

SCHOOL REFORM COMMISSION
PUBLIC MEETING
RESOLUTION SUMMARY

FEBRUARY 16, 2017

I. SCHOOL REFORM COMMISSION

SRC-1 (Updated 2.14.17)

Proposed Student Expulsion – T. F.

RESOLVED, that Student T.F. shall be *temporarily expelled* from the School District of Philadelphia effective January 5, 2017, through the end of the 2016-2017 School Year, and be it

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

FURTHER RESOLVED, that the Findings of Fact and Conclusions of Law shall be made a part of Student T.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-2 (Updated 2.14.17)

Proposed Student Expulsion – D. G.

RESOLVED, that Student D.G. shall be *permanently expelled* from the School District of Philadelphia, effective November 30, 2016, and be it

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

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

SRC-3 (Updated 2.14.17)

Proposed Student Expulsion – I. J.

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

FURTHER RESOLVED, that the Findings of Fact and Conclusions of Law shall be made a part of Student I.J.'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-4 (Updated 2.14.17)

Proposed Student Expulsion – D. R.

RESOLVED, that Student D.R. shall be *temporarily expelled* from the School District of Philadelphia effective January 5, 2017, and lasting until the end of the 2016-2017 School Year in June 2017, and be it

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

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, February 3, 2017. Please reference the Resolution Number and include your name and email address.

FURTHER RESOLVED, that the Findings of Fact and Conclusions of Law shall be made a part of Student D.R.'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-5 (NO ACTION TO BE TAKEN)

Proposed Review of Policies #104 – Nondiscrimination in Employment Practices, #204 – Attendance, #248 – Unlawful Harassment, #305 – Employment of Substitutes, #313 – Evaluation of Employees, #317 – Conduct/Disciplinary Procedures, #317.1 – Educator Misconduct, #334 – Sick Leave, #348 – Unlawful Harassment, #801 – Public Records, #814 – Copyright Material, #815 – Acceptable Use of Internet, Computers and Network Resources, #819 – Suicide Awareness, Prevention and Response, #822 – Automated External Defibrillator (AED), #830 – Breach of Computerized Personal Information, #903 – Public Participation in SRC Meetings
RESOLVED, that the School Reform Commission hereby adopts the following SRC Policies, in the forms attached, effective February 17, 2017:

- Policy 317 – Conduct/Disciplinary Procedures
- Policy 317.1 – Educator Misconduct
- Policy 334 – Sick Leave
- Policy 348 – Unlawful Harassment
- Policy 830 – Breach of Computerized Personal Information; and be it

FURTHER RESOLVED, that the School Reform Commission hereby adopts amendments to the following SRC Policies, in the forms attached, effective February 17, 2017:

- Policy 104 – Nondiscrimination in Employment Practices
- Policy 204 – Attendance
- Policy 248 – Unlawful Harassment
- Policy 305 – Employment of Substitutes
- Policy 313 – Evaluation of Employees
- Policy 801 – Public Records
- Policy 814 – Copyright Material
- Policy 815 – Acceptable Use of Internet, Computers, and Network Resources
- Policy 822 – Automated External Defibrillator (AED)
- Policy 903 – Public Participation in SRC Meetings

Description: The School Reform Commission establishes general parameters in which the daily operations of the School District are to be governed. As such, the policies (listed above and attached) have been revised and updated to align with current local, state and federal law.

These amendments to policies were developed with the support of the Pennsylvania School Boards Association (PSBA), pursuant to a contract entered into with PSBA pursuant to Resolution SRC-5, approved by the SRC on May 19, 2016. PSBA offers a comprehensive Policy Development Service that updates the SRC's Policy Manual. The policy development process consists of an in-depth analysis of the existing adopted policies maintained by the School District in relation to the requirements of federal and state laws and regulations; the impact of court and arbitration decisions and recommendations based on governance, liability and educational issues.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, February 3, 2017. Please reference the Resolution Number and include your name and email address.

These polices are being presented for public review and comment on February 16, 2017, prior to SRC action on March 16, 2017.

SRC-6

Administration’s Recommended Termination of Professional Employees

RESOLVED, that there exists sufficient evidence to support the recommendation of the Superintendent and/or his designee to terminate the employment, from the School District of Philadelphia, of the following professional employee:

1. R. B.

and be it

FURTHER RESOLVED, that the Secretary and the Commission Chair are directed to advise these professional employees of this resolution and of their right to a hearing.

SRC-7 (Updated 2.16.17)

Proposed Charter Amendment – Folk Arts Cultural Treasures Charter School

WHEREAS, pursuant to the Charter School Law, 24 Pa. C.S.A. § 17-1701-A, *et seq.*, the School Reform Commission (“SRC”) granted a charter (“Charter”) to the Board of Trustees of FOLK ARTS – CULTURAL TREASURES CHARTER SCHOOL (“Charter School” or “FACTS”) to operate a charter school for a term of five (5) years commencing on July 1, 2005; and

WHEREAS, the SRC renewed the Charter School’s Charter for five-year terms in 2010, and 2015; and

WHEREAS, on or before November 15, 2015, the Charter School, as applicant, submitted to The School District of Philadelphia (“School District”) a new charter application for FACTS-2 Charter School (“New Application”), and public hearings were held on the New Application in December 2015 and January 2016; and

WHEREAS, on February 16, 2016, the SRC adopted Resolution SRC-4 (“SRC-4”), whereby the SRC denied the New Application and adopted an Adjudication supporting the denial; and

WHEREAS, on October 31, 2016, the Charter School submitted a revised application (“Revised Application”) for FACT-2 Charter School (“FACT-2”); and

WHEREAS, on December 15, 2016, the SRC and FACT-2 entered into a Waiver and Extension Agreement whereby FACT-2 agreed to waive certain deadlines under the Charter School Law so that (i) the SRC would have until February 16, 2017 to review the Revised Application and (ii) FACT-2 would have time to consider a concurrent withdrawal of the Revised Application and submission of an amendment request for FACTS; and

WHEREAS, on January 17, 2017, the Charter School submitted an amendment request (“Amendment Request”) to the Charter Schools Office of the School District, requesting the following changes to its charter: (i) the creation of a Newcomer Program for beginning English Language Learner (“ELL”) students in Grades 6 through 8, with “beginning” defined as Pennsylvania-designated ELL Levels 1 and 2, (ii) a lottery preference for students not qualifying for the Newcomer program, realized through a weighted lottery with a goal of creating a mix of ELL and non-ELL students in the general K-Grade 8 student population, with a target of 25% of new student enrollments in Grades 1 through 8 to be students requiring English for Speakers of Other Languages (“ESOL”) services, and (iii) an enrollment expansion to include an additional 369 seats (up to 100 students to be enrolled in the Newcomer program and up to 269 additional students in the existing K-Grade 8 program); and

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WHEREAS, in January 2017, the Charter School submitted all necessary documents and information supporting the Amendment Request; and

WHEREAS, the Charter Schools Office has reviewed and evaluated the representations, statements and materials contained in the Amendment Request, additional documents submitted by the Charter School to the Charter Schools Office, and other documents in the record; and

WHEREAS, the Charter Schools Office has recommended that the SRC grant the Charter School's Amendment Request with certain conditions; and

WHEREAS, the Charter School, as applicant, has signed a letter stating that if the SRC approves the Amendment Request, the Charter School, as applicant, immediately shall withdraw the Revised Application for FACT-2; now be it

RESOLVED, that the School Reform Commission hereby grants an Amendment to the Charter of the Charter School based on the representations, statements and materials contained in the Amendment Request and additional documents submitted by the Charter School to the Charter Schools Office, subject to the terms and conditions as set forth below, for the period commencing on July 1, 2017 and ending on June 30, 2020, effective upon the full execution of an Amendment to the Charter by the School District and by the Chair of the Board of Trustees of the Charter School or another member of the Board of Trustees duly designated by the Board of Trustees; and be it

FURTHER RESOLVED, that beginning in the 2017-2018 School Year, the Charter School shall operate a Newcomer Program for beginning English Language Learners (“ELL”) who are grade-eligible for Grades 6 through 8, with “beginning” defined as Pennsylvania designated ELL Levels 1 and 2 (“Newcomer Program”); and be it

FURTHER RESOLVED, that in the Newcomer Program, the Charter School may enroll a maximum of 25 Newcomer students in the 2017-2018 School Year and a maximum of 50 Newcomer students in the 2018-2019 School Year and for the remainder of the term of the Charter and any renewals thereof, unless the parties agree in writing to other terms; and

FURTHER RESOLVED, if the Charter School’s Charter is renewed by the SRC or any other governing body of the School District, in the Newcomer Program, the Charter School may enroll a maximum of 100 Newcomer students in the 2020-2021 School Year and for the remainder of the renewal term of the Charter and any renewals thereof, unless the parties agree in writing to other terms; and be it

FURTHER RESOLVED, that the Charter School may enroll a maximum of 498 non-Newcomer students in K-Grade 8 commencing in the 2017-2018 School Year and for the remainder of the term of the Charter and any renewals thereof, unless the parties agree in writing to other terms. Under no circumstances will the Charter School request payment from the School District or the Commonwealth of Pennsylvania for more students than set forth herein nor enroll students in different grades including Kindergarten, without SRC approval by resolution. Regardless of the provisions above, at no point shall the Charter School enroll, under this Charter or Amendment or using any funds provided based on student enrollment at the Charter School, students in pre-K or preschool programs; and be it

FURTHER RESOLVED, that if the Charter School’s Charter is renewed by the SRC or any other governing body of the School District, the Charter School may enroll a maximum of 747 non-Newcomer students during renewal term of the Charter and any renewals thereof, unless the parties agree in writing to other terms. Under no circumstances will the Charter School request payment from the School District

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or the Commonwealth of Pennsylvania for more students than set forth herein nor enroll students in different grades including Kindergarten, without SRC approval by resolution. Regardless of the provisions above, at no point shall the Charter School enroll, under this Charter or Amendment or using any funds provided based on student enrollment at the Charter School, students in pre-K or preschool programs; and be it

FURTHER RESOLVED, that if the Charter School's Charter is renewed as a result of an order or other directive by any entity or governmental body other than the SRC or any other governing body of the School District, then the enrollment provisions set forth above for the 2020-2021 School Year through remainder of the renewal term of the Charter will not be triggered and will not be enforceable; and be it

FURTHER RESOLVED, that the Amendment to Charter shall contain the following conditions:

1. The Charter School shall submit to the Charter Schools Office on or before June 30, 2017 evidence of the alignment of all of the Charter School's curricula to the Pennsylvania Core Standards;
2. The Charter School shall submit to the Charter Schools Office on or before May 16, 2017, a complete plan, inclusive of staffing, for ESOL instruction whereby all ESOL students will receive daily ESOL instruction aligned with Pennsylvania state guidelines for English Language Learners;

and be it

FURTHER RESOLVED, that commencing for the 2017-2018 School Year, the Charter School may grant an admissions preference to newly enrolled non-Newcomer applicants in any grade level so that twenty-five percent (25%) of the new students enrolling in any grade level beginning in the 2017-2018 School Year shall be eligible to receive ELL services. For all grade levels, the Charter School first may fill open enrollment slots with students having sibling or founder preferences, as applicable. If enrollment slots are still available in any grade level after admitting (i) students having sibling or founder preferences; and (ii) applicants eligible for ELL services for 25% of new students enrolling in any grade beginning with the 2017-2018 school year, the Charter School shall fill the remaining slots on a random basis in accordance with Section 17-1723-A of the Charter School Law.

SRC-8 (Withdrawn 2.16.17 – No Action Taken)

Proposed Action on Revised Charter Application – FACT-2 Charter School

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 January 31, 2017 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 his/her designees, and shall serve at the pleasure of the School Reform Commission.

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A-2**No cost Contract with Discovery Benefits, Inc. – COBRA Third Party Administration**

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 Discovery Benefits, Inc. for Cobra Third Party Administration, at no cost to the School District, for the period commencing April 1, 2017 through March 31, 2020, with two one-year renewal options through March 31, 2021 and March 31, 2022, respectively.

Description: AmeriHealth Administrators, Inc. (AHA) a subsidiary of Independence Blue Cross (IBC), has been the third party administrator for the billing and premium collection for the District's COBRA and retiree coverage since July 2009 at no cost to the District. Their compensation was realized through the two percent allowable administrative fee charged to the subscribers. We were informed by IBC that effective June 30, 2017, AHA will no longer provide COBRA services. As a result of this announcement, the SDP issued RFP 508 in October 2016 for COBRA third party administrative services.

ABC Code/Funding Source

N/A

External Relations**A-3****Donation: \$140,000 Acceptance of Donation from Christian R. and Mary F. Lindback Foundation – Distinguished Principal Leadership 2017**

RESOLVED, that the School Reform Commission hereby authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the donation of an amount not to exceed \$140,000, from the Christian R. and Mary F. Lindback Foundation, to provide financial awards through the 2016-2017 Lindback Foundation Award for Distinguished Principal Leadership that honors principals throughout The School District of Philadelphia who demonstrate excellence in promoting learning at the highest levels.

Description: The Christian R. and Mary F. Lindback Foundation is sponsoring an annual award that recognizes outstanding principals. Christian Lindback was President and principal owner of Abbotts Dairies, Inc., and Trustee of Bucknell University. He and his wife, Mary, were deeply interested in education. The Foundation established the Lindback Award for Distinguished Principal Leadership to honor Philadelphia public school principals who demonstrate excellence in promoting learning at the highest levels.

