

**SCHOOL REFORM COMMISSION
PUBLIC MEETING
RESOLUTION SUMMARY**

NOVEMBER 15, 2016

I. SCHOOL REFORM COMMISSION

SRC-1 (Withdrawn by Staff 11.10.16)

Application for Charter Renewal – Mastery Charter School Clymer Elementary

SRC-2 (Withdrawn by Staff 11.10.16)

Application for Charter Renewal – Mastery Charter School Shoemaker Campus

SRC-3 (Withdrawn by Staff 11.10.16)

Application for Charter Renewal – Mastery Charter School Simon Gratz Campus

SRC-4 (Added 11.9.16)

Agreement Not To Request Renewal of Charter and To Close and Dissolve Charter School – World Communications Charter School

WHEREAS, pursuant to the Charter School Law, 24 P.S. § 17-1701-A, *et seq.*, the Board of Education of The School District of Philadelphia ("School District") granted a Charter to World Communications Charter School ("Charter School") in 1997; and

WHEREAS, the School Reform Commission ("SRC") renewed the Charter in 2002, in 2007, and also in 2012 with twenty-two conditions; and

WHEREAS, in June 2016, the Charter Schools Office ("CSO") of the School District recommended to the SRC that the Charter School's Charter be revoked based on certain academic, financial, governance and operational grounds; and

WHEREAS, on July 1, 2016, the SRC approved Resolution SRC-6 setting forth the reasons why the Charter School's Charter should be revoked; and

WHEREAS, a revocation hearing before a hearing officer appointed by the SRC was scheduled for October 24, 2016, October 28, 2016, November 8, 2016 and November 29, 2016; and

WHEREAS, the Board of Trustees of the Charter School approved a resolution on October 25, 2016 authorizing the Charter School (i) not to submit a renewal application or otherwise request renewal of its Charter which expires on June 30, 2017; (ii) to close and to cease operations on or before June 30, 2017, and (iii) to agree to other terms and conditions as set forth in this Resolution, if the SRC agrees not to proceed with the scheduled public revocation hearing; and

WHEREAS, per the Charter, the Charter School is currently operating at 512 South Broad Street, Philadelphia, PA 19146 serving students in grades 6-12 for the 2016-2017 school year; and

WHEREAS, the SRC has agreed to cancel the scheduled public hearing on the revocation of the Charter School's Charter if the Charter School agreed not to submit a renewal application or otherwise request renewal of its Charter, agreed to close and cease operations on or before June 30, 2017 and agreed to other terms and conditions as set forth in this Resolution; so be it

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

RESOLVED, that the SRC ratifies the execution, delivery and performance by the School District through the Chair of the SRC of the Agreement Not To Request Renewal and To Close and Dissolve Charter School (“Agreement”) with World Communications Charter School, effective October 25, 2016, pursuant to the following Terms and Conditions:

1. The Charter School: (i) agrees not to submit a renewal application or otherwise request renewal of its Charter which expires on June 30, 2017; (ii) agrees to close and to cease operations on or before June 30, 2017; (iii) agrees not to transfer the Charter to another charter operator or charter board during the remainder of the current Charter term; (iv) agrees that its Charter shall terminate as of June 30, 2017 and that the Charter School may not operate as a charter school after that date; (v) agrees to commence the dissolution process of the Charter School on or before June 30, 2017 by the appointment of the manager of the dissolution process; and (vi) agrees to waive its rights to file any claim or commence any action in connection with the Charter or cessation of the Charter before the State Charter School Appeal Board, any court of competent jurisdiction court or other tribunal.
2. On or before October 27, 2016, the Charter School shall notify the Charter School's parents/guardians/caregivers, staff and students that the Charter School Board of Trustees has decided that the Charter School will close by June 30, 2017. The Charter School shall provide electronic copies of these communications to the School District's Charter Schools Office (“CSO”) within three (3) business days after their dissemination. The Charter School shall work with the School District's Office of Student Enrollment and Placement (“OSEP”) and the CSO to optimize placement options for students including placement of students who meet the admission criteria at City-wide and special admit schools. The Charter School shall allow OSEP to come onsite and have access to the students at least once prior to November 4, 2016 to facilitate the school selection process for the 2017-2018 school year.
3. The School District agrees to work with the Charter School and with students, parents/guardians and caregivers to identify new schools and programs for all students enrolled in the Charter School through the end of the 2016-2017 school year.
4. Pursuant to 24 P.S. § 17-1729-A(j), the Charter School agrees to provide to the School District complete copies of all student records, including copies of all available transcripts, grades, IEPs, disciplinary records, and health records ("Student Records") for all current and former students. For students who have graduated from the Charter School during its operation, the Charter School will ensure that the Student Records include a complete and final copy of the high school transcript indicating graduation. The Charter School will use its best efforts to provide Student Records for all current students by June 30, 2017. Student Records of former students shall be provided by August 31, 2017.
5. The School District agrees to provide per-pupil funding to the Charter School for students enrolled in the Charter School through the earlier of the last date of student enrollment or June 30, 2017. The School District further agrees that any deductions from funding will be communicated to the Charter School in advance of the deduction and will be fully reconciled along with any final charter payments reconciliation for the Charter School.
6. During the remainder of the 2016-2017 school year, the Charter School agrees to continue to provide an educational program and services to all enrolled students in compliance with all applicable federal, state and local laws, including without limitation, appropriate special

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education programs and English Language Learner services. On or before May 1, 2017, the Charter School shall notify the School District about students who will need Extended School Year (“ESY”) services during the summer 2017.

7. The Charter School agrees not to enroll more than 700 students during the 2016-2017 school year. The Charter School agrees to accurately report student enrollment data on the School Computer Network and/or Infinite Campus and to provide all expulsion information to the School District during the 2016-2017 school year. The Charter School acknowledges and agrees that the School District and the Commonwealth of Pennsylvania shall provide no more than the per-pupil funding for all students enrolled at or below the enrollment cap.
8. The Charter School agrees to proceed with an orderly winding up and dissolution of the Charter School, to provide the School District with a written plan for winding up the operations of the Charter School, and to identify a person responsible for the winding up and the maintenance of required records by March 15, 2017.
9. During the remainder of the 2016-2017 school year and through the dissolution process, the Charter School agrees to pay all employees, keep current on both the employee and employer contributions to the Public School Employees' Retirement System ("PSERS"), and pay all bills and obligations in a timely fashion as such bills and obligations come due, subject to continued per-pupil funding for enrolled students from the School District in accordance with the funding laws. The School District shall withhold and escrow up to \$25,000 from the Charter School's June 2017 payment to cover any final PSERS contributions due to PSERS by the Charter School. Such funds will be paid over to the Charter School once the School District and the Charter School receive confirmation from PSERS that no amounts are due and owing.
10. The Charter School agrees that it will cooperate with the Office of Auditing Services ("OAS") on a final financial review and enrollment audit of the Charter School's records by the School District and agrees that the Charter School will give the CSO and OAS access to lease information, financial records, and enrollment records of the Charter School on or before November 30, 2016.
11. The Charter School agrees and acknowledges that the Board of Trustees of the Charter School has approved the Agreement including the aforementioned terms and conditions at a public meeting advertised in accordance with the Sunshine Act on or before October 26, 2016. A copy of the Board Resolution is attached to the Agreement as Exhibit A.
12. The Charter School agrees and acknowledges that if it fails to comply with any of the terms of the Agreement or if it creates conditions which threaten the health and safety of the Charter School's students or staff, the Agreement will be deemed to be a non-appealable adjudication to revoke the Charter, and the SRC and the School District may take any action necessary to immediately close the Charter School without a public hearing, including without limitation, entering onto the Charter School's premises, sequestering Charter School records, protecting the Charter School's students and staff, and/or terminating all per pupil payments.

SRC-5 (Updated 11.2.16) (NO ACTION TAKEN)

Adoption of Policies; Adoption of Amendment to Policies

RESOLVED, that the School Reform Commission hereby adopts the following SRC Policies, in the forms attached, effective November 16, 2016:

Policy 200, Enrollment of Students

FURTHER RESOLVED, that the School Reform Commission hereby adopts amendments to the following SRC Policies, in the forms attached, effective November 16, 2016:

Policy 145, Student and Staff Wellness

Policy 201, Admission of Students

Policy 203, Immunizations and Communicable Diseases

Policy 249, Bullying/Cyberbullying

Policy 918, Title 1 Parent Involvement

Description: The School Reform Commission establishes general parameters in which the daily operations of the School District are to be governed. As such, the policies (listed above and attached) have been revised and updated to align with current local, state and federal law.

These amendments to policies were developed with the support of the Pennsylvania School Boards Association (PSBA), pursuant to a contract entered into with PSBA pursuant to Resolution SRC-5, approved by the SRC on May 19, 2016. PSBA offers a comprehensive Policy Development Service that updates the SRC's Policy Manual. The policy development process consists of an in-depth analysis of the existing adopted policies maintained by the School District in relation to the requirements of federal and state laws and regulations; the impact of court and arbitration decisions and recommendations based on governance, liability and educational issues.

SRC-6 (Updated 11.10.16) (AS AMENDED)

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. M. K., Teacher
2. H. M. T., Teacher

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-7 (Added 11.9.16)

Amendment to Proposed Charter School; Mastery Charter School – Gillespie Campus

WHEREAS, on or before November 15, 2014, the applicant for Mastery Charter School – Gillespie Campus ("Mastery Gillespie" or "Charter School") submitted an application to the Charter Schools Office of The School District of Philadelphia ("School District") to start a charter school; and

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WHEREAS, the School Reform Commission ("SRC") reviewed the representations, statements and materials contained in the charter school application submitted by Mastery Gillespie and made during the public hearings by representatives for Mastery Gillespie; and

WHEREAS, by Resolution SRC-24 ("SRC-24"), approved on February 18, 2015, the SRC granted a Charter to Mastery Gillespie contingent upon Mastery Gillespie meeting the conditions set forth in SRC-24; and

WHEREAS, Mastery Gillespie met the conditions in SRC-24 and by Resolution SRC-15, approved on June 18, 2015, the SRC granted a Charter to Mastery Gillespie to operate a public charter school for a three-year period commencing on July 1, 2016 and ending on June 30, 2019, contingent upon Mastery Gillespie providing on or before March 31, 2016 certain required documentation to the Charter Schools Office, in form and substance acceptable to the Charter Schools Office; and

WHEREAS, Mastery Gillespie has requested that the SRC amend the period of the term of the Charter to commence the three-year term of the Charter on July 1, 2017 rather than July 1, 2016 primarily due to Mastery Gillespie's renovations to the Charter School facility not being completed in time to open the charter school for the 2016-2017 school year; now be it

RESOLVED, that the School Reform Commission ("SRC") rescinds Resolution SRC-15, approved on June 18, 2015 in order to change the period of the term of the Charter to commence the three-year term of the Charter on July 1, 2017 rather than July 1, 2016; and be it

FURTHER RESOLVED, that the School Reform Commission hereby grants a Charter to "Mastery Charter School – Gillespie Campus" to operate a public charter school for a three-year period commencing on July 1, 2017 and ending on June 30, 2020 ("Term"), effective upon the full execution of the Charter Agreement by the School District and by the Chair of the Board of Trustees of the Charter School or by another member of the Board or the Chief Executive Officer duly designated by the Board; and be it

FURTHER RESOLVED, that the Charter School has agreed that on or before June 30, 2017, the Charter School shall provide the following documentation ("Required Documentation") to the Charter Schools Office, in form and substance acceptable to the Charter Schools Office:

1. A certified copy of the Articles of Incorporation of the Charter School, and any amendments thereto, certified by the Secretary of State of the Commonwealth of Pennsylvania.
2. A good standing certificate for the Charter School issued by the Secretary of State of the Commonwealth of Pennsylvania.
3. A duly approved Charter Board Resolution, certified by the Secretary of the Charter Board (i) authorizing the execution and delivery of the Charter and the performance of the transactions contemplated hereby, (ii) stating that no members of the Charter Board or their immediate family will have business dealings with the Charter School, and that the Charter Board will comply with the Pennsylvania Public Official and Employee Ethics Act; and (iii) providing the names and addresses (including email addresses) of the officers of the Charter Board and stating that such persons are authorized to execute and request payments under the Charter.

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4. A true, correct and complete dated copy of the Charter School's Internal Revenue Service ("IRS") Form 1023 application for recognition under Section 501(c)(3) of the Internal Revenue Code with a representation as to the date on which the IRS Form 1023 was submitted to the Internal Revenue Service or a copy of the determination letter issued by the IRS stating that the Charter School is a federally tax exempt entity as described in Section 501(c)(3) of the Internal Revenue Code.
5. An affidavit signed by the chair of the Board of Trustees, indicating that a sufficient staff, with complete and appropriate criminal and child abuse records checks, and all necessary certifications as required by this Charter and Applicable Laws (as hereinafter defined), have been hired to serve the actual enrollment of the Charter School.
6. A copy of the Charter School's Student Records Policy for the collection, maintenance, and dissemination of student records as required by 22 Pa. Code Chapter 12.
7. A copy of the signed lease or recorded deed for each facility the Charter School shall utilize during the Term of the Charter.
8. A valid Certificate of Occupancy or memorandum that a new Certificate of Occupancy is not required for use as a school, issued by the City of Philadelphia Office of Licenses and Inspections for each facility the Charter School shall utilize during the Term of the Charter.
9. A Certificate of Insurance evidencing all required insurance coverages, satisfactory to the School District's Office of Risk Management.
10. The Statement of Assurances, and all Application appendices and attachments referred to therein.
11. Any contracts for the provision of management, consulting or similar services to the Charter School.
12. A locally developed curriculum establishing alignment with Pennsylvania standards for all grade levels to be served. Such curriculum shall include specific provisions for English as Second Language students.
13. A plan for English as a Second Language programming which complies with 22 Pa. Code Chapter 4 standards.
14. Budget documents which demonstrate that the Charter School has performed adequate financial planning for the opening and operation of the Charter School.
15. Plan documents for any 403(b) deferred compensation retirement plan for the Charter School, outlining the terms, conditions and benefits of the plan, including an employer contribution;

and be it

FURTHER RESOLVED, that the Charter School has agreed to comply with certain conditions ("Conditions") as set forth below. Failure to comply with the Conditions may be a basis for revocation or nonrenewal of the Charter School's Charter:

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

1. The Board of Trustees shall ensure that all trustees, officers, administrators, and relatives of trustees, officers and administrators of the Charter School comply with the Pennsylvania Public Official and Employee Ethics Act and the Pennsylvania Nonprofit Act. The Board of Trustees shall adopt a Conflicts of Interest policy that complies with the Pennsylvania Public Official and Employee Ethics Act and the Pennsylvania Nonprofit Act.
2. The Board of Trustees shall adopt an Admissions Policy and Process which complies with the Public School Code and Charter School Law and which includes provisions on application deadlines, recruitment communications, including details on methods to be used to recruit students Citywide or in an applicable attendance zone, lottery dates, and results, in a form that is acceptable to the Charter Schools Office. The Admissions Policy and Process shall provide that if seats open during the school year for grades K-6 or between school years for grades 1-6, the Charter School shall accept new students from the waiting list in appropriate order for particular grades or new applicants if there are no applicants for that grade on the waiting list. The Admissions Policy and Process also shall provide that the Charter School shall provide a copy of its current waiting list at any time during the Term of the Charter within ten (10) business days after requested by the Charter Schools Office.
3. The Board of Trustees shall adopt Bylaws and shall provide a copy of the Bylaws and a list of names and addresses of the Board of Trustees of the Charter School to the Charter Schools Office no later than March 31, 2017. The Bylaws and the Board list shall demonstrate that none of the Board members of the Charter School serve on the Board of Trustees of Mastery Charter High School, the management company.
4. The Board of Trustees shall submit to the Charter Schools Office signed Statements of Financial Interest as required by the Public Official and Employee Ethics Act and the Charter School Law annually, pursuant to guidelines established by the Charter Schools Office.
5. The Board of Trustees shall ensure that the dates, times, and locations of scheduled Board meetings are posted on the Charter School's website. Furthermore, minutes from Board meetings shall be posted on the Charter School's website within two weeks of approval by the Board of Trustees.
6. The contract between the Charter School and the Charter School's management company, Mastery Charter High School, that accurately reflects all of the duties, services, obligations and liabilities of each party to the other with respect to the operation of the Charter School or services to be provided to the Charter School, including specific provisions on management fees, which shall be approved by the respective governing boards of each entity, in a form and of provisions that are acceptable to the Charter Schools Office.
7. The Board of Trustees shall submit to the School District by August 1st of each year during the Term of the Charter as part of the Charter School's Annual Report, or separately if not included in the Charter School's Annual Report, evidence that 75% of the Charter School's professional staff are certified in accordance with the Charter School Law.

