

**SCHOOL REFORM COMMISSION
PUBLIC MEETING
PROPOSED RESOLUTIONS**

NOVEMBER 19, 2015

I. SCHOOL REFORM COMMISSION

SRC-1 (Updated 11.10.15)

Proposed Student Expulsion – K. B.

RESOLVED, that Student K.B. *shall not* be expelled from the School District of Philadelphia; and be it

FURTHER RESOLVED, that Student K.B. *shall not* be permitted to return to the school where the incident took place; and be it

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

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

SRC-2 (Updated 11.10.15)

Proposed Student Expulsion – T. T.-S.

RESOLVED, that Student T.T.-S. shall be *temporarily expelled* from the School District of Philadelphia effective September 30, 2015 through the end of the second marking period of the 2015-2016 school year; and be it

FURTHER RESOLVED, that Student T.T.-S. *shall not* be permitted to return to the school where the incident took place; and be it

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

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

SRC-3 (Updated 11.10.15)

Proposed Student Expulsion – A. T.

RESOLVED, that Student A.T. *shall not* be expelled from the School District of Philadelphia; and be it

FURTHER RESOLVED, that Student A.T. *shall not* be permitted to return to the school where the incident took place; and be it

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

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

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

SRC-4

Proposed Charter Renewal – Ad Prima Charter School

WHEREAS, pursuant to the Charter School Law, 24 Pa. C.S.A. § 17-1701-A, *et seq.*, the School Reform Commission (“SRC”) granted a charter (“Charter”) to the Board of Trustees of AD PRIMA CHARTER SCHOOL (“Charter School”) to operate a charter school for a term of five (5) years commencing in 2004; and

WHEREAS, the School Reform Commission (“SRC”) renewed the Charter School’s Charter for a five-year term in 2009; and

WHEREAS, the Charter School seeks renewal of its Charter; and

WHEREAS, the Charter School has agreed to certain terms and conditions in connection with the renewal of the Charter and has submitted a charter agreement signed by the Charter School (“Charter Agreement”) to the Charter Schools Office of the School District of Philadelphia (“School District”) setting forth the agreed terms and conditions of renewal; and

WHEREAS, the Charter Schools Office staff have recommended to the SRC that the SRC renew the Charter School’s Charter based on the renewal report for the Charter School and on the terms and conditions of the Charter Agreement signed by the Charter School; and

WHEREAS, the SRC has reviewed the Charter School's request for renewal, the Charter Agreement, the information sought during the renewal process, and the renewal report for the Charter School; now be it

RESOLVED, the School Reform Commission hereby ratifies the RENEWAL of the Charter, subject to the terms and conditions agreed to by the Charter School as set forth below, for a five-year period commencing on July 1, 2014 and ending on June 30, 2019, effective upon the full execution of the Charter Agreement by the School District and by the Chair of the Board of Trustees of the Charter School or another member of the Board duly designated by the Board; and be it

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

1. The Board of Trustees of the Charter School acknowledges and agrees that the Board (i) terminated the employment or accepted the resignation of the then current Chief Executive Officer of the Charter School on or before October 31, 2014, (ii) appointed and terminated an interim Chief Executive Officer, and (iii) hired a new Chief Executive Officer, on or before October 31, 2015.
2. The Board of Trustees of the Charter School agrees and acknowledges that three (3) Board members resigned on or before December 1, 2014.
3. The Board of Trustees of the Charter School acknowledges and agrees that the two (2) remaining Board members had identified and had elected four (4) new Board members to the Board of Trustees on or before June 30, 2015. The remaining two (2) Board members resigned from the Board on or before June 30, 2015.

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

4. The Board of Trustees of the Charter School acknowledges and agrees that at least one (1) additional Board members were elected to the Board of Trustees on or before October 31, 2015.
5. The Board of Trustees acknowledges and agrees that, of the four (4) new Board members elected to the Board of Trustees on or before June 30, 2015, at least one of the new Board members has a financial or auditing background, and at least one of the new Board members has an education background.”.
6. The Board of Trustees, by resolution approved on October 14, 2015, formed an Audit/Finance Committee, and such Committee shall be required to meet at least four (4) times during each fiscal year.
7. The Board of Trustees, by resolution approved on October 14, 2015, formed an Education Committee, and such Committee shall be required to meet at least four (4) times during each fiscal year.
8. The Board of Trustees acknowledges and agrees that on or before October 31, 2015, the Board provided to the Charter Schools Office a schedule for Board members to attend mandatory board training programs provided by an established provider on various topics, including without limitation, conflicts of interest, code of ethics and the Sunshine Law.
9. The Board of Trustees acknowledges and agrees that commencing in November, 2014, all public Board meetings will be held at one of the Charter School’s campuses in Philadelphia.
10. The Board of Trustees acknowledges and agrees that on or before October 31, 2015, the Board submitted an Internal Controls Policy to the Charter Schools Office that included provisions on check signing authority and on invoicing requirements. The Board of Trustees shall implement such Internal Controls Policy during the term of the Charter.
11. The Board of Trustees agrees that it shall make the Charter School’s financial records available to the School District for any and all investigation and review during the term of the Charter and shall allow the School District to audit the financial records and operations of the Charter School at any time during the term of the Charter. The Board of Trustees agrees to cooperate with the School District to facilitate any investigation and/or audit of the financial records and operations of the Charter School.
12. The Board of Trustees of the Charter School acknowledges and agrees that on December 10, 2014, the Board approved a resolution confirming that the Board and the Charter School: (i) have terminated all contracts with Dorothy June Brown; (ii) have not entered into any new contracts with Dorothy June Brown; (iii) will not enter into any new contracts with Dorothy June Brown; and (iv) will not enter into any new contracts with any corporation, company or business entity with which Dorothy June Brown is associated or in which Dorothy June Brown has an interest, including without limitation, Main Line Academy, with the exception of leases, amendment to leases or renewal leases for the property located at 124 Bryn Mawr Avenue, Bala Cynwyd, PA 19004 until at

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

least the completion of the pending criminal case No. 2:12-cr-00367-RBS in the U.S. District Court for the Eastern District of Pennsylvania and notification to the SRC.

13. The Board of Trustees of the Charter School acknowledges and agrees that on or before January 31, 2015, the Board provided copies of all resolutions, invoices and paid receipts concerning the Board's indemnification of and advancement of expenses, including attorneys' fees, for Dorothy June Brown and the former Chief Executive Officer in relation to the pending criminal case No. 2:12-cr-00367-RBS in the U.S. District Court for the Eastern District of Pennsylvania. The Board of Trustees agrees that it shall seek reimbursement from Dorothy June Brown and the former Chief Executive Officer for any payments of expenses, including attorneys' fees, in excess of amounts authorized by Board resolution.
14. The Board of Trustees of the Charter School acknowledges and agrees that on December 10, 2014, the Board approved a resolution requiring that any employee, former employee, trustee or former trustee who is found to have misappropriated charter school funds immediately shall reimburse the Charter School for the full amounts misappropriated and any amounts advanced as legal expenses and shall be terminated from his or her position with the Charter School.
15. The Board of Trustees shall ensure that all trustees, officers, administrators, and relatives of trustees, officers and administrators of the Charter School comply with the Pennsylvania Public Official and Employee Ethics Act and the Pennsylvania Nonprofit Act. The Board of Trustees acknowledges and agrees that on or before June 1, 2015, the Board submitted a Conflict of Interest Policy to the School District. The Board of Trustees shall implement such Conflict of Interest Policy during the term of the Charter.
16. The Board of Trustees shall ensure that all trustees comply with the Charter School Bylaws, particular as it relates to performance of officer functions and the hiring of administrative positions.
17. The Board of Trustees acknowledges and agrees that on or before October 31, 2015, the Board submitted an Admissions Policy to the Charter Schools Office which complies with the Charter School Law and which includes provisions on application deadlines, recruitment communications, lottery dates, and results. Such Admissions Policy shall include without limitation the following provisions:
 - a. Open houses prior to the lottery shall be optional and shall be held only at the Charter School's campuses in Philadelphia.
 - b. The Board of Trustees shall ensure that any caller inquiring about admissions to the Charter School is given correct information regarding application deadlines and the lottery process.
 - c. Philadelphia residents will be given preference in the admissions process in accordance with the Charter School Law.
 - d. Students may not be tested as part of admission consideration.
 - e. The Board of Trustees shall ensure that Charter School staff clearly communicates to accepted families that summer workshops prior to enrollment are optional.
 - f. The Board of Trustees shall ensure that grade placement policies and practices do not deter families from enrolling in the school. The Board of Trustees shall ensure that

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

placement policies and practices are reasonable, objective, and designed to minimize attrition.

The Charter Schools Office shall monitor such Admissions Policy to ensure that all students have equitable access to the Charter School during the Term of the Charter.

18. The Board of Trustees of the Charter School acknowledges and agrees that on or before October 31, 2015, the Board submitted to the Charter Schools Office proof that all employees of the Charter School are enrolled in the Pennsylvania Public School Employees' Retirement System ("PSERS") or an alternative federally qualified retirement plan approved by PSERS. The Charter School shall comply with this requirement and make timely payments to PSERS during the term of the Charter.
19. The Board of Trustees acknowledges and agrees that on or before October 31, 2015, the Board shall adopt policies for the evaluation of the Chief Executive Officer and instructional and professional staff, which policies shall be submitted to the Charter Schools Office for approval. The Board of Trustees shall implement such policies during the Term of the Charter.
20. The Board of Trustees of the Charter School acknowledges and agrees that on or before October 31, 2015, the Board provided the Charter Schools Office with a professional development plan which includes topics including without limitation, special education law and programming and English language learner strategies and compliance.
21. The Board of Trustees of the Charter School acknowledges and agrees that on or before October 31, 2015, the Board adopted a comprehensive special education services policy. Such policy outlines a special education program, which meets Pennsylvania instructional requirements and ensures that appropriate levels of support are provided based on students' Individualized Education Plans. The Charter Schools Office shall monitor such policy to ensure that all students who requiring services are identified appropriately and are provided such services.
22. The Board of Trustees of the Charter School acknowledges and agrees that on or before October 31, 2015, the Board adopted a comprehensive English Language Learning Policy, which meets Pennsylvania instructional requirements as the official procedure/program for carrying out the Charter School's Limited English Proficiency Policy. The Charter Schools Office shall monitor such plan to ensure that all students requiring services are identified appropriately and are provided such services.
23. The Board of Trustees of the Charter Schools acknowledges and agrees that the Charter School requested that the School District provide transportation, as per the School District's transportation policies, to and from the Charter School for all students in grades 1 through 8.
24. The Board of Trustees of the Charter School acknowledges and agrees that on or before January 31, 2015, the Board provided evidence of the reinstatement of the Charter Schools status as a federally tax-exempt entity under Section 501(c)(3) of the Internal Revenue Code.

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

25. The Board of Trustees of the Charter School acknowledges and agrees that on or before January 31, 2015, the Board provided evidence demonstrating that the tax liens would be removed from the City of Philadelphia property records for the Charter School's Frankford Avenue property.
26. The Board of Trustees shall submit to the Charter Schools Office by August 1st of each year during the Term of the Charter as part of the Charter School's Annual Report, or separately if not included in the Charter School's Annual Report, evidence that 75% of the Charter School's professional staff are certified in accordance with the Charter School Law.
27. The Board of Trustees shall submit to the Charter Schools Office by August 1st of each year during the Term of the Charter as part of the Charter School's Annual Report, or separately if not included in the Charter School's Annual Report, evidence that 100% of the Charter School's teachers with primary responsibility for direct instruction in one or more of No Child Left Behind's core academic subjects demonstrate that they satisfy the definition of a "Highly Qualified Teacher".
28. The Board of Trustees shall ensure that (i) all employees have required federal and state criminal and child abuse background checks during the term of the Charter; and (ii) copies of such background checks are kept in each employee's personnel file, along with each employee's complete timesheet records. The Board of Trustees annually shall submit a signed affidavit to the Charter Schools Office, pursuant to guidelines established by the Charter Schools Office, as evidence that the Charter School has complied with this requirement.
29. The Board of Trustees annually shall submit to the Charter Schools Office signed Statements of Financial Interest for Board members and administrators as required by the Public Official and Employee Ethics Act and the Charter School Law, pursuant to guidelines established by the Charter Schools Office.
30. The Board of Trustees shall ensure that the dates, times, and locations of scheduled Board meetings are posted on the Charter School's website. Furthermore, minutes from Board meetings shall be posted on the Charter School's website within two weeks of approval by the Board of Trustees.

and be it

FURTHER RESOLVED, that the School District and the Charter School have acknowledged and agreed that the Charter School will enroll students only in grades K through 8 with a maximum of 700 students during the term of the Charter and any renewal thereof, unless the parties agree in writing to other terms. Under no circumstances will the Charter School request payment from the School District or the Commonwealth of Pennsylvania for more students than set forth herein nor enroll students in different grades, without SRC approval by resolution; and be it

FURTHER RESOLVED, that the Charter School has agreed to the following provisions related to the School District's accountability performance system for charter schools:

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

- i. For each year during the five (5)-year Term of this Charter, the Charter School shall use its best efforts to achieve a School Performance Profile (“SPP”) score of 70 or better, the Pennsylvania Value-Added Assessment System (“PVAAS”) growth measure, and the Average Growth Index (“AGI”) growth measure consistent with the Pennsylvania Department of Education's Accountability System pursuant to No Child Left Behind Act.
- ii. If the Charter School achieves a ranking in the bottom two levels on the School District’s academic accountability performance system for charter schools during any year of the Term of the Charter, the School District may require that the Charter School meet certain specific student achievement targets and participate in ongoing progress reporting. If the Charter School consistently achieves a ranking in the bottom two levels on the School District’s accountability performance system for charter schools for two consecutive years during the Term of the Charter, the School District may recommend that the SRC commence revocation or nonrenewal proceedings against the Charter School;

and be it

FURTHER RESOLVED, that any requests for amendment to the Charter not addressed in this resolution are deemed denied.

SRC-5 (Updated 11.16.15)

Proposed Charter Renewal – Community Academy of Philadelphia Charter School

WHEREAS, pursuant to the Charter School Law, 24 Pa. C.S.A. § 17-1701-A, *et seq.*, the Board of Education of the School District of Philadelphia (“School District”) granted a charter (“Charter”) to the Board of Trustees of COMMUNITY ACADEMY OF PHILADELPHIA CHARTER SCHOOL (“Charter School”) to operate a charter school commencing in September, 1997; and

WHEREAS, the School Reform Commission (“SRC”) renewed the Charter School’s Charter for five-year terms in 2001 and 2006; and

WHEREAS, on or about November 2010, the Charter School sought a 5-year renewal of its Charter; and

WHEREAS, in 2011, two votes were taken relative to the decision to renew the Charter, each of which resulted in a 2-1 vote; and

WHEREAS, the School District and the Charter School disputed whether a renewal action was achieved relative to the 2011 votes, and litigation between the parties then ensued; and

WHEREAS, in January 2013, the SRC by resolution issued a notice of nonrenewal and/or revocation to commence the process to nonrenew and/or to revoke the Charter; and

WHEREAS, after public hearings and a period of public comment, on October 17, 2013 the SRC approved a resolution nonrenewing and/or revoking the Charter; and

WHEREAS, the Charter School appealed the SRC's decision to nonrenew and/or to revoke the Charter to the State Charter School Appeal Board (“CAB”); and

WHEREAS, by an Opinion and Order dated June 1, 2015, CAB overturned the SRC's decision to nonrenew and/or revoke the Charter; and

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

WHEREAS, the Charter School has agreed to certain terms and conditions in connection with the renewal of the Charter and has submitted a charter agreement and exhibits thereto signed by the Charter School to the Charter Schools Office of the School District setting forth the agreed terms and conditions of renewal; and

WHEREAS, the Charter Schools Office has recommended to the SRC that the SRC renew the Charter School's Charter inclusive of the terms and conditions in the charter agreement and exhibits thereto signed by the Charter School; now be it

RESOLVED, the School Reform Commission hereby ratifies the RENEWAL of the Charter, subject to the terms and conditions agreed to by the Charter School as set forth below, for a five-year period commencing on July 1, 2015 and ending on June 30, 2020, effective upon the full execution of the charter agreement by the School District and by the Chair of the Board of Trustees of the Charter School or another member of the Board duly designated by the Board; and be it

FURTHER RESOLVED, that the School District and the Charter School acknowledge and agree in the charter agreement that the Charter School will enroll students only in K through grade 12 with a maximum of 1220 students during the term of the Charter and any renewal thereof, unless the parties agree in writing to other terms. Starting from the Effective Date of the Charter, under no circumstances will the Charter School request payment from the School District or the Commonwealth of Pennsylvania for more students than set forth herein nor enroll students in different grades, without SRC approval by resolution; and be it

FURTHER RESOLVED, that the School District and the Charter School acknowledge in the charter agreement that the Charter School represents that, since its founding as a charter school, one of the Charter School's missions has been serving at-risk students. The parties agree that, pursuant to 24 P.S. § 17-1723-A(b)(2), the Charter School may set aside up to 30 enrollment seats per school year for students in need of emergency placement as at-risk students during the school year, based on the criteria set forth in the Charter School's Admission Guidelines for At-Risk Students. If not already completed, the Charter School shall amend its Admission Policy to reflect the at-risk criteria and other requirements of this paragraph; and be it

FURTHER RESOLVED, that the Charter School has agreed in the charter agreement to comply with certain performance requirements ("Performance Requirements") as set forth below. Failure to comply with the Performance Requirements may be a basis for revocation or nonrenewal of the Charter School's Charter.