The recipients of this award are chosen based on their activities that improve the intellectual and character development of students. The recipients will be announced and recognized at a reception on Tuesday, April 18, 2017. Seven winners will be awarded \$20,000 each, for use in their respective school. The funds are presented to the School District from the Lindback Foundation. They are accessed by the winner through the establishment of a special school account.

The Leadership Team in each school (other than the principal), consisting of two teachers (one of whom shall be a previous Lindback Distinguished Teacher Winner at the high school level), one parent, and a student (high school only), will nominate their principal using the following criteria:

* School leadership through humanitarian efforts, including but not limited to:

- Enthusiasm for the success of each student that inspires and motivates others to invest their time, effort and talent in high quality learning for all students;
- Leadership which reflects creating and communicating a clear vision and set of aligned goals that reflect

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- equal access to school programs and supports for all students;
- Demonstrating passion and kindness that builds unity across staff, students, families and community through collaboration;
 - Fostering an environment of mutual respect, appreciation for differences, open communication and personal accountability for the success of all students;
 - Building capacity in self and others in ways that result in academic excellence, increased civic responsibility and positive interest and support of mankind;
 - A life-long learner who shares and spreads the love of learning throughout their school community;
 - Empowering and providing students with the education and skills to develop and help themselves and others;
 - Supporting and protection for at-risk school students, families, and communities;
 - Demonstrating universal efforts to promote generosity, concern, awareness, and impartiality for all mankind;
 - Servicing and demonstrating efforts beyond the classroom that celebrate people of all ethnic groups, cultural and religious backgrounds.
- * A personal and professional commitment to developing civic responsibility amongst students.
 - * Community engagement to support local families in their school network.
 - * The use of their school as a resource facility available to the community.
 - * Promotes respect for diversity within the school community.

ABC Code/Funding Source

\$140,000.00

A-4

Donation: \$210,000 Acceptance of Donation from Christian R. and Mary F. Lindback Foundation – Distinguished Public Educator 2017

RESOLVED, that the School Reform Commission hereby authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the donation of an amount not to exceed \$210,000, from the Christian R. and Mary F. Lindback Foundation, to provide financial awards through the 2016-2017 Lindback Foundation Award for Distinguished Public Educators that honors up to 60 teachers from Philadelphia public schools who demonstrate excellence in promoting learning at the highest levels.

Description: The Christian R. and Mary F. Lindback Foundation is sponsoring an annual award that recognizes outstanding public school teachers. Christian Lindback was President and principal owner of Abbotts Dairies, Inc., and Trustee of Bucknell University. He and his wife, Mary, were deeply interested in education. The Foundation established the Lindback Award for Distinguished Public Educators to honor public school educators promoting learning at the highest levels.

The recipients of this award are chosen based on their activities that improve the intellectual and character development of students. The recipients will be announced and recognized at a reception on Tuesday, May 16, 2017. The award will be evenly distributed to the identified recipients. The funds are provided directly to the School District from the Lindback Foundation and disseminated to the winning teachers through the District's payroll system.

The Leadership Team in each school, consisting of the principal, two teachers (one of whom is the Philadelphia Federation of Teacher's Building Representative), and one parent, nominated candidates using the following criteria:

- Create a positive support learning environment to advance student proficiency in academic subjects,

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- making learning relevant and fun
- Serve as a role model to students
- Establish trusting relationships with students, parents, guardians, and community members by being open and accessible for communication
- Motivate students to learn, explore, and maximize their spirit of inquiry and critical thinking
- Possess knowledge and demonstrate various instructional strategies
- Connect, collaborate and inspire colleagues to energize students in positive ways

Only teachers who have not won the award within a ten-year period are eligible for nomination.

ABC Code/Funding Source \$210,000.00

General Counsel

A-5

Operating Budget: \$175,000 Settlement of Suit for Attorney’s Fees and Costs – Q.H.

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Interim General Counsel, to pay to The Law offices of David J. Berney, P.C., attorneys for Florence H., parent of Q.H., in settlement of a civil action in the United States District Court for the Eastern District of Pennsylvania for attorney's fees and costs, in the amount of \$175,000, payable in two installments of \$87,500 each, the first to be paid within 45 days of approval and the second to be paid within 180 days of approval, in exchange for a release.

Description: The School District appealed to federal court from the decision of a hearing officer in a special education administrative proceeding brought by the parent of a student with a disability. The School District has agreed to settle the civil action on terms which include payment of reasonable attorney's fees and costs for the administrative proceeding and the federal civil action.

ABC Code/Funding Source \$175,000.00
 1100-061-9370-2392-8213 FY 17 (\$87,500.00)
 1100-061-9370-2392-8213 FY 18 (87,500.00)

A-6

Operating Budget: \$693,000 Settlement of Federal Civil Action – VisionQuest National, Ltd.

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Interim General Counsel, to enter into a settlement agreement with VisionQuest National, Ltd., in the amount of \$693,000, in exchange for a general release of claims for damages for breach of statute, federal civil rights claims, unjust enrichment, quantum meruit and injunctive relief.

Description: VisionQuest provides residential and educational services to resident students of the School District in residential facilities upon commitments by the juvenile justice system. VisionQuest filed suit in federal court on January 8, 2016, claiming that the School District failed to pay for education services provided by VisionQuest to resident students for a total amount of \$2.4 million, for the 2012, 2013 and 2014 fiscal years. The School District filed a motion to dismiss the complaint and the civil action, which motion is pending before the Court.

ABC Code/Funding Source \$693,000.00
 1100-061-9370-2392-8211 Operating

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, February 3, 2017. Please reference the Resolution Number and include your name and email address.

Executive**A-7****Categorical/Grant Fund: \$80,000 Ratification of Grant Acceptance from the Philadelphia School Partnership – Science Leadership Academy**

RESOLVED, that the School Reform Commission hereby ratifies the acceptance with appreciation by The School District of Philadelphia, through the Superintendent, of the grant of \$80,000 from the Philadelphia School Partnership, to fund the salary and benefits for a grade teacher at Science Leadership Academy Middle School ("SLA-MS") for the period commencing July 1, 2016 through June 30, 2017.

Description: This resolution reflects the acceptance of grant from Philadelphia School Partnership to the School District of Philadelphia. The School District opened the new, non-selective-admission Science Leadership Academy Middle School (SLA-MS) in Powelton in 2016-2017 school year. This new school is part of a proposed K-8 school facility at the site of the former University City High School that will also house an expanded Samuel Powel Elementary School.

The Philadelphia School Partnership has been providing financial support for the planning and start-up processes for this new school. The Philadelphia School Partnership previously provided grant funds to Drexel University from its Great Schools Fund to support the strategic planning process for this initiative, and is continuing to provide funding to support the next stage in the school start-up process.

This resolution is ratifying acceptance of a grant with a start date of July 1, 2016. The terms of the grant were finalized on December 19, 2016 and reimburses the School District for the salary and benefits for a 5th grade teacher for the 2016 - 2017 school year.

ABC Code/Funding Source

\$80,000.00

Evaluation, Research and Accountability**A-8****Categorical/Grant Fund: \$1,409,621 Grant Acceptance from Drexel University – Promise of Strong Partnership for Education Reform**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation a U.S. Department of Education Promise Neighborhood grant from Drexel University in an amount not to exceed \$1,409,621, to provide support for the implementation and evaluation of Promise of Strong Partnership for Education Reform (ProSPER), for the period commencing February 17, 2017, through December 31, 2021.

Description: ProSPER lays out an inclusive, focused cradle-to-college-and career approach to improving educational and health outcomes for persons and families residing or attending school in the federally designated Promise Neighborhood, a continuous two-square mile area in West Philadelphia. The seven target schools in the Promise Neighborhood are: Samuel Powel, Science Leadership Academy Middle School, Alain Locke, Martha Washington, Morton McMichael, and West Philadelphia High School. ProSPER is a broad outline for a plan that will be developed in partnership with the local community, nonprofits and the School District. Key impact areas include: Early Learning, K-12 Reform, College and Career Readiness, and Family and Community Supports.

The School District's Office of Research and Evaluation will hire a Data Analyst whose time will be dedicated to supporting the District's role in ProSPER. The Data Analyst's activities will include: assisting with a school-based student consent process, compiling and managing a longitudinal database of academic records, attending stakeholder meetings, and providing the external evaluator with the necessary

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student and school level data for inclusion in grant-mandated reports.

The School District's Operations Division will use the funds to purchase an Assistant Director, ProSPER. The fundamental role and responsibility of the Assistant Director will be to work directly with the seven Promise Neighborhood Schools to ensure the goals and tentative activities proposed in the grant will be implemented and achieved in schools. The K-12 goals will result in students being proficient in core academic subjects; students successfully transitioning from Middle to High School; and improved graduation rates.

ABC Code/Funding Source \$1,409,621.00

A-9

Categorical Grant Fund: \$100,000 Grant Acceptance from Careers Through Culinary Arts – Evaluation of Culinary Arts Instructor Professional Development and Curriculum Enhancement
RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation a grant from Careers through Culinary Arts Program (C-CAP), in an amount not to exceed \$100,000, to provide an evaluation of their culinary arts instructor professional development and curriculum enhancement, for the period commencing February 17, 2017 through January 19, 2019.

Description: The School District of Philadelphia's Office of Research and Evaluation (ORE) will receive up to \$100,000 over the next two years in order to offset the expenses for staff support of an evaluation of the Careers Through Culinary Arts Program (C-CAPS) professional development and curriculum improvement initiative being implemented with culinary instructors at the following District High Schools: Randolph, South Philadelphia, Strawberry Mansion, Swenson, George Washington, Dobbins, Benjamin Franklin, Edison, Frankford, Mastbaum, and Martin Luther King.

The primary goal of the program is to enhance culinary arts curriculum by aligning lessons with the existing online resources available through the Rouxbe cooking instruction website. Furthermore, professional development from working chefs will enable CTE teachers to pass on their enhanced content knowledge to students. The program will impact approximately 20 teachers, most of whom are expected to participate in both program years (2016-2017 and 2017-2018).

ORE's evaluation activities will include document review, PD observations, classroom observations, data collection and analysis, report writing, and meeting periodically with stakeholders to share findings and make recommendations on refining implementation.

ABC Code/Funding Source \$100,000.00

Operations

A-10

Various Funds: \$200,000 Contract with Oss Kroy Product Center – Variquest/ProImage Poster Printer Supplies

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 Oss Kroy Product Center, for the purchase of Variquest/ProImage poster printer supplies, for an amount not to exceed \$200,000, subject to funding, for the period commencing February 17, 2017 through February 28, 2019.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, February 3, 2017. Please reference the Resolution Number and include your name and email address.

Description: This award establishes a source for the poster printer supplies used with Variquest/ProImage poster makers. The District has an estimated 66 of these machines in schools.

ABC Code/Funding Source	\$200,000.00
Various Schools and Offices FY17 (\$50,000.00)	
Various Schools and Offices FY18 (\$100,000.00)	
Various Schools and Offices FY19 (\$50,000.00)	

A-11

Operating Budget: \$193,000 Contract with Level 3 Communications, LLC – Interstate Long-Haul Data Service

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 Level 3 Communications, LLC, to purchase interstate long-haul data service, for an amount not to exceed \$193,000, subject to funding, for the period February 17, 2017 through June 30, 2022.

Description: This contract establishes a source for a high-speed interstate communications data circuit required for dedicated connectivity between the School District and FIS Global's hosting center in Temple Terrace, FL. Under a separate contract agreement, FIS Global's hosting center provides the District with the managed operational environment and mainframe system that hosts the CGI Advantage ERP application suite and critical enterprise applications inclusive of Finance, Human Resources, Payroll, Procurement and Transportation.

This proposed award represents completion of the public solicitation under A17-64047: Long Haul Telecommunications Services, issued by Procurement on November 7, 2016. It was sent to 16 vendors and several areas assist agencies. Nineteen (19) companies downloaded the solicitation from the District's website. Three (3) vendors submitted proposals.

The vendors that submitted proposals were LSI Block Line Systems, Longway Broadband Services (on behalf of Level 3 Communications LLC), and Comcast Business Communications, LLC.

ABC Code/Funding Source	\$193,000.00
1100-033-9HF0-2694-5321 FY17 (\$13,000.00)	
1100-033-9HF0-2694-5321 FY18 (\$36,000.00)	
1100-033-9HF0-2694-5321 FY19 (\$36,000.00)	
1100-033-9HF0-2694-5321 FY20 (\$36,000.00)	
1100-033-9HF0-2694-5321 FY21 (\$36,000.00)	
1100-033-9HF0-2694-5321 FY22 (\$36,000.00)	

A-12

Operating Budget: \$300,000 Contract with Blue Bird Bus Sales, Inc. and Wolfington Body – OEM Replacement Parts for Blue Bird Buses

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 Blue Bird Bus Sales, Inc. and Wolfington Body, to purchase OEM replacement parts for Blue Bird buses for an amount not to exceed \$300,000, subject to funding, for the period commencing

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, February 3, 2017. Please reference the Resolution Number and include your name and email address.

from February 17, 2017 through February 28, 2019.

Description: This contract establishes a source for OEM replacement parts for Bluebird buses.

