	Citizenship 7-12	Mid-Level English 7-	READING						
NOVAK, MELISSA	8/27/2012	1058		RAUB MIDDLE SCHOOL	SALARIED SUB BELTRAN 7TH	English Grade 8	English 7-12								
HOLLAND, SUSAN R	8/27/2012	1059		ROOSEVELT ELEMENTARY	4th grade contracted Tyson	Elementary Grade 4	Special Education N-12	Mid-Level Citiz. Ed	Elementary K-6						
TROXELL, KATHLEEN E	8/27/2012	1060		CLEVELAND ELEMENTARY	Yes Accepted 3rd grade Fritz	Elementary Grade 3	Elementary K-6								
GIL, BRANDI C	8/27/2012	1061		TREXLER MIDDLE SCHOOL	PHIFER - Learning Support	Special Ed	Special Education N-12	Social Studies - H	Math - H	English - H	Science - H				
LISETSKI, PATRICIA S	8/27/2012	1062		HARRISON MORTON	Replace Hillary Miller	reading	Mid-Level Mathematics	Elementary K-6	READING	SPEECH					
FRITZ, STACY L	8/27/2012	1063		JEFFERSON ELEMENTARY		Elementary 1-3	Early Childhood N-3	Elementary K-6							
WRIGHT, RASHAA D	8/27/2012	1064		TREXLER MIDDLE SCHOOL	Replace Phifer	Special Ed	Intern Special Ed. N-12								
NAYGA, ABIGAIL LYNN	8/27/2012	1065		WILLIAM ALLEN HIGH	MDS CONTRACTED NOT	Special Ed	Special Education N-12	Elementary K-6							
RUFF, CAROL	8/27/2012	1066		MOSSER ELEMENTARY	Resignation/Life Skills	Special Ed	Special Education N-12	Elementary K-6							
PAMMER, KAREN	8/27/2012	1067		TREXLER MIDDLE SCHOOL	Sallit Replacement	Math Grade 8	Mathematics 7-12								
SEILER, MONIQUE	8/27/2012	1068		RAUB MIDDLE SCHOOL	7th grade reading teacher	Reading 7th grade	Mid-Level English 7-9	Elementary K-6							
STOCKER, ELLEN M	8/27/2012	1069		TREXLER MIDDLE SCHOOL	Replace Beller Math	English Grade 10-12	English 7-12	Elementary K-6	Mid-Level	Mid-Level Science	Communications	Mid-Level Citiz			
WEBB, ROBERT M	8/29/2012	1070		WILLIAM PENN	Emotional Support xfr from	Special Ed	Special Education N-12	Program Specialist	SOCIAL STUDIES	Mathematics 7-12	English 7-12 - H	science- H			
FRIDIRICI, MATTHEW D	10/29/2012	1071		SOUTH MOUNTAIN MIDDLE	SIG 8th grade	Social Studies	Citizenship 7-12								
WEISS, ERIC R	1/25/2013	1072		WILLIAM ALLEN HIGH	Salaried Sub	Math	Mid-Level Mathematics	Mathematics 7-12	Music K-12						
SMITH, ANNE C	2/19/2013	1073	08/28/2012	ADMINISTRATION CENTER		School Psychologist	SCHOOL								
SENNECA, KRISTYN RYAN	3/1/2013	1074		DIERUFF HIGH SCHOOL	Learning Support	Special Ed	Bus-Computer-Info Tech	Special Education N-	English 7-12						
MOLDER, TAMI	5/24/2013	1075		DODD ELEMENTARY		School Nurse	SCHOOL NURSE								
RONALDS, KRISTA	8/19/2013	1076		SOUTH MOUNTAIN MIDDLE SCHOOL		Guidance Counselor	SECONDARY SCHOOL COUNSELOR								
KUNKEL, EARL M	8/26/2013	1077		South Mountain Middle Sch	SIG	Grade 7 English	English 7-12								
FIGUEROA, MAGALY	8/26/2013	1078		South Mountain Middle Sch	SIG	Reading Grade 8	Reading Specialist	Reading Specialist K-	Mid-level English						

Full Name	Seniority Date	Rank	Tenure Date	2014-15 Building Placement	2014-2015 Reassignments	Teaching assignment	Certification 1	Certification 2	Certification 3	Certification 4	Certification 5	Certification 6	Certification 7	Certification 8	Certification 9
DERICCO, DANIEL C	8/26/2013	1079		South Mountain Middle Sch	SIG	Math Grade 8	Mid-Level Mathematics	Elementary K-6							
MARINA, JOHN A	8/26/2013	1080		South Mountain Middle Sch	BRYAN DAVIS REPLACEMENT	Social Studies Grade 7	Social Studies								
KRESLEY, AMY M	8/27/2013	1081		SOUTH MOUNTAIN MIDDLE	Learning Support	Special Ed-Resource PreK-12	Special Education N-12	Social Studies 7-12							
DALRYMPLE, KAYLA Z	8/27/2013	1082		UNION TERRACE ELEMENTA	Austistic Support - Derhamm	Elementary Grade 2	Special Education N-12	Elementary K-6							
RUTH, JEFFERY	9/27/2013	1083		DIERUFF HIGH SCHOOL	Co Teach Learning Support	Special Ed	Special Education								
OHANIAN, ZAKIYE	10/7/2013	1084		HARRISON MORTON MIDDL	Replace Scott Delatorre	Add'l Counselor	Secondary Counselor	Elementary Counselor							
MUSSEMAN, JACQUELYN A	10/21/2013	1085		Muhlenberg Elementary		School Nurse	SCHOOL NURSE K-12								
HOLDER, ABIGALE F	10/25/2013	1086		Jackson Alternative		General Sci-Interm-10-12	BIOLOGY								
MCBRIDE, MELANIE R	12/20/2013	1087		UNION TERRACE ELEMENTA	Emotional Support - Horn	Sp Ed-Elem Subjects-PreK-6	SOCIAL STUDIES	Special Education N	Elementary K-6						
SCHWARTZ, NANCY	1/6/2014	1088		LINCOLN EARLY CHILDHOOD		School Nurse	Educational Specialist I	SCHOOL NURSE							
MILLER, ERIC A	1/21/2014	1089		CENTRAL ELEMENTARY	REPLACE Davis	6th grade	Math	Mid-Level	Elementary K-6						
KRASLEY, TIFFANY	4/7/2014	1090		CENTRAL ELEMENTARY	Jamie McKay Resignation	Elementary Grade 3	Elementary K-6								
MEIHOFFER, KRISTINA	4/13/2014	1091		WILLIAM PENN		ENGLISH	Enlish 7-12	Communications 7-							

EXHIBIT K



31 South Penn Street ▪ P.O. Box 328 ▪ Allentown, PA 18105
Administration Center ▪ 484-765-4011 ▪ Fax: 484-765-4025

Dr. John R. Clark
Chief Financial Officer
Business Office
clarkjr@allentownsd.org

January 8, 2016

David Osborne
Karin Sweigart
The Fairness Center
225 State Street, Suite 303
Harrisburg, PA 17101

RE: Right-To-Know Request

Dear Requestor:

This acknowledges receipt on December 8, 2015 of your request for access to public records under the Pennsylvania Right-to-Know Law. Following review, your request is granted in part and denied in part as follows:

1. Every collective bargaining agreement (“CBA”) entered into or in effect between the Allentown School District (“ASD”) and the Allentown Educational Association (“AEA”) from 2000 to the date of this request. **This request is Granted. See Exhibit A.**
2. All memoranda of understanding, amendments, and any other contractractual modifications to the CBA’s requested under #1. **This request is Granted. See Exhibit B.**
3. All other contracts or agreements between the Allentown School District and the Allentown Educational Associations with an effective date between January 1, 2000 to the date of this request. **This request is Denied. This record does not exist.**
4. Every annual evaluation of Debra Tretter from 2000 to the present.¹ **This request is Denied. This record is exempt under the Right to Know law.**
5. The number of days worked each year by Debra Tretter from the 2009-2010 school year through the 2014-2015 school.² **This request is Granted. See Exhibit A.**
6. Any document reflective the name and job title of Debra Tretter’s supervisor within the ASD. **This request is Denied. This record does not exist.**
7. Any document reflecting each yearly amount of Debra Tretter’s salary, from 2000 to the date of this request, including the degree level and step she falls under the salary schedule for each year in question (Exhibit D of the 2012-2015 CBA). **This request is Granted. See Exhibit C.**
8. The seniority list, current as of the date of this request, for the ASD (Referenced in Article 16 of the 2012-2015 CBA). **This request is Granted. See Exhibit D.**

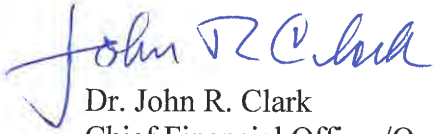
9. Any document reflecting the names and corresponding places of employment, positions, titles, designations on the salary schedule, salaries, and years of service for all professional employees in the ASD. **This request is Granted. See Exhibit D and Exhibit E.**
10. Any document reflecting the names and corresponding places of employment, position, title, designation on the salary schedule, ending salary, and years of service of any teacher furloughed, laid off, fired, or otherwise separated from service between 2007-present, as well as any supporting documentation specifying the reason or reasons for the suspension or termination of the employment relationship. **This request is Granted. See Exhibit F.**
11. The salary schedule (Exhibit D of the 2012-2015 CBA), current as to the date of this request, as well as an explanation of the degree levels and how steps are calculated within the schedule. **This request is Granted. See Exhibit A.**
12. From 2007-2015, the following:³
 - A. Any documents describing the terms and conditions of any grants, stipends, awards or other alternative financial arrangements remitted to the District from the AEA under Article 28 of the 20-12-2015 DBA or Article 29 of the 2007-2012 CBA. **This request is Denied. The record does not exist.**
 - B. Any documents describing the amount of any grants, stipends, awards or other alternative financial arrangements remitted to the District from the AEA under Article 28 of the 2012-2015 CBA or Article 29 of the 2007-2012 CBA. **This request is Denied. The record does not exist.**
 - C. Copies of any letters, emails, notes, reports, and memos that were sent and/or received discussing the possibility, potential, necessity, or lack of “grants, stipends, awards or other alternative financial arrangements made between the AEA and the PSEA/NEA for President’s released time.” **This request is Denied. This record does not exist.**
 - D. Copies of any letters, emails, notes, reports, and memos discussing the President’s release time arrangement with the District. **This request is Denied. The record does not exist.**
 - E. Documents describing the “benefits and other contractual advantages” provided to the AEA President on release time. **This request is Granted. See Exhibit A.**
 - F. Documents, if any, reflecting a reimbursement by the AEA or PSEA/NEA for any costs associated with release time. **This request is Denied. This record does not exist.**
13. The CBA that first authorized release time for the President of the AEA in a manner substantially similar to that permitted in the current Article 28. **This request is Granted. See Exhibit A, CBA 2003-04 through 2006-07.**

You have a right to appeal this partial denial in writing to Erik Arneson, Executive Director, Office of Open Records, Commonwealth Keystone Building, 400 North Street, 4th Floor, Harrisburg, PA 17120.

If you choose to file an appeal you must do so within 15 business days of the mailing date of this response. Please note that a copy of your original Right-to-Know request and this denial letter must be included when filing an appeal. The law also requires that you state the reasons why the record is a public record and address the reasons the Agency denies your request. Visit the Office of Open Records website at <http://openrecords.state.pa.us> for further information on filing an appeal. If you have further questions, please call Dr. John R. Clark. This correspondence will serve to close this record with our office as permitted by law.

I hereby certify that the enclosed documents are a true and correct copy of the information requested.

Sincerely,



Dr. John R. Clark
Chief Financial Officer/Open Records Officer

JRC/dmk

Enclosures

¹ School Board Policy No.412 requires that professional employees be evaluated annually in accordance with the requirements of 24 P.S. § 11-1123.

² Article 12 of the CBA states that employees shall not be required to be on duty more than 190 work days per school year.

³ Article 28 of the CBA effective 2012-2015 between the AEA and the ASD states that the President of the Association “shall be entitled to full release time from Professional duties to conduct Association business during the work day, without loss in wages, benefits or other contractual advantages.” Additionally, the provision states that “(a)ny grants, stipends, awards or other alternative financial arrangements made between the AEA and the PSEA/NEA for President’s released time shall be remitted to the District.” The language in Article 28 is identical to the language in Article 29 of the previous CBA in effect from 2007-2012.

The following Personnel items are presented herewith for discussion and action by the Board of School Directors:

I. RESIGNATION

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective Date</u>
A. <u>ADMINISTRATIVE</u>			
Chapel, Burdette	Adm. Bldg. Administrator of Strategic Initiatives	Personal	7/24/11
Moniz, James	Adm. Bldg. Administrator of Strategic Initiatives	Personal	7/17/11
B. <u>PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE</u>			
Freeman, Mark	H.S., Dieruff Math	Personal	6/23/11
Seldomridge, Krista	H.S., Allen Special Ed.	Personal	8/21/11
Stoudt, Jr., Thomas	H.S., Dieruff Social Studies	Personal	7/10/11
Wood, Julie	H.S., Dieruff Spanish	Personal	8/22/11

II. RECOMMENDATION

- A. To approve the Act 93 salaries for the 2011-2012 school year, effective July 1, 2011, as per Exhibit "A".
- B. Recommend in accordance with Article XI of the Public School Code of 1949, as amended, and more particularly, Sections 1124 and 1125.1 thereof, and the Local Agency Law, 2 Pa.C.S.A. §§ 101 et seq., to suspend the following professional employees of the Allentown School District at the expiration of the 2010-2011 school year due to the alteration or curtailment of the School District's educational program, which has resulted in a reduction in force, as authorized by Section 1124 of the School Code, effective June 23, 2011, as per Exhibit "B".
- C. Recommend in accordance with Article XI of the Public School Code of 1949, as amended, and more particularly, Sections 1124 and 1125.1 thereof, and the Local Agency Law, 2 Pa.C.S.A. §§ 101 et seq., to terminate the following temporary professional employees of the Allentown School District at the expiration of the 2010-2011 school year due to the alteration or curtailment of the School District's educational program, which has resulted in a reduction in force, as authorized by Section 1124 of the School Code, effective June 23, 2011, as per Exhibit "C".

