

STATISTICAL



1919

The Pennsylvania Public School Employees' Retirement Act passed in 1917 went into full effect with the merger of 13 school district retirement systems into the new Commonwealth-wide System. Membership was 37,503.





Statistical Section Narrative

To assist readers in the assessment of the System's economic condition, the Statistical Section of this Comprehensive Annual Financial Report presents information to add historical perspective, context, and detail to the financial statements, notes to financial statements, and required supplementary information presented in the preceding sections. To provide historical perspective and a sense of trend, the exhibits in this Section are presented in multiple-year formats. The information is categorized into four topical groups: *Financial Trends*, *Revenue Capacity*, *Demographic and Economic Information*, and *Operating Information*.

Financial Trends

The ***Schedule of Trend Data*** provides key financial, actuarial, and demographic information for a ten-year period ended June 30, 2008.

The ***Schedule of Total Changes in Plan Net Assets*** shows the historical combined effects of the additions and deductions of plan net assets over the ten-year period ended June 30, 2008.

The schedule of ***Additions to Plan Net Assets*** provides tabular and visual details of the additions to the System's plan net assets over the ten-year period ended June 30, 2008.

The schedule of ***Deductions from Plan Net Assets*** provides tabular and visual details of the deductions from the System's plan net assets over the ten-year period ended June 30, 2008.

Revenue Capacity

The ***Schedule of Investment Income*** provides a ten-year perspective on the System's largest source of revenue, Net Investment Income, over the ten-year period ended June 30, 2008.

Demographic and Economic Information

The ***Schedule of Summary Membership Data*** provides general populations and statistics relating to the System's active membership over the ten-year period ended June 30, 2007.

The ***Schedule of Summary Annuity Data*** provides general populations and statistics relating to the System's annuitants over the ten-year period ended June 30, 2007.

The schedule of ***Components of Total Contribution Rate*** provides a long-term historical perspective of the actuarially required contribution rates to the System's members and employers.

The ***Schedule of Retired Members by Type of Benefit*** provides summary statistics relating to the PSERS annuitants' receipt of annuities over the ten-year period ended June 30, 2007.

Operating Information

The list of ***Ten Largest Employers*** shows the System's ten largest employers in terms of reported members. Due to the stable comparable populations of school employees in PSERS' employers over the years, a single presentation provides perspective for a ten-year period.

The ***Schedule of Employers*** provides the full list of PSERS' employers.

Schedule of Trend Data*

For years ending June 30,	2008	2007	2006	2005	2004	2003	2002	2001	2000	1999
Contribution Rates:										
Total Pension %	6.44	5.72	4.00	4.00	2.98	.18	0.00	1.64	4.36	5.89
Health Care Insurance Premium Assistance %	.69	.74	.69	.23	.79	.97	1.09	.30	.25	.15
Total Employer %	7.13	6.46	4.69	4.23	3.77	1.15	1.09	1.94	4.61	6.04
Average Member %	7.25	7.21	7.16	7.12	7.08	7.10	6.43	5.77	5.72	5.69
Contributions:										
Employer & CMS \$	863,275	774,097	544,884	457,808	406,722	116,456	109,450	185,716	412,783	526,960
Member \$	1,039,161	999,507	982,846	955,509	944,422	897,307	805,567	721,725	680,040	646,507
Average Annual Member Compensation \$	#	43,217	43,361	41,210	40,463	39,128	38,658	38,695	38,169	36,903
Market Value of Assets \$	#	67,438,000	57,328,000	52,033,534	48,484,506	42,446,826	43,576,553	48,143,327	53,412,950	48,971,751
Actuarial Value of Assets \$	#	57,155,000	52,558,000	51,219,300	52,094,500	52,900,500	54,296,400	54,830,300	49,293,047	44,606,526
Accrued Actuarial Liability \$	#	66,593,000	64,720,000	61,129,444	56,978,143	54,313,328	51,693,207	47,870,922	39,771,604	37,499,115
Funded Ratio %	#	85.8	81.2	83.7	91.2	97.2	104.8	114.4	123.8	119.0
Total Benefits & Refunds \$	4,941,681	4,320,440	4,115,865	3,877,842	3,497,365	3,102,684	2,913,163	2,297,332	2,382,277	2,456,383
Average Pension \$	21,653	20,970	20,236	19,343	18,464	17,469	15,899	14,105	14,029	13,777
Annuitants & Beneficiaries	175,803	168,026	161,813	156,519	151,552	145,693	141,414	132,716	134,058	132,869
Active Members	279,278	264,023	263,350	255,465	247,901	246,700	242,616	243,311	234,210	223,495

* All dollar amounts are in thousands, except Average Annual Member Compensation and Average Pension.

Data for these categories relate to the actuarial valuation for fiscal year ended June 30, 2008. Results for this valuation are not available at publication date.

Schedule of Total Changes in Plan Net Assets 10 Year Trend (Dollar Amounts in Thousands)