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8. The Board of Trustees shall submit to the School District by August 1st of each year during the Term of the Charter as part of the Charter School's Annual Report, or separately if not included in the Charter School's Annual Report, evidence that 100% of the Charter School's teachers with primary responsibility for direct instruction in one or more of No Child Left Behind's core academic subjects demonstrate that they satisfy the definition of a "Highly Qualified Teacher".
9. The Board of Trustees shall ensure that all employees have required federal and state criminal and child abuse background checks during the term of the Charter. The Board of Trustees shall submit a signed affidavit to the School District annually, pursuant to guidelines established by the Charter Schools Office, as evidence that the Charter School has complied with this requirement; and be it

FURTHER RESOLVED, that the School District and the Charter School acknowledge and agree that the Charter School will enroll students only in Kindergarten through grades 6 with a maximum enrollment of 503 students in the 2017-2018 school year, 532 students in the 2018-2019 school year and 588 students in the 2019-2020 school year and during any renewal term of the charter, unless the parties agree in writing to other terms. Under no circumstances will the Charter School request payment from the School District or the Commonwealth of Pennsylvania for more students than set forth herein nor enroll students in different grades, without SRC approval by resolution; and be it

FURTHER RESOLVED, that the Charter School has agreed that the Charter School shall have an admission preference for all students living in the Simon Gratz High School ("Gratz") catchment area. The Charter School first may fill open enrollment slots with students having sibling or founder preferences, as applicable. If enrollment slots are still available after admitting (i) students having sibling or founder preferences; and (ii) all applicants attending the schools in the Gratz catchment area, the Charter School shall fill the remaining slots on a random basis in accordance with Section 17-1723-A; and be it

FURTHER RESOLVED, that the Charter School has agreed that:

1. The Charter School shall participate in the School District's charter school performance framework and monitoring system as set forth in the School District charter school policies and procedures and any amendments thereto. The charter school performance framework will include annual assessments of the Charter School's academic, financial, and organizational performance. The Charter School agrees to submit to the School District all student level academic information required for assessment of academic performance as part of the charter school performance framework and monitoring system.
2. For each year during the term of the Charter, the Charter School shall seek to achieve (i) a School Performance Profile ("SPP") score of 70 or better, (ii) the Pennsylvania Value-Added Assessment System ("PVAAS") growth measure, and (iii) the Average Growth Index ("AGI") growth measure, consistent with the Pennsylvania Department of Education's Accountability System pursuant to NCLB.
3. If the Charter School achieves a ranking in the bottom two levels on the School District's charter school performance framework and monitoring system during any year of the term of the Charter, the School District shall require that the Charter School meet certain

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specific student achievement targets and participate in ongoing progress reporting. If the Charter School consistently achieves a ranking in the bottom two levels on the School District's charter school performance framework and monitoring system for two consecutive years during the Term of the Charter, the School District may recommend that the SRC commence revocation or nonrenewal proceedings against the Charter School;

and be it

FURTHER RESOLVED, that no later than April 1, 2017, Mastery Gillespie may submit a request in writing to the SRC to delay the opening of the Charter School by one additional year, such that the three-year Term of the Charter would commence on July 1, 2018 and end on June 30, 2021 and such amendment to the period of the Term of the Charter must be approved in writing by the Chief of Staff of the SRC; and be it

FURTHER RESOLVED, that the Charter granted herein will not take effect until the written Charter has been issued and signed by the Chair of the SRC and the Chair of the Charter School's Board of Trustees, or another member of the Board or the Chief Executive Officer duly designated by the Board.

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 October 31, 2016 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.

Executive

A-2

Categorical/Grant Fund: \$1,116,500 Acceptance of a Grant from Philadelphia School Partnership to Support Roxborough High School

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee: (i) to accept with appreciation a grant from the Philadelphia School Partnership for an amount up to \$550,000 in direct funding and \$566,500 in donated goods and services to support the implementation of the wall-to-wall academies model at Roxborough High School for the period commencing December 1, 2016 through June 30, 2019; and (ii) to execute, deliver, and perform an annual grant agreement with the Philadelphia School Partnership to further the intent of this Resolution; and it be

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 Memorandum of Understanding with Steel Dynamics to provide educational consulting services, valued at \$60,000, at no cost to the School District in support of the implementation of the wall-to-wall academies model at Roxborough High School for the period commencing December 1, 2016 through June 30, 2017; and it be

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of

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Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a Memorandum of Understanding with American Alliance for Innovative Systems to provide educational consulting services, valued at \$58,000, at no cost to the School District in support of the implementation of the wall-to-wall academies model at Roxborough High School for the period commencing December 1, 2016 through June 30, 2017; and it be

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 Memorandum of Understanding with Buck Institute for Education to provide educational consulting services, valued at \$16,000 at no cost to the School District in support of the implementation of the wall-to-wall academies model at Roxborough High School for the period commencing December 1, 2016 through June 30, 2017. *Description:* Beginning in school year 2015 – 2016, the School District of Philadelphia has worked with the Philadelphia School Partnership to plan and implement the wall-to-wall academies model at Roxborough High School.

In school year 2016 – 2017, the Philadelphia School Partnership has generously agreed to provide a grant from its Great Schools Fund of \$550,000 in direct funding and \$566,500 in donated goods and services over a three-year period to support the implementation of the wall-to-wall academies model.

In school year 2016 – 2017, the Philadelphia School Partnership will provide: (i) up to \$216,000 in funding directly to the School District of Philadelphia to support professional development, salaries and benefits for staff positions, and teacher stipends and (ii) donated services at a total value of \$375,000, including educational consulting services through Steel Consulting at no cost to the School District, classroom technology and furniture, school marketing materials, admission costs for educational conferences, and professional development through American Alliance for Innovative Systems and Buck Institute at no cost to the School District to support the implementation of the wall-to-wall academies model.

In school year 2017 – 2018, the Philadelphia School Partnership will provide: (i) up to \$250,000 in funding directly to the School District of Philadelphia and (ii) donated services at a projected total value of \$113,000 to support the implementation of the wall-to-wall academies model.

In school year 2016 - 2017, the Philadelphia School Partnership has generously agreed to provide a grant from its Great Schools Fund and donate goods and services with a total value of \$1,100,000 to over a three-year period to support the implementation of the wall-to-wall academies model at Roxborough High School.

In school year 2016 - 2017, the Philadelphia School Partnership will provide: (i) up to \$216,000 in funding directly to the School District of Philadelphia to support professional development, salaries and benefits for staff positions, and teacher stipends and (ii) donated goods and services at a total value of \$375,000, including but not limited to educational consulting services, admission costs for educational conferences, school marketing materials, and professional development.

ABC Code/Funding Source	\$1,116,500.00
Grant to Support Wall-to-Wall Academies Model - Roxborough High	

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

Operations**A-3****Capital Fund: \$330,250 Contract with Gipe Associates, Inc. - Professional Design Services for Major Renovations at Albert Greenfield 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 contract with Gipe Associates, Inc. to provide professional design services for major renovations at Albert Greenfield Elementary School for an amount not-to-exceed, \$330,250.00 for the period commencing November 18, 2016 through project completion.

Description: The adopted Capital Improvement Program (CIP) for FY 2016-2021, which was amended and approved on May 26, 2016, includes a major renovation project at the Albert Greenfield Elementary School, which currently has a Construction budget of \$4,300,000. This project consists of the complete replacement of the existing steam heating system with (2) new dual-fuel fired hot water boilers, new boiler stack, new gas service, replacement of all cabinet unit heaters and ventilators, as well as replacement of existing elevator, fire alarm system, and pivoting windows in classrooms. The project will include three prime contractors at a minimum consisting of General Construction, Mechanical Construction and Electrical Construction.

On June 6, 2016, the School District of Philadelphia, Office of Capital Programs publicly advertised and issued a Request for Proposals/Request for Qualifications (RFP/RFQ) to obtain public competitive proposals from qualified, professional firms to provide professional design services for major renovations at Albert Greenfield Elementary School to the District. A total of (10) ten firms responded to this RFP/RFQ on August 12, 2016.

Evaluation of the technical proposals was performed by a three-person evaluation committee consisting of the Office of Capital Program's construction management staff, design management staff and contract compliance staff. The administrative and technical review of submitted proposals were based on pre-established evaluation criteria: (1) qualifications of the personnel measured by the technical experience and education of the key team members to provide the services being proposed; (2) the professional experience and qualifications of the proposer in the satisfactory performance of design services for projects of comparable size, building type, complexity, and budget; (3) the quality of references from past and current clients; (4) history of the proposer in meeting the design and construction schedules; (5) the proposer's past experience and performance to minimize change orders; (6) meeting MBE/WBE goals; and (7) tax compliance. The following five firms were selected for oral presentations and interviews which were conducted on September 18 and 19, 2016: Environetics, Gannett Fleming, Gipe Associates, Inc., Princeton Engineering and Reynolds.

Gipe Associates, Inc. was deemed the most technically qualified firm by the evaluation committee and their fee was negotiated from their proposed amount of 8.00% to 6.75% of the construction costs. Based on 6.75% of the current construction budget of \$4,300,000.00 their fee is \$290,250.00. Their final fee will be adjusted to reflect the actual construction low bid amount. The School District is including an additional \$40,000.00 in their contract amount to cover potential reimbursable expenses and/or any additional services that may be required. Any reimbursable expenses or additional services will require the Office of Capital Program's prior written approval and authorization.

The Facility Condition Index (FCI) at this location is 57.47%. The School Progress Report (SPR) at this location is 51.

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ABC Code/Funding Source \$330,250.00
8xxx-065-2470-4600-3311 Capital

A-4**Capital Fund: \$48,026 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 a net cost to the School District not to exceed \$48,026.00.

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

ABC Code/Funding Source \$48,026.00

A-5**Capital Fund: \$42,650 Capital Awards - Electrical Contract with TE Construction Services, LLC - Wheelchair Lift Replacement**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver, and perform an electrical contract with TE Construction Services, LLC, the lowest responsible bidder, for wheelchair lift replacement at Penrose Elementary School, for an amount not to exceed \$42,650.

Description:

Spec: B-032 C
of 2015/16 Electrical Contract - Wheelchair Lift Replacement
Penrose Elementary School - 2515 South 78th Street
TE Construction Services, LLC - \$42,650.00
Warminster, Pennsylvania 18974
ABC Code: 8xxx-065-1440-4628-4561-09
Total Aggregate M/WBE Participation: 0.0%

This electrical contract covers the labor, material, and equipment necessary for the replacement of the wheelchair lift at this location.

The bids for the Penrose Elementary School project were publicly advertised on 2/19/2016, 2/24/2016, and 2/26/2016 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 3/22/2016. Due to the small size of the project, the nature of the project, and minimum profit to be realized, only one contractor retrieved the drawings and specifications and bid this project. After review of the bid, a de-scoping meeting, and comparing the bid with our estimate it was determined that TE Construction Services, LLC was the responsible bidder with a bid of \$42,650.00.

The Facilities Condition Index (FCI) at this location is 16.41%. The School Progress Report (SPR) at this

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location is 29.

ABC Code/Funding Source	\$42,650.00
8xxx-065-1440-4628-4561 Capital	

A-6

Capital Fund: \$250,000 Contract with BKW, Safetyhouse.com, and Supreme Safety - Asbestos Removal Supplies

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, pursuant to the requirements contract of supplies and/or a combination of supplies and services, for purchases costing \$25,000 or more, to execute, deliver and perform a contract with BKW, Safetyhouse.com, and Supreme Safety, to purchase asbestos removal supplies, for an amount not to exceed \$250,000, subject to funding, for the period commencing November 18, 2016 through November 30, 2017.

Description: This contract establishes a source for asbestos removal supplies. The District's aging buildings require these supplies to prevent the introduction of asbestos into the learning environment.

This proposed award represents completion of the public solicitation under A17-61694: Asbestos Removal Supplies, issued by Procurement on July 26, 2016. It was sent to eleven (11) vendors and several area assist agencies. Four (4) companies downloaded the solicitation. Of those, three (3) vendors submitted proposals.

The vendors that submitted proposals were BKW, Safetyhouse.com, and Supreme Safety.

ABC Code/Funding Source	\$250,000.00
8000-065-9ALO-4693-6000 FY17 (\$200,000.00)	
8000-065-9ALO-4693-6000 FY18 (\$50,000.00)	

A-7

Capital Fund: \$250,000 License and Purchase of Assets Agreements with The Trust for Public Land for Playground & Stormwater Improvements; Limited Joinder at Adaire 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 License Agreement with The Trust for Public Land ("TPL") for a nominal amount including the sharing of certain operating costs with the School District for a period commencing on November 16, 2016 and ending on November 30, 2017 to enable TPL to make certain playground improvements ("Playground Improvements") and stormwater improvements ("Stormwater Improvements") (collectively, the Playground Improvements and the Stormwater Improvements shall be known as the "Improvements") in the school yard of the Alexander Adaire Elementary School; and be it

FURTHER 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 limited joinder to a Subgrant Agreement between the Philadelphia Industrial Development Corporation--Local Development Corporation and TPL for the Stormwater Improvements at the Alexander Adaire Elementary School in the amount of approximately \$875,422.56 for a period commencing on November 16, 2016 and ending on November 30, 2017; and be it

FURTHER RESOLVED, That the scope of the Improvements, the bonding and insurance requirements,

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and terms of the joinder to Subgrant Agreement shall be subject to the approval of the School District's Office of Capital Programs, Department of Facilities and Operation, Office of General Counsel, and Office of Risk Management; and be it

FURTHER 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 Purchase of Assets Agreement with TPL to purchase the Improvements from TPL at the end of the term of the License Agreement for a Guaranteed Maximum Price not to exceed Two Hundred Fifty Thousand Dollars (\$250,000.00) pursuant to a Bill of Sale or other documents which will evidence the School District's ownership of the Improvements upon the termination of the License Agreement; and be it

FURTHER 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 such other documents necessary to further the intent of this Resolution.

Description: The School District of Philadelphia has been working with The Trust for Public Land ("TPL") and the Philadelphia Water Department ("PWD") on playground improvements ("Playground Improvements") and stormwater improvements (Stormwater Improvements)(collectively, the Playground Improvements and the Stormwater Improvements shall be known as the Improvements) in the schoolyard of the Alexander Adaire Elementary School ("Adaire"). The Improvements will include construction: the installation of new play equipment atop new rubberized safety surface; creation of a large active play area with mounds and safety surfacing, a large rain garden at E. Palmer Street and Thompson Street; a new parking lot; landscaping elements, walkways and plantings including shade trees.

The School District will license the schoolyard at Adaire to TPL to construct the Improvements. The Philadelphia Water Department ("PWD") has made a grant in the amount of \$648,188 to TPL to reimburse for the costs of Stormwater Improvements at Adaire. Upon the completion of the Improvements, the School District shall purchase the completed Improvements using up to \$250,000 of School District Capital funds.

This project is aligned with the District's Action Plan strategy to cultivate and sustain partnerships at the system and school levels.

ABC Code/Funding Source \$250,000.00
8XXX-065-5200-4200-7100 Capital

**A-8
Authorization of Lease Agreement with the Police Athletic League; Acceptance of Leasehold Improvements – LP Hill Middle School Gymnasium**

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent, or his designee, to execute deliver and perform a lease agreement with the Police Athletic League, for use of approximately 6,000 square feet of space in the gymnasium area at the former LP Hill Middle School located at 3133 Ridge Avenue, Philadelphia, PA 19121, as recreation and classroom space for the Police Athletic League, at an annual rate of approximately \$20,000 to be paid monthly, for a term of one year commencing January 1, 2017 through December 31, 2017, with options for two one-year renewals. Police Athletic League shall be responsible for paying for any costs related to utilities and overtime for the Building Engineer. Police Athletic League will provide custodial services, minor building maintenance and security. The terms of the lease agreement must be acceptable to the School District's Office of General Counsel, Capital Programs and the Office of Risk Management; and

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be it

FURTHER RESOLVED, that Police Athletic League will partner with Building Owners Management Association to make improvements to the gymnasium area, valued at approximately \$250,000. Upon becoming property of The School District of Philadelphia, and Police Athletic League and the Building Owners Managers Association shall not be reimbursed for the remaining value of their investment in the leasehold improvements.

Description: Approximately three years ago, the LP Hill Middle School located at 3133 Ridge Avenue, Philadelphia, PA, was closed and the building was declared unused and unnecessary.

The Police Athletic League of Philadelphia is a federal, tax-exempt 501 (c) (3) non-profit organization registered in Pennsylvania and has been carrying out its mission of Cops Helping Kids since 1947. Through PAL, Philadelphia police officers supported by civilians and volunteers offer sports, educational and cultural programs to youth in some of the city's highest crime and lowest income neighborhoods. PAL centers are safe havens, offering a variety of programs and events to attract, engage, and mentor more than 18,000 Philadelphia youth annually. All programs are offered to youth free-of-charge.

PAL centers provide athletic, educational and character development programs for youth ages 6 to 18. Many youth are initially drawn to PAL because of our athletic offerings, with basketball being the most popular sport, followed by flag football. To promote youth engagement and healthy competition, sport seasons culminate in citywide tournaments; however, PAL is more than simply a place to participate in sports.

PAL also provides youth with academic support and character-building programs. All PAL centers provide daily homework help, and computer education clubs. To support character-building, PAL runs gender-specific mentoring programs designed to boost positive self-image and provide a safe space for developmental conversations with a trusted adult. PAL Officers oversee and participate in these sessions, which are run by a combination of volunteers and part-time/seasonal staff.

Along with the daily programs in centers, PAL holds special events that expose youth to new experiences in the broader Philadelphia community. Examples of these events include PAL Nights at the Phillies and Sixers, PAL Day at City Hall, PAL Night at the Arts, and ice skating at the University of Pennsylvania, among others.

Beyond keeping youth safe, PAL's programming also connects youth to future education and career opportunities. To help our most active youth succeed, the PAL Scholarship Foundation annually provides approximately 200 scholarships (of \$1,000 to \$1,500 each) to apply toward college or an accredited trade school.

