

**SCHOOL REFORM COMMISSION
PUBLIC MEETING
PROPOSED RESOLUTIONS**

DECEMBER 17, 2015

I. SCHOOL REFORM COMMISSION

SRC-1 (Updated 12.10.15)

Proposed Student Expulsion – A. B.

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

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

FURTHER RESOLVED, that the Findings of Fact and Conclusions of Law shall be made a part of Student A.B.'s permanent school 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 – S. F.

RESOLVED, that Student S.F. shall be *temporarily expelled* from the School District of Philadelphia effective from the date she re-enrolls back into a Philadelphia Public School, for one year, and be it

FURTHER RESOLVED, that Student S.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 S.F.'s permanent school 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

Proposed Student Expulsion – D. M.

RESOLVED, that Student D.M. shall be temporarily expelled from the School District of Philadelphia effective October 28, 2015 through the end of the 2015-2016 School Year, and be it

FURTHER RESOLVED, that Student D.M. 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.M.'s permanent record; and be it

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

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

SRC-4

Proposed Student Expulsion – A. S.

RESOLVED, that Student A.S. shall be *temporarily expelled* from the School District of Philadelphia effective October 28, 2015 through the end of the 2015-2016 School Year, and be it

FURTHER RESOLVED, that Student A.S. *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.S.'s permanent record; and be it

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

SRC-5

Proposed Student Expulsion – D. T.

RESOLVED, that Student D.T. shall be *temporarily expelled* from the School District of Philadelphia effective October 28, 2015 through the end of the 2015-2016 School Year, and be it

FURTHER RESOLVED, that Student D.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 D.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-6

Approval of Academic Calendar 2016-2017

RESOLVED, that the School Reform Commission Resolved, that the School Reform Commission hereby approves the Calendar for Schools, Early Childhood Programs, and Administrative Offices for the school year 2016-2017. The calendar shall be as follows:

1. The sessions for teachers and non-administrative school-based personnel begin September 1, 2016, and close June 21, 2016, totaling 188 days.

School-based personnel will not be required to be in school on the following holidays and non-working days: September 5, October 3 through October 4, October 12, November 11, November 24 through November 25, December 26 through December 30, January 2, 2017, January 16, February 20, April 10 through April 14, May 16, and May 29.

2. The sessions for elementary and secondary pupils (grades 1 through 12) begin September 7, 2016, and close June 20, 2017, totaling 181 instructional days.

3. In the event that schools are closed due to inclement weather or other emergency circumstances, June 21, 2017, June 22, 2017, and June 23, 2017, and the required number of days thereafter, beginning with April 10, 2017, through April 12, 2017, will be days of pupil and staff attendance to satisfy the requirement of 181 instructional days.

4. The first day for Pre-Kindergarten, Head Start and Bright Futures pupils will be September 7, 2016.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

5. The first day for Kindergarten pupils will be September 14, 2016.
6. Students will not be in attendance on the following days: September 1 through 2, September 5 through 6, September 30, October 3 through 4, October 12, November 8, November 11, November 24 through November 25, December 26 through December 30, January 2 through January 3, 2017, January 16, February 20, April 10 through April 14, May 16, and May 29.
7. Administrative Offices will be open Monday through Friday, with the exception of the following holidays and non-working days: July 4, September 5, October 3 through 4, October 12, November 11, November 24 through November 25, December 26, January 2, 2017, January 16, February 20, April 14, and May 29.

The following is the calendar for all schools, Pre-Kindergarten Programs, and Kindergarten Programs for the 2016 - 2017 school year:

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|-----------------------|--|
| September 1, 2016 | First Day for Staff – Academic Year Preparation |
| September 1, 2016 | 9th Grade Orientation Window Opens |
| September 2, 2016 | Staff – Professional Development |
| September 5, 2016 | Labor Day – Administrative Offices and Schools Closed |
| September 6, 2016 | Staff – Professional Development |
| September 6, 2016 | 9th Grade Orientation Window Closes |
| September 7, 2016 | First Day for Grades 1-12 – Student Attendance |
| September 7, 2016 | First Day for Pre-Kindergarten, Head Start and Bright Futures – Student Attendance |
| September 7-9, 2016 | Early Childhood Experiences Interviews (Kindergarten Parent/Teacher Interviews) |
| September 12-13, 2016 | Early Childhood Experiences Interviews (Kindergarten Parent/Teacher Interviews) |
| September 14, 2016 | First Day for Kindergarten – Student Attendance |
| September 30, 2016 | Staff Only – Professional Development Day |
| September 30, 2016 | 2017-2018 School Selection Process Begins |
| October 3-4, 2016 | Rosh Hashanah – Administrative Offices and Schools Closed |
| October 12, 2016 | Yom Kippur – Administrative Offices and Schools Closed |
| October 13-17, 2016 | Interim Reports |
| October 19, 2016 | PSAT Exams |
| November 2, 2016 | PSAT Exams (alternate date) |
| November 8, 2016 | Staff Only – Professional Development Day |
| November 11, 2016 | Veterans Day Observed – Administrative Offices and Schools Closed |
| November 11, 2016 | 2017-2018 School Selection Process Ends |
| November 21-23, 2016 | Report Card Conferences |
| November 24-25, 2016 | Thanksgiving Holiday – Administrative Offices and Schools Closed |
| December 20-22, 2016 | Interim Reports |
| December 26, 2016 | Winter Recess – Administrative Offices and Schools Closed |
| December 26-30, 2016 | Winter Recess – Schools Closed |
| January 2, 2017 | New Year’s Day (Observed) – Administrative Offices and Schools Closed |
| January 3, 2017 | Staff Only – Professional Development Day |
| January 9-23, 2017 | Keystone Exams |
| January 16, 2017 | Dr. Martin Luther King Day – Administrative Offices and Schools Closed |

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

January 23, 2017 ACCESS Testing Opens (Tentative)

February 15-17, 2017 Report Card Conferences

February 20, 2017 Presidents' Day – Administrative Offices and Schools Closed

March 3, 2017 ACCESS Testing Closes (Tentative)

March 6-8, 2017 Interim Reports

March 6, 2017 Professional Development (Half-Day) 3-Hour Early Dismissal

March 31, 2017 Professional Development (Half-Day) 3-Hour Early Dismissal

April 3-May 12, 2017 PSSA Assessments (ELA, Math and Science) and Make-up Days

April 10-13, 2017 Spring Recess – Schools Closed

April 14, 2017 Good Friday – Administrative Offices and Schools Closed

April 19-21, 2017 Report Card Conferences

May 9-11, 2017 Interim Reports

May 15-26, 2017 Keystone Exams

May 16, 2017 Pennsylvania Primary Election Day – Schools Closed

May 29, 2017 Memorial Day – Administrative Offices and Schools Closed

June 20, 2017 Last Day for Students

June 21, 2017 Last Day for Staff

Number of Days Scheduled – Student Attendance:

July 2015 – 0

August 2015 – 0

September 2015 – 17

October 2015 – 18

November 2015 – 18

December 2015 – 17

January 2016 – 19

February 2016 – 19

March 2016 – 23

April 2016 – 15

May 2016 – 21

June 2016 – 14

TOTAL – 181 Student Attendance Days

Number of Days Scheduled – Teacher Attendance:

July 2015 – 0

August 2015 – 0

September 2015 – 21

October 2015 – 18

November 2015 – 19

December 2015 – 17

January 2016 – 20

February 2016 – 19

March 2016 – 23

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

April 2016 – 15
May 2016 – 21
June 2016 – 15

TOTAL – 188 Teacher Attendance Days

Description: This resolution seeks authorization of approval from the School Reform Commission of the proposed 2016-2017 Academic Calendar.

SRC-7 (Added 12.11.15)

Amendment of Employment Agreement with Superintendent

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Chair of the School Reform Commission, to execute, deliver and perform an amendment of the Employment Agreement with William R. Hite, Jr., Superintendent, originally entered into pursuant to Resolution No. SRC-1, approved by the School Reform Commission on July 25, 2012, to: (1) amend Section 4.1 of the Agreement to provide that beginning in 2016, and for each subsequent year of the Agreement, the salary of the Superintendent shall be increased by the percentage that certified classroom employees' salaries are increased; (2) remove Section 4.3 of the Agreement providing for performance compensation; (3) extend the term of the Agreement from its scheduled expiration date of August 31, 2017 through August 31, 2022; and (4) clarify that Dr. Hite serves as Executive Director of the Philadelphia Intermediate Unit No. 26. All other provisions of the Employment Agreement shall remain in full force and effect.

II. EDUCATION SUPPORT SERVICES

Human Resources

A-1

General/Categorical Funds: Approves Personnel, Terminations

RESOLVED, that the School Reform Commission hereby ratifies the appointment of the following persons to the positions, on the effective dates through **November 30, 2015** and at the salaries respectively noted, as recommended by the Superintendent, provided that: (a) continued employment of persons appointed to positions funded by categorical grants is contingent upon the availability of grant funds; and (b) persons appointed to positions funded by operating funds, shall report to either the Superintendent or the Deputy Superintendent or their designees, and shall serve at the pleasure of the School Reform Commission.

A-2

Operating Budget: \$60,000 Contract with Bolton Partners – Deferred Compensation Plan Consulting Services

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Bolton Partners for professional consultation and other services concerning the School District's 403(b) and 457(b) plans for an amount not to exceed \$60,000 for the period commencing January 1, 2016 through December 31, 2016.

Description: School District of Philadelphia has contracted with an outside financial consulting services vendor since 2004 to manage 403(b) and 457(b) defined contribution plans, oversee investment performance and provide quarterly financial reporting. The vendor also assists in making legal and strategic decisions regarding account structure, asset management and plan communications. They provide investment advice regarding various options and recommendations for changes to the investment platform.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

ABC Code/Funding Source	\$60,000.00
1100-071-9jw0-2836-3311 FY16 30000 (\$60,000.00)	
1100-071-9jw0-2836-3311 FY17 30000 (\$0.00)	

A-3 (Updated 12.7.15)**Operating Budget: \$280,500 Contract with Foundations, Inc. – Staffing 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 Foundations, Inc., for professional staffing services, for an amount not to exceed \$280,500, for the period commencing December 18, 2015 through September 1, 2016.

Description: The District is seeking the services of a professional staffing entity, Foundations, to supply two highly-qualified, experienced administrators to fill the positions of Assistant Superintendent Autonomy Network and Assistant Superintendent Neighborhood Network #6. The District will be interviewing and selecting the candidates supplied by Foundations based on experience and qualifications.

