

**SCHOOL REFORM COMMISSION
PUBLIC MEETING
RESOLUTION SUMMARY**

SEPTEMBER 14, 2017

I. SCHOOL REFORM COMMISSION

SRC-1

Administration's Recommended Termination of Professional Employee

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 employee:

1. J. S.

and be it

FURTHER RESOLVED, that the Secretary and the Commission Chair are directed to advise these professional employees of this resolution and of their right to a hearing.

SRC-2

Adoption of Proposed Policies: Policy 103: Nondiscrimination in School and Classroom Practices; Policy 117: Homebound Instruction; Policy 145: Student and Staff Wellness; Policy 202: Eligibility of Non resident Students; Policy 218: Student Conduct and Discipline; Policy 221: Dress and Grooming; Policy 222: Tobacco; Policy 300 (NEW): Employee Code of Ethics; Policy 333: Professional Development; Policy 338: Sabbatical Leave; Policy 338.1 Compensated Professional Leaves; Policy 351: Drug and Substance Abuse (Presented for Review 8.17.17)

RESOLVED, that the School Reform Commission hereby adopts the following SRC Policy, in the form attached, effective September 14, 2017.

Policy 300 (NEW): Employee Code of Ethics

FURTHER RESOLVED, that the School Reform Commission hereby adopts amendments to the following SRC Policies, in the forms attached, effective September 14, 2017.

Policy 103: Nondiscrimination in School and Classroom Practices
Policy 117: Homebound Instruction
Policy 145: Student and Staff Wellness
Policy 202: Eligibility of Non resident Students
Policy 218: Student Conduct and Discipline
Policy 221: Dress and Grooming
Policy 222: Tobacco
Policy 333: Professional Development
Policy 338: Sabbatical Leave
Policy 338.1 Compensated Professional Leaves
Policy 351: Drug and Substance Abuse

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, September 7, 2017. Please reference the Resolution Number and include your name and email address.

Description: The School Reform Commission establishes general parameters in which the daily operations of the School District are to be governed. As such, the policies (listed above and attached) have been revised and updated to align with current local, state and federal law.

These amendments to policies were developed with the support of the Pennsylvania School Boards Association (PSBA), pursuant to a contract entered into with PSBA pursuant to Resolution SRC-5, approved by the SRC on May 19, 2016. PSBA offers a comprehensive Policy Development Service that updates the SRC's Policy Manual.

Additionally, policies have been reviewed and recommended by the SRC Policy Committee, pursuant to Resolution SRC-4, approved by the SRC on March 16, 2017. The SRC Policy Committee reviews and makes recommendations to the SRC concerning all matters related to developing, updating, and recommending policies for the School District.

The policy development process consists of an in-depth analysis of the existing adopted policies maintained by the School District in relation to the requirements of federal and state laws and regulations; the impact of court and arbitration decisions and recommendations based on governance, liability and educational issues.

SRC-3 (NO ACTION – FOR REVIEW)

Review of Proposed Policies: Policy 114: (NEW) Gifted Instruction; Policy 115: (NEW) Career and Technical Education; Policy 207: (NEW) Confidential Communications about Student Information; Policy 105.2: Exemption from Instruction; Policy 204: Attendance; Policy 209: Health Examinations/Screenings; Policy 227: Controlled Substance/Paraphernalia; Policy 237: Electronic Devices

RESOLVED, that the School Reform Commission hereby adopts the following SRC Policy, in the form attached, effective October 19, 2017.

Policy 114: (NEW) Gifted Instruction
Policy 115: (NEW) Career and Technical Education
Policy 207: (NEW) Confidential Communications of Students

FURTHER RESOLVED, that the School Reform Commission hereby adopts amendments to the following SRC Policies, in the forms attached, effective October 19, 2017.

Policy 105.2: Exemption from Instruction
Policy 204: Attendance
Policy 209: Health Examinations/Screenings
Policy 227: Controlled Substance/Paraphernalia
Policy 237: Electronic Devices
Policy 307: Student Teachers/Interns/Residents
Policy 309: Assignment and Transfer

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SRC-4 (Updated 9.5.17)

Proposed Ratification of Collective Bargaining Agreement – Commonwealth Association of School Administrators (CASA)

RESOLVED, that the School Reform Commission of The School District of Philadelphia hereby ratifies Collective Bargaining Agreement with the Commonwealth Association of School Administrators/ Teamsters Local 502, for the period commencing September 1, 2016 through August 31, 2021, and authorizes the Chair and Superintendent, as Secretary of the School Reform Commission, to execute, deliver and perform this Agreement on behalf of The School District of Philadelphia. A copy of the Agreement will be filed with the minutes of the School Reform Commission.

II. EDUCATION SUPPORT SERVICES

Talent

A-1

General/Categorical Funds: Approves Personnel, Terminations

RESOLVED, that the School Reform Commission hereby ratifies the appointment of the following persons to the positions, on the effective dates through August 31, 2017 and at the salaries respectively noted, as recommended by the Superintendent, provided that: (a) continued employment of persons appointed to positions funded by categorical grants is contingent upon the availability of grant funds; and (b) persons appointed to positions funded by operating funds, shall report to either the Superintendent or his/her designees, and shall serve at the pleasure of the School Reform Commission.

A-2

Operating Budget: \$21,000 Contract with Maryann Greenfield

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia through the Superintendent or his designee, to execute, deliver and perform a contract with Maryann Greenfield to serve as a part-time Hearing Officer for employee grievance hearings, for an amount not to exceed \$21,000, for the period commencing September 15, 2017 through June 30, 2018.

Description: The Office of Talent would like to continue to contract with Maryann Greenfield, the contractor, to conduct employee grievance hearings on behalf of the District. These services include scheduling and conducting grievance hearings onsite at the District's central office, researching precedent, formulating decisions, and preparing all written recommendations, decisions, and documentation required by any of the District's five collective bargaining agreements.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, September 7, 2017. Please reference the Resolution Number and include your name and email address.

The contractor will be expected to communicate with the Chief Talent Officer and to report out on a monthly basis all grievance activities and proceedings. The contractor will be paid an hourly rate and will submit detailed activity and time records along with monthly invoices.

ABC Code/Funding Source	\$21,000.00
1100-055-9400-2341-3311 Operating	

A-3

Withdrawn by Staff 9.13.17

Student Support Services

A-4

Donation: \$439,500 Acceptance of Donation of Services from The Center for Supportive Schools – Peer Group Model

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the donation of services valued at up to \$439,500 from The Center for Supportive Schools, to be used to implement the Peer Group Connection model in four high schools, for the period commencing September 15, 2017 through June 30, 2018.

Description: The proposed project will improve educational outcomes for students in Philadelphia high schools through the implementation and evaluation of an evidence-based, peer group mentoring and high school transition program. CSS will implement, in partnership with the School District of Philadelphia (SDP), the Peer Group Connection (PGC) program, an evidence-based, high school program that provides a continuum of support to students as they transition from middle to high school. PGC is a group mentoring model in which high school juniors and seniors are trained to become mentors and positive role models for 9th graders to help the freshmen make a successful transition to high school. PGC trains select school faculty to prepare older students, specifically high school juniors and seniors, to mentor and educate younger students, specifically freshmen. PGC is implemented as follows:

-PGC begins with the assembly of a stakeholder team of administrators, faculty, parents, and/or community members who support PGC implementation and long-term sustainability.

-Carefully selected faculty members, whom we call faculty advisors, participate in an 11-day intensive train-the-trainer course over a 1½-year period to learn how to run the program and teach junior and senior peer mentors in the daily leadership course.

-Carefully selected juniors and/or seniors are trained as part of their regular school schedule in a daily, 45-minute leadership development class (i.e., an elective course for credit) to become peer mentors, positive role models, and discussion leaders for 9th graders.

Four comprehensive High Schools will be selected to participate based on their attendance data.

ABC Code/Funding Source	\$439,500.00
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Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, September 7, 2017. Please reference the Resolution Number and include your name and email address.

A-5

Operating Budget: \$65,000 Contract with Children's Crisis Treatment Center – Academic Instruction in Acute Partial Care Program

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Children's Crisis Treatment Center, for the partial salary and benefits of a full-time, highly qualified teacher certified by the Commonwealth of Pennsylvania, in both elementary and special education, to provide academic instruction for students in licensed Philadelphia-based acute partial care treatment programs, for an amount not to exceed \$65,000, for the period commencing September 15, 2017 through June 30, 2018.

Description: Community Behavioral Health (CBH) is a not-for-profit 501c (3) corporation contracted by the City of Philadelphia to provide mental health and substance abuse services for Philadelphia County Medicaid recipients. CBH contracted with Children's Crisis Treatment Center (CTCC) to provide acute behavioral and mental health services in response to the need to serve children closer to their homes in Philadelphia, rather than send children outside the city for care. The agency will provide care for children, ages 5-13, at a given time from 9 am - 3 pm, Monday through Friday, for up to 20 days. CCTC will provide care for up to 80 students.

CCTC is located at 425 W. Lehigh Avenue, Philadelphia, PA 19133.