The relationship with BOMA (Building Owners and Managers Association) dates back more than a decade and across four different PAL Center renovation projects: Ford and Harrowgate PAL Centers {city-owned Recreation Centers} and the Rizzo and Paley PAL Centers {PAL-owned}, with improvements exceeding \$750,000 in total.

Renovations planned for the LP Hill gymnasium would include: construction of bathrooms, painting (walls, ductwork, etc.), lighting upgrades, refinishing of the gymnasium floor, construction of classroom space to accommodate computer and homework clubs, game room, etc.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

A-9**Amendment to Lease Agreement with the Northeast Treatment Center at the LP Hill School**

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 the Lease Agreement with Northeast Treatment Center, or its affiliate, originally authorized pursuant to Resolution A-18, approved by the School Reform Commission, by increasing the leased space at L.P. Hill Elementary School building ("LP Hill School building"), 3133 Ridge Avenue, by an additional approximately 3,000 square feet, from the 22,000 square feet approved by Resolution A-18, to a total of approximately 25,000 square feet, at an annual rental of \$200,000 (\$8.00 per square foot), payable monthly commencing on December 1, 2016 through August 31, 2017. The terms of the amendment must be acceptable to the School District's Office of General Counsel, the Office of Real Property Management and the Office of Risk Management.

Description: The LP Hill School was closed by the School District as of August, 2013 and in September, 2014, the SRC authorized Northeast Treatment Center (NET) to take occupancy at LP Hill School to offer its services to the Strawberry Mansion community. NET is the Community Umbrella Agency (CUA) for the City's 22nd Police District. CUAs are funded through the City's Department of Human Services and are responsible for the provision of direct case management services to families in their designated region. CUAs ensure that local solutions and resources are accessible to children and families, and develop connections to formal and informal neighborhood networks that can strengthen and stabilize families and will be responsible for recruitment and retention of foster and adoptive parents in the neighborhoods where children live.

NET currently leases the second floor of LP Hill as office and meeting space to provide a range of child welfare and prevention services. The expansion of 3,000 square feet, including two connected classrooms on the third floor will enable it to expand its services.

The rental rate of \$8.00 per square foot reflects use of the LP Hill School during established operating hours. (Use during extended or weekend hours will be approved and billed separately through the use of the School District of Philadelphia's EH-45 Use of Facilities process.) This cost includes electrical utilities, custodial services, and security. The School District shall provide the following services: building engineer services, initial capital repairs, basic building maintenance, custodial services, dumpster service, sidewalk snow removal, and oil, natural gas, water, and stormwater utilities. The School District will retain the right to cancel this contract at any time, and NET will be able to cancel the contract if their contract with the City of Philadelphia Department of Human Services for Improving Outcomes for Children as the Community Umbrella Agency for the 22nd District is not renewed.

A-10**Cooperative Agreement with The Trust for Public Land for a Playground Project at the Benjamin Franklin Elementary School**

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, by and through the Superintendent or his designee, to negotiate with The Trust for Public Land and the Philadelphia Water Department on the design and terms of a playground and stormwater improvement project in the schoolyard at the Benjamin Franklin Elementary School; and be it

FURTHER 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 Cooperative Agreement with The Trust for Public Land concerning the playground and stormwater improvement project in the schoolyard at the Benjamin Franklin Elementary School, with a total

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construction cost to the School District not to exceed \$175,000, for the period commencing on November 16, 2016 and ending on November 30, 2018; and be it

FURTHER 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 such other documents necessary to further the intent of this Resolution.

Description: As part of the Green City, Clean Waters Plan of the Philadelphia Water Department ("PWD"), the School District of Philadelphia has been working with The Trust for Public Land ("TPL") and PWD on a playground and stormwater improvement projects in the schoolyard of the Benjamin Franklin Elementary School.

This project is aligned with the School District's Action Plan strategy by providing an active partnership among the School District, foundations, community organizations, local universities and colleges, community groups and others to create educationally and socially vibrant interior and outdoor spaces at schools throughout the School District.

A-11

Cooperative Agreement with The Trust for Public Land for a Playground Project at the Southwark Elementary School

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, by and through the Superintendent or his designee, to negotiate with The Trust for Public Land and the Philadelphia Water Department on the design and terms of a playground and stormwater improvement project in the schoolyard at the Southwark Elementary School; and be it

FURTHER 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 Cooperative Agreement with The Trust for Public Land concerning the playground and stormwater improvement project in the schoolyard at the Southwark Elementary School, with a total construction cost to the School District not to exceed \$175,000, for the period commencing on November 16, 2016 and ending on November 30, 2018; and be it

FURTHER 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 such other documents necessary to further the intent of this Resolution.

Description: As part of the Green City, Clean Waters Plan of the Philadelphia Water Department ("PWD"), the School District of Philadelphia has been working with The Trust for Public Land ("TPL") and PWD on a playground and stormwater improvement projects in the schoolyard of the Southwark Elementary School.

This project is aligned with the School District's Action Plan strategy by providing an active partnership among the School District, foundations, community organizations, local universities and colleges, community groups and others to create educationally and socially vibrant interior and outdoor spaces at schools throughout the School District.

A-12 (Withdrawn by Staff 11.7.16)

Declaration of Unused and Unnecessary Land & Buildings; Sale of former George Pepper Middle School and Communications Technology High School to First Baptist Church of Paschall

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

A-13

Declaration of Unused and Unnecessary Land & Buildings; Sale of former Thomas FitzSimons School to Martin Keaton

RESOLVED, that the School Reform Commission declares that certain approximately 2.5 acre parcel of ground, including a four-story building containing approximately 133,000 square feet, located at 2601-31 West Cumberland Street, 19132, known as the former Thomas FitzSimons School (the "Property"), to be unused and unnecessary to the present and future needs of The School District of Philadelphia within meaning of Section 707 of the Public School Code; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept the recommendation of The Flynn Co. made pursuant to its contract for the marketing and sale of 9 surplus properties, and after receipt and review of this offer for this property, to accept the offer of Martin Keaton to purchase the Property for \$550,000; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, as Seller, through the Superintendent or his designee, to:

1. Execute, deliver and perform an Agreement of Sale (the "Agreement") for the sale of the Property on an "AS IS" basis to Martin Keaton or his affiliate, for consideration of \$550,000, by cash to be wired at closing and under certain terms and conditions which may be negotiated between the parties, subject to the requirements of Pennsylvania law and the further provisions of this Resolution, and after approval of the sale by the Court of Common Pleas of Philadelphia County; and
2. Hold a closing in which the School District will convey clear fee simple title via a special warranty deed to be executed at closing, require the Buyer to pay for certain expenses incurred in connection with the transaction, including, but not limited to, the payment of all state and local real estate transfer taxes, if applicable, and to execute such other documents as may be necessary to accomplish the foregoing, it being conclusively presumed from any action thereby that is authorized on behalf of the School Reform Commission.

Description: The School District owns the property known as the former Thomas FitzSimons School which was closed in June, 2013 and is currently vacant.

The Buyer has offered to purchase the Property for \$550,000. The Buyer has agreed to to buy the Property on an "As Is" basis. The Buyer has proposed a 65-day due diligence period and a 30-day closing period. Buyer will deposit \$25,000 upon signing the Purchase & Sale Agreement and will deposit an additional \$30,000 after the expiration of the 65-day due diligence period; total deposit therefore will be \$55,000. The Zoning of this building is RM1 - Residential/Residential Mixed use. The project would most likely require a zoning change but the deal is not contingent on that zoning change.

A-14

Sixth Renewal of Lease with Quality Community Health Care, Inc. – Jay Cooke 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 existing Lease Agreement with Quality Community Health Care, Inc., for use as a federally-funded school-based community health center at Jay Cooke Elementary School, originally entered into pursuant to Resolution A-19, approved by the School Reform Commission on January 10, 2007, as renewed by Resolution A-5, approved by the School Reform Commission on November 16, 2011, Resolution A-5,

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

approved by the School Reform Commission on February 21, 2013 Resolution A-5, approved by the School Reform Commission on February 20, 2014, Resolution A-31 approved by the School reform Commission on December 18, 2014, and Resolution A-16, approved by the School Reform Commission on November 19, 2015, at the rent of \$11,130 per year (2,100 square feet at a rental rate of \$5.30 per square foot), to be paid monthly, for the period commencing January 1, 2017 through December 31, 2017. The School District will continue to be responsible for all utilities and snow and ice removal. Quality Community Health Care, Inc. will continue to be responsible for its custodial staff, minor maintenance and repairs, trash and recycling pick-up, security, disposal of medical wastes and a proportionate share of costs for the building engineer for overtime. The terms of the renewal must be acceptable to the School District of Philadelphia's Office of General Counsel and Office of Risk Management.

Description: The leasing of this space by Quality Community Health Care, Inc. (QCHC) at Jay Cooke Elementary School will provide primary care services to all children of the Cooke School 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 Jay Cooke 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.

Pursuant to the terms of the Lease Agreement, the rent for any renewal term beyond the third renewal will increase by 2% annually.

A-15

Ratification of Sixth Renewal of Lease with Sayre Health Center, Inc. - William Sayre High School RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by the School District of Philadelphia, through the Superintendent, or his designee, of a one-year renewal of the existing lease agreement with Sayre Health Center, Inc. (Sayre) for use as a community health center at William Sayre High School, 5800 Walnut Street, Philadelphia, and hereby approves and appoint to expand the leased premises to include an additional 3,930 square feet on the second floor, exercisable to Sayre upon two weeks' advance written notice. The Lease Agreement was originally entered into pursuant to Resolution No. A-7, approved by the School Reform Commission on October 18, 2006, and extended for successive one-year extensions pursuant to Resolution No. A-7, approved by the School Reform Commission on October 5, 2012, Resolution No. A-5, approved by the School Reform Commission on December 20, 2012, Resolution No. A-6, approved by the School Reform Commission on February 20, 2014, Resolution A-6, approved by the School Reform Commission on September 18, 2014, and Resolution A-18, approved by the School Reform Commission on September 17, 2015. The sixth renewal term commenced on October 1, 2016 will expire on September 30, 2017 and the annual rental is 22,222.00 per year (3,930 square feet at a rate of \$5.40 per square foot) to be paid monthly. The Lease will be amended to provide Sayre with an option to expand the leased premises that will bring the total leased space to approximately 7,860 square feet. At the time the expansion option is exercised, the rent will increase to \$44,444.00 per year (7,860 square feet at a rate of \$5.40 per square foot) to be paid monthly. The School District will continue to be responsible for all utilities and snow & ice removal. Sayre Health Center, Inc. will continue to be responsible for its custodial staff, minor maintenance & repairs, trash recycling pick-up, security, disposable wastes and a proportionate share of costs for the building engineer for overtime. The terms of the lease renewal must be acceptable to the School District's Office of General Counsel and Office of Risk Management.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

Description: This resolution is requesting a sixth one-year extension of the original term of the lease. The previous extension expired on September 30, 2016. The rental rate is based on the following: 1) Sayre Health Center, Inc. is responsible for its custodial staff, minor maintenance & repairs, trash recycling pick-up, security and disposal of medical waste; 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.

Sayre is a non-profit health center that provides Medical and Educational health services to the West Philadelphia Community including the Sayre High School students and their families.

Here are some clinical services that are offered: primary care, social work services, pregnancy testing, vaccinations, school physicals, nutrition services and Penn-Dental. Also, Sayre Health Center provides health service education and training to the Sayre High School students.

Sayre Health Center has a specialist-referral network for the patients.

A-16

Amendment of Contract with Audio Visual Repair, Inc. - Maintenance of School Bus Surveillance Systems

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 a contract, originally entered into with Audio Visual Repair, Inc., for the maintenance of school bus surveillance systems, pursuant to resolution A-6, approved by the School Reform Commission on January 15, 2015, by extending the term of the contract from its originally scheduled expiration date of November 30, 2016 to November 30, 2017 at no additional cost.

Description: This proposed extension of a contract will continue the established source for maintenance of the District's school bus surveillance systems. This maintenance is necessary to ensure the buses have working video cameras which will allow the recording of student conduct for the primary purpose of reducing disciplinary problems and vandalism on the school bus. This will allow the driver to focus on the driving of the bus and providing safer transportation for school district students.

A-17

Various Funds: \$1,500,000 Contract with Various Vendors - IT Professional and Application Services

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to purchase IT Professional and Application Services from various vendors through blanket purchase agreements pursuant to the U.S. General Services Administration IT Schedule 70, for an aggregate amount not to exceed \$1,500,000, subject to available funding, for the period commencing January 1, 2017 through December 31, 2017.

Description: This contract establishes a source for temporary but specific IT professional services needed for large scale systems modernization projects. Such projects include a replacement Student Information System (SIS), VoIP Telecommunications Migration, Facilities and Operations Resource Management System, Transportation Routing System, and Enterprise Resource & Planning (ERP) System. The award will facilitate the efficient acquisition of temporary professional IT services for highly specialized project management, application, development and engineering skills.

ABC Code/Funding Source

\$1,500,000.00

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

A-18**Various Funds: \$250,000 Contract with Mobility Inc. d/b/a Zip Car – Supplemental Rental Vehicle Program**

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, pursuant to GSA Schedule 48, to execute, deliver and perform a contract with Mobility Inc. d/b/a Zip Car, to lease Zip Cars, for an amount not to exceed \$250,000, subject to funding, for the period commencing December 1, 2016 through June 30, 2021.

Description: This proposed contract establishes a supplemental source of short-term rental transportation for employees conducting off-site District business. The District currently has a fleet of pool cars available for District employees and this fleet is usually sufficient to meet all needs. However, busy periods like school opening can necessitate more vehicles than the District has available. The Zip Car program will be a reliable rental program available to all District staff when pool cars are unavailable.

ABC Code/Funding Source	\$250,000.00
FY17 Various Offices - \$50,000.00	
FY18 Various Offices - \$50,000.00	
FY19 Various Offices - \$50,000.00	
FY20 Various Offices - \$50,000.00	
FY21 Various Offices - \$50,000.00	

A-19**Operating Budget: \$1,400,000 Amendment of Contract with Strategic Products and Services, LLC – PBX System Maintenance Services**

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 a contract originally entered into with Strategic Products and Services, LLC, pursuant to Resolution A-4(2), approved by the School Reform Commission on January 17, 2013, for PBX Systems Maintenance Services, and amended, pursuant to Resolution A-12, approved by the School Reform Commission on November 20, 2014, by increasing the amount of the contract by an additional \$1,400,000 from the \$5,750,000 approved by Resolutions A-4(2) and A-12, to an amount not to exceed \$7,150,000, and by extending the term of the contract from its original scheduled expiration date of July 1, 2017 through June 30, 2018.

Description: This contract amendment establishes a source for the operation and maintenance of telecommunication voice systems and infrastructure for all of the District's schools, administrative offices, and ancillary locations. The District currently maintains and provides move/add/change services for 240 enterprise class private branch communications (PBX) and voice messaging systems throughout all District facilities, inclusive of paging, public address, teleconferencing, voice messaging, ACD and call accounting systems. Maintenance services under this contract will include break/fix hardware maintenance, software updates and patches, remote technical support, monitoring/management solution, and dedicated field based engineers. The contract award amounts are representative of maximum "not to exceed" annual expenditures.

ABC Code/Funding Source	\$1,400,000.00
1100-033-9FH0-2694-5321 FY18	

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

A-20**Operating Budget: \$50,000 Contract with Leslie's Pool Supplies - Chlorine Delivery**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, pursuant to the requirements contract of supplies and/or a combination of supplies and services, for purchases costing \$25,000 or more, to execute, deliver and perform a contract with Leslie's Pool Supplies, to purchase chlorine delivery services, for an amount not to exceed \$50,000, subject to funding, for the period commencing November 18, 2016 through November 30, 2018.

Description: This contract establishes a source for chlorine delivery services, necessary for the District to maintain its current swimming pools.

This proposed award represents completion of the public solicitation under A17-62326: Chlorine Delivery, issued by Procurement on August 30, 2016. It was sent to eight (8) vendors and several area assist agencies. Three (3) companies downloaded the solicitation. Of those, one (1) vendor submitted a proposal.

The vendor that submitted a proposal was Leslie's Pool Supplies.

ABC Code/Funding Source	\$50,000.00
1100-031-9270-2622-6132 FY17 (\$2,083.00)	
1100-031-9270-2622-6132 FY18 (\$25,000.00)	
1100-031-9270-2622-6132 FY19 (\$22,917.00)	

A-21**Operating Budget: \$80,000 Contract with American Kitchen Machinery and Repair - Cafeteria Equipment Repair Parts**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, pursuant to the requirements contract of supplies and/or a combination of supplies and services, for purchases costing \$25,000 or more, to execute, deliver and perform a contract with American Kitchen Machinery and Repair, for cafeteria equipment repair parts, for an amount not to exceed \$80,000, subject to funding, for the period commencing November 18, 2016 through November 30, 2018.

Description: This contract establishes a source for cafeteria equipment repair parts, necessary for Career & Technical Education's culinary programs.

This proposed award represents completion of the public solicitation under A17-62599: Cafeteria Equipment Repair Parts, issued by Procurement on August 29, 2016. It was sent to seven (7) vendors and several area assist agencies. Two (2) companies downloaded the solicitation. Of those, one (1) vendor submitted a proposal.

The vendor that submitted a proposal was American Kitchen Machinery and Repair.