Act 93 Salaries*

June 30, 2011
Exhibit "A"

Last Name	First Name	Building/Assignment	Salary
Alotta	Jacquelyn	Harrison Morton - Asst. Principal	\$77,417
Barnes	Deborah	Union Terrace - Asst. Principal	\$78,153
Baurkot	Karen	Administration - Assessment Systems Project Manager	\$87,096
Belardi	Tina	Dodd - Principal	\$110,786
Bennett	Heather	Roosevelt - Principal	\$96,783
Birts	Kimberly	Central - Asst. Principal	\$76,118
Boardman	Karen	Administration - Exec. Director of Elem Ed.	\$125,550
Bocian	Susan	Dieruff - Academic Principal	\$100,909
Bodolus	Troy	Harrison Morton - Asst. Principal	\$82,269
Clark	John	Administration - Director of Federal Projects	\$103,806
Cote	Brian	Administration - Exec. Director of Accountability/Technology	\$104,787
Custer	Daria Lee	South Mountain - Asst. Principal	\$75,491
Davis	Scott	Sheridan - Asst. Principal	\$83,031
Derrick	Frank	South Mountain - Principal	\$92,168
Dopera	Karen	Ritter - Asst. Principal	\$77,082
Dotterer	James	Allen - Asst. Principal	\$101,712
Elliott	Susan	Raub - Principal	\$99,621
Falko	Keith	Administration - Administrator of Strategic Initiatives	\$132,259
Figueroa	Lilly	Dieruff - Gear Up Math Supervisor	\$89,586
Fischer	Nicholas	Dieruff - Asst. Principal	\$88,810
Fisher	Scott	Lehigh Street Campus - Asst. Principal	\$100,746
Fries	Jeffrey	Central - Academic Principal	\$94,888
Gabryluk	Karen	Trexler - Principal	\$100,864
Hagenbuch	Carol	Administration - Director of Literacy	\$98,850
Hahn	David	Union Terrace - Principal	\$103,493
Hartman	Deborah	Administration - Director of Special Ed.	\$108,547
Henry	Leo	Facilities Services - Asst. Director of Facilities Services	\$63,589
James	Kris	Child Nutrition - Director of Child Nutrition Services	\$93,946
Kern	Richard	McKinley - Principal	\$97,744
Klocek	Richard	Facilities Services - Asst. Director of Facilities Services	\$69,948
Kloiber	Michele	Allen/Dieruff - Gear Up Math Supervisor of Instruction	\$94,140
Kornfeind-Ralston	Mary Beth	Ramos - Principal	\$100,580
Kruger	Kristin	Harrison Morton - Academic Principal	\$93,267
Lechman	Andrew	Administration - Asst. Business Administrator	\$68,413
Lesko	Lisa	Roosevelt - Asst. Principal	\$77,082
LiCausi	Joseph	Allen - Small Learning Communities Asst. Principal	\$86,382
Lozada	Susan	Administration - Exec. Director of Community & Student Services	\$104,927
Magditch	Jason	Allen - Operations Asst. Principal	\$91,730
Makhoul	Michael	Dieruff - Small Learning Communities Asst. Principal	\$94,647
Marcks	Melissa	Ritter - Principal	\$99,660
Marcks	Michael	Dieruff - Asst. Principal	\$102,257
Marin	Joyce	Administration - Community Before/After School Activities Project Manager	\$84,000
Mayer	Peter	Mosser - Principal	\$92,927
McAndrew	Carrie	Allen - Asst. Principal	\$82,987
McKenzie	Mark	Administration - Project Manager for HR/Finance Software	\$59,419
McNulty	Patrick	Dieruff - Operations Asst. Principal	\$86,382
Miller	Robin	Administration - Data Analyst Manager	\$59,419
Minarovic	Rosanne	Administration - Asst. Director of Grants & Development	\$83,713
Morrow	Bob	South Mountain - Asst. Principal	\$73,730
Nicholson	A. Peter	Raub - Asst. Principal	\$77,650
Nickischer	Genevieve	Administration - Asst. Director of Special Ed.	\$91,326

*The positions listed above are subject to change by the Board at any time, and do not constitute a guarantee that the positions will continue in existence for all or any part of the 2011-2012 school year.

Act 93 Salaries*

June 30, 2011
Exhibit "A"

Perez	Nicolas	Jefferson - Principal	\$93,946
Perez	Rita	Administration - Director of Human Capital Management & Talent Development	\$102,953
Piripavel	Christine	Allen - Asst. Principal	\$96,021
Pletz	Elsie	Lincoln - Principal	\$112,028
Powlus	Robin	Administration - Asst. Director of Accountability & Assessment	\$94,188
Price	Karen	Central - Asst. Principal	\$73,190
Ramos	Jennifer	Administration - Supervisor of Instruction	\$82,269
Rodenbough	Barry	Administration - Asst. Director of Community & Student Services (Security)	\$58,727
Rodriguez	Michael	Allen - Academic Principal	\$107,216
Rosado	Jose	Administration - Director of Community & Student Services	\$102,134
Rosario	Kelly	Administration - Director of STEM	\$91,378
Ryan	Michele	Sheridan - Principal	\$104,503
Schaible	Julie	Administration - Project Manager Safe Schools/Healthy Students	\$73,830
Scholtis	Donna	Washington - Principal	\$128,162
Schreiber	Jane	Administration - Director of ESOL & World Languages	\$104,505
Scipio	Kris	Mosser - Asst. Principal	\$78,153
Serensits	Stephen	Trexler - Asst. Principal	\$77,650
Shankweiler	Betty	Lehigh Parkway - Principal	\$119,477
Smith	Melissa	Muhlenberg - Asst. Principal	\$80,247
Sperling	Robert	Facilities Services - Director of Facilities Services	\$115,743
Stavenski-Bennick	Tamara	Dieruff - Asst. Principal	\$88,810
Stoltz	Mark	Ramos - Asst. Principal	\$83,040
Szalachowski	Diane	Administration - Asst. Director of Special Ed.	\$93,111
Thatcher	Jeremy	Raub - Asst. Principal	\$75,119
Turton	Phillip	Muhlenberg - Principal	\$109,674
Verzino	Connie	Washington - Asst. Principal	\$77,455
Walck	Kimberly	Allen - Gear Up Math Supervisor	\$87,205
West	Sally	Administration - Exec. Director of Planning & External Funding	\$111,331
Wheeler	Robert	Cleveland - Principal	\$101,575
Wildonger	David	Administration - High School Graduation Initiative Project Manager	\$104,927
Zosky	Deana	Administration - Chief Turnaround Officer	\$98,000

*The positions listed above are subject to change by the Board at any time, and do not constitute a guarantee that the positions will continue in existence for all or any part of the 2011-2012 school year.

Recommend in accordance with Article XI of the Public School Code of 1949, as amended, and more particularly, Sections 1124 and 1125.1 thereof, and the Local Agency Law, 2 Pa.C.S.A. §§ 101 et seq., to suspend the following professional employees of the Allentown School District at the expiration of the 2010-2011 school year due to the alteration or curtailment of the School District's educational program, which has resulted in a reduction in force, as authorized by Section 1124 of the School Code, effective June 23, 2011:

BENNINGER, DOLORES M
BERGEYOVA, LUCIE
BIRNS, MARLANDA M
BRAUN, TIMOTHY A
BUSOLITS, JOSEPH A
CONNOLLY, JENNIFER P
COYLE, JENNIFER
CROSLAND, JOHN K
CRYAN, MARY (HYSON)
CURRY, KELLY
FARRELL, ANNA Q
GORDON, JASON E
GRBAS, SUSAN W
JANOUT, DENISE C
KOPISHKE, PAMELA S
MAHOLICK, JEANNE M
MARVELLI, GABRIELLE
MOSER, ERIC D
NARMITA, JONATHAN P
PADOS, ELLEN E
PEREZ, ROSA D
POLCHIK, JUSTIN J
RUPPELLI, JUSTIN A
SAKASITZ, LAUREN
SAMUEL, TRISHA M
SHIVE, JENNIFER B
SOLIS, VINCENT M
WAGNER, WILLIAM D
WEBSTER, JOSEPH A
WETHERHOLD, JULIA M
ZACHMANN, KIMBERLY

Recommend in accordance with Article XI of the Public School Code of 1949, as amended, and more particularly, Sections 1124 and 1125.1 thereof, and the Local Agency Law, 2 Pa.C.S.A. §§ 101 et seq., to terminate the following temporary professional employees of the Allentown School District at the expiration of the 2010-2011 school year due to the alteration or curtailment of the School District's educational program, which has resulted in a reduction in force, as authorized by Section 1124 of the School Code, effective June 23, 2011:

BARBADORO, ALEXANDRIA J	MIRTO, WENDY
BASS, JAYNE E	MOLLOY, LIZABETH
BASTIDAS, CHRISTOPHER S	MOSER, DIANE
BEERS, JESSICA	MULLER, KARA
BLANCO, AMANDA	NEMETCH, JOHN
BLANCO, DAWN L	OLDT, JENNIFER J
CHAUNDY, LESLIE M	OWLES, RYAN
CHOVANES, JACQUELYN	PRENDERGAST, MARIE
CONROW, PAULA	PURNELL II, LINWOOD B
CUNIC, ALICIA	REIMERS, BRIAN K
DICARNE, PATRICE	REMP, BRANDON
DOCHAT, AMANDA S	REYNOLDS, JOHN WILLIAM
DODSON JR, ROBERT	RICCIO, KELLY
DONLON, DONN F	RICHARDS, WENDY
DORAN, SUZANNE	RIEDI, ANDREW
DOUGHERTY, CAITLIN	RUTKOWSKI, NICOLE K
FAIRCLOUGH, HAROLD	SABA, JULIET M
FROST, MARY A	SABADOS, JUSTIN
GILDNER, JESSICA	SALLIT, ANDREW
GRANISON, SIMONE	SASSANI, VANESSA GABRIELLE
GULDIN, ELIZABETH (KISH)	SCALA, FRANCESCA
HAAS, STUART L	SCHMOYER, ANGELA S
HALL, TISHA	SEAMAN, RICHARD T
HANTZ, DANIELLE	SEGAN, LAURA
HELLER, MICHELLE L	SHIPMAN, SUSAN G
HERSH, ELAINE P	SHIRAR, MARIA
HIRNER, JAMIE S	SPARKS, TELSIA
KALOGRIS, CHRISTINE	SPILLANE, MARIA T
KEEBLE, BRETT	STAMPF, JENNA
KISTLER, AMBER	STAPLES, CARLY
KLEINTOP, JOCELYN	STAUFFER, DAVID M
KRICK, SAMANTHA	STOFKO, TIFFANY (PAIL)
LABBAN, MONA B	TROUTMAN, JILL
LISA, SETH	WELHAF, CHRISTINE
LISETSKI, PATRICIA S	WILLIAMS, ABBEY K
LLOYD, CEDRIC	WILLIAMS, BRITTANY
LOFTUS, KATHLEEN (BURKHARDT)	YOCUM, ELYSSE D
MADISON, KATHRYN A	YOUNES, RODINA
MAGHBOULEH, MARJAN	YOUWAKIM, KIMBERLY A
MCDOWELL, JOHN B	ZOLOTSKY, JACQUELYN L
MILESHOSKY, CARIN B	

The following Personnel items are presented herewith for discussion and action by the Board of School Directors:

I. RETIREMENT

	<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
A. <u>CLERICAL</u>			
	Suarez, Alba	Elem., Mosser Attendance Office Job Grade I	6/18/13
B. <u>MAINTENANCE</u>			
	Bower, Ronald	Elem., Muhlenberg Head Custodian 1 st Shift	6/18/13
	Colon, Miguel	Adm. Bldg. Head Custodian 1 st Shift	8/2/13 (Change in effective date)

II. RESIGNATION

	<u>Name</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective Date</u>
A. <u>ADMINISTRATIVE</u>				
	Davis, Scott	Elem., Dodd Assistant Principal	Personal	8/23/13
	Fries, Jeffrey	Adm. Center Director of Special Projects	Personal	8/13/13
	Mayfield, Shannon	H.S., Allen Principal	Personal	8/20/13
B. <u>PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE</u>				
	Grasso, Theresa	M.S., South Mountain Special Ed.	Personal	6/18/13
	Kahler, Melissa	Elem., Moser Special Ed.	Personal	8/23/13
	Martucci, Matthew	Adm. Center Special Ed. Facilitator	Personal	7/5/13
	Schmidt, Daniel	H.S., Dieruff Social Studies	Personal	8/23/13

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective Date</u>
Zampirri, Tara	H.S., Allen Business Ed.	Personal	6/18/13

C. OTHER PROFESSIONAL

Mahoney, Nicole	Media Center Computer Analyst	Personal	7/5/13
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D. MAINTENANCE

Kertsmar, Dominic	Unassigned Substitute	Personal	6/13/13
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E. SECURITY

DeLeon, Willie	Unassigned Substitute Security Officer	Personal	6/7/13
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Padilla, Alexander	Unassigned Substitute Security Officer	Personal	6/13/13
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III. DISCONTINUATION OF SERVICES

A. ADMINISTRATIVE

Minarovic, Rosanne	Adm. Center Assistant Director of Grants & Development	Grant Funding Ended	6/28/13
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B. OTHER PROFESSIONAL

Bernhard, Spencer	Adm. Center Technician Assistant	Elimination of position	6/28/13
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Lago, Christopher	Adm. Center Help Desk Analyst Tech	Elimination of position	6/28/13
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IV. ELECTIONS

<u>Name</u>	<u>Assignment</u>	<u>Prev. Emp. in ASD</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
A. <u>ADMINISTRATIVE</u> O'Brien, Ellen	Warehouse Director of Child Nutrition	Yes	R	\$89,637/yr.	7/1/13

<u>Name</u>	<u>Assignment</u>	<u>Prev. Emp. in ASD</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
Miller, Belinda	Adm. Center Director of Special Education	No	R	\$110,000/yr.	8/5/13
Pending receipt of required documentation.					

B. PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE

Legutko, Jacqueline Kings College – M. Ed.	Elem., Roosevelt Special Ed./ Emotional Support Sal. Sub.	Yes	R	\$50,354/yr.	8/26/13 to the end of the 1 st sem. of the 2013-2014 school year
Lichman, Jessica Lehigh Univ. – M.Ed.	Elem., Roosevelt Special Ed./ Autistic Support Sal. Sub.	Yes	R	\$54,298/yr.	8/26/13 to the end of the 1 st sem. of the 2013-2014 school year

C. OTHER PROFESSIONAL

Dalrymple, Kayla	Elem., Union Terrace Special Ed. Extended School Year	Yes	R	\$30.00/hr.	7/1/13 to 7/30/13
Hontz, Erin	M.S., South Mountain Special Ed. Extended School Year	Yes	R	\$30.00/hr.	7/1/13 to 7/30/13
Kloss, Kimberly	Elem., Mosser Elementary Extended School Year	Yes	R	\$30.00/hr.	7/1/13 to 7/30/13

D. FOOD SERVICE

Garcia, Debora	Unassigned Substitute	No	R	\$8.00/hr.	9/3/13
Rodriguez, Teresa	Unassigned Substitute	No	R	\$8.00/hr.	9/3/13

<u>Name</u>	<u>Assignment</u>	<u>Prev. Emp. in ASD</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
E. MAINTENANCE					
Bucchin, Katelyn	Facilities Services Summer Help Custodian Aide	No	N	\$7.25/hr.	7/1/13
Melendez, Nicolas	Facilities Services Summer Help Custodian Aide	No	N	\$7.25/hr.	7/1/13
Noda, Nicholas	Facilities Services Summer Help Carpet Cleaning	No	N	\$7.75/hr.	7/1/13
Rosario, Nathaniel	Facilities Services Summer Help Custodian Aide	No	N	\$7.25/hr.	7/1/13

V. RE-ELECTION

A. MAINTENANCE

Batarick, Nancy	Facilities Services Unassigned Substitute	Yes	R	\$8.00/hr.	7/1/13 to 6/30/14
Browning, Jr., William	Facilities Services Unassigned Substitute	Yes	R	\$8.00/hr.	7/1/13 to 6/30/14
Hanley, Kyle	Facilities Services Unassigned Substitute	Yes	R	\$8.00/hr.	7/1/13 to 6/30/14
Neetz, Jerald	Facilities Services Unassigned Substitute	Yes	R	\$8.00/hr.	7/1/13 to 6/30/14
Sosa, Abraham	Facilities Services Summer Help Custodian Aide	Yes	R	\$7.50/hr.	7/1/13
Springer, John	Facilities Services Unassigned Substitute	Yes	R	\$8.00/hr.	7/1/13 to 6/30/14

VI. CHANGE OF ASSIGNMENT

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
A. <u>CLERICAL</u>				
Bigatel, Valiann	H.S., Allen Attendance Office Job Grade II	H.S., Allen Guidance Office Job Grade II	No change in salary	6/28/13
B. <u>FOOD SERVICE</u>				
Beltran, Lilliam	Elem., Mosser 3.0 Hr. Helper (10:45-1:45)	Elem., Mosser 3.0 Hr. Helper (8:00-11:00)	No change in hourly rate	8/29/13
Employee shall have a trial work period of fifteen (15) working days.				
Ebrahim, Nazia	H.S., Dieruff 3.0 Hr. Helper	Elem., Dodd 3.75 Hr. Helper	No change in hourly rate	5/24/13
Employee shall have a trial work period of fifteen (15) working days.				
Khallouf, Hanan	M.S., Trexler 3.75 Hr. Helper	M.S., Trexler 3.75 Hr. Helper	No change in hourly rate	9/3/13
	M.S., South Mountain 1.5 Hr. Helper (Breakfast)	Elem., Mosser 1.5 Hr. Helper (Breakfast)		
Employee shall have a trial work period of fifteen (15) working days.				
Salloum, Aida	M.S., South Mountain 3.25 Hr. Helper	Elem., Dodd 3.75 Hr. Helper	No change in hourly rate	5/20/13
Employee shall have a trial work period of fifteen (15) working days.				
Salloum, Aida	Elem., Dodd 3.75 Hr. Helper	M.S., South Mountain 3.25 Hr. Helper	No change in hourly rate	5/24/13
Employee elected to return to her previous position.				
Zaiter, Ikhlas	H.S., Dieruff 3.0 Hr. Helper	H.S., Dieruff – Annex 3.0 Hr. Helper	No change in hourly rate	5/20/13
Employee shall have a trial work period of fifteen (15) working days.				