1. The Board of Trustees shall ensure that all trustees, officers, administrators, and relatives of trustees, officers and administrators of the Charter School comply with the Pennsylvania Public Official and Employee Ethics Act and the Pennsylvania Nonprofit Act. The Board of Trustees shall adopt a Conflicts of Interest policy that complies with the Pennsylvania Public Official and Employee Ethics Act and the Pennsylvania Nonprofit Act.
2. The Board of Trustees shall adopt an Admissions Policy and Process which complies with the Public School Code and Charter School Law and which includes provisions on application deadlines, recruitment communications, including details on methods to be used to recruit students Citywide or in an applicable attendance zone, lottery dates, and results, in a form that is acceptable to the Charter Schools Office. The Admissions Policy

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

and Process also shall provide that the Charter School shall provide a copy of its current waiting list at any time during the Term of the Charter within ten (10) business days after request by the Charter Schools Office.

3. The Board of Trustees shall submit to the School District by August 1st of each year remaining in the Term of the Charter as part of the Charter School's Annual Report, or separately if not included in the Charter School's Annual report, evidence that 75% of professional staff are certified in accordance with the Charter School Law.
4. The Board of Trustees shall submit to the Charter Schools Office by August 1st of each year remaining in the Term of the Charter as part of the Charter School's Annual Report, or separately if not included in the Charter School's Annual Report, evidence that 100% of the Charter School's teachers with primary responsibility for direct instruction in one or more of No Child Left Behind's core academic subjects demonstrate that they satisfy the definition of a "Highly Qualified Teacher".
5. The Board of Trustees shall ensure that (i) all employees have required federal and state criminal and child abuse background checks during the term of the Charter; and (ii) copies of such background checks are kept in each employee's personnel file, along with each employee's complete timesheet records. The Board of Trustees shall submit a signed affidavit to the Charter Schools Office annually, pursuant to guidelines established by the Charter Schools Office, as evidence that the Charter School has complied with this requirement.
6. The Board of Trustees shall submit to the Charter Schools Office signed Statements of Financial Interest as required by the Public Official and Employee Ethics Act and the Charter School Law annually, pursuant to guidelines established by the Charter Schools Office.
7. The Board of Trustees shall ensure that the dates, times, and locations of scheduled Board meetings are posted on the Charter School's website. Furthermore, minutes from Board meetings shall be posted on the Charter School's website within two weeks of approval by the Board of Trustees;

and be it

FURTHER RESOLVED, that the Charter School acknowledges and agrees in the charter agreement that a failure to participate in the Charter School Performance Framework set forth in Paragraph X.A of the charter agreement or a failure to comply with the requirements of Paragraphs X.B., X.C. or X.D. of the charter agreement constitute grounds for nonrenewal or revocation of the Charter. The Charter School further acknowledges and agrees that the Charter School's failure to achieve the performance objectives identified in the performance framework discussed in Paragraph X.A. of the charter agreement may factor into the School District's decision to recommend revocation or nonrenewal of the Charter and may be raised as an issue in such proceedings; and be it

FURTHER RESOLVED, that any requests for amendment to the Charter not addressed in this resolution are deemed denied.

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

SRC-6 (Updated 11.19.15)

Proposed Charter Nonrenewal – New Media Technology Charter School

WHEREAS, pursuant to the Charter School Law (“CSL”), 24 Pa. C.S.A § 17-1701-A, *et seq.*, the School Reform Commission (“SRC”) granted a charter to NEW MEDIA TECHNOLOGY CHARTER SCHOOL (“New Media” or “Charter School”) to operate a charter school from September 1, 2004 until August 31, 2009; and

WHEREAS, pursuant to the procedures in the CSL, the SRC renewed the Charter School’s Charter for an additional term from September 1, 2009 through June 30, 2014; and

WHEREAS, in November 2014, the Charter School applied for renewal of the Charter for an additional five-year term; and

WHEREAS, in May 2014, the School District recommended to the SRC that the Charter School’s Charter not be renewed; and

WHEREAS, in compliance with Section 1729-A of the CSL, the SRC issued a Resolution on June 19, 2014 setting forth the reasons why the Charter School’s Charter should not be renewed, scheduling a hearing in this matter and authorizing the appointment of a hearing officer to conduct the hearing; and

WHEREAS, a Hearing Officer was appointed and held a public hearing on December 15, 2014, February 11, 2015, February 12, 2015, February 25, 2015 and February 27, 2015, 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, the Charter School has been permitted to remain in operation beyond June 30, 2014, pending the outcome of these proceedings; and

WHEREAS, on September 28, 2015, the Hearing Officer submitted a report to the SRC, including findings of fact, conclusions of law and a proposed adjudication recommending nonrenewal of the 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 counsel, and all public comments received; and

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

RESOLVED, that that the Charter School’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 the Charter School 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 the Charter School shall be permitted to remain open pending the conclusion of its appeal before the Appeal Board. In the event that the Charter School does not appeal this decision to the Appeal Board, the Charter School shall cease all operations pursuant

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

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-7 (Updated 11.16.15)

Operating Budget: Contract Ratification with SchoolWorks, LLC – Charter School Renewal Visit Support

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent or his designee, of a contract with SchoolWorks, LLC to provide consulting services to the Charter Schools Office in connection with the review and evaluation of up to five (5) charter schools in the 2015-2016 renewal cohort including: (i) conducting an in depth review of submitted renewal application materials, preparing clarifying questions and identifying areas of focus for the renewal visits, and participating in pre-visit calls with team; (ii) providing on-site support and evaluation of up to five (5) charter schools for the purpose of conducting a renewal site visit; and (iii) working with the Charter Schools Office to finalize findings from the renewal evaluation and prepare written renewal recommendation reports based on the site visit and evaluation, for an amount not to exceed \$24,600 inclusive of travel expenses for the period commencing November 10, 2015 through January 31, 2016.

Description: The School District of Philadelphia ("School District") currently authorizes 83 operating charter schools serving more than 62,000 students in Philadelphia. Each charter school receives a charter term of up to five years. At the end of the charter term the authorizer conducts comprehensive evaluation of academic, financial, operational, and regulatory compliance performance to determine renewal status. The Charter Schools Office of the School District has nine (9) authorized charter schools in the 2015-2016 renewal cohort. An external consultant has historically been used to provide necessary capacity to complete the renewal evaluations, assist with norming of charter school evaluations and findings, and lending expertise to presenting areas of strength and weakness to the charter school during the renewal site visit. The selected vendor, SchoolWorks, LLC, will provide consulting services to the Charter Schools Office in connection with the review and evaluation of up to five (5) charter schools including: (i) conducting an in depth review of submitted renewal application materials, preparing clarifying questions and identifying areas of focus for the renewal visits, and participating in pre-visit calls with team; (ii) providing on-site support and evaluation of up to five (5) charter schools for the purpose of conducting a renewal site visit; and (iii) working with the Charter Schools Office to finalize findings from the renewal evaluation and prepare written renewal recommendation reports based on the site visit and evaluation.

Because of the timeframes to conduct renewal evaluations that will lead to timely recommendations to the School Reform Commission, the Charter Schools Office, after reviewing RFP responses and selecting a vendor from proposals received, started working with SchoolWorks, LLC in connection with the preparation for renewal site visits before the terms of a contract with the vendor could be fully negotiated.

Therefore, this resolution is a ratification of the contract with SchoolWorks, LLC.

ABC Code/Funding Source	\$24,600.00
1100-043-9JVO-2381-3291 Operating	

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

SRC-8 (Updated 11.16.15)**Operating Budget: \$47,500 Contract with the National Association of Charter School Authorizers (NACSA) – New Charter Application Process Support**

RESOLVED, that the School Reform Commission hereby approves the execution, delivery and performance by The School District of Philadelphia, through the Superintendent or his designee, of a contract with the National Association of Charter School Authorizers (NACSA) to provide consulting services to the Charter Schools Office in connection with supporting the process to review and evaluate new charter applications received in the 2015-2016 cycle including: (i) project management support for the full application evaluation process including logistics and team lead training; (ii) providing on-site support for four milestones of the cycle including kick-off, evaluation team debriefs, application hearings, and consideration of new charter applications at a 2016 School Reform Commission public meeting; and (iii) working with the Charter Schools Office to finalize findings from each application review and evaluation team, and prepare written application evaluation reports based on evaluation team findings, for an amount not to exceed \$47,500 inclusive of any travel expenses, for the period commencing November 19, 2015 through March 31, 2016.

Description: The School District of Philadelphia ("School District") currently authorizes 83 operating charter schools serving more than 62,000 students in Philadelphia. Each year, under state law, the School District must hold a new charter application cycle. These applications must be evaluated and a decision made on each within specific timeframes established under state law. As of October 29, 2015, the School District had received 22 Letters of Intent from applicant teams intending to submit a new charter application for the 2015-2016 cycle. Each charter application submitted by the state deadline of November 15th each year receives a comprehensive evaluation of academic, financial, operational and regulatory compliance capacity conducted by the authorizer. Evaluation teams comprised of internal and external subject matter experts review each application to determine capacity and reach consensus as to the application meeting standards and requirements under state law. NACSA will provide consulting services to the Charter Schools Office in connection with supporting the process to review and evaluate new charter applications received in the 2015-2016 cycle including: (i) project management support for the full application evaluation process including logistics and team lead training; (ii) providing on-site support for four milestones of the cycle including kick-off, evaluation team debriefs, application hearings, and consideration of new charter applications at a 2016 School Reform Commission public meeting; and (iii) working with the Charter Schools Office to finalize findings from each application review and evaluation team, and prepare written application evaluation reports based on evaluation team findings.

As the 2014-2015 cycle was the first new charter application cycle in several years for the School District, the Charter Schools Office contracted with an outside vendor, NACSA, to assist with the implementation of a new charter application review process. For the 2015-2016 cycle, the lead Program Manager for this work will be on an extended leave of absence. For consistency and fidelity of this work, NACSA has once again been engaged to support, in a project management role, the new charter application process of the School District.

ABC Code/Funding Source
1100-043-9JVO-2381-3291 Operating

\$47,500.00

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

II. EDUCATION SUPPORT SERVICES

Human Resources

A-1

General/Categorical Funds: Approves Personnel, Terminations

RESOLVED, that the School Reform Commission hereby ratifies the appointment of the following persons to the positions, on the effective dates through **October 31, 2015** and at the salaries respectively noted, as recommended by the Superintendent, provided that: (a) continued employment of persons appointed to positions funded by categorical grants is contingent upon the availability of grant funds; and (b) persons appointed to positions funded by operating funds, shall report to either the Superintendent or the Deputy Superintendent or their designees, and shall serve at the pleasure of the School Reform Commission.

Operations

A-2

Cafeteria Fund: \$75,000 Contracts with Drexel University Center for Hospitality and Sports Management, Nutrition for the Future, Smart Partners LLC, Carol H. Gilbert Consulting and/or Karen Wagner – SafeServ and USDA Food Safety Certification Training

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver, and perform contracts separately with Drexel University Center For Hospitality and Sports Management, Nutrition For the Future, Smart Partners LLC, Carol H. Gilbert Consulting, and/or Karen Wagner, to provide SafeServ and USDA food safety certification training and operational support for an hourly rate not to exceed \$75 per hour or a negotiated per employee fee, for an aggregate amount not to exceed \$75,000, for the period commencing November 19, 2015 through December 31, 2016.

Description: US Department of Agriculture and Pennsylvania Department of Education grant compliance requirements mandate that school cafeteria operations meet specified nutritional, operational, and safety standards including new federal “Professional Standards For State and Local School Nutrition Programs Personnel”.

City of Philadelphia health code and Commonwealth of Pennsylvania compliance standards mandate that supervisory personnel assigned to full-service cafeteria locations maintain a valid SafeServ or comparable food safety certification. Retention of this certification requires periodic refresher training and recertification.

Under this resolution the Food Services Division proposes to obtain technical SafeServ, USDA, and other training support services from amongst various private sector and non-profit resources.

ABC Code/Funding Source	\$75,000.00
9001-030-9360-2390-3111 Cafeteria Fund FY16 (\$50,000.00)	
9001-030-9360-2390-3111 Cafeteria Fund FY17 (\$25,000.00)	

A-3

Donation: \$60,000 Acceptance of Donation from West Philadelphia Coalition for Neighborhood Schools - Installation and Construction of a Playground and Stormwater Project at Henry C. Lea School

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, by and through the Superintendent or his designee: (i) to accept the generous donation from the West Philadelphia Coalition for Neighborhood Schools of the installation and construction of a playground and

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

stormwater project at Henry C. Lea Elementary School for an additional amount of \$60,000 for a total value of approximately \$302,000; (ii) to execute, deliver and perform a limited joinder to a First Amendment to Subgrant Agreement between the Philadelphia Industrial Development Corporation--Local Development Corporation and the West Philadelphia Coalition of Neighborhood Schools for a playground and stormwater project at Henry C. Lea Elementary School in the total amount of \$302,000 for a period commencing on November 20, 2015 and ending on November 19, 2016; and (iii) to execute, deliver and perform such other documents necessary to further the intent of this Resolution. The design, installation and construction of the playground and stormwater project at Henry C. Lea Elementary School must be acceptable to the Office of Capital Programs, the Department of Facilities and Operations, the Office of Risk Management and the Office of General Counsel.

Description: The West Philadelphia Coalition for Neighborhood Schools ("WPCNS") has been working with The School District of Philadelphia ("School District") and the Philadelphia Water Department ("PWD") on a playground and stormwater project at the Henry C. Lea Elementary School ("School"). WPCNS was awarded by PWD a Stormwater Management Incentives Program grant ("SMIP Grant") for an initial total amount of \$242,000 for the design and installation of green stormwater management practices at the School.

Following public bid and advertisement of the playground project, PWD increased the SMIP Grant award by \$60,000 from \$242,000 to \$302,000.

A-4

Capital Fund: \$1,620,000 Authorization of Capital Projects Award

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent, or his designee, to execute, deliver, and perform contracts with the lowest responsible bidders identified in the attachment at an aggregate cost of \$1,620,000.00.