ABC Code/Funding Source	\$80,000.00
1200-006-9240-1393-4311 FY17 (\$18,000.00)	
1200-006-9240-1393-4311 FY18 (\$40,000.00)	
1200-006-9240-1393-4311 FY19 (\$22,000.00)	

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

A-22**Operating Budget: \$350,000 Contract with Driban, Del Val International, Pacifico Ford, and Robb's Towing – Auto/Light/Heavy/Truck Collision Repair**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, pursuant to the requirements contract of supplies and/or a combination of supplies and services, for purchases costing \$25,000 or more, to execute, deliver and perform contracts with Driban, Del Val International, Pacifico Ford, and Robb's Towing, to purchase vehicle collision repair services, for an aggregate amount not to exceed \$350,000, subject to funding, for the period commencing November 18, 2016 through November 30, 2018.

Description: This contract establishes a source collision repair. The District requires this service to maintain the vehicle body of all fleet vehicles, including sedans, school buses, vans, and trucks.

This proposed award represents completion of the public solicitation under A17-62681: Auto/Light/Heavy/Truck Collision Repair, issued by Procurement on September 1, 2016. It was sent to thirteen (13) vendors and several area assist agencies. Seven (7) companies downloaded the solicitation. Of those, four (4) vendors submitted proposals. The vendors that submitted proposals were Driban, Del Val International, Pacifico Ford, and Robb's Towing.

ABC Code/Funding Source	\$350,000.00
1100-027-9100-2742-4311 FY17 (\$70,000.00)	
1100-027-9090-2654-4311 FY17 (\$45,000.00)	
1100-027-9100-2742-4311 FY18 (\$61,500.00)	
1100-027-9090-2654-4311 FY18 (\$61,500.00)	
1100-027-9100-2742-4311 FY19 (\$56,000.00)	
1100-027-9090-2654-4311 FY19 (\$56,000.00)	

A-23**Operating Budget: \$600,000 Contract with Pacifico Ford and Del Val - Bus and Automotive Engine Repair**

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, pursuant to the requirements contract of supplies and/or a combination of supplies and services, for purchases costing \$25,000 or more, to execute, deliver and perform a contract with Pacifico Ford and Del Val International, to purchase bus and automotive engine repair services, for an amount not to exceed \$600,000, subject to funding, for the period commencing November 18, 2016 through November 30, 2018.

Description: This contract establishes a source for bus and automotive engine repair. The District requires this service to maintain fully functioning cars, trucks, vans and school buses.

This proposed award represents completion of the public solicitation under A17-62680: Bus and Automotive Enging Repair, issued by Procurement on September 1, 2016. It was sent to eleven (11) vendors and several area assist agencies. seven (7) companies downloaded the solicitation. Of those, two (2) vendors submitted proposals.

The vendors that submitted proposals were Pacifico Ford and Del Val International.

ABC Code/Funding Source	\$600,000.00
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Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

1100-027-9100-2742-4311 FY17 (\$150,000.00)
 1100-027-9090-2654-4311 FY17 (\$25,000.00)
 1100-027-9100-2742-4311 FY18 (\$111,000.00)
 1100-027-9090-2654-4311 FY17 (\$111,000.00)
 1100-027-9100-2742-4311 FY19 (\$101,500.00)
 1100-027-9090-2654-4311 FY17 (\$101,500.00)

A-24**Operating Budget: \$550,000 Contract with Rohrer Bus Sales and Wolfington Bus Company - Purchase of Clean Used School Buses**

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 Rohrer Bus Sales and Wolfington Bus Company, to purchase Clean Used School Buses, for an amount not to exceed \$550,000, subject to funding, for the period commencing November 16, 2016 through June 30, 2017.

Description: A Request for Proposal (RFP-500) was issued on July 26, 2016 for the purpose of acquiring New Compressed Natural Gas (CNG) buses or New Clean Diesel buses, or Used Clean Diesel Buses to replace aging buses.

There are currently 405 school buses that are actively in service and operated by the School District of Philadelphia. The buses are utilized daily in the transport of 5,814 students across 300 routes to and from school as well as servicing day trips and after school programs. The purchase amount will not exceed \$550,000 for up to 9 buses and will be funded through operating funds. The buses will be a combination of 36 and 48 passenger conventional style buses with and without wheelchair lift. All buses will be air conditioned and while not required by law, all buses have seat belts.

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

A-25**Operating Budget: \$100,000 Contract with Practical Energy Solutions - Student-Driven Energy Education 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 Practical Energy Solutions to implement an energy education and conservation program, for an amount not to exceed \$100,000 for the period commencing November 17, 2016 through June 30, 2017, with four one-year options to renew, for an annual renewal amount not to exceed \$100,000, for an aggregate not to exceed \$500,000, subject to available funding, for the period through June 30, 2021.

Description: The School District of Philadelphia's (School District) five-year sustainability plan, GreenFutures, was launched on May 16, 2016 by the Operations Division's Office of Environmental Management and Services. The GreenFutures plan supports the School District's Action Plan 3.0 by delivering on the right of every child to have equitable access to an excellent education in Philadelphia public schools. Evidence shows that children learn better in green, healthy schools. A green school includes energy-efficient learning spaces and educational opportunities to prepare students for green, sustainable career pathways and environmental stewardship opportunities at school, at home and throughout life.

A Student Driven Energy Education Program is a measurable action that will facilitate the School

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

District's target of reducing energy consumption by 20% over five years. Specifically, action number 24 on page 17 of the GreenFutures plan states that the School District will: "Provide energy education programs to help schools understand and intervene to reduce utility use." With a Student Driven Energy Education Program, schools will benefit from conserving energy through facility operational improvements as well as through providing students and teachers with the tools needed to directly change the environment for which they teach, learn and live.

On July 29, 2015, the School District's Procurement Department advertised a request for proposal (RFP), RFP 470, for a professional services consultant to develop and implement a Student Driven Energy Education Program. Two firms responded to the RFP on August 25, 2015. On October 2, 2015, an RFP review committee selected the firm Practical Energy Solutions based upon an administrative and technical review of the written proposals, and an oral presentation by both firms.

The tasks that the consultant will be contracted to perform at all 218 schools over five years include:

Conducting an initial review of energy performance at School District facilities using data provided by the District and assembling the data for use in the education program.
Developing a comprehensive student driven energy education program with a curriculum component that includes at least the following components that were vetted through and approved by the School District's Curriculum Office:

Promoting behavior changes among students and staff
Instructing students on the basics of auditing spaces

Allowing students to assist in the verification of "use detail information" (e.g. number of classrooms or computers) for use in USEPA Energy Star Portfolio Manager tool

Empowering students to identify and follow through with operational changes within their schools with support from appropriate District facilities staff

Providing, at a minimum, one toolkit per school that includes at least the following: Light Meter; Infrared Gun; Flicker Meter; Watt Meter; Plug Strip; and Light Bulb Socket.

Providing a strategy for implementing the aforementioned curriculum as student-driven energy education program directly, or; by training the District's staff to lead the effort on behalf of each school.

Identifying a detailed strategy for operating and sustaining the program beyond the lifetime of this contract through grants, partnerships, etc.

Indicating the number of schools that will be included in the proposed program the first year, and each subsequent year, based on a budget including consultant fee and all related expenses, incentives, etc.

Providing options for non-monetary based incentives for schools participating in the program.

ABC Code/Funding Source	\$100,000.00
1100-033-9270-2697-3311	

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

A-26 (NO ACTION TAKEN)**General Fund: \$15,741,334 Contract with Temco Building Maintenance, Inc. - Janitorial and Custodial Services at 18 High Schools**

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 Temco Building Maintenance, Inc. for janitorial and custodial services at eighteen high schools for an amount not to exceed \$15,741,334 for the period commencing January 1, 2017 through June 30, 2019, with option for one-year renewal commencing July 1, 2019 through June 30, 2020, for a total aggregate amount not to exceed \$22,140,710.

Description: The District contracts out the custodial services at 18 high schools to an outside vendor. The decision was codified in a memorandum of understanding that currently exists with the relevant bargaining unit. We are going to continue this arrangement given the size of the buildings and our facility needs. Under this contract the professional cleaning services company is responsible for providing all manpower, cleaning supplies, and equipment as directed by the School District.

On 07/28/16, RFP - 498 was issued to solicit respondents to provide these services under an initial two and half year contract with one year renewal option. The bid was downloaded 47 times by vendors. The vendors who submitted their proposals are GCA Services (incumbent), Pritchard Industries, Temco Building Maintenance, TK Keystone Construction, and Team Clean.

All the five vendors were invited for oral presentations.

ABC Code/Funding Source	\$15,741,334.00
1100-031-9270-2625-3311 FY17 General Fund (\$3,099,508.00)	
1100-031-9270-2625-3311 FY18 General Fund (\$6,372,652.00)	
1100-031-9270-2625-3311 FY19 General Fund (\$6,269,174.00)	

A-27**General Fund: \$140,000 Amendment of Contract with Applied Data Systems, Inc. - Facilities Usage and Maintenance Software Customization**

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 nos. 525/F14 and 525A/F14(0687/F15), originally entered into with Applied Data Systems, Inc., pursuant to Resolution no. A-8 approved by the School Reform Commission on September 23, 2013 and Resolution no. A-43 approved by the School Reform Commission on June 18, 2015, to include Facilities Usage module and Maintenance modifications to the Computerized Maintenance Management System, by increasing the amount of the contract by an additional \$140,000 from the \$2,150,000 approved by Resolutions A-8 and A-43, to an amount not to exceed \$2,290,000.

Description: On September 23, 2013, the School District of Philadelphia entered into a contract with Applied Data Systems, Inc. (ADSI) to implement a Computerized Maintenance Management System (CMMS) and related components for Facilities Management & Operations. It is a five-year project ending June 30, 2018. The CMMS software, "Archibus", is being configured to house all relevant data and will replace a number of outdated applications.

Facilities Management has identified a number of upgrades to the Archibus software that will allow the department to transition out of antiquated applications and model the same functionality into a centralized solution. The department also realizes the need to implement a more robust system for Use of Facilities.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

- Upgrading the Work Order System: Facilities Management has identified fifteen specific upgrades to the Archibus software that are necessary for optimization of the Work Order Management System. These upgrades range from simple adjustments to optimize the software for District everyday use, to more complex functionality that will greatly enhance the software's capability and automate tasks, allowing for greater productivity. They are as follows:

1. Scheduling Work Requests: Ability to have the system automatically assign and adjust scheduled work based on criteria, user input, and results of work performed.
2. Mechanic Schedule Interactive Report: A responsive designed report that allows administration the ability to track in near real time where staff are working, work they are performing, and also search by building or trade.
3. Absenteeism and Overtime Tracking: The availability of staff effects schedule and time they work effects costs. Upgrade the system to allow easy tracking of staff availability in order to accurately track progress and plan future work.
4. Search Requests: Rebuild the quick access data reporting options to allow for options more relevant to how work is performed and review at the District.
5. Report Type Table: Provide District staff the ability to make changes to options presented to users.
6. Modifications to Import Routines: Change the nightly data capture routine to include additional information required to dynamically adjust user permissions.
7. Preventive Maintenance Adjustments: Build out the PM capabilities for both Maintenance and Operations.
8. Equipment Code Selection: Adjust the system to allow for easy equipment or system selection and lookup. This will ensure all departments are selecting the same data.
9. Determination Required: Modification to require all work requests to identify how the problem is affecting academic space or learning.
10. Determination List: Ability for District staff to add to the available list of reasons without involving consultants to perform the change.
11. Mobile Friendly: Add / View Work Requests - Upgrade the mobile friendly pages to allow users to add work requests. This will allow picture attachments and be integrated into the existing work flow.
12. Notification Email: Add Comments - Add the comments for why a work request was rejected to the email notification.
13. Comment on Cancel: Add the ability to make a comment when cancelling a work request.
14. Ability to Duplicate a Work Request: This will allow specific staff to duplicate a work order and change the location, saving time.
15. Flagging for Duplicates: The system will identify if the requested work is already in the system. This will save time by not having to manually look up previous work requests.

- Facilities Usage: The process of customizing parts of Archibus for District needs and implementing a more robust Use of Facilities module will be accomplished in parallel, each with a different project team. Facilities Management is currently utilizing a 15-year old system that is a combination of online forms and two local databases. There is currently a significant amount of manual work that is performed to manage the system and a lack of automatic notifications, robust reporting, and automated work flow. Functionality will be built into the Archibus system to optimize the process and provide better options moving forward. Implementing this functionality will be accomplished in the following phases.

Phase 1: Work Flow and Design:

Full breakdown of all functionality needed.

Identify user roles and permissions.

Design of forms necessary for all users.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

Design and changes to database structure to account for all changes.

Phase 2: New Request Process

All forms, notifications, and business logic associated with requesting the use of a District facility or field.

Includes validations, interfacing with other parts of the process, and utilizing District information.

Phase 3: Invoicing Process / Calculations

All forms, notifications, calculations, and business logic associated with calculating costs, invoicing, and receiving payment.

Build a calculator form to allow for quick estimates.

Integrate forms into process flow.

Phase 4: New Customer and Event Completion

All remaining forms and functionality necessary to complete the customer facing process.

Phase 5: Administrative Forms

Forms and functionality necessary to maintain the system.

Ability to change variables as necessary and maintain the customer base.

Ability to create rules specific to customers or locations.

Phase 6: Reporting

Develop reports as identified by the work flow.

Reports are integrated into the flow where appropriate.

Forms will be developed to allow all reports to be available with ability to select criteria.

The estimated cost to implement the above identified work of upgrading Work Order system and implementing Facilities Usage module is \$140,000.

ABC Code/Funding Source	\$140,000.00
1100-037-9270-2618-3412 FY17	

Student Support Services

A-28

Categorical/Grant Funds: \$6,231,875 Contracts with Various Vendors-Teen Parent Social Support – ELECT

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform contracts separately with Communities In Schools of Philadelphia, Congreso de Latinos Unidos, Inc., EducationWorks, Jewish Family and Children's Services of Greater Philadelphia and Turning Points for Children, to provide social service supports for 800 pregnant and parenting teens enrolled in high schools, for an aggregate amount not to exceed \$6,231,875, for the period commencing January 1, 2017 through June 30, 2019.

Description: For more than two decades, the School District of Philadelphia has been awarded funding to implement the ELECT (Education Leading to Employment and Career Training) and EFI (ELECT Fatherhood Initiative) programs. As of present the District has received \$3,200,000 for school year 2016/17, and will receive its next award of \$3,200,000 on July 1, 2017 for school year 2017/18.

This resolution is seeking authorization to award contracts to expand up to but not in excess of

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\$6,231,875 (\$1,235,175 1/1/17-6/30/17; \$2,498,350 7/1/17-6/30/18; \$ 2,498,350 7/1/18-6/30-19). ELECT staff will determine individual dollar allocations to individual contractors based on a number of factors including among other things successful performance and prior years experience. Initially, the ELECT program plans the following allocations:

- *Communities In Schools of Philadelphia-\$2,752,975 for 355 slots;
- *Congreso de Latinos Unidos, Inc.,-\$1,169,250 for 150 slots;
- *EducationWorks-\$473,575 for 60 slots;
- *Jewish Family and Children's Services of Greater Philadelphia \$1,362,125 for 175 slots;
- *Turning Points for Children-\$473,950 for 60 slots

The ELECT program will monitor performance and may reallocate student slots and funding from poorly performing contractors to contractors performing satisfactory at various points over the school year, to ensure 800 participants receive the vital services without delay.

Each service provider has been contracted by The School District of Philadelphia to administer the Education Leading to Employment and Career Training (ELECT) and EFI ELECT Fatherhood programs and their components and work directly with schools and providers to ensure a strong unified program, and will be responsible for ensuring that all grant requirements are met, which includes: year round intensive individualized and group support services, back-to-school or re-enrollment support, attendance tracking, preparation for high school graduation or GED completion, referrals to public and social services agencies preparation for post secondary education or employment. In addition, ELECT students receive extensive prevention, parenting, child development, health/nutrition, life skills, childcare, and job readiness information; and home visits are provided in order to model and demonstrate effective parenting. Without such a program, The School District of Philadelphia would likely see about 80% of its pregnant and parenting students drop out of school, similar to other school districts around the country.

The ELECT program aims to deliver a broad and comprehensive array of supportive services designed to help pregnant and/or parenting students stay in school, earn a high school diploma or GED, and achieve the self-sufficiency required to make a successful transition to employment. The program also assists ELECT participants in securing post-graduation employment, education training that will help them become successful parents and self-sufficient adults. In addition to promoting self-sufficiency, ELECT programs provide participants with pregnancy prevention information and the guidance and services to reduce the incidence of a secondary youth pregnancy. Programs also provide services to promote the importance of healthy prenatal relationships and encourage the involvement of fathers in their children's lives.

Through the years, the ELECT programs have achieved their programming goals and have proven to provide teen parents a better opportunity to graduate.

ABC Code/Funding Source	\$6,231,875.00
236X-G58-9JS0-1155-3291 ELECT Grant	

External Relations

A-29 (Updated 10.28.16)

Operating Budget: \$250,000 Contract with Interactive Accessibility, Inc. - Provide Website ADA and Rehabilitation Act Section 504 Compliance Consulting 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 Interactive

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

Accessibility, Inc., to provide assessment, mitigation, professional development and integration services for website ADA and Rehabilitation Act Section 504 compliance, for an amount not to exceed \$250,000, for the period commencing November 15, 2016 through March 31, 2018.

