THE SCHOOL DISTRICT OF PHILADELPHIA

BOARD OF EDUCATION PUBLIC MEETING AGENDA

NOVEMBER 16, 2023

Call to Order - Reginald L. Streater, Esq., President

Roll Call - Lynn Rauch, Office of General Counsel

Approval of Minutes - October 19, 2023

Committee Reports

Registered Student Speakers

- Student Speakers List
  Board of Education - Other

Superintendent Remarks - Dr. Tony B. Watlington, Superintendent

- Superintendent - Other
  Superintendent Remarks Presentation

Presentations

- Charter School Office Presentation - Peng Chao, Chief of Charter Schools
  Board of Education - Contracts

Written Testimony

- Written Testimony
  Board of Education - Other

Registered Speakers on General Topics

- General Speakers List

Action Item Questions and Answers

- Action Item Questions and Answers

Action Item

1. Acceptance of Donation from Philadelphia Eagles Playground Build (valued at $220,000), License and Right of Entry Agreements with Field Turf, Inc. and George Ely and Associates, Inc. (no cost), and Philadelphia Mural Arts Advocacy ($100,000) at Stephen Girard Elementary School
   Operations - Capital Programs - Other
2. Approval of Personnel Hires (Updated 11.9.2023)
   Talent - Other
3. Approval of Personnel Terminations (Withdrawn by Staff - 11.14.2023)

Talent - Other

4. Administration's Recommendation for Termination of Professional Employees (Updated 11.16.2023)

   Talent - Other

5. Approval of Resignations and Retirements (Updated 11.16.2023)

   Talent - Other

6. Contract with Benefits Consultant: Marsh and McClennan Agency ($750,000) - WITHDRAWN BY STAFF 11.6.2023

   Talent - Contracts

7. Settlement of Claim - L.G.H.

   General Counsel - Other

8. Capital Award for the Provision of Professional Supplemental Staffing ($10,000,000)

   Operations - Capital Programs - Capital Awards

9. Capital Award for Structural Repairs at Clara Barton Elementary School ($5,538,000)

   Operations - Capital Programs - Capital Awards

10. Capital Award for Bathroom Renovation at Francis S. Key Elementary School ($1,424,470)

    Operations - Capital Programs - Capital Awards

11. Capital Award for Major Renovation at William Dick Elementary School ($7,337,000) - WITHDRAWN BY STAFF 11.6.2023

    Operations - Capital Programs - Capital Awards

12. Amendment of the Contract with Hyde Electric Corporation for Electrical Services for the Fire Alarm Replacement at Horace H. Furness High School - No Cost Time Extension

    Operations - Capital Programs - Amended Contracts

13. Amendment of the Contract with Hyde Electric Corporation Providing Electrical Services for the Electrical Upgrades at Vare-Washington Elementary School - No Cost Time Extension

    Operations - Capital Programs - Amended Contracts

14. Change Orders at Various Locations ($2,317,818)

    Operations - Capital Programs - Other

15. Contract with R. F. Design and Integration, Inc. for Security Camera Installation ($500,980)

    Operations - School Safety - Contracts

16. Approval of Release and Settlement Agreement with Aspira Bilingual Cyber Charter School ("Aspira Cyber"), Payment of Funds by Aspira Cyber to settle withholding requests to PDE, Payment of Funds by the School District to settle the 2022-2023 Reconciliation, and withdrawal by Aspira Cyber from Commonwealth Court litigation and other PDE appeals - Added 11.14.2023

    General Counsel - Other

17. Settlement of Claim – Jane Doe (Added 11.14.2023)

General Counsel - Other

Adjourn

Email: schoolboard@philasd.org
Twitter: @PHLschoolboard | Facebook: @PHLschoolboard

Registered Student Speakers - •

Title: Student Speakers List

Board of Education Meeting Date: 11/16/2023

Office Originating Request: Board of Education

ATTACHMENTS:

Description	Type
Student Speakers List	Supporting Document

THE SCHOOL DISTRICT OF PHILADELPHIA
BOARD OF EDUCATION
ACTION MEETING
STUDENT SPEAKERS LIST
NOVEMBER 16, 2023

Registered Student Speakers

1. Sarah Julia Marion, Parkway Northwest High School
   Topic: School Funding/Civic Engagement

2. Samantha Sandhaus, Central High School/PA Youth Vote
   Topic: Importance of Adding Student Voter Education as a part of the District's Curriculum Policy.

3. Benise Lyra Bacani, Central High School
   Topic: Green New Deal for Schools

4. Betsy Okrent, Central High School
   Topic: Green New Deal for Schools

Primary Waitlist Student Speakers

NONE

Superintendent Remarks - Dr. Tony B. Watlington, Superintendent - •

Title: Superintendent Remarks Presentation

Board of Education Meeting Date: 11/16/2023

Office Originating Request: Superintendent

ATTACHMENTS:

Description	Type
Superintendent Remarks Presentation	Supporting Document



THE SCHOOL DISTRICT OF PHILADELPHIA

Superintendent Opening Remarks

November 16, 2023

Tony B. Watlington, Sr., Ed. D.
Superintendent

Table of Contents

THE SCHOOL DISTRICT OF PHILADELPHIA

- District Recognition
- SY 2022-23 Results
- Priority Areas
- Facility Update
- Q&A





District Recognition









THE SCHOOL DISTRICT OF PHILADELPHIA

AMERICAN EDUCATION WEEK

November is

FAMILY ENGAGEMENT MONTH







November 16th

Happy National Parent Involvement Day!



Sister City International Opportunity for Students



- The World Affairs Council of Philadelphia is inviting 4 district students and one educator to participate in Sister City international opportunity in Frankfurt, Germany.
- From May 13-17, 2024, the students will attend Frankfurt's Global House of Young Voices – a one-week international youth parliament – taking place in Germany.
- The participating students are:
  - De'Naiza Watson
  - Cavance Snaith
  - Doha Gassem
  - Fatoumata Sidibe

M/WBE Vendor Fair



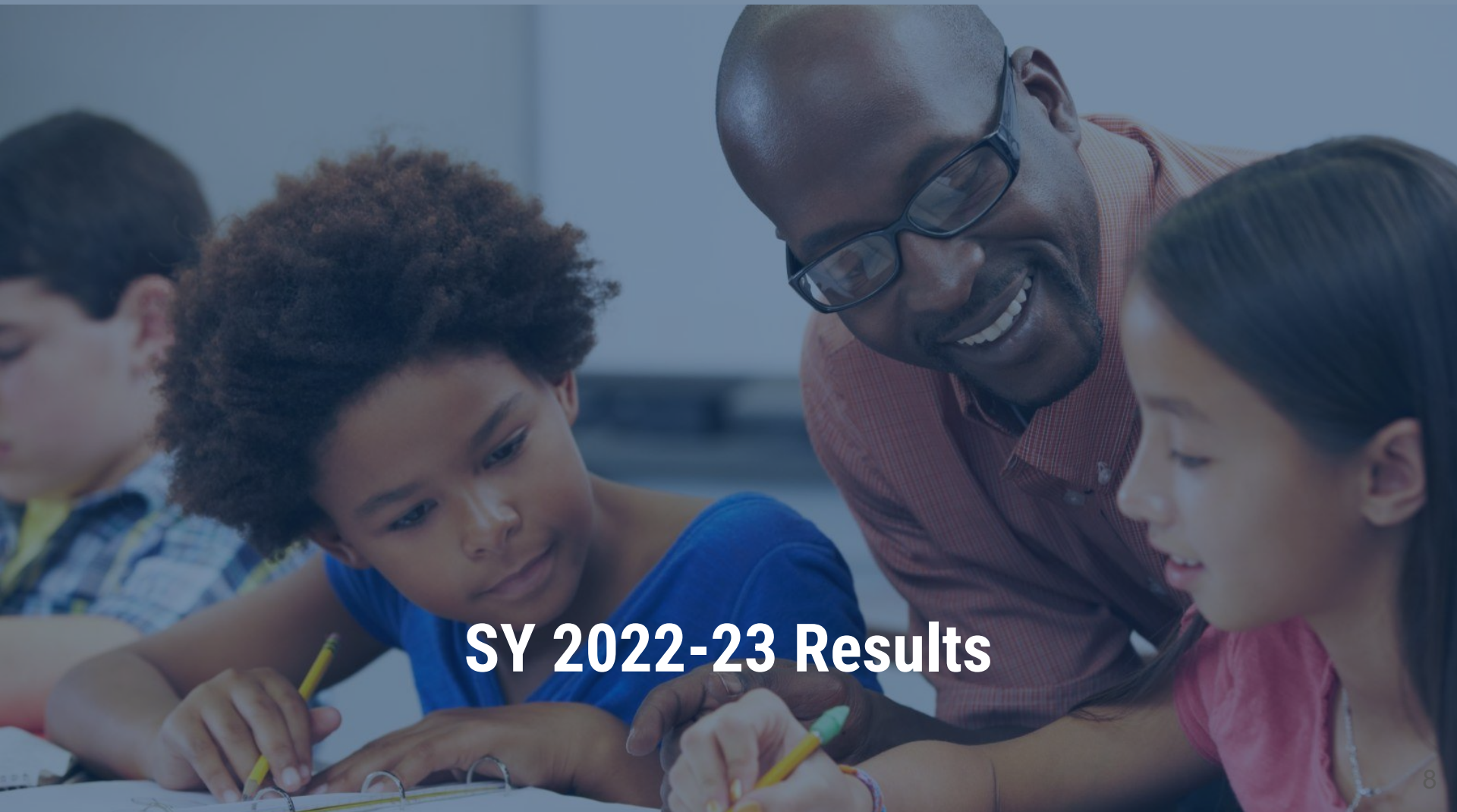
- On November 14, Procurement hosted a vendor fair to introduce new and existing vendors to the District's Office of Procurement Services (OPS) and the Operations Division. More than 300 participants attended the event.

- Local community organizations also participated in the event to provide vendors with support in obtaining M/WBE certifications in addition to connecting with their vendor networks. Those organizations included:
  - The African American Chamber of Commerce
  - Eastern Minority Development Council
  - The Enterprise Center

AFRICAN-AMERICAN CHAMBER OF COMMERCE
Pennsylvania ◆ New Jersey ◆ Delaware

Eastern Minority Supplier Development Council

THE ENTERPRISE CENTER
BUSINESS | CAPITAL | COMMUNITY



SY 2022-23 Results

SY 2022-23 Supporting Goals

Priority Area	2021-22	2022-23	Progress	Status
Safety (Safe Pathways)	6	13	+7 sites	
Student Attendance	57%	60%	+3%-pts	
Teacher Attendance	77%	84%	+7%-pts	
Dropouts	3,917	3,652	-265	
Graduation Rate *(4-Year Cohort)* *(Note: 86% met ACT 158 Requirements)*	71%	74% (**preliminary**)	+3%-pts	

SY 2022-23 Academic Goals - Final

PSSA/PASA Proficient

Grades 3-8	2021-22	2022-23	Progress
Grade 3 Reading	28.1%	31.0%	+2.9%-pts
Grade 3 - 8 Reading	34.4%	34.0%	-0.4%-pts
Grade 3 Math	20.8%	26.5%	+5.7%-pts
Grade 3 - 8 Math	16.5%	20.7%	+4.2%-pts
Grade 4 and 8 Science	37.1%	40.2%	+3.1%-pts

PSSA/PASA Below Basic

2021-22	2022-23	Progress
38.2%	31.4%	-6.8%-pts
28.2%	26.4%	-1.8%-pts
58.9%	52.0%	-6.9%-pts
61.7%	56.8%	-4.9%-pts
35.6%	33.6%	-2.0%-pts

Keystone Proficient

Best by 11th	2018-19	2022-23	Progress
Literature	47.6%	53.9%	+6.1%-pts
Algebra 1	36.3%	30.1%	-6.2%-pts
Biology	34.9%	31.4%	-3.5%-pts

Keystone Below Basic

2018-19	2022-23	Progress
25.7%	18.4%	-7.3%-pts
26.0%	34.0%	+8.0%-pts
43.2%	38.0%	-5.2%-pts

NOCTI Proficient

NOCTI Tests	2021-22	2022-23	Progress
NOCTI	43.4%	49.1%	+5.7%-pts

–	–	–

Academic & Supporting Goals Progress Summary



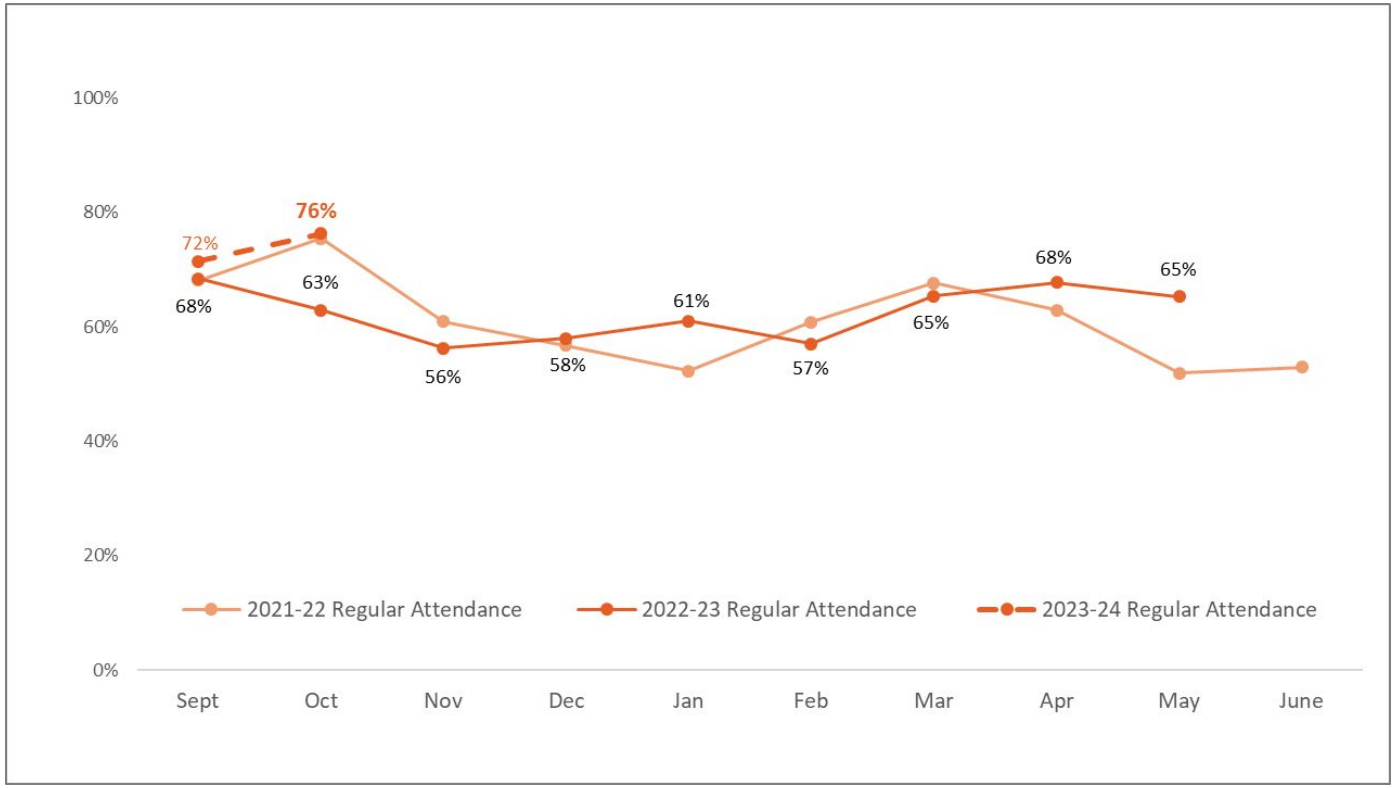
- **Ongoing Priorities Progress:**
  - Increased in 5 out of 5 Priorities.
- **Academic Goals Progress:**
  - Increased in 13 out of 17 areas
  - Remained flat in 1 out of 17 areas
  - Declined in 3 out of 17 areas

Ongoing Priorities

- Increase School Safety
- Increase Student Attendance
- Increase Teacher Attendance
- Decrease Dropouts