This proposed award represents completion of the public solicitation under A17-63962: OEM Replacement Parts for Blue Bird, issued by Procurement on November 9, 2016. It was sent to 21 vendors and several areas assist agencies. Ten (10) companies downloaded the solicitation. Of those, three (3) vendors submitted proposals.

The vendors that submitted proposals were Blue Bird Bus Sales, Bus Parts Warehouse, and Wolfington.

ABC Code/Funding Source	\$300,000.00
1100-027-9100-2742-4311 FY17 (\$75,000.00)	
1100-027-9100-2742-4311 FY18 (\$150,000.00)	
1100-027-9100-2742-4311 FY19 (\$75,000.00)	

A-13

General Fund: \$250,000 Contract Amendments with Bradley Sciocchetti, Inc. Herman Goldner Co., Inc., General Asphalt Paving Co., and Devine Brothers, Inc. – Boiler Service and Repairs 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 separate contracts originally entered into with Bradley-Sciocchetti Inc., Herman Goldner Co Inc., General Asphalt Paving Co., and Devine Brothers Inc., for Boiler Burner Service and Repairs, pursuant to Resolution no. A-16, approved by the School Reform Commission on May 19, 2016, to exercise the first option to renew, by increasing the amount of the contracts by an additional \$250,000, from the \$500,000, approved by Resolution A-16, to an aggregate amount not to exceed \$750,000.

Description: These contracts provide Facilities Management and Operations with immediate response capabilities to initiate and complete repairs to heating boiler pressure vessels and other related boiler components, on an as needed basis, throughout the School District of Philadelphia.

Spec: B-001 G of 2015/16: General Service Contract - Boiler Burner Service and Repairs
Various locations throughout the School District

*Bradley-Sciocchetti, Inc. 4420 US Route 130 North
Merchantville, New Jersey 08109

*Devine Brothers, Inc. 600 Clark Avenue
King of Prussia, Pennsylvania 19406

*General Asphalt Paving Co. of Philadelphia - 9301 Krewstown Road, Philadelphia, Pennsylvania 19115

*Herman Goldner Co., Inc. 7777 Brewster Avenue
Philadelphia, Pennsylvania 19153-2698

Original Shared Contract Amount Not To Exceed \$500,000.00
Amended Shared Contract Amount Not To Exceed \$750,000.00

ABC Code/Funding Source	\$250,000.00
1100-031-9270-2621-4312 General	

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, February 3, 2017. Please reference the Resolution Number and include your name and email address.

A-14**General Fund: \$1,000,000 Contracts with Townscapes, Inc., Picture Perfect Lawn, Inc., and Exterior Services LLC – Landscaping 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 Townscapes, Inc., Exterior Services LLC, and Picture Perfect Lawn, Inc., for landscaping services, for an amount not to exceed \$1,000,000, subject to funding, for the period commencing February 17, 2017 through June 30, 2019.

Description: This award is for landscaping services such as cutting and trimming the over 12,000,000 square feet of lawns at various locations of Philadelphia School District. Additionally, through this award, the contractors will shape and trim hedges and shrubs, prune branches of trees, and provide tree removal services at various locations.

The awarded vendors will visually inspect all trees on each of the District's properties and recommend the services needed. The inspection will be at no cost to the District.

ABC Code/Funding Source	\$1,000,000.00
1100-031-9270-2625-4131 FY17 General Fund (\$500,000.00)	
1100-031-9270-2625-4131 FY18 General Fund (\$250,000.00)	
1100-031-9270-2625-4131 FY19 General Fund (\$250,000.00)	

A-15**Various Funds: \$13,500,000 Contracts with Various Vendors – Maintenance Service**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver, and perform contracts for Facilities Management and Operations with various vendors listed below, for maintenance service, for an aggregate amount not to exceed \$13,500,000, for the period commencing February 17, 2017 through June 30, 2019.

Description: These Service Contracts cover the labor, material and equipment necessary to provide Facilities Management and Operations with immediate response capabilities to initiate and complete emergency repairs to various building components and equipment, on an as-needed basis, throughout the Philadelphia School District.

Spec: B-011 G of 2016/17
 Electrical Service Contract - High Voltage Repairs
 Various locations throughout the School District - Various locations
 C.A.D. Electric, Inc. (W)
 Rose Valley, Pennsylvania 19063
 Carr & Duff, Inc.
 Huntingdon Valley, Pennsylvania 19006
 Lex Electric Company, Inc.
 Media, Pennsylvania 19063-0523
 Shared Contract Amount Not-To-Exceed \$1,500,000
 ABC Code: 1100-031-9270-2621-4561
 Total Aggregate M/WBE Participation: 33.3%

Spec: B-028 G of 2016/17
 Mechanical Service Contract - Boiler/Refractory Repairs

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, February 3, 2017. Please reference the Resolution Number and include your name and email address.

Various locations throughout the School District - Various locations
B & E Boiler Works, Inc.
Red Hill, Pennsylvania 18076
Mechanical Trades, Inc. (M)
Philadelphia, Pennsylvania 19131
Shared Contract Amount Not-To-Exceed \$1,500,000
ABC Code: 1100-031-9270-2621-4591
Total Aggregate M/WBE Participation: 50.0%

Spec: B-031 G of 2016/17
Mechanical Service Contract - ATC Service and Repairs
Various locations throughout the School District - Various locations
Devine Brothers, Inc.
King of Prussia, Pennsylvania 19406
Herman Goldner Co., Inc.
Philadelphia, Pennsylvania 19153-2698
Shared Contract Amount Not-To-Exceed \$1,500,000
ABC Code: 1100-031-9270-2621-4591
Total Aggregate M/WBE Participation: 0.0%

Spec: B-049 G of 2016/17
Mechanical Service Contract - Air Conditioning Service - Over 50 Tons
Various locations throughout the School District - Various locations
Devine Brothers, Inc.
King of Prussia, Pennsylvania 19406
General Asphalt Paving Co. of Philadelphia
Philadelphia, Pennsylvania 19115
Herman Goldner Co., Inc.
Philadelphia, Pennsylvania 19153-2698
Shared Contract Amount Not-To-Exceed \$1,500,000
ABC Code: 1100-031-9270-2621-4591
Total Aggregate M/WBE Participation: 0.0%

Spec: B-050 G of 2016/17
Electrical Service Contract - Fire Alarm Repairs
Various locations throughout the School District - Various locations
C.A.D. Electric, Inc. (W)
Rose Valley, Pennsylvania 19063
Lex Electric Company, Inc.
Media, Pennsylvania 19063-0523
Palman Electric, Inc.
Huntingdon Valley, Pennsylvania 19006
Shared Contract Amount Not-To-Exceed \$1,500,000
ABC Code: 1100-031-9270-2621-4561
Total Aggregate M/WBE Participation: 33.3%

Spec: B-052 G of 2016/17
Electrical Service Contract - Emergency Generator Repairs
Various locations throughout the School District - Various locations

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, February 3, 2017. Please reference the Resolution Number and include your name and email address.

C.A.D. Electric, Inc. (W)
Rose Valley, Pennsylvania 19063
Lex Electric Company, Inc.
Media, Pennsylvania 19063-0523
Shared Contract Amount Not-To-Exceed \$1,500,000
ABC Code: 1100-031-9270-2621-4561
Total Aggregate M/WBE Participation: 50.0%

Spec: B-054 G of 2016/17
General Service Contract - Masonry Structural Repairs
Various locations throughout the School District - Various locations
Armor Masonry Restoration, Inc.
Bristol, Pennsylvania 19007
Palmer Waterproofing
Philadelphia, Pennsylvania 19116
Schneider Restorations, Inc. (W)
Newtown, Pennsylvania 18940
Zavorski Masonry Restoration, Inc. (W)
Langhorne, Pennsylvania 19047
Shared Contract Amount Not-To-Exceed \$1,500,000
ABC Code: 1100-031-9270-2621-4541
Total Aggregate M/WBE Participation: 50.0%

Spec: B-055 G of 2016/17
General Service Contract - Roof Repair Service
Various locations throughout the School District - Various locations
Robert Ganter Contractors, Inc. (W)
Quakertown, Pennsylvania 18951
United States Roofing Corporation
Norristown, Pennsylvania 19401
Shared Contract Amount Not-To-Exceed \$1,500,000
ABC Code: 1100-031-9270-2621-4541
Total Aggregate M/WBE Participation: 50.0%

Spec: B-059 G of 2016/17
Electrical Service Contract - Elevator Repair Service
Various locations throughout the School District - Various locations
Brandywine Elevator Company
Wilmington, Delaware 19804
Low-Rise Elevator Co, Inc.
Lima, Pennsylvania 19037-0505
Shared Contract Amount Not-To-Exceed \$1,500,000
ABC Code: 1100-031-9270-2621-4561
Total Aggregate M/WBE Participation: 0.0%

ABC Code/Funding Source	\$13,500,000.00
1100-031-9270-2621-4541 FY17 General Fund (\$600,000.00)	
1100-031-9270-2621-4561 FY17 General Fund (\$1,200,000.00)	
1100-031-9270-2621-4591 FY17 General Fund (\$900,000.00)	

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, February 3, 2017. Please reference the Resolution Number and include your name and email address.

1100-031-9270-2621-4541 FY18 General Fund (\$1,200,000.00)
 1100-031-9270-2621-4561 FY18 General Fund (\$2,400,000.00)
 1100-031-9270-2621-4591 FY18 General Fund (\$1,800,000.00)
 1100-031-9270-2621-4541 FY19 General Fund (\$1,200,000.00)
 1100-031-9270-2621-4561 FY19 General Fund (\$2,400,000.00)
 1100-031-9270-2621-4591 FY19 General Fund (\$1,800,000.00)

A-16 (Updated 2.2.17)

Cafeteria Fund: \$90,000,000 Contracts with Preferred Meal Systems, Inc. (\$81,000,000) and Revolution Foods, Inc. (\$9,000,000) – Satellite Meals

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 Preferred Meal Systems Inc., to provide student meals, for an amount not to exceed \$81,000,000 for the period commencing July 1, 2017 through June 30, 2020, with the option for two subsequent one-year renewals, and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver, and perform a contract with Revolution Foods Inc., to provide student meals, for an amount not to exceed \$9,000,000, for the period from commencing July 1, 2017 through June 30, 2020, with the option for two subsequent one-year renewals.

Description: The Food Services Division provides daily breakfast, lunch, and twilight dinner meals to 136,000 K-8 District, charter, and private school students. The Division of Early Childhood provides daily lunch and snack meals to Pre-K students. Meals are provided to all students free of charge regardless of family income.

Student meal services are provided under a variety of state and federal student meal reimbursement programs primarily the federal USDA National School Lunch program and the federal USDA Child and Adult Care Food program. These non-District programs provide 100% of annual program revenue and the Food Services Division receives no District or City of Philadelphia financial support for our provision of student meals.

Student meals are provided under two delivery methods: Full Service Cafeterias (110 locations) where meals are prepared on-site and Satellite Cafeterias (145 locations) where meals are prepared off-site by an independent vendor and delivered daily for next day service.

Since the 2012-13 school year the Food Services Division has aggressively upgraded satellite locations to full-service operation to meet our student and parent customer preferences. Full-service locations provide additional lunch entree, salad, and fruit options to our customers and a more favorable overall cafeteria meal experience. Over 57% of District students now receive student meals in a full-service facility vs. 29% at project inception at the end of the 2011-12 school year. The Food Services Division is committed to full-service student meal delivery in all District school locations which can physically and structurally accommodate a full-service cafeteria.

The advanced age and outdated configuration of a number of District schools precludes insertion of a full-service cafeteria in our remaining satellite meal locations at this time necessitating continuation of a pre-plate 'bridge' contract to enable the Food Services Division to continue to provide student meals until new building construction or building renovation permits conversion to full-service student meal operation.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, February 3, 2017. Please reference the Resolution Number and include your name and email address.

The purpose of this resolution is for three year satellite meal contracts with Preferred Meal Systems Inc. and Revolution Foods Inc. for SY 2017-18 through SY 2019-20 in accordance with RFP #509 "Satellite/Pre-Plated Meals".

ABC Code/Funding Source	\$90,000,000.00
9001-029-9360-2495-6311 Cafeteria Fund: FY18 (\$26,500,000.00)	
9001-029-9360-2495-6311 Cafeteria Fund: FY19 (\$27,000,000.00)	
9001-029-9360-2495-6311 Cafeteria Fund: FY20 (\$27,500,000.00)	
9001-029-9360-2495-6311 Cafeteria Fund FY18 (\$2,750,000.00)	
9001-029-9360-2495-6311 Cafeteria Fund FY19 (\$3,000,000.00)	
9001-029-9360-2495-6311 Cafeteria Fund FY20 (\$3,250,000.00)	

A-17

Capital Fund: \$1,659,081 Capital Projects Awards

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent, or his designee, to execute, deliver, and perform contracts with the lowest responsible bidders identified in the attachment at an aggregate cost of \$1,659,081.00.

Description:

Spec: B-010 C
of 2015/16 Electrical Contract - Fire Alarm System Replacement
John B. Kelly Elementary School - 5116 Pulaski Avenue
Hyde Electric Corporation - \$379,000.00
Philadelphia, Pennsylvania 19129
ABC Code: 8Q16-065-6470-4625-4561
Total Aggregate M/WBE Participation: 15.0%

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

The bids for the John B. Kelly School project were publicly advertised on 11/4/2016, 11/9/2016, and 11/11/2016 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 met the technical and construction specifications. Bids were publicly opened on 12/13/2016. 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 \$379,000.00.

