



THE SCHOOL DISTRICT OF PHILADELPHIA

BOARD OF EDUCATION

PUBLIC MEETING

AGENDA

SEPTEMBER 22, 2022

Call to Order - Joyce S. Wilkerson, President

Roll Call - Lynn Rauch, Esq., General Counsel

Approval of Minutes - August 18, 2022 and August 26, 2022

SY 2022 - 2023 Student Board Representative Installation Ceremony

Special Recognitions - Richard M. Robinson Literacy Champion Award

Committee Reports

Superintendent Remarks - Dr. Tony B. Watlington, Superintendent

- Board of Education - Other
Staffing Update, Larisa Shambaugh, Chief Talent Officer

Presentation

- Charter School Office Presentation - Peng Chao, Chief of Charter Schools -
PRESENTATION HAS BEEN WITHDRAWN on 9.22.2022
Board of Education - Other

Written Testimony

- Written Testimony
Board of Education - Other

Registered Student Speakers

- Student Speakers List
Board of Education - Other

Registered Speakers on General Topics

- General Speakers List

Goals and Guardrails

- Progress Monitoring Report: College and Career Goals 4 & 5
Board of Education - Other
- Progress Monitoring Presentation: College and Career Goals 4 & 5
Board of Education - Other

Action Item Questions and Responses

- Action Item Questions and Answers

Board of Education - Other

Action Item

1. Approval of Personnel Terminations (Updated 9.22.2022)
Talent - Other
2. Administration's Recommendation for Termination of Professional Employees
- WITHDRAWN BY STAFF
Talent - Other
3. Approval of Personnel Hires (Updated 9.15.2022)
Talent - Other
4. Approval of Retirements and Resignations (Updated 9.22.2022)
Talent - Other
5. Contract with Lyra Health, Inc. Behavioral Health Provider (\$2,200,000)
Talent - Contracts
6. Amendment to Contract with Magnum Integrated Marketing - Recruiting
Marketing Campaign (\$1,129,000) - Updated 9.14.2022
Talent - Amended Contracts
7. Capital Award at Various Locations - Intermediate School, Feltonville,
Robeson High School, Paul, Garden Elementary School, Spring -
(\$8,417,970)
Operations - Capital Programs - Capital Awards
8. Ratification Amendment of Contract with Schrader Group Architecture, LLC
for Professional Design Services at the Anne Frank Elementary School -
Addition and Major Renovations - No Cost Time Extension
Operations - Capital Programs - Other
9. Ratification Amendment of Contract with Godshall Kane O'Rourke Architects,
LLC for Major Renovation Project - James Rhoads Elementary School - No
Cost Time Extension
Operations - Capital Programs - Other
10. Amendment of the Contract with Various Vendors for Supplemental
Professional Mechanical, Electrical, and Plumbing (MEP) Design Services
(\$5,000,000)
Operations - Capital Programs - Amended Contracts
11. Change Orders at Various Locations (\$284,821)
Operations - Capital Programs - Other
12. Ratification Amendment of Contract with Gannett Fleming, Inc. for HVAC
Design Services at Elkin Elementary School - No Cost Time Extension
Operations - Capital Programs - Other
13. Contract with Mobilease Modular Space Inc. Modular Building at Shallcross
Bus Depot (\$1,786,840)
Operations - Capital Programs - Contracts
14. Authorization of Agreement with Various Vendors - Maintenance Supplies -
\$20,000,000

- Operations - Procurement - Contracts
15. Contract with Tealbook, Inc. - Supplier Data Platform (\$100,000)
Operations - Procurement - Contracts
16. Authorization of Purchase for Printing Services Equipment with with Ricoh USA, Inc. - \$90,000
Operations - Procurement - Contracts
17. Ratification of Memorandum of Understanding with Mathies & Sons, Inc. (\$0)
Operations - Transportation - Other
18. Ratification of Acceptance of Grant from the Pennsylvania Department of Environmental Protection, On-Road Rebate Program (\$468,000)
Operations - Transportation - Other
19. Occupational Advisory Committee Members for the 2022-23 School Year - Career and Technical Education Programs
Academic Support - Other
20. Contract with Resources for Human Development, Inc., for the Provision of Educational Services at Stepping Stones (\$240,000)
Academic Support - Contracts
21. Contract with Demetrius Weaver - Science Leadership Academy @ Beeber (\$50,000)
Schools - Contracts
22. Contract with the Pennsylvania Convention Center (\$250,000)
Schools - Contracts
23. Agreement for Service - Carahsoft Qualtrics - Added 9.7.2022
Student Support Services - Contracts
24. Contract with Talson Solutions for Capital Projects Audit (\$104,000) - Added 9.7.2022
Board of Education - Contracts
25. Ratification Amendment of Contract with Crabtree Rohrbaugh & Associates, Inc. at Rhawnhurst Elementary School -No Cost Time Extension - Added 9.7.2022
Operations - Capital Programs - Other
26. Ratification of Collective Bargaining Agreement with 32BJ SEIU Local 1201 - Added 9.7.2022
Talent - Other
27. Maritime Academy Charter School – Request for Location Change Amendment - Added 9.16.22 - WITHDRAWN BY STAFF 9.22.2022
Board of Education - Other

Adjourn

Call to Order - Intermediate Unit Board of Directors

Roll Call - Board of Directors

Action Items - Intermediate Unit

1. Contract with Assistech Systems, Inc, Cognitopia Transition Curriculum (\$325,000)
Academic Support - Other

Adjourn - Intermediate Unit Board of Directors

Email: schoolboard@philasd.org

Twitter: [@PHLSchoolboard](https://twitter.com/PHLSchoolboard) | Facebook: [@PHLSchoolboard](https://www.facebook.com/PHLSchoolboard)

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

Title: Staffing Update, Larisa Shambaugh, Chief Talent Officer

Board of Education Meeting Date: 9/22/2022

Office Originating Request: Board of Education

ATTACHMENTS:

Description

Superintendent Remarks/Staffing Update Presentation

Type

Supporting Document

Superintendent Remarks

September 22, 2022



Name: Bel Date: 18 October

Spelling Test

- | | |
|------------------|------------------|
| 1. <u>tree</u> | 6. <u>home</u> |
| 2. <u>rate</u> | 7. <u>hills</u> |
| 3. <u>more</u> | 8. <u>ice</u> |
| 4. <u>quarry</u> | 9. <u>clouds</u> |



THE SCHOOL DISTRICT OF
PHILADELPHIA

Building Readiness

Facilities Summer Workstream for School Year 22/23

100% of the educational spaces were ready for the first day of school

- The District was able to resolve solid waste pickup issues this year.
- Landscaping/groundskeeping workstream trackers implemented.
- All equipment, devices and systems were serviced to ensure compliance with health and safety protocols.
- Collaboration between facilities leadership staff and assistant superintendents to report building status.





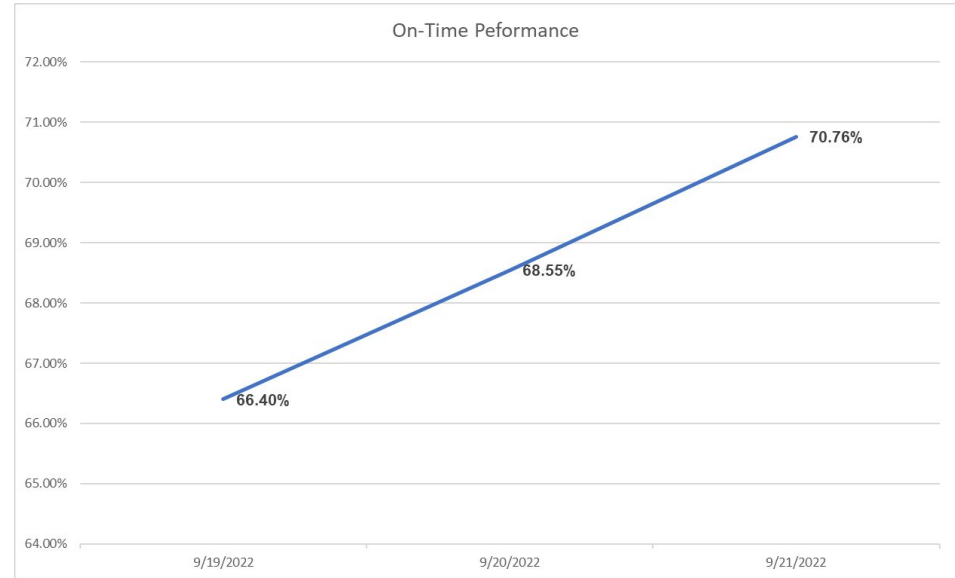
THE SCHOOL DISTRICT OF
PHILADELPHIA

Transportation

Transportation Services 2022-2023 School Opening Workstream

All students were assigned to a bus route for the first day of school.

- Maintained a 91% Transportation Action Request (TAR) completion rate
- SEPTA fare cards were delivered to all schools prior to first day of school.
- Parent Notification Letters (PNLs) were sent to families on time.
- Currently, on time arrival rate is approximately 71%





THE SCHOOL DISTRICT OF
PHILADELPHIA

Staff Preparation

Leadership Professional Development

Cultivating, growing, and sustaining equity-centered leaders



- In July, the Office of Leadership Development coordinated a two-week program for 33 principals in their first year.
 - First year principals will receive ongoing support throughout this first year that includes an assigned Leadership Coach and monthly training sessions
- In August, over 560 School Leaders engaged in a week-long professional development series aligned to the district-wide professional learning priorities: Tier 1 Instruction for Literacy and Math, MTSS, Equity and supportive environments.

Professional Development

Committed to the continuous growth of all district teachers, counselors and para-professionals

- Over 12,000 educators began the school year with professional learning (3 days) and classroom set up (1 day).
- This allowed for educators to engage in community building and school-level professional learning that was aligned to our district-wide professional learning priority areas (Tier 1 math instruction, Tier 1 ELA instruction, and supportive environments).





THE SCHOOL DISTRICT OF
PHILADELPHIA

Student Centered

Student Rosters

- Throughout the month of August, the Office of School Organization sponsored scheduling support drop-in sessions, office hours, and 1:1 training sessions for roster chairs and scheduling designees to ensure 100% of registered students had complete schedules for the first day of school.
- Scheduling support sessions focused on the incorporation of:
 - Strategic initiatives (e.g. Professional Learning Communities)
 - Solutions to better meet the needs of exceptional learners
 - Increased advanced coursework opportunities for students



After-School Programs

What are we doing to ensure equity for after school programming?

The goal is to expand free, vendor-led after school programming, as well as, training for staff-led after school programming to school communities across the District. In service to that goal, we are prioritizing schools for implementation based on a number of factors:

- Historic and current access to After School Enrichment opportunities
- Progress towards Board goals
- School-based need identified through the School Census Survey
- After School Enrichment School Readiness Criteria (e.g. Leadership, Capacity, Interest/Need, Parent/Community Relationships, Facilities)



The first priority this school year is to reach schools that are off-track on all leading indicators and without current access to after school opportunities, while ensuring they are prepared to welcome a partner into their school community.

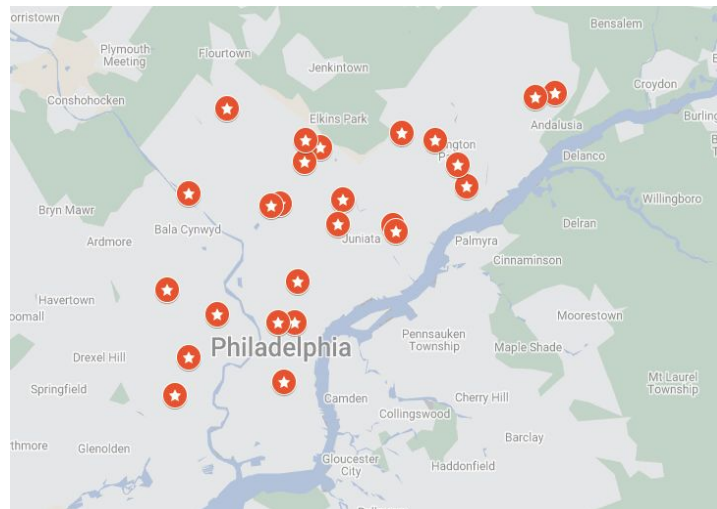
After-School Programs

As of today:

194 schools currently have some type of afterschool enrichment program

47 schools currently do not have after school programming or staff led clubs through the Chief of Schools After School Enrichment initiative, Office of Strategic Partnerships, Office of Children and Families (OCF) or 21st Century funding

- 17 of these schools are in the Opportunity Network
- Of the remaining 30 schools:
 - 2 schools are *off track* on all leading indicators and
 - 10 schools are *off track* on at least 1 leading indicator



**Note – dosage, capacity and frequency can vary significantly by school (i.e. one school may have an art club that meets 2 days a week for 20 students, while another may have a vendor led program that meets every day for 150 students)*



THE SCHOOL DISTRICT OF
PHILADELPHIA

Staffing Update

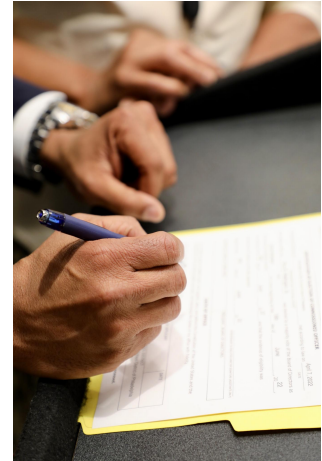
A Foundation for Success: Staffing Progress



Despite shortages in teacher market, we started the year at **98% staffed with teachers**, achieving this despite needing to hire more teachers than in previous years.

Initial Successes from PFT Contract

- **Large increase in early notifications of resignation/retirement** – 46% increase in notifications in January, February, and March, allowing us to plan for those vacancies prior to the start of hiring.
- **Better staffing at high-need schools:** Of the 17 schools that were able to start hiring in January.
 - 11 showed a better staffing rate for teachers compared to the previous year (and 5 are fully staffed now and were not last year).
 - Overall, those schools were 95.5% staffed for teachers compared to 92.7% last year.
- **Paraprofessional Program:** Beginning this summer, 82 paraprofessionals are currently enrolled in coursework to obtain a higher education degree across our four different pathway programs.



A Foundation for Success: Staffing for Non-Instructional Roles



For many non-instructional roles, we have started to increase the staffing numbers including food service, paraprofessionals, secretaries, and student climate staff. However, we still have more to do here.

Select Highlights from 32BJ Contract for Ratification that Will Support Staffing

- Starting salaries for critical and hard-to-staff roles will increase immediately.
- Compensation will also increase for all roles with 11% raises across 4 years of the contract.
- The structure of certain jobs has expanded to offer greater hours, pay, and benefits (Bus attendants, Bus Chauffeurs, and Bus Chauffeur Trainees).
- On-the-job training will be provided to ensure ongoing growth and retention.

Staffing Snapshot

Title	% Staffed (as of Sept 20th)	Change from Last Month
Principal	99.5%	↑ 0.5%
Assistant Principal	97.7%	↑ 1.1%
Climate Manager	96.7%	↓ 2.0%
Teacher	97.6%	↑ 0.2%
Counselor	95.6%	↑ 1.5%
Nurse	92.3%	↑ 1.0%
Bus Chauffeurs	71.2%	↑ 0.3%
Building Engineers	69.1%	↓ 0.7%
General Cleaner	88.0%	↓ 0.7%
Food Service Staff	82.2%	↑ 2.4%
Special Educ Asst	80.0%	↑ 3.2%
Student Climate Staff	76.2%	↑ 4.6%
School Secretaries	97.8%	↑ 1.1%

Join SDP

Interested in a Career at SDP? [Apply now!](#)

www.TEACHinPHILLY.com

Teach today. Change tomorrow.

Teacher Residency Program

The Teacher Residency Program is an intensive training program designed to prepare future teachers to work in SDP classrooms while earning their teaching certification (and often a Master's Degree). Individuals work as full-time employees for the School District of Philadelphia both during their residency and beyond.

[Learn More](#)



www.WORKinPHILLY.com

[HIRING EVENTS](#)

[APPLY NOW](#)



Hispanic Heritage Month

UPCOMING EVENTS & PANEL DISCUSSIONS

HISPANIC
HERITAGE
MONTH

Tuesday, September 27

What Teachers Need to Know about Latinx Communities

Monday, October 3

The Young Lords and the Philadelphia Connection

Tuesday, October 11

Teaching Central America

Friday, October 14

LGBTQIA+ Intersectionality Panel

Tuesday, October 18

Education in our Barrios

.....
LEARN MORE & REGISTER AT:

philasd.org/hispanicheritagemonth



Thank You!



Presentation - •

**Title: Charter School Office Presentation - Peng Chao, Chief of Charter Schools -
PRESENTATION HAS BEEN WITHDRAWN on 9.22.2022**

Board of Education Meeting Date: 9/22/2022

Office Originating Request: Board of Education

Written Testimony - •

Title: Written Testimony

Board of Education Meeting Date: 9/22/2022

Office Originating Request: Board of Education

ATTACHMENTS:

Description

9_22_22 Written Testimony

Type

Supporting Document



9/22 School Board Testimony
Vetri Community Partnership
Written Testimony

We are testifying in support of GPEC's proposal and encourage Dr. Watlington and the School Board to establish an Office of Extracurricular Partnerships. Such an office would coordinate OST programs across funding streams, report to the superintendent, and helm a stakeholder table where schools, the District, the City, and providers can meet.

Vetri Community Partnership is a Philadelphia based non-profit that has worked closely with the District since 2008. In 2016, we began providing high-quality culinary nutrition OST services with Vetri Cooking Lab - a 10-week, hands-on cooking series that challenges students to work together to cook delicious, nutritious recipes that celebrate vegetables, whole grains, and fruit. Students who complete our programs show improved food agency through cooking confidence and increased knowledge. We are eager to continue working with the District to engage more students and families throughout the city, though in recent years, it has become increasingly challenging to partner directly with District schools.

The proposed Office of Extracurricular Partnerships would help ensure that Vetri Community Partnership services are, and continue to be, available to students and families in the School District of Philadelphia. This Office would significantly improve communication and coordination between VCP, schools, other providers, and the District. Having one point of contact is critical in reducing confusion and ensuring that partners and vendors alike are connected and included in communications, extracurricular goals, funding structures, and beyond. For OST and extracurricular providers, having one office to work with would increase collective impact across extracurricular partners and encourage more coordination between OST providers and schools.

The Office of Extracurricular Partnerships can further improve student life and student outcomes by ensuring the equitable distribution of OST programs across District schools. We know VCP is one of many great organizations working to improve health outcomes for Philadelphia students and families. We know the need for our services vary from site to site. But without a macro-perspective to guide our growth, without an initial introduction to principals, or to motivated school staff, our team will be less efficient in serving this mission.

The Office would support providers in establishing key school contacts, coordinating changes and scheduling, and lead to more robust school communities. Shared knowledge of which providers are serving which sites, and which sites need the most support to improve student outcomes will ensure equitable services. The Office of Extracurricular Partnerships will allow VCP and our peers to work with the District so that students are better supported and better positioned for academic success.



We strongly encourage Dr. Watlington and the School Board to adopt GPEC's proposal to establish an Office of Extracurricular Partnerships. Thank you for your consideration.

Maddy Booth

CEO, Vetri Community Partnership



Testimony for School District of Philadelphia Board of Education

Laura Johnson, Sunrise of Philadelphia

September 22, 2022

Hello, my name is Laura Johnson. I serve as Deputy Executive Director of Sunrise of Philadelphia and a member of the Greater Philadelphia Extracurricular Collaborative (GPEC). The mission of Sunrise of Philadelphia is to support youth who face adversity to discover their strengths, experience success, and prepare for their future. Since Sunrise's founding in 1999, Sunrise has offered quality out-of-school time programming in partnership with neighborhood public schools across Philadelphia. The Sunrise approach unites caring staff, families, schools, and communities to help young people stay on track to high school graduation and connect to post-secondary opportunities.

Today, I am here as a member of the Greater Philadelphia Extracurricular Collaborative (GPEC) and I want to encourage Dr. Watlington and the School Board to establish an Office of Extracurricular Partnerships, which will allow the District to better meet Guardrail 2 to improve student outcomes. This office would serve as the primary point of contact for all out-of-school time (OST) providers working in Philadelphia schools across funding streams; would report to the superintendent; and would create a common table for District and City officials, principals, and OST providers to coordinate. You'll find a copy of our proposal attached.

I'd also like to introduce two diagrams (also attached that explain why the proposed Office of Extracurricular Partnerships is important. The diagrams show how OST providers and other stakeholders (like principals and the City) engage with the District. OST providers engage with the Office of Schools or the Office of Strategic Partnerships depending on their funding type. These District offices, then, liaise with six other District offices that all support OST operations. Yet, neither the Office of Schools nor Strategic Partnerships interface with the city officials, principals, and providers whose input ensures a program takes place.

In my work at Sunrise I interface with both the Office of Schools and the Office of School Partnerships for various programs that we offer. While Sunrise has strong relationships with both of those offices and values their support issues, miscommunications, and delays still occur often. This requires extra resources to be spent administratively at both the organizational level and at the school district to rectify issues and ensure that quality programming is able to continue.

Such redundancies and exclusions create conditions for miscommunication and inefficiency. Information is passed too many times to too many sources and key stakeholders (like principals) might not have the opportunity to relay important needs and changes that impact OST programming.

An Office of Extracurricular Partnerships that works with OST providers across funding streams, that reports to the superintendent, that creates a common stakeholder table - will make implementing OST programs better coordinated and more efficient.

Thank you,

Laura Johnson
Deputy Executive Director
Sunrise of Philadelphia
GPEC Leadership Team Member



Towards Equity, Coordination, and Collaborations

A Proposal for the Office of Extracurricular Partnerships at the School District of Philadelphia

Introduction

The School District of Philadelphia has a long history of hosting extracurricular activities offered after- and before school, over the summer, and on breaks. Whether led by school staff, coaches, or community organizations, out-of-school time (OST) programs are an asset. Study after study show: students' academic performance improves when they participate in extracurricular activities. Extracurricular activities capture students' imaginations, and when that happens, students are happier, healthier, and better able to learn.ⁱ

Because extracurricular activities create conditions for better learning, the School District of Philadelphia and the City of Philadelphia invest heavily in the OST ecosystem. This year, the District plans to spend \$50 million on OST programs.ⁱⁱ The City of Philadelphia allocates another \$42 million a year to complement the District's work.ⁱⁱⁱ The Philadelphia Board of Education, further, adopted Guardrail 2 as part of its Goals and Guardrails framework. Aiming to provide students with a well-rounded education that includes opportunities to participate in the arts and athletics, Guardrail 2 recognizes the importance of OST programs to the District's academic success.

Given the District's interest in creating a robust OST network for Philadelphia schools, we encourage the Philadelphia School District to establish the Office of Extracurricular Partnerships. This is an office that serves as the primary point of contact for OST providers working in Philadelphia schools across funding streams. This is an office that allows the District to align its OST resources equitably and facilitate operational clarity among District offices, school staff, and OST providers themselves. We believe such an office will allow the District to use its current investments more efficiently and leverage more support towards its academic goals.

Ongoing challenges to District-wide equity, communication, and coordination

In Philadelphia, we are fortunate to have a vast network of OST providers eager to help the District expand school supports so that students thrive. Yet, there is no single point of contact for OST providers working in Philadelphia schools across funding streams. OST programs run by the District report to the Office of Schools while providers with philanthropic or 21st Century

c/o Children First PA
990 Spring Garden St, #200
Philadelphia, PA 19123

Office 215-563-5848
Fax 215-563-9442
Email info@childrenfirstpa.org

Web: childrenfirstpa.org
Social: [childrenfirstpa](https://www.facebook.com/childrenfirstpa)

Community Learning Center grants work more closely with a number of offices including the Office of Strategic Partnerships, Athletics, and Arts. Several District offices communicate with the City of Philadelphia's Office of Children and Families but whether or not providers have direct lines to the City or District depends on funding streams. Further, to run school-based OST programs, all parties—from the City, to District, to providers across funding streams—must also collaborate with principals hosting OST providers at their schools to run school-based programs.

Absent a dedicated office to lead the coordination of OST programs, the District faces two challenges that undermine its commitment to equity and ability to serve Philadelphia students.

1. Challenges engendering the uneven distribution of OST programs across the District.

Because no office at the District keeps a comprehensive list of OST programs based at schools across Philadelphia, too much is left to individual efforts and chance when schools and OST programs partner. Without taking a macro perspective to the allocation of OST providers across Philadelphia schools, District offices, school staff, and OST providers struggle to execute a coherent strategy that directs resources, attention, and support to OST deserts across the city. They have no road map to guide where OST programs operate, little support for matching programs to a school's identified need. Their ability to leverage the necessary public and private funds for a given area is also hampered.

2. Challenges hindering operational clarity

As it stands, a single provider may have to interact with offices at the City, the District, and school to stand up programs throughout the year. Offices often have a different understanding of the procedures guiding program implementation, and so the involved parties are not likely to share a common understanding on protocols. In this context where multiple messages are communicated about, for example, the availability of funding or facilities, everyone's ability to deliver quality programs suffer. Much energy is spent on deciphering rules, less on serving students and families. At times, the School District and external partners discover operational challenges too late – after program implementation and student recruitment have started – which disrupts relationships with students and families.

The challenges detailed above will continue to hinder District efforts at implementing its Goals and Guardrails without the District's intervention. By establishing an Office of Extracurricular Partnerships, District resources can be used more effectively to create a holistic school community that tackles inequity and supports student learning for better academic outcomes.

The Office of Extracurricular Partnerships: a general framework

An Office of Extracurricular Partnerships can mitigate both resource inequities and operational challenges. Situated within the District, this office can take a bird's eye view to the allocation of extracurricular activities. It can identify schools that are in need of extra support and facilitate the relationship between principals and providers to align resources. Charged with coordinating District communications, the office can further give providers and schools one message that then guides program implementation.

When forming the Office of Extracurricular Partnerships, we urge the District take the following approaches. We believe our framework offers significant improvements to current District offices that interface with OST providers as well as to ongoing plans for establishing an office dedicated to OST programming. Should an Office of Extracurricular Partnership adopt the perspectives below, we believe the office will be better situated to improve the alignment of resources and operational clarity. The office will also be better prepared to help the District direct resources like philanthropic dollars to areas where students have great need.

1. The Office of Extracurricular Partnerships should have a regular line of communication to the superintendent and representation within his executive leadership.
2. The Office of Extracurricular Partnership should convene a stakeholder table that includes the City of Philadelphia, key District offices (like the Office of Schools, the Office of Strategic Partnerships, Athletics, and Arts) and OST providers themselves.
3. The Office of Extracurricular Partnerships should facilitate OST activities for providers across all funding streams and contract types so that the office works with OST programs run by the District or community organizations.

With these broad approaches in mind, we further recommend the Office of Extracurricular Partnerships assume the following responsibilities:

1. Coordinate OST program placement and school matching across the District.
 - Serve as a first point of contact for OST providers or initiatives looking to work with schools.
 - Facilitate introduction, relationship building, and communications between OST providers and school staff.
 - Work with SDP leadership across offices, as well as City and philanthropic partners to coordinate and align efforts so that resources can bolster OST programming at target schools.

- Maintain a comprehensive listing of extracurricular opportunities outside of the bell schedule at each school, including both teacher- and community-led offerings, inclusive of all funding sources or payment arrangements.
2. Facilitate engagement with OST providers across funding streams, the City, District offices and individual schools.
- Develop and maintain stakeholder groups to increase shared understanding of District protocols and to solicit input that inform District strategy and problem solving.
 - Assist with operational coordination as needed regarding facilities, meals, enrollment, etc.

OST providers can help

In creating the Office of Extracurricular Partnerships, we ask that you consider all OST providers partners in the process. Due to contract structures and funding streams lying outside the District, many OST providers are seen as vendors to the District. While this is technically true, we believe this perspective to be misleading. Regardless of funding stream, OST providers are de facto partners. We want sustained collaboration and engagement that yield long-term commitments and processes accommodating all stakeholders' needs. We invite the School District to establish the Office of Extracurricular Partnerships with an eye to partnerships across the OST sector. Together we can ensure all students, regardless of need, have access to OST programs that are well run and built to last.

##

The Greater Philadelphia Extracurricular Collaborative (GPEC) is a robust network of OST providers, allied funders, and OST system partners operating in Philadelphia and its outlying counties. We want children and youth to have equitable access to high-quality extracurricular programming that advances learning and development while supporting families. We began meeting at the start of the COVID-19 pandemic to share resources and troubleshoot problems. Since then, we have gleaned new lessons and best practices that we believe can help the School District leverage a broader OST network to its ends.

ⁱ "Benefits for Youth, Families, and Communities," Youth.Gov, accessed May 13, 2022, <https://youth.gov/youth-topics/afterschool-programs/benefits-youth-families-and-communities>.

"CDC Healthy Schools: Out of School Time Supports Student Health and Learning," CDC, revised May 14, 2021, <https://www.cdc.gov/healthyschools/ost.htm>.

Jennifer McCombs, Anamarie Whitaker, Paul Yoo, "The Value of Out-of-School Time Programs," Rand Corporation, 2017, accessed April 22, 2022.

"Supporting Student Success Through Afterschool Programs," National Conference of State Legislatures, May 2, 2022, <https://www.ncsl.org/research/education/expanding-learning-opportunities-through-afterschool-programs.aspx#:~:text=Consistent%20participation%20in%20afterschool%20programs,college%20and%20career%2Dneeded%20skills>.

ⁱⁱ Philadelphia Board of Education Action Item, "Contracts with Various Vendors – After-school Enrichment Opportunities and Tutoring Services," October 28, 2021.

ⁱⁱⁱ Tracey Hartmann, Rachel Comly, Molly Crofton, Kendra Strouf, "Scanning the System: Support for Quality Programming in Philadelphia's Out-of-School Time," Research for Action, Accessed May 3, 2022.

Two distinct chains of command for OST programs creates inefficiency

District & ARP funded
OST groups

**Chief Office of
Schools**



Stakeholders whose lines of communication are inconsistent or unclear:
Office of Children & Families
Principals

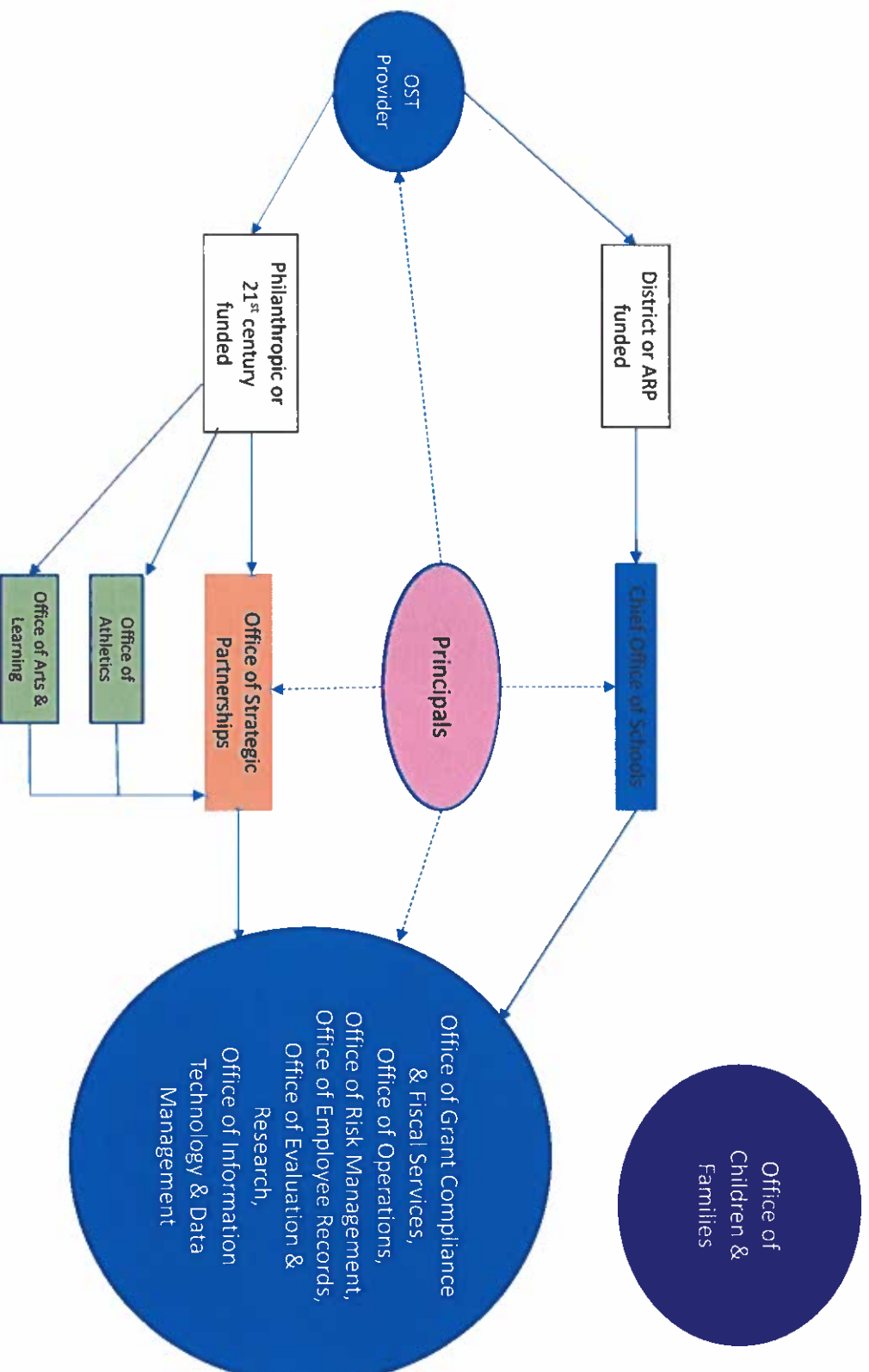
Philanthropic & 21st century funded
OST groups

**Office of Strategic
Partnerships**



Stakeholders whose lines of communication are inconsistent or unclear:
Chief Office of Schools
Office of Children & Families,
Principals

Two distinct chains of command for OST providers creates inefficiency



9/22 School Board Meeting
Written testimony

To the members of the School District of Philadelphia Board of Education. My name is Beth Devine. I am the Executive Director of the Philadelphia Youth Sports Collaborative (PYSC) and a member of the Greater Philadelphia Extracurricular Collaborative (GPEC). I am writing to urge Dr. Watlington and the School Board to establish an Office of Extracurricular Partnerships. This is an office that serves as the primary point of contact for all out-of-school time (OST) providers working in Philadelphia schools across funding streams; reports to the superintendent; and creates a common table for District officials, the City, school principals, and OST providers to coordinate. With such changes, the School District can simplify the lines of communication between OST stakeholders so that the District can meet Guardrail 2 to improve student outcomes.

I'd like to take this opportunity to introduce two diagrams that can demonstrate to Dr. Watlington and the School Board why the Office of Extracurricular Partnerships being proposed is important. Both diagrams depict how OST providers and other stakeholders in the OST ecosystem currently engage with the School District of Philadelphia. They also illustrate how the present system, organized by the type of funding an OST provider receives, creates redundancies and inefficiencies for all the main players: District officials, principals, the City, and OST provider.

As it stands, OST providers relate to two different offices at the District depending on their funding stream. If they receive District funding, the provider works primarily with the Chief Office of Schools. If the provider receives philanthropic or federal funds, they work with the Office of Strategic Partnerships. Both the Office of Schools and the Office of Strategic Partnerships then liaise with many other District offices so that the provider can adhere to important protocol to work in a school.

The District offices with whom the Office of Schools and Office of Strategic Partnerships work are generally the same. Those District offices, therefore, have to relay important information to two separate sources that then communicate with OST providers. Such lines of communication create a "whisper down the lane" effect where information may get diluted. The chance for miscommunication and misunderstanding increases, and especially when the District has an emergency that necessitates quick action, the redundancy in the District system renders seamless pivoting more difficult to achieve.

In my work with PYSC and GPEC, I've had the chance to support many providers in their efforts to offer high-quality extracurricular programming so that Philadelphia students can



**Philadelphia
Youth Sports
Collaborative**

1501 Cherry Street
Philadelphia, PA 19102
267.582.9466
pysc.org

work with trained coaches and mentors, driving positive physical health and social-emotional learning outcomes. However, ongoing communications challenges often take time away from the students causing frustration for all parties. By establishing an Office of Extracurricular Partnerships, the District can simplify how the District and OST provider relates so that the entire system can work more efficiently for all.

Sincerely,

Beth Devine
Executive Director

Dear President Wilkerson and Board Members,

I am writing today regarding the district's choice to return to leveling (rebranded as Enrollment-Driven Resource Review). It is telling that the letter sent to staff is not signed by a human but by the generic "Talent Support Services." When the District sends letters from an *office* without any name or contact information, the district is adhering to the worst of corporate shielding practices; building walls between yourself and the receiver of your information.

Renaming an abhorrent and harmful practice with four words instead of one is also indicative of bad District practice. Couching your bad practice in **more** words does not make it **less** bad.

Framing leveling in edu-jargon also fails to make this worst practice any less bad.

The treachery that underlies the whole package of bringing back leveling and renaming it continues the District and the Board's tradition of pushing through with a bad idea, slapping fancy names on it, not being honest in how you present it, and pretending you still care about students. This Board spends hours each month on the edu-jargon of Goals and Guardrails as you claim to address student outcomes. The lie of Goals and Guardrails is laid bare with reinstituting leveling. Leveling is all about saving a buck. It is well known and well documented that it is a harmful practice both academically and emotionally to all involved.

Be truthful in what you are doing. One suggested truthful statement: *we must save money so we must shuffle students and teachers to accomplish that savings. We know it is harmful and wish we didn't have to do it but we do.* This does not make it less harmful but at least it is honest.

Finally, this is strike two for our new Superintendent. Bringing back and rebranding a bad practice lies on his doorstep with your blessing. The Joseph contract will forever be Superintendent Watlington's first strike and now leveling is his number two strike. As we know, folks in positions of power get lots of strikes and are rarely called *out*.

"I can't believe what you say because I see what you do." James Baldwin

Diane Payne [REDACTED]

Registered Student Speakers - •

Title: Student Speakers List

Board of Education Meeting Date: 9/22/2022

Office Originating Request: Board of Education

ATTACHMENTS:

Description

Student Speakers List

Type

Supporting Document



Registered Student Speakers

1. Gwendolyn Roth, Student - Gen.
Philip Kearny School
Topic: Leveling

2. Eleanor Black, Student - Central
High School
Topic: Facilities Planning
Process/Building Maintenance

Registered Speakers on General Topics - •

Title: General Speakers List

Board of Education Meeting Date: 9/22/2022

Office Originating Request: Board of Education

ATTACHMENTS:

Description

General Speakers List

Type

Supporting Document

**Registered Speakers**

1. Lisa Haver, Community Member
Topic: Action Item 10, Amendment of the Contract with Various Vendors for Supplemental Professional Mechanical, Electrical, and Plumbing (MEP) Design Services/Action Item 11, Change Orders at Various Locations
2. Kristin Luebbert, District Staff Member
Topic: Staff Retention
3. Lynda Rubin, Community Member
Topic: Kudos MLK Teacher Bloc/Update on Bus Aides
4. Renee Porter-Sanders, Parent
Topic: Pickett Updates
5. Jan Chanin, Community Member
Topic: School Ventilation/Air Filtration
6. Leah Clouden, Community Member
Topic: State of Education
7. Eugene Mattioni, Community Member
Topic: Action Item 27, Maritime Academy Charter School – Request for Location Change
8. Danielle Dempsey, Parent
Topic: Picket Updates
9. Lizzie Rothwell, Parent
Topic: School Ventilation
10. Triniti Hall, Parent
Topic: Pickett Updates
11. Horace Clouden, PCAC Member
Topic: Action Item 22, Contract with the Pennsylvania Convention Center
12. Ilene Poses, Community Member
Topic: Contracts
13. Gail Clouden, Community Member
Topic: Parent Engagement
14. Lynn Landes, Community Member
Topic: Covid-19 mandates/Alternative Public Health Resources
15. Wendy-Anne Roberts-Johnson, Community Member
Topic: Out of School Time Programming
16. Vincent Feldman, Parent
Topic: Mask Policy/Pre-K & K-12
17. Rahul Ganesan, Parent
Topic: Covid-19 Policies
18. Caroline Thorn, Parent
Topic: Resource Allocation
19. Meeka Outlaw, Parent
Topic: Bussing/Septa

Goals and Guardrails - •

Title: Progress Monitoring Report: College and Career Goals 4 & 5

Board of Education Meeting Date: 9/22/2022

Office Originating Request: Board of Education

ATTACHMENTS:

Description

Progress Monitoring Report: College and Career Goals 4 & 5

Type

Supporting Document

College & Career Goal 4

The percentage of students who are proficient on all three state high school assessments (Algebra, Literature, and Biology) by the end of their 11th grade year will grow from 26.1% in August 2019 to 52.0% by August 2026.

Leading Indicator 4.1

The percentage of students in grades 9-11 who score at or above grade level on the District's within-year math and reading assessments in Fall, Winter, and Spring each year.

Leading Indicator 4.2

The percentage of students who are proficient on all three state high school assessments (Algebra, Literature, and Biology) by the end of their 10th grade year.

College & Career Goal 5

The percentage of Career and Technical Education (CTE) students who pass an industry standards-based competency assessment by the end of their 12th grade year will grow from 54.5% in August 2019 to 80.0% in August 2026.

Leading Indicator 5.1

The percentage of 11th grade CTE students who pass their CTE Level 2 coursework (with a grade of A or B).

Leading Indicator 5.2

The percentage of 10th grade CTE students who pass their CTE Level 1 coursework (with a grade of A or B).

Contents	Page 2	Goal 4 Leading Indicator Performance: Overview
	Page 3	Goal 4 Leading Indicator Performance: Participation and Performance by Student Group
	Page 4	Goal 4 Leading Indicator Performance: Participation and Performance by Grade
	Page 5	Goal 5 Leading Indicator 5.2 Performance: Overview, Grade 10
	Page 6	Goal 5 Leading Indicator 5.1 Performance: Overview, Grade 11
	Page 7	Goal 5 Leading Indicator Performance: Participation and Performance by Student Group and Career Cluster, Grades 10 & 11
	Page 8	Goal 5 Leading Indicator Performance: Participation and Performance by Student Group, Grades 10 & 11
	Page 9	Endnotes

Performance Color Legend

Lower Performance; Further Below Target				Higher Performance; Meeting the Target
--	--	--	--	---

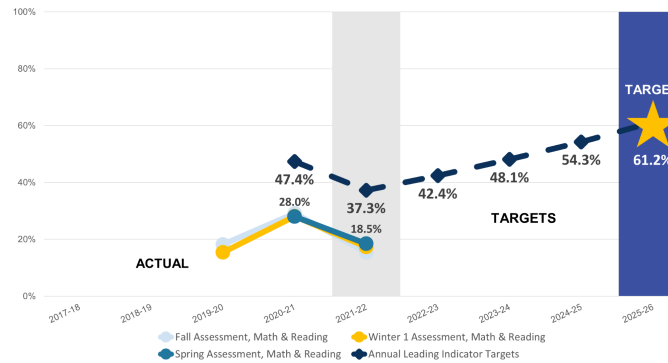
College & Career Goal 4

The percentage of students who are proficient on all three state high school assessments (Algebra, Literature, and Biology) by the end of their 11th grade year will grow from 26.1% in August 2019 to 52.0% by August 2026.

Leading Indicator 4.1

The percentage of students in grades 9-11 who score at or above grade level on the District's within-year math and reading assessments in Fall, Winter, and Spring each year.

Leading Indicator Overall Progress



Off Track

- Targets and performance dropped from 2020-21 to 2021-22 because we changed the cutoff for At or Above Grade Level from the 40th to 70th percentile.
- The percentage of students At or Above Grade Level increased over the year by 3 percentage points.
- The percentage of students in grades 9-11 taking both Reading and Math assessments dropped from 73% in Fall to about 43% in Spring. Participation decreased in all performance categories.
- Performance continues to be impacted by student attendance.

*In 2021-22, the cut point for scoring At/Above Grade Level on Star Math was adjusted. This change impacted both the percentage of students scoring At/Above Grade Level in 2021-22 and the Annual Targets for 2021-22 through 2025-26.

Leading Indicator: District-Wide % At/Above Grade Level Grades 9-11, Star Math & Reading	Assessment Period	2018-19¹	2019-20²	2020-21³	2021-22⁴	2021-22 Annual Leading Indicator Target⁵	Distance to 2021-22 Annual Leading Indicator Target	Distance to 2022-23 Annual Leading Indicator Target	2025-26 Final Leading Indicator Target																				
	Fall	N/A	18.2%	29.2%	15.4%	37.3%	-21.9	-27.0	61.2%																				
	Winter 1	N/A	15.4%	28.1%	17.3%	37.3%	-20.0	-25.1	61.2%																				
	Spring	N/A	N/A	28.0%	18.5%	37.3%	-18.8	-23.9	61.2%																				
	Spring 2022 Performance (School Performance Groups Based on Winter 1 2020 Performance)						<div>% Students At or Above Grade Level in Math & Reading by School Performance Group Star, Grades 9-11, 2021-22 through Spring</div> <table><caption>% Students At or Above Grade Level in Math & Reading by School Performance Group</caption><thead><tr><th>Performance Group</th><th>Fall</th><th>Winter 1</th><th>Winter 2</th><th>Spring</th></tr></thead><tbody><tr><td>On Track Performance Group</td><td>50.0%</td><td>51.9%</td><td>50.1%</td><td>49.8%</td></tr><tr><td>Near Track Performance Group</td><td>16.3%</td><td>17.8%</td><td>18.2%</td><td>17.9%</td></tr><tr><td>Off Track Performance Group</td><td>2.4%</td><td>2.9%</td><td>3.3%</td><td>3.4%</td></tr></tbody></table>			Performance Group	Fall	Winter 1	Winter 2	Spring	On Track Performance Group	50.0%	51.9%	50.1%	49.8%	Near Track Performance Group	16.3%	17.8%	18.2%	17.9%	Off Track Performance Group	2.4%	2.9%	3.3%	3.4%
	Performance Group	Fall	Winter 1	Winter 2	Spring																								
	On Track Performance Group	50.0%	51.9%	50.1%	49.8%																								
	Near Track Performance Group	16.3%	17.8%	18.2%	17.9%																								
	Off Track Performance Group	2.4%	2.9%	3.3%	3.4%																								
	School Performance Group	# Students Eligible⁶	# Students Participating⁷	% Students Participating⁷	# At/Above Grade Level⁸	% At/Above Grade Level⁸	% At/Above Grade Level: Change From Winter 1, 2021-22⁹																						
Off Track (36 Schools)⁹	15,291	5,019	34.5%	169	3.4%	+0.5																							
Near Track (9 Schools)⁹	6,505	3,275	51.8%	587	17.9%	+0.1																							
On Track (7 Schools)⁹	4,240	2,530	59.7%	1,261	49.8%	-2.1																							
							On Track Performance Group																						
							Near Track Performance Group																						
							Off Track Performance Group																						

2021-22 Spring Performance						
Student Group	# Students Eligible ^a	# Students Participating ⁷	% Students Participating ⁷	# At/Above Grade Level ⁴	% At/Above Grade Level ⁴	% At/Above Grade Level: Change From Winter 1, 2021-22 ^a
Overall	26,606	10,977	42.7%	2,026	18.5%	+1.2
Black / African American	13,075	5,216	40.1%	469	9.0%	+0.6
Hispanic / Latinx	5,956	1,890	35.4%	215	11.6%	+1.7
White	3,315	1,558	48.6%	518	33.3%	-1.5
Asian	2,949	1,759	62.4%	708	40.3%	+0.2
Multi Racial/Other	1,229	521	42.5%	112	21.5%	+2.9
American Indian / Alaskan Native	53	20	38.5%	1	5.0%	-10.6
Native Hawaiian / Pacific Islander	29	13	48.1%	3	23.1%	+4.9

2021-22 Spring Performance						
Grade Level	# Students Eligible ^a	# Students Participating ⁷	% Students Participating ⁷	# At/Above Grade Level ⁴	% At/Above Grade Level ⁴	% At/Above Grade Level: Change From Winter 1, 2021-22 ^a
Overall	26,606	10,977	42.7%	2,026	18.5%	+1.2
Grade 9	10,423	4,488	45.6%	684	15.3%	+1.6
Grade 10	8,590	3,512	41.9%	729	20.8%	+0.6
Grade 11	7,593	2,977	39.9%	613	20.7%	+1.8

2021-22 Spring Performance						
Student Group	# Students Eligible ^a	# Students Participating ⁷	% Students Participating ⁷	# At/Above Grade Level ⁴	% At/Above Grade Level ⁴	% At/Above Grade Level: Change From Winter 1, 2021-22 ^a
Overall	26,606	10,977	42.7%	2,026	18.5%	+1.2
Non-Special Education	22,075	9,605	45.4%	1,997	20.9%	+1.3
Special Education ¹⁰	4,531	1,372	30.3%	29	2.1%	-0.1

2021-22 Spring Performance						
Student Group	# Students Eligible ^a	# Students Participating ⁷	% Students Participating ⁷	# At/Above Grade Level ⁴	% At/Above Grade Level ⁴	% At/Above Grade Level: Change From Winter 1, 2021-22 ^a
Overall	26,606	10,977	42.7%	2,026	18.5%	+1.2
Former English Learners	1,663	932	56.0%	351	37.7%	+2.4
Never English Learners	20,941	8,816	42.1%	1,638	18.6%	+1.1
English Learners	4,002	1,229	40.0%	37	3.1%	-

2021-22 Spring Performance						
Student Group	# Students Eligible ^a	# Students Participating ⁷	% Students Participating ⁷	# At/Above Grade Level ⁴	% At/Above Grade Level ⁴	% At/Above Grade Level: Change From Winter 1, 2021-22 ^a
Overall	26,606	10,977	42.7%	2,026	18.5%	+1.2
Non-Economically Disadvantaged	8,686	3,998	50.2%	1,033	25.9%	-0.2
Economically Disadvantaged	17,920	6,979	39.4%	993	14.3%	+1.9

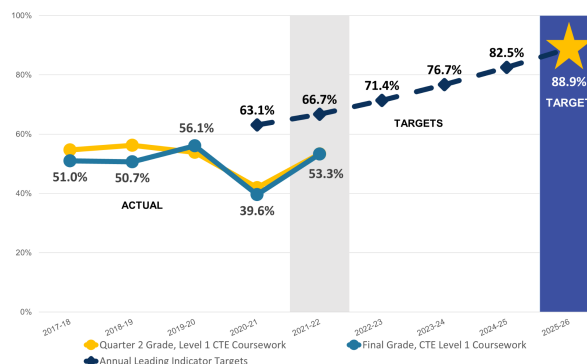
College & Career Goal 5

The percentage of Career and Technical Education (CTE) students who pass an industry standards-based competency assessment by the end of their 12th grade year will grow from 54.5% in August 2019 to 80.0% in August 2026.

