



THE SCHOOL DISTRICT OF PHILADELPHIA

BOARD OF EDUCATION

PUBLIC MEETING

AGENDA

MARCH 28, 2024

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

Roll Call - Lynn Rauch, Esq. - General Counsel

Approval of Minutes - February 29, 2024 & March 7, 2024

Board Committee Reports

Registered Student Speakers

- Student Speakers List
Board of Education - Other

Superintendent Remarks - Dr. Tony B. Watlington

Written Testimony

- Written Testimony - Updated 3.28.2024
Board of Education - Other

Registered Speakers on General Topics

- General Speakers List

Action Item Questions and Responses

- Action Item Questions and Responses - Added 3.25.2024
Board of Education - Other

Action Item

1. Contract with Magnum Integrated Marketing for School District Teacher and School-Based Support Staff Recruitment Campaigns (\$620,950)
External Relations - Contracts
2. Contract with WingSwept – Case Management and Tracking System for the Office of Inspector General (\$33,000) - Updated 3.26.2024
Board of Education - Contracts
3. Approval of Personnel Hires - Updated 3.21.2024
Talent - Other
4. Approval of Personnel Terminations - Updated 3.28.2024
Talent - Other
5. Administration's Recommendation for Termination of Professional Employees - WITHDRAWN BY STAFF 3.21.2024/Resubmitted 3.22.2024 - Updated 3.28.2024

Talent - Other

6. Approval of Resignations and Retirements - Updated 3.28.2024

Talent - Other

7. Contract with AED Public Awareness for CPR Certification Training (\$100,000) - Updated 3.14.2024

Talent - Contracts

8. Payments to Department of Human Services, Pennsylvania School Police and IDEMIA/MORPHO USA (\$375,000)

Talent - Amended Contracts

9. Adoption of the Lump Sum Statement for Fiscal Year 2024/2025 - Updated 3.25.2024

Finance - Other

10. Amendment of Contract with LJ Lewis, LLC for ERP Finance System Functional User Support (\$150,000)

Finance - Amended Contracts

11. Contracts with Various Vendors for Cybersecurity Equipment, Maintenance, and Support (\$4,039,507)

Information Technology - Contracts

12. Capital Award for Major Renovation at William Dick Elementary School (\$139,000)

Operations - Capital Programs - Capital Awards

13. Capital Award for Minor Renovation of the Ventilation System at Walter B. Saul High School (\$861,128)

Operations - Capital Programs - Capital Awards

14. Change Orders at Various Locations (\$951,427) - Updated 3.12.2024

Operations - Capital Programs - Other

15. Ratification of Contracts with Various Vendors for New Furniture and Equipment at T.M. Peirce Elementary School (No Cost Time Extension)

Operations - Capital Programs - Other

16. Contract with U.S. Facilities, Inc. for Supplemental Cleaning Staff (\$3,500,000)

Operations - Facilities - Contracts

17. Amendment of Contracts with Various Vendors for Asbestos Abatement in Various Schools (\$2,000,000)

Operations - Facilities - Amended Contracts

18. Amendment of Contract with Aramark for Facilities Condition Assessment (\$1,500,000) - Updated 3.14.2024

Operations - Facilities - Amended Contracts

19. Amendment of Contract with Amazon.com Services, LLC. - Online Marketplace (\$32,000,000)

Operations - Procurement - Amended Contracts

20. Contract with Various Vendors to Install CCTV Security Camera and Video

Management Systems at 23 Schools (\$9,385,423)

Operations - School Safety - Contracts

21. Contract with CDW Government LLC for the Installation of a Genetec CCTV Video Management System Headend for District-wide Security Camera System Infrastructure (\$248,208)

Operations - School Safety - Contracts

22. Contract with Atriade, LLC for Fire Alarm Systems Assessment, and Fire Alarm Systems Data Collection, Inventory, Integration and Testing (\$1,573,936) - Updated 3.21.2024

Operations - School Safety - Contracts

23. Contract with Astrophysics Inc. for Weapons Detection System Maintenance Parts (\$72,100)

Operations - School Safety - Contracts

24. Amendment of Contract with R.F. Design & Integration, Inc. for CCTV Security Camera Installation at Northeast High School (\$104,456)

Operations - School Safety - Amended Contracts

25. Contract with ITG Larson, Inc. for the Installation and Integration of a Genetec Video Management System at 43 Schools (\$2,219,434)

Operations - School Safety - Contracts

26. Contract with Accenture for School Selection Process Evaluation (\$899,000)

Student Support Services - Contracts

27. Amendment of Agreement For Services with WFGD Studio, LLC (\$39,500)

Student Support Services - Amended Contracts

28. Contract with Oley Valley Feed Inc. & Animal Specialties & Provisions for Animal Feed (\$480,000)

Academic Support - Contracts

29. Contract with Various Vendors - Playground Equipment and Installations (\$3,000,000)

Schools - Contracts

30. Contract with R.F. Design & Integration, Inc. to Install CCTV Security Camera and Video Management Systems at Overbrook High School (\$585,106) - Added 3.12.2024

Operations - School Safety - Contracts

31. Deep Roots Charter School – Application for Charter Renewal - Added 3.15.2024/ Updated 4.2.2024

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 Various Vendors on the PEPPM Cooperative Agreement – Technology Equipment and Interactive Boards for Non-Public Schools (\$10,000,000)

Finance - Other

Adjourn - Intermediate Unit Board of Directors

Email: schoolboard@philasd.org

Twitter: @PHLSchoolboard | Facebook: @PHLSchoolboard

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Title: Action Item Questions and Responses - Added 3.25.2024

Board of Education Meeting Date: 3/28/2024

Office Originating Request: Board of Education

ATTACHMENTS:

Description

Action Item Questions and Responses

Type

Supporting Document



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Action Item Questions

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Intermediate Unit 26 Questions

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| Action Item Questions | Submitted by: | Response |
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| <p>1). Contract with Magnum Integrated Marketing for School District Teacher and School-Based Support Staff Recruitment Campaigns (\$620,950)</p> <p>1. Is the dollar amount similar to the previously approved action item</p> | <p>Board Member Lam</p> | <p>1. Yes. The dollar amount reflects the previous annual contract amount of \$564,500 plus an additional 10% intended to provide flexibility to support pilot programs or other campaign recruitment efforts in alignment with <i>Accelerate Philly</i> only if needed and approved by Deputy Superintendent of Talent, Strategy and Culture Jeremy Grant-Skinner in advance.</p> |
| <p>11) Contracts with Various Vendors for Cybersecurity Equipment, Maintenance, and Support (\$4,039,507)</p> | <p>Board Member Lam</p> <p>Board Member Salley</p> | <p>1. The total spend for this work is \$4,039,507, split over the current fiscal year and next fiscal year (FY24 and</p> |



The School District of Philadelphia

Board of Education Action Item Questions and Responses March 28, 2024

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| <ol style="list-style-type: none"> 1. What is the total spend for this work? 2. What has to be purchased and when? 3. How is the District working to ensure that the software and products we are purchasing speak to each other? 4. Who is working to ensure that the proper audits are being conducted? 5. Request for clarification regarding what items are included and not included in this purchase? 6. Who is responsible for providing services? Is this a separate purchase? If so, who is overseeing this work? 7. Request for information regarding the overall strategy. What work is being completed by the District versus outsourced support? | | <p>FY25).</p> <ol style="list-style-type: none"> 2. This action item encompasses the majority of the cybersecurity operating budget, including firewall hardware and support, next-gen antivirus and continuous monitoring, email security platform, and remote access solution. These items will need to be purchased on an annual basis. 3. Ideally, IT is alerted to all RFPs, RFQ, and Bids for software systems and technology products. When alerted, IT will identify a specific checklist for technical requirements that aligns with the scope of services/work and participate in the evaluation process. At a minimum, IT technology specifications are included as an appendix in all posted RFPs, RFQs, and bids. The Office of Information Technology works with program offices to ensure system interoperability and connectivity to |
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| | | <p>promote ease of access for our staff, students, and families.</p> <ol style="list-style-type: none">4. The Office of Information Technology works with any federal, state and municipal auditors to around compliance with laws and regulations that apply to the District. The Office of IT Security maintains a vulnerability management program to conduct routine audits and does contract with third party vendors to help ensure that the District is following best cybersecurity practices.5. These purchases encompass any manufacturers that fall under the umbrella of cybersecurity equipment, services, maintenance and support. These manufacturers encompass the majority of the operating budget for the IT Security department.6. The Office of IT has previously issued an RFP. The awardees of this RFP were brought to the BOE in January 2024 via |
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| | | <p>action item 11 at the 1/25/24 Board meeting. These contracted services for IT Security are maintained by GT Security and CNI, who were two of the awardees for action item 11.</p> <p>7. The overwhelming majority of this work is completed by the District. Exceptions to this include: 24x7 monitoring of critical assets and staff devices as well as third party audits.</p> |
| <p>14) Change Orders at Various Locations (\$951,427) - Updated 3.12.2024</p> <p>1. Why are we paying separate change order fees to the same company?</p> | Board Member Danzy | <p>1. Change Order Requests are submitted, tracked, evaluated and processed individually based on the description of the additional work that is performed by the contractor. Multiple Change Order Requests are not combined together into a single Change Order because they need to each stand on their own merits and be tracked accordingly. This month, there happens to be instances where multiple Change Orders from the same</p> |



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| | | Prime Contractor and project are being submitted as part of the Action Item. |
| <p>19) Amendment of Contract with Amazon.com Services, LLC. - Online Marketplace (\$32,000,000)</p> <ol style="list-style-type: none"> 1. What is the District primarily purchasing? 2. Why does the District need a Marketplace? 3. How is the District working to analyze small batch purchases? How are the analytics being used to inform the contract/action item? 4. Request for data (key categories) on what we are purchasing through this vendor | <p>Board Member Lam</p> <p>Board Member Salley</p> <p>Board Member Thompson</p> | <ol style="list-style-type: none"> 1. Purchases are primarily for products in the “Office Equipment and Accessories and Supplies” category of the UNSPSC (United Nations Standard Products and Services Code). 2. The Office of Procurement seeks to provide SDP offices and schools with a convenient method to access up-to-date pricing from frequently used suppliers such as Amazon. Access to an online marketplace eliminates the need for SDP offices and schools to contact vendors through email or phone for price quotes with commodities under a large SDP contract. 3. The Office of Procurement tracks spending patterns monthly for each school/program office to determine contract terms and negotiate pricing with large-spend suppliers such as Amazon. |



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| | | 4. A Spend by Month and UNSPSC Segments Report is available to share. |
| <p>20) Contract with Various Vendors to Install CCTV Security Camera and Video Management Systems at 23 Schools (\$9,385,423)</p> <p>21) Contract with CDW Government LLC for the Installation of a Genetec CCTV Video Management System Headend for District-wide Security Camera System Infrastructure (\$248,208)</p> <p>24) Amendment of Contract with R.F. Design & Integration, Inc. for CCTV Security Camera Installation at Northeast High School (\$104,456)</p> <p>30) Contract with R.F. Design & Integration, Inc. to Install CCTV Security Camera and Video Management Systems at Overbrook High School (\$585,106) - Added 3.12.2024</p> <p>1. Are each of the CCTV items/services distinct in what they are providing?</p> | <p>Board Member Danzy</p> <p>Board Member Lam</p> <p>Board Member Thompson</p> | <p>1. Among the four action items related to the CCTV Transformation Program, different items do cover different elements of the Program. The Program has three core elements:</p> <ul style="list-style-type: none"> ○ Element 1: Establish new District-wide video management system (VMS) infrastructure which will unify all digital CCTV systems, allowing for major improvements in operational functionality, overall usability, and system maintenance. <ul style="list-style-type: none"> ■ Item 21 provides authorization to contract with a vendor to deploy the core VMS infrastructure (head end). ○ Element 2: Update analog CCTV systems in 158 schools to modern, digital systems |



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| <p>2. What is our capacity to monitor all of the items that are coming from the system?</p> | | <p>integrated with the new video management system (VMS).</p> <ul style="list-style-type: none">■ Items 20, 24, and 30 provide 25 school installations - comprehensively updating the CCTV systems. Further future action items will authorize additional comprehensive CCTV updates.○ Element 3: Integrate current digital CCTV systems in 59 schools with the new video management system (VMS).<ul style="list-style-type: none">■ Item 25 will update the VMS at 43 schools that already have modern, digital CCTV systems to bring them onto the new enterprise Genetec VMS platform. One to two further future action items will be presented to the Board for the remaining |
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| | | <p>work in this program area.</p> <p>2. School Safety and IT have worked very closely on the CCTV Transformation Program from initial planning and inception. All of the future state video monitoring infrastructure is being built with IT and per IT specifications and ongoing consultation. In short, in the future state video access and overall usability for appropriate staff will be significantly improved, and IT is confident that we are building appropriate capacity for full operation of the new system serving all schools.</p> <p>In the future state, once the Genetec head end infrastructure is deployed (Item 21) and systems at each school are updated (Item 20, Item 24, Item 25, Item 30, and multiple further future action items) specialized user groups with specifically defined role-specific permissions and access to view cameras. Cameras will be networked and connected via the enterprise</p> |
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| | | <p>Genetec video management system. This will allow appropriate Safety staff to view cameras remotely. Moreover, at the school level, administrators and School Safety staff will be able to view cameras without being tied to a single dedicated and fixed CCTV video system viewing station in the school.</p> |
| <p>29) Contract with Various Vendors - Playground Equipment and Installations (\$3,000,000)</p> <ol style="list-style-type: none"> 1. Have we already identified the schools? 2. How has the District ensured equity with the identification of the schools selected? Looking to understand if this is just schools that have the ability to fundraise and we are supporting or is the District providing schools with the resources needed to purchase playground equipment? | Board Member Danzy | <ol style="list-style-type: none"> 1. A few schools have already completed much of their fundraising efforts and are waiting for the vendor selection to be completed. However, this action item creates the foundation that will allow every school to fund their own playground project. 2. The District will not be selecting schools as part of this process. Instead, we will be supporting schools that have decided to fundraise and/or use their own discretionary funds for a playground by providing oversight and approvals to ensure contractor plans and installations |



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Board of Education
Action Item Questions and Responses
March 28, 2024

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| | | are in alignment with District and industry standards. |
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| Intermediate Unit 26 Questions | Submitted by: | Response |
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| <p>IU 1) Contract with Various Vendors on the PEPPM Cooperative Agreement – Technology Equipment and Interactive Boards for Non-Public Schools (\$10,000,000)</p> <ol style="list-style-type: none"> 1. What is the nature of the technology equipment being purchased? 2. What authority does the Board of Directors have if any over the purchases that are being made with the funds? | Board Member Salley | <ol style="list-style-type: none"> 1. The authority is in anticipation of technology requests consistent with the ARPA EANS II rescue funds as approved by PDE for the use of funds by non-public schools to mitigate the impacts of COVID-19. IU 26 is required to make the purchases on behalf of the non-public schools. 2. These purchases will be made at the direction of PDE and the IU26 Board of Directors will not have authority to direct these purchases. |

Registered Student Speakers - •

Title: Student Speakers List

Board of Education Meeting Date: 3/28/2024

Office Originating Request: Board of Education

ATTACHMENTS:

Description

Student Speakers List

Type

Supporting Document



Registered Student Speakers

1. Hani Graham, Edward Heston
School
Topic: Safety

Primary Waitlist Student Speakers

None

Written Testimony - •

Title: Written Testimony - Updated 3.28.2024

Board of Education Meeting Date: 3/28/2024

Office Originating Request: Board of Education

ATTACHMENTS:

Description

Written Testimony - Updated 3.28.2024

Type

Supporting Document

From: Carver HSES SAC saccarver@gmail.com
Subject: [EXTERNAL SENDER] Board Comments
Date: March 27, 2024 at 7:42 AM
To: schoolboard@philasd.org
Cc: [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

CS

Dear President Streater and fellow Board Members,

We are writing from the George Washington Carver High School of Engineering & Science's School Advisory Council (SAC) and Home and School Association (HSA) to ask that you advocate for our school and implore the District to reevaluate the proposed budget reduction for the 2024-2025 academic year.

We are bringing this to your attention because the **School District is ignoring the 872 students** currently signed up for the 24-25 academic year (with the possibility of more additions from the waiting lists, as announced on March 18, 2024). Instead, the **District is predicting we will have 811 students** and is refusing to adjust our budget to reflect the higher number of students expected. Never in Carver's history have 61 students rescinded their acceptances to our school. As of October 2023, the number of students enrolled at Carver was **843**. Where is the District's data that shows enrollment will drop even further when the principal has 872 students committed to Carver for 24-25?

Given the social/emotional trauma as well as learning loss from both the COVID pandemic, the ongoing neighborhood violence over the past year, and the success of our current teaching and administrative staff, cutting \$750,000 will negatively affect Carver's school culture, ongoing academic achievement, and the positive climate we have worked hard to create. **We are projected to lose 7 staff members, including all of our crucial MTSS system, our social/emotional well-being and college readiness programs led by our community partners, and almost \$20,000 in instructional materials.** Losing this funding directly impacts Carver's ability to uphold Guardrails #1 and #2 as laid out by the Board. We will no longer be able to provide students with access to robust social, emotional and mental health supports or offer a well rounded education including co-curricular opportunities integrated into the school experience. We simply will not have enough staff or funding to achieve the priorities set forth in the Goals & Guardrails.

The changes to the admissions process made by the Office of School Selection in 2021 have caused a **three year enrollment decline** and our most recent enrollments through the newly amended school selection process have shown our **enrollment back on the rise**. Carver principals have a long history of monitoring enrollment and the SAC and HSA parents were shocked to learn that the Principal's expertise was not taken into consideration when setting the enrollment projections for the 24-25 academic year.

Losing \$750,000 from our budget during this incredibly stressful transition back to a

post-COVID world would also undercut the gains we have made in supporting students with various needs. Our MTSS program has been growing, and we need to continue to build it in order to best support all our students, many of whom have complex needs. Fewer teachers and staff to help with attendance and student tracking will result in less support for students, which will negatively impact learning for our most vulnerable students and for the school at large.

Carver has twice been awarded the National Blue Ribbon of Excellence and is a long-standing example of distinction in the Philadelphia public school system. With a student body that is 91% non-white, Carver sends 98% of its students to colleges and universities alongside 2% attending armed forces academies after high school. Students at Carver currently have the opportunity to participate in a wide range of curricular offerings aimed at College attainment, they have co-curricular opportunities, and the full support of an excellent counseling team. Reducing the budget by such a drastic amount will be devastating to our community.

We urge you to tell the District ***to reevaluate the proposed budget reduction for our school***. We ask that you consider Carver's unique position with regard to enrollment; our growing momentum in restoring our middle school to its peak enrollment and maintaining appropriate high school numbers, and the essential nature of sufficient staffing and funds to ensure student success and healing from this pandemic. Thank you for your consideration.

Sincerely,

Caver School Advisory Council (SAC) & Home and School Association (HSA)

(Submitted on behalf of our families/parents by Molly McGlone, SAC Organizer and parent of a Carver 9th grader; [REDACTED])
SAC Gmail address SACCarver@gmail.com)

PLEASE READ AT SDP:

Greetings,

My name is Erica Jorden Rylander, and I am the mother of 4th grader Kendall Rylander. The school year 2023-2024 is our first year at Southwest Leadership Academy (SLA) and the Philadelphia Charter School experience.

Before enrolling Kendall in SLA, she was a private school student from K-3rd. I decided to make the switch from private to charter because I noticed the difference in resources, lack of student discipline, and academic empowerment. The curriculum was simply too easy for Kendall and as a parent I strongly believe that our children should be pushed, academically, to exceed expectations; especially if the child is capable. Quite frankly there was a cost for everything, and it became financially unbearable.

SLA and 4th-grade teacher Mrs. Johnson and SLA Principal Ms. Green have truly exceeded my expectations. I originally enrolled Kendall in the all-girl class, because her experience with boys from the previous school was traumatic, to say the least. However, Ms. Green pulled me aside and recommended Kendall to attend Mrs. Johnson's co-ed class and I am so glad she did. Kendall has gone from being in a school environment where she did not want to attend, because the children were out of order (especially the boys), to an environment at SLA where she loves going to school every day and feels safe. Kendall has made the Honor Roll & High Honor Roll and has perfect attendance since she has been an SLA student, and my child has a good report and a smile on her face every day since the first day of school.

As a parent, I appreciate:

- Representation of black male and female faculty and staff (DE&I balance is key in successful organizations)
- Safety and quick response discipline
- The creative inclusive environment of the SLA culture
- Quality and consistent communication (Talking Points App)
- Family Work Shops
- After School Programs
- PSSA Bootcamp
- Food Program
- And so much more

Kendall will be returning to SLA for the 2024-2025 school year, and I have no intentions of taking her out of SLA until she graduates 8th grade.

I'm expressing immense gratitude as a mother, SLA Parent, taxpayer, homeowner, and proud Philadelphia. Please support and protect institutions like Southwest Leadership Academy at all costs.

Our kids deserve it!

Warm Regards,

Erica Jorden Rylander M.Ed

Received Date: March 27, 2024, 2:15pm

Name: Redacted

Customer Type: Student

Dialogue Type: Concern

Email: Redacted

Phone: Redacted

Dialogue #: 05332

Topic: BOE General Inquiries

Priority: P2(Normal)

Status: Unopened

Message

Subject: Board Comments- Loss of Integral Staff at Carver HSES

Original Message:

I'm writing this letter as a current sophomore of Carver Engineering and Science on behalf of myself and my peers. We are very concerned after hearing that our attendance coordinator, Ms. Logan, known to all of us as Ms. Pat, will not be returning next year. Despite her title, she does so much more work than just attendance. She is a crucial part of the running of our school, taking care of our student id's, transpasses, working papers, and early dismissals. Whenever there is a problem, she is one of the first people that we reach out to. Ms. Pat acts as a welcoming and helpful part of our community, and our school would not run nearly as smoothly without her. Even beyond school tasks, Ms. Pat helps to organize a multitude of opportunities. These include, but are not limited to, the Youth Inspiration Program, the American Sign Language Club, and fundraisers including Toys for Tots. Without Ms. Pat, a lot of opportunities for myself and other students would be lost and we would have a less enriching high school experience. In sight of these concerns, we are reaching out to ask for a way to keep Ms. Pat as a part of our school staff.

Thank you,
Katherine Aiello, speaking for members of the class of 2026

[EXTERNAL SENDER] Comments for March 28th BOE meeting

1 message

Diane Payne <[REDACTED]>

Wed, Mar 27, 2024 at 2:38 PM

To: "rstreater@philasd.org" <rstreater@philasd.org>

Dear President Streater, Board Members, and Superintendent Watlington,

I am writing regarding filling the principal position at the Philadelphia High School for Girls. As a parent of four GHS graduates (1995, 97,99, and 03) I was dismayed with the removal of Principal Mesi last year. Was a full consideration given to the communication, graduation practices, and clearly stated consequences for not following GHS graduation traditions? Was Mesi's standing within the GHS community considered? Was Mesi's increase of student enrollment considered?

It is now approaching a year of waiting for a principal to be selected and appointed. GHS is a unique public-school environment. The girls who chose GHS are choosing it for the opportunity to flourish within a fully female student body that is steeped in tradition. Is this administration sensitive to and appreciative of this uniqueness? Please make it a priority to keep all the GHS family included and informed in the principal selection process as you strive to fill this position with an administrator that supports and lifts up GHS' unique features.

Diane Payne
[REDACTED]

Received Date: March 27, 2024, 3:13pm

Name: Redacted

Customer Type: Parent/Guardian

Dialogue Type: Concern

Email: Redacted

Phone: Redacted

Dialogue #: 05342

Topic: BOE General Inquiries

Priority: P2(Normal)

Status: Unopened

Message

Subject: Board Comments - Inadequate budgeting process for Carver HSES

Original Message:

Dear President Streater and Board Members,

Two weeks ago at Carver's budget meeting for the 2024-25 school year, Principal Johnson shared the terrible news that based on the allocations from the District, Carver would be losing 7 staff members, the entire MTSS staff (support for our students educational, social, and emotional well-being), and \$20,000 for instructional materials.

The issue was that the District will only budget for 811 students, even though Dr. Johnson has 872 students set to attend next year. Why is the District lowballing Carver's enrollment for the 2024-25 school year? In my 13 years as a parent in the District, I've never been at a school where the administration has been told that the numbers of students expected won't be honored and instead, a number lower than our current number of students is set for the budget. This is outrageous for a school like Carver and made even more so when the District refuses to reevaluate our numbers until August or September later this year.

It's true that Carver's enrollment dropped over the last few years as a direct result of the flawed lottery process the District forced through in 2021-22 that decimated our middle school program. Since the lottery process has been amended to allow qualified Carver 8th graders the opportunity to stay for high school without enduring the lottery process for a second time, our enrollment numbers are on the rise.

Carver has an amazing community of administrators, staff, parents and outside groups, all working together to uplift our students and set them on the best path for success. Losing any of our current staff - attendance, noon time aides, teachers and the various support programs, significantly diminishes all that we've accomplished for our students in the years following the pandemic and prohibits Carver from achieving the ideals of the Board's Guardrails 1 & 2.

In my last 6 years as a parent at Carver, our school has been regaled when we're awarded the National Blue Ribbon School of Excellence, chosen as a meeting place by Dr. Watlington, for others around the District, was the location where Governor Shapiro promoted his plan to rebuild Pennsylvania's teacher workforce and celebrated when our own Humanities teacher, John Taylor-Baranik, "TB", was named SDP Teacher of the Month for February 2024. We can only continue to maintain the standards that bring our students, staff and school such acclaim if we are fully resourced each school year.

Carver needs a more accurate accounting now, based on the more realistic numbers that our principal provides, so that as a community our school can make appropriate plans for a successful, and not stressful, 2024-25 school year.

Sincerely,
Jenny Aiello
Parent of Carver 10th and 12th grade students



Board of Education <schoolboard@philasd.org>

[EXTERNAL SENDER] Board Comments

1 message

Charlie McGeehan <[REDACTED]>
To: Board of Education <schoolboard@philasd.org>

Wed, Mar 27, 2024 at 3:44 PM

My name is Charlie McGeehan and I am a District teacher and parent, and a core member of BARWE (Building Antiracist White Educators). I submitted comments last month on this matter, and still don't feel that we have received adequate answers to the questions listed below. Teachers and students should feel confident having honest conversations about Palestine, and it is the job of the District to ensure that we have that type of academic environment. The District's actions at Northeast have undermined this important work. This testimony is submitted by me as a core member of BARWE:

Founded by Philly teachers in 2018, BARWE has led Professional Development for the District and has distributed our resources to thousands of educators across the country. We support white educators to engage in racial inquiry and take an active role in fighting white supremacy.

In response to the censorship of a student project at Northeast High School's Black History Month assembly last month, several of us submitted written testimony to the Board. We were disappointed when Dr. Watlington and the Board declined to address the matter during the Board meeting. We hope that you will address the matter on the record tonight.

We were further dismayed with the District's response to our messages to the Board and Superintendent. The District told us, in a form email, that "in order to prioritize the safety and emotional well-being of our students", the presentation was "paused". They said we should be aware of the difference between censorship and decisions about District-sanctioned presentations. We believe that the response to difficult and uncomfortable conversations cannot be censorship. It must be openness.

We are left with two questions. Firstly, why would District officials order the video removed after allowing it to be shown in the first place?

And secondly, whose safety? Surely not the safety of our Palestinian students who see discussions of their resistance deemed inappropriate by the District. Surely not the safety of students who have expressed to us hesitation about speaking openly about Palestine. Surely not the safety of educators who don't trust the District to have their back when they teach about Palestine.

No. The District prioritized the safety of adults who were not members of the Northeast High School community over the safety of its students. Indeed, if you were truly concerned about safety, you would

focus on what information was shared about those students to adults outside of the school, and consider whether that was in violation of District policy and student privacy rights.

We would like to hear the Superintendent or Board answer these questions tonight:

1. Who at the District made the decision to remove this project from the program?
2. Has an investigation been completed regarding the sharing of information about students and their products outside of the school?
3. What steps is the District taking to ensure that students feel confident speaking about their perspectives on Palestine?
4. What steps is the District taking to ensure that educators feel confident teaching about Palestine in an honest and critical way?
5. What steps is the District taking to protect educators, like Keziah Ridgeway, when they are defamed by organizations?

Thank you and we look forward to your response.

Charlie McGeehan



My name is Nick Palazzolo and I am a District teacher and core member of BARWE (Building Antiracist White Educators). Founded by Philly teachers in 2018, BARWE has led Professional Development for the District and has distributed our resources to thousands of educators across the country. We support white educators to engage in racial inquiry and take an active role in fighting white supremacy.

In response to the censorship of a student project at Northeast High School's Black History Month assembly last month, several of us submitted written testimony to the Board. We were disappointed when Dr. Watlington and the Board declined to address the matter during the Board meeting. We hope that you will address the matter on the record tonight.

We were further dismayed with the District's response to our messages to the Board and Superintendent. The District told us, in a form email, that "in order to prioritize the safety and emotional well-being of our students", the presentation was "paused". They said we should be aware of the difference between censorship and decisions about District-sanctioned presentations. We believe that the response to difficult and uncomfortable conversations cannot be censorship. It must be openness.

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Thank you and we look forward to your response.



Board of Education <schoolboard@philasd.org>

[EXTERNAL SENDER] board comments

1 message

Aileen Haggerty <[REDACTED]>
To: schoolboard@philasd.org

Wed, Mar 27, 2024 at 3:57 PM

My name is Aileen Haggerty and I am a core member of BARWE (Building Antiracist White Educators). Founded by Philly teachers in 2018, BARWE has led Professional Development for the District and has distributed our resources to thousands of educators across the country. We support white educators to engage in racial inquiry and take an active role in fighting white supremacy.

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Thank you and we look forward to your response.

Aileen Haggerty

[REDACTED]

[REDACTED]



Board of Education <schoolboard@philasd.org>

[EXTERNAL SENDER] Board Comments

1 message

Lily Cavanagh [REDACTED] >
To: schoolboard@philasd.org

Wed, Mar 27, 2024 at 3:42 PM

Submitted by Lily Cavanagh
[REDACTED]

My name is Lily Cavanagh and I am a Philadelphia charter school teacher and core member of BARWE (Building Antiracist White Educators). Founded by Philly teachers in 2018, BARWE has led Professional Development for the District and has distributed our resources to thousands of educators across the country. We support white educators to engage in racial inquiry and take an active role in fighting white supremacy.

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Thank you and we look forward to your response.

Lily Cavanagh

In an Op-ed from the Inquirer, SLP Tamara Sepe compared the plot of an episode of Abbot Elementary to PhilaSD hiring of SLPs. As the protagonist faced many obstacles in hiring an urgently needed staff member, this is also true for SLP hiring; it is difficult for qualified candidates to apply due to broken links on the application, long response times and an overall lack of recruitment for this job. See attached from information gathered from our SLP survey conducted regarding hiring processes and practices.

SLPS' INITIATIVE FOR PA SCHOOLS

Dear Stakeholders,

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Sincerely,

SLPs Initiative for PA Schools Executive Board

2023-2024 Recruitment and Retention Survey for Speech Language Pathologists in the School District of Philadelphia



Prepared and presented by Speech Language Pathologists' Initiative for PA Schools (SIPS), a grassroots organization dedicated to ensuring access to high quality speech and language services for students in Philadelphia public schools.

Survey at a glance

The annual SLPs INITIATIVE FOR PA SCHOOLS (SIPS) Survey includes data on 5 areas relevant for recruitment and retention.

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| HIRING | WORKLOAD | WORKSPACE | PROFESSIONAL DEVELOPMENT | SUPPORT AND COLLABORATION |
| CRITICAL | NEEDS IMPROVEMENT | NEEDS IMPROVEMENT | AREA OF RELATIVE STRENGTH | AREA OF RELATIVE STRENGTH |

Hiring Practices

68% fill rate

1 in 3 school assignments
are without a SDP SLP

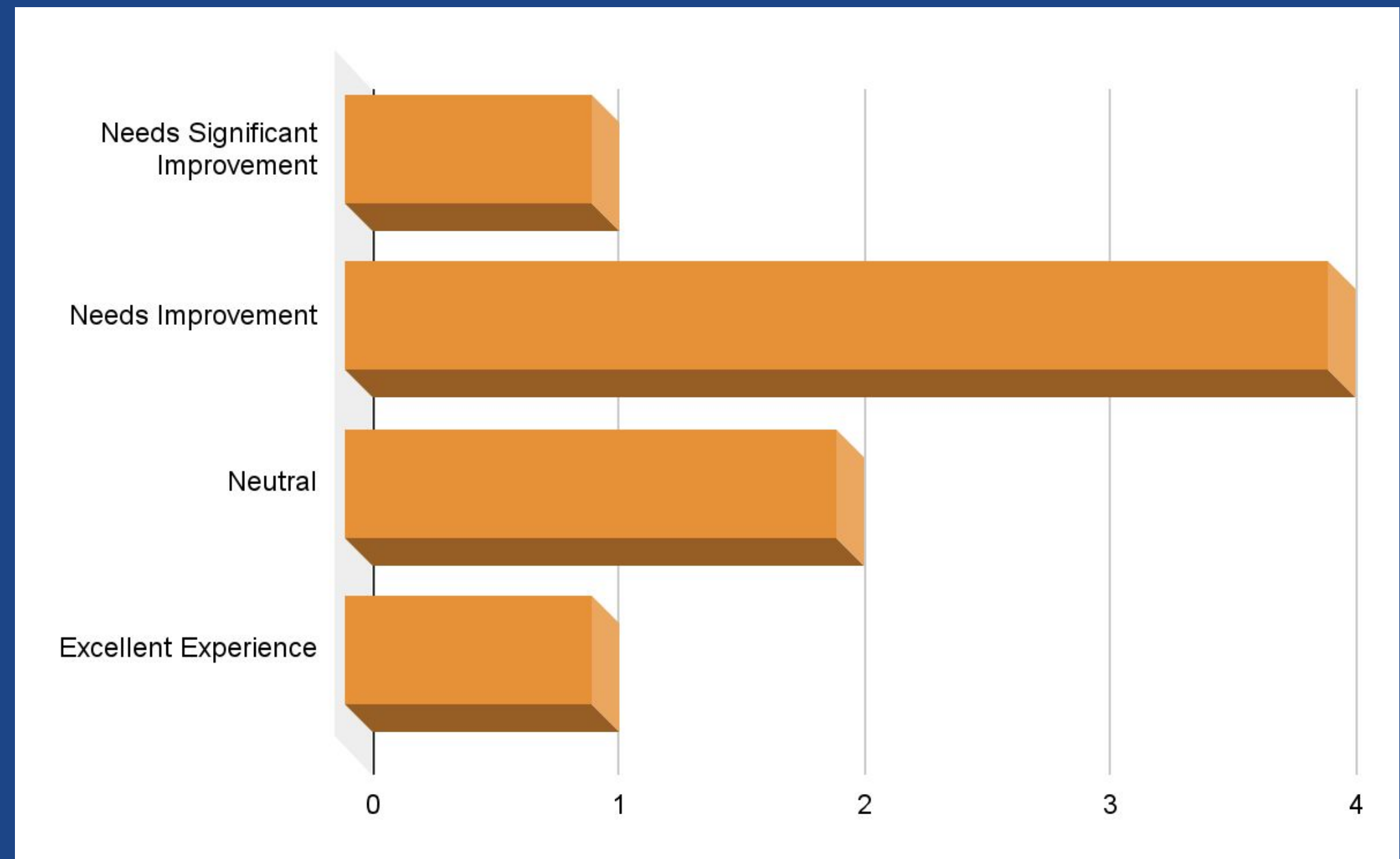
50+

full-time vacancies across the district with many
schools uncovered by SLP for 2 or more years

5 out of 8

report it took Talent/HR up to 2 weeks or more
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Recommendations: Hiring Practices

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- Send lead SLPs or SDP Talent to regional SLP conferences

Long-term actions

- Identify a dedicated recruitment specialist for SLPs and other related services who is trained in recruitment practices for this demographic.



Benefits of Working at SDP



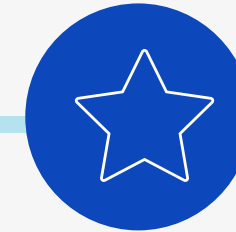
- Workload Model
- Support from Lead SLPs
- Network of SLPs
- Support for Clinical Fellows
- Relationships with School Teams



- Health insurance
- Pension and Retirement planning
- Prescription benefit
- Union representation
- 12 month pay schedule
- Paid holidays, sick days, and personal days



- Access to school-based technology
- Ability to select therapeutic materials
- Availability of therapeutic materials
- Diversity of caseload
- Great work/life balance



- Professional Development/CEUs
- Student Loan Forgiveness
- Summer work opportunity
- Independent schedule

Dear President Streater, Board Members, and Superintendent Watlington,

I am writing regarding filling the principal position at the Philadelphia High School for Girls. As a former Girls High Girl (243). I was dismayed with the removal of Principal Mesi last year. Was a full consideration given to the communication, graduation practices, and clearly stated consequences for not following GHS graduation traditions? Was Mesi's standing within the GHS community considered? Was Mesi's increase of student enrollment considered?

Girls was an amazing experience for me. Being in an all female environment created a safe space for me where my independence, creativity & uniqueness could flourish. This unique school needs a leader to continue that same experience for other young women.

My hope is that you keep the current GHS community in the know & truly pick a leader with this understanding in mind

Thank you,

Please read aloud

There are 50+ vacancies across the District for SLPS, with many schools uncovered by an SLP for 2 or more years.

SLPS' INITIATIVE FOR PA SCHOOLS

Dear Stakeholders,

Included are the results of our fourth annual survey. Results of our third annual survey were recently shared in [this](#) piece in the Philadelphia Inquirer, authored by a founding member of our organization.

The results of the survey shed light on the hiring practices, working conditions, and environment that Speech Language Pathologists (SLPs) employed by the School District of Philadelphia experience.

Data shows SLPs employed by the District report high levels of social support and collaboration from colleagues. The District's ability to provide role relevant professional development to SLPs is highly valued.

Hiring continues to be an opportunity for the District. Analysis indicates only 68% of SLP allotments are filled with a District SLP. In other words, 1 in 3 school assignments are without an SDP SLP. There are 50+ vacancies across the District with many schools uncovered by an SLP for 2 or more years. A review of this year and last year's survey data around hiring reveal, on average approximately 50% of new hires report the SDP hiring process needs improvement. Inactive hiring links, inaccurate job postings, lack of role specific hiring events, and an "eligibility" application are ineffective hiring practices that deter applicants from joining SDP.

Workspace is an area of serious concern. Related service providers (SLP, OT, PT, Psych) are often assigned to see students in crowded, unsafe, unhygienic, and non-confidential workspaces that are not intended for instruction or assessment. There are reports of related service providers assessing and providing therapeutic service in noisy hallways, storage closets, and external buildings with no alarm or announcement system. These conditions normalize the unequal treatment of children with disabilities and contribute to high attrition.

We are grateful for the time and effort you give to the survey. Our goal remains, to improve conditions and outcomes for students with disabilities within the District. As we've done in previous years we extend an invitation to working together using a solutions-focused lens. We are available to meet after 4:00 pm on weekdays. If you would like to meet with us to discuss how we can work together to ensure Philadelphia students have access to high quality services, please respond to this email or complete this [form](#).

Sincerely,

SLPs Initiative for PA Schools Executive Board

2023-2024 Recruitment and Retention Survey for Speech Language Pathologists in the School District of Philadelphia



Prepared and presented by Speech Language Pathologists' Initiative for PA Schools (SIPS), a grassroots organization dedicated to ensuring access to high quality speech and language services for students in Philadelphia public schools.

Survey at a glance

The annual SLPs INITIATIVE FOR PA SCHOOLS (SIPS) Survey includes data on 5 areas relevant for recruitment and retention.

