

**SCHOOL REFORM COMMISSION
PUBLIC MEETING
RESOLUTION SUMMARY**

OCTOBER 19, 2017

I. SCHOOL REFORM COMMISSION

SRC-1

Adoption of Proposed Policies: Policy 114: (NEW) Gifted Instruction; Policy 115: (NEW) Career and Technical Education; Policy 207: (NEW) Confidential Communications of Students; Policy 105.2: Exemption from Instruction; Policy 204: Attendance; Policy 209: Health Examinations/Screenings; Policy 227: Controlled Substance/Paraphernalia; Policy 237: Electronic Devices
RESOLVED, that the School Reform Commission hereby adopts the following SRC Policy, in the form attached, effective October 19, 2017.

Policy 114: (NEW) Gifted Instruction
Policy 115: (NEW) Career and Technical Education
Policy 207: (NEW) Confidential Communications of Students

FURTHER RESOLVED, that the School Reform Commission hereby adopts amendments to the following SRC Policies, in the forms attached, effective October 19, 2017.

Policy 105.2: Exemption from Instruction
Policy 204: Attendance
Policy 209: Health Examinations/Screenings
Policy 227: Controlled Substance/Paraphernalia
Policy 237: Electronic Devices

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.

Additionally, policies have been reviewed and recommended by the SRC Policy Committee, pursuant to Resolution SRC-4, approved by the SRC on March 16, 2017. The SRC Policy Committee reviews and makes recommendations to the SRC concerning all matters related to developing, updating, and recommending policies for the School District.

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.

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

**SRC-3 will be considered a Walk-on Resolution.*

SRC-2 (FOR REVIEW – NO ACTION)

Review of Proposed Policies: Policy 103.1 Nondiscrimination Qualified Students; Policy 105: Curriculum Development; Policy 107: Adoption of Planned Instruction; Policy 137 (NEW): Home Education Programs; Policy 137.1 (NEW): Extracurricular Participation by Home Education Students; 255: Educational Stability for Students in Foster Care; Policy 316: Staff Use of Social Media and Electronic Communications; Policy 619: District Audit; Policy 622: GASB Statement; Policy 810.2: Transportation Video

RESOLVED, that the School Reform Commission hereby adopts the following SRC Policy, in the form attached, effective November 16, 2017:

Policy 137 (NEW): Home Education Programs
Policy 137.1 (NEW): Extracurricular Participation by Home Education Students

FURTHER RESOLVED, that the School Reform Commission hereby adopts amendments to the following SRC Policies, in the forms attached, effective November 16, 2017:

Policy 103.1 Nondiscrimination Qualified Students
Policy 105: Curriculum Development
Policy 107: Adoption of Planned Instruction
Policy 255: Educational Stability for Students in Foster Care
Policy 316: Staff Use of Social Media and Electronic Communications
Policy 619: District Audit
Policy 622: GASB Statement
Policy 810.2: Transportation Video

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SRC-3* (Updated 10.19.17)

Amendment to Proposed Keystone Opportunity Zone

WHEREAS, the General Assembly has enacted Act No. 79 of 2008 (the “Act”), amending Act No. 92 of 1988, the Keystone Opportunity Zone Act authorizing certain exemptions, abatements, credits and deductions of certain state taxes in certain deteriorated areas of the Commonwealth, known as Keystone Opportunity Zones (“KOZ”), Expansion Zones (“KOEZ”), and Improvement Zones (“KOIZ”), in order to promote development and job formation; and

WHEREAS, the Act makes the foregoing exemptions, abatements, credits and deductions of state taxes contingent on the grant of certain exemptions, abatements, credits and deductions by all local taxing authorities with taxing jurisdiction over the affected deteriorated area; and

WHEREAS, the Mayor and the Director of Commerce of the City of Philadelphia previously applied to the Commonwealth, pursuant to the Act, to designate certain deteriorated areas of the city of Philadelphia Keystone Opportunity Zones, Expansion Zones and Improvement Zones, and to extend the duration of certain previously-designated zones, and to subject such areas to the exemptions, abatements, credits and deductions authorized by the Act; and

WHEREAS, the General Assembly has passed and the Governor has signed SB 1237, Act No. 16 of 2012, which modified the existing KOZ legislation by allowing for a ten (10) year extension of the term for unoccupied KOEZ and KOIZ; and

WHEREAS, the City Council has approved and the Mayor has signed Bill No. 170792 which provides for the exemptions, abatements, credits and deductions required by the Act in order to qualify for the designations and extensions referenced above and as specifically set forth on the attached property list, Schedule 1; and

WHEREAS, the Act requires that all taxing authorities with jurisdiction over a proposed Keystone Opportunity Zone, Expansion Zone or Improvement Zone enact an ordinance or resolution to be included with the City’s application to the Commonwealth, providing for exemptions, abatements, credits and/or deductions from certain taxes within the Zones; and

WHEREAS, the Act specifically requires that all real property tax imposed on real property within the Zones be abated, and that no tax shall be imposed on the use or occupancy of real property within the Zones, all subject to certain conditions set forth in the Act; and

WHEREAS, the School Reform Commission has determined that it is in the best interest of the City to implement the extensions referenced above and to provide for the aforementioned abatements, credits, exemptions and deductions; now, therefore, be it

RESOLVED, that, subject to and contingent upon approval by the Commonwealth of the extended designations, all real estate taxes imposed on real property located in the Zones are abated, and a person or business subject to realty use and occupancy tax with respect to real property located in the Zones may claim one hundred percent (100%) exemption from such tax, all subject to the conditions set forth in Bill No. 170792, and further subject to the agreement of the City of Philadelphia that, with respect to applications for extension pursuant to the Act, the City shall provide notice to the School Reform Commission at the time such application is submitted, of the date of the application and all properties for which exemptions and abatement are sought in such application; and be it

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FURTHER RESOLVED, that the foregoing abatements and exemptions shall be effective and irrevocable for the periods set forth in Bill No. 170792, all contingent upon approval of the extended designations; and be it

FURTHER RESOLVED, that the Zones shall be defined as encompassing the geographical areas designated by the Commonwealth, in accordance with The City of Philadelphia's application for extension pursuant to the Act, which application shall include all or less than all of the geographical areas contained in the Ordinance, a copy of which is on file with the Commission; and be it

FURTHER RESOLVED, that, notwithstanding the preceding paragraph, no property shall be included in any Zone unless the owner of such property has entered into an agreement for "Payments in Lieu of Taxes" ("PILOT"), containing such terms and conditions as will provide for the maximum payment amount permissible under Section 310 of the Act, as amended; and further, the School Reform Commission hereby authorizes and directs the School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform such PILOTs, which PILOTs shall be separate agreements between the School District and property owners and between the City and property owners.

Description: Expansion of state-designated Keystone Opportunity Zones within the City of Philadelphia to facilitate economic development and job creation. This resolution amends the list of properties that was attached to the KOZ resolution originally approved by the SRC on July 5, 2017.

SRC-4 (Updated 10.19.17)

Application for Charter Renewal – Richard Allen Preparatory 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 ("Charter") to the Board of Trustees of RICHARD ALLEN PREPARATORY CHARTER SCHOOL ("RAPCS" or "Charter School") to operate a charter school for a four-year term commencing in 2001; and

WHEREAS, the School Reform Commission ("SRC") renewed the Charter for five-year terms in 2005 and 2010; and

WHEREAS, RAPCS has sought renewal of its Charter; and

WHEREAS, members of the Charter Schools Office ("CSO") of the School District have reviewed the academic performance, organizational compliance and viability, and fiscal health and sustainability of RAPCS and recommend to the SRC that there are grounds for the SRC to nonrenew and to revoke the RAPCS Charter under Section 1729-A of the Charter School Law; and

WHEREAS, the following are grounds for nonrenewal and revocation of the RAPCS Charter, pursuant to Section 1729-A(a) of the Charter School Law:

1. During the 2011-2012 school year, 60.11% of RAPCS students scored proficient or advanced on the Math PSSA exam. During the 2012-2013 school year, 50.51% of RAPCS students scored proficient or advanced on the Math PSSA exam. During the 2013-2014 school year, 39.58% of RAPCS students scored proficient or advanced on the Math PSSA exam. Thus, during the period from the 2011-2012 school year through the 2013-2014 school year, the Charter School had a 20.53 percentage point decrease in PSSA Math proficiency. During the 2014-2015 school year, under the new Common Core-aligned

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PSSA, 2.87% of RAPCS students scored proficient or advanced on the Math PSSA exam. During the 2015-2016 school year, under the new Common Core-aligned PSSA, 3.11% of RAPCS students scored proficient or advanced on the Math PSSA exam.

2. During the 2011-2012 school year, 58.92% of RAPCS students scored proficient or advanced on the Reading PSSA exam. During the 2012-2013 school year, 47.78% of RAPCS students scored proficient or advanced on the Reading PSSA exam. During the 2013-2014 school year, 43.34% of RAPCS students scored proficient or advanced on the Reading PSSA exam. Thus, during the period from the 2011-2012 school year through the 2013-2014 school year, the Charter School had a 15.58 percentage point decrease in PSSA Reading proficiency.

3. During the 2014-2015 school year, under the new Common Core-aligned PSSA, 28.78% of RAPCS students scored proficient or advanced on the English Language Arts (“ELA”) PSSA exam. During the 2015-2016 school year, under the new Common Core-aligned PSSA, 19.29% of RAPCS students scored proficient or advanced on the ELA PSSA exam. Thus, during the first two years of the new Common-Core aligned PSSA, the Charter School had a 9.49 percentage point decrease in the PSSA ELA proficiency.

4. During the 2011-2012 school year, 28.10% of RAPCS Grade 8 students scored proficient or advanced on the Science PSSA exam. During the 2012-2013 school year, 24.00% of RAPCS Grade 8 students scored proficient or advanced on the Science PSSA exam. During the 2013-2014 school year, 19.00% of RAPCS Grade 8 students scored proficient or advanced on the Science PSSA exam. During the 2014-2015 school year, 15.52% of RAPCS Grade 8 students scored proficient or advanced on the Science PSSA exam. During the 2015-2016 school year, 14.40% of RAPCS Grade 8 students scored proficient or advanced on the Science PSSA exam. Thus, during the period from the 2011-2012 school year through the 2015-2016 school year, the Charter School had a 13.7 percentage point decrease in PSSA Science proficiency.

5. In no year from the 2010-2011 school year through the 2015-2016 school year did RAPCS have Math proficiency rates on the Math PSSA exam that met or exceeded charter school averages. Charter sector average proficiency rates in Math on the PSSA for Grades 5 – 8 were 62.12% in the 2010-2011 school year, 64.91% in the 2011-2012 school year, 57.91% in the 2012-2013 school year, 54.05% in the 2013-2014 school year, 14.87% in the 2014-2015 school year and 15.18% in the 2015-2016 school year.

6. RAPCS’s Math proficiency rates on the PSSA exam did not meet or exceed School District school averages in the 2010-2011, 2013-2014, 2014-2015 and 2015-2016 school years. School District school average proficiency rates in Math on the PSSA for Grades 5 – 8 were 59.54% in the 2010-2011 school year, 46.79% in the 2013-2014 school year, 16.21% in the 2014-2015 school year and 17.91% in the 2015-2016 school year.

7. From the 2012-2013 school year through the 2015-2016 school year, RAPCS did not have Reading/ELA proficiency rates on the PSSA exam that met or exceeded charter school averages. Charter sector average proficiency rates in Reading/ELA on the PSSA for Grades 5 – 8 were 51.05% in the 2012-2013 school year, 50.56% in the 2013-2014 school year, 38.47% in the 2014-2015 school year and 38.17% in the 2015-2016 school year.

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8. In no year from the 2013-2014 school year through the 2015-2016 school year did RAPCS have Reading/ELA proficiency rates on the PSSA exam that met or exceeded School District school averages. School District school average proficiency rates in Reading/ELA on the PSSA for Grades 5 – 8 were 44.60% in the 2013-2014 school year, 33.38% in the 2014-2015 school year and 35.02% in the 2015-2016 school year.

9. In no year from the 2010-2011 school year through the 2015-2016 school year did RAPCS have Grade 8 Science proficiency rates on the PSSA exam that met or exceeded charter school averages. Charter sector average proficiency rates in Science on the PSSA for Grade 8 were 31.80% in the 2010-2011 school year, 31.96% in the 2011-2012 school year, 32.75% in the 2012-2013 school year, 32.26% in the 2013-2014 school year, 32.49% in the 2014-2015 school year and 30.96% in the 2015-2016 school year.

10. In no year from the 2012-2013 school year through the 2015-2016 school year did RAPCS have Grade 8 Science proficiency rates on the PSSA exam that met or exceeded School District school averages. School District school average proficiency rates in Science on the PSSA for Grade 8 were 27.94% in the 2012-2013 school year, 29.15% in the 2013-2014 school year, 28.40% in the 2014-2015 school year and 29.39% in the 2015-2016 school year.

11. RAPCS's building level School Performance Profile ("SPP") score was 51.0 for the 2013-2014 school year and 35.2 for the 2015-2016 school year. RAPCS's SPP scores for 2013-2014 and 2015-2016 fall into the lowest SPP category of 60 or below. No SPP score was calculated for RAPCS for the 2014-2015 school year.

12. In the 2013-2014 school year, RAPCS's SPP score was below both the School District average and the charter sector average. In the 2013-2014 school year, the average SPP for all School District-operated public schools was 57.3, and the average SPP for all Philadelphia brick and mortar charter schools was 63.6.

13. In the 2015-2016 school year, RAPCS's SPP score was below both the School District average and the charter sector average. In the 2015-2016 school year, the average SPP for all School District-operated public schools was 52.6, and the average SPP for all Philadelphia brick and mortar charter schools was 56.7. From the 2013-2014 school year to the 2015-2016 school year, the SPP gap between RAPCS and the average for all School-District operated public schools widened from 6.3 to 17.4. From the 2013-2014 school year to the 2015-2016 school year, the SPP gap between RAPCS and the average for all Philadelphia brick and mortar charter schools widened from 12.6 to 21.5.

14. RAPCS did not meet the Pennsylvania academic growth standard, as measured by the Average Growth Index ("AGI"), in PSSA Math in the 2013-2014 school year, in the 2014-2015 school year and in the 2015-2016 school year.

15. RAPCS did not meet the Pennsylvania academic growth standard, as measured by the AGI, in PSSA Reading/ELA in the 2013-2014 school year, in the 2014-2015 school year, and in the 2015-2016 school year.

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16. RAPCS did not meet the Pennsylvania academic growth standard, as measured by the AGI, in Grade 8 PSSA Science in the 2012-2013 school year, in the 2014-2015 school year and in the 2015-2016 school year.
17. On the SPP for the 2015-2016 school year, RAPCS received 0 points for indicators of closing the achievement gap for all students in Math, ELA and Science.
18. On the SPP for the 2015-2016 school year, RAPCS received 0 points for indicators of closing the achievement gap for historically underperforming students in Math, ELA and Science.
19. As of the most recent year for which data was available, the 2015-2016 school year, RAPCS had a federal accountability designation of “Focus”, meaning that RAPCS was in the lowest 10% of Title I schools in Pennsylvania based on the highest achievement gap for the historically low performing students annual measurable objective.
20. Components of RAPCS’s educational program as stated in its 2016 Renewal Application, such as rigorous academic expectations, high levels of student engagement, student voice and on task behavior, were inconsistently reflected in school and classroom observations during the fall of 2016. In only 26% of classroom observations during the renewal site visits in November and December 2016 were 90% or more of the students on task. In 0% of classroom observations was student voice present at least 50% of the time. In 0% of the same classroom observations did the teacher almost always or always convey high academic expectations for students. In 0% of classroom observations were virtually all students intellectually engaged in challenging content more than 90% of the time. These findings are based on more than 30 classroom observations during site visits in November and December 2016.
21. RAPCS has not provided sufficient evidence of a school-wide special education screening process, in violation of 22 Pa. Code, Chapter 711. The Charter School did not provide evidence of school-wide tracking of interventions and student progress in use during the 2016-2017 school year during the December 2016 site visit.
22. RAPCS has not implemented a fully compliant English as a Second Language (“ESL”) program in accordance with the Pennsylvania Code in that:
- a. At the time of the November 2014 site visit, RAPCS did not employ a teacher with an ESL program certificate.
 - b. During the 2014-2015 school year, RAPCS did not provide daily instruction, five days of instruction each week, to all English Language Learners (“ELLs”). During the 2015-2016 school year, RAPCS did not provide daily instruction, five days of instruction each week, to nineteen (19) of the nineteen (19) ELLs at the Charter School in violation of the Pennsylvania Code and Pennsylvania Department of Education (“PDE”) guidance.
 - c. At the time of the November 2014 site visit, school staff was unable to identify the proficiency levels of ELL students. For ELL students who enrolled in the 2013-2014 school year or the 2014-2015 school year, student files did not contain evidence of ACCESS testing in 2014 or 2015, when reviewed during the onsite visit to the school in December 2016. During the 2015-2016 school year, eight students identified as an ELL were not administered the ACCESS for ESL progress assessment.

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- d. RAPCS's 2016-17 ELL Policy did not articulate all eligible exit criteria, including flexibility in the cutoff score as required by PDE guidance, when reviewed in fall of 2016.
 - e. Of thirty-two (32) ELL students enrolled during the 2016-2017 school year whose files were reviewed in December 2016, all student files lacked parent/family notification of placement in the ESL program.
 - f. For ELL students who enrolled in the 2013-2014, 2014-2015 or 2015-2016 school year, student files did not contain evidence of W-APT testing when reviewed during the onsite visit to the school in December 2016.
23. RAPCS has not had fully compliant and equitable student admission policies in accordance with the Charter School Law, the Public School Code, and PDE guidance in that:
- a. RAPCS's student enrollment materials for the 2017-2018 school year do not require a home language survey prior to enrollment and attendance at the Charter School, as required by the PDE Basic Education Circular ("BEC") on the Enrollment of Students.
 - b. As stated in the 2015 Annual Charter Evaluation, for students intending to enroll in the 2015-2016 school year, student enrollment materials required a household income form and student health survey, in violation of the PDE BEC on the Enrollment of Students. Further, in order to enroll in the 2015-2016 school year, parents were required to attend a school meeting.
 - c. The student enrollment files maintained by RAPCS and reviewed by the CSO during the onsite visit to the school in December 2016 contained copies of social security cards, which cannot be requested under the PDE BEC on the Enrollment of Students.
 - d. The student enrollment files maintained by RAPCS and reviewed by the CSO during the onsite visit to the school in December 2016 did not contain parent registration statements, pursuant to 24 P.S. §13-1304-A , which is a required document to enroll under the PDE BEC on the Enrollment of Students.
24. RAPCS did not fully comply with applicable law as the Charter School's Code of Conduct and Handbook was not in compliance with 22 Pa. Code, Chapter 12 in that:
- a. The Charter School's 2016-2017 Code of Conduct and Handbook that is provided to parents/guardians did not identify all due process rights in accordance with Chapter 12 of the Public School Code.
 - b. The Charter School did not provide evidence of notification in writing to parents/guardians of charges for disciplinary actions.
 - c. The Charter School did not provide evidence that hearings were held prior to the expulsion of a total of eight (8) students during the 2014-2015 school year and the 2015-2016 school year.
25. The Board of Trustees of RAPCS failed to operate in accordance with applicable law and the RAPCS Bylaws and policies in that:
- a. During 2010 through 2015, the Charter School either did not submit Statements of Financial Interest ("SOFIs") for Board of Trustees members to the CSO, were late in submitting such SOFIs to the CSO, or did not submit accurate SOFIs to the CSO. The

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- Charter School's FY14 audit included a finding that in a review of nine (9) SOFIs for Board of Trustees members and Charter School senior management by the Charter School's auditors, eight (8) of such SOFIs were not properly filed.
- b. During the 2013-2014 and 2014-2015 school years, the Board of Trustees did not fully comply with the Charter School's adopted bylaws. Specifically, the Board of Trustees did not maintain the appropriate number of committee members due to Board size and did not hold a sufficient number of meetings in the 2013-2014 school year.
 - c. Minutes for the Board of Trustees from the 2014-2015 school year and the 2015-2016 school year did not identify the location of all Board meetings as required by the Pennsylvania Sunshine Act.
 - d. The Board of Trustees did not approve a FY16 budget according to the Board minutes.
26. During the 2015-2016 school year and the 2016-2017 school year, at least one special education teacher at RAPCS did not have a valid, appropriate certification.
27. RAPCS failed to meet the 100% highly qualified teacher ("HQT") requirement, as required by the No Child Left Behind Act as reported by PDE. In the 2012-2013 school year, only 80% of the PDE specified core academic classes taught at RAPCS were taught by highly qualified teachers. In the 2013-2014 school year, only 95% of the PDE specified core academic classes taught at RAPCS were taught by highly qualified teachers. In the 2014-2015 school year, only 81% of the PDE specified core academic classes at RAPCS were taught by highly qualified teachers. In the 2015-2016 school year, only 81% of the PDE specified core academic classes taught at RAPCS were taught by highly qualified teachers
28. During the CSO's onsite review of twenty of RAPCS's personnel files during the December 2016 site visit, four of twenty employees were missing a current Pennsylvania Child Abuse Clearance; two of twenty employees were missing a current FBI Background Check; and three of nine eligible employees, based on date of hire, were missing Act 168 training certifications. These omissions constitute violations of the Public School Code and the Charter School's Charter.
29. RAPCS failed to comply with the student health provisions in the Public School Code during the 2015-2016 school year for failing to administer required dental exams. The Pennsylvania Department of Health required RAPCS to submit a corrective action plan to address the low number of dental exams for students.
30. During the site visit in December 2016, the CSO reviewed fifteen student medical files. Zero of the fifteen student files had proof of dental exams; only four of the fifteen files had proof of vision screenings; only eight of the fifteen student files had proof of hearing exams; only seven of the fifteen student files had proof of annual height and weight exams, and zero of the fifteen student files had proof of scoliosis screenings in 6th and 7th grade.
31. For the 2014-2015 school year and the 2015-2016 school year, RAPCS did not complete Form PDE-4101, which certifies the fulfillment of fire drill and school bus evacuation drill requirements.
32. RAPCS failed to meet generally accepted standards of fiscal management in that, as of June 30, 2016, RAPCS had pre-paid rent and made increased advances to its landlord, a related organization, totaling more than \$1.2 million without written repayment terms or collateral, including any agreement on

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interest payments, on the lending of public dollars to a non-charter entity. The Charter School's FY16 audit identified the absence of repayment terms for the pre-paid rent and the advances.

RESOLVED, that there are substantial grounds for nonrenewal and revocation of the RAPCS Charter; and be it

FURTHER RESOLVED, that the SRC will conduct a public hearing on the nonrenewal and revocation of the RAPCS Charter commencing on or about December 15, 2017, subject to rescheduling, at which public hearing the School District will present evidence in support of the grounds for nonrenewal and revocation of the Charter School's Charter, and the Charter School will be given the reasonable opportunity to offer testimony and exhibits in support of why the Charter School's Charter should be renewed; and be it

FURTHER RESOLVED, that the SRC hereby delegates its authority to conduct such public hearing either to a single Commissioner, to a Committee of two Commissioners or to a Hearing Officer to be appointed by the Chair of the SRC; and be it

FURTHER RESOLVED, that the SRC will take formal action at a public hearing on the nonrenewal and revocation of the Charter or on the renewal of the Charter following the public hearing, after the public has had thirty (30) days to provide comments to the SRC.

SRC-5 (Added 10.16.17)

Ratification of Collective Bargaining Agreement with School Police Association of Philadelphia

RESOLVED, that the School Reform Commission of The School District of Philadelphia hereby ratifies the Collective Bargaining Agreement with the School Police Association of Philadelphia, for the period commencing September 1, 2013 through August 31, 2021, and authorizes the Chair of the School Reform Commission and the Superintendent to execute and deliver this Agreement on behalf of The School District of Philadelphia. A copy of the Agreement will be filed with the minutes of the School Reform Commission.

II. EDUCATION SUPPORT SERVICES

Talent

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 September 30, 2017 and at the salaries respectively noted, as recommended by the Superintendent, provided that: (a) continued employment of persons appointed to positions funded by categorical grants is contingent upon the availability of grant funds; and (b) persons appointed to positions funded by operating funds, shall report to either the Superintendent or his/her designees, and shall serve at the pleasure of the School Reform Commission.

A-2

Operating Budget: \$15,000 Contract Ratification with Esquire Deposition Services, Inc. – Grievance Hearing Transcript Services

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 Esquire Deposition Services, Inc., to provide verbatim transcript services for employee grievance

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hearings, for an amount not to exceed \$15,000, for the period commencing July 1, 2014 through June 30, 2017.

Description: Esquire Deposition Services provides verbatim transcripts of all employee grievance hearings, which aid the Hearing Office in making recommendations and reasoned decisions to the Chief Talent Officer at the conclusion of said employee grievance hearings. Esquire Deposition Services delivers timely, error-free transcripts following employee grievance hearings, which leads to better union-management cooperation and an improved employee relations climate. The work with Esquire Deposition Services initially began as planned without a contract being executed with the vendor.

ABC Code/Funding Source	\$12,000.00
1100-055-9400-2341-3291 Operating	

A-3 (Updated 10.3.17)

Operating Budget: \$75,000 Authorization of Payments to the Department of Human Services, The Pennsylvania State Police, and Gemalto Cogent – Onboarding Clearances

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to make payments to the Pennsylvania Department of Human Services, the Pennsylvania State Police and Gemalto Cogent or other Department of Justice mandated vendor to conduct FBI background checks, for mandated clearances for all candidates in school-based positions with annual salaries of less than \$40,000 (not to exceed \$43 per new hire) for up to 2,000 new hires, for an aggregate amount not to exceed \$75,000, for the period commencing October 20, 2017 through June 30, 2017.

Description: Each year, the District hires and onboards over 2,000 employees who serve in District schools supporting the academic and operational needs of the District. These part and full-time school based support employees are the backbone of the school's operations, and it is the aim of the District to ensure these positions are staffed as quickly and effectively as possible. Nearly all positions pay individuals less than \$40,000 per year, and potential employees incur costs of up to \$43 to collect the state and federally necessary clearances and background checks needed to begin employment with the District. Therefore, we are requesting the District cover the costs of the clearances. The required clearances are:

FBI background check through Gemalto Cogent - \$27

PA Criminal Background check through PA State Police - \$8

PA Child Abuse Clearance through CWIS - \$8

ABC Code/Funding Source	\$75,000.00
1100-071-9JW0-2833-331 Operating	

Finance

A-4

Operating Budget: \$1,166,990 Ratification of Contract Amendment with PMA Management Corporation – Third Party Administrator Services for Workers Compensation Claims

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent of an amendment of Contract No. 1112/F14, originally entered into with PMA Management Corp. to act as the third party

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

**SRC-3 will be considered a Walk-on Resolution.*

administrator for the School District's Workers Compensation program, pursuant to Resolution No. A-26, approved by the School Reform Commission on May 29, 2014, as amended pursuant to Resolution A-20, approved by the School Reform Commission on November 20, 2014, by increasing the amount of the contract by an additional \$1,166,990 from the \$3,333,000 approved by Resolutions A-26 and A-20, to an amount not to exceed \$4,499,990 and by extending the term of the contract from its original scheduled expiration date of June 30, 2017 through June 30, 2018, with an option to extend the term of the contract for an additional year through June 30, 2019, for an additional amount not to exceed \$1,202,000, for an aggregate amount not to exceed \$5,701,990.

Description: In December 2013, the School District released RFP 371 seeking bids from potential vendors to administer its Workers' Compensation program. Three firms, including the incumbent, expressed interest and attended the pre-proposal meeting. One firm plus the incumbent submitted timely proposals. An evaluation committee with representatives from the School District's offices of Risk, Finance, Employee Benefits, and Procurement Services, along with Conner Strong & Buckelew, who was contracted to assist with the proposal evaluations, reviewed the proposals. The review process included the evaluation of written proposals, vendor presentations, follow-up questions and pricing analyses.

Based on the evaluation of the proposals, presentations, costs and discussions among the committee members, it is the recommendation of the committee to retain PMA as the School District's TPA. PMA was selected because of the strength in administration of the Workers' Compensation program; its success in the Return to Work program; and the attention to a safety program which helps avoid worker' compensation claims and the associated costs. The winning respondent submitted a price that is x% less than the fee paid in 2009 and x% less than the most recent fee of \$1.333 million. Additionally, the review committee's concerns regarding the transition process weighed heavily in favor of the incumbent.

Due to a misunderstanding by staff about the authority granted in the 2014, a ratifying resolution is needed. Although a three-year contract with two one-year extensions was approved by the SRC in May 2014, and the contract amount was subsequently amended in November 2014, the authority to spend School District funds was only granted through June 30, 2017. This resolution requests that the SRC ratify the expenditure of funds starting July 1, 2017 and approve the funding going forward through June 30, 2019, the end of the second year extension.

ABC Code/Funding Source
9011-082-9jd0-5811-3111

\$1,166,900.00

A-5

Operating Budget: \$546,014 Contract Ratification with City Controller of Philadelphia – Single Audit Services for FY16 and FY17

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent, of contracts with the City Controller of Philadelphia, to provide independent audit services for the Single Audit for Fiscal Year 2016 for an amount not to exceed \$221,014 for the period commencing July 1, 2015 through June 30, 2016 and to provide independent audit services for the Single Audit for the Fiscal Year 2017, for an amount not to exceed \$325,000, for the period commencing July 1, 2016 through June 30, 2017, for an aggregate amount not to exceed \$546,014.

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

*SRC-3 will be considered a Walk-on Resolution.

Description: The City Controller by Philadelphia Home Rule Charter is the school auditor of the School District of Philadelphia. The City Controller conducts both the Single Audit Title 2 US Code of Federal Regulations, Part 200 (uniform guidance) for federal grant programs and the "Comprehensive Annual Financial Report of the School District" annual audit. Both audits are required by government regulations. The SRC Chair each year signs an audit engagement letter which indicates the estimated fees for the upcoming audit as required by federal accepted accounting principles (GAAP).

The City Controller has been requested on several occasions to pre-contract with the School District regarding the fees to be charged for the Single Audit (2 Part 200 uniform guidance). This is a ratifying resolution because the City Controller will not enter into a contract until after the audit takes place because it is based on the required tests performed to determine how many grant programs must be audited for that year and the numbers of hours the auditors actually work on the audit. The resolution before the SRC is therefore to ratify the services and fees for the audits performed for fiscal years 2016 and 2017. The School District accrues audit fees on the books based upon the amount of fees indicated in the engagement letter for the prior year and adjusts to actual once the amount to be charged for the audit is known.

ABC Code/Funding Source	\$546,014.00
Audit Clearing Account Fund 912X A/C 5101 - \$221,014.00 - 912X-G53-9350-2520-5101	
Audit Clearing Account Fund 912X A/C 5101 - \$325,000.00 - 912X-G53-9350-2520-5101	

Operations

A-6

Categorical/Grant Fund/Donation: \$222,694 Grant Acceptance from Drexel University; \$96,000 Acceptance of Donations from Steppingstones Scholars and Lakeside Professional Development Network; Memoranda of Understanding

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation a grant from Drexel University for an amount not to exceed \$222,694, to provide various academic and climate supports at the Powel Elementary School and to provide teachers with onsite professional development through the establishment of a learning laboratory at the McMichael Elementary School for the period commencing October 23, 2017 through June 30, 2018; and be it

FURTHER 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 services valued at \$85,000 from Steppingstone Scholars at the McMichael Elementary School to provide students with after-school programming in literacy and mathematics and arts enrichment; 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 with Steppingstone Scholars to provide students with after-school programming in literacy and mathematics and arts enrichment at the McMichael Elementary School, at no cost to the School District, for the period commencing October 23, 2017 through June 30, 2018; and be it

FURTHER 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

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

**SRC-3 will be considered a Walk-on Resolution.*

materials in the amount of \$4,000 from Drexel University and services valued at \$11,000 from the Lakeside Professional Development Network at the Powel Elementary School to provide professional development to teachers regarding trauma informed practices; 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 with Lakeside Professional Development Network at the Powel Elementary School to provide professional development to teachers regarding trauma informed practices, at no cost to the School District, for the period commencing October 23, 2017 through June 30, 2018.

Description: Drexel University recognizes the benefit to support quality educational opportunities for children and families in the high-need, high poverty area of the West Philadelphia Promise Zone. Without access to high quality education from an early age through middle and high school, the likelihood of achieving life-long success and participating in the innovation economy developing in their neighborhood is significantly reduced. Through the Lenfest Education Grant, Drexel is seeking to address this need by providing support for school-based activities at Powel and McMichael Schools. This includes providing in-school and extra-curricular support for Powel and McMichael students to promote healthy, school-wide learning environments; academic achievement and teacher professional development to ensure youth are prepared for high school and understand secondary education and career options.

Through the Lenfest Education Grant, Powel Elementary School is requesting funding, for an amount not to exceed \$103,280, to directly fund four highly qualified Student Support Assistants whom will work in Kindergarten and Grade 1 classrooms to reduce the adult: student ratio during the literacy and math blocks. Powel Elementary School is also requesting funding, for an amount not to exceed \$65,000, to directly fund climate support in order to addresses student attendance, with a focus on reducing the percentage of students that are chronically tardy and increasing the percentage of students that are present 95% or more of the school days. Additionally, the climate support will work with staff and students on the reduction of student office referrals.

Through the Lenfest Education Grant, McMichael Elementary School is requesting direct funding for an amount not to exceed \$54,414, for the development of an onsite professional learning laboratory to support teachers with their professional growth and development aligned to literacy and math instruction and student engagement strategies.

Through the Lenfest Education Grant, McMichael Elementary School, is receiving the donation of services valued at \$85,000, from Steppingstone Scholars, as an after school provider to support the literacy and mathematics academic programs, as well as, arts enrichment.

Through the Lenfest Educational Grant, Powel Elementary School is receiving a donation of services valued at \$11,000 for professional development through Lakeside Professional Development Network to learn about and implement trauma informed practices. Additional materials have been requested by Powel Elementary School to support small group instruction and implementation of Positive Behavior Interventions and Support model.

ABC Code/Funding Source

\$318,694.00

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

*SRC-3 will be considered a Walk-on Resolution.

A-7

Capital Fund: \$3,981,935 Authorization of Capital Awards

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver, and perform contracts separately with the lowest responsible bidders identified in the attachment, for an aggregate amount not to exceed \$3,981,935, for the period commencing October 20, 2017 through completion of the projects.

Description:

Spec: B-017 C

of 2016/17 Electrical Contract - Fire Alarm System Replacement

Jay Cooke Elementary School - 1300 West Loudon Street

Hyde Electric Corporation - \$324,500.00

Philadelphia, Pennsylvania 19129

ABC Code: 8Q16-065-7100-4625-4561 -10 - \$285,000

8XXX-065-7100-4625-4561-10 - \$39,500

Total Aggregate M/WBE Participation: 15.0%

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

The bids for this project were publicly advertised on 7/28/2017, 8/2/2017, and 8/4/2017 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 8/22/2017. After review of the bids and a de-scoping meeting it was determined that Hyde Electric Corporation was the lowest responsible bidder with a bid of \$324,500.00.

The Facilities Condition Index (FCI) at this location is 48.00%. The School Progress Report (SPR) at this location is 24.

Spec: B-018 C

of 2016/17 Electrical Contract - Fire Alarm System Replacement

Prince Hall Elementary School - 6101 North Gratz Street

Hyde Electric Corporation - \$274,500.00

Philadelphia, Pennsylvania 19129

ABC Code: 8D16-065-7490-4625-4561-10 - \$241,000

8XXX-065-7490-4625-4561-10 - \$33,500

Total Aggregate M/WBE Participation: 15.0%

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

The Facilities Condition Index (FCI) at this location is 35.17%. The School Progress Report (SPR) at this location is 25.

The bids for this project were publicly advertised on 7/21/2017, 7/26/2017, and 7/28/2017 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction

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*SRC-3 will be considered a Walk-on Resolution.

specifications. Bids were publicly opened on 8/22/2017. After review of the bids and a de-scoping meeting it was determined that Hyde Electric Corporation was the lowest responsible bidder with a bid of \$274,500.00.

The Facilities Condition Index (FCI) at this location is 35.17%. The School Progress Report (SPR) at this location is 25.

Spec: B-093 C
of 2015/16 General Contract - Building Demolition
Old Samuel S. Fels High School - 901 Devereaux Avenue
JPC Group, Inc. - \$1,277,000.00
Philadelphia, Pennsylvania 19148
ABC Code: 8D16-065-7120-4201-4541-02
Total Aggregate M/WBE Participation: 25.0%

This contract covers the labor, material, and equipment necessary for the building demolition of Old Fels HS.

The bids for this project were publicly advertised on 7/14/2017, 7/19/2017, and 7/21/2017 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 8/15/2017. After review of the bids and a de-scoping meeting it was determined that JPC Group, Inc. was the lowest responsible bidder with a bid of \$1,277,000.00.

The Facilities Condition Index (FCI) at this location is N/A. The School Progress Report (SPR) at this location is N/A.

Spec: B-107 C
of 2016/17 Mechanical Contract - HVAC Renovation
John H. Webster Elementary School - 3400 Frankford Avenue
Pro Tech Mechanical - \$1,398,935.00
Morrestown, New Jersey 08057
ABC Code: 8D16-065-5590-4623-4591-05
Total Aggregate M/WBE Participation: 35.7%

This contract covers the labor, material, and equipment necessary to perform major mechanical upgrades at this location.

The Facilities Condition Index (FCI) at this location is 36.22%. The School Progress Report (SPR) at this location is 24.

The bids for this project were publicly advertised on 7/14/2017, 7/19/2017, and 7/21/2017 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 8/17/2017. After review of the bids and a de-scoping meeting it was determined that Pro Tech Mechanical was the lowest responsible bidder with a bid of

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

*SRC-3 will be considered a Walk-on Resolution.

\$1,398,935.00.

The Facilities Condition Index (FCI) at this location is 36.22%. The School Progress Report (SPR) at this location is 24.

Spec: B-108 C
of 2016/17 Electrical Contract - HVAC Renovation
John H. Webster Elementary School - 3400 Frankford Avenue
Jack Cohen & Co., Inc. - \$232,500.00
Philadelphia, Pennsylvania 19114
ABC Code: 8D16-065-5590-4623-4561-05
Total Aggregate M/WBE Participation: 36.3%

This contract covers the labor, material, and equipment to necessary to perform the electrical work required to support the major mechanical upgrades at this location.

The bids for this project were publicly advertised on 7/14/2017, 7/19/2017, and 7/21/2017 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 8/17/2017. After review of the bids and a de-scoping meeting it was determined that Jack Cohen & Co., Inc. was the lowest responsible bidder with a bid of \$232,500.00.

The Facilities Condition Index (FCI) at this location is 36.22%. The School Progress Report (SPR) at this location is 24.