VII. CHANGE OF STATUS

<u>Name</u>	<u>From</u>	<u>To</u>		<u>Proposed Rate</u>	<u>Effective Date</u>
A. <u>ADMINISTRATIVE</u>					
Schaible, Julie	Adm. Center Project Manager of Safe Schools/ Healthy Students	Adm. Center Project Manager of GEAR UP		\$56,979/yr.	7/1/13
B. <u>PROFESSIONAL, TEMPORARY PROEFSSIONAL, SALARIED SUBSTITUTE</u>					
Howells, Eva	M.S., South Mountain Grade 6 Math Sal. Sub.	Unassigned Day-By-Day Substitute	R	\$105/day	6/7/13
Kistler, Amber	Elem., Mosser Grade 2 Sal. Sub.	Unassigned Day-By-Day Substitute	R	\$105/day	6/3/13
Krasley, Tiffany	Elem., Roosevelt ESOL Sal. Sub.	Unassigned Day-By-Day Substitute	R	\$105/day	6/10/13
Snyder, Robert	Elem., Mosser Grade 2 Sal. Sub.	Unassigned Day-By-Day Substitute	R	\$105/day	6/3/13
C. <u>CLERICAL</u>					
Almourani, Janelyn	M.S., South Mountain Main Office Job Grade II	Elem., Jefferson Main Office Job Grade III	R	\$24,551/yr.	7/1/13
Subject to a probationary period of sixty (60) working days.					
Bracken, Marisol	M.S., Harrison- Morton Main Office Job Grade II	M.S., Harrison- Morton Main Office Job Grade III	R	\$29,301/yr.	7/1/13
Subject to a probationary period of sixty (60) working days.					

<u>Name</u>	<u>From</u>	<u>To</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
Loor-Barco, Ruth	H.S., Allen Attendance Office Job Grade A	H.S., Allen Attendance Office Job Grade II	R	\$24,004/yr.	7/1/13
Subject to a probationary period of sixty (60) working days.					
Martinez, Sally	Elem., Roosevelt Main Office Job Grade I	Elem., Sheridan Main Office Job Grade III	R	\$24,551/yr.	7/1/13
Subject to a probationary period of sixty (60) working days.					
Rosario, Norma	H.S., Allen Attendance Office Job Grade A	Elem., Roosevelt Main Office Job Grade I	R	\$23,405/yr.	7/1/13
Subject to a probationary period of sixty (60) working days.					

D. FOOD SERVICE

Dayoub, Najah	Unassigned Substitute	Elem., Mosser 3.0 Hr. Helper	R	\$11.81/hr.	8/29/13
Employee will have a probationary period of thirty (30) working days, which may be extended an additional thirty (30) working days if the employee is so notified. Upon satisfactory completion of the probationary period, the employee shall be paid the hourly rate of \$14.71.					
Haik, Fadia	Unassigned Substitute	H.S., Dieruff 3.0 Hr. Helper	R	\$11.81/hr.	6/3/13
Employee will have a probationary period of thirty (30) working days, which may be extended an additional thirty (30) working days if the employee is so notified. Upon satisfactory completion of the probationary period, the employee shall be paid the hourly rate of \$14.71.					
Marrero, Maria	Elem., Central 3.75 Hr. Helper	Elem., Central 3.75 Hr. Helper	R	No change in hourly rate	9/3/13
	H.S., Dieruff 1.0 Hr. Helper (Breakfast)	H.S., Dieruff 1.0 Hr. Helper (Breakfast)			
		Elem., Lehigh Parkway .75 Hr. Helper (Breakfast)			
Employee shall have a trial work period of fifteen (15) working days.					

<u>Name</u>	<u>From</u>	<u>To</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
Weaver, Barbara	H.S., Dieruff 3.75 Hr. Helper	Elem., Central 3.5 Hr. Helper	R	No change in hourly rate	8/29/13
	Elem., Central 2.0 Hr. Helper (Breakfast)	Elem., Central 3.0 Hr. Helper (Breakfast)			

Employee shall have a trial work period of fifteen (15) working days.

E. MAINTENANCE

Rosado, Ernesto	Elem., Ritter Custodian 2 nd Shift	Elem., Ritter Head Custodian 1 st Shift	R	\$40,835/yr.	7/1/13
Subject to a probationary period of sixty (60) working days.					
Shook, Alan	Stadium Groundskeeper 1 st Shift	Stadium Head Groundskeeper 1 st Shift	R	\$45,526/yr.	7/1/13

VIII. CHANGE OF TITLE

A. ADMINISTRATIVE

Rosado Sr., Jose	Adm. Center Director of Community & Student Services	Adm. Center Director of Alternative Ed.	R	No change in salary	6/27/13
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IX. EXTRA PAY FOR EXTRA DUTY

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
A. <u>RESIGNATION</u>		
Ellis, Stacy	M.S., Harrison-Morton Cheerleading Intramural	2013-2014 school year

X. INCOME PROTECTION

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
A. <u>PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE</u>		
Avrich, Candice	IBEAM English	5/6/13 to 6/18/13

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Pail, Tiffany	Elem., Washington Grade 1	4/29/13 to 6/7/13 (Change in effective date)
Spatz, Amy	Elem., Central Grade 4	5/10/13 to 5/31/13

B. MAINTENANCE

Mann, Terrance	Elem., Mosser Custodian 2 nd Shift	3/13/13
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XI. LEAVE OF ABSENCE

<u>Name</u>	<u>Assignment</u>	<u>Type</u>	<u>Effective Date</u>
A. <u>PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE</u>			
Creskoff, Daniel	Newcomer Academy ESOL	General Unpaid	2013-2014 school year
Howard, Rachel	Elem., Roosevelt ESOL	Childrearing Leave Extension	2013-2014 school year
B. <u>FOOD SERVICE</u>			
Awad, Marta	M.S., Harrison-Morton 3.75 Hr. Helper	General Unpaid	5/23/13 to 6/13/13
	M.S., Trexler .75 Hr. Helper (Breakfast)		
Martinez, Candida	Elem., Mosser 4.75 Hr. Helper	General Unpaid	5/29/13 to 6/5/13
	M.S., Harrison-Morton 1.25 Hr. Helper (Breakfast)		
	Elem., Washington 1.0 Hr. Helper (Supper)		

<u>Name</u>	<u>Assignment</u>	<u>Type</u>	<u>Effective Date</u>
Sodl, Karen	H.S., Dieruff 6.5 Hr. Assistant Cook	General Unpaid	5/20/13 to 6/21/13
	Elem., McKinley 1.0 Hr. Helper (Supper)		
Valenzuela, Yudelka	H.S., Allen 3.75 Hr. Helper	General Unpaid	3/15/13 to 7/16/13 (Change in effective date)
Yazji, Jamila	H.S., Dieruff 3.5 Hr. Helper	General Unpaid	5/6/13 to the end of the 2012-2013 school year

B. PARAPROFESSIONAL

Bybee, Michelle	Elem., Central/Jefferson Elementary Library Aide (Instructional) (7.5 hrs./day)	General Unpaid	6/3/13 to 6/18/13
Ferrell, Susan	H.S., Allen Special Ed. – MDS (7.5 hrs./day)	Family and Medical Leave	5/20/13 to 6/13/13
Kudla, Katarzyna	Elem., Union Terrace Special Ed. (Instructional) (7.5 hrs./day)	Family and Medical Leave	5/22/13 to 6/19/13
Reinhard, Jennifer	Elem., Union Terrace Special Ed. (Instructional) (7.5 hrs./day)	Educational Leave	8/28/13 to 12/12/13

C. SECURITY

Sanchez, Lizbeth	H.S., Allen Security Officer	Family and Medical Leave	3/18/13 to 6/1/13 (Change in effective date)
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XII. RECOMMENDATION

- A. To make payments to the Professional Employees who requested Tuition Reimbursement (number of credits and amount), as per Exhibit “A”.

- B.** To approve the Act 93 salaries for the 2013-2014 school year, effective July 1, 2013, as per Exhibit “B”.
- C.** To approve the Change of Assignments for the Professional Employees, effective August 26, 2013, as per Exhibit “C”.
- D.** To approve the salaries for the Other Professionals for the 2013-2014 school year, as per Exhibit “D”.
- E.** To approve the annualized salaries of the Informational Technology Managers for the 2013-2014 school year, as per Exhibit “E”.
- F.** To approve the 2013-2014 Extra Pay for Extra Duty schedule, effective July 1, 2013, as per Exhibit “F”.
- G.** To approve the 2013-2014 Position Differentials, effective July 1, 2013, as per Exhibit “G”.
- H.** To approve the 2013-2014 annualized salaries for Security Officers per Exhibit “H”. Salaries are in accordance with the existing Agreement between the School District of the City of Allentown and Security Professional of America.
- I.** Recommend in accordance with Article XI of the Public School Code of 1949, as amended, and more particularly, Sections 1124 and 1125.1 thereof, and the Local Agency Law, 2 Pa.C.S.A. §§ 101 et seq., to terminate the following temporary professional employees of the Allentown School District at the expiration of the 2012-2013 school year due to the alteration or curtailment of the School District’s educational program, which has resulted in a reduction in force, as authorized by Section 1124 of the School Code, effective June 30, 2013, as per Exhibit “I”.
- J.** Recommend in accordance with Article XI of the Public School Code of 1949, as amended, and more particularly, Sections 1124 and 1125.1 thereof, and the Local Agency Law, 2 Pa.C.S.A. §§ 101 et seq., to suspend the following professional employees of the Allentown School District at the expiration of the 2012-2013 school year due to the alteration or curtailment of the School District’s educational program, which has resulted in a reduction in force, as authorized by Section 1124 of the School Code, effective June 30, 2013, as per Exhibit “J”.
- K.** To approve the annualized salary of Tina Belardi, Chief Academic Officer, for the amount of \$131,516, effective July 1, 2013.
- L.** To approve the annualized salary of John Clark, Chief Financial Officer, for the amount of \$130,496, effective July 1, 2013.
- M.** To approve the annualized salary of David Wildonger, Chief Operations Officer, for the amount of \$130,496, effective July 1, 2013.
- N.** To approve the annualized salary of April McGovern, 21st Century Community Learning Center Project Coordinator, for the amount of \$49,956, effective July 1, 2013.
- O.** To approve the hourly rate for Custodial Unassigned Substitute employees at \$8.00/hr., effective for the 2013-2014 school year.
- P.** To re-elect the following Custodial Substitutes for the 2013-2014 school year, at the hourly rate of \$8.00, effective July 1, 2013.

Batarick, Nancy
 Hanley, Kyle
 Neetz, Jerald
 Springer, John

- Q. To approve the additional stipend for Kayla Dalrymple, Paraprofessional, due to credits earned in the amount of \$2,000.00, effective January 9, 2013.
- R. To approve the additional stipend for Alica Graner, Paraprofessional, due to credits earned in the amount of \$2,000.00, effective October 26, 2012.
- S. To make payment to the following paraprofessional who requested Tuition Reimbursement (number of credits and amount).

Scandariato, Donna	6	\$480.00
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- T. To approve the Holiday Schedule for the Custodial and Maintenance Employees for the 2013-2014 school year: Negotiations are in progress so schedules remain status quo until further notice.

Independence Day	July 4, 2013
Labor Day	September 2, 2013
Thanksgiving	November 28, 29, & December 2, 2013
Winter Holiday	December 24 & December 25, 2013
New Year's Holiday	December 31, 2013 & January 1, 2014
Martin Luther King Jr. Holiday	January 20, 2014
Presidents' Day Holiday	February 17, 2014
Spring Holiday	April 18, 2014 & April 21, 2014
Memorial Day	May 26, 2014

- U. To approve the Holiday Schedule for Administrative Secretaries for the 2013-2014 school year: Negotiations are in progress so schedules remain status quo until further notice.

Independence Day	July 4, 2013
Labor Day	September 2, 2013
Thanksgiving	November 28, 29 & December 2, 2013
Winter Holiday	December 23, 24, 25, 26, 27, 30, 31 and January 1, 2014
Martin Luther King Jr. Holiday	January 20, 2014
Presidents' Day Holiday	February 14 & 17, 2014
Spring Holiday	April 17, 18, & 21, 2014
Memorial Day	May 26, 2014

- V. To approve the Holiday Schedule for annualized Clerical Employees for the 2013-2014 school year: Negotiations are in progress so schedules remain status quo until further notice.

Independence Day	July 4, 2013 (except Job Grade A)
Labor Day	September 2, 2013 (except Job Grade A)
Thanksgiving	November 28, 29 & December 2, 2013
Winter Holiday	December 23, 24, 25, 26, 27, 30, 31 and January 1, 2014
Martin Luther King Jr. Holiday	January 20, 2014
Presidents' Day Holiday	February 14 & 17, 2014
Spring Holiday	April 17, 18, & 21, 2014
Memorial Day	May 26, 2014

- W. To approve the Holiday Schedule for 5-Hour Secretarial Assistants for the 2013-2014 school year: Negotiations are in progress so schedules remain status quo until further notice.

Thanksgiving	November 28, 2013
Winter Holiday	December 25, 2013
Spring Holiday	April 18, 2014

- X. To approve the Holiday Schedule for full-time Paraprofessional Employees for the 2013-2014 school year: Negotiations are in progress so schedules remain status quo until further notice.