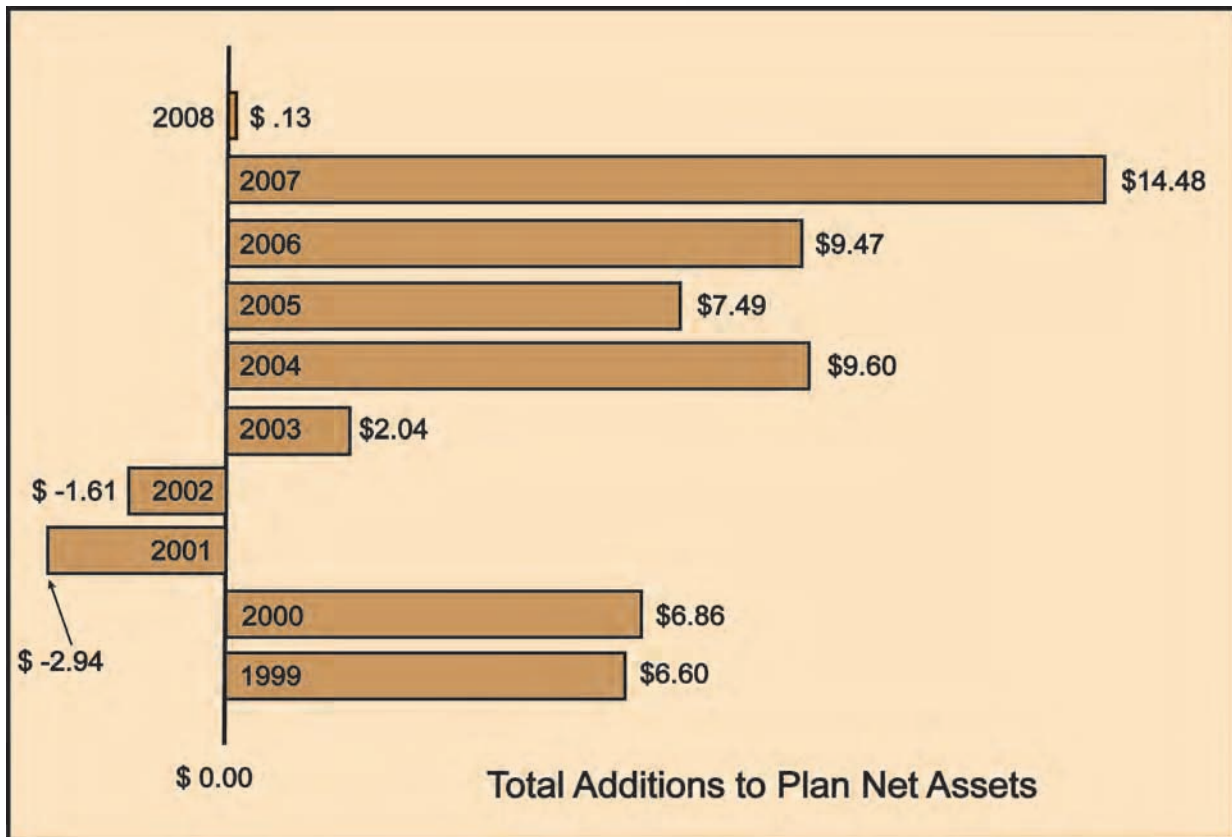
Year Ending June 30,	Additions to Plan Net Assets					Deductions from Plan Net Assets					Net Increase / (Decrease)
	Member Contributions	Employer and CMS Contributions	Net Investment Income	Total Additions	Benefits	Lump-Sum and Installment	Refunds of Contributions	Administrative	Net Transfers	Total Deductions	
2008	\$ 1,039,161	\$ 863,275	\$ (1,775,585)	\$ 126,851	\$ 3,632,461	\$ 1,263,350	\$ 28,713	\$ 49,250	\$ 17,157	\$ 4,990,931	\$ (4,864,080)
2007	999,507	774,097	12,702,721	14,476,325	3,440,819	855,431	18,180	50,482	6,010	4,370,922	10,105,403
2006	982,846	544,884	7,942,639	9,470,369	3,260,712	830,361	16,330	48,629	8,462	4,164,494	5,305,875
2005	955,509	457,808	6,081,497	7,494,814	3,158,661	692,089	16,233	42,645	10,859	3,920,487	3,574,327
2004	944,422	406,722	8,244,604	9,595,748	2,906,344	559,939	14,767	49,202	16,315	3,546,567	6,049,181
2003	897,307	116,456	1,022,467	2,036,230	2,591,130	485,495	13,943	42,278	12,116	3,144,962	(1,108,732)
2002	805,567	109,450	(2,523,025)	(1,608,008)	2,293,687	595,184	14,858	35,373	9,434	2,948,536	(4,556,544)
2001	721,725	185,716	(3,843,713)	(2,936,272)	2,087,868	176,228	22,369	34,854	10,867	2,332,186	(5,268,458)
2000	680,040	412,783	5,765,133	6,857,956	2,048,792	306,329	22,446	29,333	4,710	2,411,610	4,446,346
1999	646,507	526,960	5,428,659	6,602,126	1,834,494	591,532	20,110	27,786	10,247	2,484,169	4,117,957



Additions to Plan Net Assets 10 Year Trend (Dollar Amounts in Thousands)

Fiscal Year	Members Contributions	Employers & CMS Contributions		Net Investment Income / (Loss)	Total Additions
		Dollar Amount	Percentage of Covered Payroll		
2008	\$ 1,039,161	\$ 863,275	7.13 %	\$ (1,775,585)	\$ 126,851
2007	999,507	774,097	6.46	12,702,721	14,476,325
2006	982,846	544,884	4.69	7,942,639	9,470,369
2005	955,509	457,808	4.23	6,081,497	7,494,814
2004	944,422	406,722	3.77	8,244,604	9,595,748
2003	897,307	116,456	1.15	1,022,467	2,036,230
2002	805,567	109,450	1.09	(2,523,025)	(1,608,008)
2001	721,725	185,716	1.94	(3,843,713)	(2,936,272)
2000	680,040	412,783	4.61	5,765,133	6,857,956
1999	646,507	526,960	6.04	5,428,659	6,602,126

(Dollar Amounts in Billions)