The Facilities Condition Index (FCI) at this location is 42.00%. The School Progress Report (SPR) at this location is 24.

Spec: B-021 C
of 2016/17 General Contract - Attic / Auditorium Stage Area Asbestos Abatement
John L. Kinsey Elementary School - 6501 Limekiln Pike
Pepper Environmental Services, Inc. - \$184,711.00
Philadelphia, Pennsylvania 19137
ABC Code:: 8Q16-065-6280-4693-4915
Total Aggregate M/WBE Participation: 15.0%

This general contract covers the labor, material, and equipment necessary for the removal of asbestos

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, February 3, 2017. Please reference the Resolution Number and include your name and email address.

containing materials (ACM) from the attic and auditorium stage areas at this location.

The bids for the John L. Kinsey School project were publicly advertised on 12/16/2016, 12/21/2016, and 12/23/2016 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 met the technical and construction specifications. Bids were publicly opened on 1/5/2017. After review of the bids and a de-scoping meeting it was determined that Pepper Environmental Services, Inc. was the lowest responsible bidder with a bid of \$184,711.00.

The Facilities Condition Index (FCI) at this location is 47.77%. The School Progress Report (SPR) at this location is 22.

Spec: B-031 C
of 2015/16 Electrical Contract - Fire Alarm Replacement
Abraham Lincoln High School Athletic Field - Rowland Avenue and Vista Street
Jack Cohen & Co., Inc. - \$138,470.00
Philadelphia, Pennsylvania 19114
ABC Code: 8Q16-065-8019-4625-4561
Total Aggregate M/WBE Participation: 15.0%

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

The bids for the Abraham Lincoln High School project were publicly advertised on 11/4/2016, 11/9/2016, and 11/11/2016 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 met the technical and construction specifications. Bids were publicly opened on 12/6/2016. After review of the bids and a de-scoping meeting it was determined that Jack Cohen & Co., Inc. was the lowest responsible bidder with a bid of \$138,470.00.

The Facilities Condition Index (FCI) at this location is 87.10%. The School Progress Report (SPR) at this location is 11.

Spec: B-043 C
of 2015/16 General Contract - Roof Replacement
Abram S. Jenks Elementary School - 2501 South 13th Street
Union Roofing - \$536,900.00
Philadelphia, Pennsylvania 19154
ABC Code: 8Q16-065-2520-4637-4541
Total Aggregate M/WBE Participation: 35.7%

This general contract covers the labor, material, and equipment to necessary for the roof replacement at this location.

The bids for Abram S. Jenks School project were publicly advertised on 11/18/2016, 11/23/2016, and 11/25/2016 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 met the technical and

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, February 3, 2017. Please reference the Resolution Number and include your name and email address.

construction specifications. Bids were publicly opened on 12/13/2016. After review of the bids and a de-scoping meeting it was determined that Union Roofing was the lowest responsible bidder with a bid of \$536,900.00.

The Facilities Condition Index (FCI) at this location is 30.35%. The School Progress Report (SPR) at this location is 43.

Spec: B-044 C
of 2015/16 General Contract - Facade Restoration
Abram S. Jenks Elementary School - 2501 South 13th Street
Palmer Waterproofing - \$420,000.00
Philadelphia, Pennsylvania 19116
ABC Code: 8Q16-065-2520-4400-4541
Total Aggregate M/WBE Participation: 35.0%

This general contract covers the labor, material, and equipment necessary for the selective restoration of the building exterior at this location.

The bids for Abram S. Jenks Elementary School project were publicly advertised on 11/18/2016, 11/23/2016, and 11/25/2016 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 met the technical and construction specifications. Bids were publicly opened on 12/13/2016. After review of the bids and a de-scoping meeting it was determined that Palmer Waterproofing was the lowest responsible bidder with a bid of \$420,000.00.

The Facilities Condition Index (FCI) at this location is 30.35%. The School Progress Report (SPR) at this location is 43.

ABC Code/Funding Source	\$1,659,081.00
8Q16-065-6280-4693-4915 Capital (\$184,711.00)	
8Q16-065-6470-4625-4561 Capital (\$379,000.00)	
8Q16-065-8019-4625-4561 Capital (\$138,470.00)	
8Q16-065-2520-4637-4541 Capital (\$536,900.00)	
8Q16-065-2520-4400-4541 Capital (\$420,000.00)	

A-18

Capital Fund: \$162,784 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 an aggregate amount not to exceed \$162,784.00.

Description: This resolution seeks approval for various revisions to the on-going construction project 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	\$162,784.00
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Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, February 3, 2017. Please reference the Resolution Number and include your name and email address.

Various

A-19

Capital Fund: \$319,242 Contract Amendment with BSI Construction, LLC for Professional Construction Management Services – Morris Leeds Middle School Building

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 BSI Construction, LLC., pursuant to Resolution A-25, approved by the School Reform Commission on March 17, 2016, by increasing the amount of the contract by an additional \$319,242 from the \$6,500,000 approved by Resolution A-25, to an amount not to exceed \$6,819,242. All other terms and conditions of this Professional Construction Management Services Contract will remain the same.

Description: This project involved the conversion of the Morris E. Leeds Middle School ("Leeds"), 1100 E. Mt. Pleasant Street, into a middle secondary program in support of the Hill Freedman World Academy (HFWA"), which was relocated to the Leeds building at the start of the 2016-17 academic year. The School Reform Commission authorized the relocation of HFWA to the Leeds building by Resolution A-4, approved on February 18, 2016. The adopted FY2015-16 Capital Budget included a classroom modernization project for HWFA pending final determination and approval of a location to support the school's expansion to a middle secondary academic program.

During the design and construction of the project completed for school opening September 2016, revisions to the scope of work were made by the Office of Capital Program.

Revisions to the scope of work were directed by the Office of Capital Programs to enhance the indoor environment as follows:

Prep and paint 10,000 SF of walls, ceilings, radiators and shelving in the first floor Main Office Suites and the IMC.

Prep and paint 70,000 SF of non-teaching walls and the ceilings in all classrooms except the new Science Labs.

Prep and paint the existing sheet metal unit ventilator covers, built-in classroom metal shelving, electrical panel covers, metal convector covering and under the windows along the exterior elevation in all classroom spaces.

Sand and refinish 2,800 SF of hardwood flooring in rooms 133 and 134.

Prep the existing sub-floor and furnish and install VCT tile in room 227.

Remove and dispose of 1,600 lockers, furnish and install 820 new lockers and infill 780 removed locker spaces in lieu of painting and repairing 1,600 lockers on the 1st and 2nd floors.

Furnish and install eight (8) additional duplex receptacles for gym equipment and furnish and install nine (9) additional light fixtures in the vestibules to the student toilet rooms.

Revisions to the scope of work were directed by the Office of Capital Programs due to unforeseen conditions as follows:

Furnish and install seventy-six (76) isolation valves and associated fittings to the existing domestic water system to prevent water system shutdown of the entire building and to facilitate future maintenance.

Test and repair all of the existing non-operating flush valves for the urinals and water closets through-out the building.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, February 3, 2017. Please reference the Resolution Number and include your name and email address.

Total revisions amount to \$319,242.00. Each revision to the scope was estimated by an independent consultant and negotiated with BSI Construction, LLC. to a fair and reasonable price.

The Facility Condition Index (FCI) score for the Leeds building is 29.39%. The SY2014-2015 School Progress Report (SPR) for HFWA is 67 (Reinforce) for the middle school and 56 (Reinforce) for the high school.

ABC Code/Funding Source	\$319,242.00
8Q16-065-6100-4435-4521 Capital	

A-20 (Updated 2.14.17)

Capital Fund: \$39,093,425 Capital Projects Awards II – Murrell Dobbins Major Renovations – Contracts for General Construction, Fire Protection, Electrical, Plumbing, and Mechanical 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, for an aggregate amount not to exceed \$39,093,425.00.

Description:

Spec: B-800 C

of 2015/16 General Contract - Major Renovation

Murrell Dobbins Area Vocational Technical School - 2150 West Lehigh Avenue

Ernest Bock & Sons, Inc. - \$16,195,000.00

Philadelphia, Pennsylvania 19154

ABC Code: 8Q16-065-4060-4620-4541

8XXX-065-4060-4620-4541

Total Aggregate M/WBE Participation: 26.9%

This general contract covers the labor, material, and equipment necessary for a major renovation to the existing Murrell Dobbins High School.

The bids for the Murrell Dobbins Area Vocational Technical School project were publicly advertised on 12/30/2016, 1/4/2017, and 1/6/2017 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 met the technical and construction specifications. Bids were publicly opened on 2/2/2017. After review of the bids and a de-scoping meeting it was determined that Ernest Bock & Sons, Inc. was the lowest responsible bidder with a bid of \$16,195,000.00.

The Facilities Condition Index (FCI) at this location is 39.26%. The School Progress Report (SPR) at this location is 15.

Spec: B-801 C

of 2015/16 Mechanical Contract - Major Renovation

Murrell Dobbins Area Vocational Technical School - 2150 West Lehigh Avenue

Edward J. Meloney, Inc. - \$7,340,000.00

Lansdowne, Pennsylvania 19050

ABC Code: 8Q16-065-4060-4620-4591

8XXX-065-4060-4620-4591

Total Aggregate M/WBE Participation: 35.1%

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, February 3, 2017. Please reference the Resolution Number and include your name and email address.

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

The bids for Murrell Dobbins Area Vocational Technical School project were publicly advertised on 12/30/2016, 1/4/2017, and 1/6/2017 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 met the technical and construction specifications. Bids were publicly opened on 2/2/2017. 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 \$7,340,000.00.

The Facilities Condition Index (FCI) at this location is 39.26%. The School Progress Report (SPR) at this location is 15.

Spec: B-802 C

of 2015/16 Plumbing Contract - Major Renovation

Murrell Dobbins Area Vocational Technical School - 2150 West Lehigh Avenue

Herman Goldner Co., Inc. - \$2,609,000.00

Philadelphia, Pennsylvania 19153-2698

ABC Code: 8Q16-065-4060-4620-4551

8XXX-065-4060-4620-4551

Total Aggregate M/WBE Participation: 11.5%

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

The bids for the Murrell Dobbins Area Vocational Technical School project were publicly advertised on 12/30/2016, 1/4/2017, and 1/6/2017 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 met the technical and construction specifications. Bids were publicly opened on 2/2/2017. After review of the bids and a de-scoping meeting it was determined that Herman Goldner Co., Inc. was the lowest responsible bidder with a bid of \$2,609,000.00.

The Facilities Condition Index (FCI) at this location is 39.26%. The School Progress Report (SPR) at this location is 15.

Spec: B-803 C

of 2015/16 Electrical Contract - Major Renovation

Murrell Dobbins Area Vocational Technical School - 2150 West Lehigh Avenue

C.A.D. Electric, Inc. (W) - \$9,699,425.00

Rose Valley, Pennsylvania 19063

ABC Code: 8Q16-065-4060-4620-4561

8XXX-065-4060-4620-4561

Total Aggregate M/WBE Participation: 100.0%

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

The bids for Murrell Dobbins Area Vocational Technical School project were publicly advertised on 12/30/2016, 1/4/2017, and 1/6/2017 in several local newspapers and posted on the School District's

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, February 3, 2017. Please reference the Resolution Number and include your name and email address.

Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 2/2/2017. After review of the bids and a de-scoping meeting it was determined that C.A.D. Electric, Inc. was the lowest responsible bidder with a bid of \$9,699,425.00.

The Facilities Condition Index (FCI) at this location is 39.26%. The School Progress Report (SPR) at this location is 15.

Description of Project:

Spec: B-804 C

of 2015/16 Fire Protection - Major Renovation

Murrell Dobbins Area Vocational Technical School - 2150 West Lehigh Avenue

Affordable Fire Protection Inc. - \$3,250,000.00

Linwood, New Jersey 08221

ABC Code: 8Q16-065-4060-4625-4561

8XXX-065-4060-4625-4561

Total Aggregate M/WBE Participation: 30.0%

This fire protection contract covers the labor, material, and equipment to necessary to perform the fire protection work required to support the major renovations at this location.

The bids for the Murrell Dobbins Area Vocational Technical School project were publicly advertised on 12/30/2016, 1/4/2017, and 1/6/2017 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 met the technical and construction specifications. Bids were publicly opened on 2/2/2017. After review of the bids and a de-scoping meeting it was determined that Affordable Fire Protection Inc. was the lowest responsible bidder with a bid of \$3,250,000.00.

The Facilities Condition Index (FCI) at this location is 39.26%. The School Progress Report (SPR) at this location is 15.