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|----------|----------------------|----------------------|---------------------------------|---------------------------------|
| HIRING | WORKLOAD | WORKSPACE | PROFESSIONAL DEVELOPMENT | SUPPORT AND COLLABORATION |
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Hiring Practices

68% fill rate

1 in 3 school assignments
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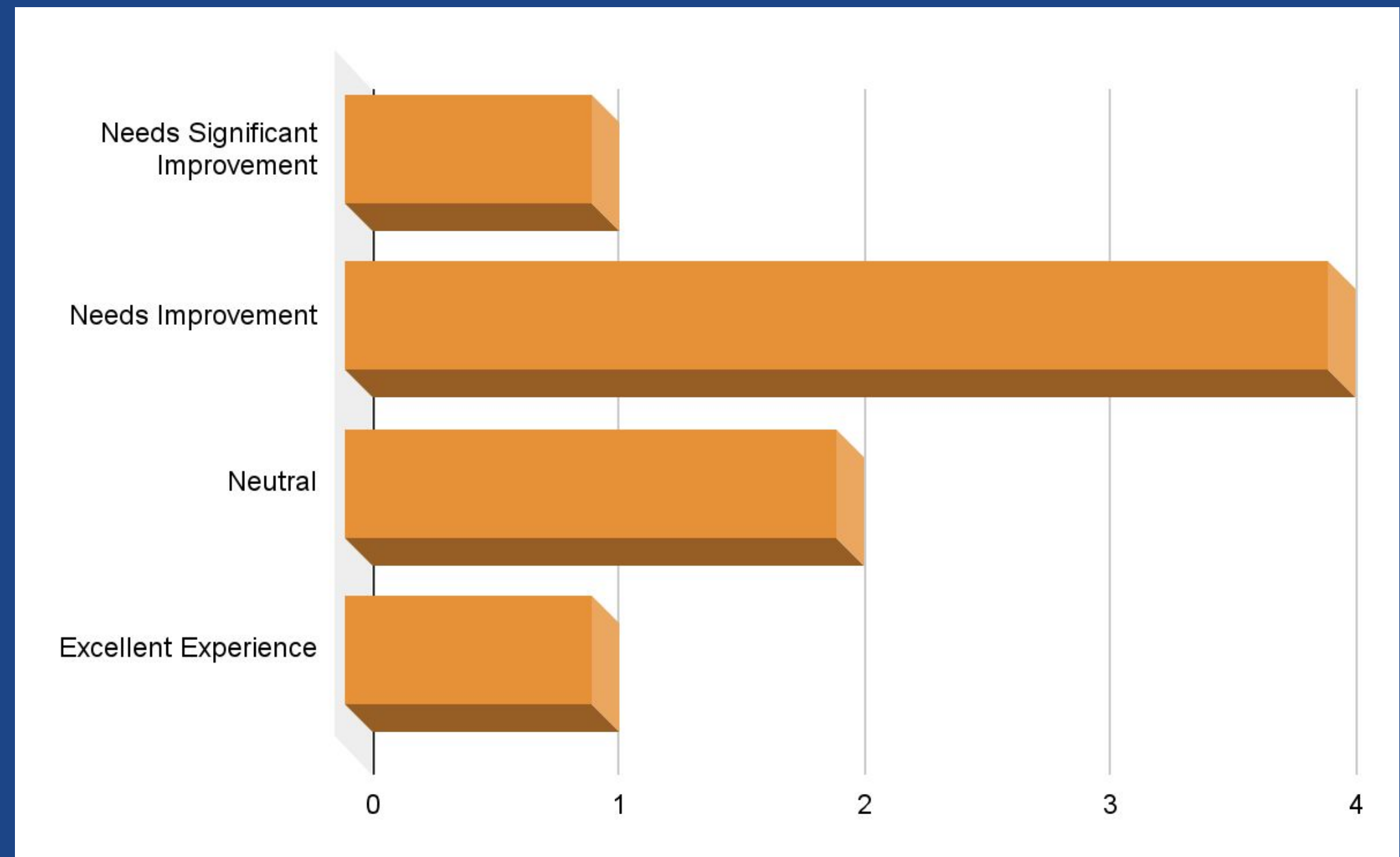
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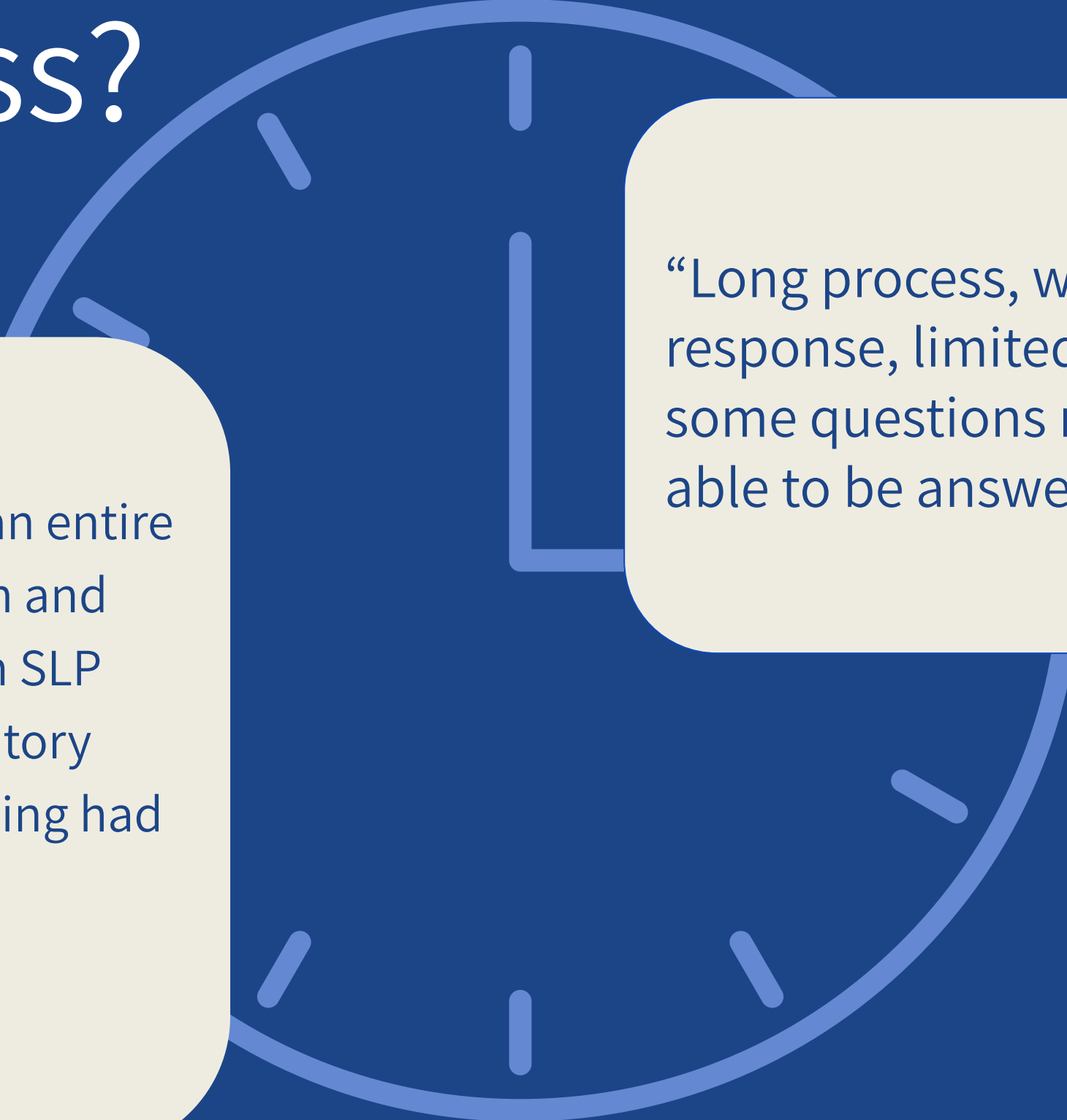
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62.5% of new hires reported need for improvement in the SDP hiring process



What newly hired SLPs say about the hiring process?



“New hires should be given an entire list of schools to choose from and maybe there could be just an SLP onboarding since the mandatory virtual meetings for onboarding had much more to do with other positions than us.”

“Long process, would email and not receive a response, limited hours for open house online, some questions related to speech only were not able to be answered”

Recommendations: Hiring Practices

- Maintain an open, updated and easily accessible application for SLPs
- Post the vacancy list and allow new hires to select their payroll school
- Respond to applications within 24-48 hours
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- Encourage SDP SLPs to participate in District job fairs
- Extend offer response time
- Send lead SLPs or SDP Talent to regional SLP conferences

Long-term actions

- Identify a dedicated recruitment specialist for SLPs and other related services who is trained in recruitment practices for this demographic.



Benefits of Working at SDP



- Workload Model
- Support from Lead SLPs
- Network of SLPs
- Support for Clinical Fellows
- Relationships with School Teams



- Health insurance
- Pension and Retirement planning
- Prescription benefit
- Union representation
- 12 month pay schedule
- Paid holidays, sick days, and personal days



- Access to school-based technology
- Ability to select therapeutic materials
- Availability of therapeutic materials
- Diversity of caseload
- Great work/life balance



- Professional Development/CEUs
- Student Loan Forgiveness
- Summer work opportunity
- Independent schedule

Please read aloud:

*Please improve hiring practices. Data indicates only 68% of Speech Language Pathologist allotments are filled with a District SLP. In other words, 1 in 3 school assignments are without an SDP SLP. Our students suffer when related services are not fully staffed.

Attached are results of the SLPs Initiative for PA Schools (SIPS) annual survey

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Dear Stakeholders,

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SLPs Initiative for PA Schools Executive Board

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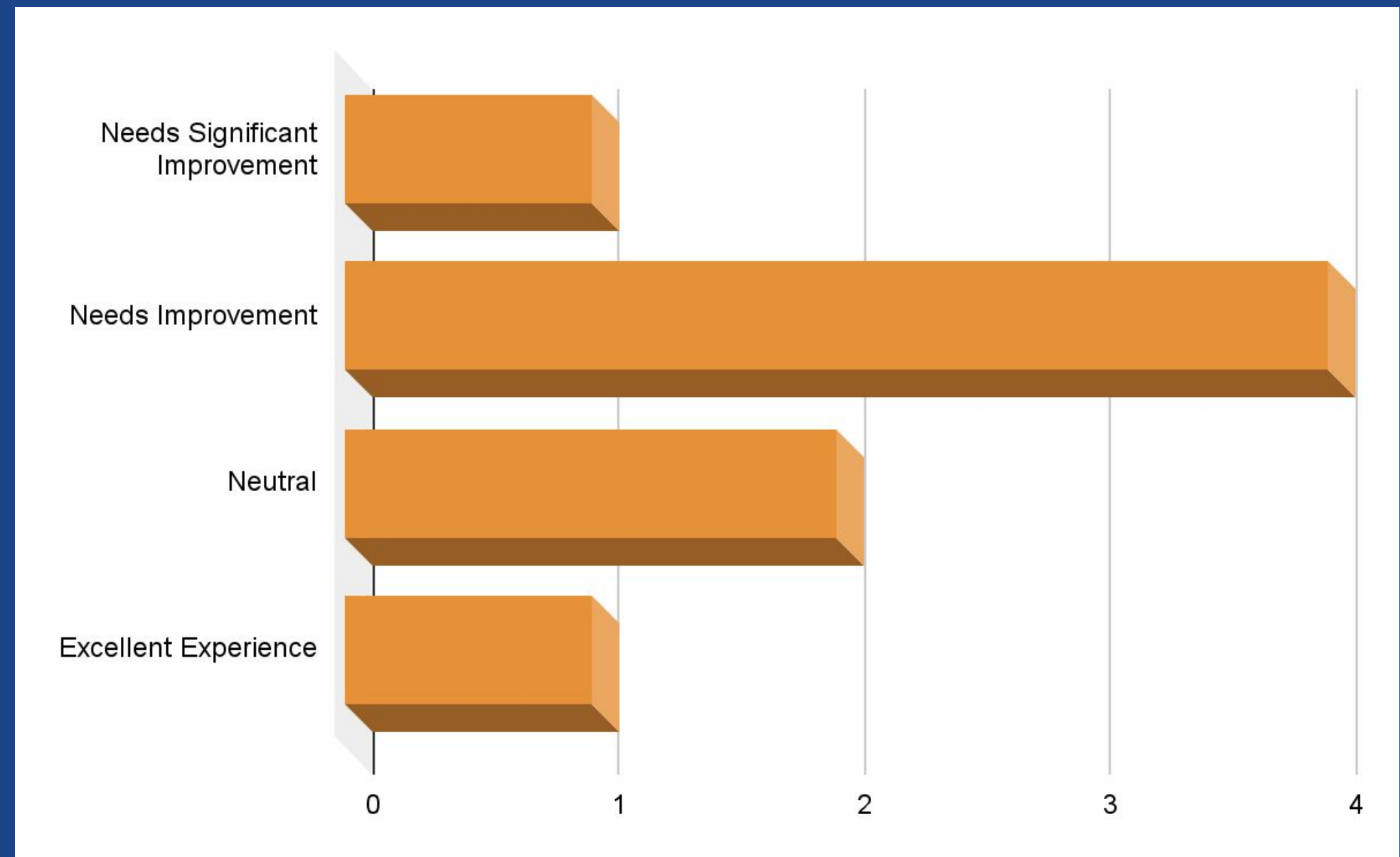
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Long-term actions

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Please read:

"Please increase advertising and recruitment geared to attracting SDP employed related service providers (i.e., Speech Language Pathologists) and decrease reliance on contractors or virtually provided services. Specifically use of virtual contracted SLPs requires the use of other or additional district personnel/resources in order for services to be delivered. Virtual services are also not accessible/effective for many special education populations. "

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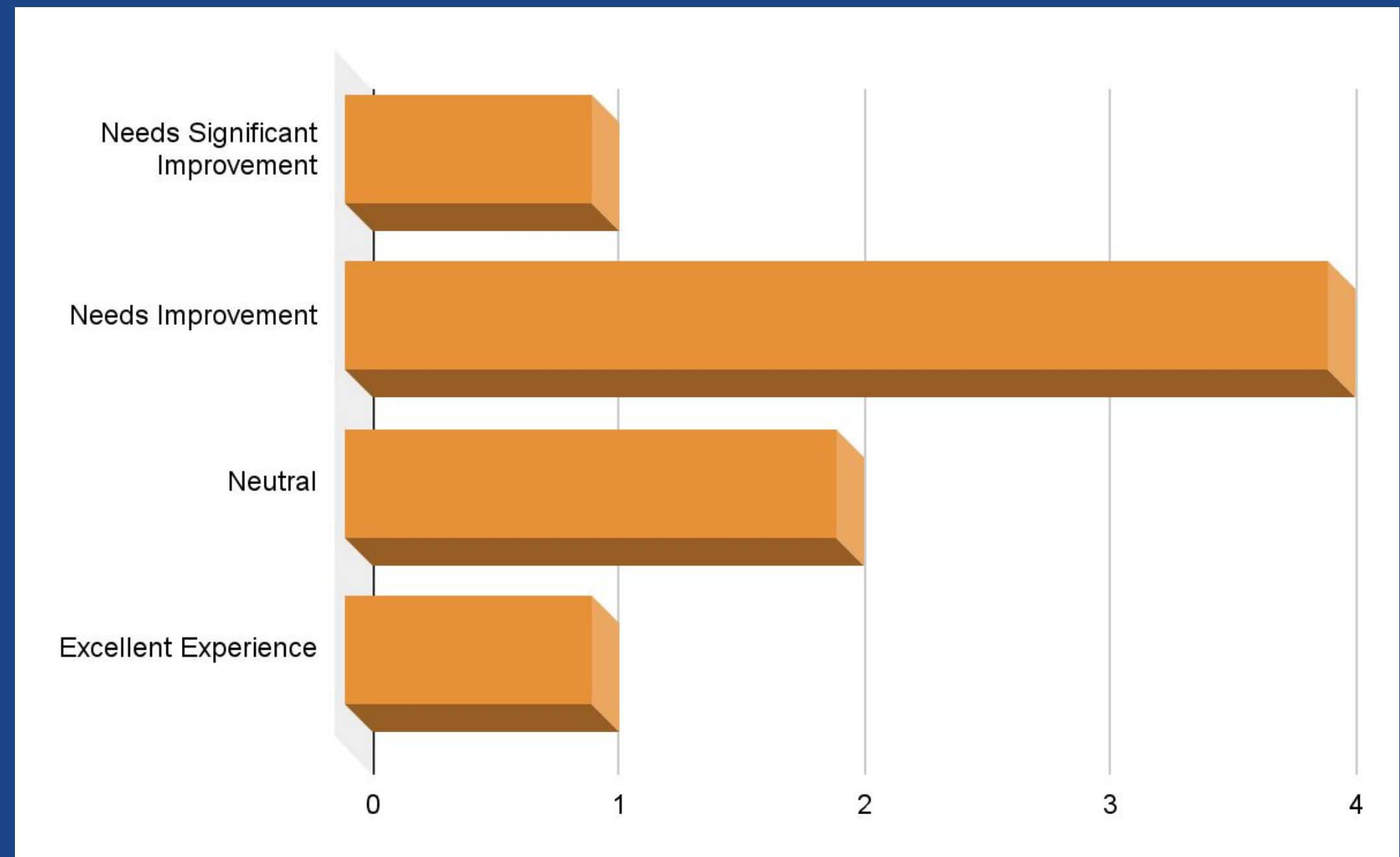
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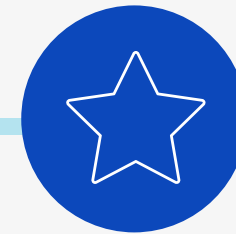
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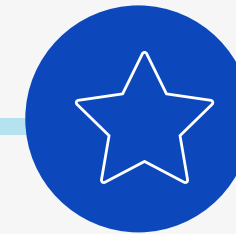
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- 12 month pay schedule
- Paid holidays, sick days, and personal days



- Access to school-based technology
- Ability to select therapeutic materials
- Availability of therapeutic materials
- Diversity of caseload
- Great work/life balance



- Professional Development/CEUs
- Student Loan Forgiveness
- Summer work opportunity
- Independent schedule

President Streater, Board Members, and Superintendent Watlington -

This written testimony is in regard to the principal position at the Philadelphia High School for Girls. To-date a principal for this institution has yet to be selected with little information provided to the public as to the status/urgency of fulfilling said position. The board removed Principal Mesi to adhere to public opinion verses taking into consideration Principal Mesi's overall tenure at GHS - which included increased student enrollment. As a graduate of the Philadelphia public school system, it saddens me to see the state of public education in the City of Philadelphia - especially the removal and non-fulfillment of the principal at my high school alma mater. How do you expect an institution like GHS to thrive without a captain at the helm - or maybe it is your wish for GHS not to thrive at all. Purposefully or not - the school district is significantly handicapping the potential of the current student body at GHS - when they should be doing everything in their power to support and encourage them to succeed. Attending GHS was an amazing life experience that taught me so much and shaped me into the successful woman I am today. It is your responsibility to provide the current student body this environment - please include us in the process and make fulfilling the head leadership role at GHS a priority.

Meghan Linaris
Class of 241
Graduating Year 1997

Received Date: March 26, 2024, 12:39pm

Name: Redacted

Customer Type: Community Member **Dialogue Type:** Comment

Email: Redacted

Phone: Redacted

Dialogue #: 05281

Topic: BOE General Inquiries

Priority: P2(Normal)

Status: Closed

Message

Subject: Anonymous statements are not written testimony

Original Message:

From: Alliance for Philadelphia Public Schools

Board of Education Action Meeting March 28, 2024: Written Testimony

To Members of the Board of Education:

At the board's February action meeting, Board Member Lisa Salley read from unsigned documents during the written testimony portion of the meeting.

Board Policy 005 and its administrative procedures require that written testimony be signed. Anonymous comments are not written testimony. The board violated its own policy by reading them into the record.

Parents, students, educators and community members publicly testify, sometimes with consequences, in order to stand up for their schools and their communities. Those who hide behind anonymity should not be given equal time.

On behalf of the members of the Alliance for Philadelphia Public Schools, I ask that you remove the anonymous comments from the record.

Registered Speakers on General Topics - •

Title: General Speakers List

Board of Education Meeting Date: 3/28/2024

Office Originating Request: Board of Education

ATTACHMENTS:

Description

General Speakers List

Type

Supporting Document

**Registered Speakers**

1. Charles Hudgens, District Staff Member
Topic: Effect of Air Quality on Teacher Attendance
2. Rebecca Preuss, Education Law Center
Topic: Covid Compensatory Services (CCS)
3. Lisa Haver, APPS
Topic: Action Item 18, Amendment of Contract with Aramark for Facilities Condition
Assessment/Action Item 19, Amendment of Contract with Amazon.com Services, LLC. - Online Marketplace
4. Bryan Cummings, Community Member
Topic: Science of Air Quality in Philadelphia schools
5. Priyanka Reyes-Kaura, Children First
Topic: Underfunding Impacts Charter Schools Too
6. Deanda Wilson, Parent/Guardian
Topic: Stakeholder Voices
7. Mary Williams, Parent/Guardian
Topic: Safety
8. Barbara Dowdall, Phila HS for Girls Alumnae Association
Topic: Stakeholder Voices
9. Lynda Rubin, APPS
Topic: Action Item 31, Deep Roots Charter School – Application for Charter Renewal
10. Kelsey Jirikils, Community Member
Topic: Safe Air for Philly Schools
11. Dana Carter, Community Member
Topic: Assessments and Evaluation
12. Rachel Anne Nielsen, Parent/Guardian
Topic: Budget Cuts, Forced Teacher Transfers, Principal Search
13. Taleen Hamad, Community Member
Topic: Comprehensive Sex Education
14. Nick Palazzolo, District Staff Member
Topic: Student Rights
15. Tashi Grant, Parent/Guardian
Topic: Exclusion from School
16. Reisha Martin, Parent/Guardian
Topic: Granddaughter Being Treated Unfairly
17. Kathryn Ott Lovell, Parent/Guardian
Topic: Proposed Budget cuts to GAMP



18. Genam Salem, Community Member
Topic: Censorship of our Students
19. Hanan Kayed, Community Member
Topic: Student Censorship
20. Azeb Kinder, Community Member
Topic: Principal Selection for
Philadelphia High School for Girls
21. Renee Handline, District Staff
Member
Topic: Principal Hiring Process
22. Quibila A. Divine, PCAC
Topic: Ineffective Communication
by District Executive Team Members
23. Dana Cummings, Parent/Guardian
Topic: Special Education Services
(IEP)/Lottery System
24. May Freda Watson, Community
Member
Topic: Save the Children

Primary Waitlist Speakers

None

Action Item Questions and Responses - •

Title: Action Item Questions and Responses - Added 3.25.2024

Board of Education Meeting Date: 3/28/2024

Office Originating Request: Board of Education

ATTACHMENTS:

Description

Action Item Questions and Responses

Type

Supporting Document



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Action Item Questions

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Intermediate Unit 26 Questions

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| Action Item Questions | Submitted by: | Response |
|---|---|--|
| <p>1). Contract with Magnum Integrated Marketing for School District Teacher and School-Based Support Staff Recruitment Campaigns (\$620,950)</p> <p>1. Is the dollar amount similar to the previously approved action item</p> | Board Member Lam | <p>1. Yes. The dollar amount reflects the previous annual contract amount of \$564,500 plus an additional 10% intended to provide flexibility to support pilot programs or other campaign recruitment efforts in alignment with <i>Accelerate Philly</i> only if needed and approved by Deputy Superintendent of Talent, Strategy and Culture Jeremy Grant-Skinner in advance.</p> |
| <p>11) Contracts with Various Vendors for Cybersecurity Equipment, Maintenance, and Support (\$4,039,507)</p> | Board Member Lam Board Member Salley | <p>1. The total spend for this work is \$4,039,507, split over the current fiscal year and next fiscal year (FY24 and</p> |



The School District of Philadelphia

Board of Education Action Item Questions and Responses March 28, 2024

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| <ol style="list-style-type: none"> 1. What is the total spend for this work? 2. What has to be purchased and when? 3. How is the District working to ensure that the software and products we are purchasing speak to each other? 4. Who is working to ensure that the proper audits are being conducted? 5. Request for clarification regarding what items are included and not included in this purchase? 6. Who is responsible for providing services? Is this a separate purchase? If so, who is overseeing this work? 7. Request for information regarding the overall strategy. What work is being completed by the District versus outsourced support? | | <p>FY25).</p> <ol style="list-style-type: none"> 2. This action item encompasses the majority of the cybersecurity operating budget, including firewall hardware and support, next-gen antivirus and continuous monitoring, email security platform, and remote access solution. These items will need to be purchased on an annual basis. 3. Ideally, IT is alerted to all RFPs, RFQ, and Bids for software systems and technology products. When alerted, IT will identify a specific checklist for technical requirements that aligns with the scope of services/work and participate in the evaluation process. At a minimum, IT technology specifications are included as an appendix in all posted RFPs, RFQs, and bids. The Office of Information Technology works with program offices to ensure system interoperability and connectivity to |
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The School District of Philadelphia

Board of Education Action Item Questions and Responses March 28, 2024

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| | | <p>promote ease of access for our staff, students, and families.</p> <ol style="list-style-type: none">4. The Office of Information Technology works with any federal, state and municipal auditors to around compliance with laws and regulations that apply to the District. The Office of IT Security maintains a vulnerability management program to conduct routine audits and does contract with third party vendors to help ensure that the District is following best cybersecurity practices.5. These purchases encompass any manufacturers that fall under the umbrella of cybersecurity equipment, services, maintenance and support. These manufacturers encompass the majority of the operating budget for the IT Security department.6. The Office of IT has previously issued an RFP. The awardees of this RFP were brought to the BOE in January 2024 via |
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The School District of Philadelphia

Board of Education Action Item Questions and Responses March 28, 2024

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| | | <p>action item 11 at the 1/25/24 Board meeting. These contracted services for IT Security are maintained by GT Security and CNI, who were two of the awardees for action item 11.</p> <p>7. The overwhelming majority of this work is completed by the District. Exceptions to this include: 24x7 monitoring of critical assets and staff devices as well as third party audits.</p> |
| <p>14) Change Orders at Various Locations (\$951,427) - Updated 3.12.2024</p> <p>1. Why are we paying separate change order fees to the same company?</p> | Board Member Danzy | <p>1. Change Order Requests are submitted, tracked, evaluated and processed individually based on the description of the additional work that is performed by the contractor. Multiple Change Order Requests are not combined together into a single Change Order because they need to each stand on their own merits and be tracked accordingly. This month, there happens to be instances where multiple Change Orders from the same</p> |



The School District of Philadelphia

Board of Education Action Item Questions and Responses March 28, 2024

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| | | Prime Contractor and project are being submitted as part of the Action Item. |
| <p>19) Amendment of Contract with Amazon.com Services, LLC. - Online Marketplace (\$32,000,000)</p> <ol style="list-style-type: none"> 1. What is the District primarily purchasing? 2. Why does the District need a Marketplace? 3. How is the District working to analyze small batch purchases? How are the analytics being used to inform the contract/action item? 4. Request for data (key categories) on what we are purchasing through this vendor | <p>Board Member Lam</p> <p>Board Member Salley</p> <p>Board Member Thompson</p> | <ol style="list-style-type: none"> 1. Purchases are primarily for products in the “Office Equipment and Accessories and Supplies” category of the UNSPSC (United Nations Standard Products and Services Code). 2. The Office of Procurement seeks to provide SDP offices and schools with a convenient method to access up-to-date pricing from frequently used suppliers such as Amazon. Access to an online marketplace eliminates the need for SDP offices and schools to contact vendors through email or phone for price quotes with commodities under a large SDP contract. 3. The Office of Procurement tracks spending patterns monthly for each school/program office to determine contract terms and negotiate pricing with large-spend suppliers such as Amazon. |



The School District of Philadelphia

Board of Education
Action Item Questions and Responses
March 28, 2024

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| | | 4. A Spend by Month and UNSPSC Segments Report is available to share. |
| <p>20) Contract with Various Vendors to Install CCTV Security Camera and Video Management Systems at 23 Schools (\$9,385,423)</p> <p>21) Contract with CDW Government LLC for the Installation of a Genetec CCTV Video Management System Headend for District-wide Security Camera System Infrastructure (\$248,208)</p> <p>24) Amendment of Contract with R.F. Design & Integration, Inc. for CCTV Security Camera Installation at Northeast High School (\$104,456)</p> <p>30) Contract with R.F. Design & Integration, Inc. to Install CCTV Security Camera and Video Management Systems at Overbrook High School (\$585,106) - Added 3.12.2024</p> <p>1. Are each of the CCTV items/services distinct in what they are providing?</p> | <p>Board Member Danzy</p> <p>Board Member Lam</p> <p>Board Member Thompson</p> | <p>1. Among the four action items related to the CCTV Transformation Program, different items do cover different elements of the Program. The Program has three core elements:</p> <ul style="list-style-type: none"> ○ Element 1: Establish new District-wide video management system (VMS) infrastructure which will unify all digital CCTV systems, allowing for major improvements in operational functionality, overall usability, and system maintenance. <ul style="list-style-type: none"> ■ Item 21 provides authorization to contract with a vendor to deploy the core VMS infrastructure (head end). ○ Element 2: Update analog CCTV systems in 158 schools to modern, digital systems |



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| <p>2. What is our capacity to monitor all of the items that are coming from the system?</p> | | <p>integrated with the new video management system (VMS).</p> <ul style="list-style-type: none">■ Items 20, 24, and 30 provide 25 school installations - comprehensively updating the CCTV systems. Further future action items will authorize additional comprehensive CCTV updates.○ Element 3: Integrate current digital CCTV systems in 59 schools with the new video management system (VMS).<ul style="list-style-type: none">■ Item 25 will update the VMS at 43 schools that already have modern, digital CCTV systems to bring them onto the new enterprise Genetec VMS platform. One to two further future action items will be presented to the Board for the remaining |
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The School District of Philadelphia

Board of Education Action Item Questions and Responses March 28, 2024

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| | | <p>work in this program area.</p> <p>2. School Safety and IT have worked very closely on the CCTV Transformation Program from initial planning and inception. All of the future state video monitoring infrastructure is being built with IT and per IT specifications and ongoing consultation. In short, in the future state video access and overall usability for appropriate staff will be significantly improved, and IT is confident that we are building appropriate capacity for full operation of the new system serving all schools.</p> <p>In the future state, once the Genetec head end infrastructure is deployed (Item 21) and systems at each school are updated (Item 20, Item 24, Item 25, Item 30, and multiple further future action items) specialized user groups with specifically defined role-specific permissions and access to view cameras. Cameras will be networked and connected via the enterprise</p> |
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The School District of Philadelphia

Board of Education Action Item Questions and Responses March 28, 2024

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| | | Genetec video management system. This will allow appropriate Safety staff to view cameras remotely. Moreover, at the school level, administrators and School Safety staff will be able to view cameras without being tied to a single dedicated and fixed CCTV video system viewing station in the school. |
| <p>29) Contract with Various Vendors - Playground Equipment and Installations (\$3,000,000)</p> <ol style="list-style-type: none"> 1. Have we already identified the schools? 2. How has the District ensured equity with the identification of the schools selected? Looking to understand if this is just schools that have the ability to fundraise and we are supporting or is the District providing schools with the resources needed to purchase playground equipment? | Board Member Danzy | <ol style="list-style-type: none"> 1. A few schools have already completed much of their fundraising efforts and are waiting for the vendor selection to be completed. However, this action item creates the foundation that will allow every school to fund their own playground project. 2. The District will not be selecting schools as part of this process. Instead, we will be supporting schools that have decided to fundraise and/or use their own discretionary funds for a playground by providing oversight and approvals to ensure contractor plans and installations |



The School District of Philadelphia

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Action Item Questions and Responses
March 28, 2024

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| | | are in alignment with District and industry standards. |
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| Intermediate Unit 26 Questions | Submitted by: | Response |
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| <p>IU 1) Contract with Various Vendors on the PEPPM Cooperative Agreement – Technology Equipment and Interactive Boards for Non-Public Schools (\$10,000,000)</p> <ol style="list-style-type: none"> 1. What is the nature of the technology equipment being purchased? 2. What authority does the Board of Directors have if any over the purchases that are being made with the funds? | Board Member Salley | <ol style="list-style-type: none"> 1. The authority is in anticipation of technology requests consistent with the ARPA EANS II rescue funds as approved by PDE for the use of funds by non-public schools to mitigate the impacts of COVID-19. IU 26 is required to make the purchases on behalf of the non-public schools. 2. These purchases will be made at the direction of PDE and the IU26 Board of Directors will not have authority to direct these purchases. |

Action Item - 1.

Title: Contract with Magnum Integrated Marketing for School District Teacher and School-Based Support Staff Recruitment Campaigns (\$620,950)

Board of Education Meeting Date: 3/28/2024

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:

Magnum Integrated Marketing, LLC

Purpose:

To support recruitment of teachers and school-based support staff

Start date: 7/1/2024

End date: 6/30/2025

Compensation not to exceed: 620,950

Location:

All Schools; Administrative Office(s);

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 \$620,950

Description:

Why is this contract needed?

The School District of Philadelphia hires approximately 2,500 employees annually, including ~800-1,000 new teachers across all grades and disciplines, and ~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, the District utilizes a marketing agency that develops and executes a comprehensive paid media campaign to highlight the unique benefits of

working at the District and to support recruitment in harder-to-fill and priority areas. The resources needed to develop, implement, and continually monitor and refine the campaign in real time to meet the evolving needs of the District requires additional resources and capacity beyond that of current staff.

How is this work connected to the District's plan to achieve [Goals & Guardrails](#)?

Recruiting high-quality teachers is directly connected to Goals 1-4 to advance our students' ELA and math proficiency. Recruiting high-quality school-based support staff aligns with Guardrail 1 in support of ensuring every school is a safe, welcoming and healthy space, as well as Guardrail 2 in support of providing a well-rounded education into every school experience. Overall, helping to recruit the best staff to support our schools is paramount to achieving positive outcomes for student.

How will the success of this contract be measured?

Contract success will be measured by weekly and monthly reports that track year over year impressions, ad click thru rates, clicks to apply. The ultimate measure is based on whether marketing efforts lead to the application goals set by the District.

If this is the continuation of a contract, how has success been measured in the past, and what specific information do we have to show that it was successful?

Magnum's 2023-2024 teacher recruitment campaign delivered 3.7 million impressions, driving over 47K visits to the Teach in Philly microsite. The campaign led to 25K clicks to apply, demonstrating an impressive 52% average conversion rate. This resulted in over 12K application starts, significantly surpassing our goal. The support-staff recruitment campaign delivered 1.2 million impressions promoting our Work in Philly microsite, and led to 27K clicks to apply to jobs.

When applicable, is this an evidence-based strategy? If so, what evidence exists to support this approach?

The results noted above are evidence of the power of a targeted, diversified and adaptive digital approach to reach and engage potential teachers and support staff candidates.

When applicable, was a larger community of District community members and/or stakeholders involved in this selection process? If so, what groups and how?

Consistent with the District's competitive procurement process, the selection process resulting in this contractor included a committee of District staff with relevant expertise from the Office of Communications, Office of Talent Services, and the Office of Strategy who reviewed and evaluated contractors' RFP responses.

Funding Source(s):

FY24-25 Operating

Office Originating Request: External Relations

Action Item - 2.

Title: Contract with WingSwept – Case Management and Tracking System for the Office of Inspector General (\$33,000) - Updated 3.26.2024

Board of Education Meeting Date: 3/28/2024

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:

WingSwept

Purpose:

To provide the continued use of Case Management and Tracking System for the Office of the Inspector General

Start date: 3/29/2024

End date: 3/28/2025

Compensation not to exceed: \$33,000

Location:

All Administrative Offices

Renewal Options: Yes

Number of Options: 2

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

Maximum compensation authorized per option period: \$33,000

Description:

The School District of Philadelphia Office of Inspector General requires the continued services of WingSwept, the creator of Case Management & Tracking System (CMTS) for the OIG. WingSwept provides annual maintenance and support for CMTS which is used by the OIG to track and store information. CMTS is the repository for all of the active and legacy OIG cases.

Funding Source(s):

FY 24-25 Operating

FY 25-26 Operating

FY 26-27 Operating

Office Originating Request: Board of Education

Action Item - 3.

Title: Approval of Personnel Hires - Updated 3.21.2024

Board of Education Meeting Date: 3/28/2024

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 February 29, 2024 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

Final Action Item

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 **February 29, 2024** 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

| | | | | | |
|------------------------------|-----------------------------|--------------------------------|----------|-------------|---------------|
| AHMED, IMTIHAZ | SPECIAL EDUCATION ASSISTANT | FOX CHASE SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| ALI, ASIYA | SPECIAL EDUCATION ASSISTANT | FELS, SAMUEL HIGH SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| ALVAREZ, DAYSHA | SPECIAL EDUCATION ASSISTANT | MUNOZ-MARIN, HON LUIS SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| AMAZAN, YVELIE | TEACHER, FULL TIME | FORREST, EDWIN SCHOOL | 02/07/24 | \$68,442.00 | ANNUAL SALARY |
| ANDERSON, MYRNA JOY | TEACHER, SPEC EDUCATION | NORTHEAST HIGH SCHOOL | 02/20/24 | \$52,516.00 | ANNUAL SALARY |
| ATEEM, TAHANI | SPECIAL EDUCATION ASSISTANT | LOESCHE, WILLIAM H. SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| AUSTIN, TANISHA AHMEDIMTIHAZ | SPECIAL EDUCATION ASSISTANT | MCCLOSKEY, JOHN F. SCHOOL | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| BAILEY, CENTRIN | SPECIAL EDUCATION ASSISTANT | BLANKENBURG, RUDOLPH SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| BANKS, DANTE T | PRG CD, MULTIPLE OFFICES | FAMILY & COMMUNITY ENGAGEMENT | 02/26/24 | \$60,579.00 | ANNUAL SALARY |
| BAXTER, NYERA | SPECIAL EDUCATION ASSISTANT | CHILDS, GEORGE W. SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| BERRY, SEANDA | SPECIAL EDUCATION ASSISTANT | ANDERSON, MARIAN ACADEMY | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| BIDDLE-JOHNSON, MARQUES A | SPECIAL EDUCATION ASSISTANT | HOLME, THOMAS SCHOOL | 02/12/24 | \$32,558.00 | ANNUAL SALARY |
| BLEDSON, BRENDAN WAUGH | SPECIAL EDUCATION ASSISTANT | SOUTH PHILADELPHIA HIGH SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| BROICH, JOHN | SPECIAL EDUCATION ASSISTANT | MORTON, THOMAS G. SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| BROWN, PAMELA | SPECIAL EDUCATION ASSISTANT | BROWN, HENRY A. SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| BROWN, TYNERRA | SPECIAL EDUCATION ASSISTANT | MCKINLEY, WILLIAM SCHOOL | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| BRUNSON, MELISSA C | PAYROLL PROCESSOR II | PAYROLL | 02/05/24 | \$59,529.00 | ANNUAL SALARY |

Personnel Hires
March 28, 2024
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| | | | | | |
|-------------------------|--------------------------------|--------------------------------|----------|-------------|---------------|
| BURR, JACOB | TEACHER,FULL TIME | LOCKE, ALAIN SCHOOL | 02/01/24 | \$51,568.00 | ANNUAL SALARY |
| BUTLER,KIM J | LEAVE ADMIN SPECIALIST | EMPLOYEE HEALTH SUPPORT | 02/20/24 | \$68,500.00 | ANNUAL SALARY |
| BUTTERFIELD, MCKENZIE A | SPECIAL EDUCATION ASSISTANT | GREENFIELD, ALBERT M. SCHOOL | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| CABRERA, KAYLANIE | COUNSELING ASST,BILINGUAL | FRANKFORD HIGH SCHOOL | 02/19/24 | \$25,688.00 | ANNUAL SALARY |
| CALLANDS, MICHAEL J | STEP CASE MANAGER | PREVENTION & INTERVENTION | 02/15/24 | \$56,573.00 | ANNUAL SALARY |
| CAMPBELL, DASIA Y | SPECIAL EDUCATION ASSISTANT | STRAWBERRY MANSION HIGH SCHOOL | 02/26/24 | \$23,474.00 | ANNUAL SALARY |
| CARROLL, SHANTA | SPECIAL EDUCATION ASSISTANT | FELS, SAMUEL HIGH SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| CASTILLO, JASMIN | LIAISON, STUDENT REENTRY&TRANS | PHILA JUV JUSTICE SVCS CTR | 02/26/24 | \$62,413.00 | ANNUAL SALARY |
| CEBALLOS, ROSIE | TEACHER ASST,PKHS | BRYANT HEAD START | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| CHAMBLISS, AISHA | SPECIAL EDUCATION ASSISTANT | HARTRANFT, JOHN F. SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| CHOWDHURY, RIFATHARA | SPECIAL EDUCATION ASSISTANT | FRANKLIN, BENJAMIN ELEM SCHOOL | 01/08/24 | \$23,474.00 | ANNUAL SALARY |
| COLBERT-BRINKLEY, DAMA | TEACHER,FULL TIME | STANTON, EDWIN M. SCHOOL | 02/06/24 | \$51,568.00 | ANNUAL SALARY |
| COLLINS, MEDINA | TEACHER,SPEC EDUCATION | FELTONVILLE ARTS & SCIENCES | 02/05/24 | \$59,529.00 | ANNUAL SALARY |
| COOPER, GREGORY SCOTT | TEACHER,SPEC EDUCATION | LONGSTRETH, WILLIAM C. SCHOOL | 02/05/24 | \$57,351.00 | ANNUAL SALARY |
| COOPER, INAYAH | SPECIAL EDUCATION ASSISTANT | LOESCHE, WILLIAM H. SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| COOPER HOYLE, ASIA | SPECIAL EDUCATION ASSISTANT | NEBINGER, GEORGE W. SCHOOL | 02/13/24 | \$23,474.00 | ANNUAL SALARY |
| COX, LETITIA | SPECIAL EDUCATION ASSISTANT | LAMBERTON,ROBERT E. ELEMENTARY | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| DAVIS, DANNY | SECRETARY I | WAGNER, GEN. LOUIS MIDDLE SCH. | 02/05/24 | \$26,351.00 | ANNUAL SALARY |
| DAVIS HUGHES, FATEEMA | SUPPORTIVE SERVICES ASST, 3 HR | SAYRE, WILLIAM L. HIGH SCHOOL | 02/12/24 | \$10,431.00 | ANNUAL SALARY |
| DEBARRY, ASIAH | SPECIAL EDUCATION ASSISTANT | DOBSON, JAMES SCHOOL | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| DIALLO, DANIKA N | SPECIAL EDUCATION ASSISTANT | FOX CHASE SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| DOMINGUEZ, YNGRIS | SPECIAL EDUCATION ASSISTANT | FITLER ACADEMICS PLUS | 02/12/24 | \$35,101.00 | ANNUAL SALARY |