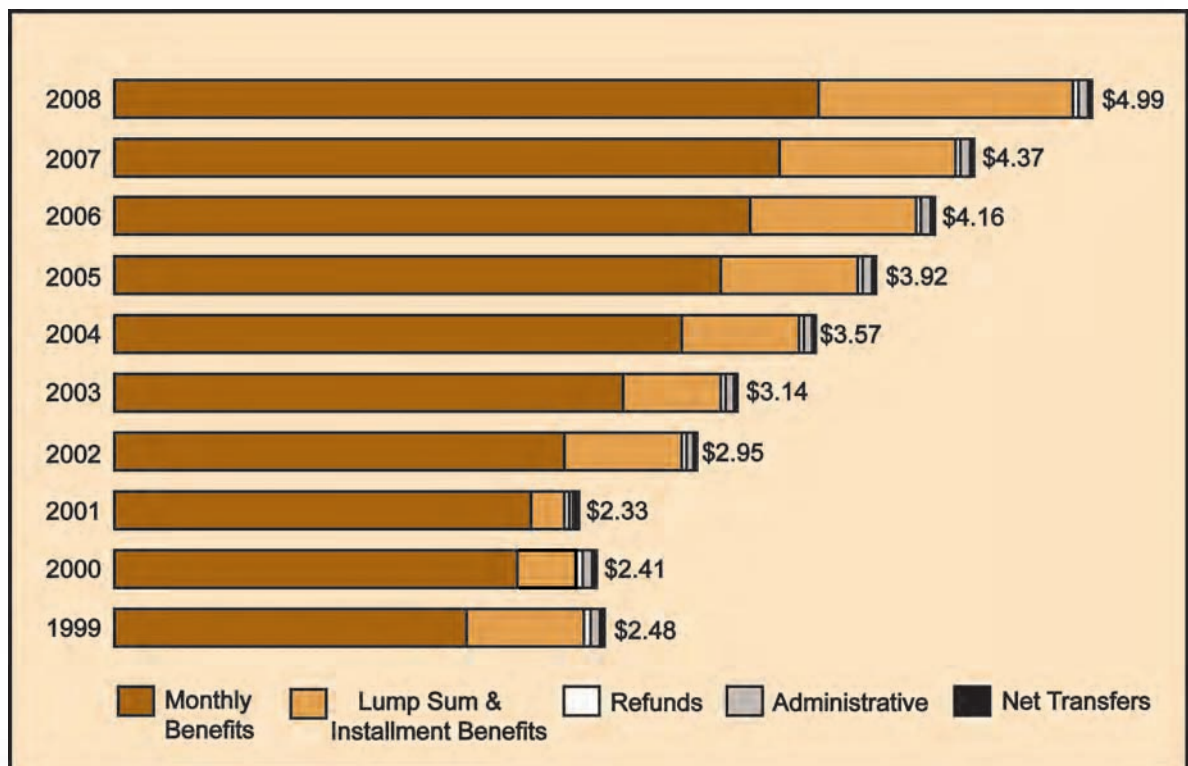


Deductions from Plan Net Assets 10 Year Trend (Dollar Amounts in Thousands)

Fiscal Year	Benefits		Refunds	Administrative	Net Transfers*	Total Deductions
	Monthly Benefits	Lump-Sum and Installment				
2008	\$ 3,632,461	\$ 1,263,350	\$ 28,713	\$ 49,250	\$ 17,157	\$ 4,990,931
2007	3,440,819	855,431	18,180	50,482	6,010	4,370,922
2006	3,260,712	830,361	16,330	48,629	8,462	4,164,494
2005	3,158,661	692,089	16,233	42,645	10,859	3,920,487
2004	2,906,344	559,939	14,767	49,202	16,315	3,546,567
2003	2,591,130	485,495	13,943	42,278	12,116	3,144,962
2002	2,293,687	595,184	14,858	35,373	9,434	2,948,536
2001	2,087,868	176,228	22,369	34,854	10,867	2,332,186
2000	2,048,792	306,329	22,446	29,333	4,710	2,411,610
1999	1,834,494	591,532	20,110	27,786	10,247	2,484,169

* Net transfers to the Commonwealth of Pennsylvania, State Employees' Retirement System.

(Dollar Amounts in Billions)



Schedule of Investment Income 10 Year Trend

(Dollar Amounts in Thousands)

For years ending June 30,	2008	2007	2006	2005	2004	2003	2002	2001	2000	1999
Investment income:										
From investing activities:										
Net appreciation (depreciation) in fair value of investments	\$ (3,763,381)	\$ 10,457,561	\$ 5,968,866	\$ 4,462,384	\$ 6,871,417	\$ (172,506)	\$ (3,826,705)	\$ (5,137,619)	\$ 4,129,236	\$ 4,068,463
Investment income	2,338,079	2,532,993	2,162,096	1,795,687	1,549,791	1,358,997	1,450,203	1,413,964	1,739,049	1,431,399
Total investment activity income (loss)	(1,425,302)	12,990,554	8,130,962	6,258,071	8,421,208	1,186,491	(2,376,502)	(3,723,655)	5,868,285	5,499,862
Investment expenses	(399,136)	(313,758)	(211,279)	(192,677)	(191,300)	(179,056)	(162,777)	(143,685)	(124,576)	(88,929)
Net income (loss) from investing activities	(1,824,438)	12,676,796	7,919,683	6,065,394	8,229,908	1,007,435	(2,539,279)	(3,867,340)	5,743,709	5,410,933
From securities lending activities:										
Securities lending income	319,107	419,762	270,447	125,882	46,075	43,870	57,391	147,852	161,416	163,445
Securities lending expense	(270,254)	(393,837)	(247,491)	(109,779)	(31,379)	(28,838)	(41,137)	(124,225)	(139,992)	(145,719)
Net income from securities lending activities	48,853	25,925	22,956	16,103	14,696	15,032	16,254	23,627	21,424	17,726
Total net investment income (loss)	(1,775,585)	12,702,721	7,942,639	6,081,497	8,244,604	1,022,467	(2,523,025)	(3,843,713)	5,765,133	5,428,659



Schedule of Summary Membership Data 10 Year Trend *

(Dollar Amounts in Thousands)

For year ended June 30,	Male			Female			Total Number of Active Members
	Average Age	Average Service	Average Annual Salaries	Average Age	Average Service	Average Annual Salaries	
2007	44.5	11.7	\$ 49,220	44.7	10.5	\$ 40,958	264,023
2006	44.6	12.0	49,153	44.7	10.7	41,155	263,350
2005	44.9	12.6	47,416	45.0	11.0	38,832	255,465
2004	45.1	13.0	47,103	45.1	11.1	37,901	247,901
2003	45.1	13.5	45,947	45.0	11.2	36,465	246,700
2002	45.2	14.0	45,182	44.9	11.3	36,073	242,616
2001	45.5	14.6	45,686	44.9	11.6	35,852	243,311
2000	45.2	14.4	45,049	44.6	11.3	35,331	234,210
1999	45.2	14.6	43,498	44.7	11.5	34,132	223,495
1998	45.4	15.2	43,239	44.7	11.7	33,799	220,703

* Actuarial Valuation for year ended June 30, 2007 is most current valuation completed at publication date.