Labor Day	September 2, 2013
Thanksgiving	November 28 & 29, 2013
Winter Holiday	December 24, 25, & 26, 2013
	December 31, 2013 & January 1, 2014
Martin Luther King Jr. Holiday	January 20, 2014
Good Friday	April 18, 2014
Memorial Day	May 26, 2014

XIII. RESOLUTION

BE IT RESOLVED that it be recorded in the minutes of this Board that the employees, whose work has been certified by the Superintendent as being satisfactory, has attained the status of Professional Employee, within the meaning of the Public School Code, as follows:

Ginsberg, Samantha 6/1/13

XIV. RETURN TO SERVICE

	<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
A.	<u>PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE</u>		
	Pail, Tiffany	Elem., Washington Grade 1	6/10/13
	Snyder, Pauline	Elem., Roosevelt Grade 1	8/26/13
	Spatz, Amy	Elem., Central Grade 4	6/3/13
B.	<u>SECURITY</u>		
	Sanchez, Lizbeth	H.S., Allen Security Officer	6/3/13

Recommend in accordance with Article XI of the Public School Code of 1949, as amended, and more particularly, Sections 1124 and 1125.1 thereof, and the Local Agency Law, 2 Pa.C.S.A. §§ 101 et seq., to terminate the following temporary professional employees of the Allentown School District at the expiration of the 2012-2013 school year due to the alteration or curtailment of the School District's educational program, which has resulted in a reduction in force, as authorized by Section 1124 of the School Code, effective June 30, 2013:

ADAMEK, JENNIFER R
AMATO, MARIO V
BAIZE, KARYN
BOATENG, SYLVIA N
BOUCHER, KEVIN
BRADLEY, KAITLIN A
BURCH, MATTHEW C
CILLI, VALLIA L
CONNELL, JESSICA M
CONNORS, RYAN M
DELPOLITO, STEPHANIE M
DERLUNAS, LAURA A
EMERICK, MARK
FONTANET, ROSA L
FRIDIRICI, MATTHEW D
FRITCHMAN, DOUGLAS A
FRITZ, STACY L
GLASER, BROOKE W
GOLDBERG, ROBYN J
GULDIN-KISH, ELIZABETH
HEATH, PRISCILLA M
HINKLE, JOSHUA L
HIRNER, JAMIE S
JURASITS, DANIEL
KEEBLER, DIANE M
KEISER, ALISHA A
KROV, LINDA RAE
LAIRD, KATHY
LISETSKI, PATRICIA S
MADISON, KATHRYN A
MAGHBOULEH, MARJAN
MILLER, SHERIE A
MOUCHREF, MELISSA M
NAKHLAH, HELENA J
NINESLING, DEBRA

NORO, ASHLEY C
NOVAK, MELISSA
PAIL, TIFFANY
PAMMER, KAREN
PAUL, CHRISTA M
PERRETT, ADRIENNE
PETRAGLIA, WENDY L
PIAZZA, JESSICA L
REYNOLDS, JOHN WILLIAM
RUSSELL, INGRID
RYAN, KRISTYN M
SABA, JULIET M
SALLIT, ANDREW
SALLIT, RENEE
SCHADT, KELSEY L
SCHARF, COLLEEN M
SCHMIDT, KIMBERLY A
SEGAN, ANN M
SEILER, MONIQUE
SMITH, SAMANTHA A
SPIRK, KRISTIN
STOCKER, ELLEN M
SWEETANA, FRANCES
TROXELL, KATHLEEN E
WEBB, ROBERT M
WEIDAW, LYNNZE A
WEISS, ERIC R
WELHAF, CHRISTINE

Recommend in accordance with Article XI of the Public School Code of 1949, as amended, and more particularly, Sections 1124 and 1125.1 thereof, and the Local Agency Law, 2 Pa.C.S.A. §§ 101 et seq., to suspend the following professional employees of the Allentown School District at the expiration of the 2012-2013 school year due to the alteration or curtailment of the School District's educational program, which has resulted in a reduction in force, as authorized by Section 1124 of the School Code, effective June 30, 2013:

BARTKUS, VICTORIA A
BECKER, STEPHANIE
BIRNS, MARLANDA M
BITTMANN, PETER G
CARBER, LAUREN
CHURCH, JULIE
CICILLOT, JENNIFER
CRAWFORD, ERIN C
CROSLAND, JOHN K
DAVIS, MARY C
DERKACS, ROBIN
ELLIS, STACY L
HAAS, STUART L
HUGOSSON, ANN
KERBEIN, SHAWN A
KILLEN, SEAN M
KOPISHKE, PAMELA S
KRAPF, TRACI ANDREA
KUSTAFIK, SONJA
LONG, KATE E
MACKAY, JAMIE LYNN
MONIZ, LISA A
MONTGOMERY, FREDERICK
MOSER, ERIC D
OLDT, JENNIFER J
ROCCHI, MICHAEL D
RUPPELLI, JUSTIN A
SASSANI, VANESSA GABRIELLE
SCHUBERT, JOANELLYN M
SHIVE, JENNIFER B
STAMPF, JENNA
STAUFFER, DAVID M
TOWERS, KAREN K
VAN GEMEN, DITTA M
WYDOCK, JAMIE L
ZAMPIRRI, TARA
ZHERNOSEK, KAREN

June 26, 2014

The following Personnel items are presented herewith for discussion and action by the Board of School Directors:

I. RETIREMENT

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
A. <u>PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE</u>		
Nickischer, Frank	M.S., Trexler Social Studies	End of the 2013-2014 school year

II. RESIGNATION

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective Date</u>
A. <u>ADMINISTRATIVE</u>			
Barnes, Deborah	Elem., Central Principal	Personal	8/1/14
Monahan, John	M.S., Raub Supervisor of Instruction	Personal	8/22/14
Murray, Kelly	Administration Center Director of STEM	Personal	7/25/14
Oleksa, Erin	M.S., Raub Assistant Principal	Personal	8/21/14
B. <u>PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE</u>			
Carrodo, Jamie-Lynn	Elem., Central Kdg	Personal	8/22/14
Dellatore, Scott	M.S., Harrison Morton Guidance Counselor	Personal	8/1/14
Gordon, Jason	Elem., Lehigh Parkway/ Ramos//Sheridan Art	Personal	8/22/14
Houpt, Alison	M.S., South Mountain Math	Personal	8/22/14
McGinnis, Andrew	Elem., Jefferson Grade 4	Personal	6/20/14
Miller, Sherie	M.S., Harrison Morton/ South Mountain	Personal	8/1/14

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective Date</u>
Murphy, Emily	Elem., McKinley Grade 3	Personal	8/15/14
Palumbo, Angela	Elem., Jefferson Grade 5	Personal	8/22/14
Ruch, Daniel	Elem., Jefferson Grade 5	Personal	6/20/14
Seay, Mary	M.S., Trexler Guidance Counselor	Personal	6/26/14
Solis, Vincent	Elem., Jefferson Grade 1	Personal	8/1/14

C. MAINTENANCE

Hausman, Richard	Elem., Ramos Custodian 2 nd shift	Personal	6/13/14
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III. TERMINATION

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
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A. MAINTENANCE

Gomez, Raymond	M.S., South Mountain Custodian 2 nd shift	5/23/14
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B. PARAPROFESSIONAL

Bartolomei, Maria	H.S., Dieruff Special Education (7.5 hrs./day)	6/5/14
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IV. ELECTIONS

<u>Name</u>	<u>Assignment</u>	<u>Prev. Emp. in ASD</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
A. <u>CLERICAL</u>					
Knotek, Grace	Adm. Center Accounts Receivable & Taxes Job Grade IV	No	R	\$25,309/yr.	6/30/14
Pending receipt of required documentation. Subject to a probationary period of ninety (90) working days.					
Willey, Susan	Adm. Center Secretary to the Board Administrative	No	R	\$35,880/yr.	6/30/14
Pending receipt of required documentation. Subject to a probationary period of ninety (90) working days.					
B. <u>FOOD SERVICE</u>					
Cruz, Josie	Unassigned Substitute	No	R	\$8.00/hr.	5/29/14
Sandt, Kay	Unassigned Substitute	No	R	\$8.00/hr.	5/28/14
<u>Name</u>	<u>Assignment</u>	<u>Prev. Emp. in ASD</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
C. <u>MAINTENANCE</u>					
Anabui, Lillian	Facilities Services Summer Help Custodian Aide	No	N	\$7.25/hr.	6/30/14
Anabui, Margaret	Facilities Services Summer Help Custodian Aide	No	N	\$7.25/hr.	6/30/14
Bitar, Gehar	Facilities Services Summer Help Custodian Aide	No	N	\$7.25/hr.	6/30/14

<u>Name</u>	<u>Assignment</u>	<u>Prev. Emp. in ASD</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
Geise, Marcus	Facilities Services Summer Help Electrician Helper	No	N	\$8.00/hr.	6/30/14
Matos, Janae	Facilities Services Summer Help Custodian Aide As Assigned	No	N	\$7.50/hr.	6/30/14
Walton, Justis	Facilities Services Summer Help Custodian Aide	No	N	\$7.25/hr.	6/30/14

D. SECURITY

Garcia, Victor	Unassigned Substitute	No	R	\$8.00/hr.	6/27/14
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V. RE-ELECTIONS

A. MAINTENANCE

<u>Name</u>	<u>Assignment</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
Dries, Jr., Curtis	Facilities Services Unassigned Substitute Custodian	\$8.00/hr.	7/1/14 to and including 6/30/15
Reinert, Charles	Facilities Services Unassigned Substitute Custodian	\$8.00/hr.	7/1/14 to and including 6/30/15
Rosario, Nathaniel	Facilities Services Summer Help Custodian Aide	\$7.50/hr.	7/1/14 to and including 6/30/15
Shannon, Kimberly	Facilities Services Unassigned Substitute Custodian	\$8.00/hr.	7/1/14 to and including 6/30/15

<u>Name</u>	<u>Assignment</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
Ventura Leon, Zoraida	Facilities Services Unassigned Substitute Custodian	\$8.00/hr.	7/1/14 to and including 6/30/15
West, Stephen	Facilities Services Unassigned Substitute Custodian	\$8.00/hr.	7/1/14 to and including 6/30/15

VI. CHANGE OF ASSIGNMENT

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
A. <u>ADMINISTRATIVE</u>				
Adams, Christin	Elem., Jefferson Assistant Principal	Elem., Jefferson Principal	No change in salary	6/27/14
Kern, Richard	Elem., McKinley Principal	Elem., Central Principal	No change in salary	8/1/14
B. <u>PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE</u>				
Johnston, Michelle	Elem., Sheridan ESOL	Elem., Sheridan Dean of Students	No change in salary	6/2/14
C. <u>FOOD SERVICE</u>				
Kifaieh, Najah	Elem., Ramos/ IBEAM 3.0 Hr. Helper	H.S., Allen 3.25 Hr. Helper	No change in hourly rate	5/30/14
Employee shall have a trial work period of fifteen (15) working days.				
Weller, Lillian	H.S., Dieruff 3.0 Hr. Helper	Elem., Lehigh Parkway 3.0 Hr. Helper	No change in hourly rate	5/30/14
Employee shall have a trial work period of fifteen (15) working days.				

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
Weller, Lillian	Elem., Lehigh Parkway 3.0 hr. Helper	H.S., Dieruff 3.0 Hr. Helper	No change in hourly rate	8/28/14

D. MAINTENANCE

Carden, Daniel	Elem., Muhl Custodian 2 nd shift	Elem., Sheridan Custodian 2 nd shift	No change salary	6/16/14
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Subject to a probationary period of twenty (20) working days.

Noti, Jeffrey	M.S., Harrison Morton Custodian 2 nd shift	Elem., Jefferson Custodian 2 nd shift	No change salary	6/9/14
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Salloum, Sharif	Elem., Sheridan Custodian 2 nd shift	M.S., Harrison Morton Custodian 2 nd shift	No change salary	6/9/14
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VII. CHANGE OF STATUS

<u>Name</u>	<u>From</u>	<u>To</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
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A. ADMINISTRATIVE

Cole, Scott	Elem., Sheridan Assistant Principal	Elem., Sheridan Acting Principal	R	\$89,637/yr.	6/2/14
Henry, Leo	Facilities Services Assistant Director of Facilities	Facilities Services Acting Director of Facilities	R	\$89,637/yr.	7/1/14
Sallit, Renee	M.S., Trexler Dean of Students	M.S., Trexler Acting Asst. Principal	R	\$75,942/yr.	10/25/13 to 7/1/14 (change in Effective date)

<u>Name</u>	<u>From</u>	<u>To</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
B. <u>CLERICAL</u>					
Toner, Kelly	Administration Center Community & Student Services Job Grade IV	Administration Center Office of Special Projects Administrative Secretary	R	\$33,752/yr.	7/1/14
C. <u>FOOD SERVICE</u>					
Abouzaid, Fadila	Elem., Muhlenberg 4.25 Hr. Helper	Elem., Muhlenberg 4.25 Hr. Helper	R	No change in hourly rate	5/30/14
	Elem., Ramos 1.0 Hr. Helper (Breakfast)	E.C.C., Lincoln 1.25 hr. Helper (Breakfast)			
		Elem., Central 1.0 Hr. Helper (Supper)			
Employee shall have a trial work period of fifteen (15) working days.					
Barakat, Mayssaa	M.S., Raub/ E.C.C., Lincoln 3.5 Hr. Helper	M.S., Raub/ E.C.C., Lincoln 3.5 Hr. Helper	R	No change in hourly rate	5/30/14
		Elem., Mosser .75 Hr. Helper (Breakfast)			
Employee shall have a trial work period of fifteen (15) working days.					
Davis, Nadia	Elem., Union Terrace 3.75 Hr. Helper	Elem., Union Terrace 3.75 Hr. Helper	R	No change in hourly rate	5/30/14
		E.C.C., Lincoln 1.0 Hr. Helper (Breakfast)			
Employee shall have a trial work period of fifteen (15) working days.					

<u>Name</u>	<u>From</u>	<u>To</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
Delgado, Sagrario	M.S., Raub/ E.C.C., Lincoln 3.0 Hr. Helper	Elem., Lehigh Parkway 3.0 Hr. Helper	R	\$14.71/hr.	8/28/14
Employee shall have a trial work period of fifteen (15) working days.					
Geiger, Donna	Unassigned Substitute	H.S., Allen 3.0 Hr. Helper	R	\$11.81/hr.	5/30/14
Employee shall have a probationary period of thirty (30) working days, which may be extended an additional thirty (30) working days if the employee is so notified. Upon satisfactory completion of the probationary period, the employee shall be paid \$14.71/hr.					
Shackelford, Javan	Elem., Union Terrace 3.75 Hr. Helper	Elem., Union Terrace 3.75 Hr. Helper	R	No change in hourly rate	5/30/14
	.5 Hr. Helper (Breakfast)	H.S., Allen 1.0 hr. Helper (Breakfast)			
Employee shall have a trial work period of fifteen (15) working days.					

D. MAINTENANCE

Alhamwi, Issa	Substitute Custodian	H.S., Allen Custodian 2 nd shift	R	\$23,350/yr.	6/30/14
Subject to a probationary period of sixty (60) working days.					
Adolfo, Arocho	Substitute Custodian	M.S., Raub Custodian 2 nd shift	R	\$23,350/yr.	6/30/14
Subject to a probationary period of sixty (60) working days.					
Fernandez, Rafael	Substitute Custodian	Elem., Ramos Custodian 2 nd shift	R	\$23,350/yr.	6/30/14
Subject to a probationary period of sixty (60) working days.					
Portorreal, Oneyda	Substitute Custodian	H.S., Allen Custodian 2 nd shift	R	\$23,350/yr.	6/30/14
Subject to a probationary period of sixty (60) working days.					