Personnel Hires
March 28, 2024
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|------------------------|--------------------------------|--------------------------------|----------|-------------|---------------|
| DORVIL, BERGENIE N | SECRETARY I | PEIRCE, THOMAS M. SCHOOL | 02/12/24 | \$26,351.00 | ANNUAL SALARY |
| DURKIN, PATRICK EDWARD | RESTOR DISCIPL LIAIS/HEAR OFCR | OFFICE STUDENT RIGHTS & RESP | 02/15/24 | \$61,500.00 | ANNUAL SALARY |
| DURKIN, PATRICK EDWARD | PREHIRE | TEMPORARY FOR PRE-HIRES | 02/13/24 | \$0.00 | |
| EDMONDS, DENZEL D | TEACHER,SPEC EDUCATION | PENNYPACK HOUSE SCHOOL | 02/26/24 | \$52,516.00 | ANNUAL SALARY |
| EFUNNUGA, OLUWATOSIN | SCHOOL NURSE | TILDEN MIDDLE SCHOOL | 02/20/24 | \$94,794.00 | ANNUAL SALARY |
| ELLISON, MYRON D | SPECIAL EDUCATION ASSISTANT | STRAWBERRY MANSION HIGH SCHOOL | 02/26/24 | \$23,474.00 | ANNUAL SALARY |
| ESPADA, ANGEL J | SPECIAL EDUCATION ASSISTANT | HARTRANFT, JOHN F. SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| EVANS, CHARNESA J | SUPPORTIVE SERVICES ASST, 3 HR | MC MICHAEL, MORTON SCHOOL | 02/12/24 | \$10,431.00 | ANNUAL SALARY |
| FERGUSON, LAYLA A | SPECIAL EDUCATION ASSISTANT | PHILADELPHIA MILITARY ACADEMY | 02/26/24 | \$23,474.00 | ANNUAL SALARY |
| FLETCHER, BETHANY R | SUPPORTIVE SERVICES ASST, 4 HR | ACADEMY AT PALUMBO | 02/05/24 | \$13,908.00 | ANNUAL SALARY |
| FLOYD, JOHNA R | SPECIAL EDUCATION ASSISTANT | SOUTH PHILADELPHIA HIGH SCHOOL | 02/27/24 | \$32,558.00 | ANNUAL SALARY |
| FOREMAN, JOSETTE | TEACHER,FULL TIME | LAMBERTON,ROBERT E. ELEMENTARY | 02/02/24 | \$90,478.00 | ANNUAL SALARY |
| FRAIDON, JALALI | SPECIAL EDUCATION ASSISTANT | MAYFAIR SCHOOL | 02/26/24 | \$23,474.00 | ANNUAL SALARY |
| FRANKENBERGER, EMMA | SPECIAL EDUCATION ASSISTANT | ALLEN, ETHAN SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| FREDERIC, SHERLEY | SPECIAL EDUCATION ASSISTANT | MAYFAIR SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| GALLAGHER, AUTUMN | SPECIAL EDUCATION ASSISTANT | COOKE, JAY ELEMENTARY SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| GANTT, JAMES | SPECIAL EDUCATION ASSISTANT | BACHE-MARTIN SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| GANTT, JAMES | SPECIAL EDUCATION ASSISTANT | BACHE-MARTIN SCHOOL | 02/09/24 | \$0.00 | |
| GEBAUER, DANA | SPECIAL EDUCATION ASSISTANT | FOX CHASE SCHOOL | 02/26/24 | \$23,474.00 | ANNUAL SALARY |
| GONZALEZ, MONICA S | SPECIAL EDUCATION ASSISTANT | DEBURGOS, J. ELEMENTARY | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| GONZALEZ, VIRGINIA A | SPECIAL EDUCATION ASSISTANT | MOFFET, JOHN SCHOOL | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| GOODKIN, KAYLA LYNNE | SPECIAL EDUCATION ASSISTANT | ADAIRE, ALEXANDER SCHOOL | 02/05/24 | \$23,474.00 | ANNUAL SALARY |

Personnel Hires
March 28, 2024
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| GREEN, SHARNESE | SPECIAL EDUCATION ASSISTANT | MCCLOSKEY, JOHN F. SCHOOL | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| GREENE, JUANITA RACHEL | SCHOOL SAFETY OFFICER | OFFICE OF SCHOOL SAFETY | 01/26/24 | \$49,271.00 | ANNUAL SALARY |
| HAGGOOD, ABDULA | SPECIAL EDUCATION ASSISTANT | HARDING, WARREN G. MIDDLE SCH | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| HALL, VICTORIA C | SPECIAL EDUCATION ASSISTANT | MARSHALL, THURGOOD SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| HAMILTON, KEMOY | SPECIAL EDUCATION ASSISTANT | PATTERSON, JOHN M. SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| HARDEE, JENNIFER C | TEACHER,FULL TIME | HARDING, WARREN G. MIDDLE SCH | 02/12/24 | \$60,573.00 | ANNUAL SALARY |
| HEADEN, TYRA B | SUPPORTIVE SERVICES ASST, 4 HR | PENN ALEXANDER SCHOOL | 02/12/24 | \$13,908.00 | ANNUAL SALARY |
| HENDERSON, ZEKIAH | SPECIAL EDUCATION ASSISTANT | AMY NORTHWEST | 02/26/24 | \$23,474.00 | ANNUAL SALARY |
| HOLLEY, JOHN ADAM | TEACHER,FULL TIME | PENROSE SCHOOL | 02/05/24 | \$53,085.00 | ANNUAL SALARY |
| HOLLOWAY, MARLON | SPECIAL EDUCATION ASSISTANT | LINCOLN, ABRAHAM HIGH SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| HOWARD, GABRIELEEE | SPECIAL EDUCATION ASSISTANT | MARSHALL, THURGOOD SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| HUGHSTON, ASHLEY | SPECIAL EDUCATION ASSISTANT | HENRY, CHARLES W. SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| HUSSAIN, NADIA KHANOM | SPECIAL EDUCATION ASSISTANT | HOLME, THOMAS SCHOOL | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| IRIZARRY, JONATHAN | ASST DIR,GENERAL ACCOUNTING | GENERAL ACCOUNTING | 02/19/24 | \$94,000.00 | ANNUAL SALARY |
| IVORY, LATASIA | MEDICAL ASSISTANT | EMPLOYEE HEALTH SUPPORT | 02/20/24 | \$42,564.00 | ANNUAL SALARY |
| JANIFER-BREAKER, CHERRELLE SIERRA | LEAD FOOD SERVICE WORKER | LUDLOW, JAMES R. SCHOOL | 02/05/24 | \$24,643.50 | ANNUAL SALARY |
| JEFFERSON, JOHN | SPECIAL EDUCATION ASSISTANT | BACHE-MARTIN SCHOOL | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| JOHNS, LA'QUIRA | SPECIAL EDUCATION ASSISTANT | MUNOZ-MARIN, HON LUIS SCHOOL | 02/26/24 | \$23,474.00 | ANNUAL SALARY |
| JOHNSON, ANGEL | SPECIAL EDUCATION ASSISTANT | ROBESON, PAUL HIGH SCHOOL | 02/26/24 | \$23,474.00 | ANNUAL SALARY |
| JOHNSON, WHITNEY C | SPECIAL EDUCATION ASSISTANT | LAMBERTON,ROBERT E. ELEMENTARY | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| JONES, JASMIME T | SPECIAL EDUCATION ASSISTANT | BRYANT, WILLIAM C. SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |

Personnel Hires
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| JORGE, ANNORIS | SPECIAL EDUCATION ASSISTANT | GOMPERS, SAMUEL SCHOOL | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| KLEIN, LOUIS A | DATA ANALYST | RESEARCH & EVALUATION | 02/26/24 | \$63,212.00 | ANNUAL SALARY |
| LAFIORA, JOE | TEACHER,FULL TIME | RHODES ELEMENTARY SCHOOL | 02/27/24 | \$51,568.00 | ANNUAL SALARY |
| LANG, AMANI S | SPECIAL EDUCATION ASSISTANT | HARDING, WARREN G. MIDDLE SCH | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| LARKIN, RACHELE | TEACHER,FULL TIME | LOESCHE, WILLIAM H. SCHOOL | 02/22/24 | \$51,568.00 | ANNUAL SALARY |
| LEE, DIONNE R | TEACHER,FULL TIME | LAMBERTON,ROBERT E. ELEMENTARY | 02/27/24 | \$53,749.00 | ANNUAL SALARY |
| MADRID, JOEL | EX DIR TALENT OPERATIONS | TALENT ADMINISTRATION | 02/20/24 | \$137,000.00 | ANNUAL SALARY |
| MAGEE, BRYAN L | SPECIAL EDUCATION ASSISTANT | HIGH SCHOOL OF THE FUTURE | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| MAHON, STEPHEN JAMES | PROJECT ASSISTANT | ATTENDANCE & TRUANCY OFFICE | 02/12/24 | \$55,570.00 | ANNUAL SALARY |
| MAINOR, NAKIRA N | SPECIAL EDUCATION ASSISTANT | ANDERSON, MARIAN ACADEMY | 02/27/24 | \$23,474.00 | ANNUAL SALARY |
| MARGULIS, SANDRA | SUPPORTIVE SERVICES ASST, 4 HR | KIRKBRIDE, ELIZA B. SCHOOL | 02/05/24 | \$13,908.00 | ANNUAL SALARY |
| MARSHALL, MELVIN | ASSISTANT SUPERTN FOR SPEC PRO | OFFICE OF THE CHIEF OF SCHOOLS | 02/05/24 | \$185,007.00 | ANNUAL SALARY |
| MARTINEZ-ORTIZ, YAVIERLIS | SPECIAL EDUCATION ASSISTANT | GLORIA CASAREZ ELEMENTARY | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| MATTHEWS-FIELDS, ISIAH T | SPECIAL EDUCATION ASSISTANT | BLAINE, JAMES G. SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| MATTOX, VERONICA | SUPPORTIVE SERVICES ASST, 4 HR | BLAINE, JAMES G. SCHOOL | 01/30/24 | \$13,908.00 | ANNUAL SALARY |
| MCCAFFERTY- BROWN, RUBY | SUPPORTIVE SERVICES ASST, 3 HR | GIRARD ACADEMIC MUSIC PROGRAM | 02/27/24 | \$10,431.00 | ANNUAL SALARY |
| MCCRAY, JESSICA | SPECIAL EDUCATION ASSISTANT | BLAINE, JAMES G. SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| MCDANIELS, DOMINIQUE | SPECIAL EDUCATION ASSISTANT | GIDEON, EDWARD SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| MCKEE, SHAHEED PHILIP | SPECIAL EDUCATION ASSISTANT | ANDERSON, MARIAN ACADEMY | 02/26/24 | \$35,101.00 | ANNUAL SALARY |
| MCLAMB, DEBORAH | SPECIAL EDUCATION ASSISTANT | SOLIS-COHEN, SOLOMON SCHOOL | 02/26/24 | \$23,474.00 | ANNUAL SALARY |
| MCQUEEN, NADIRAH | SPECIAL EDUCATION ASSISTANT | PENROSE SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| MEDINA, KHEMIE | TEACHER,FULL TIME | MORRIS, ROBERT SCHOOL | 02/26/24 | \$51,568.00 | ANNUAL SALARY |

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|-------------------------|--------------------------------|--------------------------------|----------|-------------|---------------|
| MEERBOTT, BRIAN ANTHONY | TEACHER,FULL TIME | ANDERSON, ADD B. SCHOOL | 02/01/24 | \$51,568.00 | ANNUAL SALARY |
| MERRILL, TIARA | SPECIAL EDUCATION ASSISTANT | MARSHALL, THURGOOD SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| MITCHELL, MOHNE | SPECIAL EDUCATION ASSISTANT | KIRKBRIDE, ELIZA B. SCHOOL | 02/26/24 | \$23,474.00 | ANNUAL SALARY |
| MOKHOVA, EVGENIIA | TEACHER,SPEC EDUCATION | EDISON, THOMAS A. HIGH SCHOOL | 02/14/24 | \$60,762.00 | ANNUAL SALARY |
| MOORE, AALIYAH | SUPPORTIVE SERVICES ASST, 4 HR | DICK, WILLIAM SCHOOL | 02/12/24 | \$13,908.00 | ANNUAL SALARY |
| MORA, AMANDA | INVESTIGATOR,INSPECTOR GENERAL | OFFICE OF INSPECTOR GENERAL | 02/20/24 | \$63,000.00 | ANNUAL SALARY |
| MORGAN, ANNE-LAVONNE | SCHOOL NURSE | MCCALL, GEN. GEORGE A. SCHOOL | 02/01/24 | \$76,972.00 | ANNUAL SALARY |
| MORRIS, JOSHUA S | SPECIAL EDUCATION ASSISTANT | MUNOZ-MARIN, HON LUIS SCHOOL | 02/26/24 | \$23,474.00 | ANNUAL SALARY |
| MURPHY, ELIZA | SUPPORTIVE SERVICES ASST, 4 HR | SOUTHWARK SCHOOL | 02/12/24 | \$13,908.00 | ANNUAL SALARY |
| NDREKO, ANXHELA | SPECIAL EDUCATION ASSISTANT | LOESCHE, WILLIAM H. SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| NIXON, HAMIRA | SPECIAL EDUCATION ASSISTANT | HARTRANFT, JOHN F. SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| NORMAN, TRAVIS | PRG CD, MULTIPLE OFFICES | OFFICE OF THE CHIEF OF SCHOOLS | 02/15/24 | \$58,885.00 | ANNUAL SALARY |
| NYARKO, KEZIA | TEACHER,FULL TIME | CHILDS, GEORGE W. SCHOOL | 02/12/24 | \$51,568.00 | ANNUAL SALARY |
| OATES, MADIA | SPECIAL EDUCATION ASSISTANT | MAYFAIR SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| PANTALONE, DIANA | TEACHER,FULL TIME | GIRARD, STEPHEN SCHOOL | 02/05/24 | \$67,680.00 | ANNUAL SALARY |
| PARKER, KALYNN | EXT ACTVTS,NON-CONTRACT EMP-HR | EMPLOYEE RECORD SUPPORT | 02/23/24 | \$15.00 | HOURLY RATE |
| PARVEZ, UZMA | SPECIAL EDUCATION ASSISTANT | BALDI MIDDLE SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| PERALTA, NATHALI | SPECIAL EDUCATION ASSISTANT | STEARNE, ALLEN M. SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| PHILLIPS, DAVID | TEACHER,FULL TIME | FRANKFORD HIGH SCHOOL | 02/20/24 | \$51,568.00 | ANNUAL SALARY |
| PHILLIPS, SHAQUAYA | SPECIAL EDUCATION ASSISTANT | LINGELBACH, ANNA L. SCHOOL | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| PLEZ, CIANI SHANICE | SUPPORTIVE SERVICES ASST, 4 HR | SPRUANCE, GILBERT SCHOOL | 01/29/24 | \$13,908.00 | ANNUAL SALARY |
| POLK, KIANA K | SPECIAL EDUCATION ASSISTANT | HENRY, CHARLES W. SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |

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|------------------------|--------------------------------|-------------------------------|----------|-------------|---------------|
| PRICE, KHADIYAH | TEACHER,FULL TIME | GIDEON, EDWARD SCHOOL | 02/12/24 | \$51,568.00 | ANNUAL SALARY |
| PROCOPIO, REGINA MARIA | TEACHER,SPEC EDUCATION | LINCOLN, ABRAHAM HIGH SCHOOL | 02/05/24 | \$83,903.00 | ANNUAL SALARY |
| RICHARDSON, ZENZELE | TEACHER,SPEC EDUCATION | WEST PHILADELPHIA HIGH SCHOOL | 02/08/24 | \$52,516.00 | ANNUAL SALARY |
| RIDER, MARIA | COUNSELING ASST,BILINGUAL | MAYFAIR SCHOOL | 02/20/24 | \$25,688.00 | ANNUAL SALARY |
| RIOS, VANESSA | TEACHER,SPEC EDUCATION | MUNOZ-MARIN, HON LUIS SCHOOL | 02/12/24 | \$57,065.00 | ANNUAL SALARY |
| RIVERA, ARIEL | SPECIAL EDUCATION ASSISTANT | COMLY, WATSON SCHOOL | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| ROSA, MARETZY | COUNSELING ASST,BILINGUAL | DEBURGOS, J. ELEMENTARY | 02/02/24 | \$25,688.00 | ANNUAL SALARY |
| SALANECK, SHEILA | COORD,FAMILY & COMMUNITY ENGMT | FAMILY & COMMUNITY ENGAGEMENT | 02/12/24 | \$59,994.00 | ANNUAL SALARY |
| SANDERS, AMIRAH | SPECIAL EDUCATION ASSISTANT | PENROSE SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| SAUNDERS, CHRISTIAN A | SPECIAL EDUCATION ASSISTANT | MORTON, THOMAS G. SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| SAUNDERS, DEBORAH | SPECIAL EDUCATION ASSISTANT | COOKE, JAY ELEMENTARY SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| SCOTT, WANDELL C | SPECIAL EDUCATION ASSISTANT | MAYFAIR SCHOOL | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| SI KADIR, SADIA | SPECIAL EDUCATION ASSISTANT | FOX CHASE SCHOOL | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| SIMON, RICHARD S | ALARM SYSTEMS DISPATCH OPER | OFFICE OF SCHOOL SAFETY | 02/26/24 | \$49,104.00 | ANNUAL SALARY |
| SINGER, LEIA | SCHOOL NURSE | CLEMENTE, ROBERTO MIDDLE SCHL | 02/06/24 | \$74,171.00 | ANNUAL SALARY |
| SMALLS, ANTONIA | SPECIAL EDUCATION ASSISTANT | EDMONDS, FRANKLIN S. SCHOOL | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| SMITH, MARYANN | STUDENT CLIMATE STAFF,6 HOURS | COOK-WISSAHICKON SCHOOL | 02/26/24 | \$20,327.00 | ANNUAL SALARY |
| SNYDER, BRIANNA | SPECIAL EDUCATION ASSISTANT | PENROSE SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| SNYDER, SEAN ANDREW | TEACHER,FULL TIME | DECATUR, STEPHEN SCHOOL | 02/16/24 | \$80,223.00 | ANNUAL SALARY |
| SOWELL, RYAN L | SPECIAL EDUCATION ASSISTANT | HARDING, WARREN G. MIDDLE SCH | 02/26/24 | \$23,474.00 | ANNUAL SALARY |
| SPROSS, JACOB | SPECIAL EDUCATION ASSISTANT | GIRARD, STEPHEN SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| STALEY-SINGH, TRACEY Y | SPECIAL EDUCATION ASSISTANT | HARDING, WARREN G. MIDDLE SCH | 02/12/24 | \$23,474.00 | ANNUAL SALARY |

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|------------------------------|--------------------------------|--------------------------------|----------|-------------|---------------|
| STANBERRY, LATOYA | SPECIAL EDUCATION ASSISTANT | SOUTH PHILADELPHIA HIGH SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| STATON, SAMIRIA | SPECIAL EDUCATION ASSISTANT | BALDI MIDDLE SCHOOL | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| STEVENS, JAYLAH | SPECIAL EDUCATION ASSISTANT | BREGY, F. AMEDEE SCHOOL | 01/29/24 | \$23,474.00 | ANNUAL SALARY |
| STRAUGHTER, JEWEL | TEACHER,FULL TIME | PRINCE HALL SCHOOL | 02/26/24 | \$78,679.00 | ANNUAL SALARY |
| SUNG, CYNTHIA R | SUPPORTIVE SERVICES ASST, 4 HR | PENN ALEXANDER SCHOOL | 02/05/24 | \$13,908.00 | ANNUAL SALARY |
| SWINSON, DAWN | SPECIAL EDUCATION ASSISTANT | LAWTON, HENRY W. SCHOOL | 02/26/24 | \$23,474.00 | ANNUAL SALARY |
| TATE-POWELL, CHARNELLE M | SPECIAL EDUCATION ASSISTANT | CASSIDY,LEWIS C ACADEMICS PLUS | 02/20/24 | \$35,101.00 | ANNUAL SALARY |
| TAYLOR, ANNA | TEACHER,FULL TIME | NEBINGER, GEORGE W. SCHOOL | 02/20/24 | \$51,568.00 | ANNUAL SALARY |
| TAYLOR, JEWEL | SPECIAL EDUCATION ASSISTANT | HENRY, CHARLES W. SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| TAYLOR, NICK | TEACHER,FULL TIME | WASHINGTON, MARTHA SCHOOL | 02/16/24 | \$58,109.00 | ANNUAL SALARY |
| THOMAS, VERONICA A | SPECIAL EDUCATION ASSISTANT | LAWTON, HENRY W. SCHOOL | 02/26/24 | \$23,474.00 | ANNUAL SALARY |
| TOLL, AMY | TEACHER,FULL TIME | MAYFAIR SCHOOL | 02/07/24 | \$60,573.00 | ANNUAL SALARY |
| TOOMER, CHERYL R | SPECIAL EDUCATION ASSISTANT | BLANKENBURG, RUDOLPH SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| TROIANO, SHAYLIN FRANCES | TEACHER,FULL TIME | BARTRAM, JOHN HIGH SCHOOL | 02/02/24 | \$51,568.00 | ANNUAL SALARY |
| TUCKER-BOSKIE, TAMIKA | SPECIAL EDUCATION ASSISTANT | FINLETTER, THOMAS K. SCHOOL | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| VELASQUEZ-MAYORGA, JACKELINE | SPECIAL EDUCATION ASSISTANT | MUNOZ-MARIN, HON LUIS SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| VILLOT, BETTY F | SPECIAL EDUCATION ASSISTANT | STEARNE, ALLEN M. SCHOOL | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| VISCOMI, NICHOLAS | TEACHER,FULL TIME | MAYFAIR SCHOOL | 02/26/24 | \$51,568.00 | ANNUAL SALARY |
| WALKER, KIMBERLY | SPECIAL EDUCATION ASSISTANT | WASHINGTON, GROVER JR. MIDDLE | 02/05/24 | \$23,474.00 | ANNUAL SALARY |
| WARRICK, OCTAVIA | SPECIAL EDUCATION ASSISTANT | POWEL, SAMUEL SCHOOL | 02/06/24 | \$23,474.00 | ANNUAL SALARY |
| WHITMORE, DONELL H | SPECIAL EDUCATION ASSISTANT | RICHMOND SCHOOL | 02/20/24 | \$23,474.00 | ANNUAL SALARY |
| WILKERSON, VIENIK | SPECIAL EDUCATION ASSISTANT | ANDERSON, MARIAN ACADEMY | 02/26/24 | \$23,474.00 | ANNUAL SALARY |

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| WILSON-PENNY, CHYNEA | SPECIAL EDUCATION ASSISTANT | LAMBERTON, ROBERT E. ELEMENTARY | 02/12/24 | \$23,474.00 | ANNUAL SALARY |
| WONG, OLIVIA | TEACHER, FULL TIME | LEA, HENRY C. | 02/05/24 | \$53,085.00 | ANNUAL SALARY |
| YOUNG, WILLONA EVETTE | SCHOOL SAFETY OFFICER | OFFICE OF SCHOOL SAFETY | 02/12/24 | \$49,271.00 | ANNUAL SALARY |

Action Item - 4.

Title: Approval of Personnel Terminations - Updated 3.28.2024

Board of Education Meeting Date: 3/28/2024

Action under consideration

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 March 28,2024:

Office Originating Request: Talent

ATTACHMENTS:

Description

Action Item 4 - FINAL

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 March 28,2024:

| | |
|-------------------|-----------------------|
| Lauren Rutherford | Student Climate Staff |
| Shante Ware | General Cleaner |
| Keyana White | School Safety Officer |

Action Item - 5.

**Title: Administration's Recommendation for Termination of Professional Employees -
WITHDRAWN BY STAFF 3.21.2024/Resubmitted 3.22.2024 - Updated 3.28.2024**

Board of Education Meeting Date: 3/28/2024

Action under consideration

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

1. S. C.
2. S. M.

and be it

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

Office Originating Request: Talent

ATTACHMENTS:

Description

Type

Action Item - 6.

Title: Approval of Resignations and Retirements - Updated 3.28.2024

Board of Education Meeting Date: 3/28/2024

Action under consideration

RESOLVED, by the Board of Education that the resignations and retirements of the
following individuals are accepted effective March 28, 2024.

*Names to be provided for public view immediately prior to the Board of Education Action
Meeting on March 28, 2024.

Office Originating Request: Talent

ATTACHMENTS:

Description

Action Item 6

Type

Supporting Document

RESOLVED, by the Board of Education that the resignations and retirements of the following individuals are accepted effective March 28, 2024

| Name | Location | Position | Effective Date | Reason |
|--------------------|---|--------------------------------|----------------|-------------|
| Ahmed, Shahnaz | Moore, J. Hampton School | Special Education Assistant | 3/8/2024 | Resignation |
| Almaliki, Hind | Fitzpatrick, A.L. School | Supportive Services Asst, 3 Hr | 3/1/2024 | Resignation |
| Alvi, AMBREEN | Fitzpatrick, A.L. School | Supportive Services Asst, 3 Hr | 2/26/2024 | Resignation |
| Amster, Doreen | Feltonville Intermediate School | Teacher, Full Time | 6/14/2024 | Resignation |
| Anderson, Jaquay | John Barry Head Start | Teacher, Full Time | 6/14/2024 | Resignation |
| Armstrong, Megan | Frankford High School | Special Education Assistant | 3/29/2024 | Resignation |
| Arrington, Khaliah | Washington, Grover Jr. Middle School | Teacher, Full Time | 6/14/2024 | Resignation |
| Ashantee, Hiram | Edmonds, Franklin S. School | School Climate Manager | 3/7/2024 | Resignation |
| Atkinson, William | Building 21 | Teacher, Spec Education | 6/14/2024 | Retirement |
| Austin, Nabiyah | Cooke, Jay School | Special Education Assistant | 2/20/2024 | Resignation |
| Bailey, MARKEYA | Decatur, Stephen School | Special Education Assistant | 3/15/2024 | Resignation |
| Baldwin, James | Dobbins, Murrell High School | Teacher, Full Time | 6/14/2024 | Retirement |
| Barksdale, Genia | Anderson, Marian Neighborhood Academy | Special Education Assistant | 3/12/2024 | Resignation |
| Barna, Jared | Castor Gardens Middle School | Teacher, Full Time | 6/14/2024 | Resignation |
| Baron, Juliana | Rhodes, E. Washington Elementary School | Teacher, Full Time | 6/14/2024 | Resignation |

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|--------------------|--------------------------------|-----------------------------|-----------|-------------|
| Baxter, Nyera | Childs, George W. School | Special Education Assistant | 3/4/2024 | Resignation |
| Bennie, VERONICA | Widener Memorial School | Bus Attendant, Sev Hours | 6/14/2024 | Retirement |
| Benson, Alyvia | Finletter, Thomas K. School | Teacher, Full Time | 3/8/2024 | Resignation |
| Bergh, MARY | Hartranft, John F. School | Teacher, Full Time | 6/14/2024 | Resignation |
| Bernstein, Rebecca | Sheppard, Isaac A. School | Teacher, Full Time | 6/14/2024 | Resignation |
| Berry, Jaeda | Edmonds, Franklin S. School | School Counselor, 10 Months | 6/14/2024 | Resignation |
| Bezati, Denisa | Northeast Community Propel Acd | Special Education Assistant | 3/4/2024 | Resignation |
| Bhatnagar, VIBHA | Motivation High School | Teacher, Full Time | 11/7/2024 | Retirement |
| Black, Darlene | Jenks Academy Arts & Sciences | Special Education Assistant | 6/14/2024 | Retirement |
| Bonner, Linda | Widener Memorial School | Bus Attendant, Sev Hours | 6/14/2024 | Retirement |
| Boone, Anthious | Fitler Academics Plus | Principal | 6/28/2024 | Retirement |
| Brennan, Jaclyn | Vare-Washington School | Teacher, Spec Education | 6/14/2024 | Resignation |
| Breuer, MADISON | Morrison, Andrew J. School | Teacher, Full Time | 4/1/2024 | Resignation |
| Brown, Stephanie | Bethune, Mary Mcleod School | Teacher, Full Time | 6/14/2024 | Retirement |
| Brown, Clara | Office Of General Counsel | Paralegal I | 2/9/2024 | Resignation |
| Capozzoli, Rebecca | Jackson Coppin, Fanny School | Teacher, Full Time | 6/14/2024 | Resignation |
| Chandler, Kabriah | Disston, Hamilton School | General Cleaner, 8 Hours | 2/23/2024 | Resignation |
| Chaney, Joshua | Overbrook Educational Center | School Climate Liaison | 3/1/2024 | Resignation |

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|---------------------------|----------------------------------|--------------------------------|-----------|-------------|
| Channick, MELANIE | Rhawnhurst School | Teacher, Full Time | 6/14/2024 | Retirement |
| Chavez, Victoria | South Philadelphia High School | Food Svcs Assistant | 2/23/2024 | Resignation |
| Chen, Chien-Hui | Mayfair School | Teacher, Full Time | 6/14/2024 | Resignation |
| Cherry, Shadirah | Allen, Dr. Ethel School | Student Climate Staff, 5 Hours | 1/3/2024 | Resignation |
| Clark, Denise | Comegys, Benjamin B. School | Custodial Assistant | 6/14/2024 | Retirement |
| Cogswell, Reese | Building 21 | Teacher, Full Time | 6/14/2024 | Resignation |
| Coleman, Carina | Furness, Horace High School | Special Education Assistant | 4/1/2024 | Resignation |
| Collins, Edward | Amy 5 At James Martin | Teacher, Full Time | 6/14/2024 | Resignation |
| Collis, Michala | Mifflin, Thomas School | Teacher, Spec Education | 6/14/2024 | Resignation |
| Cronin-Connolly, Jesse | Longstreth Head Start | Teacher, Full Time | 6/14/2024 | Resignation |
| Cronin-Connolly, Marian | Strawberry Mansion High School | Teacher, Full Time | 6/14/2024 | Resignation |
| Cuevas-Cruz, Rose | Taylor, Bayard School | Student Climate Staff, 4 Hours | 3/8/2024 | Resignation |
| Curry, Shahada | Elkin, Lewis School | General Cleaner, 8 Hours | 2/8/2024 | Resignation |
| Danvers-Channer, Colleen | Tilden, William T. Middle School | Teacher, Full Time | 6/14/2024 | Resignation |
| Davis, ADAM | Rhoads, James School | Teacher, Full Time | 6/14/2024 | Resignation |
| Davis-Green, JADE | Swenson Arts/Tech High School | Student Climate Staff, 6 Hours | 4/1/2024 | Resignation |
| Davis-Porter, Shawn | Morton, Thomas G. School | Teacher, Full Time | 6/14/2024 | Retirement |
| Delafosse-Brown, THEODORE | Kirkbride, Eliza B. School | Teacher, Full Time | 6/14/2024 | Resignation |
| Digiovanni, Steven | Pennypack House School | Teacher, Spec Education | 6/14/2024 | Retirement |

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| Dilacqua, DANIELLA | Girls, Phila High School For | Teacher, Spec Education | 5/7/2024 | Resignation |
| Dileo, Danielle | Feltonville Intermediate | Teacher, Full Time | 3/15/2024 | Resignation |
| Donnelly, CAMERON | Mccall, Gen. George A. School | Teacher, Full Time | 6/14/2024 | Resignation |
| Donsky, Samuel | Northeast Community Propel Academy | Teacher, Full Time | 6/14/2024 | Resignation |
| Dynan, Joseph | Olney High School | Teacher, Full Time | 6/14/2024 | Retirement |
| Emanuel, DANIELLE | Comegys, Benjamin B. School | Teacher, Full Time | 6/14/2024 | Resignation |
| Enyondo, Gloria | Day, Anna B. School | Behavioral Health Counselor | 6/14/2024 | Resignation |
| Feighan Drach, Regina | Kensington High School for Creative and Performing Arts (CAPA) | Teacher, Full Time | 6/14/2024 | Retirement |
| Felix, Josefina | Feltonville Intermediate School | Teacher, Full Time | 6/14/2024 | Resignation |
| Ferede, Girma | Bus Attendants-Private Schools | Bus Attendant | 3/4/2024 | Resignation |
| Fields, Percy | Girls, Phila High School For | Teacher, Full Time | 3/1/2024 | Resignation |
| Flaks, Julia | Wright, Richard R. School | Teacher, Spec Education | 6/14/2024 | Resignation |
| Flood, Ashley | Emlen, Eleanor C. School | Special Education Assistant | 3/15/2024 | Resignation |
| Flynn, Patrick | Edison, Thomas A. High School | Teacher, Full Time | 6/14/2024 | Resignation |
| Ford, Richard | Cooke, Jay Elementary School | Student Climate Staff, 7 Hours | 2/16/2024 | Resignation |
| Ford, Alice | Welsh, John School | Teacher, Full Time | 3/18/2024 | Resignation |
| Francis, JAMIR | Bryant, William C. School | Food Svcs Assistant | 3/22/2024 | Resignation |
| Frank, Jennifer | Lincoln, Abraham High School | Student Climate Staff, 7 Hours | 3/15/2024 | Resignation |

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|--------------------------|--|--------------------------------|-----------|-------------|
| Franz, Mary | Robeson, Paul High School for Human Services | Teacher, Full Time | 6/14/2024 | Resignation |
| Fredericks, Catherine | Moffet, John School | Teacher, Full Time | 6/14/2024 | Retirement |
| Friel, Erica | Carnell, Laura H. School | Teacher, Full Time | 3/15/2024 | Resignation |
| Garcia, Ana | Juniata Park Academy | Special Education Assistant | 3/15/2024 | Resignation |
| Gardner, Douglas | Penrose School | Teacher, Full Time | 6/14/2024 | Retirement |
| German, Ronald | Comegys, Benjamin B. School | Teacher, Full Time | 6/14/2024 | Resignation |
| Geter, Anna | Franklin, Benjamin Elem School | Special Education Assistant | 4/12/2024 | Resignation |
| Ghanayem, Judy | Jackson Coppin, Fanny School | Teacher, Spec Education | 6/14/2024 | Retirement |
| Gleaton, JUSTIN | Lingelbach, Anna L. School | Student Climate Staff, 6 Hours | 1/26/2024 | Resignation |
| Gonzalez, Latoya | Duckrey, Tanner School | Food Svcs Assistant | 2/28/2024 | Resignation |
| Gonzalez, Natalee | De Burgos, Julia School | Teacher, Full Time | 6/14/2024 | Resignation |
| Gordon, Anthony | Peirce, Thomas M. School | Principal | 6/28/2024 | Retirement |
| Graboskie, Crystal | Webster, John H. School | General Cleaner, 8 Hours | 3/26/2024 | Resignation |
| Gray-Williams, Deana | Central High School | Food Svcs Manager Iv | 6/14/2024 | Retirement |
| Greene, Todd | Facilities Mgrs-Central Office | Pest Control Technician B | 3/15/2024 | Retirement |
| Greene, Saleena | Kelley, William D. School | Teacher, Spec Education | 6/14/2024 | Resignation |
| Greene Johnson, Argynell | Widener Memorial School | School Aide Iii, Widener Schl | 6/14/2024 | Retirement |
| Gregory, Barbara | Widener Memorial School | Bus Attendant | 6/14/2024 | Retirement |
| Guidry, Benjamin | Building 21 | Teacher, Full Time | 6/14/2024 | Resignation |

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|-------------------|--|-----------------------------------|------------|-------------|
| Guinup, Denise | Holme Head Start | Teacher Asst,Pkhs | 6/14/2024 | Retirement |
| Hall, Najhala | Bluford, Guion S. Elementary School | Teacher,Full Time | 6/14/2024 | Resignation |
| Hammitt, Robin | Office Of School Safety | Serious Incident Desk Recorder | 7/1/2024 | Retirement |
| Hannibal, Nakia | Duckrey, Tanner G. School | Teacher,Full Time | 6/14/2024 | Resignation |
| Harner, Madelyn | Edison High Bright Futures | Teacher,Full Time | 6/14/2024 | Resignation |
| Harnita, DEVINA | Bodine, William W. High School | Teacher,Full Time | 6/14/2024 | Resignation |
| Harris, Terrashia | Richmond School | Special Education Assistant | 2/20/2024 | Resignation |
| Harris, Bianca | Blankenburg Head Start | Student Climate St,Erl Ch 5 Hr | 3/8/2024 | Resignation |
| Harrison, Peter | Childs, George W. School | Teacher,Full Time | 6/14/2024 | Resignation |
| Hart, Turquoise | Randolph, A. Philip Career and Technical High School | Special Education Assistant | 4/3/2024 | Resignation |
| Hawkins, Nymera | Dobson, James School | Special Education Assistant | 3/25/2024 | Resignation |
| Haynes, Charles | Facilities Manager - CE Region | Cleaning Leader | 2/2/2024 | Retirement |
| Hays, Barbara | Mayfair School | Secretary I | 09/06/2024 | Retirement |
| Hegarty, James | Disston, Hamilton School | Teacher,Full Time | 6/14/2024 | Resignation |
| Heyward, Robert | Wagner, General Louis Middle School | Teacher,Full Time | 6/14/2024 | Retirement |
| Higgins, Michael | Technology Services | Director,Network Services | 8/2/2024 | Retirement |
| Hines, Keshawnda | Southwark School | General Cleaner, 8 Hours | 2/20/2024 | Resignation |
| Hitchner, Eric | Building 21 | Teacher,Full Time | 6/14/2024 | Resignation |

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|--------------------|---------------------------------|--------------------------------|-----------|-------------|
| Hoffman, Lauren | Morrison, Andrew J. School | Teacher, Full Time | 6/14/2024 | Resignation |
| Holman, Karen | Spruance, Gilbert School | Teacher, Full Time | 6/14/2024 | Retirement |
| Horton, Ashley | Rhodes Elementary School | Special Education Assistant | 2/22/2024 | Resignation |
| Horvath, Elizabeth | Cook-Wissahickon Head Start | Teacher, Full Time | 4/12/2024 | Resignation |
| Hubbard, GINA | Greenberg, Joseph School | Principal | 6/28/2024 | Retirement |
| Hull, Moira | Juniata Park Academy | Teacher, Full Time | 6/14/2024 | Resignation |
| Ingersoll, HANNAH | Research & Evaluation | Associate, Analytics | 4/5/2024 | Resignation |
| Jackson, Troy | Bryant, William C. School | Teacher, Full Time | 2/12/2024 | Retirement |
| Jackson, Michael | Day, Anna B. School | Teacher, Full Time | 3/4/2024 | Resignation |
| Jackson, Alexandra | Spruance, Gilbert School | Teacher, Full Time | 6/14/2024 | Resignation |
| Jackson, Celestine | Masterman, Julia R. High School | General Cleaner, 8 Hours | 6/14/2024 | Retirement |
| Jacobs, Idah | Marshall, John School | Student Climate Staff, 5 Hours | 2/16/2024 | Resignation |
| Jacobs, Jeffrey | Anderson, Add B. School | Food Svcs Assistant | 4/1/2024 | Resignation |
| Jacobson, Sarah | Fels, Samuel High School | Teacher, Spec Education | 6/14/2024 | Resignation |
| James, Elizabeth | Southwark School | Lead Food Service Worker | 6/14/2024 | Retirement |
| Jamison, ANDREA | Kirkbride, Eliza B. School | School Counselor, 10 Months | 6/14/2024 | Retirement |
| Jennings, Brittni | Constitution High School | Teacher, Full Time | 6/14/2024 | Resignation |
| Johnson, Allison | Rhoads, James School | Teacher, Full Time | 6/14/2024 | Resignation |
| Johnson, Khadijah | Roxborough High School | Bus Attendant | 2/16/2024 | Resignation |
| Johnson, Rose | Roosevelt Elementary School | Special Education Assistant | 6/14/2024 | Retirement |

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|------------------------------|--|-----------------------------------|-----------|-------------|
| Johnson, Mozella | Widener Memorial School | School Aide Iii, Widener Schl | 6/14/2024 | Retirement |
| Jones, Dimair | School Technology Support | Technical Support Specialist | 3/29/2024 | Resignation |
| Jones, Jennifer | Pennell, Joseph School | School Improv Support Liaison | 6/14/2024 | Retirement |
| Jones-Fogle, Kierra | Tilden, William T. Middle School | Teacher,Full Time | 6/14/2024 | Resignation |
| Jordan, Matthew | Technical Operations | Cloud Services Engineer | 3/22/2024 | Resignation |
| Jordan-Harper, Nina | Morrison, Andrew J. School | Teacher,Full Time | 6/14/2024 | Resignation |
| Kearney, Abigail | The LINC | Teacher,Full Time | 6/14/2024 | Resignation |
| Keene, Cierra | Kirkbride Head Start | Teacher,Full Time | 6/14/2024 | Resignation |
| Kelly, Kristin | Constitution High School | Teacher,Full Time | 6/14/2024 | Resignation |
| Kerney, Madison | Parkway Center City Middle College High School | Supportive Services Asst, 3 Hr | 3/1/2024 | Resignation |
| Kirschen, Kimberly | Washington, George High School | Teacher,Full Time | 6/14/2024 | Retirement |
| Kleinschmidt, Christopher | Mitchell Elementary School | Asst Principal | 4/19/2024 | Resignation |
| Kocak, Zachary | Heston, Edward School | Teacher,Full Time | 6/14/2024 | Resignation |
| Koontz, Leah | Emlen, Eleanor C. School | Teacher,Full Time | 3/8/2024 | Resignation |
| Koppel, Rachel | Feltonville School of Arts and Sciences | Teacher,Full Time | 6/14/2024 | Resignation |
| Kreda, Samantha | Wright, Richard R. School | Teacher,Spec Education | 6/14/2024 | Resignation |
| Krupa, Patricia | Kensington High School for Creative and Performing Arts (CAPA) | School Nurse | 7/26/2024 | Retirement |
| Kuipers, Amanda | Finletter, Thomas K. School | Teacher,Full Time | 6/14/2024 | Resignation |

