

SCHOOL REFORM COMMISSION
PUBLIC MEETING
PROPOSED RESOLUTIONS

OCTOBER 15, 2015

I. SCHOOL REFORM COMMISSION

SRC-1

Withdrawn by Staff 10.14.15

SRC-2 (*Added 9.30.15*)

Young Scholars Frederick Douglass Charter School – Approval of Charter School Name Change to Frederick Douglass Mastery Charter School

WHEREAS, pursuant to the Charter School Law, 24 Pa. C.S.A. § 17-1701-A, *et seq.*, the School Reform Commission (“SRC”) granted a charter (“Charter”) to Young Scholars Frederick Douglass Charter School (“Charter School”) to operate a public charter school for a term of five (5) years commencing on July 1, 2010; and

WHEREAS, the School Reform Commission (“SRC”) renewed the Charter School’s Charter for five-year terms in 2015; and

WHEREAS, on or about July 6, 2015, the Charter School changed its name to Frederick Douglass Mastery Charter School by filing the required documents with the Commonwealth of Pennsylvania; and

WHEREAS, on or about September 4, 2015, the Charter School notified the Internal Revenue Service of the name change; NOW BE IT

RESOLVED, that the SRC amends the Charter to change the name of the Charter School from Young Scholars Frederick Douglass Charter School to Frederick Douglass Mastery Charter School; and be it

FURTHER RESOLVED, that the School District shall not be bound by the terms of this Resolution unless and until the School District and the Chair of the Board of Trustees of the Charter School fully execute an amendment to the charter agreement incorporating the terms of this Resolution; and that all other terms and conditions in the charter agreement shall remain in force for the duration of the Charter term.

SRC-3 (*Added 9.30.15*)

Khepera Charter School – Amendment to Change Facilities Location

WHEREAS, pursuant to the Charter School Law, 24 Pa. C.S.A. § 17-1701-A, *et seq.*, the School Reform Commission (“SRC”) granted a charter (“Charter”) to Khepera Charter School (“Charter School”) to operate a public charter school commencing in 2004; and

WHEREAS, the School Reform Commission (“SRC”) renewed the Charter School's charter in 2009 and 2014; and

WHEREAS, under the terms of the Charter School's Charter, the Charter School is authorized to operate at facilities located at 144 W. Carpenter Lane, Philadelphia, PA 19119 and 6611 Anderson Street, Philadelphia, PA 19119; and

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WHEREAS, the Charter School has notified the School District's Charter Schools Office that the Charter School has moved to a new location at 926 Sedgley Avenue, Philadelphia, PA and has provided required documentation to the Charter Schools Office; NOW BE IT

RESOLVED, that the SRC amends the Charter to change the authorized location of the Charter School to 926 Sedgley Avenue, Philadelphia, PA 19140; and be it

FURTHER RESOLVED, that the School District shall not be bound by the terms of this Resolution unless and until the Chair of the SRC and the Chair of the Board of Trustees of the Charter School fully execute an amendment to the Charter incorporating the terms of this Resolution; and that all other terms and conditions in the Charter shall remain in force for the duration of the Charter term.

SRC-4 (Added 10.14.15)

Ratification of Intergovernmental Cooperation Agreement with the City Council of Philadelphia

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance of an Intergovernmental Cooperation Agreement by The School District of Philadelphia and the School Reform Commission with The City Council of Philadelphia.

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 September 30, 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 the Deputy Superintendent or their designees, and shall serve at the pleasure of the School Reform Commission.

A-2

Donation: \$45,080 Acceptance of Donation from Mastery Charter Schools Foundation – School-Base Coaching Program

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 \$45,080, from Mastery Charter School as part of a grant from the William Penn Foundation, to pay for school-based peer coaching programs at Nebinger, McDaniel and Mayfair Elementary Schools, for the period commencing October 27, 2015 through June 30, 2016.

Description: The School District, in partnership with Mastery and with support from the William Penn Foundation, is seeking to pilot a coaching program that targets a population of District teachers who are currently not served by existing District coaching programs and builds informal leadership capacity within schools to increase the opportunity for professional growth for all teachers. The ultimate goal is to build a program that yields significant gains in student growth and achievement through improved instructional practice, attained through peer coaching.

The purpose of this program is to support the creation of an effective, school-based peer-coaching model that leverages excellent teachers to coach other teachers who are either adequate or good at their craft and want to improve from adequate to good or from good to great.

Through this program, District master teachers will coach fellow District teachers who voluntarily

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participate in one of three coaching cycles per year. The program expects to impact 30 teachers with 1:1 coaching in each building and 90 teachers across three schools through comprehensive professional development opportunities. The participating schools are Nebinger, McDaniel, and Mayfair, each of which submitted an application of interest to participate in the program. Time for coaching will either be scheduled during release time or compensated prep payback time. Additionally, coaches will be compensated for time spent on the project outside of school hours.

The coaches and their principal will receive ongoing professional development from Mastery throughout the school year. Mastery will compile progress data and work with the School District team to access and analyze data available from the District at the teacher and school level to gauge impact of the program.

While the focus of the project is on creating a sustainable model inside participating schools for providing effective professional development through peer to peer coaching, the Mastery team will also work with the School District's Office of Effectiveness to create central leadership for the program so that the District will be able to run the program internally without Mastery supports in the future.

The grant funds will pay for EC and release time for peer coaches to support teachers during the school day and after school; for teachers to participate in select professional development after school, and for substitutes when coaches or principals are attending professional development during the day.

These funds are directly connected to Resolution A-4, approved by the School Reform Commission on August 20, 2015.

ABC Code/Funding Source	\$40,080.00
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A-3 (Updated 10.6.15)

Operating Budget: \$10,000 Contract Ratification with The New Teacher Project – Candidate Phone Screening Services

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent, of a contract with The New Teacher Project, Inc, for principal candidate phone screening services, for an amount not to exceed \$10,000, for the period commencing February 1, 2015 through June 30, 2015.

Description: The School District of Philadelphia's Office of Recruiting is committed to hiring excellent principals to lead School District schools.

To assist the School District with the initial screening of principal applicants, TNTP will conduct principal phone interviews with candidates identified by the School District, using interview questions and a scoring rubric developed by the School District. TNTP will take notes during the phone screening and provide such notes and its screening score to the School District. The School District will use the phone screen notes and score as part of its principal hiring process.

This ratification is a result of TNTP being unable to agree to the District's limited contract terms by the required LCA process deadline. As a result, and in the interest of adhering to the principal selection and hiring timelines, TNTP provided the assistance with principal screening for which we were originally contracting. Since then, our legal teams have been in communication and we do not foresee any complications with future contracts.

ABC Code/Funding Source	\$10,000.00
1100-055-9400-283f-3311 Operating	

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Tuesday, October 6, 2015. Please reference the Resolution Number and include your name and email address.

Operations**A-4****Donation: \$65,000 Acceptance of Donation from the Philadelphia Water Department – Repair Stormwater Infrastructure at George W. Nebinger Elementary; License & Right of Entry Agreement with JPC Group, Inc.**

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the generous donation from the Philadelphia Water Department of repairs to green stormwater infrastructure that was installed in September 2013 with a total value of approximately \$65,000 on the George W. Nebinger Elementary School property; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee: (i) to execute, deliver and perform a License and Right of Entry with JPC Group, Inc. to perform and install the repairs to the green stormwater infrastructure on the George W. Nebinger Elementary School property; and (ii) to execute, deliver and perform such other documents necessary to further the intent of this Resolution.

Description: The Philadelphia Water Department (PWD), the US Environmental Protection Agency (US EPA) and the Partnership for the Delaware Estuary (PDE) joined together to advance green stormwater infrastructure in Philadelphia. These partners worked with The School District of Philadelphia to develop a model for stormwater management and educational programming at George W. Nebinger Elementary School. Construction of the stormwater management systems was completed on September 8, 2013 at a value of \$145,000.

PWD has selected JPC Group, Inc. to complete repairs to the constructed stormwater improvements. The repairs will consist of excavation on the edge of the Nebinger property and installing waterproofing material along the base of a neighboring house and a subsurface drain system that connects back to the sewer system. Due to the nature of the repair, a portion of the Nebinger parking lot will be demolished and replaced once JPC Group has completed installation. The anticipated duration for construction is approximately four days. PWD will coordinate the specific dates for construction activities with the Principal of Nebinger to minimize any disruption to the instruction program and staff parking. The repairs will be completed by no later than January 8, 2016.

ABC Code/Funding Source

\$65,000.00

A-5**Capital Fund: \$1,396,500 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 \$1,396,500.00.

Description:

Spec: B-024 C

of 2014/15 General Contract - Plaza Roof Deck Replacement

E. Washington Rhodes Middle School - 3100 North 29th Street

TE Construction Services, LLC - \$256,600.00

Warminster, Pennsylvania 18974

ABC Code: 8Q11-065-4150-4637-4541-06

Total Aggregate M/WBE Participation: 35.2%

This contract covers the labor, material, and equipment necessary for exterior renovations at this location.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Tuesday, October 6, 2015. Please reference the Resolution Number and include your name and email address.

The bids for Rhodes MS project were publicly advertised on 7/10/15, 7/17/15, and 7/31/15 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 9/1/15. After review of the bids and a de-scoping meeting it was determined that TE Construction Services, LLC was the lowest responsible bidder with a bid of \$256,600.00.

The Facilities Condition Assessment (FCA) at this location is 20.14%. The School Progress Report (SPR) at this location is 21.