ABC Code/Funding Source	\$39,093,425.00
8Q16-065-4060-4620-4541 Capital (\$12,000,000.00)	
8xxx-065-4060-4620-4541 Capital (\$4,195,000.00)	
8Q16-065-4060-4620-4591 Capital (\$5,000,000.00)	
8xxx-065-4060-4620-4591 Capital (\$2,340,000.00)	
8Q16-065-4060-4620-4551 Capital (\$2,000,000.00)	
8xxx-065-4060-4620-4551 Capital (\$609,000.00)	
8xxx-065-4060-4620-4561 Capital (\$2,699,425.00)	
8Q16-065-4060-4620-4561 Capital (\$7,000,000.00)	
8Q16-065-4060-4625-4561 Capital (\$2,000,000.00)	
8xxx-065-4060-4625-4561 Capital (\$1,250,000.00)	

A-21 (Updated 2.14.17)

Capital Fund: \$130,000 Ratification of Contract Amendments with W.H.S. Inc. and Hyde Electric Corporation – Portable Classroom Trailer Repairs and Relocations for Facilities and Operations RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent, of amendments of the

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Trailer Modernization and Relocation Contracts, originally entered into with W.H.S. Inc. and Hyde Electric Corporation, pursuant to Resolution A-17, approved by the School Reform Commission on August 18, 2016, by increasing the aggregate amount of the contracts by an additional \$130,000 from the \$60,000 approved by Resolution A-17, to an aggregate amount not to exceed \$190,000; all other terms and conditions of the Service Contracts to remain the same.

Description:

Spec: B-002 G General Service Contract - Trailer Modernization and Relocation of 2015/16 Various locations throughout the School District

*W. H. S., Inc
922 Woodbourne Road
Suite 211
Levittown, Pennsylvania 19056

Spec: B-003 G Electrical Contract - Trailer Modernization and Relocation of 2015/16 Various locations throughout the School District

*Hyde Electric Corporation
3441 Bowman Street
Philadelphia, Pennsylvania 19129

The School District of Philadelphia publicly advertised this Service Contract to obtain public competitive hourly rate bids on the Office of Capital Programs website and in local newspapers. Bids were opened July 7, 2016. After review of the bids it was determined that W.H.S., Inc and Hyde Electric Corporation were the two lowest bidders.

The School Reform Commission at the meeting of August 18, 2016, by resolution A-17, authorized the School District of Philadelphia to enter into a not-to-exceed, shared pool Service Contract with the Contractors noted above to provide Facilities and Operations with on-call contractors to perform maintenance and emergency repairs to various School District trailer/modular buildings.

Four existing modular classrooms at Northeast High School were evaluated and the evaluation recommended replacement due to the excessive repair and deemed beyond their useful life. Four new modular classrooms were purchased through the Office of Procurement with a delivery date of December 2016. During the interim, September 7, 2016 to the delivery of the new trailers, December 7, 2016, the District used short-term rentals to meet the academic program needs.

This amendment will provide for the additional services required to W.H.S. and Hyde Electric to provide the rental, delivery and set up and return of two double wide modular classrooms.

ABC Code/Funding Source	\$130,000.00
8Q16-065-8020-4646-4541 Capital	

A-22 (Updated 2.14.17)

Authorization to Execute, Deliver and Perform a License Agreement and a Purchase of Assets Agreement with The Trust for Public Land for Playground Improvements at the George W. Nebinger Elementary School

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a License Agreement with The Trust for Public Land ("TPL") for a nominal amount including the sharing of certain operating costs with the School District for the period February 17, 2017 through August 24, 2017 to enable TPL to make

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certain schoolyard improvements ("Schoolyard Improvements") in the school yard of the George W. Nebinger Elementary School ("Premises"); and be it

FURTHER RESOLVED, that the scope of the improvements and the bonding and insurance requirements shall be subject to the approval of the School District's Office of Capital Programs, Department of Facilities and Operation, Office of General Counsel and Office of Risk 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, deliver and perform a Purchase of Assets Agreement with TPL to purchase the Schoolyard Improvements from TPL upon the final completion of the Schoolyard Improvements and at the end of the License Agreement for a Guaranteed Maximum Price not to exceed \$175,000, pursuant to a Bill of Sale or other documents which will evidence the School District's ownership of such Schoolyard Improvements upon the termination of the License Agreement; and be it

FURTHER RESOLVED, That the School Reform Commission authorizes the School District of Philadelphia, by and through the Superintendent or his designee to execute, deliver and perform such other documents necessary to further the intent of this Resolution.

Description: The schoolyard improvements will include construction on approximately 0.20 acres of the George W. Nebinger site and includes the installation of a poured in place safety surface, relocation of an existing shed, post and rail fence installation, concrete pads for benches and trash receptacles, playground equipment installation playground safety surfacing installation, basketball and funnel ball standard installation, asphalt court surface painting and installation of site furnishings.

The School District will license the schoolyard at the George W. Nebinger School to TPL to construct the Improvements. Upon the completion of the Improvements, the School District shall purchase the completed Improvements using up to \$175,000 of School District Capital funds, and TPL shall provide approximately \$15,000 in funding for the playground improvements

This project is aligned with the District's Action Plan strategy to cultivate and sustain partnerships at the system and school levels.

Finance

A-23 (Added 2.14.17)

Operating Budget: \$500,000 Ratification of Contract with CGI Technologies and Solutions, Inc. – Advantage Enterprise Resource Planning (ERP) Consulting Services

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 CGI Technologies and Solutions, Inc., for consulting services required for academic calendar realignment and payroll accrual modifications within the Advantage Financial, Payroll and Human Resources system, for an amount not to exceed \$500,000, for the period commencing January 24, 2017 through December 31, 2017.

Description: The District's Financial, H/R and Payroll system, known as the Advantage system, is central and critical to the management of financial data, procurement of goods and services, the administration of personnel, and employee payroll and benefits. In order to accommodate process and programming changes to the Advantage system that will be required to realign the academic calendar to a school-based personnel start date that would occur prior to September 1st of each school year, and accordingly, modify

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the pay smoothing process that allows 10-month employees to receive pay over a 12-month period, CGI Technologies and Solutions, Inc. ("CGI") has been engaged to assist with technical and engineering expertise, application configuration, review of custom system interfaces, software testing, documentation creation and project management.

In order to achieve established timelines for the implementation of the academic calendar realignment, it was necessary to engage CGI in January 2017 to begin the groundwork for the project, and to initiate the collection of requirements from the various School District administrative offices that will be required to drive the required process and system changes. CGI is the software licensor and creator of the Advantage 2.x Enterprise Resource Planning ("ERP") application suite, and is currently contracted by the School District to provide maintenance and technical support for the system. This ratification will permit the School District to continue the engagement with CGI through the end of the 2017 calendar year, in order to carry through the complete implementation of the aforementioned process and system modifications.

CGI will be compensated on a time and materials basis, inclusive of travel expenses when required for on-site work, allowing for up to 2,100 person-hours of services, or an overall expenditure not to exceed \$500,000. The Office of Finance will expressly authorize the use of all contracted service hours, and will only utilize the CGI resources and person-hours necessary to complete each of the identified tasks and activities: project planning and management, review of "as is" Advantage HR configurations, documenting "future state" configuration, system configuration and setup, prototyping, interface and program analysis/updates, system testing, support for reporting, user acceptance planning and testing, production cutover, and post implementation support.

The majority of the School District's and CGI's project tasks will be completed by June 2017, with actual production cutover and post implementation technical support leading into the start of September 2017.

ABC Code/Funding Source	\$500,000.00
1100-053-9040-2511-3412 Operating FY17 (\$400,000.00)	
1100-053-9040-2511-3412 Operating FY18 (\$100,000.00)	

III. EDUCATION SERVICES

Academic – Donations/Acceptances

B-1

Donation: \$75,000 Acceptance of Donation from Public Citizens for Children and Youth – Art Services; Memorandum of Understanding

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 \$75,000 from Public Citizens for Children and Youth through Picasso Project grants that provide teaching artists and related supplies for school-based arts activities in up to 15 schools to be selected through a grant review process, for use in the period commencing February 17, 2017 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, in a form acceptable to the Office of General Counsel and the Office of Risk Management, with Public Citizens for Children and Youth, to provide these services to the School District students for the period commencing February 17, 2017 through June 30, 2017.

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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 educational experiences especially in schools that are under served. Only schools that have two or less full-time arts teachers (visual arts, music, theatre and dance) are eligible to apply. The Picasso Project issues an application inviting school-based teams to apply for these grants. Over the last 14 years, PCCY through the Picasso Project, has funded over 140 school-based arts projects which provide activities valued at over \$650,000 reaching over 35,000 students.

This year PCCY will grant up to 15 schools (K-12) up to \$5,000 per school for a total of up to \$75,000. Schools may apply to fund their school-based project describing how their project will enhance and facilitate the integration of the arts into the curriculum and the 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. Schools are selected to participate 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 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 program costs and materials.

ABC Code/Funding Source

\$75,000.00

Academic – Contracts/Payments

B-2

Withdrawn by Staff 2.14.17

B-3

Categorical/Grant Fund: \$100,406 Contract Amendment with Public Health Management Corporation – Kindergarten Transition Programs

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 Public Health Management Corporation, originally authorized pursuant to Resolution B-6, approved by the School Reform Commission on March 17, 2016, to support continued improvements to the School District's efforts to transition students and their families into kindergarten, by increasing the amount of the contract by an additional \$100,406 to the originally \$89,250, for a new total amount not to exceed \$189,656, and by extending the term of the contract from its original scheduled expiration date of March 17, 2017 through June 8, 2018.

Description: A key component of the School District's Action Plan 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-systems training and support needs between and among the preK

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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; and
- 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.

With funds awarded through a grant from the William Penn Foundation to the School District to support Kindergarten Transition, the School District's Office of Early Childhood Education has developed a successful, formal relationship with Public Health Management Corporation (PHMC) that provides a temporary, full-time individual who works as a Fellow with the District to design and support improvements to its kindergarten transition efforts. Much of this project's success thus far is due to PHMC's unique position as operator of the Southeast Regional Key (SERK), one of five regional keys working in partnership with the Pennsylvania Department of Education to develop and implement an integrated and coordinated system of quality improvements and professional development supports for schools and agencies serving children from birth through age 8. As SERK operator, PHMC enjoys convening authority with most if not all of the community-based early education care agencies in the region, and maintains an experienced team of early learning specialists that is well-versed in the most current academic research and classroom-oriented best practices.

This request for approval of an amendment to the existing PHMC contract is designed to extend the associated professional services for the entire grant award from William Penn Foundation noted above, which was originally authorized by the SRC via Resolution B-1 of 12/17/2015.

ABC Code/Funding Source	\$100,406.00
6OIX-G01-9CE0-2296-3291 William Penn Grant	

IV. INTERMEDIATE UNIT
None Submitted

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, February 3, 2017. Please reference the Resolution Number and include your name and email address.

RESOLVED, that the School Reform Commission hereby ratifies the appointment of the following persons to the positions, on the effective dates through January 31, 2017 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 his/her designees, and shall serve at the pleasure of the School Reform Commission.

THE FOLLOWING EMPLOYEES HAVE BEEN HIRED

ABDUL-WALI, MUKIT	STUDENT CLIMATE STAFF,4 HOURS	ALLEN, ETHAN SCHOOL	01/06/17	\$8,887.00	ANNUAL SALARY
ACQUAH, ESTELLE E	SENIOR PROJECT MANAGER	PROFESSIONAL DEVELOPMENT	01/26/17	\$80,000.00	ANNUAL SALARY
ADENS, JONEA M	ONE TO ONE ASST, SPECIAL ED	PENROSE SCHOOL	01/03/17	\$19,344.00	ANNUAL SALARY
AKBAR, KAIMA Y	SUPPORTIVE SERVICES ASST, 3 HR	EMLN, ELEANOR C. SCHOOL	01/03/17	\$8,749.00	ANNUAL SALARY
ALSTON, KATRINA S	BUS ATTENDANT	LOWELL, JAMES R. SCHOOL	01/11/17	\$10,965.00	ANNUAL SALARY
ANGELUCCI, VINCENT	TEACHER,FULL TIME	WASHINGTON, MARTHA SCHOOL	01/09/17	\$45,359.00	ANNUAL SALARY
ARMSTRONG, JAHBREE T	BUS CHAUFFEUR PART TIME PROB	TRANSPORTATION, PD	01/09/17	\$12,576.80	ANNUAL SALARY
ASCENCAO, JOANNE T	STUDENT CLIMATE STAFF,4 HOURS	LAWTON, HENRY W. SCHOOL	01/09/17	\$8,887.00	ANNUAL SALARY
BAILEY, VONNYEA C	STUDENT CLIMATE STAFF,4 HOURS	COMEGYS, BENJAMIN B. SCHOOL	01/17/17	\$8,887.00	ANNUAL SALARY
BAKER, LARINDA D	CLASSROOM ASST	KELLY, JOHN B. SCHOOL	01/10/17	\$19,011.00	ANNUAL SALARY
BAKER, TAMMIE Y	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
BALDRICH, KATIE L	TEACHER,FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	01/30/17	\$45,359.00	ANNUAL SALARY
BALL, TAMIKA I	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
BARBACANE, ANGELINE M	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
BARNETT, SHANNON D	STUDENT CLIMATE STAFF,4 HOURS	ROWEN, WILLIAM SCHOOL	12/21/16	\$8,887.00	ANNUAL SALARY
BELL, ALEXA R	TEACHER,FULL TIME	NORTHEAST HIGH SCHOOL	01/03/17	\$45,359.00	ANNUAL SALARY
BELL, MATTHEW P	GENERAL CLEANER, 8 HOURS	HIGH SCHOOL OF THE FUTURE	01/23/17	\$19,828.00	ANNUAL SALARY
BERROCAL, ERIKA A	ONE TO ONE ASST, SPECIAL ED	BROWN, HENRY A. SCHOOL	01/06/17	\$19,344.00	ANNUAL SALARY
BIBBS, ANISSA Y	EXT ACTVTS, NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	01/25/17	\$15.00	HOURLY RATE
BOLT, TANESHA D	STUDENT CLIMATE STAFF,5 HOURS	NORTHEAST HIGH SCHOOL	01/03/17	\$11,109.00	ANNUAL SALARY
BRANYAN, KATELYN M	SUPPORTIVE SERVICES ASST, 4 HR	RICHMOND SCHOOL	01/03/17	\$11,666.00	ANNUAL SALARY
BROADWATER, PATRICIA E	ONE TO ONE ASST, SPECIAL ED	BALDI MIDDLE SCHOOL	01/23/16	\$19,344.00	ANNUAL SALARY
BROCKINGTON, TROYONA S	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
BROOKS, CHRISTOPHER J	STUDENT CLIMATE STAFF,4 HOURS	HARTRANFT, JOHN F. SCHOOL	01/11/17	\$8,887.00	ANNUAL SALARY
BROWN, JAHMIRAH D	ONE TO ONE ASST, SPECIAL ED	SOUTH PHILADELPHIA H.S.	01/04/17	\$19,344.00	ANNUAL SALARY
BROWN, KARL	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/03/17	\$32,254.00	ANNUAL SALARY
BROWN, KYREL M	STUDENT CLIMATE STAFF,5 HOURS	COOKE, JAY ELEMENTARY SCHOOL	01/03/17	\$11,109.00	ANNUAL SALARY
BUETTLER, JOHN J	GENERAL CLEANER, 8 HOURS	RHAWNURST SCHOOL	01/03/17	\$27,245.00	ANNUAL SALARY
BUTE, VIOLET A	ONE TO ONE ASST, SPECIAL ED	DEBUGOS, J. ELEMENTARY	01/03/17	\$19,344.00	ANNUAL SALARY
BUTLER, JIBRI A	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/10/17	\$28,378.00	ANNUAL SALARY
BUTTS, TRINA S	FOOD SVCS ASSISTANT	BETHUNE, MARY MCLEOD SCHOOL	01/17/17	\$11,108.75	ANNUAL SALARY
BYARD, ANDREW S	SCHOOL CLIMATE MANAGER	ANDERSON, ADD B. SCHOOL	01/10/17	\$64,217.00	ANNUAL SALARY
BYRD, WILLIAM	STUDENT CLIMATE STAFF,4 HOURS	MCDANIEL, DELAPLAINE SCHOOL	01/09/17	\$8,887.00	ANNUAL SALARY