Description: As a public agency, the School District of Philadelphia is subject to the regulatory and legal requirements of Title II of the Americans with Disabilities Act (ADA) and Section 504 of the federal Rehabilitation Act (Section 504), both of which prohibit discrimination on the basis of disability by public entities and those receiving federal financial assistance. The implementing regulations of both ADA and Section 504 extend to websites and web-related services that are made available to students, staff, parents, guardians, and the general public. The Office of Civil Rights (OCR), U.S. Department of Education, has formally notified the School District of its obligation to develop a comprehensive plan including a set of processes and procedures, training programs, and a full analysis and mitigation strategy of its main website and all related websites, to ensure full compliance with accessibility standards under ADA and Section 504. The OCR by its directive and under an executed agreement, is also requiring that the District retain expertise in the areas of website ADA and Section 504 compliance, as judged acceptable by the OCR, to perform a formal audit and oversight of the compliance process.

This resolution will authorize the School District to contract with Interactive Accessibility, Inc., of Sudbury, Massachusetts, a woman-owned accessibility consultancy, to perform a wide-range of website accessibility compliance services including assessment, auditing, mitigation, professional development planning for schools and administrative offices and integration services, for the District's web presence which comprises approximately 220 school-based and 100 administrative office websites. The contract with Interactive Accessibility will allow the District to acquire services on a time and materials basis, for an amount not exceed \$250,000, over a period spanning approximately 16 months, to both ensure full compliance with ADA and Section 504 requirements, as well as to respond to the several deliverables and associated due dates as specified by the OCR.

Website accessibility is commonly defined by a formal specification known as the Website Content Accessibility Guidelines version 2.0, or WCAG 2.0, that ensures that the content of every webpage can be reasonably interpreted by those persons with visual, hearing and related impairments, using modern computer assistive technology such as text-to-speech translation, font and visual enlargement, and subtitling of video and media content. Accessibility to website content applies to all websites and web pages associated with the School District of Philadelphia, including web-based applications and 3rd-party websites hosted by those entities with which the District contracts, to provide services to its students, staff, parents and community.

Using a shortlist of website accessibility experts provided by the National Federation of the Blind, staff from the School District's Office of Communications and Office of Information Technology & Data Management, interviewed several providers for capabilities that included "wrap around" services that aligned to the District's immediate need to respond to the OCR's pending directives, as well as to provide life-cycle website accessibility consulting for the District's entire span of websites and web presence. As a result, the District has selected Interactive Accessibility, experts in the areas of ADA, WCAG 2.0, Section 504, Section 508, and VPAT compliance, to provide the needed consulting services and to assist in the development of a response plan to the OCR.

The School District is currently undergoing a complex project to replace and transform its main website (www.philasd.org) and all encompassing school and administrative sites, to be phased in throughout 2017, that will require a careful and comprehensive strategy for ensuring initial and ongoing ADA and Section 504 compliance by every person who will have access to add or modify website content. At the

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same time, the District will be required to implement a corrective action plan or to provide alternative accessibility for any instances of ADA and/or Section 504 non-compliance found on its existing main or 3rd-party partner websites.

Through ongoing reporting as provided by the District as well as independent reviews and interviews conducted by the OCR, the OCR will ultimately close the active monitoring of the District's website accessibility compliance agreement upon satisfaction that the District has implemented a sound and sustainable set of policies and procedures for ensuring adherence to ADA and Section 504 requirements.

ABC Code/Funding Source	\$250,000.00
FY17 Operating (\$125,000.00)	
FY18 Operating (\$125,000.00)	

Grants Development and Compliance

A-30 (Added 10.28.16)

Categorical/Grant Funds: \$1,750,000 Contract with Government Finance Officers Association - Consulting Services for Business Process Reengineering

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, pursuant to a contract solicited by the City of Roseville, CA, to execute, deliver and perform a contract with the Government Finance Officers Association to purchase consulting services for business process reengineering, for an amount not to exceed \$1,750,000, subject to funding, for the period commencing November 21, 2016 through June 30, 2018.

Description: This proposed award establishes a source for consulting services for business process reengineering. The District seeks to use these services to review and revise its core operational processes with the goal of increasing efficiencies, reducing friction costs within the system, improving service to internal and external stakeholders, and holding personnel accountable.

The challenges of integrating and streamlining services and system assets within the SDP are many and varied and include:

- *Improving operational effectiveness within a constrained budgetary environment;
- *Satisfying increasing governmental and regulatory requirements;
- *Increasing enterprise-wide visibility with focus on cost management; and
- *Integrating systems and processes traditionally viewed as semi-independent silos.

ABC Code/Funding Source	\$1,750,000.00
9CPX-G40-9570-2595-3291	

Human Resources

A-31 (Added 11.8.16)

Operating Budget: \$225,000 Contract with Salveson Stetson Group – Executive Search Services

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 Salveson Stetson Group, to assist in the recruitment, screening, and hiring for the General Counsel position and additional Cabinet level positions as needed, for an aggregate amount not to exceed \$225,000.00, for the period commencing November 18, 2016 through December 31, 2017.

Description: The School District of Philadelphia seeks to retain the Salveson Stetson Group, an executive

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

search firm, for the purpose of recruiting for the vacant General Counsel position and other Cabinet level District leadership roles as they become vacant in the future. The Office of Talent is responsible for supporting and retaining a diverse and effective staff to serve the District, and retaining the Salveson Stetson Group will allow the District to obtain the highest-qualified candidates for important District leadership positions, including the vacant General Counsel position.

ABC Code/Funding Source	\$225,000.00
1100-055-9JW0-2831-3291 FY17 (\$115,000.00)	
1100-055-9JW0-2831-3291 FY18 (\$110,000.00)	

Operations

A-32 (Added 11.8.16)

Capital Fund: \$2,462,580 Contract with Lorenzon Brothers \$927,580 and Electrical Contract with Carr & Duff, Inc. \$1,535,000 for the PCB Transformer Replacement at Northeast 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 contracts with the lowest responsible bidders identified in the attachment, for an aggregate amount not to exceed \$2,462,580.00.

Description:

Spec: B-084 C
of 2015/16 General Contract - PCB Transformer Replacement
Northeast High School - 1601 Cottman Avenue
Lorenzon Brothers - \$927,580.00
Philadelphia, Pennsylvania 19118
ABC Code: 8XXX-065-8020-4627-4541
Total Aggregate M/WBE Participation: 35.3%

This general contract covers the labor, material, and equipment necessary for the removal and proper disposal of two existing "PCB" transformers.
The Facilities Condition Index (FCI) at this location is 67.96%. The School Progress Report (SPR) at this location is 42.

The bids for the Northeast High School project were publicly advertised on 9/30/2016, 10/5/2016, and 10/7/2016 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 11/1/2016. After review of the bids and a de-scoping meeting it was determined that Lorenzon Brothers was the lowest responsible bidder with a bid of \$927,580.00.

The Facilities Condition Index (FCI) at this location is 67.96%. The School Progress Report (SPR) at this location is 42.

Spec: B-085 C
of 2015/16 Electrical Contract - PCB Transformer Replacement
Northeast High School - 1601 Cottman Avenue
Carr & Duff, Inc. - \$1,535,000.00
Huntingdon Valley, Pennsylvania 19006
ABC Code: 8XXX-065-8020-4627-4561
Total Aggregate M/WBE Participation: 35.1%

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

This electrical contract covers the labor, material, and equipment necessary for the removal and proper disposal of two existing "PCB" transformers.

The bids for the Northeast High School project were publicly advertised on 9/30/2016, 10/5/2016, and 10/7/2016 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 10/25/2016. After review of the bids and a de-scoping meeting it was determined that Carr & Duff, Inc. was the lowest responsible bidder with a bid of \$1,535,000.00.

The Facilities Condition Index (FCI) at this location is 67.96%. The School Progress Report (SPR) at this location is 42.

ABC Code/Funding Source	\$2,462,580.00
8XXX-065-8020-4627-4541 (\$927,580.00)	
8XXX-065-8020-4627-4541 (\$1,535,000.00)	

III. EDUCATION SERVICES

Academic – Donations/Acceptances

B-1

Donation: \$65,000 Acceptance of Donation from Johns Hopkins University – School Team Facilitator

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to contract with Johns Hopkins University to provide a full-time School Team Facilitator under the Diplomas Now program at E.W. Rhodes Elementary School at a cost not to exceed \$65,000.00, for the period commencing November 15, 2016 through June 30, 2017.

Description: The School Transformational Facilitator is embedded in the school's administrative team and is responsible for leading the successful implementation of approaches to improved student school performance through: effective staff leadership and organizational, instructional and curricular changes within the school that result in an improved climate and culture. The Facilitator is expected to be in the building during regular school hours, unless otherwise agreed upon with school and TDS leadership. STFs are expected to participate in on-going monthly professional development as part of their TDS growth and supervision structure, which may result in off-site trainings no more than 1 day per month. The STF serves as the primary liaison between Johns Hopkins University and the leadership and staff of the school, responsible for coordinating activities, services, and support (including use of the Early Warning Indicators (EWI) system to identify, develop, and implement appropriate student intervention. Duties will include:

1. Assign a School Transformation Facilitator to serve as a participant in the Diploma (DN) collaborative meetings that includes all of the partners to assess progress and shared goals.
2. This agreement pertains to the following technical assistance (check all that apply):
3. Weekly EWI meeting Facilitation
4. Where applicable, coordinate intervention deployment across a tiered intervention system
5. Facilitates the school's successful implementation of all phases of TDS. Serves on the school leadership team.
6. Identifies roadblocks to successful implementation and strategize solutions.
7. Supports successful implementation of school-wide attendance and behavior programs.
8. Assesses professional development needs and plan, design and deliver ongoing professional development responsive to identified needs.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

9. Facilitates the development of communication, decision-making, and problem solving strategies that emphasize distributed leadership at the teacher team level.
10. Provides professional development and job embedded supports for multidisciplinary teacher teams responsible for implementing strategies, incentives and interventions regarding student attendance behavior and course performance.
11. Facilitates each teacher team's implementation of a coordinated, coherent climate and culture plan that includes consistent expectations, incentives, and team building activities
12. Engages in job embedded professional development with teachers including co-planning, co-facilitating, and debriefing of team meetings.
13. Offers awareness sessions for teachers, and encourage staff participation in grade group meetings and use of the Early Warning Indicator (EWI) system.
14. Establishes and facilitates team meetings dedicated to identifying students exhibiting one or more EWIs, identifying appropriate interventions, and revisiting these students at subsequent meetings.
15. Identifies additional professional development (PD) needs through the meetings with the staff, the students, their families and the collaborative.
16. Establishes, co-plans, and leads semi-monthly collaborative meetings to ensure ongoing communication and coordination of efforts in DN or other site-based partnerships.
17. Provides regular accessibility to Early Warning Indicators (EWI) data (in user friendly formats) and other outcome measures, to teachers, collaborating partners and other stakeholders.
18. Establishes and maintains a system for receiving feedback and collecting data related to the delivery of Talent Development Secondary and Diplomas Now components.
19. Coordinates the development and regular updating of the school's Transformation Plan. Develops and distributes program reports to school leadership, teacher teams and partners. Prepares and distributes quarterly data collection surveys for TDS.
20. Assists with evaluation activities and data analyses.
21. Coordinates the administration of TDS Climate and Instructional Surveys.
22. Takes the lead in planning/preparation of TDS events, activities (Report Card Conferences, back to school nights, celebratory assemblies, poetry nights, etc.).
23. Work with Regional Director and/or Field Manager to coordinate logistics that include ordering of TDS materials, technical assistance and professional development dates, summer professional activities, TDS National Conference and Coaches Institute
24. Assists Regional Director and/or Field Managers with ongoing interface with school administration regarding implementation of TDS model
25. Participates in ongoing personal professional growth activities
26. Maintains awareness of school reform practices and organizational change (current, prominent information
27. Communicates regularly with TDS Field Manager, Regional Director and other TDS staff to monitor school progress and discuss implementation support strategies.
28. Makes decisions with limited supervision on a regular and continuous basis to support goals of assigned school and Talent Development Secondary.

ABC Code/Funding Source

\$65,000.00

B-2

Donation: \$220,000 Acceptance of Donation of Pre-Employment Transition Support Services from The Sierra Group Foundation; 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 the Sierra Group

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

Foundation, valued at approximately \$220,000, for the period commencing November 18, 2016 through November 17, 2019, 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 Sierra Group Foundation, to provide free pre-employment transitional support services, for the period commencing November 18, 2016 through November 17, 2019. 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 Sierra Group Foundation to provide District high school students, with special needs, with free pre-employment transition support services. Sierra Group Foundation 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.

Sierra Group Foundation proposes to provide pre-employment transitional support services annually for approximately 240 students at the following eight District schools: Parkway Center City High School, Science Leadership Academy, Academy at Palumbo High School, Hill-Freedman World Academy High School, and School of the Future High School, Sayre High School, Overbrook High School, and Murrell Dobbins Vocational 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.

Sierra Group Foundation 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 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, teaching job search skills, preparing job applications, job placement, and on-the-job monitoring, counseling and support.

ABC Code/Funding Source	\$220,000.00
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**B-3
Categorical/Grant Fund: \$650,000 Acceptance of Grant from Pennsylvania Department of Education - Career and Technical Education Supplemental Equipment Grant**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept, if granted, a Pennsylvania Department of Education Career and Technical Education equipment grant, of up to \$650,000.00 to purchase state-of-the-art instructional equipment for Career and Technical Education Programs of Study, to prepare students to earn industry-recognized certifications and acquire career-readiness skills, for the period commencing November 18, 2016 through August 31, 2017.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

Description: The School District of Philadelphia, with the necessary support of Occupational Advisory Committees (OAC) and post-secondary partners, applied to The Pennsylvania Department of Education (PDE) for funding to purchase state-of-the-art instructional equipment for Career and Technical Education (CTE) Programs of Study for an amount no more than \$650,000.00. This grant will improve CTE programming across the District. The equipment to be purchased will support student attainment of technical skills and the achievement of industry-standards-based certifications, thereby providing students with the tools necessary to become prepared for high-skill and high-wage occupations.

The CTE Programs of Study intended to be supported and enhanced through this equipment grant include but not limited to are: Autobody Collision Repair, Automotive Technology, Engineering Technology, Health Related Technology, Culinary Arts, Horticulture, Sports Marketing & Management, Graphics Design, Digital Media Production, and Film & Video Production. The specific equipment to be purchased will be chosen from the list below (but not limited to) and will be based on need and priority. As funds become available, selected purchases from the list of submitted equipment will be purchased in accordance with all District procurement policies.

All listed equipment aligns with approved Programs of Study, is recommended by School OAC, meets industry standards, and directly serves delivery of hands-on classroom student instruction. Skills developed are affirmed in Student Performance Assessment Logs, NOCTI, and industry-related Certifications. This Equipment will be used by students to learn by practicing how to manipulate such professional equipment as is currently used in the workplace and in the field.

TRANSPORTATION - AUTOBODY COLLISION REPAIR at Workshop School: SimSpray Virtual Reality Painting Simulator.

AUTOMOTIVE TECHNOLOGY at Workshop School & Swenson HS: Tire Sensor System; Mastbaum HS: Wheel Balancer, Randolph: Break trainer - for students to learn by practicing how to manipulate professional auto equipment that is currently used in actual repair shops.

ENGINEERING TECHNOLOGY at Science Leadership Academy: 3D Printer, Large format Imaging system, Pro Drone, & Sewing machine. Allows students to practice & create things from various materials (wood, glass, metal, etc).

HEALTH RELATED TECHNOLOGY at Franklin Learning Center, Mastbaum, Kensington Health & Sciences: Patient Care - Advance simulators Manikins & Precision Digital Balance Scale.

CULINARY ARTS at SPHS & Mastbaum HS: Espresso Machines; Swenson: POS system.

HORTICULTURE at: Lincoln HS - Utility Loader; Saul - Skid Steer Loader.

SPORTS MARKETING & MANAGEMENT at Northeast, Dobbins, Kensington Business HS: Color poster printers.

GRAPHICS DESIGN at Dobbins, Edison & SPHS: Garment Anajet Printer & large format printer; Mastbaum HS: Laser Printer.

DIGITAL MEDIA PRODUCTION at Overbrook: Camcorder & LED Printer; Northeast - Multi-Pattern Diaphragm Microphone; WPHS Camera w/24-105 f/4 II lens, Traveler Trio V-mount, Mobile studio & Recoil kit; Swenson: Garment Anajet Printer, 5D Mark III Cam w/24-105 LNS/DLX, Jetmounter Fuzion Laminator, Camcorder/Printer & Backpack Camcorder.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

FILM & VIDEO PRODUCTION at CAPA: Camcorder, 4-Light Kit (120v); K-CAPA: Mini Digital film Camera, AC Light Kit & Photo viewfinder Kit; Roxborough: LED LIGHT Kit, Control Console, Studio Camera Dolly & HD Video Camera. Supports & generates media images, etc. for developing student digital portfolios, etc.

ABC Code/Funding Source

\$650,000.00

B-4

Acceptance of Donation from The University of Pennsylvania – Professional Development; Memorandum of Understanding

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee: (i) to accept with appreciation the donation of professional development services, including meetings, on-site training and school visits and related services in all grade K-8 schools in Neighborhood Network 2, from the University of Pennsylvania, valued at approximately \$405,850, for the period commencing November 18, 2016 through June 30, 2017; 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 this donation, to execute, deliver and perform a Memorandum of Understanding and any other appropriate documents with the Trustees of the University of Pennsylvania, in a form acceptable to the Office of General Counsel and the Office of Risk management.

