

SCHOOL REFORM COMMISSION
PUBLIC MEETING
RESOLUTION SUMMARY

MARCH 16, 2017

I. SCHOOL REFORM COMMISSION

SRC-1

Administration’s Recommended Termination of Professional Employees

RESOLVED, that there exists sufficient evidence to support the recommendation of the Superintendent and/or his designee to terminate the employment, from the School District of Philadelphia, of the following professional employee:

- 1. T. M.

and be it

FURTHER RESOLVED, that the Secretary and the Commission Chair are directed to advise these professional employees of this resolution and of their right to a hearing.

SRC-2

Operating Budget: \$70,000 Contract with Lawrence Kutys – Audit Services

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Lawrence Kutys, to provide audit services to the Office of Inspector General, for an amount not to exceed \$70,000, for the period commencing March 17, 2017 through June 30, 2018.

Description: The Office of Inspector General (OIG) requires the services of an auditor with experience in governmental agency administration and law enforcement background to conduct advanced level programmatic, compliance and forensic audits to promote accountability, ethics, integrity and efficiency in the School District. This auditor will also act as a liaison with various federal, state and local law enforcement agencies and serve as a source of advice in all aspects of financial auditing techniques.

The auditor will provide services to include but are not limited to conducting accurate and thorough programmatic, compliance and performance audits; interviewing employees, contractors and third parties to ascertain facts for carrying out audits within established timeframes and operate within the policies of the School District.

The auditor will also be required to prepare audit plans, collect, organize and analyze data, prepare memoranda of interviews and summarize relevant findings through detailed objective reports.

ABC Code/Funding Source	\$70,000.00
1100-043-9970-236H-3311-FY17 Operating (\$40,000)	
1100-043-9970-236H-3311-FY18 Operating (\$30,000)	

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, March 6, 2017. Please reference the Resolution Number and include your name and email address.

*SRC-4 and A-19 are Walk-on Resolutions.

SRC-3 (Added 3.2.17)

Ratification of Appointment of Interim Assistant Superintendent – Jose Lebron

RESOLVED, that the School Reform Commission hereby ratifies the appointment of Dr. Jose Lebron to the position of Interim Assistant Superintendent for Network 5 of The School District of Philadelphia, effective November 14, 2016 through June 30, 2017, at an annual salary of \$150,000, reporting to the Superintendent; and be it

FURTHER RESOLVED, that the School Reform Commission, pursuant to section 6-696(i)(4) of the Public School Code, hereby approves the qualifications of Dr. Jose Lebron to be appointed Interim Assistant Superintendent.

Description: The School District is currently recruiting to fill this role on a permanent basis. The Pennsylvania Department of Education’s Division of Professional Education and Teacher Quality requires SRC approval of this Interim Appointment in order for Dr. Lebron to serve for up to one year and to perform all the duties of an Assistant Superintendent without having the necessary Superintendent’s certification.

SRC-4* (Added 3.16.17 – Walk-on)

Establishment of Policy Committee of the School Reform Commission

RESOLVED, that the School Reform Commission establishes a Policy Committee of the School Reform Commission, which committee shall review and make recommendations to the School Reform Commission concerning all matters related to developing, updating and recommending policies for The School District of Philadelphia; and be it

FURTHER RESOLVED, that the Policy Committee shall consist of two Commissioners appointed by the Chair as well as the Superintendent or his/her designee; the Chair of the School Reform Commission shall appoint one Commissioner to serve as Chair of the Policy Committee. Other members of the School Reform Commission may attend committee meetings. The Policy Committee shall meet at least quarterly. Committee meetings may be called at any time by the Committee chairperson with proper public notice. Committee meetings shall be open to the public and subject to all applicable provisions of the Open Meetings Law (the Sunshine Act), unless held as an executive session or information session. The Policy Committee shall provide timely information and recommendations regarding committee affairs to the School Reform Commission at public Action meetings, but the Policy Committee shall not take action on behalf of the School Reform Commission.; and be it

FURTHER RESOLVED, that, absent a compelling reason to the contrary, the Committee Chair is encouraged to permit members of the public present at a committee meeting to address the committee regarding agenda items only in accordance with law and applicable School Reform Commission Policies. Members of the public who pre-register to speak must comment only on agenda items before the Policy Committee. The Chair of the committee may limit total public comment to a specified announced time limit. The Committee may provide for additional opportunities for public comment at its discretion or as required by law; and be it

FURTHER RESOLVED, that the Chair shall designate an individual to take minutes of committee meetings and the committee shall vote on approving those minutes at its next committee meeting. The administrative liaison for the committee shall provide committee members with draft minutes of each meeting before the next meeting of that committee. Minutes of open committee meetings shall be made available to the public after they have been formally approved.

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II. EDUCATION SUPPORT SERVICES

Human Resources

A-1

General/Categorical Funds: Approves Personnel, Terminations

RESOLVED, that the School Reform Commission hereby ratifies the appointment of the following persons to the positions, on the effective dates through February 28, 2017 and at the salaries respectively noted, as recommended by the Superintendent, provided that: (a) continued employment of persons appointed to positions funded by categorical grants is contingent upon the availability of grant funds; and (b) persons appointed to positions funded by operating funds, shall report to either the Superintendent or his/her designees, and shall serve at the pleasure of the School Reform Commission.

A-2

Categorical/Grant Fund: \$150,000 Contract with Relay Graduate School of Education – Teacher Residency Program

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver, and perform a contract with Relay Graduate School of Education, for tuition and fees for 20 teacher residents, for an amount not to exceed \$150,000, for the period commencing April 1, 2017 through June 30, 2018.

Description: The School District of Philadelphia is seeking a quality teacher pipeline program that will allow us to recruit, select, develop, and build a diverse pipeline of teachers to enter the profession, first as teacher residents and, after a successful teacher residency year, as District teachers of record. Teacher residency programs are ground-breaking teacher-preparation programs that offer unique and powerful pathways for aspiring teachers to begin long-term careers in the classroom. Working with a teacher residency program provider to support teacher residents will improve the following:

- teacher diversity,
- teacher effectiveness as measured in accordance with Pennsylvania Department of Education standards,
- teacher retention

This initiative aligns with Anchor Goal 3: 100% of schools will have high quality teachers and leaders.

ABC Code/Funding Source

\$150,000.00

Finance

A-3

Operating Budget/Categorical Grant Fund: \$297,000 Contract Amendment with Sherpa Government Solutions – Hosting of Budget Systems and other Applications, and Technical Support and Application Development

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform an amendment of Contract No. 707/F13, originally entered into with Sherpa Government Solutions, LLC, pursuant to Resolution No. A-11, approved by the School Reform Commission on February 21, 2013, as amended by Resolution No. A-5 approved by the School Reform Commission on April 24, 2014, as amended by Resolution No. A-18 approved by the School Reform Commission on March 19, 2015, and as amended by Resolution No. A-4 approved by the School reform Commission on March 17, 2016, to exercise an option for a one-year renewal, by extending the term of the contract from its original scheduled expiration date of June 30, 2017 through June 30, 2018, and by increasing the amount of the contract by an additional \$297,000 from

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the \$1,409,000 approved by Resolution No. A-4, to an amount not to exceed \$1,706,000, to provide hardware, software, and system support for the School District's budget development, management, and grant applications.

Description: A competitive RFP process was completed in January, 2013. Two companies responded: Sherpa Government Solutions and Cognis IT. The proposal of the incumbent, Sherpa Government Solutions, was the lower by \$42,366 for FY14 and Sherpa was awarded a contract to include up to four, one-year renewal options. The District is seeking to renew the contract for an additional year.

This resolution represents the continuation of critical budget development and management systems and is essential for Finance's ability to produce an annual budget, provide timely expenditure projections and budget to actual reports, and to improve grants management and compliance.

These systems and the service delivery model were developed with the current vendor since FY04 as the most cost efficient and effective method by which to deliver these critical services. There are three components to this resolution.

1. Hosting of Hardware / Software for Budgeting and Reporting System -- Sherpa Government Solutions supplies the hardware, software and licensure for the District's salary and benefit projection, budgeting development, employee fund coding, and related management systems, and maintains and ensures all system are operating 24x7, and applies all software updates as needed. These are core systems and tools used by the Office of Management and Budget (OMB) and the Office of Grant Compliance and Fiscal Services (GCFS). The services provided are similar to the outside contract required to maintain the School Net system and the Advantage Financial System. These services are provided at a flat rate of \$72,000 to be billed quarterly for the period of July 1, 2017 through June 30, 2018.

2. Software System Administrative and Technical -- OMB has developed, with the support of Sherpa Government Solutions, sophisticated budget development tools over the last 10 years to include a salary and benefit projection module to calculate the salary and benefits for nearly 15,000 employees with a multitude of varying and unique union requirements. This system provides a high degree of precision in calculating budgeted costs for the current and future years and is the foundation of the development of the yearly budget. The salary and benefit projection and budget development system is critical to improving budget to actual reporting throughout the fiscal year and for estimating expenses and the District's financial position. In addition, OMB has developed critical systems for management reporting, such as a headcount tracking database system to report budgeted versus on-board headcount, and a functional budget model by which to report budget to actual results for internal management decision making and for external reporting to stakeholders.

The various database systems and applications developed require significant administrative technical support to maintain, similar to the staffing the District has to maintain and support the Advantage System. The District's Information Technology Office does not have the support staff or the knowledge to maintain these OMB systems. Therefore, Sherpa Government Solutions provides the support necessary to keep these systems functioning. Sherpa Government Solutions is an expert on budgeting and related systems, having implemented and administered budgeting and financial systems and served as report developer for clients including the State of Iowa, State of Missouri, Commonwealth of Kentucky, Oakland Schools, Milwaukee County, Missouri Department of Transportation, Orange County, California, City of Minneapolis, New York State Thruway Authority, San Diego County, Baltimore and

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Honolulu Counties, City of Philadelphia, and the Commonwealth of Virginia, among others. The contract is based on a flat rate for services as it is advantageous to the District. Sherpa Government Solutions spends approximately 2,200 hours per year providing system administration and technical support services with significant periods of intensive hours consumed during deadline driven periods. These services are provided at a flat rate of \$120,000 to be billed monthly for the period of July 1, 2017 through June 30, 2018, including \$5,000 for travel expenses.

3. Application development -- OMB has developed and implemented with the support of Sherpa Government Solutions web based database systems to more effectively carry out its key functions. Past and ongoing systems developed include a complex salary and benefit budget development system to perform budget projections and detailed salary forecasts based on specific SDP requirements, a functional budget model, and complex VBA programming in Microsoft Excel.

Pursuant to the recommendations contained in the Larson Allen report regarding SDP grant management systems (containing a risk assessment on SDP's grants compliance and proposed policies and procedures for managing grants), and pursuant to the SDP's Grant Corrective Action Plan with the State and Federal governments, the SDP Office of Grant Compliance and Fiscal Services seeks to engage Sherpa Government Solutions to provide on-going technical support for the recent technical conversion of grant budgeting to a 12-month basis in the Advantage Financial system. The conversion of grant budgets in Advantage consistent with the SDP's 12 month fiscal year will provide policymakers and managers at all levels a more accurate and timely picture of resources available from which to make better resource decisions. The hourly rate is \$159 for these services. In addition, Sherpa shall provide on-going technical support with the web-based federal time and effort documentation system and related systems to help ensure grant funds are compliant. The estimated cost for on-going support is \$100,000 for 628 hours of work at \$159 per hour the period of July 1, 2017 through June 30, 2018.

