



Table of Contents

Page #

Action Item Questions
 General Questions

1
 15

Action Item Questions	Submitted by:	Response
<p>7) Amendment of Contract with Foundations, Inc (\$1,000,000) - Updated 4.9.2024</p> <ol style="list-style-type: none"> Request for a consolidated list of the vendors, contracted service terms, and services provided? How does the District work with these vendors to ensure we have the appropriate skills for the roles we are filling? 	<p>Board Member Lam</p>	<ol style="list-style-type: none"> Foundations, Inc. is one of three vendors coordinated through the Talent Office for the provision of contracted substitute staffing services. Foundations provides temporary staffing solutions for unstaffed senior and executive roles. ESS provides per diem and long-term substitutes to fill in assignments when school-based employees (e.g., teachers, secretaries, climate staff, aides, food service workers, classroom assistants, counselors, nurses) are absent. Worldgate/ Cogent can provide temporary staffing when a



		<p>District Office employee is on leave or a role is vacant. For a consolidated list of staffing vendors across all District offices, please refer to this list.</p> <p>2. The Talent Office ensures that any temporary staffing employee that is hired to work in the District through these vendors is vetted through the process with their employer as any other District employee would (e.g., confirming credentials, collecting clearances, verifying certifications). Job descriptions are provided by the hiring manager to provide to the vendor to source for candidates based on the outlined qualifications.</p>
<p>8) Amendment of Contract with MetaSource for Document Imaging and Indexing (\$87,800)</p> <p>1. What protections does vendors have in place to ensure the security of sensitive information within storage systems and during upload/downloads from their system?</p>	<p>Board Member Lam</p>	<p>1. File transfers (uploads) to our internal storage from Metasource are conducted using Secure File Transfer Protocol (SFTP).</p>



<p>11) Amendment of Contract with Grayscale for Recruitment & Onboarding Communication (\$51,000)</p> <ol style="list-style-type: none">1. What has success looked like so far for this Vendor?2. Is there a process in place for the District to track the percentage of offers accepted and satisfaction with the process?	<p>Board Member Lam</p>	<ol style="list-style-type: none">1. Since implementation, the Talent Office has sent more than 30,000 messages within Taleo, our Applicant Tracking System, to candidates during their recruitment and onboarding processes. We have had 14,980 conversations with unique candidates. Our cold response rate is 40%, and our cold response time is 14 minutes which is in line with industry norms. All relevant Talent Office team members have been trained and have access to this tool, and we also use this platform to invite candidates to our large in-person hiring events. Additionally, we have seen improved time-to-hire metrics across many key position areas following Grayscale implementation. Our average time to hire for food service, nurse, and general cleaner positions has been reduced by 40% or more since the Talent Office began using the Grayscale platform. This is one of a range of activities and improvements that informed the District's ability to hire more than 3,000 individuals
---	-------------------------	--



		<p>from October 1, 2022 to September 30, 2023, 20% more than from October 1, 2021 to September 30, 2022. (We also increased employee retention during the same period of time.)</p> <p>2. Weekly, the Office of Talent measures the number of applications started, the number of applications completed, the number of offers sent, the number of offers accepted, and the number of candidates who finish onboarding for fourteen key positions and position areas. As part of our implementation of Strategic Action 5.3 (Implement a streamlined onboarding process to improve hiring timelines), we are developing a new satisfaction survey and process that will measure the “Net Promoter Score” related to candidate and principal/hiring manager experience throughout the recruitment, selection, and onboarding processes.</p>
--	--	--