Spec: B-025 C
of 2014/15 Electrical Contract - Electrical Service Upgrade
E. Washington Rhodes Middle School - 3100 North 29th Street
E J Electric, Inc. - \$470,000.00
Philadelphia, Pennsylvania 19134
ABC Code: 8Q11-065-4150-4627-4561-09
Total Aggregate M/WBE Participation: 15.2%

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

The bids for Rhodes MS project were publicly advertised on 7/17/15, 7/31/15, and 8/5/15 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 9/1/15. After review of the bids and a de-scoping meeting it was determined that E J Electric, Inc. was the lowest responsible bidder with a bid of \$470,000.00.

The Facilities Condition Assessment (FCA) at this location is 20.14%. The School Progress Report (SPR) at this location is 21.

Spec: B-042 C
of 2014/15 Electrical Contract - Electrical Service Upgrade
Alexander Adaire Elementary School - 1300 East Palmer Street
Hyde Electric Corporation - \$669,900.00
Philadelphia, Pennsylvania 19129
ABC Code: 8Q11-065-5200-4627-4561--09
Total Aggregate M/WBE Participation: 15.0%

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

The bids for Alexander Adaire Elementary School project were publicly advertised on 7/17/15, 7/31/15, and 8/5/15 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 9/1/15. After review of the bids and a de-scoping meeting it was determined that Hyde Electric Corporation was the lowest responsible bidder with a bid of \$669,900.00.

The Facilities Condition Assessment (FCA) at this location is 36.39%. The School Progress Report (SPR) at this location is 51.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Tuesday, October 6, 2015. Please reference the Resolution Number and include your name and email address.

ABC Code/Funding Source	\$1,396,500.00
8Q11-065-4150-4637-4541 Capital (\$256,600.00)	
8Q11-065-4150-4627-4561 Capital (\$470,000.00)	
8Q11-065-5200-4627-4561 Capital (\$669,900.00)	

A-6**Capital Fund: \$3,109,500 Capital Project Awards II**

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent, or his designee, to execute, deliver, and perform contracts with the lowest responsible bidders identified in the attachment at an aggregate cost of \$3,109,500.00.

Description:

Spec: B-010 C
of 2014/15 Electrical Contract - Elevator Replacement
Penn Treaty High School - 600 East Thompson Street
E J Electric, Inc. - \$1,279,000.00
Philadelphia, Pennsylvania 19134
ABC Code: 8Q11-065-5110-4628-4561-02
Total Aggregate M/WBE Participation: 31.9%

This electrical contract covers the labor, material, and equipment necessary for the demolition and replacement of two electric traction elevators at this location.

The bids for Penn Treaty HS project were publicly advertised on 7/24/15, 8/5/15, and 8/11/15 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 9/10/15. After review of the bids and a de-scoping meeting it was determined that E J Electric, Inc. was the lowest responsible bidder with a bid of \$1,279,000.00.

The Facilities Condition Assessment (FCA) at this location is 24.38%. The School Progress Report (SPR) at this location is 40.

Spec: B-016 C
of 2014/15 Mechanical Contract - Chiller Replacement / CUV Replacement
Tanner Duckrey Elementary School - 1501 West Diamond Street
Herman Goldner Co., Inc. - \$1,068,000.00
Philadelphia, PA 19153
ABC Code: 8Q11-065-4460-4695-4591-05
Total Aggregate M/WBE Participation: 15.0%

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

The bids for Duckrey ES project were publicly advertised on 7/31/15, 8/12/15, and 8/18/15 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 9/10/15. After review of the bids and a de-scoping meeting it was determined that Herman Goldner Co., Inc. was the lowest responsible bidder with a bid of \$1,068,000.00.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Tuesday, October 6, 2015. Please reference the Resolution Number and include your name and email address.

The Facilities Condition Assessment (FCA) at this location is 24.41%. The School Progress Report (SPR) at this location is 35.

Spec: B-017 C
of 2014/15 Electrical Contract - Chiller Replacement / CUV Replacement
Tanner Duckrey Elementary School - 1501 West Diamond Street
C.A.D. Electric, Inc. (W) - \$65,000.00
Rose Valley, Pennsylvania 19063
ABC Code: 8Q11-065-4460-4695-4561-05
Total Aggregate M/WBE Participation: 100.0%

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

The bids for Duckrey ES project were publicly advertised on 7/31/15, 8/12/15, and 8/18/15 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 9/10/15. After review of the bids and a de-scoping meeting it was determined that C.A.D. Electric, Inc. was the lowest responsible bidder with a bid of \$65,000.00.

The Facilities Condition Assessment (FCA) at this location is 24.41%. The School Progress Report (SPR) at this location is 35.

Spec: B-044 C
of 2014/15 Electrical Contract - Electrical Service Upgrade
General George A. McCall Elementary School - 325 South 7th Street
C.A.D. Electric, Inc. (W) - \$697,500.00
Rose Valley, Pennsylvania 19063
ABC Code: 8Q11-065-2340-4627-4561--09
Total Aggregate M/WBE Participation: 100.0%

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

The bids for McCall ES project were publicly advertised on 7/31/15, 8/12/15, and 8/18/15 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 9/10/15. After review of the bids and a de-scoping meeting it was determined that C.A.D. Electric, Inc. was the lowest responsible bidder with a bid of \$697,500.00.

The Facilities Condition Assessment (FCA) at this location is 54.46%. The School Progress Report (SPR) at this location is 78.

ABC Code/Funding Source	\$3,109,500.00
8Q11-065-5110-4628-4561 Capital (\$1,279,000.00)	
8Q11-065-4460-4695-4591 Capital (\$1,068,000.00)	
8Q11-065-4460-4695-4561 Capital (\$65,000.00)	
8Q11-065-2340-4627-4561 Capital (\$697,500.00)	

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Tuesday, October 6, 2015. Please reference the Resolution Number and include your name and email address.

Executive**A-7****Ratification of Amendment of Acceptance Period of Grants and Donations – Barra Foundation**

RESOLVED, that the School Reform Commission hereby ratifies the amendment by The School District of Philadelphia, through the Superintendent or his designee, to extend the acceptance period for grants and donations from the Barra Foundation, originally authorized by Resolution A-36, approved by the School Reform Commission on August 21, 2014, by extending the acceptance period from the original date of September 30, 2015, approved in Resolution A-36, to June 30, 2017.

Description: Resolution A-36 approved the acceptance of a grant from the Barra Foundation to support the School Redesign Initiative during the 2014-15 school year and summer. Although Resolution A-36 was intended to cover the time period from August 22, 2014 through September 30, 2015, additional funds remain for the grant due to the fact that the District selected fewer than the maximum number of schools in the first round. Therefore, funds remain to support additional redesign selected during the 2015-2016 school year to implement their redesigns during the 2016-2017 school year. The Barra Foundation has granted the district permission, pending SRC approval, to extend the grant for a second year. This resolution amends Resolution A-36 only by extending the end date to June 30, 2017, and makes no other changes to the previously approved resolution. This resolution is being submitted as a ratification now, as key staff were unaware the acceptance period was coming to a close at the end of September.

General Counsel**A-8**

Withdrawn by Staff 10.14.15

III. EDUCATION SERVICES**Academic – Donations/Acceptances****B-1****Donation: \$110,000 Acceptance of Sports Equipment, Sports Uniforms, Training Materials and Equipment, Transportation and Staff Support from The Special Olympics Project Unify**

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 sports equipment, sports uniforms, training materials and equipment, transportation, Special Olympics staff support and other related items, valued at \$110,000 from Special Olympics Project Unify in support of the Project UNIFY program to offer sports training and competition opportunities, a So Get Into It classroom curriculum, an anti-bullying/inclusion "r-word" campaign, and other activities to promote acceptance and inclusion, for the period commencing October 16, 2015, through June 30, 2016.

Description: This project will bring Project UNIFY and related activities to General and Special Education students within 25 schools ranging from grades K-12. Fourteen high schools (CAPA, Edison, Fels, Frankford, Furness, High School of the Future, Lincoln, Martin Luther King, Northeast, Parkway West, Sayre, South Philadelphia., Swenson, Washington) have selected to include an elective course that brings together selected students to learn and play the game of soccer, bocce and/or athletics (track and field). The remaining participating schools will be selected from elementary and middle schools and will be based on eligibility of population, interest and Special Olympic's ability to support programming.

Special Education students with Intellectual Disabilities and Regular Education students who select this course as an elective, will participate in the Unified Sports course during Physical Education class and then meet periodically outside of school to scrimmage with each other. Students will also incorporate several activities for acceptance, inclusion and leadership. All of the schools will conduct Project UNIFY activities, including youth leadership and inclusion activities, with the support of the school's identified

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Special Olympics Liaison(s), Physical Education teacher, Special Education Liaisons and Special Education teachers.

Additional initiatives at the schools include Youth Activation Committees or Partners Clubs, a youth summit, an “r-word” campaign (focused activities to end the use of the word “retard” or “retarded”), and the “SO Get Into It” curriculum (age-appropriate lessons designed to be taught in the context of class periods with activities tied to service learning opportunities). These initiatives introduce students to teamwork, both on and off the court or field, teach leadership, collaboration and managing relationships. This program is designed to educate students about the abilities of Special Olympics athletes and students with disabilities in general while generating interest, excitement and an attitude of “I can make a difference.” Both students and teachers become agents for positive change in the new environment created.

Project UNIFY activities for the 2015-2016 school year build on several successful school partnerships established in prior years. Last year, more than 500 students with and without Intellectual Disabilities participated in soccer, bocce and/or track and field from 18 schools. Each school hosted a Spread the Word to End the Word, "R-Word" Campaign, with over 17,000 students exposed to the campaign. This past year, 1 student traveled to Seattle for the National Youth Leadership Conference, 1 team traveled to Hershey to participate in the first ever Pennsylvania Unified Bocce Tournament, 1 team participated in a Major League Soccer Exchange Match sponsored by the Philadelphia Union, 2 students traveled to an all-star Unified Soccer game in Denver, Colorado, and 6 schools participated in the Unified Relay Across America Torch Run that came through Philadelphia on it's way to the World Games in Los Angeles. This year, soccer, bocce and athletics (track and field) are the sports being offered through schools. Each participating school will identify the sports and tailor the additional initiatives that best fit their school. Funding to support these activities is being provided by Special Olympics North America (SONA) and Special Olympics Pennsylvania (SOPA). Grant funding to support the activities is also provided by the US Department of Education, SONA internal funds, SOPA and corporate sponsorship.