ABC Code/Funding Source	\$280,500.00
1100-051-9020-2361-1111 FY16 (\$214,500.00)	
1100-051-9020-2361-1111 FY17 (\$66,000.00)	

Finance**A-4 (Updated 12.3.15) (As Amended)****Categorical/Grant Funds: \$651,338 Ratification of Contract with City Controller of Philadelphia – Single Audit Services FY2014, FY2015, FY2016**

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent, of contracts with the City Controller of Philadelphia, to provide independent audit services for the Single Audit for the Fiscal Year 2014, for an amount not to exceed \$326,338, for the period commencing July 1, 2013 through June 30, 2014 and to provide independent audit services for the Single Audit for the Fiscal Year 2015, for an amount not to exceed \$325,000, for the period commencing July 1, 2014 through June 30, 2015, for an aggregate amount not to exceed \$651,338; and be it

Description: The City Controller by Philadelphia Home Rule Charter is the school auditor of the School District of Philadelphia. The City Controller conducts both the Single Audit (A-133) for federal grant programs and the "Comprehensive Annual Financial Report of the School District" annual audit. Both audits are required by government regulations. The SRC Chair each year signs an audit engagement letter which indicates the estimated fees for the upcoming audit as required by general accepted accounting principles (GAAP).

The City Controller has been requested on several occasions to pre-contract with the School District regarding the fees to be charged for the Single Audit (A-133). This is a ratifying resolution because the City Controller will not enter into a contract until after the audit takes place because it is based on the required tests performed to determine how many grant programs must be audited for that year and the numbers of hours the auditors actually work on the audit. The resolution before the SRC is therefore to ratify the services and fees for the audits performed for fiscal years 2014 and. The School District accrues audit fees on the books based upon the amount of fees indicated in the engagement letter for the prior year and adjusts to actual once the amount to be charged for the audit is known.

ABC Code/Funding Source	\$651,338.00
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Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

912X A/C 5101 Audit Clearing Account Funds

Information Technology**A-5****Operating Budget: \$2,400,000 Contract with Fidelity Information Services, LLC – Managed Mainframe Hosting 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 Fidelity Information Services, LLC, for IBM mainframe computer hosting services to support the School District's financial and human resources information systems, for an amount not to exceed \$2,400,000 for the period commencing July 1, 2016 through June 30, 2018.

Description: The contract engagement with Fidelity Information Services, LLC (FIS) will continue to provide the School District with a legacy applications hosting environment for supporting critical administrative information systems and services including financial, procurement, payroll, and human resources applications.

The District's current contracted mainframe hosting provider, Verizon Business Services, has notified the School District that they will cease offering mainframe hosting services to their clients effective June 30, 2016. In recent years, Verizon had been transitioning and subcontracting this portion of its business portfolio to FIS and as such, the District has had experience in working with FIS directly.

Accordingly, the District's Office of Information Technology and Data Management conducted RFP-464 to evaluate and select a qualified vendor to replace Verizon as the District's managed mainframe hosting provider. Notification of the availability of this RFP opportunity was sent to several large-scale providers of mainframe and technology-related managed hosting services in addition to availability directly from the District's Procurement website. The District received two viable proposals from Fidelity Information Services (Jacksonville, FL) and Blue Hill Data Services (Pearl River, NY).

FIS's pricing is extremely competitive mainly due to large-scale licensing agreements for software that the District's Human Resources and Finance systems utilize including database and tape backup library, that is similar to software environments of other large FIS mainframe hosting customers. The RFP evaluation team has concluded that an initial two-year contract award to FIS would result in a continued cost-effective, service enhanced, and secure support model, for this critical but educationally non-core technical function.

The RFP allows for the extension of the contract by an addition three (3) one-year terms if needed by the District and until such time as the District has upgraded or replaced its legacy Enterprise Resource Planning (ERP) application suite.

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

ABC Code/Funding Source	\$2,400,000.00
1100-056-9500-2844-3412 Operating FY17 (\$1,200,000.00)	
1100-056-9500-2844-3412 Operating FY18 (\$1,200,000.00)	

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

Operations**A-6****Operating Budget: \$80,000 Contract with Lindenmeyr Munroe – Paper Stock and Envelopes**

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 Lindenmeyr Munroe, for the purchase of stock paper and envelopes, for an amount not to exceed \$80,000, subject to funding, for the period commencing December 18, 2015 through December 30, 2016.

Description: This proposed award represents completion of the public solicitation under A16-56648, Stock Paper and Envelopes, issued by Procurement on 08/05/2015. This solicitation was sent to thirty-one (31) vendors including our host of area assist agencies. Nineteen (19) companies downloaded the solicitation and four (4) vendors responded. This award establishes a source for the purchase of paper stock and envelopes needed for normal operations of the Department of Printing Services.

Printing services distributes paper and envelopes to be used in all schools and administrative offices for various materials, including handbooks, newsletters, parent notifications, and professional development handouts.

This contract is primarily used by the Print Shop at 440 N. Broad St.

Four vendors submitted a proposal, including Lindenmeyr Munroe, Xpedx, David Packaging and Printing Services, and Comade, Inc.

ABC Code/Funding Source	\$80,000.00
9010-032-9220-2541-6111 FY16 (\$50,000.00)	
9010-032-9220-2541-6111 FY17 (\$30,000.00)	

A-7**Various Funds: \$2,000,000 Authorization to Purchase Computer and Computer Related Accessories – Subject to Funding**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, pursuant to Pennsylvania Educational Purchasing Program, to purchase computer and computer-related accessories from various vendors, for an aggregate amount not to exceed \$2,000,000, subject to available funding, for the period commencing January 1, 2016 through December 31, 2016.

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

This contract is used primarily by schools making purchases directly as well as central offices purchasing on behalf of schools. It is used to purchase a variety of equipment, including computers not covered by the District's Apple/Dell awards, servers, printer parts and supplies, classroom software, projectors, hard drives, networking equipment, telecom equipment, and consumables (bulbs, toner, mice, keyboards).

ABC Code/Funding Source	\$2,000,000.00
Various Schools and Offices - FY16 (\$1,000,000.00)	
Various Schools and Offices - FY17 (\$1,000,000.00)	

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

A-8**Operating Budget: \$450,000 Contract Amendment with AT&T Mobility – Cellular Telecommunications 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 a second amendment of a contract, originally entered into with AT&T Mobility, for Wireless Telecommunication Services, pursuant to Resolution A-15, approved by the School Reform Commission on December 20, 2012, for an amount not to exceed \$960,000, and amended, pursuant to Resolution A-5, approved by the School Reform Commission on December 18, 2014, to increase the amount of the contract by additional \$495,000 to \$1,455,000, by increasing the amount of the contract by an additional \$450,000 from \$1,455,000 approved by Resolutions A-15 and A-5 to an amount not to exceed \$1,905,000, subject to funding, and by extending the term of the contract from its scheduled expiration date of June 30, 2016 through June 30, 2017.

Description: This second one-year extension of a contract from its original term (7/1/2013 to 6/30/2015) will provide a source for wireless voice, data, and push-to-talk (digital "walkie-talkie") cellular service for schools as well as operational, security and educational support offices. The district has approximately 930 cellular devices and is just now adding approximately 230 additional WiFi-based Android smartphones for the Archibus work-order management system implementation. Approximately 70% of the cellular fleet is assigned to Operations.

All of the District's principals and assistant principals will have unrestricted access to wireless voice communication services while Operations and Maintenance staff will have continued use of restricted push-to-talk digital walkie-talkie service. Advanced smart-phone technology will be implemented to enable the Facilities and Operations staff to operate more efficiently and effectively and to interact with the computerized maintenance management system.

ABC Code/Funding Source	\$450,000.00
1100-033-9HF0-2694-5331 FY17 (\$450,000.00)	

A-9**Operating Budget: \$125,000 Contract with American Uniform Sales, Inc. – School Police Uniforms – Subject to Funding**

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, pursuant to the requirements contract of supplies and/or a combination of supplies and services, for purchases costing \$25,000 or more, to execute, deliver and perform a contract with American Uniform Sales, Inc., to purchase school police uniforms, for an amount not to exceed \$125,000, subject to funding, for the period commencing January 1, 2016 through December 31, 2017.

Description: This proposed award represents completion of the public solicitation under A16-57039, School Police Uniforms, issued by Procurement on 9/18/2015. The bid due date was 10/13/2015. This solicitation was sent to ten (10) vendors including our host of area assist agencies. Thirteen (13) companies downloaded the solicitation and two (2) vendors responded. This award establishes a source for school police uniforms.

The two vendors that submitted proposals were American Uniform Sales, Inc. and McDonald Uniform Co.

ABC Code/Funding Source	\$125,000.00
1100-034-9560-2661-6115 FY16 (\$31,250.00)	
1100-034-9560-2661-6115 FY17 (\$62,500.00)	
1100-034-9560-2661-6115 FY18 (\$31,250.00)	

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

A-10**Various Funds: \$400,000 Authorization to Purchase Surveillance and Security Systems – Subject to Funding**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to purchase, pursuant to Pennsylvania Department of General Services Contract No. 6350, surveillance and security systems from various awarded contractors under Contract No. 6350, for an aggregate amount not to exceed \$400,000, subject to available funding, for the period commencing January 1, 2016 through December 31, 2016.

Description: This award is primarily used by schools to keep their security systems operating. It provides, via a state contract, a source for all of the standard equipment, software and services necessary to maintain school-based camera and security systems. The contract is also used to maintain these systems for the Education Center. Specific purchases include replacement cameras, replacement DVRs, access/ID cards, intrusion alarm panels, camera-door phones, and electro-mechanical locksets. The contract also contains provisions for installation and maintenance of the associated equipment and software. Vendors listed on the contract include GE Security (aka UTC/Interlogix), Ademco, AIPHONE, HID Global, CASI-Rusco, Panasonic Security, and Assa Abloy.

The Office of Information Technology uses a very small portion of this contract authority to maintain the software system (GE Facility Commander) that drives all of the networked surveillance and security systems. One of the vendors on the state contract is the current authorized maintainer of record for that system, and is available to us on a 7 day, 24 hour basis for repairs/catastrophic failures.

ABC Code/Funding Source	\$400,000.00
Various Schools and Offices - FY16 (\$200,000.00)	
Various Schools and Offices - FY17 (\$200,000.00)	

A-11**Operating Budget: \$100,000 Ratification of Memorandum of Understanding with Various School Districts – Transportation Costs for Homeless Students**

RESOLVED, that the School Reform Commission hereby ratifies payment by the School District of Philadelphia, through the Superintendent, of reimbursement to suburban school districts for 50% of the cost of transporting homeless students living in Philadelphia and attending schools in their districts, pursuant to the McKinney-Vento Act, for an aggregate amount not to exceed \$100,000.00, subject to funding, for the period commencing September 1, 2015 through June 30, 2016.

Description: The McKinney-Vento Act provides students experiencing homelessness with the right to continue attending their school of origin. The McKinney-Vento Act also requires school districts to provide transportation to the school of origin, even if it requires students to cross district lines. If two districts are involved, they must agree upon a method to apportion the cost and responsibility of transportation, or split the cost and responsibility equally. Please note that this resolution is a ratification because our obligation to reimburse other school districts transporting homeless students residing in Philadelphia started before SRC approval.