Leading Indicator 5.2

The percentage of 10th grade CTE students who pass their CTE Level 1 coursework (with a grade of A or B).

Leading Indicator Overall Progress



Off Track

- Overall, the District continues to be Off Track towards meeting its 2021-22 CTE Goal 5 Leading Indicator Annual Target for Grade 10.

- The percentage of CTE students passing their CTE coursework with an A or B remained stable from Quarter 2 to Final Grades, both overall and across student groups.

- Performance continues to be impacted by student attendance.

Leading Indicator: District-Wide % Passing Level 1 CTE Coursework (Grade of A or B) Grade 10, Eligible CTE Students	Assessment Period	2018-19	2019-20 ¹¹	2020-21 ¹²	2021-22	2021-22 Annual Leading Indicator Target ⁴	Distance to 2021-22 Annual Leading Indicator Target	Distance to 2022-23 Annual Leading Indicator Target	2025-26 Final Leading Indicator Target															
	Quarter 2 Grades	56.2%	53.9%	42.0%	53.4%	66.7%	-13.3	-18.0	88.9%															
	Final Grades	50.7%	56.1%	39.6%	53.3%	66.7%	-13.4	-18.1	88.9%															
	2021-22 Final Grades					% CTE Students Passing Level 1 CTE Coursework (Grade of A or B) by School Type Final Grades, Grade 10, 2018-19 through 2021-22																		
	School Type	# Eligible CTE Students ¹³	# Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework: Change from Final Grades, 2020-21 ¹⁸	<table><caption>% CTE Students Passing Level 1 CTE Coursework by School Type</caption><thead><tr><th>Year</th><th>Schools with CTE Programs (6 Schools)¹⁴</th><th>Comprehensive CTE Schools (20 Schools)¹⁴</th></tr></thead><tbody><tr><td>2018-19</td><td>56.4%</td><td>46.7%</td></tr><tr><td>2019-20</td><td>61.9%</td><td>48.8%</td></tr><tr><td>2020-21</td><td>40.9%</td><td>38.5%</td></tr><tr><td>2021-22</td><td>56.9%</td><td>50.3%</td></tr></tbody></table>				Year	Schools with CTE Programs (6 Schools) ¹⁴	Comprehensive CTE Schools (20 Schools) ¹⁴	2018-19	56.4%	46.7%	2019-20	61.9%	48.8%	2020-21	40.9%	38.5%	2021-22	56.9%	50.3%
	Year	Schools with CTE Programs (6 Schools) ¹⁴	Comprehensive CTE Schools (20 Schools) ¹⁴																					
	2018-19	56.4%	46.7%																					
2019-20	61.9%	48.8%																						
2020-21	40.9%	38.5%																						
2021-22	56.9%	50.3%																						
Schools with CTE Programs (6 Schools) ¹⁶	620	353	56.9%	+18.4	Schools with CTE Programs (6 Schools) ¹⁶																			
Comprehensive CTE Schools (20 Schools) ¹⁸	744	374	50.3%	+9.4					Comprehensive CTE Schools (20 Schools) ¹⁸															

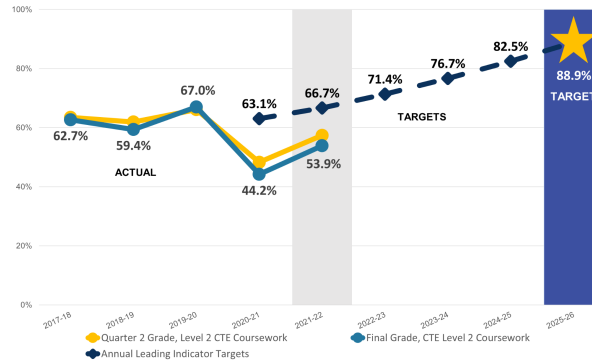
College & Career Goal 5

The percentage of Career and Technical Education (CTE) students who pass an industry standards-based competency assessment by the end of their 12th grade year will grow from 54.5% in August 2019 to 80.0% in August 2026.

Leading Indicator 5.1

The percentage of 11th grade CTE students who pass their CTE Level 2 coursework (with a grade of A or B).

Leading Indicator Overall Progress



Off Track

- Overall, the District continues to be Off Track towards meeting its 2021-22 CTE Goal 5 Leading Indicator Annual Target for Grade 11.

- There was a decrease in the percentage of CTE students passing their CTE coursework with an A or a B from Quarter 2 to Final Grades, both overall and across student groups.

- Performance continues to be impacted by student attendance.

Leading Indicator: District-Wide % Passing Level 2 CTE Coursework (Grade of A or B) Grade 11, Eligible CTE Students	Assessment Period	2018-19	2019-20 ¹¹	2020-21 ¹²	2021-22	2021-22 Annual Leading Indicator Target	Distance to 2021-22 Annual Leading Indicator Target	Distance to 2022-23 Annual Leading Indicator Target	2025-26 Final Leading Indicator Target												
	Quarter 2 Grades	61.9%	66.1%	48.3%	57.4%	66.7%	-9.3	-14.0	88.9%												
	Final Grades	59.4%	67.0%	44.2%	53.9%	66.7%	-12.8	-17.5	88.9%												
	2021-22 Final Grades					% CTE Students Passing Level 2 CTE Coursework (Grade of A or B) by School Type Final Grades, Grade 11, 2018-19 through 2021-22															
	School Type	# Eligible CTE Students ¹³	# Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework: Change from Final Grades, 2020-21 ¹⁶	<table><thead><tr><th>Year</th><th>% CTE Students Passing Level 2 CTE Coursework (Grade of A or B)</th></tr></thead><tbody><tr><td>Final Grades, 2018-19</td><td>59.9%</td></tr><tr><td>Final Grades, 2019-20</td><td>64.8%</td></tr><tr><td>Final Grades, 2020-21</td><td>44.0%</td></tr><tr><td>Final Grades, 2021-22</td><td>48.1%</td></tr><tr><td>Annual Leading Indicator Target</td><td>66.7%</td></tr></tbody></table>				Year	% CTE Students Passing Level 2 CTE Coursework (Grade of A or B)	Final Grades, 2018-19	59.9%	Final Grades, 2019-20	64.8%	Final Grades, 2020-21	44.0%	Final Grades, 2021-22	48.1%	Annual Leading Indicator Target	66.7%
	Year	% CTE Students Passing Level 2 CTE Coursework (Grade of A or B)																			
Final Grades, 2018-19	59.9%																				
Final Grades, 2019-20	64.8%																				
Final Grades, 2020-21	44.0%																				
Final Grades, 2021-22	48.1%																				
Annual Leading Indicator Target	66.7%																				
Schools with CTE Programs (6 Schools) ¹⁶	525	318	60.6%	+16.6	Schools with CTE Programs (6 Schools) ¹⁶																
Comprehensive CTE Schools (20 Schools) ¹⁶	595	289	48.1%	+3.6	Comprehensive CTE Schools (20 Schools) ¹⁶																

2021-22 Spring Performance: Grade 10

Career Cluster ^{1a}	# Eligible CTE Students ¹³	# Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework: Change from Final Grades, 2020-21 ^{1a}
Overall	1,364	727	53.3%	+13.7
Business & Finance	241	90	37.3%	+9.4
Communications & Graphics	263	131	49.8%	+9.3
Construction & Manufacturing	294	193	65.6%	+20.3
Education, Health, & Other Clusters	49	27	55.1%	+11.2
Hospitality	230	150	65.2%	+8.4
Information Technology	72	42	58.3%	+12.6
Natural Sciences & Biotechnology	59	29	49.2%	+11.7
Personal Care	74	30	40.5%	-8.9
Transportation	82	35	42.7%	+4.1

2021-22 Final Grades: Grade 10

Student Group	# Eligible CTE Students ¹³	# Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework: Change from Final Grades, 2020-21 ^{1a}
Overall	1,364	727	53.3%	+13.7
Black / African American	744	335	45.0%	+9.5
Hispanic / Latinx	337	193	57.3%	+19.9
White	168	121	72.0%	+10.4
Asian	54	47	87.0%	+21.0
Multi Racial/Other	58	29	50.0%	+1.5
American Indian / Alaskan Native ¹⁷	I.S	I.S	I.S	I.S
Native Hawaiian / Pacific Islander ¹⁷	I.S	I.S	I.S	I.S

2021-22 Spring Performance: Grade 11

Career Cluster ^{1a}	# Eligible CTE Students ¹³	# Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework: Change from Final Grades, 2020-21 ^{1a}
Overall	1,120	604	53.9%	+9.7
Business & Finance	114	43	37.7%	+8.4
Communications & Graphics	237	129	54.4%	+7.7
Construction & Manufacturing	262	138	52.7%	-7.9
Education, Health, & Other Clusters	46	37	80.4%	+27.2
Hospitality	174	121	69.5%	+21.7
Information Technology	80	53	66.3%	+24.1
Natural Sciences & Biotechnology	65	24	36.9%	-3.6
Personal Care	59	29	49.2%	-11.6
Transportation	83	30	36.1%	-22.5

2021-22 Final Grades: Grade 11

Student Group	# Eligible CTE Students ¹³	# Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework: Change from Final Grades, 2020-21 ^{1a}
Overall	1,120	604	53.9%	+9.7
Black / African American	654	325	49.7%	+9.8
Hispanic / Latinx	288	150	52.1%	+8.3
White	107	82	76.6%	+16.1
Asian	34	30	88.2%	+13.8
Multi Racial/Other	35	16	45.7%	-1.5
American Indian / Alaskan Native ¹⁷	I.S	I.S	I.S	I.S
Native Hawaiian / Pacific Islander ¹⁷	I.S	I.S	I.S	I.S

2021-22 Spring Performance: Grade 10

Student Group	# Eligible CTE Students ¹³	# Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework: Change from Final Grades, 2020-21 ¹⁸
Overall	1,364	727	53.3%	+13.7
Non-Special Education	1,072	601	56.1%	+14.1
Special Education ¹⁰	292	126	43.2%	+13.6

2021-22 Spring Performance: Grade 10

Student Group	# Eligible CTE Students ¹³	# Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework: Change from Final Grades, 2020-21 ¹⁸
Overall	1,364	727	53.3%	+13.7
Former English Learners	74	51	68.9%	+2.2
English Learners	148	85	57.4%	+20.9
Never English Learners	1,142	591	51.8%	+13.0

2021-22 Spring Performance: Grade 10

Student Group	# Eligible CTE Students ¹³	# Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework: Change from Final Grades, 2020-21 ¹⁸
Overall	1,364	727	53.3%	+13.7
Non-Economically Disadvantaged	350	222	63.4%	+11.8
Economically Disadvantaged	1,014	505	49.8%	+13.8

2021-22 Spring Performance: Grade 11

Student Group	# Eligible CTE Students ¹³	# Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework: Change from Final Grades, 2020-21 ¹⁸
Overall	1,120	604	53.9%	+9.7
Non-Special Education	912	517	56.7%	+12.3
Special Education ¹⁰	208	87	41.8%	-1.7

2021-22 Spring Performance: Grade 11

Student Group	# Eligible CTE Students ¹³	# Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework: Change from Final Grades, 2020-21 ¹⁸
Overall	1,120	604	53.9%	+9.7
Former English Learners	48	30	62.5%	+7.5
English Learners	129	72	55.8%	+11.9
Never English Learners	943	502	53.2%	+9.4

2021-22 Spring Performance: Grade 11

Student Group	# Eligible CTE Students ¹³	# Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework ¹⁴	% Eligible CTE Students Passing Coursework: Change from Final Grades, 2020-21 ¹⁸
Overall	1,120	604	53.9%	+9.7
Non-Economically Disadvantaged	261	181	69.3%	+12.1
Economically Disadvantaged	859	423	49.2%	+9.9

¹ Star assessments for grades 9-11 were not administered district-wide prior to 2019-20. At/Above Grade Level is the percentage of students who are At/Above Benchmark on both Star Math and Star Reading.

² In 2019-20, Star assessments were administered district-wide to students in grades 9-11. In Spring 2019-20, Star assessments were not administered due to COVID-19. At/Above Grade Level is the percentage of students who are At/Above Benchmark on both Star Math and Star Reading.

³ In 2020-21, Star assessments were administered district-wide to students in grades 9-11. At/Above Grade Level is the percentage of students who are At/Above Benchmark on both Star Math and Star Reading.

⁴ In 2021-22, Star assessments were administered district-wide to students in grades 9-11. At/Above Grade Level is the percentage of students who are At/Above Benchmark on both Star Math and Star Reading. In addition, the percentile rank associated with scoring At/Above Grade Level on only Star Math increased from the 40th percentile to the 70th percentile.

⁵ In 2021-22, Annual Targets for Leading Indicator 4.1 were adjusted. Annual Targets for Leading Indicator 4.1 are set based on the likelihood of a student in grades 3 to 8 scoring Proficient/Advanced on the PSSA Math or PSSA ELA exams when scoring At/Above Grade Level on the within-year assessments. These relationships are used to determine Leading Indicator 4.1 Annual Targets because there is no available research by Renaissance on the relationship between Star Math or Star Reading and Keystone Exams. Starting in 2021-22, the percentile rank associated with scoring At/Above Grade Level on Star Math increased from the 40th percentile to the 70th percentile, meaning there is greater confidence that students who score At/Above Grade Level will score Proficient/Advanced on PSSA Math. The Annual Targets for Leading Indicator 4.1 were updated as a result of this percentile change. For more information on the relationship between a student's performance on Star Math and the PSSA Math and ELA exams, please see <http://doc.renlearn.com/kmnet/r005379488c3817f.pdf>.

⁶ Students are considered eligible if they were enrolled at their school on the last day of the testing window. In 2021-22, the Star Winter 1 assessment window ran from December 1, 2021 through December 23, 2021 and the Star Spring assessment window ran from May 16, 2022 through June 14, 2022.

⁷ Students are counted as participating if they completed a Star Math and a Star Reading assessment. Only results from assessments taken within the official testing window are counted.

⁸ The metric '% At/Above Grade Level: Change From Winter 1 2021-22' represents the percentage point difference between the percentage of students scoring At/Above Grade Level on Star Math & ELA (At/Above Benchmark) from the Winter 1 2021-22 assessment window to the Spring 2021-22 assessment window.

⁹ School groups are based on Winter 1 2020-21 performance data. Any schools that were not operational in 2020-21 are excluded from the performance metrics for On, Near, and Off Track school performance groups.

¹⁰ All students are required to participate except for students who are exempted based on their Individualized Education Program (IEP). For the Special Education student group, '% of Students Participating' includes all students, including those who are exempted, in the denominator.

¹¹ In 2019-20, 'Final Grades' represent grades at the end of Quarter 3. Due to COVID-19, the 2019-20 Quarter 3 was extended through the end of the school year, and Quarter 4 was canceled.

¹² In 2020-21, 'Final Grades' includes final grades of students who took an eligible CTE course in Quarter 4, as well as final grades of students who took an eligible CTE course in Quarter 2 but were not enrolled in an eligible CTE course in Quarter 4.

¹³ Eligible Career and Technical Education (CTE) students are those enrolled in CTE courses aligned to their grade level based on their enrollment at the end of the second or fourth grading quarter and are on track to take the NOCTI at the end of their 12th grade year. CTE courses can be half or full year courses, and are aligned to grade level by the following: Level 3 Coursework for students in grades 12, Level 2 Coursework for students in grade 11, and Level 1 Coursework for students in grade 10. Only CTE courses with coursework associated to an industry-aligned NOCTI Exam are included.

¹⁴ '% Eligible CTE Students Passing Coursework' measures the percentage of Career and Technical Education (CTE) students receiving a letter grade of A or B in their Level 1 CTE coursework for 10th grade or Level 2 CTE coursework for 11th grade. Only CTE courses with coursework associated to an industry-aligned NOCTI Exam are included.

¹⁵ The metric '% Eligible CTE Students Passing Coursework: Change from Final Grades, 2020-21' represent the percentage point difference between the percentage of students passing CTE Level 1 Coursework (Grade 10) or CTE Level 2 Coursework (Grade 11) with an A or B from Final Grades, 2020-21 to Final Grades, 2021-22.

¹⁶ Comprehensive Career and Technical Education (CTE) Schools are designated by the School District of Philadelphia where all students in grade 10 and above are expected to participate in CTE course progression. Schools with CTE Programs are schools where CTE students are integrated with peers that are not pursuing CTE paths. In 2021-22 Final Grades, four schools with CTE Programs did not have any eligible grade 11 CTE students and one school did not have any eligible grade 10 CTE students. In 2020-21 Final Grades, three schools with a CTE Program did not have any eligible grade 11 CTE students and four schools with CTE Programs did not have any eligible grade 10 CTE students.

¹⁷ Metrics for student groups are suppressed when either there are fewer than 20 eligible students in the student group, or, if another student group has fewer than 20 eligible students, a second student group's metrics are suppressed to prevent the first student group's metrics from being determined through simple calculations.

¹⁸ Career Clusters represent collections of career pathways available to District students. Each cluster includes multiple career tracks. For more information on Career Clusters and programs, visit <https://www.philasd.org/cte/our-cte-programs>.

Goals and Guardrails - •

Title: Progress Monitoring Presentation: College and Career Goals 4 & 5

Board of Education Meeting Date: 9/22/2022

Office Originating Request: Board of Education

Action Item Questions and Responses - •

Title: Action Item Questions and Answers

Board of Education Meeting Date: 9/22/2022

Office Originating Request: Board of Education

ATTACHMENTS:

Description

Action Item Questions and Answers

Type

Supporting Document



The School District of Philadelphia

Board of Education
Action Item Questions and Responses
September 22, 2022

Table of Contents

Page #

Action Item Questions

1

Action Item Questions	Submitted by:	Response
<p>5). <u>Contract with Lyra Health, Inc. Behavioral Health Provider (\$2,200,000)</u></p> <p>1. How does this interact w/ behavioral health services provided through District's employee health insurance plan? Would insurance presumably cover part of this cost?</p>	Board Member Lam	<p>1. This contract is intended to enhance our access to behavioral health care and expand our school-based critical incident support. The provider will work as a supplement to and in coordination with the current behavioral health services offered through our health insurance coverage. Currently, if an employee selects a provider directly through Independence Blue Cross (IBC) to engage in therapy, they would pay a \$25-35 co-pay. However, it has been difficult to obtain appointments with the existing IBC network of doctors and therapists. Under this new contract, if an employee engages in mental health appointments through this service with Lyra Health Inc., the first eight appointments would be covered without cost. Then after eight appointments, the employee would pay the</p>



The School District of Philadelphia

Board of Education Action Item Questions and Responses September 22, 2022

		traditional co-pay as set with our health insurance plan, and we would pick up the traditional employer cost of those appointments through our health insurance plan with IBC.
<p>6). Amendment to Contract with Magnum Integrated Marketing - Recruiting Marketing Campaign (\$564,500)</p> <ol style="list-style-type: none"> 1. What are the key instructional or non instructional positions that we are targeting with this marketing campaign? Are these positions represented and non represented positions? 2. What are the harder to fill areas? How are they being defined? What are the priority areas? 3. While I understand the need for marketing, what are the outcomes, specifically where were we prior to use of a marketing agency/firm and what is the demonstrated effectiveness? 4. What are the challenges in regard to recruitment? Is the SDP offering 	<p>Vice President Egea-Hinton</p> <p>Board Member Lam</p>	<ol style="list-style-type: none"> 1. This contract has been used for represented positions including all teaching positions, nurse positions, and the various non-instructional school-based staffing positions (e.g., general cleaners, special education assistants, bus chauffeurs, and food services staff). The specific positions that are targeted as part of recruitment efforts change over time depending on the needs of the District. For example, when bus chauffeurs became a position that was more difficult to fill in 2021, there were targeted ads and messages developed for that position. 2. For teacher positions, we define “hard to fill” as being subject areas where we have less than 1.5 qualified applicants for every role. For school-based support positions, we define “hard to fill” as positions where we have less than 2 qualified applicants for every role. Beyond these definitions, we also may add additional positions that arise based on the changing labor market, such as bus chauffeurs.



The School District of Philadelphia

Board of Education Action Item Questions and Responses September 22, 2022

<p>competitive salaries? What are the challenges in recruitment both internally and externally?</p> <ol style="list-style-type: none"> 5. Original Contract was \$564,500 for 2 years. This is a proposal to triple the cost and extend for an additional 17 months. How has the vendor demonstrated its effectiveness since the start of the contract? 6. Additional compensation and title don't match? 7. Why is the spend for the extension double the original spend? 8. What is the overall strategy with other recruitment efforts such as LinkedIn? 9. How often does the Talent Office reflect on their recruitment strategies and add resources to their arsenal? Annual basis? 		<ol style="list-style-type: none"> 3. Labor market difficulties and shifts in needs demonstrate the clear need for ongoing targeted marketing to reach candidates who are interested in working with SDP. The clearest example of outcomes correlated to marketing are the increase in our number of applications for various roles. Increased investment in marketing has nearly tripled our teacher application numbers (from approximately 800 applications in 2017 to 2,213 in 2022). Increased investment in marketing has quadrupled our school-based support applications (with an increase of 3,759 online applications for a total of 4,745 since the start of the marketing campaign). 4. For teachers, the most challenging piece of recruitment is the pipeline, both nationally and in Pennsylvania. In recent years, the pipeline problem has worsened while ARPA dollars have provided for districts to create more and more positions (teacher, assistant principal, etc.) that are filled by the same pipeline. SDP benefits from the Teacher Residency (now training a sixth cohort of teachers in hard to fill content areas). Additionally, the Paraprofessional Pipeline work will serve our needs in future years in training current SDP staff
--	--	---



The School District of Philadelphia

Board of Education Action Item Questions and Responses September 22, 2022

		<p>members to become teachers of record within our organization.</p> <p>For school-based staff, a major challenge is the labor market that has more opportunities than available candidates for most positions. With for-profit companies such as Amazon expanding their roles in competition with public employment, we are not always able to be competitive with salaries to the for-profit sector. We have recently negotiated salary increases across four of our five unions to increase salary to become more competitive. (The fifth and final union contract will be negotiated in 2023.) Finally, we do face challenges in completing all requirements necessary to comply with school code and Board policy requirements in a timely manner and are in the midst of reviewing our process to provide more direct support to candidates during their hiring process.</p> <p>5. The contract amount remains a total not to exceed \$564,500 per year. The purpose of the action item is to authorize (1) that continued level of spending for FY23 and FY24 and (2) amend the contract to align its term to our fiscal year, rather than the current calendar year, to make within-year</p>
--	--	--



The School District of Philadelphia

Board of Education Action Item Questions and Responses September 22, 2022

		<p>invoicing easier for the District and the vendor. Aligning to the fiscal year requires a 17 month contract, rather than a 24 month contract. (See #3 for demonstrated effectiveness.)</p> <p>6. The title has been updated to reflect the additional compensation and now reads, "Amendment to Contract with Magnum Integrated Marketing - School District Recruiting Marketing Campaign (\$1,129,000)"</p> <p>7. This action item will authorize the District to extend the contract with Magnum for the next two fiscal years. The proposed contract amount is up to \$564,500 per year in FY23 and FY24 for a total not to exceed \$1,129,000. This proposed annual spending level remains the same as FY22.</p> <p>8. The marketing campaign supported by this Action Item is one lever as part of our full recruitment strategy. The Office of Talent utilizes paid contracts with online recruitment sites such as LinkedIn and Indeed for targeted postings. The District also posts in specific and targeted areas such as associations and organizations related to job-specific roles (e.g., nurse postings on a PA nurse board and HR jobs posted in the Society for Human Resource Professionals). We also utilize</p>
--	--	---



The School District of Philadelphia

Board of Education Action Item Questions and Responses September 22, 2022

		<p>components of our media strategy for recruitment (see example of this in these recent stories on KYW, CBS, and Chalkbeat). We participate in and host online and in person job fairs as part of our recruitment campaign. We also utilize executive search firms for specific roles as a supplement to our recruitment efforts. But the best recruitment efforts are the result of work of all schools and offices in the District that can generate positive news stories that can be shared every day with candidates, families, and students about their experiences with the School District of Philadelphia.</p> <p>9. On an annual basis, we do larger stepbacks to review our recruitment goals and outcomes to adjust strategies as needed. This contract is one that is adjusted more often, as we meet with the company every other week to review data including staff fill rates and application numbers.</p>
<p>10) Amendment of the Contract with Various Vendors for Supplemental Professional Mechanical, Electrical, and Plumbing (MEP) Design Services (\$5,000,000)</p>	<p>Vice President Egea-Hinton</p> <p>Board Member Lam</p>	<p>1. (a) The additional funding is not to support unexpected costs but rather support design requirements for over 62 mechanical, electrical and plumbing projects that were Board-approved for FY23 with a value of \$71M. Professional design services such as these are critical supports to</p>



The School District of Philadelphia

Board of Education Action Item Questions and Responses September 22, 2022

<ol style="list-style-type: none"> 1. This item is requesting additional funding-were costs or issues unexpected? Were life cycle replacements part of initial planning? 2. This is a \$5 million increase on a \$10 million contract. What caused the estimate to be off by so much? What prices increased? Are these just for the design or is any of it for the repairs and maintenance that would follow? 		<p>sustain the capital building program's mission to improve systems and the buildings where they are housed. (b) Life cycle replacements are part of the capital planning process.</p> <ol style="list-style-type: none"> 2. (a) The original contract started in 2021, and the request is to continue with the professional design services to support FY23 board-approved projects. The original estimate did not include the FY23 projects. (b) The contract is just for design services to support the planned replacements in mechanical, electrical, and plumbing projects.
<p>13) Contract with Mobilease Modular Space Inc. Modular Building at Shallcross Bus Depot (\$1,786,840)</p> <ol style="list-style-type: none"> 1. Is the security trailer the long-term solution for Shallcross Bus garage? 2. Who would monitor the modular space and surveillance equipment during gaps in staffing? 	<p>Vice President Egea-Hinton</p> <p>Board Member Lam</p>	<ol style="list-style-type: none"> 1. Yes. The security trailer will support deterrence initiatives against vandalism. 2. In collaboration with the Office of Safety, safety officers will monitor activities at Shallcross from the modular space.
<p>15) Contract with Tealbook, Inc. - Supplier Data Platform (\$100,000)</p> <ol style="list-style-type: none"> 1. How will the District determine that this system is effective? 	<p>Vice President Egea-Hinton</p>	<ol style="list-style-type: none"> 1. Tealbook is a master supplier data foundation which provides real time supplier information, increases access to more diverse suppliers, and can be utilized to increase focus on local suppliers. Utilizing subscriptions of the Tealbook platform will



The School District of Philadelphia

Board of Education Action Item Questions and Responses September 22, 2022

<ol style="list-style-type: none"> 2. Will this be an annual contract? 3. How will the District track utilization of this platform to ensure that we are getting the maximum efficiency? 		<p>provide Procurement staff with the access to better engage local vendors in the Philadelphia area in addition to a wide range of vendors throughout the country that can provide similar commodities and services to support our competitive processes and Board procurement policies 610-612. Procurement Staff will track how many additional potential vendors were identified through TealBook, increases in the numbers of those who submitted bids/responses, numbers of those who were successful, and whether or not the increased pools of applicants reflected increased diversity and local participation.</p> <ol style="list-style-type: none"> 2. The Action Item is for a one-year contract with three one-year renewal options. The goal is to review the impacts of the Tealbook system as noted in the response to Question #1, evaluate effectiveness, and determine whether we wish to renew each year going forward. 3. As noted in the response to Question #1, the Procurement Office will be evaluating whether or not the use of Tealbook increased vendor interest, vendor participation and vendor success rates in our procurement process.
--	--	--



The School District of Philadelphia

Board of Education Action Item Questions and Responses September 22, 2022

<p>16) <u>Authorization of Purchase for Printing Services Equipment with Ricoh USA, Inc. - \$90,000</u></p> <ol style="list-style-type: none"> 1. What are we spending to outsource these services? What are projected savings bringing this inhouse? 2. What is the whole picture? There are a number of contracts that keep coming up? What is the maintenance strategy? How do these action items connect? Do we have cost savings? Analysis on paper usage? What are the trends? 3. Request for cost-analysis 4. What are we going to do with the current machines that are in the building? 5. Have we seen a decrease in the use of printing services since the pandemic? 	<p>Vice President Egea-Hinton</p> <p>Board Member Thompson</p> <p>Board Member Streater</p>	<ol style="list-style-type: none"> 1. Schools and the central office currently spend hundreds of thousands of dollars for items such as personalized water bottles and pencils, printing directly on foam boards and fabrics, and similar items. It is difficult to identify annual savings both because we have not had consistent spend rates for these activities during the pandemic years and some activity was curtailed due to a lack of available or affordable vendors. 2. These purchases are different from the overall RICOH contract which was approved at the August Board meeting. That contract was for all of the copiers/printers that are utilized across schools and the central office. That contract includes maintenance and supplies and has continuous review of how systems are being used and where capacity needs to be adjusted. This contract is for three specific machines to be utilized in Printing Services in their support of schools and offices for large printing jobs, specialized services, etc. By purchasing these machines, we can provide additional specialized services (e.g., specialty printing, fabric printing, etc.) which will reduce our dependence on outside vendors and reduce overall costs.
--	---	---



The School District of Philadelphia

Board of Education Action Item Questions and Responses September 22, 2022

		<ol style="list-style-type: none"> 3. Please see the response to Question #1. 4. We do not currently have these types of machines. This would be an expansion of the services that the Print Shop could provide to schools and offices. 5. We have seen an increase in some services since the pandemic (an increase in large informational mailings, for example) and a decrease in others, though trends are uneven. For example, at the beginning of the pandemic we had to do large print jobs for instructional materials while the District was transitioning to online learning. As communications strategies with families have evolved over the past few years, the volume and nature of paper based printing continues to change.
<p>18) Ratification of Acceptance of Grant from the Pennsylvania Department of Environmental Protection, On-Road Rebate Program (\$468,000)</p> <ol style="list-style-type: none"> 1. How many charging stations do we have? 2. Request for information on the intended transportation strategy 	<p>Board Member Danzy</p> <p>Board Member Salley</p>	<ol style="list-style-type: none"> 1. We have 5 charging stations installed for the 5 buses that we have procured. 2. We are in consultation with a 3rd party vendor to help us develop action items necessary to modernize our fleet, to include the installation of smart software to track optimal charging times for our electric fleet. Other transition systems will be included in the plan such as gasoline and propane.



The School District of Philadelphia

Board of Education
Action Item Questions and Responses
September 22, 2022

<p>connected to this work inclusive of software that goes with charging stations & operational systems</p>		<p>The goal is to modernize the majority of our fleet in 10 years.</p>
<p>19) Occupational Advisory Committee Members for the 2022-23 School Year - Career and Technical Education Programs</p> <p>1. How does this relate to the PLA?</p>	<p>President Wilkerson</p>	<p>1. Although the Occupational Advisory Committee (OAC) is not directly connected to the PLA, they share some goals, including supporting Construction/Advanced Manufacturing CTE programs throughout the District and increasing the number of our students who will be able to join the building trades after graduating. OACs are mandated by Chapters 4 and 339 of Title 22 of the Pennsylvania Code and provide a vital link between the Career & Technical Education office, and the local and regional business and industry community. The OAC's function in an advisory capacity in order to:</p> <ul style="list-style-type: none"> • Provide recommendations to improve the quality of the occupational program. • Support and strengthen the relationship between business, industry, the community, and education. • Make recommendations to strengthen and expand the curriculum and provide assistance in implementing these recommendations.



The School District of Philadelphia

Board of Education Action Item Questions and Responses September 22, 2022

		<ul style="list-style-type: none"> Articulate long-term goals and objectives of the occupational program to parents, employers, and the community. Assist in identifying needs, determining priorities, and reviewing and evaluating curriculum.
<p>20) Contract with Resources for Human Development, Inc., for the Provision of Educational Services at Stepping Stones (\$240,000)</p> <ol style="list-style-type: none"> Is this the only contract for these services? How many students are getting services from Stepping Stones and other vendors? How will the District ensure that Stepping Stone and other vendors are properly staffed to support the students and provide services? 	<p>Board Member Danzy</p> <p>Board Member Egea-Hinton</p> <p>Board Member Lam</p>	<ol style="list-style-type: none"> Yes. This is the only OSS contract for these services. It varies and depends on the number of children/patients sent to the mental health facility by DHS and other social service and medical providers. The District is responsible for paying for the educational component only at this mental health facility. The District does not send students to this program for special educational purposes. An OSS case manager attends all IEP meetings and inter-agency meetings held at the facility.
<p>21) Contract with Demetrius Weaver - Science Leadership Academy @ Beeber (\$50,000)</p>	<p>Board Member Fix-Lopez</p> <p>President Wilkerson</p>	<ol style="list-style-type: none"> This contract is paid by the school and not the Office of Schools Budget. The school is paying for this based on operating dollars in their budget. Other District schools that



The School District of Philadelphia

Board of Education Action Item Questions and Responses September 22, 2022

<ol style="list-style-type: none"> 1. Why is the District paying for this position from the Office of Schools budget rather than school's budget? 2. How is the District selecting schools to receive these types of dollars from the central office? 		<p>wish to receive this type of service would use their operating dollars as well.</p>
<p>23) Agreement for Service - Carahsoft Qualtrics - Added 9.7.2022</p> <ol style="list-style-type: none"> 1. How does this play out in a school? 2. What data will the District and city be collecting? 3. Who will own the data? 4. How will this contract impact the protocols that the District currently has in place? 5. Will charter schools also participate in this agreement? 6. Is this software cloud based? 	<p>Board Member Fix-Lopez</p> <p>Board Member Lam</p> <p>Board Member Salley</p>	<ol style="list-style-type: none"> 1. The Carahsoft system will replace the Google forms currently used by the COVID Response Team. Platform implementation will include case reporting, case management, letter notification distribution, and quality assurance testing. School administrators will also receive notification letters through this system. 2. We currently collect the number of positive COVID cases and the number of close contacts reported by all schools. We also collect data on case symptoms and COVID vaccination status. We will continue to collect the same information to help us identify trends and provide targeted support when needed. This data is shared with PDPH and also helps that agency with decision making with city-wide implications. 3. The School District of Philadelphia will own the data.



The School District of Philadelphia

Board of Education Action Item Questions and Responses September 22, 2022

		<ol style="list-style-type: none">4. The contract will not impact current COVID protocols. The new system will allow all involved with responding to COVID-related management to more easily and quickly identify outbreaks, understand current COVID trends at the school and across schools and at a district-wide level.5. No, charter schools will not participate in this effort. Charter schools establish their own COVID protocols and data management systems.6. Yes, the software is cloud based.
--	--	---

Action Item - 1.

Title: Approval of Personnel Terminations (Updated 9.22.2022)

Board of Education Meeting Date: 9/22/2022

Action under consideration

RESOLVED, by the Board of Education that the employment of the *following individuals* are terminated effective September 22, 2022, as recommended by the Superintendent.

Names to be provided for public view immediately prior to the Board of Education Action Meeting

Office Originating Request: Talent

ATTACHMENTS:

Description

9_22_2022 Action Item 1

Type

Supporting Document

Subject: Administration's recommended termination of employee(s)

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 employees effective September 22, 2022:

Tamika Parker	Teacher-TPE
Dossie Dupree	Special Education Assistant
Courtney Powers	Teacher
Andrew Nicastri	Teacher
Sherita Allen	Climate & Culture Coach

Action Item - 2.

**Title: Administration's Recommendation for Termination of Professional Employees -
WITHDRAWN BY STAFF**

Board of Education Meeting Date: 9/22/2022

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:

Names to be provided for public view immediately prior to the Board of Education Action Meeting

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

Action Item - 3.

Title: Approval of Personnel Hires (Updated 9.15.2022)

Board of Education Meeting Date: 9/22/2022

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 August 31, 2022 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

9_22_2022 Action Item 3

Type

Supporting Document

RESOLVED, that the Board of Education hereby ratifies the appointment of the following persons to the positions, on the effective dates through **August 31, 2022** 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

ARTHUR, MALIKA	STUDENT CLIMATE STAFF,6 HOURS	OLNEY HIGH SCHOOL	08/26/22	\$17,744.00 ANNUAL SALARY
BATISTA, MERCEDES	TEACHER,FULL TIME	TAYLOR, BAYARD SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
BRANCH, PHYLCIA	TEACHER,FULL TIME	BRYANT, WILLIAM C. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
BROWN, TARA	TEACHER,FULL TIME	HOWE, JULIA WARD SCHOOL	08/26/22	\$51,539.00 ANNUAL SALARY
CAMPBELL, LEAH	SCHOOL PSYCHOLOGIST	OFFICE OF SPECIALIZED SERVICES	08/01/22	\$100,101.00 ANNUAL SALARY
CHEREGO, CHRISTINA	SCHOOL COUNSELOR, 10 MONTHS	ROOSEVELT ELEMENTARY SCHOOL	08/19/22	\$51,539.00 ANNUAL SALARY
COLLISON, CHARAE C	TEACHER,SPEC EDUCATION	KELLEY, WILLIAM D. SCHOOL	08/16/22	\$74,637.00 ANNUAL SALARY
DANIELS, BERNICE	TEACHER,FULL TIME	WELSH, JOHN SCHOOL	08/16/22	\$56,416.00 ANNUAL SALARY
DAVIS, PRECIOUS	STUDENT CLIMATE STAFF,5 HOURS	FRANK, ANNE SCHOOL	08/16/22	\$14,367.00 ANNUAL SALARY
FERREIRA CINTRON, NATHALIE	TEACHER,FULL TIME	MC CLURE, ALEXANDER K. SCHOOL	08/16/22	\$70,690.00 ANNUAL SALARY
GIBBONS-BROWN, COLLEEN	TEACHER,SPEC EDUCATION	STRAWBERRY MANSION HIGH SCHOOL	08/16/22	\$53,562.00 ANNUAL SALARY
HAMMOND, DAWN	TEACHER,FULL TIME	WEST PHILADELPHIA HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
HASHIMI, MIR ATIQULLAH	COUNSELING ASST,BILINGUAL	SOLIS-COHEN, SOLOMON SCHOOL	08/16/22	\$24,939.00 ANNUAL SALARY
HILL, RODNEY	SCHOOL COUNSELOR, 10 MONTHS	BETHUNE, MARY MCLEOD SCHOOL	08/16/22	\$54,763.00 ANNUAL SALARY
KENSEY, ANDREW JULIAN	TEACHER,SPEC EDUCATION	WAGNER, GEN. LOUIS MIDDLE SCH.	08/26/22	\$52,459.00 ANNUAL SALARY
LAWRENCE, MUBARAK IBN-MUSTAFA	SCHOOL CLIMATE MANAGER	THE WORKSHOP SCHOOL	08/16/22	\$67,302.00 ANNUAL SALARY
MALLOY, ALYSSA	SCHOOL COUNSELOR, 10 MONTHS	RHODES ELEMENTARY SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY

Personnel Hires
September 22, 2022
Page 2 of 33

MASKER, SARAH	TEACHER,FULL TIME	DICK, WILLIAM SCHOOL	08/26/22	\$51,539.00 ANNUAL SALARY
MATHIS, TENIA	TALENT SPECIALIST	RECRUITMENT & STAFFING	08/29/22	\$55,915.00 ANNUAL SALARY
MCMULLEN, JORDAN DUBREUIL	TEACHER,FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
MOCKLER, CAITLIN J	TEACHER,FULL TIME	HOLME, THOMAS SCHOOL	08/26/22	\$50,065.00 ANNUAL SALARY
REILLY, GILLIAN G	TEACHER,SPEC EDUCATION	FARRELL, LOUIS H. SCHOOL	08/26/22	\$63,781.00 ANNUAL SALARY
REILLY, LILLIAN	TEACHER,FULL TIME	KENSINGTON CAPA	08/16/22	\$50,065.00 ANNUAL SALARY
RINCON, DURNES ANGELICA	TEACHER,FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$70,690.00 ANNUAL SALARY
SANTOS, YASMIN	TEACHER,FULL TIME	FELTONVILLE ARTS & SCIENCES	08/16/22	\$50,065.00 ANNUAL SALARY
SARABIA OLETA, LITZY	TEACHER,FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
SCULLY, ANNA	TEACHER,FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	08/16/22	\$50,065.00 ANNUAL SALARY
SELLERS, TYREE	STUDENT CLIMATE STAFF,4 HOURS	DEBURGOS, J. ELEMENTARY	08/16/22	\$11,493.00 ANNUAL SALARY
SIMMONS, SOPHIA OLIVIA	TEACHER,FULL TIME	FITLER ACADEMICS PLUS	08/24/22	\$76,387.00 ANNUAL SALARY
SMALL, CHYRL	STUDENT CLIMATE STAFF,4 HOURS	BETHUNE, MARY MCLEOD SCHOOL	08/16/22	\$17,240.00 ANNUAL SALARY
STRICKER PUCHALSKI, KAREN WERENA	COUNSELING ASST,BILINGUAL	NORTHEAST COMMUNITY PROPEL ACD	08/16/22	\$24,939.00 ANNUAL SALARY
TANNEY, SUSAN C	TEACHER,SPEC EDUCATION	PENROSE SCHOOL	08/16/22	\$55,681.00 ANNUAL SALARY
VELEZ, BRITTANY	STUDENT CLIMATE STAFF,6 HOURS	WARING, LAURA W. SCHOOL	08/26/22	\$17,744.00 ANNUAL SALARY
WASHINGTON, JANUARY T	TEACHER,SPEC EDUCATION	MARSHALL, THURGOOD SCHOOL	08/16/22	\$88,237.00 ANNUAL SALARY
WHANG, MIYOUNG PARK	TEACHER,FULL TIME	CENTRAL HIGH SCHOOL	08/16/22	\$76,387.00 ANNUAL SALARY
WITHERS, BRITTANY ROSE	TEACHER,FULL TIME	DISSTON, HAMILTON SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
ABBOTT, AMINA	TEACHER,FULL TIME	STEARNE, ALLEN M. SCHOOL	08/16/22	\$73,357.00 ANNUAL SALARY
ABRAMS, NINA L	TEACHER,FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
ABREU, JULIA	SCHOOL COUNSELOR, 10 MONTHS	OLNEY HIGH SCHOOL	08/16/22	\$68,838.00 ANNUAL SALARY
ANDRAWOS, ALISON JOY	TEACHER,FULL TIME	POTTER-THOMAS SCHOOL	08/16/22	\$73,357.00 ANNUAL SALARY
ANEKWE, TOBENNA	TEACHER,FULL TIME	DEBURGOS, J. ELEMENTARY	08/16/22	\$62,953.00 ANNUAL SALARY

ANGELES-FIGUEROA, YADIERYS	TEACHER, FULL TIME	SCIENCE LEADERSHIP ACADEMY	08/16/22	\$50,065.00 ANNUAL SALARY
APT, SARAH	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$73,357.00 ANNUAL SALARY
ASHTON, DYLAN	TEACHER, FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
BALILI-SINANAJ, JONA	BEHAVIORAL HEALTH COUNSELOR	WASHINGTON, GEORGE HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
BETSKER, REID WILLIAM	TEACHER, SPEC EDUCATION	MCKINLEY, WILLIAM SCHOOL	08/16/22	\$55,403.00 ANNUAL SALARY
BIAS, JESSICA HARDY	TEACHER, FULL TIME	RHOADS, JAMES SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
BILTO, RIEL R	TEACHER, FULL TIME	EDMONDS, FRANKLIN S. SCHOOL	08/26/22	\$84,394.00 ANNUAL SALARY
BOUGTOUB, ISSAM	TEACHER, FULL TIME	WASHINGTON, GEORGE HIGH SCHOOL	08/16/22	\$71,876.00 ANNUAL SALARY
BOZZUTO, DANIEL JAMES	TEACHER, FULL TIME	KENSINGTON HIGH SCHOOL	08/16/22	\$62,396.00 ANNUAL SALARY
BRIDGE, JESSICA	TEACHER, FULL TIME	SPRUANCE, GILBERT SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
BROWN, RYAN	TEACHER, FULL TIME	KIRKBRIDE, ELIZA B. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
BURAK, BLAIR ROVNER	TEACHER, SPEC EDUCATION	DUNBAR, PAUL L. SCHOOL	08/16/22	\$63,781.00 ANNUAL SALARY
CAMPOS, JACKLYNN	TEACHER, FULL TIME	MOORE, J. HAMPTON SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
CANARY, CHRISTOPHER DAVID	TEACHER, FULL TIME	GIRLS, PHILA HIGH SCHOOL FOR	08/16/22	\$73,357.00 ANNUAL SALARY
CAPRIOTTI, GABRIELLE	TEACHER, SPEC EDUCATION	MOORE, J. HAMPTON SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
CARNARD, ARLEN	TEACHER, SPEC EDUCATION	OVERBROOK HIGH SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
CARSELLO, CATHERINE EMILY	TEACHER, FULL TIME	GIRARD ACADEMIC MUSIC PROGRAM	08/16/22	\$51,539.00 ANNUAL SALARY
CAVE, ZACHERY	TEACHER, SPEC EDUCATION	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$52,459.00 ANNUAL SALARY
CIONE, CASSANDRA ROSE	TEACHER, FULL TIME	VARE-WASHINGTON ELEMENTARY	08/16/22	\$63,412.00 ANNUAL SALARY
CLARKE, CAITLIN	TEACHER, FULL TIME	ROXBOROUGH HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
CLEMONS, MEKHI JAMAL	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$52,184.00 ANNUAL SALARY
COBB, ALICIA	SCHOOL COUNSELOR, 10 MONTHS	LEA, HENRY C.	08/16/22	\$52,184.00 ANNUAL SALARY
COHEN, RIVKAH	TEACHER, FULL TIME	SOUTHWARK SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
COMP-LEWIS, ABIGALE SKY	TEACHER, FULL TIME	WEST PHILADELPHIA HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY

COOK, SAMANTHA RACHELLE	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
CORWELL, GREGORY	TEACHER, FULL TIME	STANTON, EDWIN M. SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
DINAN-SARNOSKI, MEGAN	TEACHER, SPEC EDUCATION	SAUL, WALTER B. HIGH SCHOOL	08/16/22	\$75,894.00 ANNUAL SALARY
DISANDRO, CRISTINA ANN	TEACHER, FULL TIME	DEBURGOS, J. ELEMENTARY	08/16/22	\$74,823.00 ANNUAL SALARY
DISTASIO, NICOLE MARIE	TEACHER, FULL TIME	CONSTITUTION HIGH SCHOOL	08/16/22	\$62,396.00 ANNUAL SALARY
DO, BRANDON	TEACHER, FULL TIME	SOUTH PHILADELPHIA HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
DOREIAN, IAN W	TEACHER, FULL TIME	ENGINEERING & SCIENCE HIGH SCH	08/16/22	\$87,844.00 ANNUAL SALARY
DRAKE, BRENDEN	TEACHER, FULL TIME	MIFFLIN, THOMAS SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
DUPREE-EKPAJI, ASHEZI MELENE	TEACHER, SPEC EDUCATION	ROXBOROUGH HIGH SCHOOL	08/16/22	\$52,459.00 ANNUAL SALARY
FAREL, MACKENZIE	TEACHER, FULL TIME	WASHINGTON, GEORGE HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
FAUST, ERIC JAMES	TEACHER, FULL TIME	HILL-FREEDMAN WORLD ACADEMY	08/16/22	\$69,392.00 ANNUAL SALARY
FELBER, SIGAL	TEACHER, FULL TIME	FRANKLIN LEARNING CENTER	08/16/22	\$51,539.00 ANNUAL SALARY
FIELDS, DAION LYNAE	TEACHER, FULL TIME	BLANKENBURG, RUDOLPH SCHOOL	08/16/22	\$62,396.00 ANNUAL SALARY
FILUT, ROBIN COOPER	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$87,844.00 ANNUAL SALARY
FINKEY, HOLLY	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
GIANNOUMIS, EUGENIA ELENI	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
GIRMAN, EMILY	TEACHER, FULL TIME	WASHINGTON, GEORGE HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
GOLDBERG, JESSICA	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$65,708.00 ANNUAL SALARY
GOMBERG, RACHEL	TEACHER, FULL TIME	FRANKLIN LEARNING CENTER	08/16/22	\$63,412.00 ANNUAL SALARY
GONZALEZ, APRIL	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
GREEN, RHODESIA P	BEHAVIORAL HEALTH COUNSELOR	WEST PHILADELPHIA HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
GUILLORY, BARBARA	TEACHER, SPEC EDUCATION	EDISON, THOMAS A. HIGH SCHOOL	08/24/22	\$73,721.00 ANNUAL SALARY
GUSHUE, HELEN KATHRYN	TEACHER, FULL TIME	HOUSTON, HENRY H. SCHOOL	08/16/22	\$63,412.00 ANNUAL SALARY
HARPER, TAMIR D	TEACHER, FULL TIME	LEA, HENRY C.	08/16/22	\$50,065.00 ANNUAL SALARY

HARRIS, CHRISTIAN	TEACHER, FULL TIME	SWENSON ARTS/TECH HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
HATTRICH, STEPHEN	TEACHER, FULL TIME	ACADEMY AT PALUMBO	08/16/22	\$51,539.00 ANNUAL SALARY
HOBAN, EILEEN S	TEACHER, FULL TIME	RICHMOND SCHOOL	08/16/22	\$62,396.00 ANNUAL SALARY
HOLLEY, TAMMY MARIE	TEACHER, FULL TIME	ZIEGLER, WILLIAM H. SCHOOL	08/16/22	\$65,708.00 ANNUAL SALARY
HUGHES, DOMINIQUE	TEACHER, SPEC EDUCATION	MOORE, J. HAMPTON SCHOOL	08/16/22	\$60,193.00 ANNUAL SALARY
HURLEY, THOMAS	TEACHER, SPEC EDUCATION	SAYRE, WILLIAM L. HIGH SCHOOL	08/16/22	\$88,237.00 ANNUAL SALARY
HYUN, YOOJIN	TEACHER, FULL TIME	BLANKENBURG, RUDOLPH SCHOOL	08/16/22	\$60,004.00 ANNUAL SALARY
JACKSON, ERIC F.	SCHOOL COUNSELOR, 10 MONTHS	HANCOCK DEMONSTRATION SCHOOL	08/16/22	\$87,844.00 ANNUAL SALARY
JENSKY, ALEXANDRA	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
JONES, CHRISTOPHER W	TEACHER, FULL TIME	FELS, SAMUEL HIGH SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
KATSIFF, EMILY R	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
KENNEY, SARAH	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$58,810.00 ANNUAL SALARY
LACEY, JILLIAN ELIZABETH	TEACHER, FULL TIME	LOGAN, JAMES SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
LANDES, SAMUEL	TEACHER, SPEC EDUCATION	TILDEN MIDDLE SCHOOL	08/29/22	\$50,986.00 ANNUAL SALARY
LECOMTE, CAROLYN SUZANNE	TEACHER, FULL TIME	SOUTHWARK SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
LEDESMA, EMILY	TEACHER, FULL TIME	FELS, SAMUEL HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
LEFTWICH, DIMIR DESEAN	TEACHER, FULL TIME	SOUTHWARK SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
LEVY, AMANDA	TEACHER, FULL TIME	OVERBROOK EDUCATIONAL CENTER	08/16/22	\$74,823.00 ANNUAL SALARY
LIBERATO-MERCEDES, KEON	TEACHER, FULL TIME	BETHUNE, MARY MCLEOD SCHOOL	08/16/22	\$57,247.00 ANNUAL SALARY
LIU, JULIE	TEACHER, FULL TIME	NORTHEAST COMMUNITY PROPEL ACD	08/16/22	\$50,065.00 ANNUAL SALARY
LUCKANGELO, HOLLY	TEACHER, FULL TIME	SOLIS-COHEN SCHOOL HEAD START	08/16/22	\$73,357.00 ANNUAL SALARY
MACK, SAMIRA	TEACHER, FULL TIME	CREATIVE AND PERFORMING ARTS	08/16/22	\$50,065.00 ANNUAL SALARY
MATOS, YVONNE	TEACHER, FULL TIME	WASHINGTON, GEORGE HIGH SCHOOL	08/16/22	\$54,022.00 ANNUAL SALARY
MCCANEY, GIANNA R	TEACHER, FULL TIME	ARTHUR, CHESTER A. SCHOOL	08/16/22	\$60,004.00 ANNUAL SALARY

Personnel Hires
September 22, 2022
Page 6 of 33

MCGINNIS, JOSEPH	TEACHER, FULL TIME	WASHINGTON, GEORGE HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
MCINNESHIN, MICHAEL	TEACHER, SPEC EDUCATION	OLNEY HIGH SCHOOL	08/16/22	\$91,931.00 ANNUAL SALARY
MCKEVITT, ANNAMARIE	TEACHER, FULL TIME	JUNIATA PARK ACADEMY	08/16/22	\$71,876.00 ANNUAL SALARY
MERGOTT, KATHERINE ELIZABETH	TEACHER, FULL TIME	STANTON, EDWIN M. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
MILES, CHERYL	TEACHER, FULL TIME	RHOADS, JAMES SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
MILEWSKI MOSKAL, MARYANN	TEACHER, FULL TIME	LOESCHE, WILLIAM H. SCHOOL	06/16/22	\$96,265.00 ANNUAL SALARY
MILLER, ROBIN C	TEACHER, FULL TIME	NORTHEAST COMMUNITY PROPEL ACD	08/16/22	\$87,844.00 ANNUAL SALARY
MOORE, MEGAN	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$66,448.00 ANNUAL SALARY
MOSELEY, MICHAELA MALLETTE	TEACHER, FULL TIME	BUILDING 21	08/16/22	\$65,708.00 ANNUAL SALARY
NELSEN, SCOTT	TEACHER, FULL TIME	THE WORKSHOP SCHOOL	08/16/22	\$73,255.00 ANNUAL SALARY
NOBLE, GRACE	TEACHER, FULL TIME	ACADEMY AT PALUMBO	08/16/22	\$73,255.00 ANNUAL SALARY
OJO, TAIWO	TEACHER, FULL TIME	BLANKENBURG, RUDOLPH SCHOOL	08/16/22	\$95,712.00 ANNUAL SALARY
OPSHINSKY, CAITLIN	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$68,838.00 ANNUAL SALARY
ORELLANA, SAMANTHA	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$62,396.00 ANNUAL SALARY
PEGUERO, SOFIA	TEACHER, SPEC EDUCATION	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$81,461.00 ANNUAL SALARY
PELUSO, ALEXA	SCHOOL COUNSELOR, 10 MONTHS	HOLME, THOMAS SCHOOL	08/16/22	\$73,255.00 ANNUAL SALARY
PHILIPS, MISSY RAE	TEACHER, FULL TIME	RHOADS, JAMES SCHOOL	08/16/22	\$54,022.00 ANNUAL SALARY
POLACHECK, LINDSEY MARIE	BEHAVIORAL HEALTH COUNSELOR	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$87,844.00 ANNUAL SALARY
POWELL, JUSTIN	TEACHER, FULL TIME	SCIENCE LEADERSHIP ACADEMY MS	08/16/22	\$81,074.00 ANNUAL SALARY
POWER, MARTIN	TEACHER, FULL TIME	ARTS ACADEMY AT BENJAMIN RUSH	08/16/22	\$52,184.00 ANNUAL SALARY
POWERS, MOLLY	TEACHER, SPEC EDUCATION	HUNTER, WILLIAM H. SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
RAMOS-PAGAN, SHEILA GISSEL	SCHOOL COUNSELOR, 10 MONTHS	OLNEY HIGH SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
RIVIELLO, CHRISTOPHER	TEACHER, FULL TIME	TILDEN MIDDLE SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
ROBERSON, KIRA	TEACHER, FULL TIME	ARTS ACADEMY AT BENJAMIN RUSH	08/16/22	\$51,539.00 ANNUAL SALARY

SABO, KEITH	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$73,357.00 ANNUAL SALARY
SALAMONE, LINDSEY	TEACHER, FULL TIME	COMLY, WATSON SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
SALVITTI, ANTHONY	TEACHER, DEMONSTRATION, SPEC ED	HANCOCK DEMONSTRATION SCHOOL	08/16/22	\$75,472.00 ANNUAL SALARY
SAMS, RUSSELL	TEACHER, FULL TIME	WEST PHILADELPHIA HIGH SCHOOL	08/16/22	\$60,004.00 ANNUAL SALARY
SCULLIN, JOSEPH J	TEACHER, SPEC EDUCATION	OLNEY HIGH SCHOOL	08/16/22	\$81,461.00 ANNUAL SALARY
SENNER, JANE MAGDALENE	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$69,392.00 ANNUAL SALARY
SHAHAR, DANIEL	TEACHER, FULL TIME	THE WORKSHOP SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
SHAREEQ, SHAQRAN	TEACHER, FULL TIME	STEEL, EDWARD T. SCHOOL	08/16/22	\$60,004.00 ANNUAL SALARY
SHARPE, BARBARA	TEACHER, FULL TIME	KENSINGTON HEALTH SCIENCES	08/16/22	\$70,690.00 ANNUAL SALARY
SIMON, MADELYN	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/22	\$50,065.00 ANNUAL SALARY
SIPLER, OLIVIA	TEACHER, FULL TIME	JUNIATA PARK ACADEMY	08/16/22	\$51,539.00 ANNUAL SALARY
SKIPWORTH, NAIMAH S	TEACHER, FULL TIME	MARSHALL, THURGOOD SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
SLADKY, EMILY ANN	TEACHER, FULL TIME	BLAINE, JAMES G. SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
SOLOWAY, MATTHEW H	SCHOOL COUNSELOR, 10 MONTHS	CONSTITUTION HIGH SCHOOL	08/16/22	\$66,725.00 ANNUAL SALARY
SOTO, BENJAMIN	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
SPRAGUE, KAYLEIGH	SCHOOL COUNSELOR, 10 MONTHS	KENDERTON ELEMENTARY	08/16/22	\$54,763.00 ANNUAL SALARY
STGEORGE, BRIANA	TEACHER, FULL TIME	WASHINGTON, MARTHA SCHOOL	08/16/22	\$52,184.00 ANNUAL SALARY
SUDELL, NICHOLAS	TEACHER, FULL TIME	JUNIATA PARK ACADEMY	08/16/22	\$50,065.00 ANNUAL SALARY
SWANNER, JANET R	TEACHER, SPEC EDUCATION	SWENSON ARTS/TECH HIGH SCHOOL	08/16/22	\$77,767.00 ANNUAL SALARY
TEICH, YARON	TEACHER, FULL TIME	ACADEMY AT PALUMBO	08/16/22	\$73,255.00 ANNUAL SALARY
VAKA, SHAILAJA RAO	TEACHER, SPEC EDUCATION	EDISON, THOMAS A. HIGH SCHOOL	08/16/22	\$84,394.00 ANNUAL SALARY
VANSTORY, TUESDAY	TEACHER, FULL TIME	SOLIS-COHEN SCHOOL HEAD START	08/16/22	\$87,844.00 ANNUAL SALARY
VINEBERG, MARGOT A	TEACHER, FULL TIME	SOUTHWARK SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
VINSKI, BRYAN C	TEACHER, SPEC EDUCATION	OFFICE OF SPECIALIZED SERVICES	08/16/22	\$70,223.00 ANNUAL SALARY

WEXLER, JOSEPH ANDREW	TEACHER,FULL TIME	MASTBAUM, JULES E. HIGH SCHOOL	08/16/22	\$60,004.00 ANNUAL SALARY
WILLIAMS, ALICIA	TEACHER,FULL TIME	KELLY, JOHN B. SCHOOL	08/16/22	\$58,810.00 ANNUAL SALARY
WILLIAMS, JESSICA	TEACHER,FULL TIME	BRYANT, WILLIAM C. SCHOOL	08/16/22	\$60,004.00 ANNUAL SALARY
WOODMENDER, ASHLEY DIANE	TEACHER,FULL TIME	CASTOR GARDENS MIDDLE SCHOOL	08/16/22	\$74,823.00 ANNUAL SALARY
ZANKMAN, JANE	TEACHER,SPEC EDUCATION	TEMPORARY FOR PRE-HIRES	08/16/22	\$52,459.00 ANNUAL SALARY
ZEUNER, COURTNEY	TEACHER,SPEC EDUCATION	LAWTON, HENRY W. SCHOOL	08/16/22	\$77,767.00 ANNUAL SALARY
AJIBADE, MARQUITA MELANA	CLIMATE AND CULTURE COACH	CLIMATE & SAFETY	08/15/22	\$65,314.00 ANNUAL SALARY
ANDERSON, ISIAH	RECORDS CLERK	RECORDS MANAGEMENT	08/29/22	\$28,296.00 ANNUAL SALARY
BARTON, HANNAH ELIZABETH	DATA ANALYST	RESEARCH & EVALUATION	08/01/22	\$53,834.00 ANNUAL SALARY
BERRY, JOHN FREDRICK	PROGRAM COORDINATOR	TRANSPORTATION SERVICES	08/01/22	\$59,000.00 ANNUAL SALARY
BODIAN, MAMA	PROG COORD,CAREER/COLLEGE AWAR	DIVISION OF COLLEGE READINESS	08/01/22	\$55,000.00 ANNUAL SALARY
BONONCINI, JACOB	MANAGER,LEAVE ADMINSTR	EMPLOYEE HEALTH SUPPORT	08/01/22	\$80,500.00 ANNUAL SALARY
BOONE, BRITTANY ALANNAH	STEP CASE MANAGER	PREVENTION & INTERVENTION	08/29/22	\$55,000.00 ANNUAL SALARY
BOYD, SHANICE R	OPERATIONS TRAINEE	RECRUITMENT & STAFFING	08/01/22	\$45,815.00 ANNUAL SALARY
BRACERO, JONATHAN LEE	FAMILY ENGAGEMENT LIAISON	FAMILY & COMMUNITY ENGAGEMENT	08/18/22	\$31,667.00 ANNUAL SALARY
CAIN, AMBER A	STEP CLINICAL COORDINATOR	PREVENTION & INTERVENTION	08/22/22	\$70,000.00 ANNUAL SALARY
CROSS, JESSICA	STEP SCHOOL BEHAVIORAL CONSULT	WASHINGTON, GEORGE HIGH SCHOOL	08/16/22	\$61,000.00 ANNUAL SALARY
CULVER, KATIE	PROFESSIONAL LRNING SPECIALIST	OFC OF LEADERSHIP DEVELOPMENT	08/15/22	\$96,220.00 ANNUAL SALARY
DANIELS, SAMANTHA	STEP CLINICAL COORDINATOR	PREVENTION & INTERVENTION	08/22/22	\$70,000.00 ANNUAL SALARY
DOUGLAS, SHAUN	EX DIR,FACILITIES MGMT AND SRV	FACILITIES ADMIN SERVICES	08/29/22	\$135,685.00 ANNUAL SALARY
DUANE, THOMAS	DIRECTOR, FISCAL SERVICES	GRANTS FISCAL SERVICES	07/25/22	\$105,000.00 ANNUAL SALARY
DUNHAM-COLLAZO, GERRI	FAMILY ENGAGEMENT LIAISON	FAMILY & COMMUNITY ENGAGEMENT	08/16/22	\$31,667.00 ANNUAL SALARY
ELEAZER-WATSON, ALBENIE	RECRUITMENT & SELECTION SPCLST	RECRUITMENT & STAFFING	08/01/22	\$55,987.00 ANNUAL SALARY
GORDON, JUDIENE G	STEP CLINICAL COORDINATOR	MARSHALL, THURGOOD SCHOOL	08/22/22	\$75,764.00 ANNUAL SALARY

HALEY, CORY LASHAUN	EVALUATION LRNING SPECIALIST	TALENT ADMINISTRATION	08/15/22	\$98,000.00 ANNUAL SALARY
HARRIS, MIRIAM LOUISE	CLIMATE AND CULTURE COACH	CLIMATE & SAFETY	08/08/22	\$67,620.00 ANNUAL SALARY
JACKSON, BRIANA PRAY	STEP CASE MANAGER	PREVENTION & INTERVENTION	08/01/22	\$51,000.00 ANNUAL SALARY
JAMIESON, TYNE	SYSTEMS IMPLS AND TRAIN SPLST	EDUCATIONAL TECHNOLOGY GROUP	08/29/22	\$85,000.00 ANNUAL SALARY
JENKINS, TAYLOR	STEP CASE MANAGER	PHILA JUV JUSTICE SVCS CTR	08/01/22	\$52,000.00 ANNUAL SALARY
JOHNSON, ASHLEY HEATHER	PROJECT ASSISTANT	OFFICE STUDENT RIGHTS & RESP	08/22/22	\$49,000.00 ANNUAL SALARY
JOHNSON, LYN SHERESE	FAMILY ENGAGEMENT LIAISON	FAMILY & COMMUNITY ENGAGEMENT	08/16/22	\$31,667.00 ANNUAL SALARY
JOHNSON-SACKS, ANNE RACHEL	PREVENTION & INTERVENTION LIAI	PREVENTION & INTERVENTION	08/29/22	\$65,343.00 ANNUAL SALARY
KLEINMAN, BRYAN L	PREVENTION & INTERVENTION LIAI	PREVENTION & INTERVENTION	08/15/22	\$65,343.00 ANNUAL SALARY
LAKE, ZIRCONIA DENISE	STEP CASE MANAGER	PHILADELPHIA VIRTUAL ACADEMY	08/29/22	\$52,000.00 ANNUAL SALARY
LONG, KHALEEF	CLIMATE AND CULTURE COACH	CLIMATE & SAFETY	08/22/22	\$68,500.00 ANNUAL SALARY
MEYERS, MARISSA	PROJECT MANAGER	ECYEH-EDUCATING HOMELESS KIDS	08/29/22	\$71,650.00 ANNUAL SALARY
MINGORA, OLIVIA M	PROJECT ASSISTANT	STUDENT EMPLOYMENT CERT OFFICE	08/01/22	\$46,565.00 ANNUAL SALARY
MORRIS, JESSICA A	ATTENDANCE COACH	ATTENDANCE & TRUANCY OFFICE	08/15/22	\$53,500.00 ANNUAL SALARY
NASH, MCKENZIE	STEP CLINICAL COORDINATOR	ENGINEERING & SCIENCE HIGH SCH	08/22/22	\$70,457.00 ANNUAL SALARY
ONGAY, ADRIANA ISABEL	PROG COORD,CAREER/COLLEGE AWAR	DIVISION OF COLLEGE READINESS	08/01/22	\$55,000.00 ANNUAL SALARY
PAYNE, ASHLEY NICOLE	ACADEMIC COACH	TEACHING AND LEARNING	08/16/22	\$51,539.00 ANNUAL SALARY
PIERCE, DALE	APPLIED BEHAVIOR ANALYST	OFFICE OF SPECIALIZED SERVICES	08/15/22	\$55,990.00 ANNUAL SALARY
RODRIGUEZ, JASON	PROG COORD,CAREER/COLLEGE AWAR	DIVISION OF COLLEGE READINESS	08/29/22	\$55,000.00 ANNUAL SALARY
SCARLOTA, ASHLEY	CASE MGR, SP ED, SVCS & COMPL	OFFICE OF SPECIALIZED SERVICES	08/15/22	\$94,127.00 ANNUAL SALARY
SLOAN, RASHEEDA	FAMILY ENGAGEMENT LIAISON	FAMILY & COMMUNITY ENGAGEMENT	08/16/22	\$31,667.00 ANNUAL SALARY
STOLZER, RACHEL	STEP SCHOOL BEHAVIORAL CONSULT	ACADEMY AT PALUMBO	08/16/22	\$55,000.00 ANNUAL SALARY
TULONE, GAVIN THOMAS	PROJECT ASSISTANT	OFFICE OF ACADEMIC SUPPORT	08/15/22	\$46,731.00 ANNUAL SALARY
VICTORIA, STEPHANIE	PROJECT ASSISTANT	FAMILY & COMMUNITY ENGAGEMENT	08/22/22	\$45,815.00 ANNUAL SALARY

WOODS, MIKHI SYHEIM	PRG CD, MULTIPLE OFFICES	OFFICE OF THE CHIEF OF SCHOOLS	08/29/22	\$56,000.00 ANNUAL SALARY
WU, BIN	COORD,FAMILY & COMMUNITY ENGMT	FAMILY & COMMUNITY ENGAGEMENT	08/16/22	\$48,806.00 ANNUAL SALARY
ZHANG, XIONGZHOU	COORD,LANGUAGE ACCESS SERVICES	FAMILY & COMMUNITY ENGAGEMENT	08/22/22	\$50,945.00 ANNUAL SALARY
ZINDELL, ROBERT EDWARD	PROJECT MANAGER	CLIMATE & SAFETY	08/15/22	\$73,500.00 ANNUAL SALARY
ALVANITAKIS, STACEY LEE	SCHOOL COUNSELOR, 10 MONTHS	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$58,810.00 ANNUAL SALARY
ATKINS, BARBARA	TEACHER,SPEC EDUCATION	PENN TREATY HIGH SCHOOL	08/16/22	\$88,237.00 ANNUAL SALARY
BANKS BROWN, CAMEISHA G	SPECIAL EDUCATION ASSISTANT	PENROSE SCHOOL	07/29/22	\$22,073.00 ANNUAL SALARY
BARRETT, JULIA	TEACHER,FULL TIME	ALLEN, DR. ETHEL SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
BEQIRI, INA	TEACHER,SPEC EDUCATION	CHILDS, GEORGE W. SCHOOL	08/16/22	\$55,681.00 ANNUAL SALARY
BOYLAN, KELLY ANN	SCHOOL NURSE	HIGH SCHOOL OF THE FUTURE	08/16/22	\$73,357.00 ANNUAL SALARY
BROWN, PAUL	SCHOOL PSYCHOLOGIST	OFFICE OF SPECIALIZED SERVICES	08/16/22	\$86,419.00 ANNUAL SALARY
CHIU, JENNIFER	TEACHER,SPEC EDUCATION	KEY, FRANCIS SCOTT SCHOOL	08/16/22	\$64,333.00 ANNUAL SALARY
COLLINS, ZITA M	SCHOOL COUNSELOR, 10 MONTHS	PENNYPACKER, SAMUEL SCHOOL	08/16/22	\$87,844.00 ANNUAL SALARY
DAVIS-GREEN, JAHLIL	TEACHER,FULL TIME	STEEL, EDWARD T. SCHOOL	08/16/22	\$63,412.00 ANNUAL SALARY
DIRICKSON, BEATRICE SANDRA	SCHOOL NURSE	PUPIL HEALTH SERVICES	08/16/22	\$73,357.00 ANNUAL SALARY
FALLS, ELIANA M	SCHOOL COUNSELOR, 10 MONTHS	EDISON, THOMAS A. HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
FREED, JORDYN	TEACHER,SPEC EDUCATION	DECATUR, STEPHEN SCHOOL	08/16/22	\$60,193.00 ANNUAL SALARY
FREEMAN, DARLENE	TEACHER,FULL TIME	COOKE, JAY ELEMENTARY SCHOOL	08/16/22	\$76,387.00 ANNUAL SALARY
GRAVELY, ANGELIQUE	SCHOOL COUNSELOR, 10 MONTHS	BODINE, WILLIAM W. HIGH SCHOOL	08/16/22	\$54,763.00 ANNUAL SALARY
GUERRERA, CHASSE M	TEACHER,SPEC EDUCATION	LEA, HENRY C.	08/16/22	\$58,992.00 ANNUAL SALARY
HANSEN, JESSIE KAY	TEACHER,SPEC EDUCATION	BREGY, F. AMEDEE SCHOOL	08/16/22	\$55,681.00 ANNUAL SALARY
HENCH, MEGHAN	SCHOOL COUNSELOR, 10 MONTHS	LOGAN, JAMES SCHOOL	08/16/22	\$70,129.00 ANNUAL SALARY
HERMAN, CARLI	TEACHER,SPEC EDUCATION	LAWTON, HENRY W. SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
HOLLIDAY, MARY	SCHOOL COUNSELOR, 10 MONTHS	BLANKENBURG, RUDOLPH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY

Personnel Hires
September 22, 2022
Page 11 of 33

IMPERATO, CHRISTIAN MICHAEL	TEACHER,FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/22	\$77,886.00 ANNUAL SALARY
JIMENEZ, NAOMI	SCHOOL COUNSELOR, 10 MONTHS	FRANKFORD HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
JOHNSON, KELLY C	TEACHER,SPEC EDUCATION	CATHARINE, JOSEPH W. SCHOOL	08/16/22	\$78,629.00 ANNUAL SALARY
KATZ, LESLEY J	TEACHER,FULL TIME	CASTOR GARDENS MIDDLE SCHOOL	08/02/22	\$49,917.00 ANNUAL SALARY
KELLEHER, LAUREN	TEACHER,SPEC EDUCATION	CRAMP, WILLIAM SCHOOL	08/16/22	\$55,681.00 ANNUAL SALARY
LAPINSKI, BROOKE	TEACHER,DEMONSTRATION	MASTERMAN,JULIA R. HIGH SCHOOL	08/16/22	\$67,459.00 ANNUAL SALARY
LECOINTE, KEYRA-NICOLE	TEACHER,SPEC EDUCATION	LAMBERTON,ROBERT E. ELEMENTARY	08/16/22	\$55,681.00 ANNUAL SALARY
LOUDEN, GABRIELLE A	SCHOOL PSYCHOLOGIST	WILLARD, FRANCES E. SCHOOL	08/16/22	\$64,699.00 ANNUAL SALARY
MCCARTER, CLAIRE	SCHOOL COUNSELOR, 10 MONTHS	PENN TREATY HIGH SCHOOL	08/16/22	\$73,255.00 ANNUAL SALARY
MIDDLEBROOKS, JALEN	SCHOOL COUNSELOR, 10 MONTHS	CLEMENTE, ROBERTO MIDDLE SCHL	08/16/22	\$54,763.00 ANNUAL SALARY
MOLINA, ROBERTO	TEACHER,SPEC EDUCATION	MUNOZ-MARIN, HON LUIS SCHOOL	08/16/22	\$88,237.00 ANNUAL SALARY
RUPERT, ALLISON	SCHOOL COUNSELOR, 10 MONTHS	PHILADELPHIA VIRTUAL ACADEMY	08/16/22	\$87,844.00 ANNUAL SALARY
SALEM, ZEANA	TEACHER,SPEC EDUCATION	WRIGHT, RICHARD R. SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
SYLVAIN, RICHARDSON	SCHOOL COUNSELOR, 10 MONTHS	GIDEON, EDWARD SCHOOL	08/16/22	\$54,763.00 ANNUAL SALARY
SZAREK, DANA THERESA	TEACHER,SPEC EDUCATION	FITZPATRICK, A.L. SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
TURBI, NORVERY	SPECIAL EDUCATION ASSISTANT	OLNEY HIGH SCHOOL	08/16/22	\$22,790.00 ANNUAL SALARY
WYDEVEN, EMMA RYAN	TEACHER,SPEC EDUCATION	RICHMOND SCHOOL	08/16/22	\$55,681.00 ANNUAL SALARY
FERNANDEZ ACOSTA, REDI	TEACHER,FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
WASHINGTON, JAMES	SCHOOL CLIMATE MANAGER	CONWELL, RUSSELL MIDDLE SCHOOL	08/16/22	\$75,254.00 ANNUAL SALARY
BARNEY-CHENEY, KATHRYN-ANNE	ASST PRINCIPAL	LEA, HENRY C.	08/24/22	\$92,827.00 ANNUAL SALARY
FREGIA, AMANDA	ASST PRINCIPAL	OLNEY HIGH SCHOOL	08/01/22	\$92,827.00 ANNUAL SALARY
GOLD, ERIN	ASST PRINCIPAL	OLNEY HIGH SCHOOL	08/01/22	\$92,827.00 ANNUAL SALARY
HARRYMAN, KELSEY BRAND	ASST PRINCIPAL	MORTON, THOMAS G. SCHOOL	08/01/22	\$92,827.00 ANNUAL SALARY
MOHAMMED, JANA LESLIE	ASST PRINCIPAL	BARTRAM, JOHN HIGH SCHOOL	08/16/22	\$100,836.00 ANNUAL SALARY

Personnel Hires
September 22, 2022
Page 12 of 33

MORET, LEGNALY	ASST PRINCIPAL	SOLIS-COHEN, SOLOMON SCHOOL	08/01/22	\$92,827.00	ANNUAL SALARY
OCASIO, JESENIA	ASST PRINCIPAL	OLNEY HIGH SCHOOL	08/01/22	\$92,827.00	ANNUAL SALARY
PESKO, LEIGH RACHEL	ASST PRINCIPAL	OLNEY HIGH SCHOOL	08/01/22	\$92,827.00	ANNUAL SALARY
SMALL, SHANTEL CHERE	ASST PRINCIPAL	OLNEY HIGH SCHOOL	08/01/22	\$108,674.00	ANNUAL SALARY
SNYDER, JULIA	ASST PRINCIPAL	BALDI MIDDLE SCHOOL	08/01/22	\$92,827.00	ANNUAL SALARY
TABASCO, JOSEPH	ASST PRINCIPAL	SOUTH PHILADELPHIA HIGH SCHOOL	08/01/22	\$92,827.00	ANNUAL SALARY
TOSSMAN, MATTHEW	ASST PRINCIPAL	PARKWAY C.C. MIDDLE COLLEGE	08/16/22	\$92,827.00	ANNUAL SALARY
WADE, DAMON LOUIS	ASST PRINCIPAL	PENN TREATY HIGH SCHOOL	08/16/22	\$92,827.00	ANNUAL SALARY
BERGMUELLER, CATHERINE EMILIE	TEACHER,SPEC EDUCATION	ZIEGLER, WILLIAM H. SCHOOL	08/16/22	\$50,986.00	ANNUAL SALARY
BIDDINGTON, DAVID ALLEN	TEACHER,FULL TIME	NORTHEAST HIGH SCHOOL	08/16/22	\$50,065.00	ANNUAL SALARY
BOUNDS, ALEXANDRA	TEACHER,FULL TIME	BROWN, HENRY A. SCHOOL	08/26/22	\$51,539.00	ANNUAL SALARY
BROWN, JAMAR G	TEACHER,FULL TIME	LOCKE, ALAIN SCHOOL	08/16/22	\$68,838.00	ANNUAL SALARY
BROWN-JOHNSON, ANGELA FRANCES	TEACHER,FULL TIME	DOBBINS, MURRELL HIGH SCHOOL	08/26/22	\$50,065.00	ANNUAL SALARY
BRUNDEN, NILS	TEACHER,FULL TIME	ACADEMY AT PALUMBO	08/16/22	\$50,065.00	ANNUAL SALARY
BUEHNER, KATHLEEN	TEACHER,FULL TIME	CARNELL, LAURA H. SCHOOL	08/16/22	\$50,065.00	ANNUAL SALARY
CAMACHO, JENNA	TEACHER,FULL TIME	KEY, FRANCIS SCOTT SCHOOL	08/24/22	\$50,065.00	ANNUAL SALARY
CAMPBELL, ALYSSA MARIE	TEACHER,FULL TIME	FELS, SAMUEL HIGH SCHOOL	08/16/22	\$71,876.00	ANNUAL SALARY
CARLSON, CLAYTON DANIEL	TEACHER,FULL TIME	FRANKLIN LEARNING CENTER	08/16/22	\$68,838.00	ANNUAL SALARY
CARTER, MICHAEL	TEACHER,FULL TIME	RHOADS, JAMES SCHOOL	08/16/22	\$50,065.00	ANNUAL SALARY
CASIMIR, SANDRA	BEHAVIORAL HEALTH COUNSELOR	PHILADELPHIA MILITARY ACADEMY	08/16/22	\$99,394.00	ANNUAL SALARY
CELONA, PETER	TEACHER,FULL TIME	THE WORKSHOP SCHOOL	08/16/22	\$81,074.00	ANNUAL SALARY
CESARINI, ELIZABETH ANN	TEACHER,FULL TIME	LEA, HENRY C.	08/16/22	\$80,028.00	ANNUAL SALARY
CHUA, VERONICA	TEACHER,FULL TIME	FRANKLIN, BENJAMIN HIGH SCHOOL	08/16/22	\$51,539.00	ANNUAL SALARY
CLANCEY, ERIN	TEACHER,FULL TIME	FRANK, ANNE SCHOOL	08/23/22	\$50,065.00	ANNUAL SALARY

COOPER, ELIZABETH MUELLER	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$87,844.00 ANNUAL SALARY
COYLE, MARY PAT	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$87,844.00 ANNUAL SALARY
CROSBY, DEVIN	TEACHER, FULL TIME	ADAIRE, ALEXANDER SCHOOL	08/26/22	\$50,065.00 ANNUAL SALARY
CRUZ, TINA-MARIE	TEACHER, SPEC EDUCATION	NORTHEAST COMMUNITY PROPEL ACD	08/16/22	\$73,721.00 ANNUAL SALARY
CURCIO, BONNIE	TEACHER, FULL TIME	FARRELL, LOUIS H. SCHOOL	08/24/22	\$81,074.00 ANNUAL SALARY
DAVIDSON, THERESA	TEACHER, FULL TIME	WASHINGTON, GEORGE HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
DICKERSON, KATHLEEN	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
DIORIO, ELIZABETH CAROLE	TEACHER, FULL TIME	SOUTHWARK SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
DIXON, THOMAS ANTHONY	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/31/22	\$51,539.00 ANNUAL SALARY
DONOGHUE, SHAWN C	SCHOOL COUNSELOR, 10 MONTHS	OLNEY HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
DYNAN, JOSEPH P	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$73,357.00 ANNUAL SALARY
EGAN, SHANNON EVA	TEACHER, SPEC EDUCATION	ROXBOROUGH HIGH SCHOOL	08/16/22	\$52,459.00 ANNUAL SALARY
EQUI, MADALYN BRYNN	TEACHER, SPEC EDUCATION	MARSHALL, THURGOOD SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
ERNST, DANIEL	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$60,004.00 ANNUAL SALARY
FLETCHER, KEITH	TEACHER, FULL TIME	HARDING, WARREN G. MIDDLE SCH	08/16/22	\$56,416.00 ANNUAL SALARY
FORD, KELLY	TEACHER, FULL TIME	DEBURGOS, J. ELEMENTARY	08/16/22	\$81,074.00 ANNUAL SALARY
FORD, PORTIA ATIYA	TEACHER, FULL TIME	EDISON, THOMAS A. HIGH SCHOOL	08/26/22	\$50,065.00 ANNUAL SALARY
FORTAREZZO, CHELSEA	TEACHER, FULL TIME	STRAWBERRY MANSION HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
FOUCHET, MICHAEL	TEACHER, FULL TIME	BODINE, WILLIAM W. HIGH SCHOOL	08/16/22	\$74,823.00 ANNUAL SALARY
FRAIN, KENNEDY	TEACHER, FULL TIME	POTTER-THOMAS SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
FRANKS, BRITTANY	TEACHER, FULL TIME	COOK-WISSAHICKON SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
GAMBLES, SAMANTHA MICHELLE	TEACHER, FULL TIME	HILL-FREEDMAN WORLD ACADEMY	08/16/22	\$87,844.00 ANNUAL SALARY
GEORGE, ADAM	TEACHER, FULL TIME	BROWN, HENRY A. SCHOOL	08/16/22	\$56,416.00 ANNUAL SALARY
GONZALEZ, LIZANDRA	TEACHER, FULL TIME	FITLER ACADEMICS PLUS	08/16/22	\$52,184.00 ANNUAL SALARY

Personnel Hires
September 22, 2022
Page 14 of 33

GREY, CINDY	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$62,396.00 ANNUAL SALARY
GRIFFIN, DONYEL	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
GROHOSKY, ARIELLE	TEACHER, FULL TIME	CREATIVE AND PERFORMING ARTS	08/16/22	\$50,065.00 ANNUAL SALARY
HARDWAY, LAURIE ALILSON	TEACHER, SPEC EDUCATION	FRANKLIN, BENJAMIN HIGH SCHOOL	08/16/22	\$73,255.00 ANNUAL SALARY
HARRIS, LORI	TEACHER, FULL TIME	STEEL, EDWARD T. SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
HERREN, JOSHUA JAMES	TEACHER, FULL TIME	ARTHUR, CHESTER A. SCHOOL	08/16/22	\$69,392.00 ANNUAL SALARY
HEUSTON, CHARLES ROBERT	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$63,412.00 ANNUAL SALARY
HILTEBEITEL, DANIEL	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$66,448.00 ANNUAL SALARY
HOBAN, THOMAS	TEACHER, FULL TIME	DOBBINS, MURRELL HIGH SCHOOL	08/16/22	\$77,886.00 ANNUAL SALARY
HOLUB, BRANDON TYLER	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
HOOVER, DALE W	SCHOOL COUNSELOR, 10 MONTHS	SOUTH PHILADELPHIA HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
HUNTER, BRIAN	TEACHER, FULL TIME	MARSHALL, THURGOOD SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
HYNAK, KELLY K	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$80,028.00 ANNUAL SALARY
JONES, SHANA MARIE	TEACHER, FULL TIME	FITZPATRICK, A.L. SCHOOL	08/16/22	\$70,690.00 ANNUAL SALARY
KAHN, DANIEL	TEACHER, FULL TIME	WEST PHILADELPHIA HIGH SCHOOL	08/16/22	\$54,763.00 ANNUAL SALARY
KARKOV-LOUNE, MARIA	TEACHER, SPEC EDUCATION	KING, MARTIN LUTHER HIGH SCH.	08/16/22	\$50,986.00 ANNUAL SALARY
KARR, SHAY	TEACHER, FULL TIME	CONSTITUTION HIGH SCHOOL	08/26/22	\$51,539.00 ANNUAL SALARY
KASKEY, MAX	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$77,886.00 ANNUAL SALARY
KELLY, KACEY	SCHOOL COUNSELOR, 10 MONTHS	MOTIVATION HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
KING, ELAINA	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$58,810.00 ANNUAL SALARY
KLINGER, KIMBERLY ANN	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$63,412.00 ANNUAL SALARY
KOBZA, DANIEL	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/29/22	\$50,065.00 ANNUAL SALARY
KUDZMAS, MELISSA	TEACHER, FULL TIME	WEBSTER, JOHN H. SCHOOL	08/16/22	\$74,823.00 ANNUAL SALARY
LAWSON, SEAN	TEACHER, FULL TIME	DECATUR, STEPHEN SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY

LEARY, KAREN MARIE	TEACHER,SPEC EDUCATION	WIDENER MEMORIAL SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
LISZEWSKI, STANLEY	TEACHER,FULL TIME	LOGAN, JAMES SCHOOL	08/16/22	\$73,357.00 ANNUAL SALARY
LORE, JONATHAN NORMAN	TEACHER,FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
MACRINA, LYNDSEY	TEACHER,FULL TIME	DOBBINS, MURRELL HIGH SCHOOL	08/29/22	\$50,065.00 ANNUAL SALARY
MAGEE, FRED A K	TEACHER,FULL TIME	KENDERTON ELEMENTARY	08/26/22	\$51,539.00 ANNUAL SALARY
MCCABE, MELISSA	TEACHER,FULL TIME	SCIENCE LEADERSHIP ACADEMY MS	08/16/22	\$77,886.00 ANNUAL SALARY
MCCREE, KAREN H	TEACHER,SPEC EDUCATION	OLNEY HIGH SCHOOL	08/16/22	\$81,112.00 ANNUAL SALARY
MCNEELY, CHRISTIAN	TEACHER,FULL TIME	ROOSEVELT ELEMENTARY SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
MCPHERSON JIMENEZ, DAYAMI	TEACHER,DEMONSTRATION	MASTERMAN,JULIA R. HIGH SCHOOL	08/16/22	\$52,919.00 ANNUAL SALARY
MELONE, WILLIAM	TEACHER,FULL TIME	OLNEY HIGH SCHOOL	04/29/22	\$87,074.00 ANNUAL SALARY
MILLER, HEATHER	TEACHER,FULL TIME	PATTERSON, JOHN M. SCHOOL	08/16/22	\$54,022.00 ANNUAL SALARY
MITCHELL, KRISTINA	TEACHER,DEMONSTRATION	MASTERMAN,JULIA R. HIGH SCHOOL	08/24/22	\$52,919.00 ANNUAL SALARY
MOY, MELANIE	TEACHER,FULL TIME	HILL-FREEDMAN WORLD ACADEMY	08/16/22	\$51,539.00 ANNUAL SALARY
NADEL, RYAN	TEACHER,FULL TIME	CENTRAL HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
NATION, FELISHA	TEACHER,FULL TIME	NORTHEAST COMMUNITY PROPEL ACD	08/16/22	\$51,539.00 ANNUAL SALARY
NEWMAN, KEITH E	TEACHER,FULL TIME	PHILA LEARNING ACADEMY-NORTH	08/16/22	\$92,034.00 ANNUAL SALARY
NICKLEY, EMMA JACK	TEACHER,FULL TIME	CENTRAL HIGH SCHOOL	08/16/22	\$74,823.00 ANNUAL SALARY
NIEVES, MARIA	TEACHER,FULL TIME	MC CLURE, ALEXANDER K. SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
NORWARD, ANGELA R	BEHAVIORAL HEALTH COUNSELOR	KING, MARTIN LUTHER HIGH SCH.	08/16/22	\$76,387.00 ANNUAL SALARY
O'BRIEN, OLIVIA	TEACHER,FULL TIME	FINLETTER, THOMAS K. SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
O'NEILL, JENNIFER LYNN	TEACHER,FULL TIME	HARTRANFT, JOHN F. SCHOOL	08/16/22	\$62,396.00 ANNUAL SALARY
OLLISON, SIRENA S	TEACHER,FULL TIME	KENDERTON ELEMENTARY	08/26/22	\$62,953.00 ANNUAL SALARY
PALADINO, FRANCES	TEACHER,FULL TIME	POTTER-THOMAS SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
PALATNIK, RONIT	TEACHER,FULL TIME	MAYFAIR SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY

PARK, BOEMIN	TEACHER, FULL TIME	BETHUNE, MARY MCLEOD SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
PARKER-HILL, SUSAN	TEACHER, FULL TIME	MARSHALL, JOHN SCHOOL	08/24/22	\$50,065.00 ANNUAL SALARY
PAULINO, STARLIN RAFAEL	TEACHER, FULL TIME	DEBURGOS, J. ELEMENTARY	08/16/22	\$50,065.00 ANNUAL SALARY
PETTY, LAUREN	TEACHER, FULL TIME	STANTON, EDWIN M. SCHOOL	08/16/22	\$52,184.00 ANNUAL SALARY
PRECIA, DONTÉ L	TEACHER, FULL TIME	DOBBINS, MURRELL HIGH SCHOOL	08/25/22	\$73,357.00 ANNUAL SALARY
QUIGLEY, MAX	TEACHER, FULL TIME	WASHINGTON, GROVER JR. MIDDLE	08/16/22	\$50,065.00 ANNUAL SALARY
RAMOS OTON, TANIA YARA	TEACHER, FULL TIME	MARSHALL, THURGOOD SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
REGAN, DELANEY	TEACHER, FULL TIME	PARKWAY C.C. MIDDLE COLLEGE	08/16/22	\$51,539.00 ANNUAL SALARY
REID, MITZIE	TEACHER, FULL TIME	MOTIVATION HIGH SCHOOL	08/16/22	\$57,611.00 ANNUAL SALARY
REDSBURG, REBECCA	TEACHER, FULL TIME	CENTRAL HIGH SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
RIVERS, SHEILA M	TEACHER, SPEC EDUCATION	ALLEN, DR. ETHEL SCHOOL	08/16/22	\$88,237.00 ANNUAL SALARY
ROBINSON, BRITTANY	TEACHER, SPEC EDUCATION	BROWN, HENRY A. SCHOOL	08/23/22	\$50,986.00 ANNUAL SALARY
ROSENZWEIG, JACLYN	TEACHER, FULL TIME	COMEGYS, BENJAMIN B. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
RUIZ, VALERIE	TEACHER, FULL TIME	WELSH, JOHN SCHOOL	08/24/22	\$50,065.00 ANNUAL SALARY
SALAMON, STACI	TEACHER, FULL TIME	NORTHEAST COMMUNITY PROPEL ACD	08/16/22	\$50,065.00 ANNUAL SALARY
SAVOCA, RACHEL	TEACHER, FULL TIME	STANTON, EDWIN M. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
SCHNEIDER, KEITH	TEACHER, FULL TIME	MEREDITH, WILLIAM M. SCHOOL	08/16/22	\$92,034.00 ANNUAL SALARY
SCHULZ, ASHLEY ESTELLE	TEACHER, FULL TIME	HARDING, WARREN G. MIDDLE SCH	08/16/22	\$56,416.00 ANNUAL SALARY
SHAPIRO, JESSICA	TEACHER, FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
SILVERMAN, ALEXA	TEACHER, FULL TIME	ZIEGLER, WILLIAM H. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
SILVERMAN-WEAVER, ALLYSON	TEACHER, SPEC EDUCATION	BLAINE, JAMES G. SCHOOL	08/24/22	\$50,986.00 ANNUAL SALARY
SLEZAK, SCOTT	TEACHER, FULL TIME	BARRY, JOHN HEAD START	08/16/22	\$81,074.00 ANNUAL SALARY
SOLOMON, HANNAH	TEACHER, FULL TIME	WASHINGTON, MARTHA SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
SPOTTS, RACHAEL	TEACHER, SPEC EDUCATION	FRANKFORD HIGH SCHOOL	08/16/22	\$55,403.00 ANNUAL SALARY