ABC Code/Funding Source

\$110,000.00

Academic – Payments/Contracts

B-2

Operating Budget/Donations: \$45,000 Contract with Playworks/\$810,000 Acceptance of Gifts and Donations from Various Donors – Socialized Recess

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee to execute, deliver and perform a contract with Playworks to pay the cost to implement the socialized recess program at Alexander McClure Elementary School, for an amount not to exceed \$30,000 and at Robert Pollock Elementary School, for an amount not to exceed \$15,000, for an aggregate amount not to exceed \$45,000, for the period commencing October 16, 2015 through June 30, 2016; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee to accept the donation of services from Playworks, valued at a total of \$810,000, provided at no cost to the District or its schools, to implement socialized recess programs at Arthur, Bache-Martin, Greenfield, Henry, Jackson, Kearny, Lea, McCall, McClure, McMichael, Pollock, and Powel Elementary schools, for the period commencing October 16, 2015 through June 30, 2016, and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a memorandum of understanding with Playworks for the provision of these programs at these schools, for the period

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Tuesday, October 6, 2015. Please reference the Resolution Number and include your name and email address.

commencing October 16, 2015 through June 30, 2016.

Description: For the last 20 years, Playworks has been positively impacting children’s health and well-being by harnessing the power of play during recess and throughout the school day and creating valuable opportunities for children to grow physically, emotionally, and socially. A first-of-its-kind nationwide Gallup Poll of school principals conducted in 2009 revealed that principals overwhelmingly believe recess has a positive impact on students' social skills, as well as achievement and learning in the classroom. However, the poll also found that many schools cut recess to meet testing requirements, many schools continue to take recess away as a punishment for bad behavior, and due to the multiple challenges that recess presents, schools are looking for help. Furthermore, a study published by the Journal of School Health in 2011 by Kristine Madsen, MD, MPH Professor at the University of California, showed that students exposed to one year of Playworks programming showed statistically significant increases in the following four protective factors as compared to students with no exposure to Playworks: physical activity, problems solving skills, meaningful participation in school and goals and aspirations. The study noted that these factors are essential for maintaining a positive developmental trajectory despite adverse circumstances and are “associated with positive social and academic outcomes”. Playworks' coaches are the key to the program's success and the people who implement the five-component, youth development curriculum to build young people’s academic and life skills and provide them with meaningful role and leadership opportunities and foster supportive relationships with peers and adults. The program specifically works to engage kids who are not typically involved in play on the playground—those who do not feel safe, those who are intimidated or bullied, those who are overweight, and those who feel their skill level is not up to par. To the delight of the children, the coach plays, too, which provides an element of fun as well as the opportunity to model appropriate behavior.

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

Arrangements have been made so that the programming will be implemented in 12 schools, with nearly all of the funding (\$810,000 out of a total cost of \$855,000) coming from external sources. Through its own internal fundraising efforts, Playworks itself is able to contribute \$315,000 toward the total cost of the program. Other stakeholders that have stepped forward to contribute toward the cost of the programming and will be providing funding directly to Playworks so that the school will not have to pay include the following:

- The Lenfest Foundation is providing Playworks \$28,000 toward the cost of the program at Arthur Elementary;
- Friends of Arthur School is providing Playworks \$2,000 toward the cost of the program at Arthur Elementary;
- Drexel University is providing Playworks \$30,000 toward the cost of the program at McMichael Elementary and \$15,000 toward the cost of the program at Powel Elementary;
- Powel’s Home and School Association is providing Playworks \$ \$15,000 toward the cost of the program at Powel Elementary;
- Berwind Corporation is providing Playworks \$30,000 toward the cost of the program at Kearny Elementary;
- The Netter Center at the University of Pennsylvania is providing Playworks \$30,000 toward the cost of the program at Lea Elementary
- Friends of Jackson School is providing Playworks \$15,000 toward the cost of the program at Andrew Jackson Elementary;
- The Home and School Associations at Bache-Martin, Henry and McCall Schools are each providing

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Playworks \$30,000 (\$90,000 total) toward the cost of the program at those three schools;

- The Home and School Association at Greenfield Elementary is providing Playworks \$60,000 toward the cost of the program at Albert M. Greenfield School; and
- The City of Philadelphia is providing Playworks \$180,000 toward the cost of the program at Sheppard School, William Cramp Elementary School and Disston Elementary School.

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

- First, Playworks' coaches organize recess, by establishing specific areas on the playground for games, developing standard rules for behavior and teaching conflict resolution techniques, such as rock/paper/scissors so that students can resolve conflicts on their own.
- Second, coaches work with teachers to provide 45 minutes of game time specifically for their students during the week. This allows students to receive one-on-one attention, enables coaches to reinforce positive social and playground behaviors, and strengthens the student-teacher bond by enabling students to see their teacher in a new "playful" role.
- Third, coaches nurture a cadre of 4th and 5th grade students to serve as Junior Coaches. This peer leadership program has been successful in improving children's self-esteem, social behaviors and desire to do better in school.
- Fourth, coaches provide high quality after-school programming for 4th and 5th graders, including homework assistance.
- Fifth, coaches run interscholastic sports leagues for 4th and 5th graders in a variety of sports, including co-ed volleyball and all girls' basketball. These non-competitive teams are designed to build skills, provide children with a team experience and teach good sporting behavior.

In the 2015-2016 school year, Playworks will provide a program model called TeamUp. The purpose is to establish a framework for implementing a socialized recess program while also providing consultative trainings to school staff that will be primarily responsible for running this program at their school. The goal of the program is to establish a culture at recess where play is valued and can positively impact school climate, which is also run by the school staff with the best practices and consultative support of Playworks professionals.

ABC Code/Funding Source	\$45,000.00
1100-002-7380-1101-3291 (\$30,000.00)	
1100-002-8410-1101-3291 (\$15,000.00)	

B-3

Operating Budget: \$32,000 Authorization of Payment to Middle States Association of Colleges and Schools – Annual Membership Dues

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to pay invoices to the Middle States Association of Colleges and Schools for annual membership dues for 33 School District high schools, for an amount not to exceed \$32,800, for the period commencing October 16, 2015 through June 30, 2016.

Description: The purpose of this resolution is to authorize the payment of invoices to the Middle States Association of Colleges and Schools for annual dues required to maintain the membership of thirty-three (33) District high schools for an amount not to exceed \$32,800.00. Middle States Association of Colleges and Schools (MSA) is a non-governmental association of educational institutions in the middle-Atlantic region of the United States. The objective of MSA is to encourage, advance, assist, and preserve the achievement of quality education in this region in cooperation with all interested federal, state and private educational organizations, agencies and institutions. Membership in MSA is open to public and non-public schools, colleges and universities. MSA's accreditation of schools is an expression of confidence by a team of outside observers in the purpose, resources, and performance of the schools so that graduates may be admitted into institutions of higher learning. Accreditation by the Middle States Association for

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Tuesday, October 6, 2015. Please reference the Resolution Number and include your name and email address.

Secondary Schools is in keeping with the high expectations the District has for its children. The accreditation process engages schools in self-examination and on-going reflective practices. MSA dues are paid annually so that each high school may maintain its accreditation status.

The current high school list for 2015-2016 includes: Bartram; Bodine; CAPA; Carver; Central; Dobbins; Edison; Fels; Frankford; Franklin; FLC; Furness; GAMP; Girls; Kensington CAPA; Kensington Culinary; Kensington Int'l Business; King; Lankenau; Lincoln; Mastbaum; Masterman; Northeast; Overbrook; Parkway West; Robeson; Roxborough; Saul; South Philadelphia; Strawberry Mansion; Swenson; Washington; and West Philadelphia.

ABC Code/Funding Source	\$32,000.00
1100-059-9770-2818-5841 Operating	

B-4

Approval of Occupational Advisory Committee Members 2015-2016 – Career and Technical Education

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to approve the appointment of business, industry, post-secondary and community members as Occupational Advisory Committee members of The School District of Philadelphia's Career and Technical Education programs, for the period commencing October 16, 2015 through August 31, 2016.

Description: The purpose of this resolution is to approve the appointment of individuals to the District's Career and Technical Education ("CTE") Occupational Advisory Committees ("OACs"). The OAC member list is attached to and made part of this resolution. Chapter 339 (Vocational Education Standards) of the PA School Code requires that all CTE programs establish OACs, and must meet at least twice annually. Chapter 339 also requires that the appointment of OAC members within a district must be approved by the district's board of education or directors. The main purpose of an OAC is to strengthen the CTE program by making recommendations for program improvement and providing technical assistance on curriculum development and delivery, equipment purchases, facilities, technology, safety and student work-based learning opportunities. OACs must be primarily comprised of industry experts in the occupation for which CTE training is being provided to students, as well as post-secondary, community organizations, parents and students. OACs serve as a vital link between the CTE programs and business and industry, as they assist in assuring that CTE programs are aligned to current industry standards, thus preparing students with relevant skills training. An active OAC also demonstrates the commitment of the schools to fully engage the community in improving the quality of CTE programs, as well as increase public awareness of the same.

The PDE-approved CTE end-of-program assessment, NOCTI (National Occupational Competency Testing Institute) is the major indicator of success used when determining whether students are attaining technical skills needed to be successful in a specific career area. In The School District of Philadelphia, NOCTI scores have increased by 15.0% from 55.9% of students scoring Competent/Advanced in 2009-10 to 71.1% of students scoring Competent/Advanced in 2014-15.