ABC Code/Funding Source	\$297,000.00
1100-053-9350-2512-3291 Operating (\$197,000.00)	
9CPX-G53-9380-251G-3291 Grants (\$100,000.00)	

A-4

Operating Budget/Categorical Grant Fund: \$240,000 Contract Amendment with Donald Wilson Consulting Group – Financial Systems Analysis and Report Development

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform an amendment of Contract No. 820/F13, originally entered into with Donald Wilson Consulting Group, pursuant to Resolution No. A-22, approved by the School Reform Commission on June 19, 2013, as amended by Resolution No. A-6 approved by the School Reform Commission on April 24, 2014, as amended by Resolution No. A-17 approved by the School Reform Commission on March 19, 2015, and as amended by Resolution No. A-3 approved by the School Reform Commission on March 17, 2016, to exercise a one-year renewal option, by extending the term of the contract from its amended scheduled expiration date of June 30, 2017 through June 30, 2018, and by increasing the amount of the contract by an additional \$240,000 from the \$960,000 approved by Resolution No. A-3, to an amount not to exceed \$1,100,000, to provide budget and expenditure analysis required to refine and update expenditure projections, to better align the School District's budget, expenditure and accounting practices and to develop and produce quarterly financial projections.

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Description: These services were competitively procured and awarded through RFP 361 completed in January, 2013. Three vendors responded: Donald Wilson Consulting Group, PCG Education, and Bazilio Cobb Associates. Based on an estimated 2,222 hours of work and the hourly rates and expenses submitted by the vendors, the price submitted by Donald Wilson Consulting Group was \$240,000, the price submitted by PCG Education was \$417,736, and the price submitted Bazilio Cobb Associates was \$265,751. It was in the best interest of the District to select the incumbent vendor. The RFP provides for a one-year contract with four one-year renewal options. The District is seeking to renew the contract for an additional year.

This resolution represents the continuation of services that have been rendered to Finance since FY06. Donald Wilson Consulting Group brings a package of skills and abilities with regards to Advantage system knowledge, accounting experience, analytical skills, and extensive report writing skills that have been critical to Finance's ability to develop expenditures projections with a high degree of granularity and confidence. In addition, Mr. Wilson continues to perform the analysis required to refine expenditure projections, to better align District budget, expenditure, and accounting practices, and to identify and document improvements in accounting practices to ensure that a complete financial picture is presented on a regular basis. This is particularly important given senior management's growing need for timely and detailed financial information and analysis.

ABC Code/Funding Source	\$240,000.00
1100-053-9350-2512-3291 Operating (\$220,000.00)	
9CPX-G53-9380-251G-3291 Grants (\$20,000.00)	

Operations

A-5 (Updated 2.27.17)

Capital Fund: \$1,285,926 Capital Projects Awards

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver, and perform contracts with the lowest responsible bidders identified in the attachment, for an aggregate amount not to exceed \$1,285,926.

Description:

Spec: B-009 C

of 2015/16 Electrical Contract - Fire Alarm System Replacement

Edward Heston Elementary School - 1621 North 54th Street

Mulhern Electric Company, Inc. - \$297,926.00

Abington, Pennsylvania 19001

ABC Code: 8Q16-065-4300-4625-4561

Total Aggregate M/WBE Participation: 15.0%

This electrical contract covers the labor, material, and equipment necessary for the removal of the old and installation of a new fire alarm system at this location.

The bids for the Edward Heston Elementary School project were publicly advertised on 12/2/2016, 12/7/2016, and 12/9/2016 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction

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specifications. Bids were publicly opened on 1/24/2017. After review of the bids and a de-scoping meeting it was determined that Mulhern Electric Company, Inc. was the lowest responsible bidder with a bid of \$297,926.00.

The Facilities Condition Index (FCI) at this location is 33.43%. The School Progress Report (SPR) at this location is 11.

Spec: B-030 C
of 2015/16 Electrical Contract - Fire Alarm Replacement
Richard R. Wright Elementary School - 2700 West Dauphin Street
Hyde Electric Corporation - \$290,000.00
Philadelphia, Pennsylvania 19129
ABC Code: 8Q16-065-4470-4625-4561
Total Aggregate M/WBE Participation: 15.0%

This electrical contract covers the labor, material, and equipment necessary for the removal of the old and installation of a new fire alarm system at this location.

The bids for Richard R. Wright Elementary School project were publicly advertised on 12/2/2016, 12/7/2016, and 12/9/2016 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 1/24/2017. After review of the bids and a de-scoping meeting it was determined that Hyde Electric Corporation was the lowest responsible bidder with a bid of \$290,000.00.

The Facilities Condition Index (FCI) at this location is 39.59%. The School Progress Report (SPR) at this location is 24.

Spec: B-050 C
of 2015/16 General Contract - Facade Restoration
Edwin H. Fidler Elementary School - 140 W. Seymour Street
Armor Masonry Restoration, Inc. - \$698,000.00
Bristol, Pennsylvania 19007
ABC Code: 8Q16-065-6230-4600-4541
Total Aggregate M/WBE Participation: 34.5%

This general contract covers the labor, material, and equipment necessary for the selective restoration of the building exterior at this location. The Facilities Condition Index (FCI) at this location is 70.47%. The School Progress Report (SPR) at this location is 63.

The bids for the Edwin H. Fidler Elementary School project were publicly advertised on 12/9/2016, 12/14/2016, and 12/16/2016 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 1/10/2017. After review of the bids and a de-scoping meeting it was determined that Armor Masonry Restoration, Inc. was the lowest responsible bidder with a bid of \$698,000.00.

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ABC Code/Funding Source	\$1,285,926.00
8Q16-065-4300-4625-4561 Capital (\$297,926.00)	
8Q16-065-4470-4625-4561 Capital (\$290,000.00)	
8Q16-065-6230-4600-4541 Capital (\$698,000.00)	

A-6 (Updated 2.27.17)**Capital Fund: \$2,158,918 Capital Projects Awards II**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver, and perform contracts with the lowest responsible bidders identified in the attachment for an aggregate amount not to exceed \$2,158,918.

Description:

Spec: B-004 C

of 2016/17 General Contract - Retaining Wall and Exterior Stair Reconstruction

Lewis C. Cassidy Elementary School - 6523 Lansdowne Avenue

Armor Masonry Restoration, Inc. - \$258,331.00

Bristol, Pennsylvania 19007

ABC Code: 8Q16-065-4240-4600-4541

Total Aggregate M/WBE Participation: 36.3%

This general contract covers the labor, material, and equipment necessary for the selective restoration of the building exterior at this location.

The bids for Lewis C. Cassidy School project were publicly advertised on 1/13/2017, 1/18/2017, and 1/20/2017 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 2/14/2017. After review of the bids and a de-scoping meeting it was determined that Armor Masonry Restoration, Inc. was the lowest responsible bidder with a bid of \$258,331.00.

The Facilities Condition Index (FCI) at this location is 80.84%. The School Progress Report (SPR) at this location is 54.

Spec: B-011 C

of 2015/16 General Contract - Elevator Replacement

Cook-Wissahickon Elementary School - 201 East Salaignac Street

J. Mann-R. Finley, Inc. (W) - \$309,700.00

Feasterville, Pennsylvania 19053

ABC Code: 8Q16-065-6410-4628-4541

Total Aggregate M/WBE Participation: 100.0%

This general contract covers the labor, material, and equipment necessary for the demolition and replacement of the hydraulic elevator at this location.

The Facilities Condition Index (FCI) at this location is 45.82%. The School Progress Report (SPR) at this location is 44.

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The bids for the Cook-Wissahickon Elementary School project were publicly advertised on 1/6/2017, 1/11/2017, and 1/13/2017 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 2/7/2017. After review of the bids and a de-scoping meeting it was determined that J. Mann-R. Finley, Inc. was the lowest responsible bidder with a bid of \$309,700.00.

The Facilities Condition Index (FCI) at this location is 45.82%. The School Progress Report (SPR) at this location is 44.

Spec: B-038 C
of 2015/16 General Contract - Roof Replacement
William Cullen Bryant Elementary School - 6001 Cedar Avenue
EDA Contractors, Inc. - \$1,590,887.00
Bensalem, Pennsylvania 19020
ABC Code: 8Q16-065-1230-4637-4541
Total Aggregate M/WBE Participation: 36.7%

This general contract covers the labor, material, and equipment to necessary for a roof replacement at this location.

The bids for the William Cullen Bryant Elementary School project were publicly advertised on 1/20/2017, 1/25/2017, and 1/27/2017 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 2/14/2017. After review of the bids and a de-scoping meeting it was determined that EDA Contractors, Inc. was the lowest responsible bidder with a bid of \$1,590,887.00.

The Facilities Condition Index (FCI) at this location is 39.68%. The School Progress Report (SPR) at this location is 26.

ABC Code/Funding Source	\$2,158,918.00
8Q11-065-4240-4600-4541 Capital (\$258,331.00)	
8Q16-065-6410-4628-4541 Capital (\$309,700.00)	
8Q16-065-1230-4637-4541 Capital (\$1,590,887.00)	

A-7 (Updated 2.27.17)

Capital Fund: \$99,604 Authorization of Net Cost Change Orders

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia through the Superintendent or his designee, to execute, deliver and perform amendments of the attached contracts for an aggregate amount not to exceed \$99,604.00.

Description: This resolution seeks approval for various revisions to the on-going construction project as detailed on the attached Modification of Contract document. Changes include items designated as errors or omissions, differing site conditions, unforeseen conditions and revisions requested by School District representatives. Change orders approved to rectify errors or omissions will be further reviewed by the Offices of Capital Program and General Counsel for possible recovery of costs through the professional

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liability insurance policies of the design professionals, negotiations, and filing of claims or lawsuits against the design professionals.

ABC Code/Funding Source	\$99,604.00
Various	

A-8 (Updated 3.1.17)

Capital Fund: \$1,035,250 Contract with MGA Partners for Professional Architectural and Engineering Services- Phase One Site Improvements at Central High School

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with MGA Partners to perform architectural and engineering design services for Site Improvements at Central High School at an amount not to exceed \$1,035,250.00 for the period commencing March 17, 2017 through construction project completion.

Description: The adopted Capital Improvement Program (CIP) for FY 2017-18 includes site improvements at Central High School. The scope of the work includes the relocation of the entry and exit driveway for faculty, visitors, students, and vendors, improved and defined parking areas, the inclusion of stormwater management improvements, the demolition and rebuilding of exterior walls, and utility connections for a future performing arts center. The value of the exterior improvements has an estimated construction budget of \$7,083,550.00.

This project is in partnership with the Central High School Alumni Association. The Alumni Association of Central High School is embarking on a project to bring the physical campus up to the same high standards as the academic program. Central has received a substantial pledge from a successful alumnus and the Alumni Association is embarking on a long-range Master Plan for the buildings and grounds of the School.

On November 25, 2015, the Central High School Alumni Association issued a Request for Qualifications (RFQ) to obtain Statements of Qualifications from qualified firms to undertake a review of the existing site and building, and create a Master Plan for Central's future growth. Ten (10) professional design firms responded by the December 9, 2015 Statement of Qualifications (SOQ) deadline.

SOQ's were scored on the following established criteria: (1) the professional experience of the proposer completing design services for projects of comparable size, building type, complexity and budget; (2) the professional experience of the proposer working with similar institutional client types; (3) the quality of the proposers work. Following the tally of the technical review scores, four (4) firms were selected by the evaluation committee to receive a Request for Proposal (RFP).

The four firms selected to receive the RFP were: DIGSAU Architects, Metcalfe Architecture & Design, MGA Partners, and Voith & Mactavish Architects. The RFP was issued on December 23, 2015.

Interviews were conducted on January 15th and 20th. Proposals were received on January 27, 2016. The Proposals were scored on the following established criteria: (1) qualifications of the proposed personnel; (2) qualifications of the project team as evidenced by their technical experience and certification/licenses to provide the services being proposed; (3) the quality of references from past or current clients; (4) history of the proposer in meeting the design and construction schedules.