We have been contacted through the District's Homeless Office by other school districts to share in the cost of transporting our students under McKinney-Vento. However, to date, no invoices have been submitted and no payments have been made for FY 16. We have handled this in different ways in the past. We have had some routes where we split the cost with the other district by paying the vendor for half of the route. We had others last year where we were invoiced for half of the cost by other districts and we paid them per Legal because we are required by the statute. We are using the resolution process to be proactive this year.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

ABC Code/Funding Source \$100,000.00
 1100-027-9590-2721-5131 Operating

A-12 (Updated 12.2.15)

Operating Budget: \$1,708,463 Ratification of Contract with Pennsylvania School for the Deaf – Bus Transportation and Attendants – Subject to Funding

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 Pennsylvania School for the Deaf for their own bus transportation of students to and from school and for bus attendants, for an amount not to exceed \$1,708,463.70, subject to funding, for the period commencing September 1, 2015 through June 30, 2018.

Description: The proposed award represents completion of the public solicitation under RFQ-150 Own School Bus To-From Transportation Service issued by Procurement Services on 10/16/15 with a submission date of 11/03/15.

This service originated in 2002 for students with physical and auditory disabilities. Subsequently, a private and charter school were added. The schools secure the equipment and hire and manage the drivers and attendants. Schools who transport their own students are required to follow the state and district policies.

Please note that this resolution is a ratification because the services are already being delivered by Pennsylvania School for the Deaf. The District has paid the Pennsylvania School for the Deaf to provide their own bussing for many years. However, the school requested that a bus contractor provide bus and attendant services to the school beginning in school year 2015/2016. That is why Pennsylvania School for the Deaf was not included on the original resolution for Own Bussing dated 6/18/15. The services were provided by Durham School Services during the summer of 2015. However, the contractor was not equipped to serve the unique needs of the deaf population at the school. Therefore, beginning in September of 2015, it was decided that Pennsylvania School for the Deaf would resume providing their own bussing and attendants. Once the decision was made by both the District and Pennsylvania School for the Deaf that they would resume doing their own bussing, the Own Bussing RFQ had to be reopened and Pennsylvania School for the Deaf had to submit a bid. Transportation could prepare the ratification only after this process was complete.

ABC Code/Funding Source \$1,708,463.00
 1100-027-9590-2721-5131 FY 16 - Bus (\$383,000.40)
 1901-005-9580-2734-4131 FY 16 - Attendant (\$127,504.80)
 1100-027-9590-2721-5131 FY 17 - Bus (\$444,927.90)
 1901-005-9580-2734-4131 FY 17 - Attendant (\$148,128.90)
 1100-027-9590-2721-5131 FY 18 - Bus (\$453,820.80)
 1901-005-9580-2734-4131 FY 18 - Attendant (\$151,080.90)

A-13

Cafeteria Fund: \$347,000 Ratification of Contract Amendment with Smart Partners LLC – Fresh Fruit and Vegetables

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 an amendment to a contract originally entered into with Smart Partners LLC pursuant to Resolution A-12, approved by the School Reform Commission on October 16, 2014, by increasing the amount of the contract by an additional \$347,000 from \$303,000 approved by Resolution A-12, to an amount not to exceed \$650,000, and by extending the term of the contract from its original scheduled expiration date of June 30, 2015 through June 30, 2016.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

Description: Procurement Services and the Food Services Division previously solicited multi-year proposals to provide fresh fruit and vegetables for our participation in USDA's Fresh Fruit and Vegetable Program (FFV) per Request for Proposal #427 issued 7/14/14 which requested proposals for a three-year period with a two-year primary and one year renewal term.

For the 2014-15 school year Procurement Services solicited SRC approval for a one year initial term which was approved by the SRC per Resolution A-12 dated 10/16/14. Procurement recommended an initial one-year term vs. the initial two-year term noted in RFP #427 given Smart Partners LLC was new to the District and to ensure satisfactory vendor performance.

The purpose of this ratifying resolution is to extend the term of the Smart Partners LLC contract for the 2015-16 school year. Approval of this resolution will be cost neutral to the District since all vendor expenses will be offset by additional federal reimbursements to the Food Services Division under the FFV program.

The goals of the Fresh Fruit and Vegetable program consist of: 1) creating a healthier school environment by providing more varied and healthier food choices; 2) expanding the student's experience level with a variety of fresh fruit and vegetables; 3) increasing the student's consumption of fresh fruit and vegetable; and 4) making a difference in student's diets in order to positively impact their present and future health.

ABC Code/Funding Source	\$347,000.00
9001-029-9360-2495-6311 Cafeteria Fund (\$350,000.00)	

A-14

General Fund: \$12,000,000 Contract with GCA Services - Janitorial and Custodial Services at all 18 High Schools – 2 years

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 GCA Services for janitorial and custodial services at eighteen comprehensive high schools for an amount not to exceed \$6,000,000.00 for the period commencing January 1, 2016 through December 31, 2016, with option for one-year renewal commencing January 1, 2017 through December 31, 2017, for a total aggregate amount not to exceed \$12,000,000.

Description: The District decided to outsource the maintenance and cleaning of 18 comprehensive high schools in 2006. The decision was codified in a memorandum of understanding that currently exists with the relevant bargaining unit. We are going to continue this arrangement given the size of the buildings and our facility needs.

Under this contract the professional cleaning services company is responsible for providing all manpower and cleaning supplies as directed by the School District.

On 10/01/15, RFP - 456 was issued to solicit respondents to provide these services under an initial two year contract.

Twenty four (24) notifications were sent directly to vendors to announce the solicitation. The bid was downloaded 35 times by vendors. The district received four proposals.

ABC Code/Funding Source	\$12,000,000.00
1100-031-9270-2625-3311 FY16 General Fund (\$3,000,000.00)	
1100-031-9270-2625-3311 FY17 General Fund (\$3,000,000.00)	

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

A-15 (Updated 12.7.15)

Capital Fund: \$3,927,021 Capital Project Awards

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent, or his designee, to execute, deliver, and perform contracts with the lowest responsible bidders identified in the attachment at an aggregate cost of \$3,927,021.00.

Description:

Spec: B-094 C

of 2014/15 Mechanical Contract - Mechanical Plant Replacement

John Wister Elementary School - 67 East Brighthurst Street

Fluidics, Inc. - \$2,209,537.00

Philadelphia, Pennsylvania 19114

ABC Code: 8Q11-065-6430-4623-4591-05

Total Aggregate M/WBE Participation: 46.5%

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

The bids for Wister ES project were publically advertised on 9/25/15, 9/30/15, and 10/13/15 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who submitted the lowest price and met the technical and construction specifications. Bids were publically opened on 10/22/15. After review of the bids and a de-scoping meeting it was determined that Fluidics, Inc. was the lowest responsible bidder with a bid of \$2,209,537.00.

The Facility Condition Assessment (FCA) at this location is 46.46%. The School Performance Index (SPI) at this location is 32.

Spec: B-095 C

of 2014/15 Electrical Contract - Mechanical Plant Replacement

John Wister Elementary School - 67 East Brighthurst Street

Mulhern Electric Company, Inc. - \$212,984.00

Abington, Pennsylvania 19001

ABC Code: 8Q11-065-6430-4623-4561-05

Total Aggregate M/WBE Participation: 35.0%

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

The bids for Wister ES project were publically advertised on 9/25/15, 9/30/15, and 10/13/15 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who submitted the lowest price and met the technical and construction specifications. Bids were publically opened on 10/22/15. After review of the bids and a de-scoping meeting it was determined that Mulhern Electric Company, Inc. was the lowest responsible bidder with a bid of \$212,984.00.

The Facility Condition Assessment (FCA) at this location is 46.46%. The School Performance Index (SPI) at this location is 32.

Spec: B-098 C

of 2014/15 Mechanical Contract - Chiller Replacement

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

Martin Luther King High School - 6100 Stenton Avenue
Edward J. Meloney, Inc. - \$1,238,000.00
Lansdowne, Pennsylvania 19050
ABC Code: 8Q11-065-6060-4695-4591-05
Total Aggregate M/WBE Participation: 43.4%

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

The bids for King HS project were publically advertised on 10/16/15, 10/21/15, and 11/3/15 in several local newspapers and posted on the School District’s Capital Programs Website. The award is recommended to the responsive and responsible bidder who submitted the lowest price and met the technical and construction specifications. Bids were publically opened on 11/17/15. After review of the bids and a de-scoping meeting it was determined that Edward J. Meloney, Inc. was the lowest responsible bidder with a bid of \$1,238,000.00.

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

Spec: B-099 C
of 2014/15 Electrical Contract - Chiller Replacement
Martin Luther King High School - 6100 Stenton Avenue
Hyde Electric Corporation - \$266,500.00
Philadelphia, Pennsylvania 19129
ABC Code: 8Q11-065-6060-4695-4561-05
Total Aggregate M/WBE Participation: 10.0%

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

The bids for King HS project were publically advertised on 10/16/15, 10/21/15, and 11/3/15 in several local newspapers and posted on the School District’s Capital Programs Website. The award is recommended to the responsive and responsible bidder who submitted the lowest price and met the technical and construction specifications. Bids were publically opened on 11/17/15. After review of the bids and a de-scoping meeting it was determined that Hyde Electric Corporation was the lowest responsible bidder with a bid of \$266,500.00.

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

ABC Code/Funding Source	\$3, 927,021.00
8Q11-065-6430-4623-4591 Capital (\$2,209,537.00)	
8Q11-065-6430-4623-4561 Capital (\$212,984.00)	
8Q11-065-6060-4695-4591 Capital (\$1,238,000.00)	
8Q11-065-6060-4695-4561 Capital (\$266,500.00)	

A-16 (Updated 12.7.15)

Capital Fund: \$24,769 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 \$24,769.00.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

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

ABC Code/Funding Source \$24,769.00
Various

A-17 (Updated 12.7.15)

Capital Fund: \$60,000 Contracts with W.H.S., Inc. and W & W Contractors – General Service Contract – Nonpublic

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 W. H. S., Inc., and W & W Contractors, Inc., the lowest responsible bidders, for trailer modernization and relocation at nonpublic schools, for an aggregate amount not to exceed \$60,000.00 for the period commencing December 18, 2015 through December 18, 2017.

Description:

Spec: B-025 O
of 2015/16 General Service Contract - Trailer Modernization and Relocation
Various locations throughout the School District - Various locations
W & W Contractors, Inc. (M) – Not To Exceed \$60,000.00
Philadelphia, Pennsylvania 19143
W. H. S., Inc. - Not To Exceed \$60,000.00
Levittown, Pennsylvania 19056
ABC Code: 201X-G10-9610-2621-4541
Total Aggregate M/WBE Participation: 0.0%

This General Service Contract is for trailer modernization and relocation at various locations throughout the City of Philadelphia for Non-Public Schools.

This project was publicly advertised on 9/16/2015, 9/18/2015, and 9/25/2015 and posted on the District's website. Bids were publicly opened on 10/13/2015.