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|-------------------------|---|--------------------------------|-----------|-------------|
| Kukawski, Suzanne | Arts Academy At Benjamin Rush | Student Climate Staff, 5 Hours | 3/4/2024 | Resignation |
| Kuzan, Matthew | Rhodes, E. Washington Elementary School | Teacher, Spec Education | 6/14/2024 | Resignation |
| Lafiora, Joe | Rhodes Elementary School | Teacher, Full Time | 2/29/2024 | Resignation |
| Lance, Lynda | Phila Learning Academy-South | Food Svcs Worker Ii | 3/1/2024 | Retirement |
| Lee, Stefanie | Munoz-Marin, Hon Luis School | Student Climate Staff, 4 Hours | 1/19/2024 | Resignation |
| Lee, Dionne | Lamberton, Robert E. School | Teacher, Full Time | 3/13/2024 | Resignation |
| Levine, HANNAH | Hamilton, Andrew School | Teacher, Full Time | 6/14/2024 | Resignation |
| Levitsky, Kenneth | Munoz-Marin, Honorable Luis School | Teacher, Spec Education | 6/14/2024 | Retirement |
| Levy, Rebekah | Powel, Samuel School | Teacher, Full Time | 6/14/2024 | Resignation |
| Link, Stephen | Capital Programs | Director, Environmental Serv | 3/1/2024 | Resignation |
| Long, Jacqueline | West Philadelphia High School | Teacher, Full Time | 6/14/2024 | Resignation |
| Lowery, Donald | Morton, Thomas G. School | Teacher, Spec Education | 6/14/2024 | Retirement |
| Mahoney, Jared | Hill-Freedman World Academy | Teacher, Full Time | 6/14/2024 | Resignation |
| Manglona, Mathew | Mifflin, Thomas School | Teacher, Spec Education | 6/14/2024 | Resignation |
| Martinez, Amber | Edison, Thomas A. High School | Climate Support Specialist | 2/23/2024 | Resignation |
| Marx, BENJAMIN | Mastbaum, Jules E. High School | Teacher, Full Time | 6/14/2024 | Resignation |
| Mason, Felicia | Office Of General Counsel | Asst General Counsel | 4/5/2024 | Resignation |
| Mason-Scott, Jacqueline | Lingelbach, Anna L. School | School Counselor, 10 Months | 6/14/2024 | Retirement |
| Masud, Jenna | Building 21 | School Nurse | 6/14/2024 | Resignation |

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| Mays, Donna | Lawton School Head Start | Teacher Asst,Pkhs | 6/14/2024 | Retirement |
| Mcelroy, Conor | Bartram, John High School | Teacher,Full Time | 6/14/2024 | Resignation |
| Mcfarlane, Lisa | Lingelbach, Anna L. School | School Nurse Practitioner | 6/14/2024 | Retirement |
| Mcgrath, Ellen | Hunter, William H. School | Teacher,Full Time | 6/14/2024 | Resignation |
| Mckay, Natalia | Science Leadership Academy (SLA) at Beeber | School Counselor, 10 Months | 6/14/2024 | Resignation |
| Mcspedon, Kyle | Blaine, James G. School | Teacher,Full Time | 6/14/2024 | Resignation |
| Mengel, Jacquelyn | Nebinger, George W. School | Teacher,Spec Education | 6/14/2024 | Retirement |
| Milhouse, Cora | Rhoads, James School | Student Climate Staff,4 Hours | 4/12/2024 | Retirement |
| Mobley, Dale | Overbrook Elementary School | Secretary I | 6/14/2024 | Retirement |
| Montague, Khiree | Frankford High School | Student Climate Staff,7 Hours | 12/22/2023 | Resignation |
| Moore, Shanaya | Math, Civics And Sciences | Food Svcs Assistant | 3/8/2024 | Resignation |
| Moore, Sade | Wagner, General Louis Middle School | Teacher,Full Time | 6/14/2024 | Resignation |
| Morrison, Vivienne | Masterman, Julia R. High School | General Cleaner, 8 Hours | 5/31/2024 | Retirement |
| Morrissey, James | Harrington, Avery D. School | Custodial Assistant | 6/28/2024 | Retirement |
| Murphy, Vivian | Feltonville Arts & Sciences | Food Svcs Utility Worker | 6/14/2024 | Retirement |
| Murphy, Brenna | Sheppard, Isaac A. School | Teacher,Full Time | 6/14/2024 | Resignation |
| Myers, Shaniya | Frankford High School | Special Education Assistant | 2/23/2024 | Resignation |
| Naugle, Patrick | Stetson, John B. Middle School | Teacher,Full Time | 6/14/2024 | Resignation |

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| Nichols, Victoria | Edison, Thomas A. High School | Teacher, Spec Education | 5/9/2024 | Resignation |
| O'Neal, Da'Quan | Kensington Capa | Special Education Assistant | 3/12/2024 | Resignation |
| O'Neill, JAMES | Wilson, Woodrow Middle School | Teacher, Full Time | 6/14/2024 | Retirement |
| Olson, Luke | Masterman, Julia R. High School | Teacher, Full Time | 6/14/2024 | Resignation |
| Orbanek, Marissa | Office Of Communications | Communications Officer | 3/26/2024 | Resignation |
| Orr, Kelly | Kirkbride, Eliza B. School | Teacher, Full Time | 6/14/2024 | Retirement |
| Ortiz, YAZMYN | Munoz-Marin, Hon Luis School | Special Education Assistant | 3/15/2024 | Resignation |
| Otarola, Victor | Masterman, Julia R. High School | Teacher, Demonstration | 6/14/2024 | Retirement |
| Outlaw, DIAMONIQUE | Blankenburg, Rudolph School | Secretary I | 3/15/2024 | Resignation |
| Owens, Benjamin | Morrison, Andrew J. School | Teacher, Full Time | 6/14/2024 | Resignation |
| Parker, Derek | Facilities Mgmt. & Services | Facilities Area Manager | 3/8/2024 | Retirement |
| Peralta, Analis | Office Of School Safety | School Safety Officer | 3/6/2024 | Resignation |
| Phillips, Eual | Hill-Freedman World Academy | Teacher, Full Time | 4/26/2024 | Resignation |
| Pierre, Emily | Bethune, Mary Mcleod School | Teacher, Full Time | 6/14/2024 | Resignation |
| Pinto, Nicholas | Swenson Arts/Tech High School | Teacher, Full Time | 6/14/2024 | Resignation |
| Pollard, Robert | West Philadelphia High School | Student Climate Staff, 6 Hours | 3/6/2024 | Resignation |
| Powell, Sheileana | Gideon, Edward School | Teacher, Full Time | 6/14/2024 | Resignation |
| Price, Jeffrey | Central High School | Teacher, Full Time | 6/14/2024 | Retirement |

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| Randolph, Ashley | Lamberton, Robert E. Elementary | Bus Attendant | 3/7/2024 | Resignation |
| Rasheed-Mellett, Tanseem | West Philadelphia High School | Student Climate Staff, 6 Hours | 1/30/2024 | Resignation |
| Ratcliff, Adaja | Philadelphia Military Academy (PMA) | General Cleaner, 8 Hours | 3/29/2024 | Resignation |
| Redfield, Nicole | Allen, Ethan School | Student Climate Staff, 6 Hours | 2/7/2024 | Resignation |
| Reed, Samuel | Overbrook Elementary School | Teacher, Full Time | 6/14/2024 | Resignation |
| Riddick, Monaque | Cooke, Jay School | Behavioral Health Counselor | 6/14/2024 | Resignation |
| Riley, W | Mastbaum, Jules E. High School | Teacher, Full Time | 6/14/2024 | Retirement |
| Ringklib, Andrea | Southwark School | Teacher, Full Time | 6/14/2024 | Resignation |
| Rios, Jeremy | Philadelphia Military Academy (PMA) | Teacher, Full Time | 6/14/2024 | Resignation |
| Roberts, PATRICIA | | Teacher, Full Time | 3/8/2024 | Resignation |
| Robinson, Onyx | Key, Francis Scott School | Student Climate Staff, 4 Hours | 2/9/2024 | Resignation |
| Robinson, Yani | Hunter, William H. School | Teacher, Full Time | 6/14/2024 | Resignation |
| Robinson, Tyshae | Roosevelt Elementary School | Special Education Assistant | 3/11/2024 | Resignation |
| Rogers, Demetrius | High School of the Future | Special Education Assistant | 3/5/2024 | Resignation |
| Rosa, Emily | Greenberg, Joseph School | Special Education Assistant | 2/28/2024 | Resignation |
| Rosado, Hayley | Olney High School | Special Education Assistant | 3/27/2024 | Resignation |
| Roseman, Jodi | Office Of Specialized Services | Dir, Special Ed Services | 6/28/2024 | Retirement |
| Rosencranz, Dean | Bartram, John High School | Teacher, Full Time | 6/14/2024 | Retirement |

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| Ross Stevens, SHAYONE | Meade, Gen. George G. School | Student Climate Staff, 5 Hours | 2/23/2024 | Resignation |
| Roufai, Pharide | Bluford, Guion S. Elementary School | Teacher, Full Time | 6/14/2024 | Resignation |
| Rowe, Imani | Pennypacker, Samuel School | Bus Attendant | 3/22/2024 | Resignation |
| Rucker, Patricia | Allen, Ethan School | Supportive Services Asst, 4 Hr | 2/16/2024 | Retirement |
| Russell, Kayla | Wilson, Woodrow Middle School | General Cleaner, 8 Hours | 2/23/2024 | Resignation |
| Sacks, Theresa | Northeast Community Propel Academy | Special Education Assistant | 6/14/2024 | Retirement |
| Samuel, Vivienne | Barton, Clara School | Teacher, Full Time | 6/14/2024 | Retirement |
| Sanchez, Frances | Office Of School Safety | Project Assistant | 4/6/2024 | Resignation |
| Sazhin, Jennifer | Philadelphia Military Academy (PMA) | Teacher, Full Time | 6/14/2024 | Resignation |
| Schlueter, Theresa | Gloria Casarez Elementary School | Custodial Assistant | 6/14/2024 | Retirement |
| Schultz, TINA | Lawton, Henry W. School | Special Education Assistant | 2/12/2024 | Resignation |
| Schulz, Ashley | Swenson Arts and Technology High School | Teacher, Full Time | 5/14/2024 | Resignation |
| Scott, Tracey | Hunter, William H. School | Special Education Assistant | 4/8/2024 | Retirement |
| Sears, Conor | Harding, Warren G. Middle School | Teacher, Full Time | 6/14/2024 | Resignation |
| Shanahan, Monika | Washington, George High School | Teacher, Full Time | 10/1/2024 | Retirement |
| Shapiro, EMMA | Olney High School | Teacher, Full Time | 6/14/2024 | Resignation |
| Sharp, Rylee | Cook-Wissahickon School | Teacher, Spec Education | 6/14/2024 | Resignation |
| Shriver, Margaret | Hopkinson, Francis School | Principal | 1/10/2025 | Retirement |

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| Silver, Veneisha | Castor Gardens Middle School | Student Climate Staff, 6 Hours | 3/13/2024 | Resignation |
| Silverman, Alexa | Ziegler, William H. School | Teacher, Full Time | 6/14/2024 | Resignation |
| Silvers Cohen, Brooke | Greenfield, Albert M. School | Teacher, Full Time | 6/14/2024 | Resignation |
| Singleton, Alaina | Kelley, William D. School | Teacher, Full Time | 6/14/2024 | Resignation |
| Skroly, Caitlin | Elkin, Lewis School | Teacher, Full Time | 6/14/2024 | Resignation |
| Sloan, Kim | King, Martin Luther High School | Teacher, Spec Education | 6/14/2024 | Retirement |
| Smith, Raymond | Southwark School | Teacher, Full Time | 4/4/2024 | Retirement |
| Smith, Deanna | Randolph Technical High School | Asst Principal | 5/6/2024 | Resignation |
| Snyder, Carmen | Dobson, James School | Special Education Assistant | 3/11/2024 | Resignation |
| Spencer, MACOMA | Ludlow, James R. School | Special Education Assistant | 3/8/2024 | Resignation |
| Sposato, Angela | Roxborough High School | Teacher, Full Time | 6/14/2024 | Retirement |
| Stanford, Rebecca | Masterman, Julia R. High School | Teacher, Demonstration | 6/14/2024 | Resignation |
| Staton, Denise | Masterman, Julia R. High School | General Cleaner, 8 Hours | 6/21/2024 | Retirement |
| Steiner-Rose, Beatrix | Fitler Academics Plus School | Teacher, Full Time | 6/14/2024 | Resignation |
| Stratton, Troy | Dobbins, Murrell Career and Technical Education High School | Teacher, Full Time | 6/14/2024 | Retirement |
| Stuetz, Bernard | Northeast Community Propel Academy | Teacher, Full Time | 4/1/2024 | Resignation |
| Sturgell, Xiaoyi | Taggart, John H. School | Teacher, Full Time | 6/14/2024 | Retirement |
| Sullivan, ROSANN | Kensington Capa | Climate Support Specialist | 6/14/2024 | Retirement |

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| Talley, Sharlene | Camelot Academy | Food Svcs Worker Senior | 3/7/2024 | Retirement |
| Thieberger, Benjamin | Vaux High School - Big Picture | Teacher, Full Time | 6/14/2024 | Resignation |
| Thomas, Eden | Edison, Thomas A. High School | Teacher, Full Time | 1/3/2024 | Resignation |
| Tillman, Melissa | Northeast Community Propel Academy | Teacher, Full Time | 6/14/2024 | Resignation |
| Tonkinson, Jules | Fels, Samuel High School | Teacher, Full Time | 6/14/2024 | Retirement |
| Toomey, Molly | Southwark School | Teacher, Full Time | 6/14/2024 | Resignation |
| Tracy, Timothy | Girls, Phila High School For | Teacher, Full Time | 6/14/2024 | Resignation |
| Vigneau, Tracey | Howe, Julia Ward School | Teacher, Spec Education | 6/14/2024 | Resignation |
| Villanueva I Reales, Maria | Swenson Arts and Technology High School | Teacher, Full Time | 6/14/2024 | Resignation |
| Vounas Lane, Andrea | Lamberton, Robert E. School | Teacher, Full Time | 6/14/2024 | Retirement |
| Walker, Sterling | Frankford High School | Special Education Assistant | 4/1/2024 | Resignation |
| Wanamaker, Margaret | Bodine, William W. High School | General Cleaner, 8 Hours | 2/23/2024 | Resignation |
| Warren, Ideria | Crossroads @ Hunting Park | Student Climate Staff, 6 Hours | 3/15/2024 | Resignation |
| Washington, Carletta | Logan School Head Start | Student Climate St, Erl Ch 5 Hr | 3/22/2024 | Resignation |
| Watts, Julia | Cook-Wissahickon School | Teacher, Full Time | 6/14/2024 | Retirement |
| Weaver, Ruthann | Northeast High School | Teacher, Spec Education | 6/14/2024 | Retirement |
| Wells, Lisa | Moore, J. Hampton School | Special Education Assistant | 2/20/2024 | Resignation |
| Wells, Barbara | Pennypack House School | Principal | 8/2/2024 | Retirement |
| Wentworth, Holly | Castor Gardens Middle School | Teacher, Full Time | 6/14/2024 | Resignation |

| | | | | |
|-----------------------------|--------------------------------|-------------------------------|-----------|-------------|
| West, Walter | Fox Chase Farm | Student Climate Staff,5 Hours | 2/20/2024 | Resignation |
| Westhoff, Michele | Widener Memorial School | Teacher,Spec Education | 3/22/2024 | Resignation |
| Wharton, Isaiah | Constitution High School | Student Climate Staff,7 Hours | 1/24/2024 | Resignation |
| Wheeler, Joanne | Arts Academy At Benjamin Rush | Custodial Assistant | 7/1/2024 | Retirement |
| Whitefeather Manning, Maija | Kensington High School | Teacher,Full Time | 6/14/2024 | Resignation |
| Whitney, Laura | Jenks Academy Arts & Sciences | Teacher,Full Time | 4/29/2024 | Resignation |
| Williams, Kayla | Edison, Thomas A. High School | Teacher,Full Time | 2/27/2024 | Resignation |
| Williams, Daryl | Ludlow, James R. School | Food Svcs Assistant | 3/8/2024 | Resignation |
| Williams, Shayla | Head Start Central Office | Cust Supp/External Liaison | 3/22/2024 | Resignation |
| Williams, Ashley | Holme, Thomas School | Student Climate Staff,6 Hours | 2/23/2024 | Resignation |
| Williams, Michael | Chief Academic Office | Teacher,Full Time | 6/14/2024 | Resignation |
| Williams-Campbell, Joanne | Meade, Gen. George G. School | Student Climate Staff,3 Hours | 6/14/2024 | Resignation |
| Wiltrout, Sarah | Kensington High School | Teacher,Spec Education | 6/14/2024 | Resignation |
| Womick, Arlene | Penrose School | Student Climate Staff,6 Hours | 6/14/2024 | Retirement |
| Woodhead, Laura | Dobson, James School | Teacher,Full Time | 6/14/2024 | Resignation |
| Woodson, Riana | Strawberry Mansion High School | Secretary I | 5/10/2024 | Resignation |
| Wright, Laila | Allen, Ethan School | Food Svcs Assistant | 3/1/2024 | Resignation |
| Wright, Sa'Miyah | Frankford High School | Teacher,Full Time | 3/15/2024 | Resignation |
| Zheng, MIN XIA | Math, Civics And Sciences | Food Svcs Assistant | 3/8/2024 | Resignation |

Action Item - 7.

Title: Contract with AED Public Awareness for CPR Certification Training (\$100,000) - Updated 3.14.2024

Board of Education Meeting Date: 3/28/2024

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:

AED Public Awareness

Purpose:

CPR Certification Services

Start date: 3/29/2024

End date: 6/30/2027

Compensation not to exceed: \$100,000

Location:

Administrative Office(s)

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 \$100,000

Description:

Why is this contract needed?

This contract is needed because it will help the District to streamline the CPR Certification Training and build internal capacity while aligning to the following policies and Strategic Plan:

[Policy 822](#): School nurses, school safety officers, and middle school/high school

athletic coaches are required to complete CPR/AED certification training. Certifications last for two years.

Accelerate Philly Alignment:

Priority Area 1: Improve safety and well being (physical, social-emotional, and environmental)

- Strategic Action 1.9- Recruit and retain certified school nurses to provide in-person or telehealth services depending on student need.
- Strategic Action 1.11- Implement recess supervised by trained staff and aligned to national best practices for all K-8 students.

Priority Area 5: Deliver efficient, high quality, cost- effective operations

- Strategic Action 5.1- Establish a system-wide project management culture to improve organizational coherence, execute the strategic plan, and develop a collaborative, trusted, and results-oriented culture.

Board Goals and Guardrails Policy:

- **Policy 822:** School nurses, school safety officers, and middle school/high school athletic coaches are required to complete CPR/AED certification training. Certifications last for two years.

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

The School District of Philadelphia aims to streamline and better systematize the process of CPR certification in our district and to build capacity by establishing a group of internal certified instructors to provide ongoing training to required staff who are certified in CPR/AED/First Aid. This ultimately will help to ensure every student graduates ready for college and careers.

How will the success of this contract be measured?

The success of this contract will be measured by 85% of role groups in each office completing certification by June 2024. We will move to an internal CPR Certification Training model for the following role groups in the 24-25 school year: CTE Education Teacher, CTE Health Program, Climate Manager, School Nurse, Nursing Coordinator, School Safety Officers, School Safety Supervisors, School Safety Area Managers, STEP Director, STEP Assistant Directors, STEP Billing Specialists, STEP Clinical Supervisor, STEP Clinical Coordinator, STEP School Behavioral Consultant, STEP Case Manager, STEP Case Manager, Health and Physical Education, Athletic Coach, Athletic Director, Athletic Director Coach, Special Education Assistants

When applicable, was a larger community of District community members and/or stakeholders involved in this selection process? If so, what groups and how?

The following offices have collaborated to develop CPR Core Team that has been developing an RFP and CPR certification plans for necessary role groups: Office of Professional Learning, Office of Student Health Services, Office of Prevention and Intervention, Office of Diverse Learners, Office of School Safety, Office of Student Life, Office of Curriculum & Instruction. The Office of Professional Learning coordinated a CPR Core Team with all the offices mentioned to develop a training plan to streamline CPR certification and build internal capacity districtwide.

Funding Source(s):

FY24 Operating

FY25 Operating

FY26 Operating

FY27 Operating

Office Originating Request: Talent

Action Item - 8.

Title: Payments to Department of Human Services, Pennsylvania School Police and IDEMIA/MORPHO USA (\$375,000)

Board of Education Meeting Date: 3/28/2024

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:

Pennsylvania Department of Human Services
Pennsylvania State Police
IDEMIA/Morpho USA

Purpose:

To increase board-authorized funds that support the attainment of mandated clearances for new hires and clearance renewals for current employees (e.g. school-based support positions)

Original Start Date: 7/1/2022

Current End Date: 6/30/2024

Amended End Date: 6/30/2025

Currently Authorized Compensation: \$280,000

Additional Compensation:

\$375,000

(\$100,000 for FY24, \$275,000 for FY25)

Total New Compensation: \$655,000

Location:

Administrative Offices

Description:

In order to support the academic and operational needs of our schools, the District has made a recurring commitment to cover the clearance costs of part and full-time employees who are paid less than \$40,000 per year and process these candidates through our onsite onboarding lab. These positions, like all District positions, require pre-employment state and federally-mandated clearances that cost \$61.25 per candidate. By removing these financial barriers for a subset of candidates, the District is able to attract more individuals to consider these high-need positions and ensure the positions are staffed as quickly as possible. This action item seeks authorization for additional funds in 2023-2024 and an extension through SY 2024-2025 to pay state-mandated vendors to cover clearance costs for the following candidates and employees:

- Part and full-time employees who are paid less than \$45,000 per year
- High-need schools and positions
- Clearance renewals for paraprofessionals per the PFT collective bargaining agreement
- Clearance renewals for Local 634 (e.g. school climate staff, food services) employees per the collective bargaining agreement

The most recent Board request was based on the District's average of hiring 2,000 part and full-time employees in this category each school year. That volume has been exceeded in the first half of SY2023-2024 and the updated projections require an additional \$100,000 through June 30, 2024. The SY2024-2025 request accounts for the newly eligible candidates/employees in the onsite onboarding pool.

How is this work connected to the District's plan to achieve [Goals & Guardrails](#)?

This action item ties in directly with the District's plan to achieve Guardrail #1: Welcoming and Supportive Schools. Staffing our schools most hard to fill and high need positions expediently demonstrates our commitment to establishing a consistently safe, healthy school environment for all our students. Alongside our in-house onboarding, covering these clearance costs also serve to minimize the financial and administrative barriers in the hiring process and attract a wider pool of qualified candidates.

How will the success of this action be measured?

The success of this action will be measured by Improved fill rates and reduced time to hire for hard-to-fill positions.

If this is the continuation of a contract, how has success been measured in the past, and what specific information do we have to show that it was successful?

By paying costs of clearances for candidates in hard-to-fill positions, the district has been able to streamline the onboarding process which has helped deliver necessary staffing support in an accelerated time frame.

Related resolution(s)/approval(s):

May 26, 2022; No 11

June 24, 2021; No. 15

March 26, 2020; No. 12

May 30, 2019; No 17

Funding Source(s):

FY 23-24 Operating

FY 24-25 Operating

Office Originating Request: Talent

Action Item - 9.

Title: Adoption of the Lump Sum Statement for Fiscal Year 2024/2025 - Updated 3.25.2024

Board of Education Meeting Date: 3/28/2024

Action under consideration

WHEREAS, Section 12-303(b) of the Home Rule Charter requires the adoption and submission to the Mayor and City Council of a lump sum statement of anticipated receipts and expenditures for the next fiscal year, be it

RESOLVED, that the Proposed Lump Sum Statement for fiscal year 2024/2025 of The School District of Philadelphia of anticipated receipts and other financing sources totaling \$4.446 billion, anticipated expenditures and other financing uses of \$4.524 billion, and an ending fund balance of \$695.3 million at June 30, 2025, be adopted and submitted to the Mayor and City Council.

*Lump Sum Statement attached.

Office Originating Request: Finance

ATTACHMENTS:

Description

FY25 Lump Sum Resolution

Type

Supporting Document

March 28, 2024

Re: Adoption of Lump Sum Statement - Operating Budget

WHEREAS, Section 12-303(b) of the Home Rule Charter requires the adoption and submission to the Mayor and City Council of a lump sum statement of anticipated receipts and expenditures for the next fiscal year, be it

RESOLVED, that the Proposed Lump Sum Statement for fiscal year 2024/2025 of The School District of Philadelphia of anticipated receipts and other financing sources totaling \$4.446 billion, anticipated expenditures and other financing uses of \$4.524 billion, and an ending fund balance of \$695.3 million at June 30, 2025, be adopted and submitted to the Mayor and City Council.

**THE SCHOOL DISTRICT OF PHILADELPHIA
OPERATING BUDGET
LUMP SUM STATEMENT OF ANTICIPATED RECEIPTS AND OTHER
FINANCING SOURCES, EXPENDITURES AND OTHER FINANCING USES, AND FUND BALANCE
FISCAL YEARS 2023/2024 AND 2024/2025**

| Amounts in Thousands | | | |
|--|-----------------------------|--------------------------------|-------------------------------|
| | Actual 2022/2023 | Projected 2023/2024 | Proposed 2024/2025 |
| | \$ | \$ | \$ |
| Receipts | 3,822,275 | 4,020,878 | 4,423,423 |
| Other Financing Sources | 22,262 | 26,622 | 22,484 |
| Total Receipts and Other Financing Sources | 3,844,537 | 4,047,500 | 4,445,907 |
| Expenditures | 3,589,215 | 3,930,657 | 4,515,965 |
| Other Financing Uses | 4,883 | 7,296 | 8,318 |
| Total Expenditures and Other Financing Uses | 3,594,097 | 3,937,953 | 4,524,283 |
| Prior Year Fund Balance (Deficit) July 1 | 404,183 | 682,882 | 783,034 |
| Fund Balance Prior to Changes in Reserves | 654,623 | 792,429 | 704,658 |
| Changes in Reserves | 28,259 | (9,395) | (9,395) |
| Fund Balance (Deficit) June 30 | 682,882 | 783,034 | 695,263 |

Action Item - 10.

Title: Amendment of Contract with LJ Lewis, LLC for ERP Finance System Functional User Support (\$150,000)

Board of Education Meeting Date: 3/28/2024

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:

LJ Lewis, LLC

Purpose:

For additional hours of Oracle Finance Functional Support Consultant services.

Original Start Date: 10/1/2023

Current End Date: 6/28/2025

Amended End Date: 6/28/2025

Currently Authorized Compensation: \$200,000

Additional Compensation:

LJ Lewis, LLC \$150,000

Total New Compensation: \$350,000

Location:

Administrative Office(s);

Renewal Options: No

Description:

Why is the contract needed?

The Oracle ERP Finance System by design has the system administration user support activities reside close to the business users. The objective of this consultant is to fill the senior of the two budgeted senior Finance ERP support positions to put in place a structure, document the business processes and train internal resources to become self-sufficient

without the continued need for external Oracle ERP experts. This is the best solution because there are presently no internal finance resources with the Oracle Finance Cloud expertise at the level needed to put the Finance Functional System Administration Unit in place. In addition, there are no available FTE resources in Finance or Information Technology to do this body of work. This resource is already in place with excellent results. This is an amendment to expand their hours to support other Oracle finance business process needs for Contracts Module issues and the implementation of Oracle's Human Capital Management /Payroll System.

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

This is over arching every Goal & Guardrail in that it supports proper accounting of the District's financial resources in the ERP Finance System and HCM/Payroll and putting the internal controls in place so that expenditures relate to what is in the authorized Board budget initiatives through budgetary control. It is the system where all goods and services are purchased and the books and records of the District are maintained as required by regulatory authorities. In addition it is the system where all salaries and benefits and related expenses of employees are accounted for. It is a tool for safeguarding the District's assets and resources so that the strategic initiatives across all areas can be implemented.

How will the success of this contract be measured?

- a. All Oracle Fusion service requests will be tracked and proposed fixes tested and successfully implemented.
- b. An internal District Finance Functional Support Administrator position will be hired and trained to be self-sufficient (knowledge transfer).
- c. A new Finance Functional System Administration unit will be structured and business processes documented.

If this is the continuation of a contract, how has success been measured in the past, and what specific information do we have to show that it was successful?

- a. All SR's and issues assigned to the consultant have been addressed and where solutions are available have been implemented and are working as designed.
- b. A new job description for the Lead Finance Administrator position was approved in the job requisition system.

When applicable was a larger community of District members or stakeholders involved?

Stakeholders in the District's Finance Office and IT Office were involved in the process and decision. The Procurement Office performed an informal marketplace request for information with five known IT resources and agreed with the selection based upon the responses. The Procurement Office's Sole Source vendor form was completed and approved for the amendment of the contract to expand the number of hours, the scope of the contract, and the amount.

Related resolution(s)/approval(s):

September 21, 2023; 26

Funding Source(s):

FY23-24 Operating

FY24-25 Operating

Office Originating Request: Finance

ATTACHMENTS:

Description

Type

Action Item - 11.

Title: Contracts with Various Vendors for Cybersecurity Equipment, Maintenance, and Support (\$4,039,507)

Board of Education Meeting Date: 3/28/2024

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:

CDW Government, LLC
CNI Sales Inc dba Corporate Networking
SHI International Corporation
Computer Design and Integration, LLC

Purpose:

to support IT procurement of equipment, maintenance, and services for the District's cybersecurity program

Start date: 4/1/2024

End date: 6/30/2025

Compensation not to exceed: \$4,039,507

Separate Compensation by Vendor:

All entities will be paid out of the aggregate amount not to exceed \$4,039,507

Location:

Information Technology

Renewal Options: Yes

Number of Options: 2

Duration of each option to extend: Years: 2 Months:

Maximum compensation authorized per option period: All entities will be paid out of the aggregate amount not to exceed \$5,040,000 per option period.

Description:**1. Why is this contract needed?**

The Office of IT Security is responsible for maintaining the confidentiality, integrity and availability of the District's network and all data owned by the District. These contracts ensure IT Security's ability to support and maintain existing equipment to the end of the projected equipment lifespan. Additionally, these contracts will support procurement of additional equipment, maintenance, and services to support cybersecurity best practices.

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

The Office of Information Security supports Guardrail 1 and ensures that our schools are safe. This equipment helps to secure our schools, both on-site and online.

3. How will the success of this contract be measured?

Successful contracts will be measured by the vendors' abilities to provide access to competitive pricing for enterprise cybersecurity solutions and meet all order needs of the district in a timely manner.

Funding Source(s):

FY24 IT Operating

FY25 IT Operating

FY26 IT Operating

FY27 IT Operating

FY28 IT Operating

Office Originating Request: Information Technology

Action Item - 12.

Title: Capital Award for Major Renovation at William Dick Elementary School (\$139,000)

Board of Education Meeting Date: 3/28/2024

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:

Chadwick Services

Purpose:

Major Renovation at William Dick Elementary School

Start date: 3/29/2024

End date: 12/30/2025

Compensation not to exceed: \$139,000

Location:

Dick, William School;

Renewal Options: No

Description:

Description: The Office of Capital Programs has identified the need for renovations at the William Dick Elementary School to upgrade and replace inefficient components of the HVAC system and associated building envelope upgrades to improve comfort conditions and indoor air quality. These upgrades and replacements include but are not limited to, masonry restoration, replacement of windows, boiler, chiller, piping, and air handling equipment, and exterior door refurbishment. The work will be monitored daily by a Capital Programs inspector, project manager, and construction manager to ensure the contractors are meeting all District budget, schedule, and safety requirements.

Why is this contract needed?

In an effort to improve efficiency and climate control at the William Dick School, the District

has identified the need to repair and/or replace windows, exterior doors, the boiler, chiller, and air handling equipment and restore the existing masonry.

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

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

How will the success of this contract be measured?

Success of this contract will be measured by the completion of the construction work indicated within the approved documents on time and within budget.

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

Funding Source(s):

FY 24/25 Capital Budget

FY 25/26 Capital Budget

Office Originating Request: Operations - Capital Programs

ATTACHMENTS:

Description

Type

Action Item - 13.

Title: Capital Award for Minor Renovation of the Ventilation System at Walter B. Saul High School (\$861,128)

Board of Education Meeting Date: 3/28/2024

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:

Lorenzon Brothers Company - General Contractor
Allstates Mechanical - Mechanical Contractor
Hyde Electric - Electrical Contractor
GEM Mechanical Services - Plumbing Contractor

Purpose:

Upgrade ventilation at the Small Animal building

Start date: 3/29/2024

End date: 9/27/2024

Compensation not to exceed: \$861,128

Separate Compensation by Vendor:

Lorenzon Brothers Company - General Contractor \$ 209,900
Allstates Mechanical - Mechanical Contractor \$ 499,988
Hyde Electric - Electrical Contractor \$ 121,540
GEM Mechanical Services - Plumbing Contractor \$ 29,700

Location:

Saul, Walter B. High School;

Renewal Options: No

Description:

Why is this contract needed?

The Small Animal Handling building at Saul has an outdated ventilation system. Small animal

care has very specific requirements in terms of temperature and even humidity. The CTE program was granted funding specifically to improve the ventilation of their current facilities, and Walter B. Saul High School was selected by their Director. This ventilation system will also improve the air quality for the students who spend their time caring for the animals as well as maintaining the cleanliness of the facilities. It will help address odors also.

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

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

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

How will the success of this contract be measured?

The success of this project is measured by the timely completion of the construction work. Air quality will be measured during the Testing and Balancing phase.

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

Funding Source(s):

This is a grant funded by the CTE department through ARPA.

Office Originating Request: Operations - Capital Programs

ATTACHMENTS:

| Description | Type |
|-------------|------|
|-------------|------|

Action Item - 14.

Title: Change Orders at Various Locations (\$951,427) - Updated 3.12.2024

Board of Education Meeting Date: 3/28/2024

Action under consideration

Action under consideration

The Administration recommends the Board of Education authorize The School District of Philadelphia, through the Superintendent or his designee, to execute and perform amendment of contracts for change order modifications to ongoing construction projects at various locations as follows:

Board of Education Meeting: 3/28/2024

With:

Allstates Mechanical, Ltd.
BSI Construction, LLC"
Devine Brothers, Inc.
Dolan Mechanical, Inc.
E J Electric, Inc.
Ernest Bock & Sons, Inc.
Hyde Electric Corporation
Lorenzon Brothers
Madden Electric Associates, Inc
Mulhern Electric Company, Inc.
Murphy Quigley Company, Inc.
Palman Electric, Inc.
Paramount Electrical Services, LLC
Robert Michaels and Associates, Inc.
Smith Construction, Inc.
TE Construction Services, LLC"
Weatherproofing Technologies, Inc.

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

Start Date: 3/29/2024

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

Compensation not to exceed: \$951,427

Separate Compensation by Vendor and Locations:

Allstates Mechanical, Ltd. - Mechanical Contract - New Construction - Peirce, Thomas May Elementary School

Original contract amount: \$4,653,000
Total approved change orders to date: \$0
New change order amount: \$8,718
Total compensation: \$8,718

Allstates Mechanical, Ltd. - Mechanical Contract - Major HVAC Renovation - Vare-Washington Elementary School

Original contract amount: \$3,434,000
Total approved change orders to date: \$200,946
New change order amount: \$15,718
Total compensation: \$216,664

BSI Construction, LLC - General Contract - Addition and Major Renovations - Frank, Anne Elementary School

Original contract amount: \$9,389,000
Total approved change orders to date: \$511,557
New change order amount: \$14,329
Total compensation: \$528,886

BSI Construction, LLC - General Contract - New Construction - Peirce, Thomas May Elementary School

Original contract amount: \$20,300,000
Total approved change orders to date: \$1,094,425
New change order amount: \$2,195
Total compensation: \$1,096,620

BSI Construction, LLC - General Contract - New Construction - Peirce, Thomas May Elementary School

Original contract amount: \$20,300,000
Total approved change orders to date: \$1,096,620
New change order amount: \$2,985
Total compensation: \$1,099,605

BSI Construction, LLC - General Contract - New Construction - Peirce, Thomas May Elementary School

Original contract amount: \$20,300,000
Total approved change orders to date: \$1,099,605
New change order amount: \$2,012
Total compensation: \$1,101,617

BSI Construction, LLC - General Contract - New Construction - Peirce, Thomas May Elementary School

Original contract amount: \$20,300,000
Total approved change orders to date: \$1,101,617
New change order amount: \$1,901
Total compensation: \$1,103,518

BSI Construction, LLC - General Contract - New Construction - Peirce, Thomas May Elementary School

Original contract amount: \$20,300,000
Total approved change orders to date: \$1,103,518

New change order amount: \$3,878
Total compensation: \$1,107,396

Devine Brothers, Inc. - Mechanical Contract - ADA Modifications - Beeber, Dimner Middle School

Original contract amount: \$182,900
Total approved change orders to date: \$109,600
New change order amount: \$18,927
Total compensation: \$128,527

Devine Brothers, Inc. - Electrical Contract - New Construction - Peirce, Thomas May Elementary School

Original contract amount: \$3,641,900
Total approved change orders to date: \$55,364
New change order amount: \$3,156
Total compensation: \$58,520

Dolan Mechanical, Inc. - Mechanical Contract - Major Renovations and Addition - Pollock, Robe Blair Elementary School

Original contract amount: \$4,296,000
Total approved change orders to date: \$93,357
New change order amount: \$9,890
Total compensation: \$103,247

Dolan Mechanical, Inc. - Mechanical Contract - Major Renovations and Addition - Pollock, Robe Blair Elementary School

Original contract amount: \$4,296,000
Total approved change orders to date: \$103,247
New change order amount: \$4,305
Total compensation: \$107,552

Dolan Mechanical, Inc. - Mechanical Contract - Major Renovations and Addition - Pollock, Robe Blair Elementary School

Original contract amount: \$4,296,000
Total approved change orders to date: \$107,522
New change order amount: \$5,426
Total compensation: \$112,948

E.J. Electric Inc. - Electrical Contract - New Construction - Peirce, Thomas May Elementary School

Original contract amount: \$3,641,900
Total approved change order to date: \$80,272
New change order amount: \$6,701
Total compensation: \$86,973

E.J. Electric Inc. - Electrical Contract - New Construction - Peirce, Thomas May Elementary School

Original contract amount: \$3,641,900
Total approved change order to date: \$86,973
New change order amount: \$24,599
Total compensation: \$111,572

E.J. Electric Inc. - Electrical Contract - New Construction - Peirce, Thomas May Elementary School

Original contract amount: \$3,641,900

Total approved change order to date: \$11,572

New change order amount: \$1,183

Total compensation: \$112,755

E.J. Electric Inc. - Electrical Contract - New Construction - Peirce, Thomas May Elementary School

Original contract amount: \$3,641,900

Total approved change order to date: \$112,755

New change order amount: \$14,250

Total compensation: \$127,005

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

Original contract amount: \$11,458,000

Total approved change order to date: \$1,523,528

New change order amount: \$2,403

Total compensation: \$1,585,931

Hyde Electric Corporation - Electrical Contract - Major HVAC Renovation - Vare-Washington Elementary School

Original contract amount: \$269,900

Total approved change order to date: \$29,363

New change order amount: \$4,010

Total compensation: \$33,373

Lorenzon Brothers - General Contract - Mechanical Renovation - Edmonds, Franklin S. Elementary School

Original contract amount: \$635,000

Total approved change order to date: \$0

New change order amount: \$(432)

Total compensation: \$(432)

Lorenzon Brothers - General Contract - Mechanical Renovation - Vare-Washington Elementary School

Original contract amount: \$578,153

Total approved change order to date: \$138,794

New change order amount: \$79,829

Total compensation: \$218,623

Madden Electric Associates, Inc. - Electrical Contract - Major HVAC Renovation - Elkin, Lewis Elementary Little School House

Original contract amount: \$777,777

Total approved change order to date: \$12,337

New change order amount: \$38,790

Total compensation: \$51,127

Mulhern Electric Company, Inc. - Electrical Contract - Mechanical Renovation - Edmonds, Franklin S. Elementary School

Original contract amount: \$1,296,926

Total approved change order to date: \$0
New change order amount: \$12,001
Total compensation: \$12,001

Mulhern Electric Company, Inc. - Electrical Contract - Mechanical Renovation - Edmonds,
Franklin S. Elementary School
Original contract amount: \$1,296,926
Total approved change order to date: \$12,001
New change order amount: \$7,440
Total compensation: \$19,441

Mulhern Electric Company, Inc. - Electrical Contract - Mechanical Renovation - Northeast High
School
Original contract amount: \$1,360,100
Total approved change order to date: \$0
New change order amount: \$9,829
Total compensation: \$9,829

Murphy Quigley Company, Inc. - General Contract - Elevator Replacement - Masterman, Julia R.
Middle/High School
Original contract amount: \$736,500
Total approved change order to date: \$28,099
New change order amount: \$9,131
Total compensation: \$37,230

Palma Electric, Inc. - Electrical Contract - Science Lab Renovations - Beeber, Dinner Middle
School
Original contract amount: \$107,616
Total approved change order to date: \$16,346
New change order amount: \$1,436
Total compensation: \$17,782

Palma Electric, Inc. - Electrical Contract - Science Lab Renovations - Beeber, Dinner Middle
School
Original contract amount: \$107,616
Total approved change order to date: \$17,782
New change order amount: \$1,833
Total compensation: \$19,615

Paramount Electric Services, LLC - Electrical Contract - Science Lab Renovations - Parkway
Northwest
Original contract amount: \$208,000
Total approved change order to date: \$0
New change order amount: \$2,079
Total compensation: \$2,079

Robert Michaels and Associates, Inc. - General Contract - Major HVAC Renovation - Elkin, Lewi
Elementary Little School House
Original contract amount: \$687,000
Total approved change order to date: \$0
New change order amount: \$11,276
Total compensation: \$11,276

Robert Michaels and Associates, Inc. - General Contract - Classroom improvements - Mayfair Elementary School
Original contract amount: \$4,067,000
Total approved change order to date: \$78,426
New change order amount: \$1,087
Total compensation: \$79,513

Robert Michaels and Associates, Inc. - General Contract - Classroom improvements - Mayfair Elementary School
Original contract amount: \$4,067,000
Total approved change order to date: \$79,513
New change order amount: \$24,529
Total compensation: \$104,042

Robert Michaels and Associates, Inc. - General Contract - Envelope Repairs - Spring Garden Elementary School
Original contract amount: \$2,997,770
Total approved change order to date: \$0
New change order amount: \$19,432
Total compensation: \$19,432

Smith Construction, Inc. - General Contract - Major Renovation - Forrest, Edwin Elementary School
Original contract amount: \$11,590,000
Total approved change order to date: \$613,811
New change order amount: \$7,218
Total compensation: \$621,029

Smith Construction, Inc. - General Contract - Major Renovation - Forrest, Edwin Elementary School
Original contract amount: \$11,590,000
Total approved change order to date: \$621,029
New change order amount: \$103,497
Total compensation: \$724,526

Smith Construction, Inc. - General Contract - Major Renovation - Forrest, Edwin Elementary School
Original contract amount: \$11,590,000
Total approved change order to date: \$724,526
New change order amount: \$26,149
Total compensation: \$750,675

Smith Construction, Inc. - General Contract - Major Renovation - Forrest, Edwin Elementary School
Original contract amount: \$11,590,000
Total approved change order to date: \$750,675
New change order amount: \$11,663
Total compensation: \$762,338

Smith Construction, Inc. - General Contract - Major Renovation - Forrest, Edwin Elementary School

Original contract amount: \$11,590,000
Total approved change order to date: \$762,338
New change order amount: \$10,019
Total compensation: \$772,357

Smith Construction, Inc. - General Contract - Major Renovation - Forrest, Edwin Elementary School

Original contract amount: \$11,590,000
Total approved change order to date: \$772,357
New change order amount: \$180,154
Total compensation: \$952,511

Smith Construction, Inc. - General Contract - Major Renovation - Forrest, Edwin Elementary School

Original contract amount: \$11,590,000
Total approved change order to date: \$952,511
New change order amount: \$46,838
Total compensation: \$999,349

Smith Construction, Inc. - General Contract - Major Renovation - Forrest, Edwin Elementary School

Original contract amount: \$11,590,000
Total approved change order to date: \$999,349
New change order amount: \$3,391
Total compensation: \$1,002,740

TE Construction Services, LLC - General Contract - Major Renovations and Addition - Pollock, Robert Blair Elementary

Original contract amount: \$2,197,000
Total approved change order to date: \$16,264
New change order amount: \$74,577
Total compensation: \$90,841

TE Construction Services, LLC - General Contract - Building Envelope Renovation - Sullivan, James J. Elementary School

Original contract amount: \$2,989,000
Total approved change order to date: \$41,010
New change order amount: \$4,627
Total compensation: \$45,637

TE Construction Services, LLC - General Contract - Major Renovations and Additions - Pollock, Robert Blair Elementary

Original Contract Amount: \$2,197,000
Total approved change order to date: \$90,841
New change order amount: \$103,501
Total Compensation: \$2,391,342

Weatherproofing Technologies, Inc - General Contract - Roof Replacement - Elkin, Lewis Elementary Little School House

Original contract amount: \$480,644
Total approved change order to date: \$0
New change order amount: \$14,947

Total compensation: 14,947

Description:

This action item is to approve modifications to active construction contracts for new construction, major renovations, and life cycle replacement projects approved in the Capital Budget. The change order process addresses modifications to contracts for work that is added, deleted, or otherwise modified from the original project design and scope of work. Change orders occur due to design errors, design omissions, unforeseen conditions, and requests from the District to ensure the completeness of the project. The Office of Capital Programs reviews, negotiates and approves change orders subject to Board approval so that construction work is not interrupted due to change orders.

