

**SCHOOL REFORM COMMISSION  
PUBLIC MEETING  
PROPOSED RESOLUTIONS**

**JANUARY 21, 2016**

**I. SCHOOL REFORM COMMISSION**

**SRC-1**

**Proposed Student Expulsion – E. J.**

**RESOLVED**, that Student E.J. shall be *temporarily expelled* from the School District of Philadelphia from November 17, 2015 through the end of the 2015-2016 School Year; and be it

**FURTHER RESOLVED**, that Student E.J. *shall not* be permitted to return to the school where the incident took place after the period of expulsion; and be it

**FURTHER RESOLVED**, that the Findings of Fact and Conclusions of Law shall be made a part of Student E.J.'s permanent record; and be it

**FURTHER RESOLVED**, that the Findings of Fact and Conclusions of Law on file with the School and the minutes of the School Reform Commission be adopted.

**SRC-2**

**Proposed Student Expulsion – T. W.**

**RESOLVED**, that Student T.W. shall be *temporarily expelled* from the School District of Philadelphia from November 24, 2015 through the end of the 2015 – 2016 School Year; and be it

**FURTHER RESOLVED**, that Student T.W. *shall not* be permitted to return to the school where the incident took place after the period of expulsion; and be it

**FURTHER RESOLVED**, that the Findings of Fact and Conclusions of Law shall be made a part of Student T.W.'s permanent record; and be it

**FURTHER RESOLVED**, that the Findings of Fact and Conclusions of Law on file with the School and the minutes of the School Reform Commission be adopted.

**SRC-3 (Updated 1.21.16)**

**Proposed Action on Liguori Academy Charter School Revised Application**

WHEREAS, on or about November 15, 2014, the applicant for Liguori Academy Charter School ("Applicant") submitted an application to the Charter Schools Office of The School District of Philadelphia ("School District") to start a charter school; and

WHEREAS, by Resolution SRC-22, approved on February 18, 2015, the School Reform Commission ("SRC") denied the Application; and

WHEREAS, on November 13, 2015, the Applicant submitted a Revised Application to the Charter Schools Office of the School District; and

WHEREAS, Applicant is seeking a charter from the School Reform Commission ("SRC") to operate as a school with grades 9-12 starting in the 2016-2017 school year with a maximum enrollment of 600 students in the final year of the charter; so be it

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RESOLVED, that, pursuant to the representations, statements and materials contained in the Application and the Revised Application submitted by Applicant and made during the public hearings by representatives for Applicant, a Charter is hereby DENIED; and be it

FURTHER RESOLVED, that the SRC adopts the attached Adjudication as the reasons for its decision; and be it

FURTHER RESOLVED, that the Applicant may appeal this decision in accordance with the procedures set forth in 24 P.S. § 17-1717-A(f)-(i).

**SRC-4 (Added 1.14.16)**

**Compliance Agreement with Imhotep Institute Charter High School**

WHEREAS, the City of Philadelphia ("City") Office of the Inspector General ("OIG") investigates corruption, fraud, misconduct, waste and mismanagement in City government. The OIG provides inspector general services to The School District of Philadelphia ("School District"), pursuant to a Memorandum of Understanding between the City and the School District; and

WHEREAS, beginning in March, 2015, the OIG investigated an allegation that Imhotep Institute Charter High School ("Imhotep") submitted false documents to School District employees. The OIG investigation found evidence that certain documents submitted by Imhotep to the School District were false and that Imhotep submitted invoices to the School District, which the School District subsequently paid, based on inaccurate information; and

WHEREAS, the School District believes that it has certain civil and administrative claims against Imhotep for submitting false documents to the School District; and Imhotep denies wrongdoing, the School District has agreed to enter into a Compliance Agreement with Imhotep, reflecting a compromise of disputed claims relating to the submission of false documents including, without limitation, an agreement by Imhotep to pay to the School District the sum of \$16,091.71, to adopt certain policies on entering student information, and to provide training to Imhotep staff entering student information; so be it

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Chair of the School Reform Commission, to execute, deliver and perform a Compliance Agreement with Imhotep Institute Charter High School ("Imhotep") under which Imhotep agrees to pay to the School District the sum of \$16,091.71, to adopt certain policies on entering student information, and to provide training to Imhotep staff entering student information. The Compliance Agreement shall be in a form which is acceptable to the City OIG and the Office of General Counsel; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes the Chair of the School Reform Commission to execute, deliver and perform such other documents necessary to further the intent of this Resolution.

**SRC-5 (Added 1.20.16)**

**Appointment of Acting Chair**

WHEREAS, it is necessary for the School Reform Commission to appoint an Acting Chair to perform the duties of the Office of the Chair of the School Reform Commission for the duration of the period commencing January 25, 2016 through at least February 29, 2016; be it

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RESOLVED, that Section 5 of the School Reform Commission Policies Nos. 006 and 903, concerning the “Presiding Officer” of the School Reform Commission, shall be suspended (and held in abeyance) for the entire duration of this appointment; and be it

FURTHER RESOLVED, that the School Reform Commission appoints, and by this delegation, authorizes Commissioner Farah Jimenez for the duration of the temporary absence to assume and perform all ordinary and necessary duties of the Office of the Chair, including acting as the “Presiding Officer” including presiding at all meetings of the School Reform Commission and executing deeds, contracts and other papers pertaining to the business of the School Reform Commission, requiring the signature of the Chair. The acts of Commissioner Jimenez in accordance with this delegation shall be legal and binding.

**SRC-6 (Added 1.21.16)**

**Renaissance Schools Initiative: Authorization to Match Turnaround Team with Renaissance School – John Wister Elementary School**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to match John Wister Elementary School with Mastery Charter Schools as a Turnaround Team; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept a Renaissance Charter School application from Mastery Charter School, for the John Wister Elementary School; and be it

FURTHER RESOLVED, that the grant of a charter and the material terms and conditions of any license agreement shall be subject to approval by the School Reform Commission.

*Description:* The School District of Philadelphia recommends Mastery Charter Schools to turnaround John Wister Elementary School through the Renaissance Schools Initiative, beginning in the 2016-2017 school year.

**II. EDUCATION SUPPORT SERVICES**

***Human Resources***

**A-1**

**General/Categorical Funds: Approves Personnel, Terminations**

RESOLVED, that the School Reform Commission hereby ratifies the appointment of the following persons to the positions, on the effective dates through December 31, 2015 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 the Superintendent or his designees, and shall serve at the pleasure of the School Reform Commission.

**A-2**

**Categorical Grant Fund: \$6,000 Contract Ratification with Bucks County IU# 22 – Train the Trainer 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 Bucks County Intermediate Unit #22 for a “Train the Trainer” program to provide Principals and Assistant Principals with guidance for the implementation of the Charlotte Danielson Framework for Effective Teaching as part of the PDE’s Race to the Top program, for an amount not to exceed \$6,000 for the period commencing July 9, 2013 through July 12, 2013.

*Description:* This is a ratifying resolution because we received additional professional development

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services that were necessary to achieve our goal, however, the cost of those services exceeded the \$10,000 threshold of our initial Limited Contract Agreement. The necessary documentation to amend the LCA was not completed and/or processed before the delivery of the additional services. The Effectiveness Office has undergone significant changes since the time the original training took place, including reorganization and reclassification. In the midst of these changes, the outstanding invoices from Bucks County IU 22 were overlooked. Representatives from Bucks County IU 22 recently reached out to us to request payment of the outstanding invoices. The Office of Effectiveness was informed to create a ratifying resolution to ensure payment for the services received.

ABC Code/Funding Source \$6,000.00  
3F4X-G07-9750-2272-3291 Race to the Top

### ***Operations***

#### **A-3**

#### **Capital Fund: \$3,009,000 Capital Project Awards**

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent, or his designee, to execute, deliver and perform contracts with the lowest responsible bidders identified in the attachment at an aggregate cost of \$3,009,000.00.

#### *Description:*

Spec: B-070 C [R]  
of 2014/15 General Contract - Facade Restoration  
Martha Washington Elementary School - 766 North 44th Street  
Robert Ganter Contractors, Inc. (W) - \$1,865,000.00  
Quakertown, Pennsylvania 18951  
ABC Code: 8Q11-065-1420-4637-4541-06  
Total Aggregate M/WBE Participation: 100.0%

This contract covers the labor, material, and equipment to necessary for the selective building restoration and roof replacement at this location.

The bids for M. Washington ES project were publically advertised on 11/6/15, 11/18/15, and 11/24/15 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 submitted the lowest price and met the technical and construction specifications. Bids were publically opened on 12/1/15. After review of the bids and a de-scoping meeting it was determined that Robert Ganter Contractors, Inc. was the lowest responsible bidder with a bid of \$1,865,000.00.

The Facilities Condition Index (FCI) at this location is 52.51%. The School Progress Report (SPR) at this location is 27.

Spec: B-081 C  
of 2014/15 General Contract - Roof Replacement and Facade Restoration  
John H. Webster Elementary School - 3400 Frankford Avenue  
United States Roofing Corporation - \$1,144,000.00  
Norristown, Pennsylvania 19401  
ABC Code: 8Q11-065-5590-4637-4541-06  
Total Aggregate M/WBE Participation: 35.0%

This contract covers the labor, material, and equipment to necessary for the selective building restoration and roof replacement at this location.

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The bids for Wister ES project were publically advertised on 10/30/15, 11/4/15, and 11/17/15 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 submitted the lowest price and met the technical and construction specifications. Bids were publically opened on 12/1/15. After review of the bids and a de-scoping meeting it was determined that United States Roofing Corporation was the lowest responsible bidder with a bid of \$1,144,000.00.

The Facilities Condition Index (FCI) at this location is 23.91%. The School Progress Report (SPR) at this location is 24.

ABC Code/Funding Source \$3,009,000.00

#### A-4

##### **Capital Fund: \$38,894 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 \$38,894.00.

*Description:* This resolution seeks approval for various revisions to on-going construction projects 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 \$38,894.00  
Various

#### A-5

##### **Capital Fund: \$134,241 Contract with Motorola Solutions – Radio Signal Booster – *Subject to Funding***

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, pursuant to Department of General Services Contract 4400008589, to purchase a radio signal booster from Motorola Solutions, for an amount not to exceed \$134,241, subject to available funding, for the period commencing January 22, 2016 through June 30, 2016.

*Description:* This contract resolves an ongoing safety issue for Martin Luther King High School. Due to the size and construction of the high school, there are several locations throughout the building where there is no signal for sending or receiving portable radio transmissions from the Motorola radios used by school staff. These radios transmit directly to school police vehicles, school district dispatch, and to the Philadelphia Police Department. Emergency communication is key in requesting help and law enforcement assistance in cases of serious incidents.

This proposed award will cover the purchase of the RescueLine Signal Booster and the necessary equipment for its installation, as well as the cost of the installation and engineering necessary for its operation. The completion of this project will ensure wireless voice and push-to-talk (digital "walkie-talkie") cellular service for the entire school community. Principals and assistant principals will have unrestricted access to wireless voice communication while operational and maintenance staff will have continued use of restricted push-to-talk service.

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The installed equipment is covered under warranty for a period of one year from the date of installation. When the warranty period ends, the equipment will be added to the state's contract so that it has access to Motorola's local service team for support.