STASIO, SOPHIE	TEACHER, FULL TIME	CROSSROADS ACCELERATED ACADEMY	08/16/22	\$52,184.00 ANNUAL SALARY
TAYLOR, KEHLEY	TEACHER, FULL TIME	MORTON, THOMAS G. SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
TAYLOR, MATTHEW FRANCIS	TEACHER, FULL TIME	WASHINGTON, GROVER JR. MIDDLE	08/16/22	\$58,810.00 ANNUAL SALARY
THORNTON, EMILY	TEACHER, FULL TIME	BARRY, JOHN ELEMENTARY SCHOOL	08/16/22	\$66,448.00 ANNUAL SALARY
TIRFE, HIRUY	TEACHER, FULL TIME	MUSIC, INSTRUMENTAL	08/16/22	\$50,065.00 ANNUAL SALARY
UNGAR, ERIKA	TEACHER, SPEC EDUCATION	HARTRANFT, JOHN F. SCHOOL	08/16/22	\$55,403.00 ANNUAL SALARY
WATTS, JANAY	TEACHER, FULL TIME	NORTHEAST COMMUNITY PROPEL ACD	08/16/22	\$52,184.00 ANNUAL SALARY
WON, SUN-AH	TEACHER, FULL TIME	JUNIATA PARK ACADEMY	08/16/22	\$50,065.00 ANNUAL SALARY
WOOD, JESSICA	TEACHER, FULL TIME	LONGSTRETH, WILLIAM C. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
XU, SIMIN	TEACHER, FULL TIME	CONSTITUTION HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
ABBOTT, FRANK ALSTON	TEACHER, FULL TIME	ARTHUR, CHESTER A. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
ALLEN, JANAE NICOLE	TEACHER, FULL TIME	BRYANT, WILLIAM C. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
ALMEIDA, KYLE	TEACHER, FULL TIME	MUSIC, INSTRUMENTAL	08/16/22	\$50,065.00 ANNUAL SALARY
ALSBROOKS, KATRINA DENISE	TEACHER, SPEC EDUCATION	WAGNER, GEN. LOUIS MIDDLE SCH.	08/16/22	\$84,599.00 ANNUAL SALARY
ALVADELA-ROSA, LUZ MARCELA	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$58,810.00 ANNUAL SALARY
AMBLER, DYLAN	TEACHER, FULL TIME	HARDING, WARREN G. MIDDLE SCH	08/16/22	\$50,065.00 ANNUAL SALARY
ANDERSON, JACQUELYN	TEACHER, FULL TIME	PHILADELPHIA MILITARY ACADEMY	08/16/22	\$74,823.00 ANNUAL SALARY
ANDERSON, KARIM	TEACHER, FULL TIME	HAMILTON, ANDREW SCHOOL	08/25/22	\$50,065.00 ANNUAL SALARY
ANDERSON, THERESA LYN	TEACHER, FULL TIME	ROOSEVELT ELEMENTARY SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
ANGELO, GIA	TEACHER, FULL TIME	MUSIC, INSTRUMENTAL	08/16/22	\$50,065.00 ANNUAL SALARY
ANTRILLI, EMILY	TEACHER, FULL TIME	LANKENAU HIGH SCHOOL	08/16/22	\$54,763.00 ANNUAL SALARY
APPLE, TYLER WILLIAM	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
ARMIJO, DEBORA N	TEACHER, FULL TIME	NORTHEAST HIGH SCHOOL	08/16/22	\$54,022.00 ANNUAL SALARY
ARMSTRONG, MATTHEW GRAVES	TEACHER, SPEC EDUCATION	EDISON, THOMAS A. HIGH SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY

Personnel Hires
September 22, 2022
Page 18 of 33

ASAN, AUBRI E	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
ATWELL, AMY ELISABETH	TEACHER, FULL TIME	CROSSROADS ACCELERATED ACADEMY	08/16/22	\$50,065.00 ANNUAL SALARY
AUSENSI, VIRGINIA INES	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
BAKER, BRIAN	TEACHER, FULL TIME	GIRARD ACADEMIC MUSIC PROGRAM	08/16/22	\$87,844.00 ANNUAL SALARY
BANDELIN, KEITH	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/25/22	\$81,074.00 ANNUAL SALARY
BANKS, JOAN V.	TEACHER, FULL TIME	BETHUNE, MARY MCLEOD SCHOOL	08/16/22	\$65,708.00 ANNUAL SALARY
BARGER, DOUGLAS	TEACHER, FULL TIME	HILL-FREEDMAN WORLD ACADEMY	08/16/22	\$50,065.00 ANNUAL SALARY
BARNA, JARED P	TEACHER, FULL TIME	CASTOR GARDENS MIDDLE SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
BARRIST, CARLY	TEACHER, SPEC EDUCATION	WRIGHT, RICHARD R. SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
BENFIELD VILA, NIKOLE	TEACHER, FULL TIME	MC CLURE, ALEXANDER K. SCHOOL	08/25/22	\$56,416.00 ANNUAL SALARY
BENI, SHAMI	TEACHER, FULL TIME	MUSIC, INSTRUMENTAL	08/16/22	\$50,065.00 ANNUAL SALARY
BENOIT, ROSE M	TEACHER, FULL TIME	CARNELL, LAURA H. SCHOOL	08/16/22	\$73,357.00 ANNUAL SALARY
BERGEY, NATE	TEACHER, FULL TIME	SOUTH PHILADELPHIA HIGH SCHOOL	08/16/22	\$56,416.00 ANNUAL SALARY
BERNARDO, ASHLEY MAE	TEACHER, FULL TIME	SAUL, WALTER B. HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
BIELARSKI, MARY	TEACHER, FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
BILDIRICI-ERTEKIN, LALE	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$91,538.00 ANNUAL SALARY
BLACKWELL, JADA MERCEDEZ	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$68,838.00 ANNUAL SALARY
BLANK, JOSEPH	TEACHER, FULL TIME	AMY NORTHWEST	08/16/22	\$50,065.00 ANNUAL SALARY
BLASS, KATHLEEN K	TEACHER, FULL TIME	CARNELL, LAURA H. SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
BONGIOVANNI, ELIZABETH ANN	TEACHER, FULL TIME	KENDERTON ELEMENTARY	08/16/22	\$50,065.00 ANNUAL SALARY
BOONE-BRANCH, TA'HIRA	TEACHER, FULL TIME	MARSHALL, THURGOOD SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
BRACY, ROGER	TEACHER, FULL TIME	SCIENCE LEADERSHIP ACADEMY	08/16/22	\$50,065.00 ANNUAL SALARY
BRADLEY, BRIAN MICHAEL	TEACHER, FULL TIME	HARDING, WARREN G. MIDDLE SCH	08/16/22	\$51,539.00 ANNUAL SALARY
BREEN, SHEILA MARY	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$87,844.00 ANNUAL SALARY

Personnel Hires
September 22, 2022
Page 19 of 33

BRIGGS, RACHEL	TEACHER, FULL TIME	STRAWBERRY MANSION HIGH SCHOOL	08/16/22	\$54,763.00 ANNUAL SALARY
BRODSKY, DANIELLE	TEACHER, FULL TIME	STEEL, EDWARD T. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
BROOKS, JALA IMAN	TEACHER, FULL TIME	ANDERSON, ADD B. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
BROWN, CERRONE SHAKUR	TEACHER, FULL TIME	WAGNER, GEN. LOUIS MIDDLE SCH.	08/16/22	\$60,004.00 ANNUAL SALARY
BROWN, KOREY	TEACHER, FULL TIME	NORTHEAST HIGH SCHOOL	08/16/22	\$68,838.00 ANNUAL SALARY
BROWN, MAMIE	TEACHER, FULL TIME	ALLEN, DR. ETHEL SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
BROWNING, ALIYAH	TEACHER, FULL TIME	EDISON, THOMAS A. HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
BRUNELL, FRANCIS BRUNO	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
BRUNS, KATHARINE	TEACHER, FULL TIME	NORTHEAST HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
BUTLER, AMBER R	TEACHER, FULL TIME	DOBSON, JAMES SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
BUTLER, LORETA	TEACHER, FULL TIME	TAYLOR, BAYARD SCHOOL	08/16/22	\$69,392.00 ANNUAL SALARY
CAFARO, SAMANTHA RACHEL	TEACHER, FULL TIME	JENKS ACADEMY ARTS & SCIENCES	08/25/22	\$81,074.00 ANNUAL SALARY
CALDERON FLORES, NYDIA MARIA	TEACHER, FULL TIME	TAYLOR, BAYARD SCHOOL	08/16/22	\$74,823.00 ANNUAL SALARY
CARLSON, LIZ	TEACHER, SPEC EDUCATION	MCDANIEL, DELAPLAINE SCHOOL	08/16/22	\$55,403.00 ANNUAL SALARY
CARPENTER, JENNIFER	TEACHER, FULL TIME	FRANKLIN LEARNING CENTER	08/18/22	\$65,708.00 ANNUAL SALARY
CARTER, SETH	TEACHER, FULL TIME	THE WORKSHOP SCHOOL	08/16/22	\$73,357.00 ANNUAL SALARY
CHHE, SOKY	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$68,838.00 ANNUAL SALARY
CHOFLET, SARAH	TEACHER, FULL TIME	AMY 5 AT JAMES MARTIN	08/16/22	\$54,022.00 ANNUAL SALARY
CHOWDHURY, RAHEEM AHMED	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$63,412.00 ANNUAL SALARY
CHRISTOPHE, DINA-VERLEY	TEACHER, FULL TIME	GIRLS, PHILA HIGH SCHOOL FOR	08/16/22	\$54,763.00 ANNUAL SALARY
CLANCY, ALEXIS	TEACHER, FULL TIME	SCIENCE LEADERSHIP ACADEMY	08/16/22	\$50,065.00 ANNUAL SALARY
CLANTON, AMY M	TEACHER, FULL TIME	DOBBINS, MURRELL HIGH SCHOOL	08/16/22	\$91,538.00 ANNUAL SALARY
CLARK, RASHEANA	TEACHER, SPEC EDUCATION	CONWELL, RUSSELL MIDDLE SCHOOL	08/29/22	\$52,459.00 ANNUAL SALARY
CLARKE, JAEI	TEACHER, FULL TIME	WAGNER, GEN. LOUIS MIDDLE SCH.	08/16/22	\$50,065.00 ANNUAL SALARY

CLEMENS, AIMEE M	TEACHER, FULL TIME	KENSINGTON CAPA	08/16/22	\$50,065.00 ANNUAL SALARY
CLOSSON, ALEXIS J	TEACHER, FULL TIME	STEEL, EDWARD T. SCHOOL	08/16/22	\$68,838.00 ANNUAL SALARY
COATES, MARY-KATE	TEACHER, FULL TIME	POTTER-THOMAS SCHOOL	08/25/22	\$50,065.00 ANNUAL SALARY
COLEMAN, BETH	TEACHER, FULL TIME	TAGGART, JOHN H. SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
COLEY, ELLSWORTH	TEACHER, SPEC EDUCATION	GIDEON, EDWARD SCHOOL	08/29/22	\$55,681.00 ANNUAL SALARY
COLLINS, LATRESE	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
COLMON, CHARAM	TEACHER, SPEC EDUCATION	LUDLOW, JAMES R. SCHOOL	08/26/22	\$57,794.00 ANNUAL SALARY
COLON, JENNILEE	TEACHER, FULL TIME	BRYANT, WILLIAM C. SCHOOL	08/16/22	\$63,412.00 ANNUAL SALARY
CONAWAY, TIMOTHY	TEACHER, SPEC EDUCATION	HILL-FREEDMAN WORLD ACADEMY	08/25/22	\$75,894.00 ANNUAL SALARY
CONLEY, KIA L	TEACHER, FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/22	\$57,611.00 ANNUAL SALARY
CONOVER, KIRSTEN	TEACHER, FULL TIME	COMEGYS, BENJAMIN B. SCHOOL	08/16/22	\$56,416.00 ANNUAL SALARY
CONTI, JOSEPH MICHAEL	TEACHER, FULL TIME	NORTHEAST COMMUNITY PROPEL ACD	08/16/22	\$50,065.00 ANNUAL SALARY
COPELAND, KYLE	TEACHER, FULL TIME	ROXBOROUGH HIGH SCHOOL	08/26/22	\$66,448.00 ANNUAL SALARY
CORBIN, CHARISSE B	TEACHER, FULL TIME	ROXBOROUGH HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
COX, DOUGLAS	TEACHER, FULL TIME	THE WORKSHOP SCHOOL	08/16/22	\$74,823.00 ANNUAL SALARY
COX, LA'SHANTE	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$62,396.00 ANNUAL SALARY
CRANDALL, AMANDA	TEACHER, FULL TIME	NORTHEAST COMMUNITY PROPEL ACD	08/16/22	\$50,065.00 ANNUAL SALARY
CROLL, KEYAH	TEACHER, FULL TIME	MC CLURE, ALEXANDER K. SCHOOL	08/26/22	\$50,065.00 ANNUAL SALARY
CRONIN-CONNOLLY, MARIAN	TEACHER, FULL TIME	STRAWBERRY MANSION HIGH SCHOOL	08/25/22	\$81,074.00 ANNUAL SALARY
CUCINOTTA, NICOLE	TEACHER, FULL TIME	MIFFLIN, THOMAS SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
CUMMINGS, BARRY	TEACHER, FULL TIME	HUNTER, WILLIAM H. SCHOOL	08/16/22	\$56,416.00 ANNUAL SALARY
CURTIS, CHERIE ANN	TEACHER, SPEC EDUCATION	KENDERTON ELEMENTARY	08/16/22	\$52,459.00 ANNUAL SALARY
D'IGNAZIO, SOPHIA	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$57,247.00 ANNUAL SALARY
DALY, ABIGAYLE	TEACHER, SPEC EDUCATION	OLNEY HIGH SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY

DANVERS-CHANNER, COLLEEN THERESA	TEACHER, FULL TIME	TILDEN MIDDLE SCHOOL	08/16/22	\$73,357.00 ANNUAL SALARY
DARLING-WOLF, JOHN	TEACHER, FULL TIME	BLANKENBURG, RUDOLPH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
DAVIS, BRIAN ANDRE	TEACHER, FULL TIME	COOKE, JAY ELEMENTARY SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
DAVIS, SEAN CHRISTOPHER	TEACHER, SPEC EDUCATION	CAYUGA SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
DE GOURVILLE, RICHARD E	TEACHER, FULL TIME	CENTRAL HIGH SCHOOL	08/16/22	\$91,538.00 ANNUAL SALARY
DEANE, TORI	TEACHER, FULL TIME	FRANK, ANNE SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
DEARRY, BRYAN	TEACHER, FULL TIME	OVERBROOK ELEMENTARY SCHOOL	08/16/22	\$77,886.00 ANNUAL SALARY
DECKER, NATHANIEL DAVID	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$52,184.00 ANNUAL SALARY
DEGENHART, ELIZABETH	TEACHER, SPEC EDUCATION	RANDOLPH TECHNICAL HIGH SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
DESANTIS, JOSEPH ANTHONY	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$65,708.00 ANNUAL SALARY
DESSUS, GERALD	TEACHER, FULL TIME	BALDI MIDDLE SCHOOL	08/16/22	\$72,011.00 ANNUAL SALARY
DEVERS, CHRISTOPHER	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
DIAWARA, OUMAR	TEACHER, FULL TIME	KENSINGTON HEALTH SCIENCES	08/26/22	\$56,416.00 ANNUAL SALARY
DIAZ, JOSHUA	TEACHER, FULL TIME	SOUTHWARK SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
DILACQUA, DANIELLA	TEACHER, SPEC EDUCATION	GIRLS, PHILA HIGH SCHOOL FOR	08/16/22	\$88,237.00 ANNUAL SALARY
DILLARD, JEMAL H	TEACHER, FULL TIME	CROSSROADS ACCELERATED ACADEMY	08/16/22	\$50,065.00 ANNUAL SALARY
DOHERTY, JULIANA	TEACHER, FULL TIME	WELSH, JOHN SCHOOL	08/16/22	\$77,886.00 ANNUAL SALARY
DOHERTY, PETER	TEACHER, FULL TIME	WELSH, JOHN SCHOOL	08/25/22	\$68,838.00 ANNUAL SALARY
DONATO, AMANDA	TEACHER, FULL TIME	STEARNE, ALLEN M. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
DONOHUE, WILLIAM T	TEACHER, FULL TIME	CASTOR GARDENS MIDDLE SCHOOL	08/16/22	\$87,844.00 ANNUAL SALARY
DORSEY, JUSTIN	TEACHER, FULL TIME	NORTHEAST HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
DOUGHERTY, AINE	TEACHER, FULL TIME	SAYRE, WILLIAM L. HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
DOUGLAS, PATRICIA DIANE	TEACHER, FULL TIME	STEARNE, ALLEN M. SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
DUNN, KATHERINE	TEACHER, SPEC EDUCATION	KELLY, JOHN B. SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY

Personnel Hires
September 22, 2022
Page 22 of 33

ELLISON, ASHLEY LYNN	TEACHER, FULL TIME	BUILDING 21	08/16/22	\$51,539.00 ANNUAL SALARY
EMERY, JOHN C	TEACHER, FULL TIME	DEBURGOS, J. ELEMENTARY	08/16/22	\$56,416.00 ANNUAL SALARY
FANTASKEY, ANDREW K	TEACHER, FULL TIME	COOK-WISSAHICKON SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
FATMIRI, DRIENA	TEACHER, FULL TIME	BALDI MIDDLE SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
FAUBLAS, JOHANNE	TEACHER, FULL TIME	CARNELL, LAURA H. SCHOOL	08/16/22	\$70,129.00 ANNUAL SALARY
FELKER-QUINN, BENJAMIN	TEACHER, FULL TIME	DOBBINS, MURRELL HIGH SCHOOL	08/16/22	\$65,708.00 ANNUAL SALARY
FITZMYER, ALEX Y	TEACHER, FULL TIME	POLLOCK, ROBERT B. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
FLEAGLE, KELLY	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$72,011.00 ANNUAL SALARY
FLIEGELMAN, LAUREN	TEACHER, FULL TIME	SOUTHWARK SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
FOGEL, KRYSTA ANN	TEACHER, FULL TIME	DOBSON, JAMES SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
FOOTE, SHANENA	TEACHER, SPEC EDUCATION	PHILADELPHIA MILITARY ACADEMY	08/16/22	\$50,986.00 ANNUAL SALARY
FOSNOCHT, LAUREN	TEACHER, FULL TIME	SOUTHWARK SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
FOX, MELISSA	TEACHER, SPEC EDUCATION	FURNESS, HORACE HIGH SCHOOL	08/16/22	\$81,461.00 ANNUAL SALARY
FREEMAN, MACHUMU S	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
FRIPPS, DARIEN L	TEACHER, FULL TIME	WEST PHILADELPHIA HIGH SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
GALES BUTLER, PAMELA	TEACHER, SPEC EDUCATION	WEST PHILADELPHIA HIGH SCHOOL	08/25/22	\$55,681.00 ANNUAL SALARY
GALM, JILLIAN CAITLIN	TEACHER, FULL TIME	SHARSWOOD, GEORGE SCHOOL	08/16/22	\$69,392.00 ANNUAL SALARY
GARA, SAMANTHA LYNN	TEACHER, SPEC EDUCATION	FINLETTER, THOMAS K. SCHOOL	08/16/22	\$73,255.00 ANNUAL SALARY
GERMAN, RONALD	TEACHER, FULL TIME	PATTERSON, JOHN M. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
GHOLSTON, KEVIN	TEACHER, FULL TIME	HARRINGTON, AVERY D. SCHOOL	08/25/22	\$56,416.00 ANNUAL SALARY
GIANCOLA, MARIA FRANCESCA	TEACHER, FULL TIME	MEADE, GEN. GEORGE G. SCHOOL	08/16/22	\$54,763.00 ANNUAL SALARY
GILLIN, BRIAN MICHAEL	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
GILMAN, JARED S	TEACHER, FULL TIME	ARTHUR, CHESTER A. SCHOOL	08/16/22	\$77,886.00 ANNUAL SALARY
GLAZE, ONDRIA	TEACHER, SPEC EDUCATION	OLNEY HIGH SCHOOL	08/16/22	\$64,792.00 ANNUAL SALARY

Personnel Hires
September 22, 2022
Page 23 of 33

GOLDING, LEWANNA	TEACHER, FULL TIME	MC CLURE, ALEXANDER K. SCHOOL	08/16/22	\$68,838.00 ANNUAL SALARY
GONZALEZ, ISRAEL DAVID	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$69,392.00 ANNUAL SALARY
GONZALEZ-PERDOMO, JORGE	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$60,004.00 ANNUAL SALARY
GRAHAM, CAMEILE	TEACHER, SPEC EDUCATION	OVERBROOK EDUCATIONAL CENTER	08/16/22	\$70,775.00 ANNUAL SALARY
GRAY, BRIDGETT	TEACHER, SPEC EDUCATION	FINLETTER, THOMAS K. SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
GRAY, KAI	TEACHER, SPEC EDUCATION	TEMPORARY FOR PRE-HIRES	08/30/22	\$50,986.00 ANNUAL SALARY
GREEN, CATHERINE	TEACHER, FULL TIME	LUDLOW, JAMES R. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
GREEN, GREGORY M	TEACHER, SPEC EDUCATION	OLNEY HIGH SCHOOL	08/16/22	\$72,725.00 ANNUAL SALARY
GRIFFIN, JUSTINA KAMILAH	TEACHER, SPEC EDUCATION	DICK, WILLIAM SCHOOL	08/16/22	\$55,403.00 ANNUAL SALARY
HAMMER, ALEXANDER	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$56,416.00 ANNUAL SALARY
HARTWELL-BRADFORD, NAQUISHA	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$77,886.00 ANNUAL SALARY
HAYES, VICTORIA LYNN	TEACHER, FULL TIME	DEBURGOS, J. ELEMENTARY	08/16/22	\$73,357.00 ANNUAL SALARY
HEBERLE, MARGARET	TEACHER, FULL TIME	FINLETTER, THOMAS K. SCHOOL	08/16/22	\$65,708.00 ANNUAL SALARY
HENDERSON, CHARNELE	TEACHER, SPEC EDUCATION	PARKWAY-NORTHWEST HIGH SCHOOL	08/16/22	\$53,562.00 ANNUAL SALARY
HERLIHY, RYAN	TEACHER, FULL TIME	ROXBOROUGH HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
HERTZ, MARY E	TEACHER, FULL TIME	SCIENCE LDSHP ACADEMY @ BEEBER	08/16/22	\$84,394.00 ANNUAL SALARY
HERZ, ZACHARY	TEACHER, FULL TIME	BETHUNE, MARY MCLEOD SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
HILLER, JOANNA	TEACHER, SPEC EDUCATION	SAYRE, WILLIAM L. HIGH SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
HOLIDAY, CHRISTINA M	SCHOOL COUNSELOR, 10 MONTHS	OLNEY HIGH SCHOOL	08/16/22	\$73,255.00 ANNUAL SALARY
HORN, KATHERINE LESLEY	TEACHER, FULL TIME	TILDEN MIDDLE SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
HUDSON, KIRA F	TEACHER, FULL TIME	HOUSTON, HENRY H. SCHOOL	08/16/22	\$56,416.00 ANNUAL SALARY
IMBURGIO, JUSTINE	TEACHER, FULL TIME	MOTIVATION HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
IULIUCCI, KATHLEEN ANTOINETTE	TEACHER, FULL TIME	SULLIVAN, JAMES J. SCHOOL	08/16/22	\$73,357.00 ANNUAL SALARY
JACKSON, MAKEADA	TEACHER, FULL TIME	MEADE, GEN. GEORGE G. SCHOOL	08/16/22	\$65,708.00 ANNUAL SALARY

Personnel Hires
September 22, 2022
Page 24 of 33

JACKSON-BUTLER, NEKIEL	TEACHER,SPEC EDUCATION	OLNEY HIGH SCHOOL	08/16/22	\$53,562.00 ANNUAL SALARY
JAMES, JESSICA SHEA	TEACHER,FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$91,538.00 ANNUAL SALARY
JAMISON, OLIVIA	TEACHER,FULL TIME	RHODES ELEMENTARY SCHOOL	08/29/22	\$50,065.00 ANNUAL SALARY
JASNE, ALLISON	TEACHER,FULL TIME	BARTRAM, JOHN HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
JERETIC, ATENA	TEACHER,FULL TIME	STEEL, EDWARD T. SCHOOL	08/26/22	\$50,065.00 ANNUAL SALARY
JOHNSON, AVA	TEACHER,FULL TIME	DUCKREY, TANNER SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
JOHNSON, TAMMY L	TEACHER,FULL TIME	PENNYPACKER, SAMUEL SCHOOL	08/16/22	\$56,416.00 ANNUAL SALARY
JONATHAN, JONQUIL	TEACHER,FULL TIME	COMEGYS, BENJAMIN B. SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
JONES, ETHEL	TEACHER,SPEC EDUCATION	OFFICE OF SPECIALIZED SERVICES	08/16/22	\$52,459.00 ANNUAL SALARY
JONES-ROTHWELL, HAFSA	TEACHER,FULL TIME	HILL-FREEDMAN WORLD ACADEMY	08/16/22	\$50,065.00 ANNUAL SALARY
JORDAN, MICHAEL PETER	TEACHER,SPEC EDUCATION	OFFICE OF SPECIALIZED SERVICES	08/16/22	\$50,986.00 ANNUAL SALARY
JURIS, STEPHANIE LEIGH	TEACHER,FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/22	\$54,022.00 ANNUAL SALARY
KAUFFMAN, DELLAMI	TEACHER,FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$52,184.00 ANNUAL SALARY
KEEFER, JESSICA LYNN	TEACHER,FULL TIME	SAUL, WALTER B. HIGH SCHOOL	08/16/22	\$74,823.00 ANNUAL SALARY
KEFOVER, CHARLES	TEACHER,FULL TIME	POTTER-THOMAS SCHOOL	08/16/22	\$87,844.00 ANNUAL SALARY
KENNEDY, WILLIAM	TEACHER,FULL TIME	PARKWAY WEST HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
KIMMAGE, KENNETH AARON	TEACHER,SPEC EDUCATION	STEARNE, ALLEN M. SCHOOL	08/16/22	\$84,599.00 ANNUAL SALARY
KITA, ELLEN JOAN	TEACHER,FULL TIME	GIDEON, EDWARD SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
KNOX, SHARON	TEACHER,SPEC EDUCATION	LAMBERTON,ROBERT E. ELEMENTARY	08/16/22	\$61,385.00 ANNUAL SALARY
KOCHANOWICZ, GRACE	TEACHER,FULL TIME	KIRKBRIDE, ELIZA B. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
KOCIBA, REBECCA LYNN	TEACHER,FULL TIME	MCKINLEY, WILLIAM SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
KORZENIOWSKI, MATEJ	PHYSICAL THERAPIST	OFFICE OF SPECIALIZED SERVICES	08/22/22	\$91,538.00 ANNUAL SALARY
KRUPA, OLIVIA	TEACHER,FULL TIME	ENGINEERING & SCIENCE HIGH SCH	08/16/22	\$51,539.00 ANNUAL SALARY
KUGEL, JOSHUA	TEACHER,FULL TIME	FRANKLIN LEARNING CENTER	08/16/22	\$51,539.00 ANNUAL SALARY

Personnel Hires
September 22, 2022
Page 25 of 33

LABOV, SARAH	TEACHER, FULL TIME	MIFFLIN, THOMAS SCHOOL	08/16/22	\$84,394.00 ANNUAL SALARY
LAPIDES, STEPHANIE	TEACHER, FULL TIME	CASTOR GARDENS MIDDLE SCHOOL	08/23/22	\$50,065.00 ANNUAL SALARY
LASTER, NICOLE	TEACHER, FULL TIME	SOUTH PHILADELPHIA HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
LE HIR DE FALLOIS, FELICIE YEZMIN	TEACHER, FULL TIME	FURNESS, HORACE HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
LEVY, VALERIE	TEACHER, FULL TIME	THE U SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
LEWIS, JANEL	TEACHER, FULL TIME	MORRISON, ANDREW J. SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
LIPPERINI, MARIA	TEACHER, FULL TIME	HOWE, JULIA WARD SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
LISTON, KELLY LYNN	TEACHER, SPEC EDUCATION	DECATUR, STEPHEN SCHOOL	08/16/22	\$81,461.00 ANNUAL SALARY
LOEHMER, EMILY	TEACHER, FULL TIME	MASTBAUM, JULES E. HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
LOPEZ, JUAN DAVID	TEACHER, FULL TIME	DOBBINS, MURRELL HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
LOUGHRAN, PATRICIA	PHYSICAL THERAPIST	OFFICE OF SPECIALIZED SERVICES	08/22/22	\$80,067.00 ANNUAL SALARY
LUCAS, HAILEY	TEACHER, FULL TIME	MOORE, J. HAMPTON SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
MACCREADY, LAUREN	TEACHER, SPEC EDUCATION	SAYRE, WILLIAM L. HIGH SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
MACK, CASSANDRA D	SCHOOL COUNSELOR, 10 MONTHS	SCIENCE LEADERSHIP ACADEMY	08/25/22	\$70,129.00 ANNUAL SALARY
MALDONADO, MOLLY CHRISTINA	TEACHER, FULL TIME	PHILADELPHIA VIRTUAL ACADEMY	08/16/22	\$81,074.00 ANNUAL SALARY
MALLOY, CHARLES A	TEACHER, FULL TIME	STEEL, EDWARD T. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
MALONEY, TARA	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/18/22	\$50,065.00 ANNUAL SALARY
MARCANO, KRISTAL	TEACHER, FULL TIME	LEA, HENRY C.	08/16/22	\$50,065.00 ANNUAL SALARY
MARCOVICI, ELENA	TEACHER, FULL TIME	KENSINGTON HEALTH SCIENCES	08/16/22	\$51,539.00 ANNUAL SALARY
MARSHALL, ABIGAIL	TEACHER, SPEC EDUCATION	OLNEY HIGH SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
MARTINEZ, QUILSIE	TEACHER, FULL TIME	SOLIS-COHEN, SOLOMON SCHOOL	08/16/22	\$68,838.00 ANNUAL SALARY
MATT, RACHEL	TEACHER, SPEC EDUCATION	PATTERSON, JOHN M. SCHOOL	08/29/22	\$50,986.00 ANNUAL SALARY
MATTHEWS, TRACY L	TEACHER, SPEC EDUCATION	EDISON, THOMAS A. HIGH SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
MATTHY, RACHEL LYNN	TEACHER, FULL TIME	COMLY, WATSON SCHOOL	08/16/22	\$77,886.00 ANNUAL SALARY

Personnel Hires
September 22, 2022
Page 26 of 33

MCDANIEL, RICHARD A	TEACHER, FULL TIME	PARKWAY-NORTHWEST HIGH SCHOOL	08/16/22	\$87,844.00 ANNUAL SALARY
MCGLDRICK, TARA	TEACHER, FULL TIME	DUCKREY, TANNER SCHOOL	08/16/22	\$69,392.00 ANNUAL SALARY
MCGOVERN, DOMINIQUE	TEACHER, FULL TIME	CASTOR GARDENS MIDDLE SCHOOL	08/24/22	\$52,184.00 ANNUAL SALARY
MCGOWAN, MOLLY	TEACHER, FULL TIME	FRANKLIN LEARNING CENTER	08/16/22	\$50,065.00 ANNUAL SALARY
MCGRATH, ELLEN	TEACHER, FULL TIME	HUNTER, WILLIAM H. SCHOOL	08/16/22	\$74,823.00 ANNUAL SALARY
MCKENZIE, MARY	TEACHER, FULL TIME	WASHINGTON, GROVER JR. MIDDLE	08/25/22	\$51,539.00 ANNUAL SALARY
MCMANUS, BRIAN	TEACHER, FULL TIME	TILDEN MIDDLE SCHOOL	08/16/22	\$71,876.00 ANNUAL SALARY
MCMONAGLE, JULIE MARIE	TEACHER, FULL TIME	DECATUR, STEPHEN SCHOOL	08/26/22	\$92,034.00 ANNUAL SALARY
MCMULLIN, NOELLE	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
MCNEIL, JASMINE	TEACHER, FULL TIME	HARRINGTON, AVERY D. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
MCRAE, JENELL	TEACHER, FULL TIME	NORTHEAST HIGH SCHOOL	08/16/22	\$66,725.00 ANNUAL SALARY
MEYER, AUSTIN	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$66,448.00 ANNUAL SALARY
MIGIAS, GEORGE	TEACHER, SPEC EDUCATION	BARTRAM, JOHN HIGH SCHOOL	08/16/22	\$52,459.00 ANNUAL SALARY
MILES, JAMEEL	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/29/22	\$50,065.00 ANNUAL SALARY
MILLER, AMANDA	TEACHER, SPEC EDUCATION	HARDING, WARREN G. MIDDLE SCH	08/16/22	\$50,986.00 ANNUAL SALARY
MILLER, ANGELA VERA	TEACHER, FULL TIME	DOBBINS, MURRELL HIGH SCHOOL	08/16/22	\$60,004.00 ANNUAL SALARY
MILLER, GRANT JOSEPH	TEACHER, FULL TIME	FELS, SAMUEL HIGH SCHOOL	08/16/22	\$62,396.00 ANNUAL SALARY
MILLER, TONIA DARLENE	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$87,844.00 ANNUAL SALARY
MITCHELL, SHONIA	TEACHER, SPEC EDUCATION	EDISON, THOMAS A. HIGH SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
MOLINARO, RACHEL	TEACHER, FULL TIME	HARDING, WARREN G. MIDDLE SCH	08/16/22	\$50,065.00 ANNUAL SALARY
MOORE, ANTWANIQUE	TEACHER, FULL TIME	WAGNER, GEN. LOUIS MIDDLE SCH.	08/16/22	\$60,004.00 ANNUAL SALARY
MOORE, MARIANNE	TEACHER, SPEC EDUCATION	DUNBAR, PAUL L. SCHOOL	08/16/22	\$67,095.00 ANNUAL SALARY
MORGAN, JOCELYN	TEACHER, FULL TIME	DUNBAR, PAUL L. SCHOOL	08/16/22	\$87,844.00 ANNUAL SALARY
MORONTA-VILLALOBOS, JAVIER GREGORIO	TEACHER, FULL TIME	PHILADELPHIA MILITARY ACADEMY	08/16/22	\$51,539.00 ANNUAL SALARY

MORRIS, BRIAN	TEACHER, FULL TIME	FELS, SAMUEL HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
MOULTRIE-BULLOCK, MICA	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/25/22	\$50,065.00 ANNUAL SALARY
MU'MIN, AI'YANA INDIA-NICOLE	TEACHER, FULL TIME	BRYANT, WILLIAM C. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
MYERS-ATAC, MARGARET	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
NAKOS, DESPINA	TEACHER, FULL TIME	MOTIVATION HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
NEIBEL, CHARLES	TEACHER, FULL TIME	JUNIATA PARK ACADEMY	08/16/22	\$51,539.00 ANNUAL SALARY
NEWMAN, DEVON REID	TEACHER, FULL TIME	TAGGART, JOHN H. SCHOOL	08/16/22	\$63,412.00 ANNUAL SALARY
NICHOLS, VICTORIA ALEXANDRA	TEACHER, FULL TIME	EDISON, THOMAS A. HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
NOWAK, DYLAN	TEACHER, FULL TIME	HARTRANFT, JOHN F. SCHOOL	08/16/22	\$77,886.00 ANNUAL SALARY
O'BRIEN, MICHAEL	TEACHER, FULL TIME	FELS, SAMUEL HIGH SCHOOL	08/16/22	\$54,763.00 ANNUAL SALARY
OBERHEU, NIKI	TEACHER, FULL TIME	FELS, SAMUEL HIGH SCHOOL	08/16/22	\$70,129.00 ANNUAL SALARY
OCKIMEY, MICHAEL JACOB	TEACHER, FULL TIME	LONGSTRETH, WILLIAM C. SCHOOL	08/16/22	\$52,184.00 ANNUAL SALARY
OLKHOVA, SOPHIA	TEACHER, SPEC EDUCATION	FRANKLIN, BENJAMIN HIGH SCHOOL	08/26/22	\$50,986.00 ANNUAL SALARY
PAILY, XAVIOUR	TEACHER, FULL TIME	NORTHEAST COMMUNITY PROPEL ACD	08/16/22	\$87,844.00 ANNUAL SALARY
PALLANTE, FRANCO S	TEACHER, SPEC EDUCATION	MUNOZ-MARIN, HON LUIS SCHOOL	08/16/22	\$63,781.00 ANNUAL SALARY
PALMA-SIMONCEK, HOPE ELIZABETH	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
PALMER, SHALISA	TEACHER, FULL TIME	BRYANT, WILLIAM C. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
PARKER, JAZZLYN	TEACHER, FULL TIME	BETHUNE, MARY MCLEOD SCHOOL	08/16/22	\$66,448.00 ANNUAL SALARY
PATINO, TESSA ANDREA	TEACHER, FULL TIME	OLNEY HIGH SCHOOL	08/30/22	\$50,065.00 ANNUAL SALARY
PAULECTION, SCHELLA S	TEACHER, FULL TIME	FRANKLIN, BENJAMIN ELEM SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
PENG, WEI	TEACHER, FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	08/16/22	\$50,065.00 ANNUAL SALARY
PEREZ, TYLER	TEACHER, FULL TIME	CENTRAL HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
PEROTTI, JOHN	TEACHER, FULL TIME	WASHINGTON, GEORGE HIGH SCHOOL	08/16/22	\$54,763.00 ANNUAL SALARY
PHILLIPS, STEPHANIE NIZHONI	TEACHER, FULL TIME	STRAWBERRY MANSION HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY

PICARIELLO, NICHOLAS JOSEPH	TEACHER, FULL TIME	WASHINGTON, GROVER JR. MIDDLE	08/16/22	\$50,065.00 ANNUAL SALARY
PINCUS, SARAH ALICE	TEACHER, FULL TIME	HUNTER, WILLIAM H. SCHOOL	08/16/22	\$58,810.00 ANNUAL SALARY
PLEZ, JAMES	TEACHER, FULL TIME	BETHUNE, MARY MCLEOD SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
PLISKIN, MICHAELA AUDREY	TEACHER, FULL TIME	ELKIN, LEWIS SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
POINDEXTER, Kiyah	TEACHER, SPEC EDUCATION	KELLY, JOHN B. SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
POOLE, DAAIMAH	TEACHER, FULL TIME	KIRKBRIDE, ELIZA B. SCHOOL	08/16/22	\$73,357.00 ANNUAL SALARY
POYSER-JOHN, ANDREA J	TEACHER, SPEC EDUCATION	WEST PHILADELPHIA HIGH SCHOOL	08/16/22	\$52,459.00 ANNUAL SALARY
PUGH, JEFFERY	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$60,004.00 ANNUAL SALARY
QUAN, ANNA	TEACHER, FULL TIME	MC CLURE, ALEXANDER K. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
RANDEL, MARYL ANN	TEACHER, FULL TIME	RHOADS, JAMES SCHOOL	08/16/22	\$87,844.00 ANNUAL SALARY
RAUSCHER, STEVEN	TEACHER, FULL TIME	CREATIVE AND PERFORMING ARTS	08/16/22	\$50,065.00 ANNUAL SALARY
RAYSOR, TYLER	TEACHER, SPEC EDUCATION	OLNEY HIGH SCHOOL	08/16/22	\$60,193.00 ANNUAL SALARY
REIDY, OLIVIA	TEACHER, SPEC EDUCATION	HENRY, CHARLES W. SCHOOL	08/16/22	\$61,385.00 ANNUAL SALARY
RICHARDSON, ZENZELE	TEACHER, SPEC EDUCATION	WEST PHILADELPHIA HIGH SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
RICK, JAYLEN	TEACHER, FULL TIME	WRIGHT, RICHARD R. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
RISTINE, EMILYROSE	TEACHER, FULL TIME	GIRARD ACADEMIC MUSIC PROGRAM	08/16/22	\$51,539.00 ANNUAL SALARY
RIVERA, CHRISTINA JOY	TEACHER, FULL TIME	MARSHALL, THURGOOD SCHOOL	08/16/22	\$72,011.00 ANNUAL SALARY
RIVERA GARCIA, ARIANNA	TEACHER, SPEC EDUCATION	FELS, SAMUEL HIGH SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
ROBINSON, YANI	TEACHER, FULL TIME	HUNTER, WILLIAM H. SCHOOL	08/16/22	\$58,810.00 ANNUAL SALARY
ROHRBACH, LORI JANE	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
ROWE, WILLIAM	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$87,844.00 ANNUAL SALARY
RUBENSTEIN, LAUREN	TEACHER, FULL TIME	FRANKLIN, BENJAMIN ELEM SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
SAMPLE, LOUISE	TEACHER, FULL TIME	WASHINGTON, GROVER JR. MIDDLE	08/16/22	\$92,034.00 ANNUAL SALARY
SANDERS, TIANA YVONNE	TEACHER, FULL TIME	GIDEON, EDWARD SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY

SANTIAGO, JESSE	TEACHER,SPEC EDUCATION	MITCHELL ELEMENTARY SCHOOL	08/25/22	\$50,986.00 ANNUAL SALARY
SANTIAGO-RIVAS, SEBASTIAN	TEACHER,FULL TIME	GIRARD ACADEMIC MUSIC PROGRAM	08/16/22	\$50,065.00 ANNUAL SALARY
SAVEDRA, ROMAN	TEACHER,FULL TIME	KENSINGTON HEALTH SCIENCES	08/16/22	\$51,539.00 ANNUAL SALARY
SCHEFFLER, IAN FELS	TEACHER,FULL TIME	THE WORKSHOP SCHOOL	08/16/22	\$62,396.00 ANNUAL SALARY
SCHREINER, CAITLIN	TEACHER,FULL TIME	DUCKREY, TANNER SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
SCHWARTZ, MARK	TEACHER,FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$62,396.00 ANNUAL SALARY
SCIARRA, JULIANA	TEACHER,FULL TIME	DECATUR, STEPHEN SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
SERVANO, JESSICA	TEACHER,SPEC EDUCATION	EDISON, THOMAS A. HIGH SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
SHANNON, MICHAEL ADRIAN	TEACHER,SPEC EDUCATION	FELTONVILLE ARTS & SCIENCES	08/16/22	\$64,333.00 ANNUAL SALARY
SHAW, JENNIFER D	TEACHER,FULL TIME	CATHARINE, JOSEPH W. SCHOOL	08/16/22	\$68,838.00 ANNUAL SALARY
SIMMONS, DARIUS SHAUN	TEACHER,SPEC EDUCATION	WAGNER, GEN. LOUIS MIDDLE SCH.	08/16/22	\$50,986.00 ANNUAL SALARY
SIMS, MARCELLUS	TEACHER,FULL TIME	GLORIA CASAREZ ELEMENTARY	08/16/22	\$50,065.00 ANNUAL SALARY
SKWIRE, BRENDAN	TEACHER,SPEC EDUCATION	WASHINGTON, GEORGE HIGH SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
SMITH, LAMISHA	TEACHER,FULL TIME	FELS, SAMUEL HIGH SCHOOL	08/16/22	\$65,708.00 ANNUAL SALARY
SMITH, SHALISHA M	TEACHER,FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
SMITH, THOMAS	TEACHER,FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$68,838.00 ANNUAL SALARY
SNYDER, ALLAN BOUDMAN	TEACHER,FULL TIME	ROOSEVELT ELEMENTARY SCHOOL	08/16/22	\$74,823.00 ANNUAL SALARY
SO, JOSEPH	PHYSICAL THERAPIST	OFFICE OF SPECIALIZED SERVICES	08/22/22	\$83,719.00 ANNUAL SALARY
SPRINKLE, ELIZABETH ROSE	TEACHER,FULL TIME	ROOSEVELT ELEMENTARY SCHOOL	08/16/22	\$74,823.00 ANNUAL SALARY
STEINHEIMER, EMMA LOUISE	TEACHER,SPEC EDUCATION	SCIENCE LEADERSHIP ACADEMY	08/16/22	\$52,459.00 ANNUAL SALARY
STERN, AVERY	TEACHER,FULL TIME	KENSINGTON CAPA	08/16/22	\$68,838.00 ANNUAL SALARY
STRICKLAND, OLIVER J	TEACHER,FULL TIME	POWEL, SAMUEL SCHOOL	08/16/22	\$74,823.00 ANNUAL SALARY
STROBEL, KATHRYN ISABEL	TEACHER,FULL TIME	ROOSEVELT ELEMENTARY SCHOOL	08/16/22	\$68,838.00 ANNUAL SALARY
SULLIVAN, MEGAN	TEACHER,FULL TIME	BACHE-MARTIN SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY

TALISSE, DAISY A	TEACHER, FULL TIME	JUNIATA PARK ACADEMY	08/16/22	\$51,539.00 ANNUAL SALARY
TARTARO, ALANA	TEACHER, FULL TIME	GOMPERS, SAMUEL SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
TEJADA, SPENSER	TEACHER, FULL TIME	FRANKLIN LEARNING CENTER	08/16/22	\$50,065.00 ANNUAL SALARY
THOMAS, EDEN	TEACHER, FULL TIME	EDISON, THOMAS A. HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
THOMAS, KHAREEMA R.	TEACHER, FULL TIME	KELLEY, WILLIAM D. SCHOOL	08/16/22	\$54,022.00 ANNUAL SALARY
TORREZ, MONICA CHRISTINE	TEACHER, SPEC EDUCATION	STETSON, JOHN B. MIDDLE SCHOOL	08/29/22	\$53,562.00 ANNUAL SALARY
TURK, TIFFANI SA'KIRA	TEACHER, FULL TIME	BRYANT, WILLIAM C. SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
TUZZINO, ROSEMARY ELLEN	TEACHER, FULL TIME	CAYUGA SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
UTAIN-EVANS, HANNAH	TEACHER, FULL TIME	CENTRAL HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
VAN NOTE, SAMANTHA	TEACHER, FULL TIME	HIGH SCHOOL OF THE FUTURE	08/16/22	\$51,539.00 ANNUAL SALARY
VANZELST, ROBERT JOHN	TEACHER, FULL TIME	MARSHALL, THURGOOD SCHOOL	08/16/22	\$71,876.00 ANNUAL SALARY
VEGA, AMANDA MARIE	TEACHER, FULL TIME	VAUX BIG PICTURE HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
VERA, SHACKARAH	TEACHER, SPEC EDUCATION	FELS, SAMUEL HIGH SCHOOL	08/16/22	\$70,223.00 ANNUAL SALARY
WALLACE, EMMA	TEACHER, FULL TIME	FELTONVILLE ARTS & SCIENCES	08/16/22	\$51,539.00 ANNUAL SALARY
WALLACE, KENROY	TEACHER, FULL TIME	FINLETTER, THOMAS K. SCHOOL	08/16/22	\$72,011.00 ANNUAL SALARY
WANG, DEYU	TEACHER, FULL TIME	CENTRAL HIGH SCHOOL	08/16/22	\$57,247.00 ANNUAL SALARY
WARREN, THOMAS	TEACHER, SPEC EDUCATION	DOBBINS, MURRELL HIGH SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
WENICK, ALANA L	TEACHER, FULL TIME	MIFFLIN, THOMAS SCHOOL	08/16/22	\$65,708.00 ANNUAL SALARY
WESTERVELT, KYLEIGH J	TEACHER, FULL TIME	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$77,886.00 ANNUAL SALARY
WHITEFEATHER, MAIJA	TEACHER, FULL TIME	KENSINGTON HIGH SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY
WIECZERZAK, ELISE	TEACHER, FULL TIME	MCDANIEL, DELAPLAINE SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
WILKINS, HANNAH	TEACHER, FULL TIME	HIGH SCHOOL OF THE FUTURE	08/16/22	\$51,539.00 ANNUAL SALARY
WILKS, AMBER	TEACHER, SPEC EDUCATION	BLAINE, JAMES G. SCHOOL	08/16/22	\$50,986.00 ANNUAL SALARY
WILLGRUBER, ALYSSA	TEACHER, FULL TIME	MC MICHAEL, MORTON SCHOOL	08/16/22	\$51,539.00 ANNUAL SALARY