The total number of construction contracts, relative to the change orders to be submitted, is 24, valued at \$89,067,316. The total number of projects is 17, valued at \$147,313,280. The total number of change orders to be submitted to the Board of Education for approval is 45, with a value of \$951,427, 1.10% of the total value of the construction contracts and 0.65% of the total value of the projects.

Our current change order rate on all open construction contracts is 3.79% of which 0.55% are design error(s) and 0.56% are design omission(s), 2.09% are unforeseen conditions and 0.60% are owner's requests.

The Office of Capital Programs works with the Office of General Counsel to determine the most effective approach to hold the Architects of Record accountable for errors and omissions and recover money for the District.

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

Funding Source: FY 24 Capital Budget

Related resolutions(s)/approval(s):

May 28, 2020; No.14
August 20, 2020; No.12
January 28, 2021; No.11
May 27, 2021; No.32
June 24, 2021; No.26
September 23, 2021; No.13
October 28, 2021; No.11
November 18, 2021; No.12
December 9, 2021; No.18
February 24, 2022; No.12
March 24, 2022; No.21
June 23, 2022; No.29
September 22, 2022; No.7
January 26, 2023; No.11
June 29, 2023; No.44

Office Originating Request: Operations - Capital Programs

ATTACHMENTS:

Description

Change Order Summary

Type

Supporting Document

Change Orders Summary for BOE Meeting on March 28th, 2024

| Change Order # | Project Location | Contractor | Work Description | Designer/Architect | Change Description | Reason for Change | Reason Description | CO Amount Requested | CO Amount Agreed | CO Amount Savings | Amount of Contractor's | CO % of Contract Amount | Amount of Project | CO % of Project Amount |
|----------------|--------------------------------------|----------------------------|---|----------------------------------|---|-----------------------|---|---------------------|------------------|-------------------|------------------------|-------------------------|-------------------|------------------------|
| 1 | Peirce, Thomas May Elementary School | Allstates Mechanical, Ltd. | Mechanical Contract - New Construction | Blackney Hayes Architects | Provide, labor, material and equipment to perform equipment lift on a Saturday. | Unforeseen Conditions | Additional work was implemented to remediate an existing unforeseen condition. In order to allow other trades to complete their work and enable the project to be completed on time, the contractor was directed to complete the lift of its HVAC equipment on a Saturday. | \$8,718 | \$8,718 | \$0 | \$4,653,000 | 0.19% | \$30,788,900 | 0.03% |
| 8 | Vare - Washington Elementary School | Allstates Mechanical, Ltd. | Mechanical Contract - Major HVAC Renovation | Gannett Fleming, Inc. | Provide labor, material and equipment necessary to replace one (1) specified GRV with four (4) smaller GRV's (Gravity Return Vent) in response to RFI-52. | Design Error (s) | 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. Contract documents did not show the extensive steel supports needed for the one large unit, so it was changed to four smaller units. | \$16,926 | \$15,718 | \$1,208 | \$3,434,000 | 0.46% | \$4,772,053 | 0.37% |
| 25 | Frank, Anne Elementary School | BSI Construction, LLC | General Contract - Addition and Major Renovations | Schrader Group Architecture, LLC | Provide the labor, materials, and equipment necessary to install 800 linear feet of 8 inch epoxy cove base | Design Omission (s) | 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. Design failed to include cove base. | \$14,634 | \$14,329 | \$305 | \$9,389,000 | 0.15% | \$19,182,005 | 0.07% |
| 4 | Peirce, Thomas May Elementary School | BSI Construction, LLC | General Contract - New Construction | Blackney Hayes Architects | Provide labor, material and equipment necessary to form and pour additional concrete for the column encasement at Column B6/3. | Design Error (s) | 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. Contract documents identified the height of the pier as 3 feet below grade, when it should have been 1 foot below grade. | \$7,102 | \$2,195 | \$4,907 | \$20,300,000 | 0.01% | \$30,788,900 | 0.01% |
| 5 | Peirce, Thomas May Elementary School | BSI Construction, LLC | General Contract - New Construction | Blackney Hayes Architects | Provide monetary compensation for the cost difference between the specified and final approved baffles. | Design Error (s) | 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. Design specified 2 different baffle suppliers and had to be modified for proper coordination. | \$2,985 | \$2,985 | \$0 | \$20,300,000 | 0.01% | \$30,788,900 | 0.01% |
| 6 | Peirce, Thomas May Elementary School | BSI Construction, LLC | General Contract - New Construction | Blackney Hayes Architects | Provide monetary compensation for expenses incurred for off site storage of gym equipment. | Unforeseen Conditions | Additional work implemented to remediate an unforeseen condition. Project delays due to permits and soil issues required equipment to be stored. Storage costs were more cost effective than to delay ordering, delivery and escalation fees. | \$2,012 | \$2,012 | \$0 | \$20,300,000 | 0.01% | \$30,788,900 | 0.01% |
| 7 | Peirce, Thomas May Elementary School | BSI Construction, LLC | General Contract - New Construction | Blackney Hayes Architects | Provide labor, material and equipment necessary to furnish and install four (4) flex storm inlets. | Design Omission (s) | 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 required inlets. | \$2,094 | \$1,901 | \$193 | \$20,300,000 | 0.01% | \$30,788,900 | 0.01% |
| 8 | Peirce, Thomas May Elementary School | BSI Construction, LLC | General Contract - New Construction | Blackney Hayes Architects | Provide labor material and equipment necessary to furnish and install dense deck and batt insulation.inside RTU-2 (roof top unit) and ERU-e (energy recovery unit) roof. | Unforeseen Conditions | Additional work was implemented to remediate an unforeseen condition. Extra insulation was required to meet LEEDS requirements. | \$4,287 | \$3,878 | \$409 | \$20,300,000 | 0.02% | \$30,788,900 | 0.01% |
| 5 | Beeber, Dimner Middle School | Devine Brothers, Inc. | Mechanical Contract - ADA Modifications | NORR Design, Inc. | Provide the labor, materials, and equipment necessary to remove and reinstall radiators and piping in the nurse's office, work of kitchen, cafeteria restroom, and both director offices. Radiators in each of the locations interfered with work was other trades. | Design Omission (s) | Requested by School District This change order All work submitted was requested by recovery way of of costs through the design firm's professional liability insurance. | \$19,851 | \$18,927 | \$924 | \$182,900 | 10.35% | \$3,117,900 | 0.42% |
| 4 | Peirce, Thomas May Elementary School | Devine Brothers, Inc. | Electrical Contract - New Construction | Blackney Hayes Architects | Provide labor, material and equipment necessary to furnish and install fifty-nine (59) custom colored sprinkler cover plates. | Design Omission (s) | 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 identify the approved color for the cover plates. | \$5,936 | \$3,156 | \$2,780 | \$3,641,900 | 0.09% | \$30,788,900 | 0.01% |

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|-----|---|---------------------------|---|---|---|------------------------------|---|----------|----------|-------|--------------|--------|--------------|--------|
| 2 | Pollock, Robert Blair Elementary School | Dolan Mechanical, Inc. | Mechanical Contract - Major Renovations and Addition | Blackney Hayes Architects | Provide the labor, material and equipment necessary to: install 2 access panels to get to the behind wall crawl space. The mezzanine level has an access door that is out of code compliance and the gym level doesn't have any at all. | Unforeseen Conditions | SDR - Note: School District Requests. Added new mechanical shaft access panels by MC in gymnasium and mezzanine in response to SDP request, and per item 17.13 of Construction Meeting 11 Minutes (12/20/22). In order to access space safely behind wall an access door must be installed through the CMU wall. This will allow contractor to get in and out safely to install duct work and run wiring. | \$4,331 | \$4,305 | \$26 | \$4,296,000 | 0.10% | \$19,627,865 | 0.03% |
| 3 | Pollock, Robert Blair Elementary School | Dolan Mechanical, Inc. | Mechanical Contract - Major Renovations and Addition | Blackney Hayes Architects | Provide the labor, material and equipment necessary to: fabricate and install an exhaust fan and louver to vent out the wall of the new Art room. | Design Omission (s) | This change order will be further reviewed for possible recovery of costs through the design firm's professional liability insurance. Furnish and install exhaust fan 12 and Louver 8 on the ground floor along with duct and fittings needed for install to serve Art room per ASI-22 | \$5,426 | \$5,426 | \$0 | \$4,296,000 | 0.13% | \$19,627,865 | 0.04% |
| 4 | Pollock, Robert Blair Elementary School | Dolan Mechanical, Inc. | Mechanical Contract - Major Renovations and Addition | Blackney Hayes Architects | Provide the labor, material and equipment necessary to: cover the black rubber insulation of the new supply and return piping in the rooms with a white pvc jacketing. | Unforeseen Conditions | SDR - Note: School District Requests. On all the rooms on the lower level except rooms 7 and 9 the new installation of the supply and return line is covered in black rubber insulation. SDP is requesting white pvc jacketing on the rubber insulation for a better aesthetic look in the rooms. | \$9,890 | \$9,890 | \$0 | \$4,296,000 | 0.23% | \$19,627,865 | 0.07% |
| 21 | Peirce, Thomas May Elementary School | E J Electric, Inc. | Electrical Contract - New Construction | Blackney Hayes Architects | Provide labor, material and equipment necessary to furnish and install 400 linear feet of #10 THHN wire, 500l linear feet of #14 THHN wire and all necessary fittings. | Design Omission (s) | Additional work implemented to rectify design omissions. This change order will be further reviewed for possible recovery of costs through the professional liability insurance policy.Contract documents did not show power to the condensing units. | \$7,028 | \$6,701 | \$327 | \$3,641,900 | 0.18% | \$30,788,900 | 0.02% |
| 22 | Peirce, Thomas May Elementary School | E J Electric, Inc. | Electrical Contract - New Construction | Blackney Hayes Architects | Provide labor, material and equipment necessary to furnish and install the specified projection screen.. | Design Error (s) | 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 Division 10 item was identified in the Summary of Work as by the General Contract, not the Electrical. | \$24,921 | \$24,599 | \$322 | \$3,641,900 | 0.68% | \$30,788,900 | 0.07% |
| 23 | Peirce, Thomas May Elementary School | E J Electric, Inc. | Electrical Contract - New Construction | Blackney Hayes Architects | Provide labor, material and equipment necessary to furnish and install four (4) motor rated dis-connect switches for the four (4) roll up doors. | Design Omission (s) | 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. Revised drawing for roll - up doors did not include dis- connect switches. | \$1,183 | \$1,183 | \$0 | \$3,641,900 | 0.03% | \$30,788,900 | 0.00% |
| 24 | Peirce, Thomas May Elementary School | E J Electric, Inc. | Electrical Contract - New Construction | Blackney Hayes Architects | Provide monetary compensation for the increased cost of electrical inspection fees. | Design Omission (s) | 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 were modified designating a specific electrical inspector. | \$14,250 | \$14,250 | \$0 | \$3,641,900 | 0.39% | \$30,788,900 | 0.04% |
| 130 | Allen, Ethan Elementary School | Ernest Bock & Sons, Inc. | General Contract - Building Addition and Classroom Modification | USA Architects, Planners & Interior Designers, PA | Provide labor, material and equipment necessary to mobilize to the site, provide forms, drill rebar, furnish and install a concrete door sill measuring at the rear entrance to the Mechanical room. | Design Omission (s) | 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 architect of record decided something was needed at the rear entrance door to re-direct surface rain water from entering the building. | \$2,785 | \$2,403 | \$382 | \$11,548,000 | 0.02% | \$19,206,000 | 0.01% |
| 4 | Vare - Washington Elementary School | Hyde Electric Corporation | Electrical Contract - Major HVAC Renovation | Gannett Fleming, Inc. | Provide all labor, materials and equipment needed to relocate existing electrical power conduits and wiring in the gym to allow installation path for the new dual-temperature piping serving the new unit-vents. | Design Error (s) | 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. Design failed to take into consideration the location of the lighting fixtures and wiring to enable the insyallation of the new dual teperature piping.for the new unit vents. | \$4,010 | \$4,010 | \$0 | \$269,900 | 1.49% | \$4,772,053 | 0.09% |
| 1 | Edmonds, Franklin S. Elementary School | Lorenzon Brothers | General Contract - Mechanical Renovation | Gannett Fleming, Inc. | Lorenzon Bros to supply SDP with a credit for area of floor tile removed from scope of work. SDP did ask for several locations of floor tile (about 17) to be patched around uninvents after removal. This work was unforeseen and needed to be rushed do to installation of new units. That should factor in to credit change. | Requested by School District | SDR - Note: School District Requests. Demolition plan showed the existing VCT flooring being removed which was only in aisleways. New work plan showed entire floor area to be covered in new VCT. The process of removing and reinstalling the existing seating would have been problematic an run the risk of damaging the old chairs. The decision was made to leave existing exposed concrete where the chair areas were. | (\$432) | (\$432) | \$0 | \$635,000 | -0.07% | \$5,629,326 | -0.01% |

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|---|---|--------------------------------------|---|----------------------------------|---|-----------------------|--|----------|----------|---------|-------------|--------|-------------|-------|
| 6 | Vare - Washington Elementary School | Lorenzon Brothers | General Contract - Major HVAC Renovation | Gannett Fleming, Inc. | Provide labor, material and equipment necessary to complete ninety- seven (97) patches in the plaster ceiling and walls. | Unforeseen Conditions | Additional work implemented to remediate an unforeseen condition. Frozen pipes resulted in water damage to the walls and ceiling. Installation of new piping required additional plaster patching. | \$83,660 | \$79,829 | \$3,831 | \$578,153 | 13.81% | \$4,772,053 | 1.86% |
| 2 | Elkin, Lewis Elementary Little School House | Madden Electric Associates, Inc | Electrical Contract - Major HVAC Renovation | Gannett Fleming, Inc. | Provide the labor, materials, and equipment necessary to remove and re-install ceiling devices as per Bulletin #5. Also includes RFI #43 pertaining to Bulletin #5. All devices, light fixtures, smoke detectors and PA speakers to be removed and re- installed in new drop cand/or tiles. | Design Error (s) | 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. Original design failed to take into consideration the impact of ceiling mounted units on other lighting fixtures and resulted in removing and re- installing light fixtures and other ceiling devices. | \$38,790 | \$38,790 | \$0 | \$777,777 | 4.99% | \$5,123,777 | 0.76% |
| 1 | Edmonds, Franklin S. Elementary School | Mulhern Electric Company, Inc. | Electrical Contract - Mechanical Renovation | Gannett Fleming, Inc. | Provide the labor, material and equipment necessary to: de- energize and pull back existing wire/conduit to adjacent auditorium walls. Reinstall conduit that can be salvaged/provide new where needed. Reinstall existing exit signs and fire alarm items. | Design Error (s) | Back wall of auditorium (ACM plaster) to be demolished. Wall contains existing conduit/exit signs/fire alarm equipment that needs to be removed and reinstalled that were not labeled on contract documents. | \$12,001 | \$12,001 | \$0 | \$1,296,926 | 0.93% | \$5,629,326 | 0.21% |
| 2 | Edmonds, Franklin S. Elementary School | Mulhern Electric Company, Inc. | Electrical Contract - Mechanical Renovation | Gannett Fleming, Inc. | Provide the labor, material and equipment necessary to: de- energize and pull back existing wire/conduit to adjacent auditorium walls. Reinstall conduit that can be salvaged/provide new where needed. Reinstall existing exit signs and fire alarm items. | Design Error (s) | Additional work implemented to rectify design error(s). This change order will be further reviewed for possible recovery of costs through the design firm's professional liability insurance. Back wall of auditorium (ACM plaster) to be demolished. Wall contains existing conduit/exit signs/fire alarm equipment that needs to be removed and reinstalled that were not labeled on contract documents. | \$8,106 | \$7,440 | \$666 | \$1,296,926 | 0.57% | \$5,629,326 | 0.13% |
| 1 | Northeast High School | Mulhern Electric Company, Inc. | Electrical Contract - Electrical Construction | | Provide the labor, material and equipment necessary, to furnish (1) electronic trip circuit breaker with switchboard for Automatic Transfer Switch. | Unforeseen Conditions | Unforeseen Conditions Additional work implemented to remediate an unforeseen condition. Existing switchboard need to be investigated to determine if existing circuit breaker would trip at 100 amp. The existing breaker could not be modified to trip at the desired amperage spo an alternate breaker was procured and installed. | \$9,829 | \$9,829 | \$0 | \$1,360,100 | 0.72% | \$1,360,100 | 0.39% |
| 6 | Masterman, Julia R. Middle/High School | Murphy Quigley Company, Inc. | General Contract - Elevator Replacement | Gannett Fleming, Inc. | Provide the labor, material and equipment necessary to: Furnish & installation of conduit and wire for a new feeder from the main disconnect at the bottom of the machine room access stairs for Elevator #2 | Design Error (s) | This change order will be further reviewed for possible recovery of costs through the design firm's professional liability insurance. According to Elevator Contractor to be code compliant the 2nd disconnect is needed at the bottom of ladder so system can be shutdown safely without having to climb | \$10,226 | \$9,131 | \$1,095 | \$736,500 | 1.24% | \$736,500 | 1.24% |
| 5 | Beeber, Dimmer Middle School | Palman Electric, Inc. | Electrical Contract - Science Lab Renovations | Vitetta Group | Provide the labor, material and equipment necessary to: relocate wiring at science table workstations at 1st and 2nd floor rooms. | Unforeseen Conditions | Additional work implemented to remediate an unforeseen condition. The existing condition was reviewed and concerns were raised if this met ADA compliance. The teacher's legs would have been resting on the emergency stop button while seated. | \$1,436 | \$1,436 | \$0 | \$107,616 | 1.33% | \$1,022,864 | 0.03% |
| 6 | Beeber, Dimmer Middle School | Palman Electric, Inc. | Electrical Contract - Science Lab Renovations | Vitetta Group | Provide the labor, material and equipment necessary to: replace the lights and controls in women's restroom 102 | Design Error (s) | E Drawings did not call for lighting installation. A drawings showed lighting by others. | \$1,833 | \$1,833 | \$0 | \$107,616 | 1.70% | \$1,022,864 | 0.04% |
| 1 | Parkway Northwest | Paramount Electrical Services, LLC | Electrical Contract - Science Lab Renovations | Schrader Group Architecture, LLC | Provide the labor, material and equipment necessary to perform additional electrical work. | Design Error (s) | Additional work was 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 design failed to take into consideration the height of the drop ceiling needed to install the required piping and electrical work for clocks, speakers, fire alarm strobes, etc. | \$2,393 | \$2,079 | \$314 | \$208,000 | 1.00% | \$1,632,000 | 0.13% |
| 1 | Elkin, Lewis Elementary Little School House | Robert Michaels and Associates, Inc. | General Contract - Major HVAC Renovation | Gannett Fleming, Inc. | Provide the labor, materials, and equipment necessary to remove all of plaster ceiling and replace with suspended ceiling in both boy's and girl's locker rooms. | Design Error (s) | 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. Design failed to take into consideration existing conditions to enable the new duct work and units to be installed. | \$12,299 | \$11,276 | \$1,023 | \$687,000 | 1.64% | \$5,123,777 | 0.22% |

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|----|----------------------------------|--------------------------------------|---|------------------------------|---|-----------------------|---|-----------|-----------|---------|--------------|---------|--------------|-------|
| 6 | Mayfair Elementary School | Robert Michaels and Associates, Inc. | General Contract - Classroom Improvements | The Sheward Partnership, LLP | Provide labor and materials and equipment necessary to build pipe chase wall. | Design Omission (s) | 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 show the pipe chase wall needed for the roof overflow drain pipe. | \$1,087 | \$1,087 | \$0 | \$4,067,000 | 26.73% | \$5,793,135 | 0.01% |
| 7 | Mayfair Elementary School | Robert Michaels and Associates, Inc. | General Contract - Classroom Improvements | The Sheward Partnership, LLP | Provide labor and materials and equipment necessary to install vinyl composite tile in rooms behind the stage area including bathrooms & storage. | Unforeseen Conditions | Additional work implemented to remediate an unforeseen condition. While doing contract asbestos abatement additional asbestos flooring and baseboard were discovered and they had to be abated. Upon performing the flooring abatement it was discovered that the subfloor was in poor condition and had to be removed and replaced. After removing the asbestos flooring new vinyl composite tile had to be installed. | \$24,529 | \$24,529 | \$0 | \$4,067,000 | 603.12% | \$5,793,135 | 0.21% |
| 1 | Spring Garden Elementary School | Robert Michaels and Associates, Inc. | General Contract - Envelope Repairs | | Provide the labor, material and equipment necessary to install Powerply Heavy Duty base sheet with cold adhesive over existing vapor barrier mastic on terracotta tile at play deck area. | Unforeseen Conditions | Unforeseen Conditions Additional work implemented to remediate an existing unforeseen condition. To avoid damage to deck, existing vapor barrier mastic needs to be replaced. | \$19,432 | \$19,432 | \$0 | \$2,997,770 | 0.65% | \$2,997,770 | 0.65% |
| 28 | Forrest, Edwin Elementary School | Smith Construction, Inc. | General Contract - Major Renovation | DI Group | Provide the labor, material and equipment neessary to: additional steel to box out and provide additional support at two locations, One in each of the cafeteria table storage rooms 8E.1 and 8B.1. Each box out has two C8 x 11.5 x 9' beams and two L3 x3x3/8" x9' steel angles and 1 - 3/8" x 12" x 9 plate steel and #5 rebar a12" On Center, | Unforeseen Conditions | Additional work implemented to remediate an unforeseen eondition. This work was required to offset a conflict between the new floor slab and existing 4" cast iron pipes that were to be at the sane elevation. This work allowed for the concrete to be poured ant the proper elevation. | \$7,539 | \$7,218 | \$321 | \$11,590,000 | 0.06% | \$22,268,226 | 0.03% |
| 29 | Forrest, Edwin Elementary School | Smith Construction, Inc. | General Contract - Major Renovation | DI Group | Provide labor, material and equipment to demolish the remaining concrete floor slabs and pour new concrete floor slab in the kitchen after the existing concrete floor slab was cut and demolished in order to install the under ground plumbing | Unforeseen Conditions | Additional work implemented to remediate an unforeseen condition. Contract required concrete floor to be cut. Upon cutting the floor the remaining portions of the floor were left unattached, unstable and leaning or sinking and had to be removed and replaced. | \$108,553 | \$103,497 | \$5,056 | \$11,590,000 | 0.89% | \$22,268,226 | 0.46% |
| 30 | Forrest, Edwin Elementary School | Smith Construction, Inc. | General Contract - Major Renovation | DI Group | Provide the labor, materials and equipment to abate the wall spackle, floor tiles, floor mastic and the panel caulking. | Unforeseen Conditions | Additional work was implemented to remediate an unforeseen condition. The abatement scope did not call for the abatement of these items, and the construction scope did not call for these items. The spackle abatement required the removal of all spackle, drywall, and metal studs for the toilet room and closet in the little schoolhouse. | \$26,149 | \$26,149 | \$0 | \$11,590,000 | 0.23% | \$22,268,226 | 0.12% |
| 31 | Forrest, Edwin Elementary School | Smith Construction, Inc. | General Contract - Major Renovation | DI Group | Provide the labor, material and equipment necessary to: to reciacae the existing transoms integrated transoms at two locations, door openings 18.2 and 202 per RFI #160 and SKAE | Unforeseen Conditions | Additional work implemented to remediate an unforeseen condition The original contract caillet far the doors, frames and side lights to be replace. However, the existing system has an integra frame ad the condition is bad. The contractor is unable to work with the existing framing system . frames and sidelights. | \$12,278 | \$11,663 | \$615 | \$11,590,000 | 0.10% | \$22,268,226 | 0.05% |
| 32 | Forrest, Edwin Elementary School | Smith Construction, Inc. | General Contract - Major Renovation | DI Group | Provide labor and materials and equipment necessary to install two concrete masonry unit knee walls at the kitchen serving line for the stainless steel tray slide. | Design Omission (s) | Additional work was 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 failed to specify the material to build the knee walls. | \$11,437 | \$10,019 | \$1,418 | \$11,590,000 | 0.09% | \$22,268,226 | 0.04% |
| 33 | Forrest, Edwin Elementary School | Smith Construction, Inc. | General Contract - Major Renovation | DI Group | Provide labor and materials to provide additional excavation, footings, foundation walls, area drain replacement, pipe work, and Magnum type piles and backfill. | Unforeseen Conditions | Additional work was implemented to remediate an unforeseen condition. The additional work is required to provide the structural support to the north side auditorium storage room after a concrete beam was demolished by the contractor who was following notes on drawings C-200 and AS-101. It was noted as an area way and a basin. | \$185,527 | \$180,154 | \$5,373 | \$11,590,000 | 1.55% | \$22,268,226 | 0.81% |

| | | | | | | | | | | | | | | |
|----|---|-------------------------------------|---|---------------------------------|--|------------------------------|--|-----------|-----------|----------|--------------|-------|---------------|-------|
| 34 | Forrest, Edwin Elementary School | Smith Construction, Inc. | General Contract - Major Renovation | DI Group | Provide labor and materials for additional exXcavation, disposal of all excavated soils, de- watering and grading for a ramp to allow smaller excavator to work inside the excavation to re- support the auditorium | Unforeseen Conditions | Additional work was implemented to remediate an unforeseen condition. Per the construction documents, the contractor was directed to remove an area drain, which turned out to be a structural element supporting the bump-out shed. Once the contractor reached the bottom of the excavation the soil was proctored and deemed unsuitable to build on. A geotechnical report was ordered, followed by a new design which was recently distributed for review. | \$46,838 | \$46,838 | \$0 | \$11,590,000 | 0.40% | \$22,268,226 | 0.21% |
| 35 | Forrest, Edwin Elementary School | Smith Construction, Inc. | General Contract - Major Renovation | DI Group | Provide labor and materials required to to demolish terra cotta walls inside of existing chases in rooms 109, 209 and 309. | Unforeseen Conditions | Additional work was implemented to remediate unforeseen conditions. The contract required ductwork to be installed inside existing chases. Upon commencing the work, terracotta walls were discovered inside the chases. In order for the ductwork to be installed, the terra cotta walls had to be demolished. | \$3,391 | \$3,391 | \$0 | \$11,590,000 | 0.03% | \$22,268,226 | 0.02% |
| 4 | Pollock, Robert Blair Elementary School | TE Construction Services, LLC | General Contract - Major Renovations and Addition | Crabtree, Rohbaugh & Associates | Provide the labor, material and equipment necessary to: change the fire rating on 2 windows from 1 hour to 2 hour as per code as outlined in ASI#12 and ASK #3. | Design Omission (s) | Design Omission Additional work implemented to rectify design error(s). This change order will be further reviewed for possible recovery of costs through the design firm's professional liability insurance. The 2 windows specified on the drawing where originally rates at 1hour for fire. | \$74,577 | \$74,577 | \$0 | \$2,197,000 | 3.39% | \$19,627,865 | 0.50% |
| 5 | Pollock, Robert Blair Elementary School | TE Construction Services, LLC | General Contract - Major Renovations and Addition | Crabtree, Rohbaugh & Associates | Provide the labor, material and equipment necessary to: Remove Asbestos tile, selective standard construction demolition, furnish and install new doors and hardware, skim coat floor underlayment, vinyl tile, vinyl cove base, painting of ceiling, walls, door frames, metal casework, window shades, marker boards, tack boards, solid surface windowsills, casework. Dis- mantel existing secretary desk and reinstall desk once completed. | Requested by School District | SDR - Note: School District Requests. Additional work in the Administration Suite, rooms 108, 109, 109A, 109B, 109C, 109D, 109E, 109G, 109H and 109I. Asbestos tile removal, selective standard construction demolition, furnish and install new doors and hardware, skim coat floor underlayment, vinyl tile, vinyl cove base, painting of ceiling, walls, door frames, metal casework, window shades, marker boards, tack boards, solid surface windowsills, casework. | \$113,818 | \$103,501 | \$10,317 | \$2,197,000 | 4.71% | \$19,627,865 | 0.70% |
| 4 | Sullivan, James J. Elementary School | TE Construction Services, LLC | General Contract - Building Envelope Renovation | Gannett Fleming, Inc. | Provide the labor, material and equipment necessary to: replace roof drain, drain pan and piping on the auditorium roof | Unforeseen Conditions | Additional work implemented to remediate an unforeseen condition. While performing other contract work it was discovered that the roof drain piping was pitted and leaking at a joint between the galvanized riser, and needed to be replaced. | \$5,035 | \$4,627 | \$408 | \$2,989,000 | 0.15% | \$3,574,215 | 0.13% |
| 1 | Elkin, Lewis Elementary Little School House | Weatherproof ing Technologies, Inc. | General Contract - Roof Replacement | | Provide the labor, material and equipment necessary to remove existing damaged dense glass and wood slats and install new 3/4 inch plywood. | Unforeseen Conditions | Additional work implemented to remediate an unforeseen condition. As job progressed and shingles were removed it was revealed that some substrates were damaged and needed to be removed and replaced with new substrate. (3/4" plywood). | \$15,631 | \$14,947 | \$684 | \$480,644 | 3.11% | \$480,644 | 3.11% |
| 45 | | | | | | | | \$994,331 | \$951,427 | \$42,904 | \$86,389,760 | 1.10% | \$147,313,280 | 0.65% |

Action Item - 15.

Title: Ratification of Contracts with Various Vendors for New Furniture and Equipment at T.M. Peirce Elementary School (No Cost Time Extension)

Board of Education Meeting Date: 3/28/2024

Action under consideration

Action under consideration

The Administration recommends that the Board of Education ratify and 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:

Meteor Education
Educational Furniture Solutions LLC
Kay Twelve
Reed Associates

Purpose: To procure furniture and equipment required to furnish the newly constructed building

Original Start Date: 12/16/2022

Current End Date: 12/30/2023

Amended End Date: 6/30/2024

Currently Authorized Compensation: \$3,700,000

Additional Compensation: 0

Total New Compensation: \$3,700,000

Location: T.M. Peirce

Renewal Options: No

Description:

Why is this contract amendment needed?

This is an extension of the deadline for purchases under the original approved \$3.7 million furniture approval. Construction was delayed by over 6 months and so close out purchases were also delayed by 6 months, exceeding the original expiration of 12/30/23.

How will the success of this contract be measured?

Success of this contract will be measured by the completion of the construction work indicated within the approved documents on time and within budget.

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

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

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

Goals and Guardrails

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

If this is the continuation of a contract, how has success been measured in the past, and what specific information do we have to show that it was successful?

Success has not yet been measured due to furniture still required to complete the project.

Related resolution(s)/approval(s):

December 15, 2022; No. 13

Funding Source(s):

FY 23 Capital Budget

Office Originating Request: Operations - Capital Programs

Action Item - 16.

Title: Contract with U.S. Facilities, Inc. for Supplemental Cleaning Staff (\$3,500,000)

Board of Education Meeting Date: 3/28/2024

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:

U.S. Facilities, Inc.

Purpose:

To provide supplemental custodial cleaning staff for schools to cover absences and hiring shortages

Start date: 7/1/2024

End date: 6/30/2025

Compensation not to exceed: \$3,500,000

Location:

All Schools;

Renewal Options: Yes

Number of Options: 2

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

Maximum compensation authorized per option period: \$3,500,000

Description:

Why is this contract needed?

This contract is needed to provide supplemental custodial cleaning staff that will enable us to compensate for staff absences resulting from absences and vacancies until the vacancy can be filled permanently through the hiring process. Properly maintained and clean buildings are essential to provide for an environment that is conducive to the learning process. Clean spaces also promote the health and well being of students and staff.

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

This work aligns with Guardrail 1, Welcoming and Supportive Schools - Every school will be

a safe, welcoming and healthy place where our students, staff and community want to be and learn each day.

How will the success of this contract be measured?

The success of this contract will be measured by the vendor's ability to provide the staffing levels requested from the Office of Facilities Management and Services. The work completed through the contract will be evaluated by Facilities Area Managers in accordance with our current assessment tools that are used to measure the APPA 2 standard of 85% and above for effectiveness of District custodial team members.

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

Funding Source(s):

FY25 Operating

FY26 Operating

FY27 Operating

Office Originating Request: Operations - Facilities

Action Item - 17.

Title: Amendment of Contracts with Various Vendors for Asbestos Abatement in Various Schools (\$2,000,000)

Board of Education Meeting Date: 3/28/2024

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:

Associated Specialty Consulting, Inc.
Delta/BJDS, Inc.
Diamond Huntbach Construction Corporation
Pepper Environmental Services, Inc.
Prime Group Remediation, Inc.

Purpose:

To provide general service of abatement

Original Start Date: 5/26/2022

Current End Date: 6/30/2024

Currently Authorized Compensation: \$36,000,000

Additional Compensation:

All entities will be paid out of the aggregate amount not to exceed \$2,000,000 in additional compensation.

Total New Compensation: \$38,000,000

Location:

All Schools

Renewal Options: No

Description:

Why is this contract needed?

The Office of Environmental Management Services requests additional funding for the general service contracts for asbestos abatement at various schools to support the District's ongoing efforts to address environmental conditions in schools. The additional funding is necessary to complete the work, which was delayed during the pandemic and Covid-19 restrictions beginning in the Spring of 2020. This amendment will provide contracted services for immediate response capabilities for abatement/remediation work. Both planned and unplanned work is performed as a supplement to the District's in-house abatement team. Examples of work performed through these contracts include large-scale asbestos abatement/remediation activities, mold remediation, and lead-based paint stabilization projects in accordance with federal, state, and local environmental regulations. Utilizing a pool of qualified firms, in addition to the District's in-house abatement team, is the quickest and most efficient way for the District to respond to emergency projects and planned proactive projects simultaneously.

The work supports the Division of Operations' goal of providing safe, healthy, and welcoming learning environments for all students.

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

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

How will the success of this contract be measured?

The approved firms' services will be evaluated based on their licenses, certifications, workforce and the ability to meet project milestones and remain within the approved budget.

If this is the continuation of a contract, how has success been measured in the past, and what specific information do we have to show that it was successful?

This is an amendment of an existing contract. The success is measured by the immediate response capabilities to initiate and complete emergency asbestos abatement, on an as-needed basis, throughout the District.

Related resolution(s)/approval(s):

January 30, 2020; No. 22

March 25, 2021; No. 27

May 26, 2022; No. 50

June 29, 2023, No. 101

Funding Source(s):

FY24 Operating Budget

FY21 - FY24 UPENN Grant

Office Originating Request: Operations - Facilities

Action Item - 18.

Title: Amendment of Contract with Aramark for Facilities Condition Assessment (\$1,500,000) - Updated 3.14.2024

Board of Education Meeting Date: 3/28/2024

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:

Aramark

Purpose:

To provide technical expertise to expand the existing facilities building systems datasets

Original Start Date: 9/22/2023

Current End Date: 12/31/2023

Amended End Date: 6/30/2025

Currently Authorized Compensation: \$376,593

Additional Compensation:

\$1,500,000

Total New Compensation: \$1,876,593

Location:

All Schools

Renewal Options: Yes

Number of Options: 1

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

Maximum compensation authorized per option period: \$1,876,593

Description:**Why is this contract needed?**

The District seeks to complete the comprehensive facility condition assessment of all buildings using the Aramark facility analysis tool, and taxonomy developed as a deliverable during the Aramark Facilities Pilot. Expanded use of the Aramark facility analysis tool enables the comprehensive and efficient assessment of each facility's educational suitability, environmental conditions, playgrounds/play-yards, physical security, and life safety systems, as well as evaluate ongoing Capital Improvement Program investments for the purpose of developing critical decision support recommendations that inform long-term facility investments which align with the development of a strategic facilities plan.

The selected vendor will deliver all work on the finalized algorithm, including a documented process and methodology to provide technical assistance in high-level end-goal development for future decision-making, including inventory and assessment of existing data, as well as identifying the requirement for collecting missing data. Deliverables will include the electronic transfer of the data set and a working manual describing the program and all weighting elements. Additionally, the vendor will maintain a data warehouse environment to house all data sets through project completion and migrate to the District's warehouse environment.

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

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

How will the success of this contract be measured?

The success of this contract will be measured by the vendor's ability to apply the methodology developed, tested, and approved during the Aramark Facilities Pilot Phase to all District-owned and managed facilities to support a prioritized and equitable capital investment plan and process.

If this is the continuation of a contract, how has success been measured in the past, and what specific information do we have to show that it was successful?

Yes, this is a continuation of a contract. The success of the contract has been measured by the vendor's demonstrated ability to successfully develop a comprehensive methodology and taxonomy for 29 schools during the Aramark Facilities Pilot that effectively assessed facility conditions and requirements based on the challenges of the contemporary operating environment, and builds upon the existing facilities planning data.

When applicable, is this an evidence-based strategy? If so, what evidence exists to support this approach? N/A

When applicable, was a larger community of District community members and stakeholders involved in this selection process? If so, what groups and how? N/A

Related resolution(s)/approval(s):

September 21, 2023; No. 24

Funding Source(s):

Capital

Office Originating Request: Operations - Facilities

Action Item - 19.