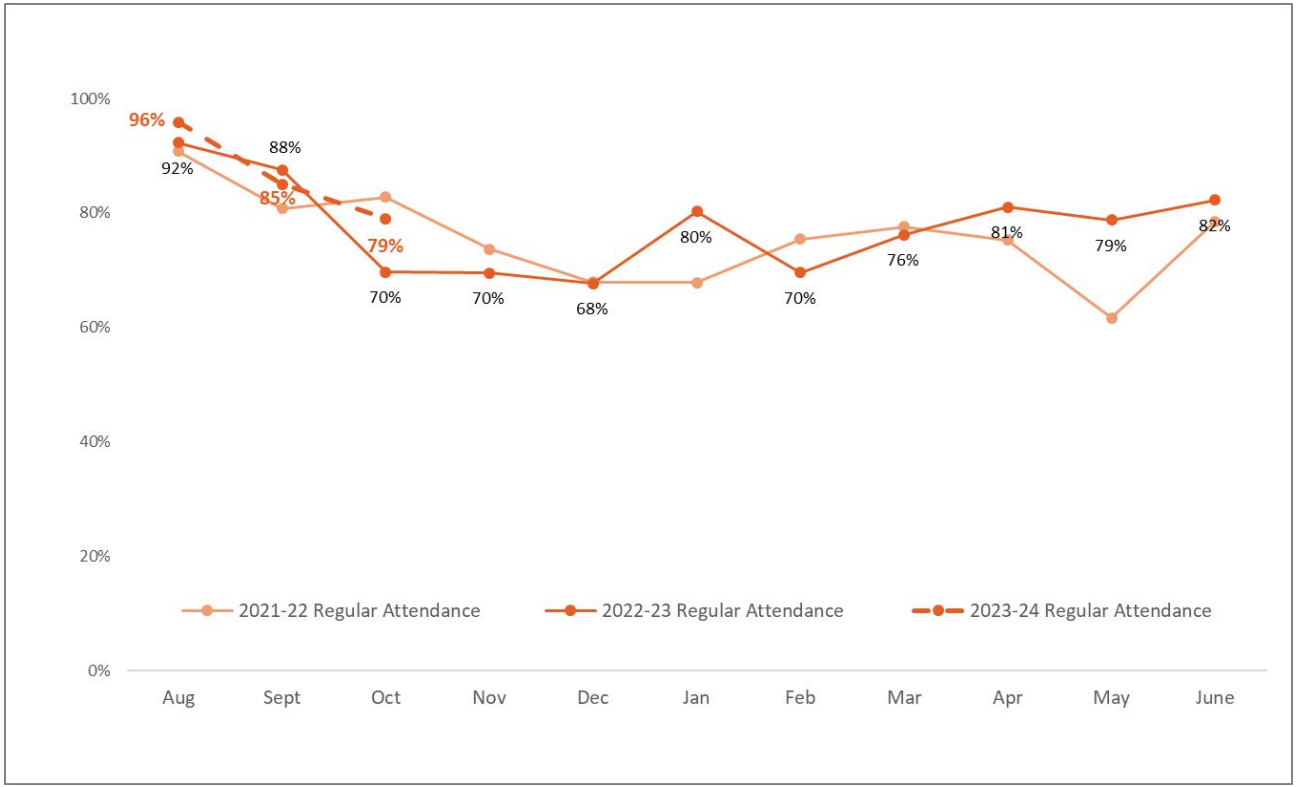


District-Wide Student Attendance Within Month: Three Year Trend Data



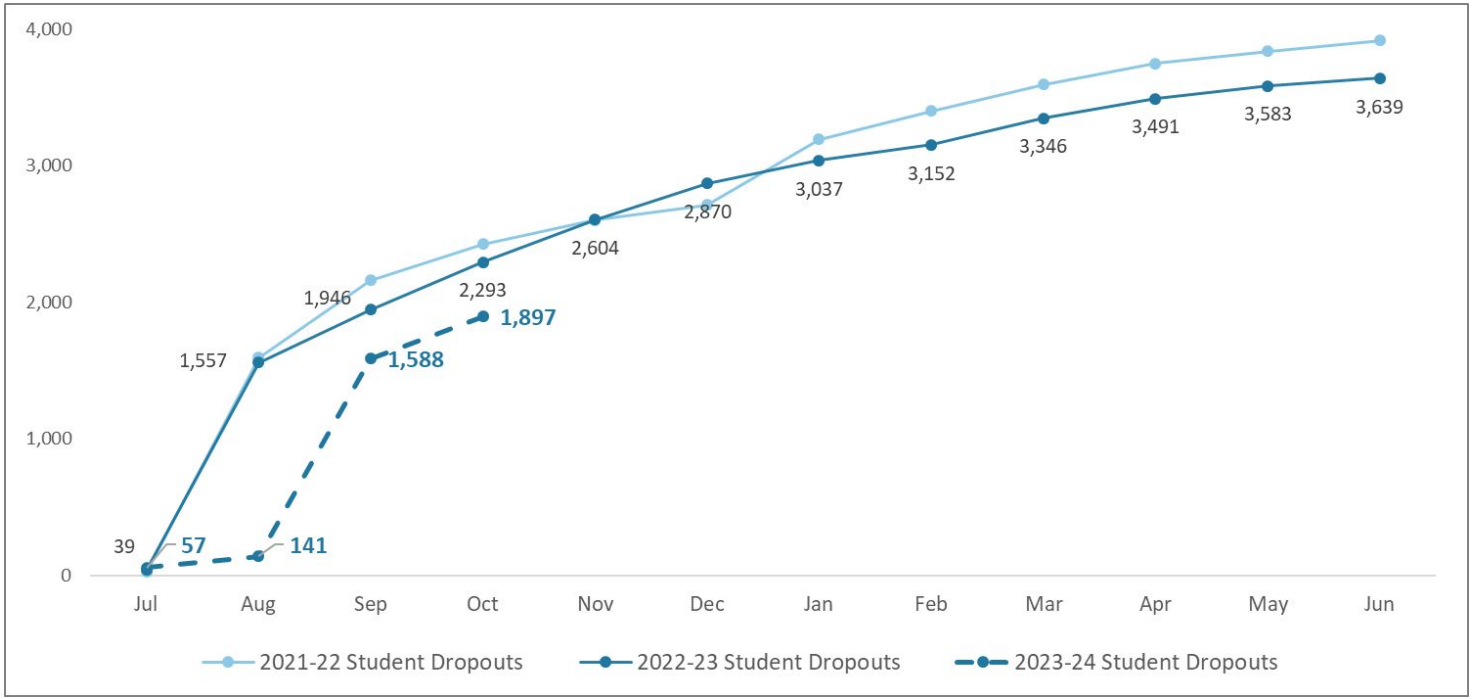
Source: Qlik Climate Matters, 11/7/2023. SDP Office of Evaluation, Research, and Accountability.

District-Wide Teacher Attendance Within Month: Three Year Trend Data



Source: Qlik School Employee Attendance, 11/7/2023. SDP Office of Evaluation, Research, and Accountability.

District-Wide Dropouts Cumulative: Grades 7-12, Three Year Trend Data



The cumulative by month dropout number includes students in grades 7-12, consistent with the Pennsylvania Department of Education (PDE) “event” dropout rates reported annually. Unlike the annual PDE rate, SDP uses actual enrollment within month, as opposed to the October 1 snapshot enrollment at the end of the year. Students are attributed to the last location they were enrolled.
These calculations include students in District, alternative and non-public placements. Students counted as dropouts are tracked on a rolling bases, so monthly totals may change throughout the year.

Source: Qlik App - Dropouts Monitoring, refreshed 10/9/2023. SDP Office of Evaluation, Research, and Accountability.



Facility Update

Southwark Update



- On October 26, the **District temporarily closed Southwark, as a precaution**, to begin work to seal off and contain the attic completely, in order to prevent the circulation of potentially asbestos-containing dust and debris.
- **The asbestos abatement work is complete and required testing** with independent oversight, including taking air samples throughout the school, **is ongoing.**
- **On November 17, the District will host a virtual Environmental Health Forum at 5:30 p.m.**
- Next week, **Southwark students are scheduled to learn virtually to support a transition from South Philadelphia High School and Childs Elementary** back to Southwark.
- **On November 28, students are scheduled to resume in-person instruction** at Southwark, pending the air samples results.


THE SCHOOL DISTRICT OF
PHILADELPHIA
Thank you and Questions

Presentations - •

Title: Charter School Office Presentation - Peng Chao, Chief of Charter Schools

Board of Education Meeting Date: 11/16/2023

Compensation not to exceed: $

Office Originating Request: Board of Education

ATTACHMENTS:

Description	Type
Charter School Office Presentation	Supporting Document



THE SCHOOL DISTRICT OF PHILADELPHIA

Charter Schools Office

Board of Education Action Meeting

November 16, 2023

New Charter Applications

Timeline and Process



The timeline is largely dictated by the Charter School Law:

* An application to establish a charter school shall be submitted to the local board of school directors of the district where the charter school will be located by November 15 of the school year preceding the school year in which the charter school will be established.

** Within forty-five (45) days of receipt of an application, the local board of school directors in which the proposed charter school is to be located shall hold at least one public hearing.

*** Not later than seventy-five (75) days after the first public hearing on the application, the local board of school directors shall grant or deny the application.

New Charter Applications

Letters of Intent and Applications Submissions

Proposed Charter School	Proposed Year 1	Year 1 Grades/Enrollment	At-Scale Grades/Enrollment	Application Status
Career & Academic Development Institute of Arts and Technology	2024-25	9 / 100	9-12 / 400	Not Submitted
Global Leadership Academy International Charter High School	2024-25	9 / 150	9-12 / 600	Submitted
Love, Joy and Hope Business School	2024-25	K-4 / 175	K-4 / 370	Not Submitted
The Kennedy Charter School For Girls	2024-25	6-8 / 375	6-12 / 875	Not Submitted

New Charter Applications

Next Steps

The Charter Schools Office has started evaluating the application.

- Hearing #1 is currently scheduled for **Wednesday, December 20, 2023**.
- Hearing #2 will be scheduled for **January 2024**.



Learn more at https://www.philasd.org/charterschools/#charterapplication



THE SCHOOL DISTRICT OF PHILADELPHIA

CHARTER SCHOOLS OFFICE

Written Testimony - •

Title: Written Testimony

Board of Education Meeting Date: 11/16/2023

Office Originating Request: Board of Education

ATTACHMENTS:

Description	Type
Adam James Visconto	Supporting Document
Sarah Caswell	Supporting Document
Holly Downey	Supporting Document
Elias Randall	Supporting Document
Joseph Neilson	Supporting Document
Ariana	Supporting Document
Congressman Joe Hoeffel	Supporting Document
Jessica	Supporting Document
Susan Forbes	Supporting Document
Joseph Rocchi	Supporting Document
Colton G. Smith	Supporting Document

If you are a child living in the Bridesburg community of Philadelphia who is about to enter high school, your options can be incredibly frightening. Based on the catchment area created and maintained by the School District of Philadelphia, all high school age students living in the 19137 zip code, which belongs to Bridesburg, are eligible to attend Frankford public high school. This sounds all well and good. However, not only is Frankford high school a consistently dangerous and academically underperforming high school, but it is also quite literally unsafe for students. Students at Frankford high school were forced to shift to virtual learning last year due to growing concerns about asbestos in the building. As of today, only a small portion of the building can be utilized. That is what the school district presents to families as their one and only free, public option for their child's high school education. This is why my parents chose to send me to Franklin Towne when I was in high school. And this is why my wife and I decided to send our oldest daughter there.

I am a Franklin Towne alumnus. My wife is a Franklin Towne alumnus. The school community and culture that we knew as students has grown and gotten so much stronger over the years. When our oldest daughter started at Franklin Towne as a freshman last year, she was placed in two honors level classes. She excelled in one of them, and mightily struggled in the other one. This setback was a first for her. Hitherto that point, she hadn't utilized many school resources to help support her learning. Franklin Towne changed all of that for her. She began to utilize the student center for tutoring sessions. She started to meet weekly with her counselor to review her grades and talk about how her growth. She learned to advocate for herself by talking with her teacher and staying after school for individualized help. The staff at Franklin Towne know that every student is unique, and they truly create plans to maximize potential tailor made for each child. The culture at Franklin Towne did not shame my daughter for struggling; rather, it built her up and in doing so, helped her to find her own voice in the process.

Sara is two and a half months into her 10th grade year at Franklin Towne and she is doing phenomenal. The plethora of electives that Franklin Towne offers has made her personal investment in her educational path so strong. Franklin Towne has taught her the importance of transition planning as well. She has already visited four college open houses and is planning to start a volunteer group at her elementary school with the help of a former 8th grade teacher. The confidence to take on these initiatives and think beyond her high school experience has been fully nurtured by the staff and students at Franklin Towne. This experience that Sara is having at Franklin Towne is unique to her, but it is a story woven into the fabric of the school's history. Every day, students like her walk the halls at Franklin Towne feeling the love and support of their teachers and fellow students. It is a place that takes students as they are and then challenges them to become the best version of themselves. The truth of my daughter's story is one that ALL high school students should know. Sara's story is better because of Franklin Towne. The city is better because of Franklin Towne. The district can help to make this a reality for future students by ensuring that Franklin Towne's doors remain open.

THE SCHOOL DISTRICT OF PHILADELPHIA

Board of Education <schoolboard@philasd.org>

Board Comments

1 message

Sarah Caswell <[redacted]> Sun, Nov 12, 2023 at 6:58 PM
To: schoolboard@philasd.org

I am a science and special education teacher at Abraham Lincoln High School. For several years, I have been working the polls at Lincoln, where we have 7 different divisions vote for the 64th ward. Without our student poll workers, the site at Lincoln would not be staffed on Election Day.

This opportunity has been wonderful for all students involved and community members who come in to vote. Students of all abilities get to perform a very important job to keep the polls open on Election Day and learn about the process and our community gets to meet and experience our wonderful students in action.

Since I have started working the polls with students, I have had many students register to vote and vote for the first time in elections. I now have alumni returning to work the polls with us and keep the polls staffed so the community can vote. I have students recruiting other students to work and many students asking more questions about the process and voting.

I am one teacher and although I teach 6 classes, that is a small number of students that I reach in a high school of nearly 2400. It is essential that we engage young people in the process of civic engagement and teach them about their civic duty to have their voices heard. Too many of our students are disenfranchised and many have families who have never voted as they believe their voice doesn't matter. It is so important that our government hear the voices of all and not continue to disenfranchise and silence the voices of so many by making them believe no one is listening to them. it is essential that we empower our students to engage in the process and to take part in all elections.

Adding elections and civic engagement to the curriculum would empower our students to confidently vote and have their voices heard. It would help them to know how to become informed voters and hopefully for some of them to one day run for and hold office. We cannot continue to allow the abysmal numbers of young voters to be acceptable. It is our duty to engage them and show them why they matter and how to get involved.

Please add voter education to the curriculum in a meaningful and permanent way. Please make sure that time is allowed for all students who are eligible to have the opportunity to register and learn how to become informed voters and provide pathways for those not eligible to vote to still have their voices heard by our elected officials. The future depends on our youth and it is our job to make sure they have the information and confidence to speak up and vote!

--
Sarah Caswell
Abraham Lincoln High School
Science and Special Education Teacher
[redacted]

My name is Holly Downey. I am writing today in reference to Franklin Towne Charter High School, where I have worked as an ELA teacher for more than 15 years. During this time I have grown and flourished thanks to my incredible colleagues and students. I would not be the teacher I am today without the lessons I have learned as a member of the FTC community.

My colleagues and I work relentlessly to provide our students with a safe environment in which to learn. Our maintenance staff in particular ensures our buildings are clean and welcoming. Teachers are in the halls during the change of class, high-fiving and fist bumping current and former students, establishing strong, trusting relationships that lead to positive conduct in the halls and in class.

Everyone at FTC works tirelessly to build our community. While mistakes were made, the ship has since been righted. Having worked with Brianna O'Donnell since the day I began at Towne, I've watched her grow and flourish into the leader she is today. I am confident she will guide this community with integrity. But only if she is given the opportunity. Please give her and our community that opportunity by voting against the revocation of our charter.