Spec: B-109 C
of 2016/17 Mechanical Contract - Chiller Replacement
Benjamin Rush Middle School - 11081 Knights Road
Allstates Mechanical, Ltd. - \$379,000.00
Boothwyn, Pennsylvania 19061
ABC Code: 8Q16-065-8040-4695-4591-05
Total Aggregate M/WBE Participation: 35.0%

This contract covers the labor, material and equipment necessary to perform mechanical upgrades at this location.

The bids for this project were publicly advertised on 7/21/2017, 7/26/2017, and 7/28/2017 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 8/22/2017. After review of the bids and a de-scoping meeting it was determined that Allstates Mechanical, Ltd. was the lowest responsible bidder with a bid of \$379,000.00.

The Facilities Condition Index (FCI) at this location is 4.79%. The School Progress Report (SPR) at this location is 63.

Spec: B-110 C

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

*SRC-3 will be considered a Walk-on Resolution.

of 2016/17 Electrical Contract - Chiller Replacement
 Benjamin Rush Middle School - 11081 Knights Road
 Hyde Electric Corporation - \$95,500.00
 Philadelphia, Pennsylvania 19129
 ABC Code: 8Q16-065-8040-4695-4561-05
 Total Aggregate M/WBE Participation: 15.0%

This contract covers the labor, material, and equipment necessary to perform the electrical work required to support the mechanical upgrades at this location.

The bids for this project were publicly advertised on 7/21/2017, 7/26/2017, and 7/28/2017 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 8/22/2017. After review of the bids and a de-scoping meeting it was determined that Hyde Electric Corporation was the lowest responsible bidder with a bid of \$95,500.00.

The Facilities Condition Index (FCI) at this location is 4.79%. The School Progress Report (SPR) at this location is 63.

ABC Code/Funding Source	\$3,981,935.00
8XXX-065-7100-4625-4561 Capital (\$39,500.00)	
8Q16-065-7100-4625-4561 Capital (\$285,000.00)	
8D16-065-7490-4625-4561 Capital (\$241,000.00)	
8XXX-065-7490-4625-4561 Capital (\$33,500.00)	
8D16-065-7120-4201-4541 Capital (\$1,277,000.00)	
8D16-065-5590-4623-4591 Capital (\$1,398,935.00)	
8D16-065-5590-4623-4561 Capital (\$232,500.00)	
8Q16-065-8040-4695-4591 Capital (\$379,000.00)	
8Q16-065-8040-4695-4561 Capital (\$95,500.00)	

A-8

Capital Fund: \$177,840 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 \$177,840.00.

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	\$177,840.00
Various	

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

*SRC-3 will be considered a Walk-on Resolution.

A-9**Ratification of First Amendment to Sub-grant Agreement with Philadelphia Industrial Development Corporation (PIDC); Installation & Construction of Stormwater Improvements – Chester A. Arthur School**

RESOLVED, that the School Reform Commission (i): hereby ratifies the execution, delivery and performance by The School District of Philadelphia, by the Superintendent or his designee, of a First Amendment to Subgrant Agreement originally entered into with the Philadelphia Industrial Development Corporation--Local Development Corporation for stormwater improvements at Chester A. Arthur Elementary, pursuant to Resolution A-46, approved by the School Reform Commission on May 19, 2016, by extending the term of such Subgrant Agreement from its original scheduled expiration of December 31, 2016 through December 31, 2017. All other provisions of the SubGrant Agreement remain in full force and effect.

Description: The Friends of Chester A. Arthur ("FOCA") has been working with the Principal of the Chester A. Arthur Elementary School ("School"), central office staff of the School District of Philadelphia ("School District"), and the Philadelphia Water Department ("PWD") on a playground and stormwater project at the School ("Project"). FOCA applied for a grant from the William Penn Foundation ("William Penn Grant") which has been awarded to the Fund for the School District of Philadelphia with the requirement that up to \$650,000 of the William Penn Grant will be paid over to the School District to pay for the installation and construction of the Project. FOCA initially was awarded by PWD a Stormwater Management Incentives Program grant ("SMIP Grant") for an initial total amount of \$232,000 for the installation of green stormwater management practices at the School. FOCA has requested, and PWD has agreed, that such SMIP Grant be redirected to the School District for the installation of the green stormwater management practices of the Project. The School District additionally will be allocating \$175,000 in Capital funds to the Project.

The School District publicly advertised the Project on April 1, April 6, 2016 and April 8, 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 May 3, 2016. After review of the bids and a de-scoping meeting, the School District determined that Brightline Construction was the lowest responsible bidder with a bid of \$943,740.00.

This contract covers the labor, material, and equipment necessary for selective site improvements at this location. The Facilities Condition Index (FCI) at this location is 45.7%. The School Progress Report (SPR) at this location is 51.

ABC Code/Funding Source

N/A

A-10**Capital Fund: \$500,000 Contracts with GeoStructures and Pennoni – Supplemental Professional Material Testing Services**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform separate indefinite demand/indefinite quantity (IDIQ) contracts with GeoStructures and Pennoni, to provide Supplemental Professional Material Testing Services, for an aggregate amount not to exceed \$500,000, for the period commencing October 20, 2017 through October 19, 2020.

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

**SRC-3 will be considered a Walk-on Resolution.*

Description: On June 9, 2017, the School District of Philadelphia, Office of Capital Programs publically advertised a Request for Proposals/Request for Qualifications (RFP/RFQ) to obtain public competitive proposals from qualified, professional firms to perform supplemental professional material testing services to the District. A total of three (3) firms responded to this RFP/RFQ on July 25, 2017.

Evaluation of the technical proposals and rankings were performed by a four-person Evaluation Committee consisting of staff from the Office of Capital Program's Design Management and Contract Compliance.

After administrative review by Contract Compliance and technical evaluations of submitted proposals, two (2) firms were selected by the Evaluation Committee based on the pre-established criteria as follows: technical competence and qualifications of the Proposer as evidenced by professional experience of the Proposer in the satisfactory performance of Material Testing Services for projects of comparable size, technical competence and qualifications of the assigned personnel as evidenced by professional experience and registration and certifications to perform the required testing and inspections, the quality of references from past clients, meeting of M/WBE goals, and proposed fees.

The two (2) selected firms were deemed qualified to perform professional material testing services in support of the amended 2018 Capital Budget, approved by the School Reform Commission (SRC) on May 25, 2017 and the District's 5-year Capital Improvement Plan (CIP). The CIP priorities include constructing new facilities and additions, renovation of existing facilities, life-cycle replacements and maintaining the physical integrity of existing buildings to meet code requirements and educational programming needs.

The entire fund of \$500,000.00 for supplemental professional material Testing Services will be pooled among the two (2) firms to provide the Office of Capital Programs flexibility in the selection of the appropriate firm to perform the required services on specific assigned projects.

ABC Code/Funding Source	\$500,000.00
8Q16-065-9620-4541-3411 Capital (\$95,500.00)	
8XXX-065-9620-4541-3411 Capital (\$272,500.00)	

A-11

Operating Budget: \$3,000,000 Contracts with Exterior Services, Imperial Wholesale, Ramos & Associates, and Townscapes, Inc. – Snow Removal

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 Exterior Services, Imperial Wholesale, Ramos & Associates and Townscapes, Inc., for targeted snow removal services, for an aggregate amount not to exceed \$3,000,000, subject to funding, for the period commencing October 20, 2017 through October 31, 2020, with the option for a one (1) year renewal until October 31, 2021.

Description: This proposed award represents the completion of the public solicitation under A18-65905, Snow Removal Services, issued by Procurement on August 18, 2017. The solicitation was sent to twenty-four (24) vendors as well as our host of area assist agencies. Fifty-four companies downloaded the solicitation. Of those, five (5) vendors submitted proposals.

Snow removal service shall be required when, and if, snow accumulations reach a depth of four (4) inches

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

*SRC-3 will be considered a Walk-on Resolution.

or greater.

The official snowfall totals will be based on the Street Tracker reports on the depths measured at the Philadelphia International Airport. Each selected vendor will be contracted for the approved, quoted flat rate based on snow fall levels grouped in 4 inch intervals as designated and provided by the School District of Philadelphia. Selected vendors will ONLY respond to authorized calls from the Office of Facilities Management and Services of the School District of Philadelphia, as proscribed in the recent solicitation.

The locations will be based upon Facilities Networks as follows: Network 1, Network A, Network 2, Network B, Network 3, Network C, Network 4, Network D, Network 5, Network E, Network 6, Network 7, Network F, Network 8, Network 9, Turnaround, and Network G.

ABC Code/Funding Source	\$3,000,000.00
1100-031-9270-2633-4321 FY18 (\$1,000,000.00)	
1100-031-9270-2633-4321 FY19 (\$1,000,000.00)	
1100-031-9270-2633-4321 FY20 (\$1,000,000.00)	

A-12

Operating Budget: \$180,000 Contract with J. Lorber Company – Power Flame or Equivalent Oil and Gas Burners and 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 J. Lorber Co., to purchase power flame or equivalent oil and gas burners and supplies, for an amount not to exceed \$180,000, subject to funding, for the period commencing October 20, 2017 through October 31, 2018.

Description: This contract establishes a source for power flame, oil, and gas burners. Boiler burners are the functional component of boilers, which supply heat to District schools.

This proposed award represents completion of the public solicitation under A18-65903: Power Flame or Equivalent Oil and Gas Burners and Supplies, issued by Procurement on August 16, 2017. It was sent to thirty-two (32) vendors and several area assist agencies. Four (4) companies downloaded the solicitation. Of those, one (1) vendor submitted a proposal.

The vendor that submitted a proposal was J. Lorber Co.

ABC Code/Funding Source	\$180,000.00
1100-031-9270-2623-6132 FY18 (\$120,000.00)	
1100-031-9270-2623-6132 FY19 (\$60,000.00)	

A-13

Operating Budget: \$30,000 Contract with Coward Environmental Systems – Replacement Compressor

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 Coward

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

**SRC-3 will be considered a Walk-on Resolution.*

Environmental Services, Inc, to purchase a replacement compressor at the Swenson Skills Center, for an amount not to exceed \$30,000, subject to funding, to be purchased after October 20, 2017 but before December 31, 2017.

Description: This contract will be used to purchase a replacement compressor at the Swenson Skills Center.

ABC Code/Funding Source	\$30,000.00
1100-031-9270-2623-6132 FY18 (\$20,000.00)	
1100-031-9270-2623-6132 FY19 (\$10,000.00)	

A-14

Cafeteria Fund: \$475,000 Contract with Singer – Food Service Equipment

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, pursuant to the COSTARS cooperative purchasing program, to execute, deliver and perform a contract with Singer Equipment Company, to purchase food service equipment, for an amount not to exceed \$475,000.00, subject to funding, for the period commencing October 20, 2017 through October 31, 2018.

Description: This award will allow the District to replace antiquated equipment, including slicers, milk coolers, holding cabinets, and convection ovens. These items are to replace some of the aging equipment currently in schools and ensure that cafeterias have the functional, modern equipment necessary for the conversion to full-service kitchens.

This equipment has not been designated for a specific school. It will be used to replace the aging food service equipment as needed.

ABC Code/Funding Source	\$30,000.00
9001-030-9360-2644-7671 FY18 (\$425,000.00)	
9001-030-9360-2644-7671 FY19 (\$50,000.00)	

A-15

Operating Budget: \$1,500,000 Contract with Carrier Commercial Services – HVAC Equipment

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, pursuant to the NJPA Contract #030817-CAR, to execute, deliver and perform a contract with Carrier Commercial Services, for the purchase and rental of HVAC Equipment, for an amount not to exceed \$1,500,000, subject to funding, for the period commencing October 20, 2017 through October 31, 2020.

Description: This contract will be for the purchase and rental of HVAC systems, products and supplies including, but not limited to: Air Handlers; Boilers; Generators; Heat Pumps; Indoor Air Quality Products; Rooftop Systems; Unit Heaters; Ventilation Fans; and Water Heaters

ABC Code/Funding Source	\$1,500,000.00
1100-031-9270-2621-4311 FY18 (\$374,944.00)	
1100-031-9270-2621-4311 FY19 (\$499,992.00)	

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

*SRC-3 will be considered a Walk-on Resolution.

1100-031-9270-2621-4311 FY20 (\$499,992.00)

1100-031-9270-2621-4311 FY21 (\$125,072.00)

A-16

Operating Budget: \$175,000 Contract with Allegheny Educational Systems – Instructional Equipment

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, pursuant to the PEPPM Contract #527029-014, to execute, deliver and perform a contract with Allegheny Educational Systems, Inc, to purchase instructional equipment, for an amount not to exceed \$175,000, subject to funding, for the period commencing October 20, 2017 through October 31, 2018.

Description: Allegheny Educational Systems will provide instructional equipment, curriculum, and services for CTE labs, as a systems approach to instruction. A systems approach to instruction is the delivery of curriculum and instruction on learning systems. The learning systems include instructional equipment or trainers and/or simulators with comprehensive supporting curriculum. These components provide the basis for stand-alone instruction and they can be linked or connected to other trainers to provide instruction on other major areas of the CTE program.

For the Dobbins High School project, Allegheny Educational Systems is providing equipment, curriculum and services for the new Facilities and Property Maintenance CTE program. This CTE program is designed to prepare students for high-demand careers, such as maintenance technicians in residential, commercial, and industrial facilities. The equipment and curriculum provided by Allegheny will allow students to master technical competencies directly related to the CTE program, including: Tool and Machine Maintenance; Structural Repairs; Hydraulics/ Fluid Power; Mechanical Systems and Fabrication; Environmental Control Systems; Electrical Circuits/Systems; Plumbing Systems; Rigging Systems; Mechanical Systems and Fabrication; and Environmental Control Systems

ABC Code/Funding Source	\$175,000.00
1200-006-9240-1393-7000 FY18 (\$116,664.00)	
1200-006-9240-1393-7000 FY19 (\$58,336.00)	

A-17

Various Funds: \$400,000 Contract with BSN Sports – Physical Education Supplies

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, pursuant to the NIPA cooperative contract No. R160701, to execute, deliver and perform a contract with BSN Sports, LLC to purchase physical education supplies and equipment, for an amount not to exceed \$400,000, subject to funding, for the period commencing October 20, 2017 through October 31, 2019.

Description: This contract establishes a source for Physical Education equipment and supplies, which includes but is not limited to cones, jump ropes, mats, nets, timers, whistles and other various items. Individual schools and athletic departments will use this contract to replace equipment and supplies on an as-needed basis.

ABC Code/Funding Source	\$400,000.00
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Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, October 6, 2017. Please reference the Resolution Number and include your name and email address.

*SRC-3 will be considered a Walk-on Resolution.

Various Schools and Offices FY18 (\$200,000.00)
 Various Schools and Offices FY19 (\$150,000.00)
 Various Schools and Offices FY20 (\$50,000.00)

A-18

Various Funds: \$500,000 Contract with Barnes & Noble – Library Material Suppliers

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, pursuant to the Loudoun County, Virginia Contract #RFQ-504B, to execute, deliver and perform a contract with Barnes & Noble Booksellers, Inc, to purchase textbooks and instructional aids, for an amount not to exceed \$500,000, subject to funding, for the period commencing October 20, 2017 through June 30, 2018.

Description: The proposed award will be made via a cooperative contract. This award establishes an additional source for individual schools and administrative offices to purchase textbooks and instructional aids on an as needed basis.

ABC Code/Funding Source	\$500,000.00
Various Schools and Offices FY18 (\$500,000.00)	

A-19

Capital Fund: \$3,055,646 Contracts with FieldTurf, Company and Recreation Resources – Bartram Athletic Field Renovations

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, pursuant to their COSTARS & KPN contracts, to execute, deliver, and perform contracts separately with FieldTurf, Co. and Recreation Resources, for the renovation of the Bartram Athletic Field, for an aggregate amount not to exceed \$3,055,646, subject to funding, for the period commencing October 20, 2017 through March 31, 2019.

Description: This contract involves a major renovation for the Bartram Athletic Field site to include: a new synthetic turf multi-purpose field, rubberized track surface, steel perimeter fencing, scoreboard with a wireless pa system, and an existing grandstand renovation with new aluminum surfacing and ADA. The proposed award for the field, track perimeter fencing and scoreboard will be made via a KPN cooperative contract. The proposed award for the grandstand renovation will be made via a Co-Stars cooperative contract.

ABC Code/Funding Source	\$3,055,646.00
8D16-065-1010-4200-4541 FY18 (\$1,437,951.05)	
8D16-065-1010-4200-4541 FY19 (\$1,617,694.95)	

A-20

Various Funds: \$500,000 Contracts with Fisher Science Education, Frey Scientific, Carolina Biologica Supplies, and VWR – Science Equipment and Supplies

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, pursuant to various cooperative contracts, to execute, deliver, and perform contracts separately with Fisher Science Education, Frey Scientific, Carolina Biologica Supplies, and VWR, to purchase science equipment and supplies, for an aggregate amount not to exceed

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**SRC-3 will be considered a Walk-on Resolution.*

\$500,000, subject to funding, for the period commencing October 20, 2017 through October 31, 2018.

Description: This contract establishes a source for science equipment and supplies for the upcoming school year. District schools require a variety of tools throughout the year to ensure robust instruction in science classrooms.

ABC Code/Funding Source	\$500,000.00
Various Schools and Offices FY18 (\$475,000.00)	
Various Schools and Offices FY19 (\$25,000.00)	

A-21

Cafeteria Fund: Ratification of Amendment to Memorandum of Understanding with Vetri Foundation – Children Consulting Agreement

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent, of an amendment of a Memorandum of Understanding, originally entered into with the Vetri Foundation for Children, pursuant to Resolution A-11, approved by the School Reform Commission on September 11, 2016, outlining the terms of the Eatiquette Program at Ziegler Elementary School, by extending the term of the Memorandum of Understanding from its original scheduled expiration date of June 30, 2017 through June 30, 2018, at no additional cost to the School District.

Description: The 'Eatiquette' program developed by the Vetri Foundation for Children is a school climate improvement program originally implemented during the 2013-14 school year.

The 'Eatiquette' program seeks to improve school climate and individual student academic outcomes by changing the manner in which school lunch meals are delivered by emphasizing an environment where children utilize non-disposable tableware, gather around round tables, pass plates of food to each other, and learn collaboration and teamwork.

For the 2017-18 school year the Vetri Foundation for Children and the District propose to continue operation of the 'Eatiquette' program at Ziegler Elementary School.

100% of all incremental labor and food expenses for continued operation of the 'Eatiquette' program will continue to be borne by the District. Food Services estimates these incremental expenses will not exceed \$75,000 for the upcoming school year.

Under the proposed extension to the existing Memorandum of Understanding the Vetri Foundation for Children will continue to provide menu planning, program planning, and nutritional education seminars to Ziegler students at no charge to the District.

ABC Code/Funding Source	N/A
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Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, October 6, 2017. Please reference the Resolution Number and include your name and email address.

*SRC-3 will be considered a Walk-on Resolution.

Evaluation, Research and Accountability**A-22****Categorical/Grant Fund: \$150,000 Acceptance of Grant from Neubauer Family Foundation – Data Dashboard Development and User Access**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation a grant from the Neubauer Family Foundation, if awarded, in an amount up to \$150,000, to support Phase 3 of a contract entered into with Inprocess Consulting LLC, pursuant to Resolution A-6, approved by the School Reform Commission on August 18, 2016, for an enterprise data analytics, reporting, and dashboard solution tool (Business Intelligence tool), including the development of additional data dashboards, as well as the enhancement of public-facing data tools such as the online School Profiles.

Description: Authorized by Resolution 201600500, the School District of Philadelphia's District Performance Office (DPO) partnered with a qualified vendor, Inprocess Consulting LLC, for the purchase and implementation support of an enterprise data analytics, reporting, and dashboard solution tool (Business Intelligence tool) built on the Qlik platform.

The new Business Intelligence tool has increased the District's capacity in four key areas:

- the ability to access and aggregate data from multiple systems to create a comprehensive District view, that can also be disaggregated in a variety of ways;
- the ability for business users to nimbly develop reports and multi-level dashboards without technical support;
- the ability for District and school leaders to access, analyze and use reliable data in both reports and dashboards to inform timely decision-making; and
- the ability to disseminate data through view-only access to a broader audience of District staff, partners, and the community.

Funds from the Neubauer Family Foundation will support the development of new dashboards within the Qlik platform and/or the expansion of access to more information through public-facing views. Specific areas of focus for new dashboards are 1) performance management in alignment with the District's Anchor Goals, 2) tracking students' secondary and post-secondary success from middle-school through college, and 3) increasing the amount and types of data available to partners and the community in public-facing data tools, such as the School Profiles.

ABC Code/Funding Source

\$150,000.00

A-23**No Cost Amendment of Contract with Inprocess Consulting LLC – Enterprise Analytics and Dashboard Solution Project**

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 originally entered into with Inprocess Consulting LLC, pursuant to Resolution No. A-7, approved by the School Reform Commission on August 18, 2016, for an enterprise data analytics, reporting, and dashboard solution tool (Business Intelligence tool), by moving the start date of Phase 3 of the contract from September 1, 2018 to October 20, 2017, at no additional cost to the School District.

Description: The School District of Philadelphia District Performance Office (DPO) partnered with a qualified vendor, Inprocess Consulting LLC, for the purchase and implementation support of an

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**SRC-3 will be considered a Walk-on Resolution.*

enterprise data analytics, reporting, and dashboard solution tool (Business Intelligence tool) built on the Qlik platform. The contract with Inprocess Consulting was authorized by Resolution A-7, approved by the SRC on August 18, 2016.

Phase 1 and 2 are near completion and we must move up the commencement date for Phase 3 to ensure continued development, and a seamless flow of new dashboards and data tools for end users. Phase 3 will expand the District's portfolio of internal dashboards and expand the number of licensed users, as well as increase the amount and types of data available to partners and the community in public-facing data tools. To meet the growing demand for dashboards and user access, the Phase 3 commencement date will be moved up to October 1, 2017 from the originally established date of September 1, 2018. The Phase 3 end date and cost will remain the same at August 31, 2019 and, an amount not to exceed \$2,500,000, respectively. Phase 3 of the project will be funded through Title I, grant, and Capital funds.

The new Business Intelligence tool has increased the District's capacity in four key areas:

- the ability to access and aggregate data from multiple systems to create a comprehensive District view, that can also be disaggregated in a variety of ways;
- the ability for business users to nimbly develop reports and multi-level dashboards without technical support;
- the ability for District and school leaders to access, analyze and use reliable data in both reports and dashboards to inform timely decision-making; and
- the ability to disseminate data through view-only access to a broader audience of District staff, partners, and the community.

The vendor was selected through a competitive formal Request for Proposal (RFP) process (SDP RFP 495). The RFP process was completed July 2016 and the vendor was selected August 2016.

The implementation of Phase 3 will be conducted in (4) stages:

- Stage 1: Modify existing dashboards based on user feedback.
- Stage 2: Complete connection of tool to data systems/sources for the development of set of additional dashboards.
- Stage 3: Develop and share set of additional dashboards with the District Executive Cabinet, Assistant Superintendents, key District personnel, Principals, and expanded user group (including Assistant Principals); provide training to expanded user group. Share select data elements from internal dashboards with partners and the community through public-facing data tools.
- Stage 4: Assess implementation, utilization, and functionality of tool in meeting the District's evolved requirements.

ABC Code/Funding Source

N/A

A-24

Ratification of Amendment of Sub-Grant Acceptance Period – American Association of Retired Persons

RESOLVED, that the School Reform Commission hereby ratifies the extension by The School District of Philadelphia, through the Superintendent, of the acceptance period of a sub-grant from American Association of Retired Persons (AARP), originally authorized pursuant to Resolution No. A-4, approved by the School Reform Commission on September 17, 2015, by extending the acceptance period from its

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**SRC-3 will be considered a Walk-on Resolution.*

original scheduled expiration of April 30, 2017 through December 30, 2017.

Description: This is an extension of a previously authorized resolution, from September 2015, to accept these funds through April 2017. The William Penn Foundation has provided AARP a grant to implement Experience Corp, a project to provide literacy support in K-3 classrooms with high poverty populations. Utilizing the AARP network, 56 additional volunteers will utilize strategies including one on one tutoring, interactive technology-based cross curriculum literacy assistance, and guiding reading group sessions targeting specific literacy problems. Team Leaders will monitor implementation of blended tutoring through daily observations. Literacy Coaches will conduct weekly observations and real time one of one tutor coaching at each site. There will also be written mid-year evaluations completed for all tutors.

The AARP is providing the School District \$160,000 of this grant from William Penn in order to analyze the results of this project. The District will perform a two year mixed methods evaluation and analysis to determine viability of scaling up by using full classroom level literacy assistance tutoring in combination with sustained tutoring. The District will also collect and analyze quantitative data for students and classrooms by tracking baseline and year-end reading skills using standardized Developmental Reading Assessment (DRA) scores and teacher evaluations of students' decoding skills, expression, fluency, reading, comprehension and overall reading/literacy performance.

ABC Code/Funding Source

N/A

III. EDUCATION SERVICES

Academic – Donations/Acceptances

B-1 (Withdrawn by Staff 10.19.17 – No Action Taken)

Donation: \$2,700,000 Ratification of Acceptance of Donation of Services and Resources from Temple University; Memorandum of Understanding

RESOLVED, that the School Reform Commission hereby ratifies the acceptance with appreciation by The School District of Philadelphia, through the Superintendent, of the donation of professional development services from Temple University to improve leadership, instruction and parent engagement of English Learners, valued at \$2,700,000, for the period commencing September 1, 2016 through August 31, 2021; 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 Memorandum of Understanding with Temple University, in a form acceptable to the School District's Office of General Counsel, to implement this donation of services.

Description: This ratifying resolution is submitted due to a misunderstanding around resolution requirements. The Office of Multilingual Curriculum and Programs (OMCP) has had a longstanding relationship with Temple University and erroneously assumed that a Memorandum Of Understanding (MOU) was sufficient to accept their services. In the future, no further services will be executed without prior Limited Contract or School Reform Commission resolution approval.

Temple University received a five-year, \$2.7 million National Professional Development Grant from the U.S. Department of Education (DOE). The project, titled Transforming School L.I.F.E. (Leadership, Instruction, and Family Engagement) for English Learners, aims to improve the school experiences, retention and academic achievement of English Learners (ELs) enrolled in middle and secondary grades

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**SRC-3 will be considered a Walk-on Resolution.*

in District schools.

The Office of Multilingual Programs and Curriculum is partnering with Temple University to lead a comprehensive professional development effort that includes a School Leaders Institute, support for in-service teachers to earn a Pennsylvania Program Specialist: ESL Certificate through Temple's TESOL Graduate Program, and English language instruction to parents of ELs across the District. Transforming School L.I.F.E. aims not only to impact EL student achievement in selected schools in Philadelphia, but also to serve as a promising model for other large, urban school districts across the United States.

OMCP reached out to all high schools as well as elementary and middle schools serving English Learners in grades 6-8 to inform principals and leadership teams of the opportunity. 18 schools expressed interest including nine high schools and nine elementary/middle schools. After further discussions between Temple, OMCP and the leadership teams of the 18 schools, nine high schools decided to apply for the opportunity. Temple selected all nine schools to participate--five schools in the first cohort and four schools in the second cohort.

Roll-out and delivery of these services will be as follows:

Year 1: September 1, 2016 to August 31, 2017 - planning year to identify the participating schools and to recruit necessary personnel for research and project coordination. Currently, the participating schools are: Frankford, Franklin Learning Center, Furness, Kensington Health Sciences, Lincoln, Northeast, and George Washington high schools.

Years 2 & 3: September 1, 2017 to August 31, 2019, work begins with Cohort 1 schools comprised of Furness, Franklin Learning Center (FLC), Kensington Health Sciences, and Lincoln High Schools

Years 4 & 5: September 1, 2019 to August 31, 2021 - continue the supports for Cohort 1 schools and begin implementation of supports for Cohort 2 schools comprised of Frankford, George Washington, and Northeast high schools. Cohort 2 will serve as a research control group for years 2-3 of the grant for research purposes.

ABC Code/Funding Source	\$2,700,000.00
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B-2

Donation: \$480,000 Ratification of Acceptance of Donation of Services from ArtistYear

RESOLVED, that the School Reform Commission hereby ratifies the acceptance with appreciation by The School District of Philadelphia, through the Superintendent a donation of in-kind services from ArtistYear, a National AmeriCorps organization that places and supports full-time service year members in Title I schools for one year, valued at \$480,000.00 for the period commencing September 1, 2017 through June 30, 2018.

Description: A ratification is needed due to late notification of AmeriCorps funding to fulfill positions for this year.

ArtistYear, in partnership with the Office of The Arts & Academic Enrichment, and in alignment with Action Plan 3.0, is preparing to place twelve (12) full-time ArtistYear Fellows in Title I schools across the District for the entire 2017-2018 school year. Receiving schools include: Franklin Learning Center, Charles W. Henry School, Olney Elementary School, Samuel Powel School, Frankford High School, Cook-Wissahickon School, and William Tilden Middle School. Two to three additional schools, TBD,

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**SRC-3 will be considered a Walk-on Resolution.*

will also participate.

ArtistYear Fellows are AmeriCorps Members who are highly trained artists holding relevant higher education degrees in fields such as visual art, music, media arts, theatre, creative writing, or dance. ArtistYear Fellows work side-by-side with certified District art teachers, providing valuable thought partnership, hands-on support, and critical collaboration to promote historically- and culturally-responsive content through artistic expression.

To best leverage ArtistYear Services, the Office of The Arts & Academic Enrichment carefully considered each school's art program in order to make ideal school recommendations. School assignments reflect alignment between school programming and ArtistYear Fellows specialization as well as an agreement between the art teacher, principal, and fellow.

The goal of this initiative is to enhance school engagement, increase civic behaviors, develop student artistry, and increase student attendance.

ABC Code/Funding Source

\$480,000.00

B-3

Categorical/Grant Fund: Amendment of Availability Period of Grant from the University of Wisconsin – Investing in Innovation (i3)

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to amend the utilization period of a federal Investing in Innovation (i3) grant from the University of Wisconsin, originally authorized pursuant to Resolution B-1, approved by the School Reform Commission on February 21, 2013, and subsequently augmented by Resolution B-3, approved by the School Reform Commission on May 18, 2017, to support local implementation of the research-based Families and Schools Together (FAST) early literacy development program, by extending that utilization period from its scheduled expiration date of December 31, 2017 through May 31, 2018.

Description: The Families and School Together (FAST i3) grant has allowed the District to improve early learning outcomes in low-performing schools in disadvantaged communities. The specific innovative practice that has been implemented and looked at closely is Families and Schools Together (FAST), which overcomes non-academic barriers to school success by: (1) engaging parents of young school children in a multi-family program that increases parents' comfort level with the school; (2) countering parent and child stress by building trusting relationships among parents, school staff, and community partners; and (3) reducing family conflict and child neglect by empowering parents to interact positively with their children. FAST leads to an improved classroom climate, creating conditions in which teachers can foster student learning.

This request for approval of a no-cost grant extension will permit the implementation of additional FAST programming during the fall of 2017 at the following ten most successful participating schools: Add B. Anderson, Bache-Martin, William Cramp, Ellwood School, Louis H. Farrell, Eliza B. Kirkbride, Anna L. Lingelbach, Mayfair School, Andrew J. Morrison and James Sullivan. Previous school success was measured by principal/staff support and involvement, a cohesive team of volunteers and high family participation rates in comparison to other FAST schools. The no-cost grant extension will also allow sufficient time for the successful performance and completion of any/all required grant closeout activities

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**SRC-3 will be considered a Walk-on Resolution.*

by May 31, 2018.

FAST is a multi-family, after-school program intended for families with children in kindergarten, and implemented in three stages: (a) outreach to encourage parent participation, (b) a program of eight weekly, multi-family group sessions, and (c) FASTWORKS, which continues the program through the end of second grade via monthly parent-led sessions. Each FAST school has its own trained team that represents the races, languages, religions, and ethnic backgrounds of the families in the school, and which leads FAST sessions for all kindergarteners and their families. Members of the team include community professionals in mental health and substance abuse, school representatives (teachers, counselors, or family outreach workers), and parents who have children enrolled in the designated schools. FAST is implemented with multiple groups of 10-12 families meeting simultaneously in the school during out-of-school time. Parent-led experiential exercises during FAST sessions systematically build relationships (a) between parents and their elementary school children; (b) among parents of children attending the same school; and (c) among children, parents, and school personnel. This welcoming approach creates a school-wide climate of family engagement in the transition into elementary school, and a respectful partnership between parents and school staff.

The project is implemented by the Wisconsin Center for Education Research (WCER) at the University of Wisconsin Madison (UW Madison). They serve as the lead organization and provide administrative capacity, coordination, and dissemination. The School District of Philadelphia serves as the Local Education Agency (LEA) and coordinates the participation of 60 schools, all of which are facing corrective action, restructuring, or warnings under the federal Title I school improvement process. Turning Points for Children (TPFC), a Philadelphia-based non-profit organization, implements the local FAST groups, recruits and retains FAST team members and provides all necessary supplies for the program to operate in all 60 schools. Families and Schools Together, Inc. (FAST, Inc.), a national non-profit organization, provides quality control and training for FAST trainers and FAST teams. The American Institute for Research (AIR) serves as the independent evaluator.

ABC Code/Funding Source

N/A

B-4

Donation: \$42,800 Acceptance of Donation from SCA dba Essity; 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 services valued at \$42,800 SCA dba Essity to implement a pre-K hand hygiene education program at District pre-K sites, 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 with SCA, dba Essity, to implement a pre-K hand hygiene education program at District pre-K sites at no cost to the District, for the period commencing October 20, 2017 through June 30, 2018.

Description: Essity, a global hygiene and health company, has offered to help District pre-K students learn and apply good hand hygiene habits to ultimately support students' overall health so that focus can remain on learning. Essity will provide District pre-K students at Pratt Early Childhood Center and Fitzpatrick pre-K Center a targeted educational program on proper hand hygiene to create strong hand

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**SRC-3 will be considered a Walk-on Resolution.*

washing habits early. Pratt and Fitzpatrick are two of the largest District pre-K sites and are both rated favorably in terms of readiness to receive services.

Essity and the District will partner to create program materials and implement program activities including a hygiene roundtable (to generate additional insight on curriculum and materials before launching the program), and a song contest with local celebrity judges for middle school students to create a song for pre-K children on handwashing. The program will begin in the fall of 2017 which is the beginning of flu season and materials will be made available online to all pre-K teachers and pre-K nurses. Essity will subcontract with AB&C, a public relations firm, as part of its implementation of this program.

The ultimate goal is to provide hand hygiene education/awareness materials for implementation throughout the District (for levels beyond pre-K) in support of raising awareness of the importance of proper hand hygiene. This hand washing program will be promoted externally, including the activities and outcomes, via PR and social media efforts. This will also support increased awareness of the District's commitment to this important health topic.

ABC Code/Funding Source

\$42,800.00

B-5

Donation: \$3,500,000 Acceptance of Donation from The Fund for the School District of Philadelphia – Music Education

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the donation from the Fund for The School District of Philadelphia of monetary grants, in-kind services, equipment, and materials valued at \$3,500,000, for the purpose of increasing students' access to music education, for the period commencing October 20, 2017 through June 30, 2020; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the donation from the Fund for The School District of Philadelphia of monetary grants, generated through the Andrew W. Mellon Foundation PMAY Artists grant valued at \$245,700 to support the All City Orchestra and students pursuing careers in instrumental music, for the period commencing October 20, 2017 through June 30, 2020; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation a donation from the Fund for The School District of Philadelphia of in-kind services, equipment, and materials, generated through Tyler Contemporary Gallery at Temple University's Symphony for a Broken Orchestra fundraising initiative providing a minimum of \$180,000 for the purpose of repairing and replacing musical instruments, for the period commencing October 20, 2017 through June 30, 2020; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation a donation from the Fund for The School District of Philadelphia of monetary grants, in-kind services, equipment, materials and consulting services, generated by the GRAMMY Music Education Coalition Initiative, valued at a minimum of \$3,074,072 to support increased participation in music education classes and programs, for

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

**SRC-3 will be considered a Walk-on Resolution.*

the period commencing October 20, 2017 through June 30, 2020; and be it

Description: The School District of Philadelphia's Office of The Arts & Academic Enrichment, in alignment with Action Plan 3.0, is preparing a strategic redesign and implementation of music education curriculum and programs to ensure access and equity for all students. The Fund for the School District of Philadelphia will coordinate various external fundraising efforts including, but not limited to, Tyler Contemporary Gallery at Temple University's "Symphony for a Broken Orchestra" which generates donations for instrument repair, The Andrew W. Mellon Foundation's "PMAY Artist Initiative" grant to support the All City Orchestra and instrumental programs encouraging diversity, and the GRAMMY Music Education Coalition seeking to increase participation in music education across all grades. Donations acquired through these efforts will provide resources and funding support to all schools in the District, including the growth and sustainability of existing music programs as well as the addition of new music programs in schools where programs do not currently exist.

ABC Code/Funding Source

\$3,500,000.00

B-6

Donation: \$150,000 Acceptance of Donation from Masterman HSA Ratification of Extension of Acceptance Period – Extracurricular

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his Designee to accept, with appreciation, the donation from the Masterman Home and School Association, of an amount not to exceed \$150,000 to fund extra curricular activities and the Julia R. Masterman Laboratory and Demonstration School, for the period commencing October 20, 2017 through October 31, 2018 and be it

FURTHER RESOLVED, that the School Reform Commission hereby ratifies the third extension by the School District of Philadelphia, through the Superintendent of the acceptance period of the donation of \$50,000 from Masterman Home and School Association, originally authorized pursuant to Resolution B-1 approved by the School Reform Commission on February 20, 2014, and further extended pursuant to Resolution B-9 approved by the School Reform Commission on November 20, 2014, and further extended pursuant to resolution B-1 approved by the SRC on May 4, 2016 for extracurricular activities at Masterman.

Description: This resolution is to obtain authorization to accept a donation not to exceed \$150,000 from the Masterman Home & School Association to be used to support the Masterman Extra Curricular program, including but not limited to tutoring, middle school sports, student organizations and security during the school year 2017-2018. The funds will pay employees extra curricular salaries.

In addition, this resolution is being submitted to ratify authorization to spend the previous years funds that were received through Resolution B-1 on February 20, 2014. Remaining in last years EC budget is \$7,746 to be utilized this school year.

ABC Code/Funding Source

\$150,000.00

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

*SRC-3 will be considered a Walk-on Resolution.

B-7**Donation: \$1,000,000 Acceptance of Donation of Services and Memorandum of Understanding with Wills Eye Hospital – Vision Initiative**

RESOLVED, that the School Reform Commission The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the donation from Wills Eye Hospital of specialized vision services. valued at approximately \$1,000,0000, for the period commencing November 1, 2017 through June 30, 2018; and be it

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 and any other appropriate documents with Wills Eye Hospital to provide free vision screenings, vision exams, prescribe and dispense eye glasses, and provide follow-up vision care and medical referrals to School District students. 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 provide vision services to approximately 8,000 students in 15 elementary schools, grades K-5, in economically disadvantaged areas who are enrolled in the School District of Philadelphia. School Nurses screen District students for vision problems annually, performing over 120,000 vision screens during the 2015-2016 school year. Students who fail the vision screening administered by District School Nurses are referred for further evaluation (School Nurses are not authorized to perform vision examinations).