Title: Amendment of Contract with Amazon.com Services, LLC. - Online Marketplace (\$32,000,000)

Board of Education Meeting Date: 3/28/2024

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:

Amazon.com Services, LLC

Purpose:

to enable purchasing of various educational and operational related supplies from an online marketplace

Original Start Date: 2/1/2023

Current End Date: 6/30/2024

Amended End Date: 6/30/2027

Currently Authorized Compensation: \$1,000,000

Additional Compensation:

\$7M additional for FY24 and as follows for FY25, FY26, and FY27:

FY25 - \$8,000,000

FY26 - \$8,000,000

FY27 - \$8,000,000

Total New Compensation: \$32,000,000

Location:

All Schools; Administrative Office(s);

Renewal Options: No

Description:**Why is this contract needed?**

The Office of Procurement Services has identified a need for an online marketplace to provide District schools and administrative offices with access to a wide variety of items and supplies related to educational and operational supports, across a number of local suppliers. Purchases made through the Amazon Business Marketplace will be facilitated and monitored by the Office of Procurement Services to enforce Board Procurement policies as it relates to competitive processes and providing business opportunities for small, diverse, local vendors within the Philadelphia region as appropriate. Additionally, the online marketplace will be managed and reviewed by The Office of Procurement Services on an ongoing basis, to monitor its effectiveness in regularly providing all District staff and students with any and all needed educational and operational related supplies.

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

Utilization of these services provides schools and administrative offices with the resources needed to support students and staff in the learning environment. Access to these resources supports all Board of Education Goals and Guardrails 1-4.

How will the success of this contract be measured?

Success for this contract will primarily be measured by 3 key aspects:

- Feedback from school based and central office staff for on-time delivery performance and availability of needed items
- Cost savings on a yearly basis
- Involvement of local, minority and/or women-owned businesses

Related resolution(s)/approval(s):

December 15, 2022; No. 27

Funding Source(s):

FY24-27 Various Schools & Offices

Office Originating Request: Operations - Procurement

Action Item - 20.

Title: Contract with Various Vendors to Install CCTV Security Camera and Video Management Systems at 23 Schools (\$9,385,423)

Board of Education Meeting Date: 3/28/2024

Action under consideration

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

With:

R.F. Design & Integration, Inc.
CDW Government LLC
Rittenhouse Communications Group LLC
Urban Harvest Partnership LLC

Purpose:

To enter into contracts with various vendors for the installation of CCTV security camera and video management systems at 23 schools.

Start date: 4/1/2024

End date: 6/30/2025

Compensation not to exceed: \$9,385,423

Separate Compensation by Vendor:

R.F. Design & Integration, Inc. - \$7,329,292
CDW Government LLC - \$946,694
Rittenhouse Communications Group LLC - \$632,624
Urban Harvest Partnership LLC - \$476,813

Location:

Stetson, John B. Middle School; Harding, Warren G. Middle School; Casarez, Gloria Elementary School; King, Martin Luther High School; Lincoln, Abraham High School; Olney High School; Spring Garden School; Carnell, Laura H. School; Munoz-Marin, Honorable Luis School; Bartram, John High School; Elkin, Lewis School; Kensington High School; Willard, Frances E. School; Kensington Health Sciences Academy; Kensington High School for Creative and Performing Arts (CAPA); De Burgos, Julia School; Webster, John H. School; Hunter, William H. School; South Philadelphia High School; Brown, Henry A. School; Rhoads, James School; McDaniel, Delaplaine School; Tilden, William T. Middle School;

Renewal Options: Yes

Number of Options: 1

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

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

Description:

Why is this contract needed?

The CCTV Transformation Program is Accelerate Philly Strategic Action 1.3. Under this Strategic Action the CCTV security camera infrastructure of the District will be transformed – all schools will have a modern, digital CCTV system served by an enterprise video management system. Under this Action Item, the District will enter into contracts with four qualified firms – R.F. Design & Integration, Inc., CDW Government LLC, Rittenhouse Communications Group LLC, and Urban Harvest Partnership LLC – to complete the installation of new CCTV security camera systems at 23 schools. Vendors will decommission existing analog CCTV systems and replace them with new CCTV security camera systems unified under an enterprise Genetec video management system.

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

The District's safety and security infrastructure, including CCTV security camera systems, aligns directly with Guardrail 1 in support of safe schools.

How will the success of this contract be measured?

The success of this contract will be measured by on-time, on-budget completion of the installations, as well as a significantly improved fully operational CCTV security systems that provide School Safety personnel and school administrators an effective tool for management of campus safety.

Funding Source(s):

FY24, FY25 School Safety Capital Funds

Office Originating Request: Operations - School Safety

Action Item - 21.

Title: Contract with CDW Government LLC for the Installation of a Genetec CCTV Video Management System Headend for District-wide Security Camera System Infrastructure (\$248,208)

Board of Education Meeting Date: 3/28/2024

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:

CDW Government LLC

Purpose:

Installation of a Genetec CCTV video management system headend under the CCTV Transformation Program to update security camera system infrastructure across the District

Start date: 4/1/2024

End date: 6/30/2025

Compensation not to exceed: \$248,208

Location:

Administrative Office(s); All Schools;

Renewal Options: Yes

Number of Options: 1

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

Maximum compensation authorized per option period: \$30,000

Description:

Why is this contract needed?

The CCTV Transformation Program is Accelerate Philly Strategic Action 1.3. Under this Strategic Action the CCTV security camera infrastructure of the District will be transformed – all schools will have a modern, digital CCTV system served by an enterprise video management system. Under this Action Item, the District will enter into a contract with CDW Government LLC for services to procure and install the Genetec video management system headend at the Arts Academy at Benjamin Rush High School Annex IT Data Center and the

Education Center Data Center. The video management system headend is the technology infrastructure that connects and centralizes the management of all school-level CCTV system networks. In the current state, CCTV security camera systems have no centralization. This creates operational inefficiencies for School Safety staff and school leaders, and maintenance challenges, and does not align with best security practice. The new video management system will improve system usability and function for all users, and allow for more proactive and effective maintenance.

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

The District's safety and security infrastructure, including CCTV security camera systems, aligns directly with Guardrail 1 in support of safe schools.

How will the success of this contract be measured?

The key metrics for success under this contract are on-time and on-budget installation and activation of the new video management system central infrastructure so that as new school CCTV systems come online over the next several years they are unified into the Genetec enterprise video management system.

Funding Source(s):

FY24, FY25 School Safety Capital Funds

Office Originating Request: Operations - School Safety

Action Item - 22.

Title: Contract with Atriade, LLC for Fire Alarm Systems Assessment, and Fire Alarm Systems Data Collection, Inventory, Integration and Testing (\$1,573,936) - Updated 3.21.2024

Board of Education Meeting Date: 3/28/2024

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:

Atriade, LLC

Purpose:

To contract with Atriade, LLC, for professional services to complete a comprehensive assessment of fire alarm systems, including collection and inventory fire alarm system data, and integration and testing of the collected data into District monitoring systems

Start date: 4/1/2024

End date: 11/24/2024

Compensation not to exceed: \$1,573,936

Location:

All Schools; Administrative Office(s)

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 not to exceed \$100,000

Description:

Why is this contract needed?

Under Federal Communication Commission Order 19-72A1 telecommunications providers are no longer required to sell or maintain traditional copper phone (POTS - Plain Old Telephone Service) lines. This requires a transition of the monitoring of both fire alarm

systems and intrusion detection systems from POTS lines to cellular service. The District has begun this transition through a collaborative effort between School Safety, Information Technology, Facilities, and Capital Programs. As part of this telecommunications technology transition process a comprehensive assessment of District fire alarm systems is required. Under this Action Item, the District will enter into a contract with Atriade, LLC for services completing a comprehensive assessment of District fire alarm systems, including a data collection and inventory of all fire system zone data at all District schools, the integration of this data into District electronic monitoring systems, verification and testing of the data integration, and troubleshooting of the data integration as necessary.

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

The District's safety and security infrastructure, including fire alarm and intrusion detection systems, aligns directly with Guardrail 1 in support of safe schools.

How will the success of this contract be measured?

The key metrics for success under this contract are the correct, on-time, and on-budget completion of a comprehensive assessment, and data collection, integration and testing effort to ensure that the District has the most up-to-date fire alarm system data and that systems are effectively monitored as part of the required telecommunications technology transition from POTS to cellular monitoring is successful.

Was a larger community of District community members and/or stakeholders involved in this selection process?

The process of transitioning from legacy POTS lines to cellular monitoring of fire alarm and intrusion detection systems is a major collaborative project coordinated between School Safety, Information Technology, Facilities, and Capital Programs. Representatives from all of these groups were involved in the procurement process for this Action Item.

Office Originating Request: Operations - School Safety

Action Item - 23.

Title: Contract with Astrophysics Inc. for Weapons Detection System Maintenance Parts (\$72,100)

Board of Education Meeting Date: 3/28/2024

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:

Astrophysics Inc.

Purpose:

To procure proprietary parts for the maintenance and repair of weapons detection scanning equipment

Start date: 4/1/2024

End date: 6/30/2024

Compensation not to exceed: \$72,100

Location:

All High Schools; Administrative Office(s)

Renewal Options: Yes

Number of Options: 1

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

Maximum compensation authorized per option period: \$75,000

Description:

Why is this contract needed?

Proprietary maintenance parts are required for the good upkeep and correct function of existing weapons detection scanning equipment. Under this Action Item, School Safety will enter into a contract with Astrophysics Inc. to procure repair and replacement parts for the maintenance of existing weapons detection scanning equipment.

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

The District's safety and security infrastructure, including maintenance of weapons detection

technology, aligns directly with Guardrail 1 in support of safe schools.

How will the success of this contract be measured?

Success will be measured by the timely delivery and timely repair of existing weapons detection scanning equipment.

Funding Source(s):

FY24 School Safety Operating Funds

Office Originating Request: Operations - School Safety

Action Item - 24.

Title: Amendment of Contract with R.F. Design & Integration, Inc. for CCTV Security Camera Installation at Northeast High School (\$104,456)

Board of Education Meeting Date: 3/28/2024

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:

R.F. Design & Integration, Inc.

Purpose:

to increase funding for additional labor costs determined to be at the prevailing wage for CCTV security camera and video management system installation at Northeast High School

Original Start Date: 11/17/2023

Current End Date: 10/19/2024

Amended End Date: 10/19/2024

Currently Authorized Compensation: \$500,980

Additional Compensation:

\$104,456

Total New Compensation: \$605,436

Location:

Northeast High School

Renewal Options: Yes

Number of Options: 1

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

Maximum compensation authorized per option period: No additional compensation beyond

what is currently authorized.

Description:

Why is this contract needed?

R.F. Design & Integration, Inc., was competitively selected to perform the CCTV security camera and video management system installation at Northeast High School. Following the award and the original action item authorizing this work, there was a determination by the Pennsylvania Department of Labor that elements of CCTV security camera installation work must be paid at the prevailing wage. Previously, the same work was not required at the prevailing wage. The prior wage exemption for CCTV security camera installation work is no longer operative. This Action Item authorizes an amendment to the existing R.F. Design & Integration, Inc. contract for CCTV security camera and video management system installation at Northeast High School to cover labor costs at the prevailing wage.

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

The District's safety and security infrastructure, including CCTV security camera systems, aligns directly with Guardrail 1 in support of safe schools.

How will the success of this contract be measured?

The on-time completion of the Northeast High School CCTV security camera and video management system installation in alignment with state wage determination.

Related resolution(s)/approval(s):

November 16, 2023; 15

Funding Source(s):

FY24 School Safety Capital Funds

Office Originating Request: Operations - School Safety

Action Item - 25.

Title: Contract with ITG Larson, Inc. for the Installation and Integration of a Genetec Video Management System at 43 Schools (\$2,219,434)

Board of Education Meeting Date: 3/28/2024

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:

ITG Larson, Inc.

Purpose:

For the installation and integration of Genetec video management systems at 42 schools under the CCTV Transformation Program to update security camera infrastructure across the District

Start date: 4/1/2024

End date: 6/30/2025

Compensation not to exceed: \$2,291,434

Location:

Roxborough High School; Central High School; Franklin, Benjamin High School; Science Leadership Academy (SLA); Wilson, Woodrow Middle School; Penn Alexander School; Greenberg, Joseph School; Widener Memorial School; Lamberton, Robert E. School; Fitzpatrick, A. L. School; Motivation High School; Farrell, Louis H. School; Solis-Cohen, Solomon School; Houston, Henry H. School; Shawmont School; Wagner, General Louis Middle School; Welsh, John School; John Hancock Demonstration School; Bodine, William W. High School; Fidler Academics Plus School; Ellwood School; Pollock, Robert B. School; Greenfield, Albert M. School; Feltonville Intermediate School; McCloskey, John F. School; Meredith, William M. School; Baldi Middle School; Frank, Anne School; Powel, Samuel School; Decatur, Stephen School; Stanton, Edwin M. School; Crossan, Kennedy C. School; Robeson, Paul High School for Human Services; Conwell, Russell H. School; Parkway Center City Middle College High School; Fox Chase School; Rhawnhurst School; Lawton, Henry W. School; Hamilton, Andrew School; Sheppard, Isaac A. School; Gompers, Samuel School; Masterman, Julia R. High School; Science Leadership Academy (SLA) at Beeber;

Renewal Options: Yes

Number of Options: 3

Duration of each option to extend: Years: 2 Months:

Maximum compensation authorized per option period: Each option at fixed amount not to exceed \$100,000

Description:

Why is this contract needed?

The CCTV Transformation Program is Accelerate Philly Strategic Action 1.3. Under this Strategic Action the CCTV security camera infrastructure of the District will be transformed – all schools will have a modern, digital CCTV system served by an enterprise video management system. Under this Action Item, the District will enter into a contract with ITG Larson, Inc. for services to procure, install, and fully integrate Genetec video management systems at 43 schools. Additionally, ITG Larson, Inc. will provide training services to designated School Safety and school administrative personnel at each school on the use and administration of the video management system. The schools served under this action item have modern, digital CCTV systems, but the systems are not served by an enterprise video management system. Moving each school CCTV system onto the Genetec video management system platform will allow for improved usability and function, and management and maintenance at both the school-level and across the District.

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

The work under this contract aligns directly with Guardrail 1, in support of safe schools.

How will the success of this contract be measured?

The key metrics for success under this contract are on-time and on-budget installation and activation of new video management systems at 43 schools, as well as improvements in school-level and system-level usability function, management, and maintenance. School administrators and School Safety personnel participating in training for the use and administration of the new systems will be consulted and surveyed to ensure that the training is effective and that designated personnel know how to appropriately and effectively use the new systems. School Safety will also assess success based on anticipated improvements in response time to CCTV system service and maintenance requests.

Funding Source(s):

FY24, FY25 School Safety Capital Funds

Office Originating Request: Operations - School Safety

Action Item - 26.

Title: Contract with Accenture for School Selection Process Evaluation (\$899,000)

Board of Education Meeting Date: 3/28/2024

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:

Accenture, LLP

Purpose:

To perform an annual audit of the School District's SY24 and SY25 school selection process, gather feedback from stakeholders, and provide recommendations for future years

Start date: 4/1/2024

End date: 9/30/2025

Compensation not to exceed: \$899,000

Location:

Administrative Office(s);

Renewal Options: No

Description:

Why is this contract needed?

The School District seeks to continue its commitment to evaluating the existing school selection process by analyzing documentation, project plans, and external communications, to highlight opportunities for continued improvement with the recommendations implemented for the school selection process. The intended outcome is a comprehensive assessment that covers a range of considerations, such as documentation, project plans, conduct data analysis, conduct a deep-dive review of similar school districts' school selection process to recommend the best school choice processes, and provide recommendations for improvements to the school selection process and external communications, all designed to ensure adherence to standards and discover prospects for ongoing refinement. This external evaluation holds the central aim of providing an unbiased evaluation, thereby allowing the District to strategize effectively for the implementation of improvements in the years ahead for the betterment of all participating students.

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

Goal 4 & 5: Every student graduates ready for college and career; Guardrail 1: Welcoming and Supportive Schools; Guardrail 3: Partnering with Parents/Family Members. The school selection process is intended to ensure families have access to the knowledge and opportunity to apply to schools outside of their catchment schools from grades K-12, so that they can make the right informed choice for their child. It is the goal of the District to prepare all of our students for college and career. This program evaluation will have the superintendent have a clear picture of what is working or not working towards this goal and within these guardrails; so that the District can improve on the process in a meaningful way.

How will the success of this contract be measured?

A public report will be generated for the superintendent, providing an evaluation overview of the District's school selection process. This will include survey feedback from parents and students, as well as focus groups, interview feedback and actions for consideration. .

If this is the continuation of a contract, how has success been measured in the past and what specific information do we have to show that it was successful?

Last school year, there was a contract to evaluate the annual school selection process and make recommendations to improve the process in the future. Success was measured by the timeliness of the deliverables; thoroughness of the literature review and benchmarking; and, the efficacy of the recommendations.

When applicable, was a larger community of District community members and/or stakeholders involved in this selection process? If so, what groups and how?

Yes, there were interviews and focus groups with school district staff from schools and central office, as well as survey feedback from parents and students.

Related resolution(s)/approval(s):

May 25, 2023; # 76

Funding Source(s):

FY24 Operating

FY25 Operating

FY26 Operating

Office Originating Request: Student Support Services

Action Item - 27.

Title: Amendment of Agreement For Services with WFGD Studio, LLC (\$39,500)

Board of Education Meeting Date: 3/28/2024

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:

WFGD Studio, LLC

Purpose:

Graphic design services for various materials related to required activities of grant funding

Original Start Date: 4/28/2023

Current End Date: 7/31/2024

Amended End Date: 7/31/2024

Currently Authorized Compensation: \$20,300

Additional Compensation:

\$39,500

Total New Compensation: \$59,800

Location:

All Schools;

Renewal Options: Yes

Number of Options: 1

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

Maximum compensation authorized per option period: Each option at fixed amount of \$59,800

Description:**Why is this contract needed?**

The Promoting Adolescent Student Health Program (PASH) plans to fully utilize CARES/Supplemental funds, awarded for implementing supports for emotional capacity building among students, to continue to implement the “All the Feels Journal” project to help students with their fears, emotions, and feelings. This project will adapt the existing journal for the elementary and middle school grades, as well as develop a staff-facing facilitator’s guide to assist with implementation in small group settings and classrooms.

In addition to the above described project, WFGD will process the 2023 Youth Risk Behavior Survey data. There are several other projects that we intend to complete this year. Processing the 2023 collection of the YRBS data, when available from the CDC, will require graphic design work to create dissemination materials for administrators, school leadership and other partners in the PASH work. PASH program staff are working with a high school student group at a priority school to create a marketing campaign around a sexual health topic. The products of this work will need professional design before they can be distributed. Other graphic designs projects include updating our parent resource guide and a new LGBTQIA support guide for parents. The content related to these projects will be completed under other contractual relationships with external partners with input from internal offices.

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

The creation of the social and emotional support journals is consistent with Guardrail 1: Safe and Supportive Schools. The objective of students learning to journal is to provide children with the tools to identify and maintain social and emotional safety within district schools.

How will the success of this contract be measured?

Success of this contract will be measured by the completion of three individual booklets ready for print within the given funding timeframe.

If this is the continuation of a contract, how has success been measured in the past and what specific information do we have to show that it was successful?

WFGD has shown competence in their ability to work within the funding and PASH branding guidelines through the successful completion of multiple previous projects.

When applicable, was a larger community of District community members and/or stakeholders involved in this selection process? If so, what groups and how?

WFGD will continue the work that began in year 1 of the supplemental funding. Various staff associated with the PASH program have utilized the services of WFGD to create resources over the life of the grant. They will design the social and emotional support journal for lower grade levels and facilitator’s guide for counselors and staff implementing the journals, for the Promoting Adolescent Student Health program, as well as serve as an ongoing design consultant for multiple projects across FY24. This contract will allow our program to continue to disseminate resources at the school level for District students which aligns with Guardrail

1: Welcoming and Supportive Schools.

Related resolution(s)/approval(s):

BOE 11; February 23, 2023

Funding Source(s):

PASH Grant (CARES/Supplemental Funds)

PASH Grant (Core Funds)

Office Originating Request: Student Support Services

Action Item - 28.

Title: Contract with Oley Valley Feed Inc. & Animal Specialties & Provisions for Animal Feed (\$480,000)

Board of Education Meeting Date: 3/28/2024

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:

Oley Valley Feed, Inc.
Animal Specialties & Provisions

Purpose:

Agricultural feed & supplies

Start date: 3/29/2024

End date: 6/30/2027

Compensation not to exceed: \$480,000

Separate Compensation by Vendor:

All entities will be paid out of the aggregate amount not to exceed \$480,000

Location:

Fox Chase School; Saul, Walter B. High School

Description:

This contract is to pay for feed and supplies to be used for the animals residing at the School District of Philadelphia's farms at W.B. Saul High School and Fox Chase Farm. Specific purchases include heifer minerals, hog grower, pig starter and barn calcite. The purpose of these farms is to educate the school children and families of Philadelphia about agriculture through hands-on experiences, on the Farm and through the classroom. The animals that they will serve are part of these agricultural programs. The proposed award represents completion of the public solicitation under Bid number NG10317 for Animal Feed and Bedding Supplies, issued by Procurement on June 29, 2023. The two vendors that submitted proposals were Oley Valley Feed Inc. and Animal Specialty & Provisions.

This work is connected to the District's plan to achieve Guardrail 2 - Enriching and well-rounded School Experiences. Along with the College & Career Goal: Every student graduates ready for college and careers and 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 49.9% in August 2019 to 80.0% in August 2026. The success of this contract will be measured by the percentage of eligible students who take and pass the NOCTI exam, the number of certifications received, along with the percentage of CTE students who have a documented job placement and/or post-secondary opportunity.

Related resolution(s)/approval(s):

August 15, 2019 #34

June 15, 2017; A-31

Funding Source(s):

FY23-24 Operating

FY24-25 Operating

FY25-26 Operating

FY26-27 Operating

Office Originating Request: Academic Support

Action Item - 29.

Title: Contract with Various Vendors - Playground Equipment and Installations (\$3,000,000)

Board of Education Meeting Date: 3/28/2024

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:

General Recreation Inc.

Kompan, Inc.

Recreation Resource USA, LLC

River Valley Landscapes Inc.

Great Lakes Recreation Co.,LLC DBA Boyce Recreation

Purpose:

To purchase and install playground equipment at District locations

Start date: 3/29/2024

End date: 6/30/2026

Compensation not to exceed: \$3,000,000

Separate Compensation by Vendor:

All entities will be paid out of the aggregate amount not to exceed \$3,000,000.

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: 110% of the original authorized amount for each option

Description:

All District school sites seek opportunities for their students to learn through play and extra-curricular activities as outlined in Guardrail 2. School administrators often commit their schools discretionary operating budgets and engage in a variety of fundraising initiatives to support the development of these opportunities. One of the main focuses continues to be the improvement of exterior grounds and the installation of safe learning/play spaces (playgrounds) for use by school communities. As such, the District launched competitive bid RFQ NG10369 to qualify play structure manufacturers/installer firms for the supply and installation of playground equipment and poured-in-place safety surfaces along with any and all associated design and testing requirements that will support schools who have the funding to procure play structures. The qualified suppliers will furnish all labor, tools, equipment, materials and required testing to complete each project following the approval of submitted specifications and drawings by the Office of Capital Programs.

As outlined in the RFQ, all playground safety surface and/or equipment installations shall be performed by a State of Pennsylvania licensed General Contractors in compliance with the (CPSC) U.S. Consumer Products Safety Commission Guidelines, (ADA) U.S. Americans With Disabilities Act, (ASTM-F1487) American Society for Testing and Materials Standard Consumer Safety Performance Specification for Playground Equipment for Public Use, the (NRPA) National Recreation and Parks Association, all conditions, rules, documents and guidelines as set forth by The School District of Philadelphia and all other governing bodies having jurisdiction for the location of the project. Furthermore, The contractor shall be responsible for completed turnkey projects ready for use as described in the submitted drawing(s) for each project and to include safety surface testing at construction completion. The contractor is responsible to maintain a clean, safe working environment on a public-school facility. The contractor is responsible for pick-up and delivery, on site storage of all equipment, final clean-up and repair to any site damage as a result of the completed project. All work shall be performed coordinated thru a District designated representative in a manner that does not interfere or interrupt the educational process. All materials and/or equipment shall be installed in strict accordance with the manufacturer's specifications.

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

This work directly connects to Board of Education Guardrails 1 and 2, which is for our schools to have a welcoming and supportive environment and to offer an enriching and well rounded school experience. It will increase opportunities for learning and improve safety during recess with more students positively involved in constructive play. Depending on the equipment selected, schools have the potential to offer a more inclusive space for students who are interested in a sensory experience or an alternative to sports and physical play. Additionally, more students will have the opportunity to enjoy and de-escalate while at recess with improved dynamic playground space.

How will the success of this project be measured? Success of this project will be

measured by the amount of site improvements and playground installations that can be completed without the use of Capital Funding. We also expect to receive positive feedback from students and our school communities that have been seeking site improvements for several years. It will be difficult to measure the fun and enjoyment our students will have, but we know this will contribute to more pride in our schools and positive connections with families and communities. A majority of the modern playground equipment includes dynamic design that support inclusion, physical exercise, play, and non-traditional learning spaces. The enhancement of the outdoor spaces will continue to contribute to the realization of the District's guardrail #3, "Every parent and guardian will be welcomed and encouraged to be partners in their child's school community."

When applicable, is this an evidence based strategy? If so, what evidence exists to support this approach? Our schools engage students in exciting learning initiatives in the classroom driven by our dedicated and knowledgeable teachers and staff. Despite this accomplishment, we recognize that some schools are missing a crucial element of learning spaces: an engaging outdoor play space. As numerous studies have shown, play is a vital part of children's development, contributing to their physical, emotional and cognitive well-being. Without qualified contractors that are ready to install playgrounds (and other external site improvements) the District struggles to provide our students with a space that supports this development. Furthermore, the Trust for Public Land published a report on how parks and playgrounds bring an array of positive social, environmental, economic, and health benefits to a community. Often, schools in inner city neighborhoods that are economically disadvantaged and have a large number of immigrants lack access to parks and playgrounds. They make the case that parks and playgrounds, like the ones we are advocating for, are essential for all communities but especially those that are disadvantaged in a variety of ways.

When applicable, was a larger community of District community members and/or stakeholders involved in this selection process? If so, what groups and how? In addition to several schools that have expressed interest, engaged contractors and have started and/or completed fundraising efforts for playgrounds; The Office of Capital Programs, along with Procurement and Offices within the Division of Academic Services through RFQ NG 10369 have all been included in the selection process.

Funding Source(s):

FY23-24 Operating and Categorical
FY24-25 Operating and Categorical
FY25-26 Operating and Categorical

Office Originating Request: Schools

Action Item - 30.

Title: Contract with R.F. Design & Integration, Inc. to Install CCTV Security Camera and Video Management Systems at Overbrook High School (\$585,106) - Added 3.12.2024

Board of Education Meeting Date: 3/28/2024

Action under consideration

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

With:

R.F. Design & Integration, Inc.

Purpose:

To enter into contracts with R.F. Design & Integration, Inc. for the installation of a CCTV security camera system and video management system at Overbrook High School.

Start date: 4/1/2024

End date: 6/30/2025

Compensation not to exceed: \$585,106

Location:

Overbrook High School

Renewal Options: Yes

Number of Options: 2

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

Maximum compensation authorized per option period: \$220,000

Description:

Why is this contract needed?

The CCTV Transformation Program is Accelerate Philly Strategic Action 1.3. Under this Strategic Action the CCTV security camera infrastructure of the District will be transformed – all schools will have a modern, digital CCTV system served by an enterprise video management system.

Under this Action Item, the District will enter into a contract with R.F. Design & Integration, Inc. to complete the installation of a new CCTV security system and video management system at Overbrook High School. The vendor will decommission the existing analog CCTV system and replace it with a new CCTV security camera system unified under an enterprise Genetec video management system. The CCTV project at Overbrook High School is primarily funded by a Pennsylvania Department of Education grant supported by local leaders.

The Action Item also authorizes options to complete additional CCTV security system and video management system on the fourth and fifth floors of Overbrook High School, which are not currently in use, as part of the District's Swing Space Master Plan at an additional cost of up to \$220,000.

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

The District's safety and security infrastructure, including CCTV security camera systems, aligns directly with Guardrail 1 in support of safe schools.

How will the success of this contract be measured?

The success of this contract will be measured by on-time, on-budget completion of the installation, as well as a significantly improved fully operational CCTV security system that provides School Safety personnel and Overbrook High School administrators an effective tool for the management of campus safety.

Was a larger community of District community members and/or stakeholders involved in this selection process? If so, what groups and how?

The Office of School Safety has consulted with Overbrook High School leadership as well as the Overbrook High School Alumni Association on this project, including attending an Alumni Association meeting to brief the Association on the project.

Funding Source(s):

FY24 School Safety Grant Funds
FY24, FY25 School Safety Capital Funds

Office Originating Request: Operations - School Safety

Action Item - 31.

**Title: Deep Roots Charter School – Application for Charter Renewal - Added 3.15.2024/
Updated 4.2.2024**

Board of Education Meeting Date: 3/28/2024

Action under consideration

Term: July 1, 2023 through June 30, 2024

Amendment: None

Description:

Deep Roots Charter School applied for renewal of its charter in the 2022-2023 school year. A renewal evaluation of this charter school was completed by the Charter Schools Office in 2022-2023, and the latest Annual Charter Evaluation - Renewal ("ACE-R") with renewal recommendation was completed in 2023 (ACE-R - Renewal Report). The Charter Schools Office and the Charter School have negotiated a one-year renewal with school-specific conditions, effective July 1, 2023. The renewal includes school-specific conditions related to: (i) the submission of a student attendance and truancy plan, (ii) the demonstration of an increase of students attending 95% or more instructional days annually for the 2023-2024 school year compared to the 2021-2022 school year, (iii) the demonstration of a decrease of students attending fewer than 90% of instructional days for the 2023-2024 school year compared to the 2021-2022 school year, (iv) minimally achieving an "Approaches Standard" rating as reflected on the ACE-R report or subsequent similar document based on the school's results of the 2023-2024 PSSA ELA test; and (v) minimally achieving an "Approaches Standard" rating as reflected on the ACE-R report or subsequent similar document based on the school's results of the 2023-2024 PSSA Math test. The Board of Education will consider this application for charter renewal.

See Attachment Added - 4.2.2024

Office Originating Request: Board of Education

ATTACHMENTS:

Description

Deep Roots - ACE Report

Final Action Item - 31

Type

Supporting Document

Supporting Document

2022-23 Annual Charter Evaluation - Renewal (ACE-R)

Deep Roots Charter School

Publication Date: 6/26/2023

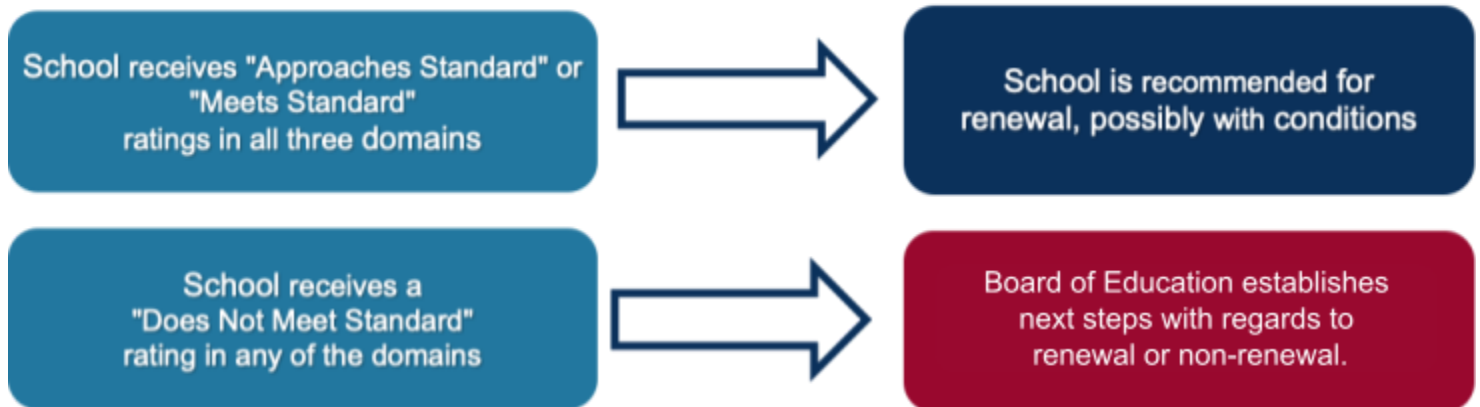
REPORT PURPOSE

This report is the primary means by which the Charter Schools Office (CSO) of The School District of Philadelphia (District) presents its findings and recommendations regarding a charter school's application for charter renewal to the Board of Education. At the end of each charter term, Pennsylvania requires charter school authorizers to conduct a comprehensive review of a charter school's performance during that term.

The CSO bases its recommendation to renew a charter for a subsequent charter term on a comprehensive review of the current charter term across three domains: Academic Success, Organizational Compliance and Viability, and Financial Health and Sustainability. The Charter School Performance Framework provides a detailed outline of the standards and categories that the CSO evaluates within each domain. Each domain receives a rating of "Meets Standard," "Approaches Standard," or "Does Not Meet Standard" based on points and ratings received. The Charter School Performance Framework also outlines the point and rating system.

These ratings and the substance of the evidence within each domain guide the overall renewal recommendation. If a charter school receives a "Does Not Meet Standard" rating in one or more domains, the Board of Education will establish next steps with regards to renewal or non-renewal.

How Performance Impacts Renewal



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DOMAINS/CATEGORIES/STANDARDS INFORMATION

The Charter Schools Performance Framework consists of three domains: 1) Academic Success, 2) Organizational Compliance and Viability, and 3) Financial Health and Sustainability. Each domain contains categories and a number of standards within each category.

The **Academic Success Domain** includes four categories: 1) Proficiency, 2) Growth, 3) Attendance, and 4) Postsecondary Readiness (for charter schools serving high school grades). Proficiency includes one standard, Growth includes two standards, Attendance includes two standards, and Postsecondary Readiness includes three standards.

The **Organizational Compliance and Viability Domain** includes nine categories and 50 standards that can be one of three types: Annual Policy, Annual Practice, or Renewal.

- 1) Mission and Educational Plan (3 standards);

2) Special Education (10 standards);

3) English Learners (6 standards);

4) Enrollment (6 standards);

5) Student Discipline (4 standards);
- 6) Personnel (4 standards);

7) Food, Health and Safety (7 standards);

8) Board Governance (8 standards); and

9) Timely Reporting (2 standards).

The following table defines each of the three types of standards by (1) providing a brief description of what that standard type is, (2) listing the relevant year(s) the CSO evaluates each standard type, and (3) identifying the color used throughout the report to identify each standard type. While reading the report, it is recommended to refer back to this page to contextualize the ratings and comments made for each standard. Ratings for each of the categories within the Organizational Compliance and Viability Domain have been established using the [2022-23 Renewal Category Business Rules](#).

| Standard Type | Standard Description | Color Indicator |
|-----------------|--|-----------------|
| Annual Policy | The Policy standard type corresponds to standards within each category that are mandatory policies that act as rules or guidelines for certain practices in schools. | Light Blue |
| Annual Practice | The Practice standard type corresponds to standards within each category that are the application of policies into practices. | Yellow |
| Renewal | The Renewal standard type corresponds to standards within each category that are only evaluated during a charter school's renewal review year. | White |

The **Financial Health and Sustainability Domain** includes two categories: 1) Financial Health and 2) Fiscal Management. Financial Health includes seven standards. Fiscal Management includes six standards.

SCHOOL OVERVIEW

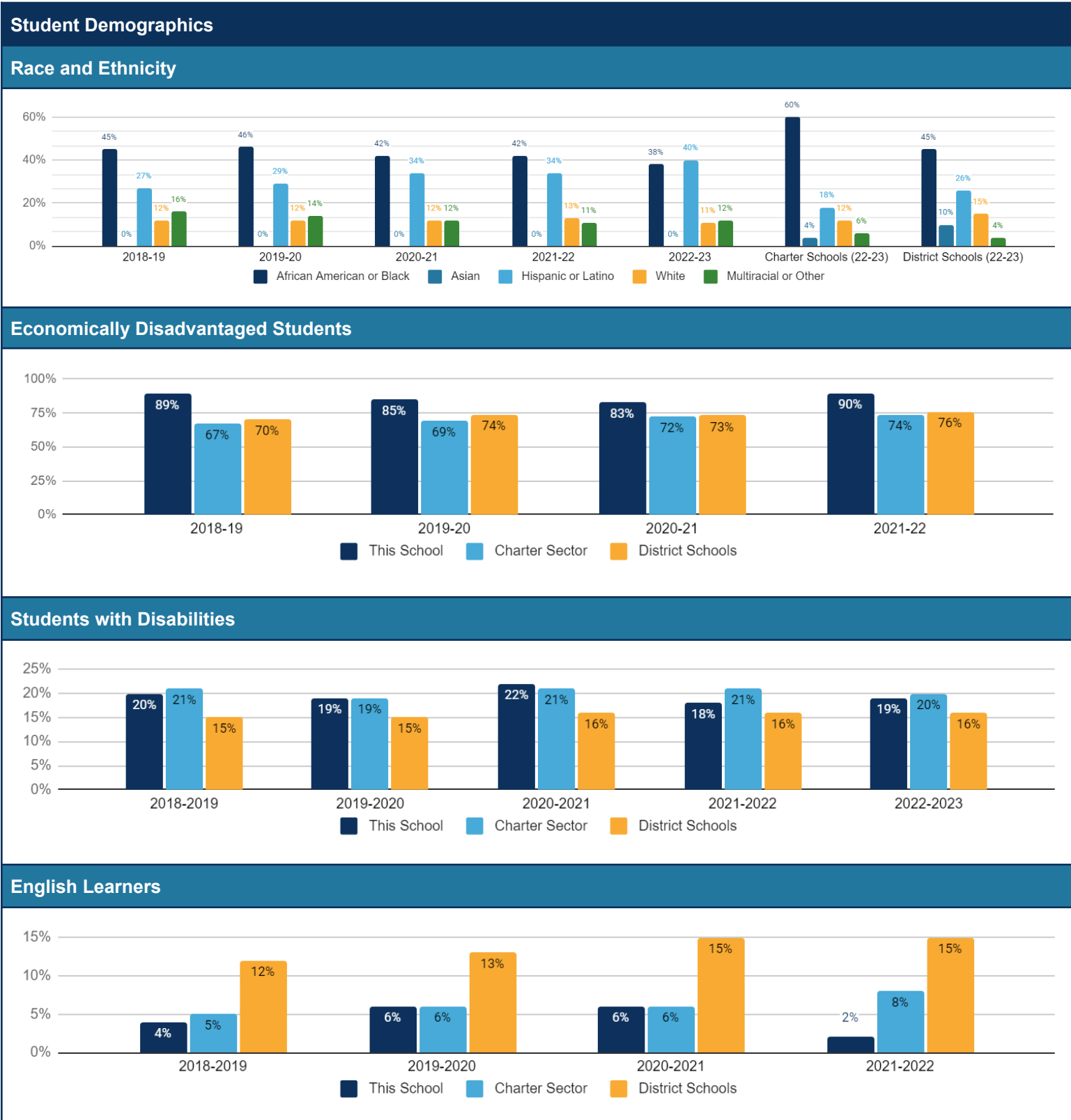
| General Information | |
|---------------------|--|
| Address | 3556 Frankford Ave., 19134 |
| Phone | 267-399-3727 |
| Website | https://deeprootscs.org/ |
| Network | N/A |
| History | Opened in 2018 |
| Current Term | 2018-19 to 2022-23 |
| Admission | Citywide with Neighborhood Preference |
| Mission | <i>"Our mission is to teach disciplined learners and to empower them to grow and serve in their community, in college and beyond."</i> |

| Leadership, Grades Served, and Enrollment History | | | | |
|---|-----------------|---------------|--|-----------------------|
| School Year | School Leader | Grades Served | Total Enrollment <i>(as of October 1)</i> | Authorized Enrollment |
| 2018-19 | G. Logan Blyler | K-4 | 282 | 300 |
| 2019-20 | G. Logan Blyler | K-5 | 323 | 360 |
| 2020-21 | G. Logan Blyler | K-6 | 364 | 420 |
| 2021-22 | G. Logan Blyler | K-6 | 380 | 480 |
| 2022-23 | Lucilla Perry | K-5 | 285 | 540 |

| Pennsylvania School Performance Profile Scores | | | |
|--|-------------|------------------------|-------------------------|
| School Year | This School | Charter School Average | District School Average |
| 2018-19 (SPP) | 56 | 58.57 | 54.07 |
| 2019-20 (SPP) | N/A | N/A | N/A |
| 2020-21 (SPP) | N/A | N/A | N/A |
| 2021-22 (ACT 13) | 55.9 | 63.9 | 60.4 |

| Similar School Groups |
|---|
| <p><i>Similar Schools Groups (SSGs) are comprised of District and charter schools that are the same school type (ES, MS, K8, HS) and serve similar populations of students based on the percentages of students who are economically disadvantaged (+/-10%), students with disabilities (+/-5%), and English learners (+/-7.5%). Schools must fall within all three ranges to be included in a given school's SSG. If a school's SSG has fewer than five schools, the ranges expand to include five schools. The CSO updates SSGs annually.</i></p> <p>Eleanor C. Emlen School, James Logan School, John H. Webster School, Julia W. Howe School, KIPP North Philadelphia Charter School, Mastery Charter School at Clymer, Mastery Charter School at Mann, Mastery Charter School at Smedley, Mastery Charter School at Wister, Mastery Prep Elementary Charter School, Prince Hall School</p> |

DEMOGRAPHICS



EXECUTIVE SUMMARY

The Executive Summary provides an overview of key indicators for a charter school evaluated during the comprehensive renewal process, which occurs in the last year of a charter term. The length of a charter term is typically five years for charter schools in Pennsylvania. The table below summarizes school performance information for all years of the charter term for which data is available across the three domains evaluated at renewal: Academic Success, Organizational Compliance and Viability, and Financial Health and Sustainability.