WILLIAMS, DIANAH SYLVIA	TEACHER,SPEC EDUCATION	FELTONVILLE INTERMEDIATE	08/16/22	\$88,237.00 ANNUAL SALARY
WILLIAMS, SIMONE	TEACHER,FULL TIME	CHIEF ACADEMIC OFFICE	08/16/22	\$51,539.00 ANNUAL SALARY
WILLIAMS-MONTE, NATASHA ANTOINETTE	TEACHER,FULL TIME	STRAWBERRY MANSION HIGH SCHOOL	08/29/22	\$50,986.00 ANNUAL SALARY
WILLINGHAM, ALI MICHAEL	TEACHER,FULL TIME	WEST PHILADELPHIA HIGH SCHOOL	08/16/22	\$87,844.00 ANNUAL SALARY
WINEGRAD, JACOB	TEACHER,FULL TIME	CENTRAL HIGH SCHOOL	08/16/22	\$54,763.00 ANNUAL SALARY
WRIGHT, AVA	TEACHER,FULL TIME	ENGINEERING & SCIENCE HIGH SCH	08/16/22	\$51,539.00 ANNUAL SALARY
XAVIOUR, GIFTA ANN	TEACHER,FULL TIME	KENSINGTON CAPA	08/16/22	\$50,065.00 ANNUAL SALARY
YANG, JASHEE	TEACHER,FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$50,065.00 ANNUAL SALARY
YOUNG, ASHLEY	TEACHER,FULL TIME	DEBURGOS, J. ELEMENTARY	08/16/22	\$51,539.00 ANNUAL SALARY
YOUNG, CARLA J	TEACHER,SPEC EDUCATION	EDISON, THOMAS A. HIGH SCHOOL	08/16/22	\$55,681.00 ANNUAL SALARY
BOWERS, KIMBERLY MAE	STUDENT CLIMATE STAFF,5 HOURS	PATTERSON, JOHN M. SCHOOL	08/16/22	\$15,443.00 ANNUAL SALARY
CHAPMAN, WAYNE D	SCHOOL CLIMATE LIAISON	SPRUANCE, GILBERT SCHOOL	08/16/22	\$45,556.00 ANNUAL SALARY
DAVIS-GREEN, JADE IMONI	STUDENT CLIMATE STAFF,5 HOURS	SWENSON ARTS/TECH HIGH SCHOOL	08/23/22	\$15,443.00 ANNUAL SALARY
HERAH HUTCHINSON, ULENDIA JACQULINE	STUDENT CLIMATE STAFF,6 HOURS	TILDEN MIDDLE SCHOOL	08/16/22	\$14,367.00 ANNUAL SALARY
JACKSON, DEJA C	STUDENT CLIMATE STAFF,5 HOURS	WRIGHT, RICHARD R. SCHOOL	08/16/22	\$14,367.00 ANNUAL SALARY
JOHNSON, KEITH ERIC	SCHOOL CLIMATE MANAGER	RHODES ELEMENTARY SCHOOL	08/16/22	\$77,954.00 ANNUAL SALARY
MYERS, DIANA LEANORA	STUDENT CLIMATE STAFF,6 HOURS	ELLWOOD SCHOOL	08/22/22	\$18,531.00 ANNUAL SALARY
ROBERSON, KAREN H	STUDENT CLIMATE STAFF,5 HOURS	LOWELL, JAMES R. SCHOOL	08/16/22	\$15,443.00 ANNUAL SALARY
ROBINSON, RICHARD R	PREHIRE	TEMPORARY FOR PRE-HIRES	08/16/22	\$67,302.00 ANNUAL SALARY
SIMPKINS, SONJA	STUDENT CLIMATE STAFF,4 HOURS	ROWEN, WILLIAM SCHOOL	06/16/22	\$12,354.00 ANNUAL SALARY
SMOOT, DANIELLE A	STUDENT CLIMATE STAFF,3 HOURS	LEA, HENRY C.	08/22/22	\$9,266.00 ANNUAL SALARY
WEDEE, NAZIA	STUDENT CLIMATE STAFF,5 HOURS	FRANK, ANNE SCHOOL	08/16/22	\$18,531.00 ANNUAL SALARY
RICCI, MATTHEW	TEACHER,FULL TIME	OLNEY HIGH SCHOOL	08/16/22	\$83,845.00 ANNUAL SALARY
SPEIGHT, AMANDA M	STUDENT CLIMATE STAFF,6 HOURS	CROSSROADS @ HUNTING PARK	08/16/22	\$17,240.00 ANNUAL SALARY

Personnel Hires
September 22, 2022
Page 32 of 33

ALMONTE, WENDY NICOLE	SECRETARY I	OLNEY HIGH SCHOOL	08/16/22	\$29,988.00 ANNUAL SALARY
BEVAN, MARLANA	SCHOOL NURSE	SPRING GARDEN SCHOOL	08/16/22	\$81,074.00 ANNUAL SALARY
BYNUM, DAVELLE A	SCHOOL NURSE	SOUTH PHILADELPHIA HIGH SCHOOL	08/16/22	\$63,412.00 ANNUAL SALARY
CHAMBERS, NICOLE	OCCUP THERAPIST	OFFICE OF SPECIALIZED SERVICES	08/16/22	\$62,953.00 ANNUAL SALARY
COOGAN, LILLIAN BAOQIN	SCHOOL NURSE	ARTHUR, CHESTER A. SCHOOL	08/16/22	\$56,416.00 ANNUAL SALARY
COTTON, DESTINY	SECRETARY I	ALLEN, DR. ETHEL SCHOOL	08/23/22	\$25,583.00 ANNUAL SALARY
DAWSON, FELICIA A	SCHOOL NURSE	BARTON, CLARA SCHOOL	08/16/22	\$62,953.00 ANNUAL SALARY
GAMBRAH, CATHERINE	SCHOOL NURSE	POTTER-THOMAS SCHOOL	08/16/22	\$60,004.00 ANNUAL SALARY
GRAEFF, SARAH BETH	SCHOOL PSYCHOLOGIST	OFFICE OF SPECIALIZED SERVICES	08/16/22	\$64,699.00 ANNUAL SALARY
GRASSO, CHERYL LYNN	SCHOOL NURSE	DISSTON, HAMILTON SCHOOL	08/16/22	\$73,357.00 ANNUAL SALARY
GUERRERO, KAREN	COUNSELING ASST,BILINGUAL	FRANKLIN LEARNING CENTER	08/29/22	\$24,939.00 ANNUAL SALARY
HERRERA, CARMEN J	SECRETARY I	OLNEY HIGH SCHOOL	08/16/22	\$35,526.00 ANNUAL SALARY
HIATT, JAMES A	SCHOOL PSYCHOLOGIST	BARRY, JOHN ELEMENTARY SCHOOL	08/22/22	\$86,419.00 ANNUAL SALARY
HUNTER, MADONNA A	SCHOOL NURSE	FELTONVILLE ARTS & SCIENCES	08/16/22	\$63,412.00 ANNUAL SALARY
JAMES, MARY BETH	SCHOOL NURSE	STEARNE, ALLEN M. SCHOOL	08/16/22	\$73,357.00 ANNUAL SALARY
KATENIN, LEV	COUNSELING ASST,BILINGUAL	LOESCHE, WILLIAM H. SCHOOL	08/16/22	\$24,939.00 ANNUAL SALARY
LEADER, MARY T	SECRETARY I	WASHINGTON, GEORGE HIGH SCHOOL	08/16/22	\$25,583.00 ANNUAL SALARY
LEVENTIS, JOANN	SCHOOL NURSE	PUPIL HEALTH SERVICES	08/16/22	\$81,074.00 ANNUAL SALARY
LYONS, BRIANNA	SCHOOL PSYCHOLOGIST	OFFICE OF SPECIALIZED SERVICES	08/22/22	\$81,080.00 ANNUAL SALARY
LYTES, VANESSA RENEE	SCHOOL NURSE	CLEMENTE, ROBERTO MIDDLE SCHL	08/16/22	\$71,876.00 ANNUAL SALARY
MAY, ANGELA F	SCHOOL NURSE	MASTERMAN,JULIA R. HIGH SCHOOL	08/16/22	\$73,357.00 ANNUAL SALARY
MCMILLAN, SHELAH	SCHOOL NURSE	SAYRE, WILLIAM L. HIGH SCHOOL	08/16/22	\$84,394.00 ANNUAL SALARY
MOHAMED, AYA	COUNSELING ASST,BILINGUAL	MOFFET, JOHN SCHOOL	08/22/22	\$24,939.00 ANNUAL SALARY
MURPHY, KERIANN	SCHOOL NURSE	MARSHALL, THURGOOD SCHOOL	08/16/22	\$73,357.00 ANNUAL SALARY

NETTERVILLE, TARA LYNN	SCHOOL CLIMATE LIAISON	DOBBINS, MURRELL HIGH SCHOOL	08/22/22	\$45,556.00 ANNUAL SALARY
O'KEEFE, MACKENZIE LYNN	SCHOOL NURSE	TAGGART, JOHN H. SCHOOL	08/16/22	\$60,004.00 ANNUAL SALARY
PAPE, MEGAN E	SCHOOL NURSE	FINLETTER, THOMAS K. SCHOOL	08/16/22	\$87,844.00 ANNUAL SALARY
QUIFICA, WILMER	COUNSELING ASST,BILINGUAL	SOLIS-COHEN, SOLOMON SCHOOL	08/23/22	\$24,939.00 ANNUAL SALARY
RAVENELL, MARGARET JANE	SCHOOL PSYCHOLOGIST	OFFICE OF SPECIALIZED SERVICES	08/22/22	\$86,419.00 ANNUAL SALARY
RENFROW, AZADEH	SECRETARY I	WIDENER MEMORIAL SCHOOL	08/16/22	\$25,583.00 ANNUAL SALARY
RIVERA, MYRA	SECRETARY I	STETSON, JOHN B. MIDDLE SCHOOL	08/16/22	\$42,796.00 ANNUAL SALARY
ROBINSON, BROOKE	SECRETARY I	ACADEMY AT PALUMBO	08/16/22	\$25,583.00 ANNUAL SALARY
RODRIGUEZ, ELIZABETH URENA	SECRETARY I	MCKINLEY, WILLIAM SCHOOL	08/22/22	\$25,583.00 ANNUAL SALARY
SADLER, DOMINIQUE T	SCHOOL NURSE	PARKWAY WEST HIGH SCHOOL	08/16/22	\$73,357.00 ANNUAL SALARY
SICKEL, HEATHER	SCHOOL NURSE	FELL, D. NEWLIN SCHOOL	08/16/22	\$73,357.00 ANNUAL SALARY
STAAB, DAWN	SCHOOL NURSE	WEBSTER, JOHN H. SCHOOL	08/16/22	\$72,011.00 ANNUAL SALARY
STINGER, JENNIFER	OCCUP THERAPIST	FAMILY & STUDENT SERVICES	08/22/22	\$73,255.00 ANNUAL SALARY
STRICKLAN, THELISHA	SECRETARY I	FRANKLIN, BENJAMIN HIGH SCHOOL	08/23/22	\$25,583.00 ANNUAL SALARY
THEODORE, TAMEKA	SECRETARY I	WEST PHILADELPHIA HIGH SCHOOL	08/16/22	\$25,583.00 ANNUAL SALARY
THODER, VINCENT	SCHOOL PSYCHOLOGIST	OFFICE OF SPECIALIZED SERVICES	08/16/22	\$86,419.00 ANNUAL SALARY
VALDEZ, ARLENE	SECRETARY I	FRANKFORD HIGH SCHOOL	08/16/22	\$25,583.00 ANNUAL SALARY
WILFORD, LATISHA	SECRETARY I	SPRUANCE, GILBERT SCHOOL	08/16/22	\$25,583.00 ANNUAL SALARY
YOUNG, SYLVIA	SCHOOL NURSE	DOBBINS, MURRELL HIGH SCHOOL	08/23/22	\$92,034.00 ANNUAL SALARY

Action Item - 4.

Title: Approval of Retirements and Resignations (Updated 9.22.2022)

Board of Education Meeting Date: 9/22/2022

Action under consideration

RESOLVED, by the Board of Education that the resignations and retirements of the
following individuals are accepted effective September 22, 2022.

*Names to be provided for public view immediately prior to the Board of Education Action
Meeting on September 22, 2022.

Office Originating Request: Talent

ATTACHMENTS:

Description

9_22_22 Retirement & Resignations

Type

Supporting Document

RESOLVED, by the Board of Education that the resignations and retirements of the following individuals are accepted effective September 22, 2022

Name	Location	Position	Effective Date	Reason
Abel, Ajenera	Blaine, James G. School	Special Education Assistant	04/25/2022	Resignation
Ahmad-Hargrove, Calisa	Blaine, James G. School	General Cleaner, 8 Hours	08/22/2022	Resignation
Alexander, Angelica	Deburgos, J. Elementary	General Cleaner, 8 Hours	08/23/2022	Resignation
Allen, Victoria	Bethune, Mary Mcleod School	Food Svcs Worker Ii	09/16/2022	Resignation
Allen, Sherita	Climate & Safety	Climate And Culture Coach	09/16/2022	Resignation
Allen-Harvey, Markia	Bridesburg School	Special Education Assistant	06/15/2022	Resignation
Allwein, Madison	Hill-Freedman World Academy	Teacher,Full Time	11/01/2022	Resignation
Anderson, Robert	Per Diem	General Cleaner,Supplemental	08/19/2022	Resignation
Anderson, Heaven	Hancock Demonstration School	General Cleaner, 8 Hours	08/22/2022	Resignation
Armstrong, Paul	Science Leadership Academy	Food Svcs Worker Iii	08/31/2022	Retirement
Atemie, Tamunomiebi	Lincoln, Abraham High School	Student Climate Staff,6 Hours	06/15/2022	Resignation
August, Kaylee	Mastbaum, Jules E. High School	Teacher,Full Time	06/15/2022	Resignation
Bates, Erica	King, Martin Luther High Sch.	Teacher,Spec Education	01/06/2023	Retirement

Beissel, Paris	Bridesburg School	Teacher, Spec Education	06/15/2022	Resignation
Bennett, Lylunette	Harding, Warren G. Middle Sch	Special Education Assistant	06/15/2022	Resignation
Bilson, Joseph	Sullivan, James J. School	Teacher, Full Time	06/15/2022	Resignation
Blakely, Richard	Chief Academic Office	Teacher, Full Time	06/15/2022	Resignation
Boland, Maureen	Parkway C.C. Middle College	Teacher, Full Time	10/31/2022	Resignation
Bolano, Milagros	Employee Support Services	Sr Retirement Analyst	08/19/2022	Resignation
Bonhomme, Janelle	Hartranft, John F. School	Teacher, Full Time	06/15/2022	Resignation
Boyd, Darryl	Bryant, William C. School	Teacher, Full Time	06/15/2022	Resignation
Broaster, Hannah	Mitchell Elementary School	Special Education Assistant	06/15/2022	Resignation
Brown, Kyrel	Cooke, Jay Elementary School	Student Climate Staff, 6 Hours	06/15/2022	Resignation
Brown, Shunard	Pennypack House School	School Climate Manager	09/03/2022	Resignation
Brown, Dareesha	Cassidy, Lewis C Academics Plus	Teacher, Full Time	09/06/2022	Resignation
Browne, Lydia	Anderson, Add B. School	Teacher, Full Time	06/15/2022	Resignation
Burns, Donald	Widener Memorial School	School-Based Tech Maint Asst	10/03/2022	Retirement
Callazo, Alfonso	Office Of School Safety	School Safety Officer, 8Hrs	10/07/2022	Retirement
Cappello, Andrew	Mastbaum, Jules E. High School	Teacher, Full Time	06/15/2022	Resignation
Carney, Chante	Mitchell Elementary School	Student Climate Staff, 6 Hours	06/15/2022	Resignation
Carroll, Imani	Blaine, James G. School	Special Education Assistant	06/15/2022	Resignation
Carter, Marquita	Moore, J. Hampton School	Student Climate Staff, 6 Hours	09/09/2022	Resignation

Chaney, Vorlea	Attendance & Truancy Office	Dir, Attendance & Truancy	09/16/2022	Retirement
Chappelle, Tanita	Logan, James School	Secretary I	06/15/2022	Resignation
Chase, Amber	Roosevelt Elementary School	Teacher, Spec Education	06/15/2022	Resignation
Clarke, Shawna	Cassidy, Lewis C Academics Plus	Teacher, Full Time	06/15/2022	Resignation
Clarke, Rishma	Arthur, Chester A. School	Student Climate Staff, 6 Hours	06/15/2022	Resignation
Clifford, Carly	Mayfair School	Teacher, Full Time	06/15/2022	Resignation
Clifton, Connor	Wagner, Gen. Louis Middle Sch.	Teacher, Full Time	09/02/2022	Resignation
Colbert, Nelijn	Henry, Charles W. School	Student Climate Staff, 4 Hours	06/15/2022	Resignation
Coleman, Vivien	Washington, Grover Jr. Middle	Student Climate Staff, 6 Hours	06/15/2022	Retirement
Coleman, Milton	Houston, Henry H. School	Special Education Assistant	06/15/2022	Resignation
Copper, Tameisha	Bus Attendants-Private Schools	Bus Attendant	06/15/2022	Resignation
Corrigan, Aidan	Steel, Edward T. School	Teacher, Full Time	06/15/2022	Resignation
Cortese, Karen	Chief Academic Office	Budget Analyst Iii	11/04/2022	Retirement
Cotton, Chamara	Morton, Thomas G. School	Teacher, Full Time	09/02/2022	Resignation
Council, Jasmine	Climate & Safety	Climate And Culture Coach	08/19/2022	Resignation
Cunningham, Jeanette	Preparatory Charter School	Food Svcs Assistant	01/30/2023	Retirement
Davies, Christopher	Office Of The Chief Of Schools	Ex Dir, Innovation	09/09/2022	Resignation
Davis, Etiedidiong	Comly, Watson School	Special Education Assistant	06/15/2022	Resignation
Davis, Michael	Mifflin, Thomas School	Special Education Assistant	06/15/2022	Resignation

Davis, Willie	Roxborough High School	Bus Attendant	06/15/2022	Resignation
Di Giambattista, Mark	Academy At Palumbo	Building Engineer-Group Iii	10/14/2022	Retirement
Dorsey, Charise	Meade, Gen. George G. School	Special Education Assistant	06/15/2022	Resignation
Dougherty, Alyssa	Southwark School	Teacher,Full Time	10/25/2022	Resignation
Durant, Erin	Kelley, William D. School	Assistant Program Coord	09/09/2022	Resignation
Ellerby, Jaliyl		Bus Attendant	09/01/2022	Resignation
Elliott, Leitha	Comegys, Benjamin B. School	Food Svcs Assistant	06/15/2022	Resignation
Eubanks, Lauryn-Sheryiah	Amy Northwest	Student Climate Staff,6 Hours	06/15/2022	Resignation
Fairfax, Pamela	Sayre, William L. High School	Secretary I	01/05/2023	Retirement
Fantaskey , Andrew	Cook-Wissahickon School	Teacher,Full Time	06/15/2022	Resignation
Ferguson, Denise	Longstreth, William C. School	Bus Attendant,Six Hours	06/01/2022	Retirement
Fernandez, Noni	Gideon, Edward School	Teacher,Full Time	10/03/2022	Resignation
Flanagan, Carrie	Solis-Cohen, Solomon School	Teacher,Full Time	06/15/2022	Resignation
Fonder-Monroe, Tiwari	Potter-Thomas School	School Climate Manager	06/22/2022	Resignation
Frye, Kyssandra	Rhoads, James School	Bus Attendant	08/31/2022	Resignation
Gilbert, Shayana	Duckrey, Tanner School	General Cleaner, 8 Hours	08/12/2022	Resignation
Gilliam, Patrice	Prince Hall School	Special Education Assistant	09/09/2022	Resignation
Gilliard, Drew	Washington, Grover Jr. Middle	Food Svcs Assistant	06/15/2022	Resignation
Giorno, Angela	Gompers, Samuel School	Teacher,Spec Education	10/21/2022	Resignation
Gray, Latasha	Cook-Wissahickon School	Special Education Assistant	06/15/2022	Resignation

Gregory, Carolyn	Parkway-Northwest High School	Food Svcs Assistant	06/15/2022	Resignation
Griffin, Matthew		Teacher, Full Time	06/15/2022	Resignation
Guerra Boitel, Romelfi	Rhawnhurst School	General Cleaner, 8 Hours	08/30/2022	Resignation
Hadbi, Nassima	Washington, G. Bright Futures	Teacher Asst, Pkhs	06/15/2022	Resignation
Handy, Rodney	Mastbaum, Jules E. High School	General Cleaner, 8 Hours	09/02/2022	Resignation
Hatton, Mary	Fitzpatrick, A.L. School	Teacher, Full Time	06/15/2022	Resignation
Henderson, John	Broad Street Garage	Bus Chauffeur Pt (4-5Hrs/Day)	09/02/2022	Retirement
Holmes, Ashley	Spruance, Gilbert School	Student Climate Staff, 5 Hours	06/15/2022	Resignation
Holmes, Bridgette	Science Ldshp Academy @ Beeber	Student Climate Staff, 4 Hours	06/15/2022	Resignation
Hooks, Leonard	Passyunk Garage	Bus Chauffeur	10/03/2022	Retirement
Hysenlikaj, Gjyle	Webster School Head Start	Teacher Asst, Pkhs	06/15/2022	Resignation
Iglesias, Jorge	Electrical Services	Electrical Mechanic B 5Dy	08/25/2022	Resignation
Ingram, Jordan	Emlen, Eleanor C. School	Special Education Assistant	06/15/2022	Resignation
Irizarry, Edward	Electrical Services	Electrical Mechanic B 5Dy	08/26/2022	Resignation
Jackson, Victoria	Phila Learning Academy-South	Food Svcs Utility Worker	09/09/2022	Resignation
James, Grace	Crossroads Accelerated Academy	Climate Support Specialist	06/15/2022	Retirement
Jean, Adley	Washington, George High School	Teacher, Spec Education	06/15/2022	Resignation
Jessey, Yvonne	Lincoln, Abraham High School	Special Education Assistant	11/15/2021	Resignation
Johnson, Parisian	Office Of School Safety	School Safety Officer	09/06/2022	Resignation

Jones, Deirdre	Jenks Academy Arts & Sciences	Supportive Services Asst, 3 Hr	06/15/2022	Resignation
Jones, Jessica	Roxborough High School	Teacher, Spec Education	06/15/2022	Resignation
Jones, Jaleel	Patterson, John M. School	Building Engineer- Group Ii	09/01/2022	Resignation
Kirkland, Darnell	Spring Garden School	Custodial Assistant	07/29/2022	Resignation
Knighton, Veronica	Kelley, William D. Head Start	Teacher, Full Time	01/03/2023	Retirement
Lally, Nicole		Teacher, Spec Education	11/23/2022	Resignation
Lawless, William	Wilson, Woodrow Middle School	Teacher, Full Time	06/15/2022	Resignation
Lawton, Tyneshia	Nebinger School Bright Futures	Student Climate St, Erl Ch 5 Hr	06/15/2022	Resignation
Lew, Sarah	Juniata Park Academy	Teacher, Full Time	06/15/2022	Resignation
Lewis, Tiesha	Marshall, Thurgood School	Special Education Assistant	09/01/2022	Resignation
Liszewski, Stanley	Logan, James School	Teacher, Full Time	08/31/2022	Resignation
Lockett, Natiya	Office Of School Safety	School Safety Officer	06/15/2022	Resignation
Lockhart, Marlene	Strawberry Mansion High School	Food Svcs Worker Ii	06/15/2022	Resignation
Lopez, Samantha	N/A	Bus Attendant	08/29/2022	Resignation
Lover, Augustus	Facilities Mgmt. & Services	Facilities Area Manager	09/19/2022	Resignation
Ludd, Chea	Spruance, Gilbert School	Special Education Assistant	06/15/2022	Resignation
Ludrick, Stacey	Washington, George High School	Teacher, Full Time	10/14/2022	Resignation
Malloy, Ciera	Lawton, Henry W. School	General Cleaner, 8 Hours	07/29/2022	Resignation
Martelack, Abby	Bridesburg School	Teacher, Full Time	06/15/2022	Resignation

Mcrae, Rachel	Comegys, Benjamin B. School	Teacher,Full Time	06/15/2022	Resignation
Melendez, Lillian	Willard, Frances E. School	Student Climate Staff,6 Hours	06/15/2022	Resignation
Mema, Violeta	Bodine, William W. High School	Food Svcs Assistant	06/15/2022	Retirement
Mema, Neomi	Holme, Thomas School	Supportive Services Asst, 4 Hr	09/16/2022	Resignation
Meyer, Mary	Wilson, Woodrow Middle School	Teacher,Spec Education	10/14/2022	Resignation
Miller, Kenya	Wagner, Gen. Louis Middle Sch.	Food Svcs Assistant	06/15/2022	Resignation
Mills, Iyonna	Bryant Head Start	Student Climate St,Erl Ch 5 Hr	06/15/2022	Resignation
Moffitt, Kandis	Disston, Hamilton School	Teacher,Full Time	06/15/2022	Resignation
Molchan, Rita	Lawton, Henry W. School	Student Climate Staff,5 Hours	06/15/2022	Retirement
Moore, Kyle	Mitchell Elementary School	Student Climate Staff,5 Hours	06/15/2022	Resignation
Moore, Tahshombi	Jenks, Abram School	Food Svcs Worker Senior	06/15/2022	Resignation
Murray, Caitlin	Shawmont School	Student Climate Staff,4 Hours	06/15/2022	Resignation
Myers, Diana	Ellwood School	Student Climate Staff,6 Hours	06/15/2022	Resignation
Myers, Melissa	Hancock Demonstration School	Special Education Assistant	08/30/2022	Resignation
Nealon, Kristen	Moore, J. Hampton School	Teacher,Full Time	06/15/2022	Resignation
Newton, Jesse	Lawton, Henry W. School	Student Climate Staff,5 Hours	09/30/2022	Retirement
Niedosik, Dean	Office Of School Safety	School Safety Area Manager	10/03/2022	Retirement
O'Driscoll, Maureen	Bryant, William C. School	Teacher,Full Time	09/29/2022	Resignation

Padgett, Shirley	Southwark School Head Start	Teacher, Full Time	11/01/2022	Resignation
Pate, Trae	Mc Michael, Morton School	Sup Team Educ Par Family Peer	08/19/2022	Resignation
Phillip, Earle	Head Start Central Office	Cust Supp/External Liaison	09/01/2022	Resignation
Plaza, Margie	Willard, Frances E. School	Supportive Services Asst, 4 Hr	06/15/2022	Resignation
Poland, Sashay	Bridesburg School	Bus Attendant, One To One	06/15/2022	Resignation
Pope, Jerrold	Wilson, Woodrow Middle School	General Cleaner, 8 Hours	08/26/2022	Resignation
Porter, Tamika	Widener Memorial School	Bus Attendant, Six Hours	06/15/2022	Resignation
Prante, Daniel	Technology Services	Senior Network Engineer	09/07/2022	Resignation
Price-Gillette, Shelly	Fitzpatrick, A.L. School	Teacher, Full Time	01/03/2023	Retirement
Pryor, Latifah	Hamilton, Andrew School	Food Svcs Assistant	06/15/2022	Resignation
Raden, Kayla	Kensington High School	Teacher, Full Time	06/15/2022	Resignation
Ramirez, Aurora	Barton, Clara School	Student Climate Staff, 6 Hours	06/15/2022	Resignation
Ray, Ruth	Kelly, John B. School	Food Svcs Assistant	06/15/2022	Resignation
Reilly, Lillian		Student Teacher	10/21/2022	Resignation
Reyes, Mardanny	Barton, Clara School	Student Climate Staff, 3 Hours	06/15/2022	Resignation
Rhock, Zaheer	N/A	Bus Chau Trainee, Part-Time	08/29/2022	Resignation
Riddick, Ella	Richmond School	Bus Attendant	06/15/2022	Resignation
Rios, Marquis	Office Of Management & Budget	Financial Analyst	09/02/2022	Resignation
Robinson, Tymeer	Mc Michael, Morton School	General Cleaner, 8 Hours	08/19/2022	Resignation

Robus, Eileen	Prevention & Intervention	Prevention & Intervention Liai	08/22/2022	Resignation
Rodriguez, Adrianna	Willard, Frances E. School	Special Education Assistant	09/09/2022	Resignation
Rolon, Margaret	Feltonville Arts & Sciences	Supportive Services Asst, 4 Hr	06/15/2022	Retirement
Rosario, Katiria	Forrest, Edwin School	Food Svcs Worker Senior	06/15/2022	Resignation
Rose, Emily	Mayfair School	Teacher, Full Time	09/01/2022	Resignation
Ross, Tiffany	Bus Attendants-Private Schools	Bus Attendant	06/15/2022	Resignation
Ruppersberger, Eva	Fox Chase School	Teacher, Spec Education	10/28/2022	Resignation
Rutherford, Samantha	Bethune, Mary Mcleod School	Teacher, Full Time	10/26/2022	Resignation
Ryan, Pam	Spruance, Gilbert School	Teacher, Full Time	11/04/2022	Resignation
Sanders, Tysherra	Frankford High School	Bus Attendant, Six Hours	09/06/2022	Resignation
Santiago, Lillian	Head Start Central Office	School Nurse	07/27/2022	Resignation
Savoy, Dontiana	Mc Clure, Alexander K. School	Student Climate Staff, 6 Hours	06/15/2022	Resignation
Schmidt, Lauren	Lowell, James R. School	Teacher, Full Time	10/31/2022	Resignation
Scott, Cedria	Bryant, William C. School	Teacher, Full Time	06/15/2022	Resignation
Serralta, Mickael	Spring Garden School	Student Climate Staff, 6 Hours	06/15/2022	Resignation
Sharma, Jay	Amy Northwest	Teacher Resident	06/15/2022	Resignation
Silverman, Andrew	Moffet, John School	Teacher, Full Time	06/15/2022	Resignation
Sinclair, Joanne	Webster, John H. School	Teacher, Full Time	06/15/2022	Resignation
Singleton, Linda	Frankford High School	Special Education Assistant	09/30/2022	Retirement

Smith, Aiesha	Franklin, Benjamin High School	Teacher, Spec Education	06/15/2022	Resignation
Smith, Dwight	Engineering & Science High Sch	Food Svcs Assistant	06/15/2022	Resignation
Snagg, Tiffany	Swenson Arts/Tech High School	Special Education Assistant	09/01/2022	Resignation
Stell, Starr	Forrest School Bright Futures	Student Climate St, Erl Ch 5 Hr	06/15/2022	Resignation
Suters, Brittany-Marie	Kirkbride, Eliza B. School	Special Education Assistant	06/15/2022	Resignation
Tabarez, Yanina	Juniata Park Academy	Supportive Services Asst, 3 Hr	06/15/2022	Resignation
Taylor, Betty	Cook-Wissahickon School	Bus Attendant, Six Hours	06/15/2022	Retirement
Taylor, Laura	Meade, Gen. George G. School	Step School Behavioral Consult	08/26/2022	Resignation
Tomanelli, Joel	Kensington Capa	Teacher, Full Time	06/15/2022	Resignation
Torres, Sasha	Mayfair School	Student Climate Staff, 6 Hours	06/15/2022	Resignation
Torres, Natasha	Moffet, John School	Student Climate Staff, 5 Hours	06/15/2022	Resignation
Townsend, Jonay	Sullivan, James J. School	Bus Attendant, One To One	06/15/2022	Resignation
Tucker, Hayley	Mccall, Gen. George A. School	Teacher, Full Time	06/15/2022	Resignation
Tucker, Ruth	Morris, Robert School	General Cleaner, 8 Hours	11/14/2022	Retirement
Vanstory, Tuesday		Teacher, Full Time	09/15/2022	Resignation
Velez, Juanita	Mc Clure, Alexander K. School	Student Climate Staff, 3 Hours	06/15/2022	Retirement
Walker, Patrica	Phila Learning Academy-South	General Cleaner, 8 Hours	09/09/2022	Retirement
Washington, Na'Khia	Hartranft, John F. School	School Counselor, 10 Months	06/15/2022	Resignation

Wehler, John	Logan, James School	Step School Behavioral Consult	08/22/2022	Resignation
Wells, Tyler	Harding, Warren G. Middle Sch	Teacher,Full Time	06/15/2022	Resignation
Wells-Smith, Niya	Roosevelt Elementary School	Special Education Assistant	09/12/2022	Resignation
Williams, Azalia	Hunter, William H. School	General Cleaner, 8 Hours	03/03/2022	Resignation
Williams, Topaz	Fell, D. Newlin School	Bus Attendant	06/15/2022	Resignation
Williams, Lauren	Bethune, Mary Mcleod School	Teacher,Full Time	06/15/2022	Resignation
Williams, Shaleah	Blaine, James G. School	Supportive Services Asst, 4 Hr	06/15/2022	Resignation
Wilson, Ashley	Bridesburg School	Bus Attendant	06/15/2022	Resignation
Wise, Brenda	Kensington High School	Food Svcs Worker Ii	10/28/2022	Retirement
Wright, Shawn	The U School	General Cleaner, 8 Hours	08/12/2022	Resignation
Wright, Alethea	Wagner, Gen. Louis Middle Sch.	Teacher,Spec Education	08/25/2022	Resignation

Action Item - 5.

Title: Contract with Lyra Health, Inc. Behavioral Health Provider (\$2,200,000)

Board of Education Meeting Date: 9/22/2022

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:

Lyra Health, Inc.

Purpose:

Provide employees improved access to behavioral health services and provide additional onsite trauma and grief counseling for school and district staff

Start date: 10/1/2022

End date: 9/30/2023

Compensation not to exceed: \$2,200,000

Location:

All Schools; Administrative Office(s)

Renewal Options: No

Description:

This vendor provides a model of care that ensures timely access to quality behavioral health care in a supportive and non-stigmatized manner. With an increase in violence in the City and ongoing substantial impacts of the pandemic, District employees have additional needs for mental health supports. At the same time, the availability of mental health providers through traditional insurance companies has not been sufficient to meet needs of our employees. As such, the District identified a need to enhance access to behavioral health services. This includes not only timely access to coaches and psychologists, but access to culturally appropriate providers. Additionally, the vendor will be able to support simultaneous deployment of trauma credentialed counselors to multiple schools if needed. We have worked to find a solution to address this problem in a way that serves our employees, and complements our existing insurance programs. Providing staff access to competent counseling as well as providing quality support for on-site traumatic situations will ensure that our school staff have the necessary emotional and mental health supports they need to support our students.

The cost is dependent on the usage of our employees; the authorization is to spend up to \$2,200,000, but is largely based on a per-usage cost for mental health services. As this is the first time that the District is engaging with this type of expanded service, we plan to monitor employee usage and feedback on the program to determine its success. This recommendation is being made by the Offices of Talent, Trauma and Intervention, and Finance.

Funding Source(s):

FY23 Health Fund

FY24 Health Fund

Office Originating Request: Talent

Action Item - 6.

Title: Amendment to Contract with Magnum Integrated Marketing - Recruiting Marketing Campaign (\$1,129,000) - Updated 9.14.2022

Board of Education Meeting Date: 9/22/2022

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:

Magnum Integrated Marketing

Purpose:

To maximize recruitment through a multi-channel marketing -- including strategy, media buying, and creative development -- that supports recruitment for key instructional and non-instructional positions necessary for the achievement of all goals and guardrails

Original Start Date: 1/29/2021

Current End Date: 1/31/2023

Amended End Date: 6/30/2024

Currently Authorized Compensation: \$564,500

Additional Compensation:

\$1,129,000

Total New Compensation: \$1,693,500

Location:

All schools and locations

Description:

The School District of Philadelphia (SDP) hires approximately 2,500 employees annually, including between 800 and 1,000 new teachers across all grades and disciplines and approximately 1,500 support staff employees in Transportation, Food Services, Facilities and Operations, Instructional Support, Clinical, and other roles. In order to ensure a robust, diverse applicant pool to meet all projected hiring needs each year, SDP utilizes a marketing

agency that develops, refines, and executes on a comprehensive paid media campaign to highlight the unique benefits of working at SDP and to support recruitment especially in harder-to-fill and priority areas. The marketing strategy includes targeted online advertisements as well as physical advertisements (e.g., billboards or bus stop signage). We are requesting an extension of the term of the current contract with the vendor.

The success of this vendor to date has been measured using a variety of metrics including the number of applications for certain roles based on targeted marketing advertisements. We have seen an increase in the number of applications in critical roles based in part on recent marketing efforts.

Ensuring there are staff in critical roles across the District supports all goals and guardrails as it ensures we have instructional staff and support staff who are working collectively to achieve positive outcomes for our students.

Related resolution(s)/approval(s):

January 28, 2021; No. 9

February 24, 2022; No. 9

Funding Source(s):

FY23 - Operating

FY24 - Operating

Office Originating Request: Talent

Action Item - 7.

Title: Capital Award at Various Locations - Intermediate School, Feltonville, Robeson High School, Paul, Garden Elementary School, Spring - (\$8,417,970)

Board of Education Meeting Date: 9/22/2022

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:

Hyde Electric Corporation
John S. McManus, Inc.
Robert Michaels and Associates

Purpose:

General and Electrical Contracts

Start date: 9/23/2022

End date: 3/31/2025

Compensation not to exceed: \$8,417,970

Separate Compensation by Vendor:

Hyde Electric Corporation - Electrical Contract - Fire Alarm System Replacement at Robeson High School - \$203,900
John S. McManus, Inc. - General Contract - Exterior Renovations at Feltonville Intermediate School - \$5,216,300
Robert Michaels and Associates - General Contract - Envelope repairs at Spring Garden Elementary School - \$2,997,770

Location:

Feltonville Intermediate School
Spring Garden School
Robeson, Paul High School for Human Services

Renewal Options: No

Description:

The Office of Capital Programs has identified various capital projects at multiple school locations based on the capital budget call and the facilities assessment report. The projects recommended for contract award were identified in the approved FY23 capital budget. The projects were publicly advertised and the lowest responsible bidders are recommended for contract award. The District design, construction, and project management teams have developed a site specific construction phasing plan in collaboration with principals and contractors for the site improvements. This plan ensures adequate time and sufficient swing space has been identified for the safety of students and staff. The work will be monitored daily by an inspector, project manager and construction manager to ensure the contractors meet the established budget and schedule. This work is in support of the Operations Division goal of providing a safe and healthy learning environment for all students.

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.

Funding Source(s):

FY 23 Capital Budget

Office Originating Request: Operations - Capital Programs

ATTACHMENTS:

Description

Participation Summary

Type

Supporting Document

Project Information				MBE/DSBE				WBE				Materials and Supplies				Overall			Bid Amount
Location	Project	Type	Contractor	Sub-contractor	Goal	Percentage	Amount	Sub-contractor	Goal	Percentage	Amount	Sub-contractor	Goal	Percentage	Amount	Goal	Participation	Participation Total	
Robeson	Fire Alarm System Replacement	EC	Hyde					Eley / Fox / Manna	10-15%	46%	\$94,500					35-50%	46.3%	\$94,500	\$203,900
Feltonville Intermediate	Exterior Renovations	GC	John S. McManus, Inc.	Jack Pears	15-20%	6%	\$300,000	MTD	10-15%	35%	\$1,800,000		10-15%	0%		35-50%	40.3%	\$2,100,000	\$5,216,300
Spring Garden	Envelope Repairs	GC	Robert Michaels & Associates	Grayboyes	15-20%	43%	\$1,298,495	Cameron / Robert Ganter	10-15%	27%	\$818,000					35-50%	70.6%	\$2,116,495	\$2,997,770
																Overall	51.21%	\$4,310,995	\$8,417,970

Action Item - 8.

Title: Ratification Amendment of Contract with Schrader Group Architecture, LLC for Professional Design Services at the Anne Frank Elementary School - Addition and Major Renovations - No Cost Time Extension

Board of Education Meeting Date: 9/22/2022

Action under consideration

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

With: Schrader Group Architecture, LLC

Purpose: Professional architectural and engineering services for the major renovations and addition at Anne Frank Elementary School

Original Start Date: 3/1/2019

Original End Date: 9/1/2021

Amended End Date: 9/23/2024

Currently Authorized Compensation: \$1,390,739.98

Additional Compensation: None

Total New Compensation: Unchanged, at \$1,390,739.98

Location(s):

Frank, Anne School

Description:

The Office of Capital Programs is in need of a no cost extension of time for design services with Schrader Group Architecture, LLC for the Addition and Major Renovation project at the Anne Frank Elementary School. The additional time extension is necessary to pay the design firm and complete the work, which was delayed due to the setbacks related to the pandemic and COVID-19 restrictions beginning in the spring of 2020. The amended end date will now be 6 months longer than the current construction end date to allow for final close out documents. The project scope of work includes construction of a 14-classroom addition to provide more classroom space, expansion of the cafeteria, replacement of the boilers, roof and windows, and the installation of a new cooling system. This work is in support of the Operations goal to provide safe, healthy and welcoming learning environments for all students.

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.

Related resolution(s)/approval(s):

December 12, 2019; No.15

Funding Source(s): FY23 Capital Budget

Office Originating Request: Operations - Capital Programs

Action Item - 9.

Title: Ratification Amendment of Contract with Godshall Kane O'Rourke Architects, LLC for Major Renovation Project - James Rhoads Elementary School - No Cost Time Extension

Board of Education Meeting Date: 9/22/2022

Action under consideration

The Administration recommends that the Board of Education ratify and authorize the execution and performance of an amended contract by The School District of Philadelphia, through the Superintendent or his designee, subject to funding, as follows:

With: Godshall Kane O'Rourke Architects, LLC

Purpose: Professional architectural and engineering services for Major Renovation at the James Rhoads Elementary School

Original Start Date: 3/1/2019

Original End Date: 8/19/2021

Amended End Date: 9/21/2023

Currently Authorized Compensation: \$461,815

Additional Compensation: %0

Total New Compensation: Unchanged, at \$461,815

Location(s):

Rhoads, James School

Description:

The Office of Capital Programs is in need of a no cost extension of time for design services with Godshall Kane O'Rourke Architects, LLC for the Major Renovation Project at James Rhoads Elementary School. The additional time extension is necessary to complete the work, which was delayed due to the setbacks related to the pandemic and COVID-19 restrictions beginning in the spring of 2020. The project consists of the replacement of the mechanical system, elevator, fire alarm, and exterior doors and windows. This work is in support of the Operations goal to provide safe, healthy and welcoming learning environments for all students.

The management team conducted a deep dive into all existing contracts to confirm that contracts that expired or were about to expire were either ratified or amended at the September Board Action meeting. We recently implemented backup plans for continuity: the Capital Subsidies Coordinator, the Contracts Compliance Assistant Manager, and the Contracts Manager will monitor these contracts weekly and notify us of any expiring contracts 6 months before expiration to reduce the likelihood of needing a ratification.

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.

Related resolution(s)/approval(s):

February 28, 2019; No. 15

Funding Source(s): FY23 Capital Budget

Office Originating Request: Operations - Capital Programs

Action Item - 10.

Title: Amendment of the Contract with Various Vendors for Supplemental Professional Mechanical, Electrical, and Plumbing (MEP) Design Services (\$5,000,000)

Board of Education Meeting Date: 9/22/2022

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:

Gannett Fleming, Inc.

FXB, Inc.

The Rock Brook Consulting Group

Schiller and Hersh Associates, INC.

Evolution Engineering, LLC (MBE)

McHugh Engineering Associates, Inc.

STV Incorporated

Stantec Architecture and Engineering, LLC

Barry Isett Associates, Inc.

Global Engineering Solutions, Inc. (M/WBE)

Purpose:

To provide additional funding to complete projects identified under the Capital Budget and 5-year Capital Improvement Plan (CIP) as related to the Mechanical, Electrical, and Plumbing (MEP) design firms who provide services at various locations

Original Start Date: 3/26/2021

Current End Date: 3/26/2026

Currently Authorized Compensation: \$10,000,000

Additional Compensation:

All entities will be paid out of the aggregate amount not to exceed \$15,000,000.

Total New Compensation: \$15,000,000

Location:

All Schools

Renewal Options: No

Description:

The Office of Capital Programs (OCP) has identified a need for additional funding for mechanical, electrical and plumbing design services. This additional funding will provide professional mechanical, electrical and plumbing design services to assist the Office of Capital Programs in the implementation and completion of Capital work for projects identified by the 2015 and 2020 Facility Condition Assessment. The projects were approved in the amended FY 2023 Capital Budget and 5-year Capital Improvement Plan (CIP). The CIP priorities include constructing new facilities and additions, renovation of existing facilities, life cycle replacements and maintaining the physical integrity of existing buildings to meet code requirements and educational programming needs. Using a pool of qualified firms is the most efficient way for the District to complete design activities in order to meet project timelines. Evaluation of services are performed on a continuous basis and include professionalism, project milestones, budget and schedule assessment. This work is in support of the Operations goal to provide safe, healthy and welcoming learning environments for all students.

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.

Related resolution(s)/approval(s):

March 25, 2021, No. 21

Funding Source(s):

FY21-25 Capital Budget

Office Originating Request: Operations - Capital Programs

Action Item - 11.

Title: Change Orders at Various Locations (\$284,821)

Board of Education Meeting Date: 9/22/2022

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 amendments of contracts to account for change order modifications to on-going construction projects at various locations, as follows:

With:

Allstates Mechanical, Ltd.

Ernest Bock & Sons, Inc.

McGoldrick Electric Inc.

Smith Construction, Inc.

Murphy Quigley Company, Inc.

Lorenzon Brothers

Mulhern Electric Company, Inc.

Paramount Electrical Service, LLC

Gem Mechanical Services, Inc.

C.A.D. Electric, Inc.

Purpose:

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

Start Date: 9/23/22

End Date: Through completion dates for previously approved contracts

Compensation not to exceed: \$284,821

Separate Compensation by Vendor and Locations:

Allstates Mechanical, Ltd. - Mechanical Contract - Major Renovation and Addition at Allen, Ethan Elementary School; \$17,729

Ernest Bock & Sons, Inc. - General Contract - Building Addition and Classroom Modification at Allen, Ethan Elementary School; \$15,536

McGoldrick Electric Inc. - Electrical Contract - Major Renovation and Addition at Allen, Ethan Elementary School; \$29,856

Smith Construction, Inc. - General Contract - ADA Modifications at Beeber, Dimner Middle

School; \$39,010

Murphy Quigley Company, Inc. - General Contract - New Cafeteria at Blankenburg, Rudolph Elementary School; \$6,756

Allstates Mechanical, Ltd. - Mechanical Contract - Mechanical Renovation at Edmonds, Franklin S. Elementary School; \$10,563

Lorenzon Brothers - General Contract - Mechanical Renovation at Edmonds, Franklin S. Elementary School; \$2,186

Mulhern Electric Company, Inc. - Electrical Contract - HVAC Major Renovation at Edmonds, Franklin S. Elementary School; \$7,820

Lorenzon Brothers - General Contract - HVAC Major Renovation at Hartranft, John F. Elementary School; \$975

Paramount Electrical Service, LLC - Electrical Contract - HVAC Major Renovation at Hartranft, John F. Elementary School; \$9,584

Lorenzon Brothers - General Contract - Exterior Door Replacement at Mitchell, S. Weir Elementary School; \$15,496

Allstates Mechanical, Ltd. - Mechanical Contract - Boiler Plant Replacement at Morrison, Andrew J. Elementary School; \$52,669

Gem Mechanical Services, Inc. - Mechanical Contract - Mechanical Plant Replacement at Pennell, Joseph Elementary School; \$73,375

C.A.D. Electric, Inc. - Electrical Contract - Fire Alarm Replacement at Stearne, Allen M. Elementary School; \$3,266

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 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 contracts relative to the change orders is 14, with a value of \$27,060,351. For the month of September, the change orders total \$284,821 or 1.05% of the contracts' value.

Goals and Guardrails:

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.