Thank you,
Holly Downey

Dear Members of the Philadelphia Board of Education,

My name is Elias Randall, a recent addition to the dedicated teaching faculty at Franklin Towne Charter High School. I recently relocated to Philadelphia to support my wife's pursuit of civil law studies at Temple University's Beasley Law School. I, too, am a graduate student on the cusp of embarking on a doctoral program. My research will delve into methodologies aimed at advancing the cause of authentic liberation, with a specific emphasis on marginalized communities, particularly those of color. This scholarly ethos aligns with the overarching mission of Franklin Towne, an institution to which I am not merely employed but firmly invested.

In my short tenure here, I've observed the school's transformative impact, serving not only as a beacon of hope for students in challenging home situations but also as a sanctuary for all, irrespective of their backgrounds. The students of FTCHS, through their innate kindness, break down societal barriers, replacing structures of solitude with spaces of solidarity.

Having grown up in close proximity to Philadelphia on the west side of Wilmington, Delaware, my formative years were marked by witnessing the unfortunate derailment of promising futures for three bright friends due to their school environment. Similarly, my wife encountered the tragic loss of a fellow student during her senior year at Howard High School due to unsafe conditions. This event was not only tragic, but brought national news coverage to the school. These experiences fuel our dedication to fostering positive change within the youth in our communities.

Furthermore, I wish to emphasize my fervent passion for the advancement of the children growing up in the city of Philadelphia as future community, national, and even global leaders. It is my strong belief that Franklin Towne plays a crucial role in nurturing these young minds, providing them with the tools and perspectives needed to become influential leaders in the future. The unique environment at FTCHS fosters not only academic excellence but also instills a sense of civic responsibility and leadership qualities in its students.

While I refrain from portraying Franklin Towne through an idealized lens, acknowledging imperfections as we all possess, I seek to emphasize the school's heart. It is my firm belief that this institution contributes to the betterment of our city and will continue to do so with the matriculation of its exceptional students. These young minds, nurtured by an equally exceptional staff, are catalysts for positive change.

I consider myself fortunate to be a part of the Franklin Towne community and hope to continue contributing to the city as an educator at FTCHS for many years to come.

Thank you for considering my sentiments, and I trust that your discerning minds and compassionate hearts will weigh the importance of preserving this invaluable institution.

Sincerely,

Elias Randall

Computer Science Teacher

Franklin Towne Charter High School

In July of 2021, two life changing events happened to me. First was that my wife was pregnant with my second child and the second that I had been hired at Franklin Town Charter High School as a special education teacher. Before coming to FTCHS, I worked another charter high school in Philadelphia, and I was completely burned out and ready to get out of education career altogether. I worked for 7 years in a highly stressful work environment at my previous charter school, and it was taking its toll on me mentally and physically. When I arrived at FTCHS it was a breath of fresh air where it was a positive atmosphere, and beautiful facilitates that welcome students into a fantastic learning environment. At FTCHS they stressed the importance of allowing teachers to focus on helping the students and teaching rather than get involved with paperwork or administrative tasks, which I had to do at my previous charter school. I am forever grateful I found FTCHS as it revived my belief in the education system and more specifically in the special education system.

The special education system in place at FTCHS is unlike anything I experienced. Each person from learning support teacher, case managers and administration have their specific roles and are not overworked so that they can do their job well. There is a major problem in special education teacher shortages and burn out which I experience at my previous school. FTCHS special education system should be a model for other schools to follow that enables students to get the maximum amount of support in the classroom and special education teachers to not feel overwhelmed or burned out. If more schools were able to adopt the special education model at FTCHS there would be less special education burn out and high retention rates and more people wanting to get into the field as well.

In conclusion getting hired at FTCHS was a turning point in my life in a positive trajectory and I have forever grateful to be part of FTCHS family. I love coming to work. The comradery between teachers and support provided by the new administration is unmatched. I hope you realize what a special place FTCHS is to the 1300+ students and all the staff who make FTCHS a wonderful place to work. I also hope you realize unfairness of the school board appointing Rudy Garcia as the hearing office for our revocation proceedings. This comes after the board’s own commissioned report, which was released last month, that explicitly recommended that the board stop using Rudy Garcia as a hearing office because of his appearance of bias to charter schools. Nobody wins and the students, family and staff all lose if a successful school closes.

THE SCHOOL DISTRICT OF PHILADELPHIA

Board of Education <schoolboard@philasd.org>

[EXTERNAL SENDER] Board Comments: Submitted by Ariana Jimenez, Nina Wang & Mahala Garcia-Bartch

1 message

Jimenez, Ariana [redacted] Tue, Nov 14, 2023 at 12:28 PM
To: schoolboard@philasd.org
[redacted]

Dear Philadelphia Board of Education,

We at the High School Voter Project, a nonpartisan civic education program, would like to emphasize the importance of adding Student Voter Education as part of the district's Curriculum Policy. We work with high school students across the school district, and one trend is abundantly clear: most students do not know how to register to vote nor are they aware of the importance of voting, especially in local elections.

As we strive to prepare Philadelphia students for responsible and active citizenship, it is crucial that they are equipped with the knowledge and skills necessary to participate in the democratic process. In particular, voter registration is a fundamental aspect of civic duty, and understanding the importance of this process is essential for developing an engaged and informed citizenry. Promoting voter education in classrooms is especially important, given that youth voter turnout rates are much lower than that of any other age group. Ultimately, adding Student Voter Education to the Curriculum Policy will foster a culture of civic engagement and give students the tools to participate in all elections.

Here are a few reasons why we believe incorporating a voter education curriculum into Philadelphia schools is imperative:

1. Civic Responsibility: By teaching students about the voter registration process, we instill in them a sense of civic responsibility. It will motivate them to hold their elected officials accountable and therefore bolster local democracy. Understanding how to register to vote empowers students to actively participate in shaping the future of our nation.

2. Enhancing Critical Thinking & Real-World Application: Studying the voter registration process and understanding the responsibilities of offices on the ballot provides an excellent opportunity for students to develop critical thinking skills. They can explore issues related to the importance of an inclusive and accessible electoral system, as well as reinforce their understanding of how the government functions.

3. Preventing Voter Apathy: In an era where voter apathy is prominent, educating students about the significance of their role in the democratic process can help combat disinterest, for informed and engaged citizens are more likely to vote in elections. As many students raise concerns that meaningful change or improvements to their community will never happen, the decision not to vote exacerbates this issue. However, by educating students about the process and encouraging students to vote when eligible in a nonpartisan way, we can increase voter turnout.

We thank the Philadelphia Board of Education for considering this proposal.

Sincerely,

Ariana Jimenez, Director
Nina Wang, Assistant Director
Mahala Garcia-Bartch, School Site Coordinator

Hello,

It is well established that there is a civic educational crisis in the United States. According to the most recent NAEP report card, only 20 percent of 8th graders scored proficient in civics. This lack of knowledge is translating directly into civic skills, actions, and dispositions. According to a 2019 CIRCLE study, 57% of 18-24 year-olds said they were losing faith in American democracy, and just 42% were confident in our democratic system. Things are no better at the ballot box, where only 52% of eligible youth (ages 18-29) voted in the 2020 Election. This was well below the national average of 66%. On the heels of another low-turnout local election in Philadelphia, it is imperative that action is taken to ensure all students in the Commonwealth receive an impactful civics education that gives them the opportunity and wherewithal to be knowledgeable and engaged citizens.

In 2019, I helped start the PA Civics Coalition, a statewide, bipartisan group led by former members of Congress and nonpartisan organizations across the Commonwealth that are working to promote and expand civics education in Pennsylvania. Our work centers around helping educators teach students about the many different ways that they can be involved in their community, to make their voices heard. Making sure that high school students have the knowledge and skills to cast their ballot when they turn 18 is vital to equipping them with the skills to be a member of our democratic society.

I support a resolution for a policy that would make student voter engagement a permanent part of the School District of Philadelphia curriculum.

Thank you for your consideration.

Former United States Representative Joseph Hoeffel

Subject: Board Comments

Original Message:

I feel the need to share my story about my time as a student at Franklin Towne Charter HS given the very unfortunate circumstances that have come to light.

I was enrolled at FTC from 2006-2009. I started out as a student at St. Huberts then transitioned over to FTC for my sophomore year. Initially, it was not the easiest transition and the rules were much more strict than what I was accustomed to. Shirts had to be tucked in at all times, wearing a lanyard, no sweatshirts/ sweaters over your polo, going through a metal detector every morning. I was not a great academic student even though I was very smart. I often had detention for lateness and homework contracts due to not completing what I should have been at home. It took some time to get used to things but once I did, I was really happy to be there.

The educators were not only great at teaching their lesson plans, but they made you feel like you mattered. I used to be afraid to raise my hand in class because I was worried that I would say something stupid. At FTC, we would get into productive debates about what we were learning and how it made us feel. The classroom was a safe space for the students. I grew confident to speak in front of my peers and in front of the teachers. Although I graduated in 2009, I can still remember the many names of the teachers that made such a huge impact on my life. My best subjects were English and History. We would read book chapters in class and complete assignments in groups so we were all on the same page as a classroom, yet I was finishing the books in study hall because I was so engrossed in the lessons. I became an excellent writer because of the constant proofreading and red pen scribbles all over my assignments. It has served me well long after high school and in my career today.

Due to my experience at previous schools that I had attended, whenever I had a class that was difficult for me, it was hard for me to approach teachers because I felt

shame about asking for help. I tried to ignore the problems that I had in hopes that they would go away on their own. At FTC, teachers would pull me aside and privately ask what they could do to help me, rather than embarrassing me in front of the class which has happened to me before. I was offered extra credit assignments so I could work on improving my grades. The teachers actually cared about the students and it always showed.

The student body at that time was diverse at that time but could have improved. It is critical that students are able to learn and be in an integrated environment where they are surrounded by other students from different cultures, had different upbringings, and life experiences so that they can be prepared for the world that we live in today. Had the administration at the time that was abusing their power and in charge of the admissions for FTC realized that they were actually doing the school a major disservice, things could have been even better than they were. I don't think that it's fair to punish these students or these incredible teachers for the wrong doings of others. I am now a Mother and my son is in second grade. I realize how critical it is as a parent to feel good about the school that you are sending your child to. Personally, I moved to a different neighborhood so that I could send my son to a great school. Not everyone has the financial freedom or means to do that. I think about how good I had it when I was a student at FTC and how lucky I was to have teachers that were passionate about what they were teaching. It made a huge difference in how I was able to retain the information that was being taught to me.

FTC deserves some grace and a chance to right the wrongs of the past. I am confident that they will make all the necessary changes to better accommodate families from black neighborhoods and be fair in the admission processes moving forward.

I am writing this in support of Franklin Towne Charter High School. My son is a freshman there and I cannot speak highly enough of the school. When my son was in 7th grade, we initially came to FTCHS for an Open House. Neither of us had any expectations as we had never been to the school before, but we were both immediately impressed. From the first look at the Student Union, my son was pretty sure he found his high school. We were able to meet and speak to multiple teachers, all of whom were passionate about their classes and were excited to show us what they had to offer. My son was happy to hear about the different classes offered and the teachers really did a fantastic job of showing all that is available. We also met many students who highlighted the different clubs available and gave the advice to join as much as you can to make the most of your HS time. After looking at some other options, my son went with his first instinct, Franklin Towne Charter High School.

In his first couple weeks, he was struggling with fitting in and getting adjusted to a new environment. As his mom, that was difficult to watch, knowing there wasn't much I could do. To my delight, his guidance counselor reached out to him immediately. She offered him suggestions and got him in contact with other students who could show him around and watch out for him. She follows up with him to make sure he is ok and really makes him feel like he was cared about. His mentor has also been great, I don't know of many high schools that have a mentor program. Now he is on the cross-country team and meets new friends daily.

At Back to School Night, I was able to meet my son's teachers. I was impressed by how familiar they were with my son; I could tell the teachers truly care about all their students. That night, my son was able to join a few other clubs and he spoke with the wrestling coach about possibly joining the team. Once again, I could see how committed all the teachers truly are to the school and the students. They not only devote their time during the school day, but beyond by leading these clubs and sports. The high school has done a great job of getting the students involved by hosting the Freshman Social and Spirit Week activities, as well as the Homecoming Dance. If FT closes, where will these students go? To an already overcrowded high school that doesn't come close to the standards set by Franklin Towne? I kindly request your intervention in this matter. Not one person in the Franklin Towne community had any part in the allegations. Why are we punishing innocent students?

Sincerely,

Susan Forbes

Franklin Towne Charter HS Parent

[redacted]

[redacted]

Hello,

My name is Joseph Rocchi. I am the culinary arts instructor at Franklin Towne Charter High School. I am in my third year.

I came from an extremely competitive field for 20 years before transitioning into teaching the same subject matter. I first cut my teeth teaching at a government-sponsored training program before coming to Franklin Towne Charter. I can accurately say that Franklin Towne has provided the most supportive environment I have ever worked in. Every consideration is given to facilitate one end, how can I better provide a successful and competitive learning space for the students in my classes. From the facilities to equipment, to professional development for staff, to fundraising for student programs, and beyond. Every opportunity to enhance the student's ability to learn, grow, and prosper is acted upon. I have never felt such support and positivity from an administration. The mindset is never, "What do I need to do to keep my job", it is only ever, "How can I do a better job for the students". The support given to the students here literally speaks for itself. Being a Blue Ribbon-rated program does not happen by accident. It is a culture meticulously shaped, and re-shaped, day after day, to set our students up for success in future education, professions, and in life. I have found a home here that I look forward to looking back on with pride and saying, "Look at the program I helped build. Look at all the future leaders I helped to mold from all over the Philadelphia landscape regardless of race, religion, or socio-economic background." as a citizen of a federally recognized Indigenous Native American tribe, I am part of the smallest minority group in the entire Philadelphia education system, and I am proud to say this program at Franklin Towne is completely bias-free in any form and is solely focused on the educational opportunities we can provide to our students.

As a product of the Philadelphia magnet school program in jr. high and high school myself. I can share how I had to transfer and pay my own tuition in junior year to go to Catholic school because the conditions in the public schools were so bad that my very safety and ability to possibly not live to graduation was effected. I would have dropped out if I had not transferred. Here, at Franklin Towne, that will never be a concern that a young student will ever have to deal with. There only thought will be on taking every opportunity Franklin Towne staff gives them to become successful young adults.

In conclusion, I find it inconceivable that Rudy Garcia is the hearing official at our revocation proceedings after the board's own commissioned report, explicitly recommended that the Board stop using him as a hearing officer because of his appearance of bias to charter schools. Nobody wins and the students, families, and staff all lose if a successful school in an otherwise failing school district closes.

Respectfully,

Chef Joseph Rocchi

chefrocchi@gmail.com

Hello - I am saddened, ashamed, and appalled to have to write this to a group of adults who are supposed to be looking out for the futures of our children.

I am a former student of Franklin Towne and grew up in the Tacony section of Philadelphia. As many of you know, this city is and has been in a state of despair for decades - especially when it comes to our education system. Primarily due to poor decisions being made by this very Board, which I hope will not continue today. It is my opinion that these accusations and investigations into FTCHS are a complete disgrace, and shame on the Board of Education for even considering the idea of stripping this incredible school of its Charter and depriving hundreds of at-risk inner city kids the opportunity to obtain a phenomenal education.

This whole nonsense about “racist” policies is a disgusting and vile accusation, and one that is easily refuted simply by looking at the demographics of the areas many of FTCHS’ students come from - my neighborhood being a perfect example, as well as the neighborhoods of many of my peers such as Frankford, Juniata, Wissinoming and Holmesburg.

Franklin Towne was and is a beam of light in this city for kids like me who had nothing but the hope of a good education to get them out of poverty - which it did. The teachers and staff there are the best of the best and are truly good people who don’t deserve to have their livelihoods or kids taken away from them because of disgusting, baseless accusations that fit the latest trend of woke buzzwords.