Description: The School District of Philadelphia has been working with the University of Pennsylvania to support: (i) improving the content knowledge in math instruction in grades K-8 in Neighborhood Network 2; and (ii) developing a professional learning community across math lead teachers and principals in each K-8 school in the Neighborhood Network 2.

The University of Pennsylvania, Graduate Schools of Education is providing donations of services from a math grant provided by the William Penn Foundation over a two-year period for each K-8 school to support these initiatives. The funding for services is allocated directly to the University of Pennsylvania each year and is contingent upon the completion of successful achievement of projected outcomes as listed in the grant agreement.

These donations of services will help support the salary and benefits for certain staff positions at the University of Pennsylvania, extended learning time paid to teachers by the University of Pennsylvania, professional development (meetings, on-site training and school visits), coaching of teachers and related supports in an effort to build a professional learning community focused on high quality math instruction in Neighborhood Network 2.

This project aligns with the School District of Philadelphia's Anchor Goals by providing an active partnership among the School District, foundation, community organizations, local universities and colleges and others to create educationally and socially vibrant programs at schools throughout the School District.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

Academic – Payments/Contracts

B-5

Operating Budget: \$14,496,248 Amendment to Resolution B-34, Approved by the School Reform Commission on June 16, 2016, Authorizing Contracts with Various Private Schools - Out of District Special Education Placements

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to amend the Further Resolved section of Resolution B-34, approved by the School Reform Commission on June 16, 2016, as set forth in the Further Resolved, below:

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Deputy Chief of the Office Specialized Services to execute, deliver and perform Task Orders under the Contracts signed by the Superintendent or his designee pursuant to the foregoing Resolved, with various private schools listed below, for the full cost of tuition, one-to-one aide services, related services, or any combination thereof, for special education programs for children with disabilities, for the period commencing July 1, 2016 through June 30, 2017.

Description: The Further Resolved section of Resolution B-34, approved by the School Reform commission on June 16, 2016, had a typographical error in the amount the Deputy Chief of the Office of Specialized Services was authorized to execute, deliver and perform Task Orders under Contracts sign by the Superintendent or his designee pursuant to Resolution B-34's foregoing Resolved Section. The Resolved section of Resolution B-34 authorized the Superintendent or his designee to enter contracts with Approved Private Schools (APSs) and private schools in total amounts not to exceed \$14,496,248. The Further Resolved section of B-34, immediately following the Resolved section, authorized the Deputy Chief of the Office of Specialized Services to issue and perform Task Orders under the Contracts signed by the Superintendent or his designee pursuant to the foregoing Resolved. However, the Further Resolved section of B-34 went on to reference that total amount approved in the Resolved section as \$1,496,248, rather than the correct total authorization amount of \$14,496,248. This resolution is an amendment to correct this error by referencing the correct and intended amount in the Further Resolved section, as stated in Resolution B-34's Resolved section.

This amendment does not change or increase the amount the School District is authorized to contract with Approved Private Schools (APSs) and private schools for out of School District placements. Rather, it amends an error in the original resolution by allowing the Deputy Chief of the Office of Specialized Services to issue Task Orders up to the full amount authorized in the Resolved section of Resolution B-34.

The Individuals with Disabilities Education Act (IDEA) mandates that local school districts provide a free appropriate public education (FAPE) to all children with disabilities regardless of the severity of their handicapping condition, as outlined in the their Individual Education Programs (IEPs). Annually, a number of students with severe disabilities are sent to non-District schools because the District does not have adequate existing programs to support their needs. These non-District schools are called Out of District Placements. Individual students with special needs are referred to Out of District Placements based upon their individual program and instructional needs as outlined in their IEP. The District only refers students to schools designated as Out of District Placements that have demonstrated the ability to provide the individual student with an appropriate and effective special education program.

There are three types of Out of District Placements that the District sends students to:

1. State subsidized Approved Private School (APS) 4010 student seats. APSs are state subsidized private

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

schools, licensed and approved by the Pennsylvania Department of Education (PDE), to provide full-time educational services to students with severe disabilities. PDE subsidizes 60% of APS tuition cost, for a limited number of subsidized 4010 student seats, which are set aside for subsidy at each APS. These limited subsidized seats are referred to as 4010 student seats. The remaining 40% of tuition costs is paid by the District through the Office of Special Finance, rather than through OSS contracts.

2. Non-subsidized/non-4010 APS student seats that the District pays 100% of tuition cost through OSS contracts.

3. Regular Private Schools with special education programs that the District pays 100% of tuition cost through OSS contracts.

While the selection of the Out of District Placement is primarily driven by the type of educational program that the student requires, when possible, the District places students in appropriate subsidized APS 4010 seats. When subsidized APS 4010 seats are full, the District places qualifying students in appropriate non-subsidized APS seats and in regular private schools that can fully accommodate the student's special education needs. In addition to covering the full tuition costs for students in non-subsidized 4010 seats and in regular private schools the District is responsible for covering all student One to One Aide and other related services costs. Related Services includes speech, hearing, vision, occupational and physical therapy services.

In summary, OSS is responsible for paying through contract:

1. full cost of tuition for students placed in non-subsidized/non-4010 APS seats;
2. full cost of tuition for students placed in regular private schools with programs for students with special needs; and
3. the related services cost of all students in Out of District Placements (subsidized and non subsidized APSs and private schools). Related services includes:
 - a. One to One Aides
 - b. Therapeutic Services, such as Speech, Hearing, Language, Physical, and Occupational Therapy

Students with disabilities are placed in out of District schools only in circumstances where their IEP objectives cannot be met in District schools, or when the District is required to make these placements by Court Order or legal settlement. This procedure is compliant with federal and state law, and District policy requiring that all students receive FAPE.

The resolution also authorizes the Deputy of the Office of Specialized Services to execute, deliver and perform task orders under each Contract signed by the Superintendent, in order to document the referral of students annually and during the course of the school year to receive services from each Contractor. Use of task orders will facilitate accounting, audit, dates of services, date of referral and accrual of fees and compensation.

ABC Code/Funding Source
1100-081-9580-1295-5613 Operating

\$14,496,248.00

B-6

Operating Budget: \$26,000 Contract with Mr. Kingpin LLC / Erie Lanes for Bowling Site Rental 2016-17

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 Mr. Kingpin

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

LLC, d/b/a Erie Lanes to provide a bowling facility for use by PIAA District XII Philadelphia Public League, for an amount not to exceed \$26,000, for the period commencing November 25, 2016 through April 1, 2017.

Description: The PIAA District XII Philadelphia Public League for The School District of Philadelphia hosts bowling programs involving student athletes in District high schools. Bowling is an extramural sport, which provides the opportunity for students to learn and enjoy the sport. The bowling program encompasses 24 female and 24 male teams, including both public and charter schools. The total number of high school student athletes that participated in the 2015-2016 bowling program was 350. Coaches are provided from each school to work with student athletes to improve skills set and accuracy in this sport. Coaches provide valuable feedback to the Bowling Sports Chairperson on activity, scores, and rankings for each participating student athlete.

The following District high schools participate in the Philadelphia Public League girls/boys bowling program: Lincoln, Benjamin Rush, Bartram, Ben Franklin, Carver, Central, Constitution, Dobbins, Fels, Frankford, Furness, Girls High, Lankenau, Mastbaum, Northeast, Paul Robeson, Penn Treaty, Randolph, Saul, Sayre, School of the Future, South Philadelphia, and West Philadelphia. Schools were chosen on the basis of student interest, participation numbers, as well as a feasibility assessment of a schools' ability to host and sustain a viable bowling team.

ABC Code/Funding Source	\$26,000.00
1100-004-9JQ0-3251-3291 Operating	

B-7

Categorical/Grant Fund: \$1,500,000 Ratification of Acceptance of Innovative Approaches to Literacy Grant from U.S. Department of Education; Contract with Free Library of Philadelphia
RESOLVED, that the School Reform Commission hereby ratifies the acceptance by The School District of Philadelphia, through the Superintendent, of an Innovative Approaches to Literacy (IAL) grant from the U.S. Department of Education, for an amount not to exceed \$1,500,000, to provide literacy-related professional development, materials/equipment, and family engagement activities in 10 of the District's elementary schools, for the period commencing October 1, 2016 through September 30, 2018; and be it

FURTHER RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent, of a contract with the Free Library of Philadelphia (FLP), for an amount not to exceed \$322,565, to coordinate and manage book distribution, on-line support from local librarians, and community-based family literacy activities, for the period commencing October 1, 2016 through September 30, 2018.

Description: The ratification component of this resolution is being requested in accordance with SRC Policy 820, Subsection 8, regarding acceptance and utilization of grant funding. The School District received notice on September 28, 2016 from the U.S. Department of Education that a new Innovative Approaches to Literacy grant was being awarded, with a start date of October 1, 2016. In an effort to respond quickly and decisively to ensure that the proposed activities would have impact this school year, the District began working immediately with the identified schools and the Free Library, thereby necessitating the current ratification request.

In pursuit of the District's Anchor Goal #2, ensuring that every child is reading on grade level no later than age 8, the School District of Philadelphia and the Free Library of Philadelphia (FLP) worked together to create and submit another funding proposal in response to the U.S. Department of Education's

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, November 4, 2016. Please reference the Resolution Number and include your name and email address.

recent Innovative Approaches to Literacy (IAL) competition. The project is designed to continue the improvement of early literacy instruction at 10 elementary schools-- Add B. Anderson, John Barry, William C. Bryant, Lewis Elkin, Delaplaine McDaniel, John B. Kelly, James R. Ludlow, Gen. George C. Meade, Robert Morris, and James J. Sullivan-- that had participated in the District's first round of IAL funding through the following series of planned activities:

- * Providing additional professional development and training to elementary school teachers in evidenced-based early literacy instruction;
- * Updating and enhancing age- and grade-appropriate reading materials and other literacy resources, and enhancing digital resources available for students through computerized tablets connected to FLP's digital content, including thousands of high-quality titles suitable for the early elementary level;
- * Providing student participants with on-going access to certified children's librarians through the performance of regular trips to their neighborhood FLP branch;
- * Providing early literacy activities in the classroom that are jointly developed and delivered by teachers and certified FLP librarians; and
- * Engaging families by providing them with a sequenced early literacy training program at FLP and regular structured reading sessions hosted by their respective schools and neighborhood public libraries.

ABC Code/Funding Source	\$322,565.00
39DX-G01-9CE0-2296-3291 Innovative Approaches to Literacy Grant	

RESOLVED, that the School Reform Commission hereby ratifies the appointment of the following persons to the positions, on the effective dates through **October 31, 2016** 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

ADKINS, COLLIN	TEACHER,FULL TIME	BLAINE, JAMES G. SCHOOL	10/28/16	\$45,359.00	ANNUAL SALARY
AIKEN, PHILLIP A	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	09/25/16	\$20.00	HOURLY RATE
ALBINO, JORLUAN M	STUDENT CLIMATE STAFF,3 HOURS	TAGGART, JOHN H. SCHOOL	10/05/16	\$6,665.00	ANNUAL SALARY
ALLEN-RIVERS, LINDA D	FOOD SVCS UTILITY WORKER	COOKE, JAY ELEMENTARY SCHOOL	10/31/16	\$17,662.93	ANNUAL SALARY
ARMSTRONG, SHEILA E	CUST SUPP/EXTERNAL LIAISON	PARENT & FAMILY SERVICES	10/31/16	\$30,000.00	ANNUAL SALARY
ARMSTRONG, SHEILA E	EXT ACTVTS,NON-CONTRACT EMP-HR	PARENT & FAMILY SERVICES	10/01/16	\$15.00	HOURLY RATE
BAILEY, JONATHAN E	GENERAL CLEANER, 8 HOURS	LOESCHE, WILLIAM H. SCHOOL	10/17/16	\$19,828.00	ANNUAL SALARY
BAKER, GARY	TEACHER,SPEC EDUCATION	COOKE, JAY ELEMENTARY SCHOOL	10/10/16	\$63,623.00	ANNUAL SALARY
BAN, MALONY	SUPPORTIVE SERVICES ASST, 3 HR	TAGGART, JOHN H. SCHOOL	10/31/16	\$8,749.00	ANNUAL SALARY
BARNES, ANNA D	STUDENT CLIMATE STAFF, 2 HRS	MOTIVATION HIGH SCHOOL	10/03/16	\$4,780.00	ANNUAL SALARY
BASS, FRANCES M	STUDENT CLIMATE STAFF,5 HOURS	CARNELL, LAURA H. SCHOOL	10/20/16	\$11,109.00	ANNUAL SALARY
BATES-HARPER, DARLENE L	FAMILY ENGAGEMENT LIAISON	PARENT & FAMILY SERVICES	10/05/16	\$22,489.00	ANNUAL SALARY
BECK, EMILY M	ASST GENERAL COUNSEL	OFFICE OF GENERAL COUNSEL	10/05/16	\$89,000.00	ANNUAL SALARY
BECK, JOAN C	SECRETARY I	PENNYPACKER, SAMUEL SCHOOL	10/10/16	\$23,178.00	ANNUAL SALARY
BENTUM, SAMUEL	TEACHER,FULL TIME	FURNESS, HORACE HIGH SCHOOL	10/05/16	\$66,461.00	ANNUAL SALARY
BERRIAN, KAREEM J	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	10/17/16	\$26,808.00	ANNUAL SALARY
BINDA-RISCHOW, JESSICA J	CONSTRUCTION MANAGER	CAPITAL PROGRAMS	10/05/16	\$89,258.00	ANNUAL SALARY
BLOOM, MALANA R	TEACHER,FULL TIME	CROSSROADS @ HUNTING PARK	10/25/16	\$45,359.00	ANNUAL SALARY
BOGDANOWICZ, PAWEL M	ASSOCIATE,STRATEGIC ANALYTICS	DISTRICT PERFORMANCE OFFICE	10/31/16	\$62,000.00	ANNUAL SALARY
BOND, ROBERT D	FOOD SVCS UTILITY WORKER	LOESCHE, WILLIAM H. SCHOOL	10/20/16	\$17,662.93	ANNUAL SALARY
BONNER, BRIAN	TEACHER,FULL TIME	HARRINGTON, AVERY D. SCHOOL	10/13/16	\$54,364.00	ANNUAL SALARY
BOOKARD-KELLEY, TERESA L	BUS ATTENDANT,ONE TO ONE	HILL-FREEDMAN WORLD ACADEMY	10/17/16	\$10,965.00	ANNUAL SALARY
BORES, KRISTIN L	FOOD SVCS WORKER I	BETHUNE, MARY MCLEOD SCHOOL	10/05/16	\$11,676.25	ANNUAL SALARY
BOSWELL, DEIDRE L	TEACHER,FULL TIME	OLNEY ELEMENTARY SCHOOL	10/05/16	\$51,113.00	ANNUAL SALARY
BOWERS, SUZANNE	SCHOOL NURSE	FORREST, EDWIN SCHOOL	10/19/16	\$51,113.00	ANNUAL SALARY
BOYD, ARREN D	STUDENT CLIMATE STAFF,3.5 HRS	FRANKLIN, BENJAMIN SCHOOL	10/05/16	\$7,776.00	ANNUAL SALARY
BRADLEY WATSON, TANYA M	DIR, SPECIAL ED SERVICES	OFFICE OF SPECIALIZED SERVICES	10/05/16	\$101,500.00	ANNUAL SALARY
BROWN, DANIELLE N	EXT ACTVTS,NON-CONTRACT EMP-HR	TRANSITION & ALT. EDUCATION	09/01/16	\$12.00	HOURLY RATE
BROWN, ELISA	TEACHER,FULL TIME	FRANKLIN, BENJAMIN SCHOOL	10/24/16	\$46,694.00	ANNUAL SALARY
BROWN, MELVIN B	SUPPORTIVE SERVICES ASST, 3 HR	KENSINGTON HIGH SCHOOL	10/17/16	\$8,749.00	ANNUAL SALARY
BROWN, MELVIN B	STUDENT CLIMATE STAFF, 2 HRS	KENSINGTON HIGH SCHOOL	10/17/16	\$4,444.00	ANNUAL SALARY
BURCH-BENNETT, JASMINE B	ONE TO ONE ASST, SPECIAL ED	FOX CHASE SCHOOL	10/17/16	\$19,344.00	ANNUAL SALARY
BURROWS, KENNETH L	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	10/17/16	\$26,808.00	ANNUAL SALARY
BURTON, KIRSTEN A	TEACHER,FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	10/14/16	\$45,359.00	ANNUAL SALARY
CASSEL, HARRY	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	10/17/16	\$26,808.00	ANNUAL SALARY

