

**SCHOOL REFORM COMMISSION  
PUBLIC MEETING  
PROPOSED RESOLUTIONS**

**FEBRUARY 18, 2016**

**I. SCHOOL REFORM COMMISSION**

**SRC-1 (Updated 2.12.16)**

**Proposed Student Expulsion – K. G.**

RESOLVED, that Student K.G. shall be *temporarily expelled* from the School District of Philadelphia effective upon returning to the District and it shall last for the period of one school year, and be it

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

FURTHER RESOLVED, that the Findings of Fact and Conclusions of Law shall be made a part of Student K.G.'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 2.12.16)**

**Proposed Student Expulsion – J. W.**

RESOLVED, that Student J.W. shall be *temporarily expelled* from the School District of Philadelphia effective January 13, 2016, through the end of the 2015-2016 School Year, and be it

FURTHER RESOLVED, that Student J.W. *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 J.W.'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.

**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, 2016** 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.

***Finance***

**A-2**

**Categorical/Grant Funds: \$33,000 Contract with Lakeside Educational Network – Independence Mission Schools**

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia through

*Questions/Comments are due at [SRC@philasd.org](mailto:SRC@philasd.org) no later than 4:30 p.m. on Friday, February 5, 2016. Please reference the Resolution Number and include your name and email address.*

the Superintendent or his designee, to execute, deliver and perform a contract with Lakeside Educational Network to provide teachers and administrators at Independence Mission Schools with professional development related to the impact of trauma on students, for an amount not to exceed \$33,000, for the period commencing February 19, 2016 through June 30, 2016.

*Description:* During the 2015-16 academic year, Independence Mission Schools (IMS) is offering professional development to administrators and teachers to enhance and enrich awareness, understanding and appreciation of the nature of trauma including essential concepts, facts and principles they can apply and present to parents and guardians, and discussions related to the skills that allow for trauma-sensitive responses to students and parents who might be trauma-survivors.

Lakeside Educational Network will provide four, six-week professional development courses on Enhancing Trauma Awareness to a total of 60 administrators and teachers of Pre-K through 8th grade students.

ABC Code/Funding Source	\$33,000.00
334X-G10-9610-2272-3291	

### ***Information Technology***

#### **A-3**

#### **Operating Budget: \$19,500,000 Contract with Sunesys, LLC – Leased Metropolitan Fiber-Optic Network**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through its Superintendent or his designee, to execute, deliver and perform a contract with Sunesys, LLC, to lease and maintain a metropolitan-area fiber-optic network comprising all schools and administrative facilities, for an amount not to exceed \$19,500,000, for the period commencing July 1, 2016 through June 30, 2031.

*Description:* The School District’s existing metropolitan-area fiber-optic network connects approximately 250 schools, administrative facilities, garages and annex buildings throughout the City, and is managed and operated by the District. This communications network is used to transport the District’s Internet, telephone, video and data traffic and provides the District with very high capacity bandwidth at a fraction of the cost of commercially available network connectivity. A study released by the Federal Communications Commission (“FCC”) in November 2015, showed the median cost of network connectivity for Pennsylvania schools and libraries to be \$1,200.00 per month per Gbps of bandwidth. In contrast, the School District of Philadelphia leases its network transport at a cost of \$20.00 per month per Gbps of bandwidth, or 1.7% of the median cost paid by other Pennsylvania educational and library entities. The District’s fiber-optic network has been recognized by the FCC, the U.S. House Committee on Energy & Commerce, and the U.S. Government Accountability Office, as a best-practice solution for providing low-cost, high-speed Internet services to schools.

On January 8, 2001, the School District of Philadelphia’s Board of Education, through its Facilities, Purchasing and EEO Committee, pursuant to RFP-93, authorized the award of a contract to Sunesys, LLC, for the construction and lease of a metropolitan-area fiber-optic network to interconnect all School District facilities, for an initial term of January 8, 2001 through June 30, 2016, for a yearly cost not to exceed \$2,000,000, after an initial one-time payment of \$1,500,000. Approximately 85% of the construction and monthly recurring leasing costs have been subsidized through the federal Universal Service Program for Schools and Libraries, more commonly known as “E-rate”. The District’s metropolitan-area network contract allows for the extension of the lease agreement for a total of five (5) additional 15-year terms, with fees being fixed through the 33rd year of the lease.

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With the initial 15-year term of the metropolitan network lease expiring in June 2016, the School District conducted an RFP to assess the current state of connectivity options for the provisioning of network services to its approximate 250 physical locations. Notice of RFP-475 was sent to several major telecommunications carriers with local infrastructure presence, was posted on the FCC's competitive bidding website, and was made available through the District's Procurement website. RFP-475 closed on December 30, 2015, and garnered responses from three telecommunications providers: Comcast, Inc., Integration Partners Corp., and Sunesys, LLC. Upon analysis of all proposal responses, the RFP evaluation committee concluded that the proposal from Sunesys, LLC, the District's current incumbent fiber-optic provider, represented the most cost effective and favorable response to RFP-475.

The RFP evaluation committee subsequently evaluated the response from Sunesys for RFP-475 against the District's option to extend its existing contract with Sunesys, and has concluded that exercising the right to extend the current agreement with Sunesys, LLC, for an additional 15-year term, with all terms, conditions and pricing remaining fixed, is the most inexpensive and technologically favorable option. The proposed 15-year awarded contract value of \$19,500,000, will allow for an annual recurring lease expenditure of \$1,000,000, in addition to an amount not to exceed \$4,500,000 over the total life of the contract to permit any required expansion or facility-based construction costs for new, renovated or relocated school programs and facilities.

FCC regulations governing the eligibility of broadband fiber-optic network service procured through a competitive solicitation process and subject to the receipt of Universal Service subsidies, permit the extension of an existing contract if such extension is deemed the most cost effective solution. Accordingly, the School District will continue to be eligible for Universal Service subsidies, currently projected to be a 90% discount on all monthly charges, to significantly offset the monthly recurring expenses for this contract in FY2017 and beyond.

Upon approval of this award, all school and administrative facilities will continue to have access to high-speed, advanced, reliable Internet access, telephone, video and communications services on a City-wide network capable of expanding in the future to meet the growing needs for bandwidth to support advanced digital learning resources, best-of-breed cloud-based instructional programs, direct connectivity of schools to the District's cable television facility, VoIP digital telephone service, and high-speed data connectivity to surrounding regional networks, colleges, universities, and partner institutions.

ABC Code/Funding Source	\$19,500,000.00
1100-056-9HF0-2822-5321 FY17 Operating (\$1,000,000.00)	
1100-056-9HF0-2822-5321 FY18 Operating (\$1,000,000.00)	
1100-056-9HF0-2822-5321 FY19 Operating (\$1,000,000.00)	
1100-056-9HF0-2822-5321 FY20 Operating (\$1,000,000.00)	
1100-056-9HF0-2822-5321 FY21 Operating (\$1,000,000.00)	
1100-056-9HF0-2822-5321 FY22 Operating (\$1,000,000.00)	
1100-056-9HF0-2822-5321 FY23 Operating (\$1,000,000.00)	
1100-056-9HF0-2822-5321 FY24 Operating (\$1,000,000.00)	
1100-056-9HF0-2822-5321 FY25 Operating (\$1,000,000.00)	
1100-056-9HF0-2822-5321 FY26 Operating (\$1,000,000.00)	
1100-056-9HF0-2822-5321 FY27 Operating (\$1,000,000.00)	
1100-056-9HF0-2822-5321 FY28 Operating (\$1,000,000.00)	
1100-056-9HF0-2822-5321 FY29 Operating (\$1,000,000.00)	
1100-056-9HF0-2822-5321 FY30 Operating (\$1,000,000.00)	
1100-056-9HF0-2822-5321 FY31 Operating (\$1,000,000.00)	
Universal Service Fund (\$4,500,000.00)	

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**Executive****A-4****Proposed School Building and Program Closures – Dimner Beeber School, General J. Harry LaBrum School, Morris E. Leeds School**

RESOLVED, that the School Reform Commission, having heard testimony at public hearings held on November 17, 2015 and November 19, 2015 which were duly advertised, concerning the School District's proposals to take the following school closure actions and after three month comment period under Section 780 of the Public School Code, hereby declares, pursuant to Section 1311 of the Public School Code, the following school programs closed as of the dates set forth below:

1. Dimner Beeber School: close the Dimner Beeber School educational program located at 5925 Malvern Ave. effective June 30, 2017; and change the grade configuration of Dimner Beeber School to serve students only in eighth grade for the 2016-2017 school year; and change the grade configurations at Overbrook Elementary School located at 2032 N. 62nd St and at Samuel Gompers School located at 5701 Wynnefield Ave. and at Lewis C. Cassidy Academics Plus School located at 6523 Landsdowne Ave. to serve students in kindergarten through seventh grade in the 2016-2017 school year and to serve students in kindergarten through eighth grade beginning in the 2017-2018 school year. The school building located at 5925 Malvern Ave. shall remain open and continue to house the educational program of The Science Leadership Academy at Beeber.
2. General J. Harry LaBrum School: close the General J. Harry LaBrum School educational program located at 10800 Hawley Rd. effective June 30, 2016; and officially merge LaBrum with John Hancock Demonstration School located at 3700 Morrell Ave.; and officially change the grade configuration of John Hancock Demonstration School to serve students in kindergarten through eighth grade beginning in the 2016-2017 school year. The school building located at 10800 Hawley Rd. shall remain open and shall serve as a second campus of John Hancock Demonstration School (LaBrum Campus).
3. Morris E. Leeds School: close the Morris E. Leeds School educational program located at 1100 E. Mt. Pleasant Ave. effective June 30, 2016; and change the grade configurations of Samuel Pennypacker School located at 1858 E. Washington Lane and Franklin S. Edmonds School located at 8025 Thouron Ave. to serve students in kindergarten through sixth grade in the 2016-2017 school year, to serve students in kindergarten through seventh grade in the 2017-2018 school year, and to serve students in kindergarten through eighth grade beginning in the 2018-2019 school year; and relocate the Hill-Freedman World Academy educational program located at 6200 Crittenden St and 6501 Limekiln Pike into the building at 1100 E. Mt. Pleasant Ave.; and relocate the Parkway Northwest High School educational program located at 1100 E. Mt. Pleasant Ave. to the building located at 6200 Crittenden St. The school building at 1100 E. Mt. Pleasant Ave. shall remain open and will house the educational program of Hill-Freedman World Academy. The school building at 6200 Crittenden St. shall remain open and house the educational program of Parkway Northwest High School; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes the School District, through the Superintendent or his designee, to notify the Pennsylvania Department of Education of the closings of the school buildings and programs listed herein prior to closing, as required by Title 22 of the Pennsylvania Code §349.28(a).