The results speak for themselves. FTC is a nationally recognized Blue Ribbon School that outperforms nearly every inner city phila. public school by a mile in almost all quantifiable metrics - at a lower cost per student I might add. To strip this school of its charter would not only be a blow to the hundreds of children that rely on it for the opportunity of a better life, or the staff who have dedicated their lives and futures to this institution - but also to the parents, the city, the taxpayer, and the community & stakeholders.

I look back at my time at FTC and have nothing but fond memories and appreciation for all that the school did for me. There are NO other schools in the area that could’ve helped set me up for the success I have managed to accomplish since graduating in 2013 like FTC did for me and thousands of other alumni since 1999. I only hope and pray that you all take a step back from this clearly emotional and politically driven action and approach it through a lens of rationality and reason. To strip this school of its charter would be to strip the children of this hurting, but great city, of their futures.

Thank you for your time.

Colton G. Smith

Registered Speakers on General Topics - •

Title: General Speakers List

Board of Education Meeting Date: 11/16/2023

Office Originating Request: Board of Education

ATTACHMENTS:

Description	Type
General Speakers List	Supporting Document

THE SCHOOL DISTRICT OF PHILADELPHIA
BOARD OF EDUCATION
ACTION MEETING
SPEAKERS LIST
NOVEMBER 16, 2023

Registered Speakers

1. Julia Coulibaly, Parent/Guardian
   Topic: Ballard Report/Southwest Leadership Academy

2. Allison Eife, Charter School Staff Member
   Topic: Franklin Towne Charter High School Renewal

3. Martina Barbour, Community Member
   Topic: School Libraries

4. Thomas Quinn, District Staff Member
   Topic: Student Voter Curriculum Policy

5. Cheick Sidibe, Community Member
   Topic: Ballard Report/Southwest Leadership Academy

6. Chris Fuentez, Philadelphia Police Department
   Topic: School Safety//Southwest Leadership Academy

7. Masoeli Musonge, Philadelphia Police Department
   Topic: School Safety//Southwest Leadership Academy

8. Arnold Mitchell, Philadelphia Police Department
   Topic: School Safety//Southwest Leadership Academy

9. Illene Poses, APPS
   Topic: Charters/School Libraries

10. Leigh Purnell, Charter School Staff Member
    Topic: Southwest Leadership Academy Charter School

11. Justin Villere, Community Member
    Topic: Student Voter Education as a part of the District's Curriculum Policy

12. Larry King, Community Member
    Topic: Bartram Wall of Fame

13. Barbara Dowdall, APPS
    Topic: Year Round Schooling

14. Tameko Torres, Community Member
    Topic: After School Boxing Activities in School

15. Marvin Reese, Community Member
    Topic: Keeping Activities Available to Kids After School and out of School

16. Anne Dorn, Parent/Guardian
    Topic: 2023 PSSA Scores

17. May Freda Watson, Community Member
    Topic: Voices of the Children

18. Lisa Haver, APPS
    Topic:New Charter Applications

THE SCHOOL DISTRICT OF PHILADELPHIA
BOARD OF EDUCATION
ACTION MEETING
SPEAKERS LIST
NOVEMBER 16, 2023

19. Lynda Rubin, APPS
    Topic:New Charter Applications

Primary Waitlist Speakers

NONE

Action Item Questions and Answers - •

Title: Action Item Questions and Answers

Board of Education Meeting Date: 11/16/2023

Office Originating Request: Board of Education

ATTACHMENTS:

Description	Type
Questions and Answers	Supporting Document

The School District of Philadelphia

Board of Education
Action Item Questions and Responses
November 16, 2023

Table of Contents

Action Item Questions 1

Action Item Questions	Submitted by:	Response
8). Capital Award for the Provision of Professional Supplemental Staffing ($10,000,000) 1. What is the supplemental staffing that is needed? 2. Do staff usually appear as a capital programs expenditure? Where does the full time staff for that department appear? 3. What are the staff going to be doing? What is the scope of work? 4. Is this connected to asbestos work? 5. Why is this a staffing item instead of a contract? 6. Would these staff be independent of the contractors for this project?	Board Member Wilkerson Board Member Lam	1. The Capital Award for the Provision of Professional Supplemental Staffing will address the need for professional services staffing expertise that are vacant in Capital Programs. The supplemental staffing positions needed are: a. Licensed Architects b. Landscape Architects c. Professional Engineer Disciplines (M/E/S/C/Geotechnical, Mechanical) d. Technical Specification Writer e. Cost Estimator f. Claims Analyst g. Project Manager h. Construction Scheduler i. Database Analyst Programmer/Coordinator.

		The supplemental staffing requirements are filled based on project requirements and on an as needed basis. 2. Yes, supplemental staffing is a Capital Programs expenditure and is included in the BOE approved Capital Improvement Program (CIP) Project Fund. The full-time staff appears under page 10 of the Board approved CIP, Project Fund "Administration Support Services," "Office of Capital Programs and Support", and includes the following line items: a. Office of Capital Programs b. Office of Design c. Office of Construction d. Office of Contract Management 3. The supplemental staff provide professional and technical services needed to execute the day-to-day operations and management of projects in these areas: a. Mechanical b. Electrical c. Architectural d. Plumbing e. Landscaping

		f. Playground initiatives These positions are critical to the planning, design, construction management and completion of Capital Improvement Projects. 4. These positions are not directly connected to asbestos work, however, the Office of Capital Programs works directly with the Office of Environmental Management Services and provides support for all facilities projects in the District. 5. This is a staffing item for supplemental professional services/technical assistance because it enables the District to select candidates from multiple firms that possess the desired technical expertise, as opposed to a separate contract with each firm. Supplemental staff members are selected as needed to meet specific requirements for varying periods of time.

		6. Yes, the supplemental contract firms and the staff members they provide are independent of the contractors performing project work for the District, or competing for District projects. Supplemental staff members work directly for the District and are independent.
15). Contract with R. F. Design & Integration, Inc. for Security Camera Installation ($500,980) 1. What is the plan for having similar cameras in all schools? 2. What is the total cost? 3. How many schools already have these cameras? 4. How are we financing this work? (budgets, cash, grants, etc.)	Board Member Egea-Hinton Board Member Lam Board Member Salley	1. The District is updating camera systems at 156 further schools to match the system standard being implemented at Northeast High School. 2. The total Capital investment for the modernization of CCTV infrastructure across all District schools is $47 million. 3. All schools currently have cameras - 157 schools currently have analog systems that are being modernized. 60 schools have modern digital systems. Under the modernization program for District-wide CCTV, infrastructure all systems will be upgraded with an enterprise video management system (VMS) that will improve effectiveness, operations, and overall management and maintenance of the systems. 4. This work is being financed with Capital funds.

Action Item - 1.

Title: Acceptance of Donation from Philadelphia Eagles Playground Build (valued at $220,000), License and Right of Entry Agreements with Field Turf, Inc. and George Ely and Associates, Inc. (no cost), and Philadelphia Mural Arts Advocacy ($100,000) at Stephen Girard Elementary School

Board of Education Meeting Date: 11/16/2023

Action under consideration

Action under consideration
The Administration recommends that the Board of Education authorize The School District of Philadelphia, through the Superintendent or his designee, to (i) accept a Donation and enter into a Letter of Understanding, (ii) execute and perform a license and right of entry agreement, and (iii) execute and perform a contract, subject to funding, as follows:

Donation from and letter of understanding with:
The Philadelphia Eagles

Donation of: Playground equipment, materials, supplies, and installation

Value of Donation of an amount up to: $220,000

License and right of entry agreements with: FieldTurf, Inc., and George Ely and Associates, Inc.

Compensation:
There will be no cost to the School District. The Philadelphia Eagles will contract directly with FieldTurf, Inc. for the installation of a synthetic turf field, and with George Ely and Associates, Inc. for the installation of playground equipment and play surface.

Purpose: Installation of synthetic turf field and installation of playground equipment and play surface

Contract with: Philadelphia Mural Arts Advocates

Compensation not to exceed: $100,000

Purpose: Design and installation of indoor and outdoor murals

Donation and letter of understanding; license and right of entry agreements; and contract start date: 11/17/2024

Donation and letter of understanding; license and right of entry agreements; and contract end date: 12/31/2025

Location: Girard, Stephen School

Description:

For the last 20 years the School District and the Philadelphia Eagle Youth Partnership have been collaborating on Philadelphia Eagles Playground Build projects. Stephen Girard Elementary School was selected as the 2024 Playground Build school site. The Eagles Playground Build scope of work includes a new playground including two age appropriate play structures installed over a safety surface, a basketball hoop, a synthetic turf field, and murals for the interior and exterior walls at Stephen Girard School. The donation from the Philadelphia Eagles is valued at $220,000, which includes all costs of the purchasing and installation of the new playground equipment and interior improvements. The Capital budget includes funding of $100,000 for Philadelphia Mural Arts to hire mural artists to work with the students and staff at Girard Elementary to design the murals; and for Mural Arts will supervise the installation and creation of the murals. The total value is $320,000 for the site improvement project.

The Philadelphia Eagles selection committee reviewed school sites and interviewed multiple administrators in various schools resulting in the selection of the Stephen Girard School as the 2024 playground build site. The District worked with The Eagles to evaluate high priority school sites from the District equity screener tool, along with site criteria for artificial turf and murals and other Eagles specific criteria.

The kick off date for this project is planned for June 2024, in conjunction with the Philadelphia Eagles Annual Day of Service. The playground and related site improvements will be under the direction and supervision of George Ely and Associates, Inc. Teams of volunteers will support the installation of non-technical play equipment and painting projects.

Goals and Guardrails
Guardrail 1: Every school will be a safe, welcoming and healthy place where our students, staff and community want to be and learn each day.

School Funding Source(s): FY24 Capital Budget

Charge Account(s): FY24: 310- 9043 - 2024-1350-4600165-545001-901304 -$100,000

Office Originating Request: Operations - Capital Programs

Office Originating Request: Operations - Capital Programs

Action Item - 2.

Title: Approval of Personnel Hires (Updated 11.9.2023)

Board of Education Meeting Date: 11/16/2023

Action under consideration

RESOLVED, that the Board of Education hereby ratifies the appointment of the following persons to the positions, on the effective dates through October 31, 2023 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 Board of Education.

Office Originating Request: Talent

ATTACHMENTS:

Description	Type
Action Item 2	Supporting Document

RESOLVED, that the Board of Education hereby ratifies the appointment of the following persons to the positions, on the effective dates through **October 31, 2023** 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 Board of Education.

THE FOLLOWING EMPLOYEES HAVE BEEN HIRED

ABERDEEN, MARCIA	SUPPORTIVE SERVICES ASST, 3 HR	GOMPERS, SAMUEL SCHOOL	10/16/23	$10,431.00 ANNUAL SALARY
AHMAD-HARGROVE, CALISA I	SCHOOL SAFETY OFFICER	OFFICE OF SCHOOL SAFETY	10/23/23	$33,849.00 ANNUAL SALARY
AIBECHE, NAIMA	SPECIAL EDUCATION ASSISTANT	CHILDS, GEORGE W. SCHOOL	10/23/23	$23,474.00 ANNUAL SALARY
AKTHER, HAMIDA	ACCOUNTING CLERK	OFFICE OF CHILD ACCOUNTING	10/31/23	$35,926.00 ANNUAL SALARY
AMO-ASANTE, JOANA	TEACHER,SPEC EDUCATION	CASTOR GARDENS MIDDLE SCHOOL	10/13/23	$59,529.00 ANNUAL SALARY
ANDERSON, JAYLA R	SPECIAL EDUCATION ASSISTANT	SCIENCE LDSHP ACADEMY @ BEEBER	10/16/23	$23,474.00 ANNUAL SALARY
AVILES, LAUREN	SPECIAL EDUCATION ASSISTANT	RICHMOND SCHOOL	10/30/23	$23,474.00 ANNUAL SALARY
BACON, MICAELE	SPECIAL EDUCATION ASSISTANT	LINCOLN, ABRAHAM HIGH SCHOOL	10/09/23	$23,474.00 ANNUAL SALARY
BANKS, STEPHEN	TEACHER,FULL TIME	BLUFORD ELEMENTARY SCHOOL	10/04/23	$53,749.00 ANNUAL SALARY
BARTLEY-JEFFERY, SHAKEERAH NASHAE	SPECIAL EDUCATION ASSISTANT	FORREST, EDWIN SCHOOL	10/02/23	$23,474.00 ANNUAL SALARY
BASHIR, JALAYA	SPECIAL EDUCATION ASSISTANT	OLNEY ELEMENTARY SCHOOL	10/02/23	$23,474.00 ANNUAL SALARY
BEASLEY, TAJ M	SPECIAL EDUCATION ASSISTANT	STEEL, EDWARD T. SCHOOL	10/16/23	$23,474.00 ANNUAL SALARY
BECOLLI, ETLEVA	SPECIAL EDUCATION ASSISTANT	CASTOR GARDENS MIDDLE SCHOOL	10/02/23	$23,474.00 ANNUAL SALARY
BENBOW-LANIER, EDWENA A	PROJECT MANAGER	CHARTER, PARTNER & NEW SCHOOLS	10/09/23	$67,273.00 ANNUAL SALARY
BENITEZ-VARGAS, ASHLEY M	SPECIAL EDUCATION ASSISTANT	TAYLOR, BAYARD SCHOOL	10/16/23	$23,474.00 ANNUAL SALARY

BENNETT, STACEY	SENIOR PROJECT MANAGER	CHIEF EXECUTIVE OFFICE	10/23/23	$100,042.00	ANNUAL SALARY
BOKRETA, HABIBA	SPECIAL EDUCATION ASSISTANT	FELL, D. NEWLIN SCHOOL	10/23/23	$23,474.00	ANNUAL SALARY
BOONE, JANAJA O	SPECIAL EDUCATION ASSISTANT	DOBSON, JAMES SCHOOL	10/09/23	$23,474.00	ANNUAL SALARY
BOUBEGRA, BAHDJA	SPECIAL EDUCATION ASSISTANT	RHAWNHURST SCHOOL	10/16/23	$23,474.00	ANNUAL SALARY
BOWE, ALEXANDER	TEACHER,FULL TIME	SOUTHWARK SCHOOL	10/09/23	$51,568.00	ANNUAL SALARY
BROADUS, VENUS	SPECIAL EDUCATION ASSISTANT	HARDING, WARREN G. MIDDLE SCH	10/23/23	$23,474.00	ANNUAL SALARY
BROWN-MCLOYD, YANA D	SPECIAL EDUCATION ASSISTANT	BLAINE, JAMES G. SCHOOL	10/02/23	$23,474.00	ANNUAL SALARY
BROWN-TURNER, JONICE L	SPECIAL EDUCATION ASSISTANT	PATTERSON, JOHN M. SCHOOL	10/09/23	$23,474.00	ANNUAL SALARY
BROWNE, ROLAND	PRINT SHOP WORKER	PRINTING SERVICES	10/25/23	$54,904.00	ANNUAL SALARY
BYARD, JEFFREY L	TEACHER,FULL TIME	KENDERTON ELEMENTARY	10/30/23	$51,568.00	ANNUAL SALARY
BYRD, ELYANNA	SPECIAL EDUCATION ASSISTANT	PENN TREATY HIGH SCHOOL	10/30/23	$23,474.00	ANNUAL SALARY
CADET, KATIA	SPECIAL EDUCATION ASSISTANT	PENROSE SCHOOL	10/02/23	$23,474.00	ANNUAL SALARY
CALLOWAY, NATASHA	SUPPORTIVE SERVICES ASST, 4 HR	KENDERTON ELEMENTARY	10/09/23	$13,908.00	ANNUAL SALARY
CAMM, MADISON	SPECIAL EDUCATION ASSISTANT	ADAIRE, ALEXANDER SCHOOL	10/02/23	$23,474.00	ANNUAL SALARY
CAMPBELL, FREDDRICK	STEP CASE MANAGER	GIRLS, PHILA HIGH SCHOOL FOR	10/09/23	$59,734.00	ANNUAL SALARY
CARNEY, CHANTE EILEEN	SPECIAL EDUCATION ASSISTANT	BRYANT, WILLIAM C. SCHOOL	10/02/23	$23,474.00	ANNUAL SALARY
CHISHOLM, BRENDA	SCHOOL COUNSELOR, 10 MONTHS	LONGSTRETH, WILLIAM C. SCHOOL	10/26/23	$51,568.00	ANNUAL SALARY
CINTRON, YESENIA LEE	SPECIAL EDUCATION ASSISTANT	FITZPATRICK, A.L. SCHOOL	10/09/23	$23,474.00	ANNUAL SALARY
CLARK, JADE D	SPECIAL EDUCATION ASSISTANT	PENROSE SCHOOL	10/02/23	$23,474.00	ANNUAL SALARY
COLON, MARILYN M	SUPPORTIVE SERVICES ASST, 3 HR	FINLETTER, THOMAS K. SCHOOL	10/09/23	$10,431.00	ANNUAL SALARY
CONRAD, ELENI MYRSIADES	SCHOOL COUNSELOR, 10 MONTHS	MAYFAIR SCHOOL	10/02/23	$83,507.00	ANNUAL SALARY
CORBETT, TIFFANY	PROG COORD,CAREER/COLLEGE AWAR	DIVISION OF COLLEGE READINESS	10/30/23	$62,635.00	ANNUAL SALARY
COTTO, KASSANDRA I	BEHAVIORAL HEALTH COUNSELOR	PREVENTION & INTERVENTION	10/09/23	$57,000.00	ANNUAL SALARY
CROSBY-KLUMP, NATALIE L	TEACHER,FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	10/20/23	$90,478.00	ANNUAL SALARY