To ensure that the District students served by these agencies receive the academic instruction that the District is legally mandated to provide, the District is contracting with this agency to employ a full-time, highly qualified teacher who meets all of the following criteria:

- Bachelor's Degree, at minimum
- Commonwealth of Pennsylvania Instructional Certificate in Elementary Education or Commonwealth of Pennsylvania Intern Certificate in Elementary Education
- Commonwealth of Pennsylvania Certificate in Special Education
- Minimum of one-year experience teaching children grades K-8

The teacher will fulfill the following duties:

- Instruction. Provide not less than one hour of daily instruction per child in classroom, small group, or individual settings, according to each child's medical condition and educational needs. Instruction shall focus on, at minimum, English/Language Arts, Math, and Science
- Individual Education Plans. Provide special education students with instructional content that matches assignments from the student's home school or as identified in a student's Individualized Education Program (IEP)
- Curriculum. Use curriculum and instructional materials aligned with Pennsylvania Department of Education standards
- Academic Plans. Prepare an academic plan, individualized for each student, based upon the teacher's assessment upon entry into the program and academic records provided by the student's home school; maintain a record of the academic instruction the student received while in care, and results data from any assessments administered to the student while in care
- Transition Support-Entry. Within five (5) business days of a student's entry into the program, collect academic achievement records from the home school and develop lesson plans that will support the student in staying on target academically while in care
- Transition Support-Exit. Within five (5) business days of a student's discharge from the program, prepare and deliver to the student's home school a record of academic instruction the student received while in care; results data from any assessments administered to that student while in care; and, specific

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recommendations describing the supports and educational environment that will best meet the needs of the student upon return to the home school

- Professional Development. Participate in District professional development focused on instructional practice; participate in training sessions required for continued certification in elementary education and special education; and, if serving as a PSSA test administrator, complete required training.

Deliverables include the following:

- Completed census form submitted to the District weekly, using the District census form, that tracks the following for each student enrolled in the program: name, date of birth, address, home school, date of admission, anticipated and actual discharge dates, disability (IDEA or 504), date of discharge interagency meeting, interagency meeting participants; receipt of academic records from home school; and administration of the PSSA during state-mandated testing windows

- Academic plan, prepared and delivered to the student’s home school within five (5) business days of discharge from the program, as a component of the program's full discharge plan which includes recommendations for behavioral supports and services; the academic plan includes a record of academic instruction the student received while in care; results data from any assessments administered to that student while in care; and, specific recommendations describing the academic supports that will best meet the needs of the student upon return to the home school.

ABC Code/Funding Source	\$65,000.00
1100-058-9KR0-2115-3111 Operating	

General Counsel

A-6

Operating Budget: \$242,000 Settlement of Federal Civil Action – Wanda Allen, Kim Rodgers, John Reese, and William Swain

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the General Counsel, to enter into a Settlement Agreement with Wanda Allen, Kim Rodgers, John Reese and William Swain, in the amount of \$242,000, in exchange for a general release of claims for damages for age discrimination on behalf of themselves and a putative class of approximately 160 current or former assistant principals.

Description: Suit was filed in 2015 by four former assistant principals on behalf of themselves and a putative class of approximately 160 current or former assistant principals, alleging damages for age discrimination. All assistant principals were laid off in 2013. Plaintiffs claim that the School District intentionally discriminated against older administrators with respect to the layoffs, recalls, promotions and hiring and violated its collective bargaining agreement.

After the pleadings were closed, but before discovery on the merits and on the collective action, the parties agreed to an early settlement conference, and this resolution provides authority for settlement.

ABC Code/Funding Source	\$242,000.00
1100-061-9370-2392-8211 Operating	

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, September 7, 2017. Please reference the Resolution Number and include your name and email address.

Executive**A-7****Operating Budget: \$48,684 Authorization of Payment to Council of the Great City Schools – Membership Dues**

RESOLVED, that the School Reform Commission hereby approves the payment by The School District of Philadelphia, through the Superintendent, of membership dues to the Council of the Great City Schools, in an amount not to exceed \$48,684 for dues that cover July 1, 2017 through June 30, 2018.

Description: This resolution requests approval to pay membership dues for the Council of the Great City Schools to cover fiscal year 2017-2018 per invoice No. 10-40049-17.

ABC Code/Funding Source	\$48,684.00
1100-051-9020-2361-5841 Operating	

Operations**A-8****No Cost Extension of Contract with United Refrigeration**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform an amendment of a contract, originally entered into with United Refrigeration, to purchase refrigeration and freezer parts, pursuant to Resolution A-11, approved by the School Reform Commission on November 19, 2015, by extending the term of the contract from its original scheduled expiration date of November 30, 2017 through June 30, 2018, at no additional cost to the School District.

Description: Original \$200,000 award represented completion of public bid solicitation under bid #A16-56486, Refrigeration/ Freezer Parts, issued by Procurement Services on 8/3/15. Eight (8) companies downloaded the solicitation and one (1) vendor responded. Purpose of award was to establish a source for the purchase of refrigerator and freezer parts used by the Division of Food Services to repair District-owned commercial cafeteria refrigeration equipment.

ABC Code/Funding Source	N/A
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A-9**Operating Budget: \$200,000 Contract Amendment with General Fire & Equipment Company – Maintenance of Kitchen Hood Fire Suppression Systems**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform an amendment of a contract originally entered into with General Fire & Equipment Co., pursuant to Resolution No. A-29, approved by the School Reform Commission on August 18, 2016, by increasing the amount of the contract by an additional \$200,000 from \$300,000 approved by Resolution A-29, to an amount not to exceed \$500,000, subject to funding, and by extending the term of the contract from its original scheduled expiration date of August 31, 2018 through August 31, 2019.

Description: This contract establishes a source for the upgrade and repair of kitchen hood fire suppression systems installed in the District's full-service kitchens. Fire suppression systems installed in kitchen hoods prevent any grease or kitchen fire from spreading to other parts of the school building and are required to ensure that the District is in compliance with fire regulations.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, September 7, 2017. Please reference the Resolution Number and include your name and email address.

This proposed award represents completion of the public solicitation under A16-60768: Service-Upgrade/Repair of Kitchen Hood Fire Suppression Systems, originally issued by Procurement on May 17, 2016. It was sent to 28 vendors and several area assist agencies. Nine companies downloaded the solicitation. Of those, one vendor submitted a proposal.

The vendor that submitted a proposal was General Fire Equipment Co., Inc.

ABC Code/Funding Source	\$200,000.00
9001-030-9360-2644-7671 FY17 (\$100,000.00)	
9001-030-9360-2644-7671 FY18 (\$150,000.00)	
9001-030-9360-2644-7671 FY19 (\$50,000.00)	

A-10

Capital Fund: \$2,400,000 Contracts with Various Vendors – Supplemental Professional Roofing Design Services

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform separate indefinite demand/indefinite quantity (IDIQ) contracts with Jay Norman Cooperson Architect, LAN Associates, O & S Associates (MBE), Stantec, The Sheward Partnership, LLC, USA Architects, Vitetta Group, Inc. to provide Supplemental Professional Roofing Design Services for the Office of Capital Programs, for an aggregate amount not to exceed \$2,400,000, for the period commencing September 15, 2017 through September 15, 2020.

Description: On June 9, 2017, the School District of Philadelphia, Office of Capital Programs publically advertised a Request for Proposals/Request for Qualifications (RFP/RFQ) to obtain public competitive proposals from qualified, professional firms to perform supplemental professional roofing design services to the District. A total of eleven (11) firms responded to this RFP/RFQ on July 11, 2017.

Evaluation of the technical proposals and rankings were performed by a four-person Evaluation Committee consisting of staff from the Office of Capital Program’s Design Management, Construction Management, and Contract Compliance.

After administrative review by Contract Compliance and technical evaluations of submitted proposals, (7) seven firms were selected by the Evaluation Committee based on the pre-established criteria as follows: the firm’s professional qualifications and experience of the proposed staff, number of successful projects of comparable type, scope and complexity, and experience with phased projects in existing buildings, experience and ability to design a project with strict adherence to the proposed budget, firm’s ability to minimize change orders and change order costs, firm’s ability to meet or reduce design and construction schedules, proposed fees, MBE/WBE Participation and Tax Compliance with the City of Philadelphia.

The (7) seven selected firms were deemed qualified to perform professional architectural design services in support of the amended 2018 Capital Budget, approved by the School Reform Commission (SRC) on May 25, 2017 and the District’s 5-year Capital Improvement Plan (CIP). The CIP priorities include constructing new facilities and additions, renovation of existing facilities, life-cycle replacements and maintaining the physical integrity of existing buildings to meet code requirements and educational programming needs.

The entire fund of \$2,400,000.00 for Supplemental Professional Roofing Design Services will be pooled

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among the (7) seven firms to provide the Office of Capital Programs flexibility in the selection of the appropriate firm to perform the required services on specific assigned projects.

ABC Code/Funding Source	\$2,400,000.00
8Q16-065-9620-4541-3411	

A-11

Capital Fund: \$1,474,000 Contract with Stantec Architecture & Engineering LLC – Professional Architectural and Engineering Services for Major Renovations at Benjamin Franklin High School

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver, and perform a contract with Stantec Architecture and Engineering LLC to perform architectural and engineering design services for the major renovations to support the co-location of two District managed high schools, for an amount not to exceed \$1,474,000 for the period commencing September 15, 2017 through construction project completion.

Description: The adopted Capital Improvement Program (CIP) for FY2017-18 includes a major renovations at Benjamin Franklin High School. The project scope of work includes the following: façade repair, replacement of building components including roof, exterior doors, windows, ceiling tile, floors, interior door hardware, bathroom partitions, electrical panel boards, interior and exterior lights, exit signs, clock system, intercom system, water distribution piping, unit ventilators, fin tube radiators, select AHUs and exhaust fans, elevator refurbishment, accessibility upgrades, renovation of rooftop recreation area, educational space upgrades including the IMC, art rooms, science labs, and CTE programs, power and data upgrades for new classroom interactive panel boards, and new paint at walls and lockers. The estimated construction budget for this project is \$20,000,000.

