

**SCHOOL REFORM COMMISSION
PUBLIC MEETING
PROPOSED RESOLUTIONS**

OCTOBER 16, 2014

I. SCHOOL REFORM COMMISSION

SRC-1

Proposed Charter School Nonrenewal – Arise Academy Charter High School

WHEREAS, pursuant to the Charter School Law (“CSL”), 24 Pa. C.S.A § 17-1701-A, *et seq.*, ARISE ACADEMY CHARTER HIGH SCHOOL (“Arise”) sought renewal of its Charter, the term of which ended on June 30, 2012; and

WHEREAS, the School Reform Commission (“SRC”), by Resolution No. SRC-11, approved on April 19, 2012, resolved that there were substantial grounds for nonrenewal of Arise’s Charter and that before the SRC would take formal action of nonrenewal, the SRC would conduct a public hearing on nonrenewal of Arise’s Charter; and

WHEREAS, a public hearing on the nonrenewal was scheduled to begin on August 16, 2012; and

WHEREAS, the SRC, by Resolution No. SRC-2, approved on October 17, 2012, postponed and continued the public hearing on the nonrenewal of Arise’s Charter until a date no earlier than September 1, 2013, provided that Arise implement certain programmatic and organizational changes; and

WHEREAS, members of The School District of Philadelphia (“School District”) staff reviewed the performance of Arise during the period of postponement and continuance of the public hearing on nonrenewal, determined that Arise has failed to implement such programmatic and organizational changes to the satisfaction of the School District and that there are grounds to move forward with the nonrenewal, and concluded that there are grounds for the SRC to amend its notice to Arise of nonrenewal of Arise’s Charter; and

WHEREAS, in compliance with Section 1729-A of the CSL, the SRC, by Resolution No. SRC-5, approved on January 16, 2014, resolved that there were substantial grounds for nonrenewal of Arise’s Charter, set forth the reasons why Arise’s Charter should not be renewed, scheduled a hearing in this matter and authorized the appointment of a hearing officer to conduct the hearing, before the SRC would take formal action regarding nonrenewal of Arise’s Charter; and

WHEREAS, a Hearing Officer was appointed on February 25, 2014 and held a public hearing on March 28, 2014, during which testimony and exhibits were received regarding the recommended nonrenewal; and

WHEREAS, a 30-day public comment period was provided following the conclusion of the hearing; and

WHEREAS, pursuant to the CSL, Arise has been permitted to remain in operation beyond June 30, 2012, pending the outcome of these proceedings; and

WHEREAS, on July 16, 2014, the Hearing Officer certified the record of the hearing and submitted a report to the SRC, including findings of fact, conclusions of law and a proposed adjudication recommending nonrenewal of Arise’s Charter; and

WHEREAS, the SRC has reviewed the Charter School's request for renewal, all of the testimony and exhibits admitted during the hearing, the Hearing Officer's report, including its finding of fact and conclusions of law, the submissions by all interested parties, and all public comments received; and

WHEREAS, this matter is now ripe for decision; now be it

RESOLVED, that that Arise's request for renewal of its Charter is DENIED; and be it

FURTHER RESOLVED, that that the SRC adopts the attached Hearing Officer's Report, including its Findings of Fact and Conclusions of Law, as the reasons for this decision; and be it

FURTHER RESOLVED, that in the event Arise timely appeals this decision to the State Charter School Appeal Board ("Appeal Board"), pursuant to the requirement contained in Section 1729-A(f) of the CSL, the Charter shall remain in effect and Arise shall be permitted to remain open pending the conclusion of its appeal before the Appeal Board. In the event that Arise does not appeal this decision to the Appeal Board, Arise shall cease all operations pursuant to a dissolution plan and timetable established by the School District, under the direction of the Office of General Counsel. Said plan shall be presented to the SRC within sixty (60) days of the date of this Order.

SRC-2

Operating Budget: \$118,000 Ratification of Contract with Triad Strategies

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent, of an amendment of a contract originally entered into with Triad Strategies, pursuant to Resolution SRC-5, approved by the School Reform Commission on May 30, 2013, by increasing the amount of the contract by an additional \$118,000, from the \$118,000 approved by Resolution SRC-5, to an amount not to exceed \$ 236,000, and by extending the term of the contract from its original scheduled expiration date of May 30, 2014 through May 30, 2015, to provide consulting services to support the School District's governmental relations and to perform general lobbying activities.

Description: The School Reform Commission authorized The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Triad Strategies to provide consulting services to support The School District's governmental relations with public officials and perform general lobbying activities, for an amount not to exceed \$118,000, including expenses, for the period commencing May 31, 2013 through May 30, 2014.

This is a ratifying resolution because the continued financial circumstances of the School District required additional lobbying services after the term of the contract expired. Additionally, at the time of the contract's expiration staff turnover in the offices of the School Reform Commission and the Office of Communications prohibited this resolution from being ratified in a timely manner.

II. EDUCATION SUPPORT SERVICES

Information Technology

A-1

Operating Budget: \$2,200,000 Contract Amendment with Verizon Business Services – Managed Mainframe Hosting Service

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 #533/F12, originally entered in to with Verizon Business Services, Inc. for IBM mainframe hosting services, pursuant to Resolution No. A-6, approved by the School Reform Commission on October 26, 2011, and amended by Resolution No. A-3, approved by the School Reform Commission on October 17,

2013, by extending the term of the contract from its amended expiration date of December 31, 2014 through December 31, 2016, and by increasing the amount of the contract by an additional \$2,200,000, from the \$3,300,000 approved by Resolutions A-6 and A-3, to an amount not to exceed \$5,500,000.

Description: The contract engagement with Verizon Business Services, Inc., will continue to provide the School District with an applications hosting environment for supporting critical administrative information systems and services including financial, procurement, payroll, human resources and transportation applications. Pursuant to RFP-297, this award will exercise the District's option to extend the existing contract and pricing structure with Verizon Business for an additional two-year period through December 31, 2016.

This contract replaces the need for an on-site technology data center and associated staffing required for support of the District's legacy IBM mainframe computing environment. Verizon Business in collaboration with its subcontractor, Fidelity Information Services, will host these applications in a secure Tier-4 approved data center with direct communications connectivity to the District's private network. Verizon Business will continue to own, maintain, manage, and monitor all required mainframe hardware and will be responsible for licensing the database and related tools for use by the District. Verizon Business will also be responsible for providing an off-site disaster recovery solution in the event of a failure at their primary mainframe hosting location.

An RFP evaluation process and review team including representatives from the Offices of Information Technology, Procurement Services, Small Business Development, Human Resources and Finance, reviewed responses from Verizon Business, CGI Group (Montreal, Canada) and Blue Hill Data Services (Pearl River, NY). CGI Group and Blue Hill Data Services declined to provide pricing proposals citing their inability to provide a cost-competitive proposal that aligned with the District's allocated budget for this service. Verizon Business' pricing is extremely competitive mainly due to large-scale licensing agreements for software that the District's Human Resources and Finance systems utilize including database and tape backup library, that is similar to software environments of other large Verizon Business mainframe hosting customers. The evaluation team concluded that a contract award to Verizon Business would result in a continued cost-effective, service enhanced, and secure support model, for this critical but educationally non-core technical function.

Notification of the availability of this RFP opportunity was sent to many large-scale providers of mainframe and technology-related managed hosting services including Unisys, Sungard, CGI Group, Verizon Business, MFX Managed Services, FNTS (First National Technology Solutions), Acxiom, and Blue Hills Services, in addition to any vendor that downloaded the RFP directly from the District's Procurement website.

ABC Code/Funding Source	\$2,200,000.00
1100-056-9500-2844-3412 Operating FY15 (\$550,000.00)	
1100-056-9500-2844-3412 Operating FY16 (\$1,100,000.00)	
1100-056-9500-2844-3412 Operating FY17 (\$550,000.00)	

Human Resources

A-2

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, 2014, 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-3

Withdrawn by Staff

A-4

Operating Budget: \$90,000 Contract with TeacherMatch – Applicant Tracking System

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 TeacherMatch to provide an Applicant Tracking System for the Office of Talent, for an amount not to exceed \$90,000, for the period commencing November 1, 2014 through October 31, 2015, with two options for 1-year renewal.

Description: The School District of Philadelphia currently employs approximately 18,000 employees including almost 9,000 teachers. SDP is seeking an Applicant Tracking System (ATS) that can be used for all school district hiring and that will provide information in a format that can be loaded into the district's HRIS system (AdvantageHR). The ATS must offer a comprehensive, affordable, user-friendly solution that is capable of automating and streamlining the hiring process. The ATS must be flexible and configurable by SDP. Ideally the ATS should be a web-hosted solution that can be integrated with the SDP website.

The District is seeking a web-based, applicant tracking solution that provides both candidate and hiring administrator functionality. The District is primarily interested in streamlining and reducing the paperwork involved in the spreadsheet-based workflow currently required during the hiring process. Simple interfaces and workflows are must haves. Ideally, the District would like to be able to load information gathered during the hiring process into its HRIS system when a candidate is hired. The District, however, IS NOT seeking a comprehensive human resources management system: it does NOT need functionality related to professional development management nor managing seniority-based staff movement.

ABC Code/Funding Source	\$90,000.00
1100-055-9400-2831-1110 Operating	

A-5

Categorical/Grant Fund: \$90,000 Contract with Foundations, Inc. – Director of Observation and Feedback Coach

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 Foundations, Inc. to serve in the role of Director of the Observation and Feedback Coach Program with the Office of Teacher Effectiveness, for an amount not to exceed \$90,000, for the period commencing October 17, 2014 through June 30, 2015.

Description: The School District of Philadelphia's Office of Teacher Effectiveness is committed to ensuring that all teachers are evaluated and rated fairly. In order to meet that goal our District principals must have the proper skills to ensure inter-rater reliability when formally observing teachers using the Danielson Framework for Teaching observation tool.

The Observation and Feedback Coaching program was created to provide support and guidance on ratings using the District's observation tool. Principals will be assigned an Observation and Feedback Coach to help ensure inter-rater reliability across the District. Principals will receive on the job professional

development in the work of observation and feedback, ensuring that teachers across the District are provided with the proper information to improve instruction, which will lead to an increase in student achievement.

Proper supervision and management of this unique group of coaches is necessary for the success of the program. The Office of Teacher Effectiveness is seeking management services that will need to:

- Recruit, hire, evaluate, and develop a group of high-impact Observation and Feedback Coaches who will be charged with building the capacity of principals to effectively collect evidence and accurately rate teacher practice; lead coaches to build principals' capacity to provide action-oriented feedback to teachers and follow-up to ensure application of new skills. We currently have 10 coaches and need an additional 3.
- Recruit and hire a data analyst that will develop, maintain and implement data software and tracking systems to provide data to Observation and Feedback Coaches that will inform their work in the field
- Provide the Observation and Feedback Coach team with the resources and strategic leadership it needs to succeed; designs systems and protocols to aid Observation and Feedback Coaches in their work with school leadership; maintains detailed documentation on observations.
- Help to communicate the mission of the Observation and Feedback Coach Program to school leadership and teachers.
- Develop implementation plans, benchmarks, and reporting requirements on an ongoing basis; work with the program data analyst to find trends in teacher rating data; identify target principals and schools to support in the interest of inter-rater reliability.
- Supports and coaches principals and assistant principals in the areas of consistency of ratings and inter-rater reliability.
- Supports and coaches principals and assistant principals as they provide teachers with targeted, content-specific feedback and resources.
- Provides management services to lead the Observation and Feedback Coach team with innovation and insight; monitors the progress of the Observation and Feedback Coaches; makes site visits and conducts evaluations and annual reviews.

ABC Code/Funding Source
3F4X-G69-9750-2272-3291

\$90,000.00

A-6

Categorical/Grant Fund: \$90,000 Contract with Foundations, Inc. – Professional Development of Observation and Feedback Coach Program

RESOLVED, that the School Reform Commission 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 Foundations, Inc. to provide professional development services to the Observation and Feedback Coach Program with the Office of Teacher Effectiveness, for an amount not to exceed \$90,000.00, for the period commencing October 17, 2014 through June 30, 2015.

Description: The School District of Philadelphia Office of Teacher Effectiveness is currently engaged in a push for a consistent, system-wide framework and process for observing and evaluating teachers in a way that is both uniform and objective. With this push came the development of the Observation and Feedback Coach Program. This program was designed to provide guidance and support for principals around inter-rater reliability. The program consists of 13 Observation and Feedback Coaches who will be deployed strategically throughout the District. Due to the complexity of this work, the District is looking for an organization to provide professional development to this group of coaches to ensure that they provide quality support and guidance to principals everyday.