This initiative is conducted by Wills Eye clinical teams led by optometrists, opticians, optometric faculty, residents, and consultants in coordination with staff from the Office of Student Support Services. During school hours, Wills Eye staff will screen and provide vision exams to approximately 150 students per day. A Wills Eye optometrist will prescribe eye glasses for those who need them. Glasses will be made by the Wills Optical Shop and delivered to and fitted on each student at their school by the Wills' Eye Optician several weeks later. This partnership is designed to build on and maximize the District's vision screening infrastructure and assure compliance with relevant standards for school vision screening programs promulgated by the Commonwealth of Pennsylvania. Services include coordinated vision screenings, examinations and follow-up evaluations provided by Wills Eye Hospital, if parents give consent, throughout the 2017-2018 school year. This program will target students who have been identified by School Nurses as possibly requiring follow-up vision care services.

This project aligns and supports the District's Action Plan 3.0, focusing on early literacy and removing mitigating health-related barriers to learning. The power of this initiative has grown since its inception. Partnerships between vision providers and area hospitals have developed and become formalized, resulting in additional medical resources available to District students, often with dramatic results.

ABC Code/Funding Source

\$1,000,000.00

B-8**Donation: \$350,000 Acceptance of Donation and Memorandum of Understanding with Salus University – Vision Services**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the donation from Salus University a/k/a Pennsylvania College of Optometry, of specialized vision services valued at

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**SRC-3 will be considered a Walk-on Resolution.*

approximately \$350,000, for the period commencing November 1, 2017 through June 30, 2018; and be it

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 and any other appropriate documents with Salus University a/k/a Pennsylvania College of Optometry, to provide free vision screening, vision exams, prescribe and dispense eye glasses, and provide follow-up vision care and medical referrals to School District students. 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 provide vision services to approximately 400 students in The School District of Philadelphia. School Nurses screen District students for vision problems annually, performing over 120,000 vision screens during the 2016-2017 school year. Students who fail the vision screening administered by District School Nurses are referred for further evaluation (School Nurses are not authorized to perform vision examinations).

This initiative is conducted by clinical teams led by optometrists, opticians, optometric faculty, residents, and consultants in coordination with staff from the Office of Student Support Services. This partnership is designed to build on and maximize the District's vision screening infrastructure and assure compliance with relevant standards for school vision screening programs promulgated by the Commonwealth of Pennsylvania. Services include coordinated vision examinations and follow-up evaluations provided by the vision care partners throughout the 2017-2018 school year, targeting students who have failed the School Nurse-administered vision screening, or who have been identified by School Nurses as possibly requiring follow-up vision care services.

This project aligns and supports the District's Action Plan 3.0, focusing on early literacy and removing mitigating health-related barriers to learning. The power of this initiative has grown since its inception. Partnerships between vision providers and area hospitals have developed and become formalized, resulting in additional medical resources available to District students, often with dramatic results.

ABC Code/Funding Source

\$350,000.00

B-9

Donation: \$1,000,000 Acceptance of Donation and Memorandum of Understanding with Eagles Charitable Foundation, Inc. – Vision Services

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the donation from Eagles Charitable Foundation, Inc, of specialized vision services, valued at approximately \$1,000,000, for the period commencing November 1, 2017 through June 30, 2018; and be it

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 and any other appropriate documents with Eagles Charitable Foundation, Inc., to provide free vision screenings, vision exams, prescribe and dispense eye glasses, and provide follow-up vision care and medical referrals to School District students. The Memorandum of Understanding shall be in a form acceptable to the Office of General Counsel and the Office of Risk Management.

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

*SRC-3 will be considered a Walk-on Resolution.

Description: The purpose of this resolution is to provide vision services to approximately 3,700, or 15% of students in first and third grades throughout The School District of Philadelphia. School Nurses screen District students for vision problems annually, performing over 120,000 vision screens during the 2016-2017 school year and approximately 15% of students fail the vision screenings and require follow-up care. Students who fail the vision screening administered by District School Nurses are referred for further evaluation (School Nurses are not authorized to perform vision examinations).

This initiative is conducted by clinical teams led by optometrists, opticians, optometric faculty, residents, and consultants in coordination with staff from the Office of Student Support Services. This partnership is designed to build on and maximize the District's vision screening infrastructure and assure compliance with relevant standards for school vision screening programs promulgated by the Commonwealth of Pennsylvania. Services include coordinated vision examinations and follow-up evaluations provided by the vision care partners throughout the 2017-2018 school year, targeting students in the first and third grades who have failed the School Nurse-administered vision screening, or who have been identified by School Nurses as possibly requiring follow-up vision care services.

This project aligns and supports the District's Action Plan 3.0, focusing on early literacy and removing mitigating health-related barriers to learning. Partnerships between vision providers and area hospitals have developed and become formalized, resulting in additional medical resources available to District students, often with dramatic results.

ABC Code/Funding Source

\$1,000,000.00

B-10

Donation: \$1,000,000 Acceptance of Donation and Memorandum of Understanding with the Philadelphia Department of Public Health – STD Testing

RESOLVED, that the School Reform Commission to accept the donation of services from the Philadelphia Department of Public Health to educate, identify and treat sexually transmitted diseases among adolescents enrolled in Philadelphia public high schools, valued at approximately \$1,000,000, for the period commencing November 1, 2017 through June 30, 2018; and be it

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 and any other appropriate documents with the Philadelphia Department of Public Health to provide STD testing, treatment and education services to District students. The Memorandum of Understanding shall be in a form acceptable to the Office of General Counsel and the Office of Risk Management.

Description: In response to epidemic rates of Chlamydia trachomatis (Chlamydia) and Neisseria gonorrheal (gonorrhea) infections in Philadelphia (especially among teenagers), in 2003 the Philadelphia Department of Public Health approached the School District of Philadelphia to develop a program focused on lowering these potentially life-altering infections. Since most chlamydial infections are asymptomatic (40-85%), active screening and treatment programs are critical for the prevention of complications and further transmission.

The School District of Philadelphia and the Philadelphia Department of Public Health (PDPH) initiated a collaborative effort in January 2003. The PDPH is the first Health Department in the country to

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**SRC-3 will be considered a Walk-on Resolution.*

aggressively pursue STD testing in high schools and has been recognized by the National Association of County and City Health Offices as a model program for the work that has been done. This program is also being emulated by the Departments of Public Health in New York Health City, Chicago, and Washington, DC. Each of these Departments of Health has since launched testing programs in their public high schools using the Philadelphia model. The District's collaboration with this initiative has also received positive feedback from public health, media and education stakeholders.

This initiative targeted all 30,000 high school students (grades 9-12) with an educational program conducted by the PDPH regarding Sexually Transmitted Diseases (STDs) and offered confidential urine-based testing for Gonorrhea and Chlamydia. While this project aims to reduce the rate of Chlamydia and Gonorrhea among Philadelphia public high school students and adolescents throughout the city, it also works to prevent complications associated with these untreated STDs. Now entering its 11th consecutive school year, the PDPH will again work with the administration of each high school to offer a 25 minute educational presentation to students on STDs. PDPH staff will contact every high school, reaching approximately 30,000 high school students. PDPH is responsible for contacting the administration of each school to create a schedule to provide STD education with opportunities for testing, treatment and alternative days if a significant number of students are not reached. Following the presentation, PDPH staff will provide each student with a urine-based test in a brown paper bag, to ensure confidentiality. Students will call a free, confidential number to receive their test results. Treatment is free and offered in the School Nurse's office, at a local medical office or community health center. A free condom will also be in the brown paper bag and students may request additional condoms from PDPH staff after the presentation is completed. The PDPH is involved in an ongoing basis with community education and testing outreach for STDs. This project with District is an extension of their current outreach project. The PDPH provides the necessary staff and materials that are required for this initiative.

ABC Code/Funding Source

\$1,000,000.00

B-11

Donation: \$41,500 Acceptance of Donation from W. B. Saul Alumni Association – 2017 Ford Transit Wagon

RESOLVED, that the School Reform Commission that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the donation of a 2017 Ford Transit Wagon from the W.B. Saul High School Alumni association on behalf of W.B. Saul High School valued at approximately \$41,500 to be used to transport students to and from agricultural and industry related activities.

Description: This is for a resolution to accept a donation from the W.B. Saul Alumni Association of a 2017 For Transit Wagon to support W.B. Saul High School's agricultural education program. W.B. Saul High School for the Agricultural Sciences prepares students in the four CIP code program areas; animal science, horticulture, food science and environmental science. Students are prepared for successful careers and a lifetime of informed choices in the global agriculture, food, fiber and natural resources systems. Through agricultural education, students are provided opportunities for leadership development, personal growth and career success.

ABC Code/Funding Source

\$41,500.00

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

*SRC-3 will be considered a Walk-on Resolution.

Academic – Contracts/Payments**B-12****Categorical/Grant Fund: \$150,600 Ratification of Amendment of Contracts with Various Vendors – Preschool Programs**

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery, and performance by The School District of Philadelphia, through the Superintendent, of amendments of contracts to be entered into with each of the following providers of comprehensive pre-k program services, originally authorized pursuant to Resolution No. B-2, approved by the School Reform Commission on June 15, 2017, by decreasing the aggregate amount of the contracts by \$150,600 from the \$59,629,305 approved in Resolution B-2, to an aggregate amount not to exceed \$59,478,705, for the period commencing July 1, 2017 through June 30, 2018, in the specific individual amounts and for the reason/circumstances indicated below:

Tuny Haven International Early Learning Center - amount decreased by \$550,800 approved in Resolution B-2, which correlated to a total of 75 pre-k service slots, due to the temporary suspension of program operations during the 2017/18 project implementation period;

Kinder Academy - amount increased by \$148,200 from the \$2,001,600 approved in Resolution B-2, to an amount not to exceed \$2,149,800, to support the operation of 20 additional pre-k service slots (for a new total of 294 students); and

Pratt Street Learning Center - amount increased by \$252,000 from the \$216,000 approved in Resolution B-2, to an amount not to exceed \$468,000, to support the operation of 35 additional pre-k service slots (for a new total of 65 students).

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 primary objective of this particular resolution is to facilitate the reallocation of 75 high-quality, comprehensive preschool service slots funded through FY18 pre-k program grants to the School District that were scheduled to be operated by a community-based agency that has temporarily suspended its pre-k programming during the 2017/18 project implementation period. It should be noted that 20 of the redeployed slots will function under the auspices of surplus contractual authority previously established for the Children's Playhouse early learning center pursuant to Resolution B-2 of 6/15/17.

The nominal overall modifications to SDP's current pre-k service structure being proposed through this resolution have already been reviewed and provisionally approved by all relevant funding agencies.

ABC Code/Funding Source	\$150,600.00
216X-G01-9390-1807-8990 Federal Head Start Continuation Grant Program (\$252,000.00)	
4E1X-G01-9150-1807-8990 PA Pre-K Counts Grant Program (\$148,200.00)	

B-13**Operating Budget: \$460,000 Contract with Playworks – TeamUp Consultation Recess Program/\$821,000 Acceptance of Gifts and Donations from Playworks – Socialized Recess Programs**

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 Playworks to

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**SRC-3 will be considered a Walk-on Resolution.*

pay the cost to implement the TeamUp Consultation Recess Program at Bethune, Cayuga, Kirkbride, Meade, Pennypacker, Sheppard, Spring Garden and Solis-Cohen Elementary Schools for an amount not to exceed \$120,000 (\$15,000 each) and to implement full-time socialized recess programs at Cramp, Hopkinson, Juniata Park, Ludlow, McClure, Taylor, Webster, Welsh and Wright Elementary Schools, for an amount not to exceed \$315,000 (\$35,000 each) and a part-time socialized recess program at Linglebach, for an amount not to exceed \$25,000, for an aggregate amount not to exceed \$460,000, for the period commencing October 20, 2017 through June 29, 2018; and be it

FURTHER 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 services from Playworks, valued at approximately \$821,000, to implement socialized recess programs at Adaire, Arthur, Bethune, Cayuga, Cramp, Hopkinson, Juniata Park, Kirkbride, Lea, Lingelbach, Ludlow, McClure, Meade, Pennypacker, Powel, Sheppard, Solis-Cohen, Spring Garden, Taylor, Waring, Webster, Welsh and Wright Elementary Schools, for the period commencing October 20, 2017 through June 29, 2018.

Description: The purpose of this resolution is two-fold: first, to seek authorization to contract with Playworks to implement full-time socialized recess programs at Cramp, Hopkinson, Juniata Park, Ludlow, McClure, Taylor, Webster, Welsh and Wright Elementary Schools; a part-time recess program at Lingelbach and TeamUp Consultation recess programs at Bethune, Cayuga, Kirkbride, Meade, Pennypacker, Sheppard, Spring Garden and Solis-Cohen Elementary Schools; and second, to seek authorization to accept a monetary donation from Playworks to help offset the cost of programming to schools.

Playworks is the leading nonprofit in the country that leverages play as a tool to promote healthy behaviors and improve the learning environment in elementary schools. The Playworks model uses recess as an opportunity to teach youth critical skills for getting along with one another, working in teams and resolving disagreements in a safe and inclusive environment.

Playworks' coaches are the key to the program's success. They transform recess into a positive experience striving to know every child by name and orchestrating play and physical activity in a way that engages all children, especially those who are not typically involved in play, those who may feel intimidated and/or feel their skill level is not up to par. To the delight of the children, the coach plays, too, which provides an element of fun as well as the opportunity to model appropriate behavior.

Below is a step-by-step description of the Playworks program at each school:

1. Playworks' coaches organize recess by establishing specific areas on the playground for games, developing standard rules for behavior and teaching conflict resolution techniques such as rock/paper/scissors, so that students can resolve conflicts on their own.
2. Coaches work with teachers to provide 45 minutes of game time specifically for their students during the week. This allows students to receive one-on-one attention, enables coaches to reinforce positive social and playground behaviors, and strengthens the student-teacher bond by enabling students to see their teacher in a new "playful" role.
3. Coaches nurture a cadre of 4th and 5th grade students to serve as Junior Coaches. This peer leadership program has been successful in improving children's self-esteem, social behaviors and desire to do better in school.
4. Coaches provide high quality afterschool programming for 4th and 5th graders, including homework assistance.

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

*SRC-3 will be considered a Walk-on Resolution.

5. Coaches run interscholastic sports leagues for 4th and 5th graders in a variety of sports, including co-ed volleyball and all girls basketball. These non-competitive teams are designed to build skills, provide children with a team experience and teach good sporting behavior.

Playworks has been supporting the implementation of socialized recess in Philadelphia public schools for the past several years. For the coming year in Philadelphia, Playworks has been working with several schools and the District's Office of Health, Safety and Physical Education, as well as with multiple local funders and community groups to minimize the cost to schools for the programming.

Arrangements have been made so that the programming will be implemented in 23 schools (Afaire, Arthur, Bethune, Cayuga, Cramp, Hopkinson, Juniata Park, Kirkbride, Lea, Lingelbach, Ludlow, McClure, Meade, Pennypacker, Powel, Sheppaard, Solis-Cohen, Spring Garden, Taylor, Waring, Webster, Welsh and Wright elementary schools), with a majority of the funding (\$821,000 out of a total cost of \$1,281,000) coming from external sources. Through its own internal fundraising efforts, Playworks itself is able to contribute \$821,000 toward the total cost of the program. Stakeholders that have stepped forward to contribute include the following:

The Lenfest Foundation is providing Playworks \$35,000 toward the cost of the program at Arthur Elementary;

Drexel University is providing Playworks \$25,000 toward the cost of the program at Powel Elementary; The Netter Center at the University of Pennsylvania is providing Playworks \$35,000 toward the cost of the program at Lea Elementary

The Friends of Afaire Association at Afaire Elementary is providing Playworks \$15,000

A private funder is providing Playworks \$35,000 toward the cost of the program at Waring Elementary School.

Playworks will continue to provide a program model called TeamUp. The purpose is to establish a framework for implementing a socialized recess program while also providing consultative trainings to school staff that will be primarily responsible for running this program at their school. The goal of the program is to establish a culture at recess where play is valued and can positively impact school climate which is also run by the school staff with the best practices and consultative support of Playworks professionals.

In the 2017-2018 school year, Playworks will implement a pilot program to provide a part-time recess coach to two schools (Linglebach and Powel Elementary). The primary function of the coach in this model will be to implement a socialized recess program as well as a modified version of the youth leadership program, Junior Coach.

ABC Code/Funding Source	\$460,000.00
1100-002-5470-1101-3291 Operating Budget (\$35,000.00)	
1100-002-7300-1101-3291 Operating Budget (\$35,000.00)	
1100-002-7150-1101-3291 Operating Budget (\$35,000.00)	
1100-002-5340-1101-3291 Operating Budget (\$35,000.00)	
1100-002-7380-1101-3291 Operating Budget (\$35,000.00)	
1100-002-7440-1101-3291 Operating Budget (\$35,000.00)	
1100-002-5590-1101-3291 Operating Budget (\$35,000.00)	
201X-G02-5420-1101-3291 Title 1 (\$35,000.00)	

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

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1100-002-4470-1101-3291 Operating Budget (\$35,000.00)
 1100-002-6440-1101-3291 Operating Budget (\$25,000.00)
 1100-002-7510-1101-3291 Operating Budget (\$15,000.00)
 1100-014-5490-112A-3291 Operating Budget (\$15,000.00)
 1100-002-2580-1101-3291 Operating Budget (\$15,000.00)
 201X-G02-4570-1101-3000 Title 1 (\$15,000.00)
 1100-002-5560-1101-3000 Operating Budget (\$15,000.00)
 1100-002-6350-1101-3291 Operating Budget (\$15,000.00)
 201X-G02-5410-1101-3291 Title 1 (\$15,000.00)
 1100-002-8340-1101-3291 Operating Budget (\$15,000.00)

B-14

Operating Budget: \$240,000 Contract with Quality Behavioral Solutions (QBS Inc.) – Safety-Care Training

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 Quality Behavioral Solutions, QBS Inc., to provide selected School District staff with training in Safety-Care and certification as Safety-Care Behavioral Safety Trainers, for an amount not to exceed \$240,000.00, for the period commencing October 20, 2017 through June 29, 2018.

Description: The School District's Office of Specialized Services (OSS) requests authorization to enter into a contract with QBS, Inc. (QBS) to train and certify up to 200 School District educators and staff in Safety-Care. QBS is a premier behavioral skills training company that provides training and consultation to professional staff in school districts and in residential treatment, educational, and healthcare facilities. QBS was selected by Pittsburgh Public Schools through an RFP entitled District-wide Crisis Intervention Model, posted on April 5, 2017. The School District of Philadelphia (SDP), through cooperative purchasing, selected QBS to train District staff in behavior prevention, behavior de-escalation, and crisis intervention.

Safety-Care training provides the skills and competencies necessary to effectively prevent, minimize, and manage student behavioral challenges with dignity, safety, and the possibility of change. Safety-Care is used to support students who exhibit a range of challenging behaviors, including but not limited to, physical and verbal aggression, self-injury, bullying, property destruction, and fighting. By focusing on positive reinforcement, de-escalation, safety, and respect, Safety-Care is foremost a preventative program that teaches staff to safely support students while protecting other students and staff from instructional disruption and danger.

Safety-Care trained educators:

1. understand how and why crisis events happen, and ways in which we might inadvertently contribute to them;
2. prevent crises using a variety of supportive interaction strategies;
3. apply simple, evidence-based de-escalation strategies that are effective for any population;
4. respond appropriately and safely to dangerous behavior;
5. prevent the need for restraint; and,
6. intervene after a crisis to reduce the chance that it will happen again.

The Safety-Care program embraces the following core principles:

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

**SRC-3 will be considered a Walk-on Resolution.*

1. the use of respectful, humane, non-coercive interventions;
2. emphasis on prevention over management;
3. the use of evidence-based procedures as the basis of intervention.
4. the use of positive reinforcement and de-escalation strategies;
5. evidence-based approach incorporating errorless teaching strategies whenever possible;
6. reliance on the least restrictive intervention;
7. physical procedures designed to be simple, effective, safe, and minimal;
8. the use of minimal restraint only when no other safe options are available; and,
9. abiding by consistent standards that reduce risk.

Under this proposal, up to 200 kindergarten through grade twelve teachers and staff from schools located throughout the School District, will receive comprehensive training in Safety-Care. Once training and certification is completed, these 200 staff members will then train other teachers and staff assigned to their schools on Safety-Care practices and techniques. Turn-around training of staff at school sites will enable the School District to have a cadre of teachers and professionals in all School District schools who are qualified and able to use Safety Care techniques as a student intervention when appropriate.

ABC Code/Funding Source

\$240,000.00

1100-028-9CL0-239A-3241 Operating

B-15

Categorical/Grant Fund: \$36,900 Contract with Physicians for Social Responsibility (PSR) – GEAR UP CRCC

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 Physicians for Social Responsibility, to provide a Youth Court school program to promote peaceful conflict resolution solutions at Martin Luther King and Penn Treaty high schools, for an amount not to exceed \$36,900, for the period commencing October 20, 2017 through June 30, 2018.

Description: Physicians for Social Responsibility (PSR), is a non-profit organization that fulfills its mission to promote social responsibility through programs focused on health, the environment, and through working with youth. As part of its work with schools, PSR provides a Youth Court school program that uses a restorative justice model. Specifically, students who receive disciplinary actions at their school will have an opportunity to discuss their issue among peers in a mock courtroom setting rather than going through the principal's office. Students in mock courtrooms alternate roles as judge, jury, lawyer, bailiff announcer, and legal teams.

Youth Court sessions typically meet once per week in a history or civics class, and the curriculum follows an outline including an overview of justice, why it is important and how to speak formally in front of an audience. The curriculum also covers the professional roles in a courtroom, the power of asking questions, listening and collaborating to create a fitting consequence. For the 2017-18 school year, Youth Court will be tailored to the 9th and 10th grades classes at Martin Luther King (MLK) and Penn Treaty. Martin Luther King and Penn Treaty were selected due to prior success with students in the program. Both schools will designate a civics or history teacher who is interested and willing to work with students on leadership, criminal justice issues, and restorative justice. The selected teachers will receive introductory training for three weeks provided by PSR staff and then receive ongoing support, site visits, check-ins and supervision throughout the school year. Curriculum and training include a list of the roles,

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sample statements, prompts on how to ask questions, sample role-plays, and more. Teachers and PSR staff will collaborate to ensure that all materials are well tailored for 9th and 10th-grade learning levels.

ABC Code/Funding Source	\$36,900.00
38bx-g58-97a0-2260-3291	

B-16

Operating Budget/Categorical/Grant Fund: \$650,000 Amendment of Contract with Carnegie Learning, Inc. – Professional Development – Summer Math Institute and Additional Math Institute Specialists

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform an amendment of Contract No. 0654/F16, originally entered into with Carnegie Learning, Inc., pursuant to Resolution B-9, approved by the School Reform Commission on March 16, 2017, by increasing the amount of the contract by an additional \$650,000.00 from \$6,066,174.03, approved by Resolution B-6, to an amount not to exceed \$6,716,174.03.

Description: Carnegie Learning is currently contracted to facilitate our week long intensive summer Mathematics Institute, which provides intensive grade-level mathematics professional development to over 800 teachers and their principals (approx. 45 principals). As a result of participating in the Mathematics Institute, the Office of Curriculum, Instruction, and Assessment provides Mathematics coaching (12 coaches), through Carnegie Learning, for all teachers. The Office of School Redesign and the Office of Gear Up inquired about providing Mathematics coaching for five of their schools (1 Redesign & 4 Gear Up).

This resolution seeks authorization to amend Contract No. 0654/F16 with Carnegie Learning, Inc., by increasing the amount of the original contract by an additional \$650,000.00 from \$6,066,174.03, approved by Resolution B-6 on March 17, 2017, to an amount not to exceed \$6,716,174.03, to provide five (5) additional Math Institute Specialists to support specific schools and their teachers during the 2017 - 2018 school year. The Math Institute Specialists will be contracted solely through Carnegie Learning, Inc. They will not be recruited or hired as employees of the The School District of Philadelphia. Math Institute Specialists Breakdown:

Four (4) Math Institute Specialists will support the teachers of the following schools (Edison, Fels, Penn Treaty, Kensington HS, Kensington Health Science, Kensington CAPA, Ben Franklin, Overbrook, West Philadelphia, School of the Future, Frankford, Martin Luther King).

One (1) Math Institute Specialist will be assigned to Hartranft.

ABC Code/Funding Source	\$650,000.00
38BX-G58-97A0-2260-3291 GearUp (\$520,000.00)	
1100-007-9440-2251-3291 Operating (\$130,000.00)	

B-17

Operating Budget: \$24,999 Contract with The Reading and Writing Project Network, LLC – Professional Development

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 The Reading

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

**SRC-3 will be considered a Walk-on Resolution.*

and Writing Project Network, LLC, for professional development and site-based coaching services for the J. Hampton Moore Elementary School, for an amount not to exceed \$24,999.00, for the period commencing October 20, 2017 through June 30, 2018.

Description: The Reading and Writing Project Network will provide 5 days of intensive professional development for grades K-2 and 3-5 on the Reading Workshop Model at the cost of \$24,999. (This is a total of 10 days.) This organization will provide research-based best practices for teachers with strategic and grade/grade-band oriented needs to strengthen reading instruction through the workshop model.

ABC Code/Funding Source	\$24,999.00
1100-002-8310-1101-3291 Operating	

B-18 (As Amended)

Operating Budget: \$405,000 Ratification of Contract with VisionQuest – Alternative Education Program

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 VisionQuest to provide alternative education services, for an amount not to exceed \$405,000, for the period commencing September 1, 2017 through December 31, 2017.

Description: This resolution is a ratification of a contract with VisionQuest to educate for seven months School District of Philadelphia students who are residents at the VisionQuest Program, because the contract between The SDP and VisionQuest expired on June 30, 2017. The SDP continued to discuss strategies to implement an education model similar to the education services provided at the Philadelphia Juvenile Justices Services Center School, but was not able to implement the model at VisionQuest prior to the start of the 17/18 SY. Since September 5, 2017, VisionQuest has been providing education to our students for the 17/18 SY. VisionQuest provides housing, case management and life skills services to displaced adjudicated and non-adjudicated youth. The goal of the program is to assist youth with acquiring the skills necessary in order to obtain and maintain self-sufficiency. In addition, VisionQuest's Reintegration Program "provides case management services to youth returning to the community from residential placements." The VisionQuest Program is located at 5201 Old York Road and has a maximum program capacity of 80 students. VisionQuest will only be paid for the number of students it actually serves.

The District currently offers the following school program types within the Opportunity Network: Transition (intervention or disciplinary), Accelerated (overage/undercredited), Educational Options Program (adult), and the Philadelphia Juvenile Justice Services Center School and Pennypack House School for adjudicated youth. The proposed contract with VisionQuest aligns with the District's current program types in the Opportunity Network; the students residing at VisionQuest are School District students who are adjudicated or awaiting adjudication.

ABC Code/Funding Source	\$720,000.00
1100-081-9840-1442-3291 Operating	

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

*SRC-3 will be considered a Walk-on Resolution.

B-19 (Updated 9.28.17)**Operating Budget: \$40,000 Contract with Jehiza Feliz – Program and Partnership Coordinator – SLA @ Beeber**

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 Jehiza Feliz, to provide guidance with respect to community partnering, organizing and maintaining coursework with these partners, supporting academic programs and recruitment events for Science Leadership Academy @ Beeber, for an amount not to exceed \$40,000, for the period commencing November 1, 2017 through June 30, 2018.

Description: As the coordinator, Jehize Feliz will assist Science Leadership Academy @ Beeber with creating and maintaining relationships with outside partners, organize mini-courses and Individual Learning Projects. Consultant will also support the school with recruitment efforts, site visits, new student orientation, open houses, and supporting academic programs.

ABC Code/Funding Source

\$40,000.00

1100-004-2680-1103-3291 Operating

B-20 (As Amended)**Operating Budget: \$790,000 Ratification of Contracts with EBS Healthcare, Invo HealthCare, Mediscan, Progressus, SHC Services, RCM Technologies, Inc and Staffing Plus – Contract and Substitute School Nurses**

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery, and performance by the School District of Philadelphia, through the Superintendent of amendments of contracts originally entered into with EBS Healthcare, Invo HealthCare, Mediscan, Progressus, SHC Services, RCM Technologies, Inc., and Staffing Plus, to provide contracted certified school nurses, and certified school nurse practitioners to fill certified school nurse vacancies, and to provide substitute coverage when needed in School District schools and in Philadelphia non-public schools, pursuant to Resolution A-20 approved by the School Reform Commission on September 15, 2016 and Resolution A-25 approved by the School Reform Commission on October 13, 2016, by increasing the aggregate amount of the contracts by an additional \$790,000 from the \$1,266,000 and \$7,260,603 to an aggregate amount not to exceed \$9,316,603.

Description: The District's Office of Talent conducted and is currently engaged in an exhaustive and comprehensive recruitment effort to identify, hire and place certified school nurses and certified school nurse practitioners (CSNPs) in District and non-public schools. The Office of Talent has successfully recruited 14 qualified school nurses. However an additional 15 certified school nurses are currently needed to cover the ongoing and critical health needs of all 169,200 students attending the Districts' 218 public schools and provide services to 109 non-public schools which the district is mandated to serve. This resolution requests authorization to contract with EBS Healthcare (Educational Based Services), Mediscan Diagnostic Services, Inc, Invo Healthcare, LLC, Progressus Therapy, LLC, SHS Services, Inc. (Supplemental Health Care), RCM Technologies (USA) Inc. and Staffing Plus, Inc. to cover 15 school nurse vacancies with contracted certified school nurses and certified school nurse practitioners and provide substitute nursing coverage when needed by schools.

The provision of qualified certified school nurses to all students is a critical function of the School District's educational and state health mandates. In addition to helping ensure the daily health and safety

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**SRC-3 will be considered a Walk-on Resolution.*

of children under the District's supervision and care during the school day, the provision of nursing services provides the critical school health services, mandated health screenings and nursing assessments that help identify and remove barriers to learning. The foremost duty of school nurses is to attend to student medical needs in the school in order to prevent absences and the loss of learning opportunities. Certified school nurse duties include the administering of daily medication and clinical procedures as ordered by physicians, including providing diabetic students with glucose checks and insulin as required, collecting immunization, physical exam and other student health records, conducting state mandated vision, hearing, growth, and scoliosis screenings, caring for students with specific acute and chronic medical conditions, making medical referrals for follow-up care, and collaborating with doctors, parents, and school teams.

Recruiting the required number of experienced and certified school nurses to work with a medically complex population in a large urban district is very challenging due to a low supply of qualified candidates, retirements, turnover, employee absenteeism and resignations.

The use of contracted certified school nurses through this resolution shall only be used by the District as a last resort. The recruitment of regular PFT school nurses through the District's Office of Talent is always the first priority and choice. However, when this option is exhausted, and when the District's rigorous recruitment efforts fall short of need, the proposed contracts will ensure that all students, receive and have access to critical school nursing services throughout the school year.

ABC Code/Funding Source
1100-026-9580-2448-3291

\$790,000.00

B-21(Added 10.9.17)

Operating Budget: \$47,500 Contract with 12 Plus – Mentoring Support Services

RESOLVED, that the School Reform Commission authorizes the The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver, and perform a contract with 12 Plus to provide postsecondary, academic, and mentoring support services for students at Hill-Freeman World Academy, for an amount not to exceed \$47,500, for the period commencing October 20, 2017 through June 29, 2018.

Description: Over the past five years, 12 Plus has expanded its services to include the entire student population at Hill-Freedman World Academy as well as assist in the transition for graduating alumni into their respective post-secondary pathways. 12 Plus ("12+") will provide individualized post-secondary, academic, and mentoring support services for grades 9-12 at Hill-Freedman World Academy (HFWA). 12 Plus' goal is to ensure that every student enrolled at HFWA is set on a successful post-secondary pathway. The programs and services 12 Plus plans to implement should result in: (1) increase in student academic achievement and engagement, (2) development of key academic and behavioral skills for success in all subject areas including goal setting, note taking, self advocacy, time management, and organizational skills, (3) successful transition into high school for incoming 9th graders, (4) successful transition for graduating 12th graders into their respective postsecondary pathways, (5) improvement in overall school culture and climate, and (6) increase in parental involvement and community support.

To achieve these goals, 12 Plus proposes: (1) Daily, individualized postsecondary, academic, and behavioral supports, (2) grade level, academic and behavioral skill building workshops, (3) motivational activities including college and career fairs, guest speakers, alumni panels, and field trips to local

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**SRC-3 will be considered a Walk-on Resolution.*

universities, (4) intensive summer camp to help incoming students transition into high school, (5) intensive summer advising to help graduating seniors enroll into their respective postsecondary pathways, (6) parental and community meetings, and (7) professional development for teachers to help foster college going culture into curriculum and school environment.

HFWA chose 12 Plus because of previous student college success and their availability to provide volunteers during the summer, the ability to involve and collaborate stakeholders (parents, community, educational partners), and overall program effectiveness. HFWA is provided with 3 full-time support personnel, 5 days a week in the designated PLUS center located on school grounds. The PLUS center is open to all students both during and after school hours, and is equipped with computers and resources to compliment and bolster college and career readiness. Staff works with students to manage their postsecondary portfolio which includes, but is not limited to, building proper lists, fulfilling school specific requirements, meeting deadlines, completing and submitting applications, and navigating through the financial process. 12 Plus monitors progress and provides intervention for behavior and academic needs of students to promote postsecondary success.

ABC Code/Funding Source
1100-003-6460-1103-3291 Operating

\$47,500.00

IV. INTERMEDIATE UNIT

IU-1

IDEA: \$50,000 Amendment of Contract with The Trustees of the University of Pennsylvania – Philly AIMS Training for Teachers of Students with Autism in Grades K through 5

RESOLVED, that the School Reform Commission acting in its capacity as Board of Directors of the Philadelphia Intermediate Unit 26 (IU-26), authorizes IU-26, through the Executive Director or his designee, to execute, deliver, and perform an amendment to the contract entered into with The Trustees of the University of Pennsylvania, pursuant to Resolution IU-2 approved by the School Reform Commission on June 15, 2017, to provide ongoing professional development and consultation on Applied Behavioral Analysis teaching methods and on the Strategies for Teaching Based on Autism Research (STAR) curriculum for teachers and support staff of students with autism in grades kindergarten through grade five, by increasing the amount of the contract by an additional \$50,000, from the \$272,664 approved in Resolution IU-2, to an aggregate amount not to exceed \$322,664.

Description: The additional \$50,000 in contract authorization requested in this Resolution shall provide training, consultation and support in the Training Based on Autism Research (STAR) curriculum, to teachers who already received initial training from the Contractor during their first year of teaching students with autism spectrum disorder (ASD). Additional and longer-term professional development and support will ensure that teachers continue to implement the STAR curriculum in their classrooms with rigor and fidelity.

Dr. David S. Mandell of the Center for Mental Health Policy and Services Research of the University of Pennsylvania helped develop and refine the STAR curriculum for students with ASD in the early grades. In 2008, the School District chose the STAR curriculum for implementation in the early grades, after conducting a trial study comparing it with other Applied Behavioral Analysis (ABA) models. The trial study demonstrated significantly higher student outcomes with STAR in comparison to other ABA structured teaching programs. In the past, the School District restricted the Contractor's STAR training to new grade k through five teachers of students with ASD. During the last three years, observations and

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**SRC-3 will be considered a Walk-on Resolution.*

research demonstrated that teachers who completed the initial year of STAR training also need periodic additional and ongoing professional development and support to ensure the continued effective implementation of the program. The additional funding requested in this resolution will permit teachers to receive the ongoing professional development, refresher training, and support they require to continue to implement the STAR curriculum with success in the classroom beyond the initial first year of training.

ABC Code/Funding Source
242X-G05-9CL0-2272-3291 IDEA

\$50,000.00

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

*SRC-3 will be considered a Walk-on Resolution.

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 100 Programs

TITLE: Exemption from
Instruction

ADOPTED:

REVISED:

105.2 (NEW) EXEMPTION FROM INSTRUCTION

Purpose

The School District respects the rights of parents to have their children excused from specific instruction that conflicts with their religious beliefs. The School Reform Commission adopts this policy to ensure that parents/guardians have the right to have their children excused from specific instruction that conflicts with their religious beliefs.[1][2]

Definitions

Parent/guardian/surrogate under IDEA:

- A biological or adoptive parent of a child;
- A foster parent;
- A guardian authorized to act as the child's parent, or authorized by a court to make educational decisions for the child
- An individual acting as a parent in the place of the biological or adoptive parent with whom the child lives (including a grandparent, stepparent, or other relative) or a person who is legally responsible for the child's welfare); or
- A surrogate parent who has been appointed by an educational agency or an educational decision maker appointed by a court in accordance with IDEA.

Eligible Student:

Authority

The district shall excuse any student from specific instruction, upon written request of the parent/guardian or eligible student, in accordance with established administrative procedures.[2]

All students excused from specific instruction shall be required to achieve the learning outcomes established by the school and necessary for graduation through alternate means as determined by the district. [3]

Mandatory Regulatory Procedures

Administrative guidelines accompany this policy and set forth the procedures for parental request to view the curriculum, academic standards and instructional materials

**Attachment for policy #105.2: Procedures for Parental Request to View the Curriculum,
Academic Standards and Instructional Materials**

**Administrative Guidelines and related documents for parents may be found on the Office of
Curriculum, Instruction, and Assessment website.**

Legal References:

1. 22 PA Code 11.7
2. 22 PA Code 4.4
3. 22 PA Code 4.4

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 100 Programs

TITLE: Gifted Education

ADOPTED:

REVISED:

GIFTED EDUCATION (NEW)

Purpose

In accordance with the School Reform Commission's philosophy to develop the special abilities of each student, the district shall provide gifted education services and programs designed to meet the individual educational needs of identified gifted students.[\[1\]](#)[\[2\]](#)[\[3\]](#)

Definitions

Gifted student - “a student with outstanding intellectual and creative ability the development of which requires specially designed programs or support services, or both, not ordinarily provided in the regular education program.” PA School Code (24 P. S. § 13-1371).[\[4\]](#)

Gifted Individualized Education Plan (GIEP) - a written plan describing the educational program and services to be provided to a gifted student, based on and responsive to the results of an evaluation and written report, and developed by a team of individuals in accordance with state regulations.[\[4\]](#)

Gifted Multidisciplinary Evaluation (GMDE) - systematic process of testing, assessment and other evaluative processes used by a team to develop a recommendation about whether or not a student is gifted and needs gifted education.[\[4\]](#)

Gifted Multidisciplinary Team (GMDT) - a team of designated individuals who conduct a GMDE. The GMDT shall be formed on the basis of the student's needs and shall be comprised of the student's parents/guardians; a certified school psychologist; persons familiar with the student's educational experience and performance; one (1) or more of the student's current teachers; persons trained in the appropriate evaluation techniques; and, when possible, persons familiar with the student's cultural background. A single member of the GMDT may meet two (2) or more of the specified qualifications.[\[4\]](#)[\[5\]](#)

Mentally gifted - outstanding intellectual and creative ability, the development of which requires specially designed programs and/or support services not ordinarily provided in the regular education program. The term includes a student with an IQ of 130 or higher or

who meets established multiple criteria indicating gifted ability, or a student with an IQ lower than 130 when other educational criteria strongly indicate gifted ability.[\[1\]\[4\]\[6\]](#)

Authority

The School District of Philadelphia believes that all students should be challenged at their appropriate instructional level and that ongoing data analysis is a critical element in delivering appropriate instruction and intervention. The District is committed to developing the talents and strengths of all of our students and providing all students with a variety of options and activities to challenge their creativity.