Description:

Spec: B-001 C

of 2015/16 General Contract - Green Stormwater Infrastructure Project

Mayfair Elementary School - 3001 Princeton Avenue

Gessler Construction Co., Inc. (W) - \$620,000.00

Media, Pennsylvania 19063

ABC Code: 6ZAX-G65-8300-4200-4541-3915

Total Aggregate M/WBE Participation: 100.0%

This general contract covers the labor, material, and equipment necessary for surface stormwater management practices to manage runoff from public and private impervious areas in the vicinity of this location.

The bids for Mayfair ES project were publicly advertised on 8/14/15, 8/26/15, and 9/1/15 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who submitted the lowest price and met the technical and construction specifications. Bids were publicly opened on 9/10/15. After review of the bids and a de-scoping meeting it was determined that Gessler Construction Co., Inc. was the lowest responsible bidder with a bid of \$620,000.00.

The Facilities Condition Index (FCI) at this location is 89.72%. The School Progress Report (SPR) at this location is 79.

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

Spec: B-002 C
of 2015/16 General Contract - Green Stormwater Infrastructure Project
Martin Luther King High School - 6100 Stenton Avenue
Bencardino Excavating, Inc. - \$630,000.00
Bensalem, Pennsylvania 19020
ABC Code: 6ZAX-G65-6060-4200-4541-3915
Total Aggregate M/WBE Participation: 34.8%

This general contract covers the labor, material, and equipment necessary for surface stormwater management practices to manage runoff from public and private impervious areas in the vicinity of this location.

The bids for MLK HS project were publicly advertised on 8/14/15, 8/26/15, and 9/1/15 in several local newspapers and posted on the School District’s Capital Programs Website. The award is recommended to the responsive and responsible bidder who submitted the lowest price and met the technical and construction specifications. Bids were publicly opened on 9/10/15. After review of the bids and a de-scoping meeting it was determined that Bencardino Excavating, Inc. was the lowest responsible bidder with a bid of \$630,000.00.

The Facilities Condition Index (FCI) at this location is 12.53%. The School Progress Report (SPR) at this location is 10.

Spec: B-004 C
of 2015/16 General Contract - Green Stormwater Infrastructure Project
Warren G. Harding Middle School - 2000 Wakeling Street
Bencardino Excavating, Inc. - \$370,000.00
Bensalem, Pennsylvania 19020
ABC Code: 6ZAX-G65-7110-4200-4541-3915
Total Aggregate M/WBE Participation: 38.2%

This general contract covers the labor, material, and equipment necessary for surface stormwater management practices to manage runoff from public and private impervious areas in the vicinity of this location.

The bids for Harding MS project were publicly advertised on 8/14/15, 8/26/15, and 9/1/15 in several local newspapers and posted on the School District’s Capital Programs Website. The award is recommended to the responsive and responsible bidder who submitted the lowest price and met the technical and construction specifications. Bids were publicly opened on 9/10/15. After review of the bids and a de-scoping meeting it was determined that Bencardino Excavating, Inc. was the lowest responsible bidder with a bid of \$370,000.00.

The Facilities Condition Index (FCI) at this location is 53.50%. The School Progress Report (SPR) at this location is 18.

ABC Code/Funding Source	\$1,620,000.00
6ZAX-G65-8300-4200-4541 Grants (\$620,000.00)	
6ZAX-G65-6060-4200-4541 Grants (\$630,000.00)	
6ZAX-G65-7110-4200-4541 Grants (\$370,000.00)	

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

A-5**Capital Fund: \$37,390 Authorization of Net Cost Change Orders**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform amendments of the attached contracts for a net cost to the School District not to exceed \$37,390.00.

Description: Various revisions to on-going construction projects as detailed on the attached Modification of Contract document. Changes include items designated as errors or omissions, differing site conditions, unforeseen conditions and revisions requested by School District representatives. Change orders approved to rectify errors or omissions will be further reviewed by the Offices of Capital Program and General Counsel for possible recovery of costs through the professional liability insurance policies of the design professionals, negotiations, and filing of claims or lawsuits against the design professionals.

ABC Code/Funding Source	\$37,390.00
Capital	

A-6**Amendment of Contract with Office Solutions, Inc. - Enterprise (WiFi) Networking Equipment - 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 for enterprise (WiFi) networking equipment, originally entered into with Office Solutions Inc., pursuant to Resolution A-10, approved by the School Reform Commission on February 20, 2014, by extending the term of the contract from its original scheduled expiration date of June 30, 2016 through June 30, 2018, at no cost to the School District.

Description: This no-cost contract extension will facilitate the one-time purchase and installation of wireless (WiFi) networking equipment for approximately 162 school buildings. The School District of Philadelphia will utilize a federal subsidy through the Universal Service program to perform upgrades in the classrooms of 162 schools and annexes in order to accommodate the need for faster and higher-capacity wireless Internet access to support laptops, mobile and other wireless hand-held computing technology, as well as to support the growing demand for Bring-Your-Own-Device (BYOD) connectivity. The Universal Service program would provide approximately 85% of the funding required to purchase and install all equipment. Purchased equipment will include approximately 9,000 high-density WiFi access points and related hardware/software.

A-7**Various Funds: \$500,000 Contract Extension with OkiData Americas, Inc. – Printers – 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 OkiData Americas, Inc. to purchase printers, pursuant to Resolution A-17(1), approved by the School Reform Commission on December 21, 2011, and amended by Resolution A-6, approved by the School Reform Commission on December 18, 2014, by increasing the amount of the contract by an additional \$500,000 from the \$4,950,000 approved by Resolutions A-17 and A-6, to an amount not to exceed \$5,450,000, subject to funding, and by extending the term of the contract from its extended scheduled expiration date of December 31, 2015 through December 31, 2016.

Description: This contract extension from an original amended term of 1/1/12 to 12/31/15 is the final one

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

(1) year renewal to provide the District an opportunity to standardize computer print devices with a five-year warranty. The District will standardize use of four mono and three color models so schools and administrative offices can select from based on their needs. Currently the District purchases printers from all different vendors/resellers, typically with a standard 90-day warranty. This contract will allow schools and administrative offices to take advantage of discounted pricing (up to 35% off MSRP) for print consumables and toner for all District computer printers. The estimated cost for computer print devices is \$400,000 for one year.

ABC Code/Funding Source	\$500,000.00
Various	

A-8

Operating Budget: \$600,000 Purchase of School Bus and Truck Tires from Henise Tire Service - Subject to Funding

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, pursuant to blanket purchase agreements of supplies and/or a combination of supplies and services, for purchases costing \$25,000 or more, to purchase automobile, truck and school bus tires from Henise Tire Service, for an amount not to exceed \$600,000, subject to funding, for the period commencing November 30, 2015 through November 30, 2017.

Description: This contract will be used to purchase school bus, truck and automotive tires for the school districts fleet of at least 400 vehicles. The district uses these tires to replace damaged tires on its existing bus and truck fleet. Henise Tire is being recommended for this award based on their price for the Hankook brand of tire, which is used on all district buses, as well as their overall pricing.

This proposed award represents completion of the public solicitation under A16-56687, School Bus and Truck Tires, issued by Procurement on 08/06/2015. This solicitation was sent to seventeen (17) vendors including our host of area assist agencies. Eleven (11) companies downloaded the solicitation and two (2) vendors responded to this solicitation. This award establishes a source for the purchase of school bus and truck tires.

Two vendors submitted a proposal, Henise Tire Service and Service Tire Truck Centers.

ABC Code/Funding Source	\$600,000.00
1100-027-9590-2742-6141 FY16 (\$150,000.00)	
1100-027-9590-2742-6141 FY17 (\$150,000.00)	
1100-027-9590-2742-6141 FY18 (\$150,000.00)	

A-9

Operating Budget: \$250,000 Purchase of Automotive and School Bus Aftermarket Repair Parts – Subject to Funding

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, pursuant to blanket purchase agreements of supplies and/or a combination of supplies and services, for purchases costing \$25,000 or more, to purchase automobile and school bus aftermarket repair parts from Crest Auto, D&W Diesel, IEH Auto Parts dba Auto Plus of Moorestown, NJ and Transaxle, LLC, for an aggregate amount not to exceed \$250,000, subject to funding, for the period commencing November 20, 2015 through October 30, 2017.

Description: This proposed award represents completion of the public solicitation under A16-56874,

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

Automotive and School Bus Aftermarket Repair Parts, issued by Procurement on 08/24/2015. This solicitation was sent to twenty-four (24) vendors including our host of area assist agencies. Seventeen (17) companies downloaded the solicitation and five (5) vendors responded. This award establishes a source for the purchase of automotive repair parts for small vehicles and heavy trucks and buses used by the district's garages.

Five vendors submitted proposals, including Cresto Auto Stores, Inc., D& W Diesel, Inc., Transaxle, LLC, IEH Auto Parts, LLC, and Vehicle Maintenance Program, Inc.

The recommended companies are Crest Auto of Philadelphia, PA, D&W Diesel of Auburn, NY, IEH Auto Parts dba Auto Plus of Moorestown, NJ and Transaxle, LLC of Cinnaminson, NJ.

ABC Code/Funding Source	\$250,000.00
1100-027-9100-2742-6141 FY16 (\$75,000.00)	
1100-027-9100-2742-6141 FY17 (\$100,000.00)	
1100-027-9100-2742-6141 FY18 (\$75,000.00)	

A-10

Operating Budget: \$27,000,000 Contract Amendment with Philly Transportation LLC – Early Intervention Transportation 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 Contract 115/F12, originally entered into with Philly Transportation, LLC, for the transportation of early intervention students to and from school, pursuant to Resolution A-46(1), approved by the School Reform Commission on June 13, 2011, by increasing the amount of the contract by an additional \$27,000,000, from the \$19,379,813 approved in Resolution A-46, to an amount not to exceed \$46,379,813, and by extending the term of the contract from its original scheduled expiration date of June 30, 2016 through June 30, 2019.

Description: This is an extension of the contract originally solicited in RFP-285 - Early Intervention Transportation Service, awarded by the SRC in June 2011. This would be the first request for an extension on this year-to-year contract. The contract is to run through June 30, 2016. This award established a source for the transportation of eligible Early Intervention students including vehicles, drivers and attendants. The service is mandated by State and Federal governments and as a result of IEPs for the students.

The extension is for three years and \$27,000,000. The rate per bus for the first year of the contract will remain flat through 2016 while the annual increase for the next two years (2017 and 2018) will be set and determined by 75% of the CPI-U, with a cap of 3%.

ABC Code/Funding Source	\$27,000,000.00
1100-027-9590-2746-5131 FY17 Bus (\$5,500,000.00)	
1901-005-9580-2734-4131 FY17 Attendant (\$3,333,333.00)	
1100-027-9590-2746-5131 FY18 Bus (\$6,000,000.00)	
1901-005-9580-2734-4131 FY18 Attendant (\$2,833,333.00)	
1100-027-9590-2746-5131 FY19 Bus (\$6,000,000.00)	
1901-005-9580-2734-4131 FY19 Attendant (\$3,333,334.00)	

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

A-11**Cafeteria Fund: \$200,000 Purchase of Refrigeration/Freezer Parts from United Refrigeration – Subject to Funding**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, pursuant to blanket purchase agreement of supplies and/or a combination of supplies and services, for purchases costing \$25,000 or more, to purchase refrigeration and freezer parts from United Refrigeration, for an amount not to exceed \$200,000, subject to funding, for the period commencing January 1, 2016 through December 31, 2017.

Description: This proposed award represents completion of the public solicitation under A16-56486, Refrigerator/Freezer Parts, issued by Procurement on 08/03/2015. This solicitation was sent to eight (8) vendors including our host of area assist agencies. Eight (8) companies downloaded the solicitation and four (1) vendor responded. This award establishes a source for the purchase of refrigerator and freezer parts used by the Division of Food Services to repair and replace parts in cafeteria refrigeration equipment.

United Refrigeration was the only vendor to submit a proposal.

ABC Code/Funding Source	\$200,000.00
9001-030-9360-2644-6132 FY16 (\$50,000.00)	
9001-030-9360-2644-6132 FY17 (\$100,000.00)	
9001-030-9360-2644-6132 FY18 (\$50,000.00)	

A-12**Operating Budget: \$175,000 Purchase of Toilet Partitions from Benco, Inc. – Subject to Funding**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, pursuant to requirements contract of supplies and/or a combination of supplies and services, for purchases costing \$25,000 or more, to purchase plastic toilet partitions from Benco, Inc., for an amount not to exceed \$175,000, subject to funding, for the period commencing November 20, 2015 through November 30, 2017.

Description: This proposed award represents completion of the public solicitation under A16-57094, Toilet Partitions, issued by Procurement on 09/11/2015. This solicitation was sent to twenty-four (24) vendors including our host of area assist agencies. Fourteen (14) companies downloaded the solicitation and (3) vendors responded. This award establishes a source for the purchase of plastic toilet partitions.

Three vendors submitted a proposal, including Benco, Inc., 503 Corp., and Rabco, Inc.

ABC Code/Funding Source	\$175,000.00
1100-031-9270-2623-6132 FY16 (\$75,000.00)	
1100-031-9270-2623-6132 FY17 (\$75,000.00)	
1100-031-9270-2623-6132 FY18 (\$25,000.00)	

A-13**Capital Fund: \$180,000 Purchase of Asbestos Removal Supplies from Supreme Safety, Inc. – Subject to Funding**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, pursuant to requirements contract of supplies and/or a combination of supplies and services, for purchases costing \$25,000 or more, to purchase asbestos

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

removal supplies from Supreme Safety, Inc., for an amount not to exceed \$180,000, subject to funding, for the period commencing November 30, 2015 through November 30, 2016.

Description: The proposed award represents completion of the public solicitation under A16-56800, Asbestos Removal Supplies, issued by Procurement on 8/18/2015. The bid due date was 9/22/2015. The solicitation went to sixteen (16) vendors including our host of area assist agencies. Thirteen (13) companies downloaded the solicitation and two (2) vendors responded. This award establishes a source for the purchase of asbestos removal supplies.

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

ABC Code/Funding Source	\$180,000.00
8000-065-9AL0-4693-6132 FY16 (\$105,000.00)	
8000-065-9AL0-4693-6132 FY17 (\$75,000.00)	

A-14

Various Funds: \$1,500,000 Purchase of IT Professional and Application Services from Various Vendors – Subject to Funding

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to purchase IT Professional and Application Services from various vendors through blanket purchase agreements pursuant to the U.S. General Services Administration IT Schedule 70, for an aggregate amount not to exceed \$1,500,000, subject to available funding, for the period commencing January 1, 2016 through December 31, 2016.

Description: Several School District offices are embarking on large scale systems modernization projects requiring temporary but very specific highly skilled resources. Such projects include a replacement Student Information System (SIS), VoIP Telecommunications Migration, Facilities and Operations Resource Management System, Transportation Routing System, and Enterprise Resource & Planning (ERP) System. Expenditures for this award will be primarily sourced through capital and categorical budgets and will be subject to available funds specific to each project.

ABC Code/Funding Source	\$1,500,000.00
Various	

A-15

Operating Budget: \$100,000 Purchase of Classroom Furniture from Hertz Furniture – Subject to Funding

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to purchase classroom furniture from Hertz Furniture through Pennsylvania Department of General Services Contract #4600009409, for an amount not to exceed \$100,000, subject to available funding, for the period commencing November 20, 2015 through June 30, 2016.

Description: In preparation of the 2015-16 school year, all inventoried furniture was dispersed to schools in need of new furniture. The summer project depleted the warehouse classroom inventory on hand. As a result the warehouse needs replenishing. This one-time addresses the need.