*Description:* The School District recommends the closure of Morris E. Leeds School and Dimner Beeber School due to a number of factors, which include but are not limited to persistent academic and climate challenges and low student enrollment.

The District recommends that Dimner Beeber School be phased out over two years. In the 2016-2017 school year, Dimner Beeber School would not accept a seventh grade class, and would only serve students in eighth grade. Following the 2016-2017 school year, the school would officially close. Students

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currently at the nearby feeder elementary schools - Overbrook Elementary School, Samuel Gompers School, and Lewis C. Cassidy Academics Plus School - would remain at these schools, which would expand to serve students through eighth grade. The Science Leadership Academy at Beeber would remain in the Beeber building.

The District further recommends that Morris E. Leeds School be closed effective June 30, 2016. The District also recommends the relocation of the educational program of Hill-Freedman World Academy to the Leeds building. Current sixth and seventh grade students at Leeds would be granted admission to Hill-Freedman World Academy. Students currently at the nearby feeder elementary schools – Samuel Pennypacker School and Franklin S. Edmonds School - would remain at these schools which would expand to serve students through eighth grade. Parkway Northwest High School would relocate to the 6200 Crittenden St. building currently occupied by the Hill-Freedman Middle School.

The District further recommends the technical closure of General J. Harry LaBrum Middle School in order to facilitate its official merger with John Hancock Demonstration School. This closure is technical in nature, as the two schools have been operating as a single school with a single administrative team for a number of years. Enactment of this recommendation would not have any significant impact on the schools, except to reduce the burdensome redundancy of administrative tasks required by continuing to designate the schools as separate entities.

### *General Counsel*

#### **A-5**

*Withdrawn by Staff*

#### **A-6**

*Withdrawn by Staff*

### *Operations*

#### **A-7**

#### **Capital Fund: \$40,118 Authorization of Net Cost Change Order**

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform amendments of the attached contracts for a net cost to the School District not to exceed \$40,118.00.

*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	\$40,118.00
8Q11-065-2640-4637-4541 Capital	

#### **A-8**

#### **Capital Fund: \$5,765,624 Capital Project Awards**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent, or his designee, to execute, deliver, and perform contracts with the lowest responsible bidders identified in the attachment at an aggregate cost of \$5,765,624.00.

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*Description:*

Spec: B-040 C [R]  
of 2014/15 General Contract - Structural Modifications  
Richmond Elementary School - 2942 Belgrade Street  
Robert Ganter Contractors, Inc. (W) - \$1,448,000.00  
Quakertown, Pennsylvania 18951  
ABC Code: 8Q11-065-5400-4600-4541-30  
Total Aggregate M/WBE Participation: 100.0%

This general contract is for the labor, material, and equipment necessary for the selective restoration, plaza deck roof replacement, and fire tower reconstruction at this location.

The bids for Richmond ES project were publically advertised on 12/4/15, 12/16/15, and 12/22/15 in several local newspapers and posted on the School District's Capital Programs' website. The award is recommended to the responsive and responsible bidder who submitted the lowest price and met the technical and construction specifications. Bids were publicly opened on 1/5/16. After review of the bids and a de-scoping meeting it was determined that Robert Ganter Contractors, Inc. was the lowest responsible bidder with a bid of \$1,448,000.00.

The Facilities Condition Assessment (FCA) at this location is 42.54%. The School Progress Report (SPR) at this location is 19.

NOTE:

This contract was originally bid on May 13, 2015 and Awarded on June 18, 2015 to Mike Kobithen Roofing and Insulation, Inc. in the low bid amount of \$1,199,951.00. Notice to proceed was issued on July 20, 2015. On October 26, 2015, before any funds were expended, the contract to Mike Kobithen Roofing and Insulation, Inc. was terminated for convenience upon agreement of both parties. The termination was due to the original contractor not having the capacity to complete the job.

All of the funds awarded for the terminated Mike Kobithen Roofing contract will be used to perform the Re-Bid Contract Award to Robert Ganter Contractors, Inc.

Spec: B-080 C  
of 2014/15 General Contract - Roof Replacement and Facade Restoration  
Edward Heston Elementary School - 1621 North 54th Street  
Robert Ganter Contractors, Inc. (W) - \$1,594,000.00  
Quakertown, Pennsylvania 18951  
ABC Code: 8Q11-065-4300-4637-4541-06  
Total Aggregate M/WBE Participation: 100.0%

This general contract is for the labor, material, and equipment necessary for the selective building restoration and roof replacement at this location.

The bids for Heston ES project were publically advertised on 11/13/15, 11/25/15, and 12/1/15 in several local newspapers and posted on the School District's Capital Programs' website. The award is recommended to the responsive and responsible bidder who submitted the lowest price and met the technical and construction specifications. Bids were publically opened on 12/15/15. After review of the bids and a de-scoping meeting it was determined that Robert Ganter Contractors, Inc. was the lowest responsible bidder with a bid of \$1,594,000.00.

The Facilities Condition Index (FCI) at this location is 57.15%. The School Progress Report (SPR) at this  
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location is 11.

Spec: B-090 C  
of 2014/15 Mechanical Contract - Chiller Replacement  
William McKinley Elementary School - 2101 North Orkney Street  
Five Star, Inc. - \$2,282,000.00  
West Chester, Pennsylvania 19380  
ABC Code: 8Q11-065-5350-4623-4591-05  
Total Aggregate M/WBE Participation: 34.7%

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

The bids for McKinley ES project were publicly advertised on 11/20/15, 11/25/15, and 12/4/15 in several local newspapers and posted on the School District’s Capital Program's website. The award is recommended to the responsive and responsible bidder who submitted the lowest price and met the technical and construction specifications. Bids were publically opened on 12/10/15. After review of the bids and a de-scoping meeting it was determined that Five Star, Inc. was the lowest responsible bidder with a bid of \$2,282,000.00.

The Facilities Condition Index (FCI) at this location is 15.20%. The School Progress Report (SPR) at this location is 48.

Spec: B-091 C  
of 2014/15 Electrical Contract - Mechanical Plant Replacement  
William McKinley Elementary School - 2101 North Orkney Street  
E J Electric, Inc. - \$441,624.00  
Philadelphia, Pennsylvania 19134  
ABC Code: 8Q11-065-5350-4623-4561-05  
Total Aggregate M/WBE Participation: 12.5%

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

The bids for McKinley ES project were publically advertised on 11/20/15, 11/25/15, and 12/4/15 in several local newspapers and posted on the School District’s Capital Programs Website. The award is recommended to the responsive and responsible bidder who submitted the lowest price and met the technical and construction specifications. Bids were publically opened on 12/10/15. After review of the bids and a de-scoping meeting it was determined that E J Electric, Inc. was the lowest responsible bidder with a bid of \$441,624.00.

The Facilities Condition Index (FCI) at this location is 15.20%. The School Progress Report (SPR) at this location is 48.

ABC Code/Funding Source	\$5,765,624.00
8Q11-065-5400-4600-4541 Capital (\$1,448,000.00)	
8Q11-065-4300-4637-4541 Capital (\$1,594,000.00)	
8Q11-065-5350-4623-4591 Capital (\$2,282,000.00)	
8Q11-065-5350-4623-4561 Capital (\$441,624.00)	

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**A-9****Capital Fund: Amendments of Professional Supplemental Construction Management Services Contracts**

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform amendments of the separate indefinite demand/indefinite quantity contracts originally entered into with The Temple Group, Inc. (Contract No. 698/F13), McKissack & McKissack(Contract No. 696/F13),The McCloud Group, LLC(Contract No.699/F13) and URS Corporation (Contract No. 697/F13), pursuant to Resolution A-5, approved by the School Reform Commission on May 16, 2013 and amended pursuant to Resolution A-8, approved by the School Reform Commission on April 16, 2015, to provide professional supplemental construction management services, by extending the terms of the contracts from their original scheduled expiration dates of April 30, 2016 to June 30, 2016, at no additional cost to the School District.

*Description:* The School District of Philadelphia publicly solicited a Request for Proposals (RFP) on February 28, 2013, to obtain public competitive proposals from qualified firms to provide professional supplemental construction management services. Thirteen (13) firms responded to the RFP. According to previously established evaluation criteria, four (4) firms were selected to provide professional supplemental construction management services to support the SRC approved Capital Improvement Plan, on an as-needed basis. All four (4) qualified and selected firms met the requirements set forth in the RFP.

The School Reform Commission at the meeting of May 16, 2013 by Resolution A-5 authorized the School District of Philadelphia to enter into indefinite demand/indefinite quantity (IDIQ) contracts with the four (4) qualified firms to provide professional supplemental construction management services for various construction projects for a contract period of 24 months up to April 30, 2015 for an aggregate amount not-to-exceed \$1,750,000.00. The School Reform Commission, at the meeting of April 16, 2015 by Resolution A-8, authorized the School District of Philadelphia to extend the original expiration date of April 30, 2015 to April 30, 2016 at no additional cost.

The entire fund of \$1,750,000.00, for professional supplemental construction management services, is pooled among the four (4) firms awarded contracts to allow flexibility in the selection of the appropriate firm to perform the required services on specific assigned projects.

The Office of Capital Programs intends to publicly advertise a new Request for Proposals for construction management services on March 15, 2016. An Award Resolution will be prepared for approval by the School Reform Commission Meeting of June 2016 to align with the adoption of the FY17 Capital Improvement Plan.. The extended dates will allow work to continue while the RFP process is conducted.

**A-10****General Fund: \$856,223 Contract with The Tustin Group – Boiler Water Treatment 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 The Tustin Group, for boiler water treatment services, for an amount not to exceed \$856,223, for the period commencing March 1, 2016 through June 30, 2018, with options for two one-year renewals; the first renewal commencing July 1, 2018 through June 30, 2019, and the second renewal commencing July 1, 2019 through June 30, 2020, for an aggregate amount not to exceed \$1,426,253.

*Description:* This is boiler water inspection, treatment and re-filling work. It involves monthly inspections of boiler and A/C systems in the District, testing of chemicals and water levels, and maintaining proper chemical levels in District boiler systems and A/C systems. Replacement chemicals and basic testing kits are included in this contract.

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All manpower, testing equipment, and chemicals are to be provided by the vendor.

Facilities completed a comprehensive public RFP process soliciting private sector firms to provide these services under an initial three-year contract.

ABC Code/Funding Source	\$856,223.00
1100-031-9270-2625-4311 FY16 General Fund (\$163,141.00)	
1100-031-9270-2625-4311 FY17 General Fund (\$346,541.00)	
1100-031-9270-2625-4311 FY18 General Fund (\$346,541.00)	
1100-031-9270-2625-4311 FY19 General Fund (\$285,231.00)	
1100-031-9270-2625-4311 FY20 General Fund (\$284,799.00)	

#### **A-11 (Revised 2.11.16)**

##### **Categorical/Grant Fund: \$224,720 Contract with Trimark and Singer – Food Services Equipment – Subject to Funding**

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, pursuant to the National IPA and NCPA cooperative programs, to purchase food service equipment from Trimark and Singer Equipment Company, for an amount not to exceed \$224,720, subject to funding, for the period commencing February 19, 2016 through June 30, 2016.

*Description:* This one-time purchase award via the National IPA and NCPA cooperative programs will allow the District to replace antiquated equipment, including slicers, milk coolers, holding cabinets, and convection ovens. These items are to replace some of the aging equipment currently in schools and ensure that cafeterias have the functional, modern equipment necessary for conversion to full-service kitchens. The conversion of District school kitchens to full-service kitchens is a key priority of the District's strategic plan.

This equipment has not been designated for a specific school. It will be used to replace the aging food service equipment as needed.

ABC Code/Funding Source	\$224,720.00
8A15-065-9360-4657-7671	

#### **A-12**

##### **Operating Budget: \$60,000 Contract with Safeware – Fire Extinguishers – Subject to Funding**

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, pursuant to US Communities Cooperative Contract No. 4400001839, to purchase fire extinguishers from Safeware, for an amount not to exceed \$60,000, subject to funding, for the period commencing on February 19, 2016 through February 19, 2018.

*Description:* This proposed award via a US Communities cooperative contract establishes a source for fire extinguishers. Fire extinguishers are necessary for fire suppression and to meet city safety codes and regulations. The fire extinguishers will be placed in all district schools.

ABC Code/Funding Source	\$60,000.00
1100-031-9270-2625-6131 FY16 (\$11,250.00)	
1100-031-9270-2625-6131 FY17 (\$30,000.00)	
1100-031-9270-2625-6131 FY18 (\$18,750.00)	

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**A-13****Operating Budget: \$35,127,897 Contract Amendments with CNE Gas Holdings, Petroleum Traders Corporation, and Noble Americas Electricity – Natural Gas and No. 2 Fuel Oil**

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 contracts, originally entered into with CNE Gas Holdings, Inc (No. 153/FY15) for natural gas supplies, Petroleum Traders Corporation (No. 347/FY16) for No. 2 fuel oil, and Noble Americas Gas & Power Corporation (No. 627/FY15) for electricity, pursuant to Resolution A-14, approved by the School Reform Commission on September 18, 2014, by increasing the amounts of the contracts by an additional \$35,127,897 from the \$87,894,679 approved by Resolution A-14, to an amount not to exceed \$123,022,576, and by extending the terms of the contracts from their original scheduled expiration dates of June 30, 2017 to June 30, 2018.

*Description:* Since the inception of the in-house energy procurement program in FY11, the School District of Philadelphia has been enjoying substantial savings from purchasing its energy commodities from third party suppliers in the open market. Due to the drastic drop of energy prices, since the second half of calendar year 2015, the School District of Philadelphia has a unique opportunity to take advantage of low energy prices in FY2018. Although the energy price is subject to constant market changes, Facilities Management and Procurement estimated approximately \$3.2 million in financial savings compared to the current 5 year budget plan when the new projection was calculated based on the actual market data in early January 2016.

ABC Code/Funding Source	\$35,127,897.00
1100-033-9270-2697-6221 (\$17,495,605.00)	
1100-033-9270-2697-6211 (\$10,986,663.00)	
1100-033-9270-2697-6241 (\$6,645,625.00)	

**A-14****License Agreement with North Broad Renaissance for use of a portion of the Education Center at 440 North Broad Street**

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 North Broad Renaissance for approximately 198 square feet of space on the third floor of the School District of Philadelphia's Education Center, 440 North Broad Street, Philadelphia, in "as is" condition to be used for office space for staff members. North Broad Renaissance will pay license fees to the School District in the amount of \$3,267.00 annually (\$16.50 per square foot), payable on a monthly basis, which license fees includes the School District's operating costs associated with the premises, including all utilities, building engineer, maintenance, cleaning, security and trash removal, for the period commencing March 1, 2016 through February 28, 2017, with an automatic renewal for one year, commencing March 1, 2017 through February 28, 2018 with a 2% increase in the license fees, unless terminated by either party with no fewer than 60 days written notice to the other party. The other terms of the license agreement must be acceptable to the School District's Office of Real Property Management, Office of General Counsel and the Office of Risk Management.

*Description:* The proposed licensing arrangement for space at the School District of Philadelphia's Education Center, with the North Broad Renaissance, a new non-profit that will serve as a Special Service District, will provide operating space for an important community resource that will also benefit the School District. The North Broad Renaissance's primary role is to provide communication and information to city administrators and Council, neighborhood and community groups and others who are (or may) do business or development or other activities on North Broad, from City Hall to Germantown Avenue. In partnership with community stakeholders, their goal is to revitalize the community, create

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opportunity and improve the economic power and overall quality of life along North Broad. This arrangement enables the School District to utilize dormant space at its headquarters, offset operating expenses at the building and provide an accessible location for a valuable community service to the immediate neighborhood.

ABC Code/Funding Source

\$3,267.00

#### **A-15**

##### **Amendment to Agreement of Sale with Nueva Esperanza – Sale of the former Roberto Clemente Middle School; 3921-61 North 5<sup>th</sup> Street**

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 to the Agreement of Sale entered into with the buyer, Nueva Esperanza, Inc. (the "Buyer") authorized pursuant to Resolution No. A-18, approved by the School Reform Commission on December 20, 2012, for the sale and purchase of the former Roberto Clemente Middle School located at 3921-61 N. 5th Street (the "Property") in order to remove the requirements that Buyer demolish the building located on the Property and construct a new building. The Buyer will be permitted to partially demolish the building and re-use part of it. The remainder of the original terms and conditions of the Agreement of Sale shall remain in full force and effect.

*Description:* The School Reform Commission previously authorized the School District of Philadelphia, by Resolution No. A-18, approved on December 20, 2012, to sell the former Roberto Clemente Middle School located at 3921-61 N. 5th Street, to an entity to be formed by Nueva Esperanza, LLC ("Original Resolution"). In accordance with the Original Resolution, the School District entered into an Agreement of Sale with Nueva Esperanza, Inc. dated March 29, 2013. The Agreement of Sale requires the Buyer to use the property for low income housing (with commercial uses on the first floor) for a period of five years after conveyance. In the process of obtaining low income housing tax credits for the project, Buyer's plans for the building changed such that Buyer now desires to reuse a part of the existing structures, rather than to demolish the same in its entirety. The original resolution required the Buyer to demolish the entire building; now the buyer will only demolish part of the building. The Buyer has obtained zoning approvals consistent with its desire to reuse portions of the existing buildings. Agreeing to this amendment allows the property to be sold and developed in a manner that benefits the community.

#### **A-16**

##### **Lease Agreement with Saint John Cantius Parish; Temporary Relocation for Bridesburg School Students**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent, or his designee, to execute, deliver and perform a lease agreement with Saint John Cantius Parish, for the rental of approximately 40,000 rentable square feet, including 18 classrooms, office space, gym and cafeteria in one (1) building located at 4415 Almond Street, Philadelphia Pa, (the "Premises") to house the kindergarten and first grade students of the Bridesburg School because of overcrowding at the Bridesburg School. Rent is \$300,000 (\$7.50 per rentable square foot) per year plus reimbursement of utilities at approximately \$100,000 to be paid monthly for a term of one (1) year commencing July 1, 2016 through June 30, 2017. The School District will be responsible to provide all cleaning and maintenance and to have a building engineer and cleaner on site.

*Description:* The overcrowded conditions at the Bridesburg School requires the kindergarten and first grade students be temporarily moved to another location for logistical reasons. The Premises at Saint John Cantius Parish was determined to best fit the temporary needs of the Bridesburg School students during this period, based on classroom capacity, cost of the lease, and proximity to Bridesburg Elementary (approximately 0.7 miles). Transportation to Saint John Cantius Parish will be provided per

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the district's standard transportation policy. The assistant principal currently at Bridesburg will be assigned to the Saint John Cantius Parish in SY15-16.

ABC Code/Funding Source

\$300,000.00

### III. EDUCATION SERVICES

#### *Academic – Donations/Acceptances*

##### **B-1**

#### **Donation: \$250,000 Acceptance of Donation from the Middleton Family – Career and Technical Education Program – Center for Advances Manufacturing**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee to accept, with appreciation, a donation from the Middleton family, to pay the salary and benefits of four teachers to fill the remaining positions in the Career and Technical Education program - Center for Advanced Manufacturing, for an amount not to exceed \$250,000, for the period commencing February 19, 2016 through December 31, 2016.