The district shall develop and implement a gifted education plan every six (6) years, as required by law and regulations. Prior to approval by the SRC, the gifted education plan shall be made available for public inspection and comment in the district's administrative offices and in the Family and Community Engagement Center for a minimum of twenty-eight (28) days.[\[7\]\[8\]](#)

The district's gifted education plan shall address:

1. The district's process for identifying gifted children in need of specially designed instruction.
2. The gifted special education programs offered by the district.
3. Reports of gifted students, personnel and program elements, and costs, as required by the Department of Education.

The Superintendent/designee may enter into cooperative agreements to provide gifted education services and programs.[\[9\]](#)

The Superintendent/designee directs that the district's gifted education program shall provide the following in accordance with Applicable Law:

1. System to locate and identify all students within the district who are thought to be gifted and in need of specially designed instruction.[\[6\]](#)
2. Screening and evaluation process that meet Applicable Laws, to determine students' educational needs.[\[6\]](#)
3. Procedures to determine whether a student is mentally gifted. Determination of gifted ability shall not be based on IQ score alone; a range of assessments including a student's performance and potential shall be utilized.[\[6\]](#)

4. Gifted Individualized Education Plan (GIEP) developed, and subsequently modified, for each student based on his/her unique needs and the written report of the Gifted Multidisciplinary Team (GMDT).[\[5\]](#)[\[10\]](#)[\[11\]](#)[\[12\]](#)
5. Safeguards for the due process rights of gifted students.[\[13\]](#)
6. Notification to teachers of their responsibilities to each of their identified gifted students, as provided in the student's Gifted Individualized Education Plan (GIEP).[\[11\]](#)

The district shall provide all required notices and information to parents/guardians of gifted students, document all consents and responses of parents/guardians, and adhere to all established timelines.[\[11\]](#)[\[14\]](#)[\[15\]](#)

Confidentiality of Student Records

All personally identifiable information regarding a gifted student shall be treated as confidential and disclosed only as permitted by the Family Educational Rights and Privacy Act (FERPA) and its implementing regulations, State Board of Education regulations, and SRC policy.[\[17\]](#)[\[18\]](#)[\[19\]](#)

Attachment for policy #114: Gifted Education Plan

Legal References:

1. [24 P.S. 1371](#)
2. [22 PA Code 16.1 et seq](#)
3. [22 PA Code 4.28](#)
4. [22 PA Code 16.1](#)
5. [22 PA Code 16.22](#)
6. [22 PA Code 16.21](#)
7. [22 PA Code 16.4](#)
8. [22 PA Code 4.13](#)
9. [22 PA Code 16.2](#)
10. [22 PA Code 16.23](#)
11. [22 PA Code 16.32](#)
12. [22 PA Code 16.33](#)
13. [22 PA Code 16.63](#)
14. [22 PA Code 16.61](#)
15. [22 PA Code 16.62](#)
16. [22 PA Code 16.41](#)
17. [22 PA Code 16.65](#)
18. [20 U.S.C. 1232g](#)
19. Pol. 216 - Student Records

Related Information:

22 PA Code 11.12

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 100 Programs

TITLE: Career and Technical
Education

ADOPTED:

REVISED:

CAREER AND TECHNICAL EDUCATION (NEW)

Purpose

The School Reform Commission shall provide a program of career and technical education in order to:[\[1\]](#)[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)

1. Prepare students for employment as in-demand workers in high-skilled, family-sustaining wage, as defined by Pennsylvania Department of Labor and Industry, and high-priority/emerging occupations.
2. Prepare students for enrollment in postsecondary education programs.
3. Assist students with awareness of career pathways, by providing students comprehensive informational and experiential opportunities to become informed decision-makers.
4. Ensure that all students, regardless of age, race, color, religion, sex, sexual orientation, disability or special needs have access to career and technical education programs. The transition plans for students with IEPs are connected with their career and technical education program.

Authority

In order to provide students with a career and technical education program, the Superintendent, or his designees, shall establish and maintain career and technical instruction in district high schools and participate in a program of career development.[\[2\]](#)[\[4\]](#)[\[5\]](#)[\[6\]](#)[\[7\]](#)

The Superintendent, or his designees, shall ensure that all students and parents/guardians are informed, via publication and outreach (e.g., school visits, school visits to middle schools, print, online, school fairs), of the student's right to participate in career and technical education programs and courses and that students with disabilities enrolled in such programs are entitled to services under state and federal laws and regulations.[\[5\]](#)[\[8\]](#)[\[9\]](#)[\[10\]](#)[\[11\]](#)

Career and technical education programs shall consist of a series of planned academic and vocational technical education courses that are integrated into and **articulated throughout the curriculum of district schools.**[\[4\]](#)[\[5\]](#)[\[12\]](#)[\[13\]](#)

Career and technical education programs shall be standard-based; prepare students for obtainment of licensure or industry skills certification or Pennsylvania Skills Certificate, as required; provide extended classroom experience; instruct students in safety practices and accident prevention; and meet minimum time requirements.[\[5\]](#)[\[12\]](#)[\[14\]](#)

Career and technical education courses must include content based upon occupational analysis, clearly stated performance objectives deemed critical to successful employment, and assessment of student competencies based upon performance standards. Student records shall include the results of the assessment of student competencies.[\[5\]](#)[\[15\]](#)

In order to maintain a program of career and technical education, **the Superintendent, or his designees, shall:**

1. **Approve the content, organization and assessment standards of all technical courses.**[\[5\]](#)
2. **Approve the placement of students in work-based learning programs and supervise the nature and conduct of their employment.**[\[5\]](#)[\[16\]](#)[\[17\]](#)
3. **Operate programs in compliance with applicable laws and regulations governing career and technical education.**[\[5\]](#)[\[12\]](#)
4. **Employ and supervise certified district staff teaching career and technical education courses.** Such personnel shall be responsible for keeping up with the technology, practices and standards of their professional areas.[\[19\]](#)[\[20\]](#)[\[21\]](#)
5. **Provide adequate facilities, equipment** and resource materials.[\[22\]](#)[\[23\]](#)[\[24\]](#)
6. **Establish appropriate local and occupational advisory committees to advise the SRC, administration and staff concerning the aspects of the career and technical education program delegated to each committee.** The SRC delegates the responsibility to appoint members of the local and occupational advisory committees to the Superintendent or his designees. A majority of the members of the occupational advisory committee shall be employees and employers in the occupation for which training is being provided by the district.[\[25\]](#)[\[26\]](#)[\[27\]](#)[\[28\]](#)

Mandatory Regulatory Procedure - Child Abuse Prevention Requirements

Employers who participate in district internship, externship, work study, co-op, or similar programs shall adopt policies and procedures that ensure compliance with the following procedures required by the Child Protective Services Law.

Identification of Adult Responsible for Child's Welfare -

When a District student under the age of eighteen (18) years old participates in an internship, externship, work study, co-op, or similar program with an outside employer, the District and the employer shall, prior to commencing participation, identify an adult(s) who will be the student's supervisor while the child participates in the program. The identified adult(s) will be the person responsible for the child's welfare.[\[29\]](#)[\[30\]](#)

The identified adult(s) shall be in the immediate vicinity of the child at regular intervals during the program. Immediate vicinity shall mean an area in which an individual is physically present with a child and can see, hear, direct and assess the activities of the child.[\[29\]](#)[\[30\]](#)

Certifications -

Prior to commencement of the program, the identified adult shall submit the following information to the Superintendent or designee:[\[30\]](#)

1. PA Child Abuse History Clearance - which must be less than sixty (60) months old.
2. PA State Police Criminal History Record Information - which must be less than sixty (60) months old.
3. Federal Criminal History Report - which must be less than sixty (60) months old.
4. Disclosure Statement – which is a statement swearing or affirming applicant has not been disqualified from service by reason of conviction of designated criminal offenses or being listed as the perpetrator in a founded report of child abuse.[\[31\]](#)

The Superintendent or designee shall review the information and determine if information is disclosed that precludes identification of the adult as the supervisor responsible for the child's welfare.

Information submitted by an identified adult in accordance with this policy shall be maintained centrally in a manner similar to that for school employees.

Arrest or Conviction Reporting Requirements -

An identified adult shall notify the employer, in writing, within seventy-two (72) hours of the occurrence, of an arrest or conviction required to be reported by law.[\[31\]](#)

An identified adult shall also report to the employer, within seventy-two (72) hours of notification, that s/he has been listed as a perpetrator in the Statewide database, in accordance with the Child Protective Services Law.[\[31\]](#)

Failure to accurately report such occurrences may subject the identified adult to disciplinary action up to and including termination of employment and criminal prosecution.[\[31\]](#)

The employer shall immediately require an identified adult to submit new certifications when there is a reasonable belief that the identified adult was arrested for or has been convicted of an offense required to be reported by law, was named as a perpetrator in a founded or indicated report, or has provided written notice of such occurrence.[\[31\]](#)

If the employer receives notice of such occurrences from either the adult or a third party, the employer shall immediately report that information to the Superintendent or designee in writing.[\[31\]](#)

Child Abuse Reporting -

Identified adults who have reasonable cause to suspect that a child is the victim of child abuse shall make a report of suspected child abuse in accordance with the Child Protective Services Law.[\[32\]](#)[\[33\]](#)

Attachment for policy #115: Career and Technical Education Guidelines

Legal References:

1. 24 P.S. 1806
2. 24 P.S. 1844
3. 22 PA Code 12.41
4. 22 PA Code 339.2
5. 22 PA Code 4.31
6. 24 P.S. 1802
7. 24 P.S. 502
8. Pol. 103 - Nondiscrimination in School and Classroom Practices
9. Pol. 103.1 - Nondiscrimination - Qualified Students With Disabilities/Protected Handicapped Students
10. Pol. 113 - Special Education
11. Pol. 138 - English as a Second Language/Bilingual Program
12. 22 PA Code 339.22
13. Pol. 105 - Curriculum
14. 22 PA Code 339.23
15. Pol. 216 - Student Records
16. 22 PA Code 11.28

17. 22 PA Code 339.29
18. 24 P.S. 1809
19. 24 P.S. 1106
20. 24 P.S. 1212
21. 22 PA Code 339.41
22. Pol. 109 - Resource Materials
23. Pol. 110 - Instructional Supplies
24. Pol. 701 - Facilities Planning
25. 24 P.S. 1808
26. 22 PA Code 339.13
27. 22 PA Code 339.14
28. 22 PA Code 4.33
29. 23 Pa. C.S.A. 6303
30. 23 Pa. C.S.A. 6344
31. 23 Pa. C.S.A. 6344.3
32. 23 Pa. C.S.A. 6311
33. Pol. 806 - Child Abuse
34. 22 PA Code 339.21
35. 22 PA Code 339.4
36. 22 PA Code 339.30
37. Pol. 122 - Extracurricular Activities

Related Information:

24 P.S. 1801
24 P.S. 1807
23 Pa. C.S.A. 6301 et seq
22 PA Code 339.1 et seq
22 PA Code 4.34
22 PA Code 4.35
20 U.S.C. 2301 et seq

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 200 Pupils

TITLE: Attendance

ADOPTED:

REVISED:

ATTENDANCE

Purpose

The School Reform Commission recognizes that attendance is an important factor in educational success, and supports a comprehensive approach to identify and address attendance issues.[\[1\]](#)

Definitions

Compulsory school age shall mean the period of a child's life from the time the child's parents/guardians elect to have the child enter school, and which shall be no later than six (6) years of age until the child reaches seventeen (17) years of age. The term does not include a child who holds a certificate of graduation from a regularly accredited, licensed, registered or approved high school.[\[2\]](#)

Habitually truant shall mean six (6) or more school days of unexcused absences during the current school year by a child subject to compulsory school attendance.[\[2\]](#)

Truant shall mean having incurred three (3) or more school days of unexcused absences during the current school year by a child subject to compulsory school attendance.[\[2\]](#)

Person in parental relation shall mean a:[\[2\]](#)

1. Custodial biological or adoptive parent.
2. Noncustodial biological or adoptive parent.
3. Guardian of the person of a child.
4. Person with whom a child lives and who is acting in a parental role of a child.

This definition shall not include any county agency or person acting as an agent of the county agency in the jurisdiction of a dependent child as defined by law.[\[3\]](#)

School-based or community-based attendance improvement program shall mean a program designed to improve school attendance by seeking to identify and address the

underlying reasons for a child's absences. The term may include an educational assignment in an alternative education program, provided the program does not include a program for disruptive youth established pursuant to Article XIX-C of the Pennsylvania Public School Code.[\[2\]](#)

Authority

Attendance shall be required of all students during the days and hours that school is in session, except that **authorized district staff** may excuse a student for temporary absences upon receipt of satisfactory evidence of mental, physical, or other urgent reasons that may reasonably cause the student's absence.[\[4\]](#)[\[5\]](#)[\[6\]](#)[\[7\]](#)[\[8\]](#)[\[9\]](#)

The SRC shall establish and enforce attendance requirements, in accordance with applicable laws and regulations, SRC policy and administrative procedures.

Compulsory School Attendance Requirements

All students of compulsory school age who reside in the district shall be subject to the compulsory school attendance requirements.[\[4\]](#)

A student shall be considered in attendance if present at any place where school is in session by authority of the SRC; the student is receiving approved tutorial instruction, or health or therapeutic services; the student is engaged in an approved and properly supervised independent study, work-study or career education program; or the student is receiving approved homebound instruction.[\[4\]](#)[\[7\]](#)[\[10\]](#)[\[11\]](#)[\[12\]](#)[\[13\]](#)[\[14\]](#)[\[15\]](#)

The following students shall be excused from the requirements of attendance at district schools, upon request and with the required approval:

1. On certification by a physician or submission of other satisfactory evidence and on approval of the Pennsylvania Department of Education, children who are unable to attend school or apply themselves to study for mental, physical or other reasons that preclude regular attendance.[\[5\]](#)[\[6\]](#)[\[16\]](#)
2. Students enrolled in nonpublic or private schools in which the subjects and activities prescribed by law are taught.[\[4\]](#)[\[17\]](#)
3. Students attending college who are also enrolled part-time in district schools, to include dual enrollment and middle college.[\[18\]](#)
4. Students attending a home education program **or private tutoring** in accordance with law.[\[4\]](#)[\[13\]](#)[\[19\]](#)[\[20\]](#)[\[21\]](#)[\[22\]](#)
5. Students fifteen (15) or sixteen (16) years of age whose enrollment in private trade or business schools has been approved.[\[4\]](#)

6. **The School District will honor any exceptions to compulsory school attendance permitted by law under the School Code.**
7. ~~Students fifteen (15) years of age, and fourteen (14) years of age who have completed the highest elementary grade, engaged in farm work or private domestic service under duly issued permits.[6]~~
8. ~~Students sixteen (16) years of age regularly employed during the school session and holding a lawfully issued employment certificate.[6][11]~~

Excused/Lawful Absence

The following conditions **or situations** constitute reasonable cause for absence from school:

- Excused Absence or Other Urgent Reasons
 - Excused Early Dismissal
 - Illness, **including if a student is dismissed by designated district staff during school hours for health-related reasons.**[5][8]
 - Quarantine
 - Recovery from Accident
 - Required Court Appearance
 - Death in Family
 - Educational Trip/Tour with approval
 - The parent/guardian submits a written request for excusal prior to the absence.
 - The student's participation has been approved by the Superintendent or principal.
 - The adult directing and supervising the tour or trip is acceptable to the parents/guardians and the Superintendent.
 - College tours, trade school tours, career and technical training program tours, community college tours, or tours of other non-school district schools, **with prior approval.**
 - The **district** may limit the number and duration of non-school-sponsored educational tours or trips for which excused absences may be granted to a student during the school **year.**
 - Observance of a religious holiday **observed by bona fide religious group**, upon **prior** written parental request.[23]
 - Authorized school activities, including athletic events.
 - Excused Lateness
 - Out of School Suspension
1. ~~Family emergency.~~
 2. ~~Participation in a project sponsored by a statewide or countywide 4-H, Future Farmers of America (FFA) or combined 4-H and FFA group, upon prior written request.[1][5]~~

3. ~~Nonschool-sponsored educational tours or trips, if the following conditions are met:[5][24]~~
 - a. ~~The parent/guardian submits a written request for excusal prior to the absence.~~
 - b. ~~The student's participation has been approved by the Superintendent or principal.~~
 - c. ~~The adult directing and supervising the tour or trip is acceptable to the parents/guardians and the Superintendent.~~
4. ~~College tours, trade school tours, career and technical training program tours, community college tours, or tours of other non-school district schools, **with prior approval.**~~

The ~~district~~ may limit the number and duration of non-school-sponsored educational tours or trips for which excused absences may be granted to a student during the school year.

Temporary Excusals -

The following students may **be temporarily excused** from the requirements of attendance at district schools:

1. Students receiving tutorial instruction in a field not offered in the district's curricula from a properly qualified tutor approved by the Superintendent, when the excusal does not interfere with the student's regular program of studies.[4][10][13]
2. Students participating in a religious instruction program, **if the following conditions are met:[23][25]**
 - a. The parent/guardian **submits** a written request **for excusal. The request shall identify and describe the instruction, and the dates and hours of instruction.**
 - b. **The student shall not miss more than thirty-six (36) hours per school year in order to attend classes for religious instruction.**
 - c. **Following each absence, the parent/guardian shall submit a statement attesting that the student attended the instruction, and the dates and hours of attendance.**
3. **School age** children unable to attend school upon recommendation of the school physician and a psychiatrist or school psychologist, **or both**, and with approval of the Secretary of Education of the Pennsylvania Department of Education.[16]

Unexcused/Unlawful Absences

For purposes of this policy, absences which do not meet the criteria indicated above shall be considered an unexcused/unlawful absence.

An out-of-school suspension may not be considered an unexcused absence.[\[2\]](#)

Unexcused Lateness

Unexcused Absence

Unexcused Early Dismissal

Delegation of Responsibility

The Superintendent or designee shall annually notify students, parents/guardians, staff **and the Philadelphia Department of Human Services or the Philadelphia Juvenile Court** about the district's attendance policy by publishing such policy in student/parent handbooks, on the district website, and through other efficient **communication** methods.[\[1\]](#)[\[26\]](#)

The Superintendent or designee, in coordination with the district office of Attendance and Truancy, shall be responsible for the implementation and enforcement of this policy.

The Superintendent or designee shall develop administrative procedures necessary for the implementation of this policy which:

1. Govern the **maintenance** of attendance records in accordance with law.[\[27\]](#)[\[28\]](#)
2. **Detail the process for submission of requests and excuses for student absences.**
3. **Detail the process for written notices, School Attendance Improvement Conferences, School Attendance Improvement Plans, and referrals to a school-based or community-based attendance improvement program, the local children and youth agency, or the appropriate judge.**
4. **Ensure that students legally absent have an opportunity to make up work.**

Mandatory Regulatory Procedure

Enforcement of Compulsory Attendance Requirements

Student is Truant-

~~When a student has been absent for three (3) days during the current school year without a lawful excuse, SDP staff shall provide The Three Day Legal Notice (C-31) to the person in parental relation who resides in the same household as the student within ten (10) school days of the student's third unexcused absence.~~[\[29\]](#)

~~The notice shall:~~[\[29\]](#)

1. ~~Be in the mode and language of communication preferred by the person in parental relation;~~
2. ~~Include a description of the consequences if the student becomes habitually truant; and~~
3. ~~When transmitted to a person who is not the biological or adoptive parent, also be provided to the child's biological or adoptive parent, if the parent's mailing address is on file with the school and the parent is not precluded from receiving the information by court order.~~

~~The notice may include the offer of a School Attendance Improvement Conference.~~[\[29\]](#)

~~If the student incurs additional unexcused absences after issuance of the notice and a School Attendance Improvement Conference was not previously held, district staff shall offer a School Attendance Improvement Conference.~~[\[29\]](#)

~~District staff shall notify the person in parental relation in writing and by telephone of the date and time of the School Attendance Improvement Conference.~~[\[29\]](#)

~~The purpose of the School Attendance Improvement Conference is to examine the student's absences and reasons for the absences in an effort to improve attendance with or without additional services.~~[\[2\]](#)

~~The following individuals shall be invited to the School Attendance Improvement Conference:~~[\[2\]](#)

1. ~~The student.~~
2. ~~The student's person in parental relation.~~
3. ~~Other individuals identified by the person in parental relation who may be a resource.~~
4. ~~Appropriate school personnel.~~
5. ~~Recommended service providers.~~

~~Neither the student nor the person in parental relation shall be required to participate, and the School Attendance Improvement Conference shall occur even if the person in parental relation declines to participate or fails to attend the scheduled conference.~~[\[29\]](#)

~~The outcome of the School Attendance Improvement Conference shall be documented in a written School Attendance Improvement Plan. The Plan shall be retained in the student's~~

~~file. A copy of the Plan shall be provided to the person in parental relation, the student and appropriate district staff.~~[\[29\]](#)

~~The district may not take further legal action to address unexcused absences until after the date of the scheduled School Attendance Improvement Conference has passed.~~[\[29\]](#)

Student is Habitually Truant -

When a student under fifteen (15) years of age is habitually truant, district staff:[\[30\]](#)

- 1. Shall refer the student to:**
 - a. A school-based or community-based attendance improvement program; or**
 - b. The local children and youth agency.**
- 2. May file a citation in the office of the appropriate judge against the person in parental relation who resides in the same household as the student.**[\[30\]](#)

When a student fifteen (15) years of age or older is habitually truant, district staff shall:[\[30\]](#)

- 1. Refer the student to a school-based or community-based attendance improvement program; or**
- 2. File a citation in the office of the appropriate judge against the student or the person in parental relation who resides in the same household as the student.**

~~District staff may refer a student who is fifteen (15) years of age or older to the local children and youth agency, if the student continues to incur additional unexcused absences after being referred to a school-based or community-based attendance improvement program, or if the student refuses to participate in such program.~~[\[30\]](#)

Regardless of age, when district staff refer a habitually truant student to the local children and youth agency or file a citation with the appropriate judge, district staff shall provide verification that the school held a School Attendance Improvement Conference.[\[30\]](#)

Special Needs and Accommodations

If a truant or habitually truant student may qualify as a student with a disability, and require special education services or accommodations, the Director of Special Education shall be notified and shall take action to address the student's needs in accordance with applicable law, regulations and SRC policy.[\[32\]](#)[\[33\]](#)[\[34\]](#)[\[35\]](#)

For students with disabilities who are truant or habitually truant, the ~~appropriate team~~ Individual Education Plan team shall be notified and shall address the student's needs in accordance with applicable law, regulations and SRC policy.[\[32\]](#)[\[33\]](#)[\[35\]](#)

Discipline

The district shall not expel or impose out-of-school suspension, disciplinary reassignment or transfer for truant behavior.[\[29\]](#)

Legal

1. 22 PA Code 11.41
2. 24 P.S. 1326
3. 42 Pa. C.S.A. 6302
4. 24 P.S. 1327
5. 24 P.S. 1329
6. 24 P.S. 1330
7. 22 PA Code 11.23
8. 22 PA Code 11.25
9. 22 PA Code 12.1
10. 22 PA Code 11.22
11. 22 PA Code 11.28
12. Pol. 115 - Career and Technical Education
13. Pol. 116 - Tutoring
14. Pol. 117 - Homebound Instruction
15. Pol. 118 - Independent Study
16. 22 PA Code 11.34
17. 22 PA Code 11.32
18. 22 PA Code 11.5
19. 24 P.S. 1327.1
20. 22 PA Code 11.31
21. 22 PA Code 11.31a
22. Pol. 137 - Home Education Programs
23. 22 PA Code 11.21
24. 22 PA Code 11.26
25. 24 P.S. 1546
26. 24 P.S. 510.2
27. 24 P.S. 1332
28. 24 P.S. 1339
29. 24 P.S. 1333
30. 24 P.S. 1333.1
31. 24 P.S. 1333.2
32. Pol. 103.1 - Nondiscrimination-Qualified Students With Disabilities/Protected Handicapped Students
33. Pol. 113 - Special Education
34. Pol. 113.3 - Screening and Evaluations for Students With Disabilities
35. Pol. 114 - Gifted Education
- 22 PA Code 11.24
- 22 PA Code 11.8

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 200 Pupils

TITLE: Confidential
Communications About
Student Information

ADOPTED:

REVISED:

207 (NEW) CONFIDENTIAL COMMUNICATIONS ABOUT STUDENT INFORMATION

Purpose

The School Reform Commission recognizes that certain written and oral communications between students and school personnel must be confidential.

Authority

The SRC directs school personnel to comply with all federal and state laws, **including FERPA**, regulations and SRC policy concerning confidential communications of students.

Information received in confidence from a student may be revealed to the student's parent/guardian, building principal or other appropriate authority by the staff member who received the information when the health, welfare or safety of the student or other persons clearly is in jeopardy.[\[1\]](#)

Use of a student's confidential communications to school personnel in legal proceedings is governed by laws and regulations appropriate to the proceedings.[\[1\]](#)[\[2\]](#)[\[3\]](#)

Delegation of Responsibility

In qualifying circumstances, a staff member may reveal confidential information to the building principal and other appropriate authorities.

In qualifying circumstances, **when the student or another person's health , welfare or safety are in jeopardy**, the building principal may reveal confidential information to a student's parent/guardian and other appropriate authorities, including law enforcement personnel.

Legal References:

1. 22 PA Code 12.12
2. 42 Pa. C.S.A. 5945
3. 42 Pa. C.S.A. 8337

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 200 Pupils

TITLE: Health
Examinations/Screenings

ADOPTED:

REVISED:

HEALTH EXAMINATIONS/SCREENINGS

Authority

In compliance with the Pennsylvania School Code of 1949, the **School Reform Commission** shall require that district students submit to health and dental examinations **in order to protect the school community from the spread of communicable disease, and** to ensure that each student's health status is at an optimal level and that **the learning potential of each student** is not lessened **by a remediable physical disability.** [\[1\]\[2\]\[3\]\[4\]\[6\]](#)

Each student shall provide written documentation of a comprehensive health examination conducted by a board certified physician, certified school nurse or **certified** nurse practitioner **upon original entry**, in sixth grade, ninth and eleventh grade. [\[11\]\[16\]\[2\]\[4\]\[5\]](#)

Each student shall provide written documentation of a comprehensive dental examination conducted by a private dentist or dental hygienist or a contracted school based dentist authorized **by the district upon original entry, in third grade, and in seventh grade.** [\[16\]\[17\]\[3\]\[4\]\[5\]](#)

A program of dental education shall be provided to all **students** in prekindergarten through grade seven.

A **dental** examination conducted at the parents'/**guardians'** request and expense **shall** be accepted in lieu of the examinations conducted by school-based dental providers. **The district shall accept reports of privately conducted physical and dental examinations completed within one (1) year prior to a student's entry into the grade where an exam is required.** [\[5\]](#)

The certified school nurse shall administer to each student vision screenings, hearing screenings, scoliosis screenings, and annual growth screenings. [\[2\]\[4\]\[6\]](#)

A student who presents a statement signed by the parent/guardian that a medical examination is contrary to his/her religious beliefs shall be examined only when the Secretary of Health determines that the student presents a substantial menace to the health of others. [\[7\]\[8\]](#)

Where it appears to school health officials or teachers that a **student** deviates from normal growth and development, or where school examinations reveal conditions requiring health or dental care, the parent/guardian shall be informed; and a recommendation shall be made that the

parent/**guardian** consult a private physician or dentist. The parent/**guardian** shall be required to report to the school the action taken subsequent to such notification. **If the parent/guardian fails to report the action taken, the certified school nurse or school physician shall coordinate a special medical examination for the student.**[\[2\]](#)[\[4\]](#)[\[9\]](#)

Parents/Guardians of students who are required to **receive grade mandated physical and dental examinations or screenings** shall be notified. The notice shall include the form(s) to be completed by the physician and/or dentist and to provide the documentation to the school principal or certified school nurse. **Such statement** may also include notification that the student may be exempted from such examination **or screening** if it is contrary to the parent's/**guardian's** religious beliefs.[\[10\]](#)[\[11\]](#)[\[12\]](#)

Health Records

The district shall maintain for each student a comprehensive health record which includes a record of immunizations and the result of tests, measurements, regularly scheduled examinations and special examinations.[\[2\]](#)

All health records shall be confidential and shall be disclosed only when necessary for the health of the student or when requested by the parent/guardian, in accordance with law and SRC policy.[\[13\]](#)[\[14\]](#)

Designated district staff shall request from the transferring school the health records of students transferring into district schools. **Staff shall respond to such requests for the health records of students transferring from district schools to other schools.**[\[13\]](#)

The district shall not destroy a student's health record for a period of at least two (2) years after the student ceases to be enrolled, but may surrender the student's health record portion thereof to the parent or guardian if the student does not re-enroll in an elementary or secondary school in Pennsylvania.[\[13\]](#)[\[15\]](#)

Delegation of Responsibility

The **Superintendent or designee** shall instruct all staff members to continually observe students for conditions that indicate **health problems** or disability and to promptly report such conditions to the certified school nurse.[\[2\]](#)

The Superintendent or designee shall ensure that notice is provided to all parents/guardians regarding the existence of and eligibility for the Children's Health Insurance Program (CHIP).[\[9\]](#)

Legal References:

1. 24 P.S. 1401
2. 24 P.S. 1402
3. 24 P.S. 1403
4. 22 PA Code 12.41
5. 24 P.S. 1407

6. 28 PA Code 23.1 et seq
7. 24 P.S. 1419
8. 28 PA Code 23.45
9. 24 P.S. 1406
10. 24 P.S. 1405
11. 28 PA Code 23.2
12. 20 U.S.C. 1232h
13. 24 P.S. 1409
14. Pol. 216 - Student Records
15. Pol. 800 - Records Management
16. 24 P.S. 1410
17. 28 PA Code 23.3

Related Information:

24 P.S. 1401-1419
22 PA Code 403.1
55 PA Code 3270.131
55 PA Code 3270.132
55 PA Code 3270.241
Philadelphia Code of Ordinances - Title 6, Section 6-209

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 200 Pupils

TITLE: Controlled
Substances/Paraphernalia

ADOPTED:

REVISED:

CONTROLLED SUBSTANCES/PARAPHERNALIA

Purpose

The School Reform Commission recognizes that the abuse of controlled substances is a serious problem with legal, physical and social implications for the whole school community. As an educational institution, the schools shall strive to prevent abuse of controlled substances.

Definitions

For purposes of this policy, **controlled substances** shall include all:[\[1\]](#)[\[2\]](#)

1. Controlled substances prohibited by federal and state laws.
2. Look-alike drugs.
3. Alcoholic beverages.
4. Anabolic steroids or other substances intended to enhance physical or athletic performance.
5. Drug paraphernalia.
6. Any volatile solvents or inhalants, such as but not limited to glue and aerosol products.
7. Substances that when ingested cause a physiological effect that is similar to the effect of a controlled substance as defined by state or federal laws, such as but not limited to herbal incense or other products containing synthetic cannabinoids.
8. Prescription or nonprescription (over-the-counter) medications, except those for which permission for use in school has been granted pursuant to SRC policy.[\[3\]](#)[\[4\]](#)

For purposes of this policy, **under the influence** shall include any consumption or ingestion of controlled substances by a student.

For purposes of this policy, **look-alike drug** shall include any pill, capsule, tablet, powder, plant matter or other item or substance that is designed or intended to resemble a controlled substance prohibited by this policy, or is used in a manner likely to induce others to believe the material is a controlled substance.

Authority

The SRC prohibits students from using, possessing, distributing, and being under the influence of any controlled substances during school hours, at any time while on school-owned or leased property, at any school-sponsored activity, and during the time spent traveling to and from school and to and from school-sponsored activities.[\[5\]](#)[\[6\]](#)[\[7\]](#)

~~The SRC may require participation in drug counseling, rehabilitation, testing or other programs as a condition of reinstatement into the school's educational, extracurricular or athletic programs resulting from violations of this policy.~~

In the case of a student with a disability, including a student for whom an evaluation is pending, the district shall take all steps required to comply with state and federal laws and regulations, the procedures set forth in the memorandum of understanding with local law enforcement and SRC policies.[\[8\]](#)[\[9\]](#)[\[10\]](#)[\[11\]](#)[\[12\]](#)[\[13\]](#)

Off-Campus Activities

This policy shall also apply to student conduct that occurs off school property and would otherwise violate the Code of Student Conduct if any of the following circumstances exist:[\[14\]](#)

1. The conduct occurs during the time the student is traveling to and from school or traveling to and from school-sponsored activities, whether or not via school district furnished transportation.
2. The student is a member of an extracurricular activity and has been notified that particular off-campus conduct could result in exclusion from such activities.[\[15\]](#)[\[16\]](#)
3. Student expression or conduct materially and substantially disrupts the operations of the school, or the administration reasonably anticipates that the expression or conduct is likely to materially and substantially disrupt the operations of the school.
4. The conduct has a direct nexus to attendance at school or a school-sponsored activity, for example, a transaction conducted outside of school pursuant to an agreement made in school, that would violate the Code of Student Conduct if conducted in school.
5. The conduct involves the theft or vandalism of school property.
6. There is otherwise a nexus between the proximity or timing of the conduct in relation to the student's attendance at school or school-sponsored activities.

Delegation of Responsibility

The Superintendent or designee shall develop administrative procedures to identify and control substance abuse in the schools which:

1. Establish procedures to deal with students suspected of using, possessing, being under the influence, or distributing controlled substances in school, up to and including expulsion and referral for prosecution.[14][17][18][19][20]
2. Disseminate to students, parents/guardians and staff the SRC policy and administrative procedures governing student abuse of controlled substances.
3. Discourage use of and provide education concerning the dangers of abusing controlled substances.
4. Establish procedures for education and readmission to school of students convicted of offenses involving controlled substances.

The Superintendent, Office of School Safety, or designee shall immediately report required incidents and may report discretionary incidents involving possession, use or sale of controlled substances on school property, at any school-sponsored activity or on a conveyance providing transportation to or from a school or school-sponsored activity to the local police department that has jurisdiction over the school's property, in accordance with state law and regulations, the procedures set forth in the memorandum of understanding with local law enforcement and SRC policies.[13][17][18][21][22][23]

The Superintendent or designee shall notify the parent/guardian of any student directly involved in an incident involving possession, use or sale of controlled substances as a victim or suspect immediately, as soon as practicable. The Superintendent or designee shall inform the parent/guardian whether or not the local police department that has jurisdiction over the school property has been or may be notified of the incident. The Superintendent or designee shall document attempts made to reach the parent/guardian.[13][21][24]

In accordance with state law, the Superintendent shall annually, by July 31, report all incidents of possession, use or sale of controlled substances to the Office for Safe Schools.[13][18]

Guidelines

No student may be admitted to a program that seeks to identify and rehabilitate the potential abuser without the intelligent, voluntary and aware consent of the student and parent/guardian.

Anabolic Steroids

The SRC prohibits the use of anabolic steroids by students involved in school-related athletics, except for a valid medical purpose. Body building and muscle enhancement, **increasing muscle**

bulk or strength, or the enhancement of athletic ability are not valid medical purposes. Human Growth Hormone (HGH) shall not be included as an anabolic steroid.[\[25\]](#)

Students shall be made aware annually of the dangers of steroid use; that anabolic steroids are classified as controlled substances; and that their use, unauthorized possession, purchase, or sale could subject students to suspension, expulsion and/or criminal prosecution.[\[20\]](#)[\[26\]](#)

Legal References:

- [1. 35 P.S. 780-102](#)
- [2. 21 U.S.C. 812](#)
3. Pol. 210 - Use of Medications/Medical Technology
4. Pol. 210.1 - Possession/Use of Emergency Medications
- [5. 24 P.S. 510](#)
- [6. 24 P.S. 511](#)
- [7. 22 PA Code 12.3](#)
- [8. 22 PA Code 10.23](#)
- [9. 20 U.S.C. 1400 et seq](#)
10. Pol. 103.1 - Nondiscrimination-Qualified Students With Disabilities/Protected Handicapped Students
11. Pol. 113.1 - Discipline of Students With Disabilities
12. Pol. 113.2 - Behavior Support
13. Pol. 805.1 - Relations With Law Enforcement Agencies
14. Pol. 218 - Student Conduct and Discipline
15. Pol. 122 - Extracurricular Activities
16. Pol. 123 - Interscholastic Athletics
- [17. 24 P.S. 1302.1-A](#)
- [18. 24 P.S. 1303-A](#)
- [19. 42 Pa. C.S.A. 8337](#)
20. Pol. 233 - Suspension and Expulsion
- [21. 22 PA Code 10.2](#)
- [22. 22 PA Code 10.21](#)
- [23. 22 PA Code 10.22](#)
- [24. 22 PA Code 10.25](#)
- [25. 35 P.S. 807.1](#)
- [26. 35 P.S. 807.2](#)

Related Information:

- [24 P.S. 696](#)
- [22 PA Code 403.1](#)
- [35 P.S. 780-101 et seq](#)
- [35 P.S. 807.1 et seq](#)
- [20 U.S.C. 7114](#)
- [20 U.S.C. 7161](#)
- [21 U.S.C. 801 et seq](#)
- [34 CFR Part 300](#)

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 200 Pupils

TITLE: Electronic Devices

ADOPTED:

REVISED:

ELECTRONIC DEVICES

Purpose

The School Reform Commission (SRC) adopts this policy **to contribute toward the maintenance of** an educational environment that is safe and secure for district students and employees. Further, the SRC recognizes that certain electronic devices can be used for educational purposes.

Definition

Electronic devices shall include all devices that can take photographs; record, **play or edit** audio or video data; store, transmit or receive **calls**, messages, data or images; **perform online applications**; or provide a wireless, unfiltered connection to the Internet.

Authority

The SRC requires this policy to be posted on the district's publicly accessible website.[\[1\]](#)

The district shall not be liable for the loss, damage or misuse of any electronic device. The district shall provide no technical support, troubleshooting, or repair for personal electronic devices.