CALDWELL, ROBREANA R	STUDENT CLIMATE STAFF,5 HOURS	WASHINGTON, GEORGE HIGH SCHOOL	01/03/17	\$11,109.00	ANNUAL SALARY
CAMPBELL, KAYLA A	ONE TO ONE ASST, SPECIAL ED	PENROSE SCHOOL	01/03/17	\$19,344.00	ANNUAL SALARY
CAROLINA, JALEESA M	STUDENT CLIMATE STAFF,5 HOURS	CROSSROADS ACCELERATED ACADEMY	01/03/17	\$11,949.00	ANNUAL SALARY
CARR, DESHAUN D	STUDENT CLIMATE STAFF,5 HOURS	CARNELL, LAURA H. SCHOOL	01/23/17	\$11,109.00	ANNUAL SALARY
CARROLL, IMANI Q	ONE TO ONE ASST, SPECIAL ED	BLAINE, JAMES G. SCHOOL	01/03/17	\$19,344.00	ANNUAL SALARY
CARTER, CHANEL N	BUS ATTENDANT,ONE TO ONE	BALDI MIDDLE SCHOOL	01/04/17	\$10,965.00	ANNUAL SALARY
CASTLE, SAHAR D	BUS ATTENDANT	WILSON, WOODROW MIDDLE SCHOOL	01/09/17	\$10,965.00	ANNUAL SALARY
CAVANAUGH, AMY M	TEACHER,FULL TIME	KEARNY, GEN. PHILIP SCHOOL	01/03/17	\$54,364.00	ANNUAL SALARY
CHATMAN, KANISHA N	ONE TO ONE ASST, SPECIAL ED	LEA, HENRY C.	01/03/17	\$19,344.00	ANNUAL SALARY
CHILDS, DAVINAH S	POLICY RESEARCH ANALYST	RESEARCH & EVALUATION	01/16/17	\$74,572.00	ANNUAL SALARY
CLARK, CHRISTINA M	TEACHER,FULL TIME	DEBUGOS, J. ELEMENTARY	01/03/17	\$46,694.00	ANNUAL SALARY
CLAY, JAMES	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
COHEN, KAYLA C	STUDENT CLIMATE STAFF,5 HOURS	KIRKBRIDE, ELIZA B. SCHOOL	01/03/17	\$11,109.00	ANNUAL SALARY
COLE, JAMAR W	GENERAL CLEANER, 8 HOURS	BROWN, HENRY A. SCHOOL	01/03/17	\$19,828.00	ANNUAL SALARY
COOPER, MADISON N	STUDENT CLIMATE STAFF,3 HOURS	DECATUR, STEPHEN SCHOOL	01/17/17	\$6,665.00	ANNUAL SALARY
CORDERO, BERNICE C	STUDENT CLIMATE STAFF,5 HOURS	ELKIN, LEWIS SCHOOL	01/03/17	\$11,109.00	ANNUAL SALARY
COTTLE, NYESHA J	FOOD SVCS ASSISTANT	BREGY, F. AMEDEE SCHOOL	01/25/17	\$8,887.00	ANNUAL SALARY
CUNNINGHAM, KEYARA S	ONE TO ONE ASST, SPECIAL ED	FELS, SAMUEL HIGH SCHOOL	01/23/17	\$19,344.00	ANNUAL SALARY
CYRUS, BRITTANY B	STUDENT CLIMATE STAFF,3 HOURS	SOLIS-COHEN, SOLOMON SCHOOL	01/03/17	\$6,665.00	ANNUAL SALARY
CZAHOR, REBECCA A	TEACHER-EXTRA CURR/STAFF DEVEL	COORD OFC NON-PUBLIC SCHL PGMS	01/24/17	\$39.87	HOURLY RATE
DARDEN, GLORIA	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
DAVIS, BRANDEN	GENERAL CLEANER, 8 HOURS	SHEPPARD, ISAAC A. SCHOOL	01/17/17	\$19,828.00	ANNUAL SALARY
DELP, JOSHUA P	TEACHER,FULL TIME	PENN TREATY HIGH SCHOOL	01/23/17	\$45,359.00	ANNUAL SALARY
DENISON, REBECCA A	TEACHER,FULL TIME	SHAWMONT SCHOOL	01/03/17	\$65,121.00	ANNUAL SALARY
DEVITA, NASH J	TEACHER,FULL TIME	FELS, SAMUEL HIGH SCHOOL	01/09/17	\$47,278.00	ANNUAL SALARY
DIANNA, JENNIFER C	DIR, EARLY LITERACY PRE K - 3	CURRICULUM INST & ASSESS OFF	01/03/17	\$81,500.00	ANNUAL SALARY
DODSON, ESSIE L	STUDENT CLIMATE STAFF,3 HOURS	BRIDESBURG SCHOOL	01/03/17	\$6,665.00	ANNUAL SALARY
DOUGLAS, TISHA	PRINCIPAL	LONGSTRETH, WILLIAM C. SCHOOL	01/03/17	\$103,544.00	ANNUAL SALARY
DRAPER, BRENDA V	PARALEGAL I	OFFICE OF GENERAL COUNSEL	01/09/17	\$53,000.00	ANNUAL SALARY
DURST, JILLIAN T	STUDENT CLIMATE STAFF,3 HOURS	BRIDESBURG SCHOOL	01/09/17	\$6,665.00	ANNUAL SALARY
EDWARDS, MATTIE M	ONE TO ONE ASST, SPECIAL ED	BARRY, JOHN ELEMENTARY SCHOOL	01/09/17	\$19,344.00	ANNUAL SALARY
ELLERBE, GEMINA J	ONE TO ONE ASST, SPECIAL ED	WIDENER MEMORIAL SCHOOL	01/03/17	\$19,344.00	ANNUAL SALARY
FAISON, LAMAR	STUDENT CLIMATE STAFF,4 HOURS	FELS, SAMUEL HIGH SCHOOL	01/30/17	\$8,887.00	ANNUAL SALARY
FELDER, IVAN J	ONE TO ONE ASST, SPECIAL ED	SOUTH PHILADELPHIA H.S.	01/03/17	\$19,344.00	ANNUAL SALARY
FENNELL, FELICEA F	ONE TO ONE ASST, SPECIAL ED	HOWE, JULIA WARD SCHOOL	01/03/17	\$19,344.00	ANNUAL SALARY
FERENCE, MICHAEL	TEACHER,SPEC EDUCATION	STANTON, EDWIN M. SCHOOL	01/03/17	\$63,623.00	ANNUAL SALARY
FOXWORTH, THERESA	GENERAL CLEANER, 8 HOURS	FRANK, ANNE SCHOOL	01/09/17	\$19,828.00	ANNUAL SALARY
FREEMAN, SAQUOIA D	COMMUNICATIONS SPECIALIST	OFFICE OF COMMUNICATIONS	01/23/17	\$47,000.00	ANNUAL SALARY
GAY, FATEEMA	STUDENT CLIMATE STAFF,3 HOURS	MORRISON, ANDREW J. SCHOOL	01/23/17	\$6,665.00	ANNUAL SALARY
GEIGER, ANITA L	STUDENT CLIMATE STAFF,5 HOURS	KENDERTON ELEMENTARY	01/17/17	\$11,109.00	ANNUAL SALARY
GILLARD, ERICA L	TEACHER,FULL TIME	BARTON SCHOOL	01/17/17	\$45,359.00	ANNUAL SALARY
GLOVER, ALYSHA S	CLASSROOM ASST,CDC,FT	HAVERFORD CTR BRIGHT FUTURES	01/04/17	\$15,425.00	ANNUAL SALARY
GOLDEN, KENNETH D	TEACHER,SPEC EDUCATION	RHODES ELEMENTARY SCHOOL	01/03/17	\$52,362.00	ANNUAL SALARY