The goals of the major renovations are as follows: co-locate two high school programs in an equitable manner, provide a distinct point of entry and identity for each of the two programs while optimizing opportunities for collaboration, provide interior upgrades that fosters a collaborative student-centered learning environment and replace or improve building system that have exceeded their life expectancy.

On July 14, 2017, the School District's Office of Capital Programs publicly advertised and issued a Request for Proposals (RFP) to obtain public competitive proposals from qualified firms to provide professional design and engineering services for this project. Eight (8) firms responded to this RFP on August 2, 2017. A five-person evaluation committee consisting of design, construction, and planning staff from the Office of Capital Programs performed evaluations of the technical proposals.

Proposals were scored on the following established criteria: (1) qualifications of the firm completing projects of similar scope and size; (2) qualifications of the project team based on their technical experience, certifications and licenses; (3) history of the proposer meeting the design and construction schedules; (4) meeting MBE/WBE participation goals; and (5) the project's team proposed approach to the project. Following the tally of the technical review scores, three (3) firms were selected by the evaluation committee for oral presentations and interviews on August 10, 2017.

The three (3) selected for oral interviews were Stantec Architecture and Engineering LLC, Kimmel Bogrette Architecture and Kelly Maiello Architects and Planners.

The evaluation committee selected Stantec Architecture and Engineering LLC as the most technically

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qualified firm. The proposed fee from Stantec Architecture and Engineering for design and engineering services is \$1,394,000.00 (6.97%) of the estimated construction budget. The School District is including an additional \$80,000 to cover reimbursable expenses to bring the total design fee up to \$1,474,000.

The Facility Condition Index (FCI) score at this location is 33.71%. The SY2015-2016 School Progress Report (SPR) is 5 (Intervene).

ABC Code/Funding Source	\$1,474,000.00
8D16-065-2010-4658-3411 Capital	

A-12

Capital Fund: \$194,344 Contract Amendment with Shoemaker Construction Company – Professional Construction Management Services – Renovations to the John L. Kinsey School Building for Relocation of the Building 21 Program

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver, and perform an amendment of a contract, originally entered into with Shoemaker Construction Company, pursuant to Resolution A-22, approved by the School Reform Commission on January 19, 2017, by increasing the amount of the contract by an additional \$194,344.00 from the \$4,750,000.00 approved by Resolution A-22, to an amount not to exceed \$4,944,344.00. All other terms and conditions of this Professional Construction Management Services Contract will remain the same.

Description: This project involves the conversion of the John L. Kinsey school building, 6501 Limekiln Pike, into a secondary program in support of the Building 21 program, which will relocate to the John L. Kinsey building at the start of the 2017-18 academic year. The School Reform Commission authorized the relocation of Building 21 to the John L. Kinsey building by Resolution A-6, approved on October 13, 2016.

During the design and construction of the project completed for school opening September 2017, revisions to the scope of work were made by the Office of Capital Programs.

Revisions to the scope of work as directed by the Office of Capital Programs to enhance the indoor environment as follows:

Furnish and install (ninety-six) 96 signs for room numbers, access and direction.

Revision to the scope of work as directed by the Office of Capital Programs to connect the new data cabling to the existing system as follows:

Furnish and install one (1) 24-port Cat-6 patch panel and four (4) 48-port Cat-6 patch panels for the termination of all newly installed data cabling within the school.

Revisions to the scope of work as directed by the Office of Capital Programs due to unforeseen conditions as follows:

Furnish and install a new roof hatch and safety rail to replace the existing deteriorated roof hatch for access to the Auditorium roof.

Revisions to the scope of work as directed by the Office of Capital Programs as requested by Philadelphia License and Inspections to be Code Compliant as follows:

Remove and replace sixteen (16) door leaves and eight (8) door frames, and refinish 4 decorative wood

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doors in the Grand Staircases, replace one (1) fire tower door and repair and replace hardware at the fire tower egress doors in stair towers A & B.

Total revisions amount to \$194,344.00. Each revision to the scope was reviewed by the Office of Capital Programs and determined to be a fair and reasonable price.

The Facility Condition Index (FCI) score for the Kinsey building is 47.77%. The SY2015-2016 School Progress Report (SPR) for Building 21 is 22 (intervene).

ABC Code/Funding Source	\$194,344.00
8P71-065-6280-4658-4521 Capital	

A-13

Capital Fund: \$3,800,000 Contract with Various Vendors-Supplemental Professional Mechanical, Electrical and Plumbing (MEP) Design Services Award

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform separate indefinite demand/indefinite quantity (IDIQ) contracts with DEDC, FXB, Gannett Fleming, Global Engineering Solutions, HAKS, Ingram Engineering Services, Inc., NORR, Pennoni, Reynolds and Stantec to provide Supplemental Professional Mechanical, Electrical and Plumbing Design Services for the Office of Capital Programs, for an aggregate amount not to exceed \$3,800,000, for the period commencing September 15, 2017 through September 15, 2020.

Description: On June 9, 2017, the School District of Philadelphia, Office of Capital Programs publicly advertised a Request for Proposals/Request for Qualifications (RFP/RFQ) to obtain public competitive proposals from qualified, professional firms to perform supplemental professional mechanical, electrical and plumbing design services to the District. A total of eighteen (18) firms responded to this RFP/RFQ on July 25, 2017.

Evaluation of the technical proposals and rankings were performed by a four-person Evaluation Committee consisting of staff from the Office of Capital Program's Design Management and Contract Compliance.

After administrative review by Contract Compliance and technical evaluations of submitted proposals, ten (10) firms were selected by the Evaluation Committee based on the pre-established criteria as follows: the firm's professional qualifications and experience of the proposed staff, references of the proposed staff, number of successful projects of comparable type, scope and complexity including experience with phased projects in existing buildings, experience and ability to design a project with strict adherence to the proposed budget, firm's ability to minimize change orders and change order costs, firm's ability to meet or reduce design and construction schedules, proposed fees, MBE/WBE Participation and Tax Compliance with the City of Philadelphia.

The ten (10) ten selected firms were deemed qualified to perform professional mechanical, electrical, and plumbing design services in support of the amended 2018 Capital Budget, approved by the School Reform Commission (SRC) on May 25, 2017 and the District's 5-year Capital Improvement Plan (CIP). The CIP priorities include constructing new facilities and additions, renovation of existing facilities, life-cycle replacements and maintaining the physical integrity of existing buildings to meet code requirements and educational programming needs.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, September 7, 2017. Please reference the Resolution Number and include your name and email address.

The entire fund of \$3,800,000.00 for supplemental professional MEP Design Services will be pooled among the ten (10) firms to provide the Office of Capital Programs flexibility in the selection of the appropriate firm to perform the required services on specific assigned projects.

ABC Code/Funding Source	\$3,800,000.00
8Q16-065-9620-4591-3411 Capital	

A-14

Capital Fund: \$7,023,575 Capital Awards

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver, and perform contracts separately with the lowest responsible bidders identified in the attachment, for an aggregate amount not to exceed \$7,023,575, for the period commencing September 15, 2017 through completion of the projects.

Description:

Spec: B-019 C
of 2016/17 Electrical Contract - Fire Alarm System Replacement
Cook-Wissahickon Elementary School - 201 East Salaignac Street
Jack Cohen & Co., Inc. - \$219,675.00
Philadelphia, Pennsylvania 19114
ABC Code: 8Q16 065 6410 4625 4561 10
Total Aggregate M/WBE Participation: 15.0%

This contract covers the labor, material, and equipment necessary for the replacement of the existing fire alarm system at this location.

The bids for this project were publicly advertised on 7/8/2017, 7/13/2017, and 7/15/2017 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 8/1/2017. After review of the bids and a de-scoping meeting it was determined that Jack Cohen & Co., Inc. was the lowest responsible bidder with a bid of \$219,675.00.

The Facilities Condition Index (FCI) at this location is 45.82%. The School Progress Report (SPR) at this location is 44.

Spec: B-055 C
of 2016/17 General Contract - Roof Replacement and Facade Restoration
Henry A. Brown Elementary School - 1946 East Sergeant Street
Union Roofing - \$756,900.00
Philadelphia, Pennsylvania 19154
ABC Code: 8Q16 065 5210 4637 4541 06
Total Aggregate M/WBE Participation: 40.0%

This contract covers the labor, material, and equipment necessary for the roof replacement at this location.

The bids for this project were publicly advertised on 7/8/2017, 7/13/2017, and 7/15/2017 in several

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local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 8/1/2017. After review of the bids and a de-scoping meeting it was determined that Union Roofing was the lowest responsible bidder with a bid of \$756,900.00.

The Facilities Condition Index (FCI) at this location is 18.68%. The School Progress Report (SPR) at this location is 29.

Spec: B-094 C
of 2016/17 General Contract - Major Renovation Phase 1
J. Hampton Moore Elementary School - 6900 Summerdale Avenue
Smith Construction (W) - \$5,342,000.00
Philadelphia, Pennsylvania 19154
ABC Code: 8D16 065 8310 4658 4541 30
Total Aggregate M/WBE Participation: 100.0%

This contract covers the labor, material, and equipment necessary for a major renovation to the building envelope at this location.

The bids for this project were publicly advertised on 6/30/2017, 7/5/2017, and 7/7/2017 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 8/1/2017. After review of the bids and a de-scoping meeting it was determined that Smith Construction was the lowest responsible bidder with a bid of \$5,342,000.00.