Approved Use of Electronic Devices

Electronic devices may be used in the classroom, in education-related activities and in approved locations under the supervision of professional staff for educational purposes only. All use shall be in compliance with the Student Code of Conduct, the Acceptable Use Policy **or as designated in an individualized education program (IEP).**[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)

The district shall provide filtered Internet access for educational purposes for student use in accordance with the Children's Internet Protection Act and the Acceptable Use Policy. The district is not capable of filtering content for students using non-district network access, such as cellular smart phone networks. Parent/Guardians assume all responsibility for unfiltered access to the Internet via non-district Internet connections.[\[5\]](#)

Use of electronic devices for photography and/or recording may only occur when authorized by the building principal, district administration, or designated professional staff members for the purposes of participation in educational activities.

The building administrator may grant approval for possession and use of a telephone paging device/beeper by a student for the following reasons:[\[6\]](#)

1. Student is a member of a volunteer fire company, ambulance or rescue squad.
2. Student has a need due to the medical condition of an immediate family member.
3. Other reasons determined appropriate by the building principal.

Unauthorized Use of Electronic Devices

The SRC prohibits use of all electronic devices by students in locker rooms, bathrooms and other changing areas.

The SRC prohibits the taking, storing, disseminating, transferring, viewing, or sharing of obscene, pornographic, lewd, or otherwise illegal images or photographs, whether by electronic data transfer or other means, including but not limited to texting and emailing.

Audio and videotaping shall be consistent with state and federal laws. Recording anyone without their knowledge and permission is prohibited and may be punishable under federal, state and local laws.

Off-Campus Activities

This policy shall also apply to student conduct that occurs off school property and would otherwise violate the Code of Student Conduct if any of the following circumstances exist:[\[4\]](#)

- 1. The conduct occurs during the time the student is traveling to and from school or traveling to and from school-sponsored activities, whether or not via school district furnished transportation.**
- 2. The student is a member of an extracurricular activity and has been notified that particular off-campus conduct could result in exclusion from such activities.[\[7\]](#)[\[8\]](#)**
- 3. Student expression or conduct materially and substantially disrupts the operations of the school, or the administration reasonably anticipates that the expression or conduct is likely to materially and substantially disrupt the operations of the school.**
- 4. The conduct has a direct nexus to attendance at school or a school-sponsored activity, for example, a transaction conducted outside of school pursuant to an**

agreement made in school, that would violate the Code of Student Conduct if conducted in school.

- 5. The conduct involves the theft or vandalism of school property.**
- 6. There is otherwise a nexus between the proximity or timing of the conduct in relation to the student's attendance at school or school-sponsored activities.**

Delegation of Responsibility

The Superintendent or designee shall annually notify students, parents/guardians and employees about **this policy and its availability on the district's website.**[\[1\]](#)

The Superintendent or designee shall develop administrative procedures to implement this policy.

Guidelines

Violations of this policy by a student shall result in disciplinary action and may result in confiscation of the electronic device.[\[4\]](#)[\[9\]](#)[\[10\]](#)

Violations of this policy may constitute a crime under state and/or federal law and the district may report such conduct to state and/or federal law enforcement agencies.

Legal References:

1. 24 P.S. 510.2

2. 24 P.S. 510

3. Pol. 113 - Special Education

4. Pol. 218 - Student Conduct and Discipline

5. Pol. 815 - Acceptable Use of Internet, Technology and Network Resources

6. 24 P.S. 1317.1

7. Pol. 122 - Extracurricular Activities

8. Pol. 123 - Interscholastic Athletics

9. Pol. 226 - Searches

10. Pol. 233 - Suspension and Expulsion

Related Information:

Philadelphia Home Rule Charter - 12-300

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 100 Programs

TITLE: Nondiscrimination –
Qualified Students With
Disabilities/Protected Handicapped
Students

ADOPTED: August 24, 2011

REVISED:

103.1 NONDISCRIMINATION – QUALIFIED STUDENTS WITH DISABILITIES/PROTECTED HANDICAPPED STUDENTS

Authority

The School Reform Commission declares it to be the policy of this district to ensure that all district programs and practices are free from discrimination against all qualified students with disabilities/protected handicapped students. The SRC recognizes its responsibility to provide academic and nonacademic services and programs equally to students with and without disabilities.[\[1\]\[2\]\[3\]\[4\]\[5\]\[6\]\[7\]\[8\]](#)[\[9\]](#)

The district shall provide to each qualified student with a disability/protected handicapped student enrolled in the district, without cost to the student or parent/guardian, a free and appropriate public education (FAPE). This includes provision of education and related aids, services, or accommodations which are needed to afford each qualified student with a disability/protected handicapped student equal opportunity to participate in and obtain the benefits from educational programs and extracurricular activities without discrimination, to the same extent as each student without a disability, consistent with federal and state laws and regulations.

The SRC encourages students and parents/guardians who believe they have been subjected to discrimination or harassment to promptly report such incidents to designated employees.

The SRC directs that complaints of discrimination or harassment shall be investigated promptly, and corrective action be taken for substantiated allegations. Confidentiality of all parties shall be maintained, consistent with the district's legal and investigative obligations.

The district shall not intimidate, threaten, coerce, discriminate or retaliate against any individual for the purpose of interfering with any right or privilege secured by this policy.

In the event that the district fails to investigate a complaint of discrimination, fails to document the outcome of an investigation of discrimination, or if discrimination continues after an investigation has concluded, individuals may present a complaint in accordance with applicable SRC policies and administrative procedures.[\[10\]](#)

Definitions

Qualified student with a disability/protected handicapped student - a student who has a physical or mental disability which substantially limits or prohibits participation in or access to an aspect of the district's educational programs, nonacademic services or extracurricular activities.[\[11\]\[12\]](#)

Section 504/ Chapter 15 Team- a group of individuals who are knowledgeable about the student, the meaning of the evaluation data and the placement options for the student. This could include, as appropriate, documentation or input from classroom teachers, **administrators or designees**, counselors, psychologists, school nurses, **related service providers**, outside care providers and the student's parents/guardians.[\[3\]\[8\]](#)

Section 504 Service Agreement (Service Agreement/504 Plan) - an individualized plan for a qualified student with a disability/protected handicapped student which sets forth the specific related aids, services, or accommodations needed by the student, which shall be implemented in school, in transit to and from school, and in all programs and procedures, so that the student has equal access to the benefits of the school's educational programs, nonacademic services, and extracurricular activities.[\[13\]](#)

Disability harassment - intimidation or abusive behavior toward a student based on disability that creates a hostile environment by interfering with or denying a student's participation in or receipt of benefits, services, or opportunities in the school's educational programs, nonacademic services, or extracurricular activities.[\[14\]](#)

Delegation of Responsibility

In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the SRC shall designate a district **Section 504/Chapter 15** Coordinator.[\[15\]](#)

In addition, each school within the district shall have a **Section 504/Chapter 15** Administrator and case manager.

The district shall publish and disseminate this policy and a complaint procedure on or before the first day of each school year by posting it on the district's website and in school calendars or brochures. The district shall notify parents/guardians of students residing in the district of the district's responsibilities under applicable laws and regulations, and that the district does not discriminate against qualified individuals with disabilities/**protected handicapped students**. The notice shall include the name, position, office address, telephone number and email address of the **Section 504/Chapter 15** Coordinator.[\[16\]\[17\]](#)

Guidelines

This policy shall be made available in English and all other languages necessary to facilitate understanding by district residents.

Regulatory Procedure

Identification and Evaluation

The district shall conduct an annual child find campaign to locate and identify every district student with a disability thought to be eligible for Section 504 services and protections. The district may combine this search with the district's IDEA child find efforts, in order to not duplicate efforts.[\[17\]](#)[\[18\]](#)

If a parent/guardian or the district has reason to believe that a student should be identified as a qualified student with a disability/protected handicapped student, should no longer be identified as a qualified student with a disability/protected handicapped student, or requires a change in or modification of the student's current Service Agreement, the parent/guardian or the district shall provide the other party with written notice.[\[19\]](#)[\[20\]](#)[\[21\]](#)

The district's notices to the parents/guardians shall be in the parents'/guardians' native language or mode of communication.

The district shall establish standards and procedures for initial evaluations and periodic re-evaluations of students who need or are believed to need related services because of a disability.[\[21\]](#)

The district shall specifically identify the procedures and types of tests used to evaluate a student, and provide the parent/guardian the opportunity to give or withhold consent to the proposed evaluation(s) in writing.[\[21\]](#)

The district shall establish procedures for evaluation and placement that assure tests and other evaluation materials:

1. Have been validated and are administered by trained personnel.
2. Are tailored to assess educational need and are not based solely on IQ scores.
3. Reflect aptitude or achievement or anything else the tests purport to measure and do not reflect the student's impaired sensory, manual or speaking skills (except where those skills are what is being measured).

Service Agreement

If a student is determined to be a qualified student with a disability/protected handicapped student, the district shall develop a written Service Agreement for the delivery of all appropriate aids, services, or accommodations necessary to provide the student with FAPE.[\[13\]](#)

The Service Agreement shall be in writing and signed by the principal **or designee** and one (1) parent/guardian. Oral agreements may not be relied upon.[\[13\]](#)

The Service Agreement shall set forth the date the services shall begin; the date the services shall be discontinued; when appropriate, the procedure to be followed in the event of a medical emergency; specific related aids, services or accommodations the student shall receive, or if an agreement is being modified, the modified services the student shall receive.

The district shall not modify or terminate a student's current Service Agreement without the parent's/guardian's written consent.[\[19\]](#)

Educational Programs/Nonacademic Services/Extracurricular Activities

The district shall educate a qualified student with a disability/protected handicapped student with students who are not disabled to the maximum extent appropriate to the needs of the student. A qualified student with a disability/protected handicapped student shall be removed from the regular educational environment only when the district determines that educating the student in the regular educational environment with the use of related aids, services, or accommodations cannot be achieved satisfactorily. Placement in a setting other than the regular educational environment shall take into account the proximity of the alternative setting to the student's home.[\[22\]\[23\]](#)

The district shall not discriminate against any qualified student with a disability/protected handicapped student in its provision of nonacademic services and extracurricular activities including, but not limited to, counseling services, athletics, transportation, health services, recreational activities, special interest groups or clubs, and referrals to agencies which provide assistance to individuals with disabilities.[\[22\]\[23\]\[24\]\[25\]\[26\]\[27\]\[28\]](#)

Discipline

When necessary, the district shall discipline qualified students with disabilities/protected handicapped students in accordance with state and federal laws and regulations, SRC policies **and district administrative procedures**.[\[29\]\[30\]\[31\]](#)

Parental Involvement

Parents/Guardians have the right to inspect and review all relevant school records of the student, meet with the appropriate school officials to discuss any and all issues relevant to the evaluation and accommodations of their child, and give or withhold their written consent to the evaluation and/or the provision of services.[\[13\]\[20\]\[21\]\[32\]](#)

Confidentiality of Student Records

All personally identifiable information regarding a qualified student with a disability/protected handicapped student shall be treated as confidential and disclosed only as permitted by the Family Educational Rights and Privacy Act (FERPA) and its implementing regulations, state regulations, and SRC policy.[\[33\]\[34\]\[35\]](#)

Referral to Law Enforcement and Reporting Requirements

For reporting purposes, the term incident shall mean an instance involving an act of violence; the possession of a weapon; the possession, use, or sale of a controlled substance or drug paraphernalia as defined in the Pennsylvania Controlled Substance, Drug, Device and Cosmetic Act; the possession, use, or sale of alcohol or tobacco; or conduct that constitutes an offense listed under the Safe Schools Act.[\[36\]](#)[\[37\]](#)[\[38\]](#)

The Superintendent, Office of School Safety or designee shall immediately report required incidents and may report discretionary incidents committed on school property, at any school-sponsored activity or on a conveyance providing transportation to or from a school or school-sponsored activity by a qualified student with a disability/protected handicapped student, including a student for whom an evaluation is pending, to the local police department that has jurisdiction over the school's property, in accordance with state and federal laws and regulations, the procedures set forth in the memorandum of understanding with local law enforcement, and SRC policies. The Superintendent or designee shall respond in a manner that is consistent with the student's Service Agreement and Behavior Support Plan, if applicable.[\[11\]](#)[\[13\]](#)[\[22\]](#)[\[30\]](#)[\[34\]](#)[\[36\]](#)[\[39\]](#)[\[40\]](#)[\[41\]](#)[\[42\]](#)[\[43\]](#)[\[44\]](#)[\[45\]](#)[\[46\]](#)[\[47\]](#)[\[48\]](#)[\[49\]](#)

In making a determination of whether to notify the local police department of a discretionary incident committed by a qualified student with a disability/protected handicapped student, including a student for whom an evaluation is pending, the Superintendent, Office of School Safety or designee shall use the same criteria used for students who do not have a disability.[\[40\]](#)[\[49\]](#)[\[50\]](#)[\[9\]](#)

For a qualified student with a disability/protected handicapped student who does not have a Behavior Support Plan as part of the student's Service Agreement, subsequent to notification to law enforcement, the district, in consultation with the student's parent/guardian, shall consider whether a Behavior Support Plan should be developed as part of the Service Agreement to address the student's behavior.[\[13\]](#)[\[41\]](#)

In accordance with state law, the Superintendent shall annually, by July 31, report to the Office for Safe Schools on the required form all new incidents committed by qualified students with disabilities/protected handicapped students, including students for whom an evaluation is pending, which occurred on school property, at any school-sponsored activity or on a conveyance providing transportation to or from a school or school-sponsored activity.[\[37\]](#)[\[49\]](#)

Procedural Safeguards

The district shall establish and implement a system of procedural safeguards that includes notice of rights to the parent/guardian of a student suspected of being a qualified student with a disability/protected handicapped student, an opportunity for the parent/guardian to review relevant records, an impartial hearing with an opportunity for participation by the student's parent/guardian, and a review procedure.[\[32\]](#)[\[51\]](#)

A student or parent/guardian filing a claim of discrimination need not exhaust these procedures prior to initiating court action under Section 504.[\[20\]](#)

~~Parental Request For Assistance—~~

~~Parents/Guardians may file a written request for assistance with the Pennsylvania Department of Education (PDE) if one (1) or both of the following apply:~~[\[32\]](#)

- ~~1. The district is not providing the related aids, services and accommodations specified in the student's Service Agreement.~~
- ~~2. The district has failed to comply with the procedures and state regulations.~~

~~PDE shall investigate and respond to requests for assistance and, unless exceptional circumstances exist, shall, within sixty (60) calendar days of receipt of the request, send to the parents/guardians and district a written response to the request. The response to the parents'/guardians' request shall be in the parents'/guardians' native language or mode of communication.~~[\[32\]](#)

~~Informal Conference—~~

~~At any time, parents/guardians may file a written request with the district for an informal conference with respect to the identification or evaluation of a student, or the student's need for related aids, services or accommodations. Within ten (10) school days of receipt of the request, the district shall convene an informal conference. At the conference, every effort shall be made to reach an amicable agreement.~~[\[32\]](#)

~~Formal Due Process Hearing—~~

~~If the matters raised by the district or parents/guardians are not resolved at the informal conference, the district or parents/guardians may submit a written request for an impartial due process hearing. The hearing shall be held before an impartial hearing officer and shall be conducted in accordance with state regulations.~~[\[32\]](#)[\[52\]](#)

~~Judicial Appeals—~~

~~The decision of the impartial hearing officer may be appealed to a court of competent jurisdiction.~~[\[32\]](#)

Regulatory Procedure

Complaint Procedure

~~This complaint procedure is in addition to and does not prevent parents/guardians from using any option in the procedural safeguards system.~~[\[9\]](#)

Step 1—Reporting

~~A student or his/her parent/guardian who believes s/he has been subject to conduct **by any student, employee or third party** that constitutes a violation of this policy is encouraged to immediately report the incident to the Section 504/Chapter 15 case manager or to any other~~

member of the school staff, including teachers, guidance counselors, ~~nurses~~, coaches and administrators.

A school employee who witnesses, suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the Section 504/Chapter 15 case manager or designee.

If the Section 504/Chapter 15 case manager is the subject of a complaint, the student, parent/guardian or employee shall report the incident directly to the district's Section 504/Chapter 15 Coordinator.

The complainant or reporting employee is encouraged to use the report form available from the Section 504/Chapter 15 building administrator, but oral complaints shall be acceptable. Oral complaints shall be documented by the Section 504/Chapter 15 case manager.

Step 2—Investigation

Upon receiving a complaint of discrimination, the Section 504/Chapter 15 administrator, case manager or designee shall investigate the complaint, unless the Section 504/Chapter 15 administrator, case manager or designee is the subject of the complaint or is unable to conduct the investigation.

~~The Section 504/Chapter 15 administrator, case manager or designee shall conduct an adequate, reliable and impartial investigation and shall provide the opportunity for each party to present witnesses and other evidence.~~

The investigation may consist of individual interviews with the complainant, the accused, and others with knowledge relative to the incident. The investigator may also evaluate any other information and materials relevant to the investigation.

The investigator shall attempt to secure statements from all participants in, and witnesses to the complaint. The accused shall have the right of representation during his/her interview as required by the applicable collective bargaining agreement or practice.

~~If the investigation results in a determination that the conduct being investigated may involve a violation of criminal law, the building administrator or designee shall inform law enforcement authorities about the incident.~~

~~The obligation to conduct this investigation shall not be negated by the fact that a criminal investigation of the incident is pending or has been concluded. The investigator should coordinate with any other ongoing district or criminal investigation of the incident.~~

All investigations shall be completed by the assigned investigator within fourteen (14) days from the filing date of the complaint. Extenuating circumstances for not being able to comply with the deadline must be approved by the **Section 504/Chapter 15 Coordinator**. The extension must be a specified period of time not exceeding fourteen (14) days, and must be communicated to the complainant.

Step 3—Investigative Report

~~The Section 504/Chapter 15 administrator, case manager or designee shall prepare a written report to the Section 504/Chapter 15 Coordinator within fourteen (14) days, unless additional time to complete the investigation is required. The report shall include a summary of the investigation, a determination of whether the complaint has been substantiated as factual and whether it is a violation of this policy, the basis for the determination and a recommended disposition of the complaint.~~

~~The complainant and the accused shall be provided written notice of the outcome of the investigation, including the recommended disposition. The accused shall not be notified of the individual remedies offered or provided to the complainant.~~[\[33\]](#)

Step 4—District Action

~~If the investigation results in a finding that the complaint is factual and constitutes a violation of this policy, the district shall take prompt, corrective action to ensure that such conduct ceases. The district shall take steps to prevent the recurrence of prohibited conduct and to correct the discriminatory effect on the complainant and others, if appropriate. District staff shall document the corrective action taken and, where not prohibited by law, inform the complainant.~~[\[33\]](#)

~~Disciplinary actions shall be consistent with the Code of Student Conduct, SRC policies and administrative procedures, applicable collective bargaining agreements, and state and federal laws, and may include educational activities and/or counseling services.~~

~~If it is concluded that a student has knowingly made a false complaint under this policy, such student shall be subject to disciplinary action.~~

Appeal Procedure

- ~~1. If the complainant or the accused is not satisfied with a finding of no violation of the policy or with the recommended corrective action, s/he may submit a written appeal to the Section 504/Chapter 15 Coordinator within fifteen (15) days.~~
- ~~2. The Section 504/Chapter 15 Coordinator shall review the investigation and the investigative report and may also conduct a reasonable investigation.~~
- ~~3. The Section 504/Chapter 15 Coordinator shall prepare a written response to the appeal within fifteen (15) days. Copies of the response shall be provided to the complainant, the accused and the Section 504/Chapter 15 case manager who conducted the initial investigation.~~

Legal References:

1. 22 PA Code 12.1
2. 22 PA Code 12.4
3. 22 PA Code 15.1 et seq
4. 22 PA Code 4.4

5. 29 U.S.C. 794
6. 42 U.S.C. 12101 et seq
7. 28 CFR Part 35
8. 34 CFR Part 104
9. Pol. 103
10. Pol. 906
11. 22 PA Code 15.2
12. 42 U.S.C. 12102
13. 22 PA Code 15.7
14. Pol. 248
15. 34 CFR 104.7
16. 22 PA Code 15.4
17. 34 CFR 104.32
18. Pol. 113
19. 22 PA Code 15.5
20. 22 PA Code 15.6
21. 34 CFR 104.35
22. 22 PA Code 15.3
23. 34 CFR 104.34
24. 34 CFR 104.37
25. Pol. 112
26. Pol. 122
27. Pol. 123
28. Pol. 810
29. Pol. 113.1
30. Pol. 218
31. Pol. 233
32. 22 PA Code 15.8
33. 20 U.S.C. 1232g
34. 22 PA Code 15.9
35. Pol. 216
36. 22 PA Code 10.2
37. 24 P.S. 1303-A
38. 35 P.S. 780-102
39. 22 PA Code 10.21
40. 22 PA Code 10.22
41. 22 PA Code 10.23
42. 22 PA Code 10.25
43. 24 P.S. 1302.1-A
44. Pol. 113.2
45. Pol. 218.1
46. Pol. 218.2
47. Pol. 222
48. Pol. 227
49. Pol. 805.1
50. 22 PA Code 15.1
51. 34 CFR 104.36
52. 22 PA Code 14.162

Related Information:

28 CFR Part 35

34 CFR Part 99

Philadelphia Code of Ordinances (Fair Practice Ordinance) - 9-1101 et seq

Philadelphia Commission on Human Relations Guidance

**ADMINISTRATIVE PROCEDURES: NONDISCRIMINATION – QUALIFIED
STUDENTS WITH DISABILITIES/PROTECTED HANDICAPPED STUDENTS
(Attachment for Policy No. 103.1)**

Parental Request For Assistance –

Parents/Guardians may file a written request for assistance with the Pennsylvania Department of Education (PDE) if one (1) or both of the following apply:[\[1\]](#)

1. The district is not providing the related aids, services and accommodations specified in the student's Service Agreement.
2. The district has failed to comply with the procedures and state regulations.

PDE shall investigate and respond to requests for assistance and, unless exceptional circumstances exist, shall, within sixty (60) calendar days of receipt of the request, send to the parents/guardians and district a written response to the request. The response to the parents'/guardians' request shall be in the parents'/guardians' native language or mode of communication.[\[1\]](#)

Informal Conference –

At any time, parents/guardians may file a written request with the district for an informal conference with respect to the identification or evaluation of a student, or the student's need for related aids, services or accommodations. Within ten (10) school days of receipt of the request, the district shall convene an informal conference. At the conference, every effort shall be made to reach an amicable agreement.[\[1\]](#)

Formal Due Process Hearing –

If the matters raised by the district or parents/guardians are not resolved at the informal conference, the district or parents/guardians may submit a written request for an impartial due process hearing. The hearing shall be held before an impartial hearing officer and shall be conducted in accordance with state regulations.[\[1\]](#)[\[2\]](#)

Judicial Appeals –

The decision of the impartial hearing officer may be appealed to a court of competent jurisdiction.[\[1\]](#)

Complaint/Grievance Procedure

Complaint Procedure

This complaint procedure is in addition to and does not prevent parents/guardians from using any option in the procedural safeguards system.[3]

Step 1 – Reporting

A student or his/her parent/guardian who believes s/he has been subject to conduct by any student, employee or third party that constitutes a violation of this policy is encouraged to immediately report the incident to the Section 504/Chapter 15 case manager or to any other member of the school staff, including teachers, guidance counselors, nurses, coaches and administrators.

A school employee who witnesses, suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the Section 504/Chapter 15 case manager or designee.

If the Section 504/Chapter 15 case manager is the subject of a complaint, the student, parent/guardian or employee shall report the incident directly to the district's Section 504/Chapter 15 Coordinator.

The complainant or reporting employee is encouraged to use the report form available from the Section 504/Chapter 15 building administrator, but oral complaints shall be acceptable. Oral complaints shall be documented by the Section 504/Chapter 15 case manager.

Step 2 – Investigation

Upon receiving a complaint of discrimination, the Section 504/Chapter 15 administrator, case manager or designee shall investigate the complaint, unless the Section 504/Chapter 15 administrator, case manager or designee is the subject of the complaint or is unable to conduct the investigation.

The Section 504/Chapter 15 administrator, case manager or designee shall conduct an adequate, reliable and impartial investigation and shall provide the opportunity for each party to present witnesses and other evidence.

The investigation may consist of individual interviews with the complainant, the accused, and others with knowledge relative to the incident. The investigator may also evaluate any other information and materials relevant to the investigation.

The investigator shall attempt to secure statements from all participants in, and witnesses to the complaint. The accused shall have the right of representation during his/her interview as required by the applicable collective bargaining agreement or practice.

If the investigation results in a determination that the conduct being investigated may involve a violation of criminal law, the building administrator or designee shall inform law enforcement authorities about the incident.

The obligation to conduct this investigation shall not be negated by the fact that a criminal investigation of the incident is pending or has been concluded. The investigator should coordinate with any other ongoing district or criminal investigation of the incident.

All investigations shall be completed by the assigned investigator within fourteen (14) days from the filing date of the complaint. Extenuating circumstances for not being able to comply with the deadline must be approved by the Section 504/Chapter 15 Coordinator. The extension must be a specified period of time not exceeding fourteen (14) days, and must be communicated to the complainant.

Step 3 – Investigative Report

The Section 504/Chapter 15 administrator, case manager or designee shall prepare a written report to the Section 504/Chapter 15 Coordinator within fourteen (14) days, unless additional time to complete the investigation is required. The report shall include a summary of the investigation, a determination of whether the complaint has been substantiated as factual and whether it is a violation of this policy, the basis for the determination and a recommended disposition of the complaint.

The complainant and the accused shall be provided written notice of the outcome of the investigation, including the recommended disposition. The accused shall not be notified of the individual remedies offered or provided to the complainant.[\[4\]](#)

Step 4 – District Action

If the investigation results in a finding that the complaint is factual and constitutes a violation of this policy, the district shall take prompt, corrective action to ensure that such conduct ceases. The district shall take steps to prevent the recurrence of prohibited conduct and to correct the discriminatory effect on the complainant and others, if appropriate. District staff shall document the corrective action taken and, where not prohibited by law, inform the complainant.[\[4\]](#)

Disciplinary actions shall be consistent with the Code of Student Conduct, SRC policies and administrative procedures, applicable collective bargaining agreements, and state and federal laws, and may include educational activities and/or counseling services.

If it is concluded that a student has knowingly made a false complaint under this policy, such student shall be subject to disciplinary action.

Appeal Procedure

1. If the complainant or the accused is not satisfied with a finding of no violation of the policy or with the recommended corrective action, s/he may submit a written appeal to the Section 504/Chapter 15 Coordinator within fifteen (15) days.
2. The Section 504/Chapter 15 Coordinator shall review the investigation and the investigative report and may also conduct a reasonable investigation.
3. The Section 504/Chapter 15 Coordinator shall prepare a written response to the appeal within fifteen (15) days. Copies of the response shall be provided to the complainant, the accused and the Section 504/Chapter 15 case manager who conducted the initial investigation.

Legal References:

1. 22 PA Code 15.8
2. 22 PA Code 14.162
3. Pol. 103
4. 20 U.S.C. 1232g

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 100 Programs

TITLE: Curriculum
Development

ADOPTED: April 27, 1981

REVISED: December 17,
1990

105 CURRICULUM DEVELOPMENT

Purpose

Superintendent or his/her designee recognizes its responsibility for the **development, assessment** and improvement of the educational program **of the schools**. To this **end**, the curriculum shall be evaluated, developed **and modified** on a continuing basis **and** in accordance with **a plan for curriculum improvement**.[\[1\]](#)

Definition

Curriculum - series of planned instruction aligned with established academic standards in each subject that is coordinated, articulated and implemented in a manner designed to result in the achievement of academic standards **at the proficient level of all students**.[\[2\]](#)[\[3\]](#)[\[4\]](#)

Authority

The SRC is responsible for the curriculum of the district's schools. The curriculum shall be designed to provide students the opportunity to achieve the academic standards established by the SRC. Attaining the academic standards requires students to demonstrate the acquisition and application of knowledge.[\[1\]](#)[\[2\]](#)[\[4\]](#)

In order to provide a quality educational program for district students, the SRC shall adopt a curriculum plan that includes the requirements for courses to be taught; subjects to be taught in the English language; courses adapted to the age, development and needs of students; and strategies for assisting those students having difficulty attaining the academic standards.[\[1\]](#)[\[2\]](#)[\[5\]](#)[\[6\]](#)[\[7\]](#)[\[8\]](#)

Mandatory Regulatory Procedure

The SRC is committed to the support of a full range of curricular programs. The district's curriculum shall provide the following:

- 1. Continuous learning through effective collaboration among the schools of this district.**

2. Continuous access for all students to sufficient programs and services of a library/media facility and classroom collection to support the educational program.[9]
3. Guidance and counseling services for all students to assist in career and academic planning.[10]
4. A continuum of educational programs and services for all students with disabilities, pursuant to law, regulations, and policies as adopted by the SRC .[11]
5. Limited English Proficiency programs for students whose dominant language is not English, pursuant to law, regulations, and policies as adopted by the SRC.[12]
6. Compensatory education programs for students, pursuant to law, regulations, and policies as adopted by the SRC.
7. Equal educational opportunity for all students, pursuant to law, regulations, and policies as adopted by the SRC.[13][14]
8. Career awareness and vocational education, pursuant to law, regulations, and policies as adopted by the SRC.[15]
9. Educational opportunities for identified gifted students, pursuant to law, regulations, and policies as adopted by the SRC.[16]
10. Regular and continuous instruction in required safety procedures.[17]

A listing of all curriculum materials shall be made available for the information of parents/guardians, students, staff and Commissioners.[1][18]

Delegation of Responsibility

As the educational leader of the district, the Superintendent shall be responsible to the SRC for the district's curriculum. S/He shall establish procedures for curriculum development, evaluation and modification, which ensure the utilization of available resources, and effective participation of administrators, teaching staff members, and community members.[1]

With prior SRC approval, the Superintendent may conduct pilot programs as deemed necessary to the continuing improvement of the instructional program. The Superintendent shall report periodically to the SRC on the status of each pilot program, along with its objectives, evaluative criteria, and costs.

The SRC directs the Superintendent to pursue actively state and federal aid in support of research activities.

Legal References:

1. 22 PA Code 4.4
2. 22 PA Code 4.12
3. 22 PA Code 4.3
4. Pol. 106 - Academic Standards
5. 24 P.S. 1511
6. 24 P.S. 1512
7. Pol. 107 - Adoption of Planned Instruction
8. Pol. 127 - Assessment System
9. Pol. 109 - Resource Materials
10. Pol. 112 - Guidance Counseling
11. Pol. 113 - Special Education
12. Pol. 138 - English as a Second Language/Bilingual Education Program
13. Pol. 103 - Nondiscrimination in School and Classroom Practices
14. Pol. 103.1 - Nondiscrimination-Qualified Students With Disabilities/Protected Handicapped Students
15. Pol. 115 - Career and Technical Education
16. Pol. 114 - Gifted Education
17. Pol. 805 - Emergency Preparedness
18. Pol. 105.1 - Review of Instructional Materials by Parents/Guardians and Students

Related Information:

- 24 P.S. 696
- 22 PA Code 4.21
- 22 PA Code 4.22
- 22 PA Code 4.23
- 22 PA Code 4.25
- 22 PA Code 4.26
- 22 PA Code 4.27
- 22 PA Code 4.29
- 22 PA Code 4.82

THE SCHOOL DISTRICT OF PHILADELPHIA

No. 107

SECTION:100 Programs

TITLE: Adoption of Planned
Instruction

ADOPTED:

REVISED: January 19, 2017

107 ADOPTION OF PLANNED INSTRUCTION

Purpose

The School Reform Commission shall provide a comprehensive program of planned instruction to enable district students to achieve educational objectives and attain academic standards required for student achievement. Planned instruction shall consist of the following:[\[1\]](#)[\[2\]](#)

1. Content, **including** materials, activities and instructional **time**.

Delegation of Responsibility

The Superintendent **or designee** shall be responsible for continuous evaluation of the effectiveness of **the district's planned instruction** and shall recommend to the **SRC** new **and revised planned instruction** deemed to be in the best interests of **district** students.

The Superintendent or designee shall invite the participation of administrative and professional staff members at appropriate levels in the formulation of recommendations.

The Superintendent or designee shall maintain a current list of all planned instruction offered by this district and shall furnish each Commissioner with a copy.

Mandatory Regulatory Procedures

The Superintendent's **or designee's** recommendation **shall** include the following information about the proposed **planned instruction**:

1. Applicability to students and an enumeration of the group of students affected.
2. Rationale in terms of district goals and **academic standards and justification** when it is proposed to take the place of an existing course.
3. Resources that its implementation will require, **such as** textbooks, materials, equipment, **and personnel**.

4. **Assessment** methods and **criteria** by which its **effectiveness** will be monitored and measured.

Legal References:

1. 22 PA Code 4.12
2. Pol. 105

Related Information:

- 22 PA Code 4.3
- 22 PA Code 4.11

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 100 Programs

TITLE: Home Education
Programs

ADOPTED:

REVISED:

137 (NEW) HOME EDUCATION PROGRAMS

Authority

Home education programs shall provide an appropriate education for students of compulsory school age residing in the school district and shall be conducted in accordance with state law and regulations.[\[1\]](#)[\[2\]](#)[\[3\]](#)

Definitions

Appropriate education - a program consisting of instruction in the required subjects for the time required by law and in which the student demonstrates sustained progress in the overall program.[\[2\]](#)

Home education program - a program conducted in compliance with law by the parent/guardian or person having legal custody of a child. A home education program shall not be considered a nonpublic school under the provisions of law.[\[2\]](#)

Delegation of Responsibility

The Superintendent or designee shall develop and distribute administrative procedures for registering and monitoring home education programs.

Legal References:

1. 24 P.S. 1327
2. 24 P.S. 1327.1
3. 22 PA Code 11.31a

Related Information:

- 24 P.S. 111
- 22 PA Code 11.33

ADMINISTRATIVE PROCEDURES: HOME EDUCATION PROGRAMS
(Attachment for Policy No. 137)

Eligibility/Affidavits

A notarized affidavit of the parent/guardian or person having legal custody of the child shall be filed prior to commencement of the home education program and annually thereafter by August 1 with the Superintendent or designee. The affidavit shall set forth:

1. Name of the supervisor of the home education program who will be responsible for the provision of instruction.
2. Name and age of each child who will participate in the home education program.
3. Address and telephone number of the home education program site.
4. That subjects required by law are offered in the English language, including an outline of proposed education objectives by subject area.
5. Evidence that the child has been immunized and has received the health and medical services required for students of the child's age or grade level.
6. Certification signed by the supervisor that the supervisor, all adults in the home and persons having legal custody of a child in the home education program have not been convicted of criminal offenses as enumerated in the School Code.

Program

1. A student who is enrolled in a home education program shall be deemed to have met the requirements if the program provides a minimum of one hundred eighty (180) days of instruction, or nine hundred (900) hours of instruction per year at the elementary level, or nine hundred ninety (990) hours per year at the secondary level.
2. At the elementary level, the following courses shall be taught: English, to include spelling, reading and writing; arithmetic; science; geography; history of the United States and Pennsylvania; civics; safety education, including regular and continuous instruction in the dangers and prevention of fires; health and physiology; physical education; music; and art.
3. At the secondary level, the following courses shall be taught: English, to include language, literature, speech and composition; science; geography; social studies, to include civics, world history, history of the United States and Pennsylvania; mathematics, to include general mathematics, algebra and geometry; art; music;

physical education; health; and safety education, including regular and continuous instruction in the dangers and prevention of fires.

4. Courses of study may include, at the discretion of the supervisor: economics; biology; chemistry; foreign languages; trigonometry; or other age-appropriate courses required by the State Board of Education.

Requirements Of Supervisor

1. In order to demonstrate that appropriate education is occurring, the supervisor shall provide and maintain on file for each student enrolled in the home education program a portfolio of records and materials.
2. The portfolio shall consist of a log, made contemporaneously with the instruction, that designates by title the reading materials used; samples of any writings; worksheets, workbooks or creative materials used or developed by the student; and in grades three, five and eight results of nationally normed standardized achievement tests in reading, language arts and mathematics or results of statewide tests administered in these grade levels.

Evaluation Requirements

1. A teacher or administrator who evaluates a portfolio at the elementary level or secondary level shall meet the requirements established in law.
2. An annual written evaluation of the student's educational progress as determined by a licensed clinical or school psychologist, a teacher certified by the Commonwealth, or a nonpublic school teacher or administrator is required. The evaluation shall also be based on an interview of the child and a review of the portfolio and shall certify whether or not an appropriate education is occurring. At the request of the supervisor, persons with other qualifications may conduct the evaluation with the prior consent of the Superintendent. In no event shall the evaluator be the supervisor or his/her spouse.
3. Documentation required by this policy shall be provided to the district Superintendent or designee by June 30 of each school year.
4. If the Superintendent or designee has a reasonable belief that, at any time during the school year, appropriate education may not be occurring in the home education program, s/he may require documentation pertaining to the portfolio to be submitted to the district by certified mail with return receipt requested within fifteen (15) days, and the evaluation to be submitted within thirty (30) days.
5. If the Superintendent or designee determines, based on documentation, that appropriate education is not occurring, s/he shall send a letter to the supervisor stating that in his/her

opinion appropriate education is not occurring in the home education program and shall return all documentation, specifying what aspect(s) of the documentation are inadequate.

6. The supervisor of the program shall have twenty (20) days from receipt of the certified letter to submit additional documentation demonstrating that appropriate education is taking place. If documentation is not submitted within that time, the home education program shall be out of compliance; and the student shall be promptly enrolled in the public or a nonpublic school.

Right Of Hearing

1. If the Superintendent or designee determines that the additional documentation submitted still does not demonstrate that appropriate education is taking place in the home education program, notification of such shall be sent to the supervisor by certified mail, return receipt requested.
2. The School Reform Commission shall provide for a proper hearing by a duly qualified and impartial hearing examiner within thirty (30) calendar days. The examiner shall render a decision within fifteen (15) calendar days of the hearing, except that s/he may require the establishment of a remedial education plan, mutually agreed to by the Superintendent and supervisor of the home education program, which shall continue the home education program. The decision of the examiner may be appealed by either the supervisor or the Superintendent to the Secretary of Education or Commonwealth Court. The hearing examiner is not to be an officer, employee or agent of the Department of Education or school district.
3. If the hearing examiner finds that the documentation does not indicate that appropriate education is taking place in the home education program, the home education program shall be out of compliance; and the student shall be promptly enrolled in a public or nonpublic school.
4. Where a home education program has been determined to be out of compliance and where the students affected are not properly re-enrolled in a public or nonpublic school, the district shall file a truancy complaint or dependency petition.

Loan Of Instructional Materials

1. The district shall, at the request of the supervisor, lend to the home education program copies of textbooks, and other curriculum materials appropriate to the student's age and grade level.