ABC Code/Funding Source	\$100,000.00
9202-031-9430-2523-6000	

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

A-16**Authorization of Fifth Lease Renewal with Quality Community Health Care, Inc. – Jay Cooke Elementary School**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a fifth one-year renewal of the existing Lease Agreement with Quality Community Health Care, Inc., for use as a federally-funded school-based community health center at Jay Cooke Elementary School, originally entered into pursuant to Resolution A-19, approved by the School Reform Commission on January 10, 2007, as renewed by Resolution A-5, approved by the School Reform Commission on November 16, 2011, Resolution A-5, approved by the School Reform Commission on February 21, 2013 Resolution A-5, approved by the School Reform Commission on February 20, 2014, and Resolution A-31 approved by the School Reform Commission on December 18, 2014, at the rent of \$10,924 per year (2,100 square feet at a rental rate of \$5.20 per square foot), to be paid monthly, for the period commencing January 1, 2016 through December 31, 2016. The School District will continue to be responsible for all utilities and snow and ice removal. Quality Community Health Care, Inc. will continue to be responsible for its custodial staff, minor maintenance and repairs, trash and recycling pick-up, security, disposal of medical wastes and a proportionate share of costs for the building engineer for overtime. The terms of the renewal must be acceptable to the School District of Philadelphia's Office of General Counsel and Office of Risk Management.

Description: The leasing of this space by Quality Community Health Care, Inc. (“QCHC”) at Jay Cooke Elementary School will provide primary care services to all children of the Cooke School as well as to the entire community. Services will be provided by the QCHC primary health care team which consists of a pediatrician, internal medicine physician, health educator, family practice physician assistant, EMT/medical assistant and support staff.

The following types of medical services are offered to the students at the Jay Cooke School: routine physical exams, diagnosis and treatment of acute and chronic illness, treatment of minor injuries, vision, dental and blood pressure screenings, immunizations, nutrition education and weight management and referrals for health services which cannot be provided at the health center.

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

ABC Code/Funding Source

\$10,924.00

A-17**Categorical Grant Fund: \$115,000 Grant Acceptance from Philadelphia Redevelopment Authority – Neighborhood Transformation Initiatives for George W Childs Elementary School**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia to accept with appreciation a grant from the Philadelphia Redevelopment Authority (PRA) of up to \$115,000 of Neighborhood Transformation Initiative (NTI) funds for the purpose of making improvements to the toilet rooms, auditorium, and cafeteria of the George W. Childs Elementary School located at 1599 Wharton Street, Philadelphia, Pennsylvania, for the period commencing November 1, 2015 through February 28th, 2016; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver, and perform all documents required in connection with this Resolution, including without limitation, a grant agreement with

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

Philadelphia Redevelopment Authority.

Description: The George W. Childs Elementary School was awarded a grant from Councilman Kenyatta Johnson to support educational programming at the school. After Councilman Johnson selected Childs for the grant, the Councilman was presented with a proposal and a scope of work. The Childs leadership team and community stakeholders have decided to use the funds to complete the following:

1. Renovate two bathrooms to include new fixtures, suspended ceiling, partitions, lighting and ceramic tile floor.
2. Install 6 wall mounted oscillating fans and electrical supply in the cafeteria.
3. Replaced damaged and worn out auditorium seating (approximately 200 seats)

Work will be performed by the School District of Philadelphia's Maintenance Department.

ABC Code/Funding Source \$115,000.00

General Counsel

A-18

Withdrawn by Staff 11.19.15

Executive

A-19

Amendment of Acceptance Period of Grant from the Michael & Susan Dell Foundation; Contracts with EdPro Consulting, LLC, EdBuild, Bell Creek Consulting, Education Pioneers, Sway Design Corporation

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to amend the acceptance period of the grant from the Michael & Susan Dell Foundation, originally approved pursuant to Resolution A-63, approved by the School Reform Commission on June 18, 2015, by extending the acceptance period from the original scheduled expiration date of June 30, 2017 through June 30, 2018; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with EdPro Consulting, LLC, to support the development of the systems and processes for contract oversight for external providers; to support the creation of a customized School Progress Report (SPR) for schools in the Turnaround and Opportunity Networks; and other services that may be relevant to the goals, terms, and conditions outlined in the grant agreement with the Michael and Susan Dell Foundation, for an amount not to exceed \$80,000, for the period commencing November 20, 2015 through June 30, 2018 and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with EdBuild to support the development of a regional analysis tool; to support the development of a financial impact analysis tool; and other services that may be relevant to the goals, terms, and conditions outlined in the grant agreement with the Michael and Susan Dell Foundation, for an amount not to exceed \$100,000, for the period commencing November 20, 2015 through June 30, 2018 and be it

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

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

Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Bell Creek Consulting to document best practices regarding the support and accountability for autonomous district schools; to support the development of performance management systems for autonomous district schools; and other services that may be relevant to the goals, terms, and conditions outlined in the grant agreement with the Michael and Susan Dell Foundation, for an amount not to exceed \$100,000, for the period commencing November 20, 2015 through June 30, 2018; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Education Pioneers to provide additional staffing capacity to support the development of charter school performance reports; to support the development of an annual charter sector report; to support the ongoing development of the Authorizing Quality Initiative website; and other services that may be relevant to the goals, terms, and conditions outlined in the grant agreement with the Michael and Susan Dell Foundation, for an amount not to exceed \$50,000, for the period commencing November 20, 2015 through June 30, 2018; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with a vendor to be selected among a list of service providers including but not limited to Sway Design Corporation, Mighty Engine, and Cooper Graphic for a total aggregate amount not to exceed \$30,000, for the purpose of supporting the development of data analytics and information tools and other services that may be relevant to the goals, terms, and conditions outlined in the grant agreement with the Michael and Susan Dell Foundation, for the period commencing November 20, 2015 through June 30, 2018, and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to use grant funds to purchase goods and services and pay salaries and benefits of staff to be hired to execute the tasks listed below:

- Documenting research/good practice on autonomous schools
- Making design decisions on autonomous schools oversight
- Implementing autonomous schools oversight practices
- Documenting research/good practice on contracting
- Making design decisions on performance contracting
- Implementing design decisions on performance contracting
- Adding staff capacity to the Charter Schools Office
- Developing a plan for increased charter participation in the SPR
- Identifying and purchasing consulting resources for the Charter Schools Office
- Instituting operator input councils to facilitate the review of the SPR with operators
- Drafting and publishing annual charter school performance reports
- Drafting and publishing an annual charter sector report
- Developing an Authorizing Quality Initiative website which will house the reports listed above
- Updating the SDP School Finder site
- Conducting the NACSA authorizer evaluation
- Adding staff capacity for the System of Great Schools process
- Identify and purchasing consulting resources for the System of Great Schools process
- Developing protocols for public engagement around the System of Great Schools process
- Developing tools to capture the impact of the System of Great Schools process
- Developing and documenting standard System of Great Schools processes
- Updating the SPR

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

- Presenting System of Great Schools recommendations to SRC
- Publishing and disseminating the SPR

Description: The System of Great Schools Process is the process by which The School District of Philadelphia analyzes multiple sources of data to drive strategic, systemic decision-making for accountability and continuous improvement at each school and for the system as a whole. Support from the Michael & Susan Dell Foundation will provide resources to support the data analysis portion of this work, as well as resources to support ongoing documentation, publication, and outreach efforts aligned with this work.

The Charter Schools Office oversees the process by which charter schools in Philadelphia are authorized and overseen to monitor school performance and management. Support from the Michael & Susan Dell Foundation will provide resources to add staff capacity in the Charter Schools Office. Foundation grant funding will also provide resources that will enable the Charter Schools Office to increase charter participation in the School Progress Report system, to increase cooperation and information sharing between the District and the charter sector, and to enhance the ongoing documentation, publication, and outreach efforts aligned with this work.

ABC Code/Funding Source	\$360,000.00
6msx-g42-9340-2369-3311	

Operations

A-20 (Added 11.10.15)

Declaration of Unused & Unnecessary Property; Sale of former M. Hall Stanton Schools to KIPP Philadelphia

RESOLVED, that the School Reform Commission hereby declares that certain 1.22 acre parcel of ground, including a four-story building containing approximately 84,774 square feet, located at 2539 N. 16th Street, also known as the former M. Hall Stanton 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 ("Section 7-707"); 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 KIPP Philadelphia Schools, or their affiliate (the "Buyer"), for consideration of \$910,000, 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 to be executed at closing, require the Buyer to pay for or reimburse the School District for certain expenses incurred in connection with the transaction, including, but not limited to, the School District's title commitment and survey of the Property and 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.

Description: The School District owns the property known as the former M. Hall Stanton School located at 2539 N. 16th Street, Philadelphia, PA. The School District built the M. Hall Stanton School in 1959.

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

The M. Hall Stanton School was closed in June, 2013, due to low enrollment. The former M. Hall Stanton School building is currently vacant.

The Buyer has offered to purchase the Property for \$910,000. There were no other offers on the Property. The Buyer has agreed to buy the Property on an "AS IS" basis. The Buyer has proposed a 30 day due diligence period and a 30 day closing period. Buyer will deposit \$100,000 upon signing the Purchase & Sale Agreement and will deposit an additional \$50,000 after the expiration of the 30 day due diligence period; total deposit therefore will be \$150,000.

KIPP Philadelphia Schools is a 501(c)(3) tax exempt charitable organization; therefore, Court approval of the sale is not required.

Student Support Services

A-21 (Added 11/10/15)

Rescission of Resolution; Ratification of Contract with the Please Touch Museum – Early Literacy and Parenting Education Workshops

WHEREAS, by Resolution No. A-21, approved by the School Reform Commission on September 17, 2015, the School Reform Commission approved the award of a contract with the Please Touch Museum for early literacy and parenting education workshops; and

WHEREAS, a Commissioner wishes to change his vote, with the unanimous consent of the School Reform Commission; now be it

RESOLVED, that the School Reform Commission hereby rescinds Resolution No. A-21, approved on September 17, 2015, which Resolution approved the award of a contract with the Please Touch Museum for Early Literacy and Parenting Education Workshops; and be it

FURTHER RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent of a contract with Please Touch Museum to deliver school-based early literacy and parenting workshops, as well as host events at the Museum for ELECT pregnant and parenting student participants enrolled in 60 schools, for an amount not to exceed \$48,347.50, for the period commencing September 18, 2015 through June 30, 2016.

Description: The School District of Philadelphia is the largest provider of ELECT services in the State of Pennsylvania, currently serving more than 1,200 pregnant and parenting students annually in more than 60 sites throughout the city. The ELECT program is managed and coordinated by the Office of Student Support Services. The principal goal of all ELECT programs is to assist eligible expectant and parenting youth break the cycle of welfare dependence by remaining in school, maintaining regular attendance, obtaining a high school diploma or General Equivalency Diploma (GED) certificate and securing post-graduation employment, education or training that will help them become successful parents and self-sufficient adults. All ELECT programs are required to provide early literacy, parenting and child development education that promotes the importance of healthy parental relationships and encourages the involvement of both parents in their children's lives.

The Office of Student Support Services seeks authorization to contract with Please Touch Museum to offer its school-age parents exciting, hands-on evidenced based curriculum, and programming. The Please Touch Museum will be contracted to provide a total of 130 early literacy and parenting education workshops to ELECT participants, enrolled in 60 schools from September 2015 to June 2016. Workshop sessions will be based on select mandated topics from the Pennsylvania Department of Education's

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

ELECT education services checklist, which include but not limited to early literacy, child development, infant and toddler care, etc. Below please see a brief description of the workshops and events that the ELECT students will be engaging in under this contract:

Interactive Literacy Workshops—Please Touch Museum provides interactive literacy workshops for pregnant or parenting teens in the School District of Philadelphia’s ELECT program to encourage them to read with their children. Program participants receive books and toys for home use with their children, and will learn age-appropriate interactions and learning through play in a classroom setting. Facilitators model interactive shared reading, and parents are given an opportunity to practice new ways of making reading with their children more dynamic and enriching. Parents will also learn techniques for using literacy as a means to introduce early learning concepts including shapes, colors, comparisons, phonemic awareness, and basic concepts of print. Parents brainstorm additional ideas for using literature as a tool for introducing different concepts and life lessons to their children, and extend their reading through games and arts-based activities. Parents are given an opportunity to create their own art project to replicate with their own children at home.

Parenting Workshops—Parenting Workshops teach early childhood development concepts to pregnant or parenting teens in the School District of Philadelphia’s ELECT program, and introduce teens to strategies for keeping their baby safe, happy, and developmentally on target. Workshops are designed to be interactive and to encourage participants to actively engage in hands-on exercises. Each workshop focuses on a specific area of childhood development. Teen parents will learn about their baby’s early brain development, and ways to stimulate and encourage their developing physical, linguistic, and social skills. Participants will be given tips and suggestions for handling potty training, dealing with their children’s temper tantrums, and easing daily transitions with their child. Parents will also learn to make informed decisions about what they and their child should eat to stay healthy and maintain good dental hygiene. Parents will also learn about the safety needs of their baby, and ways to provide them with a safe and nurturing physical environment.

ELECT Symposium at Please Touch Museum—Once a year, teens from the ELECT program visit Please Touch Museum with their children, where they participate in workshops, visit vendors and get to explore the Museum’s exhibits. The museum is a space designed for children 7 and younger, and encourages parents and children to play and explore together. Teens are encouraged to visit frequently with their children, and take away ideas to continue playing at home.

Storybook Ball at Please Touch Museum—ELECT students and their children participate in Please Touch Museum’s Storybook Ball, an evening of enchanted entertainment, family-friendly cuisine, carousel rides and theatrical performances.

Resolution A-21 is being rescinded because a Commissioner wishes to change his vote, with the unanimous consent of the SRC, to an abstention. See Roberts Rules of Order §§ 4, 45. This is a ratification because the workshops and events have begun.

Operations

A-22 (Added 11.19.15)

Capital Fund: \$2,280,000 Contract with BWA Architects and Planning – Murrell Dobbins Phase II Major Renovations Professional Design Services

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 BWA Architecture and Planning to perform architectural and engineering design

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

services for Phase II Major Renovations for the Murrell Dobbins Technical High School, for an amount not to exceed \$2,280,000, for the period commencing November 20, 2015 through construction project completion.

Description: The adopted Capital Improvement Program (CIP) for FY 2015-16 includes a major renovation project at the Murrell Dobbins Technical High School. The second phase of renovations will include upgrades to the core academic spaces, Career and Technical Education (CTE) programs, and the replacement of the major mechanical and electrical building systems at Dobbins. Renovations shall also include upgrades to administrative and supportive service spaces. The value of the interior improvements has an estimated construction budget of \$32,000,000.00.

On September 21, 2015, the School District of Philadelphia’s Office of Capital Programs publicly advertised and issued a Request for Proposals/Qualifications (RFP/RFQ) to obtain public competitive proposals from qualified firms to provide professional design services for the Phase II Major Renovations for the Murrell Dobbins Technical High School. A mandatory project walk through for proposers was conducted Thursday, October 8, 2015, at 9:00 AM at the School. Thirteen (13) professional design firms responded by the October 22nd RFP deadline.

Evaluations of the technical proposals were performed by a seven (7) person evaluation committee consisting of the staff from the Office of Capital Programs, Office of Career and Technical Education, and the Dobbins School Leadership Team and Alumni.

Proposals were scored on the following established criteria: (1) qualifications of the project team as evidenced by their technical experience and certification/licenses to provide the services being proposed; (2) the professional experience of the proposer completing design services for projects of comparable size, building type, complexity and budget; (3) the quality of references from past or current clients; (4) history of the proposer in meeting the design and construction schedules; (5) meeting MBE/WBE goals. Following the tally of the technical review scores, five (5) firms were selected by the evaluation committee for oral presentations conducted on Thursday November 12 and Friday November 13, 2015.

The five firms selected for presentations and interviews were: BWA Architecture and Planning, The Sheward Group, USA Architects, Kelly Maiello, and Vitetta.

BWA Architecture and Planning was selected as the most technically qualified firm by the evaluation committee. The Office of Capital Programs was successful in negotiating BWA’s design fee from \$2,368,000.00 to \$2,240,000.00. The fee amounts to 7 percent of the project’s construction budget. The School District is including an additional \$40,000.00 to cover reimbursable expenses.

The first phase renovations at Dobbins is currently under construction which includes roof replacement, masonry repairs, lightning protection system replacement, window replacements and the demolition of two small buildings at the rear of the complex.

