



April 8, 2011

Arthur Stewart, Board President
Warren County School District
185 Hospital Drive
Warren, PA 16365-4885

Dear Mr. Stewart:

Thank you very much for considering **PSBA** to assist with your superintendent search. As **valued members** of our association, we welcome the opportunity to partner with you to provide a cost-effective and comprehensive Executive Search Service that adheres to the highest standards of effective school governance.

We understand that the most important decision a school board makes is the selection of the superintendent. The search process is always a challenging period for any board, especially in light of a shortage in today's administrative market. Also, the turnover among superintendents has accelerated in recent years, which has created fierce competition for the highest caliber professionals who can succeed in the complex role of superintendent. One clear solution to these challenges is to conduct a proper and thorough search. Thus, it is prudent that the board engage the services of a consultant who specializes in this field to assist the board. Here are a few reasons why the board can place its confidence in **PSBA**:

- **PSBA** has completed hundreds of searches over the past 22 years
- **PSBA**, as your association, has a vested interest in your success
- **PSBA** is the leading educational association in Pennsylvania
- **PSBA** puts all decisions in the hands of the board
- **PSBA** will aggressively promote your district and the superintendent position
- **PSBA** will make every effort to preserve the confidentiality of all candidates
- **PSBA** will ease the significant clerical burden involved in conducting a search

Our consulting team has broad backgrounds in educational management, private sector employment, government service, and work with non-profit agencies. We bring these creative and professional experiences to every search we perform. Thank you for considering **PSBA** to conduct your next superintendent search.

Sincerely,

A handwritten signature in black ink, reading "Britta Barrickman". The signature is written in a cursive, flowing style.

Britta Barrickman, Ed.D., CCP
Director, School Personnel Services



Association Profile

The Pennsylvania School Boards Association is a nonprofit statewide association of public school boards, pledged to the highest ideals of local lay leadership for the public schools of the commonwealth. Founded in 1895, **PSBA** has a rich history as the first school boards association established in the United States. Pennsylvania's school directors become members by virtue of election to their local board - the board joins as a whole. Membership in **PSBA** is by school district or other eligible local education agency such as an intermediate unit, vocational school or community college. Over the past several decades, voluntary membership by local school entities has been virtually 100%. That speaks to the tremendous confidence our members have in the mission of the association.

The **PSBA** headquarters was initially located at 410 N. Third Street in Harrisburg, Pennsylvania. In 1971, **PSBA** acquired a new headquarters located at 412 North Second Street in Harrisburg. In 1986, **PSBA** moved the headquarters to 774 Limekiln Road in New Cumberland, Pennsylvania. In 2005, **PSBA** moved to its current office headquarters and conference center location at 400 Bent Creek Boulevard in Mechanicsburg, Pennsylvania.

The Pennsylvania School Boards Association offers a number of services to member public school boards throughout the Commonwealth. **PSBA** is comprised of six departments to include Administrative Services, Communications, Government and Member Relations, Insurance Services, Legal Services and School Board and Management Services. School Board and Management Services is comprised of four divisions to include Board Development, Policy, Research, and School Personnel Services. The School Personnel Services Division offers three areas of specialization to include Executive and Administrator Searches, Compensation Services, and Employee Relations Services.

PSBA initially began offering superintendent search services to our membership in 1988. During this time, we have monitored trends in the field, mined the professional literature for best-practices in hiring educational leaders and in human resource management, and gathered feedback from board members, district administrators and candidates to determine how to deliver our services to meet the unique needs of a school district. In addition to monitoring various events in the search industry, we are well versed in the current issues facing school districts and have immediate access to a wealth of school governance expertise within the various departments of **PSBA**. As such, we provide expert guidance and facilitation throughout the search process and have the resources available to address any issues that arise during the search process. We bring this collective experience and expertise to every search we perform.