While the selected OFCs have a vast amount of experience with coaching and peer observation, each member of the team needs to be well-trained in “speaking the same language” according to the domains

of the Danielson Framework. Specific training topics should include:

- Primary components of Danielson Framework (according to SDP protocol)
- Norming (Explicit Evidence / Look for's to substantiate scoring within each Domain)
- Principal's Roundtable
- Building rapport and interpersonal skills (at the teacher and administrative levels)
- Strategic planning and creating vision/mission
- Common Core Standards
- Observation cycles for teachers in the SDP (ie: PGS, PAR, PDP)
- Building rapport with administrators
- Coaching administrators
- Identifying observation and feedback training needs of administrators and designing and delivering effective professional development to meet those needs
- Collaboratively analyzing data to determine areas of focus

ABC Code/Funding Source
3F4X-G69-9750-2272-3291

\$90,000.00

A-7

Operating Budget: \$21,000,000 Contract Ratification with Independence Blue Cross – Self-Funded Health Insurance Administrative 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 Independence Blue Cross (IBC) or one or more of its applicable subsidiaries for administrative services for a self-funded health insurance program and health benefit options and to serve as Claims Administrator to active represented and non-represented employees of the School District of Philadelphia and to retired employees under its COBRA program, pursuant to the Collective Bargaining Agreements between the School District and the Philadelphia Federation of Teachers, the Commonwealth Association of School Administrators (CASA)/Teamsters Local 502, the School Police Association of Philadelphia (SPAP) and the School Cafeteria Employees, Local No. 634, Unite Here, in an amount for administrative fees not to exceed \$21,000,000 for the period commencing July 1, 2014 and ending June 30, 2017.

Description: An RFQ was issued on May 14, 2014 for TPA services for medical insurance in attempt to reduce the administrative fee and other costs for this insurance. Three responses were received: Independence Blue Cross, Aetna and INDECS. The responses were rated by three consultants from Gallagher Benefits Services and two employees from the Benefits Department.(See attached matrix for combined scoring). As a result of the ratings, the Office Of Procurement contacted the two highest scoring vendors (IBC and Aetna) for their Best and Final Offers.

This is a ratifying resolution because of the extended and complex negotiations between the District and IBC regarding significantly reducing the administrative fee paid by the District to IBC, shortening the time period in which the District must pay IBC's invoices, and reducing the amount of District funds held in reserve by IBC against future obligations. Although the negotiations commenced before the expiration of the prior service agreement, it took significant time to develop a new agreement that was acceptable to both the District and IBC.

ABC Code/Funding Source

\$21,000,000.00

Operations

A-8

Capital Fund: \$5,915,635 Capital Projects Awards

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent, or his designee, to execute, deliver, and perform contracts with the lowest responsible

bidders identified below at an aggregate cost of \$5,915,635.00.

Description:

Spec: B-005 C
of 2013/14 Electrical Contract - Fire Alarm Replacement
Central High School - 1700 West Olney Avenue
Eagle I Electric, Inc. - \$447,512.00
Essington, Pennsylvania 19029
ABC Code: 8Q11-065-6010-4625-4561-10
Total Aggregate M/WBE Participation: 35.0%

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

The bids for Central High School were publically advertised on 8/1/14, 8/6/14, and 8/14/14 in several local newspapers and posted on the School District's Capital Program 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 9/2/14. After review of the bids and a de-scoping meeting it was determined that Eagle I Electric, Inc., Electrical Contractor, was the lowest responsible bidder with a bid of \$447,512.00.

The Facilities Condition Assessment (FCA) at this location is 50.13%. The School Progress Report (SPR) at this location is 96.

Spec: B-009 C
of 2013/14 Electrical Contract -Fire Alarm Replacement
Lankenau High School – 201 Spring Lane
Mulhern Electric Company, Inc. - \$139,297.00
Abington, Pennsylvania 19001
ABC Code: 8Q11-065-6450-4625-4561-10
Total Aggregate M/WBE Participation: 35.0%

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

The bids for Lankenau High School were publically advertised on 7/18/14, 7/24/14, and 7/25/14 in several local newspapers and posted on the School District's Capital Program 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 8/19/14. After review of the bids and a de-scoping meeting it was determined that Mulhern Electric Company, Inc., Electrical Contractor, was the lowest responsible bidder with a bid of \$139,297.00.

The Facilities Condition Assessment (FCA) at this location is 40.77%. The School Progress Report (SPR) at this location is 46.

Spec: B-010 C
of 2013/14 Electrical Contract - Fire Alarm Replacement
Robert Blair Pollock Elementary School - 2875 Welsh Road
Palman Electric, Inc. - \$188,900.00
Huntingdon Valley, Pennsylvania 19006
ABC Code: 8Q11-065-8410-4625-4561-10
Total Aggregate M/WBE Participation: 40.2%

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

The bids for Robert Blair Pollock Elementary School were publically advertised on 7/16/14, 7/18/14, and 7/24/14 in several local newspapers and posted on the School District's Capital Program 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 8/19/14. After review of the bids and a de-scoping meeting it was determined that Palman Electric, Inc., Electrical Contractor, was the lowest responsible bidder with a bid of \$188,900.00.

The Facilities Condition Assessment (FCA) at this location is 49.72%. The School Progress Report (SPR) at this location is 54.

Spec: B-020 C
of 2013/14 General Contract - Roof Replacement and Structural Modifications
Southwark Elementary School - 1835 South 9th Street
Robert Ganter Contractors, Inc. (W) - \$1,698,000.00
Quakertown, Pennsylvania 18951
ABC Code: 8Q11-065-2640-4637-4541-06
Total Aggregate M/WBE Participation: 100.0%

This General Contract covers the labor, material, and equipment necessary for the selective restoration of the building exterior and to remove and replace approximately 24,100 sf of three-ply SBS modified bituminous roofing membrane at this location.

The bids for Southwark Elementary School were publically advertised on 8/1/14, 8/8/14, and 8/14/14 in several local newspapers and posted on the School District's Capital Program 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 8/19/14. After review of the bids and a de-scoping meeting it was determined that Robert Ganter Contractors, Inc., General Contractor, was the lowest responsible bidder with a bid of \$1,698,000.00. The Facilities Condition Assessment (FCA) at this location is 41.02%. The School Progress Report (SPR) at this location is 56.

Spec: B-049 C [R]
of 2009/10 Electrical Contract - Electric Service
Frankford High School - 5000 Oxford Avenue
Mulhern Electric Company, Inc. - \$3,441,926.00
Abington, Pennsylvania 19001
ABC Code: 8Q11-065-7010-4627-4561-09
Total Aggregate M/WBE Participation: 35.0%

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

The bids for Frankford High School were publically advertised on 7/16/14, 7/18/14, and 7/23/14 in several local newspapers and posted on the School District's Capital Program 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 8/19/14. After review of the bids and a de-scoping meeting it was determined that Mulhern Electric Company, Inc., Electrical Contractor, was the lowest responsible bidder with a bid of \$3,441,926.00.

The Facility Condition Assessment (FCA) at this location is 66.02%. The School Performance Index (SPR) at this location is 10.

ABC Code/Funding Source	\$5,915,635.00
8Q11-065-6010-4625-4561 Capital (\$447,512.00)	
8Q11-065-6450-4625-4561 Capital (\$139,297.00)	
8Q11-065-8410-4625-4561 Capital (\$188,900.00)	
8Q11-065-2640-4637-4541 Capital (\$1,698,000.00)	
8Q11-065-7010-4627-4561 Capital (\$3,441,926.00)	

A-9**Operating Budget: 80,000 Contract with Suncoast, Inc. Kitchen Equipment Repairs – Subject to Funding**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Suncoast, Inc. for the service of kitchen equipment repairs, for an amount not to exceed \$80,000, subject to funding, for the period commencing December 01, 2014 through November 30, 2016.

Description: This proposed award represents completion of the public solicitation under A15-51770, Service: Kitchen Equipment Repairs, issued by Procurement on July 15, 2014. This solicitation was distributed to eight (8) companies including our host of area assist agencies. Fourteen (14) companies downloaded the solicitation from Procurement's website. Three (3) of those fourteen (14) responded to the solicitation. The award establishes a source for the service kitchen equipment for our Career to Technical Education department.

ABC Code/Funding Source	\$80,000.00
1100-059-9240-2125-4311 FY15 (\$28,000.00)	
1100-059-9240-2125-4311 FY16 (\$40,000.00)	
1100-059-9240-2125-4311 FY17 (\$12,000.00)	

A-10**Operating Budget: \$45,000 Contract with Banghart Distributors, Inc. – School Bus Air Conditioners Service – Subject to Funding**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Banghart Dist., Inc. for the service of school bus air conditioners, for an amount not to exceed \$45,000, subject to funding, for the period commencing October 17, 2014 through August 31, 2015.

Description: This proposed award represents completion of the public solicitation under A15-52275, Service of School Bus Air Conditioners, issued by Procurement on August 11, 2014. This solicitation was distributed to twelve (12) companies including our host of area assist agencies. Eleven (11) companies downloaded the solicitation from Procurement's website. Two (2) of those twelve (12) responded to the solicitation. The award establishes a source for the service of the air conditioners present on our fleet of buses as part of the daily maintenance.

ABC Code/Funding Source	\$45,000.00
1100-027-9590-2742-4311 FY15 (\$35,000.00)	
1100-027-9590-2742-4311 FY16 (\$10,000.00)	

A-11**Operating Budget: \$177,601 Contract Amendment with Verizon Business Network Services – Interstate Long-Haul Data Service – Subject to Funding**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform an amendment of a contract,

originally entered into with Verizon Business Network Services for Interstate Long-Haul Data Service, pursuant to Resolution A-4(1), approved by the School Reform Commission on January 17, 2013, by increasing the amount of the contract by an additional \$177,601 from the \$177,600 approved by Resolution A-4(1), to an amount not to exceed \$355,201, subject to funding, and by extending the term of the contract from its original scheduled expiration date of June 30, 2015 through June 30, 2017.

Description: This contract award extension establishes a continued source for a high-speed interstate communications data circuit required for dedicated connectivity between the District and Verizon Data Service's hosting center in Temple Terrace, FL. Under a separate contract agreement, the hosting center provides the District with the managed operational environment and systems for critical enterprise applications inclusive of Finance, Human Resources, Payroll, Procurement and Transportation. The proposed monthly circuit fee (excluding USF and regulatory surcharges) for Verizon Business Network Services is \$5,494.44; the proposed monthly circuit fee (excluding USF and regulatory surcharges) for Windstream Communications is \$6,185.00.

ABC Code/Funding Source	\$177,601.00
1100-033-9HF0-2694-5321 FY16 (\$88,800.00)	
1100-033-9HF0-2694-5321 FY17 (\$88,801.00)	

A-12

Cafeteria Fund: \$303,000 Contract with Smart Partners, LLC – Fresh Fruit and Vegetables – Subject to Funding

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Smart Partners, LLC to purchase fresh fruit and vegetables, for an amount not to exceed \$303,000, subject to funding, for the period commencing October 17, 2014 through June 30, 2015. June 30, 2015

Description: The School District of Philadelphia and the Division of Food Services had sought proposals to provide fruits and vegetables during the school day in adherence to the Federal guidelines of the Fresh Fruit and Vegetable Program (FFVP). This Request for Proposal (RFP) also required the Vendor to provide nutrition education components that can be used to introduce and reinforce the eating of fruits and vegetables. These educational components are assemblies, nutritional sheets for each fruit and vegetable consumed, morning announcement sheets and produce quizzers. This program also sources local products as the seasons allow.

The goals of the Fresh Fruit and Vegetable Program consist of:

- create a healthier school environment by providing healthier food choices
- expand the children's experience with the variety of fresh fruits and vegetables
- increase the children's fresh fruit and vegetable consumption
- make a difference in children's diets in order to impact their present and future health.

This proposed award represents completion of the public solicitation under RFP-427, issued by Procurement on 7/14/14. This solicitation was sent to twenty six (26) vendors including our host of area assist agencies. Eighteen (18) companies downloaded the solicitation. Four (4) of these twenty six (26) responded to the solicitation.

ABC Code/Funding Source	\$303,000.00
9001-029-9360-2495-6311 Cafeteria Fund	

A-13

Declaration of Unused & Unnecessary Land & Buildings; Sale of former Elizabeth Gillespie Middle School to Mastery Charter School

RESOLVED, that the School Reform Commission declares that certain approximately 1.9 acre parcel of ground, including a five-story building containing approximately 137,000 square feet, located at 1801 W. Pike Street, known as the former Elizabeth Gillespie Middle School, to be unused and unnecessary to the present and future needs of the School District of Philadelphia within meaning of Section 7-707 of the Public School Code (“Section 7-707”); and be it

FURTHER RESOLVED, that the School Reform Commission accepts the recommendation of the Philadelphia Industrial Development Corporation, made pursuant to its contract with the School District for the marketing and sale of 20 surplus properties, and, after the receipt and review of offers for those properties, including a follow-up request for best and final offers from all bidders, to accept the offer by Mastery Charter School (the “Buyer”) to purchase the Property; and be it

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

1. Execute, deliver and perform an Agreement of Sale (the “Agreement”) for the sale of the Property on an “AS IS” basis to Buyer or its affiliate for consideration of \$250,000, by cash to be wired at closing and under certain terms and conditions which may be negotiated between the parties, subject to the requirements of Pennsylvania law and the further provisions of this Resolution; and
2. Hold a closing in which the School District will convey clear fee simple title via a special warranty deed at to be executed at closing, require the Buyer to pay for certain expenses incurred in connection with the transaction, including, but not limited to, the payment of all state and local real estate transfer taxes, if applicable, and to execute such other documents as may be necessary to accomplish the foregoing, it being conclusively presumed from any action thereby that is authorized on behalf of the SRC; and be it

FURTHER RESOLVED, that the School Reform Commission, having suspended the requirements of Section 707(3) of Public School code, by Resolution SRC-1, approved on August 15, 2013, authorizes the School District to sell property at private sale without court approval, if appropriate.

