

**SCHOOL REFORM COMMISSION
PUBLIC MEETING
RESOLUTION SUMMARY**

NOVEMBER 20, 2014

I. SCHOOL REFORM COMMISSION

SRC-1

Proposed Student Expulsion – A.T.

RESOLVED, that Student A.T. shall be *temporarily expelled* from the School District of Philadelphia effective September 23, 2014 through June 17, 2015, and be it

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

FURTHER RESOLVED, that the Findings of Fact and Conclusions of Law shall be made a part of Student 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.

SRC-2

Proposed Student Expulsion – D. W-F.

RESOLVED, that Student D. W-F. shall be *temporarily expelled* from the School District of Philadelphia effective September 23, 2014 through June 17, 2015, and be it

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

FURTHER RESOLVED, that the Findings of Fact and Conclusions of Law shall be made a part of Student D. W-F.’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

Operating Budget: \$12,000 Ratification of Payment to the Pennsylvania School Boards Association – 2013-2014 Membership Dues

RESOLVED, that the School Reform Commission hereby ratifies the payment by the School District of Philadelphia (the “District”), through the Chairman of the School Reform Commission to the Pennsylvania School Boards Association (“PSBA”) for annual membership dues for an amount not to exceed \$12,000 for the period commencing July 1, 2013 through June 30, 2014.

Description: The Pennsylvania School Boards Association (PSBA) is a nonprofit statewide association of public school boards. Founded in 1895, PSBA was the first school boards association established in the United States. PSBA offers services in Governmental and Member Relations; Insurance Services; Legal Services; Publication Services; School Board and Management Services; and Statewide Program.

Pennsylvania’s 4,500 school directors become members by virtue of election to their local board — the board joins as a whole. Membership in PSBA is by school district or other eligible local education agency such as intermediate unit, vocational school or community college.

The PSBA purpose is to:

- Provide a medium for school boards, school directors, school board secretaries and other related groups to come together and exchange information and views concerning the administration of the commonwealth's public schools.
- Secure united cooperation in handling school board problems and to endeavor to bring about improvement of the public schools by cooperation with other educational and professional agencies.
- Take such action as deemed most desirable on matters relating to education and school administration, whether initiated by PSBA, the General Assembly, state agencies, or individuals, associations or groups.
- Promote greater activity and higher efficiency on the part of all school boards in order to secure the best results in the progressive advancement, control and conduct of public schools.
- Render assistance and advice to school boards and to members of school boards on school matters affecting them.

ABC Code/Funding Source	\$12,000.00
1100-043-9000-2318-3111	

SRC-4

Operating Budget: \$31,500 Contract Ratification with Arena Strategies, LLC – Government Affair
RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Chairman of the School Reform Commission, of contract No. 1079/F14 with Arena Strategies, LLC to provide general government affairs advice with the goal of achieving increased funding to the School District, in an amount not to exceed \$31,500, for the period commencing May 1, 2014 and ending December 1, 2014.

Description: This is a ratifying resolution because at the time of the contract's execution staff transition in the office of the School Reform Commission prohibited this resolution from being presented in a timely manner.

ABC Code/Funding Source	\$31,500.00
1100-043-9000-2318-3111 Operating	

SRC-5

Operating Budget: \$100,000 Contract Ratification with Jacobson, LLC – Communication Strategies and Support

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Chairman of the School Reform Commission, of contract No. 007/F15 with Jacobson LLC to provide communication strategies and support, in an amount not to exceed \$100,000, for the period commencing June 16, 2014 and ending June 30, 2015.

Description: This is a ratifying resolution because at the time of the contract's execution staff transition in the office of the School Reform Commission prohibited this resolution from being presented in a timely manner.

ABC Code/Funding Source	\$100,000.00
1100-043-9000-2318-3111 Operating	

SRC-6

Proposed Charter Nonrenewal – Imani Education Circle Charter School

WHEREAS, pursuant to the Charter School Law (“CSL”), 24 Pa. C.S.A § 17-1701-A, *et seq.*, IMANI EDUCATION CIRCLE CHARTER SCHOOL (“Imani”) sought renewal of its Charter, the term which has since expired on June 30, 2013; and

WHEREAS, in compliance with Section 1729-A of the CSL, the SRC, by Resolution No. SRC-24, approved on May 15, 2013, resolved that there were substantial grounds for nonrenewal of Imani’s Charter, and set forth the asserted reasons for nonrenewal, scheduled a public hearing and authorized the appointment of a hearing officer to conduct the hearing, before the SRC would take formal action regarding nonrenewal of Imani’s Charter; and

WHEREAS, a Hearing Officer was appointed on June 13, 2013 and held a public hearing on July 23, July 24, July 25, July 30, August 16 and September 26, 2013, during which the School District presented evidence in support of nonrenewal of Imani’s Charter, and Imani presented evidence in support of renewal of its Charter; and

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

WHEREAS, pursuant to the CSL, Imani has been permitted to remain in operation beyond June 30, 2013, pending the outcome of these proceedings; and

WHEREAS, on February 4, 2014, the Hearing Officer certified the record of the hearing and reported her findings of fact, conclusions of law and recommendation to the SRC (“Report”); and

WHEREAS, on February 20, 2014, the School District and Imani both submitted exceptions to the Hearing Officer’s Report; and

WHEREAS, on September 24, 2014, the SRC requested an analysis of the exceptions by an attorney who has served as a hearing officer in other matters (“Analysis of Exceptions”); and

WHEREAS, on October 3, 2014, the Analysis of Exceptions recommended sustaining five of the exceptions, overruling three of the exceptions and modifying two of the Hearing Officer’s conclusions of law; and

WHEREAS, the SRC has reviewed Imani’s request for renewal, all of the testimony and exhibits admitted during the hearing, the parties’ post-hearing submissions, all public comments received, the Hearing Officer’s Report, including its finding of fact and conclusions of law, the parties exceptions to the Report, and the Analysis of Exceptions; and

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

RESOLVED, that that Imani’s request for renewal of its Charter is DENIED.

FURTHER RESOLVED, that the SRC adopts the attached Report by the Hearing Officer, including its findings of fact and conclusions of law, as modified by the additional rulings and revisions recommended by the attached Analysis of Exceptions, as the reasons for this decision.

FURTHER RESOLVED, that in the event Imani 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 Imani shall be permitted to remain open pending the conclusion of its appeal before the Appeal Board. In the event that Imani does not appeal this decision to the Appeal Board, Imani shall cease all operations pursuant to a dissolution plan and timetable established by the

School District, under the direction of the Office of General Counsel. Said plan shall be presented to the SRC within sixty (60) days of the date of this Order.

SRC-7

Delegation of Duty to Hold Hearings on New Charter Applications

RESOLVED, that the School Reform Commission ("SRC"), pursuant to Section 6-696(i)(13) of the Public School Code and the SRC's broad discretion and implied authority of delegation, hereby delegates its duty under Section 17-1717-A(d) of the Public School Code to hold at least one public hearing on each application to establish a charter school to a single SRC Commissioner, to a committee of two Commissioners or to a Hearing Officer to be appointed by the Chairman of the SRC.

II. EDUCATION SUPPORT SERVICES

Information Technology

A-1

No Cost Contract with College Board – Test Score Data

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver, and perform a data license contract with The College Board, for the School District to receive from College Board and to use data from PSAT, SAT, and Advanced Placement assessments, at no cost to the School District, for the period commencing November 21, 2014 through December 31, 2016.

Description: The College Board's PSAT, SAT and AP assessments are nationally recognized assessments measuring students' post-secondary readiness. Our students participate in these assessments as they progress through their high school careers and prepare to achieve their college and career goals. The College Board has agreed to provide this data to the District in a consolidated form allowing us to capture annual student test records across each assessment within a single data file. The data sharing program will enable us to answer key questions such as:

- Which students are participating in these assessments?
- How are our students performing on these assessments?
- Are students ready to participate in AP coursework?
- Are our students demonstrating the skills required for college and career success?
- Is performance on College Board assessments predictive of our students' college success?

ABC Code/Funding Source

N/A

A-2

Donation: \$130,000 Acceptance of Computers from McGraw Hill – Implementation of ALEKS Math

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the donation of 350 Chrome Book computers and ten computer carts, valued at approximately \$130,000, from McGraw-Hill, to be used in Algebra 1 classes participating in the ALEKS math NSF-funded study being conducted by RAND.

Description: The National Science Foundation (NSF) awarded Rand Corporation a three year grant to study the implementation of a blended learning math program called ALEKS in Algebra 1 classes in ten schools in the District. In order to participate in the study, McGraw-Hill agreed to supply the schools with Chrome Book computers and carts to be used with the classes participating in the NSF study.

ABC Code/Funding Source

\$130,000.00

Human Resources**A-3****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, 2014, and at the salaries respectively noted, as recommended by the Superintendent, provided that: (a) continued employment of persons appointed to positions funded by categorical grants is contingent upon the availability of grant funds; and (b) persons appointed to positions funded by operating funds, shall report to either the Superintendent or the Deputy Superintendent or their designees, and shall serve at the pleasure of the School Reform Commission.

A-4**Operating Budget: \$7,100 Contract Ratification with The New Teacher Project – Candidate Phone Screening Services**

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent, of a contract with The New Teacher Project to provide principal candidate phone interview screening services, for an amount not to exceed \$7,100, for the period commencing January 1, 2014 to July 31, 2014.

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

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

ABC Code/Funding Source	\$7,100.00
1100-051-9020-2361-3291 Operating	

A-5**Donation: \$50,000 Acceptance of Donation of Space from the Pennsylvania Convention Center Authority – Effectiveness Principals Meetings**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with The Pennsylvania Convention Center Authority to provide audio/visual services and equipment during the monthly Effectiveness meetings for Principals, for an amount not to exceed \$80,000, for the period commencing December 1, 2014 through May 28, 2015.

Description: The School District of Philadelphia's Office of Effectiveness is committed to ensuring that all principals are trained and professionally developed to meet our District goal that 100% of all schools have great principals.