CASTORINO, JACQUELYN D	TEACHER,FULL TIME	KING, MARTIN LUTHER HIGH SCH.	10/10/16	\$45,359.00	ANNUAL SALARY
CHANAY, DAVID S	FAMILY ENGAGEMENT LIAISON	PARENT & FAMILY SERVICES	10/05/16	\$22,489.00	ANNUAL SALARY
CHERRY, ERNEST L	STUDENT CLIMATE STAFF,3 HOURS	HUNTER, WILLIAM H. SCHOOL	09/08/16	\$6,665.00	ANNUAL SALARY
CHILDS, ANDREA Q	FAMILY ENGAGEMENT LIAISON	PARENT & FAMILY SERVICES	10/05/16	\$22,489.00	ANNUAL SALARY
CIESLINSKI, MATTHEW P	TEACHER,FULL TIME	NORTHEAST HIGH SCHOOL	10/31/16	\$45,359.00	ANNUAL SALARY
COAKLEY, LEIGH	SCHOOL NURSE	GIRLS, PHILA HIGH SCHOOL FOR	10/14/16	\$51,113.00	ANNUAL SALARY
COMPTON, DONNA	SUPPORTIVE SVCS AST,2 HOURS	ZIEGLER, WILLIAM H. SCHOOL	10/17/16	\$5,833.00	ANNUAL SALARY
CONLEY, TIMOTHY S	TEACHER,FULL TIME	CARNELL, LAURA H. SCHOOL	10/05/16	\$46,694.00	ANNUAL SALARY
CONWAY, BRANDI M	STUDENT CLIMATE STAFF,3 HOURS	DECATUR, STEPHEN SCHOOL	09/23/16	\$7,169.00	ANNUAL SALARY
COOKE, KARISSA L	TEACHER,FULL TIME	WARING, LAURA W. SCHOOL	10/06/16	\$46,694.00	ANNUAL SALARY
COOPER, MADIHAH	TEACHER,FULL TIME	KENDERTON ELEMENTARY	10/13/16	\$45,359.00	ANNUAL SALARY
COTTOM, NADIRA N	STUDENT CLIMATE STAFF,4 HOURS	ACADEMY AT PALUMBO	10/19/16	\$8,887.00	ANNUAL SALARY
CRAIG, JACQUELINE E	STUDENT CLIMATE STAFF,4 HOURS	KING, MARTIN LUTHER HIGH SCH.	10/13/16	\$8,887.00	ANNUAL SALARY
CROWDER, KIETTE N	FOOD SVCS UTILITY WORKER	LABRUM,GEN HARRY MIDDLE SCHOOL	10/31/16	\$17,662.93	ANNUAL SALARY
DAMMER, ROGER W	DIRECTOR,SCHEDLG AND CUST SPRT	TRANSPORTATION A	10/06/16	\$90,000.00	ANNUAL SALARY
DANIELS, JOSEPH	STUDENT CLIMATE STAFF,5 HOURS	KENDERTON ELEMENTARY	10/20/16	\$11,109.00	ANNUAL SALARY
DAVIS, JORDAN A	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	10/17/16	\$26,808.00	ANNUAL SALARY
DAY, ASHLEY G	STUDENT CLIMATE STAFF,3 HOURS	HENRY, CHARLES W. SCHOOL	10/05/16	\$6,665.00	ANNUAL SALARY
DEVLIN, JAMIE	COORD,SPECIALIZED SVCS	OFFICE OF SPECIALIZED SERVICES	10/05/16	\$81,047.00	ANNUAL SALARY
DICKERSON, ALIA K	PROFESSIONAL LRNING SPECIALIST	TEACHING AND LEARNING	10/05/16	\$67,500.00	ANNUAL SALARY
DIXON, DANEENA A	TEACHER,NON-CERT HRLY	ATTENDANCE & TRUANCY OFFICE	10/25/16	\$15.50	HOURLY RATE
DIXON, JAMIE	FOOD SVCS UTILITY WORKER	HANCOCK, JOHN SCHOOL	10/31/16	\$17,662.93	ANNUAL SALARY
DIXON, MARY C	CLASSROOM ASST,SP ED,SV HND	EMLN, ELEANOR C. SCHOOL	10/24/16	\$29,850.00	ANNUAL SALARY
DOWNES, TESHYRA Y	ONE TO ONE ASST, SPECIAL ED	DEBURGOS, J. ELEMENTARY	10/26/16	\$19,344.00	ANNUAL SALARY
DRUMMOND, PARTHENIA L	FOOD SVCS UTILITY WORKER	BEEBER, DIMNER MIDDLE SCHOOL	10/31/16	\$17,662.93	ANNUAL SALARY
DUCKETT, CRYSTAL D	TEACHER,FULL TIME	KEARNY, GEN. PHILIP SCHOOL	10/24/16	\$73,453.00	ANNUAL SALARY
DUKES, TYRIKA I	STUDENT CLIMATE STAFF,3 HOURS	SHERIDAN, PHILIP H. SCHOOL	10/31/16	\$6,665.00	ANNUAL SALARY
DURRANT, TANYA M	ONE TO ONE ASST, SPECIAL ED	MARSHALL, THURGOOD SCHOOL	10/13/16	\$19,344.00	ANNUAL SALARY
DYSON, DOMINAE S	STUDENT CLIMATE STAFF,3 HOURS	LOWELL, JAMES R. SCHOOL	10/10/16	\$6,665.00	ANNUAL SALARY
EDWARDS, BRANDON M	ONE TO ONE ASST, SPECIAL ED	TAGGART, JOHN H. SCHOOL	10/13/16	\$19,344.00	ANNUAL SALARY
EVERETT, CRYSTAL W	GENERAL CLEANER, 8 HOURS	BROWN, HENRY A. SCHOOL	10/17/16	\$19,828.00	ANNUAL SALARY
FITZPATRICK, JANELLE	COORD,FAMILY & COMMUNITY ENGMT	PARENT & FAMILY SERVICES	10/05/16	\$50,000.00	ANNUAL SALARY
FLORES, NATHAN M	STUDENT CLIMATE STAFF,3 HOURS	HOPKINSON, FRANCIS SCHOOL	10/31/16	\$6,665.00	ANNUAL SALARY
FONG, KENNETH	EXT ACTVTS,NON-CONTRACT EMP-HR	FACILITIES MGMT. & SERVICES	09/30/16	\$12.00	HOURLY RATE
FRIEDMAN, CARYN	TEACHER,FULL TIME	MOFFET, JOHN SCHOOL	09/23/16	\$70,564.00	ANNUAL SALARY
FRISON, LANCE J	BUS ATTENDANT,ONE TO ONE	KING, MARTIN LUTHER HIGH SCH.	10/10/16	\$10,965.00	ANNUAL SALARY
GALLAGHER, KEVIN	ONE TO ONE ASST, SPECIAL ED	DECATUR, STEPHEN SCHOOL	10/10/16	\$19,344.00	ANNUAL SALARY
GARCZYNSKI, LAURA	STUDENT CLIMATE STAFF,4 HOURS	FORREST, EDWIN SCHOOL	10/10/16	\$8,887.00	ANNUAL SALARY
GERMAN, SHAVON L	ONE TO ONE ASST, SPECIAL ED	FRANKLIN, BENJAMIN HIGH SCHOOL	10/31/16	\$19,344.00	ANNUAL SALARY
GERRITY, ERIN A	TEACHER,FULL TIME	MEEHAN, AUSTIN MIDDLE SCHOOL	10/05/16	\$45,359.00	ANNUAL SALARY
GIBSON, CYNTHIA M	STUDENT CLIMATE STAFF, 2 HRS	ELKIN, LEWIS SCHOOL	10/14/16	\$4,780.00	ANNUAL SALARY
GILCHRIST, FELISHA S	GENERAL CLEANER, 8 HOURS	CARNELL, LAURA H. SCHOOL	10/17/16	\$19,828.00	ANNUAL SALARY
GINYARD, SHARENE	ASST GENERAL COUNSEL	OFFICE OF GENERAL COUNSEL	10/05/16	\$89,000.00	ANNUAL SALARY

GLASGOW-CROCKETT, ASHLEY K	GRANTS COMPLIANCE MONITOR	GRANTS COMPLIANCE	10/05/16	\$60,500.00	ANNUAL SALARY
GRAHAM, JULIAN L	SCHOOL CLIMATE MANAGER	BARTRAM, JOHN HIGH SCHOOL	10/05/16	\$64,217.00	ANNUAL SALARY
GREEN, KONEN J	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	10/17/16	\$26,808.00	ANNUAL SALARY
GRIMES, TERRIANA L	STUDENT CLIMATE STAFF, 3 HOURS	CONWELL, RUSSELL MIDDLE SCHOOL	10/31/16	\$6,665.00	ANNUAL SALARY
HARDY, TINA S	GENERAL CLEANER, 8 HOURS	HARTRANFT, JOHN F. SCHOOL	10/17/16	\$19,828.00	ANNUAL SALARY
HARRISON, MAGDALENE P	SCHOOL NURSE	LEA, HENRY C.	10/07/16	\$51,113.00	ANNUAL SALARY
HARTAGE, VIOLET A	BUS ATTENDANT	BACHE-MARTIN SCHOOL	10/17/16	\$10,965.00	ANNUAL SALARY
HAUSER, THOMAS R	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	10/17/16	\$26,808.00	ANNUAL SALARY
HEDDENS, SARAH M	TEACHER, FULL TIME	MARSHALL, THURGOOD SCHOOL	10/24/16	\$45,359.00	ANNUAL SALARY
HEDGEPEETH, KIMBERLY A	STUDENT CLIMATE STAFF, 3 HOURS	BRIDESBURG SCHOOL	10/05/16	\$6,665.00	ANNUAL SALARY
HENDERSON, KISMET	SUPPORTIVE SERVICES ASST, 3 HR	PENNYPACK HOUSE SCHOOL	10/10/16	\$8,749.00	ANNUAL SALARY
HINES, THOMAS	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	09/25/16	\$24.00	HOURLY RATE
HINTON, MARIA L	TEACHER ASST, PKHS	MCKINLEY HEAD START	10/05/16	\$29,520.00	ANNUAL SALARY
HOGG, IMANI	GENERAL CLEANER, SUPPLEMENTAL	PER DIEM	10/18/16	\$9.56	HOURLY RATE
HOUSER, KARLY E	TEACHER, FULL TIME	JUNIATA PARK ACADEMY	10/10/16	\$45,359.00	ANNUAL SALARY
JACKSON, RONEICE M	BUS ATTENDANT	BUS ATTENDANTS-PRIVATE SCHOOLS	10/17/16	\$10,965.00	ANNUAL SALARY
JACKSON, TONY	TEACHER, FULL TIME	COOKE, JAY ELEMENTARY SCHOOL	10/11/16	\$45,359.00	ANNUAL SALARY
JOHNSON, ALI K	FAMILY ENGAGEMENT LIAISON	PARENT & FAMILY SERVICES	10/05/16	\$22,489.00	ANNUAL SALARY
JOHNSON, ALONZO J	FAMILY ENGAGEMENT LIAISON	PARENT & FAMILY SERVICES	10/05/16	\$22,489.00	ANNUAL SALARY
JOHNSON, ANGEL	STUDENT CLIMATE STAFF, 4 HOURS	BARRY, JOHN ELEMENTARY SCHOOL	10/13/16	\$8,887.00	ANNUAL SALARY
JOHNSON, CALVIN	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	10/17/16	\$26,808.00	ANNUAL SALARY
JONES, LINDA M	FOOD SVCS ASSISTANT	KIRKBRIDE, ELIZA B. SCHOOL	10/24/16	\$9,559.00	ANNUAL SALARY
JUDD, CHRISTINE	CLASSRM ASST, PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	09/27/16	\$48.94	DAILY RATE
KAPOOR, ESHA B	TEACHER, FULL TIME	HILL-FREEDMAN WORLD ACADEMY	10/10/16	\$45,359.00	ANNUAL SALARY
KEARNEY, VIRGINIA A	STUDENT CLIMATE STAFF, 3 HOURS	FARRELL, LOUIS H. SCHOOL	10/10/16	\$6,665.00	ANNUAL SALARY
KEESE, OMAR J	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	10/17/16	\$26,808.00	ANNUAL SALARY
KENNEDY, CHARLES A	ONE TO ONE ASST, SPECIAL ED	SHAWMONT SCHOOL	10/31/16	\$19,344.00	ANNUAL SALARY
KING, JANAE E	TEACHER, FULL TIME	ALLEN, DR. ETHEL SCHOOL	10/05/16	\$45,359.00	ANNUAL SALARY
KING-HUDSON, RENEE E	ONE TO ONE ASST, SPECIAL ED	WIDENER MEMORIAL SCHOOL	10/31/16	\$19,344.00	ANNUAL SALARY
KOHLER, RACHEL S	CLASSROOM ASST, SP ED, SV HND	KENSINGTON CAPA	10/26/16	\$19,344.00	ANNUAL SALARY
KOKTHI, ALMA	SCHOOL NURSE	SPRUANCE, GILBERT SCHOOL	10/25/16	\$51,113.00	ANNUAL SALARY
KOTOWICH, STEVEN	TEACHER, FULL TIME	PENN TREATY HIGH SCHOOL	10/10/16	\$49,615.00	ANNUAL SALARY
LEWIS, MICHELLE C	STUDENT CLIMATE STAFF, 3 HOURS	BEEBER, DIMNER MIDDLE SCHOOL	10/07/16	\$6,665.00	ANNUAL SALARY
LOMAX, BRIANNA N	STUDENT CLIMATE STAFF, 3 HOURS	JENKS, ABRAM SCHOOL	10/18/16	\$6,665.00	ANNUAL SALARY
LOPEZ-MARTINEZ, FATIMA	SUPPORTIVE SERVICES ASST, 3 HR	KENSINGTON HIGH SCHOOL	10/06/16	\$8,749.00	ANNUAL SALARY
LOPEZ-MARTINEZ, FATIMA	STUDENT CLIMATE STAFF, 2 HRS	KENSINGTON HIGH SCHOOL	10/06/16	\$4,444.00	ANNUAL SALARY
LUKACHINSKY, JASON	TEACHER, FULL TIME	EDISON, THOMAS A. HIGH SCHOOL	10/10/16	\$45,359.00	ANNUAL SALARY
MACKENZIE, JENNIFER R	SCHOOL COUNSELOR, 10 MONTHS	PRINCE HALL SCHOOL	10/11/16	\$72,506.00	ANNUAL SALARY
MAGEE, EMILY B	CURR SPECIALIST	CURRICULUM INST & ASSESS OFF	10/24/16	\$94,705.00	ANNUAL SALARY
MANSELL-WATTS, SHERRIA M	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	09/01/16	\$20.00	HOURLY RATE
MARTIN, RYDELL D	GENERAL CLEANER, 8 HOURS	ALLEN, ETHAN SCHOOL	10/17/16	\$19,828.00	ANNUAL SALARY
MAYERS, TIFFANY M	ONE TO ONE ASST, SPECIAL ED	HILL-FREEDMAN WORLD ACADEMY	10/31/16	\$19,344.00	ANNUAL SALARY
MAYSONET, ANGEL	STUDENT CLIMATE STAFF, 5 HOURS	KENDERTON ELEMENTARY	10/13/16	\$11,109.00	ANNUAL SALARY