E.	<u>Name</u>	<u>From</u>	<u>To</u>	<u>New/ Replace</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
	<u>SECURITY</u>					
	Otero, Edwin	Unassigned Security Officer	M.S., Harrison Morton Security Officer	R	\$23,170/yr.	5/6/14

VIII. EXTRA PAY FOR EXTRA DUTY

A.	<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
	<u>DELETION</u>		
	Beltran, Nicole	M.S., Raub Community Outreach Club Activity/Club	2013-2014 school year
	Gordon, Sylvia	M.S., Raub No Hater's Club Activity/Club	2013-2014 school year
	Lucas, Jeffrey	M.S., Raub Science Discovery Activity/Club	2013-2014 school year

B.	<u>Name</u>	<u>Assignment</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
	<u>ELECTION</u>			
	Carey, Lauren	M.S., Raub Drama/Choreography Activity/Club	\$541.00	2013-2014 school year
	Creange, Ryan	M.S., Trexler Track & Field Intramural	\$532.00	2013-2014 school year
	Golden, Kim	M.S., Raub Drama/Costuming Activity/Club	\$541.00	2013-2014 school year
	Kennedy, Donna	H.S., Allen Athletic Trainer (Spring)	\$1,203/yr.	2013-2014 school year
	Nilson, Karen	H.S., Allen Athletic Trainer (Spring)	\$1,203/yr. (Change in amount)	2013-2014 school year

<u>Name</u>	<u>Assignment</u>	<u>Proposed Rate</u>	<u>Effective Date</u>
Remp, Brandon	M.S., Raub Chorus Activity/Club	\$361.00	2013-2014 school year

IX. INCOME PROTECTION

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
A. <u>PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE</u>		
Ciciliot, Jennifer	H.S., Allen Dance	5/2/14 to 5/12/14
Fetcho, Janelle	District Wide BMS	4/2/14 to 5/13/14
Jarra, Abby	M.S., South Mountain Grade 6	10/16/13, noon to 5/16/14 (Change in effective date)
Khuzam, Zaneh	Elem., Roosevelt Grade 2	4/2/14 to 6/18/14
Nyce, Kelly	M.S., Trexler Special Ed.	3/7/14 to 5/2/14
Palma, Sarah	Elem., Mosser Grade 5	5/12/14 to 5/15/14
Peartree, Tamara	H.S., Allen Special Ed.	2/10/14 to 5/27/14
Rohrbach, Caitlin	H.S., Allen Math	5/7/14 to 5/16/14
Schanely, Megan	M.S., Raub Math	5/5/14 to 6/9/14
Troxell, Megan	H.S., Dieruff Special Education	6/5/14 to 6/20/14
Young, Deana	M.S., Raub Reading	4/3/14 to 5/30/14 (Change in effective date)

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
B. <u>PARAPROFESSIONAL</u>		
Lopez-Hernandez, Jose	Elem., Union Terrace Special Education (7.5 hrs./day)	5/29/14

X. LEAVE OF ABSENCE

<u>Name</u>	<u>Assignment</u>	<u>Type</u>	<u>Effective Date</u>
A. <u>ADMINISTRATIVE</u>			
Kern, Richard	Elem., McKinley Principal	Family and Medical Leave	Days to be taken intermittently
Miller, Belinda	Administration Center Director of Special Ed.	Family and Medical Leave	4/21/14 to 7/14/14
B. <u>PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE</u>			

Brosious, Casey	Elem., Roosevelt Grade 2	Childrearing Leave	5/22/14 to 6/2/14 (Change in effective date)
Cavuoto, Jaime	Elem., Muhlenberg Grade 5	Family and Medical Leave	6/3/14 to 6/18/14
Emerick, Mark	Newcomer Academy ESOL	Family and Medical Leave	4/29/14 to 6/4/14
Miller, Hillary	M.S., Harrison Morton Grade 6	General Unpaid Leave	2014-2015 school year
Muthard, Jeanne	Elem., Ramos Grade 1	Sabbatical for Restoration of Health	1 st sem. of the 2014-2015 school year
Nyce, Kelly	M.S., Trexler Special Ed.	Family and Medical Leave	3/6/14 to 5/29/14
Oldt, Jennifer	M.S., Raub Grade 6	Family and Medical Leave	4/14/14 to 4/29/14 (Change in effective date)
Riggle, Amanda	H.S., Allen English	Family and Medical Leave	5/12/14 to 6/20/14

<u>Name</u>	<u>Assignment</u>	<u>Type</u>	<u>Effective Date</u>
Schanely, Megan	M.S., Raub Math	Family and Medical Leave	4/4/14 to 6/13/14
Schanely, Megan	M.S., Raub Math	Childrearing Leave	6/10/14 to 6/13/14
Simmons, Erica	Elem., Sheridan Guidance Counselor	Family and Medical Leave	4/21/14 to 6/16/14
Taylor, James	H.S., Allen Science	Family and Medical Leave	4/11/14 to 5/9/14

C. CLERICAL

Kadozono, Dorith	Elem., Central Health Room Job Grade A	Family and Medical Leave	4/29/14
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D. FOOD SERVICE

Bankos, Maria	Elem., Muhlenberg 3.0 Hr. Helper	General Unpaid	5/12/14 to 5/30/14
Roth, LaRue	M.S., Harrison-Morton 3.5 Hr. Helper	General Unpaid	2/28/14 to 4/18/14 (Change in effective date)

E. PARAPROFESSIONAL

Klingaman, Janice	Elem., Washington Special Education (7.5 hrs./day)	Family and Medical Leave	6/23/14
Lopez-Hernandez, Jose	Elem., Union Terrace Special Education (7.5 hrs./day)	Family and Medical Leave	4/29/14

XI. RECOMMENDATION

- A. Recommend in accordance with Article XI of the Public School Code of 1949, as amended, and more particularly, Sections 1124 and 1125.1 thereof, and the Local Agency Law, 2 Pa.C.S.A. §§ 101 et seq., to suspend the following professional employees of the Allentown School District at the expiration of the 2013-2014 school year due to the alteration or curtailment of the School District's educational program, which has resulted in a reduction in force, as authorized by Section 1124 of the School Code, effective June 30, 2014, as per Exhibit "A".

- B.** Recommend in accordance with Article XI of the Public School Code of 1949, as amended, and more particularly, Sections 1124 and 1125.1 thereof, and the Local Agency Law, 2 Pa.C.S.A. §§ 101 et seq., to terminate the following temporary professional employees of the Allentown School District at the expiration of the 2013-2014 school year due to the alteration or curtailment of the School District’s educational program, which has resulted in a reduction in force, as authorized by Section 1124 of the School Code, effective June 30, 2014, as per Exhibit “B”.
- C.** To approve the Extra Pay for Extra Duty List for the 2014-2015 school year, as per Exhibit “C”.
- E.** To Employ for the 2013-14 school term, as day-by-day substitutes, as per Exhibit “D”.
- F.** To make payments to the following Professional Employee who requested tuition reimbursement (number of credits and amount), as per Exhibit “E”.
- G.** To approve the salary in the amount of \$89,637.00 for Jacquelyn Alotta, Interim Director of Alternative Education, effective May 6, 2014.
- H.** To approve and educational stipend for Margaret Moore, Paraprofessional at Muhlenberg Elementary School, due to credits earned in the amount of \$2,000.00, effective June 9, 2014.
- I.** To approve and educational stipend for Michael Blair, Paraprofessional at South Mountain Middle School, due to credits earned in the amount of \$2,000.00, effective December 3, 2013.
- J.** To approve and educational stipend for Eunice Lugo, Paraprofessional at Dieruff High School, due to credits earned in the amount of \$1,000.00, effective September, 2008.
- K.** To approve and educational stipend for Kimberly Greb, Paraprofessional, due to credits earned in the amount of \$1,000.00, effective September, 2008 – February 5, 2010.
- L.** To approve and educational stipend for Kelly Toner, due to credits earned in the amount of \$2,000.00, effective July 1, 2014.
- M.** To make payment to the following paraprofessional who requested Tuition Reimbursement (number of credits and amount):

Crabbe, Carol	3	\$240.00
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- N.** To approve the tuition reimbursement for Priscilla Reyes, Secretary, Lincoln Early Childhood Center due to credits earned in the amount of \$400.00
- O.** To approve the Holiday Schedule for the Custodial and Maintenance Employees for the 2014-2015 school year:

Independence Day	July 3 rd , 2014 (Friday 7/4 closed due to summer hours)
Labor Day	September 1, 2014
Thanksgiving	November 27, 28 and December 1, 2014
Winter Break	December 24, 25, 26, 29 & 30, 2014
New Year’s	December 31, 2014 & January 1& 2, 2015
Martin Luther King Jr.	January 19, 2015
Presidents’ Day	February 16, 2015
Spring Break	April 3 & 6, 2015
Memorial Day	May 25, 2015

- P.** To approve the Holiday Schedule for Administrative Secretaries for the 2014-2015 school year: Negotiations are in progress so schedules remain status quo until further notice:

Independence Day	July 3 rd , 2014 (Friday 7/4 closed due to summer hours)
Labor Day	September 1, 2014
Thanksgiving	November 27, 28 and December 1, 2014
Winter Break	December 24, 25, 26, 29 & 30 2014
New Year's	December 31, 2014 & January 1 & 2 2015
Martin Luther King Jr.	January 19, 2015
Presidents' Day	February 13 & 16, 2015
Spring Break	April 2, 3 & 6, 2015
Memorial Day	May 25, 2015

- Q.** To approve the Holiday Schedule for annualized Clerical Employees for the 2014-2015 school year: Negotiations are in progress so schedules remain status quo until further notice:

Independence Day	July 3 rd , 2014 (Friday 7/4 closed due to summer hours) (Except for Job Grade A)
Labor Day	September 1, 2014 (except Job Grade A)
Thanksgiving	November 27, 28 and December 1, 2014
Winter Break	December 24, 25, 26, 29 & 30, 2014
New Year's	December 31, 2014 & January 1 & 2, 2015
Martin Luther King Jr.	January 19, 2015
Presidents' Day	February 13 & 16, 2015
Spring Break	April 2, 3 & 6, 2015
Memorial Day	May 25, 2015

- R.** To approve the Holiday Schedule for 5-Hour Secretarial Assistants for the 2014-2015 school year: Negotiations are in progress so schedules remain status quo until further notice.

Thanksgiving	November 27, 2014
Winter Break	December 25, 2014
Spring Break	April 3, 2015

- S.** To approve the Holiday Schedule for full-time Paraprofessional Employees for the 2014-2015 school year: Negotiations are in progress so schedules remain status quo until further notice.

Labor Day	September 1, 2014
Thanksgiving	November 27 & 28, 2014
Winter Break	December 24, 25 & 26, 2014
New Year's	December 31, 2014 & January 1 & 2, 2015
Martin Luther King Jr.	January 19, 2015
Spring Break	April 3, 2015
Memorial Day	May 25, 2015

- T. To approve the Holiday Schedule for Security Professionals for the 2014-2015 school year:
Negotiations are in progress so schedules remain status quo until further notice:

Labor Day	September 1, 2014
Thanksgiving	November 27 & 28, 2014
Winter Break	December 24, 25, & 26, 2014
New Year's	December 31, 2014 & January 1, 2015
Martin Luther King Jr.	January 19, 2015
Spring Break	April 3, 2015
Memorial Day	May 25, 2015

XII. RETURN TO SERVICE

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
A. <u>PROFESSIONAL, TEMPORARY PROFESSIONAL, SALARIED SUBSTITUTE</u>		
Brosious, Casey	Elem., Roosevelt Grade 2	6/3/14 (Change in effective date)
Emerick, Mark	Newcomer Academy ESOL	6/5/14
Fetcho, Janelle	District Wide BMS	5/14/14
Jarrah, Abby	M.S., South Mountain Grade 6	5/19/14
Khuzam, Zaneh	Elem., Roosevelt Grade 2	6/19/14
Moog, Laura	Elem., Central Kindergarten	6/10/14
Nyce, Kelly	M.S., Trexler Special Ed.	5/30/14
Oldt, Jennifer	M.S., Raub Grade 6	4/30/14
Peartree, Tamara	H.S., Allen Special Ed.	5/28/14
Schanely, Megan	M.S., Raub Math	6/16/14
Simmons, Erica	Elem., Sheridan Guidance Counselor	6/17/14

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Taylor, James	H.S., Allen Science	5/12/14
Young, Deana	M.S., Raub Reading	6/2/14
B. <u>CLERICAL</u>		
Abreu, Jennifer	Elem., Mosser Main Office Job Grade I	7/1/14
C. <u>FOOD SERVICE</u>		
Roth, LaRue	M.S., Harrison-Morton 3.5 Hr. Helper	4/21/14 (Change in effective date)
Salloum, Aida	M.S., South Mountain 3.25 Hr. Helper	9/8/14

Exhibit "A"
June 26, 2014

Recommend in accordance with Article XI of the Public School Code of 1949, as amended, and more particularly, Sections 1124 and 1125.1 thereof, and the Local Agency Law, 2 Pa.C.S.A. §§ 101 et seq., to suspend the following professional employees of the Allentown School District at the expiration of the 2013-2014 school year due to the alteration or curtailment of the School District's educational program, which has resulted in a reduction in force, as authorized by Section 1124 of the School Code, effective June 30, 2014:

Ninesling, Debra

Noro, Ashley C

Park, Amanda

Rutt-Guerriere, Valerie A

Sosik, Grace V

Young, Jennifer R

Recommend in accordance with Article XI of the Public School Code of 1949, as amended, and more particularly, Sections 1124 and 1125.1 thereof, and the Local Agency Law, 2 Pa.C.S.A. §§ 101 et seq., to terminate the following temporary professional employees of the Allentown School District at the expiration of the 2013-2014 school year due to the alteration or curtailment of the School District's educational program, which has resulted in a reduction in force, as authorized by Section 1124 of the School Code, effective June 30, 2014:

Adamek, Jennifer R	Rex, Sandra M
Armbuster, Holly	Rufe, Carol
Baize, Karyn	Ruth, Jeffery
Bonilla, Maria Del Carmen	Sallit, Renee
Cilli, Vallia L	Schadt, Kelsey L
Cornish, Kristin E	Seiler, Monique
Dalrymple, Kayla Z	Senneca, Kristyn Ryan
Delpolito, Stephanie M	Smith, Angela
Dericco, Daniel C	Stifel, Susan C
Figueroa, Magaly	Stocker, Ellen M
Fiorito, Ruth	Sweetana, Frances
Fontanet, Rosa L	Troxell, Kathleen E
Fridirici, Matthew D	Utsch, Christina A
Fritchman, Douglas A	Webb, Robert M
Fritz, Stacy L	Weidaw, Taren
Gil, Brandi C	Weiss, Eric R
Heath, Priscilla M	Williams III, Edward
Holland, Susan R	Wright, Rasha D
Keiser, Alisha A	Yerkes, Rory
Kleckner, Tara	
Krasley, Tiffany	
Kresley, Amy M	
Kunkel, Earl M	
Lisetski, Patricia S	
Marina, John A	
Mcbride, Melanie R	
Miller, Eric A	
Mouchref, Melissa M	
Nakhlah, Helena J	
Nayga, Abigail Lynn	
Novak, Melissa	
Ohanian, Zakiye	
Pammer, Karen	
Perrett, Adrienne	
Petraglia, Wendy L	

EXHIBIT L

5 N 5th Street
Harrisburg PA 17101-1905
Toll-free: 1.888.773.7748
www.psers.state.pa.us
Fax: 717.772.3860
PSRS-112 (05/2014)

Guidelines For Completing Your Application to Purchase Credit for an Approved Leave of Absence



What is an Approved Leave of Absence?

An approved leave of absence is a specific type of leave granted by your employer and approved by the school board. Use this form to apply to purchase the following kinds of approved leaves of absence:

- Service as an exchange teacher.
- Leave taken for professional study.
- Special sick leave (no more than one year of service may be purchased per occurrence).

To receive credit for special sick leave, you must have received at least one-half pay during the leave through salary, Workers' Compensation or other disability insurance paid by the employer.

Who May Apply?

- Active contributing members of the Public School Employees' Retirement System (PSERS)
- Multiple service members that are active members of the State Employees' Retirement System (SERS)

How Do I Apply?

Have the employer that approved your leave of absence complete an *Application to Purchase Credit for an Approved Leave of Absence* (PSRS-112). **If your approved leave was with more than one employer, have each employer complete a separate application.**

The school board approval and reason for the leave must appear in the board minutes. PSERS reserves the right to request the board minutes when processing this application.

It is important that you provide the employer with these instructions for accurate completion.

How is the Cost Calculated?

The cost reflects a combination of both the member and employer contributions that would have been paid, plus statutory interest. This interest is compounded annually from the date you returned to active school/state employment to the date your application is received at PSERS.

For **special sick leave**, the cost reflects the member contributions that you would have paid, plus statutory interest. This interest is compounded annually from the date you returned to active school/state employment to the date your application is received at PSERS.

Who is Responsible for Payment?

You are responsible for both the member's share and the employer's share. For **special sick leave**, you are responsible for the member's share only; the employer is responsible for the employer's share.

What if I Need Assistance?

Call our toll-free number at 1.888.773.7748 (1.888.PSERS4U) between the hours of 8:00 a.m. and 5:00 p.m. to speak with a service representative. Harrisburg local callers may call 717.787.8540.

Where Should My Completed Application Be Sent?

- Send To:** PSERS
5 N 5th Street
Harrisburg, PA 17101-1905

What Will PSERS Do If I Am Eligible?

A *Statement of Amount Due* will be sent to you containing the cost and payment options available.

A	Member Information
----------	---------------------------

Verify or enter your name, social security number, gender, date of birth, mailing address, and phone number.

If you are using an application where Part A is pre-filled with your information and any of the information is incorrect, you need to contact your employer to request any corrections.

If you are currently an active member of SERS, contact PSERS immediately if any information appears incorrect.

B	Member Signature
----------	-------------------------

Your signature and the date you sign this form are required. By signing this form, you are requesting the cost to purchase service credit for an approved leave of absence.

C	Employment Information
----------	-------------------------------

Your employer that approved your leave of absence must complete this section. **Be sure to provide the employer with these instructions for accurate completion.**

Each school year (July 1 - June 30) must be listed separately.

Employer Number - Enter the four-digit number assigned by PSERS.

Employer Name - Enter the employer name.

School Year - Enter the fiscal year for the period of the leave.

Employment Type - Enter the employment type (F/T = Full-Time OR P/T = Part-Time) for each period of service requested.

Wage Type - Enter the wage type (Sal = Salary, Hrly = Hourly, PD = Per Diem) for each period of service requested.

Service Unit - Enter the unit of service that would have been rendered for each period of leave requested. Enter "D" for days, "H" for hours, or "M" for months. **Months only applies for a leave of absence prior to July 1, 1976.**

Approved Leave Service - Enter the approved leave duration for each period of service requested (e.g., 100 *days*, 900 *hours*, 3 *months*).

Expected Units - Define the school year by entering the numbers of days, hours, or months on which the employee's service would have been based for each period of leave requested (e.g., 180 *days*, 1100 *hours*, 10 *months*).

Full Salary For Leave Period - Enter the salary the employee **would have** earned during each period of leave requested.

Months Applied For - Enter the name of the month(s) for each period of leave requested.

D	Employer Certification
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The signature of the employer that approved the leave of absence and the date this form was signed are required. By signing this form, the employer is certifying:

- The period of leave requested was approved and the approval is documented within the school board minutes.
- All information provided in Section C, "Employment Information," is correct.
- The type of leave the employee was granted.
- If the member is applying to purchase service credit for special sick leave, the member must have received at least one-half pay during the leave through salary, Workers' Compensation or other disability insurance paid by the employer.

5 N 5th Street
 Harrisburg PA 17101-1905
 Toll-free: 1.888.773.7748
 www.psers.state.pa.us
 Fax: 717.772.3860
 PSRS-112 (05/2014)

Application to Purchase Credit for an Approved Leave of Absence



Mail Center

A Member Information

Member Name	
Social Security Number	
Gender	
Date of Birth	

Former Last Name (only if used in this System)	
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Member Address	
Apt# or Suite	
Delivery Address	
City	
State & Zip Code	
Daytime Phone	
Evening Phone	
Email Address (Optional)	

B Member Signature

Any restrictions that apply to this purchase will be noted on your *Statement of Amount Due*. Please read your statement carefully.

I request the cost to purchase service credit for an approved leave of absence. I certify that I have not received credit for this service in any other retirement system.

Member's Signature	Date Signed
---------------------------	--------------------

C Employment Information *(To be completed by employer that granted the leave)*

Your employer that approved your leave of absence must complete this section. It is important that you provide the employer with the attached instructions for accurate completion. **Each school year (July 1 - June 30) must be listed separately.**

Employer Number	
Employer Name	

	School Year	Employment Type	Wage Type	Service Unit	Approved Leave Service	Expected Units	Full Salary For Leave Period	Months Applied For
1.								
2.								
3.								
4.								
5.								
6.								
7.								
8.								
9.								
10.								

D	Employer Certification
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I certify that each leave of absence was approved and can be found documented in the school board minutes. I further certify that the information provided under Section C, "Employment Information," is accurate. The approved leave of absence granted for this employee was for:

- Service as an exchange teacher
- Professional study
- Special sick leave

If the member is applying to purchase service credit for special sick leave, I certify that the member received at least one-half pay during the leave through salary, Workers' Compensation or other disability insurance paid by the employer.

Authorized Signature of Employer	Employer Telephone Number	
Print Name and Title	Date Signed	Date Received by Employer

EXHIBIT M

5 N 5th Street
 Harrisburg PA 17101-1905
 Toll-free: 1.888.773.7748
 www.psers.state.pa.us
 Fax: 717.772.3860
 PSRS-709A (08/2014)

Approved Leave of Absence – Employer Verification



Mail Center

This form is used to confirm a member's leave of absence information and to determine a member's eligibility to retain service, salary, and contributions reported during an Approved Leave of Absence (as defined by the Retirement Code). Some Approved Leaves of Absence require the member to return to school employment for a specific length of time immediately following the leave of absence.

Before any adjustments are posted to credit the member's account, PSERS must confirm the leave of absence information to determine whether the requirement to return from leave was met. If the return from leave requirement was not met, the member's service, salary, and contributions will be reduced on a day-for-day basis (does not apply to Sabbatical Leave.)

Please return this form via fax (717.772.3860), Attention: PSERS; or mail it to the above address.

PART A <i>(submit one form per member)</i>
Member's Name <i>(please print)</i>
SS#

PART B
Leave Start Date
Leave End Date

Type of Leave of Absence

You must indicate the type of leave of absence by completing one of the following sections: Section C, Section D, Section E, **or** Section F. Once you indicate the type of leave of absence, complete section G, "Employer Certification."

PART C – Leaves of Absence with no return requirement
Indicate leave type: <input type="checkbox"/> Collective Bargaining Unit Leave <input type="checkbox"/> Special Sick Leave

Part D – Leaves of Absence with a return requirement but the return requirement may be waived
Indicate leave type: <input type="checkbox"/> Exchange Teacher Leave <input type="checkbox"/> Professional Study Leave Did you waive the member's return requirements? <input type="checkbox"/> Yes, waived in Full . <input type="checkbox"/> Yes, waived in Part .

Member's SS#

				-			-					
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PART E – Leaves of Absence with a return requirement that may not be waived

Indicate leave type:

- Activated Military Leave
- Sabbatical Leave (*Prorated service credit retained by the member is based on a full school term, not a day-for-day basis*).
- Uniformed Services Employment and Reemployment Rights of 1994 (USERRA) Leave

Did member return from Leave? (*check only one*)

Yes Date returned _____

Report the number of days and/or hours the member would have worked for the School Year of the Leave of Absence.

School Year of Leave: _____ days worked and/or _____ hours worked

Report the number of days and/or hours the member worked immediately *following* the leave.

School Year following Leave: _____ days worked and/or _____ hours worked

No, member did not return from leave. Explain the situation:

PART F – Any Other Leave Not Listed

Please indicate below:

PART G – Employer Certification

Your signature on this form authorizes PSERS to make the required adjustments to the member's record on your behalf according to the information you provide.

I certify that the provided information:

- Is accurate.
- Was extracted from Board Minutes or from other credible sources of information.
- Is available for examination upon request.

Authorized Signature of Employer	Employer Number	Employer Phone Number
Print Name and Title		Date Signed

EXHIBIT N



COMMONWEALTH OF PENNSYLVANIA
PUBLIC SCHOOL EMPLOYEES' RETIREMENT SYSTEM

PSERS
5 N 5th Street
Harrisburg PA 17101-1905

Toll-Free: 1-888-773-7748

Local: 717-787-8540

Web Address: www.psers.state.pa.us

January 28, 2016

Mr. David Osborne
The Fairness Center
225 State Street, Suite 303
Harrisburg, PA 17101

RE: RTKL request # 2016-02

Dear Mr. Osborne:

This letter acknowledges receipt by the Public School Employees' Retirement System (PSERS) of your request under the Pennsylvania Right-to-Know Law (RTKL), 65 P. S. §§ 67.101 *et seq.*, for:

1. Any record showing whether Debora A. Tretter ("Tretter")—a professional employee of the Allentown School District since approximately 9/1/97—is on approved leave of absence for purposes of PSERS' eligibility.
2. Any record showing whether Tretter is on an unapproved leave of absence for purposes of PSERS' eligibility.
3. Any record showing what form of approved or unapproved leave Tretter is on (e.g., military, professional study, service with a collective bargaining association).

Your request, a copy of which is enclosed, was received on January 21, 2016.

Ms. Tretter is an active PSERS member and therefore no records exist with respect to a leave of absence.

Pursuant to the Office of Open Records Final Decision in *Jenkins vs. Pennsylvania Department of State*, OOR Dkt. AP 2009-065, it should be noted that: "It is not a denial of access when an agency does not possess records and [there is no] legal obligation to obtain them (see, e.g. section 67.506 (d)(1))." Under the RTKL PSERS is not required "to create a record which does not currently exist or to compile, maintain, format or organize a record in a manner in which the agency does not currently compile, maintain, format or organize the record." 65 P.S. § 67.705.

In accordance with PSERS' policy, Ms. Tretter will receive a copy of your request and this response. Should you have any questions on the information, please contact me at 717-720-4734.

Sincerely,

Evelyn Williams
Agency Open Records Official
PSERS
5 North Fifth Street
Harrisburg, PA 17101



pennsylvania
OFFICE OF OPEN RECORDS

RTKL Request 2016-02
5 day response, Jun. 28, 2016

STANDARD RIGHT-TO-KNOW REQUEST FORM

DATE REQUESTED: 1/20/16

REQUEST SUBMITTED BY: E-MAIL U.S. MAIL FAX IN-PERSON

REQUEST SUBMITTED TO (Agency name & address): Evenlyn Williams, Agency Open Records Officer,
Public School Employees' Retirement System, 5 N. 5th Street, Harrisburg, PA 17101, ra-PSERSRTKL@pa.gov

NAME OF REQUESTER: David Osborne 

STREET ADDRESS: 225 State Street, Suite 303

CITY/STATE/COUNTY/ZIP(Required): Harrisburg/PA/Dauphin/17101

TELEPHONE (Optional): 717-421-8155 EMAIL (optional): david@fairnesscenter.org

RECORDS REQUESTED: **Provide as much specific detail as possible so the agency can identify the information. Please use additional sheets if necessary*

Please provide electronically, if possible:

1. Any record showing whether Debora A. Tretter ("Tretter")--a professional employee of the Allentown School District since approximately 9/1/97--is on approved leave of absence for purposes of PSERS' eligibility.
2. Any record showing whether Tretter is on an unapproved leave of absence for purposes of PSERS' eligibility.
3. Any record showing what form of approved or unapproved leave Tretter is on (e.g., military, professional study, service with a collective bargaining association).

DO YOU WANT COPIES? YES NO

DO YOU WANT TO INSPECT THE RECORDS? YES NO

DO YOU WANT CERTIFIED COPIES OF RECORDS? YES NO

DO YOU WANT TO BE NOTIFIED IN ADVANCE IF THE COST EXCEEDS \$100? YES NO

**** PLEASE NOTE: RETAIN A COPY OF THIS REQUEST FOR YOUR FILES ****
**** IT IS A REQUIRED DOCUMENT IF YOU WOULD NEED TO FILE AN APPEAL ****

FOR AGENCY USE ONLY

OPEN-RECORDS OFFICER:

I have provided notice to appropriate third parties and given them an opportunity to object to this request

DATE RECEIVED BY THE AGENCY:

AGENCY FIVE (5) BUSINESS DAY RESPONSE DUE:

***Public bodies may fill anonymous verbal or written requests. If the requestor wishes to pursue the relief and remedies provided for in this Act, the request must be in writing. (Section 702.) Written requests need not include an explanation why information is sought or the intended use of the information unless otherwise required by law. (Section 703.)*

Williams, Evelyn

From: David Osborne <david@fairnesscenter.org>
Sent: Wednesday, January 20, 2016 5:27 PM
To: PS, PSERS Right To Know Law
Cc: Karin Sweigart; Lindsey Wanner
Subject: RTK Request - David Osborne
Attachments: RTK Request to PSERS.pdf

Evelyn:

Thank you for your time today. Please find attached a right-to-know request.

Thanks again,

David R. Osborne
President & General Counsel
The Fairness Center
717-421-8155

This e-mail contains PRIVILEGED AND CONFIDENTIAL information intended only for the individual(s) or entity named within the message. If you properly received this e-mail as a client or retained expert, please hold it in confidence to protect the attorney-client or work product privileges. Should the intended recipient forward or disclose this message to another person or party, that action could constitute a waiver of the attorney-client privilege. If the reader of this message is not the intended recipient, or the employee or agent responsible to deliver it to the intended recipient, you are hereby notified that any review, dissemination, distribution or copying of this communication is prohibited by the sender and to do so might constitute a violation of the Electronic Communications Privacy Act, 18 U.S.C. section 2510-2521. If you are not the intended recipient of this e-mail, please notify us immediately by reply e-mail and delete the original message without reading same. Nothing in this e-mail message shall, in and of itself, create an attorney-client relationship with the sender.

EXHIBIT O

Inside...

- Misconceptions about Retirement
- Building a Foundation for Your Future
- State of the Fund

& More...

Take Our Call Center Survey

In an effort to continually evaluate and improve, PSERS is asking for your help. As you may know, PSERS maintains a call center to answer questions. For the next few weeks, we will be conducting an online survey to learn about your experiences with this service and how it can be improved to meet your needs. To complete the survey, go to the home page of the PSERS website (www.psers.state.pa.us) and click on the box "Take Our PSERS Call Center Survey."

The survey is intended for all members—and we invite you to participate even if you have never called the call center. The survey will be brief (it should take no more than about 10 minutes), and, if you want to provide additional comments, you will have the opportunity to do so. We encourage you to be candid. It will not be necessary to include your name or identifying information.

To ensure that we hear from members who have current experience with the call center, we will also be conducting an optional telephone survey for those who call in February. If you call then, you will have the opportunity to participate in an automated phone survey by staying on the line for a few minutes at the end of your call.

Whether you complete the survey on our website, by telephone, or both, your feedback will help PSERS provide better service. Please take the time to respond. We thank you for participating.

Misconceptions about Retirement

The decision to retire will be one of the most important ones in your life. For the most part, your decision is irrevocable. Over the course of this year, we will cover some of the most common misconceptions PSERS' members have when preparing for retirement.

Misconception: 55/25 is normal retirement.

Normal retirement means there is no early reducing factor. Eligibility for normal retirement differs depending on your membership class with PSERS. Please refer to the Active Member Handbook on the PSERS website to see the requirements for normal retirement.

55/25 is **not** normal retirement. Once you reach age 55 with 25 years of service, the early retirement reducing factor goes down to a maximum of 3% per year. Early retirement reducing factors normally range between 4% and 7% per year, for each year less than the closest point of normal retirement.

(continued on page 2)

The Public School Employees' Retirement System (PSERS) provides this document for educational and informational purposes. Information in this document is general in nature, does not cover all factual circumstances, and is not a complete statement of the law or administrative rules. The statements in this document are not binding. In any conflict between the statements in this document and applicable law or administrative rules, the law and administrative rules will prevail. This document is designed solely to provide an overview of benefits available to PSERS members and is not intended to be a substitute for retirement counseling. The contents of this newsletter may not be used for any commercial purpose without PSERS' prior written permission.

PSERS
5 N 5th Street
Harrisburg PA
17101-1905

Toll-Free
1.888.773.7748
Local Calls
717.787.8540
FAX
717.772.3860

Phone Hours
Weekdays
(except holidays):
8:00 a.m. - 5:00 p.m.

Website Address:
www.psers.state.pa.us
Email Address:
ContactPSERS@pa.gov

PSERS is proud to be an equal opportunity employer supporting workforce diversity.

(Misconceptions...continued from page 1)

Misconception: Pension income is always less than working income.

You will have fewer deductions from your PSERS monthly benefit than from your school paycheck, so your take-home pay may actually be larger after you retire. The only taxes that currently are withheld on PSERS annuitants' monthly benefit in Pennsylvania are federal income taxes. Many annuitants find that they receive a higher net pay in retirement than the salary they received while working because they no longer have deductions like union dues, state and local earned income taxes, and contributions to PSERS.

Misconception: It is always advantageous to defer retirement until there are no early reducing factors.

Members should carefully consider both the possible gains (and possible losses) involved in delaying a benefit until attaining normal retirement status. It is not always worth avoiding the early retirement reduction when deciding to retire. The impact on your benefit by working those few extra months might not make much of a difference.

Please refer to the following example. What are you willing to give up, to eliminate ALL early reducing factors?

Example:

Joan is a Class T-D member with 25 years of service. Her final average salary is \$82,000. She terminates employment on June 15, but will not turn age 62 until her birthday next March 15. Joan considers delaying receipt of any retirement benefits to eliminate all early reducing factors at 62.

Based upon the monthly option Joan is considering, she would be eligible to receive a monthly benefit of \$4,175 if her benefit becomes effective as of a June retirement date. This includes her early reducing factors.

If vesting her benefits until age 62, Joan would be eligible to receive a monthly benefit of \$4,271. The \$96 difference sounds pretty substantial, right?

BUT, what exactly does Joan give up to gain this additional \$96 per month? Based upon a June retirement date, Joan could have received the following:

Monthly benefits of \$4,175 x 9 months = \$37,575.

By delaying retirement, Joan would forfeit \$37,575 to receive an extra \$96 per month. Consider how long it would take her to recover the forfeited benefit payments:

$$\$37,575 / \$96 = 391.40$$

forfeited total / increase in benefit = # of monthly payments to recover

It would take 391.40 months, 32.61 YEARS, to recover!

Updating Addresses

Each year, the United State Postal Service (USPS) returns more than 7,500 pieces of mail to PSERS due to incorrect addresses. It is essential for PSERS to have your correct mailing address in order for you to receive important time-sensitive communications and newsletters.

If you are currently working in a Pennsylvania public school, please report any change of address to your employer. Your employer will submit the information to PSERS. If you left employment and have deferred receiving your retirement benefit until later, submit your address change to PSERS in writing.

You must include your signature and the last four digits of your social security number in the letter to assure proper identification of your account.

Building a Foundation For Your Future

Regardless of how close you are to retirement or the position you hold within a public school entity, you should attend *Foundations For Your Future* (FFYF) seminars. These seminars disseminate basic information crucial to successfully understanding and planning for a retirement benefit from PSERS. While our website contains a large number of helpful resources, we want to present to our members a condensed version of all that information. FFYF seminars are held around the Commonwealth throughout the year and allow members to meet and interact with a PSERS retirement counselor.

Each seminar lasts approximately 90 minutes. A complete list of seminars and a copy of our FFYF presentation can be found on the PSERS website under "Regional Office." Your employer will also have information about FFYF programs in your area.

If a seminar is scheduled at a school and that specific school has closed or dismissed early because of inclement weather, the seminar will be cancelled. Please check the PSERS website to verify that the date and/or location of the meeting has not changed due to weather conditions or other unforeseen circumstances.

PSERS Board of Trustees Meeting Schedule

March 11, 2016
June 10, 2016
October 7, 2016

PSERS Board meetings are held in Harrisburg at PSERS, located at 5 N 5th Street. In addition to these Board meetings, Committee meetings are held throughout the year. All PSERS Board meetings are open to the public.

For exact meeting times or if you would like to attend and require an accommodation to participate, please call Barbara Book, PSERS Executive Office at 1.888.773.7748, extension 4617.

Public School Employees' Retirement System as of June 30, 2015

A summary of the state of PSERS funding as of June 30, 2015, is listed below and on the following three pages. More detailed information is available in the publication, *Comprehensive Annual Financial Report as of June 30, 2015*, which can be viewed on PSERS' website at www.psers.state.pa.us through the Publications page.

Net Position Held in Trust

PSERS is the 20th largest state-sponsored public defined benefit pension fund in the nation and the 30th largest among public and corporate pension funds in the nation. The fund's net position decreased by \$1.3 billion since June 30, 2014. This decrease was due in large part to deductions for benefits and administrative expenses exceeding net investment income plus member and employer contributions.

	Fair Value (in Billions)
Total Assets of the Fund (receivables, investments, fixed assets, etc.)	\$ 54.1
Total Liabilities of the Fund (payables, obligations under securities lending, etc.)	2.2
Total Plan Net Position Held in Trust	\$ 51.9

Investments

As of June 30, 2015, total investments, which comprise the majority of PSERS' overall net position held in trust, by asset class were as follows:

	Fair Value (in Billions)
Short-term investments	\$ 3.8
Fixed income investments	5.1
Common and preferred stock investments	11.4
Collective trust funds	13.1
Real estate investments	6.4
Alternative investments	10.8
Total investments as of June 30, 2015	\$ 50.6

Contributions

During the 2014-2015 school year, the employer contribution rate was 21.40% of the employer's payroll. For the 2015-2016 school year, the rate increased to 25.84%. Both the employer and the Commonwealth are responsible for paying a portion of the employer's share. Employers are divided into two groups: school entities and non-school entities. School entities are responsible for paying 100% of the employer share of contributions to PSERS. The Commonwealth reimburses the employer 50% of the payment for employees hired on or before June 30, 1994. For employees hired after June 30, 1994, based on a statutory formula, school entities are reimbursed by the Commonwealth a minimum of 50% of the payment. Non-school entities and the Commonwealth each contributed one-half of the total employer rate (10.20%) for school year 2014-2015.

Employee & Employer Rate History

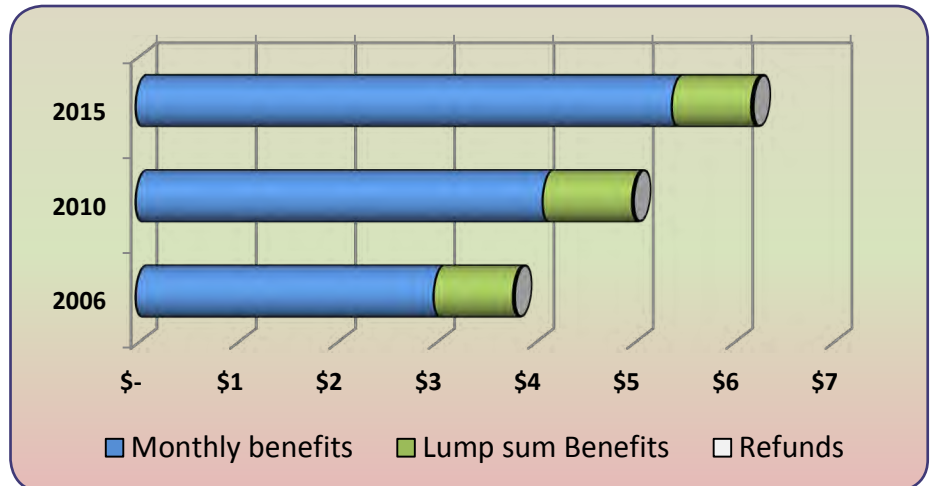
Fiscal Year Ended June 30	Employee Contribution Rate*	Employer Contribution Rate	Cumulative Yearly Salaries Paid to School Employees
2015	6.50%/7.50% or 5.25%/6.25% or 7.5%/10.3%	21.40%	\$12.9 Billion
2014	6.50%/7.50% or 5.25%/6.25% or 7.5%/10.3%	16.93%	\$12.8 Billion
2013	6.50%/7.50% or 5.25%/6.25% or 7.5%/10.3%	12.36%	\$12.8 Billion
2012	6.50%/7.50% or 5.25%/6.25% or 7.5%/10.3%	8.65%	\$12.9 Billion
2011	6.50%/7.50% or 5.25%/6.25%	5.64%	\$13.3 Billion

* Rate is dependent on membership class, which is based on an employee's date of membership eligibility. The "7.5%/10.3%" beginning in 2012 represents membership classes TE and TF, respectively.

Benefit Payments (Amounts in Billions)

Highlights on Payment of Benefits:

1. PSERS paid \$6.2 billion in total benefit payments (including benefits, lump-sum and installment payments, refunds, and net transfers to SERS) for the fiscal year ended June 30, 2015.
2. PSERS' current monthly retirement payroll exceeds \$456 million.

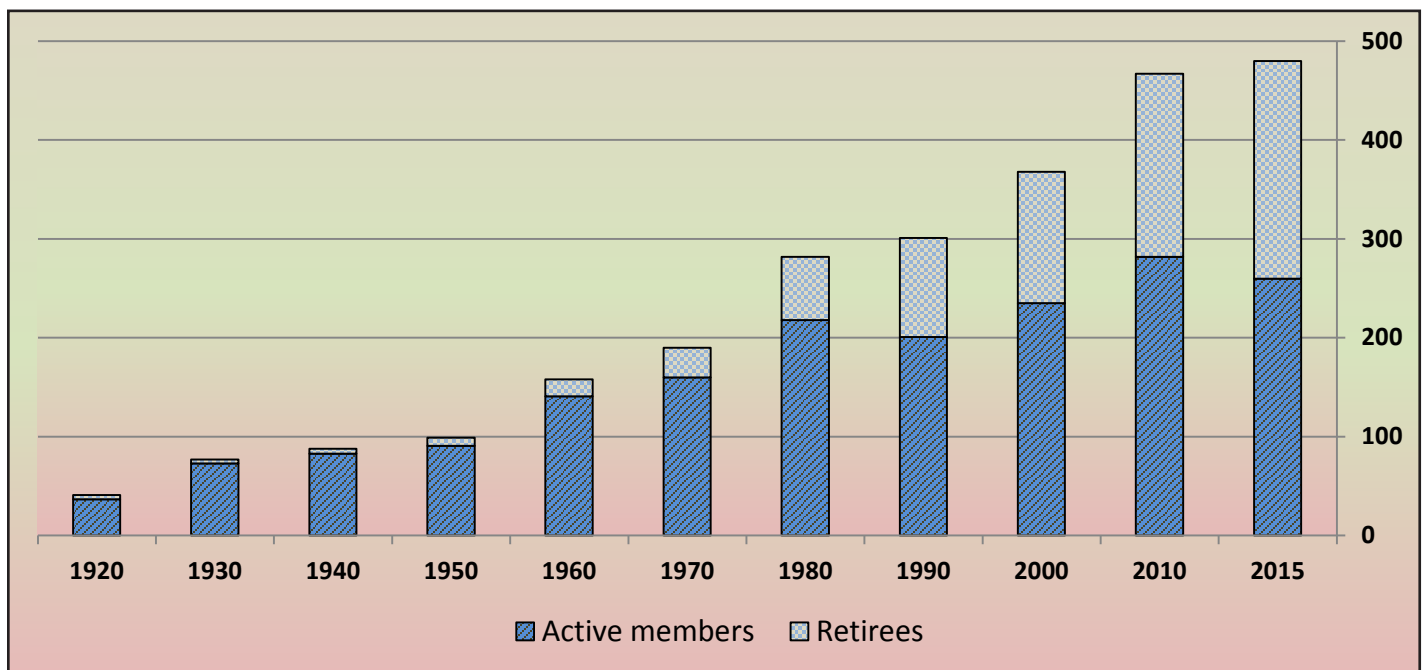


Total Membership - Active & Retired (in Thousands)

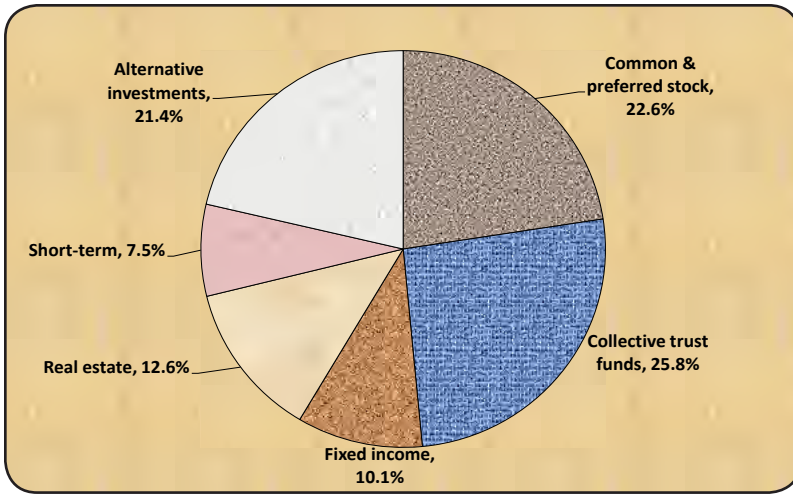
Highlights on Membership Statistics:

This bar chart below is based upon actuarial valuation statistics through June 30, 2015. PSERS' newest member population totals show the number of retired members and survivors/beneficiaries now to be approximately 220,000 and the active contributing membership to be approximately 260,000.

From 2006 to 2015, the retired membership increased by approximately 35.8% and the active membership has decreased by approximately 1.1%.



Investment Portfolio Distribution at June 30, 2015 (Fair Value)



Highlights on Investments:

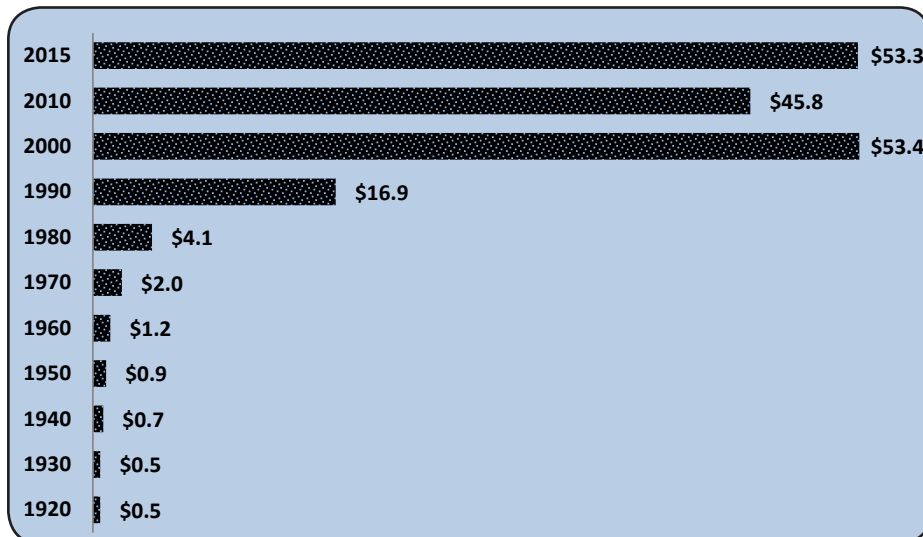
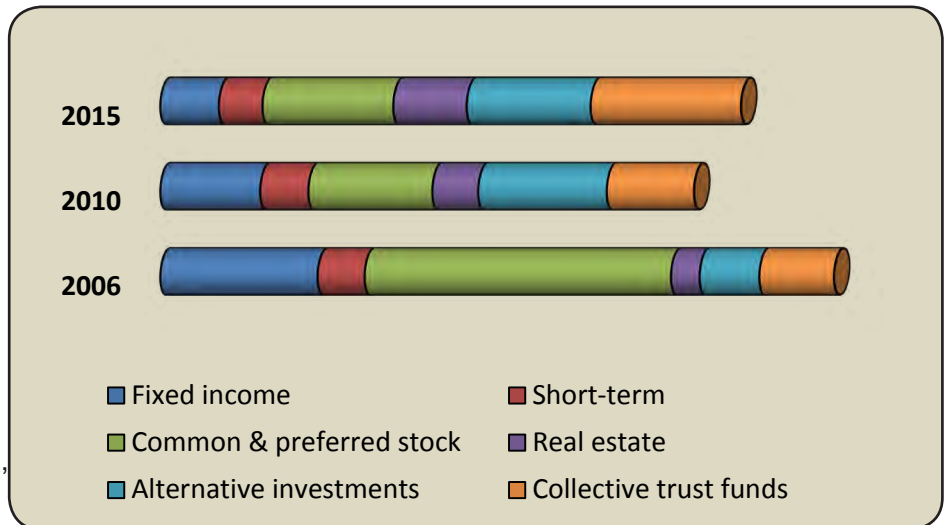
The five largest individual domestic common and preferred stocks in PSERS' domestic portfolios (in millions) as of June 30, 2015, were:

	Fair Value
AllianceBernstein Factor Risk	
Premia Fund, L.P.	\$ 189
Security Capital Preferred Growth	183
Apple Computer, Inc.	81
Microsoft Corporation	40
Exxon Mobil Corporation	39

Investment Portfolio Distribution - 10-Year Trend (Fair Value - Amounts in Billions)

Highlights on Investments:

1. In 2006, PSERS' investments at fair value were \$58.7 billion compared to 2015's \$50.6 billion.
2. PSERS' common & preferred stock investments were 45.5% in 2006 and 22.5% in 2015 of the fair value of PSERS' total investments.
3. PSERS' investments from 2005 to 2014 have shown a reallocation common & preferred stock investments to real estate, alternative, and collective trust investments.



Net Position Restricted for Benefits (Amounts in Billions)

PSERS is the 20th largest state-sponsored public defined benefit pension fund in the nation and the 30th largest among public and corporate pension funds in the nation.

**Comparison of Total Accrued Liabilities to Total System Assets
For Valuation Years 2015, 2010, and 2006 (\$ Amounts in Billions)**

Year	(A) Accrued Liabilities*	(B) Actuarial Value of Assets	(A) - (B) (Unfunded) Funded Accrued Liability**	(B) / (A) Funded Ratio***
2015	\$ 94.7	\$ 57.4	\$ (37.3)	60.6%
2010	\$ 79.1	\$ 59.4	\$ (19.7)	75.1%
2006	\$ 64.7	\$ 52.6	\$ (12.1)	81.2%

* Accrued Liabilities - Generally PSERS' benefit obligations to current retirees and future benefits to be paid to active members who eventually retire.

** Unfunded Accrued Liability - Shows the portion of the accrued liabilities not covered by assets available to PSERS at the end of the valuation year.

*** Funded Ratio - Measurement used to show PSERS' progress toward funding pension obligations.

Condensed Statement of Fiduciary Net Position as of June 30, 2015

Assets:		
Receivables:		
Contributions due from members and employers	\$	1,114
Investment receivables and other miscellaneous		1,222
Total Receivables		<u>2,336</u>
Investments (at fair value)		50,579
Securities lending collateral pool		1,207
Capital assets		23
Total Assets		<u>54,145</u>
Deferred outflows of resources		4
Liabilities:		
Benefits and other accounts payable		756
Investment purchases and other liabilities		301
Obligations under securities lending		1,207
Total Liabilities		<u>2,264</u>
Deferred inflows of resources		-
Net Position - restricted for pension and postemployment healthcare benefits		<u>51,885</u>

Condensed Statement of Changes in Fiduciary Net Position for Year Ended June 30, 2015

Net Assets - restricted for pension and postemployment healthcare benefits at beginning of year, July 1, 2014, as restated	\$	53,220	A
Additions during the year:			
Contributions, Participant premiums, and Centers for Medicare & Medicaid Services		4,022	
Net investment income		1,329	
Total Additions		<u>5,351</u>	B
Deductions during year:			
Benefits and refunds paid to members		6,613	
Administrative expenses		73	
Total Deductions		<u>6,686</u>	C
Change in Net Position restricted for pension and postemployment healthcare benefits (B - C)		(1,335)	D
Net Position - restricted for pension and postemployment healthcare benefits at end of year, June 30, 2015 (A + D)	\$	51,885	

Detailed information regarding the financial statements is available in the PSERS' *Comprehensive Annual Financial Report* (CAFR). The CAFR financial statements are presented in conformity with accounting principles generally accepted in the United States of America as promulgated by the Governmental Accounting Standards Board. The CAFR is available on PSERS' website, www.pfers.state.pa.us, through the Publications page, or call 1.888.773.7748 for a copy.

PSERS
5 N 5th Street
Harrisburg PA 17101-1905

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Public School Employees' Retirement System
Important Information from the
Commonwealth of Pennsylvania

EXHIBIT P

PRESS RELEASE

**For Immediate Release
October 6, 2015**

For More Information Contact:

Evelyn Williams
Press Secretary
PA Public School Employees' Retirement System
Phone: 717-720-4734
e-mail: evwilliams@pa.gov

**PA PUBLIC SCHOOL EMPLOYEES' RETIREMENT SYSTEM REPORTS INVESTMENT PERFORMANCE
FOR THE FISCAL YEAR ENDED JUNE 30, 2015**

Fund also receives independent auditor's report and announces a reduction in investment manager fees for second year

HARRISBURG, PA – The Public School Employees' Retirement System (PSERS) today announced the Fund's investment performance for the fiscal year ended June 30, 2015. PSERS posted positive returns of 3.04 percent for the fiscal year, 8.52 percent for the 3 year, 9.73 percent for the 5 year, 6.31 percent for the 10 year, 8.45 percent for the 25 year, and 8.98 percent for the 30 year periods ended June 30, 2015.

PSERS' strongest asset class performers for the fiscal year included Non-U.S. Equities, 9.31 percent and Real Estate, 13.92 percent. More detailed investment performance data as of June 30, 2015 is available on PSERS' website at: <http://www.psers.state.pa.us/investment/invest.htm>.

PSERS' Chief Investment Officer James Grossman commented on the fiscal year investment performance. "It has been a positive but low return environment for investors, including PSERS. PSERS earned 3.04 percent for the FY 2015 and added \$1.3 billion in investment income net of fees, but did not meet its earnings assumption for the fiscal year period," said Grossman. "There will be years when PSERS does not meet its earnings assumption and that is to be expected. Our focus remains on maintaining a well-diversified asset allocation that can withstand the volatility in the markets, provide enough liquidity to meet our cash flow obligations (primarily benefit payments), and meet PSERS' earnings assumption over the long-term which the Fund has consistently done."

Mr. Grossman further remarked on the importance of a well-diversified asset allocation, "After the Great Recession in 2008 PSERS made significant changes to its asset allocation," said Grossman. "PSERS continues to be underfunded by school employers and the Commonwealth and we continue to be cash flow negative. As a result, PSERS cannot take the same investment risk we had in the past."

"PSERS made the decision years ago to reduce exposure to public stock markets and increase the Fund's diversification to asset classes not tied to the equity markets," Grossman explained. The asset allocation changes have performed as expected and limited the impact of the recent volatility we have seen in the public equity markets. PSERS is not expected to grow as fast during soaring equity markets but we generally won't be as negatively impacted during equity market downturns," said Grossman.

(continued)

PSERS reports fiscal year investment performance

Page 2

Grossman commented on the recent volatility in the investment markets and outlook for third quarter performance. "Volatility has returned to investment markets around the world. Many investment markets are experiencing losses for both the third quarter and calendar year-to-date periods. Stocks had their worst quarter since 2011 and so far 2015 has been a challenging year for stocks. The total return of the S&P 500 Index was down nearly 6.5 percent for the third quarter and is down over 5.2 percent year-to-date. Worries about a global economic slowdown continue to impact global and emerging markets even though the U.S. economic data continues to be generally positive. Commodity and related markets declines have deepened. Few asset classes have a positive return so far in 2015."

Also during today's meeting, PSERS received an independent auditor's report from SB & Company, LLC. PSERS' financial statements were found to be accurate and fairly present the Fund's financial position.

PSERS' Chief Financial Officer Brian Carl commented on the audit results, "PSERS continued its efforts to improve the transparency and reporting of the Fund's financial data over the past few years. We are pleased to have received an unmodified opinion from our independent auditors this year and will continue to focus our efforts to meet and exceed financial reporting requirements in the future."

Mr. Carl also presented highlights of PSERS' financial statements during the meeting and noted for the second consecutive year that PSERS' investment expenses have declined. PSERS' investment expenses have declined from \$558 million in FY 2012-2013 to \$455 million in FY 2014-2015, a reduction of over 18 percent.

"Governor Wolf made reducing investment manager fees at PSERS a priority in his Budget proposal earlier this year. PSERS met with the Governor and his staff and support his goal of identifying potential fee savings whenever feasible. Over the past two years PSERS' investment expenses have decreased by over \$103 million. This was accomplished by reducing external investment management fees through strategically reducing PSERS' private equity allocation, continued careful negotiation of fees, and by bringing the remaining U.S. equity allocation that was managed by third-party investment managers in-house to be managed by PSERS' internal staff," said Carl.

PSERS continues to cooperate with Governor Wolf and his staff to look for ways to reduce investment fees in the future including bringing additional asset classes in-house to be managed internally by PSERS' investment staff. This approach would lessen the need for external investment managers in those instances where the Board believes PSERS' internal staff could produce higher net investment returns with similar investment risk.

About the Pennsylvania Public School Employees' Retirement System

PSERS is the 20th largest state-sponsored defined benefit public pension fund in the nation. As of June 30, 2015, PSERS had net assets of approximately \$51.9 billion and a membership of over 263,000 active school employees and nearly 214,000 retirees.

As of June 30, 2015 PSERS had 14.6 percent of its assets in non-U.S. equities, 9.8 percent in U.S. equities, 20.2 percent in U.S. and global fixed income investments, 15.8 percent in private markets, 12.9 percent in real estate, 4.0 percent in commodities, 9.5 percent in absolute return strategies, 2.5 percent in cash and cash equivalents, 3.5 percent in master limited partnerships, and 7.2 percent in risk parity.

###

EXHIBIT Q



Board Members Present:

Robert E. Smith, Jr., President

Ellen B. Bishop, MD., Vice President

Ce-Ce Gerlach, Debra Lamb, Michael Welsh, David Zimmerman, Charles Thiel,
Scott Armstrong, Elizabeth Martinez

Staff Members Present: Dr. Russell Mayo - Superintendent

Karen Baurkot, Dr. Tina Belardi, Lucretia Brown, Dr. Jack Clark, David Elcock, Peter
DeBonis, Christina Mazzella, Jennifer Ramos, Kim Golden-Benner, Kathleen Gill,
Tom Derhammer, Kim Walck, David Wildonger, Kristen Kruger, Tom Smith,
Ralph Lovelidge, Ellen O'Brien, Jacqui Scott, Corey Lowe, Belinda Miller

Solicitor, John Freund was present.

Mr. Zimmerman called the meeting to order and recapped on the topics listed on the agenda.

Dr. Mayo had no comments.

Tax Revenue Anticipation Note (Tran)

Dr. Jack Clark, Chief Financial Officer, presented to the Board of Directors for the approval of the timeline and proposed a resolution for a Tax Revenue Anticipation Note due to the current Pennsylvania state budget impasse.

Mr. Smith expressed frustration toward the governors and legislators regarding the District having to take a loan until the budget is passed.

On motion of Mr. Armstrong, seconded by Ms. Lamb, it was recommended that this item be approved and forwarded for official action at the October 22, 2015 Regular Board Meeting.

Mr. Smith registered a negative vote.

Motion passed.

There was one request to address the board.

Joe Hilliard – Allentown, PA – Expressed concern on missing key points on the audit that are not being met by the District.

Draft ASD ACT Budget Timeline

Dr. Jack Clark, Chief Financial Officer, presented to the Board of Directors for the approval of the 2016-2017 Budget Timeline for the District. Dr. Clark informed a change reflecting on the Primary Election. This year the date of the Primary Election will be earlier than in recent years.



On motion of Mr. Armstrong, seconded by Mr. Smith, it was recommended that this item be approved and forwarded for official action at the October 22, 2015 Regular Board Meeting. Motion carried on common consent.

Update on Charter School Enrollment

Dr. Jack Clark, Chief Financial Officer, informed the chart data is incomplete due to missing invoices from Agora Charter School. Dr. Clark informed that he will provide an up-to-date report by next regular board meeting.

During discussion, Dr. Clark clarified for Mr. Zimmerman that there was incorrect information on the data report. Ms. Miller informed for Mr. Zimmerman that 15% of ASD students are Special Education.

Business Services Agreement with Arts Academy Elementary Charter School

Dr. Jack Clark, Chief Financial Officer, presented to the Board of Directors for the approval to accept the agreement between the District and Arts Academy Elementary Charter School. The District will provide financial services at a cost of \$120,000 beginning on July 1, 2015 and ending on June 30, 2020. This agreement will automatically renew, unless terminated.

This action request was reviewed by our solicitor.

On motion of Mr. Armstrong, seconded by Ms. Lamb, it was recommended that this item be approved and forwarded for official action at the October 22, 2015 Regular Board Meeting. Ms. Martinez registered a negative vote. Motion passes.

**Quarterly Reporting of Child Nutrition Services Budget Status –
July 1, 2015 – September 30, 2015**

Ellen O'Brien, Director of Child Nutrition Services, presented to the Board of Directors for the approval of the Child Nutritional Budget. The budget reflects how funds are used to feed the students. Ms. O'Brien informed that there is an increase of \$185,000 in revenue from the Federal Breakfast Program.

During discussion, Ms. O'Brien informed for Ms. Lamb that students who participate in after school programs are provided with a meal.

On motion of Mr. Smith, seconded by Mr. Thiel, it was recommended that this item be approved and forwarded for official action at the October 22, 2015 Regular Board Meeting. Motion carried on common consent.



Andre Reed Field Dedication Plaque for J. Birney Crum Stadium

Ralph Lovelidge, Director of Educational Operations, presented to the Board of Directors for the approval to purchase a plaque for the field in the name of Andre Reed. The cost for the plaque will be \$4549 and will be funded out of the 2015-2016 facilities budget.

During discussion, Ms. Martinez commented that at this present time of the state budget not being passed, it would not be appropriate use of funds to purchase a plaque at such an expense. Motion of Mr. Welsh, seconded by Mr. Smith, it was recommended that this item be approved and forwarded for official action at the October 22, 2015 Regular Board Meeting. Ms. Martinez and Ms. Gerlach registered negative votes. Motion passes.

Monthly Reporting of Budget Status July 1, 2015 – September 30, 2015

Dr. Jack Clark, Chief Financial Officer, presented to the Board of Directors for the approval of the budget report. Dr. Clark summarized the budget report in detail.

On motion of Mr. Armstrong, seconded by Mr. Welsh, it was recommended that this item be approved and forwarded for official action at the October 22, 2015 Regular Board Meeting. Motion carried on common consent.

There were requests to address the Board on a non-agenda item.

Joe Hilliard, Allentown, PA – Expressed that the budget doesn't provide realistic activity / representation of the District.

No Old-Business was addressed.

Under New Business the following item was addressed:

Mr. Armstrong requested that the solicitor research the legality of the District paying for the teachers' union president salary.

As there was no further business, on motion of Mr. Armstrong, seconded by Mr. Welsh, the meeting was adjourned at 9:17 pm, on common consent.

Respectfully submitted,
Janet Morillo
School Board Secretary
School District of the City of Allentown

CERTIFICATE OF SERVICE

The undersigned hereby certifies that a copy of this Petition for Review and referenced exhibits has on this date been served on Respondents as follows:

Public School Employees Retirement System (certified mail)
5 N. 5th Street
Harrisburg PA 17101-1905

Allentown Education Association (commercial carrier)
2101 Mack Blvd.
Lower Level
Allentown, PA 18103

Allentown School District (commercial carrier)
31 S. Penn Street
Allentown, PA 18102

Attorney General Kathleen Kane (certified mail)
1600 Strawberry Square
Harrisburg, PA 17120

Date: February 24, 2016

/s/ Karin M. Sweigart

Karin M. Sweigart

PA Attorney ID#: 317970

David R. Osborne

PA Attorney ID#: 318024

630 Freedom Business Center Dr., Suite 109

King of Prussia, PA 19406

570.574.9289

610.265.2255 (facsimile)

karin@fairnesscenter.org

david@fairnesscenter.org