MGA Partners was selected as the most technically qualified firm by the evaluation committee. Upon

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completion of the Master Plan, the Central High School Alumni Association elected to retain MGA Partners to complete design documentation and engineering for Phase I of the Master Plan.

The Facility Condition Index (FCI) at this location is 34.38%. The 2015-16 School Progress Report (SPR) at this location is 82 (Model).

ABC Code/Funding Source	\$1,035,250.00
8Q16-065-6010-4300-4541 Capital	

A-9 (Updated 3.1.17)

Operating Budget: \$1,130,385 Contract Amendments with Batta, KEM, AET, Criterion, Vertex, TTI, G&C, Synertech, ETC, and USA – Professional Environmental Design and Testing Services RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform amendments of the separate contracts originally entered in to with Batta Environmental Associates, Inc. (861/F16), KEM Partners, Inc. (860/F16), AET (862/F16), Vertex (864/F16), Inc., TTI, Inc. (865/F1), G&C Environmental, Inc. (866/F16), Synertech, Inc. (867/F16), ETC, Inc. (868/F16), Criterion, Inc. (869/F16), and USA Environmental, Inc. (870/F16), pursuant to Resolution No. A-9, approved by the School Reform Commission on June 16, 2016, by increasing the aggregate amount of the contracts by an additional \$1,130,385 from the \$1,236,000 approved, to an aggregate amount not to exceed \$2,366,385.

Description: The School District of Philadelphia (District) is implementing a newly mandated water testing program at all District school buildings. In order to complete this program by the mandated deadline of August 1, 2017, the amount of \$1,130,385 in Operating funds is needed to pay for professional consulting services.

The School District of Philadelphia publicly solicited a Request for Proposals/Qualifications (RFP/RFQ) to obtain public competitive proposals from pre-qualified firms to perform professional environmental design and testing services for the Capital Improvement Program, for professional services that include testing, laboratory analysis, design services, site inspection, quality assurance, and regulatory compliance monitoring for asbestos, lead and mold abatement and remediation projects, on an as-needed basis. Ten firms submitted proposals in response to the RFP/RFQ. Ten pre-qualified and selected firms met the pre-established criteria and requirements set forth in the RFP/RFQ.

The School Reform Commission, at the meeting of June 16, 2016, by Resolution A-9, authorized the School District of Philadelphia to enter into separate contracts with the ten pre-qualified firms to provide professional environmental design and testing consulting services for the period commencing June 17, 2016 through June 30, 2017, for an aggregate amount not-to-exceed \$1,236,000.

Because this new water testing mandate was not yet enacted at the time of the original resolution, funding for the testing was not included in the June 16, 2016 resolution, and due to the need to comply with the new regulations, additional funds in the amount of \$1,130,385 are being requested for provision of project professional environmental design and testing consulting services.

ABC Code/Funding Source	\$1,130,385.00
1100-031-9270-2624-4131 Operating	

A-10

Withdrawn by Staff 3.15.17

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, March 6, 2017. Please reference the Resolution Number and include your name and email address.

**SRC-4 and A-19 are Walk-on Resolutions.*

A-11 (Updated 2.27.17)**Sixth Lease Renewal with Quality Community Health Care, Inc. at General George C. Meade Elementary School**

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a sixth one-year renewal of the lease agreement, originally entered into with Quality Community Health Care, Inc., for use as a federally-funded school based community health center at General George C. Meade Elementary School, pursuant to Resolution No. A-21, approved by the School Reform Commission on April 16, 2008 (which initial lease terms expired on March 31, 2011), which lease was renewed pursuant to Resolution No. A-1, approved by the School Reform Commission on March 15, 2012, (which renewal term expired on March 31, 2013), which lease was renewed pursuant to Resolution No. A-8 approved by the School Reform Commission on March 21, 2013 (which term expired on March 31, 2014), which lease renewed pursuant to Resolution No. A-6 approved by the School Reform Commission on March 20, 2014 (which renewal term expired on March 31, 2015), which lease renewal pursuant to Resolution A-3 approved by the School Reform Commission on March 19, 2015 (which renewal term expired on March 31, 2016), and which lease renewal pursuant to Resolution A-22 approved by the School Reform Commission on March 17, 2016 (which lease renewal expires on March 31, 2017) for a rental amount not to exceed \$8,447 per year (1,550 square feet at a rental rate of \$5.45 per square foot) to be paid monthly, for the period commencing on April 1, 2017 through March 31, 2018. The School District will be responsible for all utilities and snow & ice removal. Quality Community Health Care, Inc. will be responsible for its custodial staff, minor maintenance & repairs, trash and recycling pick-up, security, disposal of medical wastes and a proportionate share of costs for the building engineer for overtime. The rent for any renewal term will increase by 3%. The terms of the renewal lease must be acceptable to the School District of Philadelphia's Office of General Counsel and the Office of Risk Management.

Description: The leasing of this space by Quality Community Health Care, Inc. (QCHC) at General George C. Meade Elementary School will offer primary care services to all children of the General George C. Meade School, their families as well as to the entire community. Services will be provided by the QCHC primary health care team, which consists of a pediatrician, internal medicine physician, health educator, family practice physician assistant, EMT/medical assistant and support staff.

The following types of medical services are offered to the students at the General George C. Meade School: routine physical exams, diagnosis and treatment of acute and chronic illness, treatment of minor injuries, vision, dental and blood pressure screenings, immunizations, nutrition education and weight management and referrals for health services which cannot be provided at the health center.

This resolution is requesting a one-year extension on a lease term that expires on March 31, 2017. The rental rate is based on the following: 1) The Tenant, Quality Community Health Care, Inc., is responsible for its custodial staff, minor maintenance & repairs, trash & recycling pick-up, security and disposal of medical wastes. 2) The School District is only responsible for utilities and snow & ice removal; and 3) as a non-profit entity subject to covenants pertinent to the bond financing of its real property, the School District bases its rental rates on its out of pocket expenses when leasing its buildings to third parties.

ABC Code/Funding Source

\$8,447.00

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, March 6, 2017. Please reference the Resolution Number and include your name and email address.

*SRC-4 and A-19 are Walk-on Resolutions.

A-12 (Updated 3.1.17)

Approval of Standards of Apprenticeship agreed to by School District of Philadelphia and 32BJ SEIU, and registered with the PA Apprenticeship & Training Council of Department of Labor & Industry, Harrisburg, PA

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to approve the attached Standards of Apprenticeship with 32BJ SEIU. The apprenticeship will be registered with the Pennsylvania Apprenticeship and Training Council, Bureau of Apprenticeship and Training and the United States Department of Labor Cooperating. With this approval, Maintenance division of Facilities Management will be able to hire Trades Apprentices under this program.

Description: Facilities Management is seeking approval of the attached Standards of Apprenticeship with 32BJ SEIU. This apprenticeship is registered with the Pennsylvania Apprenticeship and Training Council, Bureau of Apprenticeship and Training and the United States Department of Labor Cooperating.

With this approval, Maintenance division of Facilities Management will be able to hire Trades Apprentice under this program.

The Apprenticeship candidates under this program will be required to have recently graduated within the 3 years from a related Career and Technical Education (CTE) program, possess 6 CTE credits or trade/technical school equivalent. There will be openings for 6 plumbing and 6 electrical apprenticeships in the first year.

Each apprentice requires 8000 hours of both on the job training and classroom theoretical instruction related to his/her trade for a minimum of 144 hours per year for each year of his/her apprenticeship over a continuous four-year period.

The classroom curriculum will be provided by current CTE program instructors after school hours at Edison HS utilizing the plumbing and electrical shops.

A-13 (Updated 3.6.17)

Operating Budget \$76,665,789 Contract Amendment with First Student, Inc. for To/From Bus Service - Subject to Funding

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform an amendment of Contract No. 297/F15, originally entered into with First Student, Inc. pursuant to Resolution No. A-16, approved by the School Reform Commission on September 18, 2014, by increasing the amount of the contract by an additional \$76,665,789 from the \$6,159,660, approved by Resolution A-16, to an amount not to exceed a total of \$82,825,449, and by extending the term of the contract from its original scheduled expiration date of June 30, 2019 through June 30, 2022.

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a license agreement with First Student, Inc, for the use of the parking lot at the former Fels Middle School property located at 1001 Deveraux Avenue, Philadelphia, Pa 19111 and the Widener Memorial School Garage located at 1450 West Olney Avenue, Philadelphia, 19141 as shown on the attached drawings (the "Premises"), for a license fee of \$1.00 per year, for a one (1) year term commencing on April 1, 2017 and

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**SRC-4 and A-19 are Walk-on Resolutions.*

ending on May 31, 2018, under mutually agreed upon terms and conditions, with options for four (4) one-year renewals, and to terminate in the event that the School District contract with First Student, Inc. is terminated. First Student Inc. will also be required, at its own expense, to obtain and maintain in effect for the term of the license agreement adequate insurance coverage, including insurance for its vehicles, naming the School District as an additional insured. The license agreement shall be terminable by either party upon thirty (30) days advance written notice. The other terms of the license agreement must be acceptable to the School District's Office of Real Property Management, Office of General Counsel and the Office of Risk Management.

Description: First Student, Inc. (First Student) was awarded a three-year contract by the School District of Philadelphia in September 2014, to provide school bus transportation service for 20 routes as part of Addendum #6 of RFP-386, a competitive bid process. Under this amendment, First Student has proposed significantly increasing the number of routes currently serviced by 150, to 170 total routes in FY18.

Total cost of transportation services will not exceed \$82,825,449.

ABC Code/Funding Source	\$76,665,789.00
1100-027-9590-vari-5131 FY18 (\$11,084,540.00)	
1100-027-9590-vari-5131 FY19 (\$11,417,076.00)	
1100-027-9590-vari-5131 FY20 (\$11,759,588.00)	
1100-027-9590-vari-5131 FY21 (\$12,112,376.00)	
1100-027-9590-vari-5131 FY22 (\$12,475,748.00)	
1901-005-9580-2734-4131 FY18 (\$3,355,812.00)	
1901-005-9580-2734-4131 FY19 (\$3,456,486.00)	
1901-005-9580-2734-4131 FY20 (\$3,560,181.00)	
1901-005-9580-2734-4131 FY21 (\$3,666,986.00)	
1901-005-9580-2734-4131 FY22 (\$3,776,996.00)	

A-14 (Updated 3.6.17)

Operating Budget: \$69,071,338 Contract with Durham School Services, L.P. - To-From Bus Service – Subject to Funding

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Durham School Services, L.P., for to and from school transportation and bus attendants, for an amount not to exceed \$69,071,338 subject to funding, for the period commencing July 1, 2017 through June 30, 2020.

Description: This proposed award represents the completion of the public solicitation under RFP-518, To-From and Charter Transportation Services issued by Procurement Services on 12/20/2016. Procurement Services released RFP-518 on 12/20/2016 for 375 bus routes. This solicitation was sent to forty-seven bus vendors including a host of area assist agencies. Twenty-nine companies downloaded the solicitation. The six vendors that submitted responses to this solicitation are Durham School Services, MPC Bus Corporation, MV Transportation, Philly Trans, Yellowbird, and LaTa/Best Transit.

The RFP was reviewed for capacity, experience, expertise, financial stability, pricing and minority participation. In order to right-size Durham and to decrease the overall risk associated with service issues, the School District of Philadelphia recommends awarding only 270 routes to Durham School Services,

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L.P.,

The total cost of services will be \$69,071,338.

