

**SCHOOL REFORM COMMISSION
PUBLIC MEETING
PROPOSED RESOLUTIONS**

MARCH 17, 2016

I. SCHOOL REFORM COMMISSION

SRC-1 (Updated 3.9.16)

Proposed Student Expulsion – S. D.

RESOLVED, that Student S.D. shall be *permanently expelled* from the School District of Philadelphia effective January 13, 2016, and be it,

FURTHER RESOLVED, that the Findings of Fact and Conclusions of Law shall be made a part of Student S.D.'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 3.9.16)

Proposed Student Expulsion – T. S.

RESOLVED, that Student T.S. shall be *permanently expelled* from the School District of Philadelphia effective January 13, 2016, and be it

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

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

SRC-3

Revision of Policy 145 – Student and Staff Wellness

RESOLVED, that the School Reform Commission adopts revised Policy No. 145, Student and Staff Wellness, in the form attached hereto as an Exhibit, upon the recommendations of the Central Level School Wellness Council and in accordance with applicable federal and state laws, and be it

FURTHER RESOLVED, that all policies and procedures relating to Student and Staff Wellness, whether formally adopted by the Board of Education of The School District of Philadelphia or by the School Reform Commission – including, but not limited to, Policy 145, approved on October 5, 2011, are superseded and rescinded as of this date and shall have no further force and effect.

Description: School wellness policies are an important tool to address obesity and promote healthy eating, physical activity and overall wellness through changes in school environments.

In June 2004, the Child Nutrition and WIC Reauthorization Act was signed into law making it mandatory for all local education agencies participating in the Federal School Meal Programs to create a Local Wellness Policy by July 2006.

Starting in School year 2014-2015, all foods sold at school during the school day need to meet nutrition standards. The Smart Snacks in School nutrition standards apply to any foods sold to students during the school day on the school campus, including foods sold as fundraisers, in school stores and vending machines. The most recent guidelines have been included in this revision.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, March 4, 2016. Please reference the Resolution Number and include your name and email address.

The Bicycle Coalition has been working very closely with the District to support safe walking and biking to school. With input from the Coalition and the Superintendent's office, language has been included to reflect the District's commitment to pedestrian and bicycle safety for both students and staff.

With input from the community, prevention education and wellness programs are an integral part of this Policy. Other school-based activities include a reference to prevention and wellness education.

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 **February 29, 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.

A-2

Operating Budget/Categorical Grant Fund: \$79,037 Contract with The New Teacher Project – Teacher/Principal Screening and Recruitment

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 New Teacher Project, Inc., to provide teacher recruitment, teacher screening and principal screening with The Office of Talent, for an amount not to exceed \$79,037, for the period commencing April 1, 2016 through August 31, 2016.

Description: The School District of Philadelphia's Office of Talent is currently engaged in recruiting and hiring the highest quality teachers and principals. To support recruiting and hiring, the Office developed rigorous, competency-based selection tools and an expanded scope of recruitment activities. The vendor will support the implementation of our competency-based selection models with fidelity. Such support will allow the District to efficiently screen candidates, giving assistant superintendents and other District leaders more time to focus only on those who are eligible to be hired and empowering hiring teams to conduct more effective interviews. Specifically, the vendor will provide additional capacity to expand recruitment efforts, review applications, conduct phone interviews, and evaluate data activity submissions for teacher and principal candidates. All final hiring decisions will be made at the district.

Teacher Selection Process Services

- Application Review – Review all teacher candidate applications and rate each candidate according to District's teacher application rubric. Results will be uploaded to the District's online applicant platform and candidates will be tagged according to final ratings.
- Phone Screen – Conduct a 45 minute phone interview with all teacher candidates who pass the initial application review and assign scoring. Results will be uploaded to the District's online applicant platform and candidates will be tagged according to final ratings.
- Data Activity Review – Review data activity submissions for all teacher candidates tagged to move forward per the results of the phone screen. Candidates will be rated according to the District's teacher data activity rubric. Results will be uploaded to the District's online applicant platform and candidates will be tagged according to final ratings, to be shared with principals.

Principal Selection Process Services

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, March 4, 2016. Please reference the Resolution Number and include your name and email address.

- Application Review - Review all General Principal and Turnaround Principal applications and rate each candidate according to the District's principal application rubric. Results will be uploaded to the District's online applicant platform and candidates will be tagged according to final ratings.
- Phone Screen – Conduct 45 minutes phone interview with all principal candidates who pass the initial application review and assign scoring. Results will be uploaded to the District's online applicant platform and candidates will be tagged according to final ratings.
- Data Activity Review – Review data activity submissions for all principal candidates tagged to move forward per the results of the phone screen. Candidates will be rated according to the District's principal data activity rubric. Results will be uploaded to the District's online applicant platform and candidates will be tagged according to final ratings, to be shared with assistant superintendents.

The volume and pace of this level of applicant evaluation requires between 5-10 consultants. Services by the vendor will allow the Office of Talent to maximize its recruitment and staffing efforts, expedite the pace of hiring, and better cultivate the highest quality talent to work across the District.

ABC Code/Funding Source	\$79,037.00
1100-055-9400-283B-3311 (\$49,037.00) Operating	
334X-G07-9400-2272-5831 (\$30,000.00) Title Iia	

Finance

A-3

Operating Budget/Categorical/Grant Funds: \$240,000 Contract Amendment with Donald Wilson Consulting Group – Financial Systems Analysis and Report Development

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform an amendment of Contract No. 820/F13, originally entered into with Donald Wilson Consulting Group, pursuant to Resolution No. A-22, approved by the School Reform Commission on June 19, 2013, as amended by Resolution No. A-6 approved by the School Reform Commission on April 24, 2014, and as amended by Resolution No. A-17 approved by the School Reform Commission on March 19, 2015, to exercise a one-year renewal option, by extending the term of the contract from its amended scheduled expiration date of June 30, 2016 through June 30, 2017, and by increasing the amount of the contract by an additional \$240,000 from the \$720,000 approved by Resolution No. A-17, to an amount not to exceed \$960,000, to provide budget and expenditure analysis required to refine and update expenditure projections, to better align the School District's budget, expenditure and accounting practices and to develop and produce quarterly financial projections.

Description: These services were competitively procured and awarded through RFP 361 completed in January, 2013. Three vendors responded: Donald Wilson Consulting Group, PCG Education, and Bazilio Cobb Associates. Based on an estimated 2,222 hours of work and the hourly rates and expenses submitted by the vendors, the price submitted by Donald Wilson Consulting Group is \$240,000, the price submitted by PCG Education is \$417,736, and the price submitted Bazilio Cobb Associates is \$265,751. It is in the best interest of the District to select the incumbent vendor. The RFP provides for a one-year contract with four one-year renewal options. The District is seeking to renew the contract for an additional year.

This resolution represents the continuation of services that have been rendered to Finance since FY06. Donald Wilson Consulting Group brings a package of skills and abilities with regards to Advantage system knowledge, accounting experience, analytical skills, and extensive report writing skills that have been critical to Finance's ability to develop expenditures projections with a high degree of granularity and confidence. In addition, Mr. Wilson continues to perform the analysis required to refine expenditure projections, to better align District budget, expenditure, and accounting practices, and to identify and document improvements in accounting practices to ensure that a complete financial picture is presented

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on a regular basis. This is particularly important given senior management's growing need for timely and detailed financial information and analysis.

ABC Code/Funding Source	\$240,000.00
1100-053-9350-2512-3291 Operating (\$220,000.00)	
9CPX-G53-9380-251G-3291 Grants (\$20,000.00)	

A-4

Operating Budget/Categorical/Grant Funds: \$297,000 Contract Amendment with Sherpa Government Solutions – Hosting of Budget Systems and Other Applications and Technical Support and Application Development

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform an amendment of Contract No. 707/F13, originally entered into with Sherpa Government Solutions, LLC, pursuant to Resolution No. A-11, approved by the School Reform Commission on February 21, 2013, as amended by Resolution No. A-5 approved by the School Reform Commission on April 24, 2014, as amended by Resolution No. A-18 approved by the School reform Commission on March 19, 2015, to exercise an option for a one-year renewal, by extending the term of the contract from its original scheduled expiration date of June 30, 2016 through June 30, 2017, and by increasing the amount of the contract by an additional \$297,000 from the \$1,112,000 approved by Resolution No. A-18, to an amount not to exceed \$1,409,000, to provide hardware, software, and system support for the School District's budget development, management, and grant applications.

Description: A competitive RFP process was completed in January, 2013. Two companies responded: Sherpa Government Solutions and Cognis IT. The proposal of the incumbent, Sherpa Government Solutions, was the lower by \$42,366 for FY14 and Sherpa was awarded a contract to include up to four, one-year renewal options. The District is seeking to renew the contract for an additional year.

This resolution represents the continuation of critical budget development and management systems and is essential for Finance's ability to produce an annual budget, provide timely expenditure projections and budget to actual reports, and to improve grants management and compliance.

These systems and the service delivery model were developed with the current vendor since FY04 as the most cost efficient and effective method by which to deliver these critical services. There are three components to this resolution.

1. Hosting of Hardware/Software for Budgeting and Reporting System -- Sherpa Government Solutions supplies the hardware, software and licensure for the District's salary and benefit projection, budgeting development, employee fund coding, and related management systems, and maintains and ensures all system are operating 24x7, and applies all software updates as needed. These are core systems and tools used by the Office of Management and Budget (OMB) and the Office of Grant Compliance and Fiscal Services (GCFS). The services provided are similar to the outside contract required to maintain the School Net system and the Advantage Financial System. These services are provided at a flat rate of \$72,000 to be billed quarterly for the period of July 1, 2016 through June 30, 2017.

2. Software System Administrative and Technical -- OMB has developed, with the support of Sherpa Government Solutions, sophisticated budget development tools over the last 10 years to include a salary and benefit projection module to calculate the salary and benefits for nearly 15,000 employees with a multitude of varying and unique union requirements. This system provides a high degree of precision in calculating budgeted costs for the current and future years and is the foundation of the development of the yearly budget. The salary and benefit projection and budget development system is critical to improving

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budget to actual reporting throughout the fiscal year and for estimating expenses and the District’s financial position. In addition, OMB has developed critical systems for management reporting, such as a headcount tracking database system to report budgeted versus on-board headcount, and a functional budget model by which to report budget to actual results for internal management decision making and for external reporting to stakeholders.

The various database systems and applications developed require significant administrative technical support to maintain, similar to the staffing the District has to maintain and support the Advantage System. The District’s Information Technology Office does not have the support staff or the knowledge to maintain these OMB systems. Therefore, Sherpa Government Solutions provides the support necessary to keep these systems functioning. Sherpa Government Solutions is an expert on budgeting and related systems, having implemented and administered budgeting and financial systems and served as report developer for clients including the State of Iowa, State of Missouri, Commonwealth of Kentucky, Oakland Schools, Milwaukee County, Missouri Department of Transportation, Orange County, California, City of Minneapolis, New York State Thruway Authority, San Diego County, Baltimore and Honolulu Counties, City of Philadelphia, and the Commonwealth of Virginia, among others. The contract is based on a flat rate for services as it is advantageous to the District. Sherpa Government Solutions spends approximately 2,200 hours per year providing system administration and technical support services with significant periods of intensive hours consumed during deadline driven periods. These services are provided at a flat rate of \$120,000 to be billed monthly for the period of July 1, 2016 through June 30, 2017, including \$5,000 for travel expenses.

3. Application development -- OMB has developed and implemented with the support of Sherpa Government Solutions web based database systems to more effectively carry out its key functions. Past and ongoing systems developed include a complex salary and benefit budget development system to perform budget projections and detailed salary forecasts based on specific SDP requirements, a functional budget model, and complex VBA programming in Microsoft Excel.

Pursuant to the recommendations contained in the LarsonAllen report regarding SDP grant management systems (containing a risk assessment on SDP’s grants compliance and proposed policies and procedures for managing grants), and pursuant to the SDP’s Grant Corrective Action Plan with the State and Federal governments, the SDP Office of Grant Development and Compliance seeks to engage Sherpa Government Solutions to provide on-going technical support for the recent technical conversion of grant budgeting to a 12-month basis in the Advantage Financial system. The conversion of grant budgets in Advantage consistent with the SDP’s 12 month fiscal year will provide policymakers and managers at all levels a more accurate and timely picture of resources available from which to make better resource decisions. The hourly rate is \$159 for these services. In addition, Sherpa shall provide on-going technical support with the web-based federal time and effort documentation system and related systems to help ensure grant funds are compliant. The estimated cost for on-going support is \$100,000 for 628 hours of work at \$159 per hour the period of July 1, 2016 through June 30, 2017.

ABC Code/Funding Source	\$297,000.00
1100-053-9350-2512-3291 Operating (\$197,000.00)	
9CPX-G53-9380-251G-3291 Grants (\$100,000.00)	

A-5

Request for Approval of Exceptions Based upon Section 1504 (Act 80)

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to submit to the Pennsylvania Department of Education a Request for Approval of Exceptions based upon Section 1504 of the Public School Code(Act 80), permitting certain scheduled activities to count as pupil instructional days and time to assure that the

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School District meets the requirement of at least 180 days of instruction.

Description: The approved calendar for 2015/2016 consists of 187 days, less twelve (12) days that pupils will not be in attendance for kindergarten and seven (7) days for pre-kindergarten, elementary and secondary grades. These days consist of: two professional development days, one academic year preparation day and five parent/teacher conference days (kindergarten) at the beginning of the year, three professional development days during the school year and a year end organization/transition day. By requesting that these scheduled activities be permitted to count as instructional days, if necessary, the School District will remain in compliance with the 180 instructional day requirement and would prevent any funding penalties. This general resolution covers all schools following the general School District of Philadelphia calendar, excluding the James G. Blaine and William D. Kelley schools, which operate on their own unique schedules.

A-6

Request for Approval of Exceptions Based upon Section 1504 (Act 80) – James Blaine and William Kelly Schools

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to submit to the Pennsylvania Department of Education a Request for Approval of Exceptions based upon Section 1504 of the Public School Code (Act 80), permitting certain scheduled activities to count as pupil instructional days and time to assure that the James Blaine and William Kelley Schools meet the requirement of at least 180 days of instruction.

Description: The approved calendar for 2015/2016 for James G. Blaine and William D. Kelley Schools consist of 187 days, less eleven (11) days that pupils will not be in attendance for kindergarten and seven (7) days for pre-kindergarten, elementary and secondary grades. These days consist of: four professional development days and four parent/teacher conference days (kindergarten) at the beginning of the year, two professional development days during the school year and a year end organization/transition day. By requesting that these scheduled activities be permitted to count as instructional days, if necessary, the School District will remain in compliance with the 180 instructional day requirement and would prevent any funding penalties. This resolution specifically addresses the James G. Blaine and William D. Kelley schools, which operate on calendars unique to all other District schools. As such, a separate resolution from the general district -wide resolution seeking Section 1504 Exception Days is necessary.

Operations

A-7

Authorization to Negotiate with The Trust for Public Land – Playground and Stormwater Improvement Project at the John M. Patterson Elementary School

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to negotiate with The Trust for Public Land on the design and terms of a playground and stormwater infrastructure improvement project at the John M. Patterson Elementary School; 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 cooperative agreement with The Trust for Public Land concerning the playground project at the Patterson Elementary School, with a total construction cost to the School District not to exceed \$175,000, for the period February 19, 2016 through December 30, 2016.

Description: As part of Philadelphia Waters Department’s (“PWD”) Green City, Clean Waters plan, The School District of Philadelphia (“School District”) has been working with The Trust for Public Land (“TPL”) and PWD on a playground and stormwater improvement project in the schoolyard of the John M.

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Patterson Elementary School (“Patterson”). The Patterson project would be the fifth project between the School District and TPL. Previous projects and agreements were approved for work at the William Dick Elementary School, William Cramp Elementary School, John Taggart Elementary School, and Edwin Stanton Elementary School.

This project is aligned with the School District’s Action Plan strategy by providing an active partnership among the School District, foundations, community organizations, local universities and colleges, community groups and others to create educationally and socially vibrant interior and outdoor spaces at schools throughout the School District.

ABC Code/Funding Source \$175,000.00

A-8

Authorization to Negotiate with The Trust for Public Land – Playground and Stormwater Improvement Project at the Edwin M. Stanton Elementary School

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to negotiate with The Trust for Public Land on the design and terms of a playground and stormwater infrastructure improvement project at the Edwin M. Stanton Elementary School; 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 cooperative agreement with The Trust for Public Land concerning the playground project at the Stanton Elementary School, with a total construction cost to the School District not to exceed \$175,000, for the period February 19, 2016 through December 30, 2016.

Description: As part of Philadelphia Water Department’s (“PWD”) Green City, Clean Waters plan, The School District of Philadelphia (“School District”) has been working with The Trust for Public Land (“TPL”) and PWD on a playground and stormwater improvement project in the schoolyard of the Edwin M. Stanton Elementary School (“Stanton”). The Stanton project would be the fourth project between the School District and TPL. Previous projects and agreements were approved for work at the William Dick Elementary School, William Cramp Elementary School, and John Taggart Elementary School.

This project is aligned with the School District’s Action Plan strategy by providing an active partnership among the School District, foundations, community organizations, local universities and colleges, community groups and others to create educationally and socially vibrant interior and outdoor spaces at schools throughout the School District.

ABC Code/Funding Source \$175,000.00

A-9

Donation: \$15,000 Acceptance of Donation from The Big Sandbox – Pedestrian Gateway – Horatio B. Hackett School; License and Right of Entry Agreement with Northeast Fence and Iron Works

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee: (i) to accept the generous donation from The Big Sandbox for the installation and construction of a new pedestrian gateway at the Horatio B. Hackett Elementary School, valued at approximately \$15,000; (ii) to execute, deliver and perform a License and Right of Entry Agreement with the Northeast Fence and Iron Works, Inc. to modify 16 linear feet of the existing perimeter fencing at Horatio B. Hackett Elementary School and to install a new pedestrian entrance to the schoolyard located at the corner of York and Sepivia Streets, for the period commencing March 22, 2016 through March 27, 2016; and (iii) to execute, deliver and perform such other documents necessary to

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further the intent of this Resolution. The design, installation and construction of the pedestrian gateway at Horatio B. Hackett Elementary School must be acceptable to the Office of Capital Programs, the Department of Facilities and Operations, the Office of Risk Management and the Office of General Counsel.

Description: The Big Sandbox ("TBS") has been working with the school leadership and community of the Horatio B. Hackett Elementary School ("Hackett") on implementing their schoolyard improvement master plan. TBS was awarded a grant from the Penn Treaty Special Services District. The grant funds will be used to fund the modification of the fencing on the school's perimeter and install a new pedestrian gateway at the corner of York and Sepivia Streets.

A-10

Capital Fund: \$8,518,000 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 \$8,518,000.00.

Description:

Spec: B-006 C

of 2015/16 General Service Contract - Asbestos Abatement

Various locations throughout the School District - Various locations

Delta/B.J.D.S., Inc. (W)

Southampton, Pennsylvania 18866

Diamond Huntbach Construction Corp.

Philadelphia, Pennsylvania 19124

Pepper Environmental Services, Inc. Philadelphia, Pennsylvania 19137

Prime Group Remediation Bensalem, Pennsylvania 19020

Shared Pool Contract NTE \$600,000

ABC Code: 8A150-065-9620-4693-3411-02

Total Aggregate M/WBE Participation: 36.3%

This general service contract provides Environmental Services with immediate response capabilities to initiate and complete emergency asbestos abatement, on an as-needed basis, throughout the Philadelphia School District.

The bids for this project were publically advertised on 1/8/16, 1/16/16, and 1/22/16 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 publically opened on 2/2/16. After review of the bids it was determined that Delta/B.J.D.S., Inc., Diamond Huntbach Construction Corp., Pepper Environmental Services, Inc., and Prime Group Remediation will be awarded contracts from a shared aggregate not-to-exceed amount of \$600,000.00 for three (3) years from Notice to Proceed or until funds are exhausted.

Spec: B-082 C

of 2014/15 General Contract - Roof Replacement and Facade Restoration

Samuel Gompers Elementary School - 5701 Wynnfield Avenue

Robert Ganter Contractors, Inc. (W) - \$1,708,000.00

Quakertown, Pennsylvania 18951

ABC Code: 8A15-065-4280-4637-4541-06

Total Aggregate M/WBE Participation: 100.0%

This general contract covers the labor, material, and equipment to necessary for the selective building

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restoration and roof replacement at this location.

The bids for Gompers ES project were publically advertised on 12/8/15, 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 publically opened on 1/12/16. 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 \$1,708,000.00.

The Facilities Condition Index (FCI) at this location is 80.11%. The School Progress Report (SPR) at this location is 28.

Spec: B-083 C
of 2014/15 General Contract - Window Replacement
Samuel Gompers Elementary School - 5701 Wynnfield Avenue
TE Construction Services, LLC - \$1,560,000.00
Warminster, Pennsylvania 18974
ABC Code: 8A15-065-4280-4629-4541-02
Total Aggregate M/WBE Participation: 35.0%

This general contract covers the labor, material, and equipment necessary to replace all of the existing windows at this location.

The bids for Gompers ES project were publically advertised on 12/8/15, 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 publically opened on 1/12/16. After review of the bids and a de-scoping meeting it was determined that TE Construction Services, LLC was the lowest responsible bidder with a bid of \$1,560,000.00.

The Facilities Condition Index (FCI) at this location is 80.11%. The School Progress Report (SPR) at this location is 28.

Spec: B-086 C
of 2014/15 General Contract - Window Replacement
Robert E. Lamberton School - 7501 Woodbine Avenue
TE Construction Services, LLC - \$2,270,000.00
Warminster, Pennsylvania 18974
ABC Code: 8A15-065-4320-4629-4541-02
Total Aggregate M/WBE Participation: 25.9%

This general contract covers the labor, material, and equipment necessary to replace all of the existing windows at this location.

The bids for Lamberton School project were publically advertised on 12/18/15, 1/16/16, and 1/22/16 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 1/26/16. After review of the bids and a de-scoping meeting it was determined that TE Construction Services, LLC was the lowest responsible bidder with a bid of \$2,270,000.00.

The Facilities Condition Index (FCI) at this location is 45.89%. The School Progress Report (SPR) at this

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location is 53.

Spec: B-022 C
of 2014/15 Electrical Contract - Electrical Service and HVAC Upgrade
William Cramp Elementary School - 3449 North Mascher Street
E J Electric, Inc. - \$1,332,000.00
Philadelphia, Pennsylvania 19134
ABC Code: 8A15-065-5470-4627-4561-09

Total Aggregate M/WBE Participation: 35.0%

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

The bids for Cramp ES project were publically advertised on 12/18/15, 1/16/16, and 1/22/16 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 1/19/16. 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 \$1,332,000.00.

The Facilities Condition Index (FCI) at this location is 22.43%. The School Progress Report (SPR) at this location is 30.

Spec: B-023 C
of 2014/15 Mechanical Contract - Electrical Service and HVAC Upgrade
William Cramp Elementary School - 3449 North Mascher Street
Allstates Mechanical, Ltd. - \$1,048,000.00
Broomall, Pennsylvania 19008
ABC Code: 8A15-065-5470-4627-4591-09
Total Aggregate M/WBE Participation: 15.3%

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

The bids for Cramp ES project were publically advertised on 12/18/15, 1/16/16, and 1/22/16 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 1/19/16. After review of the bids and a de-scoping meeting it was determined that Allstates Mechanical, Ltd. was the lowest responsible bidder with a bid of \$1,048,000.00.

The Facilities Condition Index (FCI) at this location is 22.43%. The School Progress Report (SPR) at this location is 30.

ABC Code/Funding Source	\$8,518,000.00
8A15-065-9620-4693-3411 Capital (\$600,000.00)	
8A15-065-5470-4627-4561 Capital (\$1,332,000.00)	
8A15-065-5470-4627-4591 Capital (\$1,048,000.00)	
8A15-065-4280-4637-4541 Capital (\$1,708,000.00)	

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8A15-065-4280-4629-4541 Capital (\$1,560,000.00)

8A15-065-4320-4629-4541 Capital (\$2,270,000.00)

A-11

Cafeteria Fund: \$118,617.11 Acceptance of Supplemental USDA National School Lunch Program Reimbursement; Contract with Singer Equipment Company, Inc.

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept a supplemental reimbursement of \$118,617.11 from the Pennsylvania Department of Education, on behalf of the U.S. Department of Agriculture, under the 2015 Agricultural Appropriations Act for the purchase and installation of new cafeteria ovens in twelve District schools on or before June 30, 2016, 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 supplemental reimbursement, to execute deliver and perform a contract with Singer Equipment Company, Inc. for new cafeteria ovens, for an amount not to exceed \$118,617.11, for the period commencing March 17, 2016 through June 30, 2016.

Description: Purpose of this resolution is to take advantage of time sensitive supplemental allocation of federal funds available to the School District of Philadelphia from the Pennsylvania Department of Education to permit purchase of 12 new cafeteria ovens at no cost to the District.

In recognition of the District's successful implementation of the USDA Community Eligibility Program, which permits our delivery of daily breakfast and lunch meals to all students at no charge regardless of family income, the Pennsylvania Department of Education has agreed to make available a supplemental award of \$118,617.11 to permit our purchase of new cafeteria ovens in the following schools: Thomas Morton School; William Kelley School; Hamilton Disston School; Edwin Stanton School; George Sharswood School; Samuel Powell School; Anna Day School; William Rowen School; Edward Gideon School; Samuel Pennypacker School; Woodrow Wilson School; and James Ludlow School.

ABC Code/Funding Source	\$118,617.11
9001-030-9360-2390-7671 Cafeteria Fund	

A-12

Cafeteria Fund: \$7,200,000 Contract with Balford Farms – Milk Products

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, pursuant to blanket purchase agreements of supplies and/or a combination of supplies and services, for purchases costing \$25,000 or more, to execute, deliver and perform a contract with Balford Farms, for the purchase of milk and milk products, for an amount not to exceed \$7,200,000, subject to funding, for the period commencing July 1, 2016 through June 30, 2019.

Description: This contract establishes a source for milk and milk products for District schools over a three (3) year period. Milk is a required component for all daily full service meal feeding programs. Prices for milk are established monthly by the Pennsylvania Milk Marketing Board.

This proposed award represents completion of the public solicitation under A16-58345, Milk and Milk Products, issued by Procurement on 12/23/2015. It was sent to five (5) vendors and several area assist agencies. Thirteen (13) companies downloaded the solicitation. Of those, two (2) submitted proposals.

The vendors that submitted proposals were Balford Farms and the Maramont Corporation.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, March 4, 2016. Please reference the Resolution Number and include your name and email address.

ABC Code/Funding Source	\$7,200,000.00
9001-029-9360-2495-6311 FY17 (\$2,200,000.00)	
9001-029-9360-2495-6311 FY18 (\$2,400,000.00)	
9001-029-9360-2495-6311 FY19 (\$2,600,000.00)	

A-13**Operating Budget: \$150,000 Contract with Riddell – Reconditioning and Cleaning of Athletic Equipment**

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 Riddell, for the reconditioning and cleaning of athletic equipment, for an amount not to exceed \$150,000, subject to funding, for the period commencing March 18, 2016 through March 30, 2018.

Description: This contract establishes a source for the cleaning, patching, and repair of certain athletic equipment, including helmets, protective pads and uniforms. The contract can be used by the Athletics Department as well as individual schools.

This proposed award represents completion of the public solicitation under A16-58587, Reconditioning and Cleaning of Athletic Equipment, issued by Procurement on 1/7/2016. It was sent to eight (8) vendors and several area assist agencies. Nine (9) companies downloaded the solicitation. Of those, two (2) submitted proposals.

The vendors that submitted proposals were Riddell and Schutt Reconditioning.

ABC Code/Funding Source	\$150,000.00
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A-14**Operating Budget: \$175,000 Contract with Ardmore Tire, Inc. – School Bus and Truck Tire Recapping**

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 Ardmore Tire, Inc., for school bus and truck tire recapping services, for an amount not to exceed \$175,000, subject to funding, for the period commencing March 18, 2016 through March 30, 2018.

Description: This contract establishes a source for the small spot and full section repair school bus and truck tires. The Transportation department will use this award to have damaged tires picked up, inspected, repaired, and returned.

This proposed award represents completion of the public solicitation under A16-58617, School Bus and Truck Tire Recapping, issued by Procurement on 1/7/2016. It was sent to eight (8) vendors and several area assist agencies. Seventeen (17) companies downloaded the solicitation. Of those, five (5) vendors submitted proposals, with one vendor submitting two proposals, for a total of six (6) proposals.

The vendors that submitted were Ardmore Tire, Inc., Goodyear Commercial Tire, Inter City Tire, Service Tire Truck Centers, and Henise Tire Service.

ABC Code/Funding Source	\$175,000.00
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Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, March 4, 2016. Please reference the Resolution Number and include your name and email address.

1100-027-9590-2742-4311 FY16 (\$18,750.00)
 1100-027-9590-2742-4311 FY17 (\$75,000.00)
 1100-027-9560-2742-4311 FY18 (\$56,250.00)

A-15

Operating Budget: \$900,000 Contract Amendment with Ricoh, Inc. – Leasing of Print Shop Equipment – Subject to Funding

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform an amendment of a contract, originally entered into with Ricoh, Inc., pursuant to Resolution No. A-59, approved by the School Reform Commission June 19, 2014, for leasing of printers, by increasing the amount of the contract by an additional \$900,000, from the \$12,224,000 approved by Resolution A-59, to an amount not to exceed \$13,124,000, subject to funding, and by extending the term of the contract from its original scheduled expiration date of March 31, 2016 through June 30, 2020.

Description: The Office of Procurement Services is looking to turn the Print Shop around and make it a thriving enterprise fund. The Print Shop's workload trends downward as the year goes on because of decreased demand from schools.

The equipment presently in the Print Shop is antiquated. There are long delays to get replacement parts due to the aging equipment. This has proved to be detrimental because Print Shop cannot meet orders in a timely fashion. The District is looking to move the Print Shop into the 21st century with new digital equipment, which will provide professional color outputs and the use of various substrates.

The hardware to be provided is:

Hardware

- (2) Full Color Presses Ricoh Professional Color digital press 7110SX
- (1) Kodak HD125
- Upgrades on the existing Pro Runner 300

A web portal will also be provided to submit jobs. This will provide an easy on-ramp to the print center and requesters may upload their documents and fill out an electronic job ticket with drop down menus. There will be no added cost for the web portal.

The web portal is named WebCRD. This tool is web-to-print plus production workflow, designed specifically for in-house Print Shops. It will provide our customers with the fast and easy experience they expect at any time. It will increase our efficiency by automating job ticketing, production management, and cost tracking, all with a highly configurable, secure, and scalable solution that meets our demanding requirements.

The longer term goal will be to offer these printing services to the outside public including the School Associations, other local government offices and any political offices needing printing, etc.

This resolution is an amendment of a contract, with an extension of the term and increased funding. The original contract was awarded following RFP-439.

RFP-439: Managed Print Services was issued on October 2, 2014 and 5 companies provided the proposals to the School District of Philadelphia. There were 6 School District evaluators that participated in reviewing proposals, including 2 staff members from Information Technology and 1 staff member from Small Business Development. Ricoh USA Inc. gained the most points during the evaluation process and

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the company also provided the most competitive pricing schedule to the School District through many rounds of negotiations.

The aggregate scoring, encompassing both the written proposal evaluation and the oral presentation evaluation, ranked Ricoh USA Inc. at 16.42 points, compared to 12.93 for the closest competitor.

After requesting both purchasing and leasing service delivery options, the District requested revised pricing based on a six-year contract.

Ricoh USA Inc. submitted a revised price of \$1,800,000 per year. The closest competing price was \$1,960,000 per year.

ABC Code/Funding Source	\$900,000.00
9010-032-9220-2541-4311 FY16 (\$84,000.00)	
9010-032-9220-2541-4311 FY17 (\$204,000.00)	
9010-032-9220-2541-4311 FY18 (\$204,000.00)	
9010-032-9220-2541-4311 FY19 (\$204,000.00)	
9010-032-9220-2541-4311 FY20 (\$204,000.00)	

A-16

Cafeteria Fund: \$85,000 Contract with Calico Industries, Inc. – Kitchen Smallwares

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 Calico Industries, Inc. to purchase kitchen smallwares, for an amount not to exceed \$85,000, subject to funding, for the period commencing from March 18, 2016 through June 30, 2017.

Description: This contract establishes a source for smallwares equipment used by District cafeterias. Individual schools as well as the Food Service department will use the award to purchase items like mixing bowls, cutting boards, thermometers, and other necessary tools.

This proposed award represents completion of the public solicitation under A16-58016, Kitchen Smallwares, issued by Procurement on 1/21/2016. It was sent to thirteen (13) vendors and several area assist agencies. Sixteen (16) companies downloaded the solicitation. Of those, five (5) vendors submitted proposals.

The vendors that submitted proposals were Clark Food Services, Calico Industries, Inc., Pueblo Hotel Supply, Sam Tell & Son Inc, and Singer Equipment.

ABC Code/Funding Source	\$85,000.00
9001-029-9360-2495-6311 FY16 (\$17,000.00)	
9001-029-9360-2495-6311 FY17 (\$68,000.00)	

A-17

Cafeteria Fund: \$3,090,000 Contract with Philadelphia Warehousing & Cold Storage Co. – Food Warehousing and Refrigerated Distribution

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 Philadelphia Warehousing & Cold Storage Co., for food warehousing and

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, March 4, 2016. Please reference the Resolution Number and include your name and email address.

refrigerated distribution, for an amount not to exceed \$3,090,000, subject to funding, for the period commencing March 18, 2016 through June 30, 2019.

Description: This award establishes a source for food warehousing and distribution. The awarded vendor will receive, store, and distribute school district food to individual schools as directed by the Food Services department.

This proposed award represents completion of the public solicitation under A16-58406, Food Warehousing and Refrigerated Distribution, issued by Procurement on 12/23/2015. It was sent to three (3) vendors and several area assist agencies. Nineteen (19) companies downloaded the solicitation. Of those, one (1) submitted a proposal.

The vendor that submitted a proposal was Philadelphia Warehousing & Cold Storage Co.

ABC Code/Funding Source	\$3,090,000.00
9001-029-9360-2495-6311 FY16 (\$240,000.00)	
9001-029-9360-2495-6311 FY17 (\$850,000.00)	
9001-029-9360-2495-6311 FY18 (\$950,000.00)	
9001-029-9360-2495-6311 FY19 (\$1,050,000.00)	

A-18

General Fund: \$751,755 Contract Amendments with Imperial Wholesale, Inc., Ramos Associates, Inc., and M. W. Corner, Inc. – Snow Removal Services

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 Nos. 916/F14, 917/F14 and 925/F14, originally entered into with Imperial Wholesale, Inc., Ramos Associates, Inc., and M.W. Corner, Inc., pursuant to Resolution No. A-10 approved by the School Reform Commission on December 19, 2013, and Resolution No. A-22 approved by the School Reform Commission on December 18, 2014 by increasing the aggregate amount of the contracts by an additional \$751,755 from the \$2,985,000, approved in Resolutions A-10 and A-22, to an aggregate amount not to exceed \$3,736,755 for snow removal services.

Description: The School District of Philadelphia, through the Office of Facilities Management & Operations, initially qualified four (4) vendors for Snow Removal Services using RFP-383 in November 2013 for the period December 20, 2013 through June 30, 2016. However, due to non-performance by one vendor, the snow removal services are performed by three (3) vendors. These vendors are assigned different locations for snow removal.

ABC Code/Funding Source	\$751,755.00
1100-031-9270-2633-4321 General Fund	

A-19

Withdrawn by Staff 3.8.16

General Counsel

A-20

Withdrawn by Staff 3.17.16

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, March 4, 2016. Please reference the Resolution Number and include your name and email address.

Executive**A-21 (Updated 3.16.16)****Operating Budget: \$43,750 Contract with Vendor Rosen Group – Chief Talent Officer Search**

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 Rosen Group, to conduct an executive search to fill the role of Chief Talent Officer, for an amount not to exceed \$43,750, for the period commencing March 18, 2016 through July 1, 2016.

Description: The School District of Philadelphia (“the District”) seeks to retain an executive search firm for the purpose of recruiting a Chief Talent Officer (“CTO”). The Office of Talent is responsible for supporting, and retaining a diverse and effective staff to serve the District and the Chief Talent Officer is the cabinet level position responsible for managing the Office. The District is seeking an executive search firm to obtain the highest-qualified candidates for this important District leadership position. The cost of the contract will be offset by salary savings resulting from the ongoing vacancy.

In working with an executive search firm, the goal is to have a permanent Chief Talent Officer in place by July 1, 2016. The position has been filled in an interim capacity since July 2015.

ABC Code/Funding Source

\$43,750.00

1100-051-9020-2361-3111 Operating

Operations**A-22 (Added 3.9.16)****Fifth Lease Renewal with Quality Community Health Care, Inc. at General George C. Meade Elementary School**

RESOLVED, that the School Reform Commission authorizes the School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a fifth one-year renewal of the lease agreement, originally entered into with Quality Community Health Care, Inc., for use as a federally-funded school based community health center at General George C. Meade Elementary School, pursuant to Resolution No. A-21, approved by the School Reform Commission on April 16, 2008 (which initial lease terms expired on March 31, 2011), which lease was renewed pursuant to Resolution No. A-1, approved by the School Reform Commission on March 15, 2012, (which renewal term expired on March 31, 2013), which lease was renewed pursuant to Resolution No. A-8 approved by the School Reform Commission on March 21, 2013 (which term expired on March 31, 2014), which lease renewed pursuant to Resolution No. A-6 approved by the School Reform Commission on March 20, 2014 (which renewal term expired on March 31, 2015), and which lease renewal pursuant to Resolution A-3 approved by the School Reform Commission on March 19, 2015 (which renewal term expires on March 31, 2016), for a rental amount not to exceed \$8,215.00 per year (1,550 square feet at a rental rate of \$5.30 per square foot) to be paid monthly, for the period commencing on April 1, 2016 through March 31, 2017. The School District will be responsible for all utilities and snow & ice removal. Quality Community Health Care, Inc. will be responsible for its custodial staff, minor maintenance & repairs, trash and recycling pick-up, security, disposal of medical wastes and a proportionate share of costs for the building engineer for overtime. The rent for any renewal term will increase by 3%. The terms of the renewal lease must be acceptable to the School District of Philadelphia’s Office of General Counsel and the Office of Risk Management.

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

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, March 4, 2016. Please reference the Resolution Number and include your name and email address.

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

This resolution is requesting a one-year extension on a lease term that expires on March 31, 2016. The rental rate is based on the following: 1) The Tenant, Quality Community Health Care, Inc., is responsible for its custodial staff, minor maintenance & repairs, trash & recycling pick-up, security and disposal of medical wastes. 2) The School District is only responsible for utilities and snow & ice removal; and 3) as a non-profit entity subject to covenants pertinent to the bond financing of its real property, the School District bases its rental rates on its out of pocket expenses when leasing its buildings to third parties.

A-23 (Added 3.9.16)

Amendment to Agreement of Sale with KIPP Philadelphia Schools – Sale of the former Stanton School

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 the Agreement of Sale, originally entered into with KIPP Philadelphia Schools or its affiliate (the "Buyer"), for the sale and purchase of the former M. Hall Stanton School located at 2539 N. 16th Street (the "Property"), pursuant to Resolution No. A-20, approved by the School Reform Commission on November 19, 2015, to reduce the purchase price by \$260,000 from the \$910,000 authorized by Resolution A-20, to \$650,000, because the Property sustained casualty losses that resulted in a diminution in value of the Property prior to execution of the Agreement of Sale by the parties. 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-20, approved on November 19, 2015, to sell the property located at 2539 N. 16th Street, known as the former M. Hall Stanton School to KIPP Philadelphia Schools. The Property sustained casualty losses as a result of vandalism which caused damage to the electrical unit, boiler and elevator, respectively. The School District and the Buyer have agreed to share in the cost of repairs by providing the buyer a credit in the amount of \$260,000.00.

A-24 (Added 3.10.16)

Capital Fund: \$569,344 Capital Projects Awards II

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 \$569,344.00.

Description:

Spec: B-015 C
of 2015/16 General Service Contract - Asbestos Abatement of Crawl Space
Solis-Cohen Elementary School- 7001 Horrocks Street
Pepper Environmental Services, Inc.
Philadelphia, Pennsylvania 19137
ABC Code: 8A15-065-8340-4200-4915-02
Total Aggregate M/WBE Participation: 20%

This general service contract provides Asbestos Abatement of the Crawl Space to allow access to perform structural repairs to B & F wings under a subsequent contract.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, March 4, 2016. Please reference the Resolution Number and include your name and email address.

The bids for Solis-Cohen Elementary School project were publicly advertised on 2/5/16, 2/10/16, and 2/23/16 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 3/1/16. 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 \$189,829.00.

The Facilities Condition Index (FCI) at this location is 73.21%. The School Progress Report (SPR) at this location is 62.

Spec: B-051 C
of 2015/16 General Contract –Asbestos Abatement of Crawl Space
Morris E. Leeds Middle School -1100 E. Mt. Pleasant Ave.
Delta/B.J.D.S., Inc. (W) - \$379,515.00
Southampton, Pennsylvania 18966
ABC Code: 8A15-065-6100-4200-4915-02
Total Aggregate M/WBE Participation: 100.0%

This general contract covers the labor, material, and equipment to necessary for the Asbestos Abatement of the crawl space.

The bids for Leeds Middle School project were publicly advertised on 2/5/16, 2/10/16, and 2/23/16 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 3/3/16. After review of the bids and a de-scoping meeting it was determined that Delta/B.J.D.S., Inc. was the lowest responsible bidder with a bid of \$379,515.00.

The Facilities Condition Index (FCI) at this location is 29.39%. The School Progress Report (SPR) at this location is 23.

ABC Code/Funding Source \$569,344.00

A-25 (Added 3.10.16)

Capital Fund: \$6,500,000 Professional Construction Management Services Contract with BSI Construction, LLC – Renovations to Morris E. 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 a contract with BSI Construction, LLC. for professional construction management services, including professional design services, advertisement, procurement and award of separate construction contracts for renovations at the Morris E. Leeds Middle School building, for an aggregate amount not to exceed \$6,500,000, for the period commencing March 18, 2016 through completion of the project; 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 such other documents necessary to further the intent of this Resolution.

Description: This project involves 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 will relocate 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,

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, March 4, 2016. Please reference the Resolution Number and include your name and email address.

approved on February 18, 2016. The adopted FY2015-16 Capital Budget includes 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.

The scope of the renovation project to relocate HFWA to the Leeds building includes the following:

- ADA and Life Safety Improvements: The Leeds building will be modified to support ADA accessibility for proper doorway clearances, proper door hardware, accessible ramps, railings, wheel chair lifts and signage where required. Upgrades will also include renovations of student bathrooms, the installation of a new 4,000 pound pit-less hydraulic elevator, and extension of the existing fire alarm system to add area smoke detectors, horn strobes, and elevator recall to meet full ADA Compliance.
- Upgrades/Renovations to general and special education classrooms: The HFWA academic program requires 51 educational spaces, 10 ancillary administrative spaces and common spaces which include Gym, Auditorium and Cafeteria to support a projected enrollment of 750 students. Renovations to provide new Autistic Support, Life Skills Support, and Multiple Disabilities Support classrooms with appropriate kitchen and laundry facilities are included. Three science labs will be provided to meet the latest educational standards and building requirements.
- Environmental Abatement: Any asbestos-containing building materials disturbed by the construction activities will be fully abated in compliance with the U.S. EPA and City of Philadelphia requirements.

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.

On January 13, 2016, the School District’s Office of Capital Programs publicly advertised and issued a Request for Proposals (RFP) to obtain public competitive proposals from qualified development teams who can provide all the project components of development, professional design, and construction for the conversion of Leeds. A voluntary project walkthrough and site tour for proposers was conducted on January 18, 2016, at the building. Three development teams responded by the February 5, 2016 deadline.

Evaluations of the technical proposals were performed by a five-person evaluation committee consisting of staff from the Office of Capital Programs. Proposals were scored on the following established criteria: (1) qualifications of the project team as evidenced by their technical experience and certification/licenses to provide the services being proposed; (2) the Proposer’s ability to complete the proposed renovations prior to the start of the 2016-17 academic year; (3) the proposed guaranteed maximum price; (4) meeting MBE/WBE goals; and (5) the Proposer’s ability to work with State and City regulatory agencies in securing any necessary zoning permits, variances or other regulatory approvals required.

Following the tally of the technical review scores, all three firms - Shoemaker Construction Company, Daniel J. Keating Company and BSI Construction LLC. - were selected by the evaluation committee for oral presentations conducted on February 22, 2016.

BSI Construction LLC, was selected as the most technically-qualified firm to perform this project. As the Construction Manager, BSI Construction LLC will be responsible for the professional design, advertisement, procurement and award of separate construction contracts. The Office of Capital Programs was successful in negotiating BSI’s proposal fee from \$6,921,000 to \$6,500,000 which will cover the scope set forth above.

ABC Code/Funding Source	\$6,500,000.00
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Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, March 4, 2016. Please reference the Resolution Number and include your name and email address.

General Counsel**A-26 (Added 3.17.16)****Settlement of Federal Civil Action – Francis Dougherty**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the General Counsel, to execute, deliver and perform a settlement agreement with Francis Dougherty, in the amount of \$725,000, payable in three payments – the first in the amount of \$300,000 within 60 days of approval by the School Reform Commission, the second in the amount of \$210,000 on or before August 31, 2016 and the third in the amount of \$215,000 on or before August 31, 2017, in exchange for a general release of claims for damages for First Amendment retaliation and attorney’s fees and costs and dismissal of the federal civil action and all appeals.

Description: Suit was filed in the United States District Court for the Eastern District of Pennsylvania, in 2012 by Francis Dougherty, former Deputy Chief Financial Officer for Operations of the School District, arising out of the termination of Mr. Dougherty's employment following an investigation by an independent investigator, who determined that there was probable cause to believe that Mr. Dougherty violated the School District's Code of Employee Ethics by sending confidential School District documents to himself and to his personal email accounts. Mr. Dougherty claimed that he was terminated in retaliation for the exercise of his First Amendment right and in retaliation for whistle-blowing after he reported to The Philadelphia Inquirer, the Federal Bureau of Investigation, State Representatives and the U.S. Department of Education, his allegation that former Superintendent, Dr. Arlene Ackerman, steered the award of a contract for the purchase and installation of security cameras from a white-owned vendor to a minority-owned vendor. Mr. Dougherty sought front and back pay, pain and suffering and punitive damages from the individual defendants and attorneys' fees.

The case was tried before a jury in March, 2015. The jury returned a verdict for Mr. Dougherty against the School District and two individual defendants only on the First Amendment retaliation claim and in favor of the School District and other defendants on the Whistle-blower claim. The jury awarded nominal damages in the amount of \$3. After a post-trial amendment of the complaint to assert First Amendment retaliation based on a paid administrative leave or a recommendation for termination, and after a non-jury hearing, the Court entered a judgment for front pay in the amount of \$318,520. Mr. Dougherty filed a petition for attorney’s fees and costs in the amount of \$1,580,574. The School District and other defendants appealed the judgments; Mr. Dougherty cross-appealed the dismissal of the SRC. The appeals have been stayed pending disposition of the post-trial motions.

The proposed settlement allocates compensatory damages at \$181,250 (which is 57% of the judgments for damages) and the attorney’s fees and costs at \$543,750 (which is 34% of the amount claimed for attorney’s fees). The proposed settlement will be partially secured by the existing judgments against the School District in the amount of \$318,523, until paid.

ABC Code/Funding Source	\$725,000.00
1100-061-9370-2392-8211 Operating FY16 (\$300,000.00)	
1100-061-9370-2392-8211 Operating FY17 (\$210,000.00)	
1100-061-9370-2392-8211 Operating FY 18 (\$215,000.00)	

III. EDUCATION SERVICES**Academic – Donations/Acceptances****B-1****Donation: \$298,490 Ratification of the Acceptance of Donated Services from DVAEYC; Memorandum of Understanding – Pre-K-3 Communities of Practice Project**

RESOLVED, that the School Reform Commission hereby ratifies the acceptance by The School District of Philadelphia, through the Superintendent or his designee, the donation of a broad array of professional

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services from the Delaware Valley Association for the Education of Young Children, with an aggregate value not to exceed \$298,490; 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 or his designee, of a Memorandum of Understanding with the Delaware Valley Association for the Education of Young Children 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 Comegys and Southwark Schools for the period commencing January 1, 2016 to June 30, 2018.

Description: This ratification is being requested in accordance with SRC Policy #820, subsection 8, Acceptance of Gifts and Donations. The Office of Early Childhood Education did not receive notification of the grant award from Delaware Valley Association for the Education of Young Children (DVAEYC) until December 2015, at which time we began to develop the details of the plan.

The William Penn Foundation has awarded the Delaware Valley Association for the Education of Young Children (DVAEYC) a grant to enhance pre-K to grade 3 alignment and kindergarten transition at Comegys and Southwark Schools. The schools were selected by DVAEYC based on geographic parameters. This project will focus on the delivery of high quality professional development and intensive, on-site technical assistance provided by DVAEYC for the pre-K and early grade teachers serving the children in the Comegys and Southwark Schools' catchment areas. The goal is to develop and implement a quality improvement service plan related to inquiry-based learning, integrated literacy and STEM curriculum to support effective pre-K to grade 3 alignment, kindergarten transition and readiness and family engagement. DVAEYC staff will work with teachers in understanding and implementing best practices around student assessment, kindergarten transition, and kindergarten readiness assessment. Teachers will review data and data patterns, and will be coached on using data findings to modify classroom practices to differentiate learning for students.

Participants will receive two days of large group professional development including project orientation and an overview of inquiry based learning. Additional professional development will be provided at quarterly meetings for the duration of the project. Also included will be technical assistance visits to all participating classrooms at Comegys, Southwark, surrounding pre-K programs, and family nights. Through family workshops and other kindergarten transition activities, caregivers will be encouraged to participate in this project. The deliverables will center on the series of professional development offerings.

ABC Code/Funding Source

\$298,490.00

B-2

Donation: \$1,800,000 Acceptance of Pre-K Nutrition Education Services from Albert Einstein Healthcare Network; 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-K Nutrition Education services, valued at approximately \$1,800,000, from Albert Einstein Healthcare Network, at no cost to the School District, and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, contingent upon receipt of this donation, to execute, deliver and perform a Memorandum of Understanding with Albert Einstein Healthcare Network to provide the Pre-K Nutrition Education services to School District students, for the period commencing October 1, 2016 through September 30, 2018.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, March 4, 2016. Please reference the Resolution Number and include your name and email address.

Description: Nutrition education is a vital component of the Supplemental Nutrition Assistance Program (SNAP). In Pennsylvania (PA), nutrition education for SNAP recipients is administered by Pennsylvania Nutrition Education Tracks (TRACKS), through an agreement between The Pennsylvania State University College of Health and Human Development and Pennsylvania Department of Public Welfare, with funding from United States Department of Agriculture. Costs of providing nutrition education are shared between the federal government and agencies across the State that deliver nutrition education in their local areas. Albert Einstein Healthcare Network partners with PA TRACKS to provide nutrition education to SNAP-eligible families within The School District of Philadelphia. Their nutrition education efforts focus on the Head Start and Bright Futures programs within the Office of Early Childhood Education.

Children in prekindergarten classes within The School District of Philadelphia receive weekly lessons for 15-30 weeks. They learn about a fruit or vegetable and have the opportunity to taste that food. The sessions include lessons revolving around healthy foods and hand washing. A multi-sensory approach is used in teaching the lessons. Hands-on activities, songs, and pictures promote the importance of healthy eating and hand washing. Teachers are provided with materials to use for follow-up and to reinforce the lessons. Each follow-up activity includes games, puzzles, books, as well as crafts and handouts that are integral to the FUN curriculum. The songs are integrated into the children's musical repertoire and are a constant and fun reminder of healthy eating habits. Children have a weekly opportunity to taste, feel, and experience new and healthy foods - particularly fruits and vegetables, which they may not regularly have available to them. Parents receive a short summary of the lessons that have been given to the children with simple suggestions on how to integrate healthy eating into their families' routines and daily lives.

In addition to the direct education that Einstein FUN staff provides in designated District prekindergarten classrooms, Einstein provides training, lesson plans and materials, support, resources, and personnel so that all prekindergarten classes under the auspices of The School District of Philadelphia and/or in partnership with The School District of Philadelphia will receive 8 nutrition lessons and follow up materials to support the lessons.

At a minimum of 20% of prekindergarten sites, Einstein staff provides at least one parent workshop related to nutrition and healthful eating. Recipe cards and handouts will be distributed at parent workshops. Early Childhood staff attends these workshops and receives follow up materials for use with parents.

ABC Code/Funding Source

\$1,800,000.00

B-3

Categorical Grant Fund: \$300,000 Grant Acceptance from the Fund for The School District of Philadelphia – Innovative Teacher Development Coordinator

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation a grant of up to \$300,000 from the Fund for the School District of Philadelphia, to create the the position of Innovative Teacher Development Coordinator, reporting to the Assistant Superintendent of the Innovation Network, for the period beginning March 18, 2016 through June 30, 2018.

Description: The Barra Foundation has awarded a grant to the Fund for the School District of Philadelphia to launch a collaboration between the Innovation Network of the School District of Philadelphia, the University of Pennsylvania's Graduate School of Education and the Drexel School of Education. This collaboration will create a training ground for modern teaching methods, grounded in the practice of the schools in network and taught by the world-class faculty of both Penn and Drexel with classroom-based practitioners as potential adjunct professors. This grant would create a "Innovative

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Teacher Development Coordinator,” reporting to the Assistant Superintendent of the Innovation Network and collaborating with the Office of Talent. This position would be fully dedicated to fostering a jointly-developed teacher development model for the Innovation Schools with an eye towards developing training that could be leveraged in other district schools and learning networks.

ABC Code/Funding Source

\$300,000.00

Academic – Payments/Contracts

B-4

Categorical/Grant Fund: Ratification of Contracts and Amendment of Contracts with Various Vendors – Preschool Programs

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery, and performance by The School District of Philadelphia, through the Superintendent, of a contract with Korean Community Development Services, to provide community-based early learning services for up to 38 three- and four-year-old children, for an amount not to exceed \$119,672, contingent upon receipt of both a Pre-K Counts Expansion Grant in the amount of \$2,150,250 and a Head Start Supplemental Assistance Expansion Grant in the amount of \$1,445,000 from the Pennsylvania Department of Education, the acceptances of which were authorized by Resolution No. B-6, approved by the School Reform Commission on June 18, 2015, for the period commencing March 1, 2016 through June 30, 2016; 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, contingent upon receipt of the supplemental grant funding, of amendments of contracts to be entered into separately with the various providers of comprehensive early childhood services, originally authorized pursuant to Resolution No. B-6, approved by the School Reform Commission on June 18, 2015, in the specific individual amounts and for the reasons/circumstances set forth below:

Mercy Neighborhood Ministries of Philadelphia, contract increased by \$115,830 from the \$280,800 approved by Resolution B-6, to an amount not to exceed \$396,630, in order to support the operation of up to 33 additional full-day preschool service slots (for a new total of 73 students), for the period commencing March 1, 2016 through June 30, 2016;

The Lighthouse, contract increased by \$280,800 from the \$842,400 approved by Resolution B-6, to an amount not to exceed \$1,123,200, in order to support the operation of up to 80 additional full-day preschool service slots (for a new total of 200 students), for the period commencing March 1, 2016 through June 30, 2016;

Today's Child Learning Centers, contract increased by \$63,180 from the \$1,137,240 approved by Resolution B-6, to an amount not to exceed \$1,200,420, in order to support the operation of up to 18 additional full-day preschool service slots (for a new total of 180 students), for the period commencing March 1, 2016 through June 30, 2016;

Total Childcare Systems, contract increased by \$63,495 from the \$597,600 approved by Resolution B-6, to an amount not to exceed \$661,095, in order to support the operation of up to 20 additional full-day preschool service slots (for a new total of 100 students), for the period commencing March 1, 2016 through June 30, 2016;

Your Child's World Learning Center, contract increased by \$133,380 from the \$2,230,200 approved by Resolution B-6, to an amount not to exceed \$2,363,580, in order to support the operation of up to 38 additional full-day preschool service slots (for a new total of 348 students), for the period commencing

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, March 4, 2016. Please reference the Resolution Number and include your name and email address.

March 1, 2016 through June 30, 2016; and

Youth Enrichment Programs, contract increased by \$190,485 from the \$522,900 approved by Resolution B-6, to an amount not to exceed \$713,385, in order to support the operation of up to 60 additional full-day preschool service slots (for a new total of 130 students), for the period commencing March 1, 2016 through June 30, 2016; 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, contingent upon receipt of the supplemental grant funding, of an amendment of the contract originally entered into with American Kitchen Machinery & Repair, pursuant to Resolution No. B-6, approved by the School Reform Commission on June 18, 2015, by increasing the amount of the contract by an additional \$5,000 from the \$30,000 approved in Resolution B-6, to an amount not to exceed \$35,000, in order to support additional food service appliance maintenance, installation, and decommission, for the period commencing March 1, 2016 through June 30, 2016.

Description: This ratification is being requested in accordance with SRC Policy 820, subsection 8, regarding acceptance of grant funding.

On January 7, 2016, the District was awarded additional funding by the PA Dept. of Education to expand the total number of three- and four-year olds in preschool. The District is proposing to expand preschool services in priority-need communities.

This goal will be accomplished through the distribution of supplemental pre-k program funding beyond that originally authorized by SRC Resolution B-6 of 6/18/15 to a total of seven (7) existing partner entities that serve high-need areas/populations in order to expand citywide comprehensive pre-k service capacity effective March 1, 2016, in alignment with associated expansion grant implementation guidelines and directives.

The nominal overall modifications to the District's existing citywide program network being proposed through this resolution have already been reviewed and provisionally approved by all relevant funding agencies.

ABC Code/Funding Source

4E1X-G01-9150-1807-3291 PA Pre-K Counts Grant Program (\$378,652.00)

216X-G01-9390-1807-3291 Federal Head Start Grant Program (\$593,190.00)

B-5

Categorical/Grant Fund: \$6,724.53 Ratification of Amendments to License Agreements with Asociacion Puertorriquenos en Marcha (\$3,701.20) and Today's Child Learning Centers (\$3,023.33) – Head Start Programs

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent, of an amendment to a License Agreement, originally entered into with Asociacion Puertorriquenos en Marcha, pursuant to Resolution No. B-25, approved by the School Reform Commission on June 18, 2015, by increasing the licensed space at Trinidad Center by an additional 1,140 sq. ft. from 7,331 sq. ft. authorized by Resolution B-25, to 8,471 sq. ft., and by increasing the license fee by an additional \$3,701.20 from \$71,403.94 authorized by Resolution B-25, to not less than \$75,105.14, for the period commencing March 1, 2016 through June 30, 2016. All other provisions of Resolution B-25 shall remain in full force and effect; and be it

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, March 4, 2016. Please reference the Resolution Number and include your name and email address.

FURTHER RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent, of an amendment to a License Agreement, originally entered into with Today's Child Learning Centers, pursuant to Resolution No. B-25, approved by the School Reform Commission on June 18, 2015, by increasing the licensed space at Feltonville Center by an additional 1,000 sq. ft. from the 14,155 sq. ft. authorized by Resolution B-25, to 15,155 sq. ft., and by increasing the license fee by an additional \$3,023.33 from \$128,385.85 authorized by Resolution B-25, to an amount not less than \$131,409.18, for the period commencing March 1, 2016 through June 30, 2016. All other provisions of Resolution B-25 shall remain in full force and effect.

Description: By Resolution B-25, approved on June 18, 2015, the School Reform Commission authorized The School District of Philadelphia to execute, deliver and perform license agreements during the period commencing July 1, 2015 through June 30, 2016 with: Asociacion Puertorriquenos en Marcha (APM) for use of approximately 7,331 square feet at the Trinidad Center, 1038 West Sedgley Avenue, Philadelphia, PA, under certain terms and conditions; and Today's Child Learning Centers (TCLC) for use of approximately 14,155 square feet at the Feltonville Center, 4901 Rising Sun Avenue, Philadelphia, PA, under other certain terms and conditions.

APM has requested the use of an additional 1,140 square feet of classroom space at the Trinidad Center in order to deliver high-quality, guideline compliant Head Start programming to 19 more enrolled children for the period commencing March 1, 2016 through June 30, 2016; similarly, TCLC has requested the use of an additional 1,000 square feet of classroom space at the Feltonville Center for the period commencing March 1, 2016 through June 30, 2016 to provide Head Start services to 18 more students.

This resolution, which seeks approval for an increase in the amount of space being used at the respective facilities as well as a corresponding increase in the licensing fee at both sites, is being presented to the SRC at this time as a ratification in order to be effective as of March 1, 2016, in alignment with the mandated start date for FY16 Head Start expansion programming funded by the School District of Philadelphia.

ABC Code/Funding Source

\$6,724.53

B-6

Categorical/Grant Fund: \$89,250 Contract with Public Health Management Corporation – Kindergarten Transition

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 Public Health Management Corporation, to support improvements to the School District's efforts to transition students and their families into kindergarten, for an amount not to exceed \$89,250, all of which will be funded by a grant from the William Penn Foundation, acceptance of which grant was authorized by Resolution No. B-1, approved by the School Reform Commission on December 17, 2015, for the period commencing March 18, 2016 through March 17, 2017.

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-sector training and support needs between and among the preK and K-12 sectors to enhance PreK-3 instructional alignment. However, the full impact of these efforts will

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not be fully realized without a concomitant attention to solving the considerable operational and infrastructure challenges this city confronts around the Kindergarten Transition experience, which include:

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

With funds awarded through a grant from the William Penn Foundation to the School District to support Kindergarten Transition, which was formally accepted via SRC resolution B-1 of 12/17/15, the School District's Office of Early Learning will develop a contract with Public Health Management Corporation (PHMC) to provide a temporary, full-time individual to work as a Fellow with the District to design and support improvements to its kindergarten transition efforts.

PHMC is uniquely situated to assist the District in these efforts, as it operates 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. It has working relationships and convening authority with most if not all of the community-based early education care agencies in the region, and has a team of staff who are well-versed in the research and practice of early learning.

ABC Code/Funding Source	\$89,250.00
6OIX-G01-9CE0-2296-3291 William Penn Foundation Grant	

B-7

Categorical/Grant Fund: \$40,000 Contract with EdPro Consulting, LLC

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with EdPro Consulting, LLC, to provide clear performance metrics, tools, systems and processes for monitoring the performance of external providers, for an amount not to exceed \$40,000.00, for the period commencing March 18, 2016 through June 30, 2016.

Description: The purpose of this resolution is to authorize the utilization of \$40,000.00 to contract with EdPro Consulting LLC, for an aggregate amount not to exceed \$40,000.00 for the period commencing March 18, 2016 through June 30, 2016.

The School District of Philadelphia (SDP) Opportunity Network seeks to improve contractor oversight in ways similar to the District's recent improvements in Charter authorizing. The intent is to have transparent and helpful communication with contract program and school providers and new contracts for external providers with clear performance metrics, tools, systems, and monitoring processes for performance. SDP is seeking to contract and engage with EdPro Consulting, LLC, to review exceptional non-charter contracts from around the country and help SDP build the tools, systems, and processes for world-class contract oversight for external providers.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, March 4, 2016. Please reference the Resolution Number and include your name and email address.

ABC Code/Funding Source
6MSX-G44-9840-239B-3291 Dell Foundation Grant

\$40,000.00

B-8

No Cost Contract Amendment with Renaissance Learning STAR Enterprise – Universal Screeners for Response to Instruction and Intervention

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver, and perform an amendment of Contract No. 513/FY14, originally entered into with Renaissance Learning STAR Enterprises pursuant to Resolution B-12 approved by the School Reform Commission on September 23, 2013, by extending the term of the contract from its original scheduled expiration date of August 26, 2016 to June 30, 2017, at no cost to the School District, to provide the use of Renaissance STAR, a literacy/math universal screener, for all students in grades 6-12.

Description: This resolution is submitted to seek authorization to extend the term of Contract No. 513/FY14, approved by the School Reform Commission on September 23, 2013, from August 26, 2016, to June 30, 2017. The extension of the contract with Renaissance Learning STAR Enterprises will give the District more time to address and meet the goals set forth in The School District of Philadelphia's Action Plan with fidelity and to improve student outcomes.

Renaissance STAR, as a universal screener, is conducted to identify or predict students who may be at risk for poor learning outcomes, or in need of enrichment. Universal screening tests are typically brief, conducted with all students at grade level, and followed by additional testing or short-term progress monitoring to corroborate students' risk status. Universal screening enables the District to focus on the fidelity of implementation and selection of evidence-based tools, with consideration for cultural and linguistic responsiveness and recognition of student strengths.

A Universal Screener establishes the District by putting a system in place to assess the strengths and challenges of all students in academic content areas. All students are screened/benchmarked a minimum of three times per year to determine academic status against grade-level standards. Renaissance STAR has already been successful in identifying gaps in achievement for District students and determining tiered supports to address their needs. This service will continue to provide supports and a means of data analysis for students in grades 6-12 while allowing for shared ownership as the universal data can be shared with administrative teams, grade level teams, student specific teams, and parents.

B-9 (Updated 3.2.15)

Categorical/Grant Fund: \$1,362,000 Contract with Carnegie Learning, Inc. – Professional Development for Summer Math Institute 2016

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 Carnegie Learning, Inc. to provide professional development services to K-8 and Algebra I teachers in support of the District's math initiative, for an amount not to exceed \$1,362,000.00, for the period commencing March 18, 2016 through June 30, 2017.

Description: As part of an effort to ensure that teachers have access to the highest quality professional development in mathematics, The School District of Philadelphia (SDP) is launching an annual summer mathematics institute for approximately five hundred (500) teachers of grades K-2, five hundred (500) teachers of grades 3-5, and five hundred (500) teachers of grades 6-8 and Algebra I, beginning July 2016. The goal of this intensive, evidenced-based, professional development effort is to significantly improve mathematics instruction and students' math achievement. Each day will begin with a 45-minute plenary session for all participants, followed by three training sessions, a scheduled lunch, and 30 minutes of

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school planning at the end of the day. Each training session will last 90 minutes, instructing a class-size of 20 to 30 educators (including teachers, school principals and itinerant education staff such as teachers of special education and English language learner students). Participants will cycle through 14-15 sessions, total during the week.

Carnegie Learning, Inc. will provide intensive standards aligned math workshops for K-12 educators that are designed to expand teachers' understanding of content and pedagogy. The three main elements are: grade appropriate content; problem-solving in a learner-centered environment; and heightened awareness of teaching practices.

Carnegie Learning, Inc will provide professional development services to all grade spans K-2; 3-5; 6-8 and Algebra I teachers and administrators during the week of June 27- July 1, 2016. Each grade span will be staffed with approximately 20 facilitators, who will deliver a wide variety of 90-minute breakout sessions throughout the math institute.

In addition to the five-day professional development Carnegie Learning, Inc will also:

- Provide two (2) project managers for up to 50 schools during school year 2016-2017
- Provide professional development to the designated math leads six times starting in June 2016 and continuing into the 2016-2017 school year -- one designee per school.

Project Management will include two (2) full-time Carnegie Learning, Inc. certified Project Managers providing job-embedded support from the first day of school in the 2016-2017 school year; approximately 36 weeks. In collaboration with the Office of Curriculum, Instruction and Assessment, the Project Manager will work directly in schools with teachers and administrators, four days per week, to plan, prepare, organize data and provide actionable support to school administrators. One full-time Project Manager can support up to 25 schools.

The custom math lead workshops will provide custom workshops for The School District of Philadelphia designated Math Leads. These workshops will begin in the spring of 2016 (2 workshops) and continue quarterly in the 2016-2017 school year (for a total of 6 workshops).

ABC Code/Funding Source	\$1,362,000.00
201X-G52-9440-226D-3291 Title 1	

IV. INTERMEDIATE UNIT

IU-1

IDEA: \$349,750 Contract Amendments with Special Education Training Consultants

RESOLVED, that the School Reform Commission acting in its capacity as Board of Directors of the Philadelphia Intermediate Unit, authorizes I.U. 26, through the Executive Director or his designee, to execute, deliver and perform amendments to the following contracts, originally entered into pursuant to Resolution IU-6, approved by the School Reform Commission on June 18, 2015:

1. Contract No. 735C/F15(0292) with Fisher Educational Services, LLC, by increasing the dollar amount of the contract by an additional \$4,800, from the \$120,000 approved in Resolution IU-6, to an amount not to exceed \$124,800;
2. Contract No. 739C/F13(292/F16) with Hemenway Direct, Inc., by increasing the amount of the contract by an additional \$7,200 from the \$35,000 approved in Resolution IU-6, to an amount not to exceed \$42,200; and,
3. Contract No. 184A/F15(298/F16) with Wilson Language Training, Inc., by increasing the amount of the contract by an additional \$18,000 from the \$15,000 approved in Resolution IU-6, to an amount not to exceed \$33,000, to deliver school-based coaching, modeling, support, training, and train the trainer

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professional development to teacher leaders and teachers of students with Individualized Education Programs, for an aggregate amount not to exceed \$349,750, for the period commencing March 18, 2016 through June 30, 2016.

Description: The original Resolution IU-6, approved by the School Reform Commission on June 18, 2015, also authorized a contract with NCS Pearson, Inc., for an amount not to exceed \$30,000, for the training of teachers on the use of AIMSWeb, a universal student screening and academic progress monitoring and assessment program. The School District of Philadelphia, through the Office of Specialized Services (OSS), did not enter into a contract, pursuant to Resolution IU-6, with NCS Pearson, Inc., as it was determined that the District, through the Office of Curriculum, Instruction and Assessment, already entered into Contract No. 315/F14 with NCS Pearson, Inc. to perform the same teacher training services. Through this resolution, OSS is requesting to utilize the un-used \$30,000 originally set aside in Resolution IU-6 for a contract with NCS Pearson, Inc., to increase contract authorization by \$30,000 with Fisher Educational Services (\$4,800), Hemenway Direct, Inc. (\$7,200) and Wilson Language Training, Inc. (\$18,000), three other vendors approved for contracts in Resolution IU-6. The aggregate amount of contracts totaling \$349,750, originally authorized by IU-6, has not changed.

OSS proposes to increase the contract with Fisher Educational Services, LLC by an additional \$4,800, in order for the provision of four more days of on-site teacher coaching in reading and math intervention specifically for autistic and intellectually disabled students. OSS proposes to increase the contract with Hemenway Direct, Inc. by an additional \$7,200 to provide six more days of on-site teacher and resource teacher trainings in effective reading and math interventions for learning disabled students. OSS shall utilize the requested additional \$18,000 in contract authorization with Wilson Language Training, Inc. for the training of school-based staff and administrators in the Wilson Language Reading System in additional K-3 classrooms. Additional funding shall enable Wilson Language Training, Inc. to intensify the training of trainers, in order to increase the number of District staff qualified to provide credentialing in reading intervention to District teachers.

ABC Code/Funding Source	\$349,750.00
242X-G05-9CL0-2272-3291 IDEA	

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, March 4, 2016. 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 February 29, 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.

THE FOLLOWING EMPLOYEES HAVE BEEN HIRED

ABNEY, CONSTANCE D	SUPPORTIVE SERVICES ASST, 4 HR	FORREST, EDWIN SCHOOL	02/22/16	\$11,666.00	ANNUAL SALARY
ALLEN, NATALIE D	EXT ACTVTS, NON-CONTRACT EMP-HR	OFFICE OF COMPREHENSIVE ARTS	02/11/16	\$15.00	HOURLY RATE
ALVAREZ, ALEXANDRA N	DIR, SPECIAL ED SERVICES	OFFICE OF SPECIALIZED SERVICES	02/08/16	\$86,000.00	ANNUAL SALARY
ANNARELLI, SHERRY L	EXT ACTVTS, NON-CONTRACT EMP-HR	EMPLOYEE SUPPORT SERVICES	02/16/16	\$12.00	HOURLY RATE
BADET, YVANS	BUS CHAUFFEUR PART TIME PROB	TRANSPORTATION, PD	02/08/16	\$12,576.80	ANNUAL SALARY
BARTAL, PATRICK J	TEACHER, FULL TIME	MYA-MIDDLE YEARS ALTERNATIVE	02/12/16	\$56,531.00	ANNUAL SALARY
BERGERON, CATHERINE I	TEACHER, FULL TIME	CENTRAL HIGH SCHOOL	02/17/16	\$45,359.00	ANNUAL SALARY
BROWN, JONTEL	ONE TO ONE ASST, SPECIAL ED	MARSHALL, JOHN SCHOOL	02/18/16	\$19,344.00	ANNUAL SALARY
BURGOS, ELIZABETH A	STUDENT CLIMATE STAFF, 3 HOURS	LOESCHE, WILLIAM H. SCHOOL	02/12/16	\$6,533.00	ANNUAL SALARY
CAGNETTI, SARA J	TEACHER, SPEC EDUCATION	NORTHEAST HIGH SCHOOL	02/08/16	\$46,193.00	ANNUAL SALARY
CAMAC, JENNY L	FOOD SVCS ASSISTANT	LINCOLN, ABRAHAM HIGH SCHOOL	02/22/16	\$14,155.37	ANNUAL SALARY
CAPCINO, ELIZABETH A	STUDENT CLIMATE STAFF, 4 HOURS	WEBSTER, JOHN H. SCHOOL	02/08/16	\$8,711.00	ANNUAL SALARY
CARASQUILLO, AIDA	SUPPORTIVE SERVICES ASST, 4 HR	FORREST, EDWIN SCHOOL	02/08/16	\$11,666.00	ANNUAL SALARY
CELERIN, FABIUS A	TEACHER, SPEC EDUCATION	JUNIATA PARK ACADEMY	02/25/16	\$47,527.00	ANNUAL SALARY
CHANDRA, MEGHNA	EXT ACTVTS, NON-CONTRACT EMP-HR	MULTILINGUAL PROGRAMS	02/08/16	\$12.00	HOURLY RATE
COHBRA, LAWRENCE J	TEACHER, FULL TIME	KENSINGTON HEALTH SCIENCES	02/08/16	\$73,453.00	ANNUAL SALARY
DENNIS, CECELIA	ONE TO ONE ASST, SPECIAL ED	WARING, LAURA W. SCHOOL	02/16/16	\$20,345.00	ANNUAL SALARY
DIEGEL, BROOKE A	TEACHER, FULL TIME	HOLME, THOMAS SCHOOL	02/22/16	\$45,359.00	ANNUAL SALARY
DIGGINS-JOHNSON, KHADIJAH R	EXT ACTVTS, NON-CONTRACT EMP-HR	PARENT & FAMILY SERVICES	02/08/16	\$15.00	HOURLY RATE
DUGAN, MAUREEN A	SCHOOL PSYCHOLOGIST	HARTRANFT, JOHN F. SCHOOL	02/18/16	\$58,617.00	ANNUAL SALARY
DURAN, YANET T	ONE TO ONE ASST, SPECIAL ED	ZIEGLER, WILLIAM H. SCHOOL	02/22/16	\$19,344.00	ANNUAL SALARY
DURKIN, DAVID A	TEACHER, FULL TIME	HARDING, WARREN G. MIDDLE SCH	02/22/16	\$45,359.00	ANNUAL SALARY
DUVAK, GEORGE A	DATABASE ADMINISTRATOR	INFORMATION SYSTEMS	02/22/16	\$90,000.00	ANNUAL SALARY
EDNEY, TASHA C	ONE TO ONE ASST, SPECIAL ED	GREENFIELD, ALBERT M. SCHOOL	02/23/16	\$19,344.00	ANNUAL SALARY
EDWARDS, KARIMA A	STUDENT CLIMATE STAFF, 4 HOURS	CASSIDY, LEWIS C ACADEMICS PLUS	02/16/16	\$8,711.00	ANNUAL SALARY
FELDER-HADLEY, JEANETTE	SECRETARY I	POWEL, SAMUEL SCHOOL	02/22/16	\$23,178.00	ANNUAL SALARY
FELTON, JUANITA	STUDENT CLIMATE STAFF, 3 HOURS	BALDI MIDDLE SCHOOL	02/24/16	\$7,012.00	ANNUAL SALARY
FOGGIE, BE'NEISHA T	STUDENT CLIMATE STAFF, 5 HOURS	BARTRAM, JOHN HIGH SCHOOL	02/08/16	\$10,889.00	ANNUAL SALARY
FRANCHINE, JOANNE M	ONE TO ONE ASST, SPECIAL ED	SHARSWOOD, GEORGE SCHOOL	02/22/16	\$19,344.00	ANNUAL SALARY
FRASCHILLA, MICHAEL C	TEACHER, FULL TIME	CENTRAL HIGH SCHOOL	02/11/16	\$45,359.00	ANNUAL SALARY
FRAU NICOLE, RITA	TEACHER-EXTRA CURR/STAFF DEVEL	NON-PUBLIC PROGRAMS	10/01/15	\$39.87	HOURLY RATE
GALIMORE, ALISA	TEACHER, FULL TIME	MEADE, GEN. GEORGE G. SCHOOL	02/24/16	\$46,694.00	ANNUAL SALARY
GANTT, VEDA M	EXT ACTVTS, NON-CONTRACT EMP-HR	HEAD START CENTRAL OFFICE	01/11/16	\$10.00	HOURLY RATE
GARY, SADE J	ONE TO ONE ASST, SPECIAL ED	RHODES ELEMENTARY SCHOOL	02/05/16	\$19,344.00	ANNUAL SALARY
GEIGER, ROSA	SUPPORTIVE SERVICES ASST, 3 HR	WASHINGTON, MARTHA SCHOOL	02/16/16	\$8,749.00	ANNUAL SALARY

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GIVENS, MARCIA L	SUPPORTIVE SERVICES ASST, 4 HR	BARRY, JOHN ELEMENTARY SCHOOL	02/16/16	\$11,666.00	ANNUAL SALARY
GORE, PHILLIP P	SUPPORTIVE SERVICES ASST, 4 HR	MORRIS, ROBERT SCHOOL	02/16/16	\$11,666.00	ANNUAL SALARY
GRANT, CAITLIN M	EXT ACTVTS, NON-CONTRACT EMP-HR	FACILITIES MGMT. & SERVICES	02/24/16	\$12.00	HOURLY RATE
HALL, CONSTANCE M	SUPPORTIVE SERVICES ASST, 4 HR	COMEGYS, BENJAMIN B. SCHOOL	02/08/16	\$11,666.00	ANNUAL SALARY
HALL, TIA M	SCHOOL CLIMATE MANAGER	BRYANT, WILLIAM C. SCHOOL	02/10/16	\$64,217.00	ANNUAL SALARY
HEGGS, SHELIA L	STUDENT CLIMATE STAFF, 4 HOURS	ANDERSON, ADD B. SCHOOL	02/24/16	\$8,711.00	ANNUAL SALARY
HICKS, CHARMAINE	SUPPORTIVE SERVICES ASST, 3 HR	FRANKFORD HIGH SCHOOL	02/16/16	\$8,749.00	ANNUAL SALARY
HICKS, NAKIRA M	STUDENT CLIMATE STAFF, 3 HOURS	KEARNY, GEN. PHILIP SCHOOL	02/08/16	\$6,533.00	ANNUAL SALARY
HILL, WYKHEEM	STUDENT CLIMATE STAFF, 4 HOURS	BEEBER, DIMNER MIDDLE SCHOOL	02/08/16	\$8,711.00	ANNUAL SALARY
HOBBS, TAIYLOR A	CLASSROOM ASST, SP ED, SV HND	KIRKBRIDE, ELIZA B. SCHOOL	02/11/16	\$19,344.00	ANNUAL SALARY
HOUSE, KRISTLE	STUDENT CLIMATE STAFF, 3 HOURS	HOLME, THOMAS SCHOOL	02/08/16	\$6,533.00	ANNUAL SALARY
HOXHOLLI, SEMELA	ONE TO ONE ASST, SPECIAL ED	LINCOLN, ABRAHAM HIGH SCHOOL	02/04/16	\$19,344.00	ANNUAL SALARY
JAMES, MICHAEL A	GENERAL CLEANER, 8 HOURS	WARING, LAURA W. SCHOOL	02/22/16	\$19,828.00	ANNUAL SALARY
JOHNSON, TIERA M	SUPPORTIVE SERVICES ASST, 3 HR	VARE-WASHINGTON ELEMENTARY	02/08/16	\$8,749.00	ANNUAL SALARY
JONES, DENISE	STUDENT CLIMATE STAFF, 3 HOURS	KEARNY, GEN. PHILIP SCHOOL	01/25/16	\$7,012.00	ANNUAL SALARY
JONES, IAN M	TEACHER, FULL TIME	CASSIDY, LEWIS C ACADEMICS PLUS	02/08/16	\$45,359.00	ANNUAL SALARY
JONES, MONIQUE T	FOOD SVCS ASSISTANT	HARTRANFT, JOHN F. SCHOOL	02/22/16	\$13,066.50	ANNUAL SALARY
KEENAN, LAUREN A	TEACHER, FULL TIME	HARTRANFT, JOHN F. SCHOOL	02/17/16	\$45,359.00	ANNUAL SALARY
KELLY, LABRI J	STUDENT CLIMATE STAFF, 3 HOURS	MORRISON, ANDREW J. SCHOOL	02/22/16	\$6,533.00	ANNUAL SALARY
KNOX, ERIN H	TEACHER-EXTRA CURR/STAFF DEVEL	NON-PUBLIC PROGRAMS	10/01/15	\$39.87	HOURLY RATE
KOKTHI, ELTON	ONE TO ONE ASST, SPECIAL ED	SWENSON ARTS/TECH HIGH SCHOOL	02/16/16	\$19,344.00	ANNUAL SALARY
KORPUZE, CHRIS	STUDENT CLIMATE STAFF, 3 HOURS	HOPKINSON, FRANCIS SCHOOL	02/17/16	\$6,533.00	ANNUAL SALARY
LAPARO, KENDALL W	EXT ACTVTS, NON-CONTRACT EMP-HR	RESEARCH & EVALUATION	02/08/16	\$20.00	HOURLY RATE
LEWIS, CHRISTINE V	BUSINESS ANALYST	INFORMATION SYSTEMS	02/23/16	\$81,000.00	ANNUAL SALARY
LOREDO, ARCELIA	TEACHER, FULL TIME	KENSINGTON URBAN EDUCATION	02/22/16	\$46,694.00	ANNUAL SALARY
MACY, JANET	TEACHER, FULL TIME	MUNOZ-MARIN, HON LUIS SCHOOL	02/08/16	\$45,359.00	ANNUAL SALARY
MADDEN, MELISSA R	TEACHER, FULL TIME	MORRISON, ANDREW J. SCHOOL	02/16/16	\$45,359.00	ANNUAL SALARY
MALKOWSKI, DONNA	SECRETARY I	WASHINGTON, GEORGE HIGH SCHOOL	02/02/16	\$24,765.00	ANNUAL SALARY
MARZOUK, NEAMA F	STUDENT CLIMATE STAFF, 5 HOURS	FELTONVILLE INTERMEDIATE	02/22/16	\$10,889.00	ANNUAL SALARY
MAYE, KEVIN D	TEACHER, FULL TIME	PHILA LEARNING ACADEMY-SOUTH	02/22/16	\$45,359.00	ANNUAL SALARY
MCGILL, LETITIA S	EXT ACTVTS, NON-CONTRACT EMP-HR	PARENT & FAMILY SERVICES	02/08/16	\$15.00	HOURLY RATE
MCKENNA, KELLY C	TEACHER, FULL TIME	HOUSTON, HENRY H. SCHOOL	02/09/16	\$45,359.00	ANNUAL SALARY
MITCHEM, EDWARD A	TEACHER, FULL TIME	ELLWOOD SCHOOL	02/17/16	\$45,359.00	ANNUAL SALARY
MONSON, URI Z	CHIEF FINANCIAL OFFICER	OFFICE-CHIEF FINANCIAL OFFICER	02/12/16	\$190,000.00	ANNUAL SALARY
MOODY, TRACY-MARIE M	DIR, SPECIAL ED SERVICES	OFFICE OF SPECIALIZED SERVICES	02/16/16	\$87,000.00	ANNUAL SALARY
MORRISON, KRISTEN B	TEACHER-EXTRA CURR/STAFF DEVEL	NON-PUBLIC PROGRAMS	10/01/15	\$39.87	HOURLY RATE
MUSE, CYNTHIA	ONE TO ONE ASST, SPECIAL ED	HIGH SCHOOL OF THE FUTURE	02/16/16	\$19,344.00	ANNUAL SALARY
NOVAK, JESSICA R	TEACHER, SPEC EDUCATION	SHAWMONT SCHOOL	02/12/16	\$48,527.00	ANNUAL SALARY
NUCERA, LAUREN D	STUDENT CLIMATE STAFF, 3 HOURS	DECATUR, STEPHEN SCHOOL	02/11/16	\$6,533.00	ANNUAL SALARY
O'CONNELL, BRIAN V	TEACHER, FULL TIME	HARDING, WARREN G. MIDDLE SCH	02/16/16	\$46,694.00	ANNUAL SALARY
ORANA, VEDAT	RETIRED TEACHER, PER DIEM SUB	WASHINGTON, GEORGE HIGH SCHOOL	02/12/16	\$215.18	DAILY RATE
PARK, ALICE D	TEACHER-EXTRA CURR/STAFF DEVEL	NON-PUBLIC PROGRAMS	10/01/15	\$39.87	HOURLY RATE
PARKER, BOAZ J	STUDENT CLIMATE STAFF, 3 HOURS	SAYRE, WILLIAM L. HIGH SCHOOL	02/02/16	\$6,533.00	ANNUAL SALARY
PRASHAD, ANASHA R	TEACHER, FULL TIME	PENN TREATY HIGH SCHOOL	02/22/16	\$46,694.00	ANNUAL SALARY
RANNER, EMMALEE J	TEACHER, FULL TIME	OVERBROOK ELEMENTARY SCHOOL	02/16/16	\$45,359.00	ANNUAL SALARY

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REID, LASHONDA	ONE TO ONE ASST, SPECIAL ED	WARING, LAURA W. SCHOOL	02/23/16	\$19,344.00	ANNUAL SALARY
RICKETTS, TYSHE D	ONE TO ONE ASST, SPECIAL ED	COMLY, WATSON SCHOOL	02/08/16	\$19,344.00	ANNUAL SALARY
RIVERA, ANAVETTE T	EXT ACTVTS, NON-CONTRACT EMP-HR	PARENT & FAMILY SERVICES	02/08/16	\$15.00	HOURLY RATE
ROANE, CRYSTAL	EXT ACTVTS, NON-CONTRACT EMP-HR	HEAD START CENTRAL OFFICE	01/04/16	\$10.00	HOURLY RATE
RODRIGUEZ, ELIEZER	SUPPORTIVE SERVICES ASST, 4 HR	PENN TREATY HIGH SCHOOL	02/16/16	\$11,666.00	ANNUAL SALARY
ROLLAND, ALEXANDRIA E	TEACHER, FULL TIME	SHERIDAN, PHILIP H. SCHOOL	01/29/16	\$53,282.00	ANNUAL SALARY
ROSENTHAL, CARLY H	TEACHER, FULL TIME	ROWEN, WILLIAM SCHOOL	02/03/16	\$46,694.00	ANNUAL SALARY
RYAN, BRENT A	TEACHER, FULL TIME	NORTHEAST HIGH SCHOOL	02/23/16	\$46,694.00	ANNUAL SALARY
RYANT, ANYAE J	FOOD SVCS ASSISTANT	ARTS ACADEMY AT BENJAMIN RUSH	02/22/16	\$14,155.37	ANNUAL SALARY
SALMON, MONIQUE S	ONE TO ONE ASST, SPECIAL ED	HARDING, WARREN G. MIDDLE SCH	02/22/16	\$19,344.00	ANNUAL SALARY
SAVAGE, BARBARA	GENERAL CLEANER, 8 HOURS	LINGELBACH, ANNA L. SCHOOL	02/22/16	\$31,261.00	ANNUAL SALARY
SCHULTZ, ADRIAN A	ONE TO ONE ASST, SPECIAL ED	PENNYPACKER, SAMUEL SCHOOL	02/08/16	\$19,344.00	ANNUAL SALARY
SELIGSOHN, JAMIE B	TEACHER, FULL TIME	WELSH, JOHN SCHOOL	02/08/16	\$46,694.00	ANNUAL SALARY
SHEA, TABITHA	TEACHER, FULL TIME	NORTHEAST HIGH SCHOOL	02/22/16	\$70,564.00	ANNUAL SALARY
SINGSON, RAYMOND T	TEACHER, FULL TIME	WAGNER, GEN. LOUIS MIDDLE SCH.	02/09/16	\$53,282.00	ANNUAL SALARY
SMITH, AMANDA K	TEACHER, FULL TIME	FRANKLIN, BENJAMIN SCHOOL	02/24/16	\$45,359.00	ANNUAL SALARY
SMITH, JOSHUA	TEACHER, NON-CERT HRLY	ATTENDANCE & TRUANCY OFFICE	02/10/16	\$15.50	HOURLY RATE
SMITH, LARON J	TEACHER, FULL TIME	POTTER-THOMAS SCHOOL	02/24/16	\$73,453.00	ANNUAL SALARY
SOLOMON, DELORES E	EXT ACTVTS, NON-CONTRACT EMP-HR	PARENT & FAMILY SERVICES	02/24/16	\$15.00	HOURLY RATE
SPILDE, ILZE	TEACHER, FULL TIME	LINGELBACH, ANNA L. SCHOOL	02/11/16	\$45,359.00	ANNUAL SALARY
STEIN, DIANE S	RETIRED TEACHER, PER DIEM SP ED	PHILA JUV JUSTICE SVCS CTR	01/29/16	\$242.84	DAILY RATE
STEWART, ALTHEA	SUPPORTIVE SERVICES ASST, 3 HR	BARTRAM, JOHN HIGH SCHOOL	02/16/16	\$8,749.00	ANNUAL SALARY
THOMAS, KASHEA M	GENERAL CLEANER, 8 HOURS	KELLY, JOHN B. SCHOOL	02/08/16	\$19,828.00	ANNUAL SALARY
THROWER, FELICIA	GENERAL CLEANER, 8 HOURS	KELLY, JOHN B. SCHOOL	02/09/16	\$19,828.00	ANNUAL SALARY
TINSLEY, SHAFI	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	02/04/16	\$24.00	HOURLY RATE
VASQUEZ, REINA E	STUDENT CLIMATE STAFF, 3 HOURS	OLNEY ELEMENTARY SCHOOL	02/08/16	\$6,533.00	ANNUAL SALARY
VITULLI, GIANCARLA L	STUDENT CLIMATE STAFF, 5 HOURS	SOLIS-COHEN, SOLOMON SCHOOL	02/16/16	\$10,889.00	ANNUAL SALARY
VOORHESS, ELIJAH O	ONE TO ONE ASST, SPECIAL ED	SHERIDAN, PHILIP H. SCHOOL	02/09/16	\$19,344.00	ANNUAL SALARY
WAGNER, JESSICA F	TEACHER, FULL TIME	ALLEN, DR. ETHEL SCHOOL	01/25/16	\$45,359.00	ANNUAL SALARY
WALKER, VANESSA	SUPPORTIVE SERVICES ASST, 3 HR	WASHINGTON, MARTHA SCHOOL	02/16/16	\$8,749.00	ANNUAL SALARY
WARD, NICOLE	DESIGN MANAGER	CAPITAL PROGRAMS	02/15/16	\$83,158.00	ANNUAL SALARY
WELSH, JENNA	ONE TO ONE ASST, SPECIAL ED	FOX CHASE SCHOOL	02/23/16	\$19,344.00	ANNUAL SALARY
WERTS, LISA	TEACHER, NON-CERT HRLY	ATTENDANCE & TRUANCY OFFICE	02/02/16	\$15.50	HOURLY RATE
WILLIAMS, JUANITA R	CLASSROOM ASST, SP ED, SV HND	PRINCE HALL SCHOOL	02/02/16	\$19,344.00	ANNUAL SALARY
WILSON-INGS, CHANTEL A	CLASSROOM ASST, SP ED, SV HND	WIDENER MEMORIAL SCHOOL	02/18/16	\$19,344.00	ANNUAL SALARY
WOLMARK, BROOKE R	TEACHER, FULL TIME	ADAIRE, ALEXANDER SCHOOL	02/08/16	\$56,531.00	ANNUAL SALARY
WOOD, AJANAE S	STUDENT CLIMATE STAFF, 5 HOURS	PENN TREATY HIGH SCHOOL	02/17/16	\$10,889.00	ANNUAL SALARY
WORLEY, CARTIA	STUDENT CLIMATE STAFF, 4 HOURS	GOMPERS, SAMUEL SCHOOL	02/17/16	\$8,711.00	ANNUAL SALARY
YASIN, AISHA	SUPPORTIVE SERVICES ASST, 3 HR	CRAMP, WILLIAM SCHOOL	02/16/16	\$8,749.00	ANNUAL SALARY

THE FOLLOWING EMPLOYEES HAVE BEEN TERMINATED

ABRAHAM, MARIAMMA	SCHOOL NURSE	01/30/16
ANDERSON, SHARON G	TEACHER, FULL TIME	02/12/16
BECKER, ROSS M	TEACHER, FULL TIME	02/13/16

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BOWEN, KARLEIGH J	TEACHER,FULL TIME	02/13/16
BRISBONE, GIANNA	TEACHER,FULL TIME	12/23/15
BURNITSKIE, LOUANN	RETIRED TEACHER, PER DIEM SUB	02/20/16
CAMPBELL, SHAKIA	BUS ATTENDANT	01/22/16
CAROLINA, JALEESA M	STUDENT CLIMATE STAFF,4 HOURS	01/04/16
CHILDS, DOMONIQUE M	STUDENT CLIMATE STAFF,3 HOURS	02/18/16
EVANS, JEANELL	TEACHER,FULL TIME	01/30/16
FLANNERY, JAMES J	TEACHER,FULL TIME	01/16/16
FLANNERY, JENNIFER A	TEACHER,SPEC EDUCATION	02/17/16
GARNER, SANDRA	SUPPORTIVE SERVICES ASST, 4 HR	01/29/16
GETNET, TIGIST H	GENERAL CLEANER,SUPPLEMENTAL	02/09/16
GOSSER, JENNIFER W	TEACHER,FULL TIME	02/20/16
HAGER, JORDAN	TEACHER,FULL TIME	12/22/15
HARVIN, ERIC D	FOOD SVCS UTILITY WORKER	02/02/16
HELBLING, KAREN H	TEACHER,FULL TIME	02/13/16
HENDERSON, LOUELLA	SUPPORTIVE SERVICES ASST, 4 HR	11/18/15
HINRICHS, ANDREW M	TEACHER,FULL TIME	02/04/16
HIRD, KRISTEN A	TEACHER,FULL TIME	01/18/16
JOHNCOLA, ALYSSA J	TEACHER,FULL TIME	01/21/16
JOURNEY, RYAN A	TEACHER,SPEC EDUCATION	02/06/16
LARK, MARKE T	BUS ATTENDANT	01/05/16
LEWIS, ZAMERE	GENERAL CLEANER,SUPPLEMENTAL	02/09/16
LYNNE, JENIFER	TEACHER,SPEC EDUCATION	02/06/16
MARTIN, GLORIA J	TEACHER,FULL TIME	02/02/16
MARTIN, PAMELA	CLASSROOM ASST,SP ED,SV HND	02/09/16
MAZZEO, KAMI E	TEACHER,FULL TIME	02/26/16
MCABOY, SARAH	TEACHER,FULL TIME	02/20/16
MCCOEY, KATHLEEN M	TEACHER-EXTRA CURR/STAFF DEVEL	02/09/16
MCGRAW-BYRD, JAMEKA M	TEACHER,FULL TIME	02/08/16
MEREDITH, NITTIA S	FOOD SVCS WORKER I	02/22/16
MORETZSOHN, ELLEN K	TEACHER,FULL TIME	02/25/16
MURRAY-LOACH, TYMIRE	GENERAL CLEANER, 8 HOURS	02/04/16
NELSON, KHADEJIA A	TEACHER,FULL TIME	02/06/16
NEWTON, NORRIS	TEACHER,SPEC EDUCATION	01/06/16
OGUNLEYE, TOLAGBE M	TEACHER,FULL TIME	02/13/16
PERRY, ALEXANDER R	TEACHER,FULL TIME	02/20/16
RANDOLPH, JOHN A	TEACHER,FULL TIME	02/27/16
SHANKS, ROBERTA J	RETIRED TEACHER, PER DIEM SUB	01/21/16
SHELLENBERGER, PRESTON C	TEACHER,FULL TIME	02/02/16
SITCOV, MARIANNE	TEACHER,FULL TIME	02/09/16
SMITH, DORA S	FOOD SVCS ASSISTANT	02/11/16
THROWER, NAJAH N	STUDENT CLIMATE STAFF,4 HOURS	02/04/16
VOS, IAN R	TEACHER,FULL TIME	01/30/16
WALLER, KENDRA N	TEACHER,FULL TIME	02/06/16
WARE, KATHERINE K	TEACHER,FULL TIME	02/12/16

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WOODLAND, GABRIELLE M

GENERAL CLEANER, 8 HOURS

02/18/16