Schedule of Summary Annuity Data 10 Year Trend *

For year ended June 30,	Number of Annuitants & Beneficiaries	Total Annual Annuities **	Average Annual Annuity
2007	168,026	\$ 3,523,000	\$ 20,970
2006	161,813	3,274,000	20,236
2005	156,519	3,027,550	19,343
2004	151,552	2,798,211	18,464
2003	145,693	2,545,135	17,469
2002	141,414	2,248,291	15,899
2001	132,716	1,871,995	14,105
2000	134,058	1,880,644	14,028
1999	132,869	1,830,582	13,777
1998	126,814	1,652,645	13,032

* Actuarial Valuation for year ended June 30, 2007 is most current valuation completed at publication date.

** Total Annual Annuities dollar amounts expressed in millions.





Components of Total Contribution Rate (In Percentages)

Employer Year	Employer Payroll	Member Contribution (Average)	Employer Contribution					Grand Total Contribution Rate
			(Funded) / Unfunded		Heath Insurance			
			Normal Requirement (A)	Accrued Liability (B)	Employer Pension Rate	Premium Assistance Contribution (C)	Total Employer Rate	
2007-2008	\$ 12,881,244	7.25%	6.68%	(0.24)%	6.44%	.69%	7.13%	14.38%
2006-2007	11,821,951	7.21	6.62	(0.95)	5.72	.74	6.46	13.67
2005-2006	11,505,093	7.16	7.61	(4.28)	4.00	.69	4.69	11.85
2004-2005	11,062,589	7.12	7.48	(7.10)	4.00	.23	4.23	11.35
2003-2004	10,030,705	7.08	7.25	(4.27)	2.98	.79	3.77	10.85
2002-2003	9,652,881	7.10	7.20	(10.03)	0.18	.97	1.15	8.25
2001-2002	9,378,944	6.43	5.63	(6.05)	0.00	1.09	1.09	7.52
2000-2001	9,414,884	5.77	6.29	(4.65)	1.64	.30	1.94	7.71
1999-2000	8,939,598	5.72	6.40	(2.04)	4.36	.25	4.61	10.33
1998-1999	8,247,602	5.69	6.33	(0.44)	5.89	.15	6.04	11.73
1997-1998	8,091,481	5.65	6.44	2.17	8.61	.15	8.76	14.41
1996-1997	7,745,001	5.62	6.44	3.56	10.00	.60	10.60	16.22
1995-1996	7,616,585	5.59	6.43	4.67	11.10	.62	11.72	17.31
1994-1995	7,378,342	5.55	6.43	4.18	10.61	.45	11.06	16.61
1993-1994	6,885,337	5.51	7.34	5.58	12.92	.25	13.17	18.68
1992-1993	6,348,565	5.48	7.90	5.84	13.74	.50	14.24	19.72
1991-1992	6,098,222	5.46	8.00	6.40	14.40	.50	14.90	20.36
1990-1991	5,744,798	5.69	8.28	10.90	19.18		19.18	24.87
1989-1990	5,363,535	5.53	8.44	11.24	19.68		19.68	25.21

The total contribution rate is the total of the employer and member rates actuarially required for the funding of PSERS' pension and postemployment health insurance premium assistance benefits.

The total employer rate is comprised of a normal requirement, an accrued liability requirement and a postemployment healthcare insurance premium assistance requirement.

- (A) The normal requirement portion is the percentage of compensation necessary to fund any prospective pension benefits payable to the member.
- (B) The total funded / unfunded accrued liability portion is the percentage of compensation necessary to fund past pension benefit enhancements, cost-of-living adjustments and other actuarial gains and losses.
- (C) The postemployment healthcare insurance premium assistance portion is the percentage of compensation necessary to fund the postemployment health insurance premium assistance program established under the provisions of Act 23 - 1991.

Employer Payroll is the estimated or actual aggregate employer salaries used in the actuarial valuation that determined the employer contribution rates for the employer years.





Schedule of Retired Members by Type of Benefit ***

Year	Retirement Type**	Option M*		Option 1*		Option 2, 3*	
		Number of Retirees	Average Mo. Benefit	Number of Retirees	Average Mo. Benefit	Number of Retirees	Average Mo. Benefit
2007	S	49,971	\$1,868	11,727	\$1,576	19,926	\$2,144
	W	44,620	1,695	12,218	1,338	12,622	1,967
	D	5,689	1,271	6	743	1,691	1,606
	R	0	0	0	0	0	0
	B	513	955	0	0	7,036	753
		100,793		23,951		41,275	
2006	S	49,831	\$1,813	11,081	\$1,514	19,085	\$2,067
	W	43,328	1,656	10,948	1,269	11,477	1,872
	D	5,544	1,244	8	629	1,569	1,571
	R	1	5	0	0	0	0
	B	473	951	1	1,675	6,785	728
		99,177		22,038		38,916	
2005	S	49,508	\$1,737	10,385	\$1,420	18,206	\$1,965
	W	42,096	1,611	9,754	1,187	10,492	1,778
	D	5,455	1,198	9	656	1,450	1,539
	R	1	5	0	0	0	0
	B	405	908	1	1,072	6,646	690
		97,465		20,149		36,794	
2004	S	49,424	\$1,648	9,706	\$1,312	17,321	\$1,842
	W	40,944	1,556	8,582	1,073	9,551	1,669
	D	5,327	1,154	9	656	1,304	1,508
	R	1	5	0	0	0	0
	B	324	899	2	1,072	6,502	648
		96,020		18,299		34,678	
2003	S	49,231	\$1,560	8,999	\$1,186	16,408	\$1,725
	W	39,707	1,494	7,541	964	8,696	1,569
	D	5,170	1,105	9	656	1,156	1,459
	R	1	5	0	0	0	0
	B	258	881	11	542	6,348	614
		94,367		16,560		32,608	
2002	S	49,368	\$1,431	8,422	\$1,064	15,695	\$1,572
	W	38,679	1,389	6,696	820	7,948	1,415
	D	5,049	1,017	11	700	1,015	1,305
	R	1	5	0	0	0	0
	B	232	814	11	557	6,206	586
		93,329		15,140		30,864	
2001	S	47,982	\$1,241	7,681	\$857	14,453	\$1,334
	W	36,628	1,287	5,656	653	7,051	1,275
	D	4,864	909	13	567	895	1,167
	R	1	4	0	0	0	0
	B	175	790	7	426	6,029	562
		89,650		13,357		28,428	
2000	S	49,367	\$1,225	7,923	\$860	14,768	\$1,326
	W	36,620	1,288	5,623	660	7,063	1,281
	D	4,740	886	14	545	847	1,141
	R	1	4	0	0	0	0
	B	144	762	3	435	5,879	544
		90,872		13,563		28,557	
1999	S	49,255	\$1,183	8,046	\$ 855	14,641	\$1,309
	W	36,002	1,281	5,514	670	6,958	1,278
	D	4,587	854	14	545	782	1,105
	R	1	4	0	0	0	0
	B	120	754	1	1,160	5,655	519
		89,965		13,575		28,036	
1998	S	49,081	\$1,151	8,134	\$ 858	14,558	\$1,293
	W	31,568	1,131	5,253	636	6,300	1,209
	D	4,439	828	15	541	724	1,074
	R	1	4	0	0	0	0
	B	84	792	1	1,160	5,421	493
		85,173		13,403		27,003	

*** OPTIONS:**

- M - Maximum Option - Highest monthly allowance with guarantee of accumulated deductions only
- 1 - Option 1 - Maximum allowance reduced for Death Benefit protection
- 2, 3 - Option 2 & 3 - Joint and survivor annuities
- SO - Special Option - Plan approved by actuary
- BO - Beneficiary Options - Life, 5 and 10 year certain annuity plans

*** Actuarial Valuation for year ended June 30, 2007 is most current valuation completed at publication date.





Schedule of Retired Members by Type of Benefit *** (Continued)

Year	Retirement Type**	Option SO*		Option BO*		Total Retirees	% Increase of Retirees
		Number of Retirees	Average Mo. Benefit	Number of Retirees	Average Mo. Benefit		
2007	S	848	\$3,490	0	\$ 0	82,472	2.0%
	W	437	2,912	0	0	69,897	5.6%
	D	11	1,848	0	0	7,397	3.7%
	R	0	0	0	0	0	0.0%
	B	175	3,281	536	713	8,260	3.8%
		1,471		536		168,026	3.7%
2006	S	849	\$3,324	0	\$ 0	80,846	4.8%
	W	418	2,761	0	0	66,171	11.4%
	D	12	1,785	0	0	7,133	7.3%
	R	0	0	0	0	1	0.0%
	B	162	865	534	688	7,955	6.3%
		1,441		534		162,106	7.6%
2005	S	740	\$3,306	0	\$ 0	78,839	2.2%
	W	355	2,710	0	0	62,697	5.6%
	D	8	1,513	0	0	6,922	4.1%
	R	0	0	0	0	1	0.0%
	B	157	804	526	657	7,735	3.3%
		1,260		526		156,194	3.7%
2004	S	675	\$3,135	0	\$ 0	77,126	2.5%
	W	313	2,622	0	0	59,390	5.7%
	D	7	1,482	0	0	6,647	4.9%
	R	0	0	0	0	1	0.0%
	B	144	694	514	622	7,486	3.2%
		1,139		514		150,650	3.9%
2003	S	613	\$2,984	0	\$ 0	75,261	1.6%
	W	266	2,494	1	336	56,210	5.0%
	D	3	2,211	0	0	6,338	4.3%
	R	0	0	0	0	1	0.0%
	B	146	637	489	517	7,252	2.6%
		1,028		490		145,062	6.0%
2002	S	562	\$2,727	0	\$ 0	74,047	4.9%
	W	235	2,312	0	0	53,558	8.1%
	D	3	2,099	0	0	6,078	5.3%
	R	0	0	0	0	1	0.0%
	B	148	559	475	553	7,072	3.5%
		948		475		140,756	6.0%
2001	S	473	\$2,412	0	\$ 0	70,589	-2.7%
	W	202	2,186	1	336	49,538	0.1%
	D	2	2,151	0	0	5,774	3.1%
	R	0	0	0	0	1	0.0%
	B	149	513	476	517	6,836	2.6%
		826		477		132,738	-1.2%
2000	S	480	\$2,389	0	\$ 0	72,538	0.2%
	W	207	2,180	1	336	49,514	1.7%
	D	2	2,151	0	0	5,603	4.1%
	R	0	0	0	0	1	0.0%
	B	146	481	488	500	6,660	3.8%
		835		489		134,316	1.1%
1999	S	444	\$2,379	0	\$ 0	72,386	0.3%
	W	207	2,167	0	0	48,681	12.5%
	D	1	1,109	0	0	5,384	4.0%
	R	0	0	0	0	1	0.0%
	B	142	427	496	475	6,414	4.5%
		794		496		132,866	4.8%
1998	S	433	\$2,365	0	\$ 0	72,206	0.5%
	W	163	2,063	0	0	43,284	4.9%
	D	0	0	0	0	5,178	2.7%
	R	0	0	0	0	1	0.0%
	B	146	392	487	426	6,139	2.7%
		742		487		126,808	2.2%

**** RETIREMENT TYPE:**

- S - Superannuation or Normal Retirement
- W - Withdrawal or Early Retirement
- D - Disability Benefit
- R - Refund Annuity
- B - Beneficiaries Receiving Annuities

*** Actuarial Valuation for year ended June 30, 2007 is most current valuation completed at publication date.





Ten Largest Employers

(Based on count of reported members)

	Percentage of Total Active Members
1. City of Philadelphia School District	10.5 %
2. Pittsburgh School District	2.2
3. Central Bucks School District	.9
4. Reading School District	.8
5. Allentown City School District	.8
6. North Penn School District	.7
7. Bethlehem Area School District	.7
8. Pocono Mountain School District	.6
9. Erie City School District	.6
10. Pennsbury School District	.6

The top ten employers in PSERS through the years has not varied significantly. Philadelphia School District and Pittsburgh School District each year represent the largest portion of reported members from the employer population. After these two employers, the remainder of the more than 700 employers of the System each comprise less than 1% of the total active membership in PSERS.