The Facilities Condition Index (FCI) at this location is 45.53%. The School Progress Report (SPR) at this location is 52.

Spec: B-095 C
of 2016/17 Plumbing Contract - Major Renovation Phase 1
J. Hampton Moore Elementary School - 6900 Summerdale Avenue
Carolina Plumbing & Heating, Inc. (M) - \$90,000.00
Philadelphia, Pennsylvania 19131
ABC Code: 8D16 065 8310 4658 4541 30
Total Aggregate M/WBE Participation: 100.0%

This contract covers the labor, material, and equipment to necessary to perform the plumbing work required to support the major renovation to the building envelope at this location.

The bids for this project were publicly advertised on 6/30/2017, 7/5/2017, and 7/7/2017 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 8/1/2017. After review of the bids and a de-scoping meeting it was determined that Carolina Plumbing & Heating, Inc. was the lowest responsible bidder with a bid of \$90,000.00.

The Facilities Condition Index (FCI) at this location is 45.53%. The School Progress Report (SPR) at this location is 52.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, September 7, 2017. Please reference the Resolution Number and include your name and email address.

Spec: B-096 C
of 2016/17 Electrical Contract - Major Renovation Phase 1
J. Hampton Moore Elementary School - 6900 Summerdale Avenue
Hyde Electric Corporation - \$175,000.00
Philadelphia, Pennsylvania 19129
ABC Code: 8D16 065 8310 4658 4541 30
Total Aggregate M/WBE Participation: 0.0%
This contract covers the labor, material, and equipment necessary to perform the electrical work required to support the major renovation to the building envelope at this location.

The bids for this project were publicly advertised on 6/30/2017, 7/5/2017, and 7/7/2017 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 8/1/2017. After review of the bids and a de-scoping meeting it was determined that Hyde Electric Corporation was the lowest responsible bidder with a bid of \$175,000.00.

The Facilities Condition Index (FCI) at this location is 45.53%. The School Progress Report (SPR) at this location is 52.

Spec: B-097 C
of 2016/17 Electrical Contract - Fire Alarm System Replacement
Robert Morris Elementary School - 2600 West Thompson Street
Jack Cohen & Co., Inc. - \$210,000.00
Philadelphia, Pennsylvania 19114
ABC Code: 8Q16 065 2390 4625 4561 10
Total Aggregate M/WBE Participation: 15.0%

This contract covers the labor, material, and equipment necessary for the replacement of the existing fire alarm system at this location.

The bids for this project were publicly advertised on 7/8/2017, 7/13/2017, and 7/15/2017 in several local newspapers and posted on the School District's Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 8/1/2017. After review of the bids and a de-scoping meeting it was determined that Jack Cohen & Co., Inc. was the lowest responsible bidder with a bid of \$210,000.00.

The Facilities Condition Index (FCI) at this location is 42.28%. The School Progress Report (SPR) at this location is 55.

Spec: B-098 C
of 2016/17 Electrical Contract - Fire Alarm System Replacement
John H. Taggart Elementary School - 400 West Porter Street
Jack Cohen & Co., Inc. - \$230,000.00
Philadelphia, Pennsylvania 19114
ABC Code: 8Q16 065 2690 4625 4561 10
Total Aggregate M/WBE Participation: 15.0%

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, September 7, 2017. Please reference the Resolution Number and include your name and email address.

This contract covers the labor, material, and equipment necessary for the replacement of the existing fire alarm system at this location.

The bids for this project were publicly advertised on 7/14/2017, 7/19/2017, and 7/21/2017 in several local newspapers and posted on the School District’s Capital Programs Website. The award is recommended to the responsive and responsible bidder who met the technical and construction specifications. Bids were publicly opened on 8/1/2017. After review of the bids and a de-scoping meeting it was determined that Hyde Electric Corporation was the lowest responsible bidder with a bid of \$230,000.00.

The Facilities Condition Index (FCI) at this location is 30.22%. The School Progress Report (SPR) at this location is 31.

ABC Code/Funding Source	\$7,023,575.00
8Q16-065-6410-4625-4561 Capital (\$219,675.00)	
8Q16-065-5210-4637-4541 Capital (\$756,900.00)	
8D16-065-8310-4658-4541 Capital (\$5,342,000.00)	
8D16-065-8310-4658-4541 Capital (\$90,000.00)	
8D16-065-8310-4658-4541 Capital (\$175,000.00)	
8Q16-065-2390-4625-4561 Capital (\$210,000.00)	
8Q16-065-2690-4625-4561 Capital (\$230,000.00)	

A-15

Capital Fund: \$120,286 Authorization of Net Cost Change Orders

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia through the Superintendent or his designee, to execute, deliver and perform amendments of the attached contracts for a net credit to the School District not to exceed \$120,286.00.

Description: This resolution seeks approval for various revisions to the on-going construction project as detailed on the attached Modification of Contract document. Changes include items designated as errors or omissions, differing site conditions, unforeseen conditions and revisions requested by School District representatives. Change orders approved to rectify errors or omissions will be further reviewed by the Offices of Capital Program and General Counsel for possible recovery of costs through the professional liability insurance policies of the design professionals, negotiations, and filing of claims or lawsuits against the design professionals.

ABC Code/Funding Source	\$120,286.00
Various	

A-16

Operating Budget: \$400,000 Contract Amendment with Ricoh, Inc. – Expanding Document Management for Transportation – Subject to Funding

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform an amendment of a contract, originally entered into with Ricoh, Inc., pursuant to Resolution No. A-59, approved by the School Reform Commission June 19, 2014, by increasing the amount of the contract by an additional \$400,000, from the \$13,124,000 approved by Resolution A-15, to an amount not to exceed \$13,524,000, subject to funding,

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through the term of the original contract on June 30, 2021.

Description: The School District of Philadelphia (SDP) Department of Transportation Services (DTS) provides bus transportation services to more than 42,000 students via more than 1,750 routes to and from 218 public schools, 88 charter schools, and more than 250 non-public schools in and around the City of Philadelphia. The District's 17 Bus Contractors operate approximately 80% of the routes. Transportation is responsible for reviewing, approving, and maintaining accurate records for 1500 contracted bus drivers and 800+ bus attendants. In the Fall of 2016, Transportation began the process of transitioning from a paper-based records system to a document management system with RICOH as a means to improve records retention and audit compliance. This system requires that each document be scanned individually before being uploaded and processed, increasing the administrative time for current workflows. Additionally, SDP is required to complete Motor Vehicle background checks that require extensive administrative support. DTS seeks to expand document management system to include intelligent document capture capabilities and automated motor vehicle background checks to modernize current workflows and decrease administrative support.

ABC Code/Funding Source	\$400,000.00
1100-027-9590-2713-3311 FY18 (\$100,000.00)	
1100-027-9590-2713-3311 FY19 (\$100,000.00)	
1100-027-9590-2713-3311 FY20 (\$100,000.00)	
1100-027-9590-2713-3311 FY21 (\$100,000.00)	

A-17

Ratification of Lease Agreement with Camelot Schools of Pennsylvania, LLC. – Use of E.S. Miller School

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent of a lease agreement with Camelot Schools of Pennsylvania, L.L.C., an alternative education provider under contract with the School District, to operate a continuation program serving 100 students, to occupy approximately 5,000 square feet of the ES Miller School, located at 43rd & Westminster Avenues, Philadelphia, Pa 19104, as office and classroom space, at an annual rate of \$25,000 (\$5.00 per square feet), to be paid monthly, which rent includes the School District's operating costs for all utilities, building engineer, custodial, maintenance, snow removal and trash pick-up, for the period commencing September 1, 2017 through June 30, 2018, with options for a one year renewal through June 30, 2019. The rent for any renewal term will increase by 2%. The terms of the lease agreement must be acceptable to the School District's Office of General Counsel and Office of Risk Management.

Description: The Camelot Schools operates a Continuation program under contract with The School District of Philadelphia. This program serves a maximum of 100 students in grades 6-8 who have not been successful in traditional settings and are identified as at risk of dropping out based on Project U-Turn indicators (e.g. chronic truancy, core course failure, repeating a grade, etc.). Students are enrolled by referral and voluntarily remain until the program's terminal grade. The Continuation program provides students with a highly engaging academic program that promotes their social and emotional development, remediation in basic reading and math skills, and college and career explorations. Students are prepared for successful transition to high school and lifelong success.

ABC Code/Funding Source	\$25,000.00
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Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, September 7, 2017. Please reference the Resolution Number and include your name and email address.

Finance**A-18 (Added 9.5.17)****Memorandum of Understanding with the Philadelphia Land Bank**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a Memorandum of Understanding with the Philadelphia Land Bank, the City of Philadelphia and the Philadelphia Gas Works, which establishes a process by which the Philadelphia Land Bank can acquire properties eligible for Sheriff's Sale and satisfy outstanding real estate, water, and gas balances due on those eligible properties, for the period commencing September 15, 2017 through a mutually agreeable termination date, [no later than September 15, 2018], at the discretion of the Superintendent.

Description: Established in 2013, Philadelphia's Land Bank is a quasi-governmental agency created to combat blight and facilitate the return of tax delinquent and neglected properties to productive use and the tax rolls. The Philadelphia Land Bank seeks to create assemblages for affordable, workforce, and market rate housing, as well as convey parcels for business expansion, community gardens and side yards. Per state law, the Philadelphia Land Bank has the priority bid authority to acquire tax delinquent properties at Sheriff's Sale without competitive bidding.