- 1100-027-9590-vari-5131 FY18 (\$18,761,764.00)
- 1100-027-9590-vari-5131 FY19 (\$19,324,617.00)
- 1100-027-9590-vari-5131 FY20 (\$19,904,355.00)
- 1901-005-9580-2734-4131 FY18 (\$3,584,911.00)
- 1901-005-9580-2734-4131 FY19 (\$3,692,459.00)
- 1901-005-9580-2734-4131 FY20 (\$3,803,232.00)

A-15 (Updated 3.1.17)

Operating Budget: \$438,000 Contract with Alleghany – Purchase of Vans – To/From Transportation Services

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Alleghany Ford Isuzu Trucks, to purchase 12 vans, for an amount not to exceed \$438,000, subject to funding, for the period commencing March 17, 2017 through June 30, 2017.

Description: The School District of Philadelphia actively operates a fleet of 405 school buses. These buses are utilized daily at maximum capacity in the transport of over 5,000 students across 302 routes to and from school, as well as servicing day trips and after school programs. Transportation Services also oversees the operations of 23 transportation vendors serving 1400 routes. When vendors are unable to cover a bus route, this results in doubled routes. Because pick up times are delayed for students assigned to these doubled routes, they arrive late to class, missing valuable classroom instruction time. Due to vendors increasing inability to cover assigned routes caused by absenteeism and attrition, the average number of uncovered routes has increased from 8 daily to 22. While Transportation Services is in constant conversation with the vendors regarding this issue, the urgent need to transport children on these uncovered routes has become our utmost priority.

The Transportation Services Department requests to purchase twelve 10-passenger vans. Utilizing vans for to/from transportation will allow the School District to divide any uncovered routes among the vans and transport students to school much more quickly and efficiently, minimizing the loss of classroom instruction time.

Transportation requests that the approved funds in the amount of \$438,000.00 from SRC Resolution 201700141 be transferred to this SRC instead to be used for the purchase of 12 vans.

ABC Code/Funding Source	\$438,000.00
1100-027-9590-4003-7591 Operating	

Executive

A-16

Operating Budget: \$47,875 Ratification of Payment to Council of the Great City Schools – Membership Dues

RESOLVED, that the School Reform Commission hereby ratifies the payment by The School District of Philadelphia, through the Superintendent, of membership dues to the Council of the Great City Schools,

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in an amount not to exceed \$47,875 for the period commencing July 1, 2016 through June 30, 2017.

Description: This resolution requests approval to pay membership dues for the Council of the Great City Schools for the fiscal year commencing July 1, 2016 per invoice No. 10-40050-16.

ABC Code/Funding Source	\$47,875.00
1100-051-9020-2361-5841	

General Counsel

A-17 (Updated 3.13.17)

Ratification of Engagement of Outside Counsel – Barrack, Rodos & Bacine

RESOLVED, that the School Reform Commission hereby ratifies the engagement by The School District of Philadelphia, through the Interim General Counsel, of Barrack, Rodos and Bacine as outside counsel for The School District of Philadelphia, for the period commencing March 6, 2017 through June 30, 2017, subject to all the terms and conditions of Resolution No. A-64, approved by the School Reform Commission on June 16, 2016, as amended by Resolution No. A-18, approved by the School Reform Commission on September 15, 2016, at no additional cost.

Description: The Office of General Counsel provides the School District and School Reform Commission with comprehensive legal services and support in the areas of Claims, Torts and Civil Rights Litigation, Commercial Litigation, Labor & Employment, Special Education, Contracts and Procurement, Real Estate, Right-to-Know Law and Government matters. The School District retains outside counsel for legal assistance in practice areas including labor negotiations, complex litigation, environmental law, intellectual property, complex real estate and financial transactions, business and corporate law advice, complex and impact litigation, appellate litigation, pension and profit-sharing plans and other employee benefits. The law firms currently authorized to represent the School District were approved by Resolution No. A-64 approved by the School Reform Commission on June 16, 2016 and amended by Resolution A-18, approved by the School Reform Commission on September 15, 2016.

The Office of General Counsel works cooperatively with outside counsel to negotiate reasonable rates, to develop strategy, to manage the work product of outside counsel and to assist outside counsel in acquiring the information they need in order to function at the highest level and to resolve legal matters of the District.

ABC Code/Funding Source	N/A
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Operations

A-18 (Updated 3.13.17)

Capital Fund: \$2,035,776 Contract with Reynolds Construction LLC – New Replacement School at Solis Cohen Elementary School

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, by and through the Superintendent or his designee to execute, deliver and perform a contract with Reynolds Construction to perform professional construction management services for the new replacement school at Solomon Solis Cohen Elementary School, for an amount not to exceed \$2,035,776.00, for the period commencing March 17, 2017 through project completion.

Description: The adopted Capital Improvement Plan (CIP) for FY 16/17 includes a new replacement

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school for the Solomon Solis Cohen Elementary School. This project is the construction of new state-of-the-art 110,000 square foot facility to serve grades 1-5 for a student enrollment of approximately 1400 students. The estimated construction value is \$50,000,000 and the anticipated construction duration is approximately twenty-eight months. Due to the scope and complexity of the project, it requires an independent, professional construction management firm to be retained to manage the multi prime contractors on behalf of the School District to be completed, on time and within budget.

In February 2017, the Office of Capital Programs issued a Request for Proposal (RFP) to obtain public competitive proposals from professional construction management firms to perform professional construction management services for this project. Ten (10) firms responded to this RFP on February 16, 2017. A three-person evaluation committee consisting of the Construction Manager, Construction Project Manager, and Capital Subsidies Coordinator performed evaluations of the technical proposals and rankings. After administrative review and technical evaluations of submitted proposals based on established evaluation criteria, three firms were selected by the evaluation committee for presentations and interviews based on the firms' construction management project experience, project organization, qualification and experience of personnel, staffing levels, project approach, and project schedule and plan. Presentations and interviews were conducted on February 28 and March 2, 2017. The three firms selected for presentations and interviews were Gibane Building Company, STV, and Reynolds Construction, LLC. The evaluation committee for a cost of \$2,035,776.00 selected Reynolds Construction, LLC as the most technically qualified firm

The Construction Manager will provide the following services to the Office of Capital Programs: 1. Completion of a constructability review and detailed estimate of the 30%, 60%, and 90% design documents.

2. Continuous, full time, on-site monitoring of the activities of the construction contractors.
3. Monitoring and inspection of the work of the contractors for compliance with District contract requirements and design standards.
4. Review of the contractors' safety plans and provide a safety officer to monitor their compliance with project safety requirements.
5. Preparation of daily logs of all site construction activities at the site.
6. Documentation of all progress, coordination, and schedule meetings.
7. Maintaining logs of all shop drawings and other required submittals.
8. Review the monthly schedule updates to the project CPM schedule submitted by the construction contractors.
9. Review of each contractor's monthly invoices for progress payments and make recommendations for payment to the School District.
10. Evaluation of each contractor's change order requests and preparation of independent cost estimates.
11. Conducting inspections for Substantial Completion and Final Completion.
12. Monitoring and coordinating startup, testing, and commissioning of all building systems.
13. Conducting end of warranty inspection eleven (11) months after Final Completion

ABC Code/Funding Source
8D16-065-8340-4523-4521 Capital

\$2,035,776.00

Executive

A-19* (Added 3.15.17 – Walk-on)

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, March 6, 2017. Please reference the Resolution Number and include your name and email address.

**SRC-4 and A-19 are Walk-on Resolutions.*

Community Schools Initiative; Extension to Preliminary Memorandum of Understanding
RESOLVED, that the School Reform Commission hereby ratifies the extension of the term of the Preliminary Memorandum of Understanding between The School District of Philadelphia and the Mayor's Office of Education of the City of Philadelphia for the creation and implementation of the Community Schools Initiative for the period of February 1, 2017 through April 30, 2017.

Description: The Mayor of Philadelphia, through his Community Schools Initiative, seeks to align services from the City of Philadelphia and community service providers to address the needs of children and their families in Philadelphia. The Mayor's Office of Education ("MOE") has worked with The School District of Philadelphia ("School District") to plan for the selection of schools and for the implementation of a community schools strategy. The School District and the MOE, beginning in December, 2015, worked with school communities and conducted informational meetings to provide information about the Community Schools Initiative. In the late spring of 2016, thirty-one school principals, in collaboration with school staff, family members, and community partners, applied to enter the Community Schools Initiative. The MOE and School District reviewed these applications and conducted site visits at a selection of the applicant schools.

In July, 2016, the first cohort of five School District schools were identified as Community Schools based on the review of applications, information gathered at site visits, criteria identified through public surveys and roundtables, geographic distribution, and an analysis of community needs, such as child poverty, health risk factors, English Language Learners populations. Based on this criteria, the following schools were selected: William Cramp Elementary School, Murrell Dobbins CTE High School, F.S. Edmonds Elementary School, Edward Gideon Elementary School, Kensington Health Sciences Academy, Logan Elementary School, Southwark Elementary School, South Philadelphia High School, and Tilden Middle School. The schools were reviewed and selected by both the School District and MOE. Each of the Community Schools received a Community Coordinator and will participate in the future development of the Community Schools Initiative.

On July 1, 2016, by Resolution A-1 ("Resolution A-1"), the School Reform Commission ("SRC") authorized the SRC to author and the School District to negotiate with the MOE about the implementation of the Community Schools Initiative at School District schools.

Pursuant to Resolution A-1, the operation of the Community Schools Initiative will be subject to a Memorandum of Understanding between the City and the School District defining the obligations of each party, control of and access to the facility and personnel (which must comply with state legal requirements regarding access to children), whom the personnel are employed by and report to, liability to third parties as a result of the effort, expense reimbursement, clear goal setting and guidelines by which the parties measure progress, definition of Community Schools, standards and guidelines for how schools will be recommended to become part of the Community Schools Initiative, and final approval of schools by the School Reform Commission upon recommendation by the Superintendent and other matters.

Pursuant to Resolution A-1, representatives of the School District negotiated with representatives of MOE to produce a Preliminary Memorandum of Understanding that was mutually agreeable to both parties. On September 15, 2016, by Resolution SRC-14, the SRC ratified the execution, delivery and performance of a Preliminary Memorandum of Understanding. The Preliminary Memorandum of Understanding included provisions which contemplated the negotiation of a broader Memorandum of Understanding and provided that the term could be extended to February 28, 2017 upon request by the City's Chief Education Officer to and written approval by the Superintendent. By letter in December, 2016, the Chair

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of the SRC and the Superintendent agreed to extend the term of the Preliminary Memorandum of Understanding to February 28, 2017 while the parties negotiated a broader Memorandum of Understanding.

III. EDUCATION SERVICES

Academic – Donations/Acceptances

B-1

Donation: \$200,000 Acceptance of Donation from The Children’s Hospital of Philadelphia – Pre-Employment Transition Support Services; Memorandum of Understanding

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the donation of pre-employment transitional support services for the School District students with disabilities from the Children's Hospital of Philadelphia, valued at approximately \$200,000, for the period commencing March 17, 2017 through March 16, 2020, and be it,

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia through the Superintendent or his designee, contingent upon receipt of the donation, to execute, deliver and perform a Memorandum of Understanding and any other appropriate documents with The Children's Hospital of Philadelphia, to provide free pre-employment transitional support services, for the period commencing March 17, 2017 through March 16, 2020. The Memorandum of Understanding shall be in a form acceptable to the Office of General Counsel and the Office of Risk Management.

Description: The purpose of this resolution is to accept a donation of services from The Children's Hospital of Philadelphia (CHOP) to provide School District high school students, with special needs, with free pre-employment transition support services. CHOP received funding from the Pennsylvania Department of Labor and Industry, Office of Vocational Rehabilitation (OVR) to develop and implement pre-educational transitional support services for students with disabilities at the local school level. Student pre-employment transition services consist of career counseling, career planning, job readiness training, navigating the job and college application process, self-advocacy, work-based learning experience, job placement and support, and continuing education readiness skills. The goal of transitional services is to ensure that by graduation students are effective self-advocates, can live independently, find meaningful jobs, and are career and college ready.