Funding Source:

FY 23 Capital Budget

Related resolutions(s)/approval(s):

August 20, 2020; No.12

January 28, 2021; No.11

April 22, 2021; No. 16

September 23, 2021; No. 13

April 22, 2021; No. 17

March 25, 2021; No. 20

June 24, 2021; No. 26

Office Originating Request: Operations - Capital Programs

ATTACHMENTS:

Description

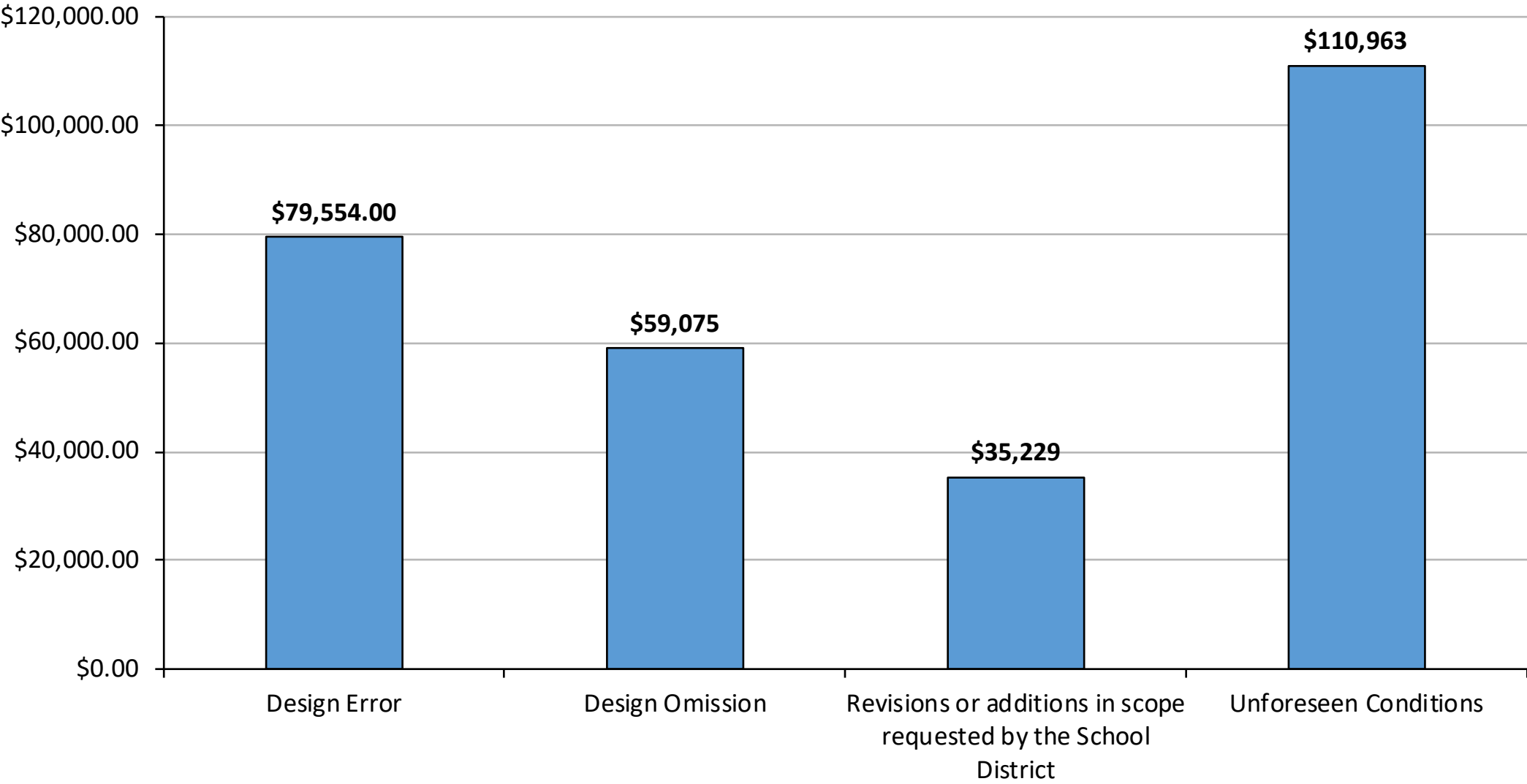
Change Order Analysis

Type

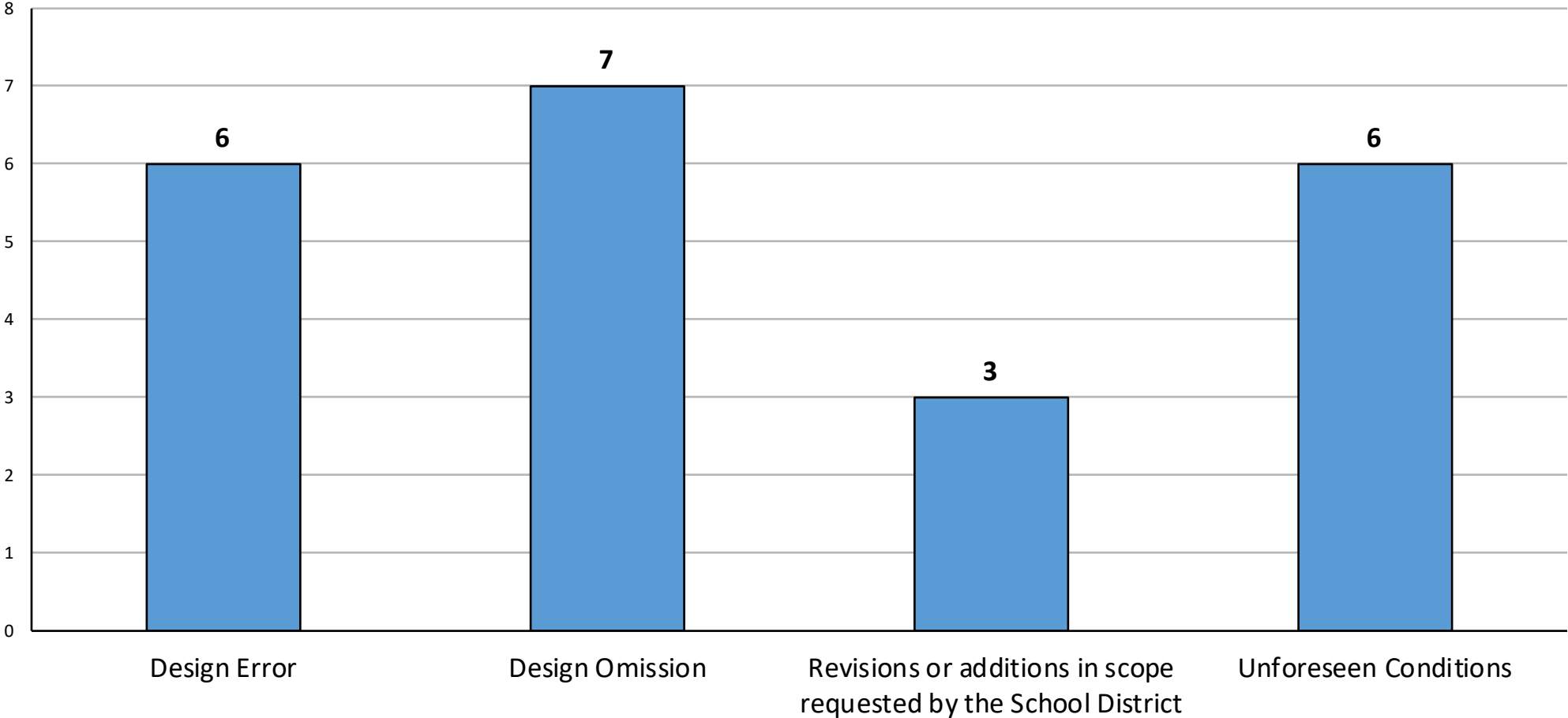
Supporting Document

OFFICE OF CAPITAL PROGRAMS-CONTRACT COMPLIANCE		
Analysis of the Change Orders Approved from September 22, 2022		
Reason for Change Order	Amount	Number of Change Orders
Design Error	\$79,554.00	6
Design Omission	\$59,075	7
Revisions or additions in scope requested by the School District	\$35,229	3
Unforeseen Conditions	\$110,963	6
Total	\$284,821	22
Note: The total number of construction contracts relative to the change orders is 14, with a value of \$27,060,351.00 . For the month of September, the change order total is \$284,821, which is 1.05% of the total value of the aforementioned 14 construction contracts.		

Change Order Reasons by Value



Change Order Reasons by Count



CO Number	Contractor	Location	Type of Work	Description of Change	Explanation	Reason	Requested	Negotiated	Savings
13	Allstates Mechanical, Ltd.	Allen, Ethan Elementary School	Mechanical Contract - Major Renovation and Addition	Provide labor, material and equipment necessary to furnish and install floor and roof penetrations in rooms 104,204 and 304.	Additional work implemented to rectify design omission(s). This change order will be further reviewed for possible recovery of costs through the professional liability insurance policy. Contract documents did not include this work.	Design Omission (s)	\$17,767.00	\$15,416.00	\$2,351.00
14	Allstates Mechanical, Ltd.	Allen, Ethan Elementary School	Mechanical Contract - Major Renovation and Addition	Provide the labor, material and equipment necessary to furnish and install contract required piping work on a weekend.	School District Request. To expedite the schedule and complete the new addition on time, the school district requested some contract work be completed on Saturday.	Requested by School District	\$2,313.00	\$2,313.00	\$0.00
44	Ernest Bock & Sons, Inc.	Allen, Ethan Elementary School	General Contract - Building Addition and Classroom Modification	Provide labor, material and equipment necessary to remove fourteen (14) galvanized metal wired window guards from the interior side of the existing gym windows.	Additional work implemented to rectify design error(s). This change order will be further reviewed for possible recovery of costs through the professional liability insurance policy. In order to install the specified window shades the window guards had to be removed.	Design Error (s)	\$3,606.00	\$3,606.00	\$0.00

CO Number	Contractor	Location	Type of Work	Description of Change	Explanation	Reason	Requested	Negotiated	Savings
45	Ernest Bock & Sons, Inc.	Allen, Ethan Elementary School	General Contract - Building Addition and Classroom Modification	Provide labor, material and equipment necessary to abate top layer of existing vinyl composition tile and vinyl asbestos tile in order to install new tile.	Additional work implemented to rectify design omission(s). This change order will be further reviewed for possible recovery of costs through the professional liability insurance policy. Contract documents did not require the demolition or abatement of existing tiles.	Design Omission (s)	\$3,687.00	\$3,687.00	\$0.00
46	Ernest Bock & Sons, Inc.	Allen, Ethan Elementary School	General Contract - Building Addition and Classroom Modification	Provide labor, material and equipment necessary to perform selective demolition of existing concrete floor slab outside room A-007 and a section of the masonry wall in the corridor.	Additional work implemented to rectify design error(s). This change order will be further reviewed for possible recovery of costs through the professional liability insurance policy. This space was re-designed to become a new service closet, but the existing elevation was never revised to be level with the new landing elevation.	Design Error (s)	\$8,243.00	\$8,243.00	\$0.00
15	McGoldrick Electric Inc.	Allen, Ethan Elementary School	Electrical Contract - Major Renovation and Addition	Provide labor, material and equipment necessary to furnish and install temporary lighting in rooms 301,302,303,311, AB-1, AB-2, 3A, 3B and 4 on a weekend.	School District Request. Due to lengthy submittal process and global supply chain issues specified lighting could not be delivered on time and the contractor was directed to provide temporary lighting.	Requested by School District	\$39,761.00	\$29,856.00	\$9,905.00

CO Number	Contractor	Location	Type of Work	Description of Change	Explanation	Reason	Requested	Negotiated	Savings
21	Smith Construction, Inc.	Beeber, Dimner Middle School	General Contract - ADA Modifications	Provide labor, materials, and equipment to remove additional walls for plumbing access.	Additional work implemented to remediate an existing unforeseen condition. Additional abatement containing materials were discovered which required walls, not specified in the contract documents, to be removed.	Unforeseen Conditions	\$25,073.00	\$25,073.00	\$0.00
22	Smith Construction, Inc.	Beeber, Dimner Middle School	General Contract - ADA Modifications	Provide labor, materials, and equipment to remove terracotta wall and replace with concrete masonry units in the 1st floor (only) gang restroom.	Additional work implemented to remediate an existing unforeseen condition. This work is associated with RFI 69. The existing plaster on terracotta wall was so deteriorated that it prohibited the mounting of tile and plumbing fixtures.	Unforeseen Conditions	\$5,083.00	\$5,083.00	\$0.00
23	Smith Construction, Inc.	Beeber, Dimner Middle School	General Contract - ADA Modifications	Provide labor, materials, and equipment to build a new shaft wall and soffit around exposed ductwork.	Additional work implemented to rectify design omission(s). This change order will be further reviewed for possible recovery of costs through the professional liability insurance policy. The contract documents did not include for enclosing exposed ductwork.	Design Omission (s)	\$2,397.00	\$2,397.00	\$0.00

CO Number	Contractor	Location	Type of Work	Description of Change	Explanation	Reason	Requested	Negotiated	Savings
24	Smith Construction, Inc.	Beeber, Dimner Middle School	General Contract - ADA Modifications	Provide labor, materials, and equipment to remove additional concrete in the boys locker room.	Additional work implemented to remediate an existing unforeseen condition. In order for the plumber to complete his work the additional concrete found underneath the top slab in the boys locker room had to be removed.	Unforeseen Conditions	\$6,897.00	\$6,457.00	\$440.00
2	Murphy Quigley Company, Inc.	Blankenburg, Rudolph Elementary School	General Contract - New Cafeteria	Provide labor, material and equipment necessary to damp clean surface and paint Corridor 009 walls and doors.	School District Request. Paint color on existing walls did not match new paint color on new adjacent walls, so the school district requested the existing walls and doors be painted to match.	Requested by School District	\$3,817.00	\$3,060.00	\$757.00
7	Murphy Quigley Company, Inc.	Blankenburg, Rudolph Elementary School	General Contract - New Cafeteria	Provide labor, material and equipment necessary to frame, sheet rock, finish and paint a new soffit to enclose a new condensate line and trap.	Additional work implemented to rectify design omission(s). This change order will be further reviewed for possible recovery of costs through the professional liability insurance policy. The design for the new condensate lines did not require exposed lines to be enclosed.	Design Omission (s)	\$4,693.00	\$3,696.00	\$997.00

CO Number	Contractor	Location	Type of Work	Description of Change	Explanation	Reason	Requested	Negotiated	Savings
1	Allstates Mechanical, Ltd.	Edmonds, Franklin S. Elementary School	Mechanical Contract - Mechanical Renovation	Provide labor, material and equipment necessary to fabricate, furnish and install eight (8) painted sheet metal enclosures to transition from the existing duct to the new Unit Ventilators.	Additional work implemented to rectify design omission(s). This change order will be further reviewed for possible recovery of costs through the professional liability insurance policy. The size of the new units did not conform to the existing fresh air connections and had to be retro-fitted with new transition enclosures.	Design Omission (s)	\$10,991.00	\$10,563.00	\$428.00
1	Lorenzon Brothers	Edmonds, Franklin S. Elementary School	General Contract - Mechanical Renovation	Provide labor, material and equipment necessary to furnish and install a larger concrete equipment pad.	Additional work implemented to rectify design error(s). This change order will be further reviewed for possible recovery of costs through the professional liability insurance policy. Pad size had to be changed to comply with the manufacturer's recommendations.	Design Error (s)	\$8,218.00	\$2,186.00	\$6,032.00
3	Mulhern Electric Company, Inc.	Edmonds, Franklin S. Elementary School	Electrical Contract - HVAC Major Renovation	Provide labor, material and equipment necessary to re-connect existing 60 amp service and library split bus panel to the new service.	Additional work implemented to rectify design omission(s). This change order will be further reviewed for possible recovery of costs through the professional liability insurance policy. Contract drawings did not show existing tap feeder.	Design Omission (s)	\$7,820.00	\$7,820.00	\$0.00

CO Number	Contractor	Location	Type of Work	Description of Change	Explanation	Reason	Requested	Negotiated	Savings
4	Lorenzon Brothers	Hartranft, John F. Elementary School	General Contract - HVAC Major Renovation	Provide labor, materials and equipment necessary to supply and install two new white boards in room 214 that were removed during abatement.	Additional work implemented to remediate an existing unforeseen condition. Exist to remain white board was in way of newly installed unit ventilators. Original white board was removed and replaced with 2 smaller white boards.	Unforeseen Conditions	\$1,034.00	\$975.00	\$59.00
10	Paramount Electrical Service, LLC	Hartranft, John F. Elementary School	Electrical Contract - HVAC Major Renovation	Provide labor, material and equipment necessary to extend 3 phase circuit breaker.	Additional work implemented to rectify design error(s). This change order will be further reviewed for possible recovery of costs through the professional liability insurance policy. This circuit was incorrectly identified to be tapped into the existing main distribution panel (MDP) and should have been located into the new MDP.	Design Error (s)	\$9,584.00	\$9,584.00	\$0.00
2	Lorenzon Brothers	Mitchell, S. Weir Elementary School	General Contract - Exterior Door Replacement	Provide labor, material and equipment necessary to furnish and install custom curved panning around the exterior front door entrance.	Additional work implemented to rectify design omission(s). This change order will be further reviewed for possible recovery of costs through the professional liability insurance policy. The existing panning was discolored and did not match other new sections.	Design Omission (s)	\$17,942.00	\$15,496.00	\$2,446.00

CO Number	Contractor	Location	Type of Work	Description of Change	Explanation	Reason	Requested	Negotiated	Savings
8	Allstates Mechanical, Ltd.	Morrison, Andrew J. Elementary School	Mechanical Contract - Boiler Plant Replacement	Provide the labor, material and equipment necessary to supply and install ductwork to complete tie-ins for roof top units 2 & 3..	Additional work implemented to rectify design error(s). This change order will be further reviewed for possible recovery of costs through the professional liability insurance policy. The bottoms of the new RTU units did not line up with the existing ductwork.	Design Error (s)	\$52,669.00	\$52,669.00	\$0.00
2	Gem Mechanical Services, Inc.	Pennell, Joseph Elementary School	Mechanical Contract - Mechanical Plant Replacement	Provide labor, material and equipment necessary to repair condensate leaks.	During other contract work it was discovered that the condensate piping was corroded and leaking and needed immediate repair.	Unforeseen Conditions	\$31,173.00	\$30,530.00	\$643.00
3	Gem Mechanical Services, Inc.	Pennell, Joseph Elementary School	Mechanical Contract - Mechanical Plant Replacement	Provide labor, material and equipment necessary to re-test areas for asbestos containing materials.	Additional work implemented to remediate an existing unforeseen condition. Additional discovered asbestos containing materials required re-testing of previously cleared areas.	Unforeseen Conditions	\$42,845.00	\$42,845.00	\$0.00
2	C.A.D. Electric, Inc.	Stearne, Allen M. Elementary School	Electrical Contract - Fire Alarm Replacement	Provide labor, material and equipment necessary to furnish and install a 60 Amp 3 pole circuit breaker in the existing switchgear.	Additional work implemented to rectify design error(s). This change order will be further reviewed for possible recovery of costs through the professional liability insurance policy. Existing disconnect switch was not compatible with the new fire alarm panel and had to be replaced.	Design Error (s)	\$3,266.00	\$3,266.00	\$0.00

Action Item - 12.

Title: Ratification Amendment of Contract with Gannett Fleming, Inc. for HVAC Design Services at Elkin Elementary School - No Cost Time Extension

Board of Education Meeting Date: 9/22/2022

Action under consideration

The Administration recommends that the Board of Education ratify and authorize the execution and performance of an amended contract by The School District of Philadelphia, through the Superintendent or his designee, subject to funding, as follows:

With:

Gannett Fleming Inc.

Purpose: Professional engineering services for Major HVAC Renovation Project at Elkin Elementary School

Original Start Date: 12/13/2019

Original End Date: 6/24/2022

Amended End Date: 12/31/2025

Currently Authorized Compensation: \$535,500

Additional Compensation: \$0

Total New Compensation: Unchanged at, \$535,500

Location(s):

Elkin, Lewis School

Description:

The Office of Capital Programs is in need of a no cost extension of time for design services with Gannett Fleming, Inc. for HVAC Design Services at Elkin Elementary School. The additional time extension is necessary to complete the work, which was delayed due to the setbacks related to the pandemic and COVID-19 restrictions beginning in the spring of 2020. This renovation project will provide for a replacement of the boilers, unit ventilators, piping and heating and ventilation units of the mechanical system for the full building. This work is in support of the Operations goal to provide safe, healthy and welcoming learning environments for all students.

The management team conducted a deep dive into all existing contracts to confirm that contracts that expired or were about to expire were either ratified or amended at the September Board Action meeting. We recently implemented backup plans for continuity: the Capital Subsidies Coordinator, the Contracts Compliance Assistant Manager, and the Contracts Manager will monitor these contracts weekly and notify us of any expiring contracts 6 months before expiration to reduce the likelihood of needing a ratification.

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.

Related resolution(s)/approval(s):

December 12, 2019; No.14

Funding Source(s): FY23 Capital Budget

Office Originating Request: Operations - Capital Programs

Action Item - 13.

Title: Contract with Mobilease Modular Space Inc. Modular Building at Shallcross Bus Depot (\$1,786,840)

Board of Education Meeting Date: 9/22/2022

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:

Mobilease Modular Space, Inc.

Purpose:

Construction of a Modular Building at Shallcross Bus Depot

Start date: 9/23/2022

End date: 9/30/2025

Compensation not to exceed: \$1,786,840

Location:

Shallcross Bus Depot

Renewal Options: No

Description:

This contract with Mobilease will provide a standalone modular security trailer in response to recent acts of vandalism at Shallcross Bus Garage. The security trailer will be staffed full time by District employees and house the control center for a complete site surveillance system (under separate contract). The site is frequently vandalized due to the sprawling land area which makes it difficult for security to cover effectively. This is exacerbated by the low lighting levels which decreases visibility, and the fact that the standard chain link fence is not vandal resistant. The location for the new trailer will be central to the functional structures on the site. Under a separate contract, to further address this vandalism, there will be a new lighting system, a new security system (monitored by the modular security trailer), and a significantly reduced footprint, bounded by a vandal-resistant fencing system. This work is in support of the Operations Division goal of providing a safe and healthy learning environment for all students.

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

Funding Source(s):

FY23 Capital Budget

Office Originating Request: Operations - Capital Programs

Action Item - 14.

Title: Authorization of Agreement with Various Vendors - Maintenance Supplies - \$20,000,000

Board of Education Meeting Date: 9/22/2022

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:

Airgas USA, LLC
Billows Electric
Brookaire
CAPP USA
Carrier, Co. Cooper Friedman Electric Supply
Colonial
Essential Industries, Inc. General Chemical & Supply, Inc.
Fastenal Co
Ferguson
Grainger
HD Supply
Hilti
Independent Hardware
JF Martin
J. Lorber Co., Inc.
Johnson Controls, Inc. River Valley Landscapes, Inc.
Labe Sales, Inc.
Labov Plumbing & Heating Supply, LLC
Laird Plastics
N&N Supply, Inc. Weinstein Supply Philadelphia Division of Hajoca, Co.
Security and Data Technologies
Sherwin Williams
Sir Tool Co. Inc., DBA MSC Industrial Supply Co.
Star Lawnmower
The Home Depot Pro
United Door & Hardware GRP
Virco MFG, Co. William Betz, Inc.

Purpose:

Vendors for maintenance supplies

Start date: 9/23/2022

End date: 6/30/2023

Compensation not to exceed: \$20,000,000

Separate Compensation by Vendor:

All entities will be paid out of the aggregate amount not to exceed \$20,000,000.

Location:

All Schools; Administrative Office(s)

Renewal Options: Yes

Number of Options: 3

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

Maximum compensation authorized per option period: \$20,000,000

Description:

The School District's facilities, engineering and maintenance staff require immediate access to supplies and materials to adequately maintain the District's 300 school buildings, annexes and school houses. Qualifying multiple vendors across facilities, engineering and maintenance categories will decrease response time and allow our maintenance staff to respond to school repair needs in a timely manner. All vendors listed either have a storefront in the City of Philadelphia or guarantee delivery in under 48 hours. The contracts will be used to cover all hardware, equipment and repair supply needs at all District schools. Types of supplies include but are not limited to: batteries, bins, brooms, buckets, drills, flashlights, filters, hand tools, hand trucks, ice melt, ladders, light bulbs, light fixtures, mops, paint, pulleys, radiator covers, rock salt, shovels, step-stools, tool-kits, utility carts, work tables. Authorization of purchase from these vendors supports Board Guardrail 1: Every school will be a safe, welcoming, and healthy place for all students, staff, and community to learn. Our schools will be physically safe and clean with an inclusive environment. Students will have access to social, emotional, and mental health supports.

Related resolution(s)/approval(s):

October 10, 2019; No. 10

Funding Source(s):

FY23 Operating

Office Originating Request: Operations - Procurement

Action Item - 15.

Title: Contract with Tealbook, Inc. - Supplier Data Platform (\$100,000)

Board of Education Meeting Date: 9/22/2022

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:

Tealbook Inc,

Purpose:

Supplier Database Platform

Start date: 10/1/2022

End date: 6/30/2023

Compensation not to exceed: \$100,000

Location:

Administrative Office(s); All Schools

Renewal Options: Yes

Number of Options: 3

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

Maximum compensation authorized per option period: \$100,000

Description:

The Office of Procurement Services has identified a need to maintain access to a variety of vendors across all different types of commodities and services to support District staff and students with a number of various purchases for the school and office settings. Utilizing subscriptions of the Tealbook platform will provide Procurement staff with the access to better engage local vendors in the Philadelphia area in addition to a wide range of vendors throughout the country that can provide similar commodities and services to support our competitive processes and Board procurement Policies 610-612. This platform provides the District with access to over 5 million vendors and can incorporate our existing vendor database to consistently maintain vendor outreach. This platform is also utilized by

procurement departments including Harvard University, Virginia Tech, University of Virginia, Virginia Commonwealth University, Rutgers University and University of Colorado. Utilization of this platform supports all Board Guardrails 1-4.

Funding Source(s):

FY23 Operating

Office Originating Request: Operations - Procurement

Action Item - 16.

Title: Authorization of Purchase for Printing Services Equipment with with Ricoh USA, Inc. - \$90,000

Board of Education Meeting Date: 9/22/2022

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:

Ricoh USA, Inc.

Purpose:

Print Shop machinery equipment

Start date: 9/23/2022

End date: 6/30/2025

Compensation not to exceed: \$90,000

Location:

Administrative Office(s)

Renewal Options: No

Number of Options: 2

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

Maximum compensation authorized per option period: \$90,000

Description:

The Department of Printing & Mailing Services has identified a need to purchase outright three new machines. These machines include: an Industrial Production UV Printer - The XANTÉ X-32; a Wide Format Latex Printer - The Pro L5160; and a Direct-to-Garment (DTG) Printer - The RI-1000. There has been a strong demand for particular products that currently, the Department of Printing & Mailing Services is incapable of producing in-house and consequently has had to outsource to external vendors, in order to meet these specific demands. Requests for promotional items such as personalized water bottles and pencils, printing directly on foam boards and fabrics, and much more, can be achieved with the

purchase of this new equipment and ultimately bring revenue to the Department rather than allocating funds to outside partners. The purchase of this equipment will support all Board Guardrails 1-4.

Funding Source(s):

FY23: Operating

Office Originating Request: Operations - Procurement

Action Item - 17.

Title: Ratification of Memorandum of Understanding with Mathies & Sons, Inc. (\$0)

Board of Education Meeting Date: 9/22/2022

Action under consideration

The Administration recommends that the Board of Education ratify and authorize the execution and performance of a Memorandum of Understanding by The School District of Philadelphia, through the Superintendent or his designee, as follows:

With:

Mathies & Sons, Inc.

Purpose: Removal and auction of inoperable Yellow Bus and Non-Bus Vehicles

Original Start Date: 1/19/2018

Current End Date: 6/30/2022

Amended End Date: 6/30/2024

Value of Services: \$0

Location:

All District Garages

Description:

The Department of Transportation Services currently maintains a fleet of 370 active buses and 408 non-bus vehicles. As vehicles age and become inoperable or as repair costs exceed the residual value, vehicles are sold and removed from the department's inventory. As vehicles are often purchased with capital dollars, Transportation coordinates with Capital Programs and the Office of Comptroller before any vehicle disposal.

Transportation is seeking a no-cost, two-year extension with Mathies & Son, Inc., through their subsidiary 422 Sales, for auction and vehicle removal services. 422 Sales is one of the world's largest auction firms that specializes in bus sales. It has been a licensed and bonded auction company since 1976. Transportation has been satisfied with 422 Sales' performance. During the period of contract performance, 422 Sales has used all their services to successfully auction 203 buses and 51 non-bus vehicles and generated \$156,906 in revenue for the District. During the contract extension, 422 Sales will continue to provide all of their services related to preparing vehicles for auction at no additional cost to the District. In addition, 422 Sales will continue to collect sales funds directly from the vehicle purchaser, with a 10% buyer's premium charged for vehicles picked up within 4 business days or a 15% buyer's premium if

picked up within 5-6 business days. This premium is charged directly to the purchaser and is solely the responsibility of the purchaser. The District will receive the auction purchase price and will not incur any charges for these services. Ratification is requested due to an oversight that led to missing the deadline to submit an action item during the June meeting, prior to the end date of the agreement.

Related resolution(s)/approval(s):

June 24, 2021; A-13

January 18, 2018; A-23

Office Originating Request: Operations - Transportation

Action Item - 18.

Title: Ratification of Acceptance of Grant from the Pennsylvania Department of Environmental Protection, On-Road Rebate Program (\$468,000)

Board of Education Meeting Date: 9/22/2022

Action under consideration

The Administration recommends that the Board of Education ratify and authorize the acceptance of a grant by The School District of Philadelphia, through the Superintendent or his designee, as follows:

From: Pennsylvania Department of Environmental Protection

Purpose: To support the purchase of electric school buses

Grant Start Date: 3/4/2022

Grant End Date: 3/4/2023

Amount up to: \$468,000

Locations:

Broad Street Garage

Passyunk Garage

Description:

The Department of Transportation Services is requesting ratification approval for an award received in March 4, 2022, from the Pennsylvania Department of Environmental Protection (PA DEP). Transportation applied to PA DEP for and was awarded a \$468,000 rebate. The District received notification of the award in late March 2022. Staffing constraints and competing priorities delayed processing of the award notification prior to the beginning of Fiscal Year 2023. This award from PA DEP is under the Driving PA Forward-On-Road Rebate Program. The rebate is issued in the form of a voucher by PA DEP, with funding managed by the Grants Office. This is the District's third award of the Driving PA Forward-On-Road Rebate Program. The rebate will supplement existing funding. The funding received from this award will provide supplemental support to cover some of the cost for three electric buses that the District expects will be delivered by the end of 2023. These funds will also help the District achieve the goal of reducing its carbon footprint by modernizing the fleet, introducing zero-emission vehicles, and transitioning from diesel buses to electric buses, which are cleaner, more environmentally friendly vehicles. It is anticipated that some of the new vehicles will reduce noise, and pollution and improve air quality as well. In addition, the funds provided will be used to assist the District with the cost of replacing diesel school buses that have been targeted for replacement due to age, reliability, and maintenance costs.

Guard Rail Supported: Guard Rail 1 - Every school will be a safe, welcoming, and healthy place for all students, staff, and the community to learn. Our schools will be physically safe and clean with an inclusive environment. Students will have access to social, emotional, and mental health support.

Office Originating Request: Operations - Transportation

Action Item - 19.

Title: Occupational Advisory Committee Members for the 2022-23 School Year - Career and Technical Education Programs

Board of Education Meeting Date: 9/22/2022

Action under consideration

The Administration recommends that the Board of Education authorize The School District of Philadelphia, through the Superintendent or his designee, to appoint business, industry, post-secondary and community members to the Occupational Advisory Committees of The School District of Philadelphia's Career and Technical Education programs, and to provide notice of changes to CTE program options for the 2022-2023 school years, as follows:

Start Date: 9/23/2022

End Date: 9/30/2023

Purpose:

To appoint members to the School District's Occupational Advisory Committees for Career and Technical Education (CTE) programs, and reporting CTE program additions and reductions

Locations:

Franklin, Benjamin High School; Creative and Performing Arts (CAPA) High School; Dobbins, Murrell Career and Technical Education High School; Edison, Thomas A. High School; Frankford High School; Franklin Learning Center (FLC); Kensington High School; Kensington High School for Creative and Performing Arts (CAPA); Kensington Health Sciences Academy; Lincoln, Abraham High School; King, Martin Luther High School; Mastbaum, Jules E. Area Vocational Technical High School; Northeast High School; Overbrook High School; Parkway West High School; Randolph, A. Philip Career and Technical High School; Robeson, Paul High School for Human Services; Roxborough High School; Saul, Walter B. High School; Sayre, William L. High School; Science Leadership Academy (SLA); Science Leadership Academy (SLA) at Beeber; South Philadelphia High School; Swenson Arts and Technology High School; The U School; Washington, George High School; West Philadelphia High School; The Workshop School

Description:

All Pennsylvania Department of Education (PDE) approved CTE programs are required to establish Occupational Advisory Committees (OAC), whose members will be appointed pursuant to this action item, that meet at least twice annually to make recommendations for program improvement and provide technical assistance on curriculum development and delivery, equipment purchases, facilities, technology, safety, and student work-based learning opportunities. Individuals serving on OACs are recruited through several channels. Prospective OAC members are recruited by CTE program instructors through existing relationships they have with professionals within their industry area. Schools also recruit from local businesses to help ensure local support for their CTE programs. Lastly, prospective OAC members are recruited through new and existing relationships that the District's Postsecondary Readiness office has with industry, workforce development agencies, community and non-profit organizations, postsecondary institutions, and the City of

Philadelphia. The addition of new OAC members is voted on and approved by the existing OAC.

A secondary purpose of this action item is to comply with state required notice of CTE program changes. The decision to add CTE programs is driven by workforce needs of the City of Philadelphia and the surrounding region, and input from industry advisory committees. The District reduces programs by looking at student enrollment and capacity. Students enrolled in programs that are being closed are provided an opportunity to enroll in another program at the school.

The District has applied to PDE for approval to offer the following CTE program starting in 2022-23: Rehabilitation Aide (South Philadelphia High School). The following CTE programs will no longer be offered, due to low enrollment: Health Related Technologies (Overbrook High School); Health Related Technologies (South Philadelphia HS); and Rehabilitation Aide (Sayre High School).

The decision to close the Health Related Technology (HRT) programs at South Philadelphia and Overbrook High Schools was based on the lack of consistent certified HRT teachers for over the course of two years. This resulted in years of low to non-existent enrollment. The decision at Overbrook was strengthened by the transition of this school to a 21st School Model with particular emphasis on the entertainment industry (which includes digital design, film and television and music, and other STEM related careers). Moreover, while the Rehab Aide program at Sayre had a consistent certified teacher, enrollment data showed a consistent lack of interest, also resulting in low enrollment. Only 7 prospective CTE (9th grade students) selected RA as a choice.

Conversely, the students of South Philadelphia High School remained very interested in the health cluster programming. To address this interest, school leaders worked in collaboration with the Office of CTE to move the Rehab Aide program (teacher, curriculum, equipment and supplies) from Sayre to South Philadelphia High School. This transition will allow for new partnerships and work-based learning opportunities for the students at South Philadelphia.

Existing Rehab Aide students at Sayre (8 students), have been provided the opportunity by school administration to continue in the Health cluster by joining the Health Related Technology program. The HRT program contains many of the same technical competencies required in the Rehab Aide program; and ensures that students have continued access to the industry in which they have expressed interest.

On an annual basis, in collaboration with the Office of CTE, school leaders review and analyze enrollment data over 3+ year trends, judicious expenditures comparing enrollment to cost, and ability to obtain qualified teachers, for current CTE programs. Additionally, schools also use this data along with industry based data in order to request new programs. Prior to making any changes.

This action item is in support of Goal 5: 80% of Career and Technical Education (CTE) students will pass an industry standards-based competency assessment by the end of 12th grade

Related resolution(s)/approval(s):

November 15; 2018; No. 30

March 15; 2018; B-7

Office Originating Request: Academic Support

ATTACHMENTS:

Description

2022-23 OAC Members list

Type

Supporting Document

2022-23 SDP Occupational Advisory Committee (OAC) Member List

School	Program	OAC Member	Title	Company
Benjamin Franklin	48.0508 - Welding Technology	Dennis McDonough	Recruitment Coordinator	DC21/Finishing Trades Institute
		Brent Ford	HR Director	PTR Baler and Compactor
		Tom Quinn	Welding Instructor	Philly Shipyard
		Josue Lopez	Welding Foreman	Philly Shipyard
		James J. Keenan III	Sheet Metal Worker	Sheet Metal Workers Local Union 17
		Howard VanBuren	Business Manager	Sheet Metal Workers Local Union 17
		Sean McDermott	Steamfitter	Steamfitters Local Union 420
		Ray Flanagan	Steamfitter	Steamfitters Local Union 420
		Saleem Abdul Lateef	Iron Worker	Ironworkers Local Union 401
		Dan Anderson	Certified Welding Inspector	Amnueal
Benjamin Franklin	48.0501 - Precision Machine Tool Technology	Jeremiah Roach	CNC Machinist	PENN Manufacturing
		Reese Nakough	Machinist	American Manufacturing & Engineering
		Steven Bonasta	CNC Machinist	A & A Machining
		Kevin Webster	CNC Machinist	A & A Machining
		Robert Rearick	Programmer/Machinist/Floor Supervisor	AMERICAN Manufacturing & Engineering
		Jerry Lynd	Shop Owner	Marmetal Industries
Benjamin Franklin	15.1301 - Computer Aided Drafting and Design (CADD)	Morris Zimmerman	Principal-in-Charge, Project Manager & Architect	BWA Architecture + Planning
		Dana Russikoff	Owner, Marketing	Sure Shade
		Ron Russikoff	Designer, Inventor, CAD/CAM	Sure Shade
		Raymond Brogden	Architect, Owner	Brogden Architecture
		Scott Dubeck	Mechanical Engineer, AW609 Aeromechanics Department Manager	Leonardo Helicopters
		Alan Stoner	Chief Designer	S. T. Hudson Engineers, Inc.

		Bill Jenkins	Manager of Survey & Field Operations	S. T. Hudson Engineers, Inc.
		Robert Rosania	Chief Executive Officer	EHMKE Manufacturing Company, Inc.
		Shaka Davis	Survey Technician & CAD	Pennoni Associates Inc.
		Tom Rafter	Staff Surveyor & CAD	Pennoni Associates Inc.
		Michael Spain	Design Director & Education Chair of Phila. Nat. Org. Minority Architects	D2CA-Architects LLC
Benjamin Franklin	46.0401 - Facility and Property Maintenance	Richard A. Williams	CEO	Big RICH Electric Inc
		Bernard Lindsey, CEO	CEO	Lindsay And Sons Construction, Inc
Benjamin Franklin	12.0508 - Culinary Arts	Scott Clarke	Chef	Blue Monkey Catering
		Matt Beck	Executive Chef	Moss Mill Brewing Company
		Ed Bremme	Executive Chef	Pennswood Village
		Keri Fisher	Program Director	CCAP
		Alyssa Termini	Philadelphia Program Coordinator	CCAP
CAPA	10.9999 - Digital Media Production	Jenna Lam	Civic & Digital Media Cultivator	Cambodian Association of Greater Philadelphia
		Michael Giletto	Film Video Editor/ Director/Producer	Siberian Productions
		David Gechman	Visual Effects Supervisor/Graphic Artist	Self-Employed
		Fred McCarthy	Media Specialist at Central MONTCO	CTE teacher
		Jed Lindorf	Film Instructor, Freelance	Solebury School
		Zario Decolla Heller	Video Producer/Marketing	Ipsamune Studios
		Ken Kraft	Video Producer	River Knoll Studios
		Katya Alexander	Freelance DP, Producer	CQ Studios, LA
		Kisha Stanback	Parent	Parent
		MaryEllen Van Royen	Parent	Parent
		Laureen McGee	Parent	Parent
		Jalen Ramseur-Williams	Alumni	Temple University

		Greg Probst	Indep. Filmmaker & Media Teacher	SDP
		Kevin Fault	Audio Engineer	Central Montco Technical HS
		Simone Holland	Director/Creative Director	Freelance
Dobbins	52.0401 - Business Administration	Karen Henderson	Executive Administrator and Entrepreneur	Retired
		Joyce Johnson	Human Resource Management	Las Swimwear Designer
		Judi Everett	Marketing and Sales Consultant	Self Employed
		Iula Brown	IRS Accountant and Manager	Retired
		Crystal Hill Bell	Real Estate Consultant	Trident Mortgage Company
		Gayle Day	Wellness Professional and Entrepreneur	Abyscouture
		Juliet Williams Cureton	Accounting Auditor	City of Philadelphia
		Thelma Quzack	Accounting Manager, Finance	City of Philadelphia
		Jeffrey Davis	Public Relations Consultant	Retired
Dobbins	52.1801 - Sports Marketing & Management	Dr. Stephanie Tryce	Marketing Professor	St Joseph's University
		Jasmine McCrawford	Senior Marketing Manager	Jacksonville Jaguars
		Sherrod Newton Sr.	Sport Agent Advisor	SMWWagency
		Nadia Bosket	Founder/ Executive Director	Hoop Dreams Inc.
		AJ Anderson	Sports Marketing Teacher	Bowie State University
		Rachelle Russell	Stylist	Unique Appeal
		Carla Clarkson	Stylist	Honey Blowout
		Nakeese Kennedy	Platform Stylist and Educator	Freelance
		Denen Marcell	Owner	Deneen Marcel Lashes
		Shadonnah Saunders	Sr Cosmetologist	Blue Sage
		Sarina Parker	Stylist	Self Employed
		Iris Knight	Stylist	Knight's Beauty & Barber Supply

Dobbins	12.0401 - Cosmetology	Natalie McNeil	Stylist	Ends Hair Design
		Miriah Yancey	Stylist	Blue Sage
		Niemha Johnson	Owner	Nbeauty Hair Salon
		Nancy Pollino	Manager	CosmoProf Beauty
		Linda Moore	Owner/ Head Stylist	Xtremely Blessed Hair Salon
		Lavetra Herring	Stylist	Studio L
		Kimberly Nesmith	CEO	Blue Sage
		Rachelle Russell	Owner	Unique Appeal
		Satra Parker	Stylist	The Beauty Lounge
		Jamez Smith	Owner	Hairtique
		Huellema Riddick	owner	Hstylze Salon
		Crystal Kelly	Owner	Salon C. Kelly
		Nafeese Kennedy	Stylist	Shearocity Hair Salon
Dobbins	12.0402 - Barbering	Darryl Thomas	Barber	Philly Cuts
		Leroy Robinson	Barber/Manager	Leroy's Barbershop
		Lewis Williams	Barber	Jazz Enterprises, Inc.
		James Cooper	Barber/Owner	Ballerz Barbershop
		Fawwaz Beyha	Barber Instructor	Jazz U Up Barbershops, Inc.
		Darin Stokes	Barber/Owner	Diamond Cuts Barber Shop
		James A. Browne	Barber/Manager	Philly Cuts Unisex Hair Salon
		Antwaine Brown	Barber	Philly Cuts Unisex Hair Salon
		Telia Jenkins	Barber	Modern Hair Design Barbershop
		Tina King	Designer	NAFAD/Designer GTO
		Gloria Gary	Designer	NAFAD/Designer GTO
		Ada Miller	President	Designers Inc.