Through collaborative discussions, the Philadelphia Land Bank and City of Philadelphia created a process that respects both the Philadelphia Land Bank's interest in acquiring delinquent properties and the need for swift collection of taxes and debt owed to the City and School District of Philadelphia. As outlined in the MOU, the process will provide for the School District to collect its share of real estate taxes due up to the assessed value of each property.

With the advice and consent of counsel, the School District may agree to modifications to the MOU which are in the best interests of the School District and which do not materially alter the substantive process represented in the MOU. The MOU shall be terminable at the option of any party, including the School District, upon providing sixty days notice to all other parties.

ABC Code/Funding Source

N/A

III. EDUCATION SERVICES***Academic – Donations/Acceptances*****B-1****Categorical/Grant Fund: \$2,499,000 Acceptance of Subgrant from Pennsylvania State University – PA TRACKS SNAP-Ed Nutrition Education – Eat.Right.Now; Contracts and Memoranda of Understanding with Various Vendors**

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept, if awarded, a subgrant from The Pennsylvania State University, with the grant funds originating from the United States Department of Agriculture via the Pennsylvania Department of Human Services, for continuation of the Pennsylvania Nutrition Education TRACKS Program to provide Supplemental Nutrition Assistance Program Education, for an amount not to exceed \$2,499,000, for the period commencing October 1, 2017 through September 30, 2018, and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, contingent upon receipt of this subgrant, to execute, deliver and perform a contract with SHARE Food Program, Inc., to deliver produce stands at School District schools, for an amount not to exceed \$167,158, for the period commencing October 1,

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2017 through September 30, 2018, and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform Memoranda of Understanding with the following Eat.Right.Now. community partners to provide Supplemental Nutrition Assistance Program Education services, coordinated with the School District's own services: (1) The Food Trust, for services valued at an amount not to exceed \$832,000; (2) the Trustees of the University of Pennsylvania, through its Agatston Urban Nutrition Initiative, for services valued at an amount not to exceed \$1,024,000; (3) Einstein Healthcare Network, for services valued at an amount not to exceed \$1,350,000; (4) Health Promotion Council of Southeastern Pennsylvania, for services valued at an amount not to exceed \$818,000; (5) Drexel University's Nutrition Center, for services valued at an amount not to exceed \$1,708,000, and (6) Vetri Community Partnership, for services valued at an amount not to exceed \$681,000. Eat.Right.Now community partner services are valued at an aggregate amount not to exceed \$6,413,000, at no cost to the School District, for the period commencing October 1, 2017 through September 30, 2018. The total value of the Eat.Right.Now. Program to the School District is an amount up to \$8,912,000.00 (services by Eat.Right.Now. Community Partners plus the subaward to the District).

Description: The funding source for the PA Nutrition Education TRACKS program is the Supplemental Nutrition Assistance Program - Education (SNAP-Ed) formerly known as the Food Stamp Nutrition Education Program, of the United States Department of Agriculture, Food and Nutrition Service. Upon approval, the Pennsylvania Department of Human Services contracts with Pennsylvania State University, the management entity for the state plan. Pennsylvania State University issues sub awards to participating community partners, including the School District of Philadelphia (SDP) Eat.Right.Now. Program (ERN). SNAP-ed guidelines for eligibility are: 50% or greater of the school population be eligible for free/reduced school lunch or Community Eligibility Provisions (CEP) from the National School Lunch Program.

In Philadelphia, school-age children have represented the majority of SNAP-Ed direct education participants since fund-year 2001. Since fund-year 2011, the Eat.Right.Now. Program has been providing educational programming for caregivers. In 2015, we expanded our caregiver programs by partnering with community organizations such as SHARE Food Program, thereby increasing access and education for our school families to healthy foods at a reduced rate. Due to the success of the program we have been able to increase the number of schools in fund year 2015, 2016 and 2017; we are planning to increase programming again in 2018.

All District Eat.Right.Now.nutrition education programming meets the Health Education standards of Pennsylvania and is overseen by the Division of Health, Safety, and Physical Education. Activities are also coordinated with the Campaign for Healthier Schools, and work closely with this campaign. This program is also a collaborative effort with community partners and universities within Philadelphia to ensure that all District schools receive nutrition education programs and services. SDP Eat.Right.Now. coordinates both the assignment of schools to community partners to ensure that partners don't overlap in a school.

The following demonstrates the range of nutrition education outreach in all eligible schools:

1. 100% of all eligible schools will be offered nutrition education. Participants in the activities will increase their knowledge of healthy food choices; improve their food selections and eating habits by making healthier dietary choices and develop an understanding of the importance of daily physical

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activity.

2. General services offered include nutrition educators in the classroom, including follow up lessons based on curricula standards for teachers; health fairs, home and school meetings, parent/caregiver workshops, staff training and professional development, cafeteria education, caregiver newsletters and magazines designed specifically for this audience.

3. Schools will be supported in Policy, Systems and Environment (PSE) approaches. Environmental approaches include: gardening programs (Green City Teacher training), socialized recess (Playworks), movement breaks (Activity Works), HYPE (at participating schools), supporting schools with the Fresh Fruit and Vegetable Program (participating schools), and school-based produce stands. Policy approaches include: participation in School Wellness Councils, and School Wellness Action Plans (see evaluation section for details). System approaches include: ERN staff will collaborate with school staff to promote a healthy school environment by offering resources, training, and technical assistance on an individual school basis to comply with the updated, federally mandated, Smart Snacks in School standards and selected areas of the School Health Index. SDP Director will work at the district level whenever possible to provide input and support for the new SDP GreenFutures Action Plan, updated School Wellness Policy and to advocate for wellness policy implementation.

4. After School programs that are eligible can request nutrition education in addition to their current programming. An example of this kind of programming would be cooking clubs.

This nutrition education programming will empower students to make healthier food choices, leading to higher expectations for sound nutritional habits. All activities are integrated into the school based curriculum and Pennsylvania Academic Standards. For example, teaching about percentages from the math curriculum can be done by calculating nutrients from a food label. Connecting required curriculum with life skills enables students to learn practical links to real life situations. Elementary skills like counting can be taught using food items, teaching colors can easily be taught through food, reading and vocabulary can be taught through approved storybooks about nutrition and food related themes and word lists of food items, etc.

Community engagement will be fostered by providing materials to students and caregivers as a follow up to classroom activities and inviting them to participate in programs. Caregiver and community outreach will be conducted through cooking classes, Home and School Associations, District-wide and school events. ERN will also work with the Office of Family and Community Engagement (FACE) to engage existing School Advisory Councils (SAC) in a meaningful way as caregiver buy-in to sound nutrition practices is key for life long changes for their children and family's health.

ABC Code/Funding Source
267X-G30-9BP0-2390-3391

\$2,499,000.00

B-2

Donation: \$126,000 Acceptance of Donation of Services from Temple University Kornberg School of Dentistry

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to accept with appreciation the donation of services from Temple University Kornberg School of Dentistry for dental services for preschool children, valued at approximately \$126,000, for the period commencing September 15, 2017 through June 30, 2018.

Description: Head Start Program Performance Standards require that within 90 calendar days after a child first attends our program, the program must either obtain determinations from oral health care

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professionals as to whether the child is up-to-date on a schedule of age appropriate preventive and primary oral health care, or assist parents with making arrangements to bring children up-to date. At District pre-kindergarten sites, some families come with determinations of having dental care, but many are in need of assistance with accessing dental care.

Support from Temple University Kornberg School of Dentistry will provide much needed aid on multiple levels. Not only will Temple University Kornberg School of Dentistry perform on-site dental examinations across all District pre-k sites, but skilled dentists, dental assistants and public health dental hygienists from Kornberg School of Dentistry will also administer preventive non-invasive dental care and minor restorative care when needed. These urgently important services will be offered to preschool children regardless of families' ability to pay.

The supplies and equipment, including but not limited to, portable dental chairs, x-ray equipment, lights, and air compressors, will be provided by Temple University Kornberg School of Dentistry. Additionally, medical waste will be carefully removed by Temple University Kornberg School of Dentistry according to industry regulations. This much-needed service will work to narrow the gap in oral care for children in need. Communication between the District and Temple University Kornberg School of Dentistry will be centrally managed and coordinated by the Health Coordinator in the Office of Early Childhood.

ABC Code/Funding Source

\$126,000.00

B-3

Donation: \$65,635 Ratification of Acceptance of Donation of Services and Resources from HIAS Pennsylvania, Inc.; Memorandum of Understanding

RESOLVED, that the School Reform Commission hereby ratifies the acceptance with appreciation by The School District of Philadelphia, through the Superintendent, of the donation of services and resources from HIAS Pennsylvania, Inc., to provide refugee assistance services to students and their families, and professional development to School District staff at Northeast High School and Gilbert Spruance Elementary School, valued at \$65,635, for the period commencing August 15, 2016 through June 30, 2019; and be it

FURTHER RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent, of a Memorandum of Understanding with HIAS Pennsylvania, Inc., in a form acceptable to the School District's Office of General Counsel, to implement this donation of services.

Description: This ratifying resolution is submitted due to a misunderstanding around resolution requirements. The Office of Multilingual Curriculum and Programs has had a longstanding relationship with HIAS Pennsylvania and erroneously assumed that a Memorandum Of Understanding (MOU) was sufficient to accept their services. In the future, no further services will be executed without prior Limited Contract or School Reform Commission resolution approval as clearer communication will be made.