CHOP proposes to provide pre-employment transitional support services annually for approximately 200 students at the following five District schools: Widener School, Kensington CAPA High School, Kensington Health Sciences High School, Kensington High School, and West Philadelphia High School. Schools were selected based on need and number of enrolled students with disabilities, especially those schools having higher numbers of students with autism and intellectual disabilities.

CHOP projects that it will annually provide approximately 200 students with group and individual pre-employment transition support services. The complete transition program covers a thirty week period of planned group and individualized student support services. During the thirty week, each student shall receive 90-120 minutes per week of supportive services. Group services shall include self advocacy training and workplace readiness training. Individual Services consist of job shadowing and Work-Based Learning Experiences (WBLE). Individual student support includes vocational discernment, customized training in vital work-based readiness skills, job search skills, preparing job applications, placement, and on-the-job monitoring, counseling and support.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, March 6, 2017. Please reference the Resolution Number and include your name and email address.

**SRC-4 and A-19 are Walk-on Resolutions.*

ABC Code/Funding Source

\$200,000.00

B-2**Donation: \$200,000 Acceptance of Donation from 12 PLUS – Student Pre-Employment Transitional Support Services; Memorandum of Understanding**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the donation of pre-employment transitional support services for School District students with disabilities from 12 PLUS, valued at approximately \$200,000, for the period commencing March 17, 2017 through March 16, 2020, and be it,

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia through the Superintendent or his designee, contingent upon receipt of the donation, to execute, deliver and perform a Memorandum of Understanding and any other appropriate documents with 12 PLUS, to provide free pre-employment transitional support services, for the period commencing March 17, 2017 through March 16, 2020. The Memorandum of Understanding shall be in a form acceptable to the Office of General Counsel and the Office of Risk Management.

Description: The purpose of this resolution is to accept a donation of services from 12 PLUS to provide School District high school students, with special needs, with free pre-employment transition support services. 12 PLUS received funding from the Pennsylvania Department of Labor and Industry, Office of Vocational Rehabilitation (OVR) to develop and implement pre-educational transitional support services for students with disabilities at the local school level. Student pre-employment transition services consist of career counseling, career planning, job readiness training, navigating the job and college application process, self-advocacy, work-based learning experience, job placement and support, and continuing education readiness skills. The goal of transitional services is to ensure that by graduation students are effective self-advocates, can live independently, find meaningful jobs, and are career and college ready.

12 PLUS proposes to provide pre-employment transitional support services annually for approximately 120 students at the following three School District schools: Hill Freedman World Academy High School, Penn Treaty High School and Kensington Health Sciences High School. Schools were selected based on need and number of enrolled students with disabilities, particularly schools having higher numbers of students with autism and intellectual disabilities.

12 PLUS projects that it will annually provide approximately 120 students with group and individual pre-employment transition support services. The complete transition program covers a thirty week period of planned group services. During the thirty week program, each student shall receive 90 to 120 minutes per week of supportive services. Group services shall include Independent Living Skills Training, Self Advocacy Training and Work Readiness Training.

ABC Code/Funding Source

\$200,000.00

B-3**Donation: \$150,000 Acceptance of Donation from Junior Achievement of Southeastern Pennsylvania – Student Pre-Employment Transition Support Services; Memorandum of Understanding**

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, March 6, 2017. Please reference the Resolution Number and include your name and email address.

*SRC-4 and A-19 are Walk-on Resolutions.

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the donation of pre-employment transitional support services for School District students with disabilities from Junior Achievement of Southeastern Pennsylvania, valued at approximately \$150,000, for the period commencing March 17, 2017 through March 16, 2020, and be it,

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia through the Superintendent or his designee, contingent upon receipt of the donation, to execute, deliver and perform a Memorandum of Understanding and any other appropriate documents with Junior Achievement of Southeastern Pennsylvania, to provide free pre-employment transitional support services, for the period commencing March 17, 2017 through March 16, 2020. The Memorandum of Understanding shall be in a form acceptable to the Office of General Counsel and the Office of Risk Management.

Description: The purpose of this resolution is to accept a donation of services from Junior Achievement of Southeastern Pennsylvania (Junior Achievement) to provide School District high school students, with special needs, with free pre-employment transition support services. Junior Achievement received funding from the Pennsylvania Department of Labor and Industry, Office of Vocational Rehabilitation (OVR) to develop and implement pre-educational transitional support services for students with disabilities at the local school level. Student pre-employment transition services consist of career counseling, career planning, job readiness training, navigating the job and college application process, self-advocacy, and continuing education readiness skills. The goal of transitional services is to ensure that by graduation students are effective self-advocates, can live independently, find meaningful jobs, and are career and college ready.

Junior Achievement proposes to provide pre-employment transitional support services annually for approximately 240 students at the following two School District schools: Northeast High School and South Philadelphia High School. Schools were selected based on need and number of enrolled students with disabilities, particularly schools having higher numbers of students with autism and intellectual disabilities.

Junior Achievement projects that it will annually provide approximately 240 students with group and individual pre-employment transition support services. The complete transition program covers a thirty week period of planned group and individualized student support services. During the thirty week program, each student shall receive 90 to 120 minutes per week of supportive services. Group services shall include Independent Living Skills Training, Self Advocacy Training and Work Readiness Training. Individual Services consist of Job Shadowing and Work-Based Learning Experiences (WBLE). Individual student support includes vocational discernment, customized training in vital work-based readiness skills, teaching job search and job application skills, job placement, and on-the-job monitoring, counseling and support.

ABC Code/Funding Source

\$150,000.00

B-4

Categorical/Grant Fund: \$40,000 Grant Acceptance from the U.S. Department of Agriculture – Farm-to-School – Preschool Programs

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, to accept, if awarded, a Farm-to-School planning grant from the U.S.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, March 6, 2017. Please reference the Resolution Number and include your name and email address.

**SRC-4 and A-19 are Walk-on Resolutions.*

Department of Agriculture, for an amount not to exceed \$40,000, to improve locally-sourced food access, awareness, and education in conjunction with the District's Pre-K nutrition program during the scheduled implementation period June 1, 2017 through January 31, 2019.

Description: Through the USDA Farm to School Planning Grant, The School District of Philadelphia's (SDP) Office of Early Childhood Education (OECE) will establish a Farm to Pre-K team and create sub-committees to assess the need and readiness of pre-kindergarten (pre-K) sites for the following farm to pre-K activities: gardening, harvest of the month, garden-based nutrition education, and field trips to the District's two operational farms, Fox Chase and W.B. Saul, as well as "mobile" (classroom) farm and gardening experiences. The team will also work to increase local and regional menu offerings in pre-K sites by meeting with the food vendor to assess current local and regional foods and beverages on the menu, following up on local procurement practices, and sponsoring family/community engagement activities that increase the "cultural readiness" to adopt new policies in this area. Select members of the Farm to Pre-K team will develop a plan for including farm to school instructional material in the current pre-K curriculum by visiting other local and regional farm to preschool sites that implement model nutrition, food, gardening, and farm education programs and by expanding relationships with community agencies that support nutrition and food education, such as Einstein Medical Center, the Food Trust, and the Philadelphia Department of Public Health.

ABC Code/Funding Source

\$40,000.00

B-5

Categorical/Grant Fund: \$15,000,000 Grant Acceptance from the U.S. Department of Education – Magnet Schools Assistance Program

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept, if awarded, a Magnet Schools Assistance Programs (MSAP) grant from the U.S. Department of Education, to support the development and implementation of magnet school programs that reduce, eliminate, or prevent minority group isolation, and provide students with the opportunity to meet challenging academic content at three K-8 schools: Amedee F. Bregy, George W. Childs, Southwark, and one K-6 school, Francis Scott Key, for an amount not to exceed \$15,000,000, for the period commencing September 1, 2017 through July 30, 2022.

Description: The MSAP Grant, authorized under Title IV, Part D, of the Elementary and Secondary Education Act (ESEA), as amended by the Every Student Succeeds Act (ESSA) provides grants to support magnet schools under an approved, required, or voluntary desegregation plan. The grant is designed to support the creation and replication of evidence-based magnet programs and magnet schools that seek to eliminate or prevent minority group isolation by taking into account socioeconomic diversity. The School District of Philadelphia, proposes, upon receipt of the MSAP Grant, to implement a voluntary desegregation plan for the purpose of reducing minority group isolation, promoting diversity, fostering understanding and stimulating the educational community to produce citizens prepared to be successful in an increasingly diverse society. Each of the schools will exercise a unique position to the magnet school experience.

The vision that G. W. Childs has to become a magnet school to reduce minority group isolation is to offer extensive Arts programs for their students. The programs would include vocal music, instrumental music, dance, visual arts, theater, and creative writing. The magnet program would highlight the multi-cultural population of the school and explore cultures of the world through these media. Children would learn all

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**SRC-4 and A-19 are Walk-on Resolutions.*

subjects through an art lens in a thematic context. The focus of the academic work would be on the high levels of thinking such as creating and using extended thinking.

Bregy School would like to become a STEAM (Science, Technology, Engineering, Arts, and Mathematics) Magnet School for grades K - 8. STEAM Programs enrich students by providing opportunities in science, technology, engineering, art, and mathematics that promote critical thinking skills, problem solving and effective communication skills. The magnet program would include courses such as: robotics, keyboarding, music theory, graphic arts, and web design, and the students would be provided the opportunity to engage in a variety of learning activities designed to enhance their different learning styles and for them to be able to display their growth and potential in a variety of mediums.

In 2013, Southwark School embarked on a mission to create a Two-Way Spanish/English Immersion program for its community. After a year of careful planning with The School District of Philadelphia, University of Pennsylvania, local community organizations, and prospective parents, in September of 2014, the school launched their inaugural kindergarten class. Three years later, with grades K-2, the program is growing successfully as measured by academic data and parent satisfaction. In fact, they have a student waiting list from Spanish and English speaking families. Their vision has always been to promote academic success, bilingualism/bi-literacy, cross cultural appreciation, and community integration. As they begin to plan for the third grade cohort, Southwark is seeking to strengthen and codify these program goals, especially maintaining student integration, representative of its diverse school community.

The vision for a magnet program at Key Elementary School is to provide all students with an academically appropriate and challenging curriculum that will enable them to be prepared for middle school and high schools with rigorous academic curriculums. To support the "whole child," a magnet program would be designed to enhance and expand its arts, science, math and literacy curricula by connecting to the community and students' families, through a Global Community focus. Bringing the community into Key School and taking students into the community as representatives of Key School, will build on students' "funds of knowledge" while increasing pride in the community. Key School's students and families cultural and linguistic strengths will provide the foundation for a multilingual student body to excel in the local to global community.

Each of the schools will foster interaction among students of different social, economic, ethnic, and racial backgrounds in classroom activities, extracurricular activities, or other activities in the magnet schools by providing teachers with instructional supports and professional development to help cultivate nurturing and responsive relationships with children in a high-quality supportive environment; as well as, strategies on using social and emotional supports and teaching strategies, like culturally-centered instructional approaches; and ensuring intensive individualized interventions. All of these proposed interventions are in alignment with value 2 from Action Plan 3.0, that, High quality instruction is at the core of our work. We believe in the persistent pursuit of excellence in teaching and expertise in content. We strive to deliver instruction that reflects high expectations for learning that inspires students to meet standards and that sparks passionate and joyful interest in learning. We believe in the power of teachers and the principals who support them to provide transformative instructional experiences for all children.

Additionally, the MSAP grant will ensure equal access and treatment for eligible project participants who have been traditionally underrepresented in courses or activities offered as part of the magnet school, e.g. women and girls in mathematics, science, or technology courses, and disabled students by using an open-enrollment process for admission to each of the schools. Also included in Action Plan 3.0, is our

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commitment to maintain a system of great schools with school models and programs we need to serve all students equitably. This action consists of investing in networks of local, neighborhood schools, open to all students. It also seeks to establish and nurture new, evidence-based school models and continuously evaluate the schools to inform future plans for replication and transformation.