*Description:* The purpose of this resolution is to authorize the acceptance of a monetary donation of \$250,000.00 from the Middleton family, for the purpose of hiring four (4) teachers to fill the remaining positions in the Career and Technical Education (CTE) program - Center for Advanced Manufacturing following the School District of Philadelphia's hiring policies and procedures. In 2013, the Middleton family provided the District funding over a three-year period to improve and expand the District's CTE programs, based on the District's CTE five-year strategic plan, to the degree that such programs are of the highest quality, truly reflective of latest industry standards, and completely responsive to the workforce development needs of Philadelphia, thereby better preparing students for careers that are high in skill, demand and priority. Part of that grant was for the development of a state-of-the-art CTE facility, Center for Advanced Manufacturing at Benjamin Franklin High School which opened this year. This additional grant will pay for the hiring of four new teachers for the remaining unopened classes in the program. The teachers hired will be for the following programs in the Center for Advanced Manufacturing:

1. Engineering Technology - This CTE program prepares students to apply knowledge and skills in the engineering field. Instruction includes, but is not limited to, safety, ethics, power, problem solving, and teamwork, engineering graphics, automated systems, and fundamental electronics and manufacturing systems as well as adhering to the Science, Technology, and Engineering & Mathematics (STEM) Initiative.
2. Industrial Computer Assisted Drafting and Design (CADD) - This CTE program prepares students to apply technical knowledge and skills as each relates to gathering and translating of data or specifications including basic aspects of planning, preparing and interpreting mechanical, architectural, chemical, structural, civil, pneumatic, marine, electrical/electronic, topographical and other drawings and sketches used in various engineering fields. Instruction is designed to provide experiences in drawing and CAD; the use of reproduction materials, equipment and processes; the preparation of reports and data sheets for writing specifications; the development of plan and process charts indicating dimensions, tolerances, fasteners, joint requirements and other engineering data; the development of models; and drafting multiple view assembly and sub-assembly drawings as required for manufacture, construction and repair of mechanisms.
3. Renewable Energy Technology - This CTE program prepares students for the field of renewable energy and power generation. The growing demand for clean renewable energy has resulted in emerging technologies in electric power generation. Wind, solar, geothermal, and hydroelectric power generation have increased the demand for highly skilled technicians with the ability to install, service, and/or repair power generation, transmission and distribution systems. Instruction includes, but is not limited to: safety,

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solar, wind, hydropower, geothermal, DC and AC circuits, electronics, home energy production, batteries and storage devices, and electric motors.

4. Electronics Technology - This CTE program prepares students to apply basic electronic principles and technical skills to the production, calibration, estimation, testing, assembling, installation and maintenance of electronic equipment. Emphasis is on passive components and solid-state devices; digital circuits; optoelectronic devices; operational amplifiers; audio and RF amplifiers; oscillators; power supplies; and AM, FM and PCM modulators. Knowledge is acquired through theoretical instruction, experimentation and hands-on activities. Instruction will develop basic levels of knowledge, understanding and associated skills essential for entry-level employment in communications, industrial electronics, digital processing, robotics, avionics, biomedical technology and other electronics occupations.

Note: The Office of Career & Technical Education's operating budget will cover the cost of the teacher salaries for the remaining time left in the school year (January – June 2017).

ABC Code/Funding Source

\$250,000.00

## **B-2**

### **Donation: \$216,000 Acceptance of Student Pre-Employment Transitional Support Services from Special People in the Northeast; 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 pre-employment transitional support services for School District students with disabilities from Special People in the Northeast (SPIN), valued at approximately \$216,000, for the period commencing February 19, 2016 through February 19, 2019, and be it,

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia through the Superintendent or his designee, contingent upon receipt of the donation, to execute, deliver and perform a Memorandum of Understanding and any other appropriate documents with Special People in the Northeast (SPIN), to provide free pre-employment transitional support services, for the period commencing February 19, 2016 through February 19, 2019. The Memorandum of Understanding shall be in a form acceptable to the Office of General Counsel and the Office of Risk Management

*Description:* The purpose of this resolution is to accept a donation of services from Special People In the Northeast (SPIN) to provide District high school students with special needs with free pre-employment transition support services. SPIN received funding from the Pennsylvania Department of Labor and Industry, Office of Vocational Rehabilitation (OVR) to develop and implement pre-educational transitional support services for students with disabilities at the local school level. Student pre-employment transition services consist of career counseling, career planning, job readiness training, navigating the job and college application process, self-advocacy, work-based learning experience, job placement and support, and continuing education readiness skills. The goal of transitional services is to ensure that by graduation students are effective self-advocates, can live independently, find meaningful jobs, and are career and college ready.

SPIN proposes to provide pre-employment transitional support services annually for approximately 240 students at the following twelve District schools: High School of the Future, Parkway West High School, Paul Robeson High School, William L. Sayre High School, Dimner Beeber Middle School, Dobbins High School, Jules E. Mastbaum Area Vocational Technical High School, Randolph High School, Northeast High School, C.C. A. Baldi Middle School, LaBrum Middle School, and Hill-Freedman World Academy.

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Schools were selected based on need and number of enrolled students with disabilities, particularly schools having higher numbers of students with autism and intellectual disabilities.

SPIN projects that it will annually provide approximately 240 students with group and individual pre-employment transition support services. The complete transition program covers a thirty week period of planned group and individualized student support services. During the thirty week program, each student shall receive 90 to 120 minutes per week of supportive services. Group services shall include Independent Living Skills Training, Self Advocacy Training, and Work Readiness Training. Individual Services consist of Job Shadowing and Work-Based Learning Experiences (WBLE). Individual student support includes vocational discernment, customized training in vital work-based readiness skills, teaching job search and job application skills, job placement, and on-the-job monitoring, counseling and support.

ABC Code/Funding Source

\$216,000.00

### ***Academic – Payments/Contracts***

#### **B-3**

#### **Donation: \$75,000 Ratification of the Acceptance of Donated Professional Services from Diversified Community Services; Memorandum of Understanding – Pre-K to Grade 3 Alignment and Kindergarten Transition**

RESOLVED, that the School Reform Commission hereby ratifies the acceptance by the School District of Philadelphia, through the Superintendent, of the donation of a broad array of professional services from Diversified Community Services, with an aggregate value not to exceed \$75,000 annually; and be it

FURTHER RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery, and performance by the School District of Philadelphia, through the Superintendent, of a Memorandum of Understanding with Diversified Community Services to provide training for instructional and administrative staff of both the School District and community-based early learning partner agencies in support of Pre-K to Grade 3 alignment and kindergarten transition at the McDaniel School for the period commencing December 1, 2015 to June 30, 2018

*Description:* This resolution is a ratification because the Office of Early Childhood Education did not receive notification of the grant award from Diversified Community Services (DCS) until December 2015, at which time we made contact with DCS to ascertain the details of the plan.

The Office of Early Childhood currently has a partnership with DCS; a neighborhood based nonprofit agency that provides leadership and services that strengthen and coordinates the Point Breeze and surrounding communities' efforts on behalf of children, youth and families.

The Pennsylvania Office of Child Development and Early Learning (OCDEL) has awarded DCS a Community Innovation Zone (CIZ) Grant to enhance pre-K to grade 3 alignment and kindergarten transition at the McDaniel School. This school was selected by DCS based on geographic parameters and their current partnership.

The goal is to develop and implement a quality improvement service plan to support effective pre-K to grade 3 alignment, kindergarten transition and readiness and family engagement in order to reduce the achievement gap by third grade.

DCS has collaborated with the principal of McDaniel Elementary, Dixon Learning Academy (Dixon), the Office of Early Childhood Education, and Delaware Valley Association for the Education of Young Children (DVAEYC) to fulfill deliverables essential to the development and implementation of the proposed project.

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McDaniel and Dixon teachers will participate in small group kindergarten transition trainings offered by DVAEYC. There will be a total of sixteen (16) training hours each year. By attending facilitated learning sessions together the teachers will be able to share grade-level specific experiences and knowledge, and work towards pre-K to grade 3 alignment.

Teachers at McDaniel will be introduced to the PA Early Learning Standards that cross the P-3 Continuum. Kindergarten teachers will familiarize themselves with these standards, both as a way of understanding what pre-K children are learning in these areas, and as an additional guide for their own teaching. The continuum aligns early learning programs (birth-to-5) with K-12 systems to support implementation for developmentally appropriate teaching and learning practices to ensure a successful P-3 Continuum in the school.

At the McDaniel School, the Kindergarten Entry Inventory (KEI) was introduced in the fall of 2014, and kindergarten teachers began working with it on day one. They have worked with the information to make it more user-friendly, and are finding it helpful in guiding their instruction. Over the course of the grant, they will gain increased proficiency in using the tool. Teachers at the pre-K programs will familiarize themselves with the KEI so that they can better understand what the kindergarten teachers will be looking for. They will not use the KEI directly in their classrooms, since they are working with the Pennsylvania Early Learning Standards.

Dixon Learning Academy will host and facilitate monthly cooperative Family Nights promoting kindergarten transition/readiness and continuity along the P-3 Continuum. Parents will attend workshops centered on topics such as approaches to learning through play, language and literacy development; mathematical thinking and expression; creative thinking and expression; and social and emotional development. The target audience includes parents of Dixon's older toddlers to pre-K students and McDaniel's kindergartners.

ABC Code/Funding Source	\$75,000.00
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#### **B-4**

#### **Operating Budget: \$24,780 Contract with Four Star Fence – Baseball Field Fencing Installation – Fels High School**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Four Star Fence Company, for the installation of fencing for the Fels High School baseball field, for an amount not to exceed \$24,780.00, for the period commencing February 19, 2016 through June 30, 2016.

*Description:* Four Star Fence Company will use all the existing fence and backstop structures to perform the following fencing installation: Redesign the backstop, adding a front and top roof, install a bar support system, add a 8'x140' first and third base line fencing, and add two 7' dugout structures.

During the completion phase of the newly constructed Samuel S Fels High School in 2009, a Capital Improvement was identified for the complete replacement of the baseball and softball fields adjacent to the school. Unable to safely practice and play at their home field for the past six years, Fels enlisted the support of the Office of Athletics in providing the much needed repairs. Identified as a school with an immediate need, Athletics provided centralized support for the field repairs. In order for the baseball field to be safe for competitive play, fencing must be installed in all necessary areas of the field.

ABC Code/Funding Source	\$24,780.00
1100-004-9JQ0-3252-3291 Operating	

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**B-5**

**IDEA: \$1,000,000 Contracts with EBS Healthcare, Inc, Progressus Therapy, LLC, and ACS Consultants – Long Term Substitute Special Education Teachers**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform contracts separately with EBS Healthcare, Inc. (Educational Based Services), Progressus Therapy LLC and ACS Consultants, Inc., to deliver long-term substitute special education teachers to fill existing special education teacher vacancies, for an aggregate amount not to exceed \$1,000,000 for the period commencing February 19, 2016 through, June 30, 2016.

*Description:* The District conducted, and is currently engaged in, an exhaustive and comprehensive recruitment effort to locate and place needed special education teachers in its schools. Although 1,236 certified special education teachers have been successfully recruited and placed to cover the 18,441 District students with disabilities, there are still twenty-four (24) teacher vacancies needed to be filled. Twenty-four (24) special education teachers are needed to cover low incident students and classrooms. Low incident children are among the most vulnerable students in the District and have some of the most challenging needs. Low incident students include students with the following disabilities: autism, intellectual disability, emotional disability, multiple disabilities, and those students needing basic life skills training and support. Currently, there are special education teacher vacancies for low incident students and classrooms in the following schools: Autism Support: Arthur, Hill-Freedman, Kensington Urban, Lowell, McKinley, Meehan, Morton, Nebinger, Olney Elementary, Pennypacker, Prince Hall, Richmond, Strawberry Mansion, Roxborough, and West Philadelphia High School. Emotional Support: Edison, Morton, Strawberry Mansion, Northeast High School, and Washington High School. Life Skills Support: Overbrook High School, Wagner, Hill-Freedman, and Northeast High School.

This resolution seeks authorization to contract with EBS Healthcare, Inc., Progressus Therapy, LLC and ACS Consultants, Inc. to recruit qualified and Pennsylvania certified long-term substitute special education teachers, to fill the above listed twenty-four (24) vacancies and to fill two (2) additional vacancies should they occur before the end of the school year.

ABC Code/Funding Source	\$1,000,000.00
1901-005-9580-1271-3291 Operating	

**IV. INTERMEDIATE UNIT**

*None Submitted*

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

**THE FOLLOWING EMPLOYEES HAVE BEEN HIRED**

ABBOTT, CHUNIYYAH J	STUDENT CLIMATE STAFF,3 HOURS	POTTER-THOMAS SCHOOL	01/12/16	\$6,533.00	ANNUAL SALARY
ABDULHADI, SHONNEIL M	STUDENT CLIMATE STAFF,3 HOURS	FINLETTER, THOMAS K. SCHOOL	01/11/16	\$6,533.00	ANNUAL SALARY
ABRAHAM, MARIAMMA	SCHOOL NURSE	COOKE, JAY ELEMENTARY SCHOOL	01/06/16	\$79,586.00	ANNUAL SALARY
ABRAMS, HEATHER L	TEACHER,FULL TIME	WELSH, JOHN SCHOOL	01/06/16	\$65,121.00	ANNUAL SALARY
ADIGHIJE, NKEMDI	ONE TO ONE ASST, SPECIAL ED	LEEDS, MORRIS E. MIDDLE SCHOOL	01/19/16	\$19,344.00	ANNUAL SALARY
ALI, NUZHAT	STUDENT CLIMATE STAFF,3 HOURS	HOLME, THOMAS SCHOOL	01/04/16	\$6,533.00	ANNUAL SALARY
ALLEN, KEVIN	RETIRED TEACHER, PER DIEM SUB	HUEY, SAMUEL B. SCHOOL	01/04/16	\$209.03	DAILY RATE
ALTINDAG, SYDEL I	SUPPORTIVE SERVICES ASST, 3 HR	ALLEN, ETHAN SCHOOL	01/13/16	\$8,749.00	ANNUAL SALARY
ANDERSON, LEROY	BUS CHAUFFEUR PT (4-5HRS/DAY)	TRANSPORTATION, PD	11/20/15	\$16,138.40	ANNUAL SALARY
ANDERSON, SHAKIA K	ONE TO ONE ASST, SPECIAL ED	CRAMP, WILLIAM SCHOOL	01/19/16	\$19,344.00	ANNUAL SALARY
ANGLISANO, RICHARD G	BUSINESS ANALYST	INFORMATION SYSTEMS	01/25/16	\$85,000.00	ANNUAL SALARY
ANMUTH, AMANDA D	TEACHER,FULL TIME	SULLIVAN, JAMES J. SCHOOL	01/11/16	\$45,359.00	ANNUAL SALARY
BAITY, RENEE M	STUDENT CLIMATE STAFF,4 HOURS	BRYANT, WILLIAM C. SCHOOL	01/04/16	\$8,711.00	ANNUAL SALARY
BARNES, YASMIN J	STUDENT CLIMATE STAFF,3 HOURS	COMEGYS, BENJAMIN B. SCHOOL	01/04/16	\$6,533.00	ANNUAL SALARY
BATTLE, GLORIA T	RETIRED TEACHER, PER DIEM SUB	LONGSTRETH, WILLIAM C. SCHOOL	01/04/16	\$209.03	DAILY RATE
BATTLE, IRIS D	ONE TO ONE ASST, SPECIAL ED	HENRY, CHARLES W. SCHOOL	01/20/15	\$19,344.00	ANNUAL SALARY
BEAL, TREVA	ONE TO ONE ASST, SPECIAL ED	CATHARINE, JOSEPH SCHOOL	01/04/16	\$19,344.00	ANNUAL SALARY
BECKETT, QUALISE E	SUPPORTIVE SERVICES ASST, 3 HR	HARRINGTON, AVERY D. SCHOOL	01/04/16	\$8,749.00	ANNUAL SALARY
BELL-BROOKS, LYDIA	RETIRED TEACHER, PER DIEM SUB	EDISON, THOMAS A. HIGH SCHOOL	01/15/16	\$228.64	DAILY RATE
BOSTON, KATHY P	ONE TO ONE ASST, SPECIAL ED	BACHE-MARTIN SCHOOL	01/04/16	\$14,759.00	ANNUAL SALARY
BOWERS, KELLI A	DIRECTOR OF STRATEGIC PLANNING	SENIOR VP, FACILITIES	01/04/16	\$110,000.00	ANNUAL SALARY
BOYKINS, RHETT S	AREA MAINTENANCE FOREMAN,5 DAY	FACILITIES CENTRAL MAINTENANCE	01/04/16	\$56,289.00	ANNUAL SALARY
BROOKINS, SHAKIA A	FOOD SVCS WORKER I	BEEBER, DIMNER MIDDLE SCHOOL	01/04/16	\$9,164.50	ANNUAL SALARY
BROWN, MARIE	STUDENT CLIMATE STAFF,5 HOURS	FITLER ACADEMICS PLUS	01/14/16	\$10,889.00	ANNUAL SALARY
BROWN, NAKIA O	EXT ACTVTS,NON-CONTRACT EMP-HR	EMPLOYEE SUPPORT SERVICES	01/07/16	\$12.00	HOURLY RATE
BUDIN, PAULA L	TEACHER-EXTRA CURR/STAFF DEVEL	NON-PUBLIC PROGRAMS	10/01/15	\$39.87	HOURLY RATE
BURTON-MINOR, TENNILLE M	ONE TO ONE ASST, SPECIAL ED	SPRUANCE, GILBERT SCHOOL	01/11/16	\$19,344.00	ANNUAL SALARY
BUSH, TIERA Q	ONE TO ONE ASST, SPECIAL ED	BLAINE, JAMES G. SCHOOL	01/19/16	\$19,344.00	ANNUAL SALARY
BYRD, ANTHONY Y	GENERAL CLEANER, 8 HOURS	PENNYPACKER, SAMUEL SCHOOL	01/11/16	\$19,828.00	ANNUAL SALARY
CALABRETTA, JOSEPH M	MANAGER, CAPITAL FINANCIAL SVC	CAPITAL PROGRAMS	01/18/16	\$89,575.00	ANNUAL SALARY
CAMPBELL-OSBORNE, JANELL Y	STUDENT CLIMATE STAFF, 2 HRS	SPRUANCE, GILBERT SCHOOL	01/04/16	\$4,355.00	ANNUAL SALARY
CARRION, YVETTE	SUPPORTIVE SERVICES ASST, 4 HR	FORREST, EDWIN SCHOOL	01/25/16	\$8,749.00	ANNUAL SALARY
CASTLE, SHARON	CLASSROOM ASST,SP ED,SV HND	HILL-FREEDMAN WORLD ACADEMY	01/28/16	\$19,344.00	ANNUAL SALARY

CHAMBERS, KISHON A	EXT ACTVTS, NON-CONTRACT EMP-HR	STUDENT PLACEMENT	01/25/16	\$12.00	HOURLY RATE
CHANDLER, NIKIA	EXT ACTVTS, NON-CONTRACT EMP-HR	RECRUITMENT & STAFFING	01/11/16	\$12.00	HOURLY RATE
CIRILLO, NICOLE D	TEACHER, SPEC EDUCATION	FELL, D. NEWLIN SCHOOL	01/19/16	\$46,193.00	ANNUAL SALARY
CLARK, MICHELLE M	ALARM SYSTEMS DISPATCH OPER	OFFICE OF SCHOOL SAFETY	01/04/16	\$38,021.00	ANNUAL SALARY
COLEMAN, SHELBY	SUPPORTIVE SERVICES ASST, 3 HR	KELLEY, WILLIAM D. SCHOOL	01/04/16	\$8,749.00	ANNUAL SALARY
COMOSS, DELANEY S	TEACHER, FULL TIME	MORRIS, ROBERT SCHOOL	01/04/16	\$45,359.00	ANNUAL SALARY
CONSTANT, MONET A	TEACHER, FULL TIME	HOWE, JULIA WARD SCHOOL	01/04/16	\$45,359.00	ANNUAL SALARY
CORDERO, BRANDON C	SUPPORTIVE SERVICES ASST, 4 HR	PENN TREATY HIGH SCHOOL	01/04/16	\$11,666.00	ANNUAL SALARY
CORRADO, LINDA T	STUDENT CLIMATE STAFF, 4 HOURS	BREGY, F. AMEDEE SCHOOL	01/04/16	\$8,711.00	ANNUAL SALARY
CORSELLO, ELLEN B	TEACHER, FULL TIME	FELS, SAMUEL HIGH SCHOOL	01/20/16	\$60,453.00	ANNUAL SALARY
CRABILL, RENEE M	UNEMPLOYMENT&RETIREMENT SVC AC	EMPLOYEE SUPPORT SERVICES	01/26/16	\$43,000.00	ANNUAL SALARY
CURRY, ADRIENNE E	DATA ANALYST	FOOD SERVICES ADMIN & SUPPORT	01/11/16	\$55,000.00	ANNUAL SALARY
D'EMILIO, JORDAN M	TEACHER, FULL TIME	MAYFAIR SCHOOL	01/11/16	\$45,359.00	ANNUAL SALARY
DE JESUS, DAYANARA	FOOD SVCS WORKER I	COMLY, WATSON SCHOOL	01/19/16	\$13,746.75	ANNUAL SALARY
DIAZ, IVAN J	STUDENT CLIMATE STAFF, 3 HOURS	EDISON, THOMAS A. HIGH SCHOOL	01/12/16	\$6,533.00	ANNUAL SALARY
DIEHL, KAREN M	TEACHER, FULL TIME	BUILDING 21	01/04/16	\$45,359.00	ANNUAL SALARY
DIXON-WRIGHT, SHEILA	SUPPORTIVE SERVICES ASST, 4 HR	LONGSTRETH, WILLIAM C. SCHOOL	01/11/16	\$11,666.00	ANNUAL SALARY
DOHOUNGBO, MARCELLINE	ONE TO ONE ASST, SPECIAL ED	CASSIDY, LEWIS C ACADEMICS PLUS	01/04/16	\$19,344.00	ANNUAL SALARY
DORMAN, KAREN M	SUPPORTIVE SERVICES ASST, 3 HR	GREENFIELD, ALBERT M. SCHOOL	01/11/16	\$8,749.00	ANNUAL SALARY
DUBOSE, JENNA K	ONE TO ONE ASST, SPECIAL ED	ADAIRE, ALEXANDER SCHOOL	01/13/16	\$19,344.00	ANNUAL SALARY
DUDLEY, LATIAH	ONE TO ONE ASST, SPECIAL ED	WILSON, WOODROW MIDDLE SCHOOL	01/11/16	\$19,344.00	ANNUAL SALARY
DUENAS, ARISTEO G	TEACHER, FULL TIME	MC CALL, GEN. GEORGE A. SCHOOL	01/04/16	\$45,359.00	ANNUAL SALARY
DUNLAP, CHARLETTE M	ONE TO ONE ASST, SPECIAL ED	DEBURGOS, J. ELEMENTARY	01/15/16	\$19,344.00	ANNUAL SALARY
DURANT, WESLEY E	EXT ACTVTS, NON-CONTRACT EMP-HR	RECRUITMENT & STAFFING	01/11/16	\$12.00	HOURLY RATE
EINSET, HEATHER L	TEACHER, FULL TIME	BALDI MIDDLE SCHOOL	01/06/16	\$45,359.00	ANNUAL SALARY
EL, TAHIRA B	ONE TO ONE ASST, SPECIAL ED	MYA-MIDDLE YEARS ALTERNATIVE	01/28/16	\$19,344.00	ANNUAL SALARY
ELMORE, MELISSA J	FOOD SVCS WORKER I	FITZPATRICK, A. L. SCHOOL	01/11/16	\$14,892.31	ANNUAL SALARY
FIELDSCAMP, DIRK H	NURSE-EXTRA CURR/STAFF DEVEL	RESEARCH & EVALUATION	01/20/16	\$20.00	HOURLY RATE
FISHER, KIARA D	FOOD SVCS WORKER I	PARKWAY CENTER CITY HIGH SCHL	01/11/16	\$9,164.50	ANNUAL SALARY
FOX, CATHERINE M	TEACHER, FULL TIME	FRANKLIN LEARNING CENTER	01/05/16	\$59,532.00	ANNUAL SALARY
FULLER PETERS, LYNETTE D	TEACHER-EXTRA CURR/STAFF DEVEL	NON-PUBLIC PROGRAMS	10/05/15	\$39.87	HOURLY RATE
FURLONG-PEFFER, KIMBERLY A	STUDENT CLIMATE STAFF, 5 HOURS	WILSON, WOODROW MIDDLE SCHOOL	01/11/16	\$10,889.00	ANNUAL SALARY
GARCIA, KRYSTAL M	STUDENT CLIMATE STAFF, 3 HOURS	FRANK, ANNE SCHOOL	01/19/16	\$6,533.00	ANNUAL SALARY
GARCIA, YARADELIZ M	STUDENT CLIMATE STAFF, 3 HOURS	HOPKINSON, FRANCIS SCHOOL	01/11/16	\$6,533.00	ANNUAL SALARY
GASTON, CIANDRA D	TEACHER, FULL TIME	FRANKFORD HIGH SCHOOL	01/06/16	\$45,359.00	ANNUAL SALARY
GRAHAM, BRITTANY N	GENERAL CLEANER, 8 HOURS	SOLIS-COHEN, SOLOMON SCHOOL	01/11/16	\$19,828.00	ANNUAL SALARY
GREEN, TIFFANY C	TEACHER, FULL TIME	KELLEY, WILLIAM D. SCHOOL	01/11/16	\$46,694.00	ANNUAL SALARY
GRIEB, SARA B	TEACHER, FULL TIME	BUILDING 21	01/20/16	\$46,694.00	ANNUAL SALARY
GRIMES, KALIA N	FOOD SVCS WORKER SENIOR	OLNEY ELEMENTARY SCHOOL	01/11/16	\$13,594.62	ANNUAL SALARY
HALL, HOWARD S	STUDENT CLIMATE STAFF, 3 HOURS	FRANK, ANNE SCHOOL	01/19/16	\$6,533.00	ANNUAL SALARY
HAMMONDS, MARIA A	BUS ATTENDANT	OLNEY ELEMENTARY SCHOOL	01/27/16	\$10,965.00	ANNUAL SALARY
HARRIS, TAYLOR J	SCHOOL CLIMATE MANAGER	BUILDING 21	01/19/16	\$71,804.00	ANNUAL SALARY
HASELL, TOMMIE S	FOOD SVCS ASSISTANT	ALLEN, ETHAN SCHOOL	01/11/16	\$8,711.00	ANNUAL SALARY

HATCH, EMILY J	EXT ACTVTS, NON-CONTRACT EMP-HR	OFFICE OF PROCUREMENT SERVICES	01/20/16	\$12.00	HOURLY RATE
HAWK, KARL C	BUS CHAUFFEUR PART TIME PROB	TRANSPORTATION, PD	01/11/16	\$12,576.80	ANNUAL SALARY
HEATH-WILKINS, SANDRA A	SUPPORTIVE SERVICES ASST, 3 HR	HANCOCK, JOHN SCHOOL	01/21/16	\$8,749.00	ANNUAL SALARY
HENDERSON, WILMA	TEACHER, FULL TIME	KELLY, JOHN B. SCHOOL	01/04/16	\$57,451.00	ANNUAL SALARY
HOLDEN, CHRISTINA K	ONE TO ONE ASST, SPECIAL ED	KEARNY, GEN. PHILIP SCHOOL	01/25/16	\$14,759.00	ANNUAL SALARY
HOLMES, YASMINE P	BUS CHAUFFEUR PART TIME PROB	TRANSPORTATION, PD	01/11/16	\$12,576.80	ANNUAL SALARY
HORAN, BRENDAN W	TEACHER, SPEC EDUCATION	JENKS ACADEMY ARTS & SCIENCES	01/04/16	\$46,193.00	ANNUAL SALARY
HUDOCK, JARRYD M	TEACHER, SPEC EDUCATION	OVERBROOK EDUCATIONAL CENTER	01/14/16	\$46,193.00	ANNUAL SALARY
HUGHES, WILLIAM	TEACHER, FULL TIME	EDISON, THOMAS A. HIGH SCHOOL	01/04/16	\$66,461.00	ANNUAL SALARY
HUNT, CAROLYN R	SUPPORTIVE SERVICES ASST, 4 HR	CRAMP, WILLIAM SCHOOL	01/04/16	\$11,666.00	ANNUAL SALARY
HUNTER, COURTNEY P	EXT ACTVTS, NON-CONTRACT EMP-HR	TRANSITION & ALT. EDUCATION	01/04/16	\$12.00	HOURLY RATE
HURST, MONIQUE R	STUDENT CLIMATE STAFF, 4 HOURS	PEIRCE, THOMAS M. SCHOOL	01/27/16	\$8,711.00	ANNUAL SALARY
IEZZI, ADAM	TEACHER, FULL TIME	WAGNER, GEN. LOUIS MIDDLE SCH.	01/25/16	\$45,359.00	ANNUAL SALARY
INGRAM, IBIN M	TEACHER, FULL TIME	NORTHEAST HIGH SCHOOL	01/04/16	\$73,453.00	ANNUAL SALARY
JACKSON, JOHN	RETIRED TEACHER, PER DIEM SP ED	LEA, HENRY C.	12/21/15	\$242.84	DAILY RATE
JAMES, GRACE	CLIMATE SUPPORT SPECIALIST	CASSIDY, LEWIS C ACADEMICS PLUS	01/04/16	\$33,350.00	ANNUAL SALARY
JOHNSON, JAKITA R	PROGRAM MANAGER, OPER&GRT	DIVISION OF COLLEGE READINESS	01/19/16	\$60,358.00	ANNUAL SALARY
JOHNSON COLE, SHIRLEY	RETIRED TEACHER, PER DIEM SP ED	HILL-FREEDMAN WORLD ACADEMY	01/20/16	\$219.01	DAILY RATE
JONES, DENISE	STUDENT CLIMATE STAFF, 3 HOURS	KEARNY, GEN. PHILIP SCHOOL	09/30/15	\$7,012.00	ANNUAL SALARY
JONES, GAROLYN T	STUDENT CLIMATE STAFF, 2 HRS	POWEL, SAMUEL SCHOOL	01/11/16	\$4,355.00	ANNUAL SALARY
JONES, MARK L	GENERAL CLEANER, 8 HOURS	BALDI MIDDLE SCHOOL	01/11/16	\$19,828.00	ANNUAL SALARY
JONES, MARKQUES	GENERAL CLEANER, 8 HOURS	HOWE, JULIA WARD SCHOOL	01/25/16	\$19,828.00	ANNUAL SALARY
JONES, NIJAH M	ONE TO ONE ASST, SPECIAL ED	FINLETTER, THOMAS K. SCHOOL	01/04/16	\$19,344.00	ANNUAL SALARY
KAZAZI, ERJONA	TEACHER, FULL TIME	RICHMOND SCHOOL	01/04/16	\$46,694.00	ANNUAL SALARY
KEELER, SHARON A	STUDENT CLIMATE STAFF, 4 HOURS	MC CALL, GEN. GEORGE A. SCHOOL	01/04/16	\$8,711.00	ANNUAL SALARY
KLOVA DAVIS, PEGGY	RETIRED PRINCIPAL, BUILDING ADM	AUXILIARY PRINCIPALS	01/25/16	\$430.38	DAILY RATE
LEE, CASSANDRA	SUPPORTIVE SERVICES ASST, 4 HR	PENNYPACKER, SAMUEL SCHOOL	01/04/16	\$11,666.00	ANNUAL SALARY
LERNER, MARIELLE	EXT ACTVTS, NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	01/04/16	\$16.00	HOURLY RATE
LINDQUIST, ANNE M	TEACHER, FULL TIME	LOCKE, ALAIN SCHOOL	01/28/16	\$45,359.00	ANNUAL SALARY
LINKER, KELLY D	RESEARCH SPECIALIST	RESEARCH & EVALUATION	01/04/16	\$64,288.00	ANNUAL SALARY
LIVINGSTON, NAJAHMA N	SUPPORTIVE SERVICES ASST, 3 HR	DECATUR, STEPHEN SCHOOL	01/12/16	\$8,749.00	ANNUAL SALARY
LOCKHART, MARLENE D	FOOD SVCS WORKER I	STRAWBERRY MANSION HIGH SCHOOL	01/19/16	\$10,310.06	ANNUAL SALARY
LORICK, JAMILLA D	SUPPORTIVE SERVICES ASST, 4 HR	FINLETTER, THOMAS K. SCHOOL	01/13/16	\$11,666.00	ANNUAL SALARY
MACNEAL, ROSEMARY	SECRETARY I	FORREST, EDWIN SCHOOL	01/21/16	\$38,774.00	ANNUAL SALARY
MANSARAY, MARIAMA	SCHOOL NURSE	WASHINGTON, GEORGE HIGH SCHOOL	01/06/16	\$65,241.00	ANNUAL SALARY
MARCUS, CHARLEMAGN	SECRETARY, PER DIEM SUB-SCHOOL	PER DIEM	09/02/15	\$60.75	DAILY RATE
MARTIN, TYRON D	STUDENT CLIMATE STAFF, 3 HOURS	KING, MARTIN LUTHER HIGH SCH.	01/12/16	\$6,533.00	ANNUAL SALARY
MASON, ALEXIS	TEACHER, FULL TIME	BARRY, JOHN ELEMENTARY SCHOOL	01/04/16	\$45,359.00	ANNUAL SALARY
MASON, EDEN R	SPECIALIST, STAFF&OPERS	RECRUITMENT & STAFFING	01/19/16	\$41,509.00	ANNUAL SALARY
MAYES, PAMELA	STUDENT CLIMATE STAFF, 3 HOURS	WASHINGTON, GEORGE HIGH SCHOOL	01/25/16	\$6,533.00	ANNUAL SALARY
MCBRIDE, SHANAYA A	STUDENT CLIMATE STAFF, 3 HOURS	DICK, WILLIAM SCHOOL	01/06/16	\$6,533.00	ANNUAL SALARY
MCCAFFERTY, THOMAS J	PLUMBER B 5DY	PLUMBING SERVICES	01/11/16	\$35,024.00	ANNUAL SALARY
MCDERMOTT, KATHLEEN M	TEACHER, SPEC EDUCATION	SULLIVAN, JAMES J. SCHOOL	01/04/16	\$44,193.00	ANNUAL SALARY