ABC Code/Funding Source	\$134,241.00
8A15-065-9GH0-2660-3311	

#### A-6

##### **Operating Budget: \$270,092 Contract with Oley Valley Feed, Inc. – Animal Feed and Bedding Supplies – Subject to Funding**

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 Oley Valley Feed, Inc., to purchase animal feed and bedding to be used at Saul High School and Fox Chase Farm, for an amount not to exceed \$270,092, subject to funding, for the period commencing January 22, 2016 through June 30, 2017.

*Description:* This proposed award establishes a source for animal feed and bedding supplies to be used at W.B. Saul High School and Fox Chase Farm. Specific purchases include heifer minerals, hog grower, pig starter and barn calcite.

The proposed award represents completion of the public solicitation under A16-57461, Animal Feed and Bedding Supplies, issued by Procurement on October 29, 2015. The bid due date was November 17, 2015. The solicitation was sent to three (3) vendors, including our host of area assist agencies. Four (4) companies downloaded the solicitation. Of those four, only Oley Valley Feed, Inc., submitted a proposal.

ABC Code/Funding Source	\$270,092.00
1200-006-6040-1397-6000 FY16 (\$51,789.00)	
1200-006-6040-1397-6000 FY17 (\$110,000.00)	
1200-006-8590-1397-6000 FY16 (\$45,303.00)	
1200-006-8590-1397-6000 FY17 (\$63,000.00)	

#### A-7

##### **Various Funds: \$160,000 Contract with School Health Corporation – School Nurse Supplies – Subject to Funding**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, pursuant to Pennsylvania COSTARS Contract 019-019E, to purchase school nurse supplies from School Health Corporation, for an amount not to exceed \$160,000, subject to available funding, for the period commencing January 22, 2016 through January 22, 2017.

*Description:* This proposed award establishes School Health Corporation, via a COSTARS cooperative contract, as a source for medical supplies used by nurses, occupational therapists, physical therapists, coaches, and physical education teachers throughout district schools. Items to be purchased include audiometers, stadiometers, bandages, cotton balls, acetaminophen, eye charts, and other necessary items.

Last year, schools placed approximately 550 orders for these supplies. The proposed authorization amount -- \$160,000 -- is the same as the previous contract's authorization and covers the same time frame of one (1) year. Actual expenditure for FY15 was approximately \$125,400.

NOTE: These award amounts indicated for each vendor are estimates only. The specific amounts paid to vendors are dependent on various parameters.

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ABC Code/Funding Source	\$160,000.00
Various Schools - FY16 (\$80,000.00)	
Various Schools - FY17 (\$80,000.00)	

**A-8****Amendment to Resolution for License Agreement with the Community College of Philadelphia – Benjamin Franklin High School (Updated 1.5.16)**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform an amendment of a License Agreement that was entered into with Community College of Philadelphia (CCP), pursuant to Resolution No.A-17, approved by the School Reform Commission on September 17, 2015, for use of approximately 32,000 square feet at Benjamin Franklin High School, 550 N. Broad Street, as office and classroom space for the new Center for Advanced Manufacturing and Engineering (CAME), by reducing the license fee for five-hour weekday sessions from \$550 per session approved in Resolution A-17, to \$410 per session, and by adding a new license fee of \$694 for half-day (five-hour) weekend session. The additional fees for the use of each of the instructional spaces listed in the Attachment included with Resolution No. A-17 will be changed to the Amended Attachment included with this Resolution. All other terms and conditions set forth in Resolution No. A-17, including the license fee of \$1,100 per weekend session of 8 hours, remain the same. The terms of the amended license agreement must be acceptable to the School District's Office of General Counsel, Office of Risk Management and Office of Real Property Management.

Description: There will be changes in the economic terms for the use of each of the instructional space listed in the attachment. CCP has requested that certain economic terms of Resolution A-17 be amended based on changed circumstances and the School District has agreed to the changes to the Resolution. CCP requested a renegotiation of terms for use of the building. The District will still be covering its own costs.

Funds received through this license agreement by the District will be distributed in the following manner: fees for operating costs will go to General Fund for use of Facilities and Maintenance and the fees for the laboratory and shop will be placed in a dedicated fund, to be assessed and used by CTE for the maintenance and continual upgrading of the CAME.

**Executive****A-9 (Updated 1.14.16)****Operating Budget: \$240,000 Contract with Abby Pozeksky – Office of General Counsel Services**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Abby Pozeksky, for Office of General Counsel services, for an amount not to exceed \$240,000, for the period commencing March 1, 2016, through March 1, 2017.

*Description:* The School District's Office of General Counsel provides counseling and litigation services to the district and the School Reform Commission. In addition, the Office of General Counsel engages outside lawyers and law firms to supplement its services. To ensure The School District and The School Reform Commission are receiving the highest quality and most effective and efficient legal support, the Superintendent recommends a review of in-house and outside counsel services and the development of a plan to ensure such services are being provided in the most effective way. Ms. Pozeksky is a seasoned attorney with experience operating a public sector general counsel's office. She has an excellent reputation for providing leadership, guidance and sound expertise and she is available to review, analyze and make recommendations to the District and the Commission. The School District has negotiated the terms for the review of general counsel services through a contract negotiated with Ms. Pozeksky. It is expected that the results of Ms. Pozeksky's work will create savings to the District that will cover most or all of the cost of this contract.

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ABC Code/Funding Source	\$240,000.00
1100-051-9370-2355-3111 Operating FY16 (\$80,000.00)	
1100-051-9370-2355-3111 Operating FY17 (\$160,000.00)	

**General Counsel****A-10****Withdrawn by Staff 1.21.16****A-11****Withdrawn by Staff 1.20.16****Information Technology****A-12****Categorical/Grant Fund: \$90,500 Acceptance of Sub-Award from the National Institutes of Justice through the Center for Policy Research at the Penn Graduate School of Education**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee to accept a sub-award grant from the National Institutes of Justice, through the Center for Policy Research at the Penn Graduate School of Education, for an amount up to \$90,500, to support the study: Suspension Practices in the Context of SWPBIS: Implications for K-8 students in the School District of Philadelphia.

*Description:* The sub-award is for the District's Office of Research and Evaluation to support the following study: Suspension practices in the context of SWPBIS: Implications for K-8 students in the School District of Philadelphia. The study is funded by an award from the National Institutes of Justice to the Center for Policy Research at the Penn Graduate School of Education. Researcher's from Penn GSE will perform the study in conjunction with the District's own Office of Research and Evaluation. Schools included in the study would be those already implementing School-Wide Positive Behavioral Supports (SWPBIS) and Restorative Practices. Needed for this study will be data on suspension reasons and rates and attendance for SDP students. Data will be provided either through the SDP's research review process, or through data summaries following an internal data analysis.

ABC Code/Funding Source	\$90,500.00
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**Student Support Services****A-13****Operating Budget/Categorical/Grant Fund: \$100,000 Ratification of Amendment of Contract with Language Line Solutions – Supplemental Translation and Interpretation Services**

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. 457/F14, originally entered into with Language Line Solutions, pursuant to Resolution No. A-15, approved by the School Reform Commission on September 20, 2013, as amended by Resolution No. A-15, approved by the School Reform Commission on April 24, 2014, by increasing the amount of the contract by an additional \$100,000, from the \$180,000 authorized by Resolutions A-15 and A-15, to an amount not to exceed \$280,000, and by extending the term of the contract from its expiration date of June 30, 2015 through June 30, 2016.

*Description:* Language Line Solutions is a comprehensive language services provider which helps to eliminate language barriers by offering telephonic interpreting, document translation, and consulting services to serve Limited English Proficient individuals in more than 200 languages. Language Line Solutions recently acquired Pacific Interpreters, the languages services company that has provided the

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District with excellent telephonic interpretation services during the past several years. (While Language Line Solutions continues to maintain the Pacific Interpreters' unit identity and service delivery structure among its language services portfolio, the unit will ultimately be subsumed by the Language Line).

Telephonic interpretation provides a powerful and effective tool in serving non-English speaking constituents of the School District. This service, implemented to support principals, teachers, counselors, school police, and other staff to communicate with non-English speaking families, is convenient, reliable, available at any time, and has become one of the most effective tools to communicate with multilingual parents and communities. We anticipate that the District will occasionally rely upon Language Line Solutions to provide prompt and high quality written translations for less common languages that the District does not handle internally or with its own contracted translators (Pashto or Tigrinya, for example).

The successful use of telephonic interpretation has been steadily promoted by an extensive campaign to simultaneously train District staff about its use while informing non-English speaking members of the District community that the service is available in all District schools and offices. Our office has designed, produced, and distributed language ID charts, posters describing the use of telephonic service, and language service request cards in multiple languages to encourage and promote the use of this service. The District is using a City of Philadelphia contract for these services. The City used a competitive RFP process to select this vendor.

This is a ratification due to several factors which impeded it moving through the review and approval process in a timely manner. It was originally entered into the SRC Online Resolution System on May 11, 2015 for consideration by the SRC at the June 18, 2015 meeting. Apparently the resolution was rejected for edits but could not be accessed by the preparer due in part to an apparent technical glitch, and changes in lines of staff/office reporting. To compound matters, the resolution was "withdrawn from the system due to inactivity" on June 29, 2015. The resolution was subsequently re-entered and moved through the review/approval process.

ABC Code/Funding Source	\$100,000.00
1100-045-9js0-2264-3291 Operating (\$34,600.00)	
237X-G58-9js0-2264-3291 Title III (\$20,000.00)	
1100-045-9js0-3393-3291 Operating (\$45,400.00)	

### ***Operations***

#### **A-14**

#### **Capital Fund: \$75,500 Contract with L2Partridge – Professional Architectural Design Services (Added 1.14.16)**

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 L2Partridge to perform professional design services for a feasibility and block stacking study of 372,725 square feet within the School District of Philadelphia's Education Center, 440 North Broad Street, for an amount not to exceed \$75,500, for the period commencing January 22, 2016 through July 22, 2016.

*Description:* In 2005, The School District of Philadelphia consolidated all its administrative functions and offices into a single facility located at 440 North Broad Street and occupied approximately 532,725 square feet of usable space. Over the course of several years, due to the reductions in the District's labor force, the utilization of the Education Center has steadily declined. As a result, the School District has underutilized space within the Education Center.

In early 2014, the School District enlisted the services of L2Partridge to provide feedback on two

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different areas of interest. The first was a restacking initiative that would free up large amounts of square footage within the Education Center that could be made available for lease. The second scope of services explored the feasibility of relocating a District high school into available space within the building.

In June 2015 and December 2015, the Office of Capital Programs engaged L2 via two Limited Contract Agreements (LCA) to complete a feasibility study to place two District managed high schools in the Education Center. The scope of those services included a code study to determine if one or more schools could be located in the Education Center, creating a blocking plan based on each of the school's Program of Requirements, and providing estimated costs to construct the improvements. It is anticipated that a separate design firm will manage the design and construction of the schools and that L2's scope under this resolution will be limited solely to the reorganizing of employees and departments with the remaining space.

Given L2's previous work and knowledge of the Education Center and history working on restacking projects with other non-profit and private organizations, the Office of Capital Programs seeks to engage L2 to do the following:

1. Survey and document a CAD base of the existing fourth and fifth floors. This work was never performed during the 2005 relocation and is a critical exercise to detail the amount of usable square footage on these floors to create a blocking study.
2. Conduct a series of interviews with the District's senior leadership team to establish a set of design principles and work space guidelines that will inform restacking scenarios.
3. Collect and summarize data on the space needs based on the count of current and projected staff assigned to the Education Center.
4. Present proposed stacking plans to the District senior leadership team and recommended space and workstation guidelines.
5. Based on the feedback provided, generate a final stacking plan and preliminary budget for relocation activities.

ABC Code/Funding Source	\$75,500.00
8000-065-9620-4341-3411 Capital	

### *Executive*

#### **A-15 (Updated 1.20.16)**

#### **Renaissance Schools Initiative: Authorization to Match Turnaround Team with Renaissance School – Jay Cooke Elementary School**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to match the Jay Cooke Elementary School with Great Oaks Foundation as a Turnaround Team; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept a Renaissance Charter School application from Great Oaks Foundation, for the Jay Cooke Elementary School; and be it

FURTHER RESOLVED, that the grant of a charter and the material terms and conditions of any license agreement shall be subject to approval by the School Reform Commission.

*Description:* The School District of Philadelphia recommends Great Oaks Foundation to turnaround Jay Cooke School through the Renaissance Schools Initiative, beginning in the 2016-2017 school year.

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**A-16 (Updated 1.20.16)****Renaissance Schools Initiative: Authorization to Match Turnaround Team with Renaissance School – Samuel B. Huey Elementary School**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to match Samuel B. Huey Elementary School with Global Leadership Academy as a Turnaround Team; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept a Renaissance Charter School application from Global leadership Academy, for the Samuel B. Huey Elementary School; and be it

FURTHER RESOLVED, that the grant of a charter and the material terms and conditions of any license agreement shall be subject to approval by the School Reform Commission.

*Description:* The School District of Philadelphia recommends Global Leadership Academy to turnaround Samuel B. Huey School through the Renaissance Schools Initiative, beginning in the 2016-2017 school year.

**Operations****A-17 (Added 1.21.16)****Operating Budget: \$60,000 Ratification of Contract with Powerhouse Boiler Equipment – Lease of Boiler Equipment for F. S. Edmonds Elementary School**

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 Powerhouse Boiler Equipment, to lease mobile boiler equipment, for an amount not to exceed \$60,000, for the period commencing January 13, 2016 through June 30, 2016.

*Description:* Due to a boiler incident at the F. S. Edmonds school on January 13, 2016, the School District needed to lease a portable boiler on an emergency basis. Pursuant to sections 1 and 2 of SRC Policy 820, this is a ratification to authorize the funding of the cost of the portable boiler, monthly leasing fees, delivery and training, because of the emergency, to provide safe and suitable facilities, to heat the school and enable it to re-open to students and staff within a week.

ABC Code/Funding Source	\$60,000.00
1100-021-9270-2621-4422 Operating	

**A-18 (Added 1.21.16)****General Fund: \$247,478 Ratification of Facilities Use Agreement with The City of Philadelphia – Facilities and Transportation Services for 2015 World Meeting of Families**

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery, and performance by The School District of Philadelphia, through the Superintendent, of an Agreement or Memorandum of Understanding with The City of Philadelphia for reimbursement for the City's use of a portion of the School District's Facilities and Transportation services during the 2015 World Meeting of Families, for an amount not to exceed \$247,478, for the period commencing September 19, 2015 through September 28, 2015.

*Description:* The City of Philadelphia used various District's facilities and services during the recent World Meeting of Families attended by Pope Francis in September 2015 for event planning, temporary first responder housing, staff transport, and general population emergency shelters. District services were provided to the City as a professional courtesy with the understanding that the City would reimburse the District for all out of pocket expenses.

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This is a ratification pursuant to SRC Policy 820, because of the uncertainty in the number of visitors and fluidity in the scope of District services needed on a day to day basis the District was not in a position to complete a formal agreement and submit same for School Reform Commission review prior to this event.

The purpose of this ratification resolution is for the School Reform Commission to authorize completion of a formal agreement to permit our recovery of this cost.

ABC Code/Funding Source	\$247,478.00
1100-031-9270-2622-1311 FY16 General Fund (\$13,359.00)	
1100-031-9270-2622-2000 FY16 General Fund (\$5,512.00)	
1100-027-9590-2721-1311 FY16 General Fund (\$159,242.00)	
1100-027-9590-2721-2000 FY16 General Fund (\$65,710.00)	
1100-027-9590-2721-6271 FY16 General Fund (\$3,655.00)	

### III. EDUCATION SERVICES

#### *Academic – Donations/Acceptances*

##### **B-1**

#### **Donation: \$355,732 Acceptance of Donation of College and Career Services and Resources from the Junior Achievement of Southeastern Pennsylvania – Step to Success: Partnership for a College Ready Philadelphia; 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 from Junior Achievement of Southeastern Pennsylvania, the donation of college and career services and resources valued at \$355,732, 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, in the form acceptable to the Office of General Counsel and the Office of Risk Management, with Junior Achievement of Southeastern Pennsylvania, to provide these services to the School District students, for the period commencing January 22, 2016 through June 30, 2018.

*Description:* At the request of the School District, Junior Achievement (JA) will implement a “new” JA program for all of its 11,000+ third graders. Building on research drawing parallels between 3rd grade and future success, Junior Achievement offers to partner with The School District of Philadelphia to introduce a new program for 3rd graders, setting in motion a focus on attending college as a driving force in successfully completing their K-12 education. This experience will be crafted to provide two hours of classroom learning supplemented by the JA-led campus visit (designed in cooperation with the major Philadelphia universities that will be recruited as our partners). A follow-up in-class debrief exercise that the classroom teacher will administer would also be included.

JA will serve 11,000 third grade students by the 2017-2018 school year. The program will be implemented utilizing the following three year scaled growth model:

Year 1: SY 2015-2016 - 3,700 students will be served  
 Year 2: SY 2016-2017 - 7,400 students will be served  
 Year 3: SY 2017-2018 - 11,000 students will be served

JA’s solution will include:

A classroom program, led by the teacher with materials provided by Junior Achievement:

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- Promote active reading throughout the experience
- Provide unique content/lessons/activities specific to focusing on dream careers and advancing the concepts of mastering K-12 subjects in order to move on to higher education opportunities (and achieving their dream careers)
- Prepare the students to take advantage of the upcoming fieldtrip to a local university by helping them establish information to listen for and questions to ask that will help them gain the most from the experience.

A visit to a local university:

- The third grade students will be transported to the selected university along with teacher/parent chaperones
- Students will be provided a tour (led by alumni from the local business community) of several university and alumni assets specially selected to capture the attention of 8-9 year old at-risk students. Supplemental activities could include an “educational scavenger hunt.”
- The third grade students will engage with current university students, who will be admired examples of who the younger students are aspiring to become in the future, experiencing firsthand what takes place in higher education.

JA follow-up lesson presented by the classroom teacher:

- This will allow the third graders to provide and compare details about their involvement and how the experience has and will continue to impact their lives as the first step towards College/Career Readiness.

ABC Code/Funding Source

\$355,732.00

## **B-2**

### **Categorical/Grant Fund: \$1,200,000 Grant Acceptance from the U.S. Department of Education – Juvenile Justice Reentry Education Program: Opening Doors to College and Careers through Career and Technical Education**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept, if awarded, a grant from the United States Department of Education for the purpose of improving outcomes for justice-involved youth through the provision of career and technical education (CTE) programs, reentry services, post-release CTE, and employment training opportunities for juveniles in and exiting Philadelphia Juvenile Justice Services Center School and Pennypack House School, for an amount up to \$1,200,000, for the period commencing February 1, 2016 through January 31, 2019.

*Description:* The purpose of this resolution is to authorize the acceptance of a monetary grant from the United States Department of Education to provide justice-involved youth the skill sets and credentials they need to obtain CTE credits, administer effective and successful reentry services, and prepare youths for post-release CTE and employment training opportunities, for the period commencing February 1, 2016 through January 31, 2019 in the amount of \$1,200,000. The grant does not require a match of operating funds.

The program will be named Open to Opportunities in CTE Program and is expected to reduce recidivism, provide career pathways, and foster social emotional intelligence for justice-involved youths through substantive credentialing with CTE based programs. Upon release from Philadelphia Juvenile Justice Services Center School and Pennypack House School, students will transition into one of four tracks: (1) Return to SDP high schools (CTE schools or neighborhood schools with CTE programs); (2) Enter the workforce; (3) Go to postsecondary schools (e.g., CCP, Technical schools); or (4) Be placed into a residential treatment facility (for subsequent reentry). Using the current SDP transition model, students will be supported by interdisciplinary partners such as probation officers, social workers, as well as SDP

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## Transition Liaisons.

A requirement of the grant application was to propose a demonstration program model to serve residents of at least one residential juvenile justice facility, thus Philadelphia Juvenile Justice Services Center School and Pennypack House School were chosen. Open to Opportunities in CTE Program will be for justice-involved youth (age 16-21), and is designed to improve the quality of Career & Technical Education programs (through the mastery of career-aligned technical skills and competencies) and to support successful reentry after release by linking the youths to education, wrap-around services, and training programs. It is anticipated that over a three-year period, a total of 825 students will be served. Through the Open to Opportunities in CTE program, participating justice-involved youths will receive an opportunity to acquire stackable credentials, which will enable them to successfully prepare for and transition into a high school CTE Program of Study, the workforce, or a post-secondary school. While enrolled in the CTE Program of Study, the youth will receive technical skills training in preparation for industry occupations, earn industry-recognized certifications, and have the opportunity to earn college credits in order to enter postsecondary education with advanced standing. Particular emphases will also be placed upon: Workforce Readiness Development (Soft Skills); Transition Supports (including Counseling & Mentoring) for successful Reentry; supporting teachers at juvenile justice facilities (and elsewhere) by the delivery of Professional Development sessions to help them be better prepared and more effective with justice-involved youth.

While enrolled at Philadelphia Juvenile Justice Services Center School (PJJSCS) and Pennypack House School, students will have completed CTE modules, which directly align with the curriculum of the applicable SDP CTE program of study. Upon release from PJJSCS and Pennypack House School, students will transition into a SDP CTE program at Bartram, Ben Franklin, Edison, Fels, Kensington CAPA, Kensington Urban, Roxborough, SLA, South Philadelphia, Swenson, Strawberry Mansion, or West Philadelphia high school. The number of competencies for which students are given credit will determine at which level of the CTE program students are to be placed in, at the high school. To ensure a successful coordination with the SDP CTE program, each student will have a Transition Plan, that encompasses an academic profile/assessment, CTE and general courses taken, instructional resources needed to support academic performance, the behavioral, social, and emotional development, and a postsecondary plan. Moreover, students will receive case management support; the Transition Plan will be forwarded to the receiving school to increase the chance of the student smoothly transitioning back into his/or her new academic setting.

Open to Opportunities in CTE Program represents an exceptional approach to design layout, because it encompasses behavioral health and social intelligence supports, reentry methods with a personalized focus, workforce readiness efforts, and strategic and operational guidance for interdisciplinary collaborations. The District recognizes that key stakeholders from business, industry, community, social services, juvenile justice, and post-secondary must be engaged in the conception, development, and implementation of all major Open to Opportunities in CTE Program initiatives. The SDP has a committed partnership with four juvenile justice agencies: Juvenile Justice Division/Department of Human Services, Philadelphia Prisons System, Philadelphia District Attorney's Office, Juvenile Probation Department, and First Judicial District of Pennsylvania- Philadelphia Court of Common Pleas [Family Court]. Additional partnerships include: Community College of Philadelphia, Philadelphia Youth Network (PYN), AccessMatters, Children's Hospital of Philadelphia (CHOP), Bethlehem Baptist Church, Junior Achievement of Southeastern Pennsylvania, and People Acting to Help (PATH).

It is the intent of the School District of Philadelphia to use this funding opportunity to improve juvenile reentry and transition into the community and enhance the quality of learning at juvenile justice facilities, which will help justice-involved youth gain job skills in high demand regional workplaces, and move more successfully into higher education and employment, thus fostering college and career readiness. The

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Open to Opportunities in CTE Program service delivery model, through continuous program improvement using formative and summative evaluations, will be a sustainable Model Program replicable in other American cities.

The District will be engaging in the following grant related activities:

Human Resources Using the process and partnership of the SDP Office of Talent, Pennypack House School will hire one (1) 12-month Transition Liaison, Philadelphia Juvenile Justice Services Center School will boost their current 10-month Transition Liaison position to a 12-month position, and (1) Data Analyst (25% FTE) will be hired. These personnel will not be funded using the District operating budget after the grant expires; they will be laid off.

Materials and Supplies Vendor/Contractor to be determined; the RFP process will be implemented if applicable

SDP Office of Research and Evaluation (ORE) Evaluation of grant activities

Professional Development Vendor/Contractor to be determined; the RFP process will be implemented if applicable

Purchase CTE Curriculum Vendor/Contractor to be determined; the RFP process will be implemented if applicable

Travel to Local and National Federal Grant Meetings and Related Conferences  
Meetings and related conferences to be determined

ABC Code/Funding Source

\$1,200,000.00

### **B-3 (Updated 1.5.16)**

#### **Categorical/Grant Fund: \$58,859 Contract Amendment with the Free Library of Philadelphia**

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. 505/F15, originally entered into with The Free Library of Philadelphia, pursuant to Resolution B-6, approved by the School Reform Commission on November 20, 2014, by increasing the amount of the Contract by an additional \$58,859, from \$114,915 approved by Resolution B-6, to an amount not to exceed \$173,774, to continue providing payments for the coordination and management of book distribution, on-line support from local librarians, and community-based family literacy activities.

*Description:* The additional funding provided by the Innovative Approaches to Literacy grant will ensure that the District's 10 lowest performing elementary schools (Anderson, Barry, Bryant, Elkin, McDaniel, J.B. Kelly, Ludlow, Meade, Morris, Sullivan) are fully funded through programs and training provided by The Free Library of Philadelphia.

The District's Anchor Goal #2, is to ensure that every child is a proficient reader no later than age 8. The School District of Philadelphia and The Free Library of Philadelphia (FLP) worked together to craft a funding proposal in response to the U.S. Department of Education's recent Innovative Approaches to Literacy (IAL) grant competition to meet this Anchor Goal. IAL is designed to meet the following objectives in 10 of the District's lowest-performing elementary schools: (a) improve curriculum and instruction for students; (b) re-invigorate student learning environments, especially in light of the loss of library staff in many of our schools; and (c) train and meaningfully engage parents and caregivers in the improvement of their children's literacy skills. Key leadership and program personnel from both the District and FLP see the resulting, collaborative "Building Bridges with Books: Uniting Schools, Public Libraries and Families" (or "B3") initiative as an opportunity to deepen their partnership, and to achieve the objectives noted above through the following series of activities:

- Provide a broad array of high-quality early literacy activities to students in grades K-1 during the program's inaugural year, and then to many of the same students in grades 1-2 during the second

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implementation period;

- Leverage the existing library space in District schools by updating the physical book collection with age- and grade-appropriate books and other literacy resources; creating a digital learning environment for students through the introduction of computerized tablets connected to FLP’s digital content—including over 1,000 high-quality titles suitable for the early elementary level—and terminals that participating students can use to reserve books from any FLP branch and/or chat with a certified librarian;
- Provide student participants (in grades K-1 in Year One and grades 1-2 in Year Two) on-going access to certified children’s librarians through the performance of bi-monthly trips to a neighborhood FLP branch. In addition, certified FLP librarians will visit each of the 10 target schools on a weekly basis to help teachers in the pilot program better utilize the new and innovative resources offered within the augmented library space; and
- Meaningfully engage parents with children participating in the 10-site pilot program by providing them with a sequenced early literacy training program at FLP and bi-monthly reading sessions hosted by their respective schools.

ABC Code/Funding Source  
38DX-G52-9180-2296-3291

\$58,859.00

#### **B-4**

#### **Donation: \$75,000 Ratification of Acceptance of Donated Professional Services from DVAEYC; Memorandum of Understanding – Pre-K to Grade 3 Alignment and Kindergarten Transition**

RESOLVED, that the School Reform Commission hereby ratifies the acceptance by the School District of Philadelphia, through the Superintendent, the donation of a broad array of professional services from the Delaware Valley Association for the Education of Young Children with an aggregate value not to exceed \$75,000 annually; 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 the Delaware Valley Association for the Education of Young Children to provide training for instructional and administrative staff of both the School District and community-based early learning partner agencies in support of Pre-K to Grade 3 alignment and kindergarten transition at the William Cramp School for the period commencing October 1, 2015 to June 30, 2018.

*Description:* This resolution is a ratification because the Office of Early Childhood Education did not receive notification of the grant award from Delaware Valley Association for the Education of Young Children until November 2015, at which time we began to lay out the details of the plan.

The Pennsylvania Office of Child Development and Early Learning (OCDEL) has awarded the Delaware Valley Association for the Education of Young Children (DVAEYC) a Community Innovation Zone (CIZ) Grant to enhance pre-K to grade 3 alignment and kindergarten transition at the Cramp School. The school was selected by DVAEYC based on geographic parameters. This project will focus on the delivery of high quality professional development and intensive, on-site technical assistance provided by DVAEYC for the preK and early grade teachers serving the children in the William Cramp School catchment area. The goal is to develop and implement a quality improvement service plan related to inquiry-based learning, integrated literacy and STEM curriculum to support effective pre-K to grade 3 alignment, kindergarten transition and readiness and family engagement. DVAEYC is implementing a similar project in West Philadelphia with a second group of schools.

The deliverables will center around a series of professional development offerings, to be hosted by Cramp

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School starting in August 2015. Also included will be technical assistance visits to all participating classrooms at Cramp and surrounding pre-K programs, and two family nights.

The partners will collaborate through a leadership team whose core will consist of members of DVAEYC, Cramp and the pre-K providers. Through administrative collaboration on this project, and as relations are built through the shared professional development sessions, transition efforts will build on the strengths of each institution, and be reinforced by the relationships that are built during the shared professional development sessions.

ABC Code/Funding Source

\$75,000.00

### **B-5**

#### **Donation: \$65,000 Acceptance of Donated Art Services from Public Citizens for Children and Youth in Picasso Project; Authorization of Memorandum of Understanding with Public Citizens for Children and Youth**

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 arts services valued at up to \$65,000 from Public Citizens for Children and Youth in Picasso Project grants to provide teaching artists and related supplies for school-based arts activities in up to 15 schools to be selected through a grant review process, for use in the period commencing January 22, 2016 through June 30, 2016.

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, in the form acceptable to the Office of General Counsel and the Office of Risk Management, with Public Citizens for Children and Youth, to provide these services to the School District students, for the period commencing January 22, 2016 through June 30, 2016.

*Description:* The Picasso Project was created by Public Citizens for Children and Youth (PCCY) in 2002 to increase arts education opportunities for students in The School District of Philadelphia by facilitating the capacity of schools to provide additional arts education experiences especially in schools that are under-served. Only schools which have two or less full-time arts teachers (visual arts, music, drama and dance) are eligible to apply. The Picasso Project issues an application inviting school-based teams to apply for these grants. Over the last 14 years, PCCY through the Picasso Project, has funded over 130 school-based arts projects which provided activities and experiences valued at over \$600,000, reaching over 32,000 students.

This year, PCCY will grant up to fifteen schools (K-12) up to \$5,000 per school for a total of up to \$65,000. Schools may apply to fund their school-based project describing how their project will enhance and facilitate the integration of the arts into the curriculum and classroom. Teams of classroom teachers, art and music teachers and teaching artists from local arts and cultural institutions design each project. Each school's application requires the approval of their principal.

Schools are selected to participate by a review committee of the PCCY board members and other stakeholders including District staff and community partners.

PCCY through the Picasso Project also engages in advocacy towards long-term changes in access to and funding for arts education in District schools. The Picasso Project is funded by individuals, foundations, corporations and events.

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These funds will be held by PCCY and paid directly to schools and their partners to cover the program costs and materials.

ABC Code/Funding Source \$65,000.00

***Academic – Payments/Contracts***

**B-6**

**Categorical/Grant Fund: \$240,000 Contract Amendment with Nulinx International, Inc. – Data Management System for Early Childhood Education**

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. 243/F14, originally entered into with Nulinx International Inc., pursuant to Resolution B-1, approved by the School Reform Commission on July 26, 2013, to support continued utilization of the Child Outcome, Planning and Administration (COPA) system for the management of data related to its citywide prekindergarten programming, by increasing the amount of the contract by an additional \$240,000 from the \$385,000 approved by Resolution B-1, to an amount not to exceed \$625,000, and by extending the term of the contract from an original scheduled expiration date of June 30, 2016 through June 30, 2018.

*Description:* The School District of Philadelphia currently provides prekindergarten services to almost 9,000 children in Philadelphia through an array of programs at more than 150 different sites throughout the city. These programs include Head Start, Pre-K Counts, and Bright Futures. All of the programs are managed and coordinated by the Office of Early Childhood Education (OECE). The OECE's prekindergarten programs are delivered at school-based centers, stand-alone centers, and qualified partner child care centers. These programs are funded primarily by federal and state grants including Federal Head Start, the Pennsylvania Head Start Supplemental Assistance Program and the Pennsylvania Pre-K Counts program.

Administration as well as compliance require the collection and analysis of significant amounts of data on children and families. Data collection begins with a family's first contact with the program and extends through the child's transition to kindergarten, and includes information on applications, enrollment, and waiting lists as well as data on student and family demographics, children's attendance and meals, child health, and family support. The data collected is used to determine eligibility among different programs based on income and other risk factors, to track services including referrals and follow-up documentation, and to report to various stakeholders on services, client demographics, and program statistics. As noted above, services and the related data collection and documentation occur at a wide array of program locations across the city, including District classrooms, partner sites, and the District's Central Office.

The COPA system (Child Outcome, Planning and Administration) offered by Nulinx International Inc was selected through a competitive RFP process and is being used by all pre-k programs operated or administered by the School District of Philadelphia. The COPA system uses an Application Service Provider model and is web-based, allowing for data collection at program sites, partner sites and administrative offices. The COPA system will continue to meet the needs of OECE by:

- Tracking information on children and their families from the time they first apply to the program to their transition to Kindergarten;
- Providing data management that supports the implementation of Head Start, Bright Futures and other prekindergarten programs;
- Supporting program monitoring to help ensure compliance with the Head Start Performance Standards and other federal and state regulations;
- Supporting program reporting including the Head Start Program Information Report (PIR);
- Supporting the management of other subsets of data, such as attendance, meal and snack data, teacher

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qualifications, and partner center information; and

- Meeting all technical specifications for the School District of Philadelphia.

The specific purpose of this resolution is to extend the duration of the District’s existing contract with Nulinx International—which is scheduled to terminate on June 30, 2016—by a period of two years, at the current annual COPA membership rate of \$120,000, resulting in a total increase of \$240,000 over the augmented contractual term. Additional information concerning the retention of this agency’s services has been included in the following (“Justification”) section of this memorandum.

ABC Code/Funding Source	\$240,000.00
216X-G01-9390-1802-3311 Federal Head Start Basic Continuation Grant (\$134,500.00)	
4A0X-G01-9390-1802-3311 State Head Start (HSSA) Continuation Grant (\$35,000.00)	
4E1X-G01-9150-1802-3311 PA Pre-K Counts Continuation Grant (\$70,500.00)	

## B-7

### **Categorical/Grant Fund: \$20,000 Contract Ratification with TNHYIF Reiv Uniform LLC – Head Start Policy Council Training Retreat**

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 TNHYIF Reiv Uniform LLC, to provide conference and hotel space at the Doubletree by Hilton Hotel in King of Prussia for the 2015 Head Start Parent Policy Council Training Retreat, for an amount not to exceed \$20,000, for the period commencing November 13, 2015 through November 15, 2015.

*Description:* A hallmark of the federal Head Start program is its “shared governance” model, and as a result the associated Performance Standards dictate that sustained and intensive training be provided on a yearly basis to the elected members of a Parent Policy Council. The traditional kickoff for this annual training regimen is a weekend retreat scheduled in the late fall, at which time several dozen parents whose children participate in the Head Start program receive the latest information regarding applicable federal rules and regulations, learn about the various policies and procedures implemented by the School District in order to maintain statutory compliance, and come to understand the vital role that they themselves will play in the delivery of high-quality early learning services to thousands of children and families across the City of Philadelphia. This year’s retreat was held at the Doubletree by Hilton Hotel in King of Prussia, PA from November 13-15, 2015.

This ratification is being requested as a consequence of delayed execution of the associated limited contract by the provider entity, the Doubletree Hotel. It should be noted that mutual planning for this event began in August 2015, and proceeded smoothly throughout with respect to the schedule activities-- i.e., the conference spaces and overnight rooms to be booked, the ordering/arrangement of any needed meals, etc. However, interaction with the Doubletree’s business office regarding development of the formal contract witnessed a series of setbacks late in the process, including numerous, individual requests for minor modifications to the District’s standardized contractual template. As time to make alternate arrangements was running out, the District received solid assurance from Doubletree that the contract would be finalized prior to the scheduled event, only to have the dialog unexpectedly interrupted due to the prolonged illness of the hotel’s chief business representative to the project.

ABC Code/Funding Source	\$20,000.00
216X-G01-9390-1805-5821 Head Start	

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**B-8****Categorical/Grant Fund: \$97,805 Contract with International Institute for Restorative Practices – George Washington High School**

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with International Institute for Restorative Practices to provide training for George Washington High School staff and professional development to staff in the area of restorative practices for an amount not to exceed \$97,805.00 for the period commencing February 2, 2016 through June 30, 2017.

*Description:* Whole-School Change is a program of the International Institute for Restorative Practices (IIRP), a graduate school based in Bethlehem, Pennsylvania. Since 1999 the IIRP Continuing Education Division has helped even the most challenging schools improve their teaching and learning environment through “restorative practices,” a proactive approach to whole school climate change based on communication and responsibility.

The IIRP’s SaferSanerSchools™ Whole-School Change program is a cost-effective way to achieve lasting change that enhances and builds relationships between students, staff and parents, improves student behavior, reduces violence and bullying and creates a sense of community. IIRP provides a comprehensive two-year school implementation program, unlike piecemeal efforts using varied approaches that lack an explicit focus. IIRP helps the school leadership and staff develop a customized plan based on its own needs and goals, organizes staff “professional learning groups” and regular follow-up phone meetings, delivers onsite professional development and assists with evaluation. Everyone on the school staff has a say and a role in implementation. Several staff are selected and trained as professional development instructors to ensure program sustainability.

Whole-School was chosen because they have developed the full school program that districts across the country are using to implement restorative practices.

They have worked with many District schools, most recently the following: Harding MS, Roxborough HS, HSOE, MLK HS, South Philadelphia HS, Morris Elem, K-CAPA HS, Overbrook HS. This was part of a grant from the Philadelphia Foundation.

ABC Code/Funding Source	\$97,805.00
201X-G04-8030-2272-3000 Title 1 (\$97,805.00)	

**B-9****No Cost Contract Amendment with The Women of Tomorrow Mentor and Scholarship Program**

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. 231/F16, originally entered into with The Women of Tomorrow Mentor & Scholarship Program pursuant to Resolution B-9, approved by the School Reform Commission on August 20, 2015, by extending the term of the Memorandum of Understanding from its original scheduled expiration date of July 30, 2016 through July 30, 2018 to provide group mentoring opportunities for at-risk high school female students.

*Description:* This resolution is seeking authorization pursuant to resolution number B-9, dated August 20, 2015 originally entered into with The Women of Tomorrow (WOT) Mentor & Scholarship Program to extend the term of the Memorandum of Understanding through July, 30, 2018. The mentoring services valued at \$1,735,000 will remain the same and take place over a three year period. Extending the term of services will allow more students to be positively impacted by the mentoring services provided by WOT. After assessing the initial start up of the program, the sponsoring office as well as The Women of

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Tomorrow recognizes that the program will be much more impactful over a longer period of time. Students as well as mentors will form a more meaningful relationship over a three year span.

Women of Tomorrow currently provides mentoring services to students in the following high schools; Academy of Palumbo, Arts Academy at Benjamin Rush, Girard Academic Music Program, High School of Engineering and Science, Horace Furnace High School, Parkway Center City, Philadelphia Military Academy, Martin Luther King High School, West Philadelphia, Benjamin Franklin, Parkway West, Philadelphia High School for Girls, and Strawberry Mansion. All high schools were solicited for participation, with selection being made on a first-come first-serve basis. Ten (10) schools will be added each year. The organization currently has thirty-four active professional mentors that include attorneys, vice presidents and professors providing 21st Century job skills including relationship building to students in the district. The initial start up of the program took longer than anticipated and the number of days off throughout the calendar year has had and will continue to directly impact the amount of time mentors and mentees can spend together. As a result spreading the program over a number of years will allow for the greatest impact.

The WOT project pairs highly accomplished professional women with small groups of at-risk public high school girls for monthly school-based mentoring sessions. The program currently works in thirteen district high schools and serves approximately two-hundred and fifty students. The program exposes at-risk girls to opportunities otherwise unavailable to them; teaches vital personal and professional skills necessary for life success; helps them set and achieve goals; increases their self-esteem, and helps to reduce and prevent engaging in risky behaviors.

There are four activities that aim to empower at risk young women and provide vital resources necessary for postsecondary success. These four activities are: 1. monthly mentoring sessions with a requirement for one community involvement activity per year, 2. career-focused field trips, 3. specialized college campus visits, and 4. scholarship opportunities.

The District's responsibilities to the project includes: 1. Securing participation by high schools of its choosing and handling all administrative functions related to the project, including securing consents for Mentees to attend WOT program sessions during school hours; 2. Selecting and providing the students to be involved in the WOT program using criteria provided by WOT; 3. Identifying at least one staff member at the high school who will collect paperwork from Mentees, coordinate and provide administrative support for mentoring sessions within the school setting ; 4. Providing appropriate space for WOT Mentor(s) to meet with students at the high school during the school day; and 5. Assuring compliance with the purpose of the WOT Program to render supportive group mentoring services to students having special needs and further, assure that WOT Mentors will not be utilized for any duty other than working with students.

ABC Code/Funding Source

N/A

#### **B-10**

#### **Categorical/Grant Fund: \$19,987.50 Contract Ratification with Keys to Literacy – Professional Development at John H. Taggart Elementary School**

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 keys To Literacy for on-site professional development at John H Taggart school, for an amount not to exceed \$19,987.50, for the period commencing May 2, 2015 through September 30, 2015

*Description:* With professional development programs tailored for grades 4-8, Keys To Literacy's instructional routines and practical training methods ensure that schools tangibly improve literacy levels while

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students develop a lifelong capacity to learn.

Keys to Literacy’s professional development programs train teachers to provide content literacy instruction embedded in classroom instruction using existing reading and curriculum materials. The Key Comprehension Routine (for both upper and primary grades), The Key Vocabulary Routine, Keys to Close Reading, Keys to Content Writing, Keys to Argument Writing and The ANSWER Key Routine for Extended Response offer straightforward and effective instructional practices so teachers can translate Common Core literacy standards into classroom practice.

This is a ratification due to a miscommunication in the approval of the original LCA. Kirkbride Elementary School and Taggart were involved in a grant together. We decided to use Keys To Literacy for PD for both schools. Kirkbride and Taggart created LCAs at the same time that were identical except for the school name. Kirkbride's LCA was approved but Taggart's was overlooked. I was not aware of this and assumed that Taggart's was approved as well. The PD proceeded for both schools.

\*\*Kirkbride's LCA was approved June 12, 2015

ABC Code/Funding Source

\$19,987.50

Title I Award - \$0.00 - 3H0X-G02-2690-1101-3291

## **B-11**

### **Approval of New School: Science Leadership Academy Middle School**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to open the Science Leadership Academy Middle School, a middle school for grades 5 through 8 with an expected total enrollment of 360 students, to open in the 2016-17 school year with 90 students in the 5th grade; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to prepare, execute and file all documents necessary to obtain approval from the Pennsylvania Department of Education to establish the Science Leadership Academy Middle School commencing in the 2016-17 school year.

*Description:* The School District plans to open the Science Leadership Academy Middle School as a new middle school in the 2016-17 school year with 90 students in the 5th grade. The Science Leadership Academy Middle School will grow a grade each year so that in the 2019-2020 school year, it will have grades 5 through 8.

The Science Leadership Academy Middle School will be a neighborhood middle school for the Powel School catchment. The Science Leadership Academy Middle School will be modeled after the District’s current Science Leadership Academy School and be an inquiry-driven, project-based middle school focused on 21st century learning.

The School’s mission and vision are based on three essential questions: (1) “How do we learn?”; (2) “What can we create”; and (3) “What does it mean to lead?” These three questions form the basis of instruction at the Science Leadership Academy Middle School. The school is built on the notion that inquiry is the very first step in the process of learning. The Science Leadership Academy Middle School will provide a rigorous, college-preparatory curriculum, which focuses on science, technology, mathematics and entrepreneurship. Students at the Science Leadership Academy Middle School will be learning in a project-based environment where the core values of inquiry, research, collaboration, presentation and reflection are emphasized in all classes.

The structure of the Science Leadership Academy Middle School reflects its core values, with longer

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class periods to allow for more laboratory work in science classes and performance-based learning in all classes.

ABC Code/Funding Source

N/A

**B-12 (Updated 1.5.16)**

**Donations: \$128,697 Ratification of Acceptance of Donation from Philadelphia School Partnership/\$72,303 Acceptance of Donation from Inquiry Schools – Science Leadership Academy Middle School**

RESOLVED, that the School Reform Commission revokes Resolution A-33 from August 20, 2015, and be it

FURTHER RESOLVED, that the School Reform Commission hereby ratifies the acceptance with appreciation by The School District of Philadelphia, through the Superintendent, of a generous donation from the Philadelphia School Partnership, to fund the salary and benefits for a design leader, valued at approximately \$128,697, for the proposed Science Leadership Academy Middle School ("SLA-MS"); and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee: (i) to accept with appreciation the generous donation from Inquiry Schools, through a donation from the Philadelphia School Partnership, of professional development, consulting services, and related supports, valued at approximately \$72,303, for the SLA-MS school design process; and (ii) to execute, deliver and perform a Memorandum of Understanding with Inquiry Schools and such other documents necessary to further the intent of this Resolution.

*Description:* This resolution revokes Resolution A-33, approved by the School Reform Commission on August 20, 2015. The resolution is being revoked to more accurately reflect the requirements of the grant as stipulated by Philadelphia School Partnership. This new resolution reflects the donation of monies from Philadelphia School Partnership directly to the School District of Philadelphia.

The School District is opening a new, non-selective-admission Science Leadership Academy Middle School (SLA-MS) in Powelton. This new school would be part of a proposed K-8 school facility at the site of the former University City High School that would also house an expanded Samuel Powel Elementary School.

This proposal is the result of a multi-year community planning process that included a wide range of stakeholders. Representatives from Powelton Village, West Powelton, Saunders Park and other local civic associations; parents, teachers, and school leadership from Powel Elementary School and Science Leadership Academy; the Philadelphia Federation of Teachers; Drexel University faculty; local elected officials; the People's Emergency Center; the Philadelphia School Partnership; and others have taken part thus far in the planning process.

The grant funds, the acceptance of which are being ratified through this resolution, will support the salary and benefits for a design leader who will drive the planning for the new SLA-MS. The resolution also authorizes the acceptance of a donation from Inquiry Schools of professional development, consulting services, and related supports for the school design and planning process.

The Philadelphia School Partnership previously provided grant funds to Drexel University from its Great Schools Fund to support the strategic planning process for this initiative, and is continuing to provide certain funding to support the next stage in the planning process.

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ABC Code/Funding Source

\$201,000.00

**IV. INTERMEDIATE UNIT****IU-1****Categorical/Grant Fund: \$11,025 Contract with Jounce Partners, Inc. – Independence Mission Schools**

RESOLVED, that the School Reform Commission acting in its capacity as the Board of Directors of the Philadelphia Intermediate Unit 26, authorizes IU 26, through the Executive Director or his designee, to execute, deliver and perform a contract with Jounce Partners, Inc. to provide teacher and leadership coaching on highly-effective instructional strategies to increase student achievement at Independence Mission Schools, for an amount not to exceed \$11,025, for the period commencing January 22, 2016 through June 30, 2016.

*Description:* Intermediate Unit #26 receives federal Title II Part A allocations through the Pennsylvania Department of Education to service specific nonpublic schools. The federal dollars must be used to provide professional development services to the nonpublic schools that generate the allocations. Services are determined by and agreed upon via consultation between the Intermediate Unit and the nonpublic schools. Through consultation with the Independence Mission Schools, it was determined that the 2015-16 Title II Part A dollars generated by one of the Independence Mission Schools should be used to continue professional development.

During the 2015-16 academic year, Independence Mission schools (IMS) is implementing a training and coaching model for school leaders and teachers. Currently, Jounce Partners, Inc. has an approved \$15,000 LCA to implement the Jounce model for training school leaders and coaching teachers. IMS plans to expand implementation of the Jounce model to an additional school that will put the total not to exceed amount for the vendor over the LCA limit.

Jounce Partners, Inc. will provide weekly embedded coaching sessions for teachers and leadership teams with highly effective instructional strategies to increase student achievement.

ABC Code/Funding Source

\$11,025.00

207X-G10-9610-2272-3291 Title II A

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RESOLVED, that the School Reform Commission hereby ratifies the appointment of the following persons to the positions, on the effective dates through December 31, 2015 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

ADAMS, JEWELL C	EXT ACTVTS, NON-CONTRACT EMP-HR	RECRUITMENT & STAFFING	12/15/15	\$12.00	HOURLY RATE
ALI BEY, CAMEO	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	12/03/15	\$24.00	HOURLY RATE
ANDERSON, FREDA L	ONE TO ONE ASST, SPECIAL ED	SCIENCE LEADERSHIP ACADEMY	12/17/15	\$19,344.00	ANNUAL SALARY
ANDERSON, SHARON D	STUDENT CLIMATE STAFF, 3 HOURS	ELLWOOD SCHOOL	12/07/15	\$6,533.00	ANNUAL SALARY
ATTIA, HEND A	STUDENT CLIMATE STAFF, 4 HOURS	SHARSWOOD, GEORGE SCHOOL	12/04/15	\$8,711.00	ANNUAL SALARY
BAILEY, JENNIFER	TEACHER, FULL TIME	SHARSWOOD, GEORGE SCHOOL	12/09/15	\$56,531.00	ANNUAL SALARY
BAKER, PAMELA L	STUDENT CLIMATE STAFF, 5 HOURS	MORTON, THOMAS G. SCHOOL	12/21/15	\$10,889.00	ANNUAL SALARY
BARNES, SHARON	ALARM SYSTEMS DISPATCH OPER	OFFICE OF SCHOOL SAFETY	12/10/15	\$53,282.00	ANNUAL SALARY
BARRON, CUBA P	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	12/07/15	\$26,808.00	ANNUAL SALARY
BIESTER, LOUIS J	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	12/03/15	\$24.00	HOURLY RATE
BOND, CHAUNCEY K	SCHOOL NURSE	RHOADS, JAMES SCHOOL	12/14/15	\$51,113.00	ANNUAL SALARY
BOYD, ANTONIO M	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	12/07/15	\$26,808.00	ANNUAL SALARY
BOYD, NI'JAH C	STUDENT CLIMATE STAFF, 4 HOURS	STEEL, EDWARD SCHOOL	11/09/15	\$8,711.00	ANNUAL SALARY
BRANCH, SIA	STUDENT CLIMATE STAFF, 4 HOURS	FRANKFORD HIGH SCHOOL	12/15/15	\$8,711.00	ANNUAL SALARY
BRAXTON, ELIZABETH	ONE TO ONE ASST, SPECIAL ED	SHAWMONT SCHOOL	11/30/15	\$19,344.00	ANNUAL SALARY
BROWN, CHARLES M	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	12/15/15	\$24.00	HOURLY RATE
BROWN, GABRIELLE D	STUDENT CLIMATE STAFF, 3 HOURS	SAYRE, WILLIAM L. HIGH SCHOOL	12/22/15	\$6,533.00	ANNUAL SALARY
BROWN, RHONA	RETIRED TEACHER, PER DIEM SUB	MC MICHAEL, MORTON SCHOOL	12/16/15	\$239.01	DAILY RATE
BULLOCK, LYNELL N	FOOD SVCS UTILITY WORKER	DECATUR, STEPHEN SCHOOL	12/21/15	\$18,698.75	ANNUAL SALARY
BURNITSKIE, LOUANN	RETIRED TEACHER, PER DIEM SUB	ADAIRE, ALEXANDER SCHOOL	12/04/15	\$228.64	DAILY RATE
CARTER, SAMANTHA A	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	12/07/15	\$26,808.00	ANNUAL SALARY
CARTER, TRACEY	TEACHER, FULL TIME	LONGSTRETH, WILLIAM C. SCHOOL	12/10/15	\$46,694.00	ANNUAL SALARY
CLIETT HILL, VICKIE	RETIRED TEACHER, PER DIEM SUB	HAMILTON, ANDREW SCHOOL	12/07/15	\$228.64	DAILY RATE
COLEMAN, JENITA V	SUPPORTIVE SERVICES ASST, 3 HR	KELLEY, WILLIAM D. SCHOOL	12/14/15	\$8,749.00	ANNUAL SALARY
COLEMAN-MARTIN, LYNNETTE	RETIRED TEACHER, PER DIEM SP ED	LINCOLN, ABRAHAM HIGH SCHOOL	12/15/15	\$242.84	DAILY RATE
COLLINS, ASHLEY C	EXT ACTVTS, NON-CONTRACT EMP-HR	RECRUITMENT & STAFFING	12/03/15	\$12.00	HOURLY RATE
CORSO, SARA L	TEACHER, FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	12/14/15	\$73,453.00	ANNUAL SALARY
COUNCIL, COURTNE C	STUDENT CLIMATE STAFF, 3 HOURS	HAMILTON, ANDREW SCHOOL	12/18/15	\$6,533.00	ANNUAL SALARY
DARIN, CATHERINE M	GRANTS COMPLIANCE MONITOR	GRANTS COMPLIANCE	12/07/15	\$68,000.00	ANNUAL SALARY
DAVIS, JUDITH A	RETIRED TEACHER, PER DIEM SP ED	MASTBAUM, JULES E. HIGH SCHOOL	12/16/15	\$242.84	DAILY RATE
DAVIS, SERENA D	CLASSROOM ASST, SP ED, SV HND	ROXBOROUGH HIGH SCHOOL	12/21/15	\$19,344.00	ANNUAL SALARY
DEALBA, DANIEL	TEACHER, FULL TIME	FELTONVILLE ARTS & SCIENCES	12/18/15	\$46,694.00	ANNUAL SALARY

DISANTIS, GERALDINE	RETIRED TEACHER, PER DIEM SUB	MORTON, THOMAS G. SCHOOL	12/14/15	\$215.18	DAILY RATE
DONOVAN, ELLEN	FOOD SVCS MANAGER II	KENSINGTON BUSINESS, FINANCE	12/24/15	\$48,110.00	ANNUAL SALARY
DOVE, ERNESTINE	RETIRED TEACHER,PER DIEM SP ED	WASHINGTON, GEORGE HIGH SCHOOL	12/14/15	\$232.47	DAILY RATE
EASLEY, ASMERET Y	TEACHER,FULL TIME	OVERBROOK EDUCATIONAL CENTER	12/18/15	\$46,694.00	ANNUAL SALARY
EDWARDS, PORSCHA D	SPECIALIST,STAFF&OPERS	RECRUITMENT & STAFFING	12/07/15	\$43,169.00	ANNUAL SALARY
ESBENSEN, CHRISTINE M	STUDENT CLIMATE STAFF,4 HOURS	SHAWMONT SCHOOL	12/07/15	\$8,711.00	ANNUAL SALARY
EVERAGE, AKINYELE	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	12/21/15	\$9.56	HOURLY RATE
FELTON, CYNTHIA	RETIRED TEACHER,PER DIEM SP ED	ARTHUR, CHESTER A. SCHOOL	12/21/15	\$242.84	DAILY RATE
FENNELL, FELICEA F	SUPPORTIVE SERVICES ASST, 3 HR	LOWELL, JAMES R. SCHOOL	11/30/15	\$8,749.00	ANNUAL SALARY
FIELDS, LAUREN	TEACHER,FULL TIME	LANKENAU HIGH SCHOOL	12/21/15	\$46,694.00	ANNUAL SALARY
FIERKO, PATRICE K	TEACHER,FULL TIME	GIRARD, STEPHEN SCHOOL	12/07/15	\$73,453.00	ANNUAL SALARY
FLYNN, MARIE L.	RETIRED TEACHER, PER DIEM SUB	DISSTON, HAMILTON SCHOOL	12/21/15	\$215.18	DAILY RATE
FRAKER, JENNIFER	CLASSRM ASST,PRE-K HD STRT-PDS	BRIGHT FUTURES & PREK PARTNERS	11/28/15	\$48.94	DAILY RATE
FRANZ, KYRSTIN M	TEACHER,FULL TIME	DOBSON, JAMES SCHOOL	12/21/15	\$45,359.00	ANNUAL SALARY
GARCIA, MARIA	STUDENT CLIMATE STAFF,5 HOURS	CARNELL, LAURA H. SCHOOL	12/07/15	\$11,687.00	ANNUAL SALARY
GHAURI, DAWOOD	RETIRED TEACHER, PER DIEM SUB	HARDING, WARREN G. MIDDLE SCH	12/07/15	\$215.18	DAILY RATE
GIBBS, KENNETH R	FOOD SVCS UTILITY WORKER	TAYLOR ELEMENTARY	12/14/15	\$18,698.75	ANNUAL SALARY
GOSS, DONNA	TEACHER,FULL TIME	SULLIVAN, JAMES J. SCHOOL	12/10/15	\$49,615.00	ANNUAL SALARY
GRADY, RAYMOND A	GENERAL CLEANER, 8 HOURS	HUNTER, WILLIAM H. SCHOOL	12/07/15	\$19,828.00	ANNUAL SALARY
GRAHAM, CYNTHIA S	ONE TO ONE ASST, SPECIAL ED	HAMILTON, ANDREW SCHOOL	12/17/15	\$19,344.00	ANNUAL SALARY
GRAVLEY, MICHELLE S	STUDENT CLIMATE STAFF,3 HOURS	JENKS ACADEMY ARTS & SCIENCES	12/10/15	\$6,533.00	ANNUAL SALARY
HACKLEY, DOMINIQUE D	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	12/07/15	\$26,808.00	ANNUAL SALARY
HASKINS, KIMBERLY K	FOOD SVCS ASSISTANT	EMLLEN, ELEANOR C. SCHOOL	12/21/15	\$8,711.00	ANNUAL SALARY
HASSETT, STEPHEN H	FARMER PER DIEM SUB	SAUL, WALTER B. HIGH SCHOOL	12/16/15	\$88.43	DAILY RATE
HAYES, VALARIE	RETIRED TEACHER,PER DIEM SP ED	MCKINLEY, WILLIAM SCHOOL	12/18/15	\$242.84	DAILY RATE
HEINEMAN, GLORIA	CLASSROOM ASST,SP ED,SV HND	HANCOCK, JOHN SCHOOL	12/07/15	\$19,344.00	ANNUAL SALARY
HERNANDEZ, CARLOS R	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	12/07/15	\$26,808.00	ANNUAL SALARY
HERNANDEZ, ROSALIND A	RETIRED TEACHER, PER DIEM SUB	MEADE, GEN. GEORGE G. SCHOOL	12/14/15	\$215.18	DAILY RATE
HERNDON-MURPHY, AMPARO	TEACHER,FULL TIME	MUNOZ-MARIN, HON LUIS SCHOOL	12/14/15	\$45,359.00	ANNUAL SALARY
HERSHMAN, KRISTINE	SCHOOL CLIMATE MANAGER	WASHINGTON, GEORGE HIGH SCHOOL	12/08/15	\$76,602.00	ANNUAL SALARY
HOLIDAY, CANDACE V	STUDENT CLIMATE STAFF,3 HOURS	OLNEY ELEMENTARY SCHOOL	12/17/15	\$6,533.00	ANNUAL SALARY
HOLLIMON, TIARA U	BUS ATTENDANT,ONE TO ONE	SPRUANCE, GILBERT SCHOOL	12/07/15	\$10,965.00	ANNUAL SALARY
HOLLIMON, TIARA U	STUDENT CLIMATE STAFF,3 HOURS	SPRUANCE, GILBERT SCHOOL	12/14/15	\$6,533.00	ANNUAL SALARY
HOUCK, ANDREA L	TEACHER,FULL TIME	HAMILTON, ANDREW SCHOOL	12/21/15	\$45,359.00	ANNUAL SALARY
HUDSON, BRENDA	TEACHER,FULL TIME	HOWE, JULIA WARD SCHOOL	12/07/15	\$51,113.00	ANNUAL SALARY
HUGGINS, MYLES B	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	12/17/15	\$20.00	HOURLY RATE
HUMENIK, JOHN	STUDENT CLIMATE STAFF,3 HOURS	BROWN, HENRY A. SCHOOL	12/11/15	\$6,533.00	ANNUAL SALARY
HUMES, ZANETTA R	ONE TO ONE ASST, SPECIAL ED	WILSON, WOODROW MIDDLE SCHOOL	12/16/15	\$19,344.00	ANNUAL SALARY
HUNTER, JUSTIN	TEACHER,FULL TIME	SHERIDAN, PHILIP H. SCHOOL	12/14/15	\$45,359.00	ANNUAL SALARY
JEFFERSON, SHANIKQUA T	STUDENT CLIMATE STAFF,4 HOURS	HARDING, WARREN G. MIDDLE SCH	12/07/15	\$8,711.00	ANNUAL SALARY
JOHNSON, CHANELL N	CLASSROOM ASST,SP ED,SV HND	PENROSE SCHOOL	12/09/15	\$19,344.00	ANNUAL SALARY
JONES, RICHARD T	TEACHER,FULL TIME	MUSIC, INSTRUMENTAL	12/16/15	\$46,694.00	ANNUAL SALARY
KELLY, MICHELLE A	STUDENT CLIMATE STAFF,3 HOURS	FRANKLIN, BENJAMIN SCHOOL	11/05/15	\$6,533.00	ANNUAL SALARY

KENNEDY, DARROW	GENERAL CLEANER, 8 HOURS	HARTRANFT, JOHN F. SCHOOL	12/07/15	\$19,828.00	ANNUAL SALARY
KERN, REGINA	ONE TO ONE ASST, SPECIAL ED	DECATUR, STEPHEN SCHOOL	11/30/15	\$19,344.00	ANNUAL SALARY
KIRK, LILLIAN I	TEACHER,FULL TIME	BRYANT, WILLIAM C. SCHOOL	12/04/15	\$46,694.00	ANNUAL SALARY
KOGER, EARL	RETIRED TEACHER, PER DIEM SUB	ROXBOROUGH HIGH SCHOOL	12/21/15	\$228.64	DAILY RATE
KOLASZEWSKI, DIANA M	TEACHER,FULL TIME	CROSSROADS ACCELERATED ACADEMY	12/07/15	\$46,694.00	ANNUAL SALARY
KRATCHMAN, ARTHUR	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	12/15/15	\$24.00	HOURLY RATE
KRIPKE, DOUGLAS E	EXT ACTVTS,NON-CONTRACT EMP-HR	OFFICE OF PROCUREMENT SERVICES	12/16/15	\$12.00	HOURLY RATE
LAMCE, KUJTIM	CLASSROOM ASST,SP ED,SV HND	LINCOLN, ABRAHAM HIGH SCHOOL	12/14/15	\$19,344.00	ANNUAL SALARY
LEE, SHARON H	ONE TO ONE ASST, SPECIAL ED	GREENFIELD, ALBERT M. SCHOOL	12/18/15	\$19,344.00	ANNUAL SALARY
LEWIS, JENNIFER	RETIRED TEACHER,PER DIEM SP ED	LOWELL, JAMES R. SCHOOL	12/18/15	\$219.01	DAILY RATE
LEWIS, KAREN D	TEACHER,FULL TIME	GIRARD, STEPHEN SCHOOL	12/21/15	\$45,359.00	ANNUAL SALARY
LINDER, KIA D	CLASSRM ASST,PRE-K HD STRT-PDS	BRIGHT FUTURES & PREK PARTNERS	11/28/15	\$48.94	DAILY RATE
LOCKHART, SHANELLE D	TEACHER,FULL TIME	KENSINGTON URBAN EDUCATION	12/08/15	\$45,359.00	ANNUAL SALARY
LOGAN, MAXZINE	RETIRED TEACHER,PER DIEM SP ED	LAMBERTON,ROBERT E ELEMENTARY	12/07/15	\$242.84	DAILY RATE
LUCAS, SHAWNISE N	FOOD SVCS WORKER I	FELL, D. NEWLIN SCHOOL	12/14/15	\$9,164.50	ANNUAL SALARY
MALDONADO, CARMEN A	STUDENT CLIMATE STAFF,3 HOURS	FRANK, ANNE SCHOOL	12/17/15	\$11,687.00	ANNUAL SALARY
MANG, ANDREW C	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	12/07/15	\$26,808.00	ANNUAL SALARY
MARKS, CAROLINE A	SENIOR ASSOCIATE	DISTRICT PERFORMANCE OFFICE	12/07/15	\$74,572.00	ANNUAL SALARY
MAROLLA, MICHAEL A	TEACHER,FULL TIME	HARDING, WARREN G. MIDDLE SCH	11/30/15	\$45,359.00	ANNUAL SALARY
MASON, BRIDGET	TEACHER,FULL TIME	FORREST, EDWIN SCHOOL	12/14/15	\$79,586.00	ANNUAL SALARY
MATTHEWS, SHANNAN L	STUDENT CLIMATE STAFF,3 HOURS	HANCOCK, JOHN SCHOOL	12/07/15	\$6,533.00	ANNUAL SALARY
MAYS, DEVON	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	12/07/15	\$26,808.00	ANNUAL SALARY
MCCANN, SARA J	TEACHER,FULL TIME	LOWELL, JAMES R. SCHOOL	12/22/15	\$46,694.00	ANNUAL SALARY
MCCARTER, ADRIENNE	STUDENT CLIMATE STAFF,3 HOURS	HARRINGTON, AVERY D. SCHOOL	12/07/15	\$6,533.00	ANNUAL SALARY
MCDANIEL, KAROLYN	RETIRED TEACHER, PER DIEM SUB	HARRINGTON, AVERY D. SCHOOL	12/08/15	\$239.01	DAILY RATE
MCGAVIN, RYAN M	TEACHER,FULL TIME	THE LINC	11/12/15	\$54,364.00	ANNUAL SALARY
MESSINA, GEORGIANA	RETIRED TEACHER, PER DIEM SUB	ALLEN, ETHAN SCHOOL	12/14/15	\$215.18	DAILY RATE
MINER, AMBER L	SUPPORTIVE SERVICES ASST, 3 HR	SPRUANCE, GILBERT SCHOOL	12/14/15	\$8,749.00	ANNUAL SALARY
MONTANEZ, LAQUENTA P	COORD,SPECIALIZED SVCS	OFFICE OF SPECIALIZED SERVICES	12/21/15	\$81,047.00	ANNUAL SALARY
MORRIS, ASHLEY V	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	12/10/15	\$20.00	HOURLY RATE
NEAL, JAMIE L	TEACHER,FULL TIME	MAYFAIR SCHOOL	12/07/15	\$70,564.00	ANNUAL SALARY
OZIMKIEWICZ, KEVIN A	SCHOOL NURSE	BARRY, JOHN ELEMENTARY SCHOOL	12/14/15	\$51,113.00	ANNUAL SALARY
PAYNE, AMBER M	TEACHER,FULL TIME	GREENBERG, JOSEPH SCHOOL	12/02/15	\$45,359.00	ANNUAL SALARY
PETERS, KYLE S	TEACHER,FULL TIME	OVERBROOK HIGH SCHOOL	12/22/15	\$45,359.00	ANNUAL SALARY
PORTER, TRENT	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	12/15/15	\$9.56	HOURLY RATE
REED, ANNA M	CLASSRM ASST,PRE-K HD STRT-PDS	BRIGHT FUTURES & PREK PARTNERS	11/28/15	\$48.94	DAILY RATE
RESARI, SUSAN	STUDENT CLIMATE STAFF,3 HOURS	HANCOCK, JOHN SCHOOL	12/07/15	\$6,533.00	ANNUAL SALARY
RICHARDSON, SHANTEL	ONE TO ONE ASST, SPECIAL ED	MEADE, GEN. GEORGE G. SCHOOL	12/15/15	\$19,344.00	ANNUAL SALARY
ROANE, TEREZ S	TEACHER,FULL TIME	DECATUR, STEPHEN SCHOOL	12/14/15	\$46,694.00	ANNUAL SALARY
RODRIGUEZ, NATALIE	SUPPORTIVE SERVICES ASST, 4 HR	CAYUGA SCHOOL	12/14/15	\$11,666.00	ANNUAL SALARY
ROGERS, DANYELLE	FOOD SVCS ASSISTANT	LINCOLN, ABRAHAM HIGH SCHOOL	10/10/15	\$15,192.12	ANNUAL SALARY
ROGERS, SHARON B	STUDENT CLIMATE STAFF,3 HOURS	LOCKE, ALAIN SCHOOL	12/16/15	\$6,533.00	ANNUAL SALARY
ROSSER, ASHAYIA K	BUS ATTENDANT	MCKINLEY, WILLIAM SCHOOL	12/07/15	\$10,965.00	ANNUAL SALARY

SANDERS, ALIJAY-NAE A	FOOD SVCS WORKER SENIOR	TAYLOR ELEM	12/21/15	\$17,302.25	ANNUAL SALARY
SAUNDERS, THOMAS M	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	12/07/15	\$26,808.00	ANNUAL SALARY
SCOTT, KATRINA	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	12/07/15	\$26,808.00	ANNUAL SALARY
SEENEY, NADINE J	RETIRED TEACHER,PER DIEM SP ED	OVERBROOK HIGH SCHOOL	12/08/15	\$232.47	DAILY RATE
SETHI, SANDHYA	RETIRED TEACHER,PER DIEM SP ED	NEBINGER, GEORGE W. SCHOOL	12/08/15	\$219.01	DAILY RATE
SHANKS, ROBERTA J	RETIRED TEACHER, PER DIEM SUB	BLAINE, JAMES G. SCHOOL	12/07/15	\$228.64	DAILY RATE
SIMS, SIERRA	CLASSROOM ASST,SP ED,HEAR IMP	LINCOLN, ABRAHAM HIGH SCHOOL	12/07/15	\$19,344.00	ANNUAL SALARY
SMILEY, PATRICIA A	FOOD SVCS UTILITY WORKER	LEEDS, MORRIS E. MIDDLE SCHOOL	12/07/15	\$18,698.75	ANNUAL SALARY
SMITH, ALLISON R	SENIOR ASSOCIATE	DISTRICT PERFORMANCE OFFICE	12/07/15	\$80,000.00	ANNUAL SALARY
SPILLANE, SHANNON B	TEACHER,FULL TIME	MUNOZ-MARIN, HON LUIS SCHOOL	12/08/15	\$46,694.00	ANNUAL SALARY
SULLIVAN, ROSANN	CLIMATE SUPPORT SPECIALIST	KENSINGTON CAPA	11/30/15	\$33,350.00	ANNUAL SALARY
TARTAGLIA, ELAINE C	EXT ACTVTS,NON-CONTRACT EMP-HR	OFFICE OF PROCUREMENT SERVICES	12/08/15	\$12.00	HOURLY RATE
THOMAS, SUSMITHA	CLASSROOM ASST,SP ED,SV HND	BALDI MIDDLE SCHOOL	11/30/15	\$19,344.00	ANNUAL SALARY
TUCKER, PATRICK D	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	12/07/15	\$26,808.00	ANNUAL SALARY
WALKER, VANESSA	BUS ATTENDANT	WASHINGTON, MARTHA SCHOOL	12/07/15	\$10,965.00	ANNUAL SALARY
WARREN, SHARAE M	STUDENT CLIMATE STAFF,3 HOURS	SAYRE, WILLIAM L. HIGH SCHOOL	12/07/15	\$6,533.00	ANNUAL SALARY
WEINSTEIN, BETH ANN	RETIRED TEACHER,PER DIEM SP ED	FRANKFORD HIGH SCHOOL	12/21/15	\$219.01	DAILY RATE
WHITE, GORDON E	GENERAL CLEANER, 8 HOURS	BROWN, HENRY A. SCHOOL	12/07/15	\$19,828.00	ANNUAL SALARY
WHITE, LASHERRA T	FOOD SVCS UTILITY WORKER	MUNOZ-MARIN, HON LUIS SCHOOL	12/14/15	\$18,698.75	ANNUAL SALARY
WILLIS, JERMAINE L	STUDENT CLIMATE STAFF,3 HOURS	FRANK, ANNE SCHOOL	12/03/15	\$7,012.00	ANNUAL SALARY
WILSON, MEGAN A	TEACHER,FULL TIME	CROSSROADS ACCELERATED ACADEMY	12/21/15	\$45,359.00	ANNUAL SALARY
YANCEY, BEVERLY M	RETIRED TEACHER,PER DIEM SP ED	WEST PHILADELPHIA HIGH SCHOOL	12/14/15	\$219.01	DAILY RATE
ZUNIGA MCDOWELL, KEREN M	DIR,DISTRICT PERFORMANCE OFF	DISTRICT PERFORMANCE OFFICE	12/07/15	\$100,000.00	ANNUAL SALARY

THE FOLLOWING EMPLOYEES HAVE BEEN TERMINATED

AYANFODUN, OLUWATELE A	BUS ATTENDANT,ONE TO ONE	11/17/15
BELLAMY, VICTOR	TEACHER,FULL TIME	10/31/15
BOND, TERRY	GENERAL CLEANER, 8 HOURS	12/16/15
BRICE, LEXUS J	STUDENT CLIMATE STAFF,4 HOURS	12/16/15
BROWN, NICOLE	TEACHER,FULL TIME	12/24/15
CHEN, XUXU	TEACHER,FULL TIME	12/19/15
COLLIER, BRANDON M	TEACHER,FULL TIME	12/24/15
D'AMORE, STEFANIE L	TEACHER,FULL TIME	12/24/15
DAVINO, MICHAEL A	TEACHER,FULL TIME	12/15/15
DOZIER, DIASIA	EXT ACTVTS,NON-CONTRACT EMP-HR	12/03/15
DRAGONETTI, ALEXANDER J	TEACHER,FULL TIME	12/24/15
ENGLERT, SAMANTHA E	TEACHER,FULL TIME	11/19/15
EVERAGE, AKINYELE	GENERAL CLEANER,SUPPLEMENTAL	12/21/15
FLANNERY, JENNIFER A	TEACHER,SPEC EDUCATION	12/24/15
FOSTER, AQUIL A	ONE TO ONE ASST, SPECIAL ED	12/08/15

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FULTON, LORI G	BUS ATTENDANT	12/08/15
GOOCHEE, CONNIE	TEACHER,FULL TIME	11/14/15
HAYNES, RUBY	BUS ATTENDANT	12/07/15
HERNANDEZ, CARLOS	BUILDING ENGINEER TRAINEE	12/24/15
HOEY, CAITLIN M	TEACHER,FULL TIME	11/10/15
IMBODY, JESSICA R	TEACHER,FULL TIME	11/16/15
JOHNSON, BETTY	GENERAL CLEANER, SUPPLEMENTAL	08/12/15
JONES, ATIYA A	FOOD SVCS ASSISTANT	12/21/15
MAJETTE, LORRAINE C	TEACHER,SPEC EDUCATION	11/17/15
MAROLLA, MICHAEL A	TEACHER,FULL TIME	12/09/15
MCANLIS, KATELYN R	TEACHER,SPEC EDUCATION	12/05/15
MCAULEY, RYAN	TEACHER,SPEC EDUCATION	11/11/15
MCGILLIS, SILVANA R	TEACHER,FULL TIME	11/26/15
MCGRAW-BYRD, JAMEKA M	TEACHER,FULL TIME	12/14/15
MIDDENDORF, LISA MARIE	TEACHER,FULL TIME	12/15/15
MILLER, MARVIN S	GENERAL CLEANER, SUPPLEMENTAL	12/30/15
MYERS, KATIE L	TEACHER,FULL TIME	12/03/15
OURAGA-STONE, BENJAMIN T	BUS ATTENDANT	12/02/15
PALMER, CHRISTOPHER D	TEACHER,FULL TIME	12/02/15
PAOLUCCI, SAMANTHA	TEACHER,FULL TIME	12/02/15
PORTER, TRENT	GENERAL CLEANER, SUPPLEMENTAL	12/15/15
RAMOS, ANDRES M	ONE TO ONE ASST, SPECIAL ED	11/17/15
RICHARDSON, BRIAN W	TEACHER,FULL TIME	11/21/15
RIVERA, JACKELINE L	FOOD SVCS UTILITY WORKER	12/15/15
ROGAI, MARIE K	TEACHER,FULL TIME	12/05/15
THOLEY, DENISE L	TEACHER,SPEC EDUCATION	12/16/15
THOLEY, DENISE L	TEACHER,SPEC EDUCATION	12/15/15
WAITERS, DION	STUDENT CLIMATE STAFF,5 HOURS	12/23/15
WALLACE, RASHEADA L	STUDENT CLIMATE STAFF,3 HOURS	12/07/15
WHITE-APONTE, ERIKA H	FOOD SVCS WORKER SENIOR	09/08/15
WHITFIELD, BABES A	TEACHER,FULL TIME	12/05/15
ZINSZER, ELIZABETH A	TEACHER,FULL TIME	10/06/15