Graduation Requirements

1. The following minimum courses in grades 9 through 12 are established as a requirement for graduation in a home education program: four (4) years of English; three (3) years of mathematics; three (3) years of science; three (3) years of social studies; two (2) years of arts and humanities.
2. The school district shall not award a diploma or acknowledge completion of a student's education in a home education program. The students involved may take a General Educational Development (GED) examination or apply to the Pennsylvania Board of Education for a special diploma.

Re-Enrollment In District Schools

1. Any child re-enrolling in a district school following a home school program will have to make up any course work required of a district school student by state law and regulations.

Students With A Disability

1. A home education program shall meet compulsory attendance requirements for a student with a disability only when the program addresses the specific needs of the student and is approved by a teacher with a valid education certificate from the Commonwealth to teach special education, or a licensed clinical or certified school psychologist. Written notice of such approval must be submitted with the required affidavit.
2. The supervisor may request that the school district or intermediate unit of residence provide services that address the specific needs of a student with a disability.
3. When the provision of services is agreed to by both the supervisor and the school district or intermediate unit, all services shall be provided in the public schools or in a private school licensed to provide such programs and services. Testing, evaluating, and planning shall be completed in accordance with regular district procedures.

Legal References:

School Code – 24 P.S. Sec. 111, 1327, 1327.1

State Board of Education Regulations – 22 PA Code Sec. 11.31a

THE SCHOOL DISTRICT OF PHILADELPHIA

No. 137.1 (NEW)

SECTION: 100 Programs

TITLE: Extracurricular
Participation By Home
Education Students

ADOPTED:

REVISED:

137.1 (NEW) EXTRACURRICULAR PARTICIPATION BY HOME EDUCATION STUDENTS

Authority

The School Reform Commission shall approve participation in the district's extracurricular activities and interscholastic athletic programs by a student enrolled in a home education program subject to the following conditions:[\[1\]](#)[\[2\]](#)

1. The student shall be a resident of the school district.
2. The student shall meet the required eligibility criteria.[\[3\]](#)[\[4\]](#)
3. The student shall maintain appropriate insurance coverage, consistent with the coverage requirements for district students.[\[4\]](#)
4. The student shall comply with SRC policies and school rules and regulations regarding extracurricular activities, interscholastic athletics, and student discipline.[\[3\]](#)[\[4\]](#)[\[5\]](#)
5. The student shall comply with policies, rules and regulations, or their equivalent, of the activity's governing organization.
6. The student shall meet attendance and reporting requirements established for all participants of the activity or program.[\[6\]](#)
7. The student shall meet the requirements for physical examinations and physical fitness and any height and/or weight restrictions established for all participants of the activity or program.[\[4\]](#)
8. The student shall comply with all requirements and directives of the district staff, coaches and administrators involved with the extracurricular activity or interscholastic athletic program.

The SRC shall not provide individual transportation for students enrolled in home education programs who participate in the district's extracurricular activities or interscholastic athletic programs. When the district provides transportation to and from an away competition, game, event or exhibition and requires district students to use district transportation, home education students shall be required to use the transportation provided by the district.

Mandatory Regulatory Procedures

Students attending home education programs shall be given an equal opportunity to compete for positions and participate in district extracurricular activities and interscholastic athletic programs.

A home education student may participate in extracurricular activities and interscholastic athletic programs only at the school building the student would be assigned to if s/he was enrolled in the school district.

Prior to trying-out or joining an activity, a home education student shall submit required documents and written verification of eligibility to the building principal or designee.

To be considered in attendance in accordance with SRC policy, the home education student must participate in a full, normally scheduled academic program, in accordance with the planned home education program and submitted documentation.[2][6]

Delegation of Responsibility

The building principal or designee shall ensure that home education students have access to information regarding the district's extracurricular activities and interscholastic athletic programs.

The building principal or designee shall receive and review verification from the parent/guardian that a student has met and continues to meet the established eligibility criteria for an extracurricular activity or interscholastic athletic program.

The building principal or designee shall distribute information regarding eligibility criteria and student participation in extracurricular activities and interscholastic athletics to all affected by them.

Legal References:

- 1. 24 P.S. 1327.1**
- 2. Pol. 137 - Home Education Programs**
- 3. Pol. 122 - Extracurricular Activities**
- 4. Pol. 123 - Interscholastic Athletics**
- 5. Pol. 218 - Student Conduct and Discipline**
- 6. Pol. 204 - Attendance**

Related Information:

24 P.S. 511

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 200 Pupils

TITLE: Educational Stability
for Children in Foster Care

ADOPTED:

REVISED:

255 (NEW) EDUCATIONAL STABILITY FOR CHILDREN IN FOSTER CARE

Authority

To ensure the educational stability of children in foster care, the School Reform Commission requires the district to collaborate with the local children and youth agency and other school districts.[\[1\]](#)[\[2\]](#)[\[3\]](#)

Definitions

Additional costs - the difference between what the district spends to transport a resident student to his/her assigned school and the cost to transport a child in foster care to his/her school of origin.

Foster care - twenty-four (24) hour substitute care for children placed away from their parents or guardians and for whom the child welfare agency has placement and care responsibility. This includes, but is not limited to, placements in foster family homes, foster homes of relatives, group homes, emergency shelters, residential facilities, child care institutions, and pre-adoptive homes. A child is in foster care in accordance with this definition regardless of whether the foster care facility is licensed and payments are made by the state, tribal or local agency for the care of the child, whether adoption subsidy payments are being made prior to the finalization of an adoption, or whether there is federal matching of any payments that are made.[\[4\]](#)

School of origin - the school in which a child is enrolled at the time of placement in foster care. If a child's foster care placement changes, the school of origin would then be considered the school in which the child is enrolled at the time of the placement change.

Delegation of Responsibility

The Superintendent or designee, in conjunction with the Office of Student Rights and Responsibilities, shall designate a district point of contact for children in foster care, who shall have the duties and responsibilities imposed by law and SRC policy.

The district's point of contact shall coordinate with:[\[1\]](#)

1. Local children and youth agency to:

- a. Establish formal mechanisms to ensure that the district is promptly notified when a child enters foster care or changes foster care placements.
 - b. Develop a protocol on how to make best interest determinations; and
 - c. Develop and coordinate transportation procedures.
2. Other school districts on issues of transfer of records, transportation and other inter-district activities.

Training

The district's point of contact for children in foster care shall provide professional development and training to school staff on the Title I foster care provisions and education needs of children in foster care, as needed.

Mandatory Regulatory Procedure

A child in foster care shall continue to be enrolled in his/her school of origin unless there is a determination that it is not in his/her best interest to attend the school of origin.[\[1\]](#)

Best Interest Determination - The best interest determination shall be made in accordance with federal and state laws and regulations, court orders, and established local procedures.[\[1\]](#)

1. In determining whether it is in a child's best interest to remain in his/her school of origin, all factors relating to a child's best interest shall be considered, including the appropriateness of the current educational setting and proximity of foster care placement.[\[1\]](#)
2. Documentation related to the best interest determination shall be kept in the student's education record.

Enrollment - When a child in foster care is placed in the district and seeks enrollment in district schools, the district's point of contact shall:[\[1\]](#)[\[5\]](#)

1. Ensure the child is immediately enrolled and attending school, even if the records normally required for enrollment pursuant to district policies are not available.
2. Immediately contact the school last attended by the child to ~~obtain~~ ensure relevant academic and other records are transferred.

Dispute Resolution - If a dispute arises over the appropriate school placement for a child in foster care, to the extent feasible and appropriate, the child shall remain in his/her school of origin, pending resolution of the dispute.

Assignment - If the district is unable to determine the student's grade level due to missing or incomplete records, the district shall administer tests or utilize appropriate means to determine the student's assignment within the school.[6]

Student Who Has Exited Foster Care - A student who exited foster care may be permitted to attend district schools, upon district approval and payment of tuition, if applicable.[7]

Education Records

The district may disclose personally identifiable information from the education records of a student without written consent of the parent(s) or the eligible student if the disclosure is:[8][9][10]

1. To comply with a court order authorizing the disclosure of education records in a case where a parent is a party to a proceeding involving child abuse or neglect or a dependency matter.
2. To an agency caseworker or other representative of a state or local child welfare agency, or tribal organization, who has the right to access a student's case plan, as defined and determined by the state or tribal organization, when such agency or organization is legally responsible, in accordance with state or tribal law, for the care and protection of the student, provided that the education records, or the personally identifiable information contained in such records, of the student will not be disclosed by such agency or organization, except to an individual or entity engaged in addressing the student's education needs and authorized by such agency or organization to receive such disclosure and such disclosure is consistent with the state or tribal laws applicable to protecting the confidentiality of a student's education records.

Transportation

The district shall ensure that children in foster care needing transportation to their school of origin will promptly receive transportation in a cost-effective manner.[2][11]

To ensure that transportation for children in foster care is provided, arranged, and funded, the district shall collaborate with the local children and youth agency to develop a local transportation plan.[2]

The transportation plan shall address the following:[2]

1. The procedure the district and local children and youth agency will follow to:
 - a. Promptly provide transportation for children in foster care;
 - b. Promptly arrange transportation for children in foster care; and
 - c. Ensure transportation is funded in a cost-effective manner and in accordance with Section 475(4)(A) of the Social Security Act.

2. How transportation costs will be covered if additional costs are incurred. Options include:[\[2\]](#)
 - a. The local children and youth agency agrees to reimburse the district;
 - b. The district agrees to pay for the cost;
 - c. The district and the local children and youth agency agree to share the costs; or
 - d. The district of origin, the district of current residence, and the placing children and youth agency agree to share the costs.
3. Dispute resolution procedures to ensure that any disagreements regarding the cost of transportation are resolved promptly and fairly, and do not impact a student's ability to remain in the school of origin during the dispute resolution process.[\[12\]](#)

The district shall submit the local transportation plan, including any updates or revisions, to the Pennsylvania Department of Education.

Transportation shall be provided to children in foster care in accordance with the local transportation plan regardless of whether transportation is provided to district students.[\[1\]](#)[\[2\]](#)

Legal References:

1. 20 U.S.C. 6311

2. 20 U.S.C. 6312

3. 42 U.S.C. 675

4. 45 CFR 1355.20

5. Pol. 200 - Enrollment of Students

6. Pol. 206 - Assignment Within District

7. Pol. 202 - Eligibility of Nonresident Students

8. 20 U.S.C. 1232g

9. Pol. 113.4 - Confidentiality of Special Education Student Information

10. Pol. 216 - Student Records

11. Pol. 810 - Transportation

12. 34 CFR 299.13

Related Information:

34 CFR Part 99

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 600 Finances

TITLE: District Audit

ADOPTED: April 27, 1981

REVISED:

619 DISTRICT AUDITS

Purpose

The **School Reform Commission** recognizes the importance of the public's right to have access to the public records of the district, including public financial records. The public has the right under law to inspect and procure copies of the annual audit conducted by the district's external financial auditor, the City of Philadelphia Controller, the audit conducted by the PA Auditor General's office, and any other audits conducted by a legally authorized external auditor. [\[1\]](#)[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)

Authority

The City of Philadelphia Controller is the independent financial auditor legally authorized to conduct the annual financial district audit. The annual financial district audit and all other legally authorized audits shall be performed by the SRC shall appoint or employ persons or entities to conduct fiscal and performance audits in conformance with prescribed and legal standards. The completed audits shall be presented to the SRC for its examination, approval acceptance and public dissemination. [\[2\]](#)[\[5\]](#)

~~The SRC recognizes its obligation to represent the best interests of all district residents and taxpayers. Therefore, the SRC shall make the results of the district's financial auditor's audit, the Auditor General's audit, and other legally authorized audits available to the public.~~

Special audits by special interest groups shall not be permitted.

Delegation of Responsibility

The Superintendent and SRC Chairperson shall annually, by December 31, submit a signed statement to the Pennsylvania Department of Education certifying that the financial statements of the school district have been properly audited pursuant to law and that in the independent auditor's opinion, the financial information submitted in the annual financial report is materially consistent with the audited financial statements. If the financial information is not deemed materially consistent, the district shall submit a revised annual financial report no later than December 31-[\[6\]](#) or upon completion of the financial audit by the City of Philadelphia Controller.

Legal References:

1. 24 P.S. 2401

- 2. 24 P.S. 696
- 3. 65 P.S. 67.701
- 4. Pol. 801 - Public Records
- 5. Philadelphia Home Rule Charter - 12-210
- 6. 24 P.S. 218

Related Information:

- 24 P.S. 437
- 24 P.S. 504
- 24 P.S. 511
- 24 P.S. 693
- 24 P.S. 1337
- 24 P.S. 2408
- 65 P.S. 67.101 et seq
- Philadelphia Home Rule Charter - 12-300

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 600 Finances

TITLE: GASB Statement 34

ADOPTED:

REVISED:

622 (NEW) GASB STATEMENT 34

Purpose

The School Reform Commission recognizes the need to implement the required accounting and financial reporting standards stipulated by the Pennsylvania Department of Education which require adherence to generally accepted accounting principles.

The primary objectives of implementing the Governmental Accounting Standards Board (GASB) Statement 34 are to assure compliance with state requirements, and properly account for both the financial and economic resources of the district.

Authority

Participation of the school district in complying with GASB Statement 34 standards shall be in accordance with SRC policy.[\[1\]\[2\]](#)

Delegation of Responsibility

The responsibility to coordinate the compilation and preparation of all information necessary to implement this policy is delegated to the Chief Financial Officer.

The Chief Financial Officer is responsible for internal control procedures necessary to ensure the timely and accurate completion of the Comprehensive Annual Financial Report (CAFR) in accordance with GASB 34 and other relevant accounting principles. The final document shall be presented for independent audit to be completed in accordance with generally accepted auditing standards. Upon completion of the audit the completed document shall be presented to the SRC for acceptance. The CAFR shall form the basis of the final annual financial report to the state.

The Chief Financial Officer shall prepare the required Management Discussion and Analysis (MD&A) and transmittal letter and submit for review to the Superintendent of Schools prior to publication. The MD&A and Transmittal Letter shall be in the form required by GASB Statement 34.

Prior to submission of the completed document for SRC acceptance, the district's independent auditors shall review the CAFR in accordance with Statement of Audit Standards (SAS) requirements.

Legal References:

1. 24 P.S. 218

2. 24 P.S. 613

Governmental Accounting Standards Board, Statement No. 34

THE SCHOOL DISTRICT OF PHILADELPHIA

No. 810.2 (NEW)

SECTION: 800 Operations

TITLE: Transportation -
Video/Audio Recording

ADOPTED:

REVISED:

810.2 (NEW) TRANSPORTATION - VIDEO/AUDIO RECORDING

Purpose

The use of video and audio recording equipment supports efforts to maintain discipline and to ensure the safety and security of all students, staff, contractors and others being transported on district-owned, operated, or contracted school buses or school vehicles.

Definitions

School bus - is a motor vehicle that is designed to carry eleven (11) passengers or more, including the driver, and is used for the transportation of preprimary, primary or secondary school students to or from public, private or parochial schools or events related to such schools or school-related activities.[\[1\]](#)

School vehicle - is a motor vehicle, except a motorcycle, designed for carrying no more than ten (10) passengers, including the driver, and used for the transportation of preprimary, primary or secondary school students while registered by or under contract to the school district. The term includes vehicles having chartered, group and party rights under the Pennsylvania Public Utility Commission and used for the transportation of school children.[\[1\]](#)

Authority

The School Reform Commission authorizes the use of video and audio recording on school buses and school vehicles for disciplinary and security purposes.[\[2\]](#)

The SRC prohibits the use of audio recording on any school bus or school vehicle that is not being used for a school-related purpose.[\[2\]](#)

Delegation of Responsibility

The SRC directs the Superintendent or designee to ensure that:

1. Each school bus and school vehicle that is equipped with video and audio recording equipment contains a clearly posted notice informing drivers and passengers of the potential for video and audio recording.[\[2\]](#)
2. This policy is posted on the district's publicly accessible website.[\[2\]](#)[\[3\]](#)
3. Each school year, this policy is included in the student handbook and in any other district publication that sets forth the comprehensive rules, procedures and standards of conduct.[\[2\]](#)

Mandatory Regulatory Procedures:

The district shall comply with the provisions of federal and state laws and regulations regarding student record requirements as applicable to the district's use and disclosure of recordings. Recordings considered part of a student's educational record shall be maintained in accordance with established student record procedures governing access, review and disclosure of student records.[\[4\]](#)[\[5\]](#)

Legal References:

1. 75 Pa. C.S.A. 102
2. 18 Pa. C.S.A. 5704
3. 24 P.S. 510.2
4. Pol. 113.4 - Confidentiality of Special Education Student Information
5. Pol. 216 - Student Records

Related Information:

- 24 P.S. 510
- Pol. 218 - Student Conduct and Discipline
- Pol. 805.1 - Relations With Law Enforcement Agencies
- Pol. 810 - Transportation
- Philadelphia Home Rule Charter - 12-300

SRC-3
SCHEDULE 1

Parcels in current Keystone Opportunity Zone to be extended:

	<u>Property Address</u>	<u>OPA Account No.</u>
A)	3800-14 Market Street	774688300
B)	3816-40 Market Street	885045600
C)	3001 Chestnut Street	885498560
D)	3001 John F. Kennedy Blvd.	885734180
E)	3003 John F. Kennedy Blvd.	885734780
F)	3025 John F. Kennedy Blvd.	885734880
G)	3051 John F. Kennedy Blvd.	885732500
H)	3020-52 Market Street	883071700
I)	3001 Market Street	885827620
J)	3101 Market Street	885501140
K)	3020 Spring Garden Street	875100371

Parcels to be included in the Additional Philadelphia Keystone Opportunity Zone:

	<u>Street Address</u>	<u>OPA Account No.</u>
L)	275 North 38th Street	885632100
M)	115 North 38th Street	885631680
N)	225 North 38th Street	885631800
O)	3675 Market Street	885877421
P)	3679 Market Street	885877423
Q)	3701 Filbert Street	885634560
R)	4101 Market Street	882675105

RESOLVED, that the School Reform Commission hereby ratifies the appointment of the following persons to the positions, on the effective dates through **September 30, 2017** and at the salaries respectively noted, as recommended by the Superintendent, provided that: (a) continued employment of persons appointed to positions funded by categorical grants is contingent upon the availability of grant funds; and (b) persons appointed to positions funded by operating funds, shall report to either the Superintendent or his/her designees, and shall serve at the pleasure of the School Reform Commission.

THE FOLLOWING EMPLOYEES HAVE BEEN HIRED

ABDULLAH	ABDUL	VAN CHAUFFEUR, PART TIME PROB	TRANSPORTATION, PD	9/5/2017	\$16,193.00	ANNUAL SALARY
ABNEY	KIMBERLY	SCHOOL COUNSELOR, 10 MONTHS	MITCHELL ELEMENTARY SCHOOL	9/5/2017	\$57,034.00	ANNUAL SALARY
ABNEY BYRON	ZARA	STUDENT CLIMATE STAFF,4 HOURS	HOPKINSON, FRANCIS SCHOOL	9/6/2017	\$9,377.00	ANNUAL SALARY
ADAM	TYLER	SUPPORTIVE SERVICES ASST, 3 HR	LOESCHE, WILLIAM H. SCHOOL	8/28/2017	\$8,749.00	ANNUAL SALARY
ADAMS	IRENE	VAN CHAUFFEUR, PART TIME PROB	TRANSPORTATION, PD	9/1/2017	\$16,193.00	ANNUAL SALARY
AGOSTO-CINTRON	LISETTE	PRINCIPAL	KENSINGTON CAPA	08/31/17	\$112,446.00	ANNUAL SALARY
AHMED	ALI	STUDENT CLIMATE STAFF,4 HOURS	MORRISON, ANDREW J. SCHOOL	9/18/2017	\$9,377.00	ANNUAL SALARY
AHMED	IHSAN	CUST SUPP/EXTERNAL LIAISON	HEAD START CENTRAL OFFICE	9/6/2017	\$32,000.00	ANNUAL SALARY
ALEX	THOMAS	FOOD SVCS ASSISTANT	LOESCHE, WILLIAM H. SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
ALLEN	ANNIQUA	FOOD SVCS ASSISTANT	OVERBROOK ELEMENTARY SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
ALLEN	JATARA	STUDENT CLIMATE STAFF,3 HOURS	MC CLURE, ALEXANDER K. SCHOOL	9/8/2017	\$7,032.00	ANNUAL SALARY
ANDERSON	INDIYA	CLASSROOM ASST,SP ED,SV HND	MCKINLEY, WILLIAM SCHOOL	9/13/2017	\$19,344.00	ANNUAL SALARY
ANDREWLEVICH	STEPHANIE	PRINCIPAL	MITCHELL ELEMENTARY SCHOOL	08/31/17	\$135,126.00	ANNUAL SALARY
ANSLEY	LINDA	ONE TO ONE ASST, SPECIAL ED	FINLETTER, THOMAS K. SCHOOL	9/18/2017	\$19,344.00	ANNUAL SALARY
ARIAS	ANTONIA	COUNSELING ASST,BILINGUAL	HOPKINSON, FRANCIS SCHOOL	9/18/2017	\$22,595.00	ANNUAL SALARY
ASKIA-HOWELL	MALIK	TEACHER,FULL TIME	STANTON, EDWIN M. SCHOOL	9/25/2017	\$45,359.00	ANNUAL SALARY
ATKINS	NIKYA	CLASSROOM ASST,SP ED,SV HND	ZIEGLER, WILLIAM H. SCHOOL	9/18/2017	\$19,344.00	ANNUAL SALARY
ATTAWAY	TIFFANY	SUPPORTIVE SERVICES ASST, 4 HR	HOLME, THOMAS SCHOOL	9/6/2017	\$11,666.00	ANNUAL SALARY
BAILEY	LATOYIA	TEACHER,FULL TIME	PHILADELPHIA MILITARY ACADEMY	9/18/2017	\$86,715.00	ANNUAL SALARY
BAKER	ALANA	STUDENT CLIMATE STAFF,3 HOURS	GOMPERS, SAMUEL SCHOOL	8/28/2017	\$7,032.00	ANNUAL SALARY
BALDWIN	SANDRA	ONE TO ONE ASST, SPECIAL ED	WILSON, WOODROW MIDDLE SCHOOL	9/11/2017	\$19,344.00	ANNUAL SALARY
BALL	SHANAYA	FOOD SVCS ASSISTANT	FARRELL, LOUIS H. SCHOOL	9/18/2017	\$9,061.00	ANNUAL SALARY
BALLARD-HOLMES	BRITTANY	STUDENT CLIMATE STAFF,5 HOURS	HOUSTON, HENRY H. SCHOOL	9/5/2017	\$12,604.00	ANNUAL SALARY

BANCHEV	HORTENSE	TEACHER,FULL TIME	OVERBROOK HIGH SCHOOL	9/18/2017	\$45,359.00	ANNUAL SALARY
BANKS	ALIYA	ONE TO ONE ASST, SPECIAL ED	HARTRANFT, JOHN F. SCHOOL	8/28/2017	\$19,344.00	ANNUAL SALARY
BARNHARDT	ANNAMARIE	FOOD SVCS ASSISTANT	ELKIN, LEWIS SCHOOL	9/5/2017	\$12,458.87	ANNUAL SALARY
BEARD	AMANDA	TEACHER,FULL TIME	MC MICHAEL, MORTON SCHOOL	7/1/2015	\$46,694.00	ANNUAL SALARY
BELL	SHEILA	STUDENT CLIMATE STAFF,4 HOURS	LOCKE, ALAIN SCHOOL	8/28/2017	\$9,377.00	ANNUAL SALARY
BERG	JESSE	TEACHER,FULL TIME	FRANKFORD HIGH SCHOOL	9/11/2017	\$45,359.00	ANNUAL SALARY
BERRY	ASHANTI	FOOD SVCS ASSISTANT	FOOD SERVICES ADMIN & SUPPORT	9/6/2017	\$9,061.00	ANNUAL SALARY
BERRY	JENNIFER	SCHOOL COUNSELOR, 10 MONTHS	DECATUR, STEPHEN SCHOOL	9/5/2017	\$79,586.00	ANNUAL SALARY
BIBBS	ANISSA	EXT ACTVTS, NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	9/5/2017	\$15.00	HOURLY RATE
BIDUS	SOPHIA	STUDENT CLIMATE STAFF,3 HOURS	LOESCHE, WILLIAM H. SCHOOL	9/1/2017	\$7,032.00	ANNUAL SALARY
BIENER	ARIEL	TEACHER,FULL TIME	BODINE, WILLIAM W. HIGH SCHOOL	9/13/2017	\$45,359.00	ANNUAL SALARY
BING	LATISHA	STUDENT CLIMATE STAFF,5 HOURS	BARTRAM, JOHN HIGH SCHOOL	9/25/2017	\$11,721.00	ANNUAL SALARY
BIVINS	SOSHA	STUDENT CLIMATE STAFF,4 HOURS	LOCKE, ALAIN SCHOOL	9/6/2017	\$9,377.00	ANNUAL SALARY
BLACKWELL	MARCIA	STUDENT CLIMATE STAFF,3 HOURS	MEADE, GEN. GEORGE G. SCHOOL	8/28/2017	\$7,032.00	ANNUAL SALARY
BLOUNT	TYNARA	POSITIVE BEHAVIOR INT SUP CO	CLIMATE & SAFETY	9/11/2017	\$60,000.00	ANNUAL SALARY
BONDS	CHAZZ	SUPPORTIVE SERVICES ASST, 3 HR	JENKS ACADEMY ARTS & SCIENCES	9/27/2017	\$8,749.00	ANNUAL SALARY
BOOKER	CHRISTOPHER	BUS ATTENDANT	MEEHAN, AUSTIN MIDDLE SCHOOL	9/5/2017	\$11,294.00	ANNUAL SALARY
BOONE	TASHA	ONE TO ONE ASST, SPECIAL ED	CENTRAL HIGH SCHOOL	9/5/2017	\$19,344.00	ANNUAL SALARY
BORELLI	CHRISTINE	PRINCIPAL	FRANKLIN, BENJAMIN HIGH SCHOOL	9/5/2017	\$142,983.00	ANNUAL SALARY
BOURGEOIS	JUSTIN	SENIOR WEB DEVELOPER	INFORMATION SYSTEMS	9/1/2017	\$90,000.00	ANNUAL SALARY
BOWMAN	AMANDA	ONE TO ONE ASST, SPECIAL ED	BACHE-MARTIN SCHOOL	9/5/2017	\$19,344.00	ANNUAL SALARY
BOWMAN	DENISE	FOOD SVCS WORKER II	KINSEY, JOHN L. SCHOOL	9/5/2017	\$15,455.37	ANNUAL SALARY
BRADEN	JEROME	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	9/11/2017	\$24.00	HOURLY RATE
BRAYLYAN	SYLVANA	STUDENT CLIMATE STAFF,4 HOURS	FRANK, ANNE SCHOOL	9/18/2017	\$9,377.00	ANNUAL SALARY
BREGENZER	DOLORES	STUDENT CLIMATE STAFF,4 HOURS	MAYFAIR SCHOOL	8/28/2017	\$9,377.00	ANNUAL SALARY
BRIDGES	KIA	ONE TO ONE ASST, SPECIAL ED	WAGNER, GEN. LOUIS MIDDLE SCH.	9/18/2017	\$19,344.00	ANNUAL SALARY
BROOKS	LEAH	STUDENT CLIMATE STAFF,4 HOURS	FRANK, ANNE SCHOOL	9/7/2017	\$9,377.00	ANNUAL SALARY
BROOKS	PIERRE	GENERAL CLEANER, 8 HOURS	MEEHAN, AUSTIN MIDDLE SCHOOL	9/5/2017	\$20,423.00	ANNUAL SALARY
BROOKS	TENISHA	FOOD SVCS ASSISTANT	KELLY, JOHN B. SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
BROWN	CALIA	STUDENT CLIMATE STAFF,5 HOURS	EDISON, THOMAS A. HIGH SCHOOL	6/19/2017	\$19,344.00	ANNUAL SALARY

BROWN	DINAH	CLASSROOM ASST,SP ED,SV HND	OVERBROOK EDUCATIONAL CENTER	8/28/2017	\$19,344.00	ANNUAL SALARY
BROWN	KEVIN	GENERAL CLEANER, 8 HOURS	MEEHAN, AUSTIN MIDDLE SCHOOL	9/18/2017	\$20,423.00	ANNUAL SALARY
BROWN	NATIRA	ONE TO ONE ASST, SPECIAL ED	BROWN, JOSEPH H. SCHOOL	9/8/2017	\$19,344.00	ANNUAL SALARY
BROWN	TERON	FOOD SVCS ASSISTANT	CENTRAL HIGH SCHOOL	9/5/2017	\$11,326.25	ANNUAL SALARY
BROWNLEE	AMIRA	STUDENT CLIMATE STAFF,5 HOURS	STRAWBERRY MANSION HIGH SCHOOL	8/28/2017	\$11,721.00	ANNUAL SALARY
BRYAN	CHARLOTTA	STUDENT CLIMATE STAFF,4 HOURS	JENKS, ABRAM SCHOOL	9/14/2017	\$9,377.00	ANNUAL SALARY
BRYCE	SHARITA	CLASSROOM ASST,SP ED,SV HND	GIDEON, EDWARD SCHOOL	9/8/2017	\$19,344.00	ANNUAL SALARY
BUJAK	BRIDGET	PRINCIPAL	THE LINC	08/31/17	\$105,173.00	ANNUAL SALARY
BULLOCK	CHANTIN	BUS ATTENDANT,ONE TO ONE	BARTRAM, JOHN HIGH SCHOOL	9/5/2017	\$11,294.00	ANNUAL SALARY
BURKE	CHARLES	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	8/10/2017	\$20.00	HOURLY RATE
BURTULATO	JENNIFER	STUDENT CLIMATE STAFF,5 HOURS	AMY 5 AT JAMES MARTIN	9/18/2017	\$11,721.00	ANNUAL SALARY
BUSKEY	NICOLE	TEACHER,FULL TIME	RHODES ELEMENTARY SCHOOL	9/12/2017	\$45,359.00	ANNUAL SALARY
BUTRYN	ANDREW	TEACHER,FULL TIME	FRANKFORD HIGH SCHOOL	9/18/2017	\$45,359.00	ANNUAL SALARY
BUTTS	RAQUEL	FOOD SVCS ASSISTANT	COMEGYS, BENJAMIN B. SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
BUXTON	JEANETTE	FOOD SVCS ASSISTANT	MEADE, GEN. GEORGE G. SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
BYERS	KRYSTLE	STUDENT CLIMATE STAFF,3 HOURS	LAMBERTON,ROBERT E ELEMENTARY	9/6/2017	\$7,032.00	ANNUAL SALARY
CAMERON	JONATHAN	SCHOOL CLIMATE MANAGER	FRANKFORD HIGH SCHOOL	9/4/2017	\$64,217.00	ANNUAL SALARY
CAMM	MARISSA	STUDENT CLIMATE STAFF,3 HOURS	NORTHEAST HIGH SCHOOL	9/5/2017	\$7,032.00	ANNUAL SALARY
CAMPBELL	ALIESHA	STUDENT CLIMATE STAFF,4 HOURS	RHOADS, JAMES SCHOOL	9/6/2017	\$9,377.00	ANNUAL SALARY
CAMPBELL	SYLVIA	STUDENT CLIMATE STAFF,4 HOURS	SAUL, WALTER B. HIGH SCHOOL	9/11/2017	\$9,377.00	ANNUAL SALARY
CARLSON	LINDA	TEACHER,SPEC EDUCATION	BUILDING 21	9/11/2017	\$46,193.00	ANNUAL SALARY
CARPENTER	TYKEAIRA	FOOD SVCS ASSISTANT	MOORE, J. HAMPTON SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
CARRION	MALVIN	TEACHER,FULL TIME	MUNOZ-MARIN, HON LUIS SCHOOL	8/30/2017	\$45,359.00	ANNUAL SALARY
CARROLL	ACAILA	BUS ATTENDANT,ONE TO ONE	WEST PHILADELPHIA HIGH SCHOOL	9/5/2017	\$11,294.00	ANNUAL SALARY
CARROLL	STEPHANIE	ASSISTANT PRINCIPAL	HILL-FREEDMAN WORLD ACADEMY	07/01/17	\$92,349.00	ANNUAL SALARY
CARTER	MARDIA	STUDENT CLIMATE STAFF,5 HOURS	EDISON, THOMAS A. HIGH SCHOOL	9/6/2017	\$11,721.00	ANNUAL SALARY
CASIANO-MEDINA	IRISYARELISSE	SUPPORTIVE SERVICES ASST, 4 HR	EDISON, THOMAS A. HIGH SCHOOL	8/28/2017	\$11,666.00	ANNUAL SALARY
CASSAR	ERIN	SENIOR RESEARCH ASSOCIATE	RESEARCH & EVALUATION	9/5/2017	\$85,000.00	ANNUAL SALARY
CECALA	GABRIELLE	PAINTER/GLAZER/PLASTERER B 5DY	PAINTING SERVICES	9/5/2017	\$42,548.00	ANNUAL SALARY
CHAN	MARIE	COUNSELING ASST,BILINGUAL	SOLIS-COHEN, SOLOMON SCHOOL	9/11/2017	\$22,595.00	ANNUAL SALARY

CHANDLER	BRIANNA	FOOD SVCS ASSISTANT	WAGNER, GEN. LOUIS MIDDLE SCH.	9/5/2017	\$13,591.50	ANNUAL SALARY
CHAPPELL	DAJAH	FOOD SVCS ASSISTANT	KEY, FRANCIS SCOTT SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
CHERRY	CHANELL	STUDENT CLIMATE STAFF,5 HOURS	HOUSTON, HENRY H. SCHOOL	8/28/2017	\$7,032.00	ANNUAL SALARY
CHMURA	CAITLIN	TEACHER,FULL TIME	RHODES ELEMENTARY SCHOOL	8/16/2017	\$45,359.00	ANNUAL SALARY
CICHMINSKI	DEREK	TEACHER,FULL TIME	KENSINGTON HIGH SCHOOL	8/16/2017	\$66,461.00	ANNUAL SALARY
COATS-FERRELL	IRAL	STUDENT CLIMATE STAFF,4 HOURS	WAGNER, GEN. LOUIS MIDDLE SCH.	8/28/2017	\$9,377.00	ANNUAL SALARY
COBBS	MARGIE	STUDENT CLIMATE STAFF,4 HOURS	MASTERMAN,JULIA R. HIGH SCHOOL	9/5/2017	\$9,377.00	ANNUAL SALARY
COLE	DIAMARIS	STUDENT CLIMATE STAFF,5 HOURS	CASSIDY,LEWIS C ACADEMICS PLUS	8/28/2017	\$11,721.00	ANNUAL SALARY
COLE	KIANA	STUDENT CLIMATE STAFF,4 HOURS	BARRY, JOHN ELEMENTARY SCHOOL	8/28/2017	\$9,377.00	ANNUAL SALARY
COLEMAN	CHANTE'	TEACHER,SPEC EDUCATION	SPRUANCE, GILBERT SCHOOL	9/11/2017	\$47,527.00	ANNUAL SALARY
CONTE	LUCIANO	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	8/10/2017	\$24.00	HOURLY RATE
CORCORAN	CARRIE	FOOD SVCS ASSISTANT	COOKE, JAY ELEMENTARY SCHOOL	9/5/2017	\$13,591.50	ANNUAL SALARY
CORDERO TAVAREZ	NILDA	ONE TO ONE ASST, SPECIAL ED	GIRLS, PHILA HIGH SCHOOL FOR	9/8/2017	\$19,344.00	ANNUAL SALARY
CORSO	JACQUELINE	TEACHER,FULL TIME	MCKINLEY, WILLIAM SCHOOL	9/18/2017	\$45,359.00	ANNUAL SALARY
COX	LA'SHANTE	TEACHER,FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	9/11/2017	\$45,359.00	ANNUAL SALARY
CRAWFORD	LEEANN	FOOD SVCS ASSISTANT	KELLY, JOHN B. SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
CROSBY	MARKYSHA	STUDENT CLIMATE STAFF,3 HOURS	RICHMOND SCHOOL	9/5/2017	\$7,032.00	ANNUAL SALARY
CRUZ VEGA	CYNTHIA	ASSISTANT PRINCIPAL	KENSINGTON CAPA	8/31/16	\$99,911.00	ANNUAL SALARY
DAILEY	KAMILLE	CLASSROOM ASST,SP ED,SV HND	LANKENAU HIGH SCHOOL	9/6/2017	\$19,344.00	ANNUAL SALARY
DANFORD	TIFFANY	SCHOOL NURSE	BROWN, HENRY A. SCHOOL	9/27/2017	\$51,113.00	ANNUAL SALARY
DANH	SEDAVI	TEACHER,FULL TIME	STEEL, EDWARD SCHOOL	9/25/2017	\$49,615.00	ANNUAL SALARY
DARBY	GLENDA	ASSISTANT PRINCIPAL	MARSHALL, THURGOOD SCHOOL	10/26/16	\$88,572.00	ANNUAL SALARY
DARGAN	MAVEN	TEACHER,NON-CERT HRLY	ATTENDANCE & TRUANCY OFFICE	9/4/2017	\$15.50	HOURLY RATE
DAVIS	CHARLENE	BUS ATTENDANT,ONE TO ONE	DOBSON, JAMES SCHOOL	9/25/2017	\$11,294.00	ANNUAL SALARY
DAVIS	JOHN	TEACHER,FULL TIME	SAYRE, WILLIAM L. HIGH SCHOOL	9/12/2017	\$45,359.00	ANNUAL SALARY
DAVIS	MACION	STUDENT CLIMATE STAFF,4 HOURS	WILLARD, FRANCES E. SCHOOL	9/11/2017	\$9,377.00	ANNUAL SALARY
DAWDANOW	SVETLANA	FOOD SVCS ASSISTANT	COMLY, WATSON SCHOOL	9/18/2017	\$13,591.50	ANNUAL SALARY
DEGRAFFINRIED	CHRISTINA	TEACHER,FULL TIME	HARRINGTON, AVERY D. SCHOOL	9/5/2017	\$45,359.00	ANNUAL SALARY
DELAROSA-ORTIZ	VENITA	PROG COORD,CAREER/COLLEGE AWAR	DIVISION OF COLLEGE READINESS	9/25/2017	\$61,500.00	ANNUAL SALARY
DELMONT	TARA	STUDENT CLIMATE STAFF,4 HOURS	FRANK, ANNE SCHOOL	8/28/2017	\$9,377.00	ANNUAL SALARY