MCFADDEN, PATRICIA L	RETIRED TEACHER, PER DIEM SUB	ELKIN, LEWIS SCHOOL	01/11/16	\$239.01	DAILY RATE
MCKEE, SHAHEED P	ONE TO ONE ASST, SPECIAL ED	MUNOZ-MARIN, HON LUIS SCHOOL	01/19/16	\$19,344.00	ANNUAL SALARY
MCSHANE, KATIE M	TEACHER,FULL TIME	LEA, HENRY C.	01/04/16	\$45,359.00	ANNUAL SALARY
MICHALCZYK, JOANNE	ONE TO ONE ASST, SPECIAL ED	FOX CHASE SCHOOL	01/14/16	\$19,344.00	ANNUAL SALARY
MOJICA, TAMMY C	TEACHER,SPEC EDUCATION	WEST PHILADELPHIA HIGH SCHOOL	01/04/16	\$76,646.00	ANNUAL SALARY
MONT, CHARLES L	ONE TO ONE ASST, SPECIAL ED	RHODES ELEMENTARY SCHOOL	01/19/16	\$19,344.00	ANNUAL SALARY
MOORE, GERALD R	ONE TO ONE ASST, SPECIAL ED	MEADE, GEN. GEORGE G. SCHOOL	01/11/16	\$29,850.00	ANNUAL SALARY
MOY, ROSEZINA L	ONE TO ONE ASST, SPECIAL ED	BROWN, JOSEPH H. SCHOOL	01/20/16	\$19,344.00	ANNUAL SALARY
NATION-SEYBOLD, SHAY-SIMONE L	CLASSROOM ASST,SP ED,SV HND	HAMILTON, ANDREW SCHOOL	01/04/16	\$14,759.00	ANNUAL SALARY
NELSON, DANEAN J	STUDENT CLIMATE STAFF,3 HOURS	HARDING, WARREN G. MIDDLE SCH	01/04/16	\$6,533.00	ANNUAL SALARY
NELSON, DORBENS	EXT ACTVTS,NON-CONTRACT EMP-HR	RECRUITMENT & STAFFING	01/05/16	\$12.00	HOURLY RATE
NG, ALLISON L	TEACHER,FULL TIME	LEA, HENRY C.	01/04/16	\$60,202.00	ANNUAL SALARY
NGUYEN, AN T	EXT ACTVTS,NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	01/11/16	\$12.00	HOURLY RATE
NGUYEN, VANESSA T	TEACHER,FULL TIME	HARDING, WARREN G. MIDDLE SCH	01/04/16	\$45,359.00	ANNUAL SALARY
OHLMANN, DANA	STUDENT CLIMATE STAFF,3 HOURS	FRANKLIN, BENJAMIN SCHOOL	01/04/16	\$6,533.00	ANNUAL SALARY
OPHER, SHAYNEET N	BUS ATTENDANT	LABRUM,GEN HARRY MIDDLE SCHOOL	01/04/16	\$10,965.00	ANNUAL SALARY
PARK, SIMON N	TEACHER,FULL TIME	NORTHEAST HIGH SCHOOL	01/15/16	\$59,532.00	ANNUAL SALARY
PARRISH, LATIFA D	FOOD SVCS WORKER I	LINCOLN, ABRAHAM HIGH SCHOOL	01/19/16	\$14,892.31	ANNUAL SALARY
PETERSON, ARIELLE V	TEACHER,FULL TIME	MEEHAN, AUSTIN MIDDLE SCHOOL	01/19/16	\$45,359.00	ANNUAL SALARY
PITT, SHIRLEY E	SECRETARY, PER DIEM SUB-SCHOOL	PER DIEM	09/02/15	\$60.75	DAILY RATE
POLAK, MARLENE	RETIRED TEACHER,PER DIEM SP ED	RANDOLPH HIGH SCHOOL	12/21/15	\$242.84	DAILY RATE
PRESS, KEYAN M	BUS ATTENDANT,ONE TO ONE	LABRUM,GEN HARRY MIDDLE SCHOOL	01/12/16	\$10,965.00	ANNUAL SALARY
PRIESTER, PATRICIA A	STUDENT CLIMATE STAFF,3 HOURS	RHODAS, JAMES SCHOOL	01/11/16	\$6,533.00	ANNUAL SALARY
PROCTOR, CHERYL A	DIR,SCHL IMPROVEMENT&REGL DATA	CHIEF ACADEMIC OFFICE	01/11/16	\$105,735.00	ANNUAL SALARY
PROSOPIO, SYDELLE I	TEACHER,FULL TIME	SHERIDAN, PHILIP H. SCHOOL	01/04/16	\$45,359.00	ANNUAL SALARY
RAMS, JESSICA A	TEACHER,SPEC EDUCATION	OLNEY ELEMENTARY SCHOOL	01/27/16	\$46,193.00	ANNUAL SALARY
RANSELLE, MARIE A	TEACHER,FULL TIME	KING, MARTIN LUTHER HIGH SCH.	01/22/16	\$45,359.00	ANNUAL SALARY
REICHARD, JOSEPH A	TEACHER,FULL TIME	PARKWAY CENTER CITY HIGH SCHL	01/19/16	\$46,694.00	ANNUAL SALARY
REILLY, JESSE M	TEACHER,SPEC EDUCATION	HILL-FREEDMAN WORLD ACADEMY	01/28/16	\$47,527.00	ANNUAL SALARY
RICE-HOCKADAY, NICOLE D	TEACHER,FULL TIME	RHODES ELEMENTARY SCHOOL	01/04/16	\$53,282.00	ANNUAL SALARY
RICHMAN, PAUL M	TEACHER,FULL TIME	CASSIDY,LEWIS C ACADEMICS PLUS	01/04/16	\$59,532.00	ANNUAL SALARY
RIGGS, ADRIENNE S	STUDENT CLIMATE STAFF,4 HOURS	GIRLS, PHILA HIGH SCHOOL FOR	01/04/16	\$8,711.00	ANNUAL SALARY
RIOUX, ETHAN D	TEACHER,FULL TIME	ROXBOROUGH HIGH SCHOOL	01/04/16	\$45,359.00	ANNUAL SALARY
ROBERTS, LINDA V	SUPPORTIVE SERVICES ASST, 3 HR	HAMILTON, ANDREW SCHOOL	01/25/16	\$8,749.00	ANNUAL SALARY
ROBINSON, CELESTE	TEACHER,FULL TIME	ELLWOOD SCHOOL	01/11/16	\$56,531.00	ANNUAL SALARY
RODGERS, DEVAN N	TEACHER,FULL TIME	NORTHEAST HIGH SCHOOL	01/04/16	\$46,694.00	ANNUAL SALARY
ROGERS, BRIANNA A	STUDENT CLIMATE STAFF,4 HOURS	NORTHEAST HIGH SCHOOL	01/14/16	\$8,711.00	ANNUAL SALARY
ROSINSKI, CHRISTOPHER M	PLUMBER B 5DY	PLUMBING SERVICES	01/11/16	\$35,024.00	ANNUAL SALARY
RUSSELL, ANDREW T	EXT ACTVTS,NON-CONTRACT EMP-HR	RECORDS MANAGEMENT	01/05/16	\$12.00	HOURLY RATE
SALAME, JAIRA	STUDENT CLIMATE STAFF,4 HOURS	TAYLOR, BAYARD SCHOOL	01/13/16	\$8,711.00	ANNUAL SALARY
SALZBERG, EFRAIM	TEACHER,FULL TIME	HENRY, CHARLES W. SCHOOL	01/04/16	\$48,945.00	ANNUAL SALARY
SANKHAKU, JEMIN	PLUMBER B 5DY	PLUMBING SERVICES	01/11/16	\$35,024.00	ANNUAL SALARY
SCHNEIDER, FRANK W	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	11/01/15	\$20.00	HOURLY RATE