Description: The School District owns the property known as the former Elizabeth Gillespie Middle School which was closed in June, 2009 due to low enrollment and is currently vacant.

The School Reform Commission adopted the Revised Adaptive Sale and Reuse Policy in August, 2013. The policy replaces the original Adaptive Sale and Reuse Policy. The Policy categorizes all surplus School District property and provides for a variety of ways to dispose of buildings through competitive solicitation processes. The School District retained the services of the Philadelphia Industrial Development Corporation (“PIDC”) to oversee the implementation of the Adaptive Sale and Reuse Policy procedures which include a competitive solicitation process, review of buyers based on their financial strength and review of proposed plan for reuse or development of surplus properties. The Property was included along with nineteen (19) other surplus properties that were solicited in a series of RFP’s publicized by PIDC on its website starting on May 5, 2014.

A-14

Declaration of Unused & Unnecessary Land & Buildings; Sale of former Alexander Wilson Elementary School to the University of the Sciences

RESOLVED, that the School Reform Commission declares that certain approximately 1.03 acre parcel of

ground, including a three-story building containing approximately 65,416 square feet, located at 4514-22 Woodland Avenue, 19143, known as the former Alexander Wilson Elementary School, (the "Property") to be unused and unnecessary to the present and future needs of the School District of Philadelphia within meaning of Section 7-707 of the Public School Code; and be it

FURTHER RESOLVED, that the School Reform Commission accepts the recommendation of the Philadelphia Industrial Development Corporation, made pursuant to its contract with the School District for the marketing and sale of 20 surplus properties and, after the receipt and review of offers for those properties, including a follow-up request for best and final offers from all bidders, to accept the offer by the University of the Sciences (the "Buyer") to purchase the Property; and be it

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

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

FURTHER RESOLVED, that the School Reform Commission, having suspended the requirements of Section 707(3) of the Public School Code by Resolution SRC-1, approved on August 15, 2013, hereby authorizes The School District of Philadelphia, to sell the Property at private sale without Court approval, if appropriate.

Description: The School District owns the property known as the former Alexander Wilson Elementary School which was closed in August, 2013 due to low enrollment and is currently vacant.

The School Reform Commission adopted the Revised Adaptive Sale and Reuse Policy in August, 2013. The policy replaces the original Adaptive Sale and Reuse Policy. The Policy categorizes all surplus School District property and provides for a variety of ways to dispose of buildings through competitive solicitation processes. The School District retained the services of the Philadelphia Industrial Development Corporation ("PIDC") to oversee the implementation of the Adaptive Sale and Reuse Policy procedures which include a competitive solicitation process, review of buyers based on their financial strength and review of proposed plan for reuse or development of surplus properties. The Property was included along with nineteen (19) other surplus properties that were solicited in a series of RFP's publicized by PIDC on its website starting on May 5, 2014.

A-15

Conveyance of Property located at 4800 and 4802 Fairmont Avenue to the Philadelphia Redevelopment Authority

RESOLVED, that the School Reform Commission ("SRC") declares that certain approximately 0.4304 acre vacant parcel of ground, located at 4800 and 4802 Fairmount Avenue (the "Property"), to be unused and unnecessary to the present and future needs of the School District of Philadelphia within meaning of Section 7-707 of the Public School Code ("Section 7-707"); and be it

FURTHER RESOLVED, that the School Reform Commission , pursuant to Section 17-1704-B of the Public School Code of 1949, as amended, 24 P.S. 17-1704-B, the Education Empowerment Act, which authorizes the governing body of the School District of Philadelphia to convey to an urban redevelopment authority organized under the Urban Redevelopment Law (act of May 24, 1945 (P.L. 991, No. 385)(Philadelphia Redevelopment Authority (the “PRA”)) property for the purpose of the authority facilitating the conveyance of the property consistent with the goals of the school district and the authority, hereby authorizes The School District of Philadelphia, as Seller, through the Superintendent or his designee, to:

1. Execute, deliver and perform an Agreement of Sale (the “Agreement”) for the conveyance of the Property on an “AS IS” basis to the PRA for consideration of \$1, under certain terms and conditions which may be negotiated between the parties, including, but not limited to the decision by PRA to develop the property together with adjacent parcels of ground owned by PRA , an agreement by the PRA to pay to the School District any consideration it receives for the Property in connection with such development less out-of-pocket expenses, if any, subject to the requirements of Pennsylvania law and the further provisions of this Resolution; and
2. Hold a closing in which the School District will convey clear fee simple title via a special warranty deed at to be executed at closing and to execute such other documents as may be necessary to accomplish the foregoing, it being conclusively presumed from any action thereby that is authorized on behalf of the SRC.

Description: PRA is considering supporting the development a 1.03 acre parcel of ground adjacent to the Property. The School District has received a letter from PRA announcing its intention to pursue that development and requesting the transfer of the Property to allow that development to move forward. A portion of 47th Street behind the former Sulzberger School, across the street from the vacant lot has been stricken from the City map and will be used exclusively for teacher parking in an effort to facilitate the PRA project at this site.

A-16

Declaration of Unused & Unnecessary Land & Buildings; Conveyance of 11th & Venango Playground to the City of Philadelphia

RESOLVED, that the School Reform Commission declares that certain approximately .81 acre parcel of ground, including a playground, located at 3600 N. 11th Street, known as the 11th & Venango Playground (the “Property”), to be unused and unnecessary to the present and future needs of The School District of Philadelphia within meaning of Section 7-707 of the Public School Code; and be it

FURTHER RESOLVED, that the School Reform Commission , pursuant to Section 21-2132 of the Public School Code, which authorizes the governing body of The School District of Philadelphia to dedicate, sell, donate, convey or lease to the City of Philadelphia (the “City”) any real estate owned by it for any lawful purpose, upon such terms with or without consideration as it may determine, hereby authorizes The School District of Philadelphia, as Seller, through the Superintendent or his designee, to:

1. Execute, deliver and perform an Agreement of Sale for the conveyance of the Property on an “AS IS” basis to the City for consideration of \$1, under certain terms and conditions which may be negotiated between the parties, including, but not limited to the agreement of the City to (i) accept the Property in “AS IS” condition, including, but not limited to any environmental condition which would require remediation pursuant to any federal, state or local law or regulation, and (ii) accept a reverter clause that takes effect upon a sale of the property by the City, subject to the requirements of Pennsylvania law and the further provisions of this Resolution; and

2. Hold a closing in which the School District will convey clear fee simple title via a special warranty deed to be executed at closing and to execute such other documents as may be necessary to accomplish the foregoing, it being conclusively presumed from any action thereby that is authorized on behalf of the School Reform Commission.

Description: The City of Philadelphia has operated the 11th & Venango Playground for the last eight (8) years. It has improved the Property with the installation of playground equipment at a cost of approximately \$310,000 since 2006. The City has continuously maintained the Property and operated programming there.

The City has committed to invest approximately \$350,000 to improve the Property's role as a public play and community space.

General Counsel

A-17

Operating Budget: \$197,000 Settlement of Bankruptcy Suit – MPC Computers, LLC

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the General Counsel, to enter into a Settlement Agreement with Steven D. Sass, the Liquidating Trustee of the MPC Liquidating Trust, in the amount of \$197,500, in exchange for a release of claims for goods sold and delivered by MPC Computers (Gateway) to the School District.

Description: Pursuant to a contract with Gateway Companies for the purchase of computer hardware, software, services and technical support, the School District purchased goods and services from Gateway in 2008 and 2009. MPC (Gateway), as debtor, filed bankruptcy in 2008. The School District filed proofs of claim in the Bankruptcy relating to the rejection and breach of certain service plans. On Nov. 5, 2010, the Debtor filed an adversary complaint against the School District alleging that the School District owed the debtor \$289,539, plus prejudgment interest and attorney's fees. Written discovery has taken place. Counsel for the parties negotiated a settlement of \$197,500.

ABC Code/Funding Source
1100-061-9370-2392-8211 Operating

\$197,000.00

Executive

A-18

Donation: \$864,000 Acceptance from Philadelphia School Partnership of Site Development Support, Technology, Professional Development, International Baccalaureate Training, and Curricular Resources for Hill-Freedman

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 the Philadelphia School Partnership of site development support, technology, professional development, International Baccalaureate training, curricular resources, and other supports at the Hill-Freedman School, valued at approximately \$864,000; and (ii) to execute, deliver and perform such documents necessary to further the intent of this Resolution.

Description: The School District of Philadelphia has been working with the Philadelphia School Partnership to support the expansion of the Hill-Freedman School to include grades 9-12. The Philadelphia School Partnership has generously agreed to provide grants from its Great Schools Fund, with a total value of approximately \$2.6 million over a multi-year period, to support this initiative. For the 2013-14 school year, the Philadelphia School Partnership provided grants and donations to the school with an approximate value of \$515,000. The grants and donations from PSP to the school for the 2014-15 school year have an approximate value of \$1,100,000. The School Reform Commission previously

approved (Resolution A-32 voted at the May 29, 2014 action meeting) acceptance of \$236,000 in grant funds to support staff salaries and benefits for the 2014-15 school year. This resolution authorizes the acceptance of donated services, materials, and other supports – specifically, site development support, technology, professional development, International Baccalaureate training, curricular resources, and other supports – with an approximate value of \$864,000.

This project aligns with The School District of Philadelphia’s Declaration of Education by providing an active partnership among the School District, foundations, community organizations, local universities and colleges, community groups and others to create educationally and socially vibrant programs at schools throughout the School District.

ABC Code/Funding Source

\$864,000.00

A-19

Operating Budget/ Categorical Fund: \$44,000 Contract Ratification with The Achievement Network, Ltd. – Curriculum and Teaching Resources, Assessment Materials and Analysis, Training and Coaching at Blaine and Kelley Schools

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 Achievement Network, LTD, to provide educational services and materials, including an online platform, curriculum and teaching resources, assessment materials, assessment analysis and instructional training and coaching, at the James G. Blaine School and William D. Kelley School, for an amount not to exceed \$44,000, for the period commencing July 1, 2014 through June 30, 2015.

Description: The School District of Philadelphia has been working to support transformation initiatives at the James G. Blaine Elementary School (“Blaine”) and the William D. Kelley Elementary School (“Kelley”), both of which were designated as “transformation schools” as of this year. In 2013, the principals of Blaine and Kelley secured significant grant funding to support principal-led school transformation initiatives and spent a year developing detailed transformation plans.

The schools are implementing the transformation plans this year, and both plans include a significant focus on improving instruction, including through developing and implementing a rigorous curriculum; using data to monitor and respond to student progress; and intensive professional development and coaching support for teachers. The principals of Blaine and Kelley have secured operating and grant funding to contract with The Achievement Network, LTD (“ANet”) to provide educational services and materials to include: an online platform, curriculum and teaching resources, assessment materials, assessment analysis, and instructional training and coaching. These services and materials are an important component of the school transformation plans.

Of the \$44,000.00 contract cost, \$14,000 will be reimbursed from the Philadelphia School Partnership pursuant to a grant acceptance previously approved by the School Reform Commission (Resolution A-35 voted at the May 29, 2014 action meeting). The expenditure breakdown between Blaine and Kelley of the \$44,000 contract is as follows: for Blaine, professional fees are budgeted up to \$11,000, and assessment and instructional resource tools are budgeted up to \$12,570 (grades 2-5) and \$9,430 (grades 6-8); for Kelley, professional development fees are budgeted up to \$11,000.

The principals began working with ANet during the 2013-14 school year, when both schools were among a group of 14 District schools that received donated ANet services. As noted above, the principals' transformation plans include a strong focus on instructional improvement and they determined to use a combination of operating and grant funds to secure educational services and supplies from ANet. The principals spoke directly with ANet about contracting for these services using available funds and ANet

started providing services over the summer prior to the relevant District offices being engaged in preparing a contract and securing School Reform Commission approval by resolution.

ABC Code/Funding Source	\$44,000.00
1100-002-4220-1101-3291 Operating (\$19,000)	
1100-002-4560-1101-3291 Operating (\$11,000)	
6nyx-g02-4220-1101-3291 Categorical/Grant (\$14,000)	

Operations

A-20

Capital Fund: \$571,027 Capital Projects Award – Diamond Huntback Construction Corporation – Asbestos Abatement – Dobbins 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 contract B-006 C [R] of 2014/15 with Diamond Huntback Construction Corp., the lowest responsible bidder, for asbestos abatement at Dobbins High School, for an amount not to exceed \$571,027.