ABC Code/Funding Source

\$15,000,000.00

Academic – Contracts/Payments

B-6

Operating Budget/Categorical Grant Fund: \$3,140,674.03 Contract Amendment with Carnegie Learning, Inc. – Professional Development for Summer Math Institute and Additional Math Institute Specialists

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform an amendment of Contract No. 0654/F16, originally entered in to with Carnegie Learning, Inc., pursuant to Resolution B-9, approved by the School Reform Commission on March 17, 2016, by increasing the amount of the contract by an additional \$3,140,674.03 from \$2,925,500.00, approved by Resolution B-9, to an amount not to exceed \$6,066,174.03, and by extending the term of the contract from its original scheduled expiration date of June 30, 2017, through June 30, 2018, to provide professional development services to K-8 and Algebra I teachers in support of the District's math initiative.

Description: This resolution seeks authorization to amend Contract No. 0654/F16 with Carnegie Learning, Inc., by increasing the amount of the original contract by an additional \$3,140,674.03 from \$2,925,500.00, approved by Resolution B-9 on March 17, 2016, to an amount not to exceed \$6,066,174.03, to provide ongoing support to teachers representing 70+ schools, during the 2016-2017 school year, who participated in the 2016 Summer Math Institute. This resolution also seeks authorization to amend the aforementioned contract with Carnegie Learning, Inc., as indicated in the current approved SRC Resolution B-9, whereby Carnegie Learning, Inc., will provide professional development services to approximately 1500 K-8 and Algebra I teachers in support of the District's annual summer mathematics initiative (2017 Summer Math Institute).

As part of an effort to ensure that teachers have access to the highest quality professional development in mathematics, The School District of Philadelphia (SDP) is launching its second annual summer math institute for approximately five hundred (500) teachers of grades K-2, five hundred (500) teachers of grades 3-5, and five hundred (500) teachers of grades 6-8 and Algebra I, on June 26 - June 30, 2017. The goal of this intensive, evidenced-based, professional development effort is to significantly improve mathematics instruction and students mathematics achievement. Each day will begin with a 45-minute plenary session for all participants, followed by three training sessions per day, a scheduled lunch, and 30 minutes of school planning at the end of the day. Each training session will last 90 minutes, instructing a class-size of 20 to 30 educators (including teachers, school principals, assistant principals and itinerant education staff such as teachers of special education and English language learners). Participants will cycle through 14-15 sessions, total during the week.

Carnegie Learning, Inc. will provide intensive standards aligned mathematics workshops for K-12 educators that are designed to expand teachers understanding of content and pedagogy during the week of June 26-June 30, 2017. The three main elements are: grade appropriate content; problem-solving in a learner-centered environment; and heightened awareness of teaching practices.

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In addition to the five-day professional development, Carnegie Learning, Inc., will also:

-Provide three (3) project managers for up to 50 schools during school year 2017-2018.

Project Management will include three (3) full-time Carnegie Learning, Inc., certified Project Managers providing job-embedded support from the first day of school in the 2017-2018 school year; approximately 36 weeks. In collaboration with the Office of Curriculum, Instruction and Assessment, the Project Managers will work directly in schools with teachers and administrators, four days per week, to plan, prepare, organize data, and provide actionable support to school administrators. One full-time Project Manager can support up to 25 schools.

-Provide professional development to the designated school-based math leads.times starting in June 2017 and continuing into the 2017-2018 school year. The ten custom math lead professional development workshops will be customized to meet individual school-based needs.

-Provide registration and scheduling services, plus keynote speakers for each day of the 2017 Summer Math Institute.

-Provide 12 Math Institute Specialists to support the participating schools for the 2017-2018 school year. The Math Institute Specialists will be contracted solely through Carnegie Learning, Inc. They will not be recruited or hired as employees of the The School District of Philadelphia.

ABC Code/Funding Source

\$3,140,674.03

201x-G52-9440-226D-3291 Title I – FY17 (\$1,130,674.03)

1100-007-9440-2251-3291 Operating – FY18 (\$1,560,000.00)

201X-G52-9440-226D-3291 Title I – FY18 (\$450,000.00)

B-7

Categorical/Grant Fund: \$15,305,269.68 Contract with Children’s Literacy Initiative – Early Literacy Specialists 2017-2018

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Children's Literacy Initiative to identify, recruit and provide qualified Early Literacy Specialists to deliver early literacy professional development and related programming for eligible elementary schools that have participated in the District's Early Literacy Summer Workshop Series, for an amount not to exceed \$15,305,269.68, for the period commencing July 3, 2017 through June 30, 2018.

Description: The purpose of this resolution is to seek authorization to contract with Children's Literacy Initiative (CLI), a 501(c)(3) non-profit corporation, to recruit and hire up to 116 (111 ELSs + 5 Floater ELSs) Early Literacy Specialists who will have the responsibility of working directly with the school leader and the teachers and instructional professionals serving PreK through Grade 3 in the designated schools to support and improve early literacy instruction. The 2017 - 2018 school year will represent the third full school year of these supports, which have been designed to support the District's overall work towards meeting Anchor Goal 2, ensuring all students are reading on grade level by age 8.

Each of the designated schools will be staffed with one full-time Early Literacy Specialist (ELS). The ongoing content, structure and deployment of the ELSs' work with schools will be managed through the Early Literacy Directors who report to the Deputy of Curriculum, Instruction and Assessment, with support and input from the Deputy of Early Childhood Education as appropriate. The ELSs will provide direct training and professional development as well as job-embedded coaching with individual teachers to enhance teacher knowledge of early literacy content and practice. ELSs will also work with teachers, teacher teams and grade groups on a regular basis to track and measure the impact of early literacy professional development and inform future programming needs by generating and reviewing student

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progress data, including but not limited to AIMSweb and Developmental Reading Assessment results.

Required skills, knowledge and abilities of the ELSs include:

- Thorough knowledge of standards and current curriculum frameworks
- Thorough knowledge of literacy development
- Demonstrated ability to differentiate instructional practices for a full spectrum of learners
- Familiarity with academic coaching methodology and practices
- Ability to support training and analysis of early literacy assessments
- Clear and succinct written and verbal communication for targeted audiences
- Effective presentation skills in various settings, both formal and informal

The contract being proposed through this resolution will enable the continued placement of ELSs in the 40 schools who completed the 2015 Summer Early Literacy Summer Workshop Series (known as Cohort 1), as well as the additional 52 schools who will complete the 2016 Summer Early Literacy Summer Workshop Series (known as Cohort 2), plus 1-2 additional ELSs to provide coverage when any ELSs are absent and to provide additional support to larger schools. The remaining 59 District elementary schools will become the third and final cohort, and will receive ELS supports in the 2017-18 school year.

In order to be eligible to participate in the Early Literacy Summer Workshop Series and receive ELS support, schools had to apply and commit to ensuring that the school principals and at least 65% of their K-3 teachers would attend the entire weeklong Early Literacy Summer Workshop Series. For Cohort 1, 77 elementary schools submitted applications, and 40 were selected for participation in this first year, with priority given to the schools with large proportions of third graders scoring below grade level in reading on the PSSA. For Cohort 2, 62 elementary schools submitted applications, and available funding permitted the District to select 52 of those schools for participation in this second year.

ABC Code/Funding Source	\$15,305,269.68
334X-g52-9440-226D-3291 Title IIA (\$14,425,726.68)	
6zqx-g01-9ce0-2296-3291 William Penn Foundation (\$879,543.00)	

IV. INTERMEDIATE UNIT

None Submitted

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RESOLVED, that the School Reform Commission hereby ratifies the appointment of the following persons to the positions, on the effective dates through **February 28, 2017** and at the salaries respectively noted, as recommended by the Superintendent, provided that: (a) continued employment of persons appointed to positions funded by categorical grants is contingent upon the availability of grant funds; and (b) persons appointed to positions funded by operating funds, shall report to either the Superintendent or his/her designees, and shall serve at the pleasure of the School Reform Commission.

THE FOLLOWING EMPLOYEES HAVE BEEN HIRED

ALEXANDER, DAVID W	TEACHER,FULL TIME	LOWELL, JAMES R. SCHOOL	02/27/17	\$45,359.00	ANNUAL SALARY
ANGELUCCI, VINCENT	TEACHER,FULL TIME	WASHINGTON, MARTHA SCHOOL	01/07/17	\$45,358.00	ANNUAL SALARY
ASKIA-HAYES, SIANI S	BUS ATTENDANT,ONE TO ONE	BARRY, JOHN ELEMENTARY SCHOOL	02/06/17	\$10,965.00	ANNUAL SALARY
ATWELL, SAMUEL	PAINTER/GLAZER/PLASTERER B 4DY	PAINTING SERVICES	02/13/17	\$41,309.00	ANNUAL SALARY
BATTLE, GENENE M	FOOD SVCS UTILITY WORKER	FOOD SERVICES ADMIN & SUPPORT	01/30/17	\$17,662.93	ANNUAL SALARY
BERMUDEZ, MARCELO D	BUS ATTENDANT,ONE TO ONE	EDISON, THOMAS A. HIGH SCHOOL	02/21/17	\$10,965.00	ANNUAL SALARY
BOWMAN, IMANI C	BUS ATTENDANT	WASHINGTON, MARTHA SCHOOL	01/24/17	\$10,965.00	ANNUAL SALARY
BOWMAN, MARSENA D	TEACHER ASST,PKHS	LONGSTRETH HEAD START	02/10/17	\$29,520.00	ANNUAL SALARY
BRATINA, DENISE M	SUPPORTIVE SERVICES ASST, 4 HR	DOBSON, JAMES SCHOOL	02/06/17	\$11,666.00	ANNUAL SALARY
BRISGONE, MICHELLE	TEACHER,SPEC EDUCATION	HENRY, CHARLES W. SCHOOL	02/06/17	\$46,193.00	ANNUAL SALARY
BRUCE, DESIREE S	BUS ATTENDANT	TILDEN MIDDLE SCHOOL	01/24/17	\$10,965.00	ANNUAL SALARY
BURKE, LAWANDA R	SCHOOL PSYCHOLOGIST	BLAINE, JAMES G. SCHOOL	02/27/17	\$78,296.00	ANNUAL SALARY
BUTLER, CARL	ONE TO ONE ASST, SPECIAL ED	MORTON, THOMAS G. SCHOOL	02/27/17	\$11,109.00	ANNUAL SALARY
CALDERON, AMANDA D	SUPPORTIVE SERVICES ASST, 4 HR	MCKINLEY, WILLIAM SCHOOL	02/15/17	\$11,666.00	ANNUAL SALARY
CARRASCO, ELIZABETH	STUDENT CLIMATE STAFF,3 HOURS	WILLARD, FRANCES E. SCHOOL	02/01/17	\$6,665.00	ANNUAL SALARY
CARTER, ROBERT L	TEACHER ASST,PKHS	KELLEY, WILLIAM D. HEAD START	02/27/17	\$29,520.00	ANNUAL SALARY
CASPER, KIRSTIE N	TEACHER,FULL TIME	CASSIDY,LEWIS C ACADEMICS PLUS	02/21/17	\$45,359.00	ANNUAL SALARY
CASTRO, ANTONIA C	CLASSROOM ASST,SP ED,SV HND	EDISON, THOMAS A. HIGH SCHOOL	02/22/17	\$19,344.00	ANNUAL SALARY
CLARK, MICHELLE P	ONE TO ONE ASST, SPECIAL ED	OLNEY ELEMENTARY SCHOOL	02/08/17	\$19,344.00	ANNUAL SALARY
COATES, KHALIEF A	STUDENT CLIMATE STAFF,5 HOURS	FELTONVILLE INTERMEDIATE	02/21/17	\$11,109.00	ANNUAL SALARY
COFFER, JASON W	TEACHER,FULL TIME	WARING, LAURA W. SCHOOL	02/04/17	\$79,586.00	ANNUAL SALARY
COLL, DAWN	TEACHER ASST,PKHS	VARE, ABIGAIL HEAD START	02/16/17	\$29,520.00	ANNUAL SALARY
COLLAZO, ANTHONY J	GEN'L CONSTRUCTION MECH B 5DY	CARPENTRY SERVICES	02/21/17	\$41,309.00	ANNUAL SALARY
COLON-SMITH, RICHARD H	STUDENT CLIMATE STAFF,5 HOURS	NORTHEAST HIGH SCHOOL	02/13/17	\$11,109.00	ANNUAL SALARY
CONNOLLY, KAY L	EXT ACTVTS,NON-CONTRACT EMP-HR	TRANSPORTATION A	02/21/17	\$12.00	HOURLY RATE
COPPER, STAR M	ONE TO ONE ASST, SPECIAL ED	HARTRANFT, JOHN F. SCHOOL	02/08/17	\$19,344.00	ANNUAL SALARY
COWGILL, MELISSA A	TEACHER,FULL TIME	PATTERSON, JOHN M. SCHOOL	02/01/17	\$46,694.00	ANNUAL SALARY
COYLE, DENNIS P	TEACHER,FULL TIME	WEST PHILADELPHIA HIGH SCHOOL	02/06/17	\$60,285.00	ANNUAL SALARY
CRAWLEY, JAHMAI M	PAINTER/GLAZER/PLASTERER B 4DY	PAINTING SERVICES	02/21/17	\$41,309.00	ANNUAL SALARY
CULPEPPER, RALPH	EXT ACTVTS,NON-CONTRACT EMP-HR	RESEARCH & EVALUATION	02/23/17	\$15.00	HOURLY RATE
DARDEN, NAKIA Y	GENERAL CLEANER, 8 HOURS	SCIENCE LDSHP ACADEMY @ BEEBER	02/13/17	\$19,828.00	ANNUAL SALARY
DAVIS, GARNETTE	ONE TO ONE ASST, SPECIAL ED	FITLER ACADEMICS PLUS	02/13/17	\$19,344.00	ANNUAL SALARY
DELGADO, HECTOR L	TEACHER,FULL TIME	OVERBROOK ELEMENTARY SCHOOL	02/15/17	\$46,694.00	ANNUAL SALARY
DEVITA, NASH J	TEACHER,FULL TIME	FELS, SAMUEL HIGH SCHOOL	01/07/17	\$45,359.00	ANNUAL SALARY
DIXON, JACQUELINE D	BUS ATTENDANT,ONE TO ONE	HARDING, WARREN G. MIDDLE SCH	02/06/17	\$10,965.00	ANNUAL SALARY