The following tables summarize whether the Charter School meets the standard (▲), approaches the standard (■) or does not meet the standard (▼) during the charter term. The [Charter School Performance Framework](#) outlines the point allocation for the standards and categories evaluated within each domain.

| Academic Success | | | | | | | | | | Domain Rating: Does Not Meet Standard | | | | | | | |
|------------------|---------------------|------------|------|---------|--------|------------|------|---------|--------|---------------------------------------|------|---------|--------|------------|------|---------|--------|
| Category | Standard | SY 2018-19 | | | | SY 2019-20 | | | | SY 2020-21 | | | | SY 2021-22 | | | |
| Proficiency | | ELA | Math | Science | | ELA | Math | Science | | ELA | Math | Science | | ELA | Math | Science | |
| | PSSA | ▲ | ▼ | ▲ | | N/A | N/A | N/A | | N/A | N/A | N/A | | ▼ | ▼ | ▼ | |
| Growth | | ELA | Math | Sci. 4 | Sci. 8 | ELA | Math | Sci. 4 | Sci. 8 | ELA | Math | Sci. 4 | Sci. 8 | ELA | Math | Sci. 4 | Sci. 8 |
| | PSSA All Students | ▲ | ▼ | ▲ | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | ▲ | ▲ | ▲ | N/A |
| | PSSA Lowest | ▲ | ▲ | ▲ | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | ▲ | ▲ | ▲ | N/A |
| Attendance | 95%+ | ■ | | | | N/A | | | | ▼ | | | | ▼ | | | |
| | Chronic Absenteeism | ■ | | | | N/A | | | | ▼ | | | | ▼ | | | |

| Symbol Key | | | | | | | |
|------------|-------------|---|-------------|---|-----------|-----|----------------|
| ▲ | Full Credit | ■ | Half Credit | ▼ | No Credit | N/A | Not Applicable |

| Points Earned by Category and School Year | | | | | |
|---|-------------|------------|------------|------------|--------------|
| | SY 2018-19 | SY 2019-20 | SY 2020-21 | SY 2021-22 | 4-Year Total |
| Proficiency | 6 / 10 | N/A | N/A | 0 / 10 | 6 / 20 |
| Growth | 6 / 8.5 | N/A | N/A | 8.5 / 8.5 | 14.5 / 17 |
| Attendance | 2.5 / 5 | N/A | 0 / 5 | 0 / 5 | 2.5 / 15 |
| Postsecondary Readiness | N/A | N/A | N/A | N/A | N/A |
| TOTAL | 14.5 / 23.5 | N/A | 0 / 5 | 8.5 / 23.5 | 23 / 52 |
| Academic Success Domain % Earned | | | | | 44% |

| Academic Success Domain Rating Key | | | | | |
|------------------------------------|----------------|------------|---------------------|-------|------------------------|
| > 75% | Meets Standard | 45% to 75% | Approaches Standard | < 45% | Does Not Meet Standard |

| Organizational Compliance and Viability | | | Domain Rating: Approaches Standard |
|---|---------------|-----------------|------------------------------------|
| Category | Points Earned | Points Possible | Rating |
| Mission and Educational Program | 15 | 15 | Meets Standard |
| Special Education | 10 | 10 | Meets Standard |
| English Learners | 5 | 10 | Approaches Standard |
| Enrollment | 7.5 | 15 | Approaches Standard |
| Student Discipline | 10 | 10 | Meets Standard |
| Personnel | 5 | 10 | Approaches Standard |
| Food, Health, and Safety | 5 | 10 | Approaches Standard |
| Board Governance | 0 | 15 | Does Not Meet Standard |
| Timely Reporting | 5 | 5 | Meets Standard |
| TOTAL | 62.5 | 100 | Approaches Standard |

| Symbol Key | | | | | | | |
|------------|-------------|---|-------------|---|-----------|-----|----------------|
| ▲ | Full Credit | ■ | Half Credit | ▼ | No Credit | N/A | Not Applicable |

| Organizational Compliance and Viability Domain Rating Key | | | | | |
|---|----------------|------------|---------------------|-------|------------------------|
| > 80% | Meets Standard | 50% to 80% | Approaches Standard | < 50% | Does Not Meet Standard |

| Financial Health and Sustainability | | | Domain Rating: Meets Standard | |
|-------------------------------------|------|------|-------------------------------|------|
| Financial Health Category | FY19 | FY20 | FY21 | FY22 |
| Total Margin (% of Revenue) | ■ | ▲ | ▲ | ▲ |
| Current Ratio | ▼ | ▲ | ▲ | ▲ |
| Average Days Cash on Hand | ▼ | ■ | ▲ | ■ |
| Net Position (% of Revenue) | ▼ | ■ | ▲ | ▲ |
| Non-Restricted Fund Balance | ▼ | ■ | ▲ | ▲ |
| Debt Ratio | ▼ | ▲ | ▲ | ▲ |
| Debt Service Coverage Ratio | ▼ | ▲ | ▲ | ▲ |
| Fiscal Management Category | FY19 | FY20 | FY21 | FY22 |
| Audit Findings | ▲ | ▲ | ▲ | ▲ |
| Delinquency and Default | ▲ | ▲ | ▲ | ▲ |
| PSERS | N/A | N/A | N/A | N/A |
| Financial Transactions | ▼ | | | |
| Related Parties | ▲ | | | |
| Payroll | ▲ | | | |

| Symbol Key | | | | | | | |
|------------|----------------|---|---------------------|---|------------------------|-----|----------------|
| ▲ | Meets Standard | ■ | Approaches Standard | ▼ | Does Not Meet Standard | N/A | Not Applicable |

ACADEMIC SUCCESS: Does Not Meet Standard

Please note that state tests were not administered during the 2019-20 school year and participation was limited during the 2020-21 school year due to the COVID-19 pandemic. For those reasons, data for PSSA and Keystone tests will not be displayed.

PROFICIENCY

Proficiency rates are compared to the same grades served by the Charter School in two comparison groups: Similar Schools (charter and District schools with similar demographics) and District Schools. Schools earn full credit if their proficiency rate meets or exceeds both Similar Schools and District Schools and half credit for meeting or exceeding only one of the comparison groups.

PSSA Proficiency: 30% of points possible

| PSSA Proficiency Rates | | | | | | | | | |
|------------------------|---------------------|----------------|------------------|----------------------|----------------|------------------|-------------------------|----------------|------------------|
| | ELA Grades 3 - 8 | | | Math Grades 3 - 8 | | | Science Grades 4 & 8 | | |
| Points Possible: | 4 per year | | | 4 per year | | | 2 per year | | |
| School Year | This School | Similar School | District Schools | This School | Similar School | District Schools | This School | Similar School | District Schools |
| 2018-19 | 39% | 24% | 35% | 10% | 12% | 24% | 58% | 37% | 47% |
| 2019-20 | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 2020-21 | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 2021-22 | 15% | 20% | 31% | 4% | 7% | 18% | 33% | 34% | 44% |

GROWTH

The Pennsylvania Department of Education (PDE) sets the Average Growth Indexes (AGI) standard for all schools (see chart below). Schools earn full credit for overall and lowest performing AGIs at or above -1, the minimum score reflecting evidence that the school met the growth standard, and no credit for AGIs below -1, which indicates that there was evidence that the school did not meet the growth standard.

PSSA Growth: 85% of points possible

| PSSA Growth Rates | | | | | | | | |
|-------------------|---------------------|-------------------|----------------------|-------------------|--------------------|-------------------|--------------------|-------------------|
| | ELA Grades 3 - 8 | | Math Grades 4 - 8 | | Science Grade 4 | | Science Grade 8 | |
| Points Possible: | 2.5 per year | 1 per year | 2.5 per year | 1 per year | 1.25 per year | 0.25 per year | 1.25 per year | 0.25 per year |
| School Year | All Students | Lowest Performing | All Students | Lowest Performing | All Students | Lowest Performing | All Students | Lowest Performing |
| 2018-19 | 1.59 | 0.48 | -1.36 | 0.76 | -0.88 | 0.49 | N/A | N/A |
| 2019-20 | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 2020-21 | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 2021-22 | 0.80 | 1.66 | 1.50 | 0.26 | 0.07 | 0.54 | N/A | N/A |

PSSA Growth Rates are suppressed if there were a limited number of test takers (10 or less) at a school for any particular subject. If this is the case, the school value will read SUP.

| PA Department of Education Growth Measure | | | |
|---|---|--|--|
| < -2.0 Significant evidence that the school did not meet the standard for PA Academic Growth | -2.0 to -1.0 Moderate evidence that the school did not meet the standard for PA Academic Growth | -1.0 to 1.0 Evidence that the school met the standard for PA Academic Growth | > 2.0 Significant evidence that the school exceeded the standard for PA Academic Growth |

ATTENDANCE

Attendance rates are compared to the same grades served by the Charter School in two comparison groups: Similar Schools (charter and District schools with similar demographics) and District Schools.

95%+ Attendance Rate: Schools earn full credit if their 95%+ attendance rate (the percentage of students attending 95% or more instructional days) meets or exceeds both Similar Schools and District Schools and earn half credit for meeting or exceeding only one of the comparison groups.

Chronic Absenteeism: Schools earn full credit if their chronic absenteeism rate (the percentage of students attending fewer than 90% of instructional days) is lower than both Similar Schools and District Schools and half credit if it is lower than one comparison group.

Please note that 2019-20 attendance data reflects attendance through March 13, 2020 and is for informational purposes only.

Grades K-8: 17% of points possible

| 95% + Attendance Rates | | | | Chronic Absenteeism | | |
|------------------------|--------------|-----------------|------------------|---------------------|-----------------|------------------|
| Points Possible: | 2.5 per year | | | 2.5 per year | | |
| School Year | This School | Similar Schools | District Schools | This School | Similar Schools | District Schools |
| 2018-19 | 39% | 38% | 45% | 31% | 33% | 27% |
| 2019-20 | 60% | 52% | 54% | 17% | 22% | 22% |
| 2020-21 | 31% | 41% | 54% | 55% | 38% | 31% |
| 2021-22 | 3% | 34% | 37% | 82% | 42% | 40% |

ORGANIZATIONAL COMPLIANCE AND VIABILITY: Approaches Standard

MISSION AND EDUCATIONAL PLAN

For all schools in the 2022-23 Renewal Cohort, the Mission and Educational Plan Category was evaluated through three school-specific standards (also known as Mission Elements) as defined by the Charter School. At Renewal Site Visits, the CSO sought to gather evidence regarding the three Mission Elements identified by schools through artifact reviews, school and classroom observations, and discussions with stakeholders. The CSO then utilized data collected regarding the three Mission Elements to render a rating for the Mission and Educational Plan category under the Organizational Compliance and Viability domain of the Framework. The specific elements that the CSO sought to observe were derived from the renewal application and affirmed during the CSO’s Mission Element Confirmation Meeting with the Charter School.

Mission and Educational Plan: Meets Standard (15/15)

| | Evidence Source | Rating |
|--------------------|---------------------------|----------------|
| Mission Element #1 | Artifacts | Meets Standard |
| | Observations | |
| | Stakeholder Conversations | |
| Mission Element #2 | Artifacts | Meets Standard |
| | Observations | |
| | Stakeholder Conversations | |
| Mission Element #3 | Artifacts | Meets Standard |
| | Observations | |
| | Stakeholder Conversations | |
| Overall Rating | | Meets Standard |

DOCUMENT REVIEW

As a component of the comprehensive renewal evaluation, the Charter Schools Office reviews schools' records and compiles data from prior annual reports to evaluate Organizational Compliance and Viability standards for Special Education, English Learners, Student Discipline, Enrollment, Personnel, Timely Reporting, Food, Health, and Safety, and Board Governance.

| Special Education | | | Meets Standard (10/10) |
|---|-----|----------------------|---|
| Child Find Notice. Special education child find policy is accessible on the school website and includes information on program availability, screening activities, and how parents can request services. | ▲ | 2019 ACE | |
| | ▲ | 2020 ACE | |
| | ▲ | 2021 ACE | |
| | ▲ | 2022 ACE | |
| Manifestation Determination. Student Code of Conduct is differentiated for students with disabilities referencing specific, complaint procedures for manifestation determination. | ▲ | 2019 ACE | |
| | ▲ | 2020 ACE | |
| | ▲ | 2021 ACE | |
| | ▲ | 2022 ACE | |
| Manifestation Determination Practice. School implements a compliant manifestation determination process for students with disabilities when it considers a change in placement because of a discipline incident. | N/A | 2019 | The School did not recommend any students with disabilities for change of placement due to behavior during the school year. |
| | N/A | 2020 | The School did not recommend any students with disabilities for change of placement due to behavior during the school year. |
| | N/A | 2021 | The School did not recommend any students with disabilities for change of placement due to behavior during the school year. |
| | N/A | 2022 | The School did not recommend any students with disabilities for change of placement due to behavior during the school year. |
| Screening. Implements and provides evidence of universal screening, initial assessments, and/or referral system to determine academic and behavior levels. | ▲ | Evaluated at Renewal | |
| Monitoring. Implements and provides evidence of ongoing assessment and progress monitoring to provide information on student progress and behavioral outcomes. | ▲ | Evaluated at Renewal | |
| Tiered Instruction. Implements and provides evidence of a multi-tier approach to differentiate instruction and implement academic and behavior interventions. | ▲ | Evaluated at Renewal | |
| IEP Progress Monitoring. Provides evidence of tracking students' progress toward meeting annual goals. | ▲ | Evaluated at Renewal | |
| Secondary Transition. IEPs include transitional services for all students ages 14–21, if applicable. | N/A | Evaluated at Renewal | School does not serve students between ages 14-21. |

| Special Education | | | Meets Standard (10/10) |
|--|-----------|----------------------|--|
| IEP Timeliness. Valid IEPs are in place with evidence of required signatures and parent participation. | ▲ | Evaluated at Renewal | In an audit conducted by the Office of Auditing Services in a review of 19 Special Education files, an error rate of 0% (0 files) was found. |
| BSE Findings. The PA Bureau of Special Education found no significant areas of noncompliance in their most recent review. | TBD | Evaluated at Renewal | The School's most recent Bureau of Special Education review took place on April 28, 2022. The School has until April 4, 2023 to fix areas of noncompliance. |
| English Learners | | | Approaches Standard (5/10) |
| ESL Policy. English as a Second Language policy, including notification, identification, programming, and expectations for proficiency, is consistent with Pennsylvania English as a Second Language regulations. | ▲ | 2019 ACE | |
| | ▲ | 2020 ACE | |
| | ▲ | 2021 ACE | |
| | ▲ | 2022 ACE | |
| EL Timely Evaluation. English as a Second Language policy includes expectation for timely evaluation of students, within the first 30 days of school or if transferred, within 14 days of enrollment. | ▲ | 2019 ACE | |
| | ▼ | 2020 ACE | 10% of EL students (3 of 29) were not identified as being English Learners within 30 days of enrollment at the start or 14 days of enrollment during the school year. |
| | ▲ | 2021 ACE | |
| | ▲ | 2022 ACE | |
| ESL ACCESS. English Learners are administered the ACCESS assessment annually. | ▲ | 2019 ACE | |
| | ▲ | 2020 ACE | |
| | Not Rated | 2021 ACE | Due to the constraints of COVID-19 related school closures, LEAs were presented with challenges in administering the 2021 ACCESS for ELLs exam. Administration of the 2021 ACCESS for ELLs was required for all schools serving English Learners. 100% of English Learners (21 of 21) were provided the ACCESS for ELLs Evaluation during the 2020-21 school year. |
| | ▲ | 2022 ACE | |
| EL Identification. School implements a compliant process for identifying English Learners. | ▲ | Evaluated at Renewal | |
| EL Notification. School notifies parents or guardians in writing of placement in ESL program and assessment results in preferred language. | ▼ | Evaluated at Renewal | 5 of 20 student files contained evidence of initial and annual notification to family of assessment results and placement in the LIEP program. |
| EL Exiting. School exits students from the ESL program when they meet the appropriate exit criteria. | ▲ | Evaluated at Renewal | |

| Enrollment | | Approaches Standard (7.5/15) | |
|---|-----|------------------------------|---|
| Enrollment Policy. Enrollment policy complies with Pennsylvania regulations on student enrollment, including no additional mandatory paperwork or steps for families beyond what can be required, recognition of a lottery process if needed, and no noncompliant lottery preferences. | ▲ | 2019 ACE | |
| | ▼ | 2020 ACE | Enrollment policy required documents beyond the five items per the BEC (designated as "paperwork required by school not condition of enrollment.") |
| | ▼ | 2021 ACE | Enrollment policy did not contain waitlist response expectation information for families. Policy did not include at least two ways for families to submit enrollment documentation. |
| | ▲ | 2022 ACE | |
| Student Application. Student application only requires name, address, date of birth or age, gender, grade applying for, current school, guardian information, and sibling information. | ▲ | 2019 ACE | |
| | ▲ | 2020 ACE | |
| | ▲ | 2021 ACE | |
| | ▲ | 2022 ACE | |
| Enrollment Materials. Enrollment materials only require proof of age and address, home language survey, immunization record and parent registration statements to enroll. No prohibited items as defined by PDE are included. | ▼ | 2019 ACE | The School did not clearly differentiate between requested and required documents. |
| | ▲ | 2020 ACE | |
| | ▼ | 2021 ACE | Enrollment materials did not distinguish between required and requested items, and stated that all documents in the packet need to be completed to finalize enrollment. |
| | ▲ | 2022 ACE | |
| Lottery and Waitlist Process. School selects students at random, except that it may give preference in enrollment consistent with the school's charter agreement and charter school law. | ▲ | Evaluated at Renewal | |
| Enrollment Process. Only proof of age and address, home language survey, immunization record, and parent registration statement are required to enroll officially. | ▼ | Evaluated at Renewal | 6 of 20 student enrollment files missing evidence of immunization records collected prior to student enrollment start date. |
| Geographic Preference Alignment. When applicable, the School adheres to geographic enrollment preferences outlined in its charter agreement. | N/A | Evaluated at Renewal | This criteria does not apply to this School. |

| Student Discipline | | Meets Standard (10/10) | |
|---|---|------------------------|--|
| Code Due Process. The School's Code of Conduct identifies all student due process rights codified in Chapter 12 of the PA Public School Code, including those related to long-term suspensions and expulsions, such as formal hearing and appeal rights. | ▼ | 2019 ACE | Code of Conduct did not fully identify due process rights, including formal and informal hearing rights. |
| | ▲ | 2020 ACE | |
| | ▲ | 2021 ACE | |
| | ▲ | 2022 ACE | |

| Student Discipline | | | Meets Standard (10/10) |
|---|-----|----------|--|
| Tuancy Policy. School's truancy policy requires an attendance conference before referral of truancy matters to a legal entity and prohibits suspension, expulsion, or transfer due to truant behavior. | ▲ | 2019 ACE | |
| | ▲ | 2020 ACE | |
| | ▲ | 2021 ACE | |
| | ▲ | 2022 ACE | |
| Renaissance-District Alignment. Code of Conduct is aligned in intent with District Code of Conduct for out-of-school suspensions and expulsions, including policy on suspensions by grade level, as required by the charter agreement. | N/A | 2019 ACE | Applies to Renaissance Charter Schools only. |
| | N/A | 2020 ACE | Applies to Renaissance Charter Schools only. |
| | N/A | 2021 ACE | Applies to Renaissance Charter Schools only. |
| | N/A | 2022 ACE | Applies to Renaissance Charter Schools only. |
| Expulsion Process. Implemented compliant due process procedures for students recommended for expulsion. | N/A | 2019 | The School did not recommend any student for expulsion during the school year. |
| | N/A | 2020 | The School did not recommend any student for expulsion during the school year. |
| | N/A | 2021 | The School did not recommend any student for expulsion during the school year. |
| | N/A | 2022 | The School did not recommend any student for expulsion during the school year. |

| Personnel | | | Approaches Standard (5/10) |
|--|---|----------|---|
| Certified ESL Teachers. ESL teachers are directly employed and appropriately certified. | ▲ | 2019 ACE | 100% of ESL teachers were appropriately certified during the 2018-20 school year. |
| | ▲ | 2020 ACE | 100% of ESL teachers were appropriately certified during the 2019-20 school year. |
| | ▼ | 2021 ACE | 0 of 1 (0%) ESL teachers were appropriately certified during the 2020-21 school year. |
| | ▲ | 2022 ACE | 100% of ESL teachers were appropriately certified during the 2021-22 school year. |
| Certified SPED Teachers. Special education teachers are appropriately certified. | ▲ | 2019 ACE | 100% of Special Education teachers were appropriately certified. |
| | ▲ | 2020 ACE | 100% of Special Education teachers were appropriately certified. |
| | ▲ | 2021 ACE | 100% of Special Education teachers were appropriately certified. |
| | ▲ | 2022 ACE | 100% of Special Education teachers were appropriately certified. |
| Certified Instructional Leader. Instructional Leader is appropriately certified. | ▲ | 2019 ACE | At least one instructional leader was appropriately certified. |
| | ▲ | 2020 ACE | At least one instructional leader was appropriately certified. |
| | ▲ | 2021 ACE | At least one instructional leader was appropriately certified. |
| | ▲ | 2022 ACE | At least one instructional leader was appropriately certified. |

| Personnel | | Approaches Standard (5/10) | |
|---|---|----------------------------|--|
| Checks and Clearances. Appropriate, valid employee checks and clearances are in place for staff based on sample file review. | ▲ | Evaluated at Renewal | |

| Food, Health, and Safety | | Approaches Standard (5/10) | |
|---|-----------|----------------------------|---|
| Health Services Policy. School's Health Services Policy clearly outlines all mandated student health services and a process for ensuring compliance with student immunization requirements. | ▼ | 2019 ACE | Policy does not include requirements for TB testing. |
| | ▼ | 2020 ACE | Policy did not require TB testing for all students in kindergarten as required by the Public School Code. |
| | ▲ | 2021 ACE | |
| | ▲ | 2022 ACE | |
| Food Safety. School provides a safe and clean food facility as evaluated by the City of Philadelphia Department of Public Health and Office of Food Protection. | ▼ | 2019 ACE | 3 of 4 inspections were noncompliant. |
| | N/A | 2020 ACE | The School did not receive an inspection during the school year. |
| | N/A | 2021 ACE | The School did not receive an inspection during the school year. |
| | ▼ | 2022 ACE | 1 of 2 inspections was noncompliant. |
| Emergency Preparedness. School has a complete and up-to-date fire safety and evacuation plan, completed all the required emergency evacuation drills in a timely manner, and has no violations related to portable fire extinguishers. | ▲ | 2019 ACE | |
| | ▲ | 2020 ACE | |
| | ▲ | 2021 ACE | |
| | ▼ | 2022 ACE | The School had 3 violations with respect to evacuation drills and 1 violation with respect to fire suppression systems. |
| Water Quality. School complies with applicable water quality requirements of the Pennsylvania Board of Health and the school posted its most recent water quality testing results on its publicly available website. | ▲ | 2019 ACE | |
| | ▲ | 2020 ACE | |
| | ▲ | 2021 ACE | |
| | ▲ | 2022 ACE | |
| Mandated Health Services. School ensures all required student health exams and screenings occur annually in the appropriate grades. | Not Rated | Evaluated at Renewal | Due to the impact of COVID-19, this standard will not be rated for the 2022-23 renewal cohort. |
| Certified School Nurse. A certified school nurse is available for an appropriate number of students at the school. | ▲ | Evaluated at Renewal | |
| Food Service Program. School meets requirements under the National School Lunch and Breakfast Programs as evaluated by PDE. | Not Rated | Evaluated at Renewal | Due to the impact of COVID-19, this standard will not be rated for the 2022-23 renewal cohort. |

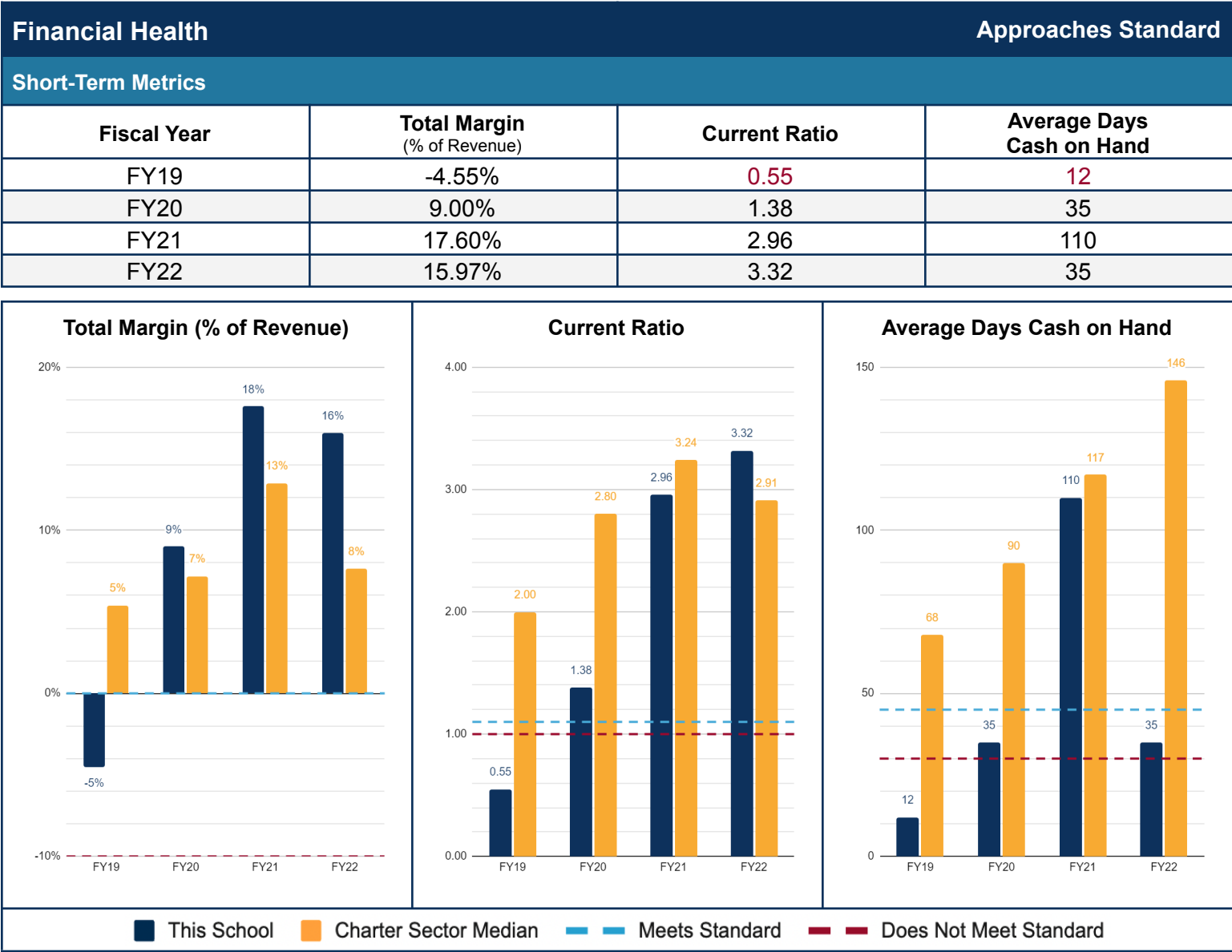
| Board Governance | | Does Not Meet Standard (0/15) | |
|--|-----|-------------------------------|--|
| Board Accessibility. The school provides a reasonable opportunity for members of the public to comment. | ▲ | 2019 ACE | |
| | ▲ | 2020 ACE | |
| | ▲ | 2021 ACE | |
| | ▲ | 2022 ACE | |
| Board Contact Information. School website lists email addresses for every individual serving on the Board of Trustees. | N/A | 2019 ACE | Standard was introduced in the 2020-21 school year. |
| | N/A | 2020 ACE | Standard was introduced in the 2020-21 school year. |
| | ▲ | 2021 ACE | |
| | ▲ | 2022 ACE | |
| Sunshine Act. Approved Board minutes reflect practices and contain information consistent with the PA Sunshine Act, including the place, date, and time of meeting; Board members present; and the identities of any public citizens that comment during the meeting. | ▼ | 2019 ACE | Minutes did not identify board members present. |
| | ▼ | 2020 ACE | Minutes did not identify the date, time, or location of all meetings. |
| | ▲ | 2021 ACE | |
| | ▼ | 2022 ACE | Minutes indicated noncompliant use of executive session. Minutes format does not clearly identify the Board members in attendance. |
| Board Oversight. Approved Board minutes indicate votes on budget, personnel salaries, and the school calendar. | ▼ | 2019 ACE | Minutes did not indicate votes on the calendar. |
| | ▲ | 2020 ACE | |
| | ▲ | 2021 ACE | |
| | ▲ | 2022 ACE | |
| Statements of Financial Interest. Statements of Financial Interest are completed accurately and timely for all Board members and charter school administrators. | ▼ | 2019 ACE | Statements of Financial Interest were not provided for 1 Board member. |
| | ▼ | 2020 ACE | 2 Statements of Financial Interest were not provided. 4 Statements of Financial Interest were incomplete. |
| | ▼ | 2021 ACE | 2 Statements of Financial Interest were not provided. |
| | ▼ | 2022 ACE | 2021 Statements of Financial Interest were incomplete for five people. |
| Board Member Training. Board Members receive required training on the skills and knowledge necessary for individuals to serve successfully on the governing bodies of public schools. | N/A | 2019 ACE | Standard was introduced in the 2020-21 school year. |
| | N/A | 2020 ACE | Standard was introduced in the 2020-21 school year. |
| | ▲ | 2021 ACE | |
| | ▲ | 2022 ACE | |
| Ethics Act. Board members comply with PA Public Official and Employee Ethics Act including, but not limited to, conflicts of interest. | ▲ | Evaluated at Renewal | |
| Board Structure. Board implements structure, including the number of members, officers and terms of service, consistent with its Bylaws. | ▼ | Evaluated at Renewal | The Board does not implement its structure in accordance with its Bylaws. The minutes format makes it difficult to determine how many Board members there are. |

| Timely Reporting | | | Meets Standard (5/5) |
|--|---|----------|----------------------|
| Timely Annual Report. Submits complete annual report information by August 1, annually. | ▲ | 2019 ACE | |
| | ▲ | 2020 ACE | |
| | ▲ | 2021 ACE | |
| | ▲ | 2022 ACE | |
| Timely Financial Audit. Submits final, audited financial statements by December 31, annually. | ▲ | 2019 ACE | |
| | ▲ | 2020 ACE | |
| | ▲ | 2021 ACE | |
| | ▲ | 2022 ACE | |

FINANCIAL HEALTH AND SUSTAINABILITY: Meets Standard

FINANCIAL HEALTH

Evaluative metrics measured the Charter School’s short-term and long-term financial health over each of the four fiscal years of available data. Metrics that do not meet the standard are displayed in red.



Long-Term Metrics

| Fiscal Year | Net Position (% of Revenue) | Non-Restricted Fund Balance (% of Revenue) | Debt Ratio | Debt Service Coverage Ratio* |
|-------------|--------------------------------|--|------------|---------------------------------|
| FY19 | -4.50% | -4.30% | 1.17 | 0.67 |
| FY20 | 5.80% | 2.80% | 0.75 | 3.25 |
| FY21 | 22.50% | 18.10% | 0.42 | 5.93 |
| FY22 | 33.90% | 16.82% | 0.61 | 8.13 |

Note: Negative Debt Service Coverage Ratios are displayed as 0.



FISCAL MANAGEMENT

The Office of Auditing Services (OAS) of the School District of Philadelphia supports the assessment of fiscal management.

| Fiscal Management | | | Meets Standard |
|--|-----|----------------------|--|
| Compliance Requirements Reviewed by CSO | | | |
| Audit Findings. No material audit findings, deficiencies, or weaknesses identified in the annual audit. | ▲ | 2019 ACE | |
| | ▲ | 2020 ACE | |
| | ▲ | 2021 ACE | |
| | ▲ | 2022 ACE | |
| Debt Delinquency and Default. The school is meeting its debt obligations and covenants. | ▲ | 2019 ACE | |
| | ▲ | 2020 ACE | |
| | ▲ | 2021 ACE | |
| | ▲ | 2022 ACE | |
| PSERS. No missed payments to PSERS that exceed the lower of 1% of revenues or \$100,000. | N/A | 2019 ACE | The School does not participate in PSERS. |
| | N/A | 2020 ACE | The School does not participate in PSERS. |
| | N/A | 2021 ACE | The School does not participate in PSERS. |
| | N/A | 2022 ACE | The School does not participate in PSERS. |
| Compliance Requirements Reviewed by Office of Auditing Services | | | |
| Financial Transactions. No major findings related to accounting practices. | ▼ | Evaluated at Renewal | The Office of Auditing Services identified one finding that resulted in an overpayment of \$46,106.10. |
| Related Parties. Transactions between related parties are limited to those that support school operations, are formalized with appropriate contracts, and are free of apparent conflicts of interest. | ▲ | Evaluated at Renewal | |
| Payroll. No significant findings related to payroll transactions. | ▲ | Evaluated at Renewal | |

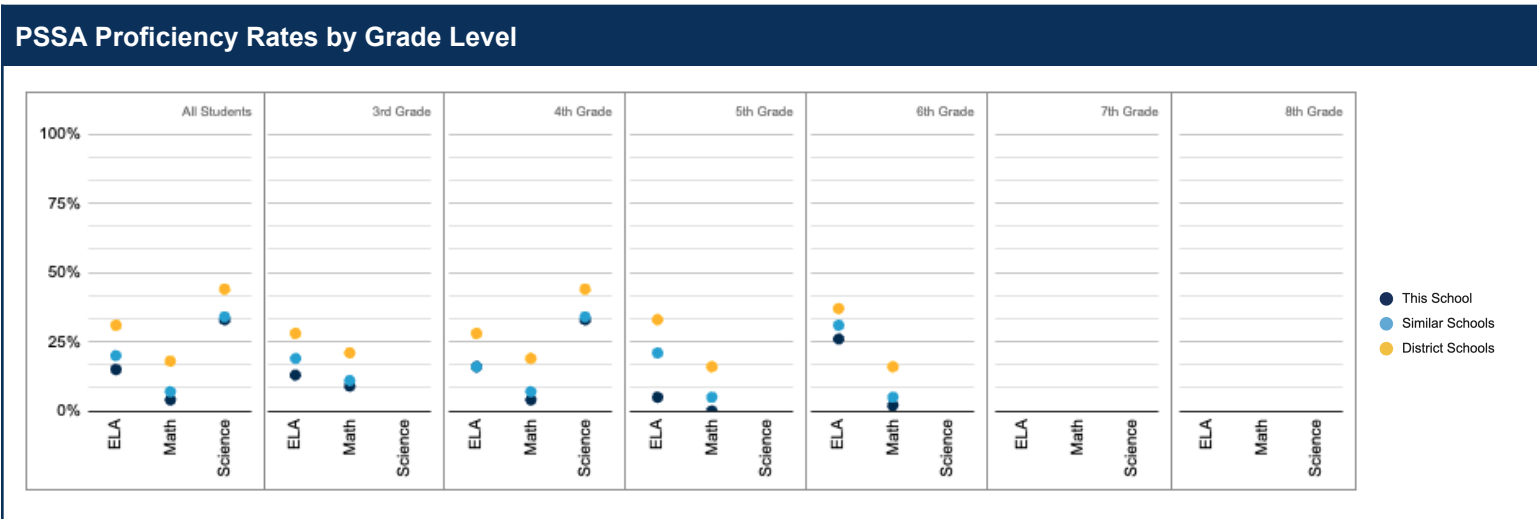
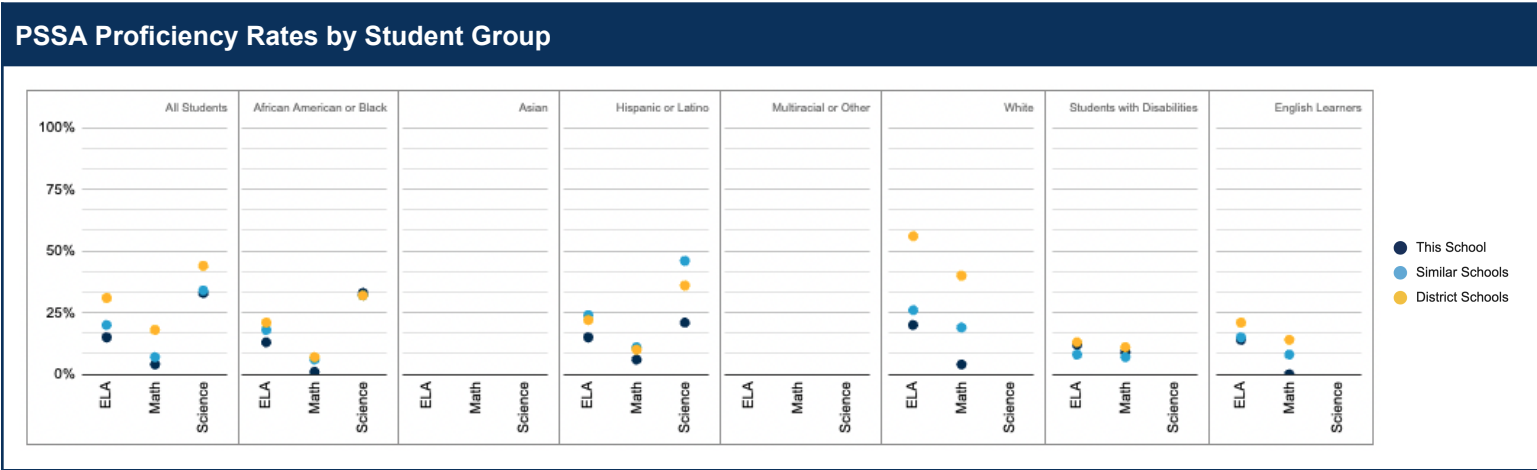
EQUITY AND CLIMATE OVERVIEW

The Charter Schools Office reports additional indicators of Equity and School Climate for informational purposes. When possible, graphs present information disaggregated by student group and grade level to reflect students' experiences throughout their tenure at the school. Similar School and District School rates provide context.

The CSO recognizes that there are multiple dimensions to both equity and climate, many of which are not captured in this report. The CSO encourages stakeholders to use this data, along with other resources, to gain insights into students' experiences, assess the school environment's fairness, and, if necessary, to make adjustments that promote positive experiences and successful outcomes for all students.

PROFICIENCY (WITHIN YEAR)

Proficiency rates reflect the percentage of students scoring in the advanced and proficient score categories.