Schedule of Employers School Districts

A

Abington
 Abington Heights
 Albert Gallatin
 Aliquippa
 Allegheny-Clarion Valley
 Allegheny Valley
 Allentown City
 Altoona Area
 Ambridge Area
 Annville-Cleona
 Antietam
 Apollo-Ridge
 Armstrong
 Athens Area
 Austin Area
 Avella Area
 Avon Grove
 Avonworth

B

Bald Eagle Area
 Baldwin-Whitehall
 Bangor Area
 Beaver Area
 Bedford Area
 Belle Vernon Area
 Bellefonte Area
 Bellwood-Antis
 Bensalem Township
 Benton Area
 Bentworth
 Berlin Brothers Valley
 Bermudian Springs
 Berwick Area
 Bethel Park
 Bethlehem Area
 Bethlehem-Center
 Big Beaver Falls Area
 Big Spring
 Blackhawk
 Blacklick Valley
 Blairsville-Saltsburg
 Bloomsburg Area
 Blue Mountain
 Blue Ridge
 Boyertown Area
 Bradford Area
 Brandywine Heights Area
 Brentwood Boro
 Bristol Boro
 Bristol Township
 Brockway Area
 Brookville Area
 Brownsville Area
 Burgettstown Area
 Burrell
 Butler Area

C

California Area
 Cambria Heights
 Cameron County
 Camp Hill
 Cannon-McMillan
 Canton Area
 Carbondale Area
 Carlisle Area
 Carlynton
 Carmichaels Area
 Catasaqua
 Centennial
 Center Area
 Central Bucks
 Central Cambria
 Central Columbia
 Central Dauphin
 Central Fulton
 Central Greene
 Central York
 Chambersburg Area
 Charleroi Area
 Chartiers-Houston
 Chartiers Valley
 Cheltenham Township
 Chester-Upland
 Chestnut Ridge
 Chichester
 Clairton
 Clarion Area
 Clarion-Limestone Area
 Claysburg-Kimmel
 Clearfield Area
 Coatesville Area
 Cocalico
 Colonial
 Columbia Boro
 Commodore Perry
 Conemaugh Township Area
 Conemaugh Valley
 Conestoga Valley
 Conewago Valley
 Conneaut
 Connellsville Area
 Conrad Weiser Area
 Cornell
 Cornwall-Lebanon
 Corry Area
 Coudersport Area
 Council Rock
 Cranberry Area
 Crawford Central
 Crestwood
 Cumberland Valley
 Curwensville Area

D

Dallas

Dallastown Area
 Daniel Boone Area
 Danville Area
 Deer Lakes
 Delaware Valley
 Derry Area
 Derry Township
 Donegal
 Dover Area
 Downingtown Area
 DuBois Area
 Dunmore
 Duquesne City

E

East Allegheny
 East Lycoming
 East Penn
 East Pennsboro Area
 East Stroudsburg
 Eastern Lancaster County
 Eastern Lebanon County
 Eastern York
 Easton Area
 Elizabeth Forward
 Elizabethtown Area
 Elk Lake
 Ellwood City Area
 Ephrata Area
 Erie City
 Everett Area
 Exeter Township

F

Fairfield Area
 Fairview
 Fannett-Metal
 Farrell Area
 Ferndale Area
 Fleetwood Area
 Forbes Road
 Forest Area
 Forest City Regional
 Forest Hills
 Fort Cherry
 Fort Le Boeuf
 Fox Chapel Area
 Franklin Area
 Franklin Regional
 Frazier
 Freedom Area
 Freeport Area





Schedule of Employers (Continued)

G

Galeton Area
 Garnet Valley
 Gateway
 General McLane
 Gettysburg Area
 Girard
 Glendale
 Governor Mifflin
 Great Valley
 Greater Johnstown
 Greater Latrobe
 Greater Nanticoke Area
 Greencastle-Antrim
 Greensburg Salem
 Greenville Area
 Greenwood
 Grove City Area

Kennett Consolidated
 Keystone
 Keystone Central
 Keystone Oaks
 Kiski Area
 Kutztown Area

Moon Area
 Morrisville Boro
 Moshannon Valley
 Mount Carmel Area
 Mount Lebanon
 Mount Pleasant Area
 Mount Union Area
 Mountain View
 Muhlenberg
 Muncy

H

Halifax Area
 Hamburg Area
 Hampton Township
 Hanover Area
 Hanover Public
 Harbor Creek
 Harmony
 Harrisburg City
 Hatboro-Horsham
 Haverford Township
 Hazleton Area
 Hempfield
 Hempfield Area
 Hermitage
 Highlands
 Hollidaysburg Area
 Homer Center
 Hopewell Area
 Huntingdon Area

L

Lackawanna Trail
 Lake Lehman
 Lakeland
 Lakeview
 Lampeter-Strasburg
 Lancaster City
 Laurel
 Laurel Highlands
 Lebanon
 Leechburg Area
 Lehigh Area
 Lewisburg Area
 Ligonier Valley
 Line Mountain
 Littlestown
 Lower Dauphin
 Lower Merion
 Lower Moreland
 Loyalsock Township

N

Nazareth Area
 Neshaminy
 Neshannock Township
 New Brighton Area
 New Castle Area
 New Hope-Solebury
 New Kensington-Arnold
 Newport
 Norristown Area
 North Allegheny
 North Clarion County
 North East
 North Hills
 North Penn
 North Pocono
 North Schuylkill
 North Star
 Northampton Area
 Northeast Bradford
 Northeastern York County
 Northern Bedford County
 Northern Cambria
 Northern Lebanon
 Northern Lehigh
 Northern Potter
 Northern Tioga
 Northern York County
 Northgate
 Northwest Area
 Northwestern
 Northwestern Lehigh
 Norwin

M

Mahanoy Area
 Manheim Central
 Manheim Township
 Marion Center Area
 Marple Newtown
 Mars Area
 McGuffey
 McKeesport Area
 Mechanicsburg Area
 Mercer Area
 Methacton
 Meyersdale Area
 Mid Valley
 Midd-West
 Middletown Area
 Midland Boro
 Mifflin County
 Mifflinburg Area
 Millcreek Township
 Millersburg Area
 Millville Area
 Milton Area
 Minersville Area
 Mohawk Area
 Monaca
 Monessen
 Moniteau
 Montgomery Area
 Montour
 Montoursville Area
 Montrose Area

O

Octorara Area
 Oil City Area
 Old Forge
 Oley Valley
 Oswayo Valley
 Otto Eldred
 Owen J. Roberts
 Oxford Area

I

Indiana Area
 Interboro
 Iroquois

J

Jamestown Area
 Jeannette City
 Jefferson-Morgan
 Jenkintown
 Jersey Shore Area
 Jim Thorpe Area
 Johnsonburg Area
 Juniata County
 Juniata Valley