MCCAFFERTY, YUSEF A	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	10/17/16	\$26,808.00	ANNUAL SALARY
MCCLELLAND, JANINE	TEACHER,FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	10/24/16	\$65,121.00	ANNUAL SALARY
MCCOREY, LAKEEA S	BUS ATTENDANT,ONE TO ONE	MARSHALL, THURGOOD SCHOOL	10/10/16	\$10,965.00	ANNUAL SALARY
MCCOREY, MARLON	GENERAL CLEANER, 8 HOURS	EMLN, ELEANOR C. SCHOOL	10/24/16	\$31,261.00	ANNUAL SALARY
MCFIELD, IKEA R	STUDENT CLIMATE STAFF,4 HOURS	ALLEN, ETHAN SCHOOL	09/01/16	\$8,887.00	ANNUAL SALARY
MGEE, JOSEPH A	TEACHER,FULL TIME	ALLEN, ETHAN SCHOOL	10/11/16	\$45,359.00	ANNUAL SALARY
MCGILL, TONYETTE D	STUDENT CLIMATE STAFF,5 HOURS	WASHINGTON, GEORGE HIGH SCHOOL	10/13/16	\$11,109.00	ANNUAL SALARY
MCGUIRE, TIMOTHY J	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	10/17/16	\$26,808.00	ANNUAL SALARY
MCKENZIE, SHAVON	STUDENT CLIMATE STAFF,5 HOURS	SPRING GARDEN SCHOOL	10/19/16	\$11,949.00	ANNUAL SALARY
MCLAURIN, DANIEL E	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	10/17/16	\$26,808.00	ANNUAL SALARY
MCLEAN-GORDY, TERESA A	STUDENT CLIMATE STAFF,4 HOURS	ROWEN, WILLIAM SCHOOL	10/31/16	\$8,887.00	ANNUAL SALARY
MCMORRIS, STONIE	GENERAL CLEANER, 8 HOURS	DAY, ANNA B. SCHOOL	10/24/16	\$27,245.00	ANNUAL SALARY
MCQUEEN, QUANIKA M	BUS ATTENDANT	DOBBINS, MURRELL HIGH SCHOOL	10/10/16	\$10,965.00	ANNUAL SALARY
MCSHANE, MERCEDES	STUDENT CLIMATE STAFF,3 HOURS	FOX CHASE SCHOOL	10/10/16	\$6,665.00	ANNUAL SALARY
MITCHELL, CYNTHIA G	FOOD SVCS ASSISTANT	FORREST, EDWIN SCHOOL	10/10/16	\$11,948.75	ANNUAL SALARY
MOORE, NAFEESA S	ONE TO ONE ASST, SPECIAL ED	JACKSON, ANDREW SCHOOL	10/06/16	\$19,344.00	ANNUAL SALARY
MORMAN, RANDY	STUDENT CLIMATE STAFF,3 HOURS	KEARNY, GEN. PHILIP SCHOOL	10/24/16	\$6,665.00	ANNUAL SALARY
MUNSON, JABREEA D	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	10/05/16	\$9.56	HOURLY RATE
MURPHY, HALEY H	TEACHER,FULL TIME	BRIDESBURG SCHOOL	10/06/16	\$45,359.00	ANNUAL SALARY
MURRAY, KRISTINA R	TEACHER,FULL TIME	PARKWAY-NORTHWEST HIGH SCHOOL	09/01/16	\$51,113.00	ANNUAL SALARY
MURRAY, YVETTE	STUDENT CLIMATE STAFF,4 HOURS	BARRY, JOHN ELEMENTARY SCHOOL	10/24/16	\$8,887.00	ANNUAL SALARY
NAFFAH, JULIA G	ONE TO ONE ASST, SPECIAL ED	BALDI MIDDLE SCHOOL	10/24/16	\$19,344.00	ANNUAL SALARY
NELSON, LORI A	SCHOOL NURSE	MARSHALL, THURGOOD SCHOOL	10/24/16	\$66,461.00	ANNUAL SALARY
NEWMAN, RACHEL T	TEACHER,FULL TIME	SOUTH PHILADELPHIA H.S.	10/24/16	\$45,359.00	ANNUAL SALARY
O'HARA, JOHNATHAN D	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	10/19/16	\$26,808.00	ANNUAL SALARY
O'NEAL, DA'QUAN A	ONE TO ONE ASST, SPECIAL ED	MCKINLEY, WILLIAM SCHOOL	10/17/16	\$19,344.00	ANNUAL SALARY
ORTIZ, EMMA L	TECHNICAL SUPPORT ENGINEER	TECHNICAL OPERATIONS	10/05/16	\$48,587.00	ANNUAL SALARY
OUCHENE, LAMIA	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	09/27/16	\$48.94	DAILY RATE
PABON, RAFAEL	COORD,FAMILY & COMMUNITY ENGMT	PARENT & FAMILY SERVICES	10/05/16	\$50,000.00	ANNUAL SALARY
PALMER, SHERRI L	STUDENT CLIMATE STAFF,5 HOURS	PHILADELPHIA MILITARY ACADEMY	10/26/16	\$11,109.00	ANNUAL SALARY
PANAGODIMOS, STAVROULA A	RESEARCH ASSISTANT	RESEARCH & EVALUATION	10/17/16	\$51,946.00	ANNUAL SALARY
PHEAN, SETHANY N	HELPDESK COORDINATOR	TECHNOLOGY SERVICES	10/17/16	\$60,000.00	ANNUAL SALARY
PHILLIPS, JEFFREY	TEACHER,FULL TIME	BARTRAM, JOHN HIGH SCHOOL	10/14/16	\$45,359.00	ANNUAL SALARY
PINCKNEY, MARGO A	TEACHER,FULL TIME	PENNYPACKER, SAMUEL SCHOOL	10/11/16	\$49,615.00	ANNUAL SALARY
PLOWE, MOLLY	TEACHER,FULL TIME	STEARNE, ALLEN M. SCHOOL	10/21/16	\$45,359.00	ANNUAL SALARY
POLLACK, ANN H	SUPPORTIVE SERVICES ASST, 3 HR	HOUSTON, HENRY H. SCHOOL	09/12/16	\$8,749.00	ANNUAL SALARY
PRIEST, LAUREN M	SECRETARY III (GENERAL)	BETHUNE, MARY MCLEOD SCHOOL	10/05/16	\$29,762.00	ANNUAL SALARY
PROSSER, SHADONNA M	STUDENT CLIMATE STAFF,5 HOURS	STRAWBERRY MANSION HIGH SCHOOL	10/13/16	\$11,109.00	ANNUAL SALARY
RAINNEY, DE'ANDRE	SUPPORTIVE SERVICES ASST, 4 HR	KIRKBRIDE, ELIZA B. SCHOOL	10/17/16	\$11,666.00	ANNUAL SALARY
REYNOLDS, CYNTHIA M	GENERAL CLEANER, 8 HOURS	FRANKLIN, BENJAMIN SCHOOL	10/17/16	\$19,828.00	ANNUAL SALARY
RICE, TIANI S	GENERAL CLEANER, 8 HOURS	SAUL, WALTER B. HIGH SCHOOL	10/24/16	\$19,828.00	ANNUAL SALARY
RICHARDSON, KELESHA M	TEACHER,FULL TIME	NON-PUBLIC PROGRAMS	10/10/16	\$48,945.00	ANNUAL SALARY
RICHARDSON, TIANA J	STUDENT CLIMATE STAFF,3 HOURS	SHERIDAN, PHILIP H. SCHOOL	10/06/16	\$6,665.00	ANNUAL SALARY

RIVERA, AMANDA A	EXT ACTVTS, NON-CONTRACT EMP-HR	TRANSPORTATION SERVICES	10/10/16	\$12.00	HOURLY RATE
ROBINSON, BRITTANY	STUDENT CLIMATE STAFF, 4 HOURS	BETHUNE, MARY MCLEOD SCHOOL	10/17/16	\$8,887.00	ANNUAL SALARY
ROBINSON, SHAREESE M	BUS ATTENDANT	BACHE-MARTIN SCHOOL	10/10/16	\$10,965.00	ANNUAL SALARY
ROCKHOLD, JOHN E	TEACHER, FULL TIME	ALLEN, DR. ETHEL SCHOOL	10/06/16	\$56,531.00	ANNUAL SALARY
ROGERS, LEIGH ANN M	STRATEGY ANALYST I	TRANSPORTATION A	10/24/16	\$60,000.00	ANNUAL SALARY
ROSADO, GISSELE A	COORD, FAMILY & COMMUNITY ENGMT	PARENT & FAMILY SERVICES	10/05/16	\$50,000.00	ANNUAL SALARY
ROUNTREE, RAQUEL T	ONE TO ONE ASST, SPECIAL ED	SHAWMONT SCHOOL	10/10/16	\$19,344.00	ANNUAL SALARY
RUDNICK, DAVID L	TEACHER, FULL TIME	MUNOZ-MARIN, HON LUIS SCHOOL	10/24/16	\$56,531.00	ANNUAL SALARY
SALGADO, CADEESHA	ONE TO ONE ASST, SPECIAL ED	RHODES ELEMENTARY SCHOOL	10/24/16	\$19,344.00	ANNUAL SALARY
SANDERS, NADINE	STUDENT CLIMATE STAFF, 3 HOURS	HOLME, THOMAS SCHOOL	10/19/16	\$6,665.00	ANNUAL SALARY
SCOTT, ARNOLD K	ONE TO ONE ASST, SPECIAL ED	CASSIDY, LEWIS C ACADEMICS PLUS	10/31/16	\$19,344.00	ANNUAL SALARY
SELLERS, DONTAYA M	STUDENT CLIMATE STAFF, 3 HOURS	FRANK, ANNE SCHOOL	10/05/16	\$6,665.00	ANNUAL SALARY
SERRANO, JAIME L	FAMILY ENGAGEMENT LIAISON	PARENT & FAMILY SERVICES	10/05/16	\$22,489.00	ANNUAL SALARY
SHAMPINE, MONICA	TEACHER, FULL TIME	RHOADS, JAMES SCHOOL	10/14/16	\$45,359.00	ANNUAL SALARY
SIMON, TAMIRA J	ONE TO ONE ASST, SPECIAL ED	KELLY, JOHN B. SCHOOL	10/06/16	\$19,344.00	ANNUAL SALARY
SMITH, BRIANA R	STUDENT CLIMATE STAFF, 4 HOURS	COOKE, JAY ELEMENTARY SCHOOL	10/17/16	\$8,887.00	ANNUAL SALARY
SMITH, ROSALIND	SCHOOL NURSE	HENRY, CHARLES W. SCHOOL	10/11/16	\$60,202.00	ANNUAL SALARY
SPIVA, NICHOLAS A	PROG SPLST, CHARTER SCHOOLS OFF	CHARTER, PARTNER & NEW SCHOOLS	10/31/16	\$52,000.00	ANNUAL SALARY
SPRATLEY, LASHAE D	COORD, FAMILY & COMMUNITY ENGMT	PARENT & FAMILY SERVICES	10/05/16	\$50,000.00	ANNUAL SALARY
STANTON, KAREN D	ONE TO ONE ASST, SPECIAL ED	GREENFIELD, ALBERT M. SCHOOL	10/10/16	\$19,344.00	ANNUAL SALARY
STEWART, SHANEKA	STUDENT CLIMATE STAFF, 4 HOURS	TAYLOR, BAYARD SCHOOL	10/26/16	\$8,887.00	ANNUAL SALARY
STROLLO, MEGHAN L	STUDENT CLIMATE STAFF, 3 HOURS	BALDI MIDDLE SCHOOL	10/10/16	\$6,665.00	ANNUAL SALARY
SYDNOR, REGINALD L	EXT ACTVTS, NON-CONTRACT EMP-HR	OFFICE OF GENERAL COUNSEL	10/02/16	\$45.27	HOURLY RATE
THOMAS, MAKEDA I	CLASSROOM ASST, SP ED, SV HND	WILSON, WOODROW MIDDLE SCHOOL	10/05/16	\$19,344.00	ANNUAL SALARY
THOMAS, MICHAEL A	STUDENT CLIMATE STAFF, 3 HOURS	MARSHALL, JOHN SCHOOL	10/10/16	\$6,665.00	ANNUAL SALARY
THROWER, KYLE M	FOOD SVCS UTILITY WORKER	SAYRE, WILLIAM L. HIGH SCHOOL	10/31/16	\$17,662.93	ANNUAL SALARY
TUNRNER, TINESHA	STUDENT CLIMATE STAFF, 5 HOURS	HARDING, WARREN G. MIDDLE SCH	10/17/16	\$11,109.00	ANNUAL SALARY
TUSHA, ERMIRA	STUDENT CLIMATE STAFF, 4 HOURS	MAYFAIR SCHOOL	10/26/16	\$8,887.00	ANNUAL SALARY
VALENTINO, REGINAMARIE	SCHOOL NURSE	CLEMENTE, ROBERTO MIDDLE SCHL	10/17/16	\$51,113.00	ANNUAL SALARY
VANISH, LATASHA	CLASSRM ASST, PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	09/27/16	\$48.94	DAILY RATE
VARGAS, DAMIAN	PREVENTION & INTERVENTION LIAI	PREVENTION & INTERVENTION	10/18/16	\$62,347.00	ANNUAL SALARY
VARGAS, GERMAN E	PROJECT ASSISTANT	CHARTER, PARTNER & NEW SCHOOLS	10/17/16	\$45,000.00	ANNUAL SALARY
VASS, SEAN A	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	10/17/16	\$26,808.00	ANNUAL SALARY
VELEZ, WILSON	TECHNICAL SUPPORT ENGINEER	TECHNICAL OPERATIONS	10/17/16	\$48,587.00	ANNUAL SALARY
WANG, XIAO	EXT ACTVTS, NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	10/31/16	\$12.00	HOURLY RATE
WASHINGTON, PORSHCIA M	TEACHER, FULL TIME	ELLWOOD SCHOOL	10/17/16	\$45,359.00	ANNUAL SALARY
WATTS, ERIKA C	STUDENT CLIMATE STAFF, 3 HOURS	SHERIDAN, PHILIP H. SCHOOL	10/19/16	\$6,665.00	ANNUAL SALARY
WATTS, JULIA L	TEACHER, FULL TIME	LOCKE, ALAIN SCHOOL	10/05/16	\$45,359.00	ANNUAL SALARY
WEISS, STEPHEN M	PAINTER/GLAZER/PLASTERER B 4DY	PAINTING SERVICES	10/24/16	\$41,309.00	ANNUAL SALARY
WEISSMAN, ELIZABETH A	TEACHER, FULL TIME	PENN TREATY HIGH SCHOOL	10/03/16	\$45,359.00	ANNUAL SALARY
WEN, JASON L	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	10/17/16	\$26,808.00	ANNUAL SALARY
WHARTON, KIMBERLY A	STUDENT CLIMATE STAFF, 4 HOURS	WEBSTER, JOHN H. SCHOOL	10/26/16	\$8,887.00	ANNUAL SALARY
WILLIAMS, CHRISTOPHER D	GENERAL CLEANER, 8 HOURS	SAUL, WALTER B. HIGH SCHOOL	10/17/16	\$19,828.00	ANNUAL SALARY

WILLIAMS, DOMINIQUE L	BUS ATTENDANT	COMEGYS, BENJAMIN B. SCHOOL	10/10/16	\$10,965.00	ANNUAL SALARY
WILLIAMS, EBONY A	GENERAL CLEANER, 8 HOURS	HARDING, WARREN G. MIDDLE SCH	10/24/16	\$19,828.00	ANNUAL SALARY
WILLIAMS, STEPHANIE M	STUDENT CLIMATE STAFF,5 HOURS	CARNELL, LAURA H. SCHOOL	10/13/16	\$11,109.00	ANNUAL SALARY
WILLIAMS, THERESA	STUDENT CLIMATE STAFF,3 HOURS	LINGELBACH, ANNA L. SCHOOL	10/26/16	\$6,665.00	ANNUAL SALARY
WILLIAMS, TRACI	ONE TO ONE ASST, SPECIAL ED	FOX CHASE SCHOOL	10/10/16	\$19,344.00	ANNUAL SALARY
WILSON, MICHAEL P	STUDENT CLIMATE STAFF,3 HOURS	STEARNE, ALLEN M. SCHOOL	10/26/16	\$6,665.00	ANNUAL SALARY
WIMS, TYLER J	DIR, STUDENT LEADERSHIP	OFFICE STUDENT RIGHTS & RESP	10/05/16	\$76,000.00	ANNUAL SALARY
WOMACK, MARTHA M	STUDENT CLIMATE STAFF,5 HOURS	KENDERTON ELEMENTARY	10/07/16	\$11,109.00	ANNUAL SALARY
WOMACK, MAY	TEACHER,FULL TIME	PENN TREATY HIGH SCHOOL	10/14/16	\$45,359.00	ANNUAL SALARY
WOOD, MALARY E	EXT ACTVTS,NON-CONTRACT EMP-HR	EMPLOYEE SUPPORT SERVICES	10/24/16	\$12.00	HOURLY RATE
WOODARD, LASHON	SCHOOL NURSE	SCIENCE LEADERSHIP ACADEMY MS	10/10/16	\$66,461.00	ANNUAL SALARY
WYNN FERGUSON, KEVIN D	STUDENT CLIMATE STAFF,4 HOURS	BARRY, JOHN ELEMENTARY SCHOOL	10/27/16	\$8,887.00	ANNUAL SALARY
YERKES, MATTHEW	TEACHER,FULL TIME	STRAWBERRY MANSION HIGH SCHOOL	10/31/16	\$45,359.00	ANNUAL SALARY
YOUNG, LAKEYSHA R	STUDENT CLIMATE STAFF,4 HOURS	KEARNY, GEN. PHILIP SCHOOL	10/19/16	\$8,887.00	ANNUAL SALARY
YOUNGER, KHADIJA	ONE TO ONE ASST, SPECIAL ED	HARTRANFT, JOHN F. SCHOOL	10/06/16	\$19,344.00	ANNUAL SALARY
ZUCKER, DAVID A	TEACHER,FULL TIME	POLLOCK, ROBERT B. SCHOOL	10/17/16	\$49,615.00	ANNUAL SALARY

THE FOLLOWING EMPLOYEES HAVE BEEN TERMINATED

ADAMS, TAMARA G	BUS ATTENDANT	10/17/16
CANDELET, APRIL	STUDENT CLIMATE STAFF,4 HOURS	10/18/16
DEMOTA, AKEIA	CLASSROOM ASST,SP ED,SV HND	10/10/16
HAND, VERINIA L	ONE TO ONE ASST, SPECIAL ED	10/29/16
HAWKINS, HENRY C	FOOD SVCS WORKER III	10/08/16
HOLMES, WALTER L	INSTRUCTOR, JROTC	07/01/16
JOHNSON, DORON K	CLASSROOM ASST,SP ED,SV HND	10/24/16
JOHNSON, SHAUNA	CLASSROOM ASST,SP ED,SV HND	10/05/16
KANE, ERICA M	ONE TO ONE ASST, SPECIAL ED	10/05/16
KEESE, OMAR J	BUILDING ENGINEER TRAINEE	10/17/16
KELLER, TERRI A	SCHOOL NURSE	09/02/16
MARSH, IVY	SCHOOL NURSE	10/14/16
MASON, NATASHA S	GENERAL CLEANER, 8 HOURS	10/17/16
MCPHAUL, YASMEEN M	STUDENT CLIMATE STAFF,4 HOURS	07/01/16
MILES, SIERRA R	BUS ATTENDANT	10/24/16
MORRIS, DENISE	SCHOOL NURSE	10/18/16
SCOTT, TENETTA L	BUS ATTENDANT,SIX HOURS	10/10/16
STEADMAN, KIM N	ONE TO ONE ASST, SPECIAL ED	09/28/16
WARD, MARYANN	TEACHER,FULL TIME	08/27/16
WATKINS, ALAN D	BUS ATTENDANT	10/24/16
WOODBERRY, TYARIA U	BUS ATTENDANT	10/17/16