GOLDING, GEORGE H	TEACHER, FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	01/03/17	\$62,368.00	ANNUAL SALARY
GOODE, DARLENE	STUDENT CLIMATE STAFF, 3 HOURS	NORTHEAST HIGH SCHOOL	01/03/17	\$6,665.00	ANNUAL SALARY
GOODEN, TIMMARA P	SUPPORTIVE SERVICES ASST, 4 HR	BARRY, JOHN ELEMENTARY SCHOOL	11/23/15	\$11,666.00	ANNUAL SALARY
GOODMAN, RASHANDA K	STUDENT CLIMATE STAFF, 5 HOURS	NORTHEAST HIGH SCHOOL	01/17/17	\$11,109.00	ANNUAL SALARY
GRAF, JOANNE	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
GRAHAM, TYRONE A	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
GRAY, GERALDINE	GENERAL CLEANER, SUPPLEMENTAL	PER DIEM	01/10/17	\$9.56	HOURLY RATE
GRIER, CHRISTYONA K	ONE TO ONE ASST, SPECIAL ED	FELS, SAMUEL HIGH SCHOOL	01/03/17	\$19,344.00	ANNUAL SALARY
GRIFFIN, SHAREIK T	GENERAL CLEANER, 8 HOURS	PENN TREATY HIGH SCHOOL	01/09/17	\$19,828.00	ANNUAL SALARY
GUCKIN, DANA	TEACHER, FULL TIME	FELTONVILLE INTERMEDIATE	01/11/17	\$45,359.00	ANNUAL SALARY
HALL, SHATEYA C	FOOD SVCS ASSISTANT	SULLIVAN, JAMES J. SCHOOL	01/17/17	\$13,330.50	ANNUAL SALARY
HAMILTON, TYRONE A	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
HARDY, AUDRINA M	GENERAL CLEANER, 8 HOURS	OVERBROOK EDUCATIONAL CENTER	01/03/17	\$19,828.00	ANNUAL SALARY
HARGROVE, LESLIE M	TEACHER, FULL TIME	PEIRCE, THOMAS M. SCHOOL	01/19/17	\$45,359.00	ANNUAL SALARY
HARMON, JANICE	ONE TO ONE ASST, SPECIAL ED	WASHINGTON, MARTHA SCHOOL	01/09/17	\$19,344.00	ANNUAL SALARY
HARRELL, AJA M	EXT ACTVTS, NON-CONTRACT EMP-HR	OFFICE OF PROCUREMENT SERVICES	01/13/17	\$12.00	HOURLY RATE
HARRIS, TYJUAN D	ONE TO ONE ASST, SPECIAL ED	PENROSE SCHOOL	01/03/17	\$19,344.00	ANNUAL SALARY
HELLMUTH, MICHAEL R	EXT ACTVTS, NON-CONTRACT EMP-HR	TRANSPORTATION A	01/08/17	\$12.00	HOURLY RATE
HEMPHILL, DANIELLE M	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
HENDERSON, LATTANYA S	STUDENT CLIMATE STAFF, 5 HOURS	BUILDING 21	01/17/17	\$11,109.00	ANNUAL SALARY
HENRY, BERNICE J	RETIRED TEACHER, PER DIEM SUB	KENDERTON ELEMENTARY	12/24/16	\$239.01	DAILY RATE
HILDEBRANDT, ERIC G	FOOD SVCS UTILITY WORKER	ZIEGLER, WILLIAM H. SCHOOL	01/23/17	\$21,739.00	ANNUAL SALARY
HOUSE, KRISTLE	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
INGRAM, SAHIR S	ONE TO ONE ASST, SPECIAL ED	CREATIVE AND PERFORMING ARTS	01/13/17	\$19,344.00	ANNUAL SALARY
JACKSON, RODNEY	GENERAL CLEANER, 8 HOURS	SWENSON ARTS/TECH HIGH SCHOOL	01/17/17	\$19,828.00	ANNUAL SALARY
JENKINS, SASHA N	STUDENT CLIMATE STAFF, 5 HOURS	WILSON, WOODROW MIDDLE SCHOOL	01/10/17	\$11,109.00	ANNUAL SALARY
JENNINGS, BRITNI M	TEACHER, FULL TIME	CONSTITUTION HIGH SCHOOL	01/17/17	\$45,359.00	ANNUAL SALARY
JERNIGAN, TYNITA M	STUDENT CLIMATE STAFF, 5 HOURS	TAGGART, JOHN H. SCHOOL	01/03/17	\$11,109.00	ANNUAL SALARY
JOHNSON, ALEXIS	ONE TO ONE ASST, SPECIAL ED	HARRINGTON, AVERY D. SCHOOL	01/31/17	\$19,344.00	ANNUAL SALARY
JOHNSON, DUSTIN	TEACHER, FULL TIME	MARSHALL, THURGOOD SCHOOL	01/18/17	\$45,359.00	ANNUAL SALARY
JOHNSON, SHANISE E	FOOD SVCS ASSISTANT	LINCOLN, ABRAHAM HIGH SCHOOL	01/17/17	\$11,108.75	ANNUAL SALARY
JOHNSON-WHITE, CRISTOPHER D	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
JONES, DOMINIQUE L	STUDENT CLIMATE STAFF, 3 HOURS	NORTHEAST HIGH SCHOOL	01/03/17	\$6,665.00	ANNUAL SALARY
JONES, KESHA	FOOD SVCS ASSISTANT	WEST PHILADELPHIA HIGH SCHOOL	01/23/17	\$8,887.00	ANNUAL SALARY
JONES, LISA M	STUDENT CLIMATE STAFF, 3 HOURS	MASTERMAN, JULIA R. HIGH SCHOOL	01/17/17	\$6,665.00	ANNUAL SALARY
JONES, MARTA L	RETIRED TEACHER, PER DIEM SUB	KENDERTON ELEMENTARY	01/11/17	\$209.03	DAILY RATE
KANNEL, ALEXANDRIA N	TEACHER, FULL TIME	MAYFAIR SCHOOL	01/03/17	\$48,945.00	ANNUAL SALARY
KARPINSKI, MARJORIE S	SCHOOL NURSE	FAMILY & STUDENT SERVICES	01/03/17	\$65,241.00	ANNUAL SALARY
KELLAM, ARTHUR T	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
KENNEDY, BRIDGET	TEACHER-EXTRA CURR/STAFF DEVEL	COORD OFC NON-PUBLIC SCHL PGMS	01/24/17	\$39.87	HOURLY RATE
KENNELLY, STEPHANIE R	TEACHER, FULL TIME	FELS, SAMUEL HIGH SCHOOL	01/03/17	\$67,789.00	ANNUAL SALARY
KEY, DANIELLE A	ONE TO ONE ASST, SPECIAL ED	LOGAN, JAMES SCHOOL	01/06/17	\$19,344.00	ANNUAL SALARY
LAMEIRA, SAMANTHA J	TEACHER, FULL TIME	MEREDITH, WILLIAM M. SCHOOL	01/17/17	\$45,359.00	ANNUAL SALARY

LARMOUR, ANDREW S	BUS CHAUFFEUR PART TIME PROB	TRANSPORTATION, PD	01/09/17	\$12,576.80	ANNUAL SALARY
LEAS, LAURIE B	WEB CONTENT MANAGER	OFFICE OF COMMUNICATIONS	01/23/17	\$82,500.00	ANNUAL SALARY
LEE, BRANDI T	FOOD SVCS ASSISTANT	HARTRANFT, JOHN F. SCHOOL	01/17/17	\$13,330.50	ANNUAL SALARY
LEE, JAY C	TEACHER,FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	01/23/17	\$45,359.00	ANNUAL SALARY
LESNICK, JOY K	DIR,RESEARCH, POLICY AND PRACT	RESEARCH & EVALUATION	01/09/17	\$110,000.00	ANNUAL SALARY
LEWIS, RAYNETT R	GENERAL CLEANER, 8 HOURS	HENRY, CHARLES W. SCHOOL	01/30/17	\$19,828.00	ANNUAL SALARY
LEWIS-COOPER, EQUILLA L	CLASSROOM ASST,SP ED,SV HND	CHILDS, GEORGE W. SCHOOL	01/18/17	\$19,344.00	ANNUAL SALARY
LIPPINCOTT, JACQUELYN M	TEACHER,FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	01/03/17	\$46,193.00	ANNUAL SALARY
MAHMOUD, RADWAN	COUNSELING ASST,BILINGUAL	LAMBERTON,ROBERT E ELEMENTARY	01/03/17	\$22,595.00	ANNUAL SALARY
MAJOR, DARIUS J	STUDENT CLIMATE STAFF,5 HOURS	PENNELL, JOSEPH ELEMENTARY	01/03/17	\$11,109.00	ANNUAL SALARY
MASSIAH, KAYSHANA L	STUDENT CLIMATE STAFF,5 HOURS	CARNELL, LAURA H. SCHOOL	01/03/17	\$11,109.00	ANNUAL SALARY
MATHEW, BITTY	STUDENT CLIMATE STAFF,3 HOURS	DECATUR, STEPHEN SCHOOL	01/03/17	\$6,665.00	ANNUAL SALARY
MAYER, MALIKA R	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
MAYES, PIERCE M	FOOD SVCS ASSISTANT	MARSHALL, THURGOOD SCHOOL	01/23/17	\$12,219.62	ANNUAL SALARY
MAYSONET, ANGEL	CLIMATE SUPPORT SPECIALIST	KENDERTON ELEMENTARY	01/18/17	\$20,598.00	ANNUAL SALARY
MC CLAIN, JUNENIFER	SCHOOL NURSE	FAMILY & STUDENT SERVICES	01/23/17	\$51,113.00	ANNUAL SALARY
MC CLENDON, WILLIS	BRICKLAYER/CEMENT FINISHER A	MASONRY SERVICES	01/09/17	\$46,952.00	ANNUAL SALARY
MC GROGAN, ROBERT	PRINCIPAL	WILLARD, FRANCES E. SCHOOL	01/01/17	\$122,505.00	ANNUAL SALARY
MCCARTY, VICTORIA R	TEACHER,FULL TIME	NORTHEAST HIGH SCHOOL	01/17/17	\$45,359.00	ANNUAL SALARY
MCNAIR, SAPRINA L	STUDENT CLIMATE STAFF,5 HOURS	WRIGHT, RICHARD R. SCHOOL	01/11/17	\$11,109.00	ANNUAL SALARY
MCNEIL, JESSICA R	CLASSROOM ASST,SP ED,SV HND	PENN TREATY HIGH SCHOOL	01/17/17	\$19,344.00	ANNUAL SALARY
MIKE, IEASHA A	ONE TO ONE ASST, SPECIAL ED	FRANKLIN, BENJAMIN HIGH SCHOOL	01/03/17	\$19,344.00	ANNUAL SALARY
MINGO, ASHLEY N	TEACHER,NON-CERT HRLY	ATTENDANCE & TRUANCY OFFICE	01/20/17	\$15.50	HOURLY RATE
MOORE, GERALD R	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
MOORE, KIAH N	STUDENT CLIMATE STAFF,3 HOURS	RHODES ELEMENTARY SCHOOL	01/03/17	\$6,665.00	ANNUAL SALARY
MOORE, LAKEISHA Z	SECRETARY I	BEEBER, DIMNER MIDDLE SCHOOL	01/03/17	\$23,178.00	ANNUAL SALARY
MOORE, ROCHELLE D	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
MOSES, FATINAH Y	FOOD SVCS ASSISTANT	MCDANIEL, DELAPLAINE SCHOOL	01/23/17	\$8,887.00	ANNUAL SALARY
MURRAY, YOLANDA R	STUDENT CLIMATE STAFF,5 HOURS	DOBBINS, MURRELL HIGH SCHOOL	01/03/17	\$11,109.00	ANNUAL SALARY
NEWSOME, VANESSA	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
NOLE, DANTE	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	01/19/17	\$9.56	HOURLY RATE
NORTON, WENDY J	TEACHER,FULL TIME	KING, MARTIN LUTHER HIGH SCH.	01/04/17	\$73,453.00	ANNUAL SALARY
OFOSUHENE, PRINCE A	TEACHER,FULL TIME	ROXBOROUGH HIGH SCHOOL	01/20/17	\$75,964.00	ANNUAL SALARY
OLIVER, ALEXANDER R	TEACHER,FULL TIME	WAGNER, GEN. LOUIS MIDDLE SCH.	01/23/17	\$45,359.00	ANNUAL SALARY
OVERTON, MALACHI	BUS ATTENDANT,ONE TO ONE	FRANKFORD HIGH SCHOOL	01/04/17	\$10,965.00	ANNUAL SALARY
PARKER, JAMES	GENERAL CLEANER, 8 HOURS	BUILDING 21	01/03/17	\$19,828.00	ANNUAL SALARY
PATTON, TIMOTHY	SCHOOL CLIMATE MANAGER	KENSINGTON CAPA	01/09/17	\$66,726.00	ANNUAL SALARY
PATTON-MCSHANE, KAREN E	TEACHER,FULL TIME	KENSINGTON HEALTH SCIENCES	01/23/17	\$59,532.00	ANNUAL SALARY
PEOPLES, JESSICA L	TEACHER,FULL TIME	MEEHAN, AUSTIN MIDDLE SCHOOL	01/18/17	\$45,359.00	ANNUAL SALARY
PEREZ, YASHLEY M	STUDENT CLIMATE STAFF,4 HOURS	EDISON, THOMAS A. HIGH SCHOOL	01/03/17	\$8,887.00	ANNUAL SALARY
PHELAN, ANNA	TEACHER-EXTRA CURR/STAFF DEVEL	COORD OFC NON-PUBLIC SCHL PGMS	01/24/17	\$39.87	HOURLY RATE
PITTMAN, JODY R	TEACHER,FULL TIME	LONGSTRETH, WILLIAM C. SCHOOL	01/17/17	\$45,359.00	ANNUAL SALARY
POLITE, TAMIA L	SUPPORTIVE SERVICES ASST,3 HOURS	DISSTON, HAMILTON SCHOOL	01/03/17	\$8,749.00	ANNUAL SALARY