Much of the success in NOCTI is attributable to CTE programs better engaging the business and industry community. There is certainly a direct correlation between CTE programs experiencing success on NOCTI and the support of active OACs, as industry experts who serve on these active OACs regularly provide invaluable service, advice and recommendations on specific technical skills needed to be successful in industry, NOCTI preparation and proctoring, equipment donations, professional development, and student work-based learning internships.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Tuesday, October 6, 2015. Please reference the Resolution Number and include your name and email address.

B-5 (Updated 10.6.15)**Operating Budget: \$8,868.60 Ratification of Contract Amendment with Atelier Art Services – Storage of Artwork**

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 to Contract No. 488/F10 originally entered with Atelier Art Services, Inc., pursuant to Resolution No. A-19, approved by the School Reform Commission on October 21, 2009, as amended by Resolution No. A-10, approved by the School Reform Commission on October 26, 2011 and Resolution No. A-14, approved by the School Reform Commission on February 21, 2013, as amended by Resolution No. A-38, approved by the School Reform Commission on May 29, 2014 as amended by Resolution No. A-40, approved by the School Reform Commission on August 21, 2014, by extending the terms of the contract from its scheduled expiration date of June 30, 2015 through June 30, 2016 and by increasing the amount of the contract by an additional \$8,868.60 from \$52,048.60 approved by Resolution Nos. A-19, A-10, A-14, and A-40 to an amount not to exceed \$60,917.20, to provide storage for valuable artwork owned by the School District.

Description: Atelier Art Services, Inc. will continue to provide safe and secure storage for over 200 works of art from District schools and administrative buildings in a state-of-the-art climate controlled facility. The Office of Comprehensive Arts is working on a plan to utilize the art for public viewing. We have maintained a good relationship with Atelier and find their services more than sufficient for our storage. This contract will allow the District more time to develop a long-term strategy for usage of the art. Many pieces need to be appraised and thus must remain in storage for the time being. Because a permanent solution has not been identified as of June 30, 2015, this resolution is being presented to extend services of the current contract with Atelier.

ABC Code/Funding Source	\$8,868.60
1100-051-9020-2361-3111 Operating	

B-6 (Added 10.1.15)**Donation: \$40,000 Acceptance from the Friends of Chester Arthur – After-school Programs**

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 an amount not to exceed not to exceed \$40,000 from the Friends of Chester Arthur, to support an after school program at the Chester A. Arthur School, for use for the period commencing October 16, 2015 through June 30, 2016.

Description: The Friends of Chester Arthur (FoCA) will be making a donation not to exceed \$40,000 to support after school programming in tutoring, robotics, civil engineering, and drama for middle school students at the Arthur School. The donation is made possible by a grant from the Lenfest Foundation.

ABC Code/Funding Source	\$40,000.00
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B-7 (Added 10.7.15)**Operating Budget: \$1,200,000 Contract Amendments with Community Council Health Systems and Citizens Acting Together Can Help, Inc. Emotional Support Classrooms**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee to execute, deliver, and perform amendments to fiscal year 2016 contracts originally entered into with Community Council Health Systems and Citizens Acting Together Can Help, Inc., pursuant to Resolution B-19 approved by the SRC on June 18, 2015 by increasing the amount of the contracts by \$1,200,000 from the \$4,050,000 approved in Resolution B-19 to an amount not to exceed \$5,250,000.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Tuesday, October 6, 2015. Please reference the Resolution Number and include your name and email address.

Description: The original Resolution B-19, approved by the SRC on June 18, 2015, authorized the provision of twenty-seven (27) contracted emotional support classrooms. Each contracted emotional support classroom includes one appropriately certified special education teacher and a minimum of two classroom behavioral health assistants. This resolution is to request eight (8) additional contracted emotional support classrooms for a total of thirty-five (35) classrooms. These eight additional contracted emotional support classrooms are needed to fill District emotional support teacher vacancies that were not anticipated when planning for the beginning of the 2015/2016 school year, and that did not exist at the time the original resolution was filed in June 2015.

Contracted emotional support classrooms are used by the District to provide intensive support to students with severe emotional support disabilities. In addition, contracted emotional support classrooms can be utilized by the District in the event the Office of Talent cannot, after strenuous effort and in compliance with union collective bargaining agreements, recruit qualified special education teachers to fill vacant positions for these classrooms. Qualified special education teachers for students enrolled in emotional support classrooms are one of the most difficult positions for the District to recruit for and fill. This year there are thirty-five vacancies for these positions. Eight of these vacancies were not anticipated when the school year began. Contracting with the selected providers will allow the District to hire highly specialized staff who are difficult to recruit, at a lower cost.

Community Council Health Systems (CC) and Citizens Acting Together Can Help, Inc. (CATCH) were selected through the Request for Proposal process (RFP No. 420, issued on June 5, 2014) conducted by the Office of Procurement Services. Silver Springs, CC, and CATCH were identified as three qualified behavioral health provider agencies. These agencies were chosen to provide service delivery models for therapeutic emotional support programming in emotional support classrooms. Through Resolution B-19, the SRC authorized the Office of Specialized Services (OSS) to contract with these behavioral health provider agencies to operate emotional support classrooms by delivering qualified teachers and a wide range of academic and behavioral services and supports to students with serious emotional disturbance, and for whom the District believes more complex educational and therapeutic supports are required. The providers shall use the curriculum mandated by the District according to the PA Core Standards, and implement this curriculum with fidelity. In addition, the providers will utilize research-based interventions and evidence-based therapeutic models that provide both educational and behavioral supports for emotional support students. The student referral process to the contracted emotional support program involves the student multidisciplinary team at the school level in collaboration with an OSS Special Education Director and the OSS Coordinator of Emotional Support Programs. Additional input and support shall also be requested as appropriate from the school psychologist, school nurse, and the Response to Instruction and Intervention (RtII) team. Collaboration among this core team is crucial in determining whether the contracted emotional support class is the optimal solution and placement for a student. Students referred to the emotional support program must fit a profile that identifies the need for intensive emotional and behavioral supports. Students' behavioral issues may range from anger control to conduct disorders to severe depression and post-traumatic stress disorder. These students present persistent and often volatile behaviors of aggression and explosive episodes in the school and home setting. The need for a more therapeutic environment becomes evident as student behaviors persist and regular modes of treatment and intervention prove ineffectual. Therapeutic supports provided in these classrooms ensure that students are safely educated with a repertoire of research-based and evidence-based interventions.

The provision of these programs is consistent with each student's Individualized Education Program (IEP) and addresses the instruction and related services that are needed for students who require additional mental health supports in order to achieve both academic and behavior success. Each vendor offers a distinctive array of programs designed to provide students who have challenging behaviors with the supports and interventions they need.

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Emotional support programs provided by CC will consist minimally of one full-time, certified special education teacher, a teacher assistant, and behavioral assistant. In addition, within their administration structure, a service coordinator or identified agency member will support interagency involvement, linking with parents and mental and behavioral supports to provide a continuum of care for both students in the class as well as other students identified within the schools needing behavioral health supports. CC uses a research-based model called the “Circle of Courage” and evidence based-intervention, “Skills Streaming.” This model is part of the national re-education movement which view children holistically rather than as solely problematic. The Circle of Courage model focuses on character and leadership development in preparation for positive lifestyle and increases participation in the general population.

The CATCH school team will minimally consist of a full-time certified special education teacher, a classroom assistant, and classroom mentor who will provide behavioral management support. CATCH has a long standing history in the community as a licensed and credentialed provider of behavioral health supports, child development, and wrap around supports. The CATCH emotional support program operates within the fabric of the community with an objective to reduce barriers that prevents students from achieving academic and social success. CATCH utilizes a self-monitoring behavioral management program that is based on the TALID system. The TALID system is an evidence-based program that has been researched and scientifically studied. The goal of this systematic step process is for students to transition into the general education classroom.

Each emotional support classroom shall cost the District \$150,000. The cost of eight additional emotional support classrooms totals \$1,200,000.

ABC Code/Funding Source	\$1,200,000.00
1901-005-9580-1231-3291 Operating	

IV. INTERMEDIATE UNIT

IU-1

IDEA: \$247,000 Contract with STAR Autism Support, Inc. – Professional Development for Teachers of Students with Autism Grades 6-12

RESOLVED, that the School Reform Commission acting in its capacity as Board of Directors of the Philadelphia Intermediate Unit 26 (IU-26), authorizes IU-26, through the Acting Executive Director or his designee, to execute, deliver and perform a contract with STAR Autism Support, Inc., to provide professional development and consultation for teachers and support staff of students with autism in grades six through twelve, on the implementation of Applied Behavioral Analysis teaching methods and practices, and on the Links curriculum, for an amount not to exceed \$247,000, for the period commencing October 16, 2015 through June 30, 2016.

Description: The Office of Specialized Services (“OSS”) is proposing to contract with STAR Autism Support (“SAS”) to train and support District teachers and staff working with students diagnosed with Autism Spectrum Disorder (“ASD”) in grades six through twelve. SAS is one of the county’s leading research and teacher training institutions dedicated to the education of children with autism. SAS developed the Strategies for Teaching Based on Autism Research (“STAR”) Program and the Links curriculum. The STAR Program was developed to teach students with autism the critical skills identified by the National Research Council, by implementing Applied Behavior Analysis (“ABA”) instructional methods which include discrete trial training, pivotal response training and teaching functional routines. ABA is one of the few educational treatment programs for autism whose benefits have been consistently validated by independent scientific research. Links is a highly effective curriculum for students with autism based on the principles for ABA.