CUPELES, JOSHUA	SPECIAL EDUCATION ASSISTANT	FELTONVILLE ARTS & SCIENCES	10/09/23	$23,474.00	ANNUAL SALARY
CURET, GLENDA D	SECRETARY I	ZIEGLER, WILLIAM H. SCHOOL	10/09/23	$26,351.00	ANNUAL SALARY
CURET, PRISCILA	COUNSELING ASST,BILINGUAL	FRANKFORD HIGH SCHOOL	10/02/23	$25,688.00	ANNUAL SALARY
CUSTALOW, MEECHI ANN	TEACHER,FULL TIME	LOGAN SCHOOL HEAD START	10/25/23	$51,568.00	ANNUAL SALARY
DANIELS, SAFIA	SPECIAL EDUCATION ASSISTANT	SHEPPARD, ISAAC A. SCHOOL	10/30/23	$23,474.00	ANNUAL SALARY
DAVIS, LOGAN	SPECIAL EDUCATION ASSISTANT	GIDEON, EDWARD SCHOOL	10/16/23	$23,474.00	ANNUAL SALARY
DAVIS, MALCOLM L	DIRECTOR, STRATEGIC PLANNING	CHIEF EXECUTIVE OFFICE	10/16/23	$118,000.00	ANNUAL SALARY
DE GARCIA, PABLIMEIDY	STUDENT CLIMATE STAFF,3 HOURS	TAYLOR, BAYARD SCHOOL	10/02/23	$9,992.00	ANNUAL SALARY
DENNIS, KAILAH	SPECIAL EDUCATION ASSISTANT	WARING, LAURA W. SCHOOL	10/09/23	$23,474.00	ANNUAL SALARY
DITRO, ANTONIO R.	SPECIAL EDUCATION ASSISTANT	HOLME, THOMAS SCHOOL	10/16/23	$23,474.00	ANNUAL SALARY
EILAND, KEANNA	SUPPORTIVE SERVICES ASST, 4 HR	GIDEON, EDWARD SCHOOL	10/09/23	$13,908.00	ANNUAL SALARY
FALLOWS, JOHN	INDUSTRY DEVELOPMENT SPLST	STUDENT EMPLOYMENT CERT OFFICE	10/30/23	$92,044.00	ANNUAL SALARY
FRENCH, CHERRELLE	SPECIAL EDUCATION ASSISTANT	PENROSE SCHOOL	10/09/23	$23,474.00	ANNUAL SALARY
FRIEDLAND, LINDA M	SCHOOL NURSE	PUPIL HEALTH SERVICES	10/09/23	$58,109.00	ANNUAL SALARY
GASKINS, DEMETA	SCHOOL NURSE	PEIRCE, THOMAS M. SCHOOL	10/23/23	$58,109.00	ANNUAL SALARY
GASTONGUAY, ANDREA	CLASSROOM ASST,SP ED,HEAR IMP	PENROSE SCHOOL	10/16/23	$23,474.00	ANNUAL SALARY
GIBBS, MICHAEL	EXT ACTVTS,NON-CONTRACT EMP-HR	BOARD OF EDUCATION	10/11/23	$50.00	HOURLY RATE
GIOIA, LAVINA D	SECRETARY I	LAWTON, HENRY W. SCHOOL	10/16/23	$26,351.00	ANNUAL SALARY
GIORNO, ANGELA K	TEACHER,SPEC EDUCATION	WIDENER MEMORIAL SCHOOL	10/24/23	$61,806.00	ANNUAL SALARY
GLOVER, TRACY K	SPECIAL EDUCATION ASSISTANT	PHILA JUV JUSTICE SVCS CTR	10/23/23	$23,474.00	ANNUAL SALARY
GONZALEZ, LISETTE	EXT ACTVTS,NON-CONTRACT EMP-HR	BOARD OF EDUCATION	10/11/23	$50.00	HOURLY RATE
GORDINE, KIA S	SPECIAL EDUCATION ASSISTANT	NORTHEAST COMMUNITY PROPEL ACD	10/16/23	$23,474.00	ANNUAL SALARY
GREENE, SALEENA DANIELLE	TEACHER,SPEC EDUCATION	KELLEY, WILLIAM D. SCHOOL	10/23/23	$52,516.00	ANNUAL SALARY
GUENDOUZI, WASSILA	TEACHER,FULL TIME	HESTON, EDWARD SCHOOL	10/09/23	$58,965.00	ANNUAL SALARY

GWAN-NULLA, EMMA G	SUPPORTIVE SERVICES ASST, 3 HR	MC MICHAEL, MORTON SCHOOL	10/09/23	$10,431.00	ANNUAL SALARY
HADBI, NASSIMA	SUPPORTIVE SERVICES ASST, 3 HR	TAGGART, JOHN H. SCHOOL	10/31/23	$10,431.00	ANNUAL SALARY
HALL, TWANNA MAE	TEACHER,FULL TIME	ELKIN, LEWIS SCHOOL	10/30/23	$56,405.00	ANNUAL SALARY
HAMER, ANASTASIA A	SPECIAL EDUCATION ASSISTANT	MOORE, J. HAMPTON SCHOOL	10/16/23	$23,474.00	ANNUAL SALARY
HAMM KEITT, VICTORIA	SUPPORTIVE SERVICES ASST, 3 HR	NORTHEAST COMMUNITY PROPEL ACD	10/23/23	$10,431.00	ANNUAL SALARY
HAMMOND, INEZ	SPECIAL EDUCATION ASSISTANT	CASSIDY,LEWIS C ACADEMICS PLUS	10/23/23	$23,474.00	ANNUAL SALARY
HATTEN, NAKIA	SPECIAL EDUCATION ASSISTANT	ROXBOROUGH HIGH SCHOOL	10/09/23	$23,474.00	ANNUAL SALARY
HERBERT, JEREMY KEM	TEACHER,FULL TIME	HARDING, WARREN G. MIDDLE SCH	10/09/23	$51,568.00	ANNUAL SALARY
HUTCHINGS, KAMAL	AUDITOR II	AUDITING SERVICES	10/02/23	$67,395.00	ANNUAL SALARY
ISDELL, KEVIN JOHN	TEACHER,FULL TIME	AMY 5 AT JAMES MARTIN	10/02/23	$51,568.00	ANNUAL SALARY
JACKSON, KATHERINE ELIZABETH	TEACHER,FULL TIME	FRANKLIN, BENJAMIN HIGH SCHOOL	10/26/23	$51,568.00	ANNUAL SALARY
JACKSON, MORGAN R	TEACHER,SPEC EDUCATION	NORTHEAST HIGH SCHOOL	10/02/23	$65,694.00	ANNUAL SALARY
JACKSON, SHANON	TEACHER,FULL TIME	DISSTON, HAMILTON SCHOOL	10/25/23	$51,568.00	ANNUAL SALARY
JACKSON, SABRIYYAH	SPECIAL EDUCATION ASSISTANT	LONGSTRETH, WILLIAM C. SCHOOL	10/02/23	$23,474.00	ANNUAL SALARY
JAMES, DAWN A	SUPPORTIVE SERVICES ASST, 4 HR	BLUFORD ELEMENTARY SCHOOL	10/23/23	$13,908.00	ANNUAL SALARY
JAMES, HEWITT OSBORNE	TEACHER,SPEC EDUCATION	BARTRAM, JOHN HIGH SCHOOL	10/16/23	$52,516.00	ANNUAL SALARY
JEACINTHE, KAVENCY	SPECIAL EDUCATION ASSISTANT	POLLOCK, ROBERT B. SCHOOL	10/09/23	$23,474.00	ANNUAL SALARY
JENKINS, FALINA D	SPECIAL EDUCATION ASSISTANT	STRAWBERRY MANSION HIGH SCHOOL	10/09/23	$35,101.00	ANNUAL SALARY
JENNINGS, TAHNISHA K	FISCAL CLERK, FT	ACCOUNTS PAYABLE	10/09/23	$35,075.00	ANNUAL SALARY
JOHNSON, SHAKIR	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	10/23/23	$24.00	HOURLY RATE
KATIRAJ, BLERTA	SPECIAL EDUCATION ASSISTANT	GREENBERG, JOSEPH SCHOOL	10/16/23	$23,474.00	ANNUAL SALARY
KEENE-YOUNG, TAMARA L	SUPPORTIVE SERVICES ASST, 4 HR	BLUFORD ELEMENTARY SCHOOL	10/16/23	$13,908.00	ANNUAL SALARY
KEMP, TIERRA MARIE	TEACHER,FULL TIME	MASTERMAN,JULIA R. HIGH SCHOOL	10/10/23	$90,478.00	ANNUAL SALARY
KHALFA, LYNDA	SPECIAL EDUCATION ASSISTANT	BREGY, F. AMEDEE SCHOOL	10/10/23	$23,474.00	ANNUAL SALARY

KLIGGE, KATRINA	SUPPORTIVE SERVICES ASST, 3 HR	GREENBERG, JOSEPH SCHOOL	10/10/23	$10,431.00	ANNUAL SALARY
KUKA, KLODIANA	SPECIAL EDUCATION ASSISTANT	LOESCHE, WILLIAM H. SCHOOL	10/25/23	$23,474.00	ANNUAL SALARY
KURA, ENTELA	SPECIAL EDUCATION ASSISTANT	LINCOLN, ABRAHAM HIGH SCHOOL	10/23/23	$23,474.00	ANNUAL SALARY
LEWIS-GREEN, MONJE	SPECIAL EDUCATION ASSISTANT	CHILDS, GEORGE W. SCHOOL	10/23/23	$23,474.00	ANNUAL SALARY
LONG, ROBIN J	SPECIAL EDUCATION ASSISTANT	SPRING GARDEN SCHOOL	10/09/23	$23,474.00	ANNUAL SALARY
LORD, JACQUELINE	SPECIAL EDUCATION ASSISTANT	VARE-WASHINGTON ELEMENTARY	10/23/23	$23,474.00	ANNUAL SALARY
LUTKUS, THEODORE C	TEACHER,FULL TIME	NORTHEAST HIGH SCHOOL	10/20/23	$83,507.00	ANNUAL SALARY
MADANI, ROZA	SPECIAL EDUCATION ASSISTANT	SOUTHWARK SCHOOL	10/09/23	$23,474	ANNUAL SALARY
MARLEY, JOSHUA M	CLIMATE AND CULTURE COACH	CLIMATE & SAFETY	10/17/23	$69,000.00	ANNUAL SALARY
MCBRIDE, MAX N	TEACHER,FULL TIME	PATTERSON, JOHN M. SCHOOL	10/11/23	$53,085.00	ANNUAL SALARY
MCCROWELL-ATKINSON, JANAIA	TEACHER RESIDENT	FELTONVILLE ARTS & SCIENCES	10/02/23	$38,611.00	ANNUAL SALARY
MCGINLEY, JAYNE	TEACHER,SPEC EDUCATION	WIDENER MEMORIAL SCHOOL	10/17/23	$102,376.00	ANNUAL SALARY
MCGLYNN, BARBARA L	SCHOOL NURSE	FELTONVILLE INTERMEDIATE	10/09/23	$75,558.00	ANNUAL SALARY
MCINTOSH, JAMERAH A	SPECIAL EDUCATION ASSISTANT	DUNBAR, PAUL L. SCHOOL	10/31/23	$23,474.00	ANNUAL SALARY
MCPHERSON, TAHYANA L	SPECIAL EDUCATION ASSISTANT	OVERBROOK HIGH SCHOOL	10/09/23	$23,474.00	ANNUAL SALARY
MENDEZ, DAMARIS	SPECIAL EDUCATION ASSISTANT	ROXBOROUGH HIGH SCHOOL	10/31/23	$23,474.00	ANNUAL SALARY
MERTZ, MICHAELA QUINN	TEACHER,FULL TIME	FELS, SAMUEL HIGH SCHOOL	10/16/23	$51,568.00	ANNUAL SALARY
MICKENS, TAMARA M	SPECIAL EDUCATION ASSISTANT	PENROSE SCHOOL	10/30/23	$23,474.00	ANNUAL SALARY
MILLER, WILLIAM	SENIOR PROJECT MANAGER	CURRICULUM AND INSTRUCTION	10/23/23	$87,778.00	ANNUAL SALARY
MITCHELL, DIANNE	SPECIAL EDUCATION ASSISTANT	CHILDS, GEORGE W. SCHOOL	10/09/23	$23,474.00	ANNUAL SALARY
MORIS, KHUSHBUKHT	SECRETARY I	CASTOR GARDENS MIDDLE SCHOOL	10/02/23	$26,351.00	ANNUAL SALARY
MOTON-FINLEY, SHARON K	SCHOOL NURSE	DEBURGOS, J. ELEMENTARY	10/23/23	$75,558.00	ANNUAL SALARY
MULLEE, LANISHA	SPECIAL EDUCATION ASSISTANT	PENN TREATY HIGH SCHOOL	10/09/23	$23,474.00	ANNUAL SALARY
MURRAY, HANIYAH	SUPPORTIVE SERVICES ASST, 4 HR	NORTHEAST COMMUNITY PROPEL ACD	10/23/23	$13,908.00	ANNUAL SALARY