POLLOCK-BEARD, LAUVONIA	ONE TO ONE ASST, SPECIAL ED	AMY NORTHWEST	01/09/17	\$19,344.00	ANNUAL SALARY
POUR, BENDU Z	TEACHER,FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	01/09/17	\$46,694.00	ANNUAL SALARY
POWELL, AMBER	ONE TO ONE ASST, SPECIAL ED	WIDENER MEMORIAL SCHOOL	01/11/17	\$19,344.00	ANNUAL SALARY
POWELL, TANEISHA T	ONE TO ONE ASST, SPECIAL ED	FELTONVILLE ARTS & SCIENCES	01/03/17	\$19,344.00	ANNUAL SALARY
PRATER, JEREMY E	ONE TO ONE ASST, SPECIAL ED	STEARNE, ALLEN M. SCHOOL	01/03/17	\$19,344.00	ANNUAL SALARY
PROM, SAMALY	STUDENT CLIMATE STAFF,4 HOURS	MORRISON, ANDREW J. SCHOOL	01/03/17	\$8,887.00	ANNUAL SALARY
PRYER, SHANIYA N	GENERAL CLEANER, 8 HOURS	CRAMP, WILLIAM SCHOOL	01/03/17	\$19,828.00	ANNUAL SALARY
RAJAN, HEATHER	TEACHER-EXTRA CURR/STAFF DEVEL	COORD OFC NON-PUBLIC SCHL PGMS	01/20/17	\$39.87	HOURLY RATE
REASON, MARC A	TEACHER,FULL TIME	ALLEN, DR. ETHEL SCHOOL	01/09/17	\$79,586.00	ANNUAL SALARY
REYNOLDS, RASHEED	STUDENT CLIMATE STAFF,5 HOURS	COOKE, JAY ELEMENTARY SCHOOL	01/09/17	\$11,109.00	ANNUAL SALARY
RINALDI, DEBORAH M	TEACHER,FULL TIME	KENSINGTON CAPA	01/17/17	\$73,453.00	ANNUAL SALARY
RIVERA, JASON A	STUDENT CLIMATE STAFF,5 HOURS	KENDERTON ELEMENTARY	01/03/17	\$11,109.00	ANNUAL SALARY
ROBINSON, KEVIN R	GENERAL CLEANER, 8 HOURS	LOESCHE, WILLIAM H. SCHOOL	01/03/17	\$19,828.00	ANNUAL SALARY
ROBINSON, SANDRA N	STUDENT CLIMATE STAFF,5 HOURS	PATTERSON, JOHN M. SCHOOL	01/03/17	\$11,109.00	ANNUAL SALARY
ROBINSON, TAUFEEQ	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	01/10/17	\$9.56	HOURLY RATE
ROBINSON, TRYPHINA S	PROFESSIONAL LRNING SPECIALIST	TEACHING AND LEARNING	01/03/17	\$81,000.00	ANNUAL SALARY
ROBLES, IRAZEMA	BUS ATTENDANT	BACHE-MARTIN SCHOOL	01/11/17	\$10,965.00	ANNUAL SALARY
RODRIGUEZ, REINA E	FOOD SVCS ASSISTANT	KENSINGTON CAPA	01/23/17	\$13,330.50	ANNUAL SALARY
ROMANO, LINDA K	SUPPORTIVE SERVICES ASST, 3 HR	DECATUR, STEPHEN SCHOOL	01/05/17	\$8,749.00	ANNUAL SALARY
ROUNTREE, RAQUEL T	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
SAMUELS, ABIGAIL L	TEACHER,FULL TIME	LONGSTRETH, WILLIAM C. SCHOOL	01/23/17	\$47,278.00	ANNUAL SALARY
SANDERS-HERNDON, OLIVIA D	TEACHER,FULL TIME	PEIRCE, THOMAS M. SCHOOL	01/03/17	\$45,359.00	ANNUAL SALARY
SAWICKY, ANDREAS D	TEACHER,FULL TIME	COOKE, JAY ELEMENTARY SCHOOL	01/17/17	\$45,359.00	ANNUAL SALARY
SAWYER, JOSEPH L	ONE TO ONE ASST, SPECIAL ED	OVERBROOK EDUCATIONAL CENTER	01/13/17	\$19,344.00	ANNUAL SALARY
SCOTT, TRACEY	SUPPORTIVE SERVICES ASST, 4 HR	PATTERSON, JOHN M. SCHOOL	01/17/17	\$11,666.00	ANNUAL SALARY
SELL, SARA M	TEACHER,SPEC EDUCATION	OVERBROOK EDUCATIONAL CENTER	01/19/17	\$46,193.00	ANNUAL SALARY
SIEA, CHANNORA	FOOD SVCS ASSISTANT	STANTON, EDWIN M. SCHOOL	01/17/17	\$8,887.00	ANNUAL SALARY
SMALLS, LADONNIA M	TEACHER ASST,PKHS	MIFFLIN HEAD START	01/30/17	\$29,520.00	ANNUAL SALARY
SONNAK, SAMANTHA M	TEACHER,FULL TIME	KENSINGTON HEALTH SCIENCES	01/03/17	\$73,453.00	ANNUAL SALARY
SORENSEN, COLIN A	EXT ACTVTS,NON-CONTRACT EMP-HR	RESEARCH & EVALUATION	01/30/17	\$15.00	HOURLY RATE
SPRUAL, ADAM M	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
STAAB, CONSTANCE M	STUDENT CLIMATE STAFF,3 HOURS	RICHMOND SCHOOL	01/30/17	\$6,665.00	ANNUAL SALARY
STEELE, JAMILAH L	ONE TO ONE ASST, SPECIAL ED	BRYANT, WILLIAM C. SCHOOL	01/12/17	\$19,344.00	ANNUAL SALARY
STEWART, AUBREY M	TEACHER,FULL TIME	MITCHELL ELEMENTARY SCHOOL	01/19/17	\$45,359.00	ANNUAL SALARY
TAYLOR, DIANA L	RETIRED TEACHER, PER DIEM SUB	KENDERTON ELEMENTARY	12/24/16	\$215.18	DAILY RATE
TAYLOR, JONATHAN N	STUDENT CLIMATE STAFF,5 HOURS	CROSSROADS @ HUNTING PARK	01/03/17	\$11,109.00	ANNUAL SALARY
TENDER, YVONNE	BUS CHAUFFEUR PART TIME PROB	TRANSPORTATION, PD	01/09/17	\$12,576.80	ANNUAL SALARY
THOMAS, ADAYA S	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
THOMAS, SHANIECE L	ONE TO ONE ASST, SPECIAL ED	PENROSE SCHOOL	01/03/17	\$19,344.00	ANNUAL SALARY
THOMPSON, DARREN J	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
TOMLINSON, CHASMO D	TEACHER,FULL TIME	HARDING, WARREN G. MIDDLE SCH	01/03/17	\$49,615.00	ANNUAL SALARY
TORRES, FABIA A	STUDENT CLIMATE STAFF,4 HOURS	SULLIVAN, JAMES J. SCHOOL	01/03/17	\$8,887.00	ANNUAL SALARY
TRUEHART, DAVID G	BUS CHAUFFEUR PART TIME PROB	TRANSPORTATION, PD	01/09/17	\$12,576.80	ANNUAL SALARY

TURNER, EDWARD A	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
VANHORN, KERRI A	GENERAL CLEANER, 8 HOURS	CONWELL, RUSSELL MIDDLE SCHOOL	01/09/17	\$19,828.00	ANNUAL SALARY
VEREEN, ELIJAH T	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
VILLELLA, MARIA A	MANAGER,MULTILINGUAL PROGRAMS	MULTILINGUAL PROGRAMS	01/23/17	\$76,000.00	ANNUAL SALARY
WALKER, NICOLE S	ONE TO ONE ASST, SPECIAL ED	KENSINGTON CAPA	01/06/17	\$19,344.00	ANNUAL SALARY
WALL, SHADEQUA K	CLASSROOM ASST,CDC,FT	FORREST SCHOOL BRIGHT FUTURES	01/23/17	\$15,425.00	ANNUAL SALARY
WARKENTIN, LAURA R	TEACHER,FULL TIME	HOUSTON, HENRY H. SCHOOL	01/31/17	\$63,537.00	ANNUAL SALARY
WASHINGTON, TIA	ONE TO ONE ASST, SPECIAL ED	LEA, HENRY C.	01/03/17	\$19,344.00	ANNUAL SALARY
WEISSMAN, GEORGE S	FOOD SVCS UTILITY WORKER	FOOD SERVICES ADMIN & SUPPORT	01/03/17	\$17,662.93	ANNUAL SALARY
WHITE, MARANDA A	STUDENT CLIMATE STAFF,4 HOURS	BLANKENBURG, RUDOLPH SCHOOL	01/25/17	\$8,887.00	ANNUAL SALARY
WHITE, SAFIYYAH M	FOOD SVCS ASSISTANT	NEBINGER, GEORGE W. SCHOOL	01/23/17	\$11,108.75	ANNUAL SALARY
WHITE, WILLIAM L	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	01/09/17	\$28,378.00	ANNUAL SALARY
WICKS, RHODA	ONE TO ONE ASST, SPECIAL ED	OVERBROOK EDUCATIONAL CENTER	01/09/17	\$19,344.00	ANNUAL SALARY
WIKINS, DENIQUA T	BUS ATTENDANT	MARSHALL, JOHN SCHOOL	01/04/17	\$10,965.00	ANNUAL SALARY
WILCOX, JOHNNY	STUDENT CLIMATE STAFF,3 HOURS	GOMPERS, SAMUEL SCHOOL	01/03/17	\$6,665.00	ANNUAL SALARY
WILKINS, NICHOLAS J	TEACHER,FULL TIME	ROOSEVELT ELEMENTARY SCHOOL	01/03/17	\$45,359.00	ANNUAL SALARY
WILLIAMS, DEITRICH S P	GENERAL CLEANER, 8 HOURS	AMY NORTHWEST	01/17/17	\$19,828.00	ANNUAL SALARY
WILLIAMS, LOUIS A	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	01/19/17	\$24.00	HOURLY RATE
WILLIAMS, MICHAEL A	ACCT COMPLIANCE CONTROL MONTR	GENERAL ACCOUNTING	01/30/17	\$67,000.00	ANNUAL SALARY
WILLIAMS, SAPPHIRE E	ONE TO ONE ASST, SPECIAL ED	RHODES ELEMENTARY SCHOOL	01/03/17	\$19,344.00	ANNUAL SALARY
WILLIAMS, SHANNA M	FOOD SVCS ASSISTANT	RHODES ELEMENTARY SCHOOL	01/17/17	\$8,887.00	ANNUAL SALARY
WILLIAMS, THOMAS	SCHOOL CLIMATE MANAGER	PENN TREATY HIGH SCHOOL	01/23/17	\$64,217.00	ANNUAL SALARY
WILSON, DARCELLA M	SCHOOL NURSE	OVERBROOK HIGH SCHOOL	01/17/17	\$53,282.00	ANNUAL SALARY
WILSON, JOSEPH T	ONE TO ONE ASST, SPECIAL ED	LEA, HENRY C.	01/03/17	\$19,344.00	ANNUAL SALARY
WISEMAN, CHRISTOPHER J	SCHOOL NURSE	CLEMENTE, ROBERTO MIDDLE SCHL	01/05/17	\$51,113.00	ANNUAL SALARY
WOODARD, ANGELA	STUDENT CLIMATE STAFF,3 HOURS	OVERBROOK ELEMENTARY SCHOOL	01/30/17	\$6,665.00	ANNUAL SALARY
WOODIE, ROBIN D	ONE TO ONE ASST, SPECIAL ED	MEADE, GEN. GEORGE G. SCHOOL	01/09/17	\$19,344.00	ANNUAL SALARY
WOODRIDGE, KRISTIAN C	GENERAL CLEANER, 8 HOURS	ELKIN, LEWIS SCHOOL	01/03/17	\$19,828.00	ANNUAL SALARY
WRIGHT, DAQUAN M	GENERAL CLEANER, 8 HOURS	EDMONDS, FRANKLIN S. SCHOOL	01/16/17	\$19,828.00	ANNUAL SALARY
YOUNG, JAYNE M	SUPPORTIVE SERVICES ASST, 4 HR	EMLN, ELEANOR C. SCHOOL	01/17/17	\$11,666.00	ANNUAL SALARY

THE FOLLOWING EMPLOYEES HAVE BEEN TERMINATED

ADAMS, CHAKA S	FOOD SVCS ASSISTANT	01/30/17
AMARO, DREENA L	TEACHER ASST,PKHS	01/14/17
ARNETT, TERRI N	ONE TO ONE ASST, SPECIAL ED	01/25/17
BARD, KALA	STUDENT CLIMATE STAFF,5 HOURS	12/21/16
BRANCH, QUINIQUA S	BUS ATTENDANT,ONE TO ONE	01/24/17
BROGDON, JASMINE	STUDENT CLIMATE STAFF,4 HOURS	01/14/17
BYERS, SIANI K	STUDENT CLIMATE STAFF,5 HOURS	01/12/17
CLEVELAND, DARYLE O	FOOD SVCS UTILITY WORKER	01/12/17
DAVIS, ANTOINE W	STUDENT CLIMATE STAFF,4 HOURS	06/11/16
DAVIS, MARTRISE J	ONE TO ONE ASST, SPECIAL ED	01/17/17
DEANS, LEONARD	ONE TO ONE ASST, SPECIAL ED	01/10/17

DEMOTA, AKEIA	CLASSROOM ASST, SP ED, SV HND	01/21/17
DUDLEY, LATONYA L	STUDENT CLIMATE STAFF, 3 HOURS	01/11/17
DURST, JILLIAN T	STUDENT CLIMATE STAFF, 3 HOURS	01/24/17
EDWARDS, LENORA A	BUS ATTENDANT, SIX HOURS	01/04/17
EL, HILLARY	TEACHER, SPEC EDUCATION	01/04/17
FRISON, LANCE J	BUS ATTENDANT, ONE TO ONE	01/24/17
JOHNSON, SHAUNA	CLASSROOM ASST, SP ED, SV HND	01/11/17
KODJOGBE, PULCELLIA M	ONE TO ONE ASST, SPECIAL ED	01/20/17
LYONS, IESHIA K	STUDENT CLIMATE STAFF, 4 HOURS	01/18/17
NESBITT BULLOCK, LINDA K	FOOD SVCS WORKER SENIOR	01/13/17
PARKS, ALEXIS M	STUDENT CLIMATE STAFF, 3 HOURS	01/06/17
PARRISH, AGNES M	STUDENT CLIMATE STAFF, 4 HOURS	01/09/17
ROCCHINO, TONI	CLASSROOM ASST, SP ED, HEAR IMP	01/28/17
SHAW, HENRY	BUILDING ENGINEER-GROUP II	01/19/17
SIMPLER, KATHLEEN J	STUDENT CLIMATE STAFF, 4 HOURS	01/18/17
SMALLS, LADONNIA M	TEACHER ASST, PKHS	01/13/17
SPENCER, CLAIRE	STUDENT CLIMATE STAFF, 5 HOURS	12/22/16
TERRY, KEYONDA A	GENERAL CLEANER, 8 HOURS	01/06/17
THOMPSON, SHAMIRAH S	FOOD SVCS UTILITY WORKER	12/14/16
TRUEHART, DAVID G	BUS CHAUFFEUR PART TIME PROB	01/13/17
WILLIAMS, EARL J	ONE TO ONE ASST, SPECIAL ED	01/27/17
WILSEY, CHARLES W	GENERAL CLEANER, 8 HOURS	01/13/17
WRIGHT, ALEXUS C	BUS ATTENDANT	01/24/17