DIXON, LYDIA E	ONE TO ONE ASST, SPECIAL ED	WILLARD, FRANCES E. SCHOOL	02/13/17	\$19,344.00	ANNUAL SALARY
DRISCOLL, DENA F	GRANTS DEV & SUP SPECIALIST II	CHIEF EXECUTIVE OFFICE	02/13/17	\$49,945.00	ANNUAL SALARY
DUNBAR, KARLA K	STUDENT CLIMATE STAFF,3 HOURS	BACHE-MARTIN SCHOOL	12/08/16	\$6,665.00	ANNUAL SALARY
DUNCAN, EMILY L	BUS CHAUFFEUR PART TIME PROB	TRANSPORTATION, PD	02/21/17	\$12,576.80	ANNUAL SALARY
EVERETT, SHOMI N	STUDENT CLIMATE STAFF,3 HOURS	CAYUGA SCHOOL	01/03/17	\$6,665.00	ANNUAL SALARY
FANELLI, CYNTHIA M	TEACHER,SPEC EDUCATION	HOWE, JULIA WARD SCHOOL	02/27/17	\$47,527.00	ANNUAL SALARY
FINLEY, KELLIE E	TEACHER,FULL TIME	SULLIVAN, JAMES J. SCHOOL	02/06/17	\$45,359.00	ANNUAL SALARY
FLOYD, KWAME	SENIOR PROJECT MANAGER	RECRUITMENT & STAFFING	02/03/17	\$80,000.00	ANNUAL SALARY
FOREMAN, CARL H	GENERAL CLEANER, 8 HOURS	MAYFAIR SCHOOL	02/06/17	\$19,828.00	ANNUAL SALARY
FUSCO, SARAH A	FOOD SVCS ASSISTANT	HARDING, WARREN G. MIDDLE SCH	02/01/17	\$13,330.50	ANNUAL SALARY
GAINER, ANGEL	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	02/06/17	\$9.56	HOURLY RATE
GARDINER, FALLYN W	STUDENT CLIMATE STAFF,5 HOURS	BARRY, JOHN ELEMENTARY SCHOOL	02/06/17	\$11,109.00	ANNUAL SALARY
GILBERT, ONELL S	ONE TO ONE ASST, SPECIAL ED	WASHINGTON, MARTHA SCHOOL	02/27/17	\$19,344.00	ANNUAL SALARY
GILL, HENRY C	WORK REQUEST COORDINATOR	FACILITIES MGMT. & SERVICES	02/21/17	\$46,000.00	ANNUAL SALARY
HALL, GAMIL H	PROJECT MANAGER, CAPITAL PROJS	CAPITAL PROGRAMS	02/27/17	\$77,062.00	ANNUAL SALARY
HANDSOME, LATISHA	STUDENT CLIMATE STAFF,4 HOURS	DICK, WILLIAM SCHOOL	01/31/17	\$8,887.00	ANNUAL SALARY
HANE, ASHLEY	TEACHER,FULL TIME	MUNOZ-MARIN, HON LUIS SCHOOL	02/21/17	\$45,359.00	ANNUAL SALARY
HENDERSON, KRISTAN J	STUDENT CLIMATE STAFF,5 HOURS	HOUSTON, HENRY H. SCHOOL	02/13/17	\$11,109.00	ANNUAL SALARY
HENDERSON, SHAMIRA D	ONE TO ONE ASST, SPECIAL ED	RHODES ELEMENTARY SCHOOL	02/09/17	\$19,344.00	ANNUAL SALARY
HERING, RACHEL L	TEACHER,FULL TIME	FINLETTER, THOMAS K. SCHOOL	02/01/17	\$45,359.00	ANNUAL SALARY
HOPE, HOWARD L	SENIOR PROJECT MANAGER	OFFICE OF SPECIALIZED SERVICES	02/15/17	\$84,000.00	ANNUAL SALARY
HOWARD, ALFRED E	MANAGER,MAINT SCHEDULE & PLAN	FACILITIES MGMT. & SERVICES	02/06/17	\$100,000.00	ANNUAL SALARY
IRWIN, CHRISTINE M	GRANTS COMPLIANCE MONITOR	GRANTS COMPLIANCE	02/13/17	\$89,000.00	ANNUAL SALARY
IVERSON, KAREN J	TEACHER,FULL TIME	WAGNER, GEN. LOUIS MIDDLE SCH.	02/22/17	\$46,694.00	ANNUAL SALARY
JACKSON, KIANA M	BUS ATTENDANT	SOUTH PHILADELPHIA H.S.	02/21/17	\$10,965.00	ANNUAL SALARY
JENKINS, ANTWAN A	BUS ATTENDANT	CONWELL, RUSSELL MIDDLE SCHOOL	02/13/17	\$10,965.00	ANNUAL SALARY
JETT, LISA	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	02/06/17	\$9.56	HOURLY RATE
JONES, AIGNE T	BUS ATTENDANT	HANCOCK DEMONSTRATION SCHOOL	02/21/17	\$10,965.00	ANNUAL SALARY
JONES, JESSICA S	BUS ATTENDANT,ONE TO ONE	WILLARD, FRANCES E. SCHOOL	02/13/17	\$10,965.00	ANNUAL SALARY
JORDAN, SYLVIA	GENERAL CLEANER, 8 HOURS	WAGNER, GEN. LOUIS MIDDLE SCH.	02/13/17	\$19,828.00	ANNUAL SALARY
KANE, BARBARA A	GENERAL CLEANER, 8 HOURS	FRANK, ANNE SCHOOL	02/06/17	\$19,828.00	ANNUAL SALARY
KANE, JOSEPH M	GENERAL CLEANER, 8 HOURS	LOESCHE, WILLIAM H. SCHOOL	02/06/17	\$19,828.00	ANNUAL SALARY
KELLY, TEAUN M	BUS ATTENDANT,ONE TO ONE	FRANKFORD HIGH SCHOOL	02/21/17	\$10,965.00	ANNUAL SALARY
KENNEY, JANICE M	WORKERS' COMPENSATION CLERK I	OFFICE OF RISK MANAGEMENT	02/06/17	\$26,601.00	ANNUAL SALARY
KIMBLE, SHARIFA B	BUS ATTENDANT,ONE TO ONE	FOX CHASE SCHOOL	02/13/17	\$10,965.00	ANNUAL SALARY
KLINE, CHARLES	TEACHER,FULL TIME	STEARNE, ALLEN M. SCHOOL	02/01/17	\$45,359.00	ANNUAL SALARY
KOSTEK, AARON M	STUDENT CLIMATE STAFF,4 HOURS	DEBURGOS, J. ELEMENTARY	01/30/17	\$8,887.00	ANNUAL SALARY
LEYSATH, BRITTANIE N	ONE TO ONE ASST, SPECIAL ED	BALDI MIDDLE SCHOOL	02/27/17	\$19,344.00	ANNUAL SALARY
LUKASIENSKI, THOMAS	BRICKLAYER/CEMENT FINISHER A	MASONRY SERVICES	02/13/17	\$51,468.00	ANNUAL SALARY
MACBENLEE BROWN, ERICA F	STUDENT CLIMATE STAFF,5 HOURS	KENDERTON ELEMENTARY	02/22/17	\$11,109.00	ANNUAL SALARY
MILLER, KISHANA A	FOOD SVCS ASSISTANT	NORTHEAST HIGH SCHOOL	02/01/17	\$12,219.62	ANNUAL SALARY
NEAL, CATHERINE	SCHOOL NURSE	FAMILY & STUDENT SERVICES	12/13/16	\$54,364.00	ANNUAL SALARY
NEELY, JEREMIAH D	EXT ACTVTS,NON-CONTRACT EMP-HR	RECRUITMENT & STAFFING	02/06/17	\$12.00	HOURLY RATE