To provide this opportunity of growth for The School District's 330+ principals the Chief Academic Officer and the Chief of Talent developed a schedule of monthly Effectiveness meetings for principal. These monthly meetings will allow an opportunity for principals to receive important information in a plenary session and then principals will have time with their Assistant Superintendents and lastly select from a menu of break out sessions that allow an opportunity for principals to receive professional development aligned to their specific needs.

To support this effort the Pennsylvania Convention Center Authority has agreed to donate the use of the space for these meetings on the following dates:

December 2, 2014
January 15, 2015
March 31, 2015
May 19, 2015
May 28, 2015

In exchange for the use of the facility for free, the district will have to pay for the use of the Audio/Visual Services and Equipment provided by The PA Convention Center. The cost of these services averages to about \$16,000 per meeting.

ABC Code/Funding Source \$80,000.00
3F4X-G69-9750-2272-3291

A-6

Categorical/Grant Fund: \$80,000 Contract with the Pennsylvania Convention Center Authority – Audio/Visual Services & Equipments Use – Effectiveness Principals Meetings

RESOLVED, that the School Reform Commission hereby ratifies the acceptance with appreciation of a donation of space at the Pennsylvania Convention Center Authority for monthly Effectiveness Principal meetings, valued at not more than \$50,000, for the period commencing December 1, 2014 through May 31, 2015; and be it

FURTHER RESOLVED, that the School Reform Commission contingent upon receipt of the donation, hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent, of a contract with Pennsylvania Convention Center Authority, to use the facility for the monthly Effectiveness Principal meetings, at no cost to the School District, for the period commencing December 1, 2014 through May 31, 2015.

Description: The School District of Philadelphia's Office of Effectiveness is committed to ensuring that all principals are trained and professionally developed to meet our District goal that 100% of all schools have great principals.

To provide this opportunity of growth for The School District's 330+ principals the Chief Academic Officer and the Chief of Talent developed a schedule of monthly Effectiveness meetings for principals. These monthly meetings will allow an opportunity for principals to receive important information in a plenary session and then principals will have time with their Assistant Superintendent and lastly select from a menu of breakout sessions that allow an opportunity for principals to receive professional development aligned to their specific needs.

The PA Convention Center has agreed to donate the use of space for these meetings on the following dates:

December 2, 2104
January 15, 2015
March 31, 2015
May 19, 2015
May 28, 2015

In order to meet the necessary deadlines within the agreement between the PA Convention Center and SDP we are submitting a ratifying resolution. The agreement between The School District of Philadelphia and the PA Convention Center was signed prior to the resolution being submitted to the SRC for approval. This is why this resolution is being submitted as a ratifying resolution.

A-7**Categorical/Grant Fund: \$5,000 Contract Ratification with New Pace Productions – Videotaping of Teacher Specific District-wide Trainings**

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 New Pace Productions to videotape teacher specific district-wide trainings, for an amount not to exceed \$5,000.00 for the period commencing September 3, 2014 to September 4, 2014.

Description: The School District Office of Effectiveness is committed to ensuring that all teachers and principals are trained, professionally developed and receive resources to meet our goal that 100% of schools are staffed with great principals and teachers.

To provide this opportunity for all teachers and principals, the Office of Effectiveness has contracted videography services from New Pace Productions to video tape all teacher specific district wide trainings and monthly Effectiveness principal meetings.

This is a ratifying resolution because the necessary documentation needed to complete the LCA requirements were not able to be acquired and processed before the delivery of service. Due to the nature of the content and the inability to move the date of the event services were rendered. The Office of Teacher Effectiveness was informed to create a ratifying resolution to ensure payment for the services rendered to videotape the professional development training performed by the Chief of Academics, Dr. Donyall Dickey.

ABC Code/Funding Source	\$5,000.00
3F4X-G69-9750-2272-3291	

A-8**Operating Budget: \$250,000 Contract Amendment with United Concordia Companies, Inc. – Dental Insurance Program**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform an amendment of a contract originally entered into with United Concordia Companies, Inc., pursuant to Resolution A-39, approved by the School Reform Commission on June 19, 2014, for administrative services for a fully-insured dental insurance program, by increasing the amount of the contract by an additional \$250,000 from the \$550,000 approved by Resolution A-39, to an amount not to exceed \$800,000, and by extending the term of the contract from its original scheduled expiration date of November 30, 2014 through March 1, 2015.

Description: The School District of Philadelphia(SDP) currently contracts with United Concordia Companies, Inc. for administrative services for a fully-insured dental insurance program for non-represented employees of the School District, employees of the School District who are members of Commonwealth Association of School Administrators/Teamsters Local 502 and School Police Association of Philadelphia, and employees who have separated from service from the School District under the District's COBRA program and PA Acts 110/43. This Resolution authorizes the School District to amend the contract with United Concordia Companies, Inc. for the period commencing December 1, 2014 through March 1, 2015, while the School District along with our outside consultant analyze the responses received on September 30, 2014 for RFP 435 for a fully and self insured dental insurance program.

ABC Code/Funding Source	\$250,000.00
9011-xxx-6885-xxxx-xxxx	

A-9**Operating Budget: \$36,126 Contract with Maryann Greenfield – Grievance Hearings**

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 Maryann Greenfield to perform employee grievance hearings, for an amount not to exceed \$36,126.00, for the period commencing December 1, 2014 to June 30, 2015.

Description: The contractor will provide employee grievance hearings on behalf of the District. These services include scheduling and conducting grievance hearings onsite at the District's central office, researching precedent, formulating decisions, and preparing all written recommendations, decisions, and documentation required by any of the District's five collective bargaining agreements (CBAs). The contractor will be expected to communicate with the Chief Talent Officer and to report out on a monthly basis all grievance activities. The contractor will be paid a per diem rate (\$316.89), and will submit detailed activity and time records with his monthly invoices.

ABC Code/Funding Source	\$36,126.00
1100-055-9400-2831-3311 Operating	

Operations

A-10

Operating Budget: \$45,250 Renewal of Lease Agreement with Camelot – E. S. Miller 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 one-year renewal of an existing Lease Agreement with Camelot Schools of PA ("Camelot"), for use of a portion of the ES Miller School located at 43rd & Westminster Avenues, Philadelphia, Pa 19104, which Lease was originally entered into pursuant to Resolution A-13, approved by the School Reform Commission on November 21, 2013, as office and classroom space for Camelot, an alternative education provider under contract with the School District of Philadelphia, at an annual rate of \$45,250 (\$9.05 per square foot) to be paid monthly, which includes the School District's operating costs for all utilities, building engineer, custodial, maintenance, snow removal and trash pick-up, for a renewal term of one year commencing December 1, 2014 through November 30, 2015, with options for one year renewals each of which are contingent upon the renewal of Camelot's contract with the School District. The rent for any renewal term will increase by 2%. The terms of the renewal of the lease agreement must be acceptable to the School District's Office of General Counsel and Office of Risk Management.

Description: Since 2009, Camelot has operated an Alternative Special Education Setting program under contract with The School District of Philadelphia in the annex of Pinn Memorial Baptist Church located at 2251 North 54th Street, Philadelphia, PA 19131. This program serves a maximum of 46 students in grades 9-12 who have been identified with emotional and behavioral problems. For some students, these problems may be accompanied by learning disabilities or other diagnoses such as autism, traumatic brain injury or other health impairments. The program is staffed with Special Education teachers, Classroom Counselors, Social Workers, Behavioral Specialists and Administrators. The goals of the program include: improving academic achievement; reducing/eliminating behaviors that negatively impact learning; minimizing the impact of student' diagnosed behavioral disorders on interpersonal relationships; improving parental participation; preparing students for graduation or post-secondary placement; and, preparing students for transition to a less-restrictive learning environment.

ABC Code/Funding Source	\$45,250.00
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A-11

Operating Budget: \$2,620,000 Contract Extension with Corporate Networking, Inc. dba CNI Sales, Inc. – Local Area Network Maintenance Services – 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 Corporate Networking, Inc. (d/b/a CNI Sales, Inc.) for Local Area Network

Maintenance Services, pursuant to Resolution A-18(3), approved by the School Reform Commission on December 21, 2011, by increasing the amount of the contract by an additional \$2,620,000 from the \$3,930,000 approved by Resolution A-18(3), to an amount not to exceed \$6,550,000, subject to funding, and by extending the term of the contract from its original scheduled expiration date of June 30, 2015 through June 30, 2017.

Description: This contract extension award will facilitate time & materials maintenance services and repair of networks and networking equipment located throughout all schools, school annexes and administrative locations. Over 11,000 classrooms, laboratories, and offices have high-speed access to the Internet and rely heavily on the availability and reliability of voice, video, and data communications networks for instructional and operational functions. The District's inventory of networking equipment includes approximately 3,000 high-capacity ethernet switches, 250 enterprise-class network backbone concentrators, and a complex array of metropolitan fiber-optic carrier equipment that is responsible for distributing high-speed Internet access to approximately 85,000 end-user computing devices, servers and peripherals. Contracted services will also include maintenance of ancillary networking components such as uninterruptible power supplies, access control servers and teledata HVAC equipment.

ABC Code/Funding Source	\$2,620,000.00
1100-056-9500-2844-3311 FY16 (\$1,310,000.00)	
1100-056-9500-2844-3311 FY17 (\$1,310,000.00)	

A-12

Operating Budget: \$2,800,000 Contract Extension with Strategic Products and Services, LLC – PBX Systems Maintenance Services

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 Strategic Products and Services, LLC for PBX Systems Maintenance Services, pursuant to Resolution A-4(2), approved by the School Reform Commission on January 17, 2013, by increasing the amount of the contract by an additional \$2,800,000 from the \$2,950,000 approved by Resolution A-4(2), to an amount not to exceed \$5,750,000, subject to funding, and by extending the term of the contract from its original scheduled expiration date of June 30, 2015 through June 30, 2017.

Description: This contract extension award will facilitate the operation and maintenance of telecommunication voice systems and infrastructure for all of the District's schools, administrative offices, and ancillary locations. The District currently maintains and provides move/add/change services for 240 enterprise class private-branch communications (PBX) and voice messaging systems throughout all District facilities, inclusive of paging, public-address, teleconferencing, voice messaging, ACD and call accounting systems. Maintenance services under this contract will include break/fix hardware maintenance, software updates and patches, remote technical support, monitoring/management solution, and dedicated field based engineers. The contract award amounts are representative of maximum "not to exceed" annual expenditures.