Description:

Spec: B-006 C [R]

of 2014/15 General Contract - Asbestos Abatement

Murrell Dobbins Area Vocational Technical School - 2150 West Lehigh Avenue

Diamond Huntback Construction Corp. - \$571,027.00

Philadelphia, Pennsylvania 19124

ABC Code: 8Q11-065-4060-4200-4541-30

Total Aggregate M/WBE Participation: 26.5%

This contract covers the labor, material, and equipment necessary for the removal of asbestos containing materials (ACM) from the attic floors at this location.

The bids for Murrell Dobbins Area Vocational Technical School were publically advertised on 9/19/14, 9/26/14, and 10/2/14 in several local newspapers and posted on the School District's Capital Program 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 10/7/14. After review of the bids and a de-scoping meeting it was determined that Diamond Huntback Construction Corp., General Contractor for Asbestos Abatement, was the lowest responsible bidder with a bid of \$571,027.00.

The Facilities Condition Assessment (FCA) at this location is 67.16%. The School Progress Report (SPR) at this location is 15.

ABC Code/Funding Source	\$571,027.00
8Q11-065-4060-4200-4541 Capital	

Human Resources

A-21

Operating Budget: \$750,000 Contract with Conner, Strong and Buckelew – Benefits Consulting Services

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, to execute, deliver, and perform a contract with Conner, Strong and Buckelew to provide assistance with the School District's self funding model for payment of medical and prescription drug benefits, financial modeling, development of COBRA rates, Stop Loss insurance, union

negotiations and other related projects for an annual amount not to exceed \$250,000, for the period commencing October 17, 2014 through October 16, 2015, with options for two one-year renewals, subject to further approval, for an aggregate amount not to exceed \$750,000.

Description: A RFQ was issued for a Benefits Consultant on July 30, 2014 to provide consulting support to assist with evaluation of all insurances with respect to rates, plan design, co-pays, etc., support with labor negotiations, and provide financial projections, COBRA rates, etc. Four responses were received: Gallagher Benefit Services Inc., Conner, Strong and Buckelew, Bolton Partners, and Alamo Insurance Group, Inc. The responses were rated by staff from the Benefits Office and OMB. (See attached matrix for scoring). As a result of the scoring, three of the four vendors were invited in for an oral presentation on September 5, 2014. All of the above attended with the exception of Alamo. Members from the Office of Small Business, Procurement, OMB and Benefits attended the presentations. Results of the presentations are also attached. On September 15, 2014, calls were made to Gallagher and Conner, Strong and Buckelew to get best and final offers in addition to clarification on specific items discussed during the presentation.

As a result of the RFQ responses, oral presentations and Best and Final Offers, we are recommending to contract with Conner, Strong and Buckelew. Their technology, data analytics, and data reporting will bring the SDP to another level of support and engagement for our employees with respect to benefit information, health and wellness, etc.

III. EDUCATION SERVICES

Academic – Donations/Acceptances

B-1

Categorical/Grant Fund: \$3,789,048 Grant Acceptance from the Pennsylvania State System of Higher Education – GEAR UP

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept, if awarded, a GEAR UP grant from The Pennsylvania State System of Higher Education for an amount not to exceed \$3,789,048 to provide college awareness and academic preparation support services to students in seven middle schools and four comprehensive high schools, for the period commencing October 17, 2014 through July 30, 2021.

Description: The purpose of this resolution is to accept a grant from the Pennsylvania State System of Higher Education to support the Pennsylvania State Gaining Early Awareness and Readiness for Undergraduate Programs (PA State GEAR UP) Initiative. PA State GEAR UP is designed to provide college awareness and preparation services, as well as academic preparedness support, to a cohort of 7th grade students from the following middle school and high schools: Fels, Frankford, Harding, Grover Washington, Finletter, Franklin, Hopkinson, Juniata Park and Ziegler. These schools were selected to receive support through PA State GEAR UP based on their high percentage of economically disadvantaged students, and low high school and college graduation rates. The PA State GEAR UP Grants will follow this cohort of students through their freshmen year of college. PA State GEAR UP will provide services such as tutoring, mentoring, academic advising, teachers/administrator professional development, college and career exposure programming, and supports around developing non-cognitive skills. PA State GEAR UP aims to prioritize increasing the level of preparation at the post-secondary level, and ensuring students are applying to and matriculating into schools of "best fit".

HISTORY OF GEAR UP In THE SCHOOL DISTRICT OF PHILADELPHIA:

In 1999 and 2009 The School District of Philadelphia was awarded multi-year Partnership grants. In addition, the District was also the recipient of the PA State GEAR UP Grant in 2002 and 2008.

The GEAR UP program dramatically increased the number of students in GEAR UP schools who visited

colleges, received information about college going, and took concrete steps towards college, and increased participation rates in PSAT and SAT exams. Students college aspiration, measured through surveys, interviews and anecdotal data were consistently very high throughout the GEAR UP initiative.

Final performance data from the PA State GEAR UP Grant, closed July 30, 2014 is not yet available. The 2009 Partnership Grant is in its final year of implementation for the 2014-15 school year.

Cumulative reported data thus far demonstrates positive findings for students participating in GEAR UP initiatives. GEAR UP students have higher credit completion rates, promotion rates, and Algebra 1 passage rates.

ABC Code/Funding Source	\$3,789,048.00
PA State GEAR UP	

B-2

Categorical/Grant Fund: \$29,170,760 Grant Acceptance from the US Department of Education – Gear UP Partnership Grant

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept, if awarded, a Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) grant from the U.S. Department of Education, to support college awareness and preparation services and academic preparedness support in 37 schools with middle grades and 11 high schools, for an amount not to exceed \$29,170,760, for the period commencing October 17, 2014 through July 30, 2021.

Description: The Philadelphia GEAR UP partnership initiative will provide academic preparation and college awareness and preparation services to a 6th/7th grade cohort of 5,463 students. GEAR UP will follow these students through their senior year of high school and first year of college. In the 2014-2015 academic year, GEAR UP will provide services such as tutoring, mentoring, advising, enhanced college visits, and professional development to improve instruction in the core academic subjects. GEAR UP aims to increase parental involvement and to increase the number of students who are knowledgeable about and pursue post-secondary educational opportunities. The GEAR UP initiative supports the achievement of the goal of Action Plan v2.0, anchor goal 1: 100% of students will graduate college and career ready with the following strategies:

- The Philadelphia GEAR UP Partnership Initiative will provide early intervention for students include the provision of academic monitoring and evaluation, educational action plans, career exploration, mentoring, leadership training, and preparation for post-secondary success.
- Supporting students' families through college visits for parents, financial aid workshops, and education planning.
- Partnerships with Drexel University, The University of Pennsylvania, Philadelphia Youth Network, The College Board, Scholastic Achievement Partners, and The Urban League of Philadelphia.
- Providing supplemental college preparatory counseling to students in low performing schools.

HISTORY OF GEAR UP In THE SCHOOL DISTRICT OF PHILADELPHIA:

In 1999 and 2009 The School District of Philadelphia was awarded multi-year Partnership grants. In addition, the District was also the recipient of the PA State GEAR UP Grant in 2002 and 2008.

The GEAR UP program dramatically increased the number of students in GEAR UP schools who visited colleges, received information about college going, and took concrete steps towards college, and

increased participation rates in PSAT and SAT exams. Students college aspiration, measured through surveys, interviews and anecdotal data were consistently very high throughout the GEAR UP initiative.

Final performance data from the PA State GEAR UP Grant, closed July 30, 2014. The 2009 Partnership Grant is in its final year of implementation for the 2014-15 school year.

Cumulative reported data thus far demonstrates positive findings for students participating in GEAR UP initiatives. GEAR UP students have higher credit completion rates, promotion rates, and Algebra I passage rates.

The following schools, with 75% or more poverty and low high school and college graduation rates, were selected for the grant: High Schools include: Kensington CAPA, Kensington Business, Kensington Health Sciences, Kensington Urban Education, Martin Luther King, Edison, Ben Franklin, Penn Treaty, Overbrook, West Philadelphia, and High School of the Future. Middle Schools include: H.A. Brown, Hartranft, Hunter, McKinley, Welsh, Leeds, Roosevelt, Wagner, A.B.Day, Clemente, DeBurgos, Munoz Marin, Potter-Thomas, Bache-Martin, Dunbar, Greenfield, Kearny, McCall, Meade, Morris, Spring Garden, Waring, Hackett, Adaire, Ludlow, Beeber, Blankenburg, Heston, Lambertson, J. Rhoads, MYA, Lea, Locke, McMichael, Martha Washington, Blankenburg, and McMichael.

ABC Code/Funding Source	\$29,170,760.00
GEAR UP Partnership Grant	

B-3

Categorical/Grant Fund: \$356,570 Grant Acceptance from the Pennsylvania Department of Education – Title II-B Math and Science/\$93,000 Contracts with Drexel University (\$50,000); Metis Associates (\$43,000) – Graduate Coursework and Professional Development

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent, or his designee, to accept with appreciation if awarded, a competitive Title II, Part B Math and Science, Science Technology Engineering and Math (STEM) Literacy Partnership Grant from the Pennsylvania Department of Education, for an amount not to exceed \$356,570, to provide additional comprehensive professional development aligned to grades 7-12 in science and mathematics core curriculum, for the period commencing October 17, 2014 through September 30, 2015; 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 grant, to execute, deliver and perform contracts, subject to funding, separately with Drexel University, for an amount not to exceed \$50,000, and with Metis Associates for an amount not to exceed \$43,000, for an aggregate amount not to exceed \$93,000, to provide graduate summer coursework and follow-up professional development and evaluation services in the final phase of all Title II, Part B Math and Science STEM Literacy Partnership grant cohorts of teachers (2013, 2014 and 2015), for the period commencing October 17, 2014 through September 30, 2015.

Description: Title II Part B Science Technology Engineering and Math (STEM) Literacy Fellows to Enhance Student Learning is a collaborative initiative to improve the quality of teaching and learning in science and mathematics, thus building a cadre of STEM Literacy Teacher Fellows in grades 7-12. This three year partnership grant is being led by The School District of Philadelphia and mathematics and science faculty from a partnership Institution of Higher Education (IHE): Drexel University who was approved under the grant application by The Pennsylvania Department of Education with the goal to continue the partnership throughout the grant period in the hopes of retaining continuity and continuously providing services throughout this year three grant. This initiative has two goals: (1) increasing teacher content knowledge and instructional skills to foster student engagement and achievement; and (2) raising

teacher awareness of STEM-related fields of study and career options.

These goals will be accomplished in three phases: Phase I (led by IHE) will feature intensive graduate-level coursework taught by university math and science faculty during the summer months (80 hours of instruction) which will increase teachers' math and science content knowledge thus improving student achievement. Phase II (facilitated by the IHE and SDP Core Team during the academic year) focuses on using instructional strategies to apply content knowledge of Phase I throughout the year as they transition that knowledge from the summer content institutes to begin implementing improving their instructional STEM-related practices. Phase III (facilitated by SDP Core Team during the academic year) focuses on follow up professional development to enhance teacher instructional practices and awareness of STEM careers through workshops, seminars, and site visits to STEM- related workplaces

ABC Code/Funding Source	\$356,570.00
38ax-g67-9190-2272-3291 Title II-B Math and Science	

B-4

Categorical/Grant Fund: \$628,800 Ratification of Grant Acceptance from the Pennsylvania Department of Education – Pre-K Counts Expansion/Contract Amendments with Comprehensive Early Childhood and Comprehensive Head Start Service Providers

RESOLVED, that the School Reform Commission hereby ratifies the acceptance, if awarded, by The School District of Philadelphia, through the Superintendent, of a Pre-K Counts (PKC) Expansion Grant from the Pennsylvania Department of Education's Office of Child Development & Early Learning, for an amount not to exceed \$628,800, to provide comprehensive preschool services to an additional 80 age/income-eligible children and their families in the City of Philadelphia, for the period commencing July 1, 2014 through June 30, 2015; 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, contingent upon receipt of this grant, of amendments of contracts to be entered separately with the providers of comprehensive early childhood services originally authorized pursuant to Resolution No. B-17, approved by the School Reform Commission on June 19, 2014, by increasing the amount of the contracts by an additional \$552,954 from the \$13,198,444 approved by Resolution B-17, to an amount not to exceed \$13,751,398, in the specific individual amounts and for the reasons/circumstances set forth below:

The Woodland Academy, contract to be decreased by the entire \$136,967 previously approved (i.e., "zeroed out") due to the voluntary withdrawal of this partner agency from our citywide PKC service network as a consequence of programmatic incompatibilities relative to its overall business model and organizational mission;

A Step Ahead Day Care, contract increased by \$135,613 from the \$135,613 approved in above-referenced Resolution B-17, to an amount not to exceed \$271,226, in order to support the operation of 20 additional full-day preschool service slots (for a new total of 40 students);

KenCrest Services, contract increased by \$151,542 from the \$2,482,408 approved in above-referenced Resolution B-17, to an amount not to exceed \$2,633,950, in order to support the operation of 21 additional full-day preschool service slots (for a new total of 363 students);

Molly's Child Care Center, contract increased by \$128,832 from the \$101,709 approved in above-referenced Resolution B-17, to an amount not to exceed \$230,541, in order to support the operation of 19 additional full-day preschool service slots (for a new total of 34 students); and

Your Child's World Learning Center, contract increased by \$273,934 from the \$547,867 approved in

above-referenced Resolution B-17, to an amount not to exceed \$821,801, in order to support the operation of 40 additional full-day preschool service slots (for a new total of 120 students); 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 amendments of contracts with each of the following providers of comprehensive Head Start services, originally authorized pursuant to Resolution No. B-16, approved by the School Reform Commission on June 19, 2014, by increasing the aggregate amount of the contracts by an additional \$20,400 from the \$27,697,292 approved in Resolution B-16, to an aggregate amount not to exceed \$27,717,692, in the specific individual amounts and for the reasons/circumstances indicated below:

The Woodland Academy, contract to be decreased by the entire \$503,200 previously approved (i.e., "zeroed out") due to the voluntary withdrawal of this partner agency from our citywide Head Start service network as a consequence of programmatic incompatibilities relative to its overall business model and organizational mission;

Kidsville Learning Center, contract to be decreased by \$136,000 from the \$408,000 approved in above-referenced Resolution B-16 per the agency's request, to an amount not to exceed \$272,000, in order to support the operation of 20 fewer full-day Head Start service slots (for a new total of 40 students);

ASPIRA of Pennsylvania, contract increased by \$54,400 from the \$2,767,600 approved in above-referenced Resolution B-16, to an amount not to exceed \$2,822,000, in order to support the operation of 8 additional full-day Head Start service slots (for a new total of 415 students);

Brightside Academy, contract increased by \$258,400 from the \$2,597,600 approved in above-referenced Resolution B-16, to an amount not to exceed \$2,856,000, in order to support the operation of 38 additional full-day Head Start service slots (for a new total of 420 students);

Grace Neighborhood Development Corporation, contract increased by \$20,400 from the \$884,000 approved in above-referenced Resolution B-16, to an amount not to exceed \$904,400, in order to support the operation of 3 additional full-day Head Start service slots (for a new total of 133 students);

KenCrest Services, contract increased by \$6,800 from the \$2,352,800 approved in above-referenced Resolution B-16, to an amount not to exceed \$2,359,600, in order to support the operation of 1 additional full-day Head Start service slot (for a new total of 347 students);

Porter's Day Care & Educational Center, contract increased by \$115,600 from the \$748,000 approved in above-referenced Resolution B-16, to an amount not to exceed \$863,600, in order to support the operation of 17 additional full-day Head Start service slots (for a new total of 127 students); and

Your Child's World Learning Center, contract increased by \$204,000 from the \$1,088,000 approved in above-referenced Resolution B-16, to an amount not to exceed \$1,292,000, in order to support the operation of 30 additional full-day Head Start service slots (for a new total of 190 students).

Description: The primary objectives of this particular resolution are: 1) to retain for continued use by Philadelphia children and families a total of 117 high-quality, full-day preschool service slots funded through FY15 federal Head Start and PA Pre-K Counts (PKC) continuation grants to the School District that were scheduled to be operated by community-based agencies that recently have had to either reduce their available program capacity or have voluntarily elected to withdraw from our citywide pre-k program network; and 2) to newly acquire for use by Philadelphia children and families 80 high-quality, full-day preschool service slots funded through FY15 PKC expansion grant proceeds, the acceptance of which has also been proposed for SRC approval through this resolution. These companion goals will be

accomplished through internal network capacity (re)distribution, whereby additional PKC and/or Head Start funding beyond that originally authorized by SRC Resolutions B-16 & B-17 of 6/19/14 will be provided to a total of eight (8) existing partner entities that serve high need areas/populations in order to expand the scope of their comprehensive pre-k programming during the 2014/15 grant implementation period. It should be noted that the nominal overall modifications to current service structure being proposed at this time have already been reviewed and provisionally approved by the PA Dept. of Education's Office of Child Development & Early Learning (OCDEL).

Upon reviewing actual student enrollment trends and program capacity at each site, the Office of Early Childhood Education moved quickly to redeploy unfilled slots and allocate additional slots that became available, necessitating this request for a ratification.

ABC Code/Funding Source	\$628,000.00
4E1X-G01-9150-1807-3291 PA Pre-K Counts Basic & Expansion Grants (\$689,921.00)	
216X-G01-9390-1807-3291 Federal Head Start Continuation Grant (\$659,600.00)	

Academic – Contracts/Payments

B-5

Categorical/Grant Fund: \$50,000 Contract with Temple University – AIDS Risk Reduction through Education and Student Training (ARREST)

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 Temple University for an amount not to exceed \$50,000.00, to support the implementation of two school health surveillance programs: the Youth Risk Behavior Survey and Profiles, for a period commencing October 18, 2014 through July 31, 2015.

Description: AIDS Risk Reduction Through Education and Staff Training (ARREST): This grant provides The School District of Philadelphia with the resources to develop, implement and evaluate interventions for improving the health and educational outcomes for young people. Temple University School of Public Health administers the Youth Risk Behavior Survey (YRBS) to monitor priority health risk behaviors that contribute markedly to the leading causes of death, disability, and social problems among youth in Philadelphia and School Health Profiles (Profiles) to assess the status of school health education.

ABC Code/Funding Source	\$50,000.00
344X-G59-9BP0-2265-3291	

B-6

Operating Budget: \$28,000 Contract with Playworks – Socialized Recess Program at Morris Elementary School/\$742,000 Acceptance of Various Gifts and Donations

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 one-half of the cost to implement the socialized recess program at Robert Morris, for an amount not to exceed \$28,000, for the period commencing October 16, 2014 through June 30, 2015; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee to accept with appreciation the donation of services, valued at \$402,000, from Playworks to support partial cost of the socialized recess programs at 11 elementary schools, for the period from October 16, 2014 through June 30, 2015; and be it;

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the gift of \$56,000

from Drexel University, to be remitted directly to Playworks to pay for the socialized recess programs at Powel Elementary and McMichael Elementary, and be it;

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the gift of \$28,000 from the Berwind Corporation to be remitted directly to Playworks to pay for the socialized recess program at Kearny Elementary, and be it;

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the gift of \$28,000 from HSA to be remitted directly to Playworks to pay for the socialized recess program at Alexander K. McClure; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the gift of \$28,000 from The Goldberg Group to be remitted directly to Playworks to pay for the socialized recess program at E.M. Stanton; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the gift of \$28,000 from the UPENN-Netter Center to be remitted directly to Playworks to pay for the socialized recess program at Lea Elementary, and be it;

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the gift of \$28,000 from HSA, to be remitted directly to Playworks to pay for the socialized recess program at Andrew Jackson Elementary, and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the gifts of \$28,000 each from the Home and School Associations at Bache-Martin, Henry, and McCall Elementary Schools, for a total of \$84,000, to be remitted directly to Playworks to pay for the socialized recess programs at Bache-Martin, Henry, and McCall Elementary Schools and be it;

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the gift of \$60,000 from HSA to be remitted directly to Playworks to pay for the entire socialized recess program at Albert M. Greenfield;

Description: For the last 17 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. 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, 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, our coach plays, too, which provides an element of fun as well as the opportunity to model appropriate behavior.

- First, Playworks' coaches organize recess, by establishing specific areas on the playground for games, developing standard rules for behavior and teaching conflict resolution technique 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 childrens’ 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.

ABC Code/Funding Source

\$742,000.00

B-7

Categorical/Grant Fund: \$60,000 Ratification of Contract with RCM Health Care – Nursing 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 RCM Health Care to provide one to one pediatric nursing services for an amount not to exceed \$60,000.00 for the period commencing September 10, 2014 through June 30, 2015.

Description: This ratifying resolution is submitted due to the fact that services are being provided prior to the approval of a limited contract agreement or SRC resolution. One to one pediatric nursing services are being provided in the classroom for an insulin dependent diabetic student as required per the District's voluntary offer to resolve a requested preliminary injunction in a pending federal civil rights case. The services began on September 10, 2014 and will continue through June 30, 2015 for an amount not to exceed \$60,000.

ABC Code/Funding Source

\$60,000.00

4AOX-G01-9390-1802-3311 Head Start Supplemental Assistance Grant

B-8

Categorical/Grant Fund: \$10,850 Contract Amendment with AARP Experience Corps – Tutoring & Mentoring 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 a contract with AARP Experience Corps, originally authorized pursuant to Resolution No. B-21, approved by the School Reform Commission on June 19, 2014, by increasing the amount of the contract by an additional \$10,850 from the \$128,800 approved by Resolution B-21, to an amount not to exceed \$139,650.

Description: The primary objective of this particular resolution is to provide additional funding beyond the \$128,800 originally authorized by resolution B-21 of June 19, 2014 to Experience Corps AARP in order to expand the availability of tutoring and mentoring services for K-3 students to Benjamin B.

Comegys School.

In each of the now 12 participating schools teams of 5 to 15 for a total of 105 reading/literacy tutors ages 50+ will deliver 5 hours of school-based tutoring services 2 to 3 days per week from October 2014 to May 2015 at their assigned school sites. The goal is to help struggling K-3 students achieve grade level reading proficiency before they enter fourth grade.

The program follows an eight-month, 30-week schedule in the schools. Volunteers will deliver 5 hours of school-based tutoring services 2 to 3 days per week from October 2014 to May 2015 at their assigned school sites. Throughout the 35 week program period, each individual child selected by the host schools will take part in 2 to 3 weekly tutoring and mentoring sessions for a total of 70 to 75 tutoring and mentoring sessions. A typical volunteer donates at least 300 tutoring hours per year. In 2013-2014, 115 volunteers collectively donated over 35,000 hours of tutoring in District schools.

Each host school will assist in the facilitation of AARP Experience Corps volunteer tutors in the school and in the classroom; make available time for participating teachers to meet throughout the year with AARP Experience Corps staff; provide instructional materials as needed; assist in recognition of AARP Experience Corps volunteer tutors and provide guidance and support for tutors. In addition, teachers will complete a year-end evaluation and pre and post tutoring assessments for each participating student.

After a successful year of tutoring and mentoring the Office of Early Childhood Education supports AARP Experience Corps and their services for early literacy in grades K-3.

AARP Experience Corps was selected through the RFP Process. The term of RFP #333 was set for October 1, 2012 to June 30, 2013 amended by the addition of two (2) one year options to extend the contract through June 30, 2014 to June 30, 2015. No other vendors applied under the RFP Process.

ABC Code/Funding Source	\$10,850.00
201X-G02-1260-1101-3291	

B-9

Categorical Grant Fund: \$7,000,000 Contract with Children’s Literacy Initiative – Early Literacy Specialists

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Children's Literacy Initiative to identify, recruit and provide qualified Early Literacy Specialists to deliver early literacy professional development and related programming in Pennsylvania state-designated Priority and Focus schools, for an amount not to exceed \$7,000,000, for the period commencing October 17, 2014 through June 30, 2016.

Description: The purpose of this resolution is to seek authorization to contract with Children’s Literacy Initiative (CLI), a 501(c)(3) non-profit corporation, to identify and recruit up to 44 Early Literacy Specialists who will have the responsibility of working directly with the school leader, prek-3 teachers, and school-based teacher leaders/interventionists in prek-3 classrooms in designated schools to improve the efficacy of early literacy, instructional planning, delivery of instruction and assessment data collection/analysis.

The methodology for assigning Early Literacy Specialists is designed to target assistance to schools with K-3 classrooms in the District’s 40 Pennsylvania State-Designated Priority Schools as well as select schools with K-3 classrooms in the 67 Pennsylvania State-Designated Focus Schools, totaling 44 schools. Each of the selected schools will be staffed with one full-time, 10-month Early Literacy Specialist who

will report directly to one of two Early Literacy Directors (not a part of this resolution), also a part of the Title IIA budget allocation. The Early Literacy Specialists will not report to the school principal or his/her designee. The current Deputy of Curriculum, Instruction & Assessment will evaluate the Early Literacy Directors. The Deputy of Curriculum, Instruction & Assessment is a direct report to the Chief Academic Support Officer.

Each Early Literacy Specialist will be assigned to support one school. Early Literacy Specialists will generally work 7 hours per day and be available for professional development during the summer. The Early Literacy Specialists must hold a Pennsylvania State teacher certification in Pre-K, elementary, secondary and/or K-12.

In concert with School District of Philadelphia (SDP) administrators, the Early Literacy Specialists will develop, plan, and conduct ongoing professional development training on integrating best practices, systems, and structures related to the implementation of age appropriate early literacy instruction and development activities.

The Early Literacy Specialists will also coordinate with individual teachers to identify and address deficiencies of content knowledge and practice. They will work with teachers, teacher teams (or grade groups) and the reporting manager to monitor and measure the impact of early literacy professional development and programming by generating and reviewing student progress data (i.e., Developmental Reading Assessment – DRA) on a monthly basis. The Early Literacy Specialists will integrate continuous improvement efforts based on progress monitoring, observations, and feedback.

Skills/Knowledge/Abilities:

- Thorough knowledge of standards and current curriculum frameworks
- Thorough knowledge of literacy development
- Demonstrated success in differentiated instructional practices for a full spectrum of learners
- Proficiency in academic coaching methodology and practices with experiences (i.e., mentor, coach, team leader)
- Facilitating support training and implementation of Developmental Reading Assessment
- Clear and succinct written and verbal communication for targeted audiences (i.e., teachers, managers)
- Effective presentation skills in various settings, both formal and informal

A District panel, comprised of representation from the Chief Academic Support Office, the Office of Grants Development and Compliance, the Office of Curriculum, Instruction and Assessment, and the Office of Early Childhood Education, selected Children’s Literacy Initiative (CLI) through a competitive process by the means of RFP 433 issued by the District’s Office of Procurement on August 20, 2014. Four (4) vendors submitted proposals in response to RFP 433. The District panel chose CLI based on the following criteria: (1) knowledge of early literacy, teacher support and assessment data collection and analysis; (2) design and process for the implementation of delivery, quality control and education resources; (3) ability to recommend the best qualified candidates and provide the required number of personnel; (4) experience with the types of services requested and the ability to demonstrate an understanding of the implications of the proposed effort; (5) evidence of past experience in similar efforts; and (6) submission of an adequate proposed budget to support the project.

It will be the responsibility of CLI to identify, recruit and submit the qualifications of certified and knowledgeable candidates (Early Literacy Specialists) to the Chief Academic Support Office. They will also properly prepare all 44 Early Literacy Specialists to be able to strengthen the literacy practices of school leaders, pre-k through 3rd grade teachers and school-based teacher leaders/interventionists within their designated schools. They will provide these services by utilizing their professional development model while building upon CLI’s current partnership with The School District of Philadelphia.

CLI will provide the District with a cohort of Early Literacy Specialists able to make an immediate impact within each school. CLI will recommend Early Literacy Specialists who will possess and utilize a thorough knowledge of best practices in early literacy instruction that emphasizes active and effective teaching, specialized professional feedback to shape classroom practice and lesson planning, and utilization of student progress data to differentiate instruction.

CLI has 26 years of national and local experience in providing urban school districts with model and transformative professional development that strengthen literacy instruction, instructional leadership and assisting schools to develop self-sustaining culture of literacy. They will utilize this experience, along with knowledge of current conditions, needs and trends within District schools, to provide a cohort of Early Literacy Specialists able to provide enhanced professional development and related programming to pre-k through 3rd grade educators within the District's Pennsylvania State Designated Priority and Focus Schools to strengthen literacy instruction and improve student achievement.

CLI will submit the qualifications of 44 highly qualified candidates, and the Chief Academic Support Officer will make the final selection. Once the selection process is complete, CLI will then deliver an orientation to each of the 44 candidates, ensuring their knowledge and skills in implementing classroom literacy instructional best practices properly reflect the high standards both CLI and the District have come to expect within its collaborative projects. The orientation will focus on the following topics that will inform the core work of all Early Literacy Specialists: (1) Standards and current curriculum frameworks; (2) Differentiated instructional practices for a full spectrum of learners; (3) Content-focused coaching; (4) Developmental Reading Assessment; and (5) Effective communication to targeted audiences and in various settings.

Following the orientation, CLI will present the District with a full cohort of candidates who will be ready to make an immediate impact at their assigned sites. Utilizing these skills, this cohort of Early Literacy Specialists will work directly with the educators within their targeted schools, under the supervision of two Early Literacy Directors (to be appointed by the District), to enhance literacy instruction received by District students and raise the bar for student achievement.

CLI will bill monthly for the services of the selected 44 Early Literacy Specialists. The Early Literacy Specialists will not be employees of The School District of Philadelphia. CLI's monthly billings shall include employees' names, daily sign-in and sign-out sheets at their school of assignment. Please see the attachment for a breakout of the bid costing/total potential cost.

The proposed start date of the contract is October 17, 2014, with the implementation of the program to begin November 1, 2014. The length of the contract will be over an 18 month period, from October 17, 2014 through June 30, 2016.

ABC Code/Funding Source	\$7,000,000.00
334X-G52-9440-226D-3291 Title IIA (\$7,000,000.00)	

IV. INTERMEDIATE UNIT

None Submitted

RESOLVED, that the School Reform Commission hereby ratifies the appointment of the following persons to the positions, on the effective dates through September 30, 2014, 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

ABDUL-GHANI, KENNETH B	FOOD SVCS ASSISTANT	JACKSON, ANDREW SCHOOL	09/18/14	\$8,501.00	ANNUAL SALARY
ADDERLEY, ELIZABETH	RETIRED PRINCIPAL,BUILDING ADM	AUXILIARY PRINCIPALS	09/02/14	\$430.38	DAILY RATE
AIKEN, PHILLIP A	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	09/08/14	\$24.00	HOURLY RATE
ANDREW, JASON	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	08/25/14	\$24.00	HOURLY RATE
ARCE, DARNETTA	PER DIEM TCHR-NON CERT-SCH	TRANSITION & ALT. EDUCATION	09/29/14	\$126.76	DAILY RATE
ASHMORE, JESSICA L	TEACHER,SPEC EDUCATION	SPRUANCE, GILBERT SCHOOL	09/22/14	\$46,193.00	ANNUAL SALARY
ATKINSON, CECIL D	TEACHER,FULL TIME	BARTRAM, JOHN HIGH SCHOOL	09/12/14	\$54,364.00	ANNUAL SALARY
BATDORF, HAROLD	TEACHER, PER DIEM SUBSTITUTE	PER DIEM	09/17/14	\$75.00	DAILY RATE
BEHM, ELISE	TEACHER,SPEC EDUCATION	NEBINGER, GEORGE W. SCHOOL	09/15/14	\$47,527.00	ANNUAL SALARY
BEYERLE, MATTHEW R	TEACHER,SPEC EDUCATION	ROBESON, PAUL HIGH SCHOOL	09/22/14	\$46,193.00	ANNUAL SALARY
BLATSTEIN, SUZANNE	TEACHER,FULL TIME	FINLETTER, THOMAS K. SCHOOL	09/08/14	\$46,694.00	ANNUAL SALARY
BLOODSAW, JACQUELINE	FOOD SVCS ASSISTANT	CHILDS, GEORGE W. SCHOOL	09/22/14	\$9,139.00	ANNUAL SALARY
BRADFORD, PARIS	TESTING&OPERATIONS COORD	RECRUITMENT & STAFFING	09/02/14	\$40,000.00	ANNUAL SALARY
BRANCH, MARIAM N	BUS ATTENDANT	BALDI MIDDLE SCHOOL	09/08/14	\$10,965.00	ANNUAL SALARY
BRANCH, QUINIQUA S	BUS ATTENDANT	FARRELL, LOUIS H. SCHOOL	09/10/14	\$10,965.00	ANNUAL SALARY
BRIGHT, YANCY D	RETIRED PRINCIPAL,BUILDING ADM	AUXILIARY PRINCIPALS	09/02/14	\$430.38	DAILY RATE
BROCK, ALICIA B	TEACHER,SPEC EDUCATION	WILLARD, FRANCES E. SCHOOL	09/15/14	\$46,193.00	ANNUAL SALARY
BROOKS, TROY J	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	08/25/14	\$24.00	HOURLY RATE
BROWN, SANDRA L	EXT ACTVTS,NON-CONTRACT EMP-HR	TRANSPORTATION A	09/05/14	\$12.00	HOURLY RATE
BUCK, KYLE W	TEACHER,FULL TIME	AMY NORTHWEST	09/08/14	\$46,694.00	ANNUAL SALARY
BURKE, MARYJANE D	TEACHER,FULL TIME	MORTON, THOMAS G. SCHOOL	09/08/14	\$73,453.00	ANNUAL SALARY
BURNETT, JOY T	BUS ATTENDANT	BUS ATTENDANTS-PRIVATE SCHOOLS	09/17/14	\$10,965.00	ANNUAL SALARY
CARRERA, MINDY L	TEACHER,FULL TIME	CAYUGA SCHOOL	09/04/14	\$64,045.00	ANNUAL SALARY
CHAVIS, ANNAMARY	TEACHER,FULL TIME	FITZPATRICK, A. L. SCHOOL	09/04/14	\$57,451.00	ANNUAL SALARY
CHILDERS, ANTONIA M	TEACHER,FULL TIME	ALLEN, ETHAN SCHOOL	09/08/14	\$51,113.00	ANNUAL SALARY
CIRONE, NICOLETTE M	TEACHER,SPEC EDUCATION	BLAINE, JAMES G. SCHOOL	09/15/14	\$46,193.00	ANNUAL SALARY
CISSE-BROWN, MARIAM	CLASSROOM ASST,SP ED,SV HND	LOWELL, JAMES R. SCHOOL	09/05/14	\$19,344.00	ANNUAL SALARY
COHEN, MICHAEL B	SCHOOL PSYCHOLOGIST	OFFICE OF SPECIALIZED SERVICES	09/22/14	\$58,617.00	ANNUAL SALARY
COSTELLO, CAITLYN	TEACHER,FULL TIME	GOMPERS, SAMUEL SCHOOL	09/04/14	\$45,359.00	ANNUAL SALARY
COX, NATASHA A	RETIRED PRINCIPAL,BUILDING ADM	AUXILIARY PRINCIPALS	09/02/14	\$430.38	DAILY RATE
CRUZ, ETHEL V	RETIRED TEACHER, PER DIEM SUB	PER DIEM	08/01/14	\$228.64	DAILY RATE
DANDRIDGE, SHEILA	BUS ATTENDANT	FARRELL, LOUIS H. SCHOOL	09/22/14	\$10,965.00	ANNUAL SALARY
DANOWSKI, MINDY	TEACHER,FULL TIME	CAYUGA SCHOOL	09/15/14	\$45,359.00	ANNUAL SALARY

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DAVIS, KALEENA C	NOON TIME AIDE, 3 HRS	ARTHUR, CHESTER A. SCHOOL	09/15/14	\$6,854.00	ANNUAL SALARY
DAVIS, MICA L	BUS ATTENDANT	OVERBROOK EDUCATIONAL CENTER	09/10/14	\$10,965.00	ANNUAL SALARY
DEMPSTER, LAURENCE F	RETIRED PRINCIPAL,BUILDING ADM	AUXILIARY PRINCIPALS	09/02/14	\$430.38	DAILY RATE
DESULMA, DAPHANE C	TEACHER,FULL TIME	POLLOCK, ROBERT B. SCHOOL	09/15/14	\$45,359.00	ANNUAL SALARY
DIAMON, DAWNA M	TEACHER,FULL TIME	JUNIATA PARK ACADEMY	09/08/14	\$45,359.00	ANNUAL SALARY
DIAZ, DIANA	EXECUTIVE ASSISTANT	CHIEF EXECUTIVE OFFICE	09/22/14	\$48,039.00	ANNUAL SALARY
DIXON, ROWENA C	TEACHER,SPEC EDUCATION	SAYRE, WILLIAM L. HIGH SCHOOL	09/08/14	\$54,534.00	ANNUAL SALARY
DOERR, CHRISTINA	FOOD SVCS ASSISTANT	SOLIS-COHEN, SOLOMON SCHOOL	09/22/14	\$9,139.00	ANNUAL SALARY
DUPERON, JEANETTE M	EXECUTIVE ASSISTANT	CHIEF EXECUTIVE OFFICE	09/18/14	\$46,226.00	ANNUAL SALARY
DURANTE, JOSEPH F	EXT ACTVTS,NON-CONTRACT EMP-HR	TRANSPORTATION A	09/22/14	\$12.00	HOURLY RATE
DYKES, ANGIE N	BUS ATTENDANT	LABRUM,GEN HARRY MIDDLE SCHOOL	09/08/14	\$10,965.00	ANNUAL SALARY
EL, TAHIRA B	FOOD SVCS ASSISTANT	SOUTHWARK SCHOOL	09/22/14	\$8,501.00	ANNUAL SALARY
ELLIS, JANET	ASST GENERAL COUNSEL	OFFICE OF GENERAL COUNSEL	09/23/14	\$90,000.00	ANNUAL SALARY
ESKIN, ALEX H	TEACHER,FULL TIME	JENKS ACADEMY ARTS & SCIENCES	09/12/14	\$45,359.00	ANNUAL SALARY
FANNING, VERNELL M	BUS ATTENDANT	DOBSON, JAMES SCHOOL	09/09/14	\$10,965.00	ANNUAL SALARY
FAUNTLEROY, KEVIN	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	08/25/14	\$24.00	HOURLY RATE
FAVORS, CARRIE L	BUS ATTENDANT	GREENFIELD, ALBERT M. SCHOOL	09/09/14	\$10,965.00	ANNUAL SALARY
FOREMAN, CARONICA L	BUS ATTENDANT	HANCOCK, JOHN SCHOOL	09/16/14	\$10,965.00	ANNUAL SALARY
FREEDMAN, DEANNA	CLASSRM ASST,CDC PRGS-PER DIEM	PER DIEM	09/22/14	\$7.25	HOURLY RATE
FURST, PATRICK R	TEACHER,FULL TIME	STRAWBERRY MANSION HIGH SCHOOL	09/15/14	\$45,359.00	ANNUAL SALARY
GOLSON, KESHAWN L	EX DIR,FEDERAL PROGRAMS	GRANTS COMPLIANCE	09/22/14	\$94,000.00	ANNUAL SALARY
GORDON, LORRAINE	FOOD SVCS ASSISTANT	MASTBAUM, JULES E. HIGH SCHOOL	09/22/14	\$8,501.00	ANNUAL SALARY
GORDON, LORRAINE	FOOD SVCS ASSISTANT	MASTBAUM, JULES E. HIGH SCHOOL	09/17/14	\$8,501.00	ANNUAL SALARY
GOTTIER, NICOLE J	TEACHER,SPEC EDUCATION	MORRIS, ROBERT SCHOOL	09/15/14	\$47,527.00	ANNUAL SALARY
GRIMES, RANDI	TEACHER,FULL TIME	HILL-FREEDMAN WORLD ACADEMY	09/08/14	\$45,359.00	ANNUAL SALARY
HAGSTOTZ, RENEE	TEACHER,SPEC EDUCATION	POLLOCK, ROBERT B. SCHOOL	09/04/14	\$46,193.00	ANNUAL SALARY
HARBOUR, MAGGIE B	TEACHER,FULL TIME	PHILA LEARNING ACADEMY-SOUTH	09/22/14	\$46,694.00	ANNUAL SALARY
HARDRICK, KEVIN L	BUS ATTENDANT	GREENBERG, JOSEPH SCHOOL	09/08/14	\$10,965.00	ANNUAL SALARY
HARTLEY, NANETTE	EXT ACTVTS,NON-CONTRACT EMP-HR	EMPLOYEE SUPPORT SERVICES	09/02/14	\$15.00	HOURLY RATE
HASTON, KELSEY L	TEACHER,SPEC EDUCATION	GREENBERG, JOSEPH SCHOOL	09/04/14	\$46,193.00	ANNUAL SALARY
HAUGH, COURTNEY L	TEACHER,FULL TIME	RHAWNURST SCHOOL	09/08/14	\$45,359.00	ANNUAL SALARY
HICKSON, KAREN L	SCHOOL COUNSELOR, 10 MONTHS	DOBBINS, MURRELL HIGH SCHOOL	09/29/14	\$83,382.00	ANNUAL SALARY
HORSEY, LAUREN M	TEACHER,FULL TIME	HAMILTON, ANDREW SCHOOL	09/08/14	\$60,202.00	ANNUAL SALARY
HOWELL, MARCAZ V	TEACHER,SPEC EDUCATION	BARTRAM, JOHN HIGH SCHOOL	09/08/14	\$58,701.00	ANNUAL SALARY
HUNTER, KAREN	SERIOUS INCIDENT DESK RECORDER	OFFICE OF SCHOOL SAFETY	09/03/14	\$26,767.00	ANNUAL SALARY
HYMAN, KIARA	BUS ATTENDANT	FARRELL, LOUIS H. SCHOOL	09/08/14	\$10,965.00	ANNUAL SALARY
JACKSON, LAVAR C	EXT ACTVTS,NON-CONTRACT EMP-HR	TRANSPORTATION A	09/12/14	\$12.00	HOURLY RATE
JACKSON, SANDRA	RETIRED NURSE,PER DIEM SUB	PER DIEM	09/03/14	\$239.01	DAILY RATE
JOHNS, CRYSTAL M	FOOD SVCS ASSISTANT	FITZPATRICK, A. L. SCHOOL	09/22/14	\$9,139.00	ANNUAL SALARY
JOHNSON, ALICIA C	TEACHER,FULL TIME	CASSIDY, LEWIS C ACADEMICS PLUS	09/09/14	\$46,694.00	ANNUAL SALARY
JONES, DAVID S	TEACHER,FULL TIME	FELS, SAMUEL HIGH SCHOOL	09/15/14	\$45,359.00	ANNUAL SALARY
JONES, MARTIN J	INSTRUCTOR, JROTC	KING, MARTIN LUTHER HIGH SCH.	09/15/14	\$58,886.00	ANNUAL SALARY
KALNOSKI, CIERA E	TEACHER,FULL TIME	ROOSEVELT ELEMENTARY SCHOOL	09/09/14	\$45,359.00	ANNUAL SALARY
KELLY, LORA B	TEACHER,FULL TIME	COMEGYS, BENJAMIN B. SCHOOL	09/05/14	\$45,359.00	ANNUAL SALARY

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KEPHART, CHANDRA M	TEACHER,FULL TIME	PHILADELPHIA MILITARY ACADEMY	09/05/14	\$49,615.00	ANNUAL SALARY
KERNER, WHITNEY D	TEACHER,FULL TIME	ELKIN, LEWIS SCHOOL	09/03/14	\$45,359.00	ANNUAL SALARY
KIM, HEE JEONG	EXT ACTVTS,NON-CONTRACT EMP-HR	OFFICE OF PROCUREMENT SERVICES	09/03/14	\$12.00	HOURLY RATE
KLINE, AGNES E	TEACHER,FULL TIME	MUSIC, INSTRUMENTAL	09/10/14	\$45,359.00	ANNUAL SALARY
KONNEH, MOHAMED	TEACHER,SPEC EDUCATION	MCDANIEL, DELAPLAINE SCHOOL	09/19/14	\$73,487.00	ANNUAL SALARY
KOWALCZYK, MELISSA	SPECIALIST,STAFF&OPERS	RECRUITMENT & STAFFING	09/08/14	\$47,000.00	ANNUAL SALARY
LA RUE, GEORGIA N	TEACHER,FULL TIME	LAWTON, HENRY W. SCHOOL	09/15/14	\$45,359.00	ANNUAL SALARY
LACKTMAN, JAMIE	TEACHER,FULL TIME	BALDI MIDDLE SCHOOL	09/03/14	\$45,359.00	ANNUAL SALARY
LAGUERRE, RAQUEL	NOON TIME AIDE PER DIEM SUB	SOLIS-COHEN, SOLOMON SCHOOL	09/18/14	\$7.25	HOURLY RATE
LALLY, BARBARA A	TEACHER,FULL TIME	MCDANIEL, DELAPLAINE SCHOOL	09/03/14	\$45,359.00	ANNUAL SALARY
LANDAU, CLAIRE A	CHIEF OF STAFF	SCHOOL REFORM COMMISSION	09/04/14	\$100,000.00	ANNUAL SALARY
LEAKE, CHRISTOPHER	DIR,EVALUATION	PROFESSIONAL DEVELOPMENT	09/02/14	\$98,000.00	ANNUAL SALARY
LEWIS, TAMIKA D	BUS ATTENDANT	DOBSON, JAMES SCHOOL	09/10/14	\$10,965.00	ANNUAL SALARY
LITTLE, ELIJAH M	ONE TO ONE ASST, SPECIAL ED	SCIENCE LEADERSHIP ACADEMY	09/03/14	\$19,344.00	ANNUAL SALARY
LOCKHART, ROBERT E	FOOD SVCS UTILITY WORKER	FELTONVILLE ARTS & SCIENCES	09/29/14	\$18,331.25	ANNUAL SALARY
LOCKWOOD, AIGNER S	BUS ATTENDANT	FARRELL, LOUIS H. SCHOOL	09/11/14	\$10,965.00	ANNUAL SALARY
LYNCH, ADRIAN C	NOON TIME AIDE PER DIEM SUB	PRINCE HALL SCHOOL	09/22/14	\$7.25	HOURLY RATE
MACK, ROBIN	SCHOOL NURSE	WIDENER MEMORIAL SCHOOL	09/03/14	\$76,461.00	ANNUAL SALARY
MAHER, BRIAN A	TEACHER,FULL TIME	DUCKREY, TANNER SCHOOL	09/02/14	\$45,359.00	ANNUAL SALARY
MANDER, MICHAEL D	TEACHER,FULL TIME	POTTER-THOMAS SCHOOL	09/15/14	\$47,278.00	ANNUAL SALARY
MARKOWICZ, ANDREW S	TEACHER,FULL TIME	HARDING, WARREN G. MIDDLE SCH	09/08/14	\$45,359.00	ANNUAL SALARY
MARTIN, JONATHAN A	TEACHER,SPEC EDUCATION	TAGGART, JOHN H. SCHOOL	09/05/14	\$46,193.00	ANNUAL SALARY
MARTINEZ, YOLANDA S	FOOD SVCS ASSISTANT	MUNOZ-MARIN, HON LUIS SCHOOL	09/22/14	\$8,501.00	ANNUAL SALARY
MCDONOUGH, MICHELLE E	TEACHER,FULL TIME	ALLEN, ETHAN SCHOOL	09/05/14	\$49,615.00	ANNUAL SALARY
MCGEEHAN, PATRICIA	NOON TIME AIDE, 3 HRS	SPRUANCE, GILBERT SCHOOL	09/18/14	\$6,854.00	ANNUAL SALARY
MCKNIGHT, MARQUITA D	BUS ATTENDANT	BALDI MIDDLE SCHOOL	09/08/14	\$10,965.00	ANNUAL SALARY
MCMONAGLE, DONALD J	EXT ACTVTS,NON-CONTRACT EMP-HR	TRANSPORTATION A	09/05/14	\$12.00	HOURLY RATE
MICUCCI, JESSICA M	TEACHER,SPEC EDUCATION	SHAWMONT SCHOOL	09/02/14	\$47,527.00	ANNUAL SALARY
MIDDLETON, JANET	TEACHER,FULL TIME	ROOSEVELT ELEMENTARY SCHOOL	09/15/14	\$90,051.00	ANNUAL SALARY
MILLER, KARLA	NOON TIME AIDE, 3 HRS	CONWELL, RUSSELL MIDDLE SCHOOL	09/08/14	\$6,854.00	ANNUAL SALARY
MILLER, MICHAEL J	TEACHER,FULL TIME	LAMBERTON,ROBERT E ELEMENTARY	09/11/14	\$45,359.00	ANNUAL SALARY
MILNIK, CHARLES V	ENTERPRISE SYSTEMS ENGINEER	TECHNOLOGY SERVICES	09/29/14	\$90,000.00	ANNUAL SALARY
MITCHELL, BRITTANY A	TEACHER,FULL TIME	BETHUNE, MARY MCLEOD SCHOOL	09/02/14	\$45,359.00	ANNUAL SALARY
MOORE, JUANDA	FOOD SVCS ASSISTANT	CLEMENTE, ROBERTO MIDDLE SCHL	09/22/14	\$8,501.00	ANNUAL SALARY
MOOREHEAD, ANTHONY	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	09/03/14	\$24.00	HOURLY RATE
MURRAY-LOACH, TYMIRE	FOOD SVCS WORKER I	PD NON RET - SW REGION	09/17/14	\$7.25	HOURLY RATE
NETTLES, LATANYA	BUS ATTENDANT	FARRELL, LOUIS H. SCHOOL	09/08/14	\$10,965.00	ANNUAL SALARY
NICHOLS, AMANDA C	TEACHER,SPEC EDUCATION	LINCOLN, ABRAHAM HIGH SCHOOL	09/15/14	\$63,623.00	ANNUAL SALARY
NORTHAM, ADAM	SEARCH ASSOCIATE	RECRUITMENT & STAFFING	09/29/14	\$50,000.00	ANNUAL SALARY
NULL, ERIN K	TEACHER,SPEC EDUCATION	ZIEGLER, WILLIAM H. SCHOOL	09/08/14	\$46,193.00	ANNUAL SALARY
O'DONNELL, MICHAEL W	TEACHER,FULL TIME	MCKINLEY, WILLIAM SCHOOL	09/05/14	\$76,461.00	ANNUAL SALARY
OLIVER, HEIDI P	DEP, EFFECTIVENESS	TALENT ADMINISTRATION	09/02/14	\$129,319.00	ANNUAL SALARY
OREILLY, JACLYN E	TEACHER,FULL TIME	DECATUR, STEPHEN SCHOOL	09/04/14	\$46,694.00	ANNUAL SALARY
PADRO, RAUL	FOOD SVCS ASSISTANT	TAYLOR, BAYARD SCHOOL	09/22/14	\$9,139.00	ANNUAL SALARY

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PADRO, RAUL	NOON TIME AIDE, 4 HRS	EDISON, THOMAS A. HIGH SCHOOL	09/29/14	\$9,139.00	ANNUAL SALARY
PALEY, HEATHER N	TEACHER,FULL TIME	MORTON, THOMAS G. SCHOOL	09/03/14	\$45,359.00	ANNUAL SALARY
PARKER, BARBARA	NOON TIME AIDE PER DIEM SUB	DECATUR, STEPHEN SCHOOL	09/10/14	\$7.25	HOURLY RATE
PEGUES, WALTER	TEACHER,FULL TIME	PEIRCE, THOMAS M. SCHOOL	09/15/14	\$73,453.00	ANNUAL SALARY
PERKINS, CHASE T	TEACHER,FULL TIME	MITCHELL ELEMENTARY SCHOOL	09/22/14	\$46,694.00	ANNUAL SALARY
PERRINE, SAMANTHA E	TEACHER,FULL TIME	MASTERMAN, JULIA R. HIGH SCHOOL	09/29/14	\$45,359.00	ANNUAL SALARY
PESTRITTO, RENEE M	TEACHER,FULL TIME	SHAWMONT SCHOOL	08/19/14	\$0.00	
POLSTON, TAISHA N	BUS ATTENDANT	HARTRANFT, JOHN F. SCHOOL	09/29/14	\$10,965.00	ANNUAL SALARY
POWELL, JENNIFER L	TEACHER,FULL TIME	MUNOZ-MARIN, HON LUIS SCHOOL	09/10/14	\$45,359.00	ANNUAL SALARY
PRESSER, JENNIFER L	TEACHER,FULL TIME	OVERBROOK EDUCATIONAL CENTER	09/04/14	\$45,359.00	ANNUAL SALARY
PUGLIESE, KRISTEN N	EXT ACTVTS, NON-CONTRACT EMP-HR	RESEARCH & EVALUATION	09/22/14	\$0.00	
QUATTLEBAUM, SHANTE L	BUS ATTENDANT	FARRELL, LOUIS H. SCHOOL	09/08/14	\$10,965.00	ANNUAL SALARY
RASLEY, DOMINIQUE B	BUS ATTENDANT	FARRELL, LOUIS H. SCHOOL	09/08/14	\$10,965.00	ANNUAL SALARY
REINMILLER, CHRISTINA	TEACHER,FULL TIME	WELSH, JOHN SCHOOL	09/22/14	\$54,364.00	ANNUAL SALARY
REYNOLDS, TALIYA D	ONE TO ONE ASST, SPECIAL ED	LABRUM, GEN HARRY MIDDLE SCHOOL	09/03/14	\$19,344.00	ANNUAL SALARY
RIDER, TAFANEE S	BUS ATTENDANT	BALDI MIDDLE SCHOOL	09/16/14	\$10,965.00	ANNUAL SALARY
RODRIGUEZ, JAILEEN	TEACHER,FULL TIME	CAYUGA SCHOOL	09/09/14	\$45,359.00	ANNUAL SALARY
RODRIGUEZ, XIOMARA L	TEACHER,FULL TIME	KELLEY, WILLIAM D. SCHOOL	09/29/14	\$59,532.00	ANNUAL SALARY
RUBANDO, NICOLE	TEACHER,FULL TIME	STEARNE, ALLEN M. SCHOOL	09/22/14	\$45,359.00	ANNUAL SALARY
SANCHEZ, LETICIA A	NOON TIME AIDE PER DIEM SUB	SHERIDAN, PHILIP H. SCHOOL	09/15/14	\$7.25	HOURLY RATE
SARPONG, SONNY	TEACHER,SPEC EDUCATION	KING, MARTIN LUTHER HIGH SCH.	09/08/14	\$50,447.00	ANNUAL SALARY
SCHAD, JESSICA B	TEACHER,FULL TIME	MUNOZ-MARIN, HON LUIS SCHOOL	09/15/14	\$45,359.00	ANNUAL SALARY
SCHILKE, ELIZABETH J	TEACHER,FULL TIME	PEIRCE, THOMAS M. SCHOOL	09/09/14	\$45,359.00	ANNUAL SALARY
SCIOCCHETTI, SUSAN E	TEACHER,FULL TIME	FURNESS, HORACE HIGH SCHOOL	09/08/14	\$46,694.00	ANNUAL SALARY
SELTZER, STACY L	TEACHER,FULL TIME	DAY, ANNA B. SCHOOL	09/22/14	\$45,359.00	ANNUAL SALARY
SHECKLER, KATHLEEN M	TEACHER,FULL TIME	PEIRCE, THOMAS M. SCHOOL	09/04/14	\$46,694.00	ANNUAL SALARY
SHEED, DELISHA S	BUS ATTENDANT	DUCKREY, TANNER SCHOOL	09/29/14	\$10,965.00	ANNUAL SALARY
SHIELDS-SHORT, ZEONE	TEACHER,FULL TIME	BEEBER, DIMNER MIDDLE SCHOOL	09/08/14	\$67,789.00	ANNUAL SALARY
SHURDHA, LAURETA	TEACHER, PER DIEM SUBSTITUTE	PER DIEM	09/03/14	\$75.00	DAILY RATE
SIMKIN, BRENDA	TEACHER, PER DIEM SUBSTITUTE	PER DIEM	09/02/14	\$75.00	DAILY RATE
SINCLAIR, JOANNA	TEACHER,FULL TIME	MCDANIEL, DELAPLAINE SCHOOL	09/02/14	\$45,359.00	ANNUAL SALARY
SINCLAIR, JOANNE	TEACHER,FULL TIME	PEIRCE, THOMAS M. SCHOOL	09/04/14	\$46,694.00	ANNUAL SALARY
SINKLER, HAKIM R	FOOD SVCS UTILITY WORKER	KENSINGTON BUSINESS, FINANCE	09/29/14	\$19,640.62	ANNUAL SALARY
SMITH, ADRIENNE M	TEACHER,FULL TIME	MYA-MIDDLE YEARS ALTERNATIVE	09/09/14	\$45,359.00	ANNUAL SALARY
SMITH, DESIREE	CLASSROOM ASST, SP ED, SV HND	PRINCE HALL SCHOOL	08/21/14	\$19,344.00	ANNUAL SALARY
SMITH-BOYD, STACEY L	BUS ATTENDANT	LABRUM, GEN HARRY MIDDLE SCHOOL	09/08/14	\$10,965.00	ANNUAL SALARY
SODANO, RYAN D	TEACHER,FULL TIME	MCKINLEY, WILLIAM SCHOOL	09/24/14	\$45,359.00	ANNUAL SALARY
SOLOMON, YVETTE M	PER DIEM TCHR-NON CERT-SCH	TRANSITION & ALT. EDUCATION	09/22/14	\$126.76	DAILY RATE
STANLEY, JOSEPH	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	09/09/14	\$24.00	HOURLY RATE
STATON, VICTORIA S	FOOD SVCS ASSISTANT	FELTONVILLE INTERMEDIATE	09/22/14	\$9,139.00	ANNUAL SALARY
STEWART, ANGELA	OBSERVATION&FEEDBACK COACH	PROFESSIONAL DEVELOPMENT	09/19/14	\$80,892.00	ANNUAL SALARY
TEMPLETON, ALEXIS C	TEACHER,FULL TIME	HOUSTON, HENRY H. SCHOOL	09/08/14	\$46,694.00	ANNUAL SALARY
VILLINES, LESLIE D	SUPPORTIVE SERVICES ASST, 3 HR	GIRARD, STEPHEN SCHOOL	09/22/14	\$8,749.00	ANNUAL SALARY
WALLACE, BEVERLY P	RETIRED PRINCIPAL,BUILDING ADM	AUXILIARY PRINCIPALS	09/02/14	\$430.38	DAILY RATE

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WALTER, AMANDA H	TEACHER,SPEC EDUCATION	HAMILTON, ANDREW SCHOOL	09/15/14	\$47,527.00	ANNUAL SALARY
WARGO, KARLA M	GRANTS COMPLIANCE MONITOR	GRANTS COMPLIANCE	09/15/14	\$83,000.00	ANNUAL SALARY
WHITE, ANGELA	EXT ACTVTS,NON-CONTRACT EMP-DL	CURR & INSTR SUPP - PHYS.ED.	09/08/14	\$238.20	DAILY RATE
WHORISKEY, ERIN A	TEACHER,FULL TIME	MORRIS, ROBERT SCHOOL	09/02/14	\$45,359.00	ANNUAL SALARY
WILEY, TERRI E	TEACHER,FULL TIME	STRAWBERRY MANSION HIGH SCHOOL	09/03/14	\$69,207.00	ANNUAL SALARY
WILLIAMS, DELISE	NOON TIME AIDE, 3 HRS	LANKENAU HIGH SCHOOL	09/29/14	\$6,854.00	ANNUAL SALARY
WILLIAMS, JEFFERY A	TEACHER,FULL TIME	DUCKREY, TANNER SCHOOL	09/04/14	\$45,359.00	ANNUAL SALARY
WILLIAMS, JERMAINE A	BUS ATTENDANT	LABRUM,GEN HARRY MIDDLE SCHOOL	09/10/14	\$10,965.00	ANNUAL SALARY
WILSON, LEONARD V	INSTRUCTOR, JROTC	PHILADELPHIA MILITARY ACADEMY	09/08/14	\$63,721.00	ANNUAL SALARY
YOUNG, MELISSA E	TEACHER,FULL TIME	COMEGYS, BENJAMIN B. SCHOOL	09/15/14	\$57,451.00	ANNUAL SALARY
ZESERMAN, ASHLEY A	TEACHER,FULL TIME	GIRLS, PHILA HIGH SCHOOL FOR	09/15/14	\$46,694.00	ANNUAL SALARY

THE FOLLOWING EMPLOYEES HAVE BEEN APPOINTED

IRELAND, CHARLES	PRINCIPAL	07/01/14
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THE FOLLOWING EMPLOYEES HAVE BEEN TERMINATED

BARGAS, NICHOLAS L	SUPPORTIVE SERVICES ASST, 4 HR	07/01/14
BEAVER, SHANE M	TEACHER,FULL TIME	07/01/14
BROWN, JAMBRINA	FOOD SVCS ASSISTANT	09/13/14
BROWN, LAPREA S	NOON TIME AIDE, 3 HRS	07/01/14
BUTLER, BENTON	TEACHER,FULL TIME	09/10/14
CARRION, SANDRA	TEACHER,FULL TIME	07/01/14
DAVIS, AMBER M	TEACHER,SPEC EDUCATION	07/01/14
DEMARIA, SARAH A	TEACHER,FULL TIME	07/01/14
DILWORTH, KAFI Y	TEACHER,FULL TIME	09/12/14
DIXON, DAWN L	FOOD SVCS ASSISTANT	09/17/14
FRIEDMAN, LEE A	TEACHER,FULL TIME	09/23/14
FRYER, DELISA C	SUPPORTIVE SERVICES ASST, 3 HR	07/01/14
HAHN, MELISSA M	TEACHER,FULL TIME	07/01/14
HILLER, TAYLOR A	TEACHER,FULL TIME	07/01/14
HINKSMAN, DAYSI A	TEACHER,FULL TIME	07/01/14
HOWELL, MICHAEL C	TEACHER,FULL TIME	09/17/14
JOHNSON, SUSAN L	TEACHER,SPEC EDUCATION	07/01/14
LAWRENCE, ANDREA S	GENERAL CLEANER, 8 HOURS	08/30/14
MAGYAR, ROBERT	TEACHER,FULL TIME	07/08/14
MCCLEARY, BERNADETTE F	TEACHER,FULL TIME	07/01/14
MCGILL, DANIELLE C	TEACHER,SPEC EDUCATION	07/01/14
MICHAYLIRA, JENNIFER L	TEACHER,FULL TIME	07/01/14
MOLINARI, NICOLE M	TEACHER,FULL TIME	07/01/14

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MONTEMAYOR, DELILAH M	TEACHER,FULL TIME	07/01/14
NETTLES, LATANYA	BUS ATTENDANT	09/10/14
OWENS, SUSAN F	TEACHER,FULL TIME	07/01/14
PALMER, SAMUEL J	BUILDING ENGINEER-GROUP III	09/03/14
PETTWAY, VANESSA	NOON TIME AIDE, 4 HRS	09/08/14
PHILLIPS, KIMBERLY N	TEACHER,FULL TIME	07/01/14
PRICE, WILLIAM	TEACHER,SPEC EDUCATION	07/01/14
SIBLE, VIOLET H	TEACHER,FULL TIME	07/08/14
STEWART, KELSEY E	TEACHER,FULL TIME	07/01/14
VOSBIKIAN, ROSEMARY	TEACHER,SPEC EDUCATION	07/01/14
WEINBERG, CARA L	TEACHER,SPEC EDUCATION	07/01/14
ZOHNI, INES S	TEACHER,SPEC EDUCATION	06/03/14