DENNIS	JAMAL	PRINCIPAL	STEEL, EDWARD SCHOOL	08/31/17	\$106,802.00	ANNUAL SALARY
DEUTSCH	MOLLY	SUPPORTIVE SERVICES ASST, 4 HR	PENN ALEXANDER SCHOOL	8/28/2017	\$11,666.00	ANNUAL SALARY
DEVLIN	TILEA	SUPPORTIVE SERVICES ASST, 3 HR	FRANKLIN, BENJAMIN SCHOOL	8/31/2017	\$8,749.00	ANNUAL SALARY
DILWORTH	SOMMER	CLASSROOM ASST,SP ED,SV HND	CASSIDY,LEWIS C ACADEMICS PLUS	9/11/2017	\$19,344.00	ANNUAL SALARY
DIPIETRO	LAURA	TEACHER,FULL TIME	BEEBER, DIMNER MIDDLE SCHOOL	9/5/2017	\$45,359.00	ANNUAL SALARY
DIXON	DANEENA	TEACHER,NON-CERT HRLY	ATTENDANCE & TRUANCY OFFICE	9/4/2017	\$15.50	HOURLY RATE
DIXON	JACQUELINE	STUDENT CLIMATE STAFF,3 HOURS	HANCOCK DEMONSTRATION SCHOOL	9/18/2017	\$7,032.00	ANNUAL SALARY
DIXON	SHELLEY	SUPPORTIVE SERVICES ASST, 4 HR	HOUSTON, HENRY H. SCHOOL	8/28/2017	\$11,666.00	ANNUAL SALARY
DOCKREY	RICKEE	CLASSROOM ASST,SP ED,SV HND	HAMILTON, ANDREW SCHOOL	9/27/2017	\$19,344.00	ANNUAL SALARY
DOE	SABRINA	FOOD SVCS ASSISTANT	MAYFAIR SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
DONACHIE	DARIAN	TEACHER,FULL TIME	MEEHAN, AUSTIN MIDDLE SCHOOL	9/18/2017	\$45,359.00	ANNUAL SALARY
DRAUGHN	MELVIN	SUPPORTIVE SERVICES ASST, 3 HR	GOMPERS, SAMUEL SCHOOL	9/27/2017	\$8,749.00	ANNUAL SALARY
DRAYTON-CARTER	CHARELL	FOOD SVCS ASSISTANT	FARRELL, LOUIS H. SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
DUBERSTEIN	ZACHARY	PRINCIPAL	VARE-WASHINGTON ELEMENTARY	08/31/17	\$106,802.00	ANNUAL SALARY
DUCKETT	CAPRICE	BUS ATTENDANT	HANCOCK, JOHN SCHOOL	9/5/2017	\$11,294.00	ANNUAL SALARY
DYE	JUDITH	FOOD SVCS ASSISTANT	EDISON, THOMAS A. HIGH SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
EASLEY	GEORGETTE	SUPPORTIVE SERVICES ASST, 4 HR	GIRARD, STEPHEN SCHOOL	9/26/2017	\$11,666.00	ANNUAL SALARY
EDENS	TEYONA	FOOD SVCS WORKER II	DECATUR, STEPHEN SCHOOL	9/5/2017	\$14,266.50	ANNUAL SALARY
EDWARDS	SHANTA	FOOD SVCS ASSISTANT	MARSHALL, JOHN SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
EDWARDS	WILLIAM	FOOD SVCS ASSISTANT	WIDENER MEMORIAL SCHOOL	9/5/2017	\$13,591.50	ANNUAL SALARY
EHRET	MARGARETHA	TEACHER,FULL TIME	GIRARD, STEPHEN SCHOOL	9/6/2017	\$46,694.00	ANNUAL SALARY
EL	SULAIMAN	STUDENT CLIMATE STAFF,4 HOURS	LAWTON, HENRY W. SCHOOL	9/15/2017	\$9,377.00	ANNUAL SALARY
ELLENSWORTH	FRANK	ONE TO ONE ASST, SPECIAL ED	FOX CHASE SCHOOL	9/8/2017	\$19,344.00	ANNUAL SALARY
ELLIOTT	SARENA	STUDENT CLIMATE STAFF,4 HOURS	CATHARINE, JOSEPH SCHOOL	9/25/2017	\$9,377.00	ANNUAL SALARY
ELLIOTT-WAITE	DAWN	STUDENT CLIMATE STAFF,4 HOURS	CENTRAL HIGH SCHOOL	8/28/2017	\$9,377.00	ANNUAL SALARY
ELLISON	SIDNY	STUDENT CLIMATE STAFF,4 HOURS	MORRIS, ROBERT SCHOOL	9/11/2017	\$9,377.00	ANNUAL SALARY
EVANGELISTA	YASMIN	ASSISTANT PRINCIPAL	BETHUNE, MARY MCLEOD SCHOOL	07/01/16	\$92,349.00	ANNUAL SALARY
EVANS	GUSSIE	STUDENT CLIMATE STAFF,5 HOURS	BRYANT, WILLIAM C. SCHOOL	9/25/2017	\$11,721.00	ANNUAL SALARY
EVANS	JEAN	STUDENT CLIMATE STAFF,3 HOURS	MEADE, GEN. GEORGE G. SCHOOL	9/25/2017	\$7,032.00	ANNUAL SALARY
FABER	LINDA	BUSINESS ANALYST	INFORMATION SYSTEMS	9/18/2017	\$86,700.00	ANNUAL SALARY

FABIAN	HEIDI	TEACHER,FULL TIME	EMLN, ELEANOR C. SCHOOL	9/5/2017	\$57,451.00	ANNUAL SALARY
FAISON	RICHARD	STUDENT CLIMATE STAFF,5 HOURS	BARTRAM, JOHN HIGH SCHOOL	9/13/2017	\$11,721.00	ANNUAL SALARY
FAULK	BRITTANY	FOOD SVCS ASSISTANT	WASHINGTON, GROVER JR. MIDDLE	9/5/2017	\$9,061.00	ANNUAL SALARY
FEASTER	DIANE	EXT ACTVTS,NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	9/5/2017	\$15.00	HOURLY RATE
FEREBEE	NARDIYA	STUDENT CLIMATE STAFF,3 HOURS	HARRINGTON, AVERY D. SCHOOL	8/28/2017	\$7,032.00	ANNUAL SALARY
FIELDS	AMANI	EXT ACTVTS,NON-CONTRACT EMP-HR	STUDENT EMPLOYMENT CERT OFFICE	9/1/2017	\$12.00	HOURLY RATE
FINN	WILLIAMS	TEACHER,SPEC EDUCATION	MASTBAUM, JULES E. HIGH SCHOOL	9/13/2017	\$73,803.00	ANNUAL SALARY
FISHER	KENDRA	STUDENT CLIMATE STAFF,4 HOURS	MCDANIEL, DELAPLAINE SCHOOL	8/28/2017	\$9,377.00	ANNUAL SALARY
FISHER	KURTIS	STUDENT CLIMATE STAFF,4 HOURS	WEBSTER, JOHN H. SCHOOL	9/27/2017	\$9,377.00	ANNUAL SALARY
FLUELLEN	TRAMAIN	BUS CHAUFFEUR PART TIME PROB	TRANSPORTATION, PD	9/1/2017	\$12,954.40	ANNUAL SALARY
FOOTE	MEREDITH	PRINCIPAL	OVERBROOK EDUCATIONAL CENTER	11/13/16	\$106,802.00	ANNUAL SALARY
FORD	TYUANIA	STUDENT CLIMATE STAFF,4 HOURS	CATHARINE, JOSEPH SCHOOL	9/18/2017	\$9,377.00	ANNUAL SALARY
FORD-SMITH	TIMEKA	ASST PRINCIPAL	BARTRAM, JOHN HIGH SCHOOL	8/27/2017	\$88,572.00	ANNUAL SALARY
FOSTER	JANAYE	SUPPORTIVE SERVICES ASST, 3 HR	STEEL, EDWARD SCHOOL	8/31/2017	\$8,749.00	ANNUAL SALARY
FRANCIS	URSULA	COUNSELING ASST,BILINGUAL	HUNTER, WILLIAM H. SCHOOL	9/18/2017	\$22,595.00	ANNUAL SALARY
FRANCISQUINI	JENNY	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	9/6/2017	\$9.56	HOURLY RATE
FRANKLIN	SHARON	SUPPORTIVE SERVICES ASST, 4 HR	DUNBAR, PAUL L. SCHOOL	8/28/2017	\$11,666.00	ANNUAL SALARY
FRINK	ANTHONY	TEACHER,SPEC EDUCATION	MUNOZ-MARIN, HON LUIS SCHOOL	9/6/2017	\$46,193.00	ANNUAL SALARY
FROGGATT	REBECCA	TEACHER,SPEC EDUCATION	LOWELL, JAMES R. SCHOOL	9/12/2017	\$46,193.00	ANNUAL SALARY
GALIMORE	ALISA	TEACHER,FULL TIME	RHODES ELEMENTARY SCHOOL	9/25/2017	\$46,694.00	ANNUAL SALARY
GARLAND	KAREN	FOOD SVCS ASSISTANT	MUNOZ-MARIN, HON LUIS SCHOOL	9/5/2017	\$13,591.50	ANNUAL SALARY
GATTI	MARK	EXT ACTVTS,NON-CONTRACT EMP-HR	GENERAL ACCOUNTING	9/25/2017	\$12.00	HOURLY RATE
GAYMON	SAMUEL	SCHOOL CLIMATE MANAGER	EDMONDS, FRANKLIN S. SCHOOL	9/4/2017	\$64,217.00	ANNUAL SALARY
GENDRAW	RONITA	STUDENT CLIMATE STAFF,4 HOURS	PRINCE HALL SCHOOL	9/13/2017	\$9,377.00	ANNUAL SALARY
GERWER	AARON	PRINCIPAL	SCIENCE LEADERSHIP ACADEMY	08/31/17	\$106,802.00	ANNUAL SALARY
GIDDINGS	RACHEL	FOOD SVCS ASSISTANT	DUCKREY, TANNER SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
GIORNO	KEVIN	TEACHER,FULL TIME	PENROSE SCHOOL	9/7/2017	\$73,453.00	ANNUAL SALARY
GLASGO	EVELYN	FOOD SVCS ASSISTANT	FRANKFORD HIGH SCHOOL	9/5/2017	\$14,266.50	ANNUAL SALARY
GLASGO	RASHEED	FOOD SVCS WORKER II	WAGNER, GEN. LOUIS MIDDLE SCH.	9/5/2017	\$11,888.75	ANNUAL SALARY
GLOVER	ELIZABETH	STUDENT CLIMATE STAFF,5 HOURS	BUILDING 21	9/25/2017	\$11,721.00	ANNUAL SALARY

GOLDKRANZ	NICHOLAS	TEACHER,FULL TIME	DUNBAR, PAUL L. SCHOOL	9/25/2017	\$45,359.00	ANNUAL SALARY
GORKA	SAMUEL	STUDENT CLIMATE STAFF,5 HOURS	PENN TREATY HIGH SCHOOL	9/18/2017	\$11,721.00	ANNUAL SALARY
GRADY	ALLISON	SUPPORTIVE SERVICES ASST, 4 HR	GIRLS, PHILA HIGH SCHOOL FOR	9/25/2017	\$11,666.00	ANNUAL SALARY
GRAHAM	BEVERLY	FOOD SVCS ASSISTANT	LOWELL, JAMES R. SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
GRAHAM	TIARA	STUDENT CLIMATE STAFF,4 HOURS	RHOADS, JAMES SCHOOL	9/5/2017	\$9,377.00	ANNUAL SALARY
GREEN	CARRI	FOOD SVCS WORKER II	LOESCHE, WILLIAM H. SCHOOL	9/5/2017	\$14,266.50	ANNUAL SALARY
GREEN	CASTELL	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	8/10/2017	\$20.00	HOURLY RATE
GREEN	KARINE	FOOD SVCS WORKER SENIOR	DUNBAR, PAUL L. SCHOOL	9/18/2017	\$15,965.62	ANNUAL SALARY
GREGORY	DAYSHA	SUPPORTIVE SERVICES ASST, 3 HR	MEADE, GEN. GEORGE G. SCHOOL	9/18/2017	\$8,749.00	ANNUAL SALARY
GRIFFIN	ELIZABETH	FOOD SVCS ASSISTANT	CHILDS, GEORGE W. SCHOOL	9/5/2017	\$12,458.87	ANNUAL SALARY
GRIFFIN	LA'LONNA	STUDENT CLIMATE STAFF,4 HOURS	SOUTH PHILADELPHIA H.S.	9/6/2017	\$9,377.00	ANNUAL SALARY
GRIFFIN-JONES	TALLIAH	SUPPORTIVE SERVICES ASST, 4 HR	FRANKLIN, BENJAMIN SCHOOL	8/28/2017	\$11,666.00	ANNUAL SALARY
HAGANS	IMIER	STUDENT CLIMATE STAFF,5 HOURS	BARTRAM, JOHN HIGH SCHOOL	9/7/2017	\$11,721.00	ANNUAL SALARY
HALL	DASHAE	CLASSROOM ASST,SP ED,SV HND	HILL-FREEDMAN WORLD ACADEMY	9/19/2017	\$19,344.00	ANNUAL SALARY
HAMILTON	MONIQUE	STUDENT CLIMATE STAFF,4 HOURS	MCCLOSKEY, JOHN F. SCHOOL	9/25/2017	\$9,377.00	ANNUAL SALARY
HAMMOND	ANDREA	BUS ATTENDANT	BUS ATTENDANTS-PRIVATE SCHOOLS	9/5/2017	\$11,294.00	ANNUAL SALARY
HAMMONDS	MECCA	CLASSROOM ASST,SP ED,SV HND	DAY, ANNA B. SCHOOL	9/13/2017	\$19,344.00	ANNUAL SALARY
HAQQ	MUSA	FOOD SVCS ASSISTANT	FELTONVILLE INTERMEDIATE	9/18/2017	\$9,061.00	ANNUAL SALARY
HARDRICK	LATRESA	FOOD SVCS ASSISTANT	MORRISON, ANDREW J. SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
HARGY	DAVID	INSTRUCTOR, JROTC	SWENSON ARTS/TECH HIGH SCHOOL	9/1/2017	\$75,988.00	ANNUAL SALARY
HARLEM	SHINIKAI	BUS ATTENDANT	SPRUANCE, GILBERT SCHOOL	9/5/2017	\$11,294.00	ANNUAL SALARY
HARRELL	SHAMIRAH	BUS ATTENDANT	BUS ATTENDANTS-PRIVATE SCHOOLS	9/5/2017	\$11,294.00	ANNUAL SALARY
HARRIS-BRYANT	KIMBERLY	FOOD SVCS ASSISTANT	PRINCE HALL SCHOOL	9/5/2017	\$13,591.50	ANNUAL SALARY
HARVEY	DENIECE	STUDENT CLIMATE STAFF,3 HOURS	LAMBERTON,ROBERT E ELEMENTARY	9/15/2017	\$7,032.00	ANNUAL SALARY
HASSLER	ANTJE	ONE TO ONE ASST, SPECIAL ED	WASHINGTON, MARTHA SCHOOL	9/27/2017	\$19,344.00	ANNUAL SALARY
HATCHER	CHELSEA	STUDENT CLIMATE STAFF,4 HOURS	BREGY, F. AMEDEE SCHOOL	9/30/2017	\$7,563.00	ANNUAL SALARY
HAUGHTON	JUDITH	ASSISTANT PRINCIPAL	SAYRE, WILLIAM L. HIGH SCHOOL	08/31/17	\$94,281.00	ANNUAL SALARY
HAWKINS-BUTTS	DEBORAH	EXT ACTVTS,NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	9/5/2017	\$19,344.00	ANNUAL SALARY
HAYES	YAJAIRA	STUDENT CLIMATE STAFF,4 HOURS	DICK, WILLIAM SCHOOL	9/27/2017	\$9,377.00	ANNUAL SALARY
HENRY	D'JUANA	STUDENT CLIMATE STAFF,5 HOURS	SWENSON ARTS/TECH HIGH SCHOOL	9/25/2017	\$11,721.00	ANNUAL SALARY

HERNANDEZ	MARIA	FOOD SVCS WORKER II	GIRLS, PHILA HIGH SCHOOL FOR	9/5/2017	\$11,888.75	ANNUAL SALARY
HILL	MARLENE	FOOD SVCS ASSISTANT	LAMBERTON,ROBERT E ELEMENTARY	9/5/2017	\$12,458.87	ANNUAL SALARY
HILL	QUADIRA	STUDENT CLIMATE STAFF,5 HOURS	HARDING, WARREN G. MIDDLE SCH	9/5/2017	\$11,721.00	ANNUAL SALARY
HILL	THOMAS	STUDENT CLIMATE STAFF,5 HOURS	AMY 5 AT JAMES MARTIN	8/28/2017	\$11,721.00	ANNUAL SALARY
HILTON	LAMAR	FOOD SVCS ASSISTANT	FOOD SERVICES ADMIN & SUPPORT	9/11/2017	\$10,550.00	ANNUAL SALARY
HINES	TANIKA	TEACHER,FULL TIME	COOKE, JAY ELEMENTARY SCHOOL	9/25/2017	\$65,121.00	ANNUAL SALARY
HINSON	ZAA'KIRAH	ONE TO ONE ASST, SPECIAL ED	SOUTHWARK SCHOOL	9/26/2017	\$19,344.00	ANNUAL SALARY
HINTON	JENNIFER	TEACHER,FULL TIME	SPRUANCE, GILBERT SCHOOL	9/25/2017	\$76,461.00	ANNUAL SALARY
HOLDEN	ASHLEY	FOOD SVCS ASSISTANT	DEBURGOS, J. ELEMENTARY	9/5/2017	\$9,061.00	ANNUAL SALARY
HOLLoday	STEPHEN	FOOD SVCS ASSISTANT	FORREST, EDWIN SCHOOL	9/11/2017	\$9,061.00	ANNUAL SALARY
HOSAN	SARAH	PRE-K REGIONAL INSTRUCTION SPE	BRIGHT FUTURES & PREK PARTNERS	9/11/2017	\$46,694.00	ANNUAL SALARY
HOSTETTER	LUKE	PRINCIPAL	BALDI MIDDLE SCHOOL	08/31/17	\$105,173.00	ANNUAL SALARY
HOWARD	DEBBIE	BUS ATTENDANT	BUS ATTENDANTS-PRIVATE SCHOOLS	9/5/2017	\$11,294.00	ANNUAL SALARY
HOWARD	RODNIKA	STUDENT CLIMATE STAFF,4 HOURS	ALLEN, DR. ETHEL SCHOOL	9/11/2017	\$10,084.00	ANNUAL SALARY
HOWELL	SHANON	ONE TO ONE ASST, SPECIAL ED	CARNELL, LAURA H. SCHOOL	9/18/2017	\$19,344.00	ANNUAL SALARY
HOYT	KELLIE	TEACHER,SPEC EDUCATION	CHILDS, GEORGE W. SCHOOL	9/14/2017	\$46,193.00	ANNUAL SALARY
HU	BI LIN	FOOD SVCS ASSISTANT	PREPARATORY CHARTER SCHOOL	9/5/2017	\$11,326.25	ANNUAL SALARY
HUNT	VICTORIA	STUDENT CLIMATE STAFF,3 HOURS	HACKETT, HORATIO B. SCHOOL	9/12/2017	\$7,032.00	ANNUAL SALARY
HUNTER	BREYANA	ONE TO ONE ASST, SPECIAL ED	FINLETTER, THOMAS K. SCHOOL	9/25/2017	\$19,344.00	ANNUAL SALARY
HUNTLEY	DAVISA	BUS CHAUFFEUR PT (4-5HRS/DAY)	TRANSPORTATION, PD	9/1/2017	\$22,035.25	ANNUAL SALARY
HURD	LAVIECA	BUS ATTENDANT	ZIEGLER, WILLIAM H. SCHOOL	9/5/2017	\$11,294.00	ANNUAL SALARY
HUSLER-GROSECLOSE	HEATHER	TEACHER,FULL TIME	ROBESON, PAUL HIGH SCHOOL	9/6/2017	\$67,789.00	ANNUAL SALARY
HUTCHINS-SYLLA	BETTY	FOOD SVCS ASSISTANT	ADAIRE, ALEXANDER SCHOOL	9/18/2017	\$9,061.00	ANNUAL SALARY
IVEY	FREDERICK	STUDENT CLIMATE STAFF,4 HOURS	HESTON, EDWARD SCHOOL	9/7/2017	\$9,377.00	ANNUAL SALARY
IVORY	GERALDINE	STUDENT CLIMATE STAFF,3 HOURS	PEIRCE, THOMAS M. SCHOOL	8/28/2017	\$7,032.00	ANNUAL SALARY
IZZARD	LILLIAM	ASSISTANT PRINCIPAL	FELS, SAMUEL HIGH SCHOOL	08/31/17	\$92,349.00	ANNUAL SALARY
JACKSON	JARNAY	SUPPORTIVE SERVICES ASST, 3 HR	MORRISON, ANDREW J. SCHOOL	9/5/2017	\$8,749.00	ANNUAL SALARY
JACKSON	PHYLLIS	ONE TO ONE ASST, SPECIAL ED	WIDENER MEMORIAL SCHOOL	9/25/2017	\$19,344.00	ANNUAL SALARY
JACOBS	SYMONE	STUDENT CLIMATE STAFF,4 HOURS	WEBSTER, JOHN H. SCHOOL	9/5/2017	\$9,377.00	ANNUAL SALARY
JAMES	TERRELL	FOOD SVCS UTILITY WORKER	GIRARD ACADEMIC MUSIC PROGRAM	9/18/2017	\$17,206.31	ANNUAL SALARY

JEFFRIES	DWIGHT	SCHOOL CLIMATE MANAGER	WASHINGTON, GROVER JR. MIDDLE	9/4/2017	\$64,217.00	ANNUAL SALARY
JENKINS	DANIELLE	STUDENT CLIMATE STAFF,4 HOURS	CLEMENTE, ROBERTO MIDDLE SCHL	9/8/2017	\$9,377.00	ANNUAL SALARY
JENKINS	KENDRA	STUDENT CLIMATE STAFF,3 HOURS	COMEGYS, BENJAMIN B. SCHOOL	9/25/2017	\$7,032.00	ANNUAL SALARY
JOANIS	KATHLEEN	SCHOOL CLIMATE LIAISON	ELKIN, LEWIS SCHOOL	9/18/2017	\$41,274.00	ANNUAL SALARY
JOHNSON	DENISE	ONE TO ONE ASST, SPECIAL ED	WILSON, WOODROW MIDDLE SCHOOL	9/11/2017	\$19,344.00	ANNUAL SALARY
JOHNSON	KIA	ASST PRINCIPAL	CARNELL, LAURA H. SCHOOL	9/7/2017	\$110,993.00	ANNUAL SALARY
JOHNSON	SHANISE	FOOD SVCS WORKER II	MEEHAN, AUSTIN MIDDLE SCHOOL	9/5/2017	\$14,266.50	ANNUAL SALARY
JOHNSON	TAIMIRA	FOOD SVCS ASSISTANT	PEIRCE, THOMAS M. SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
JOHNSON	TASHIRA	BUS ATTENDANT	BUS ATTENDANTS-PRIVATE SCHOOLS	9/5/2017	\$11,294.00	ANNUAL SALARY
JOHNSON	ZANA	ONE TO ONE ASST, SPECIAL ED	MARSHALL, THURGOOD SCHOOL	9/18/2017	\$19,344.00	ANNUAL SALARY
JONES	IESHA	STUDENT CLIMATE STAFF,3 HOURS	BLAINE, JAMES G. SCHOOL	9/7/2017	\$7,032.00	ANNUAL SALARY
JONES	JACQUELINE	LIAISON, STUDENT REENTRY&TRANS	OPPORTUNITY NETWORK	9/11/2017	\$57,000.00	ANNUAL SALARY
JONES	LASINA	STUDENT CLIMATE STAFF,3 HOURS	WASHINGTON, MARTHA SCHOOL	9/18/2017	\$7,032.00	ANNUAL SALARY
JONES	LISA	STUDENT CLIMATE STAFF,5 HOURS	CASSIDY,LEWIS C ACADEMICS PLUS	8/28/2017	\$12,604.00	ANNUAL SALARY
JONES	TRENIS	STUDENT CLIMATE STAFF,4 HOURS	MYA-MIDDLE YEARS ALTERNATIVE	8/16/2017	\$10,084.00	ANNUAL SALARY
JONES-BLOUNT	ALIYAH	ONE TO ONE ASST, SPECIAL ED	MORTON, THOMAS G. SCHOOL	9/18/2017	\$19,344.00	ANNUAL SALARY
JULIEN	REBECCA	PRINCIPAL	KIRKBRIDE, ELIZA B. SCHOOL	08/31/17	\$106,802.00	ANNUAL SALARY
KALEO	ROSEMARY	SUPPORTIVE SERVICES ASST, 3 HR	GIRARD, STEPHEN SCHOOL	9/26/2017	\$8,749.00	ANNUAL SALARY
KEEVE	CHRISTIAN	TEACHER,FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	8/31/2017	\$45,359.00	ANNUAL SALARY
KELLAM	LINDA	FOOD SVCS WORKER II	RHODES ELEMENTARY SCHOOL	9/5/2017	\$11,888.75	ANNUAL SALARY
KELLY-GAINES	LISA	FOOD SVCS ASSISTANT	BODINE, WILLIAM W. HIGH SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
KENNEDY	CHRISTINA	FOOD SVCS ASSISTANT	BEEBER, DIMNER MIDDLE SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
KENNEDY	MOSHAY	FOOD SVCS ASSISTANT	SAUL, WALTER B. HIGH SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
KERIM	JLDAS	STUDENT CLIMATE STAFF,4 HOURS	FRANK, ANNE SCHOOL	9/13/2017	\$9,377.00	ANNUAL SALARY
KHAMAN	DAVID	SUPPORTIVE SERVICES ASST, 4 HR	KEY, FRANCIS SCOTT SCHOOL	9/1/2017	\$11,666.00	ANNUAL SALARY
KIMMEL	TODD	PRINCIPAL	HACKETT, HORATIO B. SCHOOL	08/31/17	\$106,802.00	ANNUAL SALARY
KITCHENMAN	ELIZABETH	SUPPORTIVE SERVICES ASST, 3 HR	DECATUR, STEPHEN SCHOOL	8/28/2017	\$8,749.00	ANNUAL SALARY
KITHCART	CHARNAY	STUDENT CLIMATE STAFF,4 HOURS	ROWEN, WILLIAM SCHOOL	8/28/2017	\$9,377.00	ANNUAL SALARY
KNOX	CHARITA	STUDENT CLIMATE STAFF,5 HOURS	KENSINGTON HEALTH SCIENCES	9/5/2017	\$11,721.00	ANNUAL SALARY
KOPECKI	DANIELLE	EARLY CHILD FOOD SV WK 4.5HRS	HOLME HEAD START	9/25/2017	\$10,550.00	ANNUAL SALARY

KRIL	RACHEL	TEACHER,FULL TIME	ALLEN, DR. ETHEL SCHOOL	9/5/2017	\$45,359.00	ANNUAL SALARY
LACRIOX	HARLEY	STUDENT CLIMATE STAFF,5 HOURS	COOKE, JAY ELEMENTARY SCHOOL	9/28/2017	\$11,721.00	ANNUAL SALARY
LAHIFF	MELISSA	TEACHER,FULL TIME	CARNELL, LAURA H. SCHOOL	9/25/2017	\$45,359.00	ANNUAL SALARY
LAMB	MICHAEL	TEACHER,FULL TIME	DICK, WILLIAM SCHOOL	9/18/2017	\$57,451.00	ANNUAL SALARY
LAMB	MICHELLE	STUDENT CLIMATE STAFF,5 HOURS	MARSHALL, THURGOOD SCHOOL	8/28/2017	\$11,721.00	ANNUAL SALARY
LAMB	UNIQUE	SUPPORTIVE SERVICES ASST, 3 HR	MORRISON, ANDREW J. SCHOOL	9/5/2017	\$8,749.00	ANNUAL SALARY
LAMIA	KRISTINA	PRINCIPAL	EDMONDS, FRANKLIN S. SCHOOL	08/31/17	\$110,770.00	ANNUAL SALARY
LANIER	PAULETTE	FOOD SVCS ASSISTANT	MATH, CIVICS AND SCIENCES	9/5/2017	\$9,061.00	ANNUAL SALARY
LAURY	CARLA	MULTI TIER SYTM SU SP SCH CL	CLIMATE & SAFETY	9/18/2017	\$62,500.00	ANNUAL SALARY
LAWRENCE	TERRY	BUS ATTENDANT	MOORE, J. HAMPTON SCHOOL	9/5/2017	\$11,294.00	ANNUAL SALARY
LAWRENCE	TERRY	STUDENT CLIMATE STAFF,3 HOURS	MOORE, J. HAMPTON SCHOOL	9/5/2017	\$7,032.00	ANNUAL SALARY
LAWRENCE	TIFFANY	ONE TO ONE ASST, SPECIAL ED	RHODES ELEMENTARY SCHOOL	9/28/2017	\$19,344.00	ANNUAL SALARY
LAWRENCE-KELLY	DEZIRAH	SUPPORTIVE SERVICES ASST, 4 HR	MC CLURE, ALEXANDER K. SCHOOL	9/14/2017	\$11,666.00	ANNUAL SALARY
LAWSON	SQUANNETTA	TEACHER,SPEC EDUCATION	FRANKLIN, BENJAMIN SCHOOL	9/11/2017	\$46,193.00	ANNUAL SALARY
LE	CHARLIE	TEACHER,FULL TIME	CENTRAL HIGH SCHOOL	8/30/2017	\$45,359.00	ANNUAL SALARY
LEWIS	DEANNA	STUDENT CLIMATE STAFF,5 HOURS	BALDI MIDDLE SCHOOL	9/6/2017	\$11,721.00	ANNUAL SALARY
LEWIS	NATHANIEL	EXT ACTVTS,NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	9/5/2017	\$15.00	HOURLY RATE
LIN	CHAI	FOOD SVCS WORKER II	VAUX HIGH SCHOOL	9/5/2017	\$14,266.50	ANNUAL SALARY
LITTLE	AUSTIN	TEACHER,FULL TIME	MARSHALL, THURGOOD SCHOOL	8/16/2017	\$45,359.00	ANNUAL SALARY
LOCKWOOD	ERICKA	FOOD SVCS ASSISTANT	KEARNY, GEN. PHILIP SCHOOL	9/5/2017	\$13,591.50	ANNUAL SALARY
LOGAN	KRISTINE	TEACHER,FULL TIME	LAWTON, HENRY W. SCHOOL	9/11/2017	\$45,359.00	ANNUAL SALARY
LOWE	MICHAEL	PRINCIPAL	COOK-WISSAHICKON SCHOOLS	08/31/17	\$105,173.00	ANNUAL SALARY
LOWERY	ALEXIS	BUS ATTENDANT,ONE TO ONE	KING, MARTIN LUTHER HIGH SCH.	9/5/2017	\$11,294.00	ANNUAL SALARY
LUCAS	SHAWNISE	SUPPORTIVE SERVICES ASST, 4 HR	PENNYPACKER, SAMUEL SCHOOL	9/18/2017	\$11,666.00	ANNUAL SALARY
LUTZO	CATHERINE	STUDENT CLIMATE STAFF,4 HOURS	MEREDITH, WILLIAM M. SCHOOL	9/12/2017	\$9,377.00	ANNUAL SALARY
LYNCH-HARRIS	CHARITY	TEACHER,SPEC EDUCATION	KING, MARTIN LUTHER HIGH SCH.	9/5/2017	\$47,527.00	ANNUAL SALARY
MADISON	YOLANDA	STUDENT CLIMATE STAFF,3 HOURS	SOLIS-COHEN, SOLOMON SCHOOL	9/1/2017	\$7,563.00	ANNUAL SALARY
MARKS	VANESSA	FOOD SVCS ASSISTANT	SAYRE, WILLIAM L. HIGH SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
MATTHEWS	SHANNAN	STUDENT CLIMATE STAFF,5 HOURS	MEEHAN, AUSTIN MIDDLE SCHOOL	9/6/2017	\$11,721.00	ANNUAL SALARY
MCCLARY	MELEILA	FOOD SVCS ASSISTANT	CLEMENTE, ROBERTO MIDDLE SCHL	9/5/2017	\$11,326.25	ANNUAL SALARY

MCCLOUD	SHERBY	GENERAL CLEANER, 8 HOURS	MEEHAN, AUSTIN MIDDLE SCHOOL	9/5/2017	\$20,423.00	ANNUAL SALARY
MCDONALD	MARK	FOOD SVCS ASSISTANT	MARSHALL, THURGOOD SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
MCDOWELL	CRYSTAL	FOOD SVCS WORKER II	TAYLOR, BAYARD SCHOOL	9/5/2017	\$11,888.75	ANNUAL SALARY
MCFARLANE	MARY	STUDENT CLIMATE STAFF,4 HOURS	MORRIS, ROBERT SCHOOL	9/8/2017	\$9,377.00	ANNUAL SALARY
MCGOUGAN	IMANI	FOOD SVCS ASSISTANT	ELKIN, LEWIS SCHOOL	9/25/2017	\$9,061.00	ANNUAL SALARY
MCMICHAEL	AMIRAH	ONE TO ONE ASST, SPECIAL ED	MCDANIEL, DELAPLAINE SCHOOL	9/5/2017	\$19,344.00	ANNUAL SALARY
MCNEIL	AANISAH	STUDENT CLIMATE STAFF,4 HOURS	HOPKINSON, FRANCIS SCHOOL	9/11/2017	\$9,377.00	ANNUAL SALARY
MCNISH	DANA	FOOD SVCS ASSISTANT	BRIDESBURG SCHOOL	9/5/2017	\$12,458.87	ANNUAL SALARY
MCPHERSON	SHAMMARAH	CLASSROOM ASST,SP ED,SV HND	DAY, ANNA B. SCHOOL	9/18/2017	\$19,344.00	ANNUAL SALARY
MEACHUM	KHADIJAH	FOOD SVCS ASSISTANT	MATH, CIVICS AND SCIENCES	9/5/2017	\$9,061.00	ANNUAL SALARY
MERCADO	ALEXIS	STUDENT CLIMATE STAFF,3 HOURS	BARTON SCHOOL	8/28/2017	\$7,032.00	ANNUAL SALARY
MERCER	ASHLEY	CLASSROOM ASST,SP ED,SV HND	LANKENAU HIGH SCHOOL	9/5/2017	\$19,344.00	ANNUAL SALARY
MESA-PEREZ	JOSUE	SUPPORTIVE SERVICES ASST, 3 HR	KELLY, JOHN B. SCHOOL	8/28/2017	\$8,749.00	ANNUAL SALARY
MICALI	LISA ANN	SUPPORTIVE SERVICES ASST, 3 HR	FELL, D. NEWLIN SCHOOL	9/25/2017	\$8,749.00	ANNUAL SALARY
MICKENS	KENAE	EXT ACTVTS,NON-CONTRACT EMP-HR	TRANSITION & ALT. EDUCATION	9/1/2017	\$12.00	HOURLY RATE
MIKE	IEASHA	FOOD SVCS ASSISTANT	MATH, CIVICS AND SCIENCES	9/5/2017	\$9,061.00	ANNUAL SALARY
MIKELIONIS	ELAINE	STUDENT CLIMATE STAFF,4 HOURS	AMY 5 AT JAMES MARTIN	9/11/2017	\$9,377.00	ANNUAL SALARY
MILLER	HELENE	SUPPORTIVE SERVICES ASST, 3 HR	JENKS, ABRAM SCHOOL	8/28/2017	\$8,749.00	ANNUAL SALARY
MILLER	KIMBERLY	CUST SUPP/EXTERNAL LIAISON	FAMILY & COMMUNITY ENGAGEMENT	9/11/2017	\$30,000.00	ANNUAL SALARY
MILLER	TOSEF	STUDENT CLIMATE STAFF,3 HOURS	MASTERMAN,JULIA R. HIGH SCHOOL	9/25/2017	\$7,032.00	ANNUAL SALARY
MILLS	JAZZMYN	EXT ACTVTS,NON-CONTRACT EMP-HR	OFFICE OF MULTIPLE PATHWAYS	9/1/2017	\$12.00	HOURLY RATE
MINGO	BRITTANY	PROG COORD,CAREER/COLLEGE AWAR	DIVISION OF COLLEGE READINESS	9/18/2017	\$46,500.00	ANNUAL SALARY
MITCHELL	JEFFREY	INSTRUCTOR, JROTC	LINCOLN, ABRAHAM HIGH SCHOOL	8/31/2017	\$65,376.00	ANNUAL SALARY
MITCHELL	LEAH	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	9/6/2017	\$9.56	HOURLY RATE
MIZRACHI	HEATHER	MANAGER,MULTILINGUAL PROGRAMS	MULTILINGUAL PROGRAMS	9/5/2017	\$74,000.00	ANNUAL SALARY
MOKHOVA	EVGENIIA	STUDENT CLIMATE STAFF,4 HOURS	FRANK, ANNE SCHOOL	9/18/2017	\$9,377.00	ANNUAL SALARY
MOLITOR	CHRISTINA	TEACHER,FULL TIME	BLAINE, JAMES G. SCHOOL	9/27/2017	\$45,359.00	ANNUAL SALARY
MONAGHAN	IAN	FOOD SVCS ASSISTANT	MEEHAN, AUSTIN MIDDLE SCHOOL	9/18/2017	\$11,326.25	ANNUAL SALARY
MONTENEGRO	DAVID	TEACHER,FULL TIME	BUILDING 21	9/11/2017	\$60,202.00	ANNUAL SALARY
MONTGOMERY	OLERIC	FOOD SVCS ASSISTANT	DECATUR, STEPHEN SCHOOL	9/5/2017	\$13,591.50	ANNUAL SALARY