ABC Code/Funding Source	\$2,950,000.00
1100-033-9HF0-2694-5321 FY16 (\$1,400,000.00)	
1100-033-9HF0-2694-5321 FY17 (\$1,400,000.00)	

A-13

Operating Budget: \$113,289 Contract with Uniform Gear – Bus Driver Uniforms – Subject to Funding

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Uniform Gear, for the purchase of school bus driver uniforms, for an amount not to exceed \$113,280, subject to funding,

for the period commencing November 21, 2014 through October 15, 2016.

Description: This award establishes a source for school bus driver uniforms. This would allow District drivers to have uniforms which would exhibit a professional appearance and be recognizable to students and school staff. Every year, with need, drivers, part time and full time, would receive replacements of these uniforms.

This proposed award represents completion of the public solicitation under A15-51891, School Bus Driver Uniform, issued by Procurement on 07/28/2014. This solicitation was sent to twenty-one (21), vendors including our host of area assist agencies. Thirteen (13) companies downloaded the solicitation. Two (2) of these thirteen (13) responded to this solicitation. This award establishes a source for the purchase of school bus driver uniforms.

Two vendors submitted a proposal, Uniform Gear (\$37,760) and Advanced Digital Studio (\$10,663; only two items bid and were still higher on both).

ABC Code/Funding Source	\$113,289.00
1100-027-9590-2721-6142 FY15 (\$37,760.00)	
1100-027-9590-2721-6142 FY16 (\$37,760.00)	
1100-027-9590-2721-6142 FY17 (\$37,760.00)	

A-14

Operating Budget: \$2,534,603 Purchase of Maintenance, Repair and Operating Supplies 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 execute, deliver and perform contracts with various vendors listed on the attached spreadsheet, with all vendors as needed per Costars 8, pursuant to Resolution No. A-8, approved by the School Reform Commission on December 19, 2013, as well as with City of Philadelphia vendors per City-wide contract, to purchase Maintenance, Repair and Operating Supplies, for an amount not to exceed \$2,534,603, subject to funding.

Description: Facilities Management utilizes Just-In-Time materials supply system, also known as Over-the-Counter Operations, for its Maintenance and Repair Division allowing maintenance mechanics to pick up approved supplies at multiple contracted vendor stores at the specific time the materials are needed. This process was developed and implemented because it is difficult to store a wide array of maintenance supplies in a single warehousing facility and a single warehousing facility brings logistical issue to the maintenance mechanics that have to serve more than 300 locations within the boundary of the City of Philadelphia. This process was also developed in order to avoid surplus materials which could become costly when working within a lean budget.

Facilities has developed a multi-level administrative approval chain and four-way matching (work order / invoice / purchase order / packing slip) payment review process to ensure a strong internal control around this initiative. The Department reduced its maintenance supplies spending from \$5.1 million in FY10 to \$3.5 million, or 31% over FY10 level, in FY14 through a robust internal control system.

ABC Code/Funding Source	\$2,534,603.00
1100-031-9270-2623-6132 Operating	

A-15

Various Funds: \$160,000 Purchase of School Nurse Supplies from School Health Corporation – 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 school nurse supplies from School Health Corporation, as shown on the attached Exhibit A, for an amount not to exceed \$160,000, subject to available funding, for the period commencing November 21, 2014 through September 21, 2015.

Description: These purchases will be made as a result of a blanket purchase agreement contract which relate to supplies and/or a combination of supplies and services. Copies of the specifications and awards for this contract are filed in the Office of Procurement Services. The listed purchase is approved subject to available funding at the time of purchase.

ABC Code/Funding Source	\$160,000.00
Various	

A-16

Operating Funds: \$460,000 Contract with Henise Tire Service and W. P. Cooke – School Bus and Truck Tires – Subject to Funding

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Henise Tire Service and W.P. Cooke, for the purchase of school bus and truck tires, for an amount not to exceed \$460,000, subject to funding, for the period commencing November 21, 2014 through November 1, 2015.

Description: This requirements contract will be used to purchase school bus, truck and automotive tires for the school districts fleet of at least 800 vehicles. Henise Tire and W.P. Cooke was awarded respectively based on our school bus using the Hankook brand of tire and our Automotive Services Division using several other brands.

This proposed award represents completion of the public solicitation under A15-52685, School Bus and Truck Tires, issued by Procurement on 09/05/2014. This solicitation was sent to seven (7) vendors including our host of area assist agencies. Twelve (12) companies downloaded the solicitation. Three (3) of these twelve (12) responded to this solicitation. This award establishes a source for the purchase of school bus and truck tires.

Three vendors submitted a proposal, Henise Tire Service, W.P. Cooke and Wingfoot (Goodyear).

ABC Code/Funding Source	\$460,000.00
1100-027-9590-2742-6141 FY15 (\$300,000.00)	
1100-027-9590-2742-6141 FY16 (\$160,000.00)	

A-17

Capital Fund: \$130,000 Contract with David Geppert Recycling, Inc. – Asbestos Waste Removal – Subject to Funding

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with David Geppert Recycling, Inc., for the service of asbestos waste removal, for an amount not to exceed \$130,000, subject to funding, for the period commencing November 21, 2014 through November 19, 2016.

Description: This award establishes a source for asbestos waste removal (in dumpsters). Asbestos removal is necessary for compliance with various health/environmental regulations and standards.

This proposed award represents completion of the public solicitation under A15-52525, Asbestos Waste Removal, issued by Procurement on 09/14/2014. This solicitation was sent to sixteen(16) vendors,

including our host of area assist agencies. Twelve(12) companies downloaded the solicitation. Two(2) of these twelve(12) responded to this solicitation. This award establishes a source for the service for asbestos waste removal.

Two vendors submitted a proposal, David Geppert Recycling, Inc. and U.S. Construction Group (MBE).

ABC Code/Funding Source	\$130,000.00
8000-065-9AL0-4693-4531 FY15 (\$38,750.00)	
8000-065-9AL0-4693-4531 FY16 (\$65,000.00)	
8000-065-9AL0-4693-4531 FY17 (\$26,250.00)	

A-18

No Cost Contract with Municibid, LLC – Online Auction Services

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Municibid, LLC. for Online Auction services, at no cost to the District, for the period commencing November 21, 2014 through June 30, 2017.

Description: The Office of Procurement Services received proposals to obtain the services of a qualified firm to provide a comprehensive web-based online auction service for the purpose of selling miscellaneous property (e.g. office and classroom furniture and equipment, computers and technology equipment, kitchen equipment, tools, etc.). The District expects vendor to offer a complete, detailed online surplus auction program, addressing all relevant areas, which may pertain to running and maintaining this type of program.

ABC Code/Funding Source	N/A
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A-19

Capital Fund: \$345,339 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 \$345,339.00

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	\$345,339.00
Capital	

Finance

A-20

Operating Budget: \$33,000 Contract Amendment with PMA Management Corporation – Administration of Workers Compensation Program

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver, and perform an amendment of Contract No. 1112/F14, originally entered into with PMA Management Corp, pursuant to Resolution No. A-26, approved by the School Reform Commission on May 29, 2014, by increasing the amount of the contract by an additional \$33,000 from \$3,300,000 approved by Resolution A-26, to an amount not to exceed

\$3,333,000, to pay for increased personnel, operating, and administrative costs.

Description: In December 2013, the School District released RFP 371 seeking bids from potential vendors to administer its Workers' Compensation program. Two firms, including the incumbent, submitted timely proposals. An evaluation committee with representatives from the School District's offices of Risk, Finance, Employee Benefits, and Procurement Services, along with Conner Strong & Buckelew, who was contracted to assist with the proposal evaluations, reviewed the proposals. Based on the evaluation of the proposals, presentations, costs and discussions among the committee members, it was the recommendation of the committee to retain PMA as the School District's TPA. PMA was selected because of the strength in administration of the Workers' Compensation program; its success in the Return to Work program; and the attention to a safety program which helps avoid worker' compensation claims and the associated costs.

The winning proposal included a 3% price inflator in year three of the contract which was inadvertently omitted from the originally adopted resolution.

ABC Code/Funding Source	\$33,000.00
9011-082-9JD0-5811-3111 Operating	

Student Support Services

A-21

Categorical/Grant Fund: \$3,500,000 Ratification of Grant Acceptance from the U.S. Department of Education – School Climate Transformation; \$480,000 Contract with Devereux Center for Effective Schools

RESOLVED, that the School Reform Commission hereby ratifies the acceptance with appreciation by The School District of Philadelphia, through the Superintendent, of a grant from the United States Department of Education, for an amount not to exceed \$3,500,000, to improve school climate and safety, for the period commencing October 1, 2014 through September 30, 2019; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, contingent upon receipt of this grant, to execute, deliver and perform a contract with the Devereux Center for Effective Schools to provide training and supportive services to central office staff, teachers, school personnel, for an amount not to exceed \$480,000, for the period commencing November 21, 2014 through September 30, 2019.

Description: As part of a three-year grant from The Philadelphia Foundation, SDP is currently implementing School-Wide Positive Behavioral Intervention and Supports (SWPBIS) in (10) K-8 elementary and middle schools and Restorative Practices (RP) in (1) K-8 elementary school, (1) middle school, and (8) high schools, for a total of 20 schools. Six Philadelphia elementary schools are also implementing SWPBIS through a two-year grant from Children's Hospital of Philadelphia (CHOP). In addition, Philadelphia's designation as one of the cities chosen for the National Forum on Youth Violence Prevention is affording SDP the opportunity to implement SWPBIS in (4) schools in the 22nd Police District. Finally, SDP is piloting the social-emotional learning program Second Step in (3) elementary schools and expects to increase the pilot by adding (10) Office of Research and Evaluation schools through other philanthropic funding.

SDP has developed and cultivated the relationships necessary to implement its multi-tiered behavioral framework and get the necessary technical assistance for fidelity and sustainability. SDP has partnered with Devereux's Center for Effective Schools (CES), whose mission is to build capacity in schools for serving children with, or at-risk for developing, emotional and behavioral disorders through training, consultation, new model program development, and applied research.