The Facility Condition Index (FCI) at this location is 67.16%. The 2013-14 School Progress Report (SPR) at this location is 19.

ABC Code/Funding Source	\$2,280,000.00
8Q11-065-6060-4600-3411 Capital	

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

III. EDUCATION SERVICES

Academic – Donations/Acceptances

B-1

Categorical Grant Fund: \$30,000 Grant Acceptance from Philadelphia Works, Inc. – Manufacturing and Business Career Awareness

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee to accept and spend, if awarded, a grant from Philadelphia Works, Inc. for the amount not to exceed \$30,000.00, to expand and to enhance Career and Technical Education programming in the Manufacturing and Business career awareness pathways programs for the period commencing November 20, 2015 through June 30, 2016.

Description: The purpose of this resolution is to authorize the acceptance of a monetary grant from Philadelphia Works, Inc. for the purpose of enhancing Career and Technical Education (CTE) programming across the School District of Philadelphia (District) in the Manufacturing and Business career awareness pathways programs and to strategically plan and create an equivalent program for students who have interest in Manufacturing and Business Services-related careers. Philadelphia Works, Inc. is a Philadelphia based organization that invests in employment and training solutions and services that connect employers to workforce talent and career seekers to jobs while ensuring the highest standards and accountability for these investments. The Philadelphia Workforce Investment Board and the Philadelphia Workforce Development Corporation merged in 2012 to create Philadelphia Works.

This grant will allow the District to provide year round employment and enrichment opportunities to Philadelphia public high school students between 14 and 18 years of age for the purposes of gaining valuable work experiences and developing tangible skills in the Business and Manufacturing workplaces consisting of but not limited to school year program internships, manufacturing site visits, manufacturing teacher externships, and post secondary strategist support.

- School Year Program Internships:

A minimum of 18 Business students and 13 Manufacturing students in 11th grade enrolled in level 2 of the program of study will be recruited and enrolled in the school year internship.

The School Year Program Internship Model is designed to provide youth with exposure to professional careers, and an opportunity to develop and refine their 21st century work readiness skills. In addition, the internship provides the opportunity for youth to work closely with an adult supervisor who will serve in an instructional role throughout the duration of the experience.

School Year Student Participation Criteria

- Enrolled in an approved Advanced Manufacturing related or Business related CTE Program
- Recommendations from the CTE Teacher and Principal
- Have a minimum Grade of “B” in the Technical Class
- Have no more than ten (10) latenesses per marking period
- Have no more than ten (10) unexcused absences
- Participation in a mandatory Pre-internship Employability Skills Workshop

- Manufacturing Site Visits:

A minimum of 5 businesses will agree to participate as a host site. The District will provide students with an interactive manufacturing and technical career experience that drives student interest and increases enrollment in the new Center for Advanced Manufacturing and Engineering at Ben Franklin High School. Culminating activities to the “experience” and “excursion,” students will participate in manufacturing site

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

visits/tours. Students will tour the company, interact with employees, and gain knowledge of the 21st century skills needed to be successful in today's workforce.

- **Manufacturing Teacher Externships:**

A minimum of 2 companies (1 business –related company and 1 manufacturing) will agree to participate as a host site for the CTE teacher externship experience. The Office of Career and Technical Education Teacher Team Externship Program gives opportunities for CTE teachers in the Advanced Manufacturing and Business related programs to observe and interact with professionals in related industry areas. These externships offer a unique professional development opportunity connecting the classroom to the workplace. They provide an experience in which teachers spend time in a workplace to learn through direct experience about trends, skill requirements and opportunities in industries related to their subject in order to enrich and strengthen their teaching and bring relevance to student learning.

- **Post Secondary Strategist:**

The District will utilize \$19,440.00 of these grant funds to contract with a consultant to work with the District to develop a methodology to identify the factors that restrict CTE students from applying to college and identify these major transitional barriers. This will also inform the District about students' decision-making processes and result in building some of the additional work readiness elements into the curriculum.

This Grant will be used to support CTE programs aligned to the Advanced Manufacturing and Business sectors. Both sectors are designated as targeted industry clusters in high-growth sectors, according to data from Philadelphia Works (Philadelphia's workforce investment board). In fact, in Philadelphia, Advanced Manufacturing along with Business are two of the highest growing industry sectors in the region and Commonwealth, and are projected to be for the next several years.

The District currently operates 115 CTE programs in 30 high schools. The specific programs which are the focus of this grant are:

- **Engineering Technologies:** Carver, South Philadelphia, Science Leadership Academy, Swenson and Workshop High Schools
- **Electromechanical/Mechatronics (Opened in September 2015):** Benjamin Franklin High School
- **Electronics Technology (Opened in September 2015):** Benjamin Franklin High School
- **Facility and Property Maintenance:** Strawberry Mansion High School
- **Welding Technology:** Mastbaum, Edison, and Randolph Career Academy High Schools
- **HVAC and Refrigeration Technology:** Edison High School
- **Business Administration:** Dobbins, Franklin Learning Center, Kensington Business, Lincoln, Mastbaum, Martin Luther King, Overbrook, South Philadelphia, and Roxborough High Schools
- **Accounting and Financial Services:** Furness, Lincoln, Kensington Business and Washington High Schools
- **Sports Marketing and Management:** Kensington Business, Dobbins, Northeast and Washington High Schools

In addition to the above services expenditures, the grant also includes teacher's extracurricular costs along with the cost of transportation, printing, materials and supplies.

ABC Code/Funding Source

\$30,000.00

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

B-2**Donation: \$43,305.24 Acceptance of Chromebooks from the Masterman Home and School Association**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent to accept with appreciation the donation of 132 Dell chromebooks valued at \$43,305.24 from the Masterman Home & School Association for use at the Masterman School.

Description: The Masterman Home & School Association is donating 132 Dell chromebooks, which enable students to access the curriculum through technology.

ABC Code/Funding Source

\$43,305.24

B-3**Donation: \$75,000 Acceptance of Donation from the Masterman Home and School Association; Ratification of the Acceptance Period of Donation from Masterman Home and School Association**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee to accept, with appreciation, a donation from the Masterman Home & School Association, in an amount not to exceed \$75,000 to fund extracurricular activities at the Julia R. Masterman Laboratory and Demonstration School, for the period commencing November 20, 2015 through November 30, 2016, and be it

FURTHER RESOLVED, that the School Reform Commission hereby ratifies the second extension by The School District of Philadelphia, through the Superintendent of the acceptance period of the donation of \$50,000 from Masterman Home & School Association, originally authorized pursuant to Resolution B-1, approved by the School Reform Commission on February 20, 2014, and further extended pursuant to Resolution B-9 approved by the School Reform Commission on November 20, 2014, by further extending the acceptance period of the donation from its scheduled expiration date of June 30, 2015 through November 30, 2016 and ratifies the use of the remaining \$19,837 previously authorized by Resolution B-1, for extra curricular activities at Julia R. Masterman Laboratory and Demonstration School.

Description: This resolution is to obtain authorization to accept a donation not to exceed \$70,000 from the Masterman Home and School Association to be used to support the Masterman extracurricular program, including but not limited to tutoring, middle school sports, student organizations and security during the school year of 2015-2016. The funds will pay employee's extracurricular salaries and will allow for the purchase of materials as needed.

In addition, this resolution is being submitted to ratify authorization to spend the previous year's funds that were received through Resolution B-1 on February 20, 2014. Remaining in last year's EC budget is \$19,837 to be utilized this school year.

ABC Code/Funding Source

\$69,837.00

Academic – Payments/Contracts**B-4****IDEA: \$90,540 Contract Amendment with Deaf Hearing Communication Centre – Sign Language Interpreting 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

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

No. 251/F16, originally entered into with Deaf Hearing Communications Centre, Inc. pursuant to Resolution B-23, approved by the School Reform Commission on June 18, 2015, by increasing the amount of the contract by \$64,754 from the \$107,800 approved in Resolution B-23, to an amount not to exceed \$172,554.

Description: An additional \$64,754 is requested to pay for the cost of one full-time sign language interpreter to replace a District interpreter assigned to Northeast High School, and who resigned just prior to the beginning of the 2015/2016 school year. The services are required to provide sign language interpreting services to a senior at Northeast High School, whose IEP requires interpreting services for all classes and other related activities during the school day, including after-school extracurricular activities. At the time the original resolution (B-23) was filed in June 2015, it was not known that the District interpreter assigned to Northeast High School would resign.

The Deaf Hearing Communication Centre (DHCC) shall provide the student at Northeast High School with a qualified interpreter throughout the school day as required by the student's IEP. These services will include a total of up to 1,015.74 hours of interpreting services at a cost of \$60.00 per hour plus \$30.00 per day for travel expenses.

Resolution B-23, approved by the SRC on June 18, 2015, authorized the District to contract with DHCC, Communication Consulting Group, LLC (CC Group), and Interpreters Unlimited to provide substitute services for District sign language interpreting staff when absent, to replace District staff if necessary when there is a resignation, or when a District sign language interpreter position is vacant. This contracted service is needed because the District does not have its own internal substitute service to cover absences and vacancies for its own sign language staff. In addition, contracted interpretation services are often needed on short notice to provide sign language interpreter coverage for deaf and hard of hearing parents, community members, students and staff at Individualized Education Program ("IEP") meetings, interagency meetings, District sponsored staff professional development, and at other District sponsored meetings, functions and events.

A formal Request for Proposal (RFP 379) was issued in the Fall of 2013. The three companies, listed above and that were selected, scored the highest in terms of their hourly rate, quality of services and their ability to provide interpreters on short notice. In preparation for this resolution, additional proposals were solicited from Communication Connection, Inc., and Language Services Associates. In comparison to the other vendors, the three vendors that were selected offered the highest quality services at the most reasonable cost.

There are three hundred and thirty one (331) students who are Deaf and Hearing Impaired enrolled in District schools that receive interpretation services from District staff, as mandated in their IEPs. Nineteen (19) District full-time sign language interpreters will be needed to adequately provide services to these students, and to provide services to deaf and hard of hearing District staff when needed. Due to the resignation of the District sign language interpreter at Northeast High School, there is currently one (1) District interpreter vacancy. The District Office of Talent is actively seeking to recruit and hire a replacement to fill this vacancy at Northeast High School. Until this vacancy is filled by a District interpreter, a substitute sign language interpreter will be needed.

Contracted substitute interpreters cover District staff absences due to sick days, personal days, family emergencies, resignations, and attendance at professional developments. Substitute interpreters are also needed to provide coverage whenever scheduling conflicts arise due to emergency student IEP meetings, parent report card conferences, disciplinary meetings and interagency meetings that are scheduled while

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

the regular assigned District interpreter is providing services to a student in the classroom. Contracted substitutes are often needed to provide sign language interpretation services for students and parents attending District after school and weekend events, functions and activities. If District staff are not available, substitute interpreters will be needed to provide interpretation services for 5 deaf or hard of hearing District staff when they attend District and state mandated professional development.

ABC Code/Funding Source	\$90,540.00
1901-005-9580-1221-3221 IDEA	

B-5

Operating Budget: \$37,500 Contract with American Athletic Courts, Inc. – Repairs at Charles Martin (Northeast) Supersite

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 American Athletic Courts, Inc. to remove and replace the existing damaged track surface and restore lane stripes at the Charles Martin (Northeast) Supersite, for an amount not to exceed \$37,500, for the period commencing November 17, 2015 through June 30, 2016.

Description: The Charles Martin (Northeast) Supersite track surface was damaged on August 2, 2015, as a result of a field hockey goal fire. The field hockey goal was set on fire due to vandalism, and smoldered for several hours causing the damage. Site evaluations were performed by two District approved field repair companies, and the vendor was chosen using a selective bidding process. American Athletic Courts, Inc. (AACI) will remove and replace a 20'x20'ft damaged track surface at the Northeast Supersite. AACI will also repair and restore the existing lane lineage, and utilize a cyclone pressure washer to thoroughly clean the entire existing track surface.

Once completed, AACI will utilize a pressure washer to thoroughly clean the existing drains with a hand held pressure wand.

ABC Code/Funding Source	\$37,500.00
1100-031-9JQ0-2632-3291 Operating	

IV. INTERMEDIATE UNIT

IU-1

Categorical Grant Fund: \$68,000 Contract with Literacy How, Inc. – Independence Mission Schools

RESOLVED, that the School Reform Commission acting in its capacity as the Board of Directors of the Philadelphia Intermediate Unit, authorizes Intermediate Unit 26, through the Acting Executive Director or his designee, to execute, deliver and perform a contract with Literacy How, Inc. to provide professional development to teachers, mentoring in their classrooms, administrative support, and consultation and training to an in-school teacher leader for an amount not to exceed \$68,000 for the period commencing November 20, 2015 through June 30, 2016.

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

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

professional development.

During the 2015-2016 academic year, two Independence Mission schools will participate in the Literacy How Initiative, with the Literacy How Mentor providing school-based, job-embedded professional development for teachers, teacher mentoring in their classrooms, administrative support and consultation and training an in-school teacher leader.

ABC Code/Funding Source	\$68,000.00
207X-G10-9610-2272-3291 Title IIa	

RESOLVED, that the School Reform Commission hereby ratifies the appointment of the following persons to the positions, on the effective dates through October 31, 2015 and at the salaries respectively noted, as recommended by the Superintendent, provided that: (a) continued employment of persons appointed to positions funded by categorical grants is contingent upon the availability of grant funds; and (b) persons appointed to positions funded by operating funds, shall report to either the Superintendent or the Deputy Superintendent or their designees, and shall serve at the pleasure of the School Reform Commission.