ABC Code/Funding Source \$60,000.00
201X-G10-9610-2621-4541 Title 1

A-18 (Updated 12.7.15)

Capital Fund: \$500,000 Contract Amendments with Proatech, Inc., Adcon Consultants, Inc., and Hudson Companies – Professional Supplemental Cost Estimating and Claims Analysis

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 separate indefinite demand/indefinite quantity contracts to provide professional supplemental cost estimating and claims analysis services, originally entered into with Promatech, Inc.(Contract No. 433/F14), Adcon Consultants, Inc. (Contract No. 432/F14), and Hudson Companies (Contract No. 434/F14), pursuant to Resolution A-3, approved by the School Reform Commission on September 23, 2013, by extending the expiration dates from the original scheduled expiration dates of March 31, 2016, through June 30, 2016, and by increasing the aggregate amount of the contracts by an additional \$500,000 from the \$2,500,000

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

approved by Resolution A-3 to an aggregate amount not to exceed \$3,000,000.

Description: The School District of Philadelphia publicly solicited a Request for Proposals (RFP) on April 8, 2013, to obtain competitive proposals from qualified firms to provide professional cost estimating and claims analysis services. Five (5) firms responded to the RFP on May 7, 2013. According to previously established evaluation criteria, three (3) firms were selected to provide professional supplemental cost estimating and claims analysis services to support the SRC-approved Facilities Master Plan on an as-needed basis. All three (3) qualified and selected firms met the requirements set forth in the RFP.

The School Reform Commission, at the meeting of September 23, 2013, by Resolution A-3, authorized the School District of Philadelphia to enter into separate indefinite demand/indefinite quantity (IDIQ) contracts with the three (3) qualified firms to provide professional cost estimating and claims analysis services, for the contract period September 23, 2013 through March 31, 2016, for an aggregate amount not to exceed \$2,500,000.00.

The entire fund of \$2,500,000.00 for professional supplemental cost estimating and claims analysis services was pooled among the three (3) firms to provide flexibility in the selection of the appropriate firm to perform the required services on specific assigned projects.

Capital Programs intends to publicly advertise a new Request for Proposals for Estimating and Claims Analysis on March 15, 2015. An Award Resolution will be prepared for approval by the School Reform Commission Meeting of June 2016 to coincide with the 2017 Facilities Master Plan Capital Programs Budget. The extended dates and additional funding will allow work to continue while the RFP process is conducted.

ABC Code/Funding Source	\$500,000.00
8Q11-065-9620-4600-3411 Capital	

Finance

A-19

Authorization of Recommendations to the Board of Directors of City Trusts 2015-2016 – The Simon Gratz Teachers Fund

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee to provide formal written recommendations to the Board of Directors of City Trusts of the recipients of awards from Simon Gratz Teachers Fund and to authorize payments from the Fund, in an amount not to exceed \$70,800, for the calendar year ending December 31, 2015; and be it

FURTHER RESOLVED, that the School Reform Commission recognizes the confidential nature of the information provided by individuals throughout the application and selection process and accordingly, the names of the recipients are not included.

Description: The Simon Gratz Teachers Fund (the “Fund”) is held in trust by the Philadelphia Board of Directors of City Trusts.

The Fund was established in 1926 by the Last Will and Testament of Simon Gratz for the purpose of affording financial relief in special cases for teachers and clerical assistants currently employed or who were employed in the public schools of Philadelphia and who are in need of financial assistance. Each year, the Philadelphia Board of Directors of City Trusts informs the School District of the amount of funds available for distribution and award for the current calendar year.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

Consequently, the Office of Grant Compliance & Fiscal Services allocates and awards fund to recipients in the late fall of each year.

General Counsel

A-20

Withdrawn by Staff 12.17.15

Student Support Services

A-21 (Added 12.7.15)

Categorical/Grant Fund: \$372,670 Ratification of Grant Acceptance from the William Penn Foundation – Social Emotional Learning; \$120,000 Contract with Committee for Children – Second Step Curriculum

RESOLVED, that the School Reform Commission hereby ratifies the acceptance by the School District of Philadelphia, through the Superintendent, of a grant of \$372,670 from the William Penn Foundation to improve school climate and safety and address students' social and emotional needs in 15 elementary schools, for the period commencing December 1, 2015 through June 30, 2018; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, contingent upon receipt of this grant, to execute, deliver and perform a contract with the Committee for Children to purchase the Social Emotional Learning curriculum Second Step for eight elementary schools for an amount not to exceed \$120,000, for the period commencing June 1, 2016 through June 30, 2018.

Description: As part of a three-year grant from the William Penn Foundation, SDP will support its pilot of the social-emotional learning program Second Step in seven elementary schools by filling a position to support implementation of Second Step and will increase the pilot by adding eight more schools for a total of fifteen schools. This is presented as a ratification because the funds were received by the School District of Philadelphia but the program has not been implemented.

As part of SDP's efforts to create and sustain a school climate strategy, the Office of Student Support Services has considered social emotional learning (SEL) programs. According to the Collaborative for Academic, Social, and Emotional Learning (CASEL), which is the nation's leading organization advancing the development of academic, social and emotional competence for all students, SEL is the process through which children acquire and effectively apply the knowledge, attitudes, and skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions.

Effective SEL programming begins in preschool and continues through high school. According to CASEL, the short term goals of SEL programs are to (1) promote students' self awareness, social awareness, relationship, and responsible decision making skills and (2) improve student attitudes and beliefs about self, others, and school. These in turn provide a foundation for better adjustment and academic performance as reflected in more positive social behaviors and peer relationships, fewer conduct problems, less emotional distress, and improved grades and test scores.

The Second Step curriculum has been researched and developed by Committee for Children, a non-profit based in Seattle. Their model is that once a school district purchases the "kits" (the curriculum), they have ongoing access to Second Step's extensive online resources, including training, parent home links, song lyrics, reading materials, recommendations for books that reinforce the Second Step lessons, and an on-line community. Second Step does not have staff that conduct detailed training; instead, all training is online. The curriculum is for grades K-8.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

In addition to the seven schools that have access to the materials (Pennypacker, Houston, Bethune, Clara Barton, Wister, Farrell, and Cook-Wissahickon), SDP will add another eight schools, for a total of fifteen. Schools will be selected based on need (currently no school climate program in place) and after an application process, which ensures that school leaders fully support the process. In addition, SDP will fill a position to work with all of the Second Step schools to ensure fidelity of implementation.

The budget for this grant includes \$145,421.00 over three years for salaries (including 100% of a full-time position, 10% of a salary for an evaluator, 1% of a salary for a financial analyst; and .75% of a salary for a grants development and grants compliance staff; \$78,115.00 in fringe benefits; \$120,000 to purchase Second Step from the Committee for Children for eight schools; and, indirect costs totaling \$29,135.

ABC Code/Funding Source \$372,670.00

III. EDUCATION SERVICES

Academic – Donations/Acceptances

B-1

Categorical Grant Fund: \$268,413 Ratification of Grant Acceptance from the William Penn Foundation – Kindergarten Transition

RESOLVED, that the School Reform Commission hereby ratifies the acceptance by The School District of Philadelphia, through the Superintendent or his designee, of a grant from the William Penn Foundation, in an amount not to exceed \$268,413.00, to support efforts to improve and enhance the Kindergarten transition experience for Philadelphia's children and families, for the period commencing November 6, 2015 through June 30, 2018.

Description: This ratification is being requested because official award notification was not received from the William Penn Foundation until early November 2015, and the SRC's December action meeting constituted the first opportunity to present the associated resolution for formal authorization.

A key component of the School District's Action Plan, which sets the strategic direction for improving the performance of the District, is Anchor Goal 2, ensuring that students are reading on grade-level by third grade. Creating and sustaining a preK to Grade 3 learning continuum is a significant component to ensuring that third graders have the foundational skills they need for long-term academic success.

The District has been working with community partners like those participating in the READ By 4th campaign to address many of the cross-sector training and support needs between and among the preK and K-12 sectors to enhance PreK-3 instructional alignment. However, the full impact of these efforts will not be fully realized without a concomitant attention to solving the considerable operational and infrastructure challenges this city confronts around the Kindergarten Transition experience, which include:

- ensuring that all five-year-olds are identified, registered and enrolled in kindergarten several months before the school year begins so that not only are the children ready for kindergarten, but kindergarten classrooms are ready for the children;
- ensuring that all families of incoming kindergarteners have an established working protocol around what to expect from their children's teachers and are provided with meaningful tools and activities to facilitate a smooth transition;
- ensuring that schools are able to support a smooth transition to kindergarten for all children by meeting each family prior to the start of the school year and reviewing relevant data to plan for the individual instructional needs of each incoming kindergartener.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

Grant funding from the William Penn Foundation will provide a temporary, full-time individual to work as a Fellow with District leadership on creating solutions to these systemic infrastructure and operational issues over the next 36 months. Grant funds will support the direct costs of the fellowship (about 90% of award) as well as research into and analysis of best practices in other similar school districts (about 10% of award), with a nominal amount (less than 1%) taken as indirect costs to support general administration of the grant.

The Fellow will actively participate with key staff in relevant meetings and committees such as the Mayor's Early Learning Advisory Commission (MELAC) and the new preK-3 Advisory Group being proposed by DVAEYC to support the preK-3 neighborhood networks of practice that will be launched.

ABC Code/Funding Source

\$268,413.00

B-2

Donation: \$70,000 Acceptance of Donated Services from RehabClinics (SPT), Inc., 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 December 21, 2015 through June 30, 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 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.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

NovaCare, in turn, chose The School District of Philadelphia to be the recipient of donated services.

ABC Code/Funding Source

\$70,000.00

Academic – Payments/Contracts

B-3 (Updated 12.7.15)

Operating Budget: \$72,000 Authorization of Payments to Various Hotels and Conference Centers – Career and Technical Student Organization Conferences and Competitions

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to pay invoices from various hotels and conference centers including, but not limited to: Hershey Lodge, Lancaster Convention Center, The Penn Stater Hotel and Conference Center, and Seven Springs Mountain Resort, to support the participation of students in Career and Technical Student Organization in conferences and competitions, for an aggregate amount not to exceed \$72,000 for the period commencing December 18, 2015 through June 30, 2016.

Description: The purpose of this resolution is to authorize the payment of invoices to various hotels and conference centers to allow for student participation in Career and Technical Student Organization (CTSO) conferences and competitions. Student participation is mandated by Chapter 339 (Vocational Education Standards) of the Pennsylvania School Code as an integral part of a Pennsylvania Department of Education (PDE)-approved Career and Technical Education (CTE) program. CTSOs are co-curricular, not extra-curricular, as they allow CTE students to apply the technical skills they have acquired to real-world simulated competitions with their peers from across the region, state, and nation. CTSOs are intended to provide career awareness, leadership, motivation, and recognition for career related skills, and serve as an extension of the classroom instructional program by integrating academics and career and technical skills into real work experiences. CTSO activities, such as regional contests, state conventions, and national competitions, provide the foundation needed for students to achieve in the classroom while also teaching students valuable employability and leadership skills. Students also learn the importance of meeting and engaging in activities with a diverse group and the appropriate social behaviors necessary to succeed. All of these factors contribute to the goal of total student development, which is necessary for all CTE students to assume successful roles in society and to enter the labor market.

The District currently has chapters affiliated with the following seven (7) PDE-approved CTSOs: Distributive Education Clubs of America, An Association of Marketing Students (DECA), Future Business Leaders of America (FBLA), Health Occupations Students of America (HOSA), National Future Farmers of America (FFA), Skills USA, Technology Student Association (TSA) and US For Inspiration and Recognition of Science and Technology (FIRST) Robotics. CTSO chapters are currently active in the following twenty-eight (28) high schools: Bartram, Dobbins, Edison, Franklin Learning Center, Kensington Health Science, King, Lincoln, Mastbaum, Northeast, Overbrook, Randolph, Roxborough, Saul, South Philadelphia, Swenson, The Workshop School, Washington and West Philadelphia. Also included are Ben Franklin, CAPA, Carver, Frankford, Furness, Kensington Business, Kensington CAPA, Robeson, Science and Leadership Academy, and Strawberry Mansion.

Total CTSO participation across the District in the 2014-2015 school year was approximately 2350 students. Of these participants, approximately 630 attended state competitions and conferences for their respective CTSOs. The District-mandated student to teacher ratio of 1:10 will be enforced for all conferences and competitions.

One outstanding example of the success of CTSOs is the hard work and dedication represented in the FFA club. When studying CTE at the secondary level, many CTSO members study for and compete in Career Development Events focusing on their area of study. W.B. Saul H.S. of Agricultural Sciences' FFA club has a rich history of student success in this area. W.B. Saul is home to nine state

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Monday, December 7, 2015. Please reference the Resolution Number and include your name and email address.

championships, seven in the Landscape/Nursery Judging contest and two in the Meats Evaluation contest. The 2005 Pennsylvania FFA President was a W.B. Saul graduate, and was the first ever African American to lead Pennsylvania FFA.

ABC Code/Funding Source	\$72,000.00
1200-006-9240-1393-3291 Education for Employment (\$26,500.00)	
1200-006-9240-1391-3291 Career Development (\$45,500.00)	

IV. INTERMEDIATE UNIT

None Submitted

RESOLVED, that the School Reform Commission hereby ratifies the appointment of the following persons to the positions, on the effective dates through November 30, 2015 and at the salaries respectively noted, as recommended by the Superintendent, provided that: (a) continued employment of persons appointed to positions funded by categorical grants is contingent upon the availability of grant funds; and (b) persons appointed to positions funded by operating funds, shall report to the Superintendent or his designees, and shall serve at the pleasure of the School Reform Commission.

THE FOLLOWING EMPLOYEES HAVE BEEN HIRED

ALLEN, VERNELLE N	STUDENT CLIMATE STAFF,3 HOURS	FRANK, ANNE SCHOOL	11/16/15	\$8,711.00	ANNUAL SALARY
ALSTON, CYNTHIA M	FOOD SVCS MANAGER II	CHILDS, GEORGE W. SCHOOL	11/02/15	\$48,110.00	ANNUAL SALARY
ANDERSON, OLIVE	TEACHER,SPEC EDUCATION	SULLIVAN, JAMES J. SCHOOL	11/09/15	\$46,193.00	ANNUAL SALARY
ANDREWS, CAMERON B	FOOD SVCS ASSISTANT	BARTON SCHOOL	11/09/15	\$13,066.50	ANNUAL SALARY
ANTONETTI, LIZETTE S	STUDENT CLIMATE STAFF,4 HOURS	FELTONVILLE INTERMEDIATE	11/09/15	\$8,711.00	ANNUAL SALARY
ARCARO, LEANNA N	TEACHER,FULL TIME	SHARSWOOD, GEORGE SCHOOL	11/09/15	\$45,359.00	ANNUAL SALARY
ARENA, CRYSTAL A	TEACHER,FULL TIME	PENNYPACKER, SAMUEL SCHOOL	11/09/15	\$45,359.00	ANNUAL SALARY
AZONKEKAN, HERMIONE G	ONE TO ONE ASST, SPECIAL ED	FRANKLIN, BENJAMIN SCHOOL	11/23/15	\$19,344.00	ANNUAL SALARY
BAILEY, ADRIEL B	PLUMBER A 5DY	PLUMBING SERVICES	11/14/15	\$51,468.00	ANNUAL SALARY
BELDOR, CASSANDRA E	BUS ATTENDANT	BUS ATTENDANTS-PRIVATE SCHOOLS	10/13/15	\$10,965.00	ANNUAL SALARY
BELL, ARNETHA	CLIMATE SUPPORT SPECIALIST	LAWTON, HENRY W. SCHOOL	11/09/15	\$41,857.00	ANNUAL SALARY
BERARDI-YOUNG, DIANE E	TEACHER,FULL TIME	LOESCHE, WILLIAM H. SCHOOL	11/16/15	\$73,453.00	ANNUAL SALARY
BOLTON II, JAMES	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	11/04/15	\$9.56	HOURLY RATE
BRADLEY-OBEN, SHEILA D	GENERAL CLEANER, 8 HOURS	ARTS ACADEMY AT BENJAMIN RUSH	11/16/15	\$19,828.00	ANNUAL SALARY
BRADSTREET, KATHERINE L	PROGRAM MANAGER, OPER&GRT	EARLY CHILDHOOD EDUCATION	11/16/15	\$63,000.00	ANNUAL SALARY
BRITT, KASSANDRA M	EXT ACTVTS,NON-CONTRACT EMP-HR	RECRUITMENT & STAFFING	11/09/15	\$12.00	HOURLY RATE
BROWN, KIM D	STUDENT CLIMATE STAFF,3 HOURS	EDMONDS, FRANKLIN S. SCHOOL	10/02/15	\$6,533.00	ANNUAL SALARY
BROWN, KIMBERLY A	TEACHER,FULL TIME	ALLEN, ETHAN SCHOOL	11/09/15	\$45,359.00	ANNUAL SALARY
BUKHOWA, ALIA A	TEACHER,FULL TIME	NORTHEAST HIGH SCHOOL	11/18/15	\$46,694.00	ANNUAL SALARY
CALDERON, FRANCISCO C	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	11/16/15	\$24.00	HOURLY RATE
CAMMISA-CANTZ, ROSINA	TEACHER,FULL TIME	NON-PUBLIC PROGRAMS	11/23/15	\$65,121.00	ANNUAL SALARY
CARR, QUADIRAH M	STUDENT CLIMATE STAFF,5 HOURS	PHILA LEARNING ACADEMY-SOUTH	11/09/15	\$10,889.00	ANNUAL SALARY
CASEY, GLEN E	EXT ACTVTS,NON-CONTRACT EMP-HR	RECRUITMENT & STAFFING	11/09/15	\$12.00	HOURLY RATE
CASSIDY, BRIANNA D	TEACHER,FULL TIME	BRIDESBURG SCHOOL	11/16/15	\$45,359.00	ANNUAL SALARY
CAVES, SHARMIA R	STUDENT CLIMATE STAFF,4 HOURS	FELS, SAMUEL HIGH SCHOOL	11/16/15	\$8,711.00	ANNUAL SALARY
CHACKO-PULIKOZHUPPIL, NISHA	CLASSROOM ASST,SP ED,SV HND	POLLOCK, ROBERT B. SCHOOL	11/13/15	\$19,344.00	ANNUAL SALARY
CHAMPLIN, KATHERINE D	STUDENT CLIMATE STAFF,3 HOURS	WILLARD, FRANCES E. SCHOOL	11/20/15	\$6,533.00	ANNUAL SALARY
CLAIBORNE, RENEE	SUPPORTIVE SVCS AST,2 HOURS	FINLETTER, THOMAS K. SCHOOL	10/17/15	\$11,666.00	ANNUAL SALARY
CLOPP, AMBERLEIGH E	ONE TO ONE ASST, SPECIAL ED	ZIEGLER, WILLIAM H. SCHOOL	11/04/15	\$19,344.00	ANNUAL SALARY
COATES, LATOSHA N	INTERP, DEAF/HARD OF HEARING	LINCOLN, ABRAHAM HIGH SCHOOL	11/02/15	\$45,610.00	ANNUAL SALARY
COLEGROVE, KIMBERLY	EXT ACTVTS,NON-CONTRACT EMP-HR	FOOD SERVICES ADMIN & SUPPORT	11/03/15	\$18.00	HOURLY RATE
COLLINS, ESTHER L	BUS ATTENDANT,ONE TO ONE	OVERBROOK EDUCATIONAL CENTER	11/02/15	\$10,965.00	ANNUAL SALARY
COOK, SHAKERA M	TEACHER,FULL TIME	SPRUANCE, GILBERT SCHOOL	11/12/15	\$45,359.00	ANNUAL SALARY
CORRIGAN, DENISE A	TEACHER,FULL TIME	ELKIN, LEWIS SCHOOL	11/09/15	\$65,241.00	ANNUAL SALARY