The efforts outlined for the expansion and sustainability of multi-tiered behavioral frameworks are linked

to ongoing school reform efforts and are among the four anchor goals in Action Plan 2.0., released earlier this year. One of those goals, to “develop a system of excellent schools,” includes the strategy: “providing students with an environment conducive to learning by implementing and maintaining safety and climate plans that incorporate evidence-based programs.”

One of the Office of Research and Evaluation most advances in the study of school-wide discipline is the emphasis on school-wide systems of support that include proactive strategies for defining, teaching, and supporting appropriate student behaviors to create positive school environments. A continuum of positive behavior support for all students within a school is implemented in areas including both the classroom and non-classroom settings (such as hallways, buses, and restrooms). SWPBIS is an application of a behaviorally-based systems approach to enhance the capacity of schools, families, and communities to design effective environments that improve the link between research-validated practices and the environments in which teaching and learning occurs. Attention is focused on creating and sustaining primary (school-wide), secondary (classroom), and tertiary (individual) systems of support that improve lifestyle results (personal, health, social, family, work, recreation) for all children and youth by making targeted negative behaviors less effective, efficient, and relevant, and desired behavior Office of Research and Evaluation functional.

This plan as conceived by the grant application proposes an ambitious system change and improvement in SDP schools. The chosen multi-tiered behavioral frameworks will assist in the development and redesign of discipline policies; generate additional data, which will strengthen SDP’s position to apply for additional funding; provide professional development opportunities and necessary coaching; and increase interagency coordination for providing services.

This proposed plan allows SDP to develop a cadre of trained and experienced staff to provide training and ongoing coaching to school leadership teams on our chosen multi-tiered behavioral frameworks. The Devereux Center for Effective Schools (CES) will be hired for Years 1-4 to provide training to coaches and school staff and technical assistance for PBIS. PBIS Coaches will provide prevention activities in schools and assist school staff with climate incidents. The function of the coach is to ensure implementation integrity (fidelity) of evidence-based practices and development of local implementation capacity. The goals of implementation coaching are to: 1) support implementation of evidence-based practices following training; 2) embed the skills related to the practice/program/process within the school; 3) ensure fidelity of the practice – coach feedback informs action toward implementation fidelity; and 4) provide feedback to the training processes. An additional 28 schools will implement PBIS at the end of this grant period. The grant is presented as a ratification because the funds were received promptly on October 1, 2014, the first day of the federal fiscal year and the Department of Education required the project managers to immediately attend a grants management meeting in Chicago. Grant funds were used for travel and accommodations to the meeting.

ABC Code/Funding Source

\$3,500,000.00

Finance

A-22

Categorical/Grant Fund: \$235,000 Contract with Education Resource Strategies – Financial Analysis – Subject to Funding

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent, to execute, deliver and perform a contract with Education Resource Strategies, to analyze the School District’s resource allocations in key areas, for an amount not to exceed \$235,000, for the period commencing November 21, 2014 through April 30, 2015.

Description: To determine the best vendor, the District reached multiple organizations and national experts in education finance to assess their capacity to complete a District resource map to enable

strategic resource allocation within a specified time frame. Based on this review, Education Resource Strategies provided a proposal which met the District’s analytical needs as well as meet its deadline.

Education Resource Strategies (ERS) is a non-profit organization with over 10 years of experience working with urban school systems on strategic resource allocation. Through this contract ERS provide a financial analysis about District resource allocation to assist District leadership make strategic resource tradeoffs affecting centrally-managed School District spending.

ABC Code/Funding Source

\$235,000.00

III. EDUCATION SERVICES

Academic – Donations/Acceptances

B-1

Donation: \$52,640 Acceptance of Donation from Wissahickon Sustainability Council – Cook-Wissahickon School Meadow Project

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation, the donation of design, installation and other services related to the installation and maintenance of a native plant meadow in front of Cook-Wissahickon School, valued at approximately \$52,640, from the Wissahickon Sustainability Council, for the period commencing November 21, 2014 through December 31, 2016, the design, installation, and maintenance of the meadow by the Wissahickon Sustainability Council and its contractors which must be acceptable to the Office of Capital Programs and the Office of Facilities Management, and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute a Right of Entry and License and any other necessary documents with the Wissahickon Sustainability Council and its contractors to install and supervise the installation of the meadow at Cook Wissahickon School, and to enter into such other documents necessary to further the intent of this Resolution, in forms acceptable to the Office of Capital Programs, the Office of Facilities Management, the Office of Risk Management, and the Office of General Counsel.

Description: Cook-Wissahickon School is a diverse, vibrant, and highly successful K - 8 public school located in the northwest portion of Philadelphia. Because of its proximity to Fairmount Park, Cook Wissahickon represents an ideal opportunity to extend park habitat and build a “greenway” into the neighborhood. In 2008, a group of parents, staff, students, and community members, formed the “Green Committee” as an offshoot of Cook’s active Home and School Association, seeking to undertake a greening initiative in the school. In 2009, with the approval of The School District of Philadelphia, the Green Committee incorporated as the Wissahickon Sustainability Council, a nonprofit company in the Commonwealth of Pennsylvania, and was recognized as a 501(c)(3) charitable organization by the Internal Revenue Service. Also in 2008, we applied for and received a grant from the Community Design Collaborative of Philadelphia. Through this grant, Viridian Landscape Studio, a local landscape architecture firm, helped us create our Sustainable Master Landscape Plan, which is the embodiment of our vision for Cook-Wissahickon. Highlights of the plan include: a butterfly garden; an outdoor classroom; a native orchard; removal and replacement of the chain link fence; removal of non-porous pavements and asphalt to improve stormwater management; and a green roof. A significant part of the comprehensive plan involves the installation of a native plant meadow in front of the school. The first half of the meadow was approved the SRC and installed in 2012. With this resolution, WSC is requesting permission to install the other half of the meadow. These meadows are beautifying our campus, enhancing storm water infiltration, and attracting birds and other wildlife from adjacent Fairmount Park, thereby extending the habitats of the park onto our campus. A portion of the meadow will also house an

outdoor classroom for students. The specifics of the project for this resolution include the preparation, installation, and maintenance of a 3300 square foot native meadow. The total cost of the project, including matching funds, is estimated to be \$52,640 and services are to be donated through the Wissahickon Sustainability Council.

ABC Code/Funding Source

\$52,560.00

B-2

Categorical/Grant Fund: \$65,000 Grant Acceptance from the Philadelphia School Partnership – Preschool Programs

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept, if awarded, a grant from the Philadelphia School Partnership, for an amount not to exceed \$65,000, in order to enhance pre-k curricular resources across all 142 of its internally-staffed Head Start and Bright Futures classrooms, for the period commencing November 21, 2014 through August 31, 2015.

Description: Receipt and acceptance of this grant from the Philadelphia School Partnership will allow the School District's Office of Early Childhood Education to purchase an array of high-quality resources for each of the 142 pre-k classrooms directly under its jurisdiction.

Representing the first, critical step of a multiphase instructional enhancement initiative that leverages a variety of pre-k funding opportunities available to the District, the acquisition of these materials will be accompanied by professional development that will include the following: half-day, large-group sessions encompassing all active pre-k teachers; classroom-based coaching/mentoring provided by Early Childhood field-based instructional specialists; access to a series of web-based sessions to be completed by teachers individually or in center-based groups at their own pace; and the embedding of this training within the District's formal pre-k induction program for new/incoming teachers.

ABC Code/Funding Source

\$65,000.00

B-3

Categorical/Grant Fund: \$451,336 Grant Acceptance from the William Penn Foundation – Preschool Programs

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept, if awarded, a Closing the Achievement Gap (CAG) Implementation Grant from the William Penn Foundation, for an amount not to exceed \$451,336, in order to provide 550 pre-k teachers across the city with the training and materials necessary to effectively conduct and utilize the Work Sampling System (WSS), an observational assessment tool, administered three times a year by the teacher, that enables the teacher systematically monitor a child's progress across multiple cognitive and other developmental domains, for the period commencing November 21, 2014 through March 31, 2016.

Description: Receipt and acceptance of the William Penn Foundation CAG grant award will allow the School District's Office of Early Childhood Education to offer high-quality Work Sampling System (WSS) training to all agencies providing Head Start and/or Pre-K Counts programming across the city, as well as to Keystone Star providers that operate in neighborhoods where more than 50% of the third graders do not read on grade level.

Every participating teacher will receive an upgraded WSS classroom kit containing a current instruction manual, 60 student assessments, classroom wall charts, and a flash drive with reproducible masters, along with sufficient funds to cover the associated student licensing fees for an entire year, all of which will be paid for by the referenced grant proceeds.

Each teacher will also receive a total of 10 hours of training on how to use WSS assessment results to monitor student progress and differentiate instruction accordingly, thereby ensuring that every child exits preschool ready for Kindergarten. The District will work collaboratively with experienced trainers, including those from the Southeast Regional Key, to design relevant and robust staff development opportunities.

The proposed training will be organized and delivered by geographic service areas, with the hope that pre-k providers will begin to see the economic efficiencies of sharing resources and the amplification of positive child outcomes when their important work is conducted in a collaborative manner and focused on rigorous, commonly-defined standards.

ABC Code/Funding Source \$451,336.00

B-4

Donation: \$62,000 Acceptance of Donation of Services from Jewish Family and Children's Services of Greater Philadelphia – Pre-K Parenting Education Activities

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the donation of parenting education services, valued at approximately \$62,000, from Jewish Family and Children's Services of Greater Philadelphia, to present an evidence-based parenting skills curriculum to individuals with children enrolled in three School District-operated Head Start centers located in North Philadelphia, for the period commencing January 5, 2015 through October 31, 2017; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, contingent upon receipt of this donation, to execute, deliver and perform a Memorandum of Understanding with Jewish Family and Children's Services of Greater Philadelphia to further the intent of this Resolution.

Description: Jewish Family and Children's Society of Greater Philadelphia (JFCS) received a three-year grant from The Pennsylvania Children's Trust Fund (CTF) to support a community-based child abuse and neglect prevention program that focuses on the prevention of abuse before it occurs for the first time which strongly aligns with JFCS's long history and mission, its success with parenting classes, and its ongoing collaborations with other agencies.