MOORE	DANIEL	STUDENT CLIMATE STAFF,4 HOURS	FELL, D. NEWLIN SCHOOL	9/14/2017	\$9,377.00	ANNUAL SALARY
MOORE	DEVON	STUDENT CLIMATE STAFF,5 HOURS	LUDLOW, JAMES R. SCHOOL	8/28/2017	\$11,721.00	ANNUAL SALARY
MOORE	DWAYNE	ONE TO ONE ASST, SPEC ED	TILDEN MIDDLE SCHOOL	9/21/2017	\$19,344.00	ANNUAL SALARY
MORRIS	KYEISHA	STUDENT CLIMATE STAFF,5 HOURS	MARSHALL, JOHN SCHOOL	9/5/2017	\$11,721.00	ANNUAL SALARY
MUGFORD	JESSICA	SUPPORTIVE SERVICES ASST, 4 HR	CARNELL, LAURA H. SCHOOL	9/11/2017	\$11,666.00	ANNUAL SALARY
MUHAMMAD	INAYAH	EXT ACTVTS,NON-CONTRACT EMP-HR	OFFICE OF CHILD ACCOUNTING	9/12/2017	\$12.00	HOURLY RATE
MUHAMMAD	ABDUL-MUBDI	PRINCIPAL	NORTHEAST HIGH SCHOOL	07/01/16	\$112,446.00	ANNUAL SALARY
MULLINS	ROSHEKA	BUS ATTENDANT	BUS ATTENDANTS-PRIVATE SCHOOLS	9/5/2017	\$11,294.00	ANNUAL SALARY
MULVEY	JENNIFER	SUPPORTIVE SERVICES ASST, 3 HR	DECATUR, STEPHEN SCHOOL	8/28/2017	\$8,749.00	ANNUAL SALARY
MUNIZE	JADE	SECRETARY I	HESTON, EDWARD SCHOOL	9/11/2017	\$23,178.00	ANNUAL SALARY
MUNLYN	DIVEDA	FOOD SVCS ASSISTANT	HILL-FREEDMAN WORLD ACADEMY	9/5/2017	\$13,591.50	ANNUAL SALARY
MURPHY	VIVIAN	FOOD SVCS ASSISTANT	WASHINGTON, GEORGE HIGH SCHOOL	9/5/2017	\$13,591.50	ANNUAL SALARY
NEAL	SHEENA	STUDENT CLIMATE STAFF,3 HOURS	SCIENCE LEADERSHIP ACADEMY MS	8/28/2017	\$7,032.00	ANNUAL SALARY
NELSON	JACK	PRINCIPAL	LINCOLN, ABRAHAM HIGH SCHOOL	08/31/17	\$112,446.00	ANNUAL SALARY
NGUYEN	MANHBAN	COUNSELING ASST,BILINGUAL	KIRKBRIDE, ELIZA B. SCHOOL	9/13/2017	\$22,595.00	ANNUAL SALARY
NIHILL	JOSEPH	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	9/25/2017	\$24.00	HOURLY RATE
NIXSON	BENJAMIN	BUS CHAUFFEUR PART TIME PROB	TRANSPORTATION, PD	9/1/2017	\$12,954.40	ANNUAL SALARY
NOLAN	DYLAN	STUDENT CLIMATE STAFF,3 HOURS	RHAWNHRST SCHOOL	9/20/2017	\$7,563.00	ANNUAL SALARY
OAKEY	JOHN	TEACHER,FULL TIME	MOTIVATION HIGH SCHOOL	8/30/2017	\$59,532.00	ANNUAL SALARY
OBRANT	JUDITH	EXT ACTVTS,NON-CONTRACT EMP-HR	EMPLOYEE SUPPORT SERVICES	9/1/2017	\$12.00	HOURLY RATE
ODOM	DEWORSKI	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	8/10/2017	\$20.00	HOURLY RATE
O'DONNELL	LINDA	STUDENT CLIMATE STAFF,3 HOURS	FITZPATRICK, A. L. SCHOOL	9/28/2017	\$7,032.00	ANNUAL SALARY
OGLESBY	MYESHIA	FOOD SVCS WORKER II	CLEMENTE, ROBERTO MIDDLE SCHL	9/5/2017	\$15,455.37	ANNUAL SALARY
OLIDGE	CYERRA	BUS ATTENDANT	BUS ATTENDANTS-PRIVATE SCHOOLS	9/5/2017	\$11,294.00	ANNUAL SALARY
ONLEY	JUSTINE	ONE TO ONE ASST, SPECIAL ED	PRINCE HALL SCHOOL	8/28/2017	\$19,344.00	ANNUAL SALARY
ORTIZ	MIRIAM	TEACHER,FULL TIME	TAYLOR, BAYARD SCHOOL	9/15/2017	\$73,453.00	ANNUAL SALARY
OSBOURNE	TONIA	STUDENT CLIMATE STAFF,3 HOURS	OVERBROOK HIGH SCHOOL	8/28/2017	\$7,032.00	ANNUAL SALARY
OUTLAW	DIAMONIQUE	FOOD SVCS ASSISTANT	KIRKBRIDE, ELIZA B. SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
PAGE	ASHLEY	FOOD SVCS ASSISTANT	HILL-FREEDMAN WORLD ACADEMY	9/5/2017	\$11,326.25	ANNUAL SALARY
PALMER	KEARA	BUS ATTENDENT	MC CLURE, ALEXANDER K. SCHOOL	9/5/2017	\$15,934.00	ANNUAL SALARY

PARKER	MAYANNA	STUDENT CLIMATE STAFF,4 HOURS	MCDANIEL, DELAPLAINE SCHOOL	9/25/2017	\$9,377.00	ANNUAL SALARY
PASCIULLO	HAZEL	NURSE SUPPORT SPECIALIST	BROWN, JOSEPH H. SCHOOL	9/1/2001	\$14,887.00	ANNUAL SALARY
PASHAJ	XHOZIANA	TEACHER,FULL TIME	LOCKE, ALAIN SCHOOL	9/14/2017	\$46,694.00	ANNUAL SALARY
PASHOLLARI	IRMA	SUPPORTIVE SERVICES ASST, 3 HR	HOLME, THOMAS SCHOOL	9/11/2017	\$8,749.00	ANNUAL SALARY
PATRICK	KARL-VAN	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	8/10/2017	\$24.00	HOURLY RATE
PAWLOWSKY	CINDY	TEACHER,SPEC EDUCATION	ROOSEVELT ELEMENTARY SCHOOL	9/25/2017	\$46,193.00	ANNUAL SALARY
PAYE	STANLEY	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	8/23/2017	\$20.00	HOURLY RATE
PEREZ-BRISTOL	VANESSA	STUDENT CLIMATE STAFF,5 HOURS	CAYUGA SCHOOL	9/11/2017	\$11,721.00	ANNUAL SALARY
PERRIN	MARKITA	ONE TO ONE ASST, SPECIAL ED	LOESCHE, WILLIAM H. SCHOOL	9/11/2017	\$19,344.00	ANNUAL SALARY
PERRY	DONNA	FOOD SVCS WORKER II	MAYFAIR SCHOOL	9/5/2017	\$16,644.25	ANNUAL SALARY
PETERSON	SAMANTHA	TEACHER,SPEC EDUCATION	STEARNE, ALLEN M. SCHOOL	8/30/2017	\$46,193.00	ANNUAL SALARY
PETTIWAY	MONAY	STUDENT CLIMATE STAFF,4 HOURS	ELLWOOD SCHOOL	9/18/2017	\$9,377.00	ANNUAL SALARY
PETTUS	TAMIA	STUDENT CLIMATE STAFF,5 HOURS	MARSHALL, THURGOOD SCHOOL	9/28/2017	\$11,721.00	ANNUAL SALARY
PHIAMBOLIS	ALEX	TEACHER,FULL TIME	BODINE, WILLIAM W. HIGH SCHOOL	9/18/2017	\$46,694.00	ANNUAL SALARY
PINER	YUSUF	SUPPORTIVE SERVICES ASST, 3 HR	MARSHALL, THURGOOD SCHOOL	8/28/2017	\$8,749.00	ANNUAL SALARY
PRESTON-FLOYD	LA'VERNE	BUS ATTENDANT	SOUTH PHILADELPHIA H.S.	9/18/2017	\$11,294.00	ANNUAL SALARY
PRIDGEN	ROBERTA	FOOD SVCS ASSISTANT	DUNBAR, PAUL L. SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
PRIDGEN-STITH	YAHNAE	ONE TO ONE ASST, SPECIAL ED	HENRY, CHARLES W. SCHOOL	8/28/2017	\$19,344.00	ANNUAL SALARY
PRINCE	ANDREA	STUDENT DISCIPLINARY HEAR OFF	OFFICE STUDENT RIGHTS & RESP	9/5/2017	\$59,000.00	ANNUAL SALARY
PRINCE	HARRY	STUDENT CLIMATE STAFF,4 HOURS	WEBSTER, JOHN H. SCHOOL	8/28/2017	\$9,377.00	ANNUAL SALARY
PURCELL	LOIS	TEACHER,SPEC EDUCATION	HOUSTON, HENRY H. SCHOOL	9/18/2017	\$47,527.00	ANNUAL SALARY
PYUN	HEELA	COUNSELING ASST,BILINGUAL	NORTHEAST HIGH SCHOOL	9/12/2017	\$22,595.00	ANNUAL SALARY
QUINN	NAKIA	BUS ATTENDANT	FRANKFORD HIGH SCHOOL	9/5/2017	\$11,294.00	ANNUAL SALARY
RADIGONDA	JEFFREY	TEACHER,FULL TIME	MUSIC, INSTRUMENTAL	9/27/2017	\$45,359.00	ANNUAL SALARY
RAE	MARGARET	TEACHER,FULL TIME	PRINCE HALL SCHOOL	8/16/2017	\$66,461.00	ANNUAL SALARY
RAGO	KIMBERLY	ONE TO ONE ASST, SPECIAL ED	NEBINGER, GEORGE W. SCHOOL	9/8/2017	\$19,344.00	ANNUAL SALARY
RAGUCCI	DOREEN	STUDENT CLIMATE STAFF,3 HOURS	FITZPATRICK, A. L. SCHOOL	9/28/2017	\$7,032.00	ANNUAL SALARY
RAMIREZ	MYRIAM	FOOD SVCS ASSISTANT	DEBURGOS, J. ELEMENTARY	9/5/2017	\$11,326.25	ANNUAL SALARY
RAMOS	DENISMARIE	EXT ACTVTS,NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	9/5/2017	\$15.00	HOURLY RATE
RAND	KEENAN	STUDENT CLIMATE STAFF,3 HOURS	OVERBROOK HIGH SCHOOL	9/1/2017	\$7,032.00	ANNUAL SALARY

RANSOM	INGRID	FOOD SVCS WORKER II	ROOSEVELT ELEMENTARY SCHOOL	9/6/2017	\$11,888.75	ANNUAL SALARY
RATLIFF	ALLAYNA	PRINCIPAL	WASHINGTON, MARTHA SCHOOL	08/31/17	\$111,689.00	ANNUAL SALARY
REED	TOSHIKO	SUPPORTIVE SERVICES ASST, 4 HR	LOGAN, JAMES SCHOOL	8/28/2017	\$11,666.00	ANNUAL SALARY
REEDER	SHINDREA	ONE TO ONE ASST, SPECIAL ED	CROSSAN, KENNEDY C. SCHOOL	9/27/2017	\$19,344.00	ANNUAL SALARY
REID	NOVALINE	CLASSROOM ASST, SP ED, SV HND	LAMBERTON, ROBERT E ELEMENTARY	9/11/2017	\$19,344.00	ANNUAL SALARY
REMBERT	ALIZA	SUPPORTIVE SERVICES ASST, 3 HR	MEADE, GEN. GEORGE G. SCHOOL	8/28/2017	\$8,749.00	ANNUAL SALARY
RICHARDS	ERICA	STUDENT CLIMATE STAFF, 5 HOURS	WASHINGTON, GEORGE HIGH SCHOOL	9/18/2017	\$11,721.00	ANNUAL SALARY
RICHARDS	NICHOLAS	BUS ATTENDANT	BLANKENBURG, RUDOLPH SCHOOL	9/5/2017	\$11,294.00	ANNUAL SALARY
RICHARDS	RIEYEL	FOOD SVCS WORKER II	AMY NORTHWEST	9/5/2017	\$11,888.75	ANNUAL SALARY
RICHARDSON	DELORES	TEACHER, FULL TIME	COOKE, JAY ELEMENTARY SCHOOL	9/25/2017	\$47,278.00	ANNUAL SALARY
RICHARDSON	DEVIN	STUDENT CLIMATE STAFF, 4 HOURS	RHOADS, JAMES SCHOOL	9/5/2017	\$9,377.00	ANNUAL SALARY
RICHARDSON	TAMIKA	STUDENT CLIMATE STAFF, 5 HOURS	MASTBAUM, JULES E. HIGH SCHOOL	8/25/2017	\$11,721.00	ANNUAL SALARY
RIOS	DIANA	STUDENT CLIMATE STAFF, 5 HOURS	CAYUGA SCHOOL	9/11/2017	\$11,721.00	ANNUAL SALARY
RIOS	LEGNA	SUPPORTIVE SERVICES ASST, 4 HR	SOUTHWARK SCHOOL	8/28/2017	\$11,666.00	ANNUAL SALARY
RIVERA	LISSETTE	SECRETARY I	ELKIN, LEWIS SCHOOL	9/5/2017	\$23,178.00	ANNUAL SALARY
RIVERA RODRIGUEZ	MARISOL	PRINCIPAL	JUNIATA PARK ACADEMY	08/31/17	\$105,173.00	ANNUAL SALARY
ROBERTSON	CAROLYN	SUPPORTIVE SERVICES ASST, 3 HR	BLANKENBURG, RUDOLPH SCHOOL	8/28/2017	\$8,749.00	ANNUAL SALARY
ROBERTSON	LYNETTE	STUDENT CLIMATE STAFF, 4 HOURS	MORRISON, ANDREW J. SCHOOL	8/31/2017	\$9,377.00	ANNUAL SALARY
ROBINSON	NATALIE	TEACHER, NON-CERT HRLY	ATTENDANCE & TRUANCY OFFICE	9/4/2017	\$15.50	HOURLY RATE
ROBINSON	TYSHAE	STUDENT CLIMATE STAFF, 5 HOURS	KIRKBRIDE, ELIZA B. SCHOOL	8/28/2017	\$11,721.00	ANNUAL SALARY
ROBINSON-HARRIS	MARALYN	CLASSROOM ASST, SP ED, SV HND	BALDI MIDDLE SCHOOL	9/25/2017	\$19,344.00	ANNUAL SALARY
RODRIGUEZ	CARMEN	SUPPORTIVE SERVICES ASST, 4 HR	CLEMENTE, ROBERTO MIDDLE SCHL	8/28/2017	\$11,666.00	ANNUAL SALARY
RODRIGUEZ	FRANCISCA	FOOD SVCS ASSISTANT	ALLEN, ETHAN SCHOOL	9/5/2017	\$14,724.12	ANNUAL SALARY
RODRIGUEZ	IRMA	STUDENT CLIMATE STAFF, 3 HOURS	WARING, LAURA W. SCHOOL	9/29/2017	\$7,563.00	ANNUAL SALARY
RODRIGUEZ	MARITZA	SUPPORTIVE SERVICES ASST, 4 HR	SHERIDAN, PHILIP H. SCHOOL	8/28/2017	\$11,666.00	ANNUAL SALARY
RODRIGUEZ MORALES	PEDRO	EXT ACTVTS, NON-CONTRACT EMP-HR	TRANSPORTATION SERVICES	9/5/2017	\$11.00	HOURLY RATE
ROSS	KIMBERLY	TEACHER, FULL TIME	HILL-FREEDMAN WORLD ACADEMY	9/28/2017	\$46,694.00	ANNUAL SALARY
ROYSTER	SHAKEELAH	STUDENT CLIMATE STAFF, 4 HOURS	GREENBERG, JOSEPH SCHOOL	9/8/2017	\$9,377.00	ANNUAL SALARY
ROYSTER	VIVIAN	STUDENT CLIMATE STAFF, 5 HOURS	CASSIDY, LEWIS C ACADEMICS PLUS	9/12/2017	\$11,721.00	ANNUAL SALARY
RUSH	STEPHANIE	STUDENT CLIMATE STAFF, 5 HOURS	FELTONVILLE ARTS & SCIENCES	9/6/2017	\$11,721.00	ANNUAL SALARY

RUSSELL	LATEEFAH	CLASSROOM ASST,SP ED,MULTP STU	BLAINE, JAMES G. SCHOOL	9/27/2017	\$19,344.00	ANNUAL SALARY
SAINT GOURDIN	VALENTINA	VAN CHAUFFEUR, PART TIME PROB	TRANSPORTATION, PD	9/1/2017	\$16,193.00	ANNUAL SALARY
SAINT-SAUVEUR	JOHNISPEN	FOOD SVCS ASSISTANT	ALLEN, ETHAN SCHOOL	9/5/2017	\$15,856.75	ANNUAL SALARY
SALEET	GISELLE	RESEARCH ASSISTANT	RESEARCH & EVALUATION	9/5/2017	\$51,946.00	ANNUAL SALARY
SALHI	KAOUTAR	TEACHER,FULL TIME	KENDERTON ELEMENTARY	9/5/2017	\$59,532.00	ANNUAL SALARY
SAM	VANDY	STUDENT CLIMATE STAFF,4 HOURS	KEARNY, GEN. PHILIP SCHOOL	8/28/2017	\$9,377.00	ANNUAL SALARY
SAMUELS	YASMINE	ONE TO ONE ASST, SPECIAL ED	WRIGHT, RICHARD R. SCHOOL	8/28/2017	\$19,344.00	ANNUAL SALARY
SANTIAGO	ERICA	SCHOOL CLIMATE MANAGER	FRANKLIN, BENJAMIN SCHOOL	9/5/2017	\$64,217.00	ANNUAL SALARY
SAVAGE	ANDREA	FOOD SVCS ASSISTANT	CRAMP, WILLIAM SCHOOL	9/11/2017	\$9,061.00	ANNUAL SALARY
SCHNEIDER	KEITH	TEACHER,FULL TIME	LEA, HENRY C.	9/27/2017	\$63,537.00	ANNUAL SALARY
SCHWARTZ	AILEEN	STUDENT CLIMATE STAFF,4 HOURS	CARNELL, LAURA H. SCHOOL	9/12/2017	\$9,377.00	ANNUAL SALARY
SCIOLI	CORINNE	ASSISTANT PRINCIPAL	MAYFAIR SCHOOL	09/08/17	\$88,572.00	ANNUAL SALARY
SCOTT	CHRISTOPHER	BUS ATTENDANT	BUS ATTENDANTS-PRIVATE SCHOOLS	9/25/2017	\$11,294.00	ANNUAL SALARY
SEAWRIGHT	RACQUEL	BUS ATTENDANT	MAYFAIR SCHOOL	9/5/2017	\$11,294.00	ANNUAL SALARY
SEAWRIGHT	RACQUEL	STUDENT CLIMATE STAFF,3 HOURS	RICHMOND SCHOOL	9/19/2017	\$7,032.00	ANNUAL SALARY
SENG	MARIN	TEACHER,FULL TIME	FELS, SAMUEL HIGH SCHOOL	9/5/2017	\$45,359.00	ANNUAL SALARY
SERIANNI	MICHELINA	PRINCIPAL	SOLIS-COHEN, SOLOMON SCHOOL	10/23/15	\$112,446.00	ANNUAL SALARY
SHEEHAN	WILLIAM	TEACHER,SPEC EDUCATION	HENRY, CHARLES W. SCHOOL	9/14/2017	\$54,534.00	ANNUAL SALARY
SHEETS	JENNIFER	FISCAL OPERATIONS ANALYST I	OFFICE OF CHILD ACCOUNTING	9/18/2017	\$42,339.00	ANNUAL SALARY
SIMMONS	ARIEL	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	8/7/2017	\$20.00	HOURLY RATE
SIMPKINS	BRIANNA	TEACHER,FULL TIME	HARRINGTON, AVERY D. SCHOOL	9/18/2017	\$45,359.00	ANNUAL SALARY
SINGH	SHAWN	STUDENT CLIMATE STAFF,3 HOURS	FITZPATRICK, A. L. SCHOOL	9/5/2017	\$7,032.00	ANNUAL SALARY
SKIPWORTH	DACHE	STUDENT CLIMATE STAFF,3 HOURS	DOBBINS, MURRELL HIGH SCHOOL	8/28/2017	\$7,032.00	ANNUAL SALARY
SMITH	DESHAWN	STUDENT CLIMATE STAFF,3 HOURS	PEIRCE, THOMAS M. SCHOOL	8/28/2017	\$7,032.00	ANNUAL SALARY
SMITH	JOI	SUPPORTIVE SERVICES ASST, 3 HR	KELLY, JOHN B. SCHOOL	8/28/2017	\$8,749.00	ANNUAL SALARY
SMITH	JOSHUA	TEACHER,NON-CERT HRLY	ATTENDANCE & TRUANCY OFFICE	9/4/2017	\$15.50	HOURLY RATE
SMITH	MILDRED	STUDENT CLIMATE STAFF,3 HOURS	BLAINE, JAMES G. SCHOOL	9/6/2017	\$7,563.00	ANNUAL SALARY
SMITH	NICOLE	STUDENT CLIMATE STAFF,4 HOURS	AMY 5 AT JAMES MARTIN	9/11/2017	\$9,377.00	ANNUAL SALARY
SMITH	SHANTIL	FOOD SVCS ASSISTANT	GIRARD ACADEMIC MUSIC PROGRAM	9/18/2017	\$14,724.12	ANNUAL SALARY
SMITH	SHAWN	BUS CHAUFFEUR PART TIME PROB	TRANSPORTATION, PD	9/1/2017	\$12,954.40	ANNUAL SALARY

SMITH	VALENA	FOOD SVCS WORKER II	HARTRANFT, JOHN F. SCHOOL	9/5/2017	\$14,266.50	ANNUAL SALARY
SOLOMON	DELORES	EXT ACTVTS, NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	9/5/2017	\$15.00	HOURLY RATE
SOWELL	JESSICA	STUDENT CLIMATE STAFF, 5 HOURS	FORREST, EDWIN SCHOOL	9/18/2017	\$11,721.00	ANNUAL SALARY
SPENCER	MACOMA	EXT ACTVTS, NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	9/5/2017	\$15.00	HOURLY RATE
SQUARE	STERLING	VAN CHAUFFEUR, PART TIME PROB	TRANSPORTATION, PD	9/1/2017	\$16,193.00	ANNUAL SALARY
STEAD	SHARON	FOOD SVCS ASSISTANT	MOORE, J. HAMPTON SCHOOL	9/11/2017	\$9,061.00	ANNUAL SALARY
STEELE-DADZIE	ALLAN	SCHOOL CLIMATE LIAISON	POWEL, SAMUEL SCHOOL	9/5/2017	\$41,274.00	ANNUAL SALARY
STEVENSON	ANDREA	STUDENT CLIMATE STAFF, 5 HOURS	CROSSROADS @ HUNTING PARK	8/28/2017	\$11,721.00	ANNUAL SALARY
STILLS	DANIELE	FOOD SVCS ASSISTANT	KEARNY, GEN. PHILIP SCHOOL	9/5/2017	\$11,326.25	ANNUAL SALARY
STRICKLAND	ISIAH	BUS CHAUFFEUR PART TIME PROB	TRANSPORTATION, PD	9/1/2017	\$13,764.05	ANNUAL SALARY
STROUP	ZACHARY	TEACHER, FULL TIME	STANTON, EDWIN M. SCHOOL	9/5/2017	\$45,359.00	ANNUAL SALARY
SUCHIT	SHAREEN	ONE TO ONE ASST, SPECIAL ED	MASTERMAN, JULIA R. HIGH SCHOOL	9/8/2017	\$19,344.00	ANNUAL SALARY
SUMMERVILLE	WYNITA	BUS ATTENDANT	FRANKLIN, BENJAMIN HIGH SCHOOL	9/5/2017	\$11,294.00	ANNUAL SALARY
SWANSON	JULIA	TEACHER, FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	9/19/2017	\$45,359.00	ANNUAL SALARY
SWEET	MALCOLM	STUDENT CLIMATE STAFF, 5 HOURS	FRANKFORD HIGH SCHOOL	9/1/2017	\$11,721.00	ANNUAL SALARY
SWOPE	LAUREN	SUPPORTIVE SERVICES ASST, 3 HR	LOESCHE, WILLIAM H. SCHOOL	8/28/2017	\$8,749.00	ANNUAL SALARY
SYDNOR	REGINALD	EXT ACTVTS, NON-CONTRACT EMP-HR	OFFICE OF GENERAL COUNSEL	7/1/2017	\$45.27	HOURLY RATE
SYLVESTER	KATHERINE	PRINCIPAL	COMLY, WATSON SCHOOL	08/31/17	\$105,713.00	ANNUAL SALARY
TABAREZ	YANINA	SUPPORTIVE SERVICES ASST, 3 HR	JUNIATA PARK ACADEMY	9/8/2017	\$8,749.00	ANNUAL SALARY
TARZAN	JASMINE	FOOD SVCS WORKER II	PARKWAY-NORTHWEST HIGH SCHOOL	9/5/2017	\$11,888.75	ANNUAL SALARY
TAYLOR	CHRISTINA	EXT ACTVTS, NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	9/5/2017	\$15.00	HOURLY RATE
THOMAS	BRIAN	FOOD SVCS ASSISTANT	LONGSTRETH, WILLIAM C. SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
THOMAS	KAYLA	CLASSRM ASST, PRE-K HD STRT-PDS	BRIGHT FUTURES & PREK PARTNERS	8/28/2017	\$48.94	DAILY RATE
THOMAS	KEVIN	STUDENT CLIMATE STAFF, 4 HOURS	MAYFAIR SCHOOL	9/5/2017	\$9,377.00	ANNUAL SALARY
THOMAS	STEVEN	TEACHER, SPEC EDUCATION	DEBURGOS, J. ELEMENTARY	9/11/2017	\$46,193.00	ANNUAL SALARY
THOMPSON	DOMINIQUE	BUS CHAUFFEUR PART TIME PROB	TRANSPORTATION, PD	9/5/2017	\$12,954.40	ANNUAL SALARY
THOMPSON	JARVIS	TEACHER, FULL TIME	SWENSON ARTS/TECH HIGH SCHOOL	9/6/2017	\$45,359.00	ANNUAL SALARY
THOMPSON	JUDY	CLASSROOM ASST, SP ED, SV HND	MCDANIEL, DELAPLAINE SCHOOL	9/11/2017	\$19,344.00	ANNUAL SALARY
THOMPSON	TAPEEKA	STUDENT CLIMATE STAFF, 5 HOURS	KENDERTON ELEMENTARY	8/31/2017	\$11,721.00	ANNUAL SALARY
THOMPSON	SUSAN	PRINCIPAL	WASHINGTON, GEORGE HIGH	08/31/17	\$142,983.00	ANNUAL SALARY

TOLBERT	NICOLE	STUDENT CLIMATE STAFF,3 HOURS	DECATUR, STEPHEN SCHOOL	9/6/2017	\$7,032.00	ANNUAL SALARY
TOLEDO	AMY	EXT ACTVTS,NON-CONTRACT EMP-HR	HUMAN RESOURCES - STAFFING	9/2/2017	\$12.00	HOURLY RATE
TOLLERSON-IRBY	ZARIA	STUDENT CLIMATE STAFF,5 HOURS	LOWELL, JAMES R. SCHOOL	8/28/2017	\$11,721.00	ANNUAL SALARY
TOLSON	LAURENA	PRINCIPAL	ANDERSON, ADD B. SCHOOL	08/31/17	\$110,770.00	ANNUAL SALARY
TORRENCE	MIKAYLA	STUDENT CLIMATE STAFF,4 HOURS	MCKINLEY, WILLIAM SCHOOL	9/13/2017	\$9,377.00	ANNUAL SALARY
TORRES	LUZ	STUDENT CLIMATE STAFF,4 HOURS	WEBSTER, JOHN H. SCHOOL	9/25/2017	\$9,377.00	ANNUAL SALARY
TOWNES	BERNADETTE	STUDENT CLIMATE STAFF,4 HOURS	SOUTHWARK SCHOOL	9/14/2017	\$9,377.00	ANNUAL SALARY
TRAWICK	KOBI	CONFIDENTIAL SECY B	TEACHING AND LEARNING	9/18/2017	\$38,977.00	ANNUAL SALARY
TRIGUBA	DIANA	TEACHER,FULL TIME	STEARNE, ALLEN M. SCHOOL	9/18/2017	\$45,359.00	ANNUAL SALARY
TURNER	ALBERTHA	STUDENT CLIMATE STAFF,3 HOURS	HENRY, CHARLES W. SCHOOL	9/7/2017	\$7,032.00	ANNUAL SALARY
TURNER	MELISSA	FOOD SVCS ASSISTANT	HOLME, THOMAS SCHOOL	9/18/2017	\$11,326.25	ANNUAL SALARY
UPSHAW	WILLIAM	EXT ACTVTS,NON-CONTRACT EMP-HR	TRANSPORTATION SERVICES	9/5/2017	\$11.00	HOURLY RATE
UTRATA	MEGHAN	TEACHER,SPEC EDUCATION	BACHE-MARTIN SCHOOL	9/7/2017	\$47,527.00	ANNUAL SALARY
VAZQUEZ	ANA	SUPPORTIVE SERVICES ASST, 3 HR	DEBURGOS, J. ELEMENTARY	8/28/2017	\$8,749.00	ANNUAL SALARY
WADE	ERICA	ONE TO ONE ASST, SPECIAL ED	BLAINE, JAMES G. SCHOOL	8/16/2017	\$19,344.00	ANNUAL SALARY
WAH	DOMINIC	SUPPORTIVE SERVICES ASST, 4 HR	HOPKINSON, FRANCIS SCHOOL	9/11/2017	\$11,666.00	ANNUAL SALARY
WALKER	WHITLEY	EXT ACTVTS,NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	9/5/2017	\$15.00	HOURLY RATE
WALLACE	ANARRAH	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	9/6/2017	\$9.56	HOURLY RATE
WALLACE	LAQUANNA	ONE TO ONE ASST, SPECIAL ED	FELTONVILLE INTERMEDIATE	9/14/2017	\$19,344.00	ANNUAL SALARY
WANG	QINGPING	STUDENT CLIMATE STAFF,4 HOURS	MC CALL, GEN. GEORGE A. SCHOOL	9/14/2017	\$9,377.00	ANNUAL SALARY
WARTHEN	SHAKEERA	PRINCIPAL	BREGY, F. AMEDEE SCHOOL	08/31/17	\$105,173.00	ANNUAL SALARY
WATSON	DARREN	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	9/25/2017	\$20.00	HOURLY RATE
WEST	SHARON	BUS CHAUFFEUR PART TIME PROB	TRANSPORTATION, PD	9/6/2017	\$16,193.00	ANNUAL SALARY
WHITTED	JASMINE	ONE TO ONE ASST, SPECIAL ED	WIDENER MEMORIAL SCHOOL	9/18/2017	\$19,344.00	ANNUAL SALARY
WIGMAN	SARAH	TEACHER,FULL TIME	PARKWAY WEST HIGH SCHOOL	9/5/2017	\$45,359.00	ANNUAL SALARY
WILECZEK	ALICIA	TEACHER,SPEC EDUCATION	HARRINGTON, AVERY D. SCHOOL	9/18/2017	\$47,527.00	ANNUAL SALARY
WILKINS	LYNNE	CLASSROOM ASST	COMEGYS, BENJAMIN B. SCHOOL	8/28/2017	\$14,427.00	ANNUAL SALARY
WILKINS	KEISHA	PRINCIPAL	KING, MARTIN LUTHER HIGH	08/31/17	\$135,126.00	ANNUAL SALARY
WILLIAMS	DARYL	FOOD SVCS ASSISTANT	LUDLOW, JAMES R. SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
WILLIAMS	EBONY	SUPPORTIVE SERVICES ASST, 3 HR	FRANKLIN, BENJAMIN SCHOOL	8/30/2017	\$8,749.00	ANNUAL SALARY

WILLIAMS	JOSEPH	FOOD SVCS ASSISTANT	KELLY, JOHN B. SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
WILLIAMS	KALIYNA	ONE TO ONE ASST, SPECIAL ED	ACADEMY AT PALUMBO	9/18/2017	\$19,344.00	ANNUAL SALARY
WILLIAMS	KAVONNAH	CLASSROOM ASST	RHODES ELEMENTARY SCHOOL	9/6/2017	\$14,427.00	ANNUAL SALARY
WILLIAMS	TYMISHA	ONE TO ONE ASST, SPECIAL ED	BODINE, WILLIAM W. HIGH SCHOOL	9/18/2017	\$19,344.00	ANNUAL SALARY
WILLIAMS	YOLANDA	STUDENT CLIMATE STAFF,5 HOURS	TILDEN MIDDLE SCHOOL	8/28/2017	\$11,721.00	ANNUAL SALARY
WILLIAMS	CAROLYN	PRINCIPAL	MORRIS, ROBERT SCHOOL	08/31/17	\$106,802.00	ANNUAL SALARY
WILLIAMS-LOFTON	SORAYA	CLASSROOM ASST,SP ED,SV HND	HARDING, WARREN G. MIDDLE SCH	9/25/2017	\$19,344.00	ANNUAL SALARY
WILSON	JOYCE	FOOD SVCS ASSISTANT	KEY, FRANCIS SCOTT SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
WILSON	MARION	CLASSROOM ASST,SP ED,SV HND	CARNELL, LAURA H. SCHOOL	9/5/2017	\$19,344.00	ANNUAL SALARY
WILSON	MONIQUE	SUPPORTIVE SERVICES ASST, 4 HR	MORRIS, ROBERT SCHOOL	8/28/2017	\$11,666.00	ANNUAL SALARY
WILSON	SUSAN	STUDENT CLIMATE STAFF,4 HOURS	WEBSTER, JOHN H. SCHOOL	9/14/2017	\$10,084.00	ANNUAL SALARY
WITHERSPOON	NIESHA	ONE TO ONE ASST, SPECIAL ED	CARNELL, LAURA H. SCHOOL	8/16/2017	\$19,344.00	ANNUAL SALARY
WOMACK	RAYMOND	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	8/14/2017	\$24.00	HOURLY RATE
YANGA	JILL	STUDENT CLIMATE STAFF,4 HOURS	MORRIS, ROBERT SCHOOL	8/31/2017	\$9,377.00	ANNUAL SALARY
YATES	MORGAN	ONE TO ONE ASST, SPECIAL ED	STANTON, EDWIN M. SCHOOL	9/18/2017	\$19,344.00	ANNUAL SALARY
YOUNG	DENISE	SUPPORTIVE SERVICES ASST, 3 HR	HOWE, JULIA WARD SCHOOL	8/31/2017	\$8,749.00	ANNUAL SALARY
ZAHARA	CUT	STUDENT CLIMATE STAFF,4 HOURS	SOUTHWARK SCHOOL	9/25/2017	\$9,377.00	ANNUAL SALARY
ZANDERS	PATRICIA	FOOD SVCS ASSISTANT	PARKWAY-NORTHWEST HIGH SCHOOL	9/5/2017	\$9,061.00	ANNUAL SALARY
ZIEMBA	STANA LEIGH	SCHOOL NURSE	SHERIDAN, PHILIP H. SCHOOL	9/5/2017	\$51,113.00	ANNUAL SALARY

THE FOLLOWING EMPLOYEES HAVE BEEN TERMINATED

ALSTON	KATRINA	BUS ATTENDANT	9/8/2017
BARDY	RICHARD	TEACHER, FULL TIME	9/11/2017
BOSCAINO	AMY	TEACHER, FULL TIME	7/1/2017
BRITT	AMBER	FOOD SVCS ASSISTANT	9/25/2017
BURKE	LAWANDA	SCHOOL PSYCHOLOGIST	9/2/2017
CARLISLE	DENNIS	TEACHER, FULL TIME	9/16/2017
CARRACAPPA	CRAIG	TEACHER, FULL TIME	8/30/2017
CARRASCO	ELIZABETH	STUDENT CLIMATE STAFF, 3 HOURS	9/27/2017

CARTER	ROBIN	TEACHER,FULL TIME	9/8/2017
CICCHETTI	BERNARD	TEACHER,FULL TIME	8/16/2017
DABNEY	JASON	TEACHER,FULL TIME	8/17/2017
DIPENTIMA	ERIC	TEACHER,FULL TIME	9/8/2017
DIPIETRO	LAURA	TEACHER,FULL TIME	9/19/2017
DUBIN	PAUL	TEACHER,FULL TIME	9/6/2017
DUNN	SHERRA	STUDENT CLIMATE STAFF,3 HOURS	9/11/2017
FITZPATRICK	MARY	TEACHER,SPEC EDUCATION	9/19/2017
GREEN	HEATHER	TEACHER,FULL TIME	9/9/2017
GUILD	KRISTIN	TEACHER,FULL TIME	9/18/2017
HOWARD	HEATHER	TEACHER,FULL TIME	7/1/2015
HUGHES	GRALIN	SITE CRD,VOCATION SUPP SER PRG	9/15/2017
JACOBS	SYMONE	STUDENT CLIMATE STAFF,3 HOURS	9/17/2017
JENKINS	CIQUETTA	FOOD SVCS ASSISTANT	9/27/2017
JOBLIN	LESLIE	TEACHER,FULL TIME	8/17/2017
JOHNSON	ALI	FAMILY ENGAGEMENT LIAISON	9/27/2017
KOERBER	NATALIE	TEACHER,SPEC EDUCATION	8/30/2017
KRETOWICZ	SHAY	TEACHER,FULL TIME	9/5/2017
LIDDY	EILEEN	TEACHER,FULL TIME	9/2/2017
LIN-MRUK	MICHAEL	TEACHER,FULL TIME	9/27/2017
LOCKREY	JENNIFER	TEACHER,FULL TIME	9/12/2017
MARCELLUS	MAURINE	SCHOOL PSYCHOLOGIST	9/2/2017
MARCHMAN	MORDINA	STUDENT CLIMATE STAFF,4 HOURS	9/27/2017
MARTIN	TYRON	STUDENT CLIMATE STAFF,3 HOURS	9/27/2017
MATHIS	SHARRAY	STUDENT CLIMATE STAFF,4 HOURS	9/27/2017
MCGOHON	MARY	TEACHER,FULL TIME	8/16/2017
MCNEILL	SARAH	TEACHER,SPEC EDUCATION	9/21/2017
MORSE	PETER	TEACHER,FULL TIME	8/17/2017
PRIDGEN-STITH	YAHNAE	ONE TO ONE ASST, SPECIAL ED	9/2/2017
RICHARDSON	TIANA	STUDENT CLIMATE STAFF,3 HOURS	9/27/2017

RICHMOND	ALEXANDER	TEACHER,FULL TIME	9/8/2017
ROBERTSON	LYNETTE	STUDENT CLIMATE STAFF,4 HOURS	9/27/2017
ROBINSON	RAHEEM	STUDENT CLIMATE STAFF,5 HOURS	9/27/2017
SALHI	KAOUTAR	TEACHER,FULL TIME	9/26/2017
SCHWADE	ELIZABETH	TEACHER,SPEC EDUCATION	9/1/2017
SINGH	JUDITH	TEACHER,FULL TIME	9/6/2017
SISTRUNK	OMEKA	FOOD SVCS WORKER II	9/25/2017
SPRUAL	ADAM	SCHOOL POLICE OFFICER	7/9/2017
STENGEL	SAMUEL	TEACHER,FULL TIME	9/13/2017
THORPE	IRIS	CLASSROOM ASST,SP ED,SV HND	9/27/2017
TOMLINSON	CHASMO	TEACHER,FULL TIME	9/2/2017
WALDECK	MOLLY	TEACHER,FULL TIME	9/16/2017
WALLS	MICHELLE	TEACHER,FULL TIME	9/16/2017
WILKINS	THALISHA	STUDENT CLIMATE STAFF,4 HOURS	9/27/2017
WISNIEWSKI	JULIA	TEACHER,FULL TIME	9/9/2017
WOODLIN	PETA GAYE	TEACHER,FULL TIME	9/14/2017
YOUNG	JAKE	TEACHER,FULL TIME	9/21/2017
ZAYAS	JOHN	TEACHER,FULL TIME	9/19/2017
ZIMAK	JAMES	TEACHER,FULL TIME	9/8/2017