COTTON, SHAKOYA M	GENERAL CLEANER, 8 HOURS	HILL-FREEDMAN WORLD ACADEMY	11/02/15	\$19,828.00	ANNUAL SALARY
CRODDY, LISA D	TEACHER,FULL TIME	KENSINGTON CAPA	11/13/15	\$73,453.00	ANNUAL SALARY
CROPPER, THRONE	EXT ACTVTS,NON-CONTRACT EMP-HR	TRANSPORTATION A	11/02/15	\$12.00	HOURLY RATE
CUNNINGHAM-KENT, CIARA A	CLASSROOM ASST,SP ED,SV HND	BALDI MIDDLE SCHOOL	11/03/15	\$19,344.00	ANNUAL SALARY
CURRIE, ANTWAN C	STUDENT CLIMATE STAFF,4 HOURS	ACADEMY AT PALUMBO	11/20/15	\$8,711.00	ANNUAL SALARY
DANIEL, BENNY	TEACHER,FULL TIME	BALDI MIDDLE SCHOOL	11/10/15	\$46,694.00	ANNUAL SALARY
DANIHEL, JOHN P	TEACHER,FULL TIME	NORTHEAST HIGH SCHOOL	11/13/15	\$46,694.00	ANNUAL SALARY
DAVINO, MICHAEL A	TEACHER,FULL TIME	FRANKFORD HIGH SCHOOL	11/02/15	\$60,202.00	ANNUAL SALARY
DAVIS, JUSTINE N	CLASSROOM ASST,SP ED,SV HND	HOUSTON, HENRY H. SCHOOL	11/23/15	\$19,344.00	ANNUAL SALARY
DAVIS, YVONNE A	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	11/04/15	\$48.94	DAILY RATE
DAVIS, ZHALLIKA	STUDENT CLIMATE STAFF,4 HOURS	HARDING, WARREN G. MIDDLE SCH	11/09/15	\$8,711.00	ANNUAL SALARY
DELLA PORTA, ANTHONY	FOOD SVCS MANAGER III	TAYLOR, BAYARD SCHOOL	11/02/15	\$54,782.00	ANNUAL SALARY
DELROSSI, LORI M	STUDENT CLIMATE STAFF,4 HOURS	MEEHAN, AUSTIN MIDDLE SCHOOL	11/05/15	\$4,355.00	ANNUAL SALARY
DENT, ROBERT F	EXT ACTVTS,NON-CONTRACT EMP-HR	TRANSPORTATION A	11/02/15	\$12.00	HOURLY RATE
DITULIO, STEPHANIE A	TEACHER,FULL TIME	PENROSE SCHOOL	11/12/15	\$66,790.00	ANNUAL SALARY
DOMZALSKI, ERIC P	TEACHER,FULL TIME	DICK, WILLIAM SCHOOL	11/23/15	\$47,278.00	ANNUAL SALARY
DONER, HAROLD A	TEACHER,FULL TIME	EDISON, THOMAS A. HIGH SCHOOL	11/03/15	\$90,051.00	ANNUAL SALARY
DORTONE, GEORGEANNA	TEACHER,FULL TIME	BACHE-MARTIN SCHOOL	11/09/15	\$45,359.00	ANNUAL SALARY
EIFE, ALLISON M	TEACHER,SPEC EDUCATION	BRIDESBURG SCHOOL	11/16/15	\$48,527.00	ANNUAL SALARY
ELIE, GERARDINE L	EXT ACTVTS,NON-CONTRACT EMP-HR	TALENT ADMINISTRATION	11/23/15	\$12.00	HOURLY RATE
ELLIS, KYLE B	TEACHER,FULL TIME	ENGINEERING & SCIENCE HIGH	11/12/15	\$45,359.00	ANNUAL SALARY
ENGLERT, SAMANTHA E	TEACHER,FULL TIME	LOWELL, JAMES R. SCHOOL	11/16/15	\$45,359.00	ANNUAL SALARY
ESQUIVEL, KIMBERLY A	STUDENT CLIMATE STAFF,4 HOURS	FORREST, EDWIN SCHOOL	11/09/15	\$8,711.00	ANNUAL SALARY
FAUSTINO, RITA E	TEACHER,FULL TIME	PATTERSON, JOHN M. SCHOOL	11/13/15	\$45,359.00	ANNUAL SALARY
FIEGEL, AMANDA L	TEACHER,FULL TIME	NORTHEAST HIGH SCHOOL	11/09/15	\$54,364.00	ANNUAL SALARY
FIELDS, MALIK	ONE TO ONE ASST, SPECIAL ED	KING, MARTIN LUTHER HIGH SCH.	06/19/15	\$19,344.00	ANNUAL SALARY
FIGUEROA, YARITZA	STUDENT CLIMATE STAFF,3 HOURS	BALDI MIDDLE SCHOOL	11/23/15	\$6,533.00	ANNUAL SALARY
FITZPATRICK, FRANCIS X	TEACHER,FULL TIME	WILSON, WOODROW MIDDLE SCHOOL	11/18/15	\$53,282.00	ANNUAL SALARY
FREEMAN, LASHAWN S	TEACHER,FULL TIME	BRYANT, WILLIAM C. SCHOOL	11/09/15	\$67,706.00	ANNUAL SALARY
GAIR, MICHELLE L	TEACHER,FULL TIME	HOUSTON, HENRY H. SCHOOL	11/09/15	\$45,359.00	ANNUAL SALARY
GAMBLE, SHANIQUA L	STUDENT CLIMATE STAFF,4 HOURS	WRIGHT, RICHARD R. SCHOOL	11/06/15	\$8,711.00	ANNUAL SALARY
GANNON, COLLEEN	TEACHER,FULL TIME	MAYFAIR SCHOOL	11/09/15	\$48,945.00	ANNUAL SALARY
GARRIGA, JOSHUA A	EXT ACTVTS,NON-CONTRACT EMP-HR	TRANSPORTATION A	11/02/15	\$12.00	HOURLY RATE
GARVEY, DANIELLE M	TEACHER,FULL TIME	CASSIDY,LEWIS C ACADEMICS PLUS	11/09/15	\$45,359.00	ANNUAL SALARY
GESSNER, KIMBERLY A	TEACHER,FULL TIME	KELLY, JOHN B. SCHOOL	11/13/15	\$56,531.00	ANNUAL SALARY
GEWIRTZ, ALLISON M	TEACHER,FULL TIME	CHILDS, GEORGE W. SCHOOL	11/09/15	\$45,359.00	ANNUAL SALARY
GIBSON, JESSICA M	TEACHER,FULL TIME	BRIDESBURG SCHOOL	11/02/15	\$47,278.00	ANNUAL SALARY
GIBSON-HARRIS, EBONI S	STUDENT CLIMATE STAFF,4 HOURS	CARNELL, LAURA H. SCHOOL	11/16/15	\$8,711.00	ANNUAL SALARY
GILLIAM, MARK T	STUDENT CLIMATE STAFF,3 HOURS	OVERBROOK HIGH SCHOOL	11/13/15	\$6,533.00	ANNUAL SALARY
GLENN-BUTLER, TANYA	INSTRUCTIONAL LEADERSHIP COACH	PROFESSIONAL DEVELOPMENT	11/02/15	\$95,599.00	ANNUAL SALARY
GOLD, RISA	TEACHER,FULL TIME	CARNELL, LAURA H. SCHOOL	11/02/15	\$45,359.00	ANNUAL SALARY
GONZALEZ, JAMERE	STUDENT CLIMATE STAFF,4 HOURS	JUNIATA PARK ACADEMY	11/12/15	\$8,711.00	ANNUAL SALARY
GOODEN, TIMMARA P	SUPPORTIVE SERVICES ASST, 4 HR	BARRY, JOHN ELEMENTARY SCHOOL	11/23/15	\$11,666.00	ANNUAL SALARY
GRIFFIN, ANGELIQUE	STUDENT CLIMATE STAFF,3 HOURS	LEEDS, MORRIS E. MIDDLE SCHOOL	11/02/15	\$6,533.00	ANNUAL SALARY

GROSS, CHRISTINE C	TEACHER,FULL TIME	ROWEN, WILLIAM SCHOOL	11/09/15	\$49,615.00	ANNUAL SALARY
HAMEEN, NAJEEBA J	GENERAL CLEANER, 8 HOURS	RHAWNURST SCHOOL	11/16/15	\$19,828.00	ANNUAL SALARY
HANLON, MOLLY E	TEACHER,FULL TIME	FITLER ACADEMICS PLUS	11/02/15	\$45,359.00	ANNUAL SALARY
HARDY, DERRICK	PRINCIPAL	SAMUEL B. HUEY SCHOOL	11/30/15	\$113,318.00	ANNUAL SALARY
HARVEY, AJA M	CLASSROOM ASST,SP ED,SV HND	MARSHALL, JOHN SCHOOL	11/09/15	\$19,344.00	ANNUAL SALARY
HASSAN, RAHIMA M	BUS ATTENDANT,ONE TO ONE	OVERBROOK EDUCATIONAL CENTER	11/02/15	\$10,965.00	ANNUAL SALARY
HEINERICI, AUGUSTO	TEACHER,FULL TIME	WASHINGTON, GEORGE HIGH SCHOOL	11/09/15	\$46,694.00	ANNUAL SALARY
HELD, ERIN E	SCHOOL NURSE	PENN ALEXANDER SCHOOL	11/24/15	\$51,113.00	ANNUAL SALARY
HILL, JEVONNA	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	11/04/15	\$9.56	HOURLY RATE
HINDS, GEORGE	CLASSROOM ASST,SP ED,SV HND	ROXBOROUGH HIGH SCHOOL	11/23/15	\$19,344.00	ANNUAL SALARY
HOYT, ADRIANE H	TEACHER,FULL TIME	HUNTER, WILLIAM H. SCHOOL	11/24/15	\$57,451.00	ANNUAL SALARY
HUEBNER, REGINA D	TEACHER,SPEC EDUCATION	DECATUR, STEPHEN SCHOOL	11/23/15	\$52,362.00	ANNUAL SALARY
IRELAND, NICHOLAS C	TEACHER,FULL TIME	MORRISON, ANDREW J. SCHOOL	11/09/15	\$46,694.00	ANNUAL SALARY
JEMIRI, LATOYA	SCHOOL NURSE	CHILDS, GEORGE W. SCHOOL	11/09/15	\$76,461.00	ANNUAL SALARY
JENKINS, ELLEN J	TEACHER,FULL TIME	WEBSTER, JOHN H. SCHOOL	11/13/15	\$46,694.00	ANNUAL SALARY
JOHNSON, KARLA	TEACHER,FULL TIME	ROBESON, PAUL HIGH SCHOOL	08/12/15	\$76,461.00	ANNUAL SALARY
JOHNSON, SUQUEEA D	FOOD SVCS ASSISTANT	MORRISON SCHOOL	11/23/15	\$8,711.00	ANNUAL SALARY
JONES, JENNIFER K	SUPPORTIVE SERVICES ASST, 3 HR	KELLEY, WILLIAM D. SCHOOL	11/23/15	\$8,749.00	ANNUAL SALARY
JONES, WILLIE H	TEACHER,SPEC EDUCATION	WAGNER, GEN. LOUIS MIDDLE SCH.	11/19/15	\$58,701.00	ANNUAL SALARY
KHANM, NURUNNAHAR A	EXT ACTVTS,NON-CONTRACT EMP-HR	PARENT & FAMILY SERVICES	11/04/15	\$13.00	HOURLY RATE
KNIGHT, SAQUATIA S	SUPPORTIVE SERVICES ASST, 4 HR	ELLWOOD SCHOOL	11/09/15	\$11,666.00	ANNUAL SALARY
KULIKOWSKI, EILEEN M	TEACHER,FULL TIME	MOORE, J. HAMPTON SCHOOL	11/12/15	\$53,282.00	ANNUAL SALARY
LABUNKA, ILLIA M	COUNSELING ASST,BILINGUAL	FRANK, ANNE SCHOOL	11/09/15	\$22,595.00	ANNUAL SALARY
LAPPI, HEATHER T	SCHOOL PSYCHOLOGIST	FAMILY & STUDENT SERVICES	11/23/15	\$78,296.00	ANNUAL SALARY
LAQUIDARA, REBECCA A	TEACHER,FULL TIME	HESTON, EDWARD SCHOOL	11/18/15	\$46,694.00	ANNUAL SALARY
LATIMORE, NAZARETH	EXT ACTVTS,NON-CONTRACT EMP-HR	TRANSPORTATION A	11/02/15	\$12.00	HOURLY RATE
LEGER, RACHELLE E	SCHOOL PSYCHOLOGIST	FAMILY & STUDENT SERVICES	11/10/15	\$58,617.00	ANNUAL SALARY
LINDER, KIA D	CLASSRM ASST,PRE-K HD STRT-PDS	BRIGHT FUTURES & PREK PARTNERS	11/02/15	\$48.94	DAILY RATE
LINK, KELLI	SECRETARY I	SOUTHWARK SCHOOL	11/20/15	\$23,178.00	ANNUAL SALARY
LITWIN MOSKOWITZ, DANIELLE S	EXT ACTVTS,NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	10/28/15	\$12.00	HOURLY RATE
LOCKERY, JENNIFER	TEACHER,FULL TIME	BRIDESBURG SCHOOL	11/12/15	\$46,694.00	ANNUAL SALARY
LUEBBERT, CLARE P	TEACHER,FULL TIME	MEADE, GEN. GEORGE G. SCHOOL	11/09/15	\$48,945.00	ANNUAL SALARY
LUX, HEATHER C	STUDENT CLIMATE STAFF, 2 HRS	HACKETT, HORATIO B. SCHOOL	11/16/15	\$4,355.00	ANNUAL SALARY
LYNCH, NADIM	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	11/12/15	\$20.00	HOURLY RATE
MACDONALD, KIMBERLY M	TEACHER,FULL TIME	ALLEN, ETHAN SCHOOL	11/18/15	\$66,461.00	ANNUAL SALARY
MACHUGH, SAMANTHA A	TEACHER,FULL TIME	DECATUR, STEPHEN SCHOOL	11/09/15	\$45,359.00	ANNUAL SALARY
MALLOY, BRIANA A	SUPPORTIVE SERVICES ASST, 4 HR	BARRY, JOHN ELEMENTARY SCHOOL	11/19/15	\$11,666.00	ANNUAL SALARY
MASSAQUOI, LILLIAN	TEACHER,FULL TIME	LAMBERTON,ROBERT E ELEMENTARY	11/16/15	\$76,461.00	ANNUAL SALARY
MCCOURT, CAITLIN R	TEACHER,SPEC EDUCATION	BRIDESBURG SCHOOL	11/09/15	\$47,527.00	ANNUAL SALARY
MCCUTCHEON, JAMES J	TEACHER,FULL TIME	HARRINGTON, AVERY D. SCHOOL	11/23/15	\$47,278.00	ANNUAL SALARY
MCGHEE, DAVID	TEACHER,FULL TIME	BRIDESBURG SCHOOL	11/19/15	\$67,706.00	ANNUAL SALARY
MCGILLIS, SILVANA R	TEACHER,FULL TIME	PENN TREATY HIGH SCHOOL	11/23/15	\$45,359.00	ANNUAL SALARY
MCGUIRE, MICHELLE L	TEACHER,FULL TIME	PRINCE HALL SCHOOL	11/19/15	\$45,359.00	ANNUAL SALARY
MCHUGH, VIRGINIA A	TEACHER,FULL TIME	PENNELL, JOSEPH ELEMENTARY	11/13/15	\$45,359.00	ANNUAL SALARY

MCINTYRE, TARA L	SECRETARY I	MASTERMAN, JULIA R. HIGH SCHOOL	11/09/15	\$23,178.00	ANNUAL SALARY
MCNEAR, CEDRIC	TEACHER, NON-CERT HRLY	ATTENDANCE & TRUANCY OFFICE	10/28/15	\$15.50	HOURLY RATE
MCNEIL, REGIENA C	TEACHER, FULL TIME	WAGNER, GEN. LOUIS MIDDLE SCH.	11/16/15	\$57,451.00	ANNUAL SALARY
METO, BESIE	STUDENT CLIMATE STAFF, 4 HOURS	NORTHEAST HIGH SCHOOL	11/03/15	\$8,711.00	ANNUAL SALARY
MICKENS, KENAE	EXT ACTVTS, NON-CONTRACT EMP-HR	TRANSITION & ALT. EDUCATION	11/23/15	\$12.00	HOURLY RATE
MICUCCI, KATHLEEN	FOOD SVCS MANAGER III	DEBURGOS, J. ELEMENTARY	11/02/15	\$54,782.00	ANNUAL SALARY
MIDDLETON, RACHELLE V	STUDENT CLIMATE STAFF, 4 HOURS	FINLETTER, THOMAS K. SCHOOL	10/13/15	\$6,533.00	ANNUAL SALARY
MITCHELL-ROBINSON, TINA	FOOD SVCS MANAGER III	MUNOZ-MARIN, HON LUIS SCHOOL	11/02/15	\$54,782.00	ANNUAL SALARY
MONAGHAN, KAREN	FOOD SVCS MANAGER IV	JUNIATA PARK ACADEMY	11/02/15	\$60,448.00	ANNUAL SALARY
MOTHERSBAUGH, DANA F	TEACHER, FULL TIME	DAY, ANNA B. SCHOOL	11/12/15	\$45,359.00	ANNUAL SALARY
MUIR, JENNIFER M	TEACHER, FULL TIME	ALLEN, ETHAN SCHOOL	11/16/15	\$46,694.00	ANNUAL SALARY
NEILL, ALEXIS D	TEACHER, FULL TIME	AMY 5 AT JAMES MARTIN	11/10/15	\$65,241.00	ANNUAL SALARY
NEKRASZ, FRANK	EXT ACTVTS, NON-CONTRACT EMP-HR	OFFICE OF PROCUREMENT SERVICES	11/03/15	\$12.00	HOURLY RATE
NELSON, LINDA	FOOD SVCS MANAGER III	FINLETTER, THOMAS K. SCHOOL	11/02/15	\$54,782.00	ANNUAL SALARY
NGUYEN, AN T	EXT ACTVTS, NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	10/28/15	\$12.00	HOURLY RATE
NGUYEN, DANO	CLASSROOM ASST, SP ED, SV HND	HARTRANFT, JOHN F. SCHOOL	11/02/15	\$19,344.00	ANNUAL SALARY
NINH, PHUONG S	TEACHER, FULL TIME	MORRIS, ROBERT SCHOOL	11/09/15	\$45,359.00	ANNUAL SALARY
NOLAN, ANGELENA N	STUDENT CLIMATE STAFF, 3.5 HRS	MAYFAIR SCHOOL	11/05/15	\$7,623.00	ANNUAL SALARY
ORR, BARBARA J	BUS ATTENDANT	HIGH SCHOOL OF THE FUTURE	11/02/15	\$10,965.00	ANNUAL SALARY
OSBEY-ROBINSON, JACQUELINE	FOOD SVCS MANAGER III	MARSHALL, THURGOOD SCHOOL	11/02/15	\$54,782.00	ANNUAL SALARY
PANNELL, DAMIR D	GENERAL CLEANER, 8 HOURS	BROWN, HENRY A. SCHOOL	11/02/15	\$19,828.00	ANNUAL SALARY
PAPPAS, CASEY J	ASST GENERAL COUNSEL	OFFICE OF GENERAL COUNSEL	11/16/15	\$89,000.00	ANNUAL SALARY
PARKER, AKIL L	TEACHER, FULL TIME	CENTRAL HIGH SCHOOL	11/02/15	\$67,789.00	ANNUAL SALARY
PARQUETTE, NATHANIEL L	STUDENT CLIMATE STAFF, 3 HOURS	KING, MARTIN LUTHER HIGH SCH.	11/23/15	\$6,533.00	ANNUAL SALARY
PARSONS, JENNIFER L	SCHOOL NURSE	WIDENER MEMORIAL SCHOOL	11/09/15	\$54,364.00	ANNUAL SALARY
PATRIZIO, PAUL M	FINANCIAL MANAGEMENT TRAINEE	OFFICE OF MANAGEMENT & BUDGET	11/13/15	\$40,776.00	ANNUAL SALARY
PEARSON, JANELLE C	TEACHER, FULL TIME	PENNYPACKER, SAMUEL SCHOOL	11/02/15	\$45,359.00	ANNUAL SALARY
PEURIFOY, ANITA	STUDENT CLIMATE STAFF, 4.5 HRS	STANTON, E.M. BRIGHT FUTURES	10/14/15	\$10,519.00	ANNUAL SALARY
PIESZAK, RACHEL	TEACHER, FULL TIME	CHILDS, GEORGE W. SCHOOL	11/02/15	\$59,532.00	ANNUAL SALARY
PITTMAN, MARK D	STUDENT CLIMATE STAFF, 5 HOURS	WASHINGTON, GEORGE HIGH SCHOOL	11/23/15	\$10,889.00	ANNUAL SALARY
POWELL, ROBERT	TEACHER, FULL TIME	HOWE, JULIA WARD SCHOOL	11/02/15	\$90,051.00	ANNUAL SALARY
PROSSER, PRECIOUS P	ONE TO ONE ASST, SPECIAL ED	FRANK, ANNE SCHOOL	11/16/15	\$19,344.00	ANNUAL SALARY
PUGLIESE, COLLEEN P	TEACHER, FULL TIME	WILSON, WOODROW MIDDLE SCHOOL	11/23/15	\$45,359.00	ANNUAL SALARY
PUNZO, FELICIA M	SUPPORTIVE SERVICES ASST, 4 HR	BREGY, F. AMEDEE SCHOOL	11/19/15	\$11,666.00	ANNUAL SALARY
RAFFERTY, PATRICIA F	SCHOOL NURSE	PENNYPACKER, SAMUEL SCHOOL	11/09/15	\$66,461.00	ANNUAL SALARY
RANDALL, AARON S	EXT ACTVTS, NON-CONTRACT EMP-HR	TALENT ADMINISTRATION	11/23/15	\$12.00	HOURLY RATE
REED, ANNA M	CLASSRM ASST, PRE-K HD STRT-PDS	BRIGHT FUTURES & PREK PARTNERS	11/03/15	\$48.94	DAILY RATE
REED, NISHEEMA	STUDENT CLIMATE STAFF, 3 HOURS	BALDI MIDDLE SCHOOL	11/09/15	\$6,533.00	ANNUAL SALARY
REICH, STEVEN I	TEACHER, FULL TIME	SHERIDAN, PHILIP H. SCHOOL	11/09/15	\$45,359.00	ANNUAL SALARY
REVELLO, SUZANNE	SECRETARY I	ARTHUR, CHESTER A. SCHOOL	11/09/15	\$38,774.00	ANNUAL SALARY
REYES, JESSICA E	STUDENT CLIMATE STAFF, 3 HOURS	SHERIDAN, PHILIP H. SCHOOL	11/24/15	\$6,533.00	ANNUAL SALARY
REYNOLDS, DONNA L	TEACHER, FULL TIME	BLAINE, JAMES G. SCHOOL	11/19/15	\$49,615.00	ANNUAL SALARY
RHODES, MEGAN E	TEACHER, FULL TIME	OVERBROOK HIGH SCHOOL	11/09/15	\$60,202.00	ANNUAL SALARY
RHODES, TONDA	SUPPORTIVE SERVICES ASST, 4 HR	SPRING GARDEN SCHOOL	11/23/15	\$11,666.00	ANNUAL SALARY

RICCI, SALVATORE M	TEACHER,FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	11/05/15	\$45,359.00	ANNUAL SALARY
RIGGS, CARMEL R	TEACHER,FULL TIME	NORTHEAST HIGH SCHOOL	11/12/15	\$46,694.00	ANNUAL SALARY
ROBINSON, RAHIMAH N	FOOD SVCS ASSISTANT	SWENSON ARTS/TECH HIGH SCHOOL	11/16/15	\$8,711.00	ANNUAL SALARY
RODRIGUEZ, YADIRA	SECRETARY I	ELKIN, LEWIS SCHOOL	11/02/15	\$23,178.00	ANNUAL SALARY
ROGERS, DANYELLE	FOOD SVCS ASSISTANT	LINCOLN, ABRAHAM HIGH SCHOOL	11/09/15	\$15,192.12	ANNUAL SALARY
ROSS, CELESTE	FOOD SVCS MANAGER II	FELTONVILLE ARTS & SCIENCES	11/02/15	\$48,110.00	ANNUAL SALARY
ROTELLA, JACLYNN R	ONE TO ONE ASST, SPECIAL ED	FELL, D. NEWLIN SCHOOL	11/13/15	\$19,344.00	ANNUAL SALARY
RUBERO, JOSE A	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	11/04/15	\$9.56	HOURLY RATE
SHELL, ERIN N	TEACHER,FULL TIME	PENROSE SCHOOL	11/18/15	\$46,694.00	ANNUAL SALARY
SCHOFIELD, BRANDON D	CLASSROOM ASST,SP ED,SV HND	EDMONDS, FRANKLIN S. SCHOOL	11/13/15	\$19,344.00	ANNUAL SALARY
SCHWARTZ, KRISTI N	TEACHER,FULL TIME	FORREST, EDWIN SCHOOL	11/19/15	\$45,359.00	ANNUAL SALARY
SCOLES, MEGAN C	TEACHER,FULL TIME	HUEY, SAMUEL B. SCHOOL	11/24/15	\$59,532.00	ANNUAL SALARY
SHEDRICK, KYLE A	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	11/04/15	\$24.00	HOURLY RATE
SHERMAN, MICHAEL	TEACHER,FULL TIME	NORTHEAST HIGH SCHOOL	11/10/15	\$66,461.00	ANNUAL SALARY
SMITH, CANDICE S	FOOD SVCS WORKER I	HOLME, THOMAS SCHOOL	11/02/15	\$11,455.62	ANNUAL SALARY
SMITH, COLLEEN M	FOOD SVCS MANAGER II	FOOD SERVICES ADMIN & SUPPORT	11/02/15	\$48,110.00	ANNUAL SALARY
SMITH, KAREN	FOOD SVCS MANAGER II	FOOD SERVICES ADMIN & SUPPORT	11/02/15	\$48,110.00	ANNUAL SALARY
STONE, CHRISTINE S	STUDENT CLIMATE STAFF,4 HOURS	WRIGHT, RICHARD R. SCHOOL	11/09/15	\$8,711.00	ANNUAL SALARY
STOOTS, NANCY A	FOOD SVCS ASSISTANT	HOLME, THOMAS SCHOOL	11/16/15	\$13,066.50	ANNUAL SALARY
SUMMA, AMY R	TEACHER,FULL TIME	HOPKINSON, FRANCIS SCHOOL	11/25/15	\$73,453.00	ANNUAL SALARY
SUTTER, TAYLOR M	TEACHER,FULL TIME	MAYFAIR SCHOOL	11/12/15	\$45,359.00	ANNUAL SALARY
TABER, ABRAM R	TEACHER,FULL TIME	CHILDS, GEORGE W. SCHOOL	11/20/15	\$59,532.00	ANNUAL SALARY
TAZEEM, IREENE	TEACHER,FULL TIME	MARSHALL, JOHN SCHOOL	11/10/15	\$45,359.00	ANNUAL SALARY
THOMAS, PETER B	TEACHER,FULL TIME	WEST PHILADELPHIA HIGH SCHOOL	11/09/15	\$45,359.00	ANNUAL SALARY
THOMAS, SHAVON T	STUDENT CLIMATE STAFF,3 HOURS	DOBBINS, MURRELL HIGH SCHOOL	11/16/15	\$7,012.00	ANNUAL SALARY
THOMAS, ZAMORA	CLASSROOM ASST,SP ED,SV HND	MARSHALL, JOHN SCHOOL	11/16/15	\$19,344.00	ANNUAL SALARY
THROWER, NAJAH N	STUDENT CLIMATE STAFF,4 HOURS	HARDING, WARREN G. MIDDLE SCH	11/16/15	\$8,711.00	ANNUAL SALARY
TOWNSEND, COURTNEY E	TEACHER,FULL TIME	HACKETT, HORATIO B. SCHOOL	11/12/15	\$46,193.00	ANNUAL SALARY
TU, AMANDA A	TEACHER,FULL TIME	LAWTON, HENRY W. SCHOOL	11/13/15	\$62,869.00	ANNUAL SALARY
TUCKER, DENAYNE	CLASSRM ASST,PRE-K HD STRT-PDS	HEAD START CENTRAL OFFICE	11/16/15	\$48.94	DAILY RATE
TYLER, ELISABETH P	TEACHER,FULL TIME	EDISON, THOMAS A. HIGH SCHOOL	11/13/15	\$62,368.00	ANNUAL SALARY
VALENTIN, EVETTE	SCHOOL NURSE	DEBURGOS, J. ELEMENTARY	11/02/15	\$66,461.00	ANNUAL SALARY
WALLACE, RASHEAD A L	STUDENT CLIMATE STAFF,3 HOURS	EDISON, THOMAS A. HIGH SCHOOL	11/03/15	\$6,533.00	ANNUAL SALARY
WALLACE, SHERRI A	TEACHER,SPEC EDUCATION	STEEL, EDWARD SCHOOL	11/10/15	\$83,382.00	ANNUAL SALARY
WEISER, LISA	TEACHER,FULL TIME	CARNELL, LAURA H. SCHOOL	11/09/15	\$47,278.00	ANNUAL SALARY
WERNER, HEATHER L	TEACHER,FULL TIME	HUEY, SAMUEL B. SCHOOL	11/12/15	\$45,359.00	ANNUAL SALARY
WHITE, TEYANA T	STUDENT CLIMATE STAFF,5 HOURS	MARSHALL, THURGOOD SCHOOL	11/09/15	\$10,889.00	ANNUAL SALARY
WHITFIELD, BABES A	TEACHER,FULL TIME	CROSSROADS ACCELERATED ACADEMY	11/23/15	\$62,368.00	ANNUAL SALARY
WILDER, STACEY	FOOD SVCS MANAGER III	DECATUR SCHOOL	11/02/15	\$54,782.00	ANNUAL SALARY
WILKINS, INDIA L	STUDENT CLIMATE STAFF,4 HOURS	CATHARINE, JOSEPH SCHOOL	11/20/15	\$9,349.00	ANNUAL SALARY
WILLIAMS, LISA M	TEACHER,FULL TIME	SPRUANCE, GILBERT SCHOOL	11/02/15	\$56,531.00	ANNUAL SALARY
WILLIAMS, VANESSA	CLASSROOM ASST,SP ED,SV HND	KENSINGTON HEALTH SCIENCES	11/02/15	\$19,344.00	ANNUAL SALARY
WIMBUSH, MARTIN J	FINANCIAL MANAGEMENT TRAINEE	OFFICE OF MANAGEMENT & BUDGET	11/16/15	\$40,776.00	ANNUAL SALARY

YUSIBOVA, GALINA L	TEACHER,FULL TIME	KENSINGTON URBAN EDUCATION	11/23/15	\$46,694.00	ANNUAL SALARY
ZACCARIO, LISA A	SCHOOL NURSE	LUDLOW, JAMES R. SCHOOL	11/17/15	\$65,241.00	ANNUAL SALARY
ZHANG, CUI YAN	FINANCIAL MANAGEMENT TRAINEE	OFFICE OF MANAGEMENT & BUDGET	11/16/15	\$40,776.00	ANNUAL SALARY
ZINSZER, ELIZABETH A	TEACHER,FULL TIME	BALDI MIDDLE SCHOOL	10/05/15	\$62,368.00	ANNUAL SALARY

THE FOLLOWING EMPLOYEES HAVE BEEN TERMINATED

ABDUL-GHANI, KENNETH B	FOOD SVCS ASSISTANT		11/16/15		
ALI, SULTAN	FOOD SVCS WORKER III		11/10/15		
ALLEN, LEKEISHA M	FOOD SVCS ASSISTANT		11/24/15		
ANDERSON, MARIAN E	FOOD SVCS WORKER I		11/16/15		
BAGBY, EDWINA	BUS ATTENDANT		11/06/15		
BECKHAM, SHADIRAH	BUS ATTENDANT,ONE TO ONE		11/17/15		
BEIDLER, ANGELA C	TEACHER,FULL TIME		10/15/15		
BRYANT, ANTHONY M	SCHOOL POLICE OFFICER, 8HRS		11/16/15		
COLLELUORI, MARIE J	TEACHER,SPEC EDUCATION		11/16/15		
COSTANZO, FRANCIS J	TEACHER,FULL TIME		11/26/15		
COWANS, TAMELA L	TEACHER,SPEC EDUCATION		10/24/15		
COWANS, TAMELA L	TEACHER,SPEC EDUCATION		10/17/15		
ENTSUAH, KWAMENA	TEACHER,FULL TIME		11/16/15		
ENTSUAH, KWAMENA	TEACHER,FULL TIME		11/03/15		
FERRARELLO, MICHAEL P	TEACHER,FULL TIME		10/21/15		
FITZPATRICK, FRANCIS X	TEACHER,FULL TIME		11/20/15		
FOOTE, THERESE M	TEACHER,FULL TIME		11/14/15		
GIBSON, TIFFANY E	TEACHER,FULL TIME		11/19/15		
GOOCHEE, CONNIE	TEACHER,FULL TIME		11/14/15		
HILTON, MARY	CLASSROOM ASST,SP ED,SV HND		10/21/15		
HOEY, CAITLIN M	TEACHER,FULL TIME		11/09/15		
HOOK, TRACI R	STUDENT CLIMATE STAFF,3 HOURS		10/21/15		
JOHNSON, KARLA	TEACHER,FULL TIME		10/14/15		
KEMMERER, SARAH A	TEACHER,FULL TIME		11/13/15		
LANGFORD, SANDRA	GENERAL CLEANER, 8 HOURS		11/10/15		
MCBRIDE, LORA ANN	TEACHER,FULL TIME		09/01/15		
MIDDENDORF, LISA MARIE	TEACHER,FULL TIME		11/14/15		
PEFFLE, ROBERT S	TEACHER,FULL TIME		11/07/15		
PINCKNEY, LAKIA K	FOOD SVCS ASSISTANT		11/19/15		
POLLARD, JANAYAH A	SUPPORTIVE SERVICES ASST, 4 HR		10/21/15		
POWELL, TONIKA M	BUS ATTENDANT		11/18/15		
SHIRLEY, ANNA M	TEACHER,FULL TIME		11/18/15		
SMITH, NATASHA L	DEPUTY,SPECIALIZED SERVICES		09/19/15		
STUART, REGINA P	BUS ATTENDANT,ONE TO ONE		11/20/15		
THOMAS, MYRA T	BUS ATTENDANT,ONE TO ONE		10/31/15		
TRAORE, AMY L	TEACHER,FULL TIME		11/21/15		

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VAUGHN-LEWIS, STEVEN A	TEACHER, FULL TIME	11/21/15
WHITE, MATTHEW M	TEACHER, FULL TIME	11/21/15
WOOD, JUDITH	TEACHER, FULL TIME	11/26/15
ZINSZER, ELIZABETH A	TEACHER, FULL TIME	11/05/15