JFCS has been providing workshops in schools and the community for over 45 years. JFCS' Parenting Collaborative, supported by the Philadelphia Health Management Corporation and the United Way, has experienced success over the past five years.

ABC Code/Funding Source \$62,000.00

B-5

Categorical/Grant Fund: \$196,423,850 Grant Acceptance from the U.S. Department of Health & Human Services Administration for Children & Families – Preschool Programs

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept, if awarded, a Head Start Re-Competition Grant from the U.S. Department of Health & Human Services' Administration for Children & Families, for an amount not to exceed \$196,423,850, to provide comprehensive early childhood health, development, and educational services to nearly 5,000 age- and income-eligible children and their families throughout the City of Philadelphia, for the period commencing July 1, 2015 to June 30, 2020.

Description: The School District of Philadelphia's Prekindergarten Head Start (PKHS) program currently provides comprehensive educational and supportive services to over 6,000 three- and four-year-old children and their families. The program is offered in both District schools and at partner-managed

childcare centers throughout the city. As a grantee of the federal Administration for Children and Families (ACF), Office of Head Start, the District's PKHS program is governed by federal regulations and policies including the Head Start Act of 2007 and the Head Start Performance Standards, in which all required programs and services are delineated.

The District's Office of Early Childhood Education (OECE) has worked collaboratively with the local PKHS Policy Council, the federal Office of Head Start, and PDE's Office of Child Development & Early Learning over the past several years to establish partnerships with a broad array of exemplary community-based child-serving organizations to provide the Head Start program at locations they independently staff and manage. The District's contractual relationship with high-quality, community-based early childhood education and care providers is a significant aspect of the design and management of the pre-k programs administered by OECE, and through a recent series of competitive bidding processes (i.e., RFQs & RFPs) this component has grown to include approximately three dozen such partner agencies that deliver comprehensive Head Start services to over 4,000 children across the city. The District regularly and routinely re-issues an RFQ to solicit additional high quality providers in order to ensure that all neighborhoods of the city are adequately and appropriately served.

In 2012, ACH embarked upon a national recompetition for Head Start grantees in a total of 197 geographic regions across the nation, ranging from small organization to grantees as large as New York City's Administration for Children's Services and Los Angeles County Office of Education. Philadelphia's recompetition application was issued on September 24, 2014, and is due to ACS on November 24, 2014. The School District intends to submit a funding proposal commensurate with the retention and continued operation of nearly 4,900 service slots, approximately two thirds of which would be located in facilities staffed and managed by community-based partner agencies. As a consequence, OECE will be orchestrating a Request for Qualifications process in January 2015 in order to certify new and additional prospective partners for the anticipated defined award period July 1, 2015 to June 30, 2020.

ABC Code/Funding Source

\$196,423,850.00

B-6

Categorical/Grant Fund: \$1,500,000 Ratification of Acceptance of Innovative Approaches to Literacy Grant from the U.S. Department of Education/\$114,915 Contract Ratification with the Free Library of Philadelphia – Coordination and Management of Book Distribution, Online Support and Community Based Literacy Activities

RESOLVED, that the School Reform Commission hereby ratifies the acceptance by The School District of Philadelphia, through the Superintendent, of a Innovative Approaches to Literacy (IAL) grant from the U.S. Department of Education, for an amount not to exceed \$1,500,000, to provide literacy-related professional development, materials/equipment, and family engagement activities in 10 of the District's elementary schools, for the period commencing October 1, 2014 through September 30, 2017; and be it

FURTEHR RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent, of a contract with the Free Library of Philadelphia (FLP), for an amount not to exceed \$114,915, to coordinate and manage book distribution, on-line support from local librarians, and community-based family literacy activities, for the period commencing October 1, 2014 through September 30, 2017.

Description: In coordinated pursuit of the District's Anchor Goal #2, ensuring that every child is a proficient reader no later than age 8, the School District of Philadelphia and the Free Library of Philadelphia (FLP) worked together to craft a funding proposal in response to the U.S. Department of Education's recent Innovative Approaches to Literacy (IAL) grant competition, which is designed to meet the following objectives in 10 of the District's lowest-performing elementary schools: (a) improve curriculum and instruction for students; (b) re-energize student learning environments, especially in

light of the loss of library staff in many of our schools; and (c) train and meaningfully engage parents and caregivers in the improvement of their children’s literacy skills. Key leadership and program personnel from both the District and FLP see the resulting, collaborative “Building Bridges with Books: Uniting Schools, Public Libraries and Families” (or “B3”) initiative as the perfect environment in which to deepen their existing relationship, and intend to achieve the various mission objectives noted above through the following series of activities:

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

Since key District decision-makers did not become fully aware of our agency’s eligibility for available IAL funding and its transformative potential until fairly late along the application development timeline, they had to respond quickly and decisively to ensure that this tremendous opportunity did not slip away. With the recent announcement from federal reviewers that the resulting grant proposal-- which pledges to foster literacy development among some of our neediest young students through innovative utilization of historically overlooked physical library spaces within their struggling schools-- was in fact successful and had officially started retroactive to October 1, 2014, it became necessary for compliance purposes to begin engaging our approved lead partner, FLP, prior to receiving formal SRC authorization to enter into a contractual relationship, thereby necessitating the current ratification request.

ABC Code/Funding Source	\$1,500,000.00
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B-7

Categorical/Grant Fund: \$325,000 Grant Acceptance from the Pennsylvania Department of Education – Career and Technical Education Supplemental Equipment

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation, if awarded, a Career and Technical Education equipment grant from Pennsylvania Department of Education, of up to \$325,000, to purchase state-of-the-art instructional equipment for Career and Technical Education Programs of Study, to prepare students to earn industry-recognized certifications and acquire career-readiness skills, for the period commencing November 21, 2014 through August 31, 2015.

Description: The School District of Philadelphia, with the necessary support of Occupational Advisory Committee (OAC) and post-secondary partners, applied to The Pennsylvania Department of Education

(PDE) and has received funding to purchase state-of-the-art instructional equipment for Career and Technical Education (CTE) Programs of Study in the amount of up to \$325,000.00. This grant will improve CTE programming across the District. The equipment to be purchased will support student attainment of technical skills and the achievement of industry-standards-based certifications, thereby providing students with the tools necessary to become prepared for high-skill and high-wage occupations.

The CTE Programs of Study intended to be supported and enhanced through this equipment grant are but are not limited to: Automotive Technology, Manufacturing/Welding Technology, Horticulture, Communications Technology, and Culinary Arts. As funds become available, selected purchases from the list of submitted equipment will be purchased in accordance with all District procurement policies. The specific equipment to be purchased will be chosen from but not limited to the following list based on need and priority:

Automotive: Edison - (1) SimSpray Standard Training Bay; Randolph - (1) SimSpray Standard Training Bay; Swenson - (1) SimSpray Standard Training Bay; Mastbaum - (1) Premium Scissor Rack, Long Deck.

Manufacturing: Mastbaum - (1) Touchmate 2x2 growth table top CNC system Plasma with plasma water bed.

Hospitality/Culinary: Dobbins - (1) 30-Qt Mixer; MLK – (1) 30-Qt Mixer; Mastbaum – (1) 30-Qt mixer; Dobbins - (1) Refrigerated Salad Bar / Portable; SPS - (1) CMA Single Tank Dishwasher; Washington - (1) 2-door Freezer.

Horticulture: Saul – (1) Tilting Arbor Saw & (1) Radial Arm Saw.

Cinematography: CAPA - (2) Canon EOS C100 EF Camera with 24-105 Lens kit; CAPA - (1) Grass Valley T2 iDDR Express hard drive video recorder; Edison - (2) Canon - XF305 Professional Camcorder; Fels - (6) Canon - XF305 Professional Camcorder; Kensington CAPA - (2) Canon - XF305 Professional Camcorder; Roxborough - (2) Canon - XF305 Professional Camcorder.

ABC Code/Funding Source	\$325,000.00
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B-8

Donation: \$70,000 Acceptance of Donated Services from RehabClinics (SPT) dba NovaCare Rehabilitation – Athletic Training

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the donation of athletic training services to student athletes from RehabClinics (SPT), Inc., d/b/a NovaCare Rehabilitation, valued at \$70,000, for the period commencing November 21, 2014 through June 30, 2015, and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia through the Superintendent or his designee, contingent upon receipt of this donation to execute, deliver and perform a Memorandum of Understanding with NovaCare, in the form acceptable to the Office of General Counsel and the Office of Risk Management, to provide student athlete training services.

Description: RehabClinics (SPT), Inc. d/b/a NovaCare Rehabilitation (NovaCare) will provide in-kind athletic training services to School District student athletes. This agreement is inclusive of, but not limited to, servicing District student athletes at the following schools: Constitution, Elverson, Parkway Center City, and Science Leadership Academy. These schools were particularly selected as they do not currently receive any athletic training services through any other provider as do many other comprehensive high

schools. There will be no employment obligation as well as no charge or incurrence to the District or other providers.

NovaCare will supply one (1) NATA Certified Athletic Trainer employed or retained by NovaCare or an affiliate or subsidiary thereof to provide the services to the school at the times and during games and/or events. The implementation of services will be limited to (1) the evaluation and treatment of minor injuries; (2) the application of first aid and other medical assistance as is reasonable and possible under the circumstances pending the arrival of ambulance services in the case of major injuries; (3) preventative taping and strapping of athletes, as needed; (4) providing nutritional information to student athletes; (5) providing basic educational information to student trainers and managers in the course of performing the Services; and, (6) providing recommendations for exercise or other physical measures for minor injuries under the directions, supervision and review of a physician.

All services will be provided on the school’s premises with the exception of sports events at other schools where the school’s athletes are the “visiting” team. NovaCare will facilitate communication among an injured athlete, the Athletic Director, parent/guardian and the team or family physician. NovaCare will provide consultation on equipment and program design when reasonably requested by the school.

The National Football League (NFL) and the Eagles provided funding to NovaCare valued at \$70,000. NovaCare, in turn, chose The School District of Philadelphia to be the recipient of donated services.