Dobbins	19.0905 - Fashion Design	Timothy Crawford-Milliner	Designer	S&S Hat Company
		Kevin Love	Designer	Retailer Polo Company
		Larnell Baldwin	Designer	Business Owner/Tailor
		Gerry Woolard	Designer	Business Owner/Tailor
		Stephanie Cain	Designer	Zinman Furs
		Clarice Thomas	Designer	Sophisticated Kids
		Denise Jones	Designer	David's Bridal
		Tyren Patrick	Designer	Tyren Patrick Designs
		Adrene Bracey	Doll Designer	Self Employed
		Karen Stewart	Designer	Fashionista/Website
		Leslie Browning-Samoni	Fashion Design Instructor	Jefferson University
		Debra Sterling	Fashion Design Instructor	Self Employed
		Larry Allen	Owner	Las Swimwear Designer
		Ronald Wilch	Owner	Wardrobe Clinic
		Julie Wilch	Owner	Wardrobe Clinic
		Ellen Conaway	Model, Stylist	Boutique Owner
		Alex Rapley	Owner	Abyscouture
		Robert Boane	Fashion Illustrator	Self Employed
		Keith Wardlaw	Owner	Tattoo Threadz
		Martha Tillman	Owner	Tillman's Boutique
		Rev. Thomas Morgan	Stylist	American Hats, LLC
		Kathy Robinson	Designer	Kathy Robinson Batik
		Jessica Kegelman	Manager, Special Projects	Mind Media Independence
		Donnell Regusters	Youth Empowerment Services/Videographer/Life Skills Coach	Regusters Multimedia
		James Jones	Self-Employed/Graphic Designer	Self Employed

Dobbins	50.0402 - Graphic Design	Chris Quintanella	Self-Employed & IT Specialist/Consultant	Self Employed
		Jason Schaffer	Graphic Artist	Big Brothers Big Sisters of America
		Tracy Hardy	CEO	Monroe Press, Inc.
		Dr. Keith Leaphart	Press Operator	Relpica Printing
		Robert McHugh	Graphic Designer	Self Employed
		Fred Baxter	Team Lead	Xerox Corporation
		Malik Boyd	President, Graphic Designer	Phila. Young Democrats
		Emilia Andrews	CEO/President	Beholder Productions
		Craig Andrews	Xerox Account Associate	Beholder Productions
		Aimee McCullough	Curriculum Specialist	Youth Empowerment Services
		Dwight Pedro Lewis	Director Information Systems & Telecommunications	Thomas Jefferson University Hospital
		Wayne Nemphard	DI Security & Computer Tech Support/Photographer	Digital Innovation
		Teri Yago-Ryan	Executive Director	Big Picture Alliance
		Chloe Johnson	Marketing Specialist	Resources for Human Development
		Duchess Arrita Robinson	Founding Director	8x10 Designs
		Pamela Jolly	Graphic Designer	Torch-Enterprises
Dobbins	12.0508 - Culinary Arts	Richard French	Banquet Captain	Four Seasons Hotel
		Nancy Miller	Executive Chef	Villanova University
		Tamika Duckett	Chef Manager	Heathland
		Matt Flood	General Manager	Wawa
		Brianna Wellmon	Chef	Pyramid Club
		Dr. Robert Pierson	Business Professor	Delaware Valley University
		Alyssa Termini	Philadelphia Program Coordinator	C-CAP
		Raquill Shields	Chef	Parkhurst Hospitality Group
		Paul Clark	Chef Manager	French School Philadelphia

		Assante Kissi	Asst. Manager	Wawa
		Samir McKenney	Chef	Freelance
		Valerie Costanzo	Teacher/Restaurant Owner	Retired
Dobbins	11.0901 - Computer Systems Networking	Weston James	Information Technology Director	Comcast
		Mark Wilson	IT Director	University of Penn
		Anis Taylor	Digital Media Teacher	Dobbins
		Andre Valines	Jr. Programmer	JP Morgan Chase
		Tennessee Gibbs	Jr. Programmer	JP Morgan Chase
		Terrence Bowman	Director, Diversity Talent Acquisition	Capital One
Dobbins	46.0401 - Facility and Property Maintenance	Rob Benidict	Engineer	Dupont
		Tom Ward	Business Executive	Self Employed
		Ryan Rubio	Territory Manager	Sherwin Williams
		David Pennoni	Engineer	PAI
		John McGeever	Accountant	Ryan, LLC
		Martin Ferrell	Development	St. Joseph's University
		Mark Brady	Manager	Campus Apartments
		Paul Gannon	VP	Stockwell Elastomerics
		Joe Nassib	Senior Manager	Nascon Construction
Dobbins	26.1201 - Biotechnology	Varian Adebisi	Doctor	Penn Medicine
		Winfred Sanders	President	Neta Scientific, Inc.
		Daniel Collier	Manufacturing Supervisor Gene Mediated Cell Therapy	WuXi AppTec
		Lamar McLaughlin	Associate Project Manager	WuXi AppTec
		Renee Person	Quality Specialist II	Charles River Laboratories
		Keneoliso Ogamba	Research Coordinator	Center of Bioethics at Temple Univ. Lewis Katz School of Medicine

		Janice Bolden	Air Protection Division	EPA
		Linda Watson	Toxicologist	EPA
Dobbins	10.9999 - Digital Media Production	Roland Boyden	Access Facilitator	PhillyCAM
		Lisa Wilk	Manager, School Partnerships	WHYY Media Labs
		Kristen Dudley	Discovering the Future at Work	Technical.ly
		Jeff Bethea	Operations Manager	PhillyCAM
		Daryl Lloyd	CEO	Turning Life Corners
		Allen Hammond	CEO	Vujaide Films
		Alex Smith	Writer/Musician/Artist	Metropolarity Collective
		Ben Felker-Quinn	Owner	Bonfire Media Collective
		Charles Gregory	Producer	We Talk Weekly
		Christopher Malo	Adjunct Prof of Journalism	Temple UKlein
		Michael Chism	Photographer/ Videographer	Freelance
		Michael O'Bryan	Director of Learning	Village of Arts and Humanities
		Rana Fayez	Adjunct Prof of Digital Media and Arts Management/ Founder	Drexel U/ YallaPunk
		Tisha Robinson Daly	Writer/ Director	HIGH Film and Series
		Will Toms	Co-Founder	REC Philly
		Travis Ruscil	Music Engineer	Higher Than 7
		Toni Damon	Principal	Cherry Hill High School West
Edison	47.0603 - Autobody Collision Repair	Samantha Mantegna	Asst. Director of HS Admissions	Automotive Training Center
		Ivan Mejias	Owner/Technician	USA Auto Supply, Inc.
		DJ White	Technical Rep	Saint-Gobain Abrasives
		Joe James	Account Manager	Bill Flannery Automotive
		Steven Herring	Retired IDS from SDP	Retired
		Darlene La Torre	J and Sons Autobody Repair	Owner

		Dennis Smoyer	Sales Rep	Subaru of America
		Warren Taylor	Development Director	Thaddeus Stevens College of Technology
		Rick Miller	Sales Rep	Subaru of America
		Anthony Kristel	Auto Damage Appraiser	Nationwide Insurance Co.
Edison	47.0604 - Automotive Technology	Richard Saxton	Department Chair - Transportation Technologies	Community College of Philadelphia
		William March	Shop Manager and Instructor	Community College of Philadelphia
		Joseph Gissinger	Asst. Fleet Manager	City of Phila., Office of Fleet Management
		Luis Cubero	Owner/Technician	LOJ Auto
		Mark Lopez	Technician	Reds and Sons
		Joseph Hodge	Owner/Technician	4 Aces Auto Repair
		Drew Hogan	Owner/Technician	Tool & Equipment Solutions
		Frank Taylor	School Representative	Universal Technical Institute
		Kevin Troy	Chief Technical Instructor	SEPTA
		Danilo Acevedo	Automotive Technician	City of Phila., Office of Fleet Management
		John Lynch	Automotive Supervisor	City of Philadelphia, Fleet Management
		Jensen Cordice	Technician	SDP Bus Garage
		Malek Neal	Mobile Technician	Wrench Inc
		John Salley	Owner/Driver	Right Moves LLC
Edison	51.9999 - Health Related Technologies	Jessica Rodriguez	Home Care Giver	Care Givers America
		Wanda Mercado	Former Student	Episcopal Hospital
		David Bickings	CRNA	Self Employed
		Sean Davis	School Nurse	SDP
		Teresa Herron	Case Manager at Aetna	Aetna
		Ramona Vellucci	Registered Nurse	Aria Torresdale Hosp
		Arline Cahill	Registered Nurse	Aria Torresdale Hosp

		Marlene Grant	Registered Nurse	TUH-Episcopal Hosp
Edison	50.0602 - Film and Video Production	Chop Mosely	Owner/ Cinematographer/ Director	Film Mob Cinema
		Rebecca Goins	Owner/ Script Supervisor/ Literary Editor	Writers Block Ilc
		Marelyn Rodriguez	Senior Edison Student	EHS: Film and Video Production
		Gary Shephard	Owner of Marketing Agency	3rd Floor Media
Edison	46.0503 - Plumbing Technology	Carl Levin	Master Plumber	Brotherhood of Master Plumbers
		TJ Backlund	Master Plumber	Backlund Plumbing
		Mike Ingrams	Master Plumber	Self-Employed
		Matt Leach	Master Plumber	Mr Tubs Pumbing
		Walt Kryzanowski	Master Plumber	Local 690
		Harold Clark	Master Plumber	School District of Philadelphia
		Fran McDonald	Executive	Elliot Lewis
Edison	46.0399 - Electrical and Power Transmission	Ishmael Alvarez	Electrician	School District of Philadelphia
		Rich Rivera	Carpenters Union Representative	Carpenters Union
		James Coffin	Signal Inspector	Amtrak
		Frank Toscano	Electrical Contractor	Toscano Electric
		Bill Gosnear	Contractor and Home Remodeler	Self-Employed
		Jose Santiago	Former EHS Student	Self-Employed
Edison	48.0508 - Welding Technology	Neal Hoffman	Curriculum Specialist	Bristol Township Technical School
		Dennis McDonough	Recruitment Coordinator	DC21/Finishing Trades Institute
		James Gindele	Welder	J.A Cunningham Company
		Mathew Padro	Welder (former Student)	SEPTA
		Garry Fudala	Vice President	PTR Baler Compactor Co.
		Adrian Fields	Welder (Former Student)	Contractor

Edison	52.0203 - Logistics, Materials & Supply Chain Management	Joe Erbrick	Manager	Penn. General Store warehouse
		Bart Mascuilli	Package Handler/Driver	Fed Ex
		Ami Payne	Systems Product Specialist	Eastern Lift Truck Company
		John Bond	Training Manager	First Quality Retail Services
		Carlos Padilla	Shipping/Receiving Clerk	Premier Office Solutions
		Tummona Fisher	Community Relations Manager	PhilaPort
		Sarah Hill	Apprenticeship Coordinator	Community College of Philadelphia
Edison	12.0401 - Cosmetology	Veronica Montijo-Nunez	Educator/Master Colorist	The Paint Room
		Shirley Morton	Retired CTE Teacher	Former SDP instructor
		Chynia Bonaparte	CTE Graduate, Entrepreneur	Former EHS Cosmetology Student, Owner of Shalay Hair
		Marisa Peal	Hair Stylist, Licensed Cosmetologist	Self Employed
		Natalie McNeil	Business Owner	Ends Hair Design & Day Spa
		Starnetta Horsey	Educator/Master Colorist	Empire Beauty School
		Renata Hall	Business Owner	RK Hair Loft
		Iesha Robinson	Business Owner	Belle Cheve
		Walkeedah Jenkins	Business Owner	Kee Creations Hair Salon & Ha'Lee Hair Collection
Edison	50.0402 - Graphic Design	Byron Duran	Graphic Design student	Penn State
		Lauren Eckert	Artist	Self Employed
		Robert McHugh	Graphic Designer	Graphic Communications Union
		Ambrose Liu	Designer	Olney Culture Lab
		John Paone	Instructor	The Paone Group
		Jovanna Osario	Student	Arcadia University
		Priscilla Bell	Owner	Peanutbutter Paint
		Nestor Torres	Owner	Casa Papel LLC
		Barbara Chandler Allen	Owner	Fresh Artists

		Luis Hernandez	Self Employed	Photographer
Edison	12.0508 - Culinary Arts	Lou Figueroa	Chef	St. Christopher's Hospital
		Keysha Martir	Chef	Self-Employed
		Alyssa Termini	Assoc Pgm Director	CCAP
		Charles Shermer	Senior Culinary Dev Chef	Aramark
		Luis Liceaga	Co-Owner	Loco Lucho @ Reading Terminal
		Dr Jonathan Deutsch	Professor of Culinary Arts	Drexel University
		Scott Swiger	VP Culinary Excellence	SPECTRA
FLC	52.0401 - Business Administration	Justin Kaplan	Sales Associate	MPN Realty
		Anne McGuirk	Program Manager	NFTE Entrepreneurial
		Eric Shannon	Owner	BigBarker
		Gregory Costa	Investor/Finance Relations	Hershey Hospitality Trust
FLC	51.0801 - Clinical Medical Assistant	Elissa Goldberg	Community Relations	Drexel School of Medicine
		Colleen Krakauskas	Assistant Professor	Jefferson School of Nursing
		Marybeth Pavlik	Nurse	Jefferson School of Nursing
		Janice Corsello	Nurse	Jefferson School of Nursing
		Russell Reyes	Medical Assistant	Delaware Valley Community Health
		Margarita Huertas	Medical Assistant	Delaware Valley Community Health
		Peter Jackson	Medical Biller	Delaware Valley Community Health
		Marcus Henderson	RN	University of Pennsylvania
		Janet DiCipio	Director	University of the Sciences Program
		Joan Roush	Director	Independence Rehab
		Wayne Varnadore	Dentist	Wayne Varnadore DDS Offices
		Mark Spaeti	Owner/Chef	Old School Burgers

Frankford	12.0508 - Culinary Arts	Ivy Buckner	Bartender/Cook	Keswick Tavern
		Adam Lederbach	Manager	Keswick Tavern
		Christopher Cowan	Bartender/Server	Keswick Tavern
		Cecilia Bradbury	Assistant FOH Manager	Dino's Backstage
		Kelly McKeever	General Manager	Keswick Tavern
		Dawn Andrews	Bartender/Server	Jerzees Tavern
		Loretta Borrell	Owner/Operator	Oreland Inn
Frankford	52.1905 - Hospitality and Tourism	Jarek Brockington	Assistant General Manager	Fairfield Inn Philadelphia Valley Forge/ King of Prussia- PM Hospitality Group
		Jessica Vangas	Assistant General Manager	SpringHill Suites by Marriott New Smyrna Beach
		Sharleen Van-Ams	Hospitality Business Specialist	Philadelphia Academies
		Iesha Coates	Program Specialist	Philadelphia Academies
		Alison Hayes	Director of Sales	Homewood Suites by Hilton
		Joshua Schreib	Sales Rep	Schulte Hospitality
Frankford	47.0703 - Solar Energy Technology	Ryan Barnett	Policy	Palmetto Clean Technologies
		Jamie Bracey	Director of STEM	Temple University
		Dan Dillon	Solar Energy Specialist	Momentum Solar
		Steven Fernandez	Solar Energy Specialist	Grid Alternatives
		NaDerah Griffin	Solar Project Manager	Energy Coordinating Agency
		Joe Kiss	Owner	Kiss Electric
		Randy Libros	Applied Science & Engineering Dept.	Community College of Philadelphia
		Ken MacDougall	Contractor	National Electrical Contractors Assoc. - PDJ
		John Neugebauer	CTE Student Outreach	Community College of Philadelphia
		Jeffery Richardson	President/CEO	Imani Energy, Inc.
		Lisa Schulock	Solar Program Coordinator	Philadelphia Energy Authority
		Gabe Romano	Solar Energy Specialist	Community Energy

		Juan Sanabria	Solar Installer	Solar States
		Timothy Smith	Workforce Development	Philadelphia Works
		Shelly Sperling	Human Resources	Vivint Solar
		Nick Sracic	Energy Executive, Public Sector	Johnson Controls, Inc.
		Mary Walker	Director, Talent Management & Acquisition	PECO
		Spencer Wright	Solar Installer/Specialist	Solar States
		Walt Yakabosky	Clean Energy Workforce Development	Energy Coordinating Agency
		Candi Jones	Assistant Deputy Commissioner for Human Resources	Philadelphia Water Department
Kensington	15.9999 - Engineering Technologies	Kerry Williams	Director of Communication	Compete 360
		Darryl Stanley	Manager of Information Technology	PA Convention Center
		Marty Cohen	Engineer	Us Navy Retired
		Peter Byers	Engineer	Pideon
		Berk Ayranci	Engineering Instructor	Temple University
Kensington	15.1202 - Computer Supports Systems Technology	Stacey Bright	Computer Technician Expert	Easy Computers & iPhone Repair
		Diamond Johnson	Computer Technician Expert	Apple
		Vanessa Ramos	Interactive Smart Board Technician	Communities in Schools
		Edison Freire	Director of Gateway Initiatives	JEVS Human Services
		Michael Ezell	Information Systems Auditor	City of Philadelphia
Kensington	52.1801 - Sports Marketing & Management	Morhaf Yusef	Owner	Quick Stop
		Michelle Haywood	Cashier	Wawa
		Thersa Woodard	Owner	Woody's World
		Tanisha Scott	Owner	7th Heaven Massage Salon
		Lemiya Shaat	Owner	Semeti Gymnastics Academy
		Brent Richardson	Owner	Be Rich Enterprise

		Valarie Johnson	Auditor	Internal Revenue Service
		Lesil Archer	Vice President of Board of Directors	Northwood Federal Credit Union
Kensington CAPA	10.9999 - Digital Media Production	Khyree Haines	Former Student	Hussian Art School
		James Wood	Graphic Design Teacher	Hussian Art School
		Monna Morton	Art Director	Portfolio Assoc. Inc.
		Jana Bernstein	Senior Graphic Designer	Bright Sign Co.
		Akmir Yatif	Graduate	Drexel University
		Janea Brady	Graphic Designer/Owner	Freelance
		Joseph Muller	Art Director	Wise Banyan
		Ruth Kiehlmeier	Social Media Consultant	Freelance
		Brian Potash	Owner	Devilfish Ink
		Kahlil Jackson	Owner	Go Believe
		Christina Kerns	Graphic Design Professor	Lincoln University
		Robert Andres	Team Leader	YUC
		Jenée A. Chizick-Agüero	Graphic Designer/Owner	Motivos Magazine
		Geoffrey Morris	Professional Editor	Self-Employed
		Patty Flowers	Recruitment Coordinator	Temple Univerity Center for Performing and Cinema Arts
		Jose Garcia	Former Student	Temple University
		Victor Rodriguez	Current Student	K CAPA
Kensington Health	51.0601 - Dental Assisting	Renee Fennell, DMD	Dentist	Kornberg School
		Kathy McAdoo, RDH	Senior Scientist	Johnson & Johnson Consumer Healthcare
		Nancy Brohawn	Dental Hygienist	temple University Dental School
		Shemika Whithers	Dental Hygienist	Dental Solutions
		Jodi Ianis	Dental Assistant	Dr. Turchin & Associates

Kensington Health	51.9999 - Health Related Technologies	Marcus Henderson	Adjunct Professor	University of Pennsylvania, School of Nursing
		Tish Gill	Professor	Temple Nursing
		Nilsa Graciani	Director, Medical Assisting Program	Esperanza College
		Dorene Winters	Manager Hand and Spine CME	AO North America
		Hope Waller	School Nurse	KHSA
		Marilou Watson	Partner – Intellectual Property Co-Chair, Life Sciences Practice Group	Fox Rothschild LLP
		Tina Leary	Staff LPN/ Phlebotomist	Metro Health
		Leslie Reis	Senior Advisor, Workforce Initiatives	CVS Health
		Terri Lipman	RN	University of Pennsylvania, School of Nursing
Kensington Health	51.2604 - Rehabilitation Aide	Linda Mozzoli	Manager of Clinical Support	The Rothman Institute Concussion Network
		Bill Wardle	Head Athletic Trainer/Assistant Athletic Director	The Haverford School
		Aimee Keough	Athletic Trainer, Assistant Athletic Director	Springside Chestnut Hill Academy
		Cathy Holt	Adjunct Anatomy and Physiology Professor	Harcum College
		Bill “Millsy” Mills	Head Athletic Trainer	Malvern Prep
		Jena Harris	Rehab Aide Instructor	Sayre HS
		Andi Schmerin	Physician’s Assistant	Binto
		Barbara Taragna	Registered Nurse	Jefferson Health System: Methodist Hospital
		Carrie Smith	Assistant Athletic Trainer	The Haverford School
		Jeannine Kelly	Athletic Trainer	Westtown School
Lincoln	52.0302 - Accounting & Financial Services	Juliet Sawyer	Founder and CEO	JTS R/E
		Tracey Ray	Owner	Anointed Hands
		Dr. Ingersol	Assistant Program Director	Harcum College
		Myra Brown	Manager	NWON Oppurtunites
		Robert Stewart	Manager	Computer-Techies LLC

Lincoln	52.0401 - Business Administration	Eileen Gadsen	President	BDPA
		Sally McNamara	HR Recrutier	BDPA
		Gary Hampshire	Consultant	IBM
		Kia Scott	Assistant Manager	Citizens Park
		Beth Dyson	NFTE	NFTE
Lincoln	52.1801 - Sports Marketing & Management	Chelsea Herman	Senior Account Executive	Philadelphia 76ers
		Ron Laskodi	Executive	Center City Film and Video
		Michael Prusahn	Program Director	Harcum College
		Grayson Sessa	Private Equity Associate	KKR and Company
		Randi Marmer	Assiatnt Vice President	TruMark Financial
		Tori White	Program Director	Philadelphia Academies
		Angie Smith	Owner	Giggles and Gifts
		John Cambridge	CEO	Philadelphia Insectarium and Butterfly Pavilion
		Lisa Wilk	Director of Education/Production	WHYY
		Jerry DiGiovanni	PA DECA Executive Director	DECA
		Dana Watson	Field Operation Manager	Mens Warehouse
		Crystal Bell	Director of Community Engagement	Trident Mortgage
		Laura Yohe	Program Director	Junior Achevement of SE PA
		Stephanie Smith	Director	Philadelphia Academies
		Ginny Martin	Clinical Director Ambulatory Services	Fox Chase Cancer Center
		Marianne Brakoniec	Clinical Assistant	Fox Chase Cancer Center
		Rhea Calhoun	Clinical Assistant	Fox Chase Cancer Center
		Carmita Schenck	Clinical Assistant	Fox Chase Cancer Center
		Christine Kappler	Clinical Assistant	Fox Chase Cancer Center
		Dr. Mary Brinkman	Nursing Professor	Gwynedd Mercy Uiversity

Lincoln	51.9999 - Health Related Technologies	Suzanne McHale	Nurse Manager	Temple University
		Connie Connell	Former Nurse Manager	Temple University
		Lisa McBride	Nurse Manager	Albert Einstein Health System
		Marie Haldeman Tartaglio	Educational Curriculum Developer	1199C
		Dr. Loraine Pepe	Director of Education Einstein Network; Nursing Professor	Einstein Hospital
		Sarah Baksh	Graduate of Lincoln HRT program	Student at Arcadia University
		Vincent Tucci	Graduate of Lincoln HRT program	Student at LaSalle University
		Heather Hanson	Graduate of Lincoln HRT program 2017	CNA at Penn Presbyterian Medical Center
		Dara Ruiz-Whalen	Education Director	Fox Chase Cancer Center
		Kerry Williams	Executive Director	DT Philly/Compete 360
Lincoln	01.0601 - Horticulture	Stephanie Smith	Director	Philadelphia Academies
		Warren Goll	Owner	Penn State Extension Services
		Antionette Montgomery	Owner	Torresdale Flowers
		Bob Adams	TreeVitalize Watershed Regional Manager	PHS
		David Green	Sales	Primex Garden Center
		Alan Sender	Owner	Sender Landscaping
		David Foreman	Consultant	Brickman Landscaping
		Jeff Kern	Graduate, Community Liasion	Sports Stadium South Philadelphia District
		Mindy Maslin	Educational and Tree Tender	PHS
Lincoln	50.0602 - Film and Video Production	Lewis Duval	Owner	Lewis Duval Experience
		Richardo Diaz	Owner	Richardo Diaz Production
		Marie Taylor	Nurse Educator	JFK Muhlenburg School of Nursing University of St. Augustine for Health Sciences
		Alexia Sheck	Librarian Educator	
		Rashidah Abdul-Khabeer	Registered Nurse	Drexel Univ College of Nursing and Health Professions

Martin Luther King	51.9999 - Health Related Technologies	Casey Alrich	Registered Nurse	National Nurse-Led Care Consortium
		Amira Clemens	Registered Nurse	Cultural Institute of Health and Education
		Tiffany Gibson	Nurse Educator	Abington Hospital-Jefferson Health
		Michelle Moore-Santana	Nurse Educator	Neumann University Division of Nursing and Health Sciences
Martin Luther King	12.0508 - Culinary Arts	joshua Julien	Chef	Castellos
		Alian Z	Chef	Panache Woodfire Grille
		Dana Herbert	Owner	Desserts by Dana
		David White	Senior Executive Chef	Conagara Foods
		Ed Hepnere	Private Catering	Self-Employed
Martin Luther King	52.0401 - Business Administration	Sharon Vaughn	Chief of Staff	City of Philadelphia
		Christina Manner	Office Manager	Levy Law, LLC
		Virginia Messa	Owner	Messa Realty
Mastbaum	50.0602 - Film and Video Production	Jennifer Stern	Adjunct Professor, Tyler School of Art	Temple University
		Abraham Dejesus	Media/Technology Program Outreach Coordinator	Esperanza College of Eastern University
		Tara Holinka	Senior Project Manager	Icon Clinical Research
		Shelley Wolfe	Executive Director	PSTV
		Craig Santoro	Program Director	WHYY
		Kristin Henson	Front End Web Developer	WenLinc
		Mike Gadsby	President	03 World
		Jennifer Kawalski	Professor, Graphic Arts	Temple University
		David Cromberg	Senior Lecturer/Graphic Arts	UPENN
		Joseph Kubick	Senior Accountant	Citgo
		Michael Prushan	Program Director, Busines	Harcum College
		Christina Smiley	Senior Tax Analyst	Global Tax Mangement

Mastbaum	52.1801 - Sports Marketing & Management	Alaina McDaniels	Director, Participant Selection Committee	ACAP
		Javier Suarez	VP Senior Partnerships	Hispanic Chamber of Commerce
		Kelsey DeMerlis	Business Partnership Specialist	Philadelphia Youth Network
		Mark Genua	American Apprenticeship Director	Philadelphia Works
		Patrick Vivona	Sr. Manager, Project Management-MES	Comcast Business Services
		Richard Crespo	Program Manager	Junior Achievement of Southeastern PA
Mastbaum	51.0707 - Health Information Records Technology	Cheyenne Green	Nurse Mentor	RN-PENN State
		Todd Frazen/Rasheeda Brooks	Community Relations/Education Liasion	Gift of Life Org.
		Kim McBride	HIM Coordinator	Temple University
		Elisa Goldberg, LSW	Program Director of Community Experience	Drexel Universty College of Physicians
		Evelyn Canada	Billing Manager- Senior Services	Always Best Care
		Anna C. Miller	Education Specialist	Jefferson Hospital
		Sandy Matczak	Nurse Mentor	Temple Public Health
		Marcy Engelman	Community Liaison	College of Physicians
		Anthony Leon	YOUTH ED Coordinator	Mazzonni center
		Sandra Stewart	HIM and Benefits Coordinator	Temple University
		Christine Dzeilinski	Registerd Nurse	Mastbaum School Nurse
Mastbaum	46.0399 - Electrical and Power Transmission	Matt Snow	Sales Manager	Esco Electric
		Joshua Candelaria	Electrical Apprentice	School District of Philadelphia
		Edward Parker	Electrical Apprentice	School District of Philadelphia
		Brittney Judd	Electrical Apprentice	School District of Philadelphia
		Dwayne Shirley	Electrical Contractor	Wire-Way Electric
		Thomas Rodriguez	Electrical Apprentice	School District of Philadelphia
		Melvin Harris	Solar Panel Technician	School District of Philadelphia
		Kadeem Jackson	Electrical Apprentice	School District of Philadelphia

		Jose Morales	Electrician	IBEW 98
Mastbaum	48.0508 - Welding Technology	Mike Anderson	Welding Instructor	Relgnite Philly
		Carlos Ruiz	Field Coordinator	Philadelphia Housing Authority
		Daniel Anderson	Certified Welding Inspector	Amuneal Manufacturing
		Roberto Rios	Glazier/ Field Forman	Local 252
		James Gindele	Welding Vendor	JA Cunningham
		Joe Mcgee	Glazier Apprentice Coordinator	Finishing Trades Institute
		Dennis McDonough	Recruitment Coordinator	DC21/Finishing Trades Institute
		Fred Escobar	Owner	Coale Metal Sheet Metal Corporation
Mastbaum	47.0604 - Automotive Technology	William March	Shop Manager and Instructor	Community College of Philadelphia
		Frank Taylor	School Representative	Universal Technical Institute
		Gary Fields	Service Director	Chapman Chevrolet
		Jim McBride	Auto Technician	Chapman Ford
		Kevin Troy	Chief Technical Instructor	SEPTA
		John Miller	Training Manager (Retired)	SEPTA
		Danilo Acevedo	Auto Technician	City Of Phila. Office of Fleet Management
		Malek Neal	Auto Technician	City Of Phila. Office of Fleet Management
		Alex Williams	Auto Technician	Simple Tire
		Terry Morrison	Service Director	Pacifico Ford
		Luis Cubero	Auto Technician	LOJ Auto
		Joseph Sullivan	Auto Technician	Retired
		Philip Campione	Auto Technician	AC Auto Repairs
		Carmelo Robles	Master Auto Technician	Central City Toyota
		Mark Lopez	Auto Technician	Red's & Sons Auto Service
		John Lynch	Automotive Supervisor	City Of Phila. Office of Fleet Management

		Bill Painter	Technical Talent Program Specialist	Ford Motor Company
		John Salley	Owner/Transport Driver	Right Moves, LLC.
Mastbaum	12.0508 - Culinary Arts	Jay Saddington	Baker	Monnas Pastry Shop
		Amy Jackson	Aramark Manager	Temple University
		Julian Custodia	Owner	Legendary Waffle Truck
		Kim White	Manager	TGI Fridays
		Clarence Fortune	Pastry Cook	Urban League
		Jack Mincey	Sous Chef	Urban League
		Dave Tomlinson	Chef	Anne Choice
		Deondre Stone	Former Student/Chef	NECI Institute
		Paul McCormick	Chef Instructor	Community College of Philadelphia
Mastbaum	51.9999 - Health Related Technologies	Chanthoeun Chang	Registered Nurse	Mercy Philadelphia Hospital
		Todd Frazen	Community Ed Coordinator	Gift of Life Donor Program
		Jennifer Duggan	Registered Nurse, Wound Care Certified	Holy Redeemer Wound Center
		Sharon Gordon	Registered Nurse, Assistant Director of Nursing	Prism Career Institute
		Jennifer Springfield	X-Ray Technician	Jefferson Bucks Hospital
		Sandy Matczak	Nurse Mentor	Temple Public Health
		Ann Dougherty	Public Health Nurse	Phila Dep. of Health
		Christine Dzeilinski	Registered Nurse	Mastbaum School Nurse
		Kim McBride	HIM Coordinator	Temple University
Mastbaum	46.0201 - Carpentry	James Wasielewski	Carpenter	Fitzpatrick Drywall INC
		William Coleman	Carpenter	Building and Painting Contractors
		Andrew Tarr	Carpenter	Untifielded Building Systems
		Dennis McDonough	Recruitment Coordinator	DC21/Finishing Trades Institute

Mastbaum	50.0402 - Graphic Design	Tara Holinka	Senior Project Manager	Icon Clinical Research
		Kristin Henson	Front End Web Developer	WenLinc
		Mike Gadsby	O3 World, President	O3 World
		Jennifer Kawalski	Professor, Graphic Arts	Temple University
		David Cromberg	Senior Lecturer/Graphic Arts	UPENN
		Jennifer Stern	Professor/Graphic Arts	Temple University
		Andrew Dodson	Owner/Architect	Dodson Architect
		Stephanie Dodson	Owner	Maxine Monroe Design
Mastbaum	46.0503 - Plumbing Technology	John Cappello	President	Cappello Plumbing and Heating
		Michael J Rounds, P.E	President	Williamson College of the Trades
		John McCuenn	Plumbing and HVAC Instructor: DCTS and PSAPHCC Technical Schools	McCuen Plumbing Heating and Cooling
		Mike McGraw	Executive Director: Pennsylvania Plumbing Heating Cooling Contractors (PHCC)	Pennsylvania Plumbing Heating Cooling Contractors (PHCC)
		John Galligan	President: Pipeshawk	Pipeshawk
		Cliff Miller	General Manager: Adelphia Plumbing Corp, Philadelphia PA	Adelphia Plumbing Corp, Philadelphia PA
Northeast	10.9999 - Digital Media Production	Valerie Blassey	Associate Director Web and Graphic Design	University of Pennsylvania
		Narrisa Wallace	Owner	Multi-Media Concepts
		Azim Saddiqui	Cinematography Instructor	Philadelphia School District
		Matt Smith	Executive Director	Digital User Experience
		Kyle Romain	Senior UX Designer/Researcher	ServOne
		Jerry Manas	Author/Consultant	PDWare
		Michael Gray	Independent Photography	Self Employed
		Yaniv Aronson	Film/Media Instructor	Montgomery County Community College
		Frank Spitale	Sales Executive/Photography and Yearbook	Life Touch
		Rose DeiSanto	Owner	DeSanto Design
		Tara Holinka	Sr. Project Manager	ICON Clinical Research

		Jennifer Stern	Graphic Designer	4:52 Design
		Jenny Kowalski	Assistant Professor of Instruction Graphic and Interactive Design	Tyler School of Art and Design
		Carl Mill	Owner	Art270 inc
		Kevin Brown	Owner	FatDog Design
		Dayna Lee	Associate Supervisor of Production	ESPN
		Kenyatta Henderson	Fox 29 Videographer	Fox 29
		Roxanne Fulton	Studio Technician	WUSA-TV Washington-Baltimore
Northeast	52.1801 - Sports Marketing & Management	Randi Marmer	Assistant Vice President of Community Relations	TruMark Financial Credit union
		Mike Prushan	Director of Business Programs	Harcum College
		Reed Lyon	Vice President of Navy Yard Development	PIDC
		Richard Crespo	Program Manager	Junior Achievement
		Andrew Dalzell	Chief of Staff	PA State Rep Jared Solomon
Overbrook	10.9999 - Digital Media Production	Steven Dixon	Senior Media Instructor	WHYY
		Lisa Wilk	Project Manager	WHYY
		Khadeem Hughson	Program Cordinator	CBS
		Jeffery Bethea	Access Manager	Philadelphia Public Access Media
		Ryan Saunders	Technical Director	Philadelphia Public Access Media
		Aleks Martray	Executive Director	Big Picture Alliance
		Joycelyne Figueroa	Lifestyle Blogger	US Attorneys Office
		Joy McFadden	Media Literacy Instructor	Jewish Family Services
		Davecia Horton	Co-Founder	Afresh
		Kyra Knox	Producer	Koi-Fly Creative
		Regina Johnson	Teacher	Head Start
		Terry Means-Waites M.Ed	Special Needs Consultant	Self-Employed

Parkway West	19.0708 - Early Childhood Education and Childcare	Colleen Ferry M.Ed	Center Director	Just Children Interplex
		Dr. Tory Hagains Ed.D	Early Childhood Field Adm.	School District of Philadelphia
		Stephanie Smith	Director	Philadelphia Academies
		Joy Diljohn	Executive Director, PreK	School District of Philadelphia
		Amy Friedlander	Consultant	Amy Friedlander Consulting
		Jade Wallace	Workforce Development Coordinator	City of Philadelphia
		Samantha Horchos	College Access Coordinator	Temple University
		Caroline Campana	Director of Workforce	FirstUp
Randolph	47.0603 - Autobody Collision Repair	Kadeem Carter	Autobody Technician	413 Auto
		Gary Collins	Owner/Technician	Collins Automotive, Inc.
		Ahker Williams	Autobody Technician Apprentice	SEPTA
		DJ White	Sales Supervisor	Saint-Gobain Abrasives
		Eric Nemec	Body Shop Manager	Faulkner Collision South Philadelphia
		Kurtis Konix	Autobody Technician	Faulkner Collision South Philadelphia
		John Dorsey, Jr.	Owner/Technician	JD's Auto Body & Painting
		Terick Findley	Autobody Technician	413 Auto
		Vincent Koury	Quality Service Supervisor	New Jersey Manufacturers Insurance
Randolph	47.0604 - Automotive Technology	William March	Shop Manager and Instructor	Community College of Philadelphia
		Drew Anderson	Technical Trainer	Pep Boys
		Norman Gartner	Technical Instructor	SEPTA Training Dept.
		Carmelo Robles	Master Toyota Technican	Central City Toyota
		Kevin Troy	Chief Technical Instructor	SEPTA Training Dept.
		Mike Loffredo	Account Manager	Snap-On Industrial
		Gary Fields	Service Manager	Chapman Chevrolet
		Drew Hogan	Owner/Technican	Tool & Equipment Solutions

Randolph	46.9999 - Construction Technologies	Stefanie F. Seldin	Executive Director	Rebuild Philadelphia
		Brandon Alcorn	Operations Manager	Rebuild Philadelphia
		Tony Gonzalez	Owner	RVS Radon Mitigation
		Jerome Shabazz	Executive Director	Overbrook Environmental Education Center
		Dennis McDonough	Recruitment Coordinator	DC21/Finishing Trades Institute
		Jeffrey Russo	Senior Vice President	Cementex Products, Inc.
		Mark Marshall	Industry Development Specialist	School District of Philadelphia
Randolph	48.0508 - Welding Technology	Dennis McDonough	Recruitment Coordinator	DC21/Finishing Trades Institute
		Jerome Shabazz	Executive Director	Overbrook Environmental Education Center
		Brent Ford	HR Rep	PTR Baler
		Daniel Anderson	Certified Welding Inspector	Amuneal Manufacturing
		David Lopez	Director	DL Metal Design
		Ronald Roth	Director of Professional Development	Temple University
		Megan Helerman	Intake Director	Aker Shipyard
Randolph	51.9999 - Health Related Technologies	Falon Burns	Coordinator	Public Health Management
		Monique Richards	Certified Nursing Assistant	Ann's Choice
		Dana Walls	Behavioral Health Case Manager	Temple University Hospital
		LeAnnah Clayton	Certified Nursing Assistant	Temple University
		Casia Brown	Certified Nursing Assistant	Self Employed
		Annette Wright	Support Counselor	Merakey IDD
Randolph	15.0303 - Electronics/Automated Systems	Bud Burke	Vending Operator	Thayer
		Terri Bruce	Director	Nama Foundation
		Ben White	Director of Education	Nama Foundation
		Scott Wechsler	Vending Specialist	Quality Express Coffee Co.

Randolph	15.0305 - Electronics/Automated Systems	Chuck Reid	Vice President	Crane Payment Innovations
		Tony Ortiz	Vending Specialist	Crane Payment Innovations
		Jeff West	Vice President	West Dairy
		Dave Gelliman	Vending Machine Maintenance	Gelliman & Associates
Randolph	12.0508 - Culinary Arts	Mykel Winterstine	Pastry Chef	Punjab Grille
		Brian Odocherty	Community Outreach	Community College Of Phila
		Angelo Evangelista	Chef/Owner	Plumsteadville Inn, Hawkeye's Country Tavern
		John Nuegebauer	CTE Coordinator	Community College Of Phila
		Geoffrey Allen	Chef	Camelback Resort
		Alyssa Termini	Program Coordinator	CCAP
		Christoher Posner	Chef of R & D	Mitsui Foods
		Monica Glass	Program Coordinator	CCAP
		Savon Kirby	Sous Chef	William Penn Inn
		Sasheika Duffus	Chef/Owner	Sapid Experience
		Michele Eagan	Industry Development Specialist	School District of Philadelphia
Randolph	51.0904 - Emergency Medical Technician	Mechem Crawford	EMS Medical Director	Philadelphia Fire Department
		Adam Thiel	Fire Commissioner	Philadelphia Fire Department
		Josue Clement	EMT/Program Coordinator	Randolph High School
		Crystal Yates	EMS Deputy Commissioner	Philadelphia Fire Department
		Girten Allerton	Fire Deputy Chief	Philadelphia Fire Department
		Brian Ackerman	EMS Chief	Philadelphia Fire Department
		Keith Davis	EMS Deputy Director	Philadelphia Fire Department
		Robert Jeter	Operations Captain	Philadelphia Fire Department
		Helena Harley Page	Fire Service Emergency Medical Technician	Randolph High School
		Larry Carroll	Firefighter/EMT instructor	Randolph High School

		Dr. Lonnie Rodgers Andrews	Industry Development Specialist	School District of Philadelphia
Robeson	51.9999 - Health Related Technologies	Stephanie Hanna	RN Case Management	University of Pennsylvania
		Samala Jackson	Clinical Nurse II	University of Pennsylvania
		Michelle Williams	Clinical Nurse II	University of Pennsylvania
		DeLisa Cofer	Assistant Director Accelerated Nursing Program, Adjunct Lecturer	Widener University
		Helen Cofer	Retired Nurse	Retired
Roxborough	11.0801 - Web Design	Larry Bender	Creative Director	Drexel
		Kevin Jackson	Graphic Designer	Kevin's Designs
		Jesse McKevitt	Programmer	Coded by Kids
		Stephanie Smith	Director	Philadelphia Academies
		Chelsea Scruggs	Production	Comcast/Alumni
		Mike Gadsby	CEO	O3World
		Janet McHale	Parent	Parent
		Catherine Rutan	Parent	Parent
		Dave Young	Produce Sound Engineer	Widget Studios
		Keith Wallace	Independent Filmmaker	Self Employed
		Craig Santoro	Program Director	WHYY
		Nikki Harmon	Professor	Arcadia University
		Orrie Hicks	Technical Director	WJZ/ CBS
		Ford Conway	Producer	Self-Employed
		Danica Pascavage	Philadelphia Outreach Manager	TechGirlz Programming
		Isalene Baptiste	Parent	Parent
		Allan Kobernick	Dean	Community College of Philadelphia
		Larry Bender	Creative Director	Drexel

Roxborough	50.0602 - Film & Video Production	Kevin Jackson	Graphic Designer	Kevin's Designs
		Jesse McKeivitt	Programer	Coded by Kids
		Stephanie Smith	Director	Philadelphia Academies
		Chelsea Scruggs	Production	Comcast/Alumni
		Mike Gadsby	CEO	O3World
		Janet McHale	Parent	Parent
		Catherine Rutan	Parent	Parent
		Dave Young	Produce Sound Engineer	Widget Studios
		Keith Wallace	Independent Filmmaker	Self Employed
		Craig Santoro	Program Director	WHYY
		Nikki Harmon	Professor	Arcadia University
		Orrie Hicks	Technical Director	WJZ/ CBS
		Ford Conway	Producer	Self-Employed
		Danica Pascavage	Philadelphia Outreach Manager	TechGirlz Programming
		Isalene Baptiste	Parent	Parent
		Allan Kobernick	Dean	Community College of Philadelphia
Roxborough	50.0402 - Graphic Design	Larry Bender	Creative Director	Drexel
		Brian Stokes	IT Professor	Peirce College
		John Davis, Jr.	RHA Alumnus/Owner	J. Davis Printing
		Tesla Dubois	School Coordinator	Philadelphia Academies
		Mike Rhoads	RHS CSS	Urban Tech Project
		Jane Lipton	Executive Director	Manayunk Development Corp.
		Dave Young	Produce Sound Engineer	Widget Studios
		Keith Wallace	Independent Filmmaker	Self Employed
		Craig Santoro	Program Director	WHYY

		Nikki Harmon	Professor	Arcadia University
		Orrie Hicks	Technical Director	WJZ/ CBS
		Ford Conway	Producer	Self-Employed
Roxborough	26.1201 - Biotechnology	Stephen Rauscher	Retired VP of Operations	Rohm & Haas
		Lori Dodson, PHD	Retired Biotechnology CTE Instructor	Retired
		David Garbe, PHD	Outreach Educator	Pennsylvania Society for Biomedical Research
		Moniquetta Hall	Senior Project Manager	WuXi Apttc Biologics
		Brian Keith, PHD	Professor of Biomedical Studies	Wistar Institute
		Lynn Gramberg	Lead Physical Therapist	Penn Medicine
		Doug Learn, PHD	Director of Photobiology and Cellular Therapeutic Safety	Charles River Laboratories
		Amanda Purdy, PHD	Manager of Academic Programs	Fox Chase Cancer Center
		Sarah Robbins	Manager of STEAM Scholars Program	1199C Training and Upgrading Fund
		Najwa Smith	Industry Development Specialist	School District of Philadelphia
		Debra D. Williams, Ed. D	Personal Trainer	Smart Fitness
Roxborough	52.0401 - Business Administration	Atif Bostic	Executive Director	Uplift Solutions
		Sarah Hudak	Vice President	M&T Bank
		Andrew Langsam	CEO	Dynamic Advertising Solutions
		Jim Riley	Logistics Manager	University of Pennsylvania
		Jim Hamill	Financial Analyst	Self Employed
		Stephanie Smith	Director	Philadelphia Academies
		Heather Dromgoole	Vice President, Human Resources	Momentum Telecom
		Mark Arrington	VP, Operations	PECO
		Davita Garfield	Founder and CEO	Empowerment Now
		Atif Bostic	Executive Director	Uplift Solutions

Roxborough	52.1801 - Sports Marketing & Management	Sarah Hudak	Vice President	M&T Bank
		Andrew Langsam	CEO	Dynamic Advertising Solutions
		Jim Riley	Logistics Manager	University of Pennsylvania
		Jim Hamill	Financial Analyst	Self Employed
		Stephanie Smith	Director	Philadelphia Academies
		Heather Dromgoole	Vice President, Human Resources	Momentum Telecom
		Mark Arrington	VP, Operations	PECO
		Davita Garfield	Founder and CEO	Empowerment Now
Saul	01.0601 - Horticulture	Radika Bhaskar	Assistant Professor- DEC Core Curriculum	Jefferson University
		Sarah Cathcart	VP Education	Longwood Gardens
		Angela Curley	Grounds-Keeping Crew	Philadelphia Phillies
		Monay Ramsey-Angell	Grounds-Keeping Crew	Philadelphia Phillies
		Nicholas Troutman	Associate Account Manager	Brightview Landscaping
		Danielle Irwin	Marketing Director	Burke Bothers Landscape Contractors, Inc.
		Sally McCabe	Associate Director of Community Education	PA Horticultural Society
		Jon Ruch	Production Manager	George Diddens Greenhouses, Inc
		Nina Berryman	CSA Farm Manager	Henry Got Crops
		Norman Weiss	Farm Supervisor	Weavers Way
		Scott Blunk	HGC Compost Coordinator	Henry Got Crops
		Varian Bosch	Field Assistant	Friends of the Wissahickon
		Tony Croasdale	Director	Cobbs Creek Environmental Educational Center
		Kim Glodek	Associate Program Director of Education & Outreach	Philadelphia Outward Bound School
		Liza Hawley	Assistant Director- Visitor Education & Youth Programs	Morris Arboretum- University of Pennsylvania
		Hannah Holby	CSA Farmer Manager	Henry Got Crops
		Cindy LaRue	Trails Crew Coordinator	Friends of the Wissahickon

Saul	03.0299 - Natural Resources Management	Noah Kulak	Communications Coordinator	Friends of the Wissahickon
		Maura McCarthy	Excutive Director	Fairmount Park Conservancy
		Deanna McPeak	Program Specialist, Green Operations	Noresco, LLC
		Lisa Mosca	Executive Director	Food Moxie
		Jennifer Raymond	Field Coordnator	Philadelphia Outward Bound School
		Andre Reed	Instructor	WHYY
		Elisa Ruse-Esposito	Urban Agriculture Program Coordinator	City of Phila.- Dept. of Parks & Recreation
		Beth Sassaman	District Conservationist	USDA- NRCS
		Ellen Schultz	Director of Education Partnerships	Fairmount Water Works
		Gabriel Perez Setright	Instructor	WHYY
		Dr. Scott Sheely	Commissioner	PA Commission for Agricultural Education Excellence
		Lisa Wilk	Manager, School Partnerships	WHYY
		Maura Jarvis	Media Relations	City of Phila. - Water Department
		Paul Johnson	Facilities Manager	Outward Bound
		Danielle Juritsch	Nutrition Coordinator	Eat Right Philly
		Dr. Jeneen Abrams	President	National MANRRS
		Michael Anthony	Assoc. Director of Lab Animal Medicine	Janssen Research & Development, LLC
		Margaret Leardi	Director of Development	New Bolten Center Penn Vet
		Linwood Robinson	Program Director	Harcum Animal Center Management
		Dr. David Garbe	Director of Education	Pennsylvania Sociey for Biomedical Research
		Dr. Scott Sheely	Executive Director	PA Commission for Agricultural Education Excellence
		Dr. Laura Clark	Senior Manager- Academic & Professional Affairs	GlaxoSmithKline
		Debroah Dietrich	Area 4H Educator	Penn State Extension, Southeast PA
		Sarah Delricci	Equine Director	Parkwood Therapeutic Center
		Derrick Dow	Associate Dir.-Lab Animal Husbandry	University of Pennsylvania ULAR

Saul	01.0901 - Animal Sciences	Dr. Donna Gaska	CompanionAnimal Veterinarian	Pfizer Animal Health
		Michael Harris	Senior Associate Scientist, Immunology, TA	Janssen Research & Development, LLC
		Dr. Jana Hilton	Companion Animal Veterinarian	Zoetis Animal Health
		Katrin Hinrichs	Chair	Department of Clinical Studies-New Bolton Center, University of Pennsylvania School of
		Gregory Krug	President	Lampire Biological Laboratories, Inc.
		Lydia Lee	Associate Scientist	Janssen Research & Development, LLC
		Dr. Jennifer Murphy	Doctor of Veterinary Medicine	Quakertown Veterinary Hospital
		Dr. Darren Remsburg	Large Animal Veterinarian	Zoetis Animal Health
		Rebecca Rishel	Animal Science	RJR Hampshires
		Mauricio Rosales	Dairy Extension Educator	Pennsylvania State University Extension Service
		Aminata Kalley	Veterinary Public Health Resident/Preventive Medicine	The Ohio State University College of Veterinary Medicine
		Christina Rodgers	Veterinary Technician	Animal Care and Control Team
		Tyana Brown	Veterinary Medical Student	Tuskegee University
		A'zani Sawyer	Veterinary Medical Student	Virginia College of Veterinary Medicine
		Derek James	Coordinator of Multicultural Programs	Penn State College of Agricultural Sciences
		Jennifer Beidel	Attorney Partner/ Ram Breeder	Saul Ewing Arnstein and Lehr LLP
		Samuel Hurcombe	Associate Professor of Large Animal Emergency and Critical Care	University of Pennsylvania School of Veterinary Medicine
		Joshua Veloz	Veterinary Technician	University of Pennsylvania New Bolton Center
		Cami McJett	Veterinary Medical Student	Tuskegee University
		Kierra Johnson	Veterinary Medical Student	Tuskegee University
		Gaetano Amoroso	Retired Teacher/Meat Cutter	Retired
		Dylan Baird	Employee	Philly Food Works
		Nina Berryman	Farm Manager	Henry Got Crops
		Edgardo Bones	Market Planner	Rebel Ventures
		Robin Currie	Foodways Columnnist	Philadelphia Inquirer

Saul	01.0401 - Food Processing Sciences	Tiana Howell	Quality Assurance Specialist	Whole Foods Markets
		Danielle Juritsch	Nutrition Coordinator	Eat.Right.Philly
		Ryan Locke	Industry Relations Manager	FMC
		Lisa Mosca	Executive Director	Food Moxie
		Charles Schermer	Senior Culinary Development Chef	Aramark Corporation
		Dr. Chris Sigler	Assistant Professor- Food Science	Pennsylvania State Univeristy
		Jarrett Stein	Executive Director	Rebel Ventures
Sayre	51.9999 - Health Related Technologies	Kim Guyer	Nursing Professor/Advisory	University of Pennsylvania
		Terri Lipman	Assistant Dean for Community Envolvment	University of Pennsylvania
		Vincent Morrison	parent	William L Sayre
		Dr. Craig Taylor	Radiologist	Chestnut Hill Hospital; Tabernacle Lutheran Church Recreation Center (near Sayre)
		Nina Brevard	Vice Principal	William L Sayre
		Alicia Roebuck	Resume specialist; Lead Recruitment Coordinator	Confident Career Women; Nielsen Company
		Richard Carter	Director of Moelis Access Science	The Barbara and Edward Netter Center for University of Pennsylvania; Sayre Health Center
		Cory Bowman	Nurse	
SLA	15.9999 - Engineering Technologies	Alex Gilliam	Director	Public Workshop
		Mark Zod	ION	Triple Point
		Carolyn Crulli	Associate Director	LaSalle University
		Adam Fontecchio	Engineering Professor	Drexel
		Christopher Gee	Global Business Director	Braskem
		C.J. Taylor	IT Professor	UPenn
		Youngmoo Kim	Engineering Professor	Drexel
		Isaac Richardson	Industrial Engineer	Boeing
		Chris Pilla	Electrical Engineer	Lockheed Martin
		Peter Armstrong	VP Business Intelligence	Comcast

SLA	50.0602 - Film & Video Production	Alex Gilliam	Director	Public Workshop
		Mark Zod	ION	Triple Point
		Carolyn Crulli	Associate Director	Phila Ed Fund
		Adam Fontecchio	Engineering Professor	Drexel
		Youngmoo Kim	Engineering Professor	Drexel
		C.J. Taylor	IT Professor	UPenn
		Manuel Figueroa	Engineering Professor	The College of NJ
		Peter Armstrong	VP Business Intelligence	Comcast
SLA @ Beeber	15.9999 - Engineering Technologies	Chris Wright	Engineering Professor	Drexel University
		Philip Ryskalczyk	Engineering IT Dept	Temple/SLACC
		Georgia Guthrie	Senior UX/Digital Designer & Developer	Universal Health Services
		Renee Schacht	CoFounder of Tiny WPA	Tiny WPA
		Kamaiyah Jackson	Student	Student at SLA Beeber
		Alex Kopp	Comp Science Teacher at SLA Beeber	SLA Beeber
		Yianni Kourmadas	Artist	Self Employed
		Ryan McCarthy	Teacher Asst/ former Engineering student	SLA Beeber
		Pieter	Former Engineering student	SLA Beeber
		James Bonney	Designer/Artist	Milder Office/Space 1026
		David Ryskalczyk	System Admin at College of Engineering	Temple University
South Philadelphia	51.2604 - Rehabilitation Aide	Keri Heickert	Athletic Trainer/Performance Enhancement Specialist	Academy of New Church; Tribe Wellness
		Lauren Cunkelman	Movement Therapist	The Center for Autism
		Nina D'Antonia	Occupational Therapist	Fox Rehabilitation
		Candace Eaton	GEAR UP Coordinator	University of Pennsylvania Netter Center
		Kirsten Britt	Community Organizer	Sayre Health Center