<p>12) Change Orders at Various Locations (\$815,539)</p> <p>1. Request for data and information on the number of architectural errors and omissions?</p>	<p>Board Member Wilkerson</p>	<p>1. The Change Orders are composed of 3 Design Errors totaling \$80,862 and 19 Design Omissions totaling \$284,988. This consists of Design Errors on two projects and Design Omissions on eight projects. The Office of Capital Programs will gather errors and Omissions data to present to BOE to review.</p>
<p>18) Ratification of Amendment of the Energy Performance Contract with Noresco LLC for the Guaranteed Energy Saving Act (GESA-3) for the Provision of General Construction at the Horatio B. Hackett & Edward Heston Elementary Schools (\$7,172,259)</p> <p>1. Why is this item not a change order?</p>	<p>Board Member Lam</p>	<p>1. The contract amendment is for the replacement of existing piping systems at Hackett and Heston Elementary Schools. It was originally priced by the contractor prior to the start of the project, but the scope of work was removed from their final contract at the District's request. The District recently determined that the existing piping is in worse condition than originally thought and should be replaced as part of the project scope. This is not a typical change order situation because it was not due to a design error, omission, or unforeseen</p>



The School District of Philadelphia

Board of Education
 Action Item Questions and Responses
 April 25, 2024

		<p>condition, and the work scope was identified and priced by the contractor before the start of the project.</p>
<p>19) Contract with Southeastern Pennsylvania Transportation Authority - SEPTA (\$34,000,000)</p> <p>1. How is the District working to ensure that the price of Septa Key Cards are competitively priced in comparison to the cards offered to City of Philadelphia employees as a part of their job benefits?</p>	<p>Board Member Lam</p>	<p>1. The State reimburses one hundred percent of the cost of the Student Fare Card. The monthly Student Fare Card is competitively priced, with the Adult Key Card offered at \$96.00 to the general public. However, students get a 5% discount due to restricted use during early mornings, evenings, weekdays, and weekends, lowering it to \$91.20. An additional discount of 20.6% is applied to reflect these restrictions further, bringing the cost down to \$72.41. To accommodate full-service access to all transportation modes, a fee of \$0.80 is added. Thus, the final price for a monthly Student Fare Card is \$73.21.</p>



The School District of Philadelphia

Board of Education
Action Item Questions and Responses
April 25, 2024

<p>20) Amendment of Contract with SEON Design (USA) Corporation - Transportation Management System (\$225,000)</p> <p>1. How will this contract support routing, fleet management, or other services?</p>	<p>Board Member Lam</p>	<p>1. The District uses COMPASS, SEON's proprietary Transportation Routing System, to determine student transportation eligibility requirements. COMPASS is essential for creating routes and determining the transportation mode for eligible students (e.g., bus or SEPTA Fare Cards).</p>
<p>21) Amendment of Contract with Trapeze Software Group, Inc. - GPS Transportation Management Software (\$473,000)</p> <p>1. Does this software align with the software identified in Action Item 20? If so, how?</p>	<p>Board Member Lam</p>	<p>1. Yes, Trapeze's proprietary cloud-based global positioning system (GPS) and automatic vehicle location (AVL) platform, VEO Now, is aligned with the District's routing software, COMPASS. VeoNow provides Transportation with real-time location-based information on the yellow bus fleet used to transport students. Additionally, VEO Now monitors the District's non-bus (white fleet) vehicles used by District staff.</p>



The School District of Philadelphia

Board of Education
Action Item Questions and Responses
April 25, 2024

<p>23) Contract with School Health Corporation for Medical Supplies (\$6,500,000)</p> <p>1. Will the air purifiers in this contract be certified air filtration devices vs the air ionizers that Safe Air Philly has been speaking out against?</p>	<p>Board Member Lam</p>	<p>1. The Operations Division will provide technical support to program offices and schools in purchasing air filtration devices that meet HEPA requirements.</p>
<p>26) Contract with Horizon Software International, LLC for Integrated Cafeteria Technology System (\$2,480,000)</p> <p>1. What is the funding source for this work?</p>	<p>Board Member Lam</p>	<p>1. Horizon Software's funding source is the FY 25 Cafeteria Fund, which is generated through the service of breakfast, lunch, and afterschool meals to our students. This software counts the meals and transmits our claim for reimbursement to the Division of Food and Nutrition at the Pennsylvania Department of Education.</p>
<p>27) Agreement for Service with Various Vendors for Supplemental Evidence-Based Social Emotional Learning Programs (\$8,000,000)</p> <p>1. What specific services do these programs provide to students?</p>	<p>Board Member Andrews</p>	<p>1. These programs provide students with a variety of SEL-focused learning opportunities. Depending on the program that schools select, students may be engaging in lessons and activities that</p>