AVERAGE GROWTH INDEXES (AGI)

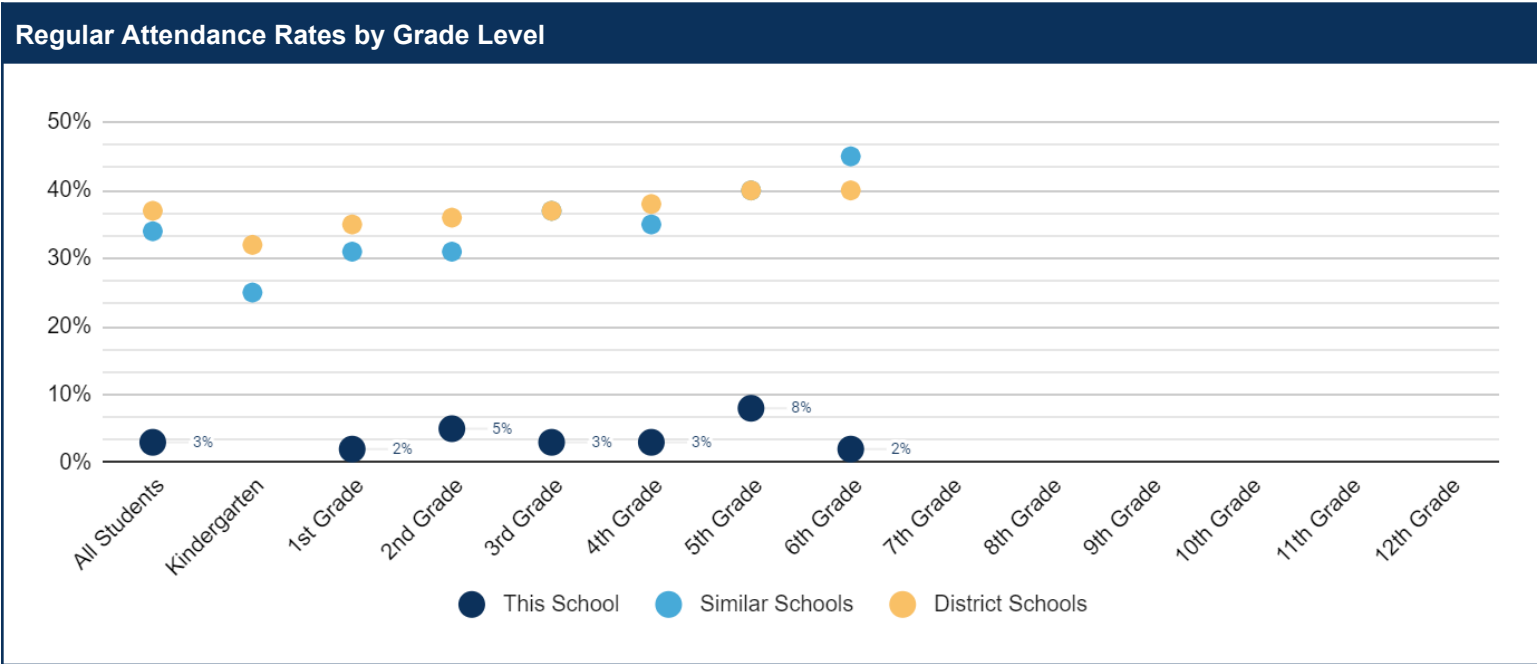
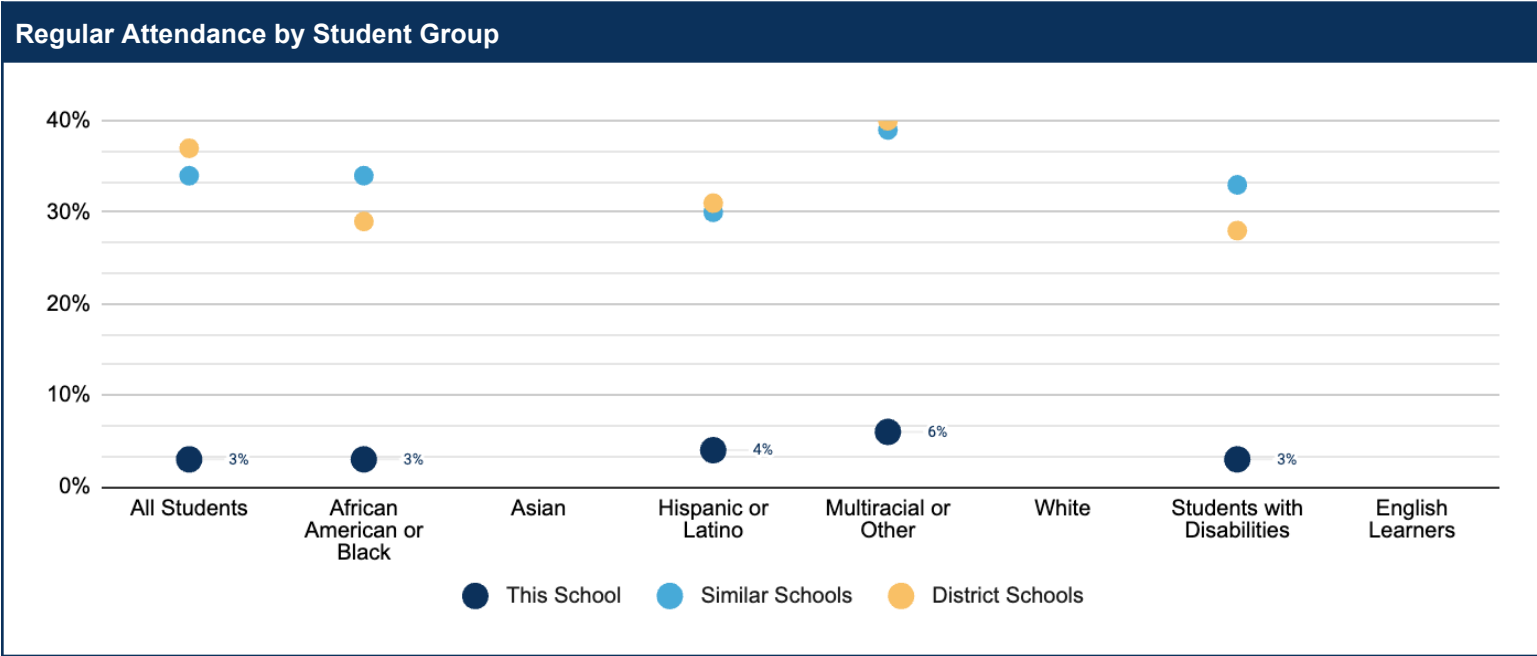
The Pennsylvania Department of Education (PDE) sets the Average Growth Indexes (AGI) standard for all schools (see chart below). In the graphs below, values above 3 are represented as 3 and values below -3 are represented as -3.



| PA Department of Education Growth Measure | | | |
|---|---|--|--|
| < -2.0 Significant evidence that the school did not meet the standard for PA Academic Growth | -2.0 to -1.0 Moderate evidence that the school did not meet the standard for PA Academic Growth | -1.0 to 1.0 Evidence that the school met the standard for PA Academic Growth | > 2.0 Significant evidence that the school exceeded the standard for PA Academic Growth |

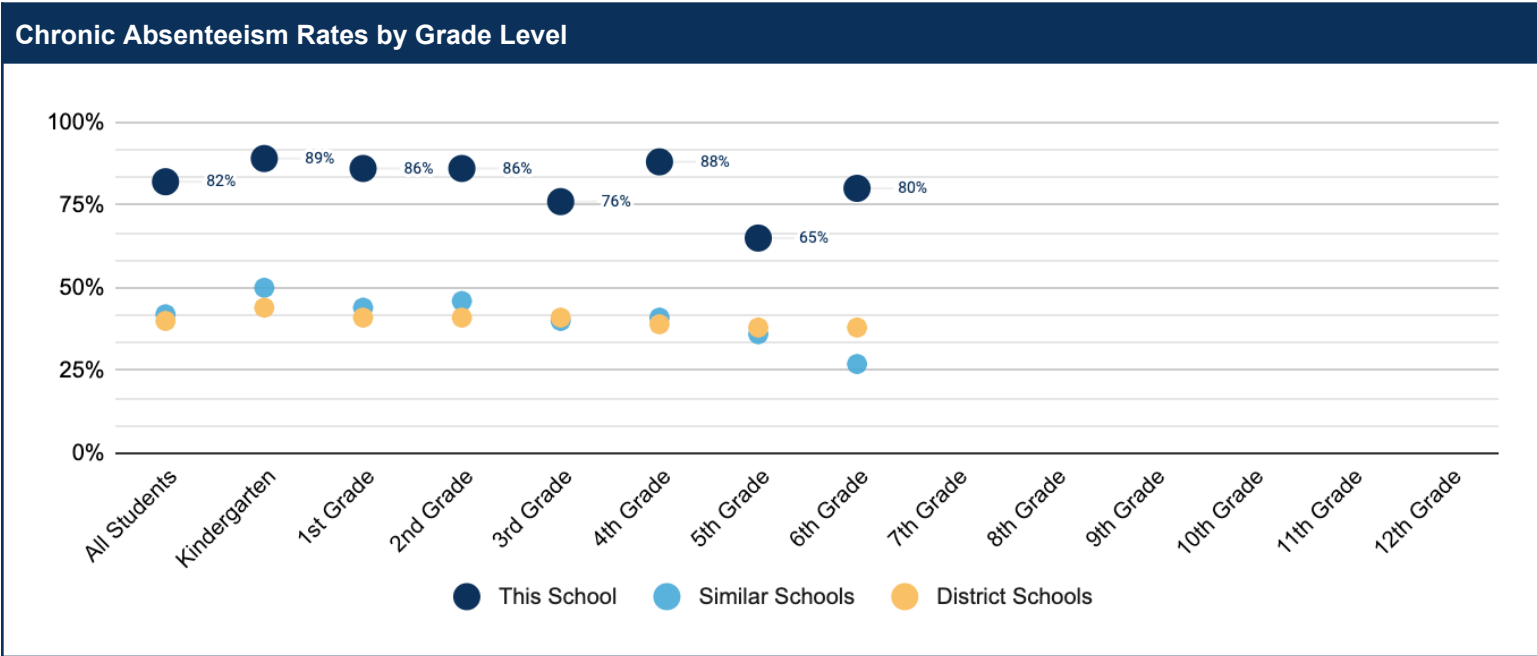
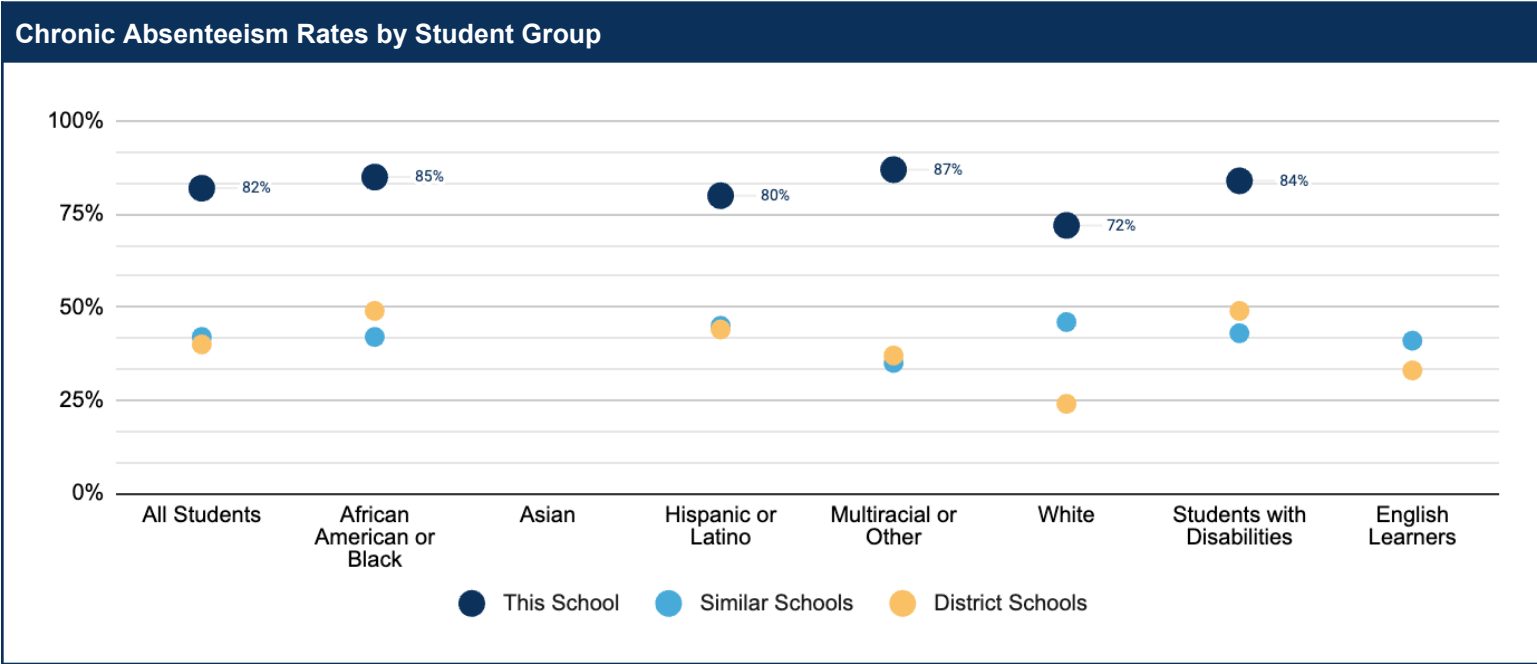
REGULAR ATTENDANCE

Regular Attendance rates reflect the percentage of students that attended 95% or more school days. This is equivalent to having 9 or fewer days of absence during a 180-day school year.



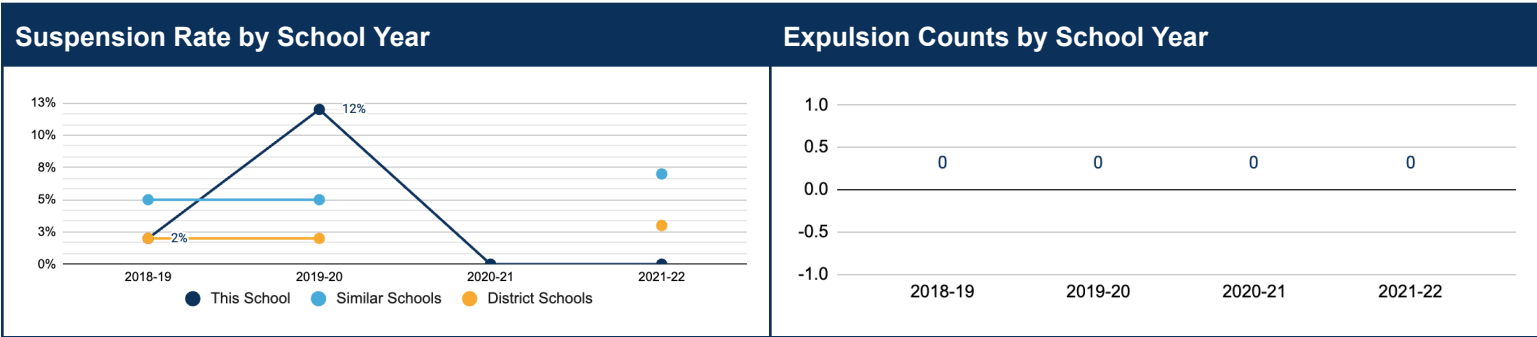
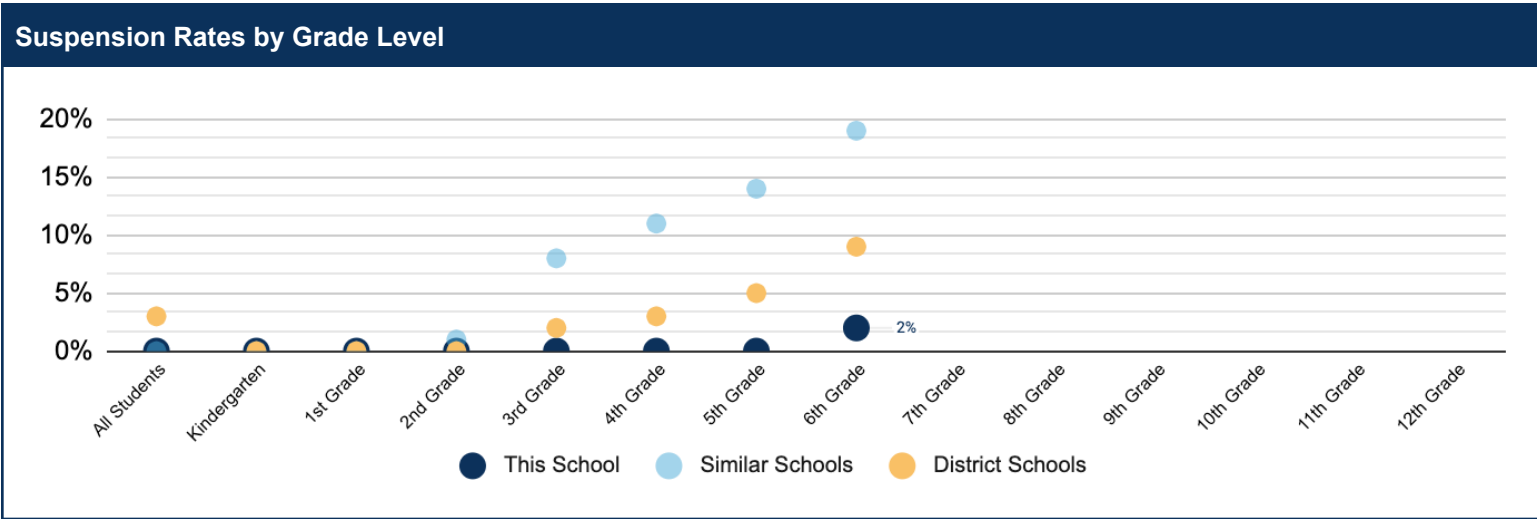
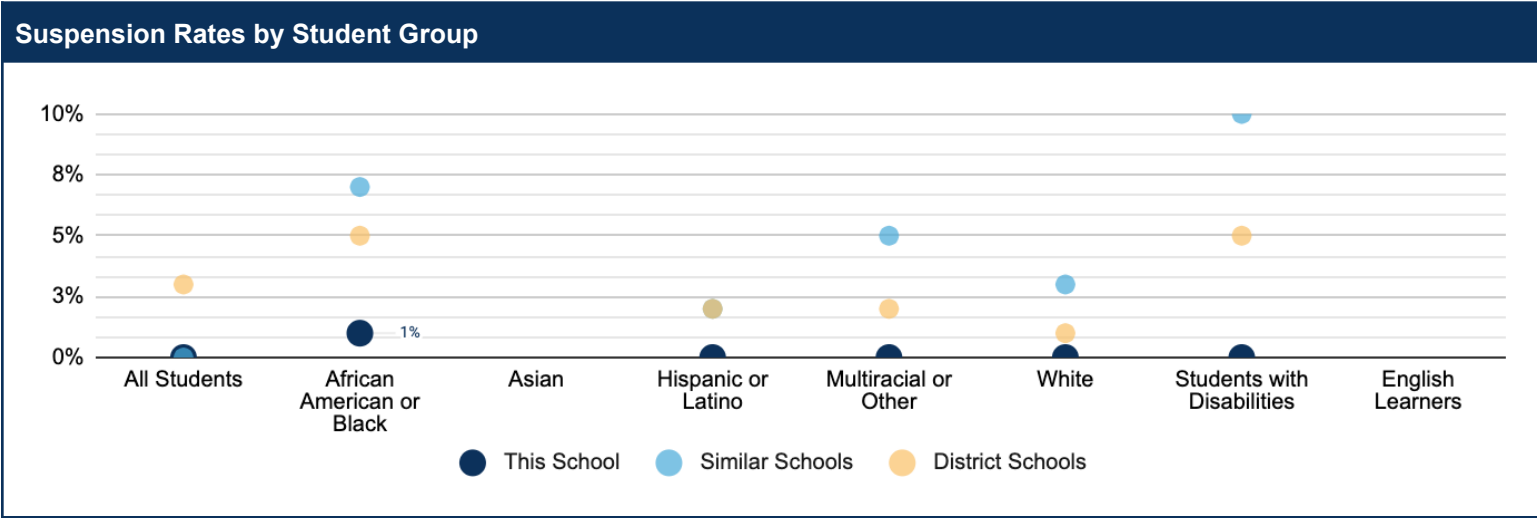
CHRONIC ABSENTEEISM

Chronic Absenteeism rates reflect the percentage of students that were not present for 10% or more school days. This is equivalent to missing at least one day of school every two weeks in a 180-day school year.



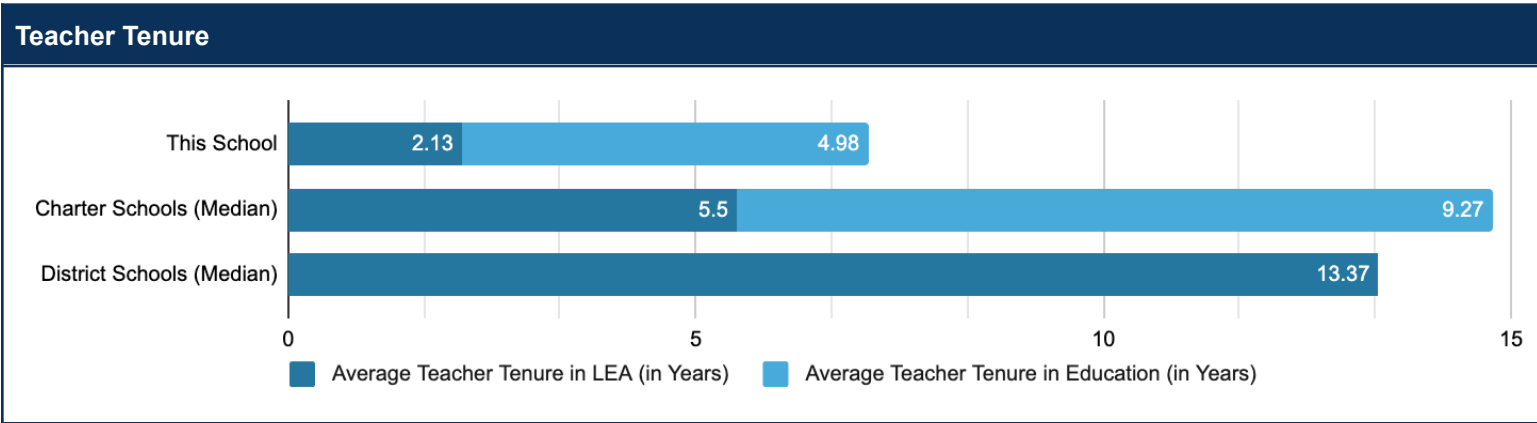
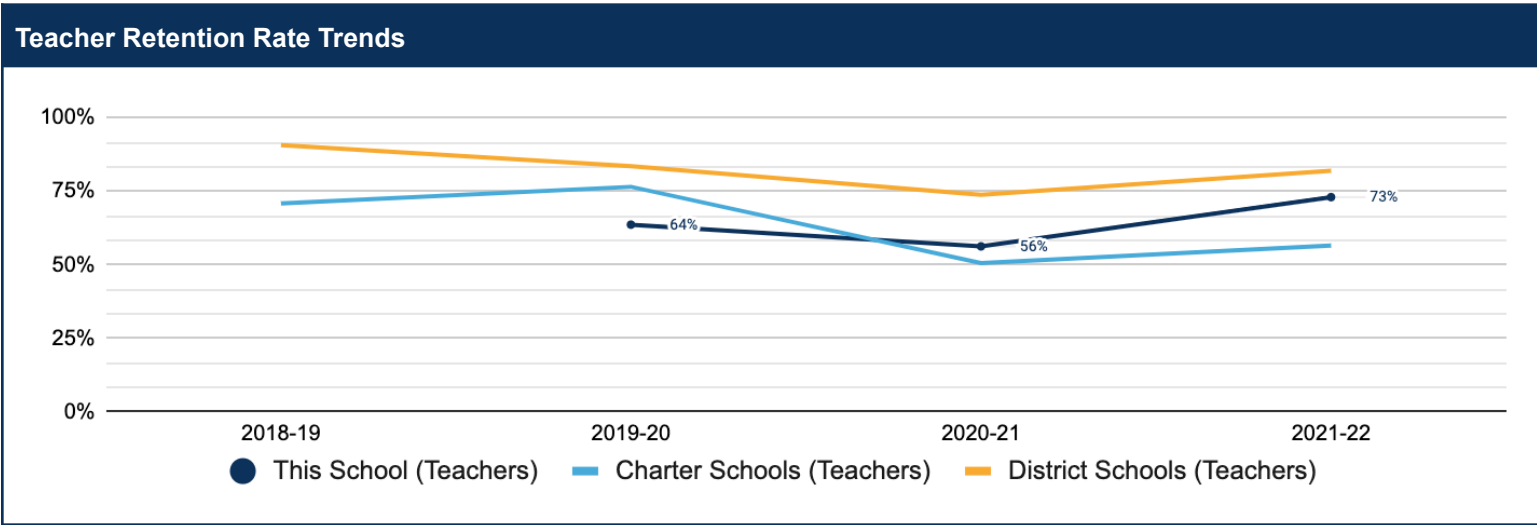
SUSPENSION

Student suspension rates reflect the percentage of the charter school's students that received at least one out-of-school suspension.



TEACHER RETENTION & TENURE

Teacher retention rates reflect the percentage of teachers who were employed by the charter school at the beginning of the school year and remained employed through the beginning of the following year. The teacher tenure rates reflect Pennsylvania Department of Education data about the average number of years teachers have worked at the LEA (charter school or school district) and as educators at any school.



METRIC INFORMATION

Authorized Enrollment - The maximum number of students a school is allowed to enroll per their charter agreement.

Average Days Cash on Hand - The number of days a school could operate without receiving additional money, calculated as total unrestricted cash divided by the average daily operating expense adjusted to remove non-cash expenses such as depreciation and bad debt.

Chronic Absenteeism - The percentage of students attending fewer than 90% of school days. Student absences are provided to the CSO by each charter school via the annual data packet. Students' days enrolled are obtained through enrollment records that charter schools input to the District's student information system.

Current Ratio - The ratio of short-term assets to short-term liabilities, which measures if a school has enough resources to pay its debt and obligations over the next year.

Debt Ratio - The percentage of a school's total assets that are owed to other individuals or businesses, calculated as total liabilities divided by total assets.

Debt Service Coverage Ratio - Whether a school can meet its debt obligations in the coming year, calculated as net income divided by annual principal, interest, and lease payments.

District Schools Rate - Rate calculated based on all students in District Schools enrolled in the same grades as those served by the Charter School.

First Fall College Matriculation Rate - The percentage of students matriculating into post-secondary institutions in the first fall following high school graduation. Matriculation data is provided by the National Student Clearinghouse.

Graduation Rate - The percentage of students in the 9th grade adjusted cohort that graduate within 4 years. All calculations are based on student records entered into the School District of Philadelphia's student information system by the Charter School.

Growth - The average growth index (AGI) for each student group, based on the PA Department of Education's Growth Measure.

Net Position - How much a school is worth as a percentage of its total annual revenue, calculated as net position divided by total revenue.

Non-Restricted Fund Balance - How much a school is worth as a percentage of its total annual revenue after removing certain items such as property, equipment, and long-term debt, calculated as total non-restricted fund balance divided by total revenue.

Proficiency Rate - The percentage of students scoring in the proficient or advanced categories of the PSSA/Keystone exam in math/Algebra I, ELA/Literature and science/Biology. PSSA results also include all PASA and PSSA-M results and are for all test takers by school year. Keystone proficiency rates are based on the banked 11th grade accountability method.

Regular Attendance - The percentage of students attending 95% or more instructional days. Student absences are provided to the CSO by each charter school via the annual data packet. Students' days enrolled are obtained through enrollment records that charter schools input to the District's student information system.

Retention Rate - The percentage of students attending the Charter School at the end of a school year that re-enroll in the fall (excluding students in terminal grades).

SAT/ACT College Ready Rate - The percentage of students scoring at or above the threshold for college-readiness, as determined by the ACT and the College Board.

Similar Schools Rate - Rate calculated based on all students in the school's Similar Schools Group enrolled in the same grades as those served by the charter school.

Suspension Rate - The percentage of students receiving one or more out-of-school suspensions.

Total Margin - The percentage of a school's total annual revenue not spent, calculated as change in net position divided by total revenue.

SUPPLEMENT: CHARTER AGREEMENT CONDITIONS

The subsequent page(s) outline the extent to which the School met conditions outlined in the charter agreement that currently is in effect between the Charter School and the School District of Philadelphia. The descriptions numbered below are summaries of the language in the charter agreement and are intended to assist in understanding the expectation. Wherever possible, the findings direct a reader back to a page of the ACE-R where the item was evaluated in detail as part of the charter school performance framework.

1. **If by the end of its third year of operation, as reported after the end of the third school year, the Charter School has not (i) achieved Grade 4 Science PSSA proficiency at or above either the School District average or the Charter School's Similar Schools Group; and (ii) demonstrated growth above the Pennsylvania State standard (currently measured by the Average Growth Index (AGI) as >-1.0), the Charter School must submit to the Charter Schools Office evidence of data-driven instructional shifts and any planned curricular changes to the Science curriculum.**

The condition cannot be further evaluated due to complications caused by the COVID-19 pandemic. See Academic Success Section (Page 8) for additional details.

2. **By June 30, 2019, the Charter School shall submit to the Charter Schools Office a report documenting the percentage of students enrolled in the Charter School as of October 1, 2018 who remained enrolled throughout the 2018-2019 school year; the number of students who received at least one out-of-school suspension during the 2018- 2019 school year; the total number of out-of-school suspensions during the 2018-19 school year; and the total number of days of out-of-school suspension during the 2018-19 school year.**

The Charter School met the condition.

3. **By June 25, 2018, the Charter School shall submit to the Charter Schools Office a detailed written scope of work, a detailed work schedule with projected completion date for each phase of work, and a detailed budget for the renovation work to be performed on the 3556 Frankford Avenue property, indicating sources of funds and identification of contractors. Any work that is to be completed after the planned first day of school should be highlighted with a note indicating whether this work would occur while students or staff are in the facility.**

The Charter School met the condition.

4. **By July 31, 2018, the Charter School shall submit to the Charter Schools Office an executed lease or license agreement between the landlord and the Charter School for use of the 3556 Frankford Avenue property during the Term of the Charter.**

The Charter School met the condition.

5. **By June 30, 2018, the Charter School is to submit to the Charter Schools Office a Board approved school year calendar for the 2018-19 school year that clearly identifies the expected first day of school for all grades.**

The Charter School met the condition.

6. **By August 15, 2018 or five business prior to the first day of school in 2018-19, whichever is later, the Charter School shall submit to the Charter Schools Office a valid Certificate of Occupancy or memorandum that a new Certificate of Occupancy is not required for use as a school, issued by the City of Philadelphia Department of Licenses and Inspections ("Department of L&I") for the 3556 Frankford Avenue property.**

The Charter School met the condition.

7. **By August 15, 2018 or five business prior to the first day of school in 2018-19, whichever is later, the Charter School shall submit to the Charter Schools Office a final inspection report produced by the Department of L&I that incorporates all aspects of the Department of L&I review, evaluation and inspection of a public school facility prior to the opening of that facility in each school year.**

The Charter School met the condition.

Re: Deep Roots Charter School -- Application for Charter Renewal

WHEREAS, pursuant to the Charter School Law, 24 P.S. § 17-1701-A, *et seq.*, the School Reform Commission (“SRC”) of the School District of Philadelphia (“School District”) granted a charter (“Charter”) to the Board of Trustees of DEEP ROOTS CHARTER SCHOOL (“Charter School”) to operate a charter school for a five-year term commencing in 2018; and

WHEREAS, the Charter School has sought renewal of its Charter; and

WHEREAS, the Charter School has agreed to certain terms and conditions in connection with the renewal of the Charter and has submitted a charter agreement signed by the Charter School (“Charter Agreement”) to the Charter Schools Office (“CSO”) setting forth the agreed terms and conditions of renewal; now be it

RESOLVED, that the Board of Education hereby RENEWS the Charter School’s Charter, subject to the terms and conditions agreed to by the Charter School as set forth below, for a one-year term commencing on July 1, 2023 and ending on June 30, 2024, effective upon the full execution of the Charter Agreement by the School District and by the Chair of the Board of Trustees of the Charter School or another member of the Board duly designated by the Board; and be it

FURTHER RESOLVED, that the Charter School has agreed to comply with certain performance requirements (“Performance Requirements”) as set forth below. Failure to comply with the Performance Requirements may be a basis for revocation or nonrenewal of the Charter School’s Charter.

1. The Board of Trustees shall ensure that all trustees, officers, administrators, and the immediate family of trustees, officers and administrators of the Charter School comply with the Ethics Act and the Pennsylvania Nonprofit Corporation Law of 1988 (“Nonprofit Law”). The Board of Trustees shall adopt a Conflicts of Interest policy that complies with the Ethics Act and the Nonprofit Law.
2. The Board of Trustees shall elect Board officers, shall hold Board members to established term lengths and limits, shall ensure that the Board has the minimum required number of Board members, and shall fill open Board seats in a timely fashion, in accordance with the Charter School’s Bylaws. The Charter School’s website must include a list of all individuals serving on the Board of Trustees and include direct email addresses for each individual. On an annual basis, the Charter School shall provide to the School District an updated list of the members of the Board of Trustees either by Epicenter or any subsequent School District system.

3. The Board of Trustees shall hold regular public meetings at least six (6) times every school year. Notwithstanding the foregoing, the Board of Trustees shall meet to take action in a timely manner in accordance with the Charter, Applicable Laws (as defined in Article II, Section A.1), and the Charter School's Student Code of Conduct, but no less frequently than necessary to act on student discipline matters within forty-five (45) days after any infraction or hearing as required by Applicable Laws (as defined in Article II, Section A.1).

4. The Board of Trustees shall adopt an Admissions Policy and Process which complies with the Public School Code and Charter School Law. Additionally, the Admissions Policy and Process:

- a. shall include provisions on: (i) application deadlines; (ii) enrollment preferences, order and allocation of preferences, and methods by which preferences would be identified; (iii) student recruitment procedures and communications, including details on methods to be used to recruit students Citywide or in an applicable attendance zone, and to monitor any specified enrollment targets; (iv) lottery dates, and (v) communication of lottery results, in a form and with provisions that are acceptable to the Charter Schools Office;
- b. shall provide that the application will be made clearly and plainly available on the Charter School's website in English, Spanish, and any additional language the Charter School deems appropriate without any barriers to enrollment requiring technology;
- c. shall provide that families will have at least four (4) weeks to complete and submit enrollment packets in person or digitally after lottery acceptance; with exceptions made for extenuating circumstances for families with language barriers;
- d. shall provide that an ordered, up-to-date waitlist be continuously maintained, reflecting at any given time the next eligible student to be offered admission in each grade served by the Charter School, identifying any applicable preference(s) for each student, and indicating the date any student is removed from the waitlist with the reason for removal;
- e. shall provide that if seats open during the school year for any grade served by the school or between school years for grades served other than the initial grade, the Charter School shall accept new students from the waiting list in appropriate order for particular grades or new applicants if there are no applicants for that grade on the waiting list; and
- f. shall provide that the Charter School shall provide a copy of its current waiting list at any time during the Term of the Charter within ten (10) business days after request by the Charter Schools Office.

5. The Board of Trustees shall submit to the School District by August 1st of each year during the Term of the Charter as part of the Charter School's Annual Report, or separately if not included in the Charter School's Annual Report, evidence that all professional staff providing educational services at the Charter School have all necessary licenses, certifications, qualifications and credentials required by the Charter and Applicable Laws, including without limitation the seventy-five percent (75%) certification requirement in accordance with the Charter School Law, and identify the number of all certified special education and English as a Second Language personnel with direct instruction responsibilities.

6. The Board of Trustees shall ensure that (i) all employees have required federal and state criminal and child abuse background checks during the Term of the Charter; and (ii) copies of such background checks are kept in each employee's personnel file. Preferably, the Charter School's annual financial audit will include an annual review of a sample of employee files for appropriate clearances and background checks.

7. The Board of Trustees shall ensure that required payments to the Public School Employees' Retirement System ("PSERS") are made timely. If the Charter School fails to make timely payments to PSERS and that results in a reduction of the School District's basic education subsidy, the School District shall withhold such reduction in a future monthly per-pupil payment to the Charter School. Additionally, any failure to make required PSERS payments above a threshold established by the Charter Schools Office or in any amount repeatedly shall result in the issuance of a Notice of Deficiency.

8. The Board of Trustees shall submit to the Charter Schools Office signed, complete, and accurate Statements of Financial Interest, pursuant to guidelines established by the Charter Schools Office. These documents are required by the Ethics Act and the Charter School Law to be completed annually for each trustee on the Board's roster for that school year.

9. The Board of Trustees shall ensure that the dates, times, and locations of scheduled Board meetings are posted on the Charter School's website and that any updates to the Board meeting schedule are posted timely. Furthermore, minutes from Board meetings shall be posted on the Charter School's website within two weeks of approval by the Board of Trustees, but not later than after the conclusion of a second consecutive board meeting after each meeting, and shall remain posted for a minimum of one year from date of Board meeting.

10. The Board of Trustees agree that the Charter School shall participate in the School District's charter school performance framework and monitoring system ("Charter School Performance Framework") as set forth in Article X of the Charter;

and be it;

FURTHER RESOLVED, that the Charter School has agreed to comply with certain conditions for renewal ("Conditions for Renewal"). The Charter School shall be evaluated for compliance

with these Conditions for Renewal and for renewal during the 2024-2025 school year. Failure to comply with the Conditions for Renewal as set forth below may be a basis for revocation or nonrenewal of the Charter School's Charter.

1. Prior to the execution of the Charter by the School District, the Charter School shall submit to the Charter Schools Office, for review and approval, a student attendance and truancy plan that minimally includes: (i) a system to track and monitor students' daily attendance, (ii) an outline of monthly initiatives to highlight students who attended school 95% or more instructional days during that month; and (iii) a detailed list of school supports that will be implemented for students attending fewer than 90% of instructional days.
2. The Charter School shall demonstrate an increase of students attending 95% or more instructional days annually ("Regular Attendance") for the 2023-2024 school year, as compared to the Charter School's Regular Attendance rate of 3% in the 2021-2022 school year.
3. The Charter School shall demonstrate an decrease of students attending fewer than 90% of instructional days ("Chronic Absenteeism") for the 2023-2024 school years, as compared to the Charter School's Chronic Absenteeism rate of 82% in the 2021-2022 school year.
4. Based on the results of the 2023-2024 PSSA ELA test, the Charter School shall minimally achieve an "Approaches Standard" rating as reflected on the Annual Charter Evaluation - Renewal ("ACE-R") report or the subsequent similar document (i.e. the Charter School's 2023-2024 PSSA ELA proficiency rate shall be at or above District and/or Similar Schools rates). This condition will be assessed at renewal.
5. Based on the results of the 2023-2024 PSSA Math test, the Charter School shall minimally achieve an "Approaches Standard" rating as reflected on the ACE-R report or the subsequent similar document (i.e. the Charter School's 2023-2024 PSSA Math proficiency rate shall be at or above District and/or Similar Schools rates). This condition will be assessed at renewal;

and be it;

FURTHER RESOLVED, the School District and the Charter School acknowledge and agree that the Charter School will enroll students in Kindergarten to Grade 8 with a maximum of 540 students during the Term of the Charter, unless the parties agree in writing to other terms. Under no circumstances will the Charter School request payment from the School District or the Commonwealth of Pennsylvania for more students than set forth herein nor enroll students in different grades including Kindergarten, without Board of Education approval by action item; and be it

FURTHER RESOLVED, that the Charter School has agreed to the following provisions related to the School District's Charter School Performance Framework:

1. The Charter School agrees to participate in the School District's Charter School Performance Framework. The Charter School Performance Framework includes an annual assessment of the Charter School's academic, financial, and organizational performance as well as compliance with Applicable Laws. Organizational performance includes, but is not limited to, a review of the Charter School's admissions and enrollment policies and practices, student discipline practices, special education programming, ELL programming, and Board of Trustees governance in order to assess compliance with the Charter and Applicable Laws, federal, state and local guidance, policies, and Charter Schools Office procedures. Financial performance includes, but is not limited to, a review of the Charter School's financial health and long-term sustainability, and generally accepted standards of fiscal management.
2. The Charter School agrees to provide or allow to be provided to the School District and the Charter Schools Office all records, including student level academic performance, necessary to properly assess the academic success, organizational compliance and viability, and financial health and sustainability of the Charter School under the Charter School Performance Framework, timely and pursuant to Charter Schools Office procedures.
3. The Charter School acknowledges that achieving the performance objectives identified in the Charter School Performance Framework is critical to meeting the needs of public school students in Philadelphia. The Charter School shall actively monitor its own progress towards achieving objectives identified in the Charter School Performance Framework. The Charter Schools Office may also evaluate any or all of the performance domains – academic, organizational and financial – on an annual basis formally.
4. During the Term of the Charter, changes to the Charter School Performance Framework may be made as a result of changes to Applicable Laws or changes to charter school data availability and minor changes may be made as a result of needed adjustments to academic, financial and organizational assessment criteria. The Charter Schools Office will provide notice to charter schools in Philadelphia of any change to the Charter School Performance Framework prior to implementation of such change. The Charter Schools Office would use its best efforts to solicit feedback on changes from Philadelphia charter schools in advance of implementation of changes.

Action Items - Intermediate Unit - 1.

Title: Contract with Various Vendors on the PEPPM Cooperative Agreement – Technology Equipment and Interactive Boards for Non-Public Schools (\$10,000,000)

Board of Education Meeting Date: 3/28/2024

Action under consideration

The Administration recommends that the Board of Education, acting in its capacity as the Board of Directors of Philadelphia Intermediate Unit No. 26 (IU 26), authorize IU26, through the Executive Director or his designee, to execute and perform contracts, subject to funding, as follows:

With:

TD Synnex Corporation (PEPPM Contract 533902-075)
Smart Technologies Corporation (PEPPM Contract 533902-134)
Dell Marketing L.P. (PEPPM Contract 533902-053)
Apple Inc. (PEPPM Contract 535802-001)
CDW Government LLC (PEPPM Contract 531722-002)

Purpose:

To increase educational technology, such as general technology hardware, software, peripherals, parts, and related supplies for non-public school students

Start date: 3/29/2024

End date: 9/30/2024

Compensation not to exceed: \$10,000,000

Description:

The Emergency Assistance to Non-Public Schools (EANS II) Program authorized in the American Rescue Plan Act of 2021 (ARPA)) is federal funding the IU is charged with administering on behalf of the Pennsylvania Department of Education (PDE). EANS II provides allowable services and assistance, including educational technology, for eligible non-public schools to prepare, respond and prevent COVID-19.

Why are these Contracts needed?

EANS II allocations are federal dollars the IU is required to administer for PDE. EANS II provides goods and services to remediate the effects of the Coronavirus and to address learning loss. Contracts with these vendors will allow for responsible purchases of education technology with EANS II funds while streamlining the process for multiple non-public schools. PEPPM provides the opportunity to receive lower cost of acquisition for technology products to continue learning opportunities for literacy and independence in the classroom helping to address learning loss the result of the COVID-19 pandemic.

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

The purchases will allow students in Philadelphia non-public schools to have the opportunity to be welcomed into a safe and supportive learning environment connected to Guardrail 1.

EANS II funds provide instructional goods and services to non-public schools to help children achieve their full potential.

How will the success of this contract be measured?

The goods and services help ameliorate the impacts of Covid-19. Vendors were selected through a PEPPM competitive bid process. The Office of Non-Public Programs will monitor the work for quality and completeness.

Related resolution(s)/approval(s):

March 24, 2022; Intermediate Unit - 2

February 23, 2023; Intermediate Unit – 1

Funding Source(s):

PDE allocation of federal EANS II funds to the IU for non-public schools.

Procurement process: PEPPM

Office Originating Request: Finance

Charge Account:

150-2714-2024-9610-1501010-271423-00000

Office Originating Request: Finance