NELSON, HYDIA	SPECIAL EDUCATION ASSISTANT	CRAMP, WILLIAM SCHOOL	10/09/23	$23,474.00 ANNUAL SALARY
NEWELL, RENEE S	SPECIAL EDUCATION ASSISTANT	CLEMENTE, ROBERTO MIDDLE SCHL	10/30/23	$23,474.00 ANNUAL SALARY
NIXON, CHARMAINE	SECRETARY I	MOFFET, JOHN SCHOOL	10/16/23	$26,351.00 ANNUAL SALARY
NIXON, ROBIN A	SPECIAL EDUCATION ASSISTANT	SHARSWOOD, GEORGE SCHOOL	10/16/23	$23,474.00 ANNUAL SALARY
NIXON, TAMYA	SPECIAL EDUCATION ASSISTANT	VARE-WASHINGTON ELEMENTARY	10/16/23	$23,474.00 ANNUAL SALARY
OLEJNICZAK, REBECCA	SCHOOL PSYCHOLOGIST	OFFICE OF SPECIALIZED SERVICES	10/30/23	$89,012.00 ANNUAL SALARY
PENNINGTON, KHADIJA	SPECIAL EDUCATION ASSISTANT	WASHINGTON, MARTHA SCHOOL	10/02/23	$23,474.00 ANNUAL SALARY
PENROSE, JANET L	SPECIAL EDUCATION ASSISTANT	VARE-WASHINGTON ELEMENTARY	10/23/23	$23,474.00 ANNUAL SALARY
PETERSON, TAMEKO S	TEACHER,FULL TIME	CAYUGA SCHOOL	10/30/23	$83,507.00 ANNUAL SALARY
PINTO, JORGE	STUDENT CLIMATE STAFF,3 HOURS	ELKIN, LEWIS SCHOOL	10/02/23	$9,992.00 ANNUAL SALARY
RANDOLPH, PATRICE J	TEACHER,SPEC EDUCATION	STEARNE, ALLEN M. SCHOOL	10/12/23	$54,032.00 ANNUAL SALARY
RILEY, JOANNA MICHELLE	TEACHER,FULL TIME	WASHINGTON, GEORGE HIGH SCHOOL	10/23/23	$51,568.00 ANNUAL SALARY
RODGERS, GERTRUDE	SPECIAL EDUCATION ASSISTANT	ROXBOROUGH HIGH SCHOOL	10/16/23	$23,474.00 ANNUAL SALARY
RODRIGUEZ, SARINA	SPECIAL EDUCATION ASSISTANT	JACKSON COPPIN, FANNY SCHOOL	10/16/23	$23,474.00 ANNUAL SALARY
ROSE, JENNIFER	TEACHER,FULL TIME	STEARNE, ALLEN M. SCHOOL	10/16/23	$51,568.00 ANNUAL SALARY
RUPERT, EARLE H	SUPPORTIVE SERVICES ASST, 4 HR	TILDEN MIDDLE SCHOOL	10/09/23	$13,908.00 ANNUAL SALARY
SAMI, FIDA	SCHOOL PSYCHOLOGIST	OFFICE OF SPECIALIZED SERVICES	10/09/23	$81,080.00 ANNUAL SALARY
SANTIAGO, NINOSHKA M	SPECIAL EDUCATION ASSISTANT	SPRUANCE, GILBERT SCHOOL	10/23/23	$23,474.00 ANNUAL SALARY
SAUNDERS, MALINDA M	SPECIAL EDUCATION ASSISTANT	FRANKFORD HIGH SCHOOL	10/16/23	$23,474.00 ANNUAL SALARY
SCHMIDT, KAYLA MARIE	TEACHER,FULL TIME	LOESCHE, WILLIAM H. SCHOOL	10/16/23	$51,568.00 ANNUAL SALARY
SCHULZ, ASHLEY ESTELLE	TEACHER,FULL TIME	SWENSON ARTS/TECH HIGH SCHOOL	10/05/23	$58,109.00 ANNUAL SALARY
SCIRROTTO, GIAVONIA	SPECIAL EDUCATION ASSISTANT	SHARSWOOD, GEORGE SCHOOL	10/23/23	$23,474.00 ANNUAL SALARY
SCOTT, SABRA D	SCHOOL COUNSELOR, 10 MONTHS	WAGNER, GEN. LOUIS MIDDLE SCH.	10/09/23	$56,405.00 ANNUAL SALARY
SEARS, DAJAH B	SPECIAL EDUCATION ASSISTANT	DUCKREY, TANNER SCHOOL	10/30/23	$23,474.00 ANNUAL SALARY

SELLER, MALANNI D	SPECIAL EDUCATION ASSISTANT	PENNELL, JOSEPH ELEMENTARY	10/09/23	$23,474.00 ANNUAL SALARY
SHAMSIDDEEN, SHEELA	TEACHER,FULL TIME	BRYANT, WILLIAM C. SCHOOL	10/23/23	$86,361.00 ANNUAL SALARY
SIEA, CHANNORA	SPECIAL EDUCATION ASSISTANT	CHILDS, GEORGE W. SCHOOL	10/23/23	$23,474.00 ANNUAL SALARY
SIMMONS, SAMYER	SPECIAL EDUCATION ASSISTANT	BACHE-MARTIN SCHOOL	10/16/23	$23,474.00 ANNUAL SALARY
SIMMONS, LATONJA S	SPECIAL EDUCATION ASSISTANT	ADAIRE, ALEXANDER SCHOOL	10/02/23	$23,474.00 ANNUAL SALARY
SLATER, FAITH N	SPECIAL EDUCATION ASSISTANT	FITZPATRICK, A.L. SCHOOL	10/09/23	$23,474.00 ANNUAL SALARY
SMITH, DEYANNAH	SPECIAL EDUCATION ASSISTANT	ZIEGLER, WILLIAM H. SCHOOL	10/30/23	$23,474.00 ANNUAL SALARY
SMITH, JEANNETTE	TEACHER,FULL TIME	FRANKLIN, BENJAMIN ELEM SCHOOL	10/17/23	$51,568.00 ANNUAL SALARY
SPEACH, DESARAY	SPECIAL EDUCATION ASSISTANT	PENNELL, JOSEPH ELEMENTARY	10/16/23	$23,474.00 ANNUAL SALARY
STEELE, DORATHEA ANNE	SCHOOL NURSE	ROOSEVELT ELEMENTARY SCHOOL	10/30/23	$58,109.00 ANNUAL SALARY
STREUSAND, ABBY	OCCUP THERAPIST	OFFICE OF SPECIALIZED SERVICES	10/16/23	$64,842.00 ANNUAL SALARY
SYLLA, MALIK A	OPERATIONS TRAINEE	ROXBOROUGH HIGH SCHOOL	10/16/23	$45,815.00 ANNUAL SALARY
TATE, BRANDY	SUPPORTIVE SERVICES ASST, 4 HR	RHOADS, JAMES SCHOOL	10/30/23	$13,908.00 ANNUAL SALARY
THOMPSON, JASSMIN	SPECIAL EDUCATION ASSISTANT	DUCKREY, TANNER SCHOOL	10/16/23	$23,474.00 ANNUAL SALARY
TODD, WILLIAM	SPECIAL EDUCATION ASSISTANT	HIGH SCHOOL OF THE FUTURE	10/23/23	$23,474.00 ANNUAL SALARY
TOGBA, STEVELT E	SPECIAL EDUCATION ASSISTANT	EDMONDS, FRANKLIN S. SCHOOL	10/23/23	$23,474.00 ANNUAL SALARY
TOPI, MAJLINDA	SPECIAL EDUCATION ASSISTANT	HOLME, THOMAS SCHOOL	10/16/23	$23,474.00 ANNUAL SALARY
TRINGALI, NINA	TEACHER,FULL TIME	WASHINGTON, MARTHA SCHOOL	10/23/23	$51,568.00 ANNUAL SALARY
TUCKER, TYSHEA	TEACHER,FULL TIME	BLUFORD ELEMENTARY SCHOOL	10/23/23	$51,568.00 ANNUAL SALARY
VEGA, CHRISTINA M	CLIMATE AND CULTURE COACH	CLIMATE & SAFETY	10/09/23	$69,500.00 ANNUAL SALARY
WALKER, KEYORI C	SPECIAL EDUCATION ASSISTANT	NEBINGER, GEORGE W. SCHOOL	10/16/23	$23,474.00 ANNUAL SALARY
WALKER, MARKEL	TEACHER,FULL TIME	RHOADS, JAMES SCHOOL	10/25/23	$51,568.00 ANNUAL SALARY
WALKER, EFFIE C	SPECIAL EDUCATION ASSISTANT	MC MICHAEL, MORTON SCHOOL	10/30/23	$23,474.00 ANNUAL SALARY
WEBB, ELORA	TEACHER,SPEC EDUCATION	DICK, WILLIAM SCHOOL	10/16/23	$52,516.00 ANNUAL SALARY

WERNER, ANGELINA L	SPECIAL EDUCATION ASSISTANT	COOK-WISSAHICKON SCHOOL	10/16/23	$23,474.00 ANNUAL SALARY
WHITFIELD, IYANIA MONE'T	SPECIAL EDUCATION ASSISTANT	FRANKFORD HIGH SCHOOL	10/02/23	$23,474.00 ANNUAL SALARY
WILLIAMS, LAKISHA	SPECIAL EDUCATION ASSISTANT	MC MICHAEL, MORTON SCHOOL	10/31/23	$23,474.00 ANNUAL SALARY
WILSON, CHANTELLE	TEACHER,FULL TIME	LONGSTRETH, WILLIAM C. SCHOOL	10/27/23	$51,568.00 ANNUAL SALARY
WINT, KELLIE-SHANYGNE	PROGRAM COORDINATOR	CATHARINE, JOSEPH W. SCHOOL	10/04/23	$54,553.00 ANNUAL SALARY
WRIGHT, SHINIQUE	STEP CLINICAL COORDINATOR	ROXBOROUGH HIGH SCHOOL	10/09/23	$72,765.00 ANNUAL SALARY
YANN, TIDA	TEACHER,FULL TIME	FURNESS, HORACE HIGH SCHOOL	10/02/23	$53,749.00 ANNUAL SALARY
YARED, FEVEN	TEACHER,FULL TIME	CENTRAL HIGH SCHOOL	10/09/23	$51,568.00 ANNUAL SALARY
YIP, SARAH RATH	TEACHER,FULL TIME	MC CLURE, ALEXANDER K. SCHOOL	10/10/23	$83,507.00 ANNUAL SALARY
YOUNGER, ZEUS L	SPECIAL EDUCATION ASSISTANT	WEBSTER, JOHN H. SCHOOL	10/23/23	$23,474.00 ANNUAL SALARY

Action Item - 4.

Title: Administration's Recommendation for Termination of Professional Employees (Updated 11.16.2023)

Board of Education Meeting Date: 11/16/2023

Action under consideration

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

1. S.S.

and be it

FURTHER RESOLVED, that the Board of Education Secretary and President are directed to advise these professional employees of this Action item and of their right to a hearing.

Office Originating Request: Talent

ATTACHMENTS:

Description	Type

Action Item - 5.

Title: Approval of Resignations and Retirements (Updated 11.16.2023)

Board of Education Meeting Date: 11/16/2023

Action under consideration

RESOLVED, by the Board of Education that the resignations and retirements of the *following individuals* are accepted effective November 16, 2023.

Office Originating Request: Talent

ATTACHMENTS:

Description	Type
Action Item 5	Supporting Document

RESOLVED, by the Board of Education that the resignations and retirements of the following individuals are accepted effective November 16, 2023

Abney, Denise	Overbrook Educational Center	Bus Attendant	11/10/2023	Resignation
Alexander, Camella	Comegys, Benjamin B. School	Building Engineer-Group Ii	01/02/2024	Retirement
Anand, Smriti	Greenfield, Albert M. School	Student Climate Staff,3 Hours	10/27/2023	Resignation
Austin, Juan	Heston, Edward School	Teacher,Spec Education	06/14/2024	Retirement
Baranich, Allison	Disston, Hamilton School	Teacher,Full Time	01/02/2024	Resignation
Barnes, Kimberly	Anderson, Add B. School	Teacher,Full Time	11/07/2023	Resignation
Blalock, Saleema	Lowell, James R. School	Supportive Services Asst, 3 Hr	11/06/2023	Resignation
Bolden-Perry, Paula	Kensington Capa	Special Education Assistant	10/20/2023	Retirement
Bowen, Brenda	Fitler Academics Plus	Teacher,Full Time	12/22/2023	Resignation
Braylyan, Sylvana	Frank, Anne School	Student Climate Staff,6 Hours	11/17/2023	Resignation
Brokenborough, Ki-Jana	Patterson, John M. School	Student Climate Staff,5 Hours	09/29/2023	Resignation
Brooks Iv, James	Central High School	Asst Principal	12/20/2023	Resignation
Cain, Imani	Fels, Samuel High School	Special Education Assistant	11/07/2023	Resignation

Calloway, Natasha	Kenderton Elementary	Supportive Services Asst, 4 Hr	10/09/2023	Resignation
Campbell, Kristen	Sheppard, Isaac A. School	Teacher,Full Time	01/02/2024	Resignation
Campbell, Breyell	Rhodes Elementary School	Special Education Assistant	11/08/2023	Resignation
Caraballo, Luis	Clemente, Roberto Middle Schl	School Safety Officer	01/05/2024	Retirement
Carrington, Khadijah	Welsh, John School	Teacher,Full Time	11/10/2023	Resignation
Cartagena, Adrian	Juniata Park Academy	Special Education Assistant	06/15/2023	Resignation
Casanueva, Andrea	Southwark School	Supportive Services Asst, 4 Hr	10/25/2023	Resignation
Cassidy, Nicole	Creative And Performing Arts	School Counselor, 10 Months	06/14/2024	Resignation
Chandler, Emily	Meade, Gen. George G. School	Teacher,Full Time	12/19/2023	Resignation
Chapman, Donna	Ludlow, James R. School	Teacher,Full Time	06/14/2024	Retirement
Chatterton, Victoria	Harding, Warren G. Middle Sch	Teacher,Spec Education	11/17/2023	Resignation
Ciaverelli, Theresa	Holme, Thomas School	Food Svcs Assistant	02/01/2024	Retirement
Ciliberto, Crescenzo	Office Of Environmental Mgmt	Asbestos Worker	09/01/2023	Resignation
Coleman, Keeshia	Blankenburg, Rudolph School	Student Climate Staff,6 Hours	09/29/2023	Resignation
Conley, Gaylen	Office Of School Safety	Dir, School Safety Opers	12/18/2023	Retirement

Cornish, Ayana	Parkway C.C. Middle College	General Cleaner, 8 Hours	10/13/2023	Resignation
Cruz, Tina-Marie	Northeast Community Propel Acd	Teacher,Spec Education	10/26/2023	Resignation
Davis, Diane	Fox Chase School	Student Climate Staff,6 Hours	06/14/2024	Retirement
Davis, Tracy	Gompers, Samuel School	Teacher,Full Time	06/14/2024	Retirement
Delgado, Lourdes	Kensington High School	School Nurse	01/02/2024	Retirement
Delgado, Brittany	Girard Academic Music Program	Teacher,Spec Education	12/22/2023	Resignation
Domenech, Gloria	Stetson, John B. Middle School	Special Education Assistant	11/03/2023	Resignation
Donnelly, Kristy	Comly, Watson School	Teacher,Spec Education	12/09/2023	Resignation
Dougherty, Jennifer	Wagner, Gen. Louis Middle Sch.	School Counselor, 10 Months	01/08/2024	Resignation
Erickson, Kate	Roosevelt Elementary School	Teacher,Full Time	12/11/2023	Resignation
Feeley, Lindsey	Prince Hall School	Teacher,Full Time	12/15/2023	Resignation
Flores, Alder	Southwark School	Counseling Asst,Bilingual	12/01/2023	Resignation
Fox, Aneesha	Hackett, Horatio B. School	General Cleaner, 8 Hours	11/01/2023	Resignation
Fuller, Wayne	Catharine, Joseph W. School	General Cleaner, 8 Hours	09/15/2023	Resignation

Gales, Brandon	Facilities Mgmt. & Services	Building Engineer Trainee	08/09/2023	Resignation
Gallashaw, Mary Ann	Willard, Frances E. School	Custodial Assistant	02/09/2024	Retirement
Gant, Ali	Longstreth, William C. School	General Cleaner, 8 Hours	10/27/2023	Resignation
Garrick, Stephanie	Lowell Bright Futures	Teacher Asst,Pkhs	11/02/2023	Retirement
Giangrante, Tina	Mccall, Gen. George A. School	Teacher,Spec Education	01/02/2024	Retirement
Girman, Emily	Washington, George High School	Teacher,Full Time	12/15/2023	Resignation
Goggins, Amber	Bus Attendants-Private Schools	Bus Attendant,One To One	10/20/2023	Resignation
Goh, Mei	Mccall, Gen. George A. School	Student Climate Staff,3 Hours	06/15/2023	Resignation
Gomer, Merle	Day, Anna B. School	Teacher,Full Time	01/02/2024	Retirement
Green, Althea	Widener Memorial School	Special Education Assistant	01/02/2024	Retirement
Gumby, Aliya	Shawmont Bright Futures	Student Climate St,Erl Ch 5 Hr	10/05/2023	Resignation
Hagenbuch, Richard	Carpentry Services	Millwork Specialist	01/03/2024	Retirement
Halbom, Alexandra	Prince Hall School	Teacher,Full Time	12/22/2023	Resignation
Hall, William	Comegys, Benjamin B. School	General Cleaner, 8 Hours	10/20/2023	Resignation