ADMINISTRATOR SEARCH SERVICES

In response to member requests for additional service options, **PSBA** has introduced Administrator Search Services. As the detailed scope of service indicates, **PSBA** will:

- **PSBA** will undertake an extensive advertising and recruiting campaign for the district
- **PSBA** will build credential files and check all candidate paperwork for compliance with requirements
- **PSBA** will be available to discuss questions or issues that may arise throughout the search process

Scope of Service

Candidate Recruitment

Candidate recruitment can be a time consuming task for school board members. **PSBA** has the resources, the experience, and the contacts necessary to ensure a successful search for the district's next chief executive officer. A key to a successful search is to communicate the attractive leadership opportunity available in your district to a wide audience as fast and as efficiently as possible. **PSBA will advertise the position utilizing a multi media methodology to include the following:**

Print Media

- A search announcement brochure will be tailored to your specific needs and will document the required qualifications and leadership abilities for the position, the search timetable, and application procedures. The brochure will be distributed to administrator associations.
- As part of our service, your position announcement will be advertised in **PSBA's** bi-weekly School Leader News (SLN) publication until the deadline date for receipt of application materials.
- Additionally, the board may advertise the position in other publications (e.g., The School Administrator) by paying the costs associated with such advertising.
- Districts conducting a **PSBA** search can take advantage of a 50% discount on any print advertisement in Education Week.

Electronic

- The vacancy will be posted on the
 - **PSBA** website (to include the district announcement)
 - In 2010, the **PSBA** administrator search webpage has received over 26,000 hits
 - More than 4,700 people link directly to the **PSBA** jobs in Pennsylvania Index
 - Pennsylvania Association of School Administrators (PASA) website
 - Education Week website
 - In 2010, PSBA superintendent searches posted on the Education Week Website have received an average of 389 views.
 - link through the National School Boards Association
- Our searches are also accessible through the websites of 35 other school board associations throughout the United States.
- In addition, **PSBA** has access to a number of websites where your position will be posted in order to maximize access to highly qualified regional candidates in the following key states: Connecticut, Delaware, Ohio, Massachusetts, New Jersey, and New York.
- The board may also advertise on other websites (e.g., jobsinschools.com, AASA) by paying the costs associated with the site.



Candidate Nominations

- Our many years of involvement in Pennsylvania education has provided us with great exposure and an unprecedented familiarity with educational leaders. The contacts we have developed are invaluable. Candidates know our association and how to contact us when they see a position of interest.
- **PSBA** will call qualified candidates currently seeking a superintendency and send them an electronic version of your district's search announcement for review and consideration.

Applicant Administration

- Application materials will be received and checked for completeness by **PSBA** Search Services. We will manage the extensive administrative tasks and paper handling chores that occur at all phases of the search process. Each file will be properly cataloged, date stamped, stored in a secure location and handled only by confidential **PSBA** Search Services staff. Throughout the application process, the board will receive regular updates on the number of inquiries and completed applications will be sent to each board member.

FEE STRUCTURES

As a valued member of **PSBA**, we are able to offer our comprehensive services at an affordable cost. Put your dues dollars to work.

Administrator Search Services

The board's investment for this project would be \$2,500. There could be additional fees incurred due to costs for advertisements in some regional and national publications. This fee shall be divided into two stages of billing commencing with an initial billing of \$1,250 at the beginning of the search and a final billing at the conclusion of the scope of service.

Executive Search Staff

The Executive Search staff has researched the value and impact of targeted advertising and recruitment efforts on local, regional and national levels and has developed a strategy that maximizes the volume and quality of the candidate pool. As such, we design an advertising and recruiting campaign that saturates the local Pennsylvania market, recruits regionally to states contiguous to Pennsylvania, and we promote positions throughout the United States. In addition, the **PSBA** consultants are uniquely positioned to offer a higher quality, hands-on service to the district for the following reasons:

- Our consultants have direct and continuous access to the resources and expertise of the association to maintain a knowledge of current issues and work specifically with public school boards in Pennsylvania, providing the experience necessary to understand the work of school boards and the pressures placed on superintendents in Pennsylvania.
- Our consultants are full-time consultants. They constantly work at building a candidate recruiting network, researching best practices and serving member school boards.
- Our consultants focus on developing a network and maintaining communication with local, regional and national candidates that have an interest in serving in Pennsylvania.



Britta Barrickman

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Wayne LeClair

Master of Human Resource
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Ext. 3375



Amy Pence

Master of Business
Administration,
Tiffin University

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Ext. 3361



Michelle Kunkel

Administrative Assistant

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Ext. 3365



Tom Templeton

Bachelor of Arts,
Speech Communications,
Millersville University

tom.templeton@psba.org
Ext. 3402



Executive Search Staff Bios

Britta J. B. Barrickman, Ed.D., CCP

Director, School Personnel Services

britta.barrickman@psba.org, Ext. 3369

Barrickman is the school personnel services director for **PSBA**'s school board and management services department. Barrickman's responsibilities with **PSBA** include leading the school personnel services division services to include the association's executive search services, compensation studies and employee relations projects. During her time with the association, Barrickman has led or assisted with over thirty executive searches. Barrickman's published articles include Determining Compensation Equity in Your District (2006), Are Public Schools Ready to Pay for Performance (2007), Developing Fair Compensation Plans (2007), Governs through Policy by Delegating to the Superintendent Responsibility for Implementation of Board Policy (2008), and Making Sound Compensation Decisions in Difficult Economic Times (2009). In addition, Barrickman co-presented Act 93 Administrator Compensation Studies with Tom Templeton at the Hiring the Best Conference.

Prior to joining the association staff, Barrickman served as the Director of the OIC Child Development Center. Barrickman is a Certified Compensation Professional and has completed a salary administration certification program through WorldatWork, an international society of compensation and human resource professionals. Barrickman earned a master's degree in public administration from Penn State's Capital Campus, Middletown, as well as certifications in human resource management, and public budgeting and financial management. Barrickman earned a doctor of education degree in education administration through the department of educational leadership and policy studies at Temple University. Her dissertation, titled Administrative Organizational Structures: Turbulence and Stability in Public Schools, focused on the statistical relationships between district and administrator professional characteristics as they relate to administrative stability as well as environmental impacts, primarily legislative, on administrative stability.

Wayne LeClair

School Personnel Services Consultant

wayne.leclair@psba.org, Ext. 3375

LeClair is a school personnel services consultant for **PSBA**'s board and management services division. LeClair's responsibilities with **PSBA** include serving member districts as an administrative search consultant, while also assisting the division with compensation studies and employee relations' services. During his time with the association, LeClair has led or assisted with over ten executive searches while also assisting on many compensation projects for various districts. LeClair has presented to a graduate class of administrators at Penn State University and co-presented at the **PSBA** Effective School Governance Conference speaking on Superintendent Preparation, Hiring, Evaluation, and Board Relations with Amy Pence.

LeClair has acquired an extensive background in human resources, including success in recruitment at a national level, driving all human resources functions in a Fortune 200 company, taking the lead in a training and development role while focusing on improving the performance of the organization over his 31 year career. As an advisor to senior level executives, LeClair was the authority on issues related to personnel, EEOC, labor relations, recruitment, retention, and staff development in the company. LeClair's executive level experience driving initiatives in employee assessment, training and development, employee relations, and associate assimilation helps augment the member services made available by the division. LeClair's customer-focused approach supports the division's commitment to providing an excellent client experience in a continuous improvement environment. LeClair earned a bachelor's degree in management from Rosemont College and a master's degree in human resources management from St. Francis University.



Executive Search Staff Bios (Continued)

Amy Pence

School Personnel Services Consultant

amy.pence@psba.org, Ext. 3361

Pence is a school personnel services consultant for **PSBA**'s school board and management services department. Pence's responsibilities with **PSBA** include serving member districts as an executive search consultant, while also assisting the division with compensation studies and employee relations' services. Pence has led or assisted in more than 40 searches to many member school districts throughout the Commonwealth. Pence has been noted to excel in both board and candidate communication. In addition to being a consultant, she also is responsible for the department's resume service – assisting members that need help with resumes and/or cover letters.

Pence presented Principals of an Effective Administrator Search with Tom Templeton at the Hiring the Best Conference and presented at the **PSBA** Effective School Governance Conference, The Superintendent – Hiring, Evaluation, Working Together with Wayne LeClair. She has also written articles for the School Leader News (**PSBA** Publication) to include References and Recommendations are Critical to Hiring Superintendents as well as Advocates for a thorough and efficient system of public education by employing qualified staff to meet student and program needs.

Pence has a human resource background and brings experience as an employment specialist, with special emphasis on recruitment. Pence's educational and employment experience helps the division offer and continually enhance member services with a thorough understanding of the management skills needed to lead organizations. She holds a bachelor's degree in human resource management and a master's degree in business administration from Tiffin University in Ohio. She also served as an assistant women's soccer coach while obtaining her master's degree.

Michelle Kunkel

Administrative Assistant, School Personnel Services Division

michelle.kunkel@psba.org, Ext. 3365

Kunkel is the school personnel services administrative assistant for **PSBA**'s school board and management services department. Kunkel's responsibilities with **PSBA** include assisting the division with current candidate credential files, providing assistance to consultants with references, and coordinating the logistics of the search process to ensure necessary documentation has been acquired. Prior to working in the School Personnel Services department, Kunkel worked in Board Development where she assisted the director by providing support services for onsite workshops. Kunkel has 26 years of administrative and supervisory experience, which includes owning two businesses.