		Joseph Brand	University-Assisted Community Schools Site Director	University of Pennsylvania Netter Center
		Jason Luty	Athletic Trainer	Rothman Institute
South Philadelphia	15.1202 - Computer Supports Systems Technology	Shevar Sharpe	Program Director	Urban Tech Project
		Anne Rose Webb	Instructor	Coded by Kids
		Fred Wheelock	Tecnical Support Specialist	SDP
		M. Myles	Technician	Comcast
		Sean Reid	IT Entrepreneur	Ministudio/Video
		Shujaat Cheema	Computer Technology Student	SPHS
South Philadelphia	50.0402 - Graphic Design	Kate Ward	Owner	Ward Design Co.
		Ryan Starr	Creative Director	St Joseph's University
		Ila Kumar	UX Strategist	Design Justince Network
		Johnny Bilotta	Creative Director	MyClin
		Andrea Ngan	Design Strategist	Design Justice Network
		Denise Powell	Educator, Retired	School District of Philadelphia
		Nicholas Krapf	UX designer	Freelance
		Sean Martorana	Freelance designer and illustrator	Freelance
South Philadelphia	12.0508 - Culinary Arts	Lynn Buono	Owner	Feast Your Eyes
		Sharleen Van Ams	Hospitality Cordinator	Phila. Academies Inc.
		Molly Devinney	Student-Growing Coord	LoMo
		Karen Schoenholtz	Global Food Safety Support	Whole Foods
		Sal Taylor	Food Services Manager	School District of Philadelphia
		Ilesha Coates	Customer First	Philadelphia Academies
		Greg Burke	Electrician	Septa
		Phil Hatrak	Electrician	JJ Electric

Swenson	46.0399 - Electrical and Power Transmission	William McDonough	Electrical Instructor	Orleans Technical College
		Matt Snow	Electrician	IBEW 98
		Dwayne Hillian	Building Maintenance	Orleans Technical College
		Joe Dougherty	Electrician	Dougherty Electric
Swenson	47.0603 - Autobody Collision Repair	Jack Finell	OAC Chairman/Estimating Team Manager	State Farm Insurance
		Mark Bassant	Parts Associate	Caliber Collision
		Gary Fields	Service Manager	Chapman Auto Group
		Mark W. Peiffer, Sr.	Painter	Chapman Auto Group
		Bill Flannery, Jr.	Account Manager	Bill Flannery Automotive
		Eric Heigold	Body Shop Manager	Faulkner Collision
		Vince Koury	Quality Service Supervisor	New Jersey Manufacturers Insurance
		Joe James	Account Manager	Bill Flannery Automotive
		DJ White	Sales Supervisor	Saint-Gobain Avrasives
		Joe Cannella	Body Shop Manager	Sussman Honda
Swenson	46.0201 - Carpentry	Joe Stewart	Owner	Stewart's Services
		Walter Lipski	Owner	Lipski's Home Improvements
		Gino Bernardinucci	Building Inspector	School District of Philadelphia
		Robert Yerkov	Carpenter	School District of Philadelphia
		Robert Clark	Owner	Robert Clark General Contractor
		Gerard McAnenna	Home Improvement Consultant	Retired
		Jeffrey Schwartz	Owner	Schwartz Door Installations
		Richard Saxton	Department Chair - Transportation Technologies	Community College of Philadelphia
		Lew Norman	Sales & Service Rep	Hunter Engineering Co.
		Drew Hogan	Owner	Tool & Equipment Solutions

Swenson	47.0604 - Automotive Technology	George Williams	Service Manager	Fred Beans Ford
		Bill Carroll	Service Director	Faulkner Hyundai
		Tony Marchetti	Retired Auto Teacher	Camden County College
		S. Troy Miller	Public Relations	Automotive Training Center
		William March	Shop Manager and Instructor	Community College of Philadelphia
		John Duaime	Owner/Technician	John's Auto Repair
		Daniel Reed	Assistant Professor	Community College of Philadelphia
		Todd McNinney	Service Manager	Faulkner Mazda
		Jim DeLeo	Northeast Division Manager	Hunter Engineering Company
		Mike Loffredo	Account Manager	Snap On Industrial
Swenson	12.0508 - Culinary Arts	Karen Vargas	Assistant Professor	Community College of Philadelphia
		Taylor Vorn	Hotel Staff	Ritz Carlton
		Tony Hicks	Sous Chef	Maison 208
		Alyssa Termini	CCAP Coordinator	CCAP
		Laura Dresin	Manager	Chickie's and Pete's
		Dan Heneghan	Salesman	US Foods
		Valerie Costanzo	Caterer	Self-Employed
		Sean Stock	Sous Chef	Crystal Tea Room
		Jeffrey Presley	Proprietor	Birdie's Biscuits
		Sean Turner	Chef	Union League
Swenson	12.0501 - Baking and Pastry Arts	Mike Chambers	Executive Pastry Chef	Temple University
		Kymi Jackson	Sous Chef	Manufacturers Golf and Country Club
		Greg Lenhart	Excecutive Chef	Manufacturers Golf and Country Club
		Monique Martin	Instructor	Lincoln Technical School

Swenson	51.9999 - Health Related Technologies	Jessica Way	Nurse Instructor	Esperanza College
		Cathy Taggert	School Nurse	School District of Philadelphia
		Ruth Donnelly	CNA	School District of Philadelphia
		Leslie Rochester	LPN	My Sister's Place
Swenson	10.9999 - Digital Media Production	Frank Spitale	Photographer	Lifetouch
		Ron Gernart	Photographer	Self-Employed
		Tori Ellis	Business Specialist	Philadelphia Academies
		David Cade	Photographer	David Lloyd Cade Photography
		Quadidra Williams	Designer	QWOFFICES
		Kelsey Taylor	Digital Artist	Self-Employed
		Amy Edelstein	Graphic Designer	Self-Employed
		Benson Fishman	Designer	Self-Employed
		Shelley Wolfe	Executive Director	PSTV
Swenson	15.9999 - Engineering Technologies	Jonah Cooper, Jr.	Owner/Engineer	Jonah Cooper Jr. LLC.
		Paul Warner	Cyber Security Coordinator	Rowan College of Burlington
		Nicole Garrett	Engineer	Johnson & Johnson Consumer, Inc.
		Tracey Woods	VP Operations	AABA
		Ned Dempsher	Senior Member Engineering Staff	L3 Technologies
		Greg Tilghman	Industrial Engineer	WuXI Advanced Therapies
		Scott Hart	Senior Engineer	Lockheed Martin
		Marisa Henry	Project Engineer	Campbell Soup Co.
		Tony Kirk	Structural Analysis Engineer	Boeing
		Bob Fyfe	Engineer	Retired
		Celia Berry	Supply Quality Engineer	Draeger

Swenson	11.0901 - Computer Systems Networking	Robin Lewis	Owner	Robins Nest
		Latrice Jackson	Senior Analyst	Comcast
		Nicole Ford	Executive Director	New Foundations Charter School
		Tim Mistalski	Tech Support Specialist	Temple University
		Salina Vinson	IT Support Technician	Brightside Academy
		Rommie Moody	Network Administrator	La Quisha Consulting
		Pansy Knowles	Education Technology Coordinator	Esperanza Academy
		Giovanni Rivera	IT Support Technician	School District of Philadelphia
U School	01.9999 - Agriculture, Food & Natural Resources	Trina Baxter	Community Organizer	Soil Generation
		Guy Amoroso	Former CTE Food Processing Teacher	Retired
		Glen Bergman	Fomer Executive Director	Philabundance
		Lisa Mosca	Executive Director	Food Moxie (Weaver's Way Co-Operative)
		Scott Sheeley	Special Assistant for Workforce Dev.	PA Department of Agriculture
		Dwayne Wharton	Former Director, External Affairs	The Food Trust
		Liza Hawley	Education Director	Morris Arbutum
		Tyler Case	Owner	Mycopolitan Mushrooms
		Ash Richards	Urban Agriculture Director	City of Philadelphia
Washington	52.0302 - Accounting & Financial Services	Maria O'Malley	HR Manager	Shop-Rite Corp.
		Floyd Carl	VP Financial Advisor	Stifel Nicolaus
		Randi Marmer	Asst. VP Public Relations	Trumark Financial Credit Union
		Michael J. Davis	President	MJDavis CPAS
		Dwayne Eichenbaum	CPA	Accounting Edge CPA
		Rene Melendez	Program Coordinator	Philadelphia Academies, Inc.
		Corry Ng	Accounting Professor	Temple University
		Sheri Risler	Director of Accounting	Temple University

		Justin Opella	Asst. Dean of Academics	Jefferson/Philadelphia University
		Ruqayyah Archie	Business Dept.	Community College of Philadelphia
Washington	52.1801 - Sports Marketing & Management	Ashley Dabb	VP Marketing	National Lacrosse League
		Ammar Alshamma	Personal Banker	PNC Bank
		Michael Beatrice	Retired Accountant	Temple University
		Todd Hunsicker	Chief Director of Promotions	Reading Fightin Phillies
Washington	12.0508 - Culinary Arts	Ben Vozzo	Instructor	CAI Montco Community College
		Tiffany Weber	Instructor	CAI Montco Community College
		Kathy Salemno	Owner	KP Kitchens Crafts
		John Neugebauer	High School Recruiter	Community College of Philadelphia
		Michael Campagna	Lead Chef	Bucks Couty Community College
		Earl Arrowood	Retired Chef	Retired
		Phyliss Arrowood	Retired Chef	Retired
		Jarred Johnson	Chef	Ronald Mc Donald House
		Bob Fanelli	Owner	Chik-Fil A
		Cassandra Wiggins	Director of Marketing	Chik-Fil A
		Jade Williams	Line Chef	Overbrook Country Club
		John DiPinto	Lead Chef	Montco CAI
		Melissa Matsamura	Program Manager	Drexel University
		William A. Carter III	Project Executive	Gilbane Building Co.
		Alma R. Plummer	Economic Development Specialist	U.S. Department of Commerce
		Michael Johns	Principal	Mdesigns + MWJ Consulting LLC
		Tya Winn	Director of Project Planning	Habitat for Humanity Philadelphia
		Tiffany Millner	Executive Director	ACE Mentor Program

West Philadelphia	15.1303 - Drafting and Architectural Design	Audrey Walden	President	MAEO Development
		Jack Conviser	City Planner	Urban Design Division, Philadelphia City Planning Commission
		Uchenna Okere	Owner/ BIM Specialist	Revit Gods
		Kali Meeks, EdD	Associate Director, Professional Development & Leadership	UPenn Stuart Weitzman School of Design
		Felicia Wallace-Benton	Manager	Daltile Design Studio
		Lou Rodriguez	President/ CEO	Rodriguez Consulting, LLC
		Ken Granderson	Architect	Philadelphia Housing Authority
		Alex Camps	Estimating Executive	Gilbane Building Company
		Dexter Hendricks	Vice President	Turner Construction Company
West Philadelphia	11.0901 - Computer Systems Networking	Mustafa Taylor	Network Help Desk	MedRisk
		Justine M. Valentine	Executive Assistant to John Philip, V.P.	Information Solutions
		Anthony Farrior	Information Services Specialist	Penn Medicine
		Lindette Hendricks	SAP Sepcialist	SAP
		Joi C Spraggins	Director	Legacy Pathways
		Ayana Allen-Handy, Ph.D	Assistant Professor	Drexel University School of Education
		Alex Urevick-Ackelsberg	Co-Founder	Zivtech
		Marcel Harper	Alumni	West Philadelphia HS
West Philadelphia	10.9999 - Digital Media Production	Jason Centeno	Photographer	Philadelphia Fire Dept.
		Nequetta Alford	Producer	NLA Productions
		Michael Dennis	Filmmaker	ReelBlack
		Jamil Moore	Computer Specialist	Moore Data
		Ann Cohen, Chair	Retired Union President	District Council 33
		Frank Taylor	School Representative	Universal Technical Institute
		Jamie Haberle	General Manager	Central City Toyota

Workshop	47.0603 - Autobody Collision Repair	Ben Yelowitz	Owner	Crest Auto Stores
		Mike Graham, Sr.	Owner/Technician	Westside Auto Body
		Lawrence Porterfield	Technician/Team Leader	City of Phila., Office of Fleet Management
		Kevin Baker	Location Manager	Caliber Collision
		DJ White	Sales Supervisor	Saint-Gobain Abrasives
		Franklin Black	Collision Instructor	Gloucester County Institute of Technology
Workshop	47.0604 - Automotive Technology	Ann Cohen, Chair	Retired Union President	District Council 33
		Richard Saxton	Department Chair - Transportation Technologies	Community College of Philadelphia
		William March	Instructor, Shop Mgr.	Community College of Philadelphia
		Frank Taylor	School Representative	Universal Technical Institute
		Jamie Haberle	General Manager	Central City Toyota
		Mark Palmer	Parts Manager	Central City Toyota
		Ben Yelowitz	Owner	Crest Auto Stores, Inc.
		Wayne Fleishman	Owner/Technician	Wayne's Garage, Inc.
		Patrice Banks	CEO/Technician	Girls Auto Clinic
		Katob Joseph	Technician	City of Phila, Office of Fleet Management
		Stefon Gonzalez	Technician & West Graduate	SEPTA
		Eugene Barbera	Managing Partner	Barbera's Autoland
		Kevin Troy	Chief Technical Instructor	SEPTA Training Dept.

Action Item - 20.

Title: Contract with Resources for Human Development, Inc., for the Provision of Educational Services at Stepping Stones (\$240,000)

Board of Education Meeting Date: 9/22/2022

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:

Resources for Human Development, Inc. (RHD)

Purpose:

To provide educational programs for students receiving out-patient mental health services during and throughout the day at the RHD Stepping Stones treatment facility

Start date: 9/23/2022

End date: 6/30/2023

Compensation not to exceed: \$240,000

Location:

Resources for Human Development, Inc.
4700 Wissahickon Ave.
Suite 126
Philadelphia, PA 19144

Renewal Options: Yes

Number of Options: 2

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

Maximum compensation authorized per option period: Each option at fixed amount of \$240,000

Description:

This action item requests authorization to contract with Resources for Human Development (RHD) for the provision of student educational programs. RHD operates the Stepping

Stones partial hospitalization day-treatment program in Philadelphia for school-age children and adolescents with serious behavioral and emotional disorders. Students will receive educational programming at RHD when educationally and therapeutically appropriate, or when necessary to ensure the safety of the student or the community. Student educational placement determinations at RHD are not made by presumption, but after consideration on an individual basis. Children and adolescents receive full time mental health treatment during the day at RHD. They return home at the end of each day when treatment is completed. The District does not place school-age children and adolescents at RHD or other partial day treatment programs. Rather, the juvenile justice system, Community Behavioral Health (CBH), the Department of Public Welfare, medical doctors, and parents make these “non-educational placement” determinations.

School districts must provide a free and appropriate public education (FAPE) to school-age children who receive mental health treatment at partial day-treatment programs located within their boundaries consistent with Pennsylvania law. The District’s responsibility to provide educational services to school age children at partial treatment programs located in Philadelphia, like RHD, includes children whose parents do not reside in Philadelphia.

The educational programs provided at RHD will include full-time certified special education teachers and behavioral support staff. Students with disabilities will receive educational services in accordance with their Individualized Education Programs (IEP). RHD will communicate and cooperate with each student’s home school to facilitate the transfer of educational records and to support instructional planning. Educational programs are incorporated and interwoven within each student’s therapeutic plan and are part of their continuum of mental health services. The District’s Office of Specialized Services oversees RHD’s educational programs and student special education services.

Goals and Guardrails Supported: The provision of educational services to students receiving mental health services at RHD Stepping Stones helps ensure that every student has the opportunity to perform on or above grade level in reading and math. In addition, providing educational programming at the RHD Stepping Stones treatment facility promotes the elimination of racist and discriminatory practices, especially relating to students in need of mental health treatment.

Related resolution(s)/approval(s):

Funding Source(s):
FY23 Operating

Office Originating Request: Academic Support

Action Item - 21.

Title: Contract with Demetrius Weaver - Science Leadership Academy @ Beeber (\$50,000)

Board of Education Meeting Date: 9/22/2022

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:

Demetrius Weaver

Purpose:

Provide coordination and collaboration of partnerships, as well as help students with postsecondary bridging and experiences that will help them gain insight into their college and career goals

Start date: 10/1/2022

End date: 6/30/2023

Compensation not to exceed: \$50,000

Location:

Science Leadership Academy (SLA) at Beeber

Renewal Options: No

Description:

As an Inquiry-driven, project-based school that uses the support of the community, it is essential that Science Leadership Academy @ Beeber (SLA Beeber) have a Partnership Coordinator who can bridge the gap between the community and the school and collaborate with community partners to support various initiatives for the school. One of the key tenets of the Science Leadership Academy model is that high school should not only be preparation for real life, high school should be real life.

Contracting with Mr. Demetrius Weaver as a Partnership Coordinator will benefit the entire SLA Beeber school community. Mr. Weaver will provide guidance and insight for students while connecting them to programs and agencies that peak their interest. Through the collaborative work of the Partnership Coordinator and the Principal, internships will be provided to all students to enable them to enter adulthood with the ability and opportunity to develop and answer questions about their postsecondary goals. Furthermore, students will be able to gain real experience by working with adult mentors in the professional world and

have the opportunity to engage in services that benefit the local community.

The Partnership Coordinator position has been extremely successful over past years and particularly the last three years with Mr. Weaver. Mr. Weaver is familiar with SLA Beeber goals and students. In addition, he has contacts with many other outside organizations. This position works closely with over 125 partners to ensure that students have the opportunity for an education that is outside of the school doors, which is beneficial for the school community. Key partnerships include: Project Lyft, Philadelphia Youth Network, Public Health Management, Project Ready, Drexel University Eat. Right. Now., Dreamwood, Eastwick Learning Academy, Grace Children's Daycare, The Franklin Institute, Thomas Jefferson University, KenCrest, Mentoring Matters, Banni Peru, and LAF, all which have served students in some capacity during the 2021-2022 school year.

In addition to working with community partners, Mr. Weaver will organize and maintain Wednesday mini-courses, where current 5th, 6th, and 9th graders are provided small group activities through outside agencies. As the Partnership Coordinator, he will also assist with fundraising activities, new student recruitment, site visits, open houses, new student orientation, and organizing Individual Learning Project Opportunities. The school has always valued the flexibility of hiring this role through a contract because it allows the scope of work to be defined, based on current needs as the school grows to scale. There is not a non-represented District position that aligns specifically to the uniqueness of the role.

The work of the Partnership Coordinator position connects to the District's plan to achieve Goals and Guardrails and aligns as follows: Goals 4&5: College & Career: Every student graduates ready for college and careers; Guardrail 1: Welcoming and Supportive Schools; Guardrail 2: Enriching and Well-rounded School Experiences; and Guardrail 3: Partnering with Parents/Family Members.

The success of this contract will be measured by reviewing SLA Beeber's attendance data, parent, student, and teacher survey results, incident rates, and the number of students served via community partnerships

Related resolution(s)/approval(s):

August 19, 2021; No. 41

June 25, 2020; No. 52

Funding Source(s):

FY23 Operating

Office Originating Request: Schools

Action Item - 22.

Title: Contract with the Pennsylvania Convention Center (\$250,000)

Board of Education Meeting Date: 9/22/2022

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:

Pennsylvania Convention Center

Purpose:

Hosting in-person, district-wide professional development for school leaders

Start date: 10/2/2022

End date: 6/30/2023

Compensation not to exceed: \$250,000

Location:

Pennsylvania Convention Center

Renewal Options: No

Description:

During the 2022-2023 school year, the School District will deliver a series of School Leader Professional Development sessions for District school leaders. The sessions will be delivered both virtually and in-person, as this hybrid mix will allow for optimal professional learning that accommodates the scheduling capacity of our school leaders. The purpose of these sessions is to advance equity-centered leadership and school improvement, and to increase academic outcomes for students through three key initiatives: (1) data review; (2) implementation review of evidence-based strategies and actions; and (3) collaborative work time.

There are approximately 650 individuals at any given session, including all District principals, assistant principals, all assistant superintendents, central office leaders, and meeting facilitators and speakers. The District's administrative building does not have the capacity to accommodate all participants for our in-person sessions, and we are unable to use a District school building as these events occur during the academic year while schools are in session. The Pennsylvania Convention Center (PACC) is the only local facility with the capacity to accommodate all of our in-person space needs for the intensive, differentiated learning. Our in-person session dates are October 27 & 28, 2022, December 8 & 9, 2022, February 23 &

24, 2023, and April 13, 2023.

In addition to the costs for room rentals, the District is responsible for paying for all audio/visual services, utilities, telecommunications, and use of equipment and ancillary services related to the event. Internet access, networking and wireless services are provided exclusively by the Pennsylvania Convention Center, whose audio visual services department is the exclusive operator of the "house" sound and lighting systems in the meeting rooms. Use of the PACC is the most cost-effective, efficient space available for these important professional learning sessions.

All of the professional development sessions offered to school leaders are strategically designed and delivered to help school leaders implement the District's strategies in service of the Board Goals and Guardrails. The session content will prioritize leaders' implementation of the ELA and math frameworks (Board Goals 1-4), graduation pathways (Board Goal 5), supportive school environments (Guardrail 1), and equity-centered leadership (Guardrail 4).

We will collect survey data at each School Leader Professional Development session, to report on the strengths and areas of growth for the sessions delivered, and to provide this feedback to central office leaders. This survey data will help us determine the success of the in-person sessions at the Convention Center.

We had contracts for leader professional development at the PACC prior to the COVID-19 pandemic. However, in the first two years of the pandemic, we shifted away from in-person learning to virtual leader professional development. We believe it is important to return to in-person learning at the PACC based on the expressed desires of our school leaders, who have repeatedly named the limitations of virtual learning.

Funding Source(s):

FY23 Grants

Office Originating Request: Schools

Action Item - 23.

Title: Agreement for Service - Carahsoft Qualtrics - Added 9.7.2022

Board of Education Meeting Date: 9/22/2022

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:

Carahsoft Technology Corporation

Purpose:

To efficiently collect student, family, and employee information to provide to the Philadelphia Department of Public Health and enhance their capacity to trace the contacts of those impacted by infectious disease

Start date: 9/23/2022

End date: 6/30/2025

Compensation not to exceed: \$431,600

Location:

All Schools

Renewal Options: Yes

Number of Options: 1

Duration of each option to extend: Years: 3 Months:

Maximum compensation authorized per option period: \$836,200

Description:

Throughout the pandemic, the Philadelphia Department of Public Health (PDPH) and the School District of Philadelphia have worked together to protect and safeguard the health and safety of students and staff working in schools and administrative offices. A piece-meal collection system was developed internally to support collecting information and sharing the information with PDPH. The Qualtrics information collection system, which is 100 percent funded by a grant received by PDPH to assist our school district with addressing health-

related COVID pandemic issues, allows for the collection of student, family, and staff information to be collected in one streamlined platform. A significant functionality that would be an upgrade from our current system is the ability to connect Qualtrics and Infinite Campus, the District's student information system, and integrate demographic information as well as classroom and cohort pandemic health information.

There is a strong need to automate and streamline the COVID tracking system and ensure that PDPH, in concert with the School District and CHOP, can make informed decisions about next steps in responding to infectious outbreak.

The current COVID tracking system collects student and staff information through a Google form submitted by nurses and district staff. Information is stored in Google Sheets where the COVID Response team (CRT) validates what is submitted by the school nurse or the positive individual. The entire process including information collection, tracking, and notification emails, is housed within the Google suite. The Qualtrics platform would provide relevant decision-makers with the real-time information they need to make timely decisions related to student and staff well-being. Qualtrics would also provide an avenue for schools to interact with information related to their schools.

The platform's emphasis on information security and governance of sensitive and confidential health care information has made it a top choice for large organizations, specifically including other large urban districts such as the Los Angeles County Office of Education and Detroit Public Schools.

The Philadelphia Department of Public Health authorized the purchase of this system with funding provided by this public health care agency to enhance the ability to provide confidential health care COVID-related information more readily and with greater accuracy and efficiency. This is in support of Guardrail 1: Welcoming and Supportive Schools and Guardrail 2: Enriching and Well-rounded School Experiences with the goals of ensuring every school will be a safe, welcoming and healthy place where our students, staff and community want to be and learn each day providing every student with the opportunity of having a well-rounded education.

Funding Source(s):

FY22-23 ELC Grant Funded

Office Originating Request: Student Support Services

Action Item - 24.

Title: Contract with Talson Solutions for Capital Projects Audit (\$104,000) - Added 9.7.2022

Board of Education Meeting Date: 9/22/2022

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:

Talson Solutions

Purpose:

To evaluate Capital Programs' implementation of Board Policies related to procurement

Start date: 9/23/2022

End date: 8/31/2023

Compensation not to exceed: \$104,000

Location:

Administrative Office(s)

Renewal Options: No

Description:

The purpose of this action item is to provide the District with independent services to assess certain procurement activities in Capital Programs occurring during and after July 1, 2020. The independent auditing firm will evaluate and investigate whether the processes in place surrounding the procurement of goods and services in Capital Programs are operating as intended and are aligned with overall goals and vision reflected in Board Policies [610](#), [610.1](#) and [612](#), and the [District's Procurement Manual](#).

The independent firm's evaluation will identify strengths in Capital Programs as well as any performance gaps. If applicable, the evaluation may lead to recommended areas of improvement that the District can implement to close performance gaps as well as strengthen processes and internal controls surrounding those processes.

Talson Solutions was established in 2001. They have provided services to local institutions such as CHOP, the City of Philadelphia and Temple University. Talson's

projects have ranged in size from \$2 million to more than \$10 billion, serving locations across the U.S. and internationally. From 2005 to 2015, they worked on the School District's \$1.5 billion Capital Improvement Program by providing professional supplemental cost estimating and claims analysis services.

At the conclusion of work, investigative findings and recommendations will be presented to the Board. The final product will include findings as a result of the systemic inquiry including, but not limited to:

- Strengths and weaknesses of the current processes under audit;
- A gap analysis to identify actions needed and opportunities for improvement or for legal or operational analysis;
- Recommendations for operational efficiency, resources, or corrective action; and
- Plans to engage District leadership in planning for recommendation implementation

Funding Source(s):
FY23/24 Operating

Office Originating Request: Board of Education

ATTACHMENTS:

Description

Type

Action Item - 25.

Title: Ratification Amendment of Contract with Crabtree Rohrbaugh & Associates, Inc. at Rhawnhurst Elementary School -No Cost Time Extension - Added 9.7.2022

Board of Education Meeting Date: 9/22/2022

Action under consideration

The Administration recommends that the Board of Education ratify and authorize the execution and performance of an amended contract by The School District of Philadelphia, through the Superintendent or his designee, subject to funding, as follows:

With: Crabtree Rohrbaugh & Associates, Inc.

Purpose: Completion of Major Renovation and Addition project work at Rhawnhurst Elementary School

Original Start Date: 12/13/2019

Original End Date: 8/1/2022

Amended End Date: 9/1/2025

Currently Authorized Compensation: \$1,385,680

Additional Compensation: None

Total New Compensation: Unchanged, at \$1,385,680

Location(s):
Rhawnhurst School

Description:

The Office of Capital Programs is in need of a no-cost extension of time for professional design services with Crabtree Rohrbaugh & Associates, Inc. for the Major Renovation and Addition project at the Rhawnhurst Elementary School. The additional time extension is necessary to complete the work, which was delayed due to the setbacks related to the pandemic and COVID-19 restrictions beginning in the spring of 2020. The renovation of the existing building includes ventilation, mechanical and electrical system replacement, the addition of a central cooling system, roof replacement, paint and plaster stabilization, partial door replacement, and the removal of all identified hazardous material. This work is in support of the Operations goal to provide safe, healthy and welcoming learning environments for all students.

The management team conducted a deep dive into all existing contracts to confirm that contracts that expired or were about to expire were either ratified or amended at the September Board Action meeting. We recently implemented backup plans for continuity: the Capital Subsidies Coordinator, the Contracts Compliance Assistant Manager, and the Contracts Manager will monitor these contracts weekly and notify us of any expiring contracts

6 months before expiration to reduce the likelihood of needing a ratification.

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.

Related resolution(s)/approval(s):

December 12, 2019; No. 15

Funding Source(s): FY23 Capital Budget

Office Originating Request: Operations - Capital Programs

Action Item - 26.

Title: Ratification of Collective Bargaining Agreement with 32BJ SEIU Local 1201 - Added 9.7.2022

Board of Education Meeting Date: 9/22/2022

Action under consideration

Resolved, that the Board of Education of The School District of Philadelphia hereby ratifies the Collective Bargaining Agreement ("CBA") with the Service Employees International Union (SEIU) Local 32BJ District 1201 for the period of September 1, 2022 to August 31, 2026, and authorizes the President of the Board of Education or her designee, and the Superintendent to execute and deliver this Agreement on behalf of The School District of Philadelphia. A copy of this Agreement will be filed with the minutes of the Board of Education.

Office Originating Request: Talent

ATTACHMENTS:

Description

Type

Action Item - 27.

Title: Maritime Academy Charter School – Request for Location Change Amendment - Added 9.16.22 - WITHDRAWN BY STAFF 9.22.2022

Board of Education Meeting Date: 9/22/2022

Action under consideration

Maritime Academy Charter School has submitted a request to the Board of Education to change the location of the Charter School's high school grades (Grades 9-12) from its current building at 2700 E. Huntingdon Street to 2275 Bridge Street beginning in the 2023-24 school year. The Charter School will continue to be authorized to serve 820 students in Grades K-12. An evaluation of this amendment request has been completed by the Charter Schools Office and can be accessed [here](#). The Charter Schools Office has recommended that the Board of Education approve the amendment to change the location of Charter School's high school facility. The Board of Education will consider this location change amendment request.

Office Originating Request: Board of Education

ATTACHMENTS:

Description	Type
Maritime Academy Charter School Report	Supporting Document

Charter Amendment Evaluation Report (September 2022)

Maritime Academy Charter School

AMENDMENT REQUEST SUMMARY

The Charter Schools Office (“CSO”) received a mid-cycle charter amendment request from Maritime Academy Charter School (“Charter School”) to relocate its high school grades by adding two buildings to its existing location at 2275 Bridge Street, and to create a Maritime Vocational Center of Excellence in a third building also at the Arsenal Business Center. The Charter School seeks this change in order to consolidate its campus and increase access to the Delaware River. The Charter School proposes that the new buildings would be in use starting in SY 2023-24.

Amendment Type	Current Locations	Requested Locations
Change in Building Location	Elementary and Middle School (Grades 1-8): 2275 Bridge Street Buildings 11, 41, 42, 106, 107 High School (Grades 9-12): Former Stephen Douglas Public School Building 2700 E. Huntingdon Street	Grades K-12: 2275 Bridge Street Buildings 11, 41, 42, 106, 107, 201, 202 Maritime Vocational Center of Excellence: 2275 Bridge Street Building 222

SCHOOL SUMMARY

School Leader	Address		Phone Number	
Eugene Mattioni, CEO	2275 Bridge Street Philadelphia, PA 19137		215-525-4555 215-427-3090	
School Opened	Grade Span		Enrollment	
2003	Actual: 1-12	Authorized: K-12	Actual: 831	Authorized: 820
Mission				
<i>Maritime Academy Charter School provides Maritime industry and heritage via the global transportation industry, particularly as it relates to the Ports of the Delaware River and Bay and endeavors to enable each cadet to become capable and respectful members of society, ready for post-secondary education or gainful employment in either the private or public sector upon graduation.</i>				

SUMMARY OF RECENT OUTCOMES

Performance Framework Domain	Charter Term SY 2018-19 to SY 2022-23
Academic Success	72% of Points Earned
Organizational Compliance & Viability	70% of Points Earned
Financial Health & Sustainability	Approaches Standard

Source: Annual Charter Evaluation Report (2021-22): Maritime Academy Charter School (Publicly available at philasd.org/charterschools)

AMENDMENT REQUEST: CHANGE IN LOCATION

The Charter School proposes to move its high school to a different location, consolidating all grade levels and a Maritime Vocational Center of Excellence the Arsenal Business Center near the Delaware River.

CSO EVALUATION

A ✓ indicates criteria were met

A ✗ indicates criteria were not met

Evaluation Criteria	CSO Findings
<i>Evidence of the charter school's previous performance and demonstration of ability to sustain or improve performance consistent with the expectations of the charter school performance framework in all domains</i>	<p>The amendment request, as presented in the materials submitted by the Charter School, does not indicate that the proposed location would negatively impact the Charter School's ability to sustain its academic, organizational compliance, and financial sustainability performance.</p> <p>In the years for which data is available, the Charter School met or approached the standard for PSSA and Keystone proficiency data in ELA, Math, and Science. Also notably, the Charter School has met the standard 7 of 8 instances for PSSA Lowest Performing and 5 of 6 instances for Keystone Lowest Performing. For Organizational Compliance, the Charter School met the standard for 22 of 24 applicable standards during the 2021-22 school year. For Financial Health and Sustainability, the Charter School met the standards for 8 of 10 applicable standards during the 2021-22 school year.</p>
<i>Clear rationale for change in facility or new facility</i>	<p>The Charter School describes many features and benefits that the new buildings would offer to all cadets from Kindergarten to Grade 12, and discusses strategies for working with other institutions located at the Arsenal to reduce traffic congestion.</p> <p>The Charter School's rationale for relocating its high school grades to the proposed buildings is to consolidate all grade levels at "modern facilities" with the potential to further align educational programming to the maritime mission of the Charter School through "viable access to the Delaware River" (p.3, Response to the CSO, August 31, 2022). The Charter School plans to build an educational campus with a gymnasium and courts large enough to host volleyball and basketball games, unlike the current gym space. The facility would also contain an auditorium, recreational field, and a maritime center with a pier and wharf for access to the Delaware River. The Charter School states,</p> <p>In order to fulfill the mission and vision of MACS, the creation of a K-12 at the Arsenal gives us the opportunity to create not only an extraordinary high school building, but a Maritime Vocational Center of Excellence and also, at the same time, have a new theatre and sports complex including a state of the art basketball court as part of the facilities available to all grades at MACS. (p. 1, Response to the CSO, August 4, 2022)</p> <p>The Charter School interacts with a variety of maritime companies and organizations through a monthly speaker series, field trips, and other events and ceremonies. Its Board is composed of maritime professionals who have "regular contact with the Ports of Philadelphia Maritime Society, the Maritime Exchange for the Bay and Delaware River, the Maritime Business Community, and many diverse and expert members of the maritime industry" (p. 3, Response to the CSO, August 31, 2022). The Charter School hopes that its maritime theme will be enhanced by relocating the high school to the Arsenal and that this location will lead to</p>

		<p>additional partnerships and hands-on experiences such as internships for high school student cadets and sailing trips launching from the campus.</p> <p>Through a Nita M. Lowey 21st Century Community Learning Center grant from the Pennsylvania Department of Education, the Charter School offers a maritime and environmental studies program after school and over the summer. Partners include Gloucester City Sail North Wind Schooner, Glen Foerd's Waterborne boat building program, the Independence Seaport Museum's SAILOR STEM Program, and the U.S. Naval Sea Cadets.</p>
<p><i>Expected impacts on students, families, and staff resulting from facility change (including any transportation and accessibility impacts)</i></p>	✓	<p>The Charter School states that the new buildings would contain "all the amenities of a 21st century modern school to educate young people along with a 21st Century Maritime Vocation building to truly enhance our maritime studies to attain our vision and mission" (p. 37, Amendment Narrative). Students would have access to new science and technology labs; proximity to the water for marine biology, navigation, and ecology classes; and tutoring and mentoring opportunities due to all grades being at the same location. Parents and staff would also benefit from the modern facilities, security protections, new spaces for theater and athletics, waterfront access, and ample parking.</p> <p>The relocation of the high school would potentially impact traffic and parking demand at the Arsenal. The Charter School plans to provide incentives for "transportation other than cars, such as bus, rail, and bike transport" (p. 2, Response to CSO, August 4 2022). The Charter School describes the Arsenal as "very convenient for Bus and Rail Transportation... MACS also has two school buses and properly licensed drivers and would have the option of a shuttle service to the Frankford Transportation Center and the Bridesburg Septa Rail stop" (p. 24, Amendment Narrative). The Charter School also plans to "ask the Arsenal Condo Association to install bike paths and lined cross walks" (p. 24, Amendment Narrative). "A traffic light is scheduled for the Bridge Street Entrance which will greatly enhance traffic controls" (p. 2, Response to CSO, August 4, 2022). In terms of parking, the Charter School states that "a total of 207 parking stalls are allocated for buildings 201 and 202. There are also multiple stalls surrounding building 222 and our plan does not eliminate any of those stalls" (p. 2, Response to the CSO, August 4, 2022).</p> <p>The Charter School has informed Joseph Vendetti, the CEO of Franklin Towne Charter School (also located in the Arsenal), about the relocation plans. Letters to the CSO from Maritime Academy state that the two schools have a "long and cordial, respectful working relationship... We share common areas at the Arsenal, communicate scheduling of events, and work together to assure a positive atmosphere" (Letter to the CSO, June 9, 2022). "We have never had an incident between our students or anyone else. We would plan on scheduling our High School students to arrive and depart on a different schedule than that of Franklin Towne" (Letter to the CSO, June 22, 2022).</p> <p>Traffic and transportation concerns were the subjects of a letter to the CSO from the Arsenal Condominium Association.</p> <p>There are only two points of ingress and egress to THE ARSENAL. From 7:30 am to approximately 8:30 am and between 3:00 pm and 4:00 pm it is very difficult to gain entry or exit THE ARSENAL. This traffic congestion only developed</p>

		<p>since Covid 19. It appears the increased vehicle traffic is due to the transportation of many more students by family members, which might be a result of the School District providing subsidies to the families to address the lack of public transportation or school buses. The Board is concerned that the additional traffic that a high school produces during these times will potentially create a significant safety hazard. Therefore, the Board reluctantly opposes the proposal to move MACS High School to THE ARSENAL at this time, unless the traffic conditions can be addressed. (Letter to the CSO, June 24, 2022)</p> <p>The Charter School maintains that the “traffic issues are not insurmountable problems and can be resolved... Every entity in the Arsenal has an obligation to cooperate for its own success and for the success for the Arsenal complex.” (p. 2, Response to CSO, August 4 2022).</p>
<p><i>Financial impact on the charter school, including evidence of appropriate and sufficient budgeted expenditures for year one, and comparison to expenditures for current facility</i></p>	✓	<p>A detailed five-year budget was provided, including evidence of sufficient flexibility in budgeted expenditures aligned with the acquisition of new buildings and the addition of maritime engineering and Kindergarten staff (p. 6, Response to the CSO, August 4, 2022).</p> <p>The Charter School plans to secure \$30 Million to cover the expenditures of this project, including bond financing of \$24 Million, a bridge loan of \$4 Million, and cash reserves of \$2 Million. The Charter School has met with three prospective Bond Financiers regarding securing tax-exempt bond financing to acquire Buildings 201, 202, and 222. For example, an August 24, 2022 letter from Ziegler Investment Banking states that the firm would be able to provide needed financing for the acquisition and renovation based on the current enrollment.</p> <p>The Charter School appears to be undecided on whether or not it will sell its current high school building or whether it will consider the option of “keeping the building as our high school,” and requests “support and flexibility” as it considers all options (p.3, Response to the CSO, August 31, 2022).</p> <p>MACS intends to sell the current high school building. The MACS’ Board of Directors and Administration nonetheless reserves the right to assess all options it may have for the building and its schools. The MACS’ Board of Directors and Administration has a legal and ethical obligation to assess all options relating to its building and schools. (p.2, Response to the CSO, August 31, 2022)</p> <p>We believe we may be able to finance our improvements at the Arsenal without selling 2700 E. Huntingdon Street. If a sale would be necessary, we have discussed interim bridge financing with all of our prospective bond financial companies. They have all advised that is within the plan they would propose for us if necessary. (p. 5, Response to the CSO, August 4, 2022)</p> <p>The Charter School states that the potential new buildings would accommodate a modest increase in enrollment if that were to be approved. “MACS reserves the right to file an application to increase its</p>

		<p>enrollment by 10% to 902 cadets on or before October 15, 2022" (p. 3, Response to the CSO, August 31).</p> <p>According to the Narrative, "In addition targeted use of ARP ESSER funds for capital improvement related to preparing for, preventing and responding to COVID. This may include HVAC system, toilets and bathrooms hands-free, kitchens, among other capital expenditure related to mitigating COVID risks" (p. 40, Amendment Narrative).</p> <p>The two submitted Letters of Intent on behalf of Maritime Academy Charter School Foundation to purchase the properties from Alliance Partners HSP LLC are credible and align with the proposed budget, as well as all other aspects of the application. There do not appear to be any potential or actual conflicts of interest or concerns about risks of related party transactions.</p>
<p><i>Clear and complete information regarding any required zoning approvals, permits or certifications for the proposed facility</i></p>	✓	<p>The Charter School provided evidence of sufficient facility space to accommodate the location change to buildings 201 and 202 for Grades 7-8 and the high school. Buildings 201 and 202 provide 95,000 square feet of space on seven floors. The architectural attachments provided by the charter school depict a facility that aligns with the indoor/outdoor space requirements set forth in PA Code:§ 59.33.</p> <p>The Arsenal Business Center is a by-right development which means it strictly conforms to zoning and building codes and, thus, qualifies for construction without requiring discretionary approval. The site proposed is a suitable facility for the charter school's maximum authorized enrollment.</p>
<p><i>Estimated timeline for project completion and for move are consistent with academic calendar; evidence of a suitable alternative for construction or renovation delays</i></p>	✓	<p>The Charter School hopes to purchase the buildings from Alliance Partners HSP LLC by September 1, 2022.</p> <p>Phase 1 of the project would be renovating Building 201 and 202 by September 2023. These buildings "are shells, environmentally clean and need only be partitioned into classrooms and otherwise fitted out into educational spaces" (p. 6, Response to CSO, August 4, 2022) and the involved architects and construction partners do not anticipate difficulty being ready for SY 23-24.</p> <p>Phase 2 would be purchasing and renovating Building 222 by January 2024. If necessary, the Charter School "can delay the build out of building 222 and the construction of out theater and basketball sports complex" (p. 6, Response to CSO, August 4, 2022), but "with timely Bond Financing, it is believed that MACS can accomplish its goal of being in the new facility within the projected schedule" (p. 5, Response to CSO, August 4, 2022).</p> <p>Finally, the Charter School plans to acquire "without any additional cost" Lot C on the water at the foot of Buckius Street (p. 40, Amendment Narrative). An ariel image, called "Proposed Waterfront Recreation Site," was provided to the CSO to depict existing and proposed piers and wharf locations.</p> <p>To achieve the goals and timeline of this project, the Charter School plans to work with Washington Square Realty Capital LLC, Craig Butler from Foundations, Inc., Daniel J. Keating Company, NAIS Realty, Blackney Hayes Architects, Thomas A. Schweiker R.A. Architectural Services, and Facilities, Environmental, Engineering & Waterfront Consultants. Architect Kevin Blackney states,</p> <p>The dimensions of the building are ideal to layout classrooms with a corridor down the center. The existing building is in</p>

		<p>excellent condition with brick walls and large windows to allow light into the classrooms. Also, the utility infrastructure within the Arsenal will facilitate the installation of new Mechanical systems. These conditions will create an opportunity for an efficient and effective design and construction process. Also BHA will work closely with Keating to complete the construction on time. (Letter to the Charter School, August 4, 2022)</p>
<p><i>Evidence of community engagement regarding new facility, including any formal surveys or evaluations</i></p>	<p>✓</p>	<p>The Charter School's website contains information about the planned move and invites people to answer a survey and write a letter of support using a provided template. The resulting survey data and letters from community members and organizations demonstrate support for the proposed change in location.</p> <p>The Charter School submitted the results of a High School Location Survey from 241 cadets in Grades 7-10, with results showing that 68.5% prefer moving to "a new building at the Arsenal Campus, 2275 Bridge Street" and 31.5% prefer to stay at the current high school location at 2700 E. Huntingdon Street. Additional survey results show that 97% of staff and 90% of parents prefer "a brand new location for grades 7-12 located in Buildings 201, 202, and 222 at 2275 Bridge Street" over the current high school location. 30 parents and 71 staff responded to the survey.</p> <p>The Charter School submitted letters of support dated June 2022 from 13 staff and board members, 3 parents, 2 elected officials (State Representative Joseph C. Hohenstein and 6th District Councilman Mike Driscoll) and 12 organizations, some of which are community partners and others which are consultants working with the school (Bridesburg Civic Association, Bridesburg Community Action Alliance, Bridesburg Business Association, Best Choice Plumbing, Seamen's Church Institute, Maritime Exchange for the Delaware River and Bay, General Marine and Industrial Services, Inc., Organization of Black Maritime Graduates, Pennsylvania Coalition of Public Charter Schools, Philadelphia Charters for Excellence, Ports of Philadelphia Maritime Society, and Foundations Inc.). The Charter School's Board includes many individuals affiliated with the organizations submitting letters of support.</p>
<p><i>A resolution approved by the Charter School's Board of Trustees approving the change to the change in facility or addition of a facility</i></p>	<p>✓</p>	<p>On June 7, 2022, the Charter School's Board of Directors agreed upon and signed a resolution approving "the change in location for a new middle school and high school to be located in Buildings 201, 202, and 222 at 2275 Bridge Street" (Board Resolution for Change of Location).</p>

CSO RECOMMENDATION

The CSO recommends that the Board of Education approve the Charter School's request to move its high school from 2700 E. Huntingdon Street to Buildings 201 and 202 at 2275 Bridge Street and to create a Maritime Vocational Center of Excellence in Building 222.

Action Items - Intermediate Unit - 1.

Title: Contract with Assistech Systems, Inc, Cognitopia Transition Curriculum (\$325,000)

Board of Education Meeting Date: 9/22/2022

Action under consideration

The Administration recommends that the Board of Education, acting in its capacity as Board of Directors of Philadelphia Intermediate Unit No. 26 (IU 26), authorize IU 26, through the Executive Director or his designee, to execute and perform contracts, subject to funding, as follows:

With: Assistech Systems, Inc.

Purpose: To provide the Cognitopia transition curriculum for students with disabilities who receive secondary transition services in grades 9 through 12, ages 14-21, and professional development and training for teachers on the implementation of the program

Start Date: 9/23/2022

End Date: 9/22/2023

Compensation not to exceed: \$325,000

Options to renew: Yes

Option periods: 3

Duration of each option period: 1 Year

Maximum compensation authorized per option period: Each option at fixed amount not to exceed \$325,000

Location(s): All District High Schools

Description: The Individuals with Disabilities Act (IDEA) mandates that school districts provide rigorous secondary transition support services for students with disabilities from ages 14 to 21 and professional development to teaching staff to enable the compliant and effective delivery of transition services. The Cognitopia curriculum and professional development program helps the School District in its efforts to fully and successfully comply with this important IDEA mandate.

Cognitopia is a research-based instructional transition program with a focus on self-management tools needed to build the many components of self-determination with an emphasis on goal-directed behavior, social and communication skills, self-awareness, and career exploration. The program is offered through an on-line platform that is designed to adapt to student ability levels to increase student outcomes in self-advocacy, career readiness, job readiness, and job development. The program will also address Individualized Education Program (IEP) goals which reasonably enable students ages 14 and above to meet their postsecondary goals. Additionally, Cognitopia fully satisfies the State Performance Plan (SPP) Indicators 13 and 14 which provides effective best practices in secondary transition for students with disabilities ages 14 to 21.

During the 2021-2022 school year, the School District was granted a donation to purchase licenses for the Cognitopia program. Students from three high schools participated in the program. Of those, 87% were able to successfully create transition portfolio's with personal goals, 70% were able to track and monitor progress towards their current IEP transition goals, and 80% of the students are still actively using their accounts. Given the success of

the students utilizing Cognitopia, it is recommended that we continue to implement the program to support students with disabilities who receive transition services in learning support, emotional support, life skills support, and autistic support.

Board Goal(s) Supported:

Goal 5: The percentage of Career and Technical Education (CTE) students who pass an industry standards-based competency assessment by the end of their 12th grade year will grow from 54.5% in August 2019 to 80.0% in August 2026.

This Action Item supports Board Goal number 5. Cognitopia increases student outcomes in self-advocacy, career readiness, job readiness, and job development. This focus increases the likelihood that students with disabilities who seek technical jobs/careers will pass an industry standards-based assessment.

Funding Source(s): IDEA

Office Originating Request: Academic Support

ATTACHMENTS:

Description

Type