Hall, Susan	Mc Michael Head Start	Teacher,Full Time	01/02/2024	Retirement
Hayman, Lori	Motivation High School	General Cleaner, 8 Hours	11/08/2023	Resignation
Hood, Verna	Dobbins, Murrell High School	Climate Support Specialist	01/20/2024	Retirement
Howard, Teresa	Wright, Richard R. School	Secretary I	11/03/2023	Resignation
Hurst, Mikayla	Peirce, Thomas M. School	Student Climate Staff,4 Hours	11/10/2023	Resignation
Jackson, Karen	Heston, Edward School	Teacher,Full Time	06/14/2024	Retirement
Johnson, Elizabeth	Cooke, Jay Elementary School	General Cleaner, 8 Hours	10/03/2023	Retirement
Jones, Alpearl	Bache-Martin School	Bus Attendant,Six Hours	06/14/2024	Retirement
Jones, Christian	Wright, Richard R. School	Food Svcs Worker Senior	11/22/2023	Resignation
Jordan, Nyderra	Widener Memorial School	Bus Attendant,Six Hours	11/01/2023	Resignation
Kim, Lisa	Key, Francis Scott School	Teacher,Full Time	12/19/2023	Resignation
Kimble, Sharifa	Lincoln High Bright Futures	Teacher Asst,Pkhs	11/07/2023	Resignation
Kitchen, Nicole	Hill-Freedman World Academy	Special Education Assistant	11/08/2023	Resignation
Klimowicz, Anne Marie	Rowen, William School	Teacher,Spec Education	01/02/2024	Resignation
Lawrence, Terry	Hartranft, John F. School	Special Education Assistant	11/01/2023	Resignation
Leite, Edwena	Northeast Community Propel Acd	Teacher,Spec Education	10/20/2023	Resignation

Levy, Stanford	Passyunk Garage	Bus Chauffeur	11/15/2023	Retirement
Locks, Barbara	Blankenburg, Rudolph School	General Cleaner, 8 Hours	12/10/2023	Retirement
Malachi-Anthony, April	Peirce, Thomas M. School	Special Education Assistant	10/06/2023	Resignation
Mancini, Elaine	Mayfair School	Student Climate Staff,6 Hours	10/13/2023	Retirement
Mapp, Tammy	Hartranft, John F. School	Special Education Assistant	10/27/2023	Resignation
Martin, Lamarah	Building 21	Secretary I	10/20/2023	Resignation
Matthews, Richard	Fell, D. Newlin School	Teacher,Full Time	01/02/2024	Retirement
Mc Grogan, Robert	Shawmont School	Principal	06/28/2024	Retirement
Mccracken, Brian	Strawberry Mansion High School	Principal	01/02/2024	Resignation
Mitchell, Rosemary	Rhawnhurst School	Teacher,Full Time	10/13/2023	Resignation
Mitchell, Jasmin	Olney High School	Student Climate Staff,7 Hours	05/26/2023	Resignation
Monroe, Malaysia	Carnell, Laura H. School	General Cleaner, 8 Hours	09/29/2023	Resignation
Monte, Shardai	Morton, Thomas G. School	Special Education Assistant	01/10/2024	Resignation
Moore, Antwanique	Wagner, Gen. Louis Middle Sch.	Teacher,Full Time	08/29/2023	Resignation
Moultrie, Martina	Washington, Martha School	General Cleaner, 8 Hours	09/15/2023	Resignation
Mullin, Daniel	Capital Programs	Site Improvements Coordinator	01/05/2024	Retirement
Murphy, Maureen	Mccloskey, John F. School	School Nurse	06/14/2024	Retirement

Murphy, Shakira	Phila Juv Justice Svcs Ctr	Special Education Assistant	10/30/2023	Resignation
Murray, Christian	Widener Memorial School	Bus Attendant	11/07/2023	Resignation
Naberezny, Jayme	Office Of Inspector General	Inspector General	10/13/2023	Resignation
Nassor, Da'Ood	Shallcross Garage	Bus Chauffeur 5.25-7.75 Hrs,Pt	01/05/2024	Retirement
Nicole, Pittman	Gompers, Samuel School	Food Svcs Assistant	10/27/2023	Resignation
Nottage, Linda	Penrose School	School Improv Support Liaison	10/24/2023	Resignation
Olivera, Karina	Munoz-Marin, Hon Luis School	Special Education Assistant	11/01/2023	Resignation
Oppenheimer, Shauna	Meade, Gen. George G. School	Step School Behavioral Consult	10/30/2023	Resignation
Palmer, Samuel	Facilities Mgmt. & Services	Building Engineer Trainee	11/10/2023	Resignation
Pennock, Tyjana	Steel, Edward T. School	Student Climate Staff,7 Hours	11/14/2023	Resignation
Perrone, Christina	Lawton, Henry W. School	School Psychologist	12/18/2023	Resignation
Ragsdale, Josette	Shallcross Garage	Bus Chauffeur	10/18/2023	Retirement
Rivera, Aries	Elkin, Lewis School	Teacher,Full Time	12/01/2023	Resignation
Riviello, Christopher	Tilden Middle School	Teacher,Full Time	12/22/2023	Resignation
Rodriguez, Jason	Division Of College Readiness	Prog Coord,Career/College Awar	10/27/2023	Resignation

Rodriguez, Nilsa	Barton, Clara School	Student Climate Staff,4 Hours	10/26/2023	Resignation
Rosenberg, Marc	Fitzpatrick, A.L. School	Teacher,Full Time	01/02/2024	Retirement
Sanasac, Heather	Amy 5 At James Martin	Special Education Assistant	10/13/2023	Resignation
Savoy Brooks, Malika	Chief Academic Office	Chief Academic Support Officer	11/10/2023	Resignation
Scott, Jamier	Furness, Horace High School	Student Climate Staff,6 Hours	11/06/2023	Resignation
Scott, Charles	Broad Street Garage	Bus Chauffeur	10/23/2023	Resignation
Screen, Tiffany	Family & Community Engagement	Coord,Family & Community Engmt	10/27/2023	Resignation
Skipworth, Naimah	Marshall, Thurgood School	Teacher,Full Time	01/05/2024	Resignation
Smith, Thomas	Stetson, John B. Middle School	Teacher,Full Time	10/20/2023	Resignation
Smith, Veronica	Mifflin, Thomas School	Student Climate Staff,4 Hours	10/26/2023	Resignation
Smith, Eileen	Moffet, John School	Special Education Assistant	11/17/2023	Resignation
Snyder, Tina	Fox Chase School	Special Education Assistant	06/14/2024	Retirement
Speach, Saniyyah	Office Of School Safety	School Safety Officer	10/27/2023	Resignation
Spivery, Monique	Bartram, John High School	Special Education Assistant	10/13/2023	Resignation
Staub, Joshua	Climate & Safety	Dir,Restorative Programming	10/20/2023	Resignation
Stowe, Jakya	Ludlow, James R. School	Special Education Assistant	12/22/2023	Resignation

Stramitis, Cynthia	Accounts Payable	Financial Applications Spec	12/01/2023	Retirement
Taylor, Aleywa	Kelley, William D. School	Teacher,Spec Education	12/22/2023	Resignation
Thomas, Marille	Leadership Development & Eval.	Senior Project Manager	11/03/2023	Resignation
Thorn Shah, Regina	Head Start Central Office	Family Service Field Rep	11/02/2023	Retirement
Tillman, George	Gideon, Edward School	Teacher,Full Time	10/27/2023	Resignation
Torres, Thays	Edison, Thomas A. High School	Student Climate Staff,7 Hours	11/10/2023	Resignation
Trautner, Michael	Sheppard, Isaac A. School	Teacher,Full Time	01/02/2024	Retirement
Webb, Cashenia	Morris, Robert School	Special Education Assistant	11/02/2023	Resignation
White, Yamalia	Lincoln, Abraham High School	Counseling Asst,Bilingual	11/01/2023	Resignation
White, Enaijah	Kirkbride, Eliza B. School	Special Education Assistant	11/10/2023	Resignation
Williams, Minaj	Kensington Health Sciences	Student Climate Staff,6 Hours	08/29/2023	Resignation
Wright, Shantae	Sharswood, George School	Special Education Assistant	10/31/2023	Resignation
Yann, Tida	Furness, Horace High School	Teacher,Spec Education	11/10/2023	Resignation
Zimmerman, Lauren	Mc Michael, Morton School	Teacher,Full Time	10/13/2023	Resignation

Action Item - 7.

Title: Settlement of Claim - L.G.H.

Board of Education Meeting Date: 11/16/2023

Action under consideration

The Administration recommends that the Board of Education authorize The School District of Philadelphia, through the Office of General Counsel, to execute and perform a settlement agreement, subject to funding, as follows:
With: L.S, individually and as the representative of the estate of P.S.
Purpose: To settle claims of L.H., individually and on behalf of L.G.H. against the School District in a civil action
Settlement Amount: $135,000
Settlement Agreement Date: On or after 11/17/2023
Location: Administrative Office(s)
Description: L.H., on behalf of L.G.H., raised legal claims against the School District alleging civil rights violations and potential state law claims. This action item seeks approval to pay $135,000 as part of a settlement, in exchange for a full and complete general release of all claims against the School District. The Office of General Counsel recommends this settlement as a fair and appropriate resolution of contested litigation.
Funding Source: FY 24 Operating

Office Originating Request: General Counsel

Action Item - 8.

Title: Capital Award for the Provision of Professional Supplemental Staffing ($10,000,000)

Board of Education Meeting Date: 11/16/2023

Action under consideration

The Administration recommends that the Board of Education authorize The School District of Philadelphia, through the Superintendent or his designee, to execute and perform separate contracts with the lowest responsible bidders, subject to funding, as follows:

With:
Atane Consulting (MBE)
Clovity
Constructonomics, LLC
Morgan Construction Management
Promatech, Inc.(WBE)
S. T. Hudson Engineers, Inc.
The McCloud Group, LLC (MBE)
The McKissack Group, Inc.(M/WBE)
22nd Century Technology, Inc

Purpose:
Professional supplemental staffing service contracts

Start date: 1/2/2024

End date: 12/31/2026

Compensation not to exceed: $10,000,000

Separate Compensation by Vendor:
All entities will be paid out of the aggregate amount not to exceed $10,000,000.

Location:
All Schools

Renewal Options: Yes

Number of Options: 1

Duration of each option to extend: Years: 1 Months:

Maximum compensation authorized per option period: All entities will be paid out of an

aggregate amount of 4,000,000 during the option period.

Description:
The Office of Capital Programs has identified a need for professional services in support of the Capital Improvement Plan (CIP) implementation to ensure sufficient and proper staffing. This award provides staffing on an as-needed basis to assist Capital Programs completion of the CIP work. The priorities include: new facilities and additions, renovations of existing facilities, life-cycle replacements, and maintaining the physical integrity of existing buildings to meet code requirements and educational programming needs. Staff are fully integrated into the Department and work as a part of the team to complete capital work. The staffing services are for: architecture, engineering, estimating, claims analysis, technical specifications writing, project management, and construction scheduling. Evaluations of services are performed on a continuous basis and include professionalism, project milestones delivery, budget, and scheduled assignment completion.

Why is this contract needed?

The existing contract will expire on 12/31/23. The District will continue to need the existing supplemental staff and may need additional supplemental staff during the term of the new contract.

How is this work connected to the District's plan to achieve Goals & Guardrails?

Our mission is to provide a safe learning environment for children. We do this by identifying and supporting investments in the buildings that the students in Philadelphia learn in. This can include the construction of new buildings, renovating existing facilities, erecting additions and converting existing facilities to accommodate educational program change, and improving existing facility sites.

Guardrail 1: Welcoming and Supportive Schools - Every school will be a safe, welcoming and healthy place where our students, staff and community want to be and learn each day.

How will the success of this contract be measured?

Success will be measured by the timely provision of professional staff, who perform their job responsibilities in a timely and competent manner for the rates quoted.

The Office of Minority and Small Business (OMSBD) will review and verify MWBE compliance in this contract by verifying monthly or quarterly spend reports for verification and potential auditing. Then OMSBD will track the spend through our contract compliance checks. The OMSBD will then report to internal and external stakeholders.

Funding Source(s):
FY 23-24 Capital Budget

Office Originating Request: Operations - Capital Programs

Action Item - 9.

Title: Capital Award for Structural Repairs at Clara Barton Elementary School ($5,538,000)

Board of Education Meeting Date: 11/16/2023

Action under consideration

The Administration recommends that the Board of Education authorize The School District of Philadelphia, through the Superintendent or his designee, to execute and perform separate contracts with the lowest responsible bidders, subject to funding, as follows:

With:
T E Construction

Purpose:
Structural Repair Project at Clara Barton Elementary School

Start date: 11/17/2023

End date: 6/30/2026

Compensation not to exceed: $5,538,000

Location:
Barton, Clara School;

Renewal Options: No

Description:
The Office of Capital Programs has identified the need for a structural repair project at Clara Barton Elementary School for roof repair and recoating of the existing roof membrane; repair of exterior masonry work; window replacement; and exterior door refurbishment. The work will be monitored daily by an inspector, project manager and construction manager to ensure the contractors are meeting all budget, schedule, and safety requirements of the District.

- **Why is this contract needed?**

  Deteriorating roof membrane and masonry was identified on this building in such requiring fore mentioned repairs. The windows and exterior doors also need to be replaced to provide a thermally enclosed envelope.

- **How is this work connected to the District's plan to achieve Goals & Guardrails?**

  Our mission is to provide a safe learning environment for children. We do this by identifying and supporting investments in the buildings that the students in

Philadelphia learn in. This can include the construction of new buildings, renovating existing facilities, erecting additions and converting existing facilities to accommodate educational program change, and improving existing facility sites.

Guardrail 1: Welcoming and Supportive Schools - Every school will be a safe, welcoming and healthy place where our students, staff and community want to be and learn each day.

- **How will the success of this contract be measured?**

The success of this project is measured by the completion of the construction work in a timely manner.

The Office of Minority and Small Business (OMSBD) will review and verify MWBE compliance in this contract by verifying monthly or quarterly spend reports for verification and potential auditing. Then OMSBD will track the spend through our contract compliance checks. The OMSBD will then report to internal and external stakeholders.

Funding Source(s):
FY24 Capital Budget

Office Originating Request: Operations - Capital Programs

ATTACHMENTS:

Description	Type

Action Item - 10.

Title: Capital Award for Bathroom Renovation at Francis S. Key Elementary School ($1,424,470)

Board of Education Meeting Date: 11/16/2023

Action under consideration

The Administration recommends that the Board of Education authorize The School District of Philadelphia, through the Superintendent or his designee, to execute and perform separate contracts with the lowest responsible bidders, subject to funding, as follows:

With:
Robert Michaels (General Contractor)
GEM Mechanical Services (Mechanical and Plumbing)
Hyde Electric Corporation (Electrical)

Purpose:
Bathroom Renovations

Start date: 11/17/2023

End date: 6/30/2026

Compensation not to exceed: $1,424,470

Separate Compensation by Vendor:
Robert Michaels (General Contractor) - $787,770
GEM Mechanical Services (Mechanical) - $168,000
GEM Mechanical Services (Plumbing) - $340,000
Hyde Electric Corporation (Electrical) - $128,700

Location:
Key, Francis S. School;

Renewal Options: No

Description:
Francis Scott Key is the School District's oldest operating school building. This project will provide for additional student restrooms and an increased number of staff fixtures without

impacting other space in the building. The new work will provide spaces that are easier to maintain and meet current building and accessibility codes. An inspector, project manager and construction manager will monitor the project so that the contractors are meeting all budget, schedule, and safety requirements of the District.

- How is this work connected to the District's plan to achieve Goals & Guardrails?

  Our mission is to provide a safe learning environment for children. We do this by identifying and supporting investments in the buildings that the students in Philadelphia learn in. This can include the construction of new buildings, renovating existing facilities, erecting additions and converting existing facilities to accommodate educational program change, and improving existing facility sites.

  Guardrail 1: Welcoming and Supportive Schools - Every school will be a safe, welcoming and healthy place where our students, staff and community want to be and learn each day.