Hebrew Immigrant Aid Society (HIAS) Pennsylvania Inc. obtained the Refugee School Impact Grant through the Pennsylvania Department of Education, Division of Student Services, to further the work of the Philadelphia Refugee Education Project (PREP). PREP is a collaborative effort of the three refugee resettlement agencies in Philadelphia, including HIAS Pennsylvania (the lead on this project), Bethany Christian Services, and Nationalities Service Center (NSC). The overall goal of PREP is to address the growing number of challenges faced by newly arrived refugee families in accessing a positive educational

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experience for their children by: 1) enhancing parent and family engagement in educational and school related activities; 2) increasing the academic achievement, English language development, and social integration of refugee youth; and 3) communicating and disseminating information about refugees to enhance the cultural competency of the professionals working with refugee youth.

A Refugee Education Coordinator employed by HIAS will be in charge of developing and implementing the plan for achieving the three goals mentioned above. Specifically, HIAS PA will offer an array of services tailored for refugee youth and their families, while building linkages and coordination between refugee resettlement providers and School District personnel. In the proposed program, HIAS PA will provide newly arrived vulnerable refugee youth in the Northeast region of Philadelphia with after school and summer English as a Second Language (ESL) classes and homework help aimed to improve academic achievements and educational gains for participating youth.

Two School District of Philadelphia (SDP) schools will be utilized for program services: Northeast High School and Spruance Elementary. HIAS PA's Education Coordinator will maintain contact with administrators and staff at both schools and conduct outreach for youth participants. Additionally, HIAS PA will provide education-related case management services for the families of enrolled youth, aimed to remedy enrollment and placement problems and support parent engagement. These case management services will be tailored to meet the unique needs of the families and students. In addition to ESL classes for youth, parent engagement is a goal for this PREP program and the parents of enrolled youth will be offered group education workshops. The workshops will promote parental involvement in their child's education, teach parents how to engage with teachers, how to read report cards and communications from the schools, and expand the knowledge of these newly arrived families about the US educational system. As a supplement to parent workshops, group youth education opportunities will be offered to high school age participants to learn about higher education and career opportunities.

ABC Code/Funding Source

\$65,635.00

B-4

Categorical/Grant Fund: \$573,500 Ratification of Acceptance of Grant from the William Penn Foundation – Together is Better

RESOLVED, that the School Reform Commission hereby ratifies the acceptance with appreciation by The School District of Philadelphia, through the Superintendent, of a grant from the William Penn Foundation, for an amount not to exceed \$573,500, for the cost of piloting and evaluating a new instructional approach to improve the early literacy skills of English Learners (ELs), for the period commencing August 1, 2017 through July 31, 2020.

Description: The School District of Philadelphia's Office of Multilingual Curriculum and Programs and the William Penn Foundation formed a partnership known as Together Is Better. The Together Is Better initiative looks to adopt a co-teaching model, which would allow General Education teachers and English Language Development (ELD) teachers to work side by side in classrooms to better meet the language and content needs of English Learners (ELs). The full scope of this initiative includes full implementation of a co-teaching model in three (3) schools over the span of three (3) years, with the goal of building capacity for model sustainability after the grant funding is expended.

The co-teaching model was selected after gathering extensive research on instructional models that best meet the needs of ELs. Renowned experts in the field of second language acquisition, such as Dr. Maria G. Dove and Dr. Andrea Honigfeld, adamantly support the co-teaching model. To ensure successful

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integration of the co-teaching model, the Office of Multilingual Curriculum and Programs will be working with the three selected schools (selection will be based on demographic information, needs assessment, and staff interest) to establish planning teams, provide continuous professional development opportunities to all school staff and administrators as well as offer orientation meetings with families on co-teaching and student progress monitoring. Schools will have an opportunity to participate in an application process.

On July 26, 2017, the Office of Multilingual Curriculum and Programs received notification that The School District of Philadelphia was awarded the William Penn Foundation grant. The delayed notification precipitated this ratification request.

ABC Code/Funding Source

\$573,500.00

B-5 (As Amended)

Authorization of Expansion of Grades at The Science Leadership Academy at Beeber

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia to change the grade configurations of The Science Leadership Academy at Beeber (SLA@Beeber), located at 5925 Malvern Avenue, from grades 9 through 12 to serve grades 5 and 9 through 12 in 2018-2019; grades 5 and 6 and 9 through 12 in 2019-2020; grades 5 through 7 and 9 through 12 in 2020-2021; and grades 5 through 12 in 2021-2022; and be it

FURTHER RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to notify the Pennsylvania Department of Education of the changes to the grade configuration of the school listed herein, as required by Title 22 of the Pennsylvania Code §349.28(a).

Description: Science Leadership Academy, founded by the School District of Philadelphia and The Franklin Institute in 2006, is an innovative, nationally-recognized instructional model of 21st-century learning, grounded in inquiry, research, collaboration, presentation, and reflection. The grow-a-grade expansion is expected to result in the addition of 240 students and shall begin in the 2018-2019 school year with the addition of sixty (60) 5th grade students. Annually sixty (60) students will be enrolled in the 5th grade until grades 5, 6, 7, and 8 each have 60 students.

SLA@Beeber High School was founded in 2013 as the first replication of the SLA model. Science Leadership Academy Middle School (SLA-MS) - the first middle school expansion of the SLA model - opened in 2016. The founding principals Chris Lehmann, Chris Johnson and Tim Boyle and the faculty of all three schools are committed to adapting the curriculum and values of all three schools to the middle school expansion in order to: promote engagement in science, technology, engineering, arts, mathematics (STEAM) and inquiry-focused learning from early adolescence; assure effective transitions for both entering and graduating students; and connect middle-school students with targeted career exposure, mentoring, and service opportunities.

Curricular Model

The expansion will serve as a model program for meeting the specific needs of middle-school level learners while embracing an inquiry-driven, project-based, technology-infused instructional model. Students at SLA-MS will learn in a project-based environment where the core values of inquiry, research, collaboration, presentation, and reflection are emphasized in all classes. The structure of the

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school will reflect its core values, with longer class periods to allow for more hands-on work in science classes and performance-based learning in all classes.

The expansion of the school will allow for earlier mentoring in the model that follows the SLA Advisory model. Teachers will serve as mentors/advisors for the middle school students, with time set aside in the schedule for Advisories to focus on the "soft-skills" that are essential to student success in and out of school. Skills such as self-advocacy, study skills, organizational development and interpersonal relationships are covered to help students be able to be fully actualized students and citizens.

And after year one of SLA-MS, we have learned a great deal about how to scale the SLA model to middle grades. Without question, middle school students can thrive in an inquiry-driven, project-based environment. The middle school environment creates the conditions for interdisciplinary projects that align to core values and essential questions with a deep and intentional focus on literacy and numeracy.

Examples of the kinds of projects that can be implemented in the fifth grade include:

- Ecology projects, including fieldwork in collaboration with NorthBay Environmental Center
- A boat-building project that aligns science and math standards with a real-work engineering focus.
- A literacy project that involved choice-based reading and included a STEM component by having students work with high school students from the SLA@Beeber Engineering team to build the bookshelves used to house classroom libraries.

Finally, by beginning the inquiry-driven approach to teaching and learning in the 5th grade, students will be more prepared for the SLA model in high school which will create the synergy to push the high school curriculum even further, with 60 students deeply steeped in the model and ready to go further.

Growth Model

The growth model would follow the successful SLA projects in the past by growing one grade per year. The middle school would hold two sections of students per grade, so as to a) not strain the capacity of the school facility, b) not strain the overall size of the school, which would make implementation of the model more challenging, and c) still allow for students to join the school at the high school level. The growth model would look as follows:

5th Grade

2018-2019 - 60 students
2019-2020 - 60 students
2020-2021 - 60 students
2021-2022 - 60 students

6th Grade

2018-2019 - 0 students
2019-2020 - 60 students
2020-2021 - 60 students
2021-2022 - 60 students

7th Grade

2018-2019 - 0 students
2019-2020 - 0 students

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, September 7, 2017. Please reference the Resolution Number and include your name and email address.

2020-2021 - 60 students
2021-2022 - 60 students

8th Grade

2018-2019 - 0 students
2019-2020 - 0 students
2020-2021 - 0 students
2021-2022 - 60 students

Total

2018-2019 - 60 students
2019-2020 - 120 students
2020-2021 - 180 students
2021-2022 - 240 students

Admissions

Criteria for admissions will include:

- A score of proficient or advanced on the 3rd grade PSSA exam in either math or English Language Arts
- Good attendance

The school will target to have at least 50% of the middle school seats occupied by students in the neighborhood (as defined by zip codes 19131 and 19151). 19104 would not be part of the preference as to not overlap with SLA-MS. The balance of the seats would be available city-wide. Importantly - all SLA@Beeber 8th graders would receive admission into the SLA@Beeber high school.

ABC Code/Funding Source

N/A

Academic – Contracts/Payments

B-6

No Cost Contract Amendments with Various Colleges and Universities – Dual Enrollment Programs

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia through the Superintendent or his designee, to execute, deliver, and perform an amendment of contracts entered into with various colleges and universities, originally authorized pursuant to Resolution B-10, approved by the School Reform Commission on May 18, 2017, by including the following additional post-secondary institutions within the Commonwealth of Pennsylvania: LaSalle University, Cheyney University, Lincoln University, West Chester University, Cabrini and Philadelphia University, to provide dual enrollment opportunities to high school students in grades 10 through 12 across all high schools for no additional cost to the School District, for the period commencing July 1, 2017 through June 30, 2018.