THE FOLLOWING EMPLOYEES HAVE BEEN HIRED:

ADAMS, LYNDA	TEACHER,FULL TIME	POLLOCK, ROBERT B. SCHOOL	10/20/15	\$45,359.00	ANNUAL SALARY
ADKINS, DOMINQUE J	STUDENT CLIMATE STAFF,3 HOURS	ARTHUR, CHESTER A. SCHOOL	10/19/15	\$6,533.00	ANNUAL SALARY
AGOSSOU AGBETE, LOUTH M	ONE TO ONE ASST, SPECIAL ED	BLAINE, JAMES G. SCHOOL	10/26/15	\$19,344.00	ANNUAL SALARY
AGYAPONG, AHRI N	TEACHER,FULL TIME	ELLWOOD SCHOOL	09/22/15	\$45,359.00	ANNUAL SALARY
ALKHALIFI, AMAL M	STUDENT CLIMATE STAFF,3 HOURS	POLLOCK, ROBERT B. SCHOOL	10/08/15	\$6,533.00	ANNUAL SALARY
ALLEN, CHALLEE P	TEACHER,SPEC EDUCATION	FINLETTER, THOMAS K. SCHOOL	10/08/15	\$46,193.00	ANNUAL SALARY
ANAYA, NANCY	TEACHER,FULL TIME	ELKIN, LEWIS SCHOOL	10/16/15	\$45,359.00	ANNUAL SALARY
ANDREW, JASON	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	09/16/15	\$24.00	HOURLY RATE
ANDRIS, PATRICIA M	TEACHER,FULL TIME	MOORE, J. HAMPTON SCHOOL	10/27/15	\$45,359.00	ANNUAL SALARY
ATHINEOS, VRISIDA	TEACHER,FULL TIME	MAYFAIR SCHOOL	09/29/15	\$67,789.00	ANNUAL SALARY
AVILES, CARMEN J	STUDENT CLIMATE STAFF,3 HOURS	CRAMP, WILLIAM SCHOOL	09/21/15	\$6,533.00	ANNUAL SALARY
BAGBY, EDWINA	BUS ATTENDANT	KENSINGTON CAPA	10/13/15	\$10,965.00	ANNUAL SALARY
BALLARD-HOLMES, BRITTANY	STUDENT CLIMATE STAFF,4 HOURS	HARTRANFT, JOHN F. SCHOOL	09/29/15	\$8,711.00	ANNUAL SALARY
BARNES, ANNA D	STUDENT CLIMATE STAFF, 2 HRS	CATHARINE, JOSEPH SCHOOL	10/13/15	\$4,675.00	ANNUAL SALARY
BARNES, TAMEKA	ONE TO ONE ASST, SPECIAL ED	KELLEY, WILLIAM D. SCHOOL	09/21/15	\$19,344.00	ANNUAL SALARY
BARRETT, TAMIKA N	SCHOOL NURSE	MORRISON, ANDREW J. SCHOOL	10/19/15	\$66,461.00	ANNUAL SALARY
BASSETT, DENA R	TEACHER,FULL TIME	EDISON, THOMAS A. HIGH SCHOOL	10/28/15	\$46,694.00	ANNUAL SALARY
BENDER, PAULA A	STUDENT CLIMATE STAFF,3 HOURS	FRANK, ANNE SCHOOL	09/01/15	\$8,711.00	ANNUAL SALARY
BENNETT, TAMYRA R	BUS ATTENDANT	FARRELL, LOUIS H. SCHOOL	10/19/15	\$10,965.00	ANNUAL SALARY
BETANCOURT, JOANNE	STUDENT CLIMATE STAFF,3 HOURS	OLNEY ELEMENTARY SCHOOL	10/21/15	\$6,533.00	ANNUAL SALARY
BODDIE, THERENTHIA	STUDENT CLM STAFF,PER DIEM SUB	HEAD START CENTRAL OFFICE	10/09/15	\$7.25	HOURLY RATE
BOSTIC, BRETT D	TEACHER,FULL TIME	SPRUANCE, GILBERT SCHOOL	10/08/15	\$45,359.00	ANNUAL SALARY
BOWEN, KARLEIGH J	TEACHER,FULL TIME	LUDLOW, JAMES R. SCHOOL	10/19/15	\$45,359.00	ANNUAL SALARY
BRAXTON, BRANDON R	BUS ATTENDANT	DUCKREY, TANNER SCHOOL	10/13/15	\$10,965.00	ANNUAL SALARY
BREWSTER, ROBERT	STUDENT CLIMATE STAFF,3 HOURS	COMEGYS, BENJAMIN B. SCHOOL	10/13/15	\$6,533.00	ANNUAL SALARY
BROOKS, NAKIA L	CLASSROOM ASST,SP ED,SV HND	WAGNER, GEN. LOUIS MIDDLE SCH.	10/26/15	\$19,344.00	ANNUAL SALARY
BROWN, ALLYSON D	TEACHER,FULL TIME	HACKETT, HORATIO B. SCHOOL	10/13/15	\$45,359.00	ANNUAL SALARY
BROWN, COURTNEY A	TEACHER,FULL TIME	WILSON, WOODROW MIDDLE SCHOOL	10/13/15	\$63,537.00	ANNUAL SALARY
BROWN, CYNTHIA M	CLASSROOM ASST,SP ED,SV HND	OVERBROOK EDUCATIONAL CENTER	10/05/15	\$19,344.00	ANNUAL SALARY
BROWN, SHARON	ONE TO ONE ASST, SPECIAL ED	STEEL, EDWARD SCHOOL	09/30/15	\$19,344.00	ANNUAL SALARY
BUCKLEY, ALLYSON M	TEACHER,SPEC EDUCATION	SOLIS-COHEN, SOLOMON SCHOOL	10/05/15	\$57,785.00	ANNUAL SALARY
BUCKNER, TOMARRA A	EXT ACTVTS,NON-CONTRACT EMP-HR	OFFICE STUDENT RIGHTS & RESP	10/27/15	\$0.00	
BUSH, WILMA	STUDENT CLM STAFF,PER DIEM SUB	HEAD START CENTRAL OFFICE	10/09/15	\$7.25	HOURLY RATE
BUSKE, TARA L	TEACHER,FULL TIME	ALLEN, ETHAN SCHOOL	10/06/15	\$45,359.00	ANNUAL SALARY

BUTLER, TONYA D	FOOD SVCS WORKER III	HARDING, WARREN G. MIDDLE SCH	10/19/15	\$21,230.62	ANNUAL SALARY
CAMPBELL, SHAKIA	BUS ATTENDANT	MCDANIEL, DELAPLAINE SCHOOL	10/19/15	\$10,965.00	ANNUAL SALARY
CAPPO, HOLLIS L	STUDENT CLIMATE STAFF, 2 HRS	THE LINC	09/21/15	\$4,675.00	ANNUAL SALARY
CAREY, TERRIE	GENERAL CLEANER, SUPPLEMENTAL	PER DIEM	07/23/15	\$9.56	HOURLY RATE
CARNEY, CHANTE E	STUDENT CLIMATE STAFF, 3 HOURS	LOCKE, ALAIN SCHOOL	10/05/15	\$6,533.00	ANNUAL SALARY
CARPENTER, MELISSA K	TEACHER, FULL TIME	HARRINGTON, AVERY D. SCHOOL	10/20/15	\$66,461.00	ANNUAL SALARY
CHILDS, DOMONIQUE M	STUDENT CLIMATE STAFF, 3 HOURS	LOCKE, ALAIN SCHOOL	10/06/15	\$6,533.00	ANNUAL SALARY
CHIU, REBECCA A	EXT ACTVTS, NON-CONTRACT EMP-HR	OFFICE OF SPECIALIZED SERVICES	10/13/15	\$0.00	
CLARK, CARLA L	BUS ATTENDANT	SAYRE, WILLIAM L. HIGH SCHOOL	10/13/15	\$10,965.00	ANNUAL SALARY
CLARK, EMONI M	BUS ATTENDANT, ONE TO ONE	HUNTER, WILLIAM H. SCHOOL	10/26/15	\$10,965.00	ANNUAL SALARY
CLEVER, LAWRENCE R	TEACHER, SPEC EDUCATION	HESTON, EDWARD SCHOOL	10/02/15	\$70,457.00	ANNUAL SALARY
CLOOKEY, ANGELINA M	TEACHER, FULL TIME	MAYFAIR SCHOOL	10/05/15	\$47,527.00	ANNUAL SALARY
COCHRAN, LAPORCHA T	FOOD SVCS UTILITY WORKER	WILSON, WOODROW MIDDLE SCHOOL	10/13/15	\$20,034.37	ANNUAL SALARY
COHEN, JAMES A	TEACHER, FULL TIME	CONWELL, RUSSELL MIDDLE SCHOOL	10/14/15	\$46,694.00	ANNUAL SALARY
CONDE, JANEEN F	BUS ATTENDANT, ONE TO ONE	HACKETT, HORATIO B. SCHOOL	10/05/15	\$10,965.00	ANNUAL SALARY
CONSTON, PAULA N	STUDENT CLIMATE STAFF, 4 HOURS	LAWTON, HENRY W. SCHOOL	10/05/15	\$8,711.00	ANNUAL SALARY
CORCHADO, NANNETTE	COMMUNITY RELATION LIAISON, FT	HOPKINSON, FRANCIS SCHOOL	09/30/15	\$39,439.00	ANNUAL SALARY
CORNELIUS, SARAH G	EXT ACTVTS, NON-CONTRACT EMP-HR	RESEARCH & EVALUATION	09/29/15	\$0.00	
CRUZ, ERIC J	TEACHER, FULL TIME	KENSINGTON URBAN EDUCATION	10/13/15	\$54,364.00	ANNUAL SALARY
DANTZLER, ALISHA S	ONE TO ONE ASST, SPECIAL ED	FELS, SAMUEL HIGH SCHOOL	10/21/15	\$19,344.00	ANNUAL SALARY
DARBY, GLENDA	ASSISTANT PRINCIPAL	THURGOOD MARSHALL	10/26/15	\$88,572.00	ANNUAL SALARY
DAVENPORT, SHAMINA A	STUDENT CLIMATE STAFF, 3 HOURS	MOORE, J. HAMPTON SCHOOL	10/21/15	\$6,533.00	ANNUAL SALARY
DAVIS, SENEQUA A	STUDENT CLIMATE STAFF, 3 HOURS	HARRINGTON, AVERY D. SCHOOL	10/26/15	\$6,533.00	ANNUAL SALARY
DELGADO, MINERVA	CLIMATE SUPPORT SPECIALIST	HOPKINSON, FRANCIS SCHOOL	10/15/15	\$33,350.00	ANNUAL SALARY
DESNOUEE, JENNIFER	TEACHER, FULL TIME	MC CLURE, ALEXANDER K. SCHOOL	09/29/15	\$46,694.00	ANNUAL SALARY
DIAZ, DARLENE	TEACHER, SPEC EDUCATION	HOUSTON, HENRY H. SCHOOL	10/26/15	\$46,193.00	ANNUAL SALARY
DODSON, ESSIE L	BUS ATTENDANT	MEEHAN, AUSTIN MIDDLE SCHOOL	10/13/15	\$10,965.00	ANNUAL SALARY
DONATONE, ALICIA	TEACHER, FULL TIME	BARRY, JOHN ELEMENTARY SCHOOL	09/19/15	\$45,359.00	ANNUAL SALARY
DOZIER, DIASIA	EXT ACTVTS, NON-CONTRACT EMP-HR	RECRUITMENT & STAFFING	10/21/15	\$12.00	HOURLY RATE
DURHAM, MARQUITA B	CLASSROOM ASST, SP ED, SV HND	HARDING, WARREN G. MIDDLE SCH	10/26/15	\$19,344.00	ANNUAL SALARY
DYKES, RENELDA	STUDENT CLIMATE STAFF, 3 HOURS	PENROSE SCHOOL	09/29/15	\$7,012.00	ANNUAL SALARY
EDWARDS, SARAH A	BUS ATTENDANT	MARSHALL, JOHN SCHOOL	10/05/15	\$10,965.00	ANNUAL SALARY
EISEMAN, MARY J	TEACHER, SPEC EDUCATION	FELS, SAMUEL HIGH SCHOOL	09/29/15	\$52,362.00	ANNUAL SALARY
ENG, TAMI	EXT ACTVTS, NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	10/05/15	\$12.00	HOURLY RATE
ERVING, YVETTE	PER DIEM TCHR-NON CERT-SCH	ATTENDANCE & TRUANCY OFFICE	09/29/15	\$15.50	HOURLY RATE
ESPOSITO, NICOLE A	SCHOOL NURSE	POTTER-THOMAS SCHOOL	10/19/15	\$51,113.00	ANNUAL SALARY
FAIGON, GAIA	EXT ACTVTS, NON-CONTRACT EMP-HR	RESEARCH & EVALUATION	10/13/15	\$10.00	HOURLY RATE
FANNING, ZALISA T	EXT ACTVTS, NON-CONTRACT EMP-HR	OFFICE OF CHILD ACCOUNTING	10/05/15	\$12.00	HOURLY RATE
FELDER-HADLEY, JEANETTE	SECRETARY, PER DIEM SUB-SCHOOL	PER DIEM	07/01/15	\$60.75	DAILY RATE
FERRARELLO, DANIEL P	EXT ACTVTS, NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	10/13/15	\$12.00	HOURLY RATE
FIEO, CARMINE D	EXT ACTVTS, NON-CONTRACT EMP-HR	TALENT ADMINISTRATION	10/27/15	\$12.00	HOURLY RATE
FISHER, MAMIE	SECRETARY, PER DIEM SUB-SCHOOL	PER DIEM	07/01/15	\$60.75	DAILY RATE
FLAKS, JUDITH A	TEACHER, FULL TIME	ANDERSON, ADD B. SCHOOL	10/05/15	\$45,359.00	ANNUAL SALARY

FORBES, JODIAN T	BUS ATTENDANT	SPRUANCE, GILBERT SCHOOL	10/19/15	\$10,965.00	ANNUAL SALARY
FORBES, JODIAN T	STUDENT CLIMATE STAFF,3 HOURS	SPRUANCE, GILBERT SCHOOL	10/19/15	\$6,533.00	ANNUAL SALARY
FORD, JENNIFER B	TEACHER,SPEC EDUCATION	DOBSON, JAMES SCHOOL	10/22/15	\$46,193.00	ANNUAL SALARY
FORTNUM, MARK D	TEACHER,FULL TIME	FORREST, EDWIN SCHOOL	10/19/15	\$45,359.00	ANNUAL SALARY
FRENCH, AIREL A	TEACHER,FULL TIME	LOGAN, JAMES SCHOOL	10/26/15	\$45,359.00	ANNUAL SALARY
FULLER, FRANK R	SUPPORTIVE SERVICES ASST, 3 HR	HARRINGTON, AVERY D. SCHOOL	10/26/15	\$8,749.00	ANNUAL SALARY
FULLER-HILTON, ROBIN N	CLASSROOM ASST,SP ED,SV HND	MUNOZ-MARIN, HON LUIS SCHOOL	09/01/15	\$29,850.00	ANNUAL SALARY
FURPHY, MARY P	STUDENT CLIMATE STAFF,5 HOURS	SOLIS-COHEN, SOLOMON SCHOOL	10/27/15	\$10,889.00	ANNUAL SALARY
GARCIA, LISA	TEACHER,FULL TIME	CASSIDY,LEWIS C ACADEMICS PLUS	10/26/15	\$45,359.00	ANNUAL SALARY
GEE, THOMASENE	SECRETARY, PER DIEM SUB-SCHOOL	PER DIEM	07/01/15	\$60.75	DAILY RATE
GEIGER, BRIANA A	STUDENT CLIMATE STAFF,3 HOURS	OLNEY ELEMENTARY SCHOOL	10/15/15	\$6,533.00	ANNUAL SALARY
GEORGE, NITHIN	TEACHER,FULL TIME	PEIRCE, THOMAS M. SCHOOL	09/21/15	\$45,359.00	ANNUAL SALARY
GILBERT, DARRELL B	TEACHER,FULL TIME	HARDING, WARREN G. MIDDLE SCH	10/26/15	\$45,359.00	ANNUAL SALARY
GILLIAM, LYNETTE A	BUS ATTENDANT,ONE TO ONE	WASHINGTON, MARTHA SCHOOL	10/05/15	\$10,965.00	ANNUAL SALARY
GLOVER, PAULA	CLASSROOM ASST,CDC,FT	HAVERTON CTR BRIGHT FUTURES	10/08/15	\$22,014.00	ANNUAL SALARY
GONZALEZ-ROMAN, BETSY	ONE TO ONE ASST, SPECIAL ED	BLAINE, JAMES G. SCHOOL	10/26/15	\$19,344.00	ANNUAL SALARY
GOODLETT, CHANDA D	STUDENT CLIMATE STAFF,5 HOURS	FELTONVILLE INTERMEDIATE	10/19/15	\$10,889.00	ANNUAL SALARY
GRILL, MATTHEW W	TEACHER,SPEC EDUCATION	COMLY, WATSON SCHOOL	10/05/15	\$58,701.00	ANNUAL SALARY
GULSTON, VANIA	TEACHER,FULL TIME	BREGY, F. AMEDEE SCHOOL	10/08/15	\$49,615.00	ANNUAL SALARY
HAMED, FNU	COUNSELING ASST,BILINGUAL	FURNESS, HORACE HIGH SCHOOL	10/26/15	\$22,595.00	ANNUAL SALARY
HAMMONDS, MARIA A	STUDENT CLIMATE STAFF,4 HOURS	ANDERSON, ADD B. SCHOOL	10/02/15	\$8,711.00	ANNUAL SALARY
HANIN-DASHER, BARBARA	TEACHER,FULL TIME	STEARNE, ALLEN M. SCHOOL	10/22/15	\$45,359.00	ANNUAL SALARY
HARRIS, ROSIE	STUDENT CLIMATE STAFF,4 HOURS	WAGNER, GEN. LOUIS MIDDLE SCH.	06/18/15	\$9,349.00	ANNUAL SALARY
HARRIS, SHYEETHA F	STUDENT CLIMATE STAFF,3 HOURS	DISSTON, HAMILTON SCHOOL	10/21/15	\$6,533.00	ANNUAL SALARY
HAWKINS, WESLEY	CLASSROOM ASST,SP ED,SV HND	WILSON, WOODROW MIDDLE SCHOOL	10/27/15	\$19,344.00	ANNUAL SALARY
HAYES, IKEASHA L	BUS ATTENDANT,ONE TO ONE	BLAINE, JAMES G. SCHOOL	10/13/15	\$10,965.00	ANNUAL SALARY
HEARD, JONISHA D	FOOD SVCS ASSISTANT	RHAWNURST SCHOOL	10/19/15	\$13,066.50	ANNUAL SALARY
HECK, JENNIFER	TEACHER,FULL TIME	BARTON SCHOOL	09/30/15	\$45,359.00	ANNUAL SALARY
HENDERSON, ASHLEY D	ONE TO ONE ASST, SPECIAL ED	BETHUNE, MARY MCLEOD SCHOOL	10/26/15	\$19,344.00	ANNUAL SALARY
HENDERSON, DENISE K	CLIMATE SUPPORT SPECIALIST	BRYANT, WILLIAM C. SCHOOL	10/05/15	\$33,350.00	ANNUAL SALARY
HENRY, BRIDGETTE D	FOOD SVCS ASSISTANT	GIRLS, PHILA HIGH SCHOOL FOR	10/26/15	\$14,155.37	ANNUAL SALARY
HEWETT, JUDY	GENERAL CLEANER, 8 HOURS	SPRING GARDEN SCHOOL	10/30/15	\$31,261.00	ANNUAL SALARY
HICKS, NAKIRA M	STUDENT CLIMATE STAFF,3 HOURS	POLLOCK, ROBERT B. SCHOOL	10/26/15	\$6,533.00	ANNUAL SALARY
HILL, KANISHA	STUDENT CLIMATE STAFF,3 HOURS	POTTER-THOMAS SCHOOL	10/22/15	\$6,533.00	ANNUAL SALARY
HOBSON, ELEANOR	SECRETARY, PER DIEM SUB-SCHOOL	PER DIEM	07/01/15	\$60.75	DAILY RATE
HOCKIN, TY A	TEACHER,FULL TIME	WASHINGTON, GROVER JR. MIDDLE	10/13/15	\$65,241.00	ANNUAL SALARY
HOEY, CAITLIN M	TEACHER,FULL TIME	LEA, HENRY C.	10/02/15	\$56,531.00	ANNUAL SALARY
HOLLAND, MONIQUE M	EXT ACTVTS,NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	10/05/15	\$16.00	HOURLY RATE
HORN, RAYMOND W	TEACHER,FULL TIME	STEEL, EDWARD SCHOOL	10/19/15	\$45,359.00	ANNUAL SALARY
HOWARD, JUSTIN L	FOOD SVCS WORKER I	HARTRANFT, JOHN F. SCHOOL	10/13/15	\$13,746.75	ANNUAL SALARY
HOWLEY, KELLY A	TEACHER,FULL TIME	WELSH, JOHN SCHOOL	10/26/15	\$45,359.00	ANNUAL SALARY
HURGUNOW, CHRISTINE	STUDENT CLIMATE STAFF,3 HOURS	LOESCHE, WILLIAM H. SCHOOL	10/22/15	\$6,533.00	ANNUAL SALARY
HURT, IVAN O	TEACHER,FULL TIME	KENSINGTON URBAN EDUCATION	09/21/15	\$45,359.00	ANNUAL SALARY

JACOBS, SYMONE A	STUDENT CLIMATE STAFF,3 HOURS	SHERIDAN, PHILIP H. SCHOOL	10/13/15	\$6,533.00	ANNUAL SALARY
JOHNSON, CHANELL N	STUDENT CLIMATE STAFF,3 HOURS	LONGSTRETH, WILLIAM C. SCHOOL	10/19/15	\$6,533.00	ANNUAL SALARY
JOHNSON, KIM	TEACHER,FULL TIME	BLAINE, JAMES G. SCHOOL	10/20/15	\$45,359.00	ANNUAL SALARY
JOHNSON, RASHIDA C	STUDENT CLIMATE STAFF,5 HOURS	MARSHALL, THURGOOD SCHOOL	09/30/15	\$10,889.00	ANNUAL SALARY
JONES, RACHEL S	STUDENT CLIMATE STAFF,3 HOURS	POLLOCK, ROBERT B. SCHOOL	10/19/15	\$6,533.00	ANNUAL SALARY
JONES, SHANA M	TEACHER,FULL TIME	BRYANT, WILLIAM C. SCHOOL	10/07/15	\$45,359.00	ANNUAL SALARY
JONIAK, CAROLYN	TEACHER,SPEC EDUCATION	DECATUR, STEPHEN SCHOOL	10/13/15	\$46,193.00	ANNUAL SALARY
JOURNEY, BEVIN	THERAPIST (OCCUP/PHYS)	WIDENER MEMORIAL SCHOOL	10/13/15	\$73,453.00	ANNUAL SALARY
KELLY, MATTHEW S	EXT ACTVTS,NON-CONTRACT EMP-HR	RESEARCH & EVALUATION	10/23/15	\$0.00	
KEMMERER, SARAH A	TEACHER,FULL TIME	ALLEN, DR. ETHEL SCHOOL	10/13/15	\$45,359.00	ANNUAL SALARY
KEYES, ROBERT D	FOOD SVCS WORKER SENIOR	EL CENTRO DE ESTUDIANTES	10/16/15	\$12,358.75	ANNUAL SALARY
KINN, STEPHANIE A	TEACHER,FULL TIME	SULLIVAN, JAMES J. SCHOOL	10/13/15	\$65,121.00	ANNUAL SALARY
KNIGHTS, SHERESE	ONE TO ONE ASST, SPECIAL ED	BACHE-MARTIN SCHOOL	10/26/15	\$19,344.00	ANNUAL SALARY
KOBER, MARGARET	STUDENT CLIMATE STAFF, 2 HRS	SPRUANCE, GILBERT SCHOOL	09/01/15	\$4,355.00	ANNUAL SALARY
KOCI, VALBONA	ONE TO ONE ASST, SPECIAL ED	SPRUANCE, GILBERT SCHOOL	10/26/15	\$19,344.00	ANNUAL SALARY
KONDE, ELIZABETH A	THERAPIST (OCCUP/PHYS)	WIDENER MEMORIAL SCHOOL	10/26/15	\$76,461.00	ANNUAL SALARY
KOSTANDINI, BLERTA	CLASSROOM ASST,SP ED,SV HND	BRIDESBURG SCHOOL	10/19/15	\$19,344.00	ANNUAL SALARY
LAMBERT, CARLIE L	TEACHER,FULL TIME	MORRISON, ANDREW J. SCHOOL	10/26/15	\$45,359.00	ANNUAL SALARY
LAMBERTINI, LORENA	SUPPORTIVE SERVICES ASST, 4 HR	SOUTHWARK SCHOOL	10/08/15	\$11,666.00	ANNUAL SALARY
LEACH, DAVID	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	10/05/15	\$26,808.00	ANNUAL SALARY
LEBRON, JOSE E	PRINCIPAL	KENSINGTON URBAN EDUCATION	08/19/15	\$122,505.00	ANNUAL SALARY
LILES, LOVE M	ONE TO ONE ASST, SPECIAL ED	OVERBROOK EDUCATIONAL CENTER	10/22/15	\$19,344.00	ANNUAL SALARY
LITTLE, VIVIAN L	STUDENT CLIMATE STAFF,4 HOURS	MCKINLEY, WILLIAM SCHOOL	10/20/15	\$8,711.00	ANNUAL SALARY
LIVINGSTON, NAJAHMA N	BUS ATTENDANT,ONE TO ONE	FITZPATRICK, A. L. SCHOOL	10/05/15	\$10,965.00	ANNUAL SALARY
MAHKHOU, SHIRIN	STUDENT CLIMATE STAFF, 2 HRS	HACKETT, HORATIO B. SCHOOL	09/30/15	\$4,675.00	ANNUAL SALARY
MAHONEY, KRISTINE S	STUDENT CLIMATE STAFF,4 HOURS	ALLEN, DR. ETHEL SCHOOL	09/21/15	\$8,711.00	ANNUAL SALARY
MARCHIO, WILLIAM J	TEACHER,FULL TIME	WASHINGTON, GEORGE HIGH SCHOOL	09/01/15	\$46,694.00	ANNUAL SALARY
MARCUS, CHARLEMAGN	SECRETARY, PER DIEM SUB-SCHOOL	PER DIEM	07/01/15	\$60.75	DAILY RATE
MARLOWE, ROBERT G	GENERAL CLEANER, 8 HOURS	FITZPATRICK, A. L. SCHOOL	10/19/15	\$19,828.00	ANNUAL SALARY
MARTIN, GLADYS M	SUPPORTIVE SERVICES ASST, 3 HR	BEEBER, DIMNER MIDDLE SCHOOL	10/19/15	\$8,749.00	ANNUAL SALARY
MARTINEZ, MARICELA	TEACHER,FULL TIME	MC CLURE, ALEXANDER K. SCHOOL	10/22/15	\$45,359.00	ANNUAL SALARY
MAYS, RICHARD	SUPPORTIVE SERVICES ASST, 3 HR	FRANKLIN, BENJAMIN SCHOOL	09/16/15	\$8,749.00	ANNUAL SALARY
MCCARTHY, KAITLYN M	TEACHER,FULL TIME	KENSINGTON CAPA	10/19/15	\$45,359.00	ANNUAL SALARY
MCCLEAN, BRITTANY N	FOOD SVCS WORKER I	WISTER, JOHN SCHOOL	10/13/15	\$13,746.75	ANNUAL SALARY
MCCUE, THOMAS C	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	09/22/15	\$24.00	HOURLY RATE
MCDOWELL, ERIKA L	POSITIVE BEHAVIOR INT SUP CO	CLIMATE & SAFETY	10/26/15	\$60,000.00	ANNUAL SALARY
MCGOLDRICK, MARY	SCHOOL OPERATIONS OFFICER	FURNESS, HORACE HIGH SCHOOL	10/19/15	\$50,361.00	ANNUAL SALARY
MCHUGH, BLAKE A	TEACHER,FULL TIME	BETHUNE, MARY MCLEOD SCHOOL	09/21/15	\$45,359.00	ANNUAL SALARY
MCKINNON, RAMISHA R	STUDENT CLIMATE STAFF,4 HOURS	ACADEMY AT PALUMBO	10/21/15	\$8,711.00	ANNUAL SALARY
MCSWHITE, BRITTNEY M	FOOD SVCS ASSISTANT	HANCOCK, JOHN SCHOOL	10/13/15	\$13,066.50	ANNUAL SALARY
MEDINA, VERONICA P	SCHOOL PSYCHOLOGIST	MUNOZ-MARIN, HON LUIS SCHOOL	10/27/15	\$58,617.00	ANNUAL SALARY
MERCAN, TARASHA A	STUDENT CLIMATE STAFF,4 HOURS	GOMPERS, SAMUEL SCHOOL	10/20/15	\$9,349.00	ANNUAL SALARY
MILLER, KIMBERLY A	STUDENT CLIMATE STAFF,4 HOURS	ALLEN, ETHAN SCHOOL	10/05/15	\$8,711.00	ANNUAL SALARY

MILLS, JAZZMYN C	EXT ACTVTS, NON-CONTRACT EMP-HR	OFFICE OF MULTIPLE PATHWAYS	10/26/15	\$12.00	HOURLY RATE
MINES-SHORTER, MALIKAH L	STUDENT CLIMATE STAFF, 5 HOURS	CROSSROADS @ HUNTING PARK	10/05/15	\$10,889.00	ANNUAL SALARY
MITCHELL, NATASHA S	FOOD SVCS ASSISTANT	WILLARD, FRANCES E. SCHOOL	10/19/15	\$8,711.00	ANNUAL SALARY
MOORE, TAHISE D	ASST DIR, OPERATIONS	SENIOR VP, FACILITIES	10/21/15	\$82,500.00	ANNUAL SALARY
MORLTE, NICOLE S	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	09/29/15	\$20.00	HOURLY RATE
MORTA, ANGELINA	TEACHER, FULL TIME	SOLIS-COHEN, SOLOMON SCHOOL	10/05/15	\$45,359.00	ANNUAL SALARY
MUHAMMAD, JAMILLAH S	STUDENT CLIMATE STAFF, 3 HOURS	FRANKLIN, BENJAMIN HIGH SCHOOL	10/13/15	\$6,533.00	ANNUAL SALARY
MULLEN, KATE E	TEACHER, FULL TIME	OVERBROOK EDUCATIONAL CENTER	10/07/15	\$47,278.00	ANNUAL SALARY
MURDOCK, SAMEERA K	FOOD SVCS ASSISTANT	JENKS ACADEMY ARTS & SCIENCES	10/13/15	\$14,155.37	ANNUAL SALARY
NAIM, ALIYAH	BUS ATTENDANT	FRANKFORD HIGH SCHOOL	10/05/15	\$10,965.00	ANNUAL SALARY
NIKOLAJUK, KAITLYN M	EXT ACTVTS, NON-CONTRACT EMP-HR	RESEARCH & EVALUATION	10/23/15	\$0.00	
NORTON, ASHLEY A	STUDENT CLIMATE STAFF, 3 HOURS	MYA-MIDDLE YEARS ALTERNATIVE	10/22/15	\$6,533.00	ANNUAL SALARY
NORTON, THOMAS J	TEACHER, FULL TIME	MORTON, THOMAS G. SCHOOL	10/05/15	\$45,359.00	ANNUAL SALARY
NOVRUZAJ, TIZIANA	EXT ACTVTS, NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	10/05/15	\$12.00	HOURLY RATE
NUSSLEIN, ANNE MARIE	STUDENT CLIMATE STAFF, 4 HOURS	ARTS ACADEMY AT BENJAMIN RUSH	10/26/15	\$8,711.00	ANNUAL SALARY
OCCASIO, YOSELIN	SCHOOL CLIMATE COORDINATOR	ELKIN, LEWIS SCHOOL	09/29/15	\$39,106.00	ANNUAL SALARY
ODOM, DEWORSKI	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	10/07/15	\$20.00	HOURLY RATE
ORTEGA, JESSICA	STUDENT CLIMATE STAFF, 3.5 HRS	MAYFAIR SCHOOL	10/08/15	\$7,623.00	ANNUAL SALARY
OYEGUNLE, EBONY N	SCHOOL PSYCHOLOGIST	FAMILY & STUDENT SERVICES	10/13/15	\$58,617.00	ANNUAL SALARY
PACE, MALCOLM M	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	10/05/15	\$24.00	HOURLY RATE
PALMER, KEARA N	BUS ATTENDANT	EDISON, THOMAS A. HIGH SCHOOL	10/05/15	\$10,965.00	ANNUAL SALARY
PAOLONE, LISA MARIE	TEACHER, SPEC EDUCATION	PENNELL, JOSEPH ELEMENTARY	09/01/15	\$67,706.00	ANNUAL SALARY
PARVIN, SAYEDA	CLASSRM ASST, PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	10/22/15	\$48.94	DAILY RATE
PATRICK, TIANA C	FOOD SVCS UTILITY WORKER	MORRISON, ANDREW J. SCHOOL	10/19/15	\$10,685.00	ANNUAL SALARY
PAXINOS, ANTHIPE	ONE TO ONE ASST, SPECIAL ED	LOESCHE, WILLIAM H. SCHOOL	09/21/15	\$19,344.00	ANNUAL SALARY
PERRY, ELLEN K	ONE TO ONE ASST, SPECIAL ED	COOK-WISSAHICKON SCHOOL	10/13/15	\$19,344.00	ANNUAL SALARY
PERVEEN, ABEDA	SECRETARY, PER DIEM SUB-SCHOOL	PER DIEM	07/01/15	\$60.75	DAILY RATE
PERVEEN, SHAHEDA	SECRETARY, PER DIEM SUB-SCHOOL	PER DIEM	07/01/15	\$60.75	DAILY RATE
PETTER, THERESA	STUDENT CLIMATE STAFF, 3 HOURS	JENKS, ABRAM SCHOOL	09/16/15	\$7,012.00	ANNUAL SALARY
PINCKNEY, LAKIA K	FOOD SVCS ASSISTANT	BEEBER, DIMNER MIDDLE SCHOOL	10/13/15	\$8,711.00	ANNUAL SALARY
PITT, SHIRLEY E	SECRETARY, PER DIEM SUB-SCHOOL	PER DIEM	07/01/15	\$60.75	DAILY RATE
PLUNKETT, REGINA	TEACHER ASST, PKHS	COOK-WISSAHICKON HEAD START	10/05/15	\$22,431.00	ANNUAL SALARY
POCHADT, STEPHEN R	TEACHER, FULL TIME	DUNBAR, PAUL L. SCHOOL	10/13/15	\$45,359.00	ANNUAL SALARY
POINTER, CELESTE D	STUDENT CLIMATE STAFF, 4 HOURS	MORRISON, ANDREW J. SCHOOL	10/19/15	\$9,349.00	ANNUAL SALARY
PRINCE, JARED D	TEACHER, FULL TIME	BARRY, JOHN ELEMENTARY SCHOOL	10/13/15	\$59,532.00	ANNUAL SALARY
PUDDER, DANETTE L	STUDENT CLIMATE STAFF, 3 HOURS	OLNEY ELEMENTARY SCHOOL	10/02/15	\$7,012.00	ANNUAL SALARY
PURIFORY, SHAYONA E	STUDENT CLIMATE STAFF, 3 HOURS	SULLIVAN, JAMES J. SCHOOL	10/05/15	\$8,711.00	ANNUAL SALARY
RANDALL, DELORES V	SECRETARY, PER DIEM SUB-SCHOOL	PER DIEM	07/01/15	\$60.75	DAILY RATE
REEDY, NIKISHA M	EXT ACTVTS, NON-CONTRACT EMP-HR	OFFICE OF STUDENT SUPPORT SRVS	10/19/15	\$12.00	HOURLY RATE
REVELLO, SUZANNE	SECRETARY, PER DIEM SUB-SCHOOL	PER DIEM	07/01/15	\$60.75	DAILY RATE
REYES, ROLAND S	RESEARCH ASSISTANT	RESEARCH & EVALUATION	10/05/15	\$51,946.00	ANNUAL SALARY
RIBARCHIK, KERRI-ANN	TEACHER, SPEC EDUCATION	HACKETT, HORATIO B. SCHOOL	10/05/15	\$46,193.00	ANNUAL SALARY
RICHMOND, GEORGE R	EXT ACTVTS, NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	10/05/15	\$16.00	HOURLY RATE

RIVERA, JACQUELINE	STUDENT CLIMATE STAFF,4 HOURS	TAYLOR, BAYARD SCHOOL	10/20/15	\$8,711.00	ANNUAL SALARY
RIZZO, JAMES M	TEACHER,FULL TIME	MASTBAUM, JULES E. HIGH SCHOOL	10/26/15	\$45,359.00	ANNUAL SALARY
ROBERTS, LATTISHA S	FOOD SVCS ASSISTANT	FRANKFORD HIGH SCHOOL	10/13/15	\$13,066.50	ANNUAL SALARY
ROBERTS, RITA R	TEACHER,FULL TIME	MEADE, GEN. GEORGE G. SCHOOL	10/05/15	\$45,359.00	ANNUAL SALARY
ROBERTSON, CAROLYN F	EXT ACTVTS,NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	10/05/15	\$12.00	HOURLY RATE
ROBINSON, NATALIE A	PER DIEM TCHR-NON CERT-SCH	ATTENDANCE & TRUANCY OFFICE	10/02/15	\$15.50	HOURLY RATE
RODRIGUEZ, DIANE J	TEACHER,SPEC EDUCATION	MCKINLEY, WILLIAM SCHOOL	09/29/15	\$47,527.00	ANNUAL SALARY
ROGAI, MARIE K	TEACHER,FULL TIME	CENTRAL HIGH SCHOOL	10/05/15	\$62,869.00	ANNUAL SALARY
ROGERS, STEPHANIE	CLIMATE SUPPORT SPECIALIST	SOUTH PHILADELPHIA H.S.	10/26/15	\$33,350.00	ANNUAL SALARY
ROMERO, DANIELA	COORD,LANGUAGE ACCESS SERVICES	PARENT & FAMILY SERVICES	10/26/15	\$45,320.00	ANNUAL SALARY
RYAN, CHARITY J	BUS ATTENDANT	BLAINE, JAMES G. SCHOOL	10/19/15	\$10,965.00	ANNUAL SALARY
SANDERS, NIKIA M	FOOD SVCS ASSISTANT	FARRELL, LOUIS H. SCHOOL	10/13/15	\$10,888.75	ANNUAL SALARY
SANDERS, RAKESHA L	STUDENT CLIMATE STAFF,3 HOURS	MOORE, J. HAMPTON SCHOOL	10/08/15	\$6,533.00	ANNUAL SALARY
SAPP, KINA	SUPPORTIVE SERVICES ASST, 3 HR	HARTRANFT, JOHN F. SCHOOL	09/29/15	\$8,749.00	ANNUAL SALARY
SEABRON, KELLY N	STUDENT CLIMATE STAFF,3 HOURS	DUNBAR, PAUL L. SCHOOL	09/21/15	\$6,533.00	ANNUAL SALARY
SHAW, KAWANA K	FOOD SVCS WORKER I	POLLOCK, ROBERT B. SCHOOL	10/19/15	\$14,892.31	ANNUAL SALARY
SHINGLETON, LINDA J	CLASSROOM ASST,SP ED,SV HND	DEBURGOS, J. ELEMENTARY	10/19/15	\$19,344.00	ANNUAL SALARY
SHORE, ALLISON L	EXT ACTVTS,NON-CONTRACT EMP-HR	FOOD SERVICES ADMIN & SUPPORT	10/28/15	\$18.00	HOURLY RATE
SIMMONS, ALICIA D	FOOD SVCS ASSISTANT	AMY 5 AT JAMES MARTIN	10/13/15	\$8,711.00	ANNUAL SALARY
SMITH, CHRISTIAN R	ONE TO ONE ASST, SPECIAL ED	DEBURGOS, J. ELEMENTARY	10/19/15	\$19,344.00	ANNUAL SALARY
SMITH, DERRICK L	TEACHER,FULL TIME	CASSIDY,LEWIS C ACADEMICS PLUS	10/06/15	\$49,615.00	ANNUAL SALARY
SOFRONI, ANISA	TEACHER,FULL TIME	GOMPERS, SAMUEL SCHOOL	10/26/15	\$45,359.00	ANNUAL SALARY
SPENCER, KATHLEEN	SECRETARY I	KING, MARTIN LUTHER HIGH SCH.	10/05/15	\$24,765.00	ANNUAL SALARY
SPITZ, NICOLE	STUDENT CLIMATE STAFF,3 HOURS	RICHMOND SCHOOL	10/05/15	\$6,533.00	ANNUAL SALARY
STAPLETON-SHIELDS, SHERON S	TEACHER,FULL TIME	ALLEN, DR. ETHEL SCHOOL	10/05/15	\$45,359.00	ANNUAL SALARY
STEELE, DESIREE	STUDENT CLIMATE STAFF,3 HOURS	SPRUANCE, GILBERT SCHOOL	09/08/15	\$7,012.00	ANNUAL SALARY
STINSON, ASHLEY C	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	10/20/15	\$24.00	HOURLY RATE
STUART, REGINA P	BUS ATTENDANT,ONE TO ONE	DECATUR, STEPHEN SCHOOL	10/19/15	\$10,965.00	ANNUAL SALARY
SULLIVAN, RYAN A	TEACHER,SPEC EDUCATION	WEST PHILADELPHIA HIGH SCHOOL	10/13/15	\$55,615.00	ANNUAL SALARY
TALLEY, NATALIE A	STUDENT CLIMATE STAFF, 2 HRS	THE LINC	09/21/15	\$4,355.00	ANNUAL SALARY
TAYLOR, ALEYWA	SECRETARY, PER DIEM SUB-SCHOOL	PER DIEM	07/01/15	\$60.75	DAILY RATE
THOMAS, ASHLEY R	TEACHER,FULL TIME	SULLIVAN, JAMES J. SCHOOL	10/05/15	\$46,694.00	ANNUAL SALARY
TORRES, ROSE M	SCHOOL COUNSELOR, 10 MONTHS	CLEMENTE, ROBERTO MIDDLE SCHL	10/29/15	\$63,537.00	ANNUAL SALARY
TORRES, VIRGINIA	EXT ACTVTS,NON-CONTRACT EMP-HR	CAPITAL PROGRAMS	10/22/15	\$15.00	HOURLY RATE
TOUEY, SHONA	TEACHER,FULL TIME	FELTONVILLE INTERMEDIATE	10/13/15	\$45,359.00	ANNUAL SALARY
TRUITT, ANTOINETTE K	TEACHER,FULL TIME	LEA, HENRY C.	10/13/15	\$46,694.00	ANNUAL SALARY
TUSIANO, THOMAS C	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	09/22/15	\$24.00	HOURLY RATE
VALDES, HIRIAM	TEACHER,FULL TIME	ELKIN, LEWIS SCHOOL	09/21/15	\$45,359.00	ANNUAL SALARY
VALLADARES, MIRANDA	TEACHER,FULL TIME	POTTER-THOMAS SCHOOL	07/01/15	\$45,359.00	ANNUAL SALARY
VAUGHN, ANGELA	SECRETARY, PER DIEM SUB-SCHOOL	PER DIEM	07/01/15	\$60.75	DAILY RATE
VIEW, TIFFANY	STUDENT CLIMATE STAFF,3 HOURS	HAMILTON, ANDREW SCHOOL	10/19/15	\$6,533.00	ANNUAL SALARY
WALKER, ENESHA M	STUDENT CLIMATE STAFF,3 HOURS	COOKE, JAY ELEMENTARY SCHOOL	09/08/15	\$7,012.00	ANNUAL SALARY
WALLER, KENDRA N	TEACHER,FULL TIME	POLLOCK, ROBERT B. SCHOOL	09/21/15	\$56,531.00	ANNUAL SALARY

WANG, XIAO	EXT ACTVTS, NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	10/05/15	\$12.00	HOURLY RATE
WATKINS, DOREE S	SECRETARY I	FRANK, ANNE SCHOOL	09/22/15	\$23,178.00	ANNUAL SALARY
WATKINS, ERICA N	SUPPORTIVE SERVICES ASST, 4 HR	EDISON, THOMAS A. HIGH SCHOOL	10/16/15	\$11,666.00	ANNUAL SALARY
WATSON, LEON W	ONE TO ONE ASST, SPECIAL ED	GIDEON, EDWARD SCHOOL	09/29/15	\$14,759.00	ANNUAL SALARY
WEEKS, BRIAN A	TEACHER, FULL TIME	ACADEMY AT PALUMBO	10/08/15	\$53,282.00	ANNUAL SALARY
WHITE, MATTHEW M	TEACHER, FULL TIME	HARDING, WARREN G. MIDDLE SCH	10/13/15	\$45,359.00	ANNUAL SALARY
WHITE, TRANEYA D	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	10/19/15	\$20.00	HOURLY RATE
WHITFIELD, CASSANDRA	TEACHER, FULL TIME	PENN TREATY HIGH SCHOOL	07/01/15	\$45,359.00	ANNUAL SALARY
WILLIAMS, LEON	TEACHER, FULL TIME	ALLEN, ETHAN SCHOOL	09/22/15	\$63,537.00	ANNUAL SALARY
WILLIAMS, VALICIA L	TEACHER, FULL TIME	KEARNY, GEN. PHILIP SCHOOL	10/26/15	\$62,368.00	ANNUAL SALARY
WILLS, THEODORE W	STATISTICIAN	RESEARCH & EVALUATION	10/05/15	\$68,000.00	ANNUAL SALARY
WILMORE, MICHELLE N	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	10/05/15	\$24.00	HOURLY RATE
WILSON, CHRISTA C	TEACHER, FULL TIME	STANTON, EDWIN M. SCHOOL	10/05/15	\$57,451.00	ANNUAL SALARY
WILSON, JACQUELINE	ONE TO ONE ASST, SPECIAL ED	FRANKLIN, BENJAMIN HIGH SCHOOL	10/10/15	\$29,850.00	ANNUAL SALARY
WILSON, TARA L	SECRETARY, PER DIEM SUB-SCHOOL	PER DIEM	07/01/15	\$60.75	DAILY RATE
WOLFE, DANIEL R	TEACHER, FULL TIME	RHAWNURST SCHOOL	10/05/15	\$45,359.00	ANNUAL SALARY
WOLFE, SHELLEY A	MANAGER, MEDIA PROD & SERVICES	TECHNICAL OPERATIONS	10/15/15	\$95,000.00	ANNUAL SALARY
WRIGHT, DANA L	STUDENT CLIMATE STAFF, 3 HOURS	LONGSTRETH, WILLIAM C. SCHOOL	10/13/15	\$6,533.00	ANNUAL SALARY
WRIGHT, MELANIE R	ONE TO ONE ASST, SPECIAL ED	FITLER ACADEMICS PLUS	10/26/15	\$19,344.00	ANNUAL SALARY
XENOPHONTOS, GEORGE	TEACHER, FULL TIME	BLAINE, JAMES G. SCHOOL	09/05/15	\$45,359.00	ANNUAL SALARY
YANCEY, SHAILEEYA T	SECRETARY I	LONGSTRETH, WILLIAM C. SCHOOL	10/02/15	\$23,178.00	ANNUAL SALARY
ZINSZER, ELIZABETH A	TEACHER, FULL TIME	MC MICHAEL, MORTON SCHOOL	10/05/15	\$62,368.00	ANNUAL SALARY
ZUCARO, RICCARDO	DIR, INSURANCE RISK MANAGEMENT	OFFICE OF RISK MANAGEMENT	10/05/15	\$99,250.00	ANNUAL SALARY

THE FOLLOWING EMPLOYEES HAVE BEEN TERMINATED

ALLEN, EMILY M	TEACHER, FULL TIME	09/01/15
BOWSER-SPURIEL, CYNTHIA D	TEACHER, FULL TIME	09/10/15
BRANCH, MARIAN N	BUS ATTENDANT	10/22/15
BROASTER, JABRIL	FOOD SVCS UTILITY WORKER	10/02/15
BROWN, TERRELL A	FOOD SVCS WORKER SENIOR	10/16/15
CARTER, KENNY M	FOOD SVCS ASSISTANT	10/23/15
COOPER, JUANITA	BUS ATTENDANT, ONE TO ONE	10/22/15
DIAZ, DIANA	EXECUTIVE ASSISTANT	10/03/15
DONATONE, ALICIA	TEACHER, FULL TIME	09/19/15
GOHN, ABIGAIL E	TEACHER, FULL TIME	09/01/15
HARRISON, AHMAD	FOOD SVCS ASSISTANT	10/20/15
LOMAX, TANIESHA M	FOOD SVCS ASSISTANT	10/20/15
MCPHERSON, ADRIENNE L	BUS ATTENDANT	10/22/15
POINTER, CELESTE D	STUDENT CLIMATE STAFF, 4 HOURS	10/28/15
SMITH, DERRICK L	TEACHER, FULL TIME	10/16/15
WILLIAMS, EDWARD R	STUDENT CLIMATE STAFF, 3 HOURS	09/07/15
WILLIAMS, TERRANCE M	STUDENT CLIMATE STAFF, 3 HOURS	10/30/15

Personnel Resolution
November 19, 2015
Page 8

WOODLAND, GABRIELLE M
XENOPHONTOS, GEORGE

GENERAL CLEANER, 8 HOURS
TEACHER, FULL TIME

10/02/15
09/17/15