NEWTON, JUDITH	TEACHER ASST,PKHS	LEA SCHOOL HEAD START	02/23/17	\$29,520.00	ANNUAL SALARY
NOLEN, CATHLEEN M	ONE TO ONE ASST, SPECIAL ED	FOX CHASE SCHOOL	02/06/17	\$19,344.00	ANNUAL SALARY
OGILVIE, MELEIKA A	BUS ATTENDANT	NORTHEAST HIGH SCHOOL	02/13/17	\$12,042.00	ANNUAL SALARY
OWENS, MARYA	ONE TO ONE ASST, SPECIAL ED	RHAWNHRST SCHOOL	02/06/17	\$19,344.00	ANNUAL SALARY
PECK, KAITLIN	TEACHER,FULL TIME	COMLY, WATSON SCHOOL	02/14/17	\$45,359.00	ANNUAL SALARY
PEEL, AMANDA M	TEACHER,SPEC EDUCATION	HILL-FREEDMAN WORLD ACADEMY	02/17/17	\$66,369.00	ANNUAL SALARY
POUR, BENDU Z	TEACHER,FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	01/09/17	\$46,694.00	ANNUAL SALARY
PURDY, MARIA S	TEACHER,FULL TIME	JACKSON HEAD START	02/15/17	\$46,694.00	ANNUAL SALARY
QUESADA, ELAINA M	STUDENT CLIMATE STAFF,4 HOURS	MAYFAIR SCHOOL	02/13/17	\$8,887.00	ANNUAL SALARY
REASON, MARC A	TEACHER,FULL TIME	ALLEN, DR. ETHEL SCHOOL	01/07/17	\$75,964.00	ANNUAL SALARY
REVELL, TAMARYCE J	ONE TO ONE ASST, SPECIAL ED	WIDENER MEMORIAL SCHOOL	02/08/17	\$19,344.00	ANNUAL SALARY
RICHARDSON, DELOISE J	ONE TO ONE ASST, SPECIAL ED	WASHINGTON, MARTHA SCHOOL	02/23/17	\$19,344.00	ANNUAL SALARY
RILEY, SUSAN E	TEACHER,FULL TIME	MEADE, GEN. GEORGE G. SCHOOL	02/27/17	\$46,694.00	ANNUAL SALARY
ROBINSON, RICHARD R	TEACHER,FULL TIME	CAYUGA SCHOOL	02/15/17	\$45,359.00	ANNUAL SALARY
ROUNDTREE, LISA D	BUS CHAUFFEUR PART TIME PROB	TRANSPORTATION, PD	02/21/17	\$12,576.80	ANNUAL SALARY
SALAAM, HALEEMAH	ONE TO ONE ASST, SPECIAL ED	ELLWOOD SCHOOL	02/13/17	\$19,344.00	ANNUAL SALARY
SAUNDERS, SANDRA L	STUDENT CLIMATE STAFF,4 HOURS	FELL, D. NEWLIN SCHOOL	02/16/17	\$8,887.00	ANNUAL SALARY
SCAMBY, BETH ANN M	TEACHER,FULL TIME	MUSIC, INSTRUMENTAL	02/02/17	\$60,202.00	ANNUAL SALARY
SCHULMAN, EMILY B	EXT ACTVTS,NON-CONTRACT EMP-HR	CHIEF EXECUTIVE OFFICE	02/02/17	\$15.00	HOURLY RATE
SCOTT, D'AYRRA C	ONE TO ONE ASST, SPECIAL ED	MORRIS, ROBERT SCHOOL	02/15/17	\$19,344.00	ANNUAL SALARY
SHARPE, LISA A	BUS CHAUFFEUR PART TIME PROB	TRANSPORTATION, PD	02/21/17	\$12,576.80	ANNUAL SALARY
SHERSTYUK, SERGE P	TEACHER,FULL TIME	GIRLS, PHILA HIGH SCHOOL FOR	02/06/17	\$45,359.00	ANNUAL SALARY
SHOEMAKER, AMY B	TEACHER,FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	02/22/17	\$49,615.00	ANNUAL SALARY
SIENKO, DAVID F	PAINTER/GLAZER/PLASTERER B 4DY	PAINTING SERVICES	02/21/17	\$41,309.00	ANNUAL SALARY
SMITH, BRIANA R	STUDENT CLIMATE STAFF,4 HOURS	JUNIATA PARK ACADEMY	02/27/17	\$8,887.00	ANNUAL SALARY
SMITH, LATEEFA S	CLASSROOM ASST	EMLEN, ELEANOR C. SCHOOL	02/27/17	\$14,427.00	ANNUAL SALARY
SPIVEY, AISHA S	CLASSRM ASST,PRE-K HD STRT-PDS	BRIGHT FUTURES & PREK PARTNERS	02/28/17	\$48.94	DAILY RATE
STANCZAK, JOHN F	TEACHER,FULL TIME	MEEHAN, AUSTIN MIDDLE SCHOOL	02/02/17	\$49,615.00	ANNUAL SALARY
STEWART, TAYLOR B	CLASSROOM ASST,SP ED,SV HND	GREENBERG, JOSEPH SCHOOL	02/16/17	\$19,344.00	ANNUAL SALARY
STICCO, ALEXANDRA	TEACHER-EXTRA CURR/STAFF DEVEL	COORD OFC NON-PUBLIC SCHL PGMS	02/02/17	\$39.87	HOURLY RATE
SU, THEARRA	EXT ACTVTS,NON-CONTRACT EMP-HR	TRANSPORTATION A	02/21/17	\$12.00	HOURLY RATE
SUAREZ, PEDRO M	CLASSROOM ASST,SP ED,SV HND	DOBSON, JAMES SCHOOL	02/13/17	\$19,344.00	ANNUAL SALARY
SUTHERLAND, DANIELLE G	EXT ACTVTS,NON-CONTRACT EMP-HR	RESEARCH & EVALUATION	02/08/17	\$15.00	HOURLY RATE
THOMAS, MELISSA I	STUDENT CLIMATE STAFF,4 HOURS	TAYLOR, BAYARD SCHOOL	02/01/17	\$8,887.00	ANNUAL SALARY
THOMAS, PHENISHA L	FOOD SVCS ASSISTANT	MEEHAN, AUSTIN MIDDLE SCHOOL	02/08/17	\$11,108.75	ANNUAL SALARY
THOMPSON, CHRISTOPHER L	TEACHER,SPEC EDUCATION	WARING, LAURA W. SCHOOL	02/06/17	\$46,193.00	ANNUAL SALARY
TOUSSAINT, GABRIETTE P	TEACHER,FULL TIME	ROOSEVELT ELEMENTARY SCHOOL	02/21/17	\$46,694.00	ANNUAL SALARY
TROST, MELISSA	TEACHER,FULL TIME	MOORE, J. HAMPTON SCHOOL	02/06/17	\$51,113.00	ANNUAL SALARY
TSAMOUTALIS, PANAGIOTIS T	TEACHER,FULL TIME	NORTHEAST HIGH SCHOOL	02/27/17	\$45,359.00	ANNUAL SALARY
TUCKER-SANDY, TRACIE D	SCHOOL NURSE	COOKE, JAY ELEMENTARY SCHOOL	02/13/17	\$62,869.00	ANNUAL SALARY
TYLER, GARY T	STUDENT CLIMATE STAFF,3 HOURS	GIDEON, EDWARD SCHOOL	01/27/17	\$6,665.00	ANNUAL SALARY
VAN REED, CYNTHIA	GENERAL CLEANER, 8 HOURS	PENN TREATY HIGH SCHOOL	02/06/17	\$19,828.00	ANNUAL SALARY
WADE, YOLANDA	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	02/06/17	\$9.56	HOURLY RATE

WALLACE, DEVINE	STUDENT CLIMATE STAFF,5 HOURS	CAYUGA SCHOOL	02/06/17	\$11,109.00	ANNUAL SALARY
WALLACE, MIA L	GENERAL CLEANER, 8 HOURS	GIRARD ACADEMIC MUSIC PROGRAM	02/06/17	\$19,828.00	ANNUAL SALARY
WATSON, KYLAN W	STUDENT CLIMATE STAFF,5 HOURS	FITLER ACADEMICS PLUS	02/06/17	\$11,109.00	ANNUAL SALARY
WILDE, EVERETT M	STUDENT CLIMATE STAFF,4 HOURS	SOUTHWARK SCHOOL	02/06/17	\$8,887.00	ANNUAL SALARY
WILLIAMS, JVANNE	TEACHER ASST,PKHS	ELLWOOD SCHOOL HEAD START	02/15/17	\$29,520.00	ANNUAL SALARY
WILLIAMS, MARIA	BUS ATTENDANT	BARRY, JOHN ELEMENTARY SCHOOL	02/21/17	\$10,965.00	ANNUAL SALARY
WILLIAMS, SAEDRAH A	ONE TO ONE ASST, SPECIAL ED	SCIENCE LEADERSHIP ACADEMY	02/21/17	\$19,344.00	ANNUAL SALARY
WILSON, ALZENA R	STUDENT CLIMATE STAFF,3 HOURS	NEBINGER, GEORGE W. SCHOOL	01/03/17	\$6,665.00	ANNUAL SALARY
WOODS, DAQWAN L	GENERAL CLEANER, 8 HOURS	MEEHAN, AUSTIN MIDDLE SCHOOL	02/13/17	\$19,828.00	ANNUAL SALARY
WRIGHT, CHARLENE	TEACHER ASST,PKHS	MIFFLIN HEAD START	02/15/17	\$29,520.00	ANNUAL SALARY
YOUNG, JAKE B	TEACHER,FULL TIME	MIFFLIN, THOMAS SCHOOL	02/23/17	\$45,359.00	ANNUAL SALARY
ZWIERCAN, MICHAEL T	GEN'L CONSTRUCTION MECH B 5DY	MASONRY SERVICES	01/30/17	\$41,309.00	ANNUAL SALARY

THE FOLLOWING EMPLOYEES HAVE BEEN TERMINATED

ARTAVIA CASTRO, JAZMIN	STUDENT CLIMATE STAFF,3 HOURS		02/22/17		
BOND, ROBERT D	FOOD SVCS UTILITY WORKER		02/03/17		
BOWMAN, MARSENA D	TEACHER ASST,PKHS		02/10/17		
BRAXTON, BRANDON R	BUS ATTENDANT,SIX HOURS		02/16/17		
BUTLER, JIBRI A	SCHOOL POLICE OFFICER		02/14/17		
CARTER, ROBERT L	TEACHER ASST,PKHS		02/10/17		
COLL, DAWN	TEACHER ASST,PKHS		02/04/17		
CUNNINGHAM, KEYARA S	ONE TO ONE ASST, SPECIAL ED		01/23/17		
DUNBAR, KARLA K	STUDENT CLIMATE STAFF,3 HOURS		12/17/16		
GAMBLE, ANTHONY D	BUILDING ENGINEER TRAINEE		02/16/17		
GILSON, ALBERT F	PRINCIPAL FELLOW		02/11/17		
GONZALEZ, JAMERE	ONE TO ONE ASST, SPECIAL ED		01/26/17		
HILL, CHRISTINA	CLASSROOM ASST,SP ED,SV HND		02/02/17		
JOHNSON, DENISE	TEACHER ASST,PKHS		02/04/17		
JOHNSON, ERICA K	SCHOOL NURSE		02/28/17		
KRAJA, OLTA	CLASSROOM ASST,SP ED,SV HND		02/01/17		
MCBRINN, AMBER J	STUDENT CLIMATE STAFF,5 HOURS		02/25/17		
MCGLAUGHLIN, THOMAS M	TEACHER,FULL TIME		01/20/17		
MCKNIGHT, MARQUITA D	CLASSROOM ASST,SP ED,SV HND		02/24/17		
MILLER, CHRISTINE	CUSTODIAL ASSISTANT		02/16/17		
MITCHELL, BREANNA D	CLASSROOM ASST,SP ED,SV HND		02/03/17		
MOUNTCASTLE, KATIYA D	SUPPORTIVE SERVICES ASST, 4 HR		02/28/17		
NEWTON, JUDITH	TEACHER ASST,PKHS		02/10/17		
PHELPS, JAMAL K	FOOD SVCS UTILITY WORKER		02/07/17		
ROBINSON, CASSANDRA	FOOD SVCS UTILITY WORKER		02/03/17		
STEVENSON, JILL M	TEACHER,FULL TIME		02/07/17		
TAYLOR-BROWN, BRIDGET D	DIR,PREVENTION & INTERVENTION		02/25/17		
TURNER, JAMAAL R	FOOD SVCS UTILITY WORKER		02/28/17		

WILLIAMS, JVANNE
WILLIAMS, KANISHA A
WRIGHT, CHARLENE

TEACHER ASST, PKHS
STUDENT CLIMATE STAFF, 5 HOURS
TEACHER ASST, PKHS

02/10/17
02/17/17
02/10/17