		<p>are reflective, promote mindfulness and allow for students to build on their SEL skills in alignment with the 5 CASEL competencies, that are: self-awareness, self-management, social awareness, relationship skills, and responsible decision-making. Some of these lessons and activities are self guided and some are guided by a school-based instructor.</p>
<p>29) Authorization for Payment to Various Hotels for Post Season Athletic Events (\$225,000)</p> <ol style="list-style-type: none"> 1. Request for information regarding the District’s liability when students are traveling for events such as those described in the Action Item 	<p>Board Member Lam</p>	<ol style="list-style-type: none"> 1. For PIAA postseason athletic events described in the Action Item, teams are transported using a bus company that is already an approved vendor on contract with the District (i.e. coach bus) or through a District vehicle. The District has liability protections in place for all approved vendors on contract. Student-athletes are not permitted to transport themselves to postseason athletic events.



The School District of Philadelphia

Board of Education
Action Item Questions and Responses
April 25, 2024

<p>34) Contract with StudySync for English Language Arts (ELA) Core Instructional Resources (\$4,193,792)</p> <p>1. Does this make use of remaining COVID relief funds?</p>	<p>Board Member Lam</p>	<p>1. Yes.</p>
<p>35) Contracts with Various Qualified Vendors - Preschool Programs (\$82,740,000)</p> <p>1. What programmatic outcomes does the District expect from its contracted providers?</p> <p>2. How are programmatic outcomes assessed?</p> <p>3. How do programmatic outcomes inform decisions to renew or expand seats with those providers?</p> <p>4. Are there any neighborhoods where there are gaps in pre-k access or availability?</p>	<p>Board Member Lam</p>	<p>1. All contracted PreK service providers are expected to meet all Head Start and PreK Counts programmatic requirements as outlined in the RFP and their contract, which include: 180 days of free, full-day, developmentally appropriate PreK instruction from qualified staff across all content areas; provision of required family engagement, health, social service and wellness supports; free daily breakfast, lunch and snack.</p> <p>2. Partner sites are required to submit data at least monthly to document all programmatic requirements. Partners are also required to assess all children formally at least 3 times a year using an evidence-based tool to measure academic progress and development</p>



		<p>across all learning domains. All partner sites receive at least weekly monitoring/support visits and an annual program review from District Early Childhood staff. Partner sites are also monitored by the District's federal and state monitors for compliance with all Head Start and PreK Counts regulations.</p> <p>3. All partners are provided with technical support and coaching from District Early Childhood staff to ensure that they meet programmatic requirements and demonstrate continuous improvement. Partners that meet all required programmatic and contract standards can be renewed each year, and may be offered the opportunity to expand seats when funding is available and there is sufficient family demand. Partners that consistently struggle to meet programmatic and contractual requirements are not renewed at the end of the program year. All continuing partners must successfully recompute</p>
--	--	--



The School District of Philadelphia

Board of Education
Action Item Questions and Responses
April 25, 2024

		<p>under a competitive RFP process at least once every five years.</p> <p>4. There are many neighborhoods where the demand for free, high quality PreK outstrips the availability of qualified programs, either due to lack of funding, shortage of qualified staffing, and/or lack of appropriate facilities. Every year, the City and School District work together to ensure that free, high quality PreK seats are distributed equitably across Philadelphia, and that we collectively support the expansion of high quality PreK classrooms in neighborhoods that have persistent shortages.</p>
<p>36) Contract with Xello Inc. College and Career Readiness Platform (\$1,300,000)</p> <p>1. Is this item intended to replace Naviance?</p>	<p>Board Member Lam</p>	<p>1. Correct. An RFP was completed for this purpose and Xello Inc. College and Career Platform was selected.</p>
<p>38) Amendment of Contracts with Various Vendors for Asbestos Abatement in Various Schools (\$12,000,000) - Added 4.9.2024</p>		<p>1. Yes, the work recently conducted at Ben Franklin High School between April 3 and April 10, 2024, to address insulation</p>