ABC Code/Funding Source \$70,000.00

B-9

Donation: \$150,000 Acceptance of Donation from the Masterman Home & 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 gift from the Masterman Home & School Association, in an amount not to exceed \$150,000 to fund extracurricular activities at the Julia R. Masterman Laboratory and Demonstration School, for the period commencing November 21, 2014 through June 30, 2015, and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee to extend the acceptance period of the donation of \$50,000 from Masterman Home & School Association, originally accepted pursuant to Resolution B-1, approved by the School Reform Commission on February 20, 2014, from its scheduled expiration date of June 30, 2014 through June 30, 2015, and to utilize the remaining \$12,000 previously authorized by Resolution B-1, for extracurricular activities, for the period commencing November 21, 2014 through June 30, 2015.

Description: This resolution is to obtain authorization to accept a donation not to exceed \$150,000 from the Masterman Home & School Association to be used to support the Masterman extracurricular program, including but not limited to tutoring, middle school sports, student organizations and security during the school year of 2014-15. 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 obtain authorization to spend the previous year's funds that were received through Resolution B1 on February 20, 2014. Remaining in last year's EC budget is \$12,000 to be utilized this school year.

ABC Code/Funding Source \$150,000.00

B-10**Donation: \$100,000 Acceptance of Donation of Art Services from the Public Citizens for Children and Youth – Picasso Project**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the donation of arts services valued at up to \$100,000 from Public Citizens for Children and Youth in Picasso Project grants to provide teaching artists and related supplies for school-based arts activities in up to 20 schools to be selected through a grant review process, for use in the period commencing January 1, 2015 through June 30, 2015.

Description: The Picasso Project was created by Public Citizens for Children and Youth (PCCY) in 2002 to increase arts education opportunities for students in the School District of Philadelphia by facilitating the capacity of schools to provide additional arts education experiences especially in schools that are under-served. Each Fall, the Picasso Project issues an application inviting school-based teams to apply for these grants. Over the last 13 years, PCCY through the Picasso Project, has funded over 130 school-based arts projects which provided activities and experiences valued at over \$500,000, reaching over 31,000 students.

This year, PCCY will grant up to twenty qualifying schools up to \$5,000 per school for a total of up to \$100,000. Qualifying schools may apply to fund their school-based project during describing how their project will enhance and facilitate the integration of the arts into the curriculum and classroom. Teams of classroom teachers, art and music teachers and teaching artists from local arts and cultural institutions design each project. Each school's application requires the approval of their principal.

PCCY is conducting a competitive bidding process during the period of October – November 2014. Decisions are made by a review committee of the PCCY board members and other stakeholders including District staff and community partners.

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

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

ABC Code/Funding Source

\$100,000.00

*Academic – Contracts/Payments***B-11****Categorical/Grant Fund: \$40,000 Contract with Shine Early Learning – Pre-K Program Training & Technical Assistance**

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 Shine Early Learning to provide a series of professional development opportunities for Head Start staff, in an amount not to exceed \$40,000, for the period commencing November 21, 2014 through June 30, 2015.

Description: Through this contract, the District's Head Start field-based support team, including 30 staff representing the family service and parent involvement content areas and 19 staff from the instructional support component, will receive cumulatively about 1,400 hours of professional development through a series of monthly training and on-site coaching sessions orchestrated by Shine Early Learning from November 21, 2014 through June 30, 2015 that are designed to cover, but will not necessarily be limited to, the following topics:

- Conducting family needs assessment and developing family goals;

- Designing lesson plans that focus on early learning standards;
- Using direct and embedded assessment to differentiate instruction;
- Using reflective coaching to support intentional teaching; and
- Collecting, reviewing and analyzing monthly student and family data and information available through the new COPA (Child Outcomes Planning and Assessment) management and information system that the District's Head Start program is putting in place to monitor progress.

ABC Code/Funding Source \$40,000.00
216X-G01-9390-1806-3291

B-12

Operating Budget: \$5,550.64 Ratification of Amendment of License Agreement with Asociacion Puertorriquenos en Marcha – Rivera Center

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent, of an amendment of a License Agreement, originally entered into with Asociacion Puertorriquenos en Marcha, pursuant to Resolution No. B-18, approved by the School Reform Commission on June 19, 2014, by increasing the licensed space by 870 square feet from the 8,854 square feet approved by Resolution B-18, to a square footage of 9,724, and by increasing the license fee by an additional \$5,550.64 from the \$56,488.52 approved by Resolution B-18, to a license fee of \$62,039.16. All other provisions of Resolution B-18 shall remain in full force and effect.

Description: By Resolution B-18, approved on June 19, 2014, the School Reform Commission authorized The School District of Philadelphia to execute, deliver and perform a license agreement with Asociacion Puertorriquenos en Marcha (APM) for use of approximately 8,854 square feet at the Rivera Center, 2603-11 North 5th Street, Philadelphia, PA, for the period commencing July 1, 2014 through June 30, 2015, under certain terms and conditions.

APM has requested the use of an additional 870 square feet of multipurpose space at the Rivera Center in order to further enhance the pre-k programming it delivers on site. By this resolution, the SRC is being asked to ratify the license agreement with APM to reflect the increase in the amount of space being used at the Rivera Center, and the corresponding increase in the license fee.

ABC Code/Funding Source \$5,550.64

B-13

Categorical/Grant Fund: \$7,700 Contract Amendment with AARP Experience Corps – Tutoring and Mentoring Program

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver, and perform an amendment of a contract with AARP Experience Corps, originally authorized pursuant to Resolution No. B-21, approved by the School Reform Commission on June 19, 2014, and further amended pursuant to Resolution B-8, approved by the School Reform Commission on October 16, 2014, by increasing the amount of the contract by an additional \$7,700 from the \$139,650 approved by Resolutions B-21 and B-8, to an amount not to exceed \$147,350.

Description: The primary objective of this particular resolution is to provide additional funding beyond the \$139,650 originally authorized by resolutions B-21 of June 19, 2014 and B-8 of October 16, 2014 to Experience Corps AARP in order to expand the availability of tutoring and mentoring services for K-3 students to Francis Scott Key School, General George C. Meade School, Olney Elementary School, Rowen Elementary School and Lewis C. Cassidy Academics Plus School. In order to provide struggling students reading support, these schools were able to reallocate school funds to prioritize literacy. Francis

Scott Key School and Rowen Elementary School program fees are fully covered by an external school sponsor; therefore, no costs will be incurred by these two schools.

In each of the now 17 participating schools teams of 5 to 15 for a total of 105 reading/literacy tutors ages 50+ will deliver 5 hours of school-based tutoring services 2 to 3 days per week from October 2014 to May 2015 at their assigned school sites. The goal is to help struggling K-3 students achieve grade level reading proficiency before they enter fourth grade.

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

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

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

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

ABC Code/Funding Source	\$7,700.00
201X-G02-4570-1101-3291 (\$2,900.00)	
201X-G02-4240-1101-3291 (\$2,400.00)	
201X-G02-7400-1101-3291 (\$2,400.00)	

B-14

Categorical/Grant Fund: \$2,000,000 Contracts with Various Vendors – Equipment, Furniture, Supplies and Curriculum for Center for Advanced Manufacturing Program at Benjamin Franklin High School

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform contracts separately with Allegheny Educational Systems for an amount not to exceed \$655,000, Festo for an amount not to exceed \$700,000, Greene Manufacturing for an amount not to exceed \$195,000, and Haas Company for an amount not to exceed \$450,000, to purchase equipment, furniture, supplies and curriculum for the Center for Advanced Manufacturing Program at Benjamin Franklin High School supported by the Middleton grant, for an aggregate amount not to exceed \$2,000,000, for the period commencing November 21, 2014 through August 31, 2015.

Description: The purpose of this resolution is to authorize the purchase of equipment, furniture, supplies, and curriculum for the new Advanced Manufacturing Program at Benjamin Franklin High School. The four vendors listed have been selected out of the five who have submitted to RFP #421, issued on June 3, 2014. Advanced Manufacturing is a grouping of activities that (a) depend on the use and coordination of information, automation, computation, software, sensing, and networking, and/or (b) make use of cutting edge materials and emerging capabilities enabled by the physical and biological sciences, for example

nanotechnology, chemistry, and biology. This technology involves both new ways to manufacture existing products, and especially the manufacture of new products emerging from new advanced technologies. Advanced Manufacturing is not limited to emerging technologies; rather, it is composed of efficient, productive, highly integrated, tightly controlled automated processes across a spectrum of globally competitive U.S. manufacturers and suppliers.

The School District of Philadelphia (SDP) through the Office of Career and Technical Education (CTE), seeks to purchase equipment, furniture (workstations), curriculum directly aligned to equipment, and teacher training on equipment and curriculum, for certain CTE programs, which will be grouped together and known as the “Center for Advanced Manufacturing,” which will be located at Benjamin Franklin High School” from the following qualified providers: Allegheny Educational Systems, Festo; Greene Manufacturing; and Haas Co.

The CTE programs which will comprise of the Center for Advanced Manufacturing are as follows: Machine Tool Technology, Welding Technology, Electromechanical/Automated Manufacturing, Pre-Engineering Technology, Computer Assisted Drafting (CAD), Building and Property Maintenance, Renewable Energy, and Electronics Technology.

ABC Code/Funding Source	\$2,000,000.00
6Z9X-G06-9860-239D-7631 Middleton Grant	

B-15

Operating Budget: \$25,600 Contract with Erie Lanes for Bowling Site Rental 2014-2015

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 Erie Lanes to provide a bowling facility for use by PIAA District XII Philadelphia Public League for an amount not to exceed \$25,600 for the period beginning November 22, 2014 and ending March 31, 2015.

Description: The PIAA District XII Philadelphia Public League for The School District of Philadelphia hosts bowling programs encompassing student athletes in District high schools. Bowling is an extramural sport, which provides the opportunity for students to learn and enjoy the sport. The bowling program encompasses 24 female and 24 male teams, including both public and charter schools. The total number of student athletes that participated in the 2013/2014 bowling program was 480.

ABC Code/Funding Source	\$25,600.00
1100-004-9JQ0-3252-4411 Operating	

B-16

Transfer of Ownership of Rowing Equipment to Philadelphia City Rowing, Inc.

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to transfer ownership of rowing equipment to Philadelphia City Rowing, Inc. (PCR) valued over the \$100 threshold, and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, contingent upon receipt of this transfer, to execute, deliver and perform a Memorandum of Understanding, in the form acceptable to the Office of General Counsel and the Office of Risk Management, with Philadelphia City Rowing (PCR), assume the ownership from The School District of Philadelphia, for the period commencing November 21, 2014 with the understanding that The School District of Philadelphia will reclaim ownership of equipment if and only if Philadelphia City Rowing, Inc. (PCR) ceases to exist.

Description: The School District of Philadelphia transfers ownership of listed equipment to Philadelphia

City Rowing, Inc. (PCR). The following thirteen (13) lines will include the item, make/model/(name), identification/serial#, and/or the quantity:

- 8+ shell, Vespoli/Millennium (Prosser), VUACE45J202, 1 shell
- 8+ shell, Vespoli/Challenger (Rauch), VUACC341H101, 1 shell
- 8+ shell, Vespoli/Challenger (Go), VUADC338H101, 1 shell
- 8+ shell, Vespoli/Millennium, VUACC366H101, 1 shell
- 8+ shell, Vespoli/Challenger (Kutch), 1 shell
- 8+ shell, Vespoli/Challenger (No Name), 1 shell
- 4+ shell, Vespoli/Racer, "Radice", 1 shell
- 4+ shell, Vespoli/Racer, "150", 1 shell
- Riggers, Vespoli aluminum, Match each shell (labeled), 8 sets
- Launches, Stillwater w/ Mercury outboard motors, Labeled "SDP/PCR", 2 launches
- Oars, Concept II sweeps/Dreissigacker sweeps, Orange/black blades, 30 oars
- Shell Trailer, Blue, 100KKCJB2TG003491, 1
- Ergometers, Concept II/Model D, Labeled "SDP/PCR", 18

Philadelphia City Rowing, Inc. (PCR) will purchase and upgrade all equipment using monies raised from their fundraising efforts. PCR will also continue to administer rowing programs for Public and Charter School students utilizing upgraded equipment.

ABC Code/Funding Source

IV. INTERMEDIATE UNIT

None Submitted

RESOLVED, that the School Reform Commission hereby ratifies the appointment of the following persons to the positions, on the effective dates through October 31, 2014, and at the salaries respectively noted, as recommended by the Superintendent, provided that: (a) continued employment of persons appointed to positions funded by categorical grants is contingent upon the availability of grant funds; and (b) persons appointed to positions funded by operating funds, shall report to either the Superintendent or the Deputy Superintendent or their designees, and shall serve at the pleasure of the School Reform Commission.

THE FOLLOWING EMPLOYEES HAVE BEEN HIRED

ALVAREZ, MICHELLE	TEACHER, PER DIEM SUBSTITUTE	PER DIEM	10/09/14	\$75.00	DAILY RATE
AMAH, JOSEPH B	SUPPORTIVE SERVICES ASST, 3 HR	PEIRCE, THOMAS M. SCHOOL	10/21/14	\$8,749.00	ANNUAL SALARY
BLOCKER, CANDACE G	EXT ACTVTS, NON-CONTRACT EMP-HR	CHIEF ACADEMIC OFFICE	10/07/14	\$12.00	HOURLY RATE
BOND, JASMINE S	BUS ATTENDANT	LOESCHE, WILLIAM H. SCHOOL	10/20/14	\$10,965.00	ANNUAL SALARY
BOSCAINO, AMY L	TEACHER, FULL TIME	GREENBERG, JOSEPH SCHOOL	10/20/14	\$57,451.00	ANNUAL SALARY
BOUIE, NISIAH E	TEACHER, FULL TIME	WELSH, JOHN SCHOOL	10/10/14	\$46,694.00	ANNUAL SALARY
BOURSIQUOT, CHRISTELLE B	EXT ACTVTS, NON-CONTRACT EMP-HR	OFFICE OF SPECIAL FINANCE	10/10/14	\$12.00	HOURLY RATE
BRADLEY, ALEXANDRA L	TEACHER, FULL TIME	MCDANIEL, DELAPLAINE SCHOOL	10/30/14	\$45,359.00	ANNUAL SALARY
BROWN, CARENDA D	TEACHER, FULL TIME	PENROSE SCHOOL	10/17/14	\$53,282.00	ANNUAL SALARY
BROWN, LISANNE M	TEACHER, FULL TIME	DICK, WILLIAM SCHOOL	10/29/14	\$45,359.00	ANNUAL SALARY
BURCH, RAQUEEBAH	PRINCIPAL, EMPOWERMENT SCHOOLS	MEADE, GEN. GEORGE G. SCHOOL	10/03/14	\$109,095.00	ANNUAL SALARY
CAPRIOTTI, CHRISTINE L	TEACHER, FULL TIME	PARENT AIDE, SPEECH & HEARING	10/14/14	\$73,453.00	ANNUAL SALARY
COOPER, TAZHE	EXT ACTVTS, NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	10/06/14	\$12.00	HOURLY RATE
DAMIANO, SARAH K	TEACHER, FULL TIME	LOCKE, ALAIN SCHOOL	10/06/14	\$46,694.00	ANNUAL SALARY
DAVIS, TERRANCE K	TEACHER, SPEC EDUCATION	BEEBER, DIMNER MIDDLE SCHOOL	10/07/14	\$54,534.00	ANNUAL SALARY
DAWKINS, MONIQUE	FOOD SVCS WORKER I	PD NON RET - SW REGION	10/24/14	\$7.25	HOURLY RATE
DIMARCANTONIO, LINDSAY A	TEACHER, SPEC EDUCATION	CREATIVE AND PERFORMING ARTS	10/16/14	\$70,457.00	ANNUAL SALARY
DIXON, KIANA E	BUS ATTENDANT	MCKINLEY, WILLIAM SCHOOL	10/20/14	\$10,965.00	ANNUAL SALARY
DUNSTON, WALTER G	TEACHER, PER DIEM SUBSTITUTE	PER DIEM	10/09/14	\$75.00	DAILY RATE
ENG, TAMI	EXT ACTVTS, NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	10/06/14	\$12.00	HOURLY RATE
FLETCHER, JAMILAH S	NOON TIME AIDE, 4 HRS	BODINE, WILLIAM W. HIGH SCHOOL	10/07/14	\$9,139.00	ANNUAL SALARY
FLOURAS, CHRISTINA E	TEACHER, FULL TIME	BARRY, JOHN ELEMENTARY SCHOOL	10/14/14	\$46,694.00	ANNUAL SALARY
FRISBY, JAZMINE R	BUS ATTENDANT	GREENBERG, JOSEPH SCHOOL	10/20/14	\$10,965.00	ANNUAL SALARY
FRISBY, JAZMINE R	NOON TIME AIDE, 3 HRS	GREENBERG, JOSEPH SCHOOL	10/27/14	\$6,376.00	ANNUAL SALARY
FRY, HALEY C	TEACHER, FULL TIME	STANTON, EDWIN M. SCHOOL	10/30/14	\$45,359.00	ANNUAL SALARY
FURLOW, JAMEEAAH K	SUPPORTIVE SERVICES ASST, 4 HR	WIDENER MEMORIAL SCHOOL	10/17/14	\$11,666.00	ANNUAL SALARY
GATTIS, DOMINIQUE L	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	09/22/14	\$24.00	HOURLY RATE
GRIFFIES, SUSAN	SUPPORTIVE SERVICES ASST, 4 HR	CROSSAN, KENNEDY C. SCHOOL	10/27/14	\$11,666.00	ANNUAL SALARY
HARDY, SHEREE C	BUS ATTENDANT	POLLOCK, ROBERT B. SCHOOL	10/22/14	\$10,965.00	ANNUAL SALARY
HELEM, PATRICIA A	NOON TIME AIDE, 3 HRS	GREENBERG, JOSEPH SCHOOL	10/27/14	\$6,854.00	ANNUAL SALARY
HENDRICKS, SALIMAH R	EXT ACTVTS, NON-CONTRACT EMP-HR	OFFICE OF SPECIAL FINANCE	10/06/14	\$12.00	HOURLY RATE
HILT, JASON C	OBSERVATION&FEEDBACK COACH	PROFESSIONAL DEVELOPMENT	10/20/14	\$80,892.00	ANNUAL SALARY
HOFFMEISTER, JOHN C	TEACHER, FULL TIME	SAYRE, WILLIAM L. HIGH SCHOOL	10/27/14	\$45,359.00	ANNUAL SALARY

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HOLLAND, MONIQUE M	EXT ACTVTS, NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	10/06/14	\$16.00	HOURLY RATE
HOLLINGSWORTH, EBONY L	TEACHER, SPEC EDUCATION	SAYRE, WILLIAM L. HIGH SCHOOL	10/27/14	\$63,623.00	ANNUAL SALARY
HOLLOMAN-FISCHER, JOLANY D	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	10/06/14	\$24.00	HOURLY RATE
HYLINSKI, ALLISON M	SCHOOL PSYCHOLOGIST	LEA, HENRY C.	10/27/14	\$78,296.00	ANNUAL SALARY
JAMES, ZANEAH	EXT ACTVTS, NON-CONTRACT EMP-HR	DIVISION OF COLLEGE READINESS	10/20/14	\$12.00	HOURLY RATE
JENKINS, DAVID R	BUS ATTENDANT	OVERBROOK EDUCATIONAL CENTER	10/06/14	\$10,965.00	ANNUAL SALARY
JIMENEZ, NICHOLAS C	EXT ACTVTS, NON-CONTRACT EMP-HR	OFFICE OF PROCUREMENT SERVICES	10/15/14	\$12.00	HOURLY RATE
JOHN, ZAZWORSKEY	BUS ATTENDANT	MUNOZ-MARIN, HON LUIS SCHOOL	10/22/14	\$10,965.00	ANNUAL SALARY
JOHNSON, DORON K	CLASSROOM ASST, SP ED, SV HND	FRANKFORD HIGH SCHOOL	10/24/14	\$19,344.00	ANNUAL SALARY
JONES, BRANDI A	BUS ATTENDANT	PENROSE SCHOOL	10/27/14	\$10,965.00	ANNUAL SALARY
JONES, JASMIN	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	10/02/14	\$24.00	HOURLY RATE
KHAN, ZOBRYDA	BUS CHAUFFEUR PT (4-5HRS/DAY)	TRANSPORTATION, PD	10/06/14	\$20,267.10	ANNUAL SALARY
KING, STACY S	NOON TIME AIDE, 4 HRS	ELLWOOD SCHOOL	10/28/14	\$8,501.00	ANNUAL SALARY
LABRADO, LORI P	TEACHER, FULL TIME	DICK, WILLIAM SCHOOL	10/06/14	\$46,694.00	ANNUAL SALARY
LEMUS, LIDIA	MANAGER, MULTILINGUAL PROGRAMS	MULTILINGUAL PROGRAMS	10/14/14	\$88,550.00	ANNUAL SALARY
LERMAN, HOWARD	EXT ACTVTS, NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	10/06/14	\$12.00	HOURLY RATE
LINDSAY, ANTAR Y	NOON TIME AIDE, 4 HRS	ALLEN, ETHAN SCHOOL	10/28/14	\$8,501.00	ANNUAL SALARY
MARTIN, ALVIN	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	10/16/14	\$24.00	HOURLY RATE
MARTIN, DOROTHY A	TEACHER, SPEC EDUCATION	HOPKINSON, FRANCIS SCHOOL	10/06/14	\$57,785.00	ANNUAL SALARY
MCBRIDE, LORA ANN	TEACHER, FULL TIME	HOLME, THOMAS SCHOOL	10/30/14	\$76,461.00	ANNUAL SALARY
MCSHORE, SHANNON	FOOD SVCS WORKER I	PD NON RET - SW REGION	10/09/14	\$7.25	HOURLY RATE
MEDINA, DERRICK J	TEACHER, FULL TIME	FRANKLIN LEARNING CENTER	10/27/14	\$45,359.00	ANNUAL SALARY
MERCAN, TARASHA A	NOON TIME AIDE PER DIEM SUB	GOMPERS, SAMUEL SCHOOL	10/02/14	\$7.25	HOURLY RATE
MONK, YVONNE A	NOON TIME AIDE PER DIEM SUB	GOMPERS, SAMUEL SCHOOL	09/14/14	\$7.25	HOURLY RATE
MORRIS, EVAN N	TEACHER, FULL TIME	MUNOZ-MARIN, HON LUIS SCHOOL	10/14/14	\$45,359.00	ANNUAL SALARY
MURPHY, SHAWN T	TEACHER, FULL TIME	HESTON, EDWARD SCHOOL	10/06/14	\$45,359.00	ANNUAL SALARY
MUSE, LOUISE	TEACHER, FULL TIME	HARTRANFT, JOHN F. SCHOOL	10/13/14	\$65,121.00	ANNUAL SALARY
NELSON, DORBENS	EXT ACTVTS, NON-CONTRACT EMP-HR	EMPLOYEE SUPPORT SERVICES	10/14/14	\$12.00	HOURLY RATE
NIXON, TERRANCE L	EXT ACTVTS, NON-CONTRACT EMP-HR	CHIEF ACADEMIC OFFICE	09/30/14	\$12.00	HOURLY RATE
NOVRUZAJ, TIZIANA	EXT ACTVTS, NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	10/06/14	\$12.00	HOURLY RATE
OLKHOVA, MARINA	EXT ACTVTS, NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	10/06/14	\$12.00	HOURLY RATE
OSTROWSKI, ADRIENNE M	TEACHER, FULL TIME	MAYFAIR SCHOOL	10/13/14	\$46,694.00	ANNUAL SALARY
PATERSON, JON-WILLIAM L	STUDENT DISCIPLINARY HEAR OFF	OFFICE STUDENT RIGHTS & RESP	10/14/14	\$49,749.00	ANNUAL SALARY
PETERSON, CHRISTOPHER L	PER DIEM TCHR-NON CERT-SCH	ATTENDANCE & TRUANCY OFFICE	10/24/14	\$126.76	DAILY RATE
RAD, MARGARET	NOON TIME AIDE PER DIEM SUB	HACKETT, HORATIO B. SCHOOL	10/27/14	\$7.25	HOURLY RATE
RANDALL, BENJAMIN J	TEACHER, FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	10/14/14	\$56,531.00	ANNUAL SALARY
RAVESE, NICHOLAS A	EXT ACTVTS, NON-CONTRACT EMP-HR	TRANSPORTATION A	09/30/14	\$12.00	HOURLY RATE
REINARD, JOSEPH J	TEACHER, FULL TIME	CONSTITUTION HIGH SCHOOL	10/16/14	\$65,121.00	ANNUAL SALARY
REYES, ALBERTO A	TEACHER, FULL TIME	FRANKFORD HIGH SCHOOL	10/06/14	\$45,359.00	ANNUAL SALARY
REYNOLDS, YOLANDA J	TEACHER, FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	10/20/14	\$45,359.00	ANNUAL SALARY
RIMANDO, AILEEN M	TEACHER, FULL TIME	MUSIC, INSTRUMENTAL	10/06/14	\$45,359.00	ANNUAL SALARY
ROBERTSON, CAROLYN F	EXT ACTVTS, NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	10/06/14	\$12.00	HOURLY RATE
ROBINSON, RAHEEM	NOON TIME AIDE, 3 HRS	FRANKFORD HIGH SCHOOL	04/15/14	\$6,376.00	ANNUAL SALARY

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SCOTT, DANETE D	BUS ATTENDANT	WIDENER MEMORIAL SCHOOL	10/06/14	\$10,965.00	ANNUAL SALARY
SHANKIN, FERN I	SUPPORTIVE SERVICES ASST, 4 HR	FELS, SAMUEL HIGH SCHOOL	10/30/14	\$11,666.00	ANNUAL SALARY
SMALLS, DAISY	SUPPORTIVE SERVICES ASST, 4 HR	BLANKENBURG, RUDOLPH SCHOOL	09/01/14	\$11,666.00	ANNUAL SALARY
SMITH, PATRICK J	TEACHER,SPEC EDUCATION	SPRUANCE, GILBERT SCHOOL	10/06/14	\$46,193.00	ANNUAL SALARY
STOUT, RITA	NOON TIME AIDE, 3 HRS	BARTON SCHOOL	10/27/14	\$6,854.00	ANNUAL SALARY
TAYAR, ADINA H	EXT ACTVTS,NON-CONTRACT EMP-HR	HUMAN RESOURCES - STAFFING	10/20/14	\$10.50	HOURLY RATE
THAYER, GAYLE M	TEACHER,SPEC EDUCATION	BARTRAM, JOHN HIGH SCHOOL	10/06/14	\$50,195.00	ANNUAL SALARY
TOBIAS, SHARI	TEACHER, PER DIEM SUBSTITUTE	PER DIEM	09/29/14	\$47.63	DAILY RATE
TSMURA, YAROSLAV	TEACHER, PER DIEM SUBSTITUTE	PER DIEM	10/24/14	\$75.00	DAILY RATE
TUSTIN, KEVIN N	TEACHER,FULL TIME	STEEL, EDWARD SCHOOL	10/06/14	\$45,359.00	ANNUAL SALARY
VANDERHEI, SUSAN E	DATA ANALYST	PROFESSIONAL DEVELOPMENT	10/20/14	\$49,749.00	ANNUAL SALARY
VELAZQUEZ, VICTORIA C	PRIN,EMPOWER/NON-HIGH/RENAISS	LOESCHE, WILLIAM H. SCHOOL	09/02/14	\$116,579.00	ANNUAL SALARY
WANG, XIAO	EXT ACTVTS,NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	10/06/14	\$12.00	HOURLY RATE
WARNER, LOUISE	NOON TIME AIDE, 4 HRS	WEST PHILADELPHIA HIGH SCHOOL	10/29/14	\$8,501.00	ANNUAL SALARY
WEBBER, SHEILA	TEACHER,FULL TIME	SOUTH PHILADELPHIA H.S.	10/14/14	\$76,461.00	ANNUAL SALARY
WILLIAMS, TIMOTHY R	TEACHER,FULL TIME	KENSINGTON CAPA	10/14/14	\$45,359.00	ANNUAL SALARY
YAWORSKI, CARMELLA	EXT ACTVTS,NON-CONTRACT EMP-HR	INFORMATION SYSTEMS	10/07/14	\$11.00	HOURLY RATE

THE FOLLOWING EMPLOYEES HAVE BEEN TERMINATED

CRUMP, D'OSHIA	NOON TIME AIDE, 3 HRS		09/01/14		
EL, TAHIRA B	FOOD SVCS ASSISTANT		10/24/14		
FLOURAS, CHRISTINA E	TEACHER,FULL TIME		10/20/14		
HAMPTON, ALMA	NOON TIME AIDE, 3 HRS		10/10/14		
JOHNS, CRYSTAL M	FOOD SVCS ASSISTANT		10/18/14		
KELLY, LORA B	TEACHER,FULL TIME		10/24/14		
KING, CHARLES H	TEACHER,FULL TIME		10/21/14		
MARKOWICZ, ANDREW S	TEACHER,FULL TIME		10/10/14		
MAZZA, ERICA P	TEACHER,FULL TIME		10/11/14		
MCGORAN, KAREN A	TEACHER,FULL TIME		06/30/14		
MITCHELL, LAVADA D	TEACHER,SPEC EDUCATION		09/25/14		
NEIBAUER, DANIELLE E	TEACHER,FULL TIME		10/11/14		
NELSON, LORI B	TEACHER,FULL TIME		10/04/14		
POWELL, JACQUELINE	FOOD SVCS WORKER II		10/10/14		
RAMIREZ, INEZ E	NOON TIME AIDE, 3 HRS		10/07/14		
SLIFER, SAMANTHA L	TEACHER,FULL TIME		10/03/14		
SYDNOR, RASHAAD R	BUS CHAUFFEUR PT (4-5HRS/DAY)		09/24/14		
WILLIAMS, TIMOTHY R	TEACHER,FULL TIME		10/25/14		