Executive Search Staff Bios (Continued)

Tom Templeton

Assistant Executive Director, School Board and Management Services

tom.templeton@psba.org, Ext. 3402

Templeton is the Assistant Executive Director for School Board and Management Services for the Pennsylvania School Boards Association. He oversees the association's comprehensive policy services, research efforts, board development workshops and seminars and **PSBA's** executive search services, compensation studies and employee relations products.

During his time with the association, Templeton has presented to many groups throughout Pennsylvania on educational issues including Superintendent Searches, Selection and Retention of Educational Leaders, Boards Role in Student Achievement, Superintendent On-Boarding, Act 72 and Collective Bargaining, Effective School Governance, Superintendent Evaluation seminars, and Employee Relations. He has also contributed various articles to **PSBA's** statewide publications on topics to include Superintendent Searches, References and Recommendations, Employee Relations, Bargaining, Job Descriptions, Teacher Retention, Superintendent Evaluations, Pay for Performance, and No Child Left Behind.

Prior to joining **PSBA**, Templeton served as an aide and district director for U.S. Representative George W. Gekas. He joined the **PSBA** staff as a School Personnel Services Representative, and was promoted to the director of the division in 2005. Templeton holds a degree in speech communications from Millersville University, and he completed the teaching certification program in secondary education social studies from Penn State University. He also maintains his membership in the Society of Human Resource Management.

Articles Written by the Executive Search Services Staff

- What does Employee Relations Mean?
- Bargaining Begins with Preparation
- Job Descriptions: The Foundation for Successful Employee Performance
- Retaining our New Teachers
- Superintendent's are Critical to Effective Community Engagement
- Various articles on Collective Bargaining trends
- Mastery Comes Through Practicing the Fundamentals
- Successful Schools...and British Soccer
- Analyzing a Study of Superintendent Evaluations (2-part series)
- Tying Pay to Performance
- How NCLB Affects Collective Bargaining Agreements
- Searching for Your Next Superintendent
- References and Recommendations are Critical to Hiring Superintendents (2-part series)
- Determining Compensation Equity in Your District
- Are Public Schools Ready to Pay for Performance
- Developing Fair Compensation Plans
- Governs through Policy by Delegating to the Superintendent Responsibility for Implementation of Board Policy
- Making Sound Compensation Decisions in Difficult Economic Times
- References and recommendations are critical to hiring superintendents
- Advocates for a thorough and efficient system of public education by employing qualified staff to meet student and program needs



Executive Search Services Staff Presentations

- Act 93 Administrator Compensation Studies
- Principals of an Effective Administrator Search
- The Superintendent – Hiring, Evaluation, Working Together
- Superintendent – Search, Preparation, and Interview
- 2003 – Summer Conference
- 2004 - Seminars on Act 72 and Collective Bargaining
- 2004 to present – Featured speaker at various negotiation Cluster Meetings around Pennsylvania
- 2006 – Summer Conference – Effective School Governance
- 2006 and 2008 – Superintendent Evaluation Seminars
- 2006 to present – Various presentations on effective employee relations at the Institute for Collective Bargaining and Labor Relations (3 sessions per year)
- 2008 – Governance Conference – The Superintendent Search Process
- 2009 - The Superintendent: A Catalyst for Organizational Excellence
- 2010 – Summer Conference – The Superintendency – Selecting and Retaining Outstanding Leaders
- 2010 – Governance Conference – The Boards Role in Student Achievement
- 2010 – New Superintendent On-Boarding Program
- Various on-site workshops for school districts
- Various webinars on governance issues
- Spoke at **PSBA** Region Meetings
- Conducted seminars on The Superintendent Search Process for prospective candidates and board members

School Board and Superintendent Programs Offered by PSBA

PSBA has a vested interest in the success of school boards and their selected superintendents. As such, **PSBA** has offered a number of programs and services to member districts related to the superintendency to include the following:

- **The Superintendent: Catalyst to Organization Excellence**
A catalyst's leadership style is characterized by a collaborative, 'plant-floor' approach to management whereby the chief executive spends considerable time interacting directly with other colleagues in the organization. By one's visibility, coupled with a high level of competence and a commitment to professional and personal excellence, he or she gains a deeper understanding of the issues facing the district. As a result, a trust and confidence is established district-wide which allows the superintendent to boldly lead the district and motivate others to maintain an intense focus on the district's mission, vision and core values. *The climate necessary to facilitate successful leadership starts with the integrity of the partnership between the board of school directors and the district's chief executive. When the professional relationship between these parties is healthy, the superintendent is positioned to function as a catalyst for change.* **PSBA** envisions Pennsylvania as the nation's leader in designing a rigorous public education system that creates well-educated, mission-driven citizens with a passion for serving others.
- **The New-Superintendent On-Boarding Program**
The purpose of the Superintendent On-Boarding Program is to develop stronger professional connections between **PSBA** and superintendents throughout the Commonwealth. Our mission is to introduce newly-appointed superintendents to the products, services and mission of **PSBA**; enhance their effectiveness as the 10th member of their boards by addressing specific needs as they arise; and to create advocates for **PSBA** through the offices of superintendents.



- **On-site workshops for the “Team of 10”**

One of the most effective board development opportunities offered by **PSBA** is the on-site customized workshop. It allows your "Team of 10" to help design the programs that best meet your board's needs. Boards determine the time, the place and the topic, and **PSBA** will provide an experienced facilitator to help design a program or workshop that meets the needs of the board-superintendent team. Other popular topics include:

- Conducting Superintendent Evaluations
- Enhancing School Governance
- Goal Setting
- Operating Successfully “As A Team of 10”
- Teambuilding
- The Key Work of School Boards

Testimonials

*The CLIU21 found **PSBA**’s search process to be professionally conducted resulting in the selection of an outstanding Executive Director. **PSBA** Representatives were knowledgeable, patient, supportive and thorough in developing the process to meet the CLIU21 needs and desires when searching for an Executive Director. The process incorporated legal processes balanced with sufficient flexibility so that the selection committee was able to glean sound information regarding each candidate that resulted in securing an outstanding individual.*

***PSBA**’s facilitation of the process provided for a streamlined approach allowing for the selection committee to focus on the important decision at hand. The CLIU21 was extremely satisfied with **PSBA**’s facilitation of the search process.*

Kim Talipan, Director of Human Resources
Carbon Lehigh Intermediate Unit # 21

*After careful consideration of several different options of ways to go about hiring a new superintendent for our school district, we decided that the **PSBA** was our only choice. In today's economy, they provided us with a service of the greatest value for the dollar! From the initial consultation through to the actual hiring, the leadership, flexibility, updates, and guidance of our **PSBA** consultant, was impeccable. He knows the degree of how much to be involved in the planning and organizing, but ultimately leaves the decision making up to the board. His attention to detail and frequent communication will make your search a success. I feel confident that our consultant and the **PSBA** have the skills and knowledge necessary to address your district's needs. Please welcome the opportunity for **PSBA** to serve your district with their professional staff to serve your district's professional needs.*

Gary Conrad, President
Punxsutawney Area School Board

*I want to take the opportunity to say "thank you" for the fantastic job you helped us do in our search for our Superintendent. Your professionalism and approach is bar none, the best. We could have never gotten the quantity of applications had we not had **PSBA**'s help. You reached between two and three times the amount of applicants that we felt we could have reached on our own. Our Consultant made this process extremely easy as we relied on her guidance through the entire process in choosing our new superintendent.*

Mike Port, President
Cranberry Area School Board



*Overall, I was very satisfied with **PSBA**'s superintendent search services. The established process was very thorough and focused, providing the guidance and support necessary for a board to complete what is truly the most important decision it will have to make: hiring the best superintendent for its district. We found our consultant and her colleagues to be very accessible and professional, always ready to respond to the smallest of questions. The services provide strong facilitation of the superintendent search, but do not 'take over' – our board remained in control and ultimately responsible for our decisions. With the assistance of **PSBA**'s services, we were in the enviable position of making a hiring decision between two equally strong candidates. Even after securing our new superintendent, we chose to continue **PSBA**'s services in the development of an effective superintendent evaluation tool. Through a subsequent personalized workshop, we established working protocols that delineate the roles, functions, and expectations of the superintendent, coherently documented in our new superintendent evaluation tool. More than a year later, we remain confident in the outcome of the search services. We function as a team, and feel that our district is moving in the right direction for our students.*

Stephanie Eckstrom, President
Kane Area School Board

***PSBA** provided great support throughout our search for a Chief Financial Operating Officer. The **PSBA** consultant guided us in the development of the process while supplying suggestions and creative approaches related to each stage of the search. The quality of the work performed was evident in the recruitment and screening phases of the process. The consultant employed a thorough and structured process that ensured a strong link between selected candidates and the needs of the district. I would highly recommend the use of **PSBA**'s Executive Search Services as their expertise proved valuable in concluding our search. This was the third search that the **PSBA** conducted during my tenure as superintendent, and I found the work to be thorough and the guidance invaluable.*

Dr. Karen Angello, Retired Superintendent
Allentown School District

*We asked **PSBA** to conduct the search for our next executive director. We found the process to be both educational and highly effective. Not only was **PSBA** able to lead us through a comprehensive and efficient search for the next executive director, we also found the process to be an excellent board development opportunity. We learned a tremendous amount from the candidates through well-structured candidate interviews, and the process allowed us to have candid, professional and open dialogue throughout the entire process. The reference checking process was very thorough, which is something we could not have done on our own. We had a tremendous experience!*

Nancy Fishman, Board Member
Capital Area Intermediate Unit #15



References

ALLENTOWN CITY SD

31 S Penn Street, PO Box 328, Allentown, PA 18105
484-765-4000

Contact: Dr. Karen Angello, Retired Superintendent
(610) 774-0462

BLUE RIDGE SD

5058 School Rd, New Milford, Pa 18834
570-465-3141

Contact: Mr. Alan Hall, Board President
(570) 879-2400

CAPITAL AREA INTERMEDIATE UNIT 15

55 Miller Street, Enola, PA 17025
717-732-8400

Contact: Nancy Fishman, Board Member
(717) 249-9006

METHACTON SCHOOL DISTRICT

1001 Kreibel Mill Road, Norristown, PA 19403
610-489-5000

Contact: Dan Sattler, Board Vice President
(610) 454-0331

MILLCREEK TOWNSHIP SD

3740 W. 26th St, Erie, PA 16506
814-835-5300

Contact: Mike Palermo, Board President
(814) 833-0700

PUNXSUTAWNEY AREA SD

475 Beyer Ave, Punxsutawney, PA 15767
814-938-5151

Contact: Gary Conrad, Board President
(814) 938-3840

SOUTH FAYETTE TOWNSHIP SD

3680 Old Oakdale Rd, McDonald, PA 15057
412-221-4542

Contact: Len Fornella, Board Member
(412) 394-6533

WOODLAND HILLS SD

2430 Greenburg Pike, Pittsburgh, PA 15221
412-731-1300

Contact: Marilyn Messina, Board President
(412) 418-2143



PSBA EXECUTIVE SEARCHES

2005 - Present

ALLEGHENY CLARION VALLEY SCHOOL DISTRICT

PO Box 100
Foxburg, PA 16036-0110
(724) 659-5820

ALLEGHENY INTERMEDIATE UNIT #3

475 E. Waterfront Drive
Homestead, PA 15120
(412) 394-5700

ANNVILLE-CLEONA SCHOOL DISTRICT

520 S. White Oak Street
Annville, PA 17003-2200
(717) 867-7600

BERWICK AREA SCHOOL DISTRICT

500 Line Street
Berwick, PA 18603
(570) 759-6400

BLAIRSVILLE-SALTSBURG SCHOOL DISTRICT

102 School Lane
Blairsville, PA 15717
(724) 459-5500

BLOOMSBURG AREA SCHOOL DISTRICT

728 E. 5th Street
Bloomsburg, PA 17815
(570) 784-5000

BLUE MOUNTAIN SCHOOL DISTRICT

685 Red Dale Road
Orwigsburg, PA 17961
(570) 366-0515

BLUE RIDGE SCHOOL DISTRICT

5058 School Road
New Milford, PA 18834-9503
(570) 465-3141

BOYERTOWN AREA SCHOOL DISTRICT

911 Montgomery Avenue
Boyertown, PA 19512-9607
(610) 367-6031

CAPITAL AREA INTERMEDIATE UNIT #15

55 Miller Street
Summerdale, PA 17093
(717) 732-8400

CARBON LEHIGH IU 21

4210 Independence Drive
Schnecksville, PA 18078-2580
(610) 769-4111

CENTRAL INTERMEDIATE UNIT #10

345 Link Road
West Decatur, PA 16878
(814) 342-0884

CHAMBERSBURG AREA SCHOOL DISTRICT

435 Stanley Avenue
Chambersburg, PA 17201-3405
(717) 263-9281

CHELTENHAM TOWNSHIP SCHOOL DISTRICT

2000 Ashbourne Road
Elkins Park, PA 19027-1031
(215) 886-9500

CHICHESTER SCHOOL DISTRICT

P.O. Box 2100
Boothwyn, PA 19061
(610) 485-6881

CLARION-LIMESTONE AREA SCHOOL DISTRICT

4091 Clarion Limestone School Road
Strattanville, PA 16258-9720
(814) 764-5111

CLEARFIELD AREA SCHOOL DISTRICT

438 River Road
Clearfield, PA 16830
(814) 765-5511

CRANBERRY AREA SCHOOL DISTRICT

3 Education Drive
Seneca, PA 16346-9709
(814) 676-5628



CUMBERLAND VALLEY SCHOOL DISTRICT

6746 Carlisle Pike
Mechanicsburg, PA 17055-1796
(717) 697-8261

DANVILLE AREA SCHOOL DISTRICT

600 Walnut Street
Danville, PA 17821-9131
(570) 271-3268

DONEGAL SCHOOL DISTRICT

1051 Koser Road
Mt Joy, PA 17552
(717) 653-1447

DOVER AREA SCHOOL DISTRICT

2 School Lane
Dover, PA 17315-1498
(717) 292-3671

EAST PENN SCHOOL DISTRICT

800 Pine Street
Emmaus, PA 18049
(610) 966-8300

EASTON AREA SCHOOL DISTRICT

1801 Bushkill Drive
Easton, PA 18040
(610) 250-2400

ELIZABETHTOWN AREA SCHOOL DISTRICT

600 E. High Street
Elizabethtown, PA 17022
(717) 367-1521

ELIZABETH FORWARD SCHOOL DISTRICT

401 Rock Run Road
Elizabeth, PA 15037
(412) 896-2300

ERIE CITY SCHOOL DISTRICT

148 W. 2nd Street
Erie, PA 16502-0000
(814) 874-6000

EXETER TOWNSHIP SCHOOL DISTRICT

3650 Perkiomen Avenue
Reading, PA 19606-2798
(610) 779-0700

FRAZIER SCHOOL DISTRICT

42 Constitution Street
Perryopolis, PA 15473-1390
(724) 736-4432

GREENVILLE AREA SCHOOL DISTRICT

9 Donation Road
Greenville, PA 16125-1789
(724) 588-2500

HAMPTON TOWNSHIP SCHOOL DISTRICT

4591 School Road
Allison Park, PA 15101
(412) 492-6302

HANOVER PUBLIC SCHOOL DISTRICT

403 Moul Avenue
Hanover, PA 17331
(717) 637-9000

HARBOR CREEK SCHOOL DISTRICT

6375 Buffalo Road
Harborcreek, PA 16421-1632
(814) 897-2100

HEMPFIELD AREA SCHOOL DISTRICT

R R 6 Box 76
Greensburg, PA 15601-9315
(412) 834-2590

INTERBORO SCHOOL DISTRICT

900 Washington Avenue
Prospect Park, PA 19076-1412
(610) 461-6700

IROQUOIS SCHOOL DISTRICT

800 Tyndall Avenue
Erie, PA 16411
(814) 899-7643

KANE AREA SCHOOL DISTRICT

400 West Hemlock Avenue
Kane, PA 16735-1696
(814) 837-9570

KENNETT CONSOLIDATED SCHOOL DISTRICT

300 East South Street
Kennett Square, PA 19348-3297
(610) 444-6600

KUTZTOWN AREA SCHOOL DISTRICT

50 Trexler Avenue
Kutztown, pa 19530
(610) 683-7361

**LAKEVIEW SCHOOL DISTRICT**

2482 Mercer Street
Stoneboro, PA 16153
(724) 376-7911

METHACTON SCHOOL DISTRICT

1001 Kriebel Mill Road
Norristown, PA 19403-1047
(610) 489-5000

MIDD-WEST SCHOOL DISTRICT

568 E. Main Street
Middleburg, PA 17842
(570) 837-0046

MILLCREEK TOWNSHIP SCHOOL DISTRICT (superintendent and asst. superintendent)

3740 W. 26th Street
Erie, PA 16506
(814) 835-5300

MOON AREA SCHOOL DISTRICT

8353 University Boulevard
Moon Township, PA 15108-2957
(412) 264-9440

NEW KENSINGTON ARNOLD SCHOOL DISTRICT

701 Stevenson Boulevard
New Kensington, PA 15068-5372
(724) 335-8581

NEWPORT SCHOOL DISTRICT

Box 9 Fickes Lane
Newport, PA 17074
(717) 567-3806

NORTH EAST SCHOOL DISTRICT

50 East Division Street
North East, PA 16428-1350
(814) 725-8671

NORTH POCONO SCHOOL DISTRICT

701 Church Street
Moscow, PA 18444-9392
(717) 842-7659

NORTHAMPTON AREA SCHOOL DISTRICT

1617 Laubach Avenue, Box 118
Northampton, PA 18067-0118
(610) 262-7811

NORTHWESTERN SCHOOL DISTRICT

100 Harthan Way
Albion, PA 16401-1368
(814) 756-9400

PERKIOMEN VALLEY SCHOOL DISTRICT

3 Iron Bridge Drive
Collegeville, PA 19426
(610) 489-8506

PLEASANT VALLEY SCHOOL DISTRICT

Route 115
Brodheads ville, PA 18322
(570) 402-1000

PLUM BOROUGH SCHOOL DISTRICT

900 Elicker Road
Plum, PA 15239
(412) 795-0100

PUNXSUTAWNEY AREA SCHOOL DISTRICT

40 North Street
Punxsutawney, PA 15767-1467
(814) 936-5001

REYNOLDS SCHOOL DISTRICT

531 Reynolds Road
Greenville, PA 16125
(724) 646-5500

RIVERSIDE SCHOOL DISTRICT

300 Davis Street
Taylor, PA 18517-1938
(570) 562-2651

SPRING COVE SCHOOL DISTRICT

1100 E Main Street
Roaring Spring, PA 16673-1633
(814) 224-5124

SOUDERTON AREA SCHOOL DISTRICT

760 Lower Road
Souderton, PA 18964-2311
(215) 723-6061

SOUTH ALLEGHENY SCHOOL DISTRICT

2743 Washington Boulevard
McKeesport, PA 15133-2017
(412) 675-5469

SOUTH EASTERN SCHOOL DISTRICT

377 Main Street
Fawn Grove, PA 17321-9545
(717) 382-4843



SOUTHEAST DELCO SCHOOL DISTRICT

1560 Delmar Drive
Folcroft, PA 19032-0328
(610) 522-4300

SPRING GROVE AREA SCHOOL DISTRICT

100 E. College Avenue
Spring Grove, PA 17362
(717) 225-4731

STATE COLLEGE AREA SCHOOL DISTRICT

131 West Nittany Avenue
State College, PA 16801
(814) 231-1011

STROUDSBURG AREA SCHOOL DISTRICT

123 Linden Street
Stroudsburg, PA 18360
(570) 421-1990

SUSQUENITA SCHOOL DISTRICT

1725 Schoolhouse Road
Duncannon, PA 17020
(717) 957-6000

TROY AREA SCHOOL DISTRICT

310 Elmira Street
Troy, PA 16947-0067
(570) 297-2750

TULPEHOCKEN AREA SCHOOL DISTRICT

428 New Schaefferstown Road
Bernville, PA 19506
(610) 488-9955

TUSCARORA SCHOOL DISTRICT

118 East Seminary Street
Mercersburg, PA 17236-1698
(717) 328-3127

UPPER MORELAND TOWNSHIP SCHOOL DISTRICT

2900 Terwood Road
Willow Grove, PA 19090-1431
(215) 659-6800

WARWICK SCHOOL DISTRICT

(superintendent and asst. superintendent)
301 W. Orange Street
Lititz, PA 17543
(717) 626-3734

WATTSBURG AREA SCHOOL DISTRICT

10782 Wattsburg Road
Erie, PA 16509
(814) 824-3400

WEST BRANCH AREA SCHOOL DISTRICT

516 Allport Cutoff
Morrisdale, PA 16858
(814) 345-6832

WEST PERRY SCHOOL DISTRICT

2606 Shermans Valley Road
Elliottsburg, PA 17024
(717) 789-3934

WELLSBORO AREA SCHOOL DISTRICT

2 Charles Street
Wellsboro, PA 16901-1401
(570) 724-4424

WILLIAM PENN SCHOOL DISTRICT

100 Green Avenue Annex
Lansdowne, PA 19050
(610) 284-8000

WILSON AREA SCHOOL DISTRICT

2040 Washington Blvd.
Easton, PA 18042-3890
(610) 258-0841

WOODLAND HILLS SCHOOL DISTRICT

2430 Greensburg pike
Pittsburgh, PA 15221
(412) 731-1300