<p>1. Is Ben Franklin High School included in the scope of work for this contract?</p>		<p>in the sub-basement where water damage was observed was conducted under this abatement contract. If further abatement work is desired or required at this location, it likely will be conducted under this abatement contract as well.</p>
<p>42) Amendment to Contract with Worksite Medical Professional Environmental and Safety Medical Consulting Services (\$60,000) - Added 4.9.2024</p> <p>43) Amendment to Contracts with Various Vendors for Professional Environmental and Safety Training Consulting Services (\$60,000) - Added 4.9.2024</p> <p>44) Amendment to Contracts with Various Vendors for Professional Indoor Air Quality Consulting Services, Air Quality Emissions Consulting Services, and Radon Testing Consulting Services (\$300,000) - Added 4.9.2024</p>	<p>Board Member Lam</p>	<ol style="list-style-type: none"> 1. These contracts support regulatory compliance within the District for environmental related materials. 2. The following summaries provide details to differentiate the three highlighted contracts (42, 43, and 44 respectively). <ol style="list-style-type: none"> a. The Medical Services Contract provides medical monitoring of employees managing District environmental conditions. This includes required screening to wear respirators and handle asbestos materials as credentialed employees. b. The Safety Training Contract includes training by credentialed external consultants in



<ol style="list-style-type: none"> 1. How do each of the action items connect to one another? 2. How are the services for each item differentiated? 		<p>connection with regulatory obligations, including the asbestos awareness training for the Asbestos Hazard Emergency Response Act (AHERA).</p> <p>c. The Indoor Air Quality Contract provides external consultants support to the Office of Environmental Management Services to investigate and determine sources of indoor air hazards, including but not limited to radon, mold, carbon dioxide levels, and combustible fumes.</p>
<p>47) Contract with U.S. Facilities, Inc.- 440 Facilities Management Services (\$8,958,532) - Added 4.9.2024</p> <ol style="list-style-type: none"> 1. Does the scope of work for this contract include cleaning and light renovations? 	<p>Board Member Lam</p>	<ol style="list-style-type: none"> 1. Yes, this contract will incorporate Association of Physical Plant Administrators (APPA) Level 2 cleaning practices and additional staff to support overall cleanliness of the Education Center. Included in the contract is materials, supplies and maintenance cost to support light renovations.



The School District of Philadelphia

Board of Education
 Action Item Questions and Responses
 April 25, 2024

General Questions	Submitted By:	Responses
<p>Operations</p> <p>Why is something classified as an amendment versus a change order for capital projects?</p>	<p>Board Member Wilkerson</p>	<p>Typically, a change order will be issued for additional work scope that is identified during the course of the project as either an unforeseen condition, a design error, a design omission, or a School District request. A contract amendment can be issued to add scope for alternates or allowances identified in the original proposal or construction contract.</p>
<p>Talent</p> <ol style="list-style-type: none"> 1. What is the status of the paraprofessional pathways program? 2. To what extent is that work already underway? 	<p>Board Member Wilkerson</p>	<p>The District’s paraprofessional career pathways program, a key partnership with the Philadelphia Federation of Teachers and multiple partner colleges and universities, has experienced very significant early successes. By this summer, we anticipate more than 90 program completers being hired as teachers in the District (with a couple dozen having already started in teaching positions). This early level of scale is rare and, as a result, our team has presented to other Districts across the country and union leaders in other places are interested in learning from our partnership. While the collective bargaining agreement with PFT included a short-term, initial commitment, we have already planned and</p>



The School District of Philadelphia

Board of Education
Action Item Questions and Responses
April 25, 2024

		<p>budgeted for the continuation of the program. While the timing of the RFP process led to a late addition, we will be asking for the Board's authorization to partner with 5 new and continuing partners at the April Action Meeting. Those partners were selected through a competitive process in collaboration with the PFT.</p>
--	--	---