K

Kane Area
 Karns City Area





Schedule of Employers (Continued)

P

Palisades
 Palmerton Area
 Palmyra Area
 Panther Valley
 Parkland
 Pen Argyl Area
 Penn Cambria
 Penn Crest
 Penn Delco
 Penn Hills
 Penn Manor
 Penn Trafford
 Pennridge
 Penns Manor
 Penns Valley Area
 Pennsbury
 Pequea Valley
 Perkiomen Valley
 Peters Township
 Philadelphia
 Philipsburg-Osceola
 Phoenixville Area
 Pine Grove Area
 Pine-Richland
 Pittsburgh
 Pittston Area
 Pleasant Valley
 Plum Boro
 Pocono Mountain
 Port Allegany
 Portage Area
 Pottsgrove
 Pottstown
 Pottsville Area
 Punxsutawney Area
 Purchase Line

Q

Quaker Valley
 Quakertown Community

R

Radnor Township
 Reading
 Red Lion Area
 Redbank Valley
 Reynolds
 Richland
 Ridgway Area
 Ridley
 Ringgold
 Riverside
 Riverside Beaver County
 Riverview
 Rochester Area
 Rockwood Area
 Rose Tree Media

S

Saint Clair Area
 Saint Marys Area
 Salisbury-Elk Lick
 Salisbury Township
 Saucon Valley
 Sayre Area
 Schuylkill Haven Area
 Schuylkill Valley
 Scranton City
 Selinsgrove Area
 Seneca Valley
 Shade-Central City
 Shaler Area
 Shamokin Area
 Shanksville-Stonycreek
 Sharon City
 Sharpsville Area
 Shenandoah Valley
 Shenango Area
 Shikellamy
 Shippensburg Area
 Slippery Rock Area
 Smethport Area
 Solanco
 Somerset Area
 Souderton Area
 South Allegheny
 South Butler County
 South Eastern
 South Fayette Township
 South Middleton
 South Park
 South Side Area
 South Western
 South Williamsport Area
 Southeast Delco
 Southeastern Greene
 Southern Columbia Area
 Southern Fulton
 Southern Huntingdon
 Southern Lehigh
 Southern Tioga
 Southern York County
 Southmoreland
 Spring Cove
 Spring-Ford Area
 Spring Grove Area
 Springfield
 Springfield Township
 State College Area
 Steel Valley
 Steelton-Highspire
 Sto-Rox
 Stroudsburg Area
 Sullivan County
 Susquehanna Community
 Susquehanna Township
 Susquenita

T

Tamaqua Area
 Titusville Area
 Towanda Area
 Tredyffrin-Easttown
 Tri-Valley
 Trinity Area
 Troy Area
 Tulpehocken Area
 Tunkhannock Area
 Turkeyfoot Valley
 Tuscarora
 Tussey Mountain
 Twin Valley
 Tyrone Area

U

Union
 Union Area
 Union City Area
 Uniontown Area
 Unionville-Chadds Ford
 United
 Upper Adams
 Upper Darby
 Upper Dauphin Area
 Upper Dublin
 Upper Merion Area
 Upper Moreland
 Upper Perkiomen
 Upper Saint Clair

V

Valley Grove
 Valley View

W

Wallenpaupack Area
 Wallingford Swarthmore
 Warren County
 Warrior Run
 Warwick
 Washington
 Wattsburg Area
 Wayne Highlands
 Waynesboro Area
 Weatherly Area
 Wellsboro Area
 West Allegheny
 West Brank Area
 West Chester Area
 West Greene
 West Jefferson Hills
 West Middlesex Area
 West Mifflin Area
 West Perry
 West Shore





Schedule of Employers (Continued)

West York Area
 Western Beaver County
 Western Wayne
 Westmon Hilltop
 Whitehall-Coplay
 Wilkes-Barre Area
 Wilkinsburg
 William Penn
 Williams Valley
 Williamsburg Community
 Williamsport Area
 Wilmington Area
 Wilson
 Wilson Area
 Windber Area
 Wissahickon
 Woodland Hills
 Wyalusing Area
 Wyoming Area
 Wyoming Valley West
 Wyomissing Area

Y

York
 York Suburban
 Yough

Area Vocational Technical Schools

A. W. Beattie Career Center	Eastern Westmoreland CTC	Mon Valley CTC
Admiral Peary AVTS	Erie County Technical School	Monroe County AVTS
Beaver County AVTS	Fayette County AVTS	Northern Tier Career Center
Bedford County Technical Center	Forbes Road Career and Technology Center	North Fayette County AVTS
Berks Career and Technical Center	Franklin County CTC	North Montco Technical Career Center
Bethlehem AVTS	Fulton County AVTS	North Westmoreland County AVTS
Bucks County AVTS	Greater Altoona CTC	Northumberland County AVTS
Butler County AVTS	Greater Johnstown AVTS	Parkway West AVTS
Carbon County AVTS	Greene County AVTS	Reading-Muhlenberg AVTS
Career Institute of Technology	Huntingdon County CTC	Schuylkill County AVTS
Central Montgomery County CTS	Indiana County Technology Center	Somerset County Technology Center
Central Westmoreland CTC	Jefferson County-DuBois AVTS	Steel Center AVTS
Central PA Institute for Science and Technology	Juniata - Mifflin County AVTS	SUN Area CTC
Clarion County Career Center	Lancaster County CTC	Susquehanna County CTC
Clearfield County CTC	Lawrence County AVTS	Upper Bucks County AVTS
Columbia-Montour AVTS	Lebanon County AVTS	Venango Technology Center
Crawford County AVTS	Lehigh Career and Technical Institute	West Side AVTS
CTC of Lackawanna County	LENAPE AVTS	Western Area CTC
Cumberland-Perry AVTS	Lycoming County Career Consortium	Western Center for Technical Studies
Dauphin County Technical School	Mercer County AVTS	Wilkes-Barre AVTS
Delaware County AVTS	Middle Bucks Institute of Technology	York County AVTS
Eastern Center for Arts and Technology		





Schedule of Employers (Continued)

Intermediate Units

Allegheny #3
 Appalachia #8
 Arin #28
 Beaver Valley #27
 Berks County #14
 Blast #17
 Bucks County #22
 Capital Area #15
 Carbon Lehigh #21
 Central #10
 Central Susquehanna #16

Chester County #24
 Colonial Northampton #20
 Delaware County #25
 Intermediate Unit #1
 Lancaster Lebanon #13
 Lincoln #12
 Luzerne #18
 Midwestern #4
 Montgomery County #23
 Northeastern Education #19
 Northwest Tri County #5

Pittsburgh Mt. Oliver #2
 Riverview #6
 Schuylkill #29
 Seneca Highlands #9
 Tuscarora #11
 Westmoreland #7

Colleges / Universities

State System of Higher Education
 Bloomsburg University
 California University
 Cheyney University
 Clarion University
 East Stroudsburg University
 Education Resource
 Edinboro University
 Indiana University
 Kutztown University
 Lock Haven University
 Mansfield University
 Millersville University
 Shippensburg University
 Slippery Rock University
 West Chester University

Bucks County Community College
 Butler County Community College
 Community College of Allegheny County
 Community College of Beaver County
 Community College of Delaware County
 Community College of Philadelphia
 Harrisburg Area Community College
 Lehigh Carbon Community College
 Luzerne County Community College
 Montgomery County Community College
 Northampton County Area Community College
 Pennsylvania College of Technology
 Pennsylvania State University
 Reading Area Community College
 Westmoreland County Community College

Other

Berks County Earned Income Tax Bureau
 Department of Corrections - Commonwealth of Pennsylvania
 Department of Education - Commonwealth of Pennsylvania
 Lancaster County Academy
 Overbrook School for the Blind

Pennsylvania School Boards Association
 Pennsylvania School for the Deaf
 Scotland School for Veterans Children
 Thaddeus Stevens School of Technology
 Western Pennsylvania School for the Blind
 Western Pennsylvania School for the Deaf
 York County High





Schedule of Employers (Continued)

Charter Schools (C.S.)

21st Century Cyber C.S.
 Achievement House C.S.
 Ad Prima C.S.
 Agora Cyber C.S.
 Alliance for Progress C.S.
 Architecture & Design C.S.
 Avon Grove C.S.
 Bear Creek Community C.S.
 Beaver Area Academic C.S.
 Belmont C.S.
 Boys Latin of Philadelphia C.S.
 Bucks County Montessori C.S.
 Career Connections C.S.
 Center for Student Learning C.S. at Pennsbury
 Central PA Digital Learning Foundation C.S.
 Centre Learning Community C.S.
 Chester County Family Academy C.S.
 Christopher Columbus C.S.
 City Charter High School
 Collegium C.S.
 Commonwealth Connections Academy C.S.
 Crispus Attucks Youthbuild C.S.
 Delaware Valley C.S.
 Discovery C. S.
 Dr. Robert Ketterer C.S.
 Erin Dudley Forbes C.S.
 Eugenio Maria de Hostos Community Bilingual C.S.
 Evergreen Community C.S.
 Family C.S.
 Fell C.S.
 First Philadelphia C.S. for Literacy
 Folk Arts - Cultural Treasures C.S.
 Franklin Towne C.S.
 Freire C.S.
 Germantown Settlement C.S.
 Global Leadership Academy C.S.
 Graystone Academy C.S.
 Green Woods C.S.
 Hope C.S.
 Imani Education Circle C.S.
 IMHOTEP Institute C.S.
 Independence C.S.
 Infinity C.S.
 Keystone Education Center C.S.
 Khepera C.S.
 KIPP Academy C.S.
 La Academia: The Partnership C.S.
 Laboratory C.S.
 Lehigh Valley Academy Regional C.S.
 Lehigh Valley C.S. for the Performing Arts
 Lincoln C.S.
 Lincoln Park Performing Arts C. S.
 Manchester Academic C.S.
 Mariana Bracetti Academy C.S.
 Maritime Academy C.S.
 Mastery Charter High School
 Mastery Charter High School - Pickett Campus
 Mastery Charter High School - Shoemaker Campus
 Mastery Charter High School - Thomas Campus
 MaST Community C.S.
 Math, Civics & Sciences C.S.
 Montessori Regional C.S.
 Multi-Cultural Academy
 New Foundations C.S.
 New Hope Academy
 New Media Technology C.S.
 Nittany Valley C.S.
 Northside Urban Pathways C.S.
 Northwood Academy C.S.
 Nueva Esperanza Academy C.S.
 PA Distance Learning C.S.
 PA Learners Online Regional Cyber C.S.
 Pennsylvania Cyber C.S.
 Pennsylvania Leadership C.S.
 Pennsylvania Virtual C.S.
 People for People C.S.
 Perseus House C.S. of Excellence
 Philadelphia Academy C.S.
 Philadelphia Community Academy of PA C.S.
 Philadelphia Electrical & Technology Charter High School
 Philadelphia Harambee Institute of Science and
 Technology C.S.
 Philadelphia Montessori C.S.
 Philadelphia Performing Arts C.S.
 Planet Abacus Charter School
 Pocono Mountain C.S.
 Preparatory Charter of Mathematics, Science, Technology
 and Careers School
 Propel C.S. - East
 Propel C.S. - Homestead
 Propel C.S. - McKeesport
 Renaissance C.S.
 Renaissance Advantage C.S.
 Renaissance Academy - Edison C.S.
 Richard Allen Preparatory C.S.
 Robert Benjamin Wiley Community C.S.
 Roberto Clemente C.S.
 Russell Byers C.S.
 Sankofa Academy C.S.
 School Lane C.S.
 Souderton C.S. Collaborative
 Spectrum C.S.
 Sugar Valley C.S.
 SUSQ-CYBER C.S.
 Sylvan Heights Science C.S.
 Tidioute Community C.S.
 Truebright Science Academy C.S.
 Tuscarora Blended Learning C.S.
 Universal Institute C.S.
 Urban League of Pittsburgh C.S.
 Village C.S. of Chester-Upland
 Wakisha C.S.
 Walter D. Palmer Leadership Learning Partnership C.S.
 West Oak Lane C.S.
 West Philadelphia Achievement Charter Elementary
 School
 Wissahickon C.S.
 Wonderland C.S.
 World Communications C.S.
 Young Scholars C.S.
 Young Scholars of Central PA C.S.