- How will the success of this contract be measured?

  The success of this project will be measured by the completion of the construction work indicated within the stated construction schedule in the contract documents in a timely manner.

  The Office of Minority and Small Business (OMSBD) will review and verify MWBE compliance in this contract by verifying monthly or quarterly spend reports for verification and potential auditing. Then OMSBD will track the spend through our contract compliance checks. The OMSBD will then report to internal and external stakeholders.

Funding Source(s):
FY24 Capital Budget

Office Originating Request: Operations - Capital Programs

ATTACHMENTS:

Description	Type

Action Item - 12.

Title: Amendment of the Contract with Hyde Electric Corporation for Electrical Services for the Fire Alarm Replacement at Horace H. Furness High School - No Cost Time Extension

Board of Education Meeting Date: 11/16/2023

Action under consideration

The Administration recommends that the Board of Education authorize The School District of Philadelphia, through the Superintendent or his designee, to execute and perform an amendment of a contract, subject to funding, as follows:

With:
Hyde Electric Corporation

Purpose:
To provide a time adjustment for the provision of electrical services

Original Start Date: 5/27/2022

Current End Date: 12/31/2023

Amended End Date: 6/30/2024

Currently Authorized Compensation: $420,000

Additional Compensation:
$0

Total New Compensation: $420,000

Location:
Furness, Horace High School;

Renewal Options: No

Description:
The Office of Capital Programs (OCP) has identified a need to amend the aforementioned contract expiring on December 31, 2023, which extends the period of time for the completion of the required electrical services improvements.

- Why is this contract amendment needed?
  A delay of Fire Alarm Replacement project commencement occurred at the submittal review process, postponing the demolition work. Additionally, some previous unknown asbestos containing materials needed to be addressed. These issues delayed the completion of the electrical work, change orders, submission, review and acceptance of as-built drawings and operations, maintenance and warranty manuals as well as the completion of punch list items, commissioning and training of facilities and maintenance personnel and the release the retainage and issuance of the final payment.

- How will the success of this contract be measured?
- Success will be measured by the ability to close the project out by June 30, 2024.

  The Office of Minority and Small Business (OMSBD) will review and verify MWBE compliance in this contract by verifying monthly or quarterly spend reports for verification and potential auditing. Then OMSBD will track the spend through our contract compliance checks. The OMSBD will then report to internal and external stakeholders.

- How is this work connected to the District's plan to achieve Goals and Guardrails?
- Amending this contract will enable the work to be completed and help achieve the District's guardrail of making the school a safe, welcoming, and healthy place where our students, staff, and community want to be and learn daily.

- If this is the continuation of a contract, how has success been measured in the past, and what specific information do we have to show that it was successful?
- This is an amendment of an existing contract. The success will be measured by the successful completion of the construction work. This extension will enable the final payment to be processed in a timely manner. The project's success has been measured by appropriately addressing demolition work delays and asbestos stabilization.

Related resolution(s)/approval(s):
May 26, 2022; No. 53

Funding Source(s):
FY 23-24 Capital Budget

Office Originating Request: Operations - Capital Programs

Action Item - 13.

Title: Amendment of the Contract with Hyde Electric Corporation Providing Electrical Services for the Electrical Upgrades at Vare-Washington Elementary School - No Cost Time Extension

Board of Education Meeting Date: 11/16/2023

Action under consideration

The Administration recommends that the Board of Education authorize The School District of Philadelphia, through the Superintendent or his designee, to execute and perform an amendment of a contract, subject to funding, as follows:

With:
Hyde Electric Corporation

Purpose:
To provide a time adjustment for the provision of electrical services

Original Start Date: 12/13/2019

Current End Date: 12/31/2023

Amended End Date: 6/30/2024

Currently Authorized Compensation: $2,208,000

Additional Compensation:
$0

Total New Compensation: $2,208,000

Location:
Vare-Washington School

Renewal Options: No

Description:
The Office of Capital Programs (OCP) has identified a need to amend the aforementioned contract expiring on December 31, 2023 to allow for an extension of the period of time for the completion of the required electrical services.

- **Why is this contract amendment needed?**
  The extension of time will allow for the completion of the outstanding work which includes finalizing all HVAC work, change orders, reviewing and accepting as-built drawings, operations, maintenance and warranty manuals, punch list items, commissioning and training facilities and maintenance personnel. Upon completing the aforementioned outstanding activities, the OCP will release the retainage and make the final payment.

- **How will the success of this contract be measured?**
  Success will be measured by the ability to close the project out by June 30, 2024.

  The Office of Minority and Small Business (OMSBD) will review and verify MWBE compliance in this contract by verifying monthly or quarterly spend reports for verification and potential auditing. Then OMSBD will track the spend through our contract compliance checks. The OMSBD will then report to internal and external stakeholders.

- **How is this work connected to the District's plan to achieve Goals and Guardrails?**
  Amending this contract will enable the work to be completed and help achieve the District's guardrail of making the school a safe, welcoming, and healthy place where our students, staff, and community want to be and learn daily.

- **If this is the continuation of a contract, how has success been measured in the past, and what specific information do we have to show that it was successful?**
  This is an amendment of an existing contract. The success will be measured by the successful completion of the construction work. This extension will enable the final payment to be processed in a timely manner. This project's success will be measured by the completion of the construction.

Related resolution(s)/approval(s):
December 12, 2019; No. 12
May 25, 2023; No. 36

Funding Source(s):
FY 23-24 Capital Budget

Office Originating Request: Operations - Capital Programs

ATTACHMENTS:

Description	Type

Action Item - 14.

Title: Change Orders at Various Locations ($2,317,818)

Board of Education Meeting Date: 11/16/2023

Action under consideration

With:
Allstates Mechanical, Ltd.
Dolan Mechanical, Inc.
Ernest Bock & Sons, Inc.
Gem Mechanical Services, Inc.
Madden Electric Associates, Inc
Robert Michaels and Associates, Inc.
Rockport Construction Co., Inc.
Smith Construction, Inc.
TEN A DLH Company

Purpose: To pay additional amounts necessitated by change orders for ongoing construction projects.

Start Date: 11/17/2023

End Date: Through completion dates for previously approved construction, as well as professional design/structural/architectural services contracts

Compensation not to exceed: $2,317,818

Separate Compensation by Vendor and Locations:

Allstates Mechanical, Ltd. - Mechanical Contract - Classroom Addition at Mayfair Elementary School $13,779.00

Dolan Mechanical, Inc. - Plumbing Contract - Addition and Major Renovation at Frank, Anne Elementary School $2,731.00

Dolan Mechanical, Inc. - Plumbing Contract - Science Laboratory at Parkway Northwest $20,180.00

Ernest Bock & Sons, Inc.- General Contract - Building Addition and Classroom Modification at Allen, Ethan Elementary School $229,039.00

Ernest Bock & Sons, Inc. - General Contract - Major Renovation and Addition at Richmond Elementary School ($2,715.00) *Credit to SDP*

Ernest Bock & Sons, Inc. - General Contract - New Construction at Solis-Cohen, Solomon Elementary School $23,539.00

Gem Mechanical Services, Inc. - Mechanical Contract - Mechanical Plant Replacement at Pennell, Joseph Elementary School $156,960.00

Madden Electric Associates, Inc - Electrical Contract - New Classroom Addition at Mayfair Elementary School $4,379.00

Robert Michaels and Associates, Inc. - General Contract - Classroom Improvements at Mayfair Elementary School $8,645.00

Robert Michaels and Associates, Inc.- General Contract - Roof Replacement and Facade Repairs at Hartranft, John F. Elementary School ($135,600.00) *Credit to SDP*

Rockport Construction Co., Inc. - General Contract - School Yard Improvements at Pennell, Joseph Elementary School $5,068.00

Smith Construction, Inc. - General Contract - Major Renovation at Forrest, Edwin Elementary School $13,992.00

TEN A DLH Company - General Contract - Energy Savings Upgrades GESA-21 at Beeber, Dimner Middle School $1,487,257.00

TEN A DLH Company - General Contract - Energy Savings Upgrades GESA-21 at Bethune, Mary McLeod Elementary School ($17,294.00) *Credit to SDP*

TEN A DLH Company - General Contract - Energy Savings Upgrades GESA-21 at Brown, Joseph H. Elementary School $507,858.00

Description:
This action item is to approve modifications to active construction contracts for new construction, major renovations, and life cycle replacement projects approved in the Capital Budget. The change order process addresses modifications to contracts for work that is added, deleted, or otherwise modified from the original project design and scope of work. Change orders occur due to design errors, design omissions, unforeseen conditions, and requests from the District to ensure the completeness of the project. The Office of Capital Programs reviews, negotiates and approves change orders subject to Board approval so that construction work is not interrupted due to change orders.
The total number of construction projects, relative to the change orders, is 10, valued at $179,980,414. The total amount of the change orders to be presented to the Board of Education, for its approval, at the November 16, 2023 meeting is $2,317,818 which is 2.12% of the total value of the aforementioned 10 construction projects.

Our current change order rate on all open construction contracts is 2.5% of which 0.51% are design error(s) and 0.41% are design omission(s), 1.23% are unforeseen conditions and 0.72% are owner's requests. The Office of Capital Programs works with the Office of General Counsel to determine the most effective approach to hold the Architects of Record accountable for errors and omissions and recover money for the District.

Guardrail 1: Welcoming and Supportive Schools - Every school will be a safe, welcoming, and healthy place where our students, staff, and community want to be and learn daily.

Funding Source: FY 23-24 Capital Budget

Related resolutions(s)/approval(s):

August 20, 2020 ; No.12
June 24, 2021; No.65
June 23, 2022; No.29
May 28, 2020; No.14
January 27, 2022; No.8
December 9, 2021; No.18
June 29, 2023; No.44
March 25, 2021; No.20
June 23, 2022; No.29
January 30, 2020; No.24
October 18, 2018; No.7
June 24, 2021; No.65

Office Originating Request: Operations - Capital Programs

ATTACHMENTS:

Description	Type

Action Item - 15.

Title: Contract with R. F. Design and Integration, Inc. for Security Camera Installation ($500,980)

Board of Education Meeting Date: 11/16/2023

Action under consideration

The Administration recommends that the Board of Education authorize The School District of Philadelphia, through the Superintendent or his designee, to execute and perform a contract, subject to funding, as follows:

With:
R. F. Design & Integration, Inc.

Purpose:
Installation of a comprehensive updated digital CCTV security camera and video management system at Northeast High School

Start date: 11/17/2023

End date: 10/19/2024

Compensation not to exceed: $500,980

Location:
Northeast High School

Renewal Options: Yes

Number of Options: 1

Duration of each option to extend: Years: 1 Months:

Maximum compensation authorized per option period: No additional compensation beyond what is currently authorized.

Description:
Why is this contract needed?
The Office of School Safety is responsible for physical security technology across all District schools and properties, including CCTV security systems for building security. The Office of School Safety, in partnership with other District offices, is leading a transformative update of the District's CCTV security camera infrastructure. All schools currently served by an analog CCTV system will be updated with modern, digital CCTV systems with improved interior and exterior coverage, and be served by a video management system to improve system

performance and reliability. Schools already served by digital CCTV systems will be integrated into the video management system. This project is Accelerate Phily Strategic Action 1.3, and funded by a Capital investment.

This action item authorizes R. F. Design & Integration, Inc. to perform the installation and update of the CCTV security camera system and video management system at Northeast High School.

How is this work connected to the District's plan to achieve Goals & Guardrails?
The District's security technology infrastructure, including CCTV security camera systems aligns directly with Guardrail 1 in support of safe schools.

How will the success of the contract be measured?
The success of this contract will be measured by on-time, on-budget completion of the installation, as well as an improved fully operational CCTV security system that offers School Safety personnel and school administrators effective visibility across the school campus.

Funding Source(s):
FY24 School Safety Capital Funds

Office Originating Request: Operations - School Safety

Action Item - 16.

Title: Approval of Release and Settlement Agreement with Aspira Bilingual Cyber Charter School ("Aspira Cyber"), Payment of Funds by Aspira Cyber to settle withholding requests to PDE, Payment of Funds by the School District to settle the 2022-2023 Reconciliation, and withdrawal by Aspira Cyber from Commonwealth Court litigation and other PDE appeals - Added 11.14.2023

Board of Education Meeting Date: 11/16/2023

Action under consideration

The Board of Education will consider a proposed Release and Settlement Agreement by and between the School District of Philadelphia ("School District") and Aspira Bilingual Cyber Charter School ("Aspira Cyber").
Aspira Cyber is a cyber charter school authorized to operate as a public charter school in the Commonwealth of Pennsylvania.
Pursuant to the Charter School Law, 24 P.S. §§ 17-1701-A *et seq*., resident students of the City of Philadelphia enrolled in Aspira Cyber.
The School District pays Aspira Cyber per-pupil payments for the Philadelphia resident students enrolled in Aspira Cyber.
Various disputes have arisen between the School District and Aspira Cyber regarding whether the School District has overpaid or underpaid Aspira Cyber for various school years.
Aspira Cyber sought and received from the Secretary of Education and the Pennsylvania Department of Education ("PDE") amounts withheld from the School District's state payments for additional funds related to Aspira Cyber's enrollment in various school years, to which the School District filed multiple objections and hearing demands and other withholdings and/or objections related to enrollment that have not yet been docketed by PDE ("Aspira Cyber Administrative Appeals"); and
There are pending disputes between the School District and Aspira Cyber relating to the deductions of amounts constituting expenditures of federal funds, prekindergarten expenses, and certain portions of the Ready to Learn grant funds from total expenditures when calculating charter school per-pupil rates. Certain administrative matters had originated in actions brought by certain charter schools, including Aspira Cyber, against the School District (collectively "PDE Appeals") and those actions pending in the Pennsylvania Commonwealth Court (collectively "Commonwealth Court Appeals");
On November 16, 2023, the Board of Education will be considering an action item to approve and authorize execution of the Release and Settlement Agreement with Aspira Cyber which shall include, without limitation, the following terms:

1. Aspira Cyber shall pay to the School District the total amount of Sixty-One Thousand Five Hundred Fifty-Eight Dollars and Thirty-Three Cents ($61,558.33) for the final resolution of the 2021-2022 school year reconciliation and to settle the Aspira Cyber Administrative Appeals.

2. The School District shall pay Aspira Cyber the total amount of Three Hundred Six Thousand Three Hundred Twenty-Eight Dollars and Eighty-One Cents ($306,328.81) for the final resolution of the 2022-2023 reconciliation.

3. Aspira Cyber shall withdraw any requests for subsidy withholdings submitted to PDE for which withholdings have not yet been made from the School District's subsidy, including the PDE Appeals.

4. The School District shall withdraw or discontinue any objections, requests for

hearing, or administrative appeals the School District has filed with PDE in the Aspira Cyber Administrative Appeals.

5. ASPIRA CYBER and its counsel shall promptly withdraw or dismiss its claims in the pending Commonwealth Court Appeals and take whatever action is requested or required by the Commonwealth Court to withdraw and terminate its claims in the Commonwealth Court Appeals with prejudice.

Office Originating Request: General Counsel

ATTACHMENTS:

Description	Type

Action Item - 17.

Title: Settlement of Claim – Jane Doe (Added 11.14.2023)

Board of Education Meeting Date: 11/16/2023

Action under consideration

The Administration recommends that the Board of Education authorize The School District of Philadelphia, through the Office of General Counsel, to execute and perform a settlement agreement, subject to funding, as follows:

With: Jane Doe, a Pseudonym

Purpose: To settle claims of Jane Doe against the School District, the Board of Education, the School Reform Commission, Catherine Blunt and Margaret Holloman in civil actions in state and federal court

Settlement Amount: $6,900,000

Settlement Agreement Date: On or after 11/17/2023

Location: Administration Office(s)

Description: Jane Doe raised claims against the District alleging violation of state and federal law. This action item seeks authorization to settle and resolve all disputes with the School District defendants, including payment in exchange for a full and complete general release. The Office of General Counsel recommends this settlement as a fair and appropriate resolution of contested litigation.

Office Originating Request: General Counsel