Description: The School District of Philadelphia is committed to ensuring that students are college and career ready upon graduation. Dual enrollment programs provide high school students with the opportunity to enroll in college-credit courses prior to graduation and are considered a best practice for college readiness. The program will allow students in grades 10 through 12 to be taught by college professors and be exposed to more rigorous coursework. Through this opportunity, eligible high school

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students will be able to take a maximum of 6 credits of postsecondary coursework. The cost of these courses range from \$99.45 per credit to \$300 per credit depending on the college/university. The majority of classes are three credit courses. In addition, students will be able to take advantage of additional supports offered throughout each college and university. Some of these services include: the learning lab, Student Academic Computing Centers, the Center on Disability, and the library.

This accelerated learning opportunity will be open to all high schools and is used as a strategy to promote graduation and encourage college enrollment. By taking advantage of these courses, students will be better prepared to be successful beyond high school.

ABC Code/Funding Source

N/A

B-7

Categorical/Grant Fund: \$1,457 Ratification of Contract with David Tours & Travel – Coach Bus Service

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery, and performance by The School District of Philadelphia, through the Superintendent, of a contract with David Tours & Travel for coach bus services to transport central and school-based staff to Washington D.C. to observe exemplary bilingual programs on May 22, 2017, for an amount not to exceed \$1,457.

Description: The Office of Multilingual Curriculum and Programs reserved a motor-coach through David Tours & Travel in order to participate in a one-day program observation at two high-performing bilingual programs in Washington D.C. on May 22, 2017. District staff in multiple roles at Cayuga, Elkin, McClure, Muñoz-Marin, Southwark, and Taylor participated in support of improving educational practices and student outcomes. David Tours & Travel was chosen from a list of approved vendors provided by the Office of Procurement Services.

This ratifying resolution is submitted in light of miscommunication of the policy governing travel arrangements for District employees. Though guidance was sought, details of who would be attending as passengers was unclear, causing the Office of Multilingual Curriculum and Programs to be unintentionally misguided. In the future, no further services will be executed without prior Limited Contract or School Reform Commission approval, as clearer communication from all appropriate parties will be obtained.

ABC Code/Funding Source

\$1,457.00

237X-G07-9470-2264-3291 Title III

B-8

No Cost Ratification of Amendment of Contract with Pearson Learning – Universal Screeners for Response to Instruction and Intervention

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance t by The School District of Philadelphia, through the Superintendent, of an amendment of Contract No. 513/FY14, originally entered into with Pearson Learning pursuant to Resolution B-1,2 approved by the School Reform Commission on September 23, 2013, to provide the use of AIMSweb, a literacy/math universal screener for all students in grades K-5, by extending the term of the contract from its original scheduled expiration date of June 30, 2017 through June 30, 2018, at no cost to the School District.

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, September 7, 2017. Please reference the Resolution Number and include your name and email address.

Description: The ratification component of this resolution is being requested to seek formal authorization to extend the term of Contract No. 513/FY14, previously approved by the School Reform Commission, from June 30, 2017 to June 30, 2018. Due to staffing transitions in the office, the deadline for the SRC resolution was inadvertently missed. In the future, no further service will be allowed without prior SRC resolution approval.

This extension comes at no cost to the District and will allow another year to diagnose and respond to students who may need further supports to help master a skill/s.

ABC Code/Funding Source

N/A

B-9

No Cost Ratification of Contract with James A. Michener Art Museum – Loan of Artwork

RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent, of a contract with the James A. Michener Art Museum, Doylestown, PA, for the loan of fifteen pieces of artwork belonging to the School District to be displayed in Dedicated, Displayed, Discovered: Celebrating the Region's School Art Collections Exhibition, at no cost to the School District, for the period commencing June 28, 2017 through January 12, 2018. All costs incurred or associated with the removal and return, packing and re-packing and transportation to and from the art storage facility, as well as insurance for the artwork at its current market value shall be paid in full by the James A. Michener Art Museum.

Description: The James A. Michener Art Museum requested a loan of fifteen paintings from the District's art collection for the purpose of displaying the artwork in Dedicated, Displayed, Discovered: Celebrating the Region's School Art Collections featuring artwork from six regional school districts. The Michener Museum agreed to incur all costs associated with the loan of the artwork.

The District received the contract, which was signed by the Superintendent on June 20, 2017, prior to the scheduled packing and pick up of the artwork on June 28, 2017. The museum was preparing for the exhibition opening on July 7, 2017. The narrow timeline did not allow the District to abide by the resolution process schedule.

This is the largest public display of District artwork in several years. All schools will be given the opportunity to view the exhibit at the Michener Art Museum free of charge. The three schools whose work was included in the exhibit; Spruance Elementary, Waring Elementary and Wilson Middle Schools, will include transportation provided by the Michener Museum. District art teachers will receive professional development and teaching materials correlative to the exhibit for use in the classroom.

ABC Code/Funding Source

N/A

B-10

Categorical/Grant Fund: \$58,750 Contract with Temple University School of Public Health – AIDS Risk Reduction through Education and Student Training (ARREST)

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to execute, deliver and perform a contract with Temple University School of Public Health, to implement two school health surveillance programs to fulfill the requirements of a federal grant: the Youth Risk Behavior Survey and Profiles, for an amount not to

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exceed \$58,750, for the period commencing September 15, 2017 through July 31, 2018.

Description: This partial ratifying resolution is submitted due to the transition of Principal Investigators at Temple, which delayed receipt of required data.

The AIDS Risk Reduction Through Education and Staff Training (ARREST) grant from the Centers for Disease Control and Prevention Division of Adolescent School Health (DASH), provides The School District of Philadelphia with the resources to develop, implement and evaluate interventions for improving the health and educational outcomes for young people. We are seeking authorization to contract with Temple University School of Public Health (TUPH) to provide implementation of surveillance activities on behalf of the School District of Philadelphia. Temple University (TUPH) administers the School Health Profiles (Profiles) on the even year (i.e., 2018) assessing school health policies, practices and the status of school health education. On the odd year (i.e., 2017) Temple administers the Youth Risk Behavior Survey (YRBS). During the year following a survey the data is analyzed, published and reported.

Profiles monitors the current status of school health education requirements and content, physical education and physical activity, school health policies related to HIV infection/AIDS, tobacco-use prevention, and nutrition, asthma management activities, family and community involvement in school health programs, and school health coordination.

The YRBS monitors priority health risk behaviors that contribute markedly to the leading causes of death, disability, and social problems among youth and adults in the United States. These behaviors, often established during childhood and early adolescence, include

- 1) Behaviors that contribute to unintentional injuries and violence
- 2) Sexual behaviors that contribute to unintended pregnancy and sexually transmitted infections, including HIV infection
- 3) Alcohol and other drug use
- 4) Tobacco use
- 5) Unhealthy dietary behaviors
- 6) Inadequate physical activity

ABC Code/Funding Source
344X-G52-9BP0-2265-3291

\$58,750.00

B-11

Ratification of Amendment to Memorandum of Understanding; Contract with New Tech Network RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent, of an amendment of a Memorandum of Understanding (Contract No. 985/F17), originally entered into with New Tech Network pursuant to Resolution No. B-1, approved by the School Reform Commission on April 27, 2017, to provide school design services at The LINC School valued at \$182,901, at no cost to the School District, for the period commencing February 1, 2016 through June 30, 2017; and be it

FURTHER RESOLVED, that the School Reform Commission hereby ratifies the execution, delivery and performance by The School District of Philadelphia, through the Superintendent or his designee, of a contract with New Tech Network to provide school design services at The LINC School, for an amount

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not to exceed \$212,200, for the period commencing July 1, 2017 through June 30, 2019.

Description: In January 2016, New Tech Network and the School District of Philadelphia began exploring a partnership to support the transformation of The LINC by implementing a Project Based Learning instructional model at the school. The LINC, an Innovation Network high school launched in 2014 with a competency-based education (CBE) instructional model, experienced multiple leadership changes and high staff turnover immediately after opening; resulting in the failed implementation of CBE model and creating the need for a partner who could support the implementation of a new instructional model.

After the principal of The LINC School, several teachers from The LINC staff, and the Executive Director of the Office of New School Models attended the New Tech Network's Leadership Residency in February 2016, Teacher Residency in April 2016, and Annual Conference in July 2016, it was determined that New Tech Network (NTN) would be an ideal match as a school transformation partner for The LINC School. It was also determined that funds from the Opportunity by Design (Carnegie) grant would be used to pay for the first year of services from NTN.

A ratifying resolution is being requested because a misalignment existed between three critical dates - 1) when all parties agreed to the idea of moving forward with the partnership, 2) when the funds from the Carnegie grant were available to pay for New Tech Network's services, and 3) when approval was secured from the School Reform Commission to enter into a contract and MOU with NTN.

ABC Code/Funding Source	\$212,200.00
1100-060-3530-23LB-3291 Operating FY 18 (\$106,100.00)	
1100-060-3530-23LB-3291 Operating FY 19 (\$106,100.00)	

B-12

Operating Budget \$40,000 Authorization of Payments to the Middle States Association of Colleges and Schools – Annual Membership Dues

RESOLVED, that the School Reform Commission authorizes The School District of Philadelphia, through the Superintendent or his designee, to pay invoices to the Middle States Association of Colleges and Schools for annual membership dues for 28 School District high schools, for an amount not to exceed \$40,000.00, for the period commencing September 15, 2017 through June 30, 2018.

Description: Accreditation is affirmation that a school provides a quality of education that the community has a right to expect and the education world endorses. Accreditation is a means of showing confidence in a school's performance. When the Commission on Secondary Schools accredits a school, it certifies that the school has met the prescribed qualitative standards of the Middle States Association of Colleges and Schools (MSA) within the terms of a school's own stated philosophy and objectives.

Through the accreditation process, the school seeks the validation of its self-evaluation by obtaining professional judgment from impartial outsiders on the effectiveness of the total school operation. The intent throughout the process is to seek remedies for inadequacies and to identify and nurture good practices.

Ultimately, the District would seek to have all high schools obtain and maintain accreditation with the MSA; however, the goal for this year is to support twenty-eight (28) high schools that are either going through the MSA accreditation process or are currently MSA accredited by paying annual dues to keep

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the accreditation or candidacy current. The school list is subject to change based on school and principal readiness to go through the MSA process. The 28 schools include: Bartram; Bodine; CAPA; Carver; Central; Dobbins; Edison; Frankford; Franklin; Furness; GAMP; Girls; Kensington Int'l Business; King; Lincoln; Mastbaum; Masterman; Northeast; Overbrook; Parkway Center City; Parkway West; Roxborough; Saul; SPHS; Strawberry Mansion; Swenson; Washington; and West Phila

The purpose of this resolution is to authorize the payment of invoices to the Middle States Association of Colleges and Schools for annual dues required to maintain the membership. Membership in MSA is open to public and non-public schools, colleges and universities. MSA accreditation of schools is an expression of confidence by a team of outside observers in the purpose, resources, and performance of the schools so that graduates may be admitted into institutions of higher learning.

ABC Code/Funding Source	\$40,000.00
1100-052-9KT0-2818-3291 Operating	

IV. INTERMEDIATE UNIT

None Submitted

Questions/Comments are due at SRC@philasd.org no later than 4:30 p.m. on Friday, September 7, 2017. Please reference the Resolution Number and include your name and email address.

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 100 Programs

TITLE: Nondiscrimination in School
and Classroom Practices

ADOPTED:

REVISED:

NONDISCRIMINATION IN SCHOOL AND CLASSROOM PRACTICES

Authority

The **School Reform Commission** declares it to be the policy of this district to provide an equal opportunity for all students to achieve their maximum potential through the programs offered in the schools regardless of race, color, **age, creed**, religion, sex, sexual orientation, **gender orientation**, ancestry, national origin, **marital status, pregnancy or disability**.

[\[10\]](#)[\[11\]](#)[\[12\]](#)[\[13\]](#)[\[14\]](#)[\[15\]](#)[\[1\]](#)[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)[\[6\]](#)[\[7\]](#)[\[8\]](#)[\[9\]](#)

~~The district shall provide to all students, without discrimination,~~ The District without discrimination shall provide to all students; course offerings, counseling, assistance, employment, athletics and extracurricular activities. The equitable distribution of district resources is one means the district shall use to ensure all students receive a quality education. The district shall make reasonable accommodations for identified physical and mental impairments that constitute disabilities, consistent with the requirements of federal and state laws and regulations.

The SRC encourages students and third parties who have been subject to discrimination, or parents/guardians of students, to promptly report such incidents to designated employees.

The SRC directs that complaints of discrimination shall be investigated promptly, and corrective action be taken when allegations are substantiated. Confidentiality of all parties shall be maintained, consistent with the district's legal and investigative obligations. All parties will be treated with dignity and respect.

No reprisals nor retaliation shall occur as a result of good faith charges of discrimination or participation in an investigation.

In the event that the district fails to investigate a complaint of discrimination, fails to document the outcome of an investigation of discrimination, or if discrimination continues after an investigation has concluded, individuals may report the incident to the district's hotline at 215-400-SAFE and/or submit a complaint in accordance with applicable SRC policy.[\[16\]](#)

Delegation of Responsibility

In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the SRC shall designate a district Compliance Officer to coordinate the district's efforts to comply with this policy and applicable laws and regulations.

The Compliance Officer shall publish and disseminate this policy and complaint procedure at least annually to students, parents/guardians, employees and the public. Nondiscrimination statements shall include the name, position, office address, telephone number and email address of the Compliance Officer.

The Compliance Officer is responsible to monitor the implementation of nondiscrimination procedures in the following areas:

- 1. Curriculum and Materials - Review of curriculum guides, textbooks and supplemental materials for discriminatory bias.**
- 2. Training - Provision of training for students and staff to identify and alleviate problems of discrimination.**
- 3. Student Access - Review of programs, activities and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.**
- 4. District Support - Assurance that like aspects of the school program receive like support as to staffing and compensation, facilities, equipment, and related areas.**
- 5. Student Evaluation - Review of tests, procedures, and guidance and counseling materials for stereotyping and discrimination.**

Each staff member shall be responsible to maintain an educational environment free from all forms of discrimination.

The Superintendent or designee shall develop administrative procedures to implement this policy.

The building principal or designee shall be responsible to complete the following duties when receiving a complaint of discrimination:

- 1. Inform the student or third party of the right to file a complaint and the complaint procedure.**
- 2. Inform the complainant that s/he may be accompanied by a parent/guardian during all steps of the complaint procedure.**
- 3. Notify the complainant and the accused of the progress at appropriate stages of the procedure.**

4. Refer the complainant to the Compliance Officer if the building principal is the subject of the complaint.
5. Take interim action, as necessary, to address prohibited conduct prior to the completion of the investigation.

Guidelines

This policy shall be made available in English and all other languages necessary to facilitate understanding by district residents.

Regulatory Procedure

~~Complaint Procedure – Student/Third Party~~

Step 1—Reporting

~~A student or third party who believes s/he has been subject to conduct by any student, employee or third party that constitutes a violation of this policy, or the parent/guardian of a student, is encouraged to immediately report the incident to the building principal or designee, or to any other member of the school staff, including teachers, guidance counselors, coaches and administrators.~~

~~A school employee who witnesses, suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building principal or designee.~~

~~If the building principal is the subject of a complaint, the student, parent/guardian, third party or employee shall report the incident directly to the Compliance Officer.~~

~~The complainant or reporting employee is encouraged to use the report form available from the building principal, but oral complaints shall be acceptable.~~

Step 2—Investigation

~~Upon receiving a complaint of discrimination, the building principal or designee shall investigate the complaint, unless the building principal or designee is the subject of the complaint or is unable to conduct the investigation.~~

~~The building principal or designee shall conduct an adequate, reliable and impartial investigation and shall provide the opportunity for each party to present witnesses and other evidence.~~

~~The investigation may consist of individual interviews with the complainant, the accused, and others with knowledge relative to the incident. The investigator may also evaluate any other information and materials relevant to the investigation.~~

~~The investigator shall attempt to secure statements from all participants in and witnesses to the complaint.~~

~~The obligation to conduct this investigation shall not be negated by the fact that a criminal investigation of the incident is pending or has been concluded. The investigator should coordinate with any other ongoing school or criminal investigation of the incident.~~

~~All investigations shall be completed by the assigned investigator within fourteen (14) days from the filing date of the complaint. Extenuating circumstances for not being able to comply with the deadline must be approved by the Compliance Officer. The extension must be a specified period of time not exceeding fourteen (14) days, and must be communicated to the complainant.~~

Step 3—Investigative Report

~~The building principal or designee shall prepare and submit a written report to the Compliance Officer, which shall include a summary of the investigation, a determination of whether the complaint has been substantiated as factual and whether it is a violation of this policy, the basis for the determination, and a recommended disposition of the complaint.~~

~~The complainant and the accused shall be provided written notice of the outcome of the investigation, including the recommended disposition. The accused shall not be notified of the individual remedies offered or provided to the complainant.[\[17\]](#)~~

Step 4—District Action

~~If the investigation results in a finding that the complaint is factual and constitutes a violation of this policy, the district shall take prompt, corrective action to ensure that such conduct ceases. The district shall take steps to prevent the recurrence of prohibited conduct and to correct the discriminatory effect on the complainant and others, if appropriate. District staff shall document the corrective action taken and, where not prohibited by law, inform the complainant.[\[17\]](#)~~

~~Disciplinary actions shall be consistent with the Code of Student Conduct, SRC policies and administrative procedures, applicable collective bargaining agreements, and state and federal laws, and may include educational activities and/or counseling services.~~

~~If it is concluded that a student has knowingly made a false complaint under this policy, such student shall be subject to disciplinary action.~~

Appeal Procedure

- ~~1. If the complainant or the accused is not satisfied with a finding of no violation of the policy or with the recommended corrective action, s/he may submit a written appeal to the Compliance Officer within fifteen (15) days.~~
- ~~2. The Compliance Officer shall review the investigation and the investigative report and may also conduct a reasonable investigation.~~
- ~~3. The Compliance Officer shall prepare a written response to the appeal within fifteen (15) days. Copies of the response shall be provided to the complainant, the accused and the building principal who conducted the initial investigation.~~

Legal References:

1. 24 P.S. 1310
2. 24 P.S. 1601-C et seq
3. 22 PA Code 12.1
4. 22 PA Code 12.4
5. 22 PA Code 15.1 et seq
6. 22 PA Code 4.4
7. 24 P.S. 5004
8. 43 P.S. 951 et seq
9. 20 U.S.C. 1681 et seq
10. 20 U.S.C. 6321
11. 29 U.S.C. 794
12. 42 U.S.C. 12101 et seq
13. 42 U.S.C. 2000d et seