Pine Grove Area School District

Teacher Equity Plan

2026-2027 School Year

LEA Name	Date	Revised Date
Pine Grove Area School District	9/9/2026	

Name of Contact Person	Contact Person's Phone Number	Contact Person's E-mail Address
Stephanie Ziegmont	570-345-2731 Ext 358	sziegmont@pgasd.com

List of Schools (Title I schools designated with an asterisk)	School Improvement Status	% Poverty	% Minority	ASC Teachers (appropriately state certified)		Non-ASC Teachers		Teacher Experience	
				Number	Percentage	Number	Percentage	# of "not new" teachers	# of "new" teachers (3 or less years)
Pine Grove Area Elementary School	N/A	38.2%	6.6%	46	98%	1	2%	40	7
Pine Grove Area Middle School	N/A	40.8%	6.3%	40	100%	0	0%	36	4
Pine Grove Area High School	TSI	37.4%	3.6%	37	97%	1	3%	30	8

Summary of Findings:

In conducting the data collection and analysis, there are no inequities to report for the Pine Grove Area School District.

The Pine Grove Area School District is able to assure that students from poor and minority backgrounds are not taught specifically and entirely by inexperienced, unqualified, or out-of-field teachers. Teachers in the Pine Grove Area School District are teaching within their certification field (97-100%) or intern/emergency certified (0-3%) within that specific content area. The approximate percentage of staff in each building that would be considered "new" with three or less years of experience is 15% elementary, 10% middle, and 21% high school.

Pine Grove Area School District fills positions as they become open due to retirements or resignations. The first step is a "bidding" process, where teachers currently employed by the district are able to bid into positions, if they hold the required state issued teaching certificate. If no internal employees bid the position, the Superintendent with permission from the Board of School Directors advertises for external candidates. The interview committee examines the applications and submits a list of candidates they agree hold the required teaching certificate for the open positions. Appropriately State Certified teachers are interviewed for open positions first, then the District looks to intern/emergency certification.

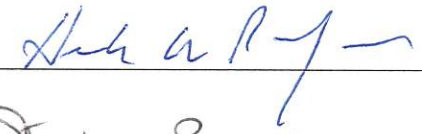
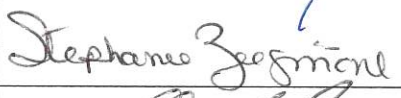
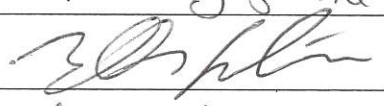
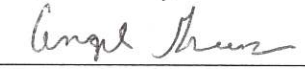
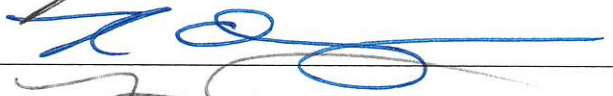
Core Academic Subjects and Grades with Teacher Vacancies that cannot be filled by ASC (Appropriately State Certified) Teachers:

List of Schools	Subject	Grade(s)	# of vacancies filled by non-ASC per subject/grade
Pine Grove Area Elementary School	Special Education	K-4	1
Pine Grove Area High School	Business	9-12	1
Pine Grove Area Middle School	N/A	N/A	0

Description of Strategies the LEA is implementing or will be implementing to ensure low-income and minority children enrolled in Title I schools are not served at disproportionate rates by ineffective, out-of-field, or inexperienced teachers.

- Assign teachers only to areas where they are ASC (appropriately state certified).
- Analyze data such as contained in this report to identify where inequities may exist in teacher assignments.
- Collaborate with local colleges and universities to provide pre-student teaching and student teaching experiences. Following the student teaching experience district administrators meet with the candidate to provide information on applying for substitute and contract positions with the district.
- Retention of teachers is promoted with an induction program that is facilitated by Intermediate Unit 29.
- Experienced teachers serve as mentors for newly hired teachers and those in long term substitute positions.
- Openings are advertised on the district website, Facebook page, and the local paper.
- Build capacity of school leaders to support teachers.
- Collaborate with union representatives to gather input, feedback, and suggestions.

Signature Page:

Name	Title	Signature
Heath W Renninger	Superintendent of Schools	
Stephanie Ziegmont	Director of Curriculum and Instruction/Federal Programs Coordinator	
Bill Kimber	Director of Special Education	
Angel Green	Business Administrator	
Corey Mentzer	Principal – Pine Grove Area Elementary School	
Rich Dunkelberger	Principal – Pine Grove Area Middle School	
Luke McMurtrie	Principal – Pine Grove Area High School	