The primary purpose of this proposed program is to grow the capacity of District teachers and

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professional staff to rigorously implement highly effective and research-based ABA strategies in the classroom, so as to enable students on the autism spectrum to succeed and to make significant academic and behavioral advancements as they enter and progress through the middle and secondary grades. An important component of this proposed program is the provision of training, consultation and support to principals, school-based administrators, and general education teachers for the purpose of preparing them to include students with autism, in the middle and secondary grades, in the least restrictive environment (LRE) and in the general education classroom setting.

Training and consultation provided by SAS shall be available to all grade six through grade twelve teachers of students with autism. SAS shall conduct the training in up to fifty-seven District middle schools and high schools. The proposed contracted services from SAS shall be provided by a team of autism experts, researchers and trainers who are trained in ABA methods and the Links curriculum. SAS consultants shall provide approximately 30 newly appointed and 80 veteran District middle and high school autistic Support (AS) teachers and support staff, with the comprehensive training and support needed to effectively implement ABA methods and the Links curriculum in classrooms. The SAS team will administer a needs assessment evaluation of District grade six through twelve classrooms and use outcomes to plan the consultation and training schedule. Guided by the professional development needs of the teachers and staff, consultants will plan for and provide classroom-based training and support to teachers and staff to effectively support the implementation of the Links curriculum strategies, ABA teaching methods such as discrete trial training, functional routines, classroom schedules, tasks analysis, naturalistic teaching, reinforcement and self management. At a minimum, new teachers shall receive an equivalent of two full days of professional development, five in-classroom visits and five webinars. Returning teachers shall receive an equivalent of two full days of professional development, two in-classroom visits and five webinar trainings. All teacher training and consultation shall be conditional and dependent on teacher availability and access. To evaluate the outcomes of this proposed program, SAS consultants shall monitor the progress of a representative sample of students of the teachers they train to determine progress made by these students as a result of using the Links curriculum and ABA strategies. The District’s Administration shall also monitor student progress through the Links web-based system.

SAS was selected through a formal competitive Request for Qualification (“RFQ 99”) issued by the School District on May 26, 2015. Education Alternatives For ABA also submitted a proposal. SAS was unanimously selected by a District evaluation team as the most capable and qualified candidate.

ABC Code/Funding Source 242X-G05-9CLO-2272-3291 IDEA	\$247,000.00
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Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Tuesday, October 6, 2015. Please reference the Resolution Number and include your name and email address.

RESOLVED, that the School Reform Commission hereby ratifies the appointment of the following persons to the positions, on the effective dates through **September 30, 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 the Deputy Superintendent or their designees, and shall serve at the pleasure of the School Reform Commission.

THE FOLLOWING EMPLOYEES HAVE BEEN HIRED

AHMAD, SAMERA S	STUDENT CLIMATE STAFF,3 HOURS	LOESCHE, WILLIAM H. SCHOOL	09/21/15	\$6,533.00	ANNUAL SALARY
ALLAN, ASHLEY	TEACHER,FULL TIME	CARNELL, LAURA H. SCHOOL	08/22/15	\$45,359.00	ANNUAL SALARY
ALLEN, BIANCA M	FOOD SVCS WORKER I	WISTER, JOHN SCHOOL	09/21/15	\$11,455.62	ANNUAL SALARY
ALLEN-STURDIVANT, MARIAH L	ONE TO ONE ASST, SPECIAL ED	MAYFAIR SCHOOL	09/08/15	\$19,344.00	ANNUAL SALARY
ALVARADO, KENIA	TEACHER,FULL TIME	TAYLOR, BAYARD SCHOOL	09/17/15	\$45,359.00	ANNUAL SALARY
ALWAN, BASHAR F	COUNSELING ASST,BILINGUAL	MAYFAIR SCHOOL	09/09/15	\$22,595.00	ANNUAL SALARY
APONTE, KELLY	TEACHER,FULL TIME	TAYLOR, BAYARD SCHOOL	09/08/15	\$45,359.00	ANNUAL SALARY
ARCE, DARNETTA	PER DIEM TCHR-NON CERT-SCH	ATTENDANCE & TRUANCY OFFICE	09/16/15	\$126.76	DAILY RATE
AVERSA, SONYA	TEACHER-EXTRA CURR/STAFF DEVEL	NON-PUBLIC PROGRAMS	08/31/15	\$29.45	HOURLY RATE
BACCHUS, ALISON	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
BARNES, TAMEKA	ONE TO ONE ASST, SPECIAL ED	KELLEY, WILLIAM D. SCHOOL	09/16/15	\$19,344.00	ANNUAL SALARY
BARRY, CARLOS	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	09/09/15	\$9.56	HOURLY RATE
BATTS, ADRIANNA L	FOOD SVCS ASSISTANT	MOORE, J. HAMPTON SCHOOL	09/04/15	\$8,711.00	ANNUAL SALARY
BAUHOF, BARBARA A	FOOD SVCS WORKER I	GIRARD ACADEMIC MUSIC PROGRAM	09/08/15	\$11,455.62	ANNUAL SALARY
BEATHEA, ROSE M	FOOD SVCS ASSISTANT	SPRUANCE, GILBERT SCHOOL	09/21/15	\$8,711.00	ANNUAL SALARY
BELL, BASSEER T	FOOD SVCS ASSISTANT	OLNEY ELEMENTARY SCHOOL	09/08/15	\$8,711.00	ANNUAL SALARY
BENSON, COREY	SCHOOL CLIMATE MANAGER	KENSINGTON BUSINESS, FINANCE	09/09/15	\$64,217.00	ANNUAL SALARY
BILLUPS, BERNADETTE	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
BLACKMAN, HORATIO W	EXT ACTVTS,NON-CONTRACT EMP-HR	RESEARCH & EVALUATION	09/16/15	\$0.00	
BLAKENEY, MICHELL A	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
BLANFORD, COREY	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	09/09/15	\$9.56	HOURLY RATE
BLAYDON, SCOTT C	TEACHER,FULL TIME	KEARNY, GEN. PHILIP SCHOOL	09/03/15	\$45,359.00	ANNUAL SALARY
BLOCKER, CANDACE G	EXT ACTVTS,NON-CONTRACT EMP-HR	CHIEF ACADEMIC OFFICE	09/02/15	\$12.00	HOURLY RATE
BODDIE, THERENTHIA	STUDENT CLM STAFF,PER DIEM SUB	HEAD START CENTRAL OFFICE	07/01/15	\$7.25	HOURLY RATE
BOND, TERRY	GENERAL CLEANER, 8 HOURS	DISSTON, HAMILTON SCHOOL	09/08/15	\$19,828.00	ANNUAL SALARY
BONFANTE, CECILIA	TEACHER,SPEC EDUCATION	SHEPPARD, ISAAC A. SCHOOL	09/03/15	\$46,193.00	ANNUAL SALARY
BOYD, AMY M	SCHOOL NURSE	EDISON, THOMAS A. HIGH SCHOOL	09/02/15	\$66,461.00	ANNUAL SALARY
BOYD, JAWANDA	ONE TO ONE ASST, SPECIAL ED	HOLME, THOMAS SCHOOL	09/08/15	\$19,344.00	ANNUAL SALARY
BRAZEAU, MELISSA	TEACHER,FULL TIME	PEIRCE, THOMAS M. SCHOOL	08/22/15	\$46,694.00	ANNUAL SALARY
BROWN, CHARLES	STUDENT CLIMATE STAFF,4 HOURS	BLAINE, JAMES G. SCHOOL	08/24/15	\$9,349.00	ANNUAL SALARY
BROWN, ENID L	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
BROWN, IESHA	FOOD SVCS ASSISTANT	WISTER SCHOOL	09/21/15	\$13,066.50	ANNUAL SALARY
BROWN, KEISHA N	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
BURNETT, STARLETTA N	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
BUSH, WILMA	STUDENT CLM STAFF,PER DIEM SUB	HEAD START CENTRAL OFFICE	07/01/15	\$7.25	HOURLY RATE

CADE, KHALILAH	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
CADGON, ASIA B	FOOD SVCS WORKER I	FELL, D. NEWLIN SCHOOL	09/08/15	\$14,892.31	ANNUAL SALARY
CANDELORO, ANNA L	TEACHER,FULL TIME	MC MICHAEL, MORTON SCHOOL	09/03/15	\$45,359.00	ANNUAL SALARY
CAROLINA, JALEESA M	STUDENT CLIMATE STAFF,4 HOURS	CASSIDY,LEWIS C ACADEMICS PLUS	09/09/15	\$9,349.00	ANNUAL SALARY
CARR, SEAN P	TEACHER,FULL TIME	KENSINGTON CAPA	09/03/15	\$45,359.00	ANNUAL SALARY
CARSON, KENNETH A	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	09/03/15	\$24.00	HOURLY RATE
CARTER, KENNY M	FOOD SVCS ASSISTANT	DICK, WILLIAM SCHOOL	09/08/15	\$8,711.00	ANNUAL SALARY
CARTER, NYFIECE	STUDENT CLIMATE STAFF,4 HOURS	ANDERSON, ADD B. SCHOOL	09/02/15	\$9,349.00	ANNUAL SALARY
CASELLE, SARA	TEACHER,FULL TIME	KIRKBRIDE, ELIZA B. SCHOOL	08/22/15	\$45,359.00	ANNUAL SALARY
CHAMBERS, STACEY	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
CHAUDHRY, RABIA	ONE TO ONE ASST, SPECIAL ED	LINCOLN, ABRAHAM HIGH SCHOOL	09/08/15	\$19,344.00	ANNUAL SALARY
CHEN, COLIN	TEACHER,FULL TIME	WASHINGTON, GEORGE HIGH SCHOOL	09/03/15	\$45,359.00	ANNUAL SALARY
CHIM, LINDA	TEACHER,FULL TIME	KIRKBRIDE, ELIZA B. SCHOOL	08/22/15	\$46,694.00	ANNUAL SALARY
CLARK, KATRINA D	TEACHER,FULL TIME	THE WORKSHOP SCHOOL	09/03/15	\$45,359.00	ANNUAL SALARY
COKLEY, ANGELA E	FOOD SVCS ASSISTANT	CREATIVE AND PERFORMING ARTS	09/21/15	\$8,711.00	ANNUAL SALARY
COLE-DAY, THAIYANAH S	FOOD SVCS ASSISTANT	SPRUANCE, GILBERT SCHOOL	09/08/15	\$8,711.00	ANNUAL SALARY
COLSON, SEAN T	CLIMATE SUPPORT SPECIALIST	KING, MARTIN LUTHER HIGH SCH.	09/08/15	\$21,846.00	ANNUAL SALARY
CONLEY, RANDOLPH M	TEACHER,FULL TIME	PENNYPACK HOUSE SCHOOL	09/22/15	\$66,369.00	ANNUAL SALARY
CUE, INDIRA S	CLASSROOM ASST,SP ED,SV HND	BACHE-MARTIN SCHOOL	09/08/15	\$19,344.00	ANNUAL SALARY
DAILY, LAUREN M	EXT ACTVTS,NON-CONTRACT EMP-HR	OFFICE OF SPECIALIZED SERVICES	09/10/15	\$0.00	
DARLINGTON, NIKIYA J	FOOD SVCS WORKER SENIOR	TIMOTHY ACADEMY	09/02/15	\$14,830.50	ANNUAL SALARY
DAVENPORT, NAKIA S	FOOD SVCS WORKER SENIOR	FOOD SERVICES ADMIN & SUPPORT	09/02/15	\$16,066.37	ANNUAL SALARY
DAVIS, MARIA	STUDENT CLIMATE STAFF,4 HOURS	BREGY, F. AMEDEE SCHOOL	09/16/15	\$8,711.00	ANNUAL SALARY
DAVIS, MELANIE O	FOOD SVCS WORKER I	WAGNER, GEN. LOUIS MIDDLE SCH.	09/04/15	\$13,746.75	ANNUAL SALARY
DESHIELDS, LATOCKA	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
DIGGS, VERNEDA N	FOOD SVCS ASSISTANT	FELS, SAMUEL HIGH SCHOOL	09/08/15	\$8,711.00	ANNUAL SALARY
DORSEY, ASHLEY M	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
DRUMMER, MARY W	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
DUARTE, MARIA	TEACHER,FULL TIME	FELTONVILLE INTERMEDIATE	09/03/15	\$46,694.00	ANNUAL SALARY
EASLEY, TAMIKA D	EXECUTIVE ASSISTANT	CHIEF EXECUTIVE OFFICE	09/18/15	\$53,040.00	ANNUAL SALARY
EDWARDS, GWENDOLYN G	FOOD SVCS WORKER SENIOR	ELKIN, LEWIS SCHOOL	09/21/15	\$16,066.37	ANNUAL SALARY
EL-AKRAM, BILAL	STUDENT CLIMATE STAFF,3 HOURS	LAMBERTON,ROBERT E ELEMENTARY	09/29/15	\$6,533.00	ANNUAL SALARY
ELLISON, DANNA	STUDENT CLIMATE STAFF,4 HOURS	BLAINE, JAMES G. SCHOOL	09/03/15	\$6,533.00	ANNUAL SALARY
ERTZ, DANIEL V	TEACHER,FULL TIME	KING, MARTIN LUTHER HIGH SCH.	09/03/15	\$46,694.00	ANNUAL SALARY
EUGENE, SONIA M	TEACHER,FULL TIME	PRINCE HALL SCHOOL	09/03/15	\$45,359.00	ANNUAL SALARY
EVANS, MARIANNE	TEACHER,FULL TIME	SPRING GARDEN SCHOOL	09/22/15	\$45,359.00	ANNUAL SALARY
FINKEL, PERRY M	TEACHER,FULL TIME	MORRIS, ROBERT SCHOOL	09/03/15	\$46,694.00	ANNUAL SALARY
FOX, PATRICIA	TEACHER,FULL TIME	LOCKE, ALAIN SCHOOL	09/08/15	\$45,359.00	ANNUAL SALARY
FRANKENFIELD, KATHLEEN R	TEACHER,FULL TIME	RICHMOND SCHOOL	09/08/15	\$45,359.00	ANNUAL SALARY
FRAZIER, FALLON R	FOOD SVCS WORKER I	DOBBINS, MURRELL HIGH SCHOOL	09/21/15	\$11,455.62	ANNUAL SALARY
GARDNER, LARRY E	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	09/08/15	\$24.00	HOURLY RATE
GETHERS, ESTHER	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
GETZ, DANIEL J	TEACHER,FULL TIME	LONGSTRETH, WILLIAM C. SCHOOL	09/03/15	\$45,359.00	ANNUAL SALARY

GOBER, BRIONNA	FOOD SVCS WORKER I	DEBURGOS, J. ELEMENTARY	09/08/15	\$11,455.62	ANNUAL SALARY
GONZALEZ, ANTHONY S	GENERAL CLEANER, 8 HOURS	SWENSON ARTS/TECH HIGH SCHOOL	09/21/15	\$19,828.00	ANNUAL SALARY
GONZALEZ, LISETTE	EXT ACTVTS, NON-CONTRACT EMP-HR	SCHOOL REFORM COMMISSION	08/24/15	\$50.00	HOURLY RATE
GRAHAM, MODJESKA L	TEACHER, SPEC EDUCATION	BUILDING 21	09/21/15	\$47,527.00	ANNUAL SALARY
GRAHAM, TIERRA	FOOD SVCS ASSISTANT	HOUSTON, HENRY H. SCHOOL	09/08/15	\$8,711.00	ANNUAL SALARY
GRAMLICH, CAROLINE C	TEACHER, FULL TIME	DISSTON, HAMILTON SCHOOL	09/03/15	\$45,359.00	ANNUAL SALARY
GRAY, KHADIJAH J	STUDENT CLIMATE STAFF, 4 HOURS	MORRISON, ANDREW J. SCHOOL	09/02/15	\$8,711.00	ANNUAL SALARY
GRIFFIN, CARLA	CLIMATE SUPPORT SPECIALIST	FURNESS, HORACE HIGH SCHOOL	09/16/15	\$41,857.00	ANNUAL SALARY
HAMILTON, SYMIR M	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	09/08/15	\$26,808.00	ANNUAL SALARY
HARRIS, RAYMOND	FOOD SVCS UTILITY WORKER	PENN TREATY HIGH SCHOOL	09/22/15	\$17,363.12	ANNUAL SALARY
HAYES, ELTORA	CLASSRM ASST, PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
HECKMANSKI, JOANNE M	ONE TO ONE ASST, SPECIAL ED	ALLEN, ETHAN SCHOOL	09/22/15	\$19,344.00	ANNUAL SALARY
HENRY, MONIQUE S	TEACHER, FULL TIME	POTTER-THOMAS SCHOOL	09/03/15	\$56,531.00	ANNUAL SALARY
HIBBARD, HANS-ETHAN O	TEACHER, FULL TIME	FRANKFORD HIGH SCHOOL	09/08/15	\$45,359.00	ANNUAL SALARY
HOPKINS, BETHANY M	TEACHER, FULL TIME	SWENSON ARTS/TECH HIGH SCHOOL	09/21/15	\$46,694.00	ANNUAL SALARY
HOWARD, TAWANA R	FOOD SVCS ASSISTANT	FRANKLIN, BENJAMIN SCHOOL	09/08/15	\$13,066.50	ANNUAL SALARY
HUNT, RAHEEM A	FOOD SVCS ASSISTANT	WASHINGTON, GEORGE HIGH SCHOOL	09/08/15	\$13,066.50	ANNUAL SALARY
HUNTER, KORI M	STUDENT CLM STAFF, PER DIEM SUB	HEAD START CENTRAL OFFICE	07/01/15	\$7.25	HOURLY RATE
JACKSON, IMANI M	CLASSROOM ASST, SP ED, SV HND	BACHE-MARTIN SCHOOL	09/08/15	\$14,759.00	ANNUAL SALARY
JOHNSON, BRIANA G	FOOD SVCS ASSISTANT	ROOSEVELT ELEMENTARY SCHOOL	09/04/15	\$8,711.00	ANNUAL SALARY
JOHNSON, SHAUNA	CLASSRM ASST, PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
JOHNSON, VALERIE	FOOD SVCS WORKER SENIOR	OIC CADI	09/02/15	\$14,830.50	ANNUAL SALARY
JONES, ATIYA S	TEACHER, SPEC EDUCATION	HESTON, EDWARD SCHOOL	09/28/15	\$47,527.00	ANNUAL SALARY
JONES, BARBARA	EXT ACTVTS, NON-CONTRACT EMP-HR	PRATT CENTER HEAD START	09/21/15	\$10.00	HOURLY RATE
JONES, GAROLYN T	SUPPORTIVE SERVICES ASST, 3 HR	POWEL, SAMUEL SCHOOL	09/16/15	\$8,749.00	ANNUAL SALARY
JONES, MARCELLA	CLASSRM ASST, PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
JONES-JOHNSON, TIFFANY D	CLASSRM ASST, PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
JUDGE, DIANA L	SUPPORTIVE SERVICES ASST, 3 HR	STANTON, EDWIN M. SCHOOL	09/29/15	\$8,749.00	ANNUAL SALARY
KEE, SHANERA	EXT ACTVTS, NON-CONTRACT EMP-HR	OFFICE OF SPECIALIZED SERVICES	09/03/15	\$0.00	
KEMP, OSCAR F	FOOD SVCS WORKER I	HARDING, WARREN G. MIDDLE SCH	09/08/15	\$14,892.31	ANNUAL SALARY
KLAUGH, JUSTIN R	EXT ACTVTS, NON-CONTRACT EMP-HR	FACILITIES MGMT. & SERVICES	09/21/15	\$12.00	HOURLY RATE
KRISTA H SPERA, ESTATE OF	TEACHER, FULL TIME	SHAWMONT SCHOOL	08/21/15	\$67,706.00	ANNUAL SALARY
KROMCHAD, JAIME	CLASSRM ASST, PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
KUNREUTHER, JOEL A	TEACHER, FULL TIME	LUDLOW, JAMES R. SCHOOL	09/16/15	\$45,359.00	ANNUAL SALARY
LAFOSSE, MARCELLE	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	09/09/15	\$20.00	HOURLY RATE
LANDERS, SAUL T	STUDENT CLIMATE STAFF, 4 HOURS	CATHARINE, JOSEPH SCHOOL	09/10/15	\$11,666.00	ANNUAL SALARY
LAWHORNE, SIERRA C	ONE TO ONE ASST, SPECIAL ED	MAYFAIR SCHOOL	09/21/15	\$19,344.00	ANNUAL SALARY
LAYMAN, DEAN B	TEACHER, FULL TIME	PHILADELPHIA VIRTUAL ACADEMY	09/17/15	\$45,359.00	ANNUAL SALARY
LEVY, RICHARD J	TEACHER, SPEC EDUCATION	PENNYPACKER, SAMUEL SCHOOL	07/01/15	\$45,359.00	ANNUAL SALARY
LONG, MICHELLE T	ONE TO ONE ASST, SPECIAL ED	KELLEY, WILLIAM D. SCHOOL	09/08/15	\$19,344.00	ANNUAL SALARY
LOTT, MEDINA A	SUPPORTIVE SERVICES ASST, 4 HR	STEEL, EDWARD SCHOOL	09/16/15	\$11,666.00	ANNUAL SALARY
LUHNING, JEROD D	EXT ACTVTS, NON-CONTRACT EMP-HR	OFFICE OF GENERAL COUNSEL	09/16/15	\$0.00	
MADISON, DANIEL C	STUDENT CLM STAFF, PER DIEM SUB	HEAD START CENTRAL OFFICE	07/01/15	\$7.25	HOURLY RATE

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MARTIN, GLORIA J	TEACHER,FULL TIME	HILL-FREEDMAN WORLD ACADEMY	09/29/15	\$45,359.00	ANNUAL SALARY
MCCREA, KATHY	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
MCGILL, KELLY L	TEACHER,SPEC EDUCATION	EDMONDS, FRANKLIN S. SCHOOL	09/03/15	\$46,193.00	ANNUAL SALARY
MCHUGH, PATRICK W	TEACHER,FULL TIME	WILSON, WOODROW MIDDLE SCHOOL	09/08/15	\$45,359.00	ANNUAL SALARY
MCKENNA, LIAM	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	09/09/15	\$9.56	HOURLY RATE
MCKNIGHT, TRACEY	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
MCLOUGHLIN, MELISSA L	TEACHER,FULL TIME	LAWTON, HENRY W. SCHOOL	09/04/15	\$45,359.00	ANNUAL SALARY
MCMORRIS, STONIE	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	09/09/15	\$9.56	HOURLY RATE
MCPHAIL, JACQUELINE	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
MEADOWS, DAVID	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
MEUSER, CODY A	TEACHER,FULL TIME	HOPKINSON, FRANCIS SCHOOL	09/03/15	\$45,359.00	ANNUAL SALARY
MEYER, RYAN S	TEACHER,FULL TIME	SOUTH PHILADELPHIA H.S.	09/08/15	\$60,453.00	ANNUAL SALARY
MICHELEN, ADIN N	TEACHER,SPEC EDUCATION	THE WORKSHOP SCHOOL	09/03/15	\$46,193.00	ANNUAL SALARY
MONTAGUE - MASON, YVONNE	SUPPORTIVE SERVICES ASST, 4 HR	KEY, FRANCIS SCOTT SCHOOL	09/08/15	\$11,666.00	ANNUAL SALARY
MONTGOMERY, CYNAMIN	STUDENT CLM STAFF,PER DIEM SUB	HEAD START CENTRAL OFFICE	07/01/15	\$7.25	HOURLY RATE
MORTON, JEANETTE N	FOOD SVCS WORKER SENIOR	FOOD SERVICES ADMIN & SUPPORT	09/02/15	\$16,066.37	ANNUAL SALARY
MUHAMMAD, JAMILLAH R	FOOD SVCS ASSISTANT	JACKSON, ANDREW SCHOOL	09/08/15	\$8,711.00	ANNUAL SALARY
MYERS, SAMANTHA L	TEACHER,FULL TIME	BRYANT, WILLIAM C. SCHOOL	09/05/15	\$45,359.00	ANNUAL SALARY
NIXON, TERRANCE L	EXT ACTVTS,NON-CONTRACT EMP-HR	CHIEF ACADEMIC OFFICE	09/02/15	\$12.00	HOURLY RATE
NORMAN-ROLLE, KELLIE R	TEACHER,FULL TIME	GOMPERS, SAMUEL SCHOOL	09/29/15	\$45,359.00	ANNUAL SALARY
NUBLE, JANET	SUPPORTIVE SERVICES ASST, 3 HR	HOWE, JULIA WARD SCHOOL	09/03/15	\$8,749.00	ANNUAL SALARY
O'DONNELL, JOHN P	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	09/09/15	\$9.56	HOURLY RATE
OATES, JASMINE M	FOOD SVCS ASSISTANT	PEIRCE, THOMAS M. SCHOOL	09/22/15	\$8,711.00	ANNUAL SALARY
OLDS PEARSON, JALA LEE	PRINCIPAL	FURNESS, HORACE HIGH SCHOOL	09/02/15	\$122,505.00	ANNUAL SALARY
ONDRUSEK, EMILY D	TEACHER,FULL TIME	ROOSEVELT ELEMENTARY SCHOOL	09/08/15	\$45,359.00	ANNUAL SALARY
PARVIN, SAYEDA	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
PEIFFER, CAITLIN T	TEACHER,FULL TIME	RHOADS, JAMES SCHOOL	09/29/15	\$45,359.00	ANNUAL SALARY
PELZER, TONI	EXT ACTVTS,NON-CONTRACT EMP-HR	OFFICE OF SPECIAL FINANCE	09/07/15	\$12.00	HOURLY RATE
PICARONI, PATRICIA L	FOOD SVCS ASSISTANT	FRANKFORD HIGH SCHOOL	09/08/15	\$13,066.50	ANNUAL SALARY
POLK, GEORGE L	FOOD SVCS WORKER I	COOKE, JAY ELEMENTARY SCHOOL	09/08/15	\$13,746.75	ANNUAL SALARY
PRINCIPATO, DANIELLE	TEACHER,FULL TIME	STEEL, EDWARD SCHOOL	09/03/15	\$45,359.00	ANNUAL SALARY
PURRINGTON, FELISHA	STUDENT CLM STAFF,PER DIEM SUB	HEAD START CENTRAL OFFICE	07/01/15	\$7.25	HOURLY RATE
PUTMAN, SHYAIRA	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	09/09/15	\$9.56	HOURLY RATE
PYSER, BRANDON I	TEACHER,FULL TIME	CAYUGA SCHOOL	09/21/15	\$45,359.00	ANNUAL SALARY
RAMNARINE, PETRONALIA	STUDENT CLIMATE STAFF,4.5 HRS	HOLME HEAD START	09/16/15	\$10,519.00	ANNUAL SALARY
RAMNARINE, PETRONALIA	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
RAMOS, ADDY	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
RE, ANNE M	EXT ACTVTS,NON-CONTRACT EMP-HR	OFFICE OF SPECIALIZED SERVICES	09/03/15	\$0.00	
REED, MARQUIS D	EXT ACTVTS,NON-CONTRACT EMP-HR	OFFICE OF GENERAL COUNSEL	09/14/15	\$11.00	HOURLY RATE
RICE, SHAWNIK M	TEACHER,FULL TIME	LOWELL, JAMES R. SCHOOL	09/21/15	\$51,866.00	ANNUAL SALARY
RICH, PATRICIA L	TEACHER,FULL TIME	MYA-MIDDLE YEARS ALTERNATIVE	09/22/15	\$79,586.00	ANNUAL SALARY
RICHARDSON, ERICA K	TEACHER,FULL TIME	WARING, LAURA W. SCHOOL	09/29/15	\$45,359.00	ANNUAL SALARY
RICKS, CALISTA N	SCHOOL CLIMATE MANAGER	PRINCE HALL SCHOOL	09/16/15	\$71,804.00	ANNUAL SALARY
RIDDICK, DEDRA M	SCHOOL CLIMATE COORDINATOR	KENSINGTON CAPA	09/16/15	\$41,274.00	ANNUAL SALARY
RIVERA, JACKELINE L	FOOD SVCS UTILITY WORKER	HARDING, WARREN G. MIDDLE SCH	09/08/15	\$18,698.75	ANNUAL SALARY

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ROBERTS, ROBIN D	THERAPIST (OCCUP/PHYS)	OFFICE OF SPECIALIZED SERVICES	09/16/15	\$60,285.00	ANNUAL SALARY
ROBINSON, SHANEIKA I	FOOD SVCS ASSISTANT	ALLEN, DR. ETHEL SCHOOL	09/21/15	\$10,888.75	ANNUAL SALARY
RODDY, MARY	TEACHER,FULL TIME	KEARNY, GEN. PHILIP SCHOOL	09/02/15	\$46,694.00	ANNUAL SALARY
RODRIGUEZ, JOSE A	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	09/09/15	\$9.56	HOURLY RATE
RUCKER, MICHELLE	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	09/09/15	\$9.56	HOURLY RATE
SALL, ROSETTA	STUDENT CLIMATE STAFF,3 HOURS	KENSINGTON BUSINESS, FINANCE	09/08/15	\$6,533.00	ANNUAL SALARY
SCHLICHTING, JAMES R	TEACHER,FULL TIME	FRANKLIN, BENJAMIN HIGH SCHOOL	09/04/15	\$76,461.00	ANNUAL SALARY
SCIOLI, CORINNE	ASST PRINCIPAL	MAYFAIR SCHOOL	09/08/15	\$88,572.00	ANNUAL SALARY
SCOTT, NICOLE R	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	09/22/15	\$20.00	HOURLY RATE
SEELEY, LAURA J	TEACHER,FULL TIME	PHILA JUV JUSTICE SVCS CTR	09/03/15	\$46,694.00	ANNUAL SALARY
SHARP, COLIN	TEACHER,FULL TIME	FRANKLIN LEARNING CENTER	08/22/15	\$46,694.00	ANNUAL SALARY
SHEA, MELODIE M	INTERP, DEAF/HARD OF HEARING	LABRUM,GEN HARRY MIDDLE SCHOOL	09/04/15	\$35,687.00	ANNUAL SALARY
SIBLE, VIOLET H	TEACHER,FULL TIME	STRAWBERRY MANSION HIGH SCHOOL	09/04/15	\$59,532.00	ANNUAL SALARY
SINGER, MEGAN H	TEACHER,FULL TIME	LOWELL, JAMES R. SCHOOL	09/03/15	\$45,359.00	ANNUAL SALARY
SLOWEY, KAITLIN M	TEACHER,FULL TIME	BALDI MIDDLE SCHOOL	09/03/15	\$46,193.00	ANNUAL SALARY
SMALLWOOD, BERNICE M	STUDENT CLIMATE STAFF,4 HOURS	ALLEN, ETHAN SCHOOL	09/02/15	\$8,711.00	ANNUAL SALARY
SMITH, GREGORY E	ONE TO ONE ASST, SPECIAL ED	MOFFET, JOHN SCHOOL	09/17/15	\$19,344.00	ANNUAL SALARY
SMITH, JENAY M	EXT ACTVTS,NON-CONTRACT EMP-HR	OFFICE OF SPECIALIZED SERVICES	09/03/15	\$0.00	
SMITH, RODNEY	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
SNIPE, ERIC A	TEACHER,FULL TIME	MUNOZ-MARIN, HON LUIS SCHOOL	09/21/15	\$45,359.00	ANNUAL SALARY
SOLOMON, YVETTE M	PER DIEM TCHR-NON CERT-SCH	ATTENDANCE & TRUANCY OFFICE	09/16/15	\$126.76	DAILY RATE
SOTO, MARIA V	STUDENT CLM STAFF,PER DIEM SUB	HEAD START CENTRAL OFFICE	07/01/15	\$7.25	HOURLY RATE
STALLETTI-HOLMAN, ROSETTA	TEACHER,FULL TIME	HOWE, JULIA WARD SCHOOL	09/28/15	\$45,359.00	ANNUAL SALARY
STERN, ALEX V	TEACHER,FULL TIME	TILDEN MIDDLE SCHOOL	09/03/15	\$45,359.00	ANNUAL SALARY
STEWART, DEIDRE R	FOOD SVCS UTILITY WORKER	DECATUR, STEPHEN SCHOOL	09/08/15	\$18,698.75	ANNUAL SALARY
SU, VAN S	RETIREMENT TECHNICAN	EMPLOYEE SUPPORT SERVICES	09/18/15	\$52,362.00	ANNUAL SALARY
SUMMA, AMY R	TEACHER,FULL TIME	HOPKINSON, FRANCIS SCHOOL	09/03/15	\$45,359.00	ANNUAL SALARY
TAYLOR, MALIK J	EXT ACTVTS,NON-CONTRACT EMP-HR	PARENT & FAMILY SERVICES	09/21/15	\$13.00	HOURLY RATE
TAYLOR, SHARMEKA J	TEACHER,FULL TIME	BETHUNE, MARY MCLEOD SCHOOL	08/01/15	\$0.00	
TAYLOR, SHARRON D	CLASSROOM ASST,SP ED,SV HND	HOLME, THOMAS SCHOOL	09/28/15	\$19,344.00	ANNUAL SALARY
TEPEL, LINDSAY S	ONE TO ONE ASST, SPECIAL ED	DECATUR, STEPHEN SCHOOL	09/16/15	\$19,344.00	ANNUAL SALARY
THOMAS, SADIKA	STUDENT CLM STAFF,PER DIEM SUB	HEAD START CENTRAL OFFICE	07/01/15	\$7.25	HOURLY RATE
THORNTON, TERELE R	FOOD SVCS UTILITY WORKER	ACADEMY AT PALUMBO	09/08/15	\$18,698.75	ANNUAL SALARY
TIMMONS, MYISHA	STUDENT CLIMATE STAFF,5 HOURS	MARSHALL, THURGOOD SCHOOL	09/16/15	\$6,533.00	ANNUAL SALARY
TORRESS, ZAYRALEE D	STUDENT CLM STAFF,PER DIEM SUB	HEAD START CENTRAL OFFICE	07/01/15	\$7.25	HOURLY RATE
VARELA, THERESA M	STUDENT CLIMATE STAFF,4 HOURS	FELL, D. NEWLIN SCHOOL	09/21/15	\$8,711.00	ANNUAL SALARY
WAGNER, SARAH J	TEACHER,SPEC EDUCATION	AMY 5 AT JAMES MARTIN	09/03/15	\$46,193.00	ANNUAL SALARY
WARD, AMANDA M	STUDENT CLIMATE STAFF,4 HOURS	STRAWBERRY MANSION HIGH SCHOOL	09/08/15	\$10,889.00	ANNUAL SALARY
WARD, ROBERT A	FOOD SVCS WORKER I	KING, MARTIN LUTHER HIGH SCH.	09/04/15	\$13,746.75	ANNUAL SALARY
WASHINGTON, DARRYL	TEACHER, PER DIEM SUBSTITUTE	PER DIEM	06/05/15	\$126.76	DAILY RATE
WATSON, ALICE B	STUDENT CLIMATE STAFF,4 HOURS	ALLEN, ETHAN SCHOOL	09/08/15	\$8,711.00	ANNUAL SALARY
WATSON, WANDA	BUS ATTENDANT	WIDENER MEMORIAL SCHOOL	07/01/15	\$15,470.00	ANNUAL SALARY
WHITE, MONICA J	ONE TO ONE ASST, SPECIAL ED	BROWN, HENRY A. SCHOOL	09/11/15	\$19,344.00	ANNUAL SALARY
WICKS, RHODA	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
WILLIAMS, DARRYL	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	08/31/15	\$24.00	HOURLY RATE

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WILLIAMS, SHAYLA D	ONE TO ONE ASST, SPECIAL ED	BLAINE, JAMES G. SCHOOL	09/08/15	\$19,344.00	ANNUAL SALARY
WILLINGHAM, THERESA I	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
WILLIS, ANITA M	GENERAL CLEANER, 8 HOURS	RANDOLPH TECHNICAL HIGH SCHOOL	09/08/15	\$19,828.00	ANNUAL SALARY
WILLIS, MICHELLE K	ONE TO ONE ASST, SPECIAL ED	ALLEN, ETHAN SCHOOL	09/17/15	\$19,344.00	ANNUAL SALARY
WILSON, ALICIA M	NOON TIME AIDE, 3 HRS	BACHE-MARTIN SCHOOL	03/02/15	\$6,376.00	ANNUAL SALARY
WINARTO, MARIO M	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
WOMACK, RAYMOND	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	09/02/15	\$20.00	HOURLY RATE
WRIGHT-WADE, CATHERINE	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	07/01/15	\$48.94	DAILY RATE
WYATT, DANNY R	INSTRUCTOR, JROTC	PHILADELPHIA MILITARY ACADEMY	09/16/15	\$61,115.00	ANNUAL SALARY
WYNN, LOREAL A	ONE TO ONE ASST, SPECIAL ED	GIRARD, STEPHEN SCHOOL	09/08/15	\$19,344.00	ANNUAL SALARY

THE FOLLOWING EMPLOYEES HAVE BEEN TERMINATED

ANTALEK, KATIE L	TEACHER,FULL TIME	08/31/15
BUSSIE, TOREY	GENERAL CLEANER, 8 HOURS	09/11/15
CARMONA, KRISTEN E	TEACHER,FULL TIME	09/23/15
DAHMS, TEENA	TEACHER,FULL TIME	08/25/15
FOY, JALISA S	BUS ATTENDANT,ONE TO ONE	09/21/15
GLOVER, MAURICE	GENERAL CLEANER, 8 HOURS	09/11/15
MELLENDEZ, SANDRAI	GENERAL CLEANER, 8 HOURS	09/09/15
PERRINE, SAMANTHA E	TEACHER,FULL TIME	09/10/15
PINSON, MICHAEL A	GENERAL CLEANER, 8 HOURS	09/02/15
SHUSTER, ERIC J	GENERAL CLEANER, 8 HOURS	09/11/15
SIBLE, VIOLET H	TEACHER,FULL TIME	09/04/15
TINSLEY, TYREL N	GENERAL CLEANER, 8 HOURS	09/19/15
WATT, JAYGON	BUILDING ENGINEER-GROUP I	09/02/15
WILLINGHAM, ALLYN F	GENERAL CLEANER, 8 HOURS	09/19/15
XENOPHONTOS, GEORGE	TEACHER,FULL TIME	09/05/15