SCHULKE, CHRISTINE A	STUDENT CLIMATE STAFF,5 HOURS	AMY 5 AT JAMES MARTIN	01/04/16	\$10,889.00	ANNUAL SALARY
SCOTT, THANIMAS	SENIOR TREASURY ANALYST	TREASURY OPERATIONS	01/19/16	\$75,000.00	ANNUAL SALARY
SINANI, SAIDA	SUPPORTIVE SERVICES ASST, 3 HR	SPRUANCE, GILBERT SCHOOL	01/04/16	\$8,749.00	ANNUAL SALARY
SINGLETON, TYKITA	STUDENT CLIMATE STAFF,4 HOURS	CATHARINE, JOSEPH SCHOOL	01/04/16	\$8,711.00	ANNUAL SALARY
SLEYON, VERONICA N	ONE TO ONE ASST, SPECIAL ED	SCIENCE LDSHP ACADEMY @ BEEBER	01/14/16	\$19,344.00	ANNUAL SALARY
SMITH, ERIKA	ONE TO ONE ASST, SPECIAL ED	EMLLEN, ELEANOR C. SCHOOL	01/04/16	\$19,344.00	ANNUAL SALARY
SMITH, MICHAEL	RETIRED PRINCIPAL,BUILDING ADM	AUXILIARY PRINCIPALS	01/25/16	\$430.38	DAILY RATE
STEMMLER, EMILY A	TEACHER,SPEC EDUCATION	OVERBROOK EDUCATIONAL CENTER	01/11/16	\$46,193.00	ANNUAL SALARY
STEVENS, LAKIESHA N	ASST DIR,OPERATIONS	PRINTING SERVICES	01/19/16	\$70,000.00	ANNUAL SALARY
STEWART, MICHELE D	CLASSROOM ASST,SP ED,SV HND	TAGGART, JOHN H. SCHOOL	01/04/16	\$19,344.00	ANNUAL SALARY
STURDIVANT, PEARLINE	TEACHER,FULL TIME	MEADE, GEN. GEORGE G. SCHOOL	01/04/16	\$49,615.00	ANNUAL SALARY
SUNDBERG, MEGHAN	TEACHER-EXTRA CURR/STAFF DEVEL	NON-PUBLIC PROGRAMS	10/01/15	\$39.87	HOURLY RATE
SYLLA, LANSANA	TEACHER,FULL TIME	ELLWOOD SCHOOL	01/12/16	\$59,532.00	ANNUAL SALARY
TALTOAN, LOVEIE S	SUPPORTIVE SERVICES ASST, 4 HR	BRIDESBURG SCHOOL	01/11/16	\$11,666.00	ANNUAL SALARY
TAN, SOPHINA	SUPPORTIVE SERVICES ASST, 3 HR	WEBSTER, JOHN H. SCHOOL	01/15/16	\$8,749.00	ANNUAL SALARY
TART, NATALYN A	ONE TO ONE ASST, SPECIAL ED	PENN TREATY HIGH SCHOOL	01/19/16	\$19,344.00	ANNUAL SALARY
TEJADA, JULING E	SCHOOL COUNSELOR, 10 MONTHS	HILL-FREEDMAN WORLD ACADEMY	01/11/16	\$67,789.00	ANNUAL SALARY
THOMAS, SHANIKA T	SUPPORTIVE SERVICES ASST, 3 HR	ANDERSON, ADD B. SCHOOL	01/25/16	\$8,749.00	ANNUAL SALARY
TRAINOR, PATRICK J	TEACHER,FULL TIME	MASTBAUM, JULES E. HIGH SCHOOL	01/04/16	\$45,359.00	ANNUAL SALARY
VERSACE, COLLEEN J	TEACHER,FULL TIME	SPRUANCE, GILBERT SCHOOL	01/04/16	\$45,359.00	ANNUAL SALARY
WELLS, MARLO	STUDENT CLIMATE STAFF,3 HOURS	HAMILTON, ANDREW SCHOOL	01/15/16	\$6,533.00	ANNUAL SALARY
WESTON, DEBORAH G	SUPPORTIVE SERVICES ASST, 4 HR	LONGSTRETH, WILLIAM C. SCHOOL	01/15/16	\$11,666.00	ANNUAL SALARY
WHEELER, MARK C	QUALITY RECORDS SPECIALIST	EMPLOYEE SUPPORT SERVICES	01/25/16	\$38,500.00	ANNUAL SALARY
WHITE, JEFF	TEACHER,FULL TIME	HUEY, SAMUEL B. SCHOOL	01/04/16	\$46,694.00	ANNUAL SALARY
WHITEHURST, NA'ASIA T	FOOD SVCS WORKER I	WASHINGTON, GEORGE HIGH SCHOOL	01/11/16	\$12,601.18	ANNUAL SALARY
WILKINS, FLOYD L	STUDENT CLIMATE STAFF,4 HOURS	NORTHEAST HIGH SCHOOL	01/25/16	\$8,711.00	ANNUAL SALARY
WILLIAMS, LOUIS A	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	11/01/15	\$24.00	HOURLY RATE
WILLIAMS, NICOLETTE M	STUDENT CLIMATE STAFF,3 HOURS	POTTER-THOMAS SCHOOL	01/07/16	\$6,533.00	ANNUAL SALARY
WILLIAMS, SABRIA M	ONE TO ONE ASST, SPECIAL ED	BACHE-MARTIN SCHOOL	01/14/16	\$19,344.00	ANNUAL SALARY
WILLIAMS, VINELL T	RETIRED TEACHER, PER DIEM SUB	MC MICHAEL, MORTON SCHOOL	01/04/16	\$215.18	DAILY RATE
WILLIAMS GRIFFIN, DAHLIA M	FOOD SVCS WORKER SENIOR	DAY, ANNA B. SCHOOL	01/25/16	\$17,302.25	ANNUAL SALARY
WILLIAMS-CAMPBELL, JOANNE L	STUDENT CLIMATE STAFF,4 HOURS	MEADE, GEN. GEORGE G. SCHOOL	01/25/16	\$8,711.00	ANNUAL SALARY
WILSON, SHEILA B	STUDENT CLIMATE STAFF,4 HOURS	MASTBAUM, JULES E. HIGH SCHOOL	01/28/16	\$8,711.00	ANNUAL SALARY
WORTHY, SHERYL	RETIRED TEACHER, PER DIEM SUB	HARRINGTON, AVERY D. SCHOOL	01/08/16	\$215.18	DAILY RATE
WRIGHT-FORD, NYIA G	GENERAL CLEANER, 8 HOURS	DOBBINS, MURRELL HIGH SCHOOL	01/11/16	\$19,828.00	ANNUAL SALARY
YEUNG, PUI C	ONE TO ONE ASST, SPECIAL ED	HANCOCK, JOHN SCHOOL	01/19/16	\$19,344.00	ANNUAL SALARY
ZENGOLEWICZ, MARK W	PLUMBER B 5DY	PLUMBING SERVICES	01/11/16	\$35,024.00	ANNUAL SALARY

**THE FOLLOWING EMPLOYEES HAVE BEEN TERMINATED**

ABRAMS, HEATHER L	TEACHER,FULL TIME	01/08/16
AKPEKO, AKOETE M	SCHOOL POLICE OFFICER	01/28/16
BELL, BASSEER T	FOOD SVCS ASSISTANT	01/08/16

BRISBONE, GIANNA	TEACHER,FULL TIME	01/05/16
BROWN, NICOLE	TEACHER,FULL TIME	12/23/15
CLIETT HILL, VICKIE	RETIRED TEACHER, PER DIEM SUB	01/09/16
CLIFFORD, JASON	TEACHER,FULL TIME	01/16/16
COFONE, LAUREN K	TEACHER,SPEC EDUCATION	01/16/16
COLLINS, PATRICIA A	TEACHER,FULL TIME	01/30/16
DIEHL, KAREN M	TEACHER,FULL TIME	01/04/16
GIBSON, TIFFANY E	TEACHER,FULL TIME	01/18/16
HACKNEY, LATOYA D	ONE TO ONE ASST, SPECIAL ED	01/13/16
HAGER, JORDAN	TEACHER,FULL TIME	01/05/16
HIRD, KRISTEN A	TEACHER,FULL TIME	01/19/16
HORNUNG, CARA L	TEACHER,SPEC EDUCATION	01/16/16
JACOBS, SYMONE A	STUDENT CLIMATE STAFF,3 HOURS	01/07/16
JOHNSON, CARL	BUS ATTENDANT	01/07/16
JOHNSON, CHARLENE	GENERAL CLEANER, 8 HOURS	01/08/16
JUDGE, DIANA L	SUPPORTIVE SERVICES ASST, 3 HR	01/29/16
KIRBY, RICHARD	TEACHER,FULL TIME	01/05/16
KREIDER, CARRIE T	TEACHER,FULL TIME	01/19/16
LOCKWOOD, AIGNER S	BUS ATTENDANT,ONE TO ONE	01/05/16
LONG, ELIZABETH R	TEACHER,FULL TIME	01/17/15
MANCUSO, LYNNE J	TEACHER,FULL TIME	01/13/16
MCWHITE, BRITNEY M	FOOD SVCS ASSISTANT	12/21/15
NEWTON, NORRIS	TEACHER,SPEC EDUCATION	01/07/16
OKOYE-JOHNSON, OGO	ASST PRINCIPAL	01/30/16
ORZECZOWSKI, PHILIP P	TEACHER,FULL TIME	01/14/16
PIETRACCINI, DANA M	TEACHER,FULL TIME	12/09/15
REDDEN, ERIN	TEACHER,FULL TIME	01/23/16
RIBECCHI, DONNA M	TEACHER,FULL TIME	01/05/16
SAVAGE, KAREN	SCHOOL POLICE OFFICER	01/11/16
SHANKS, ROBERTA J	RETIRED TEACHER, PER DIEM SUB	01/23/16
SIM-LARAMEE, GABRIEL	TEACHER,FULL TIME	01/09/16
SMITH, MARK	BUILDING ENGINEER-GROUP III	01/22/16
SMITH, ROBBIN D	TEACHER,FULL TIME	12/05/15
SMOLAREK, WALTER	TEACHER,FULL TIME	12/24/15
THORNTON, SARUN	TEACHER,FULL TIME	01/14/16
WARE, KATHERINE K	TEACHER,FULL TIME	01/07/16
WAYLEN, JACOB A	TEACHER,FULL TIME	12/18/15
WILLIAMS, LEON	TEACHER,FULL TIME	01/05/16
WOODLYN, DION	SUPPORTIVE SERVICES ASST, 3 HR	01/20/16
YEITER, KYLE	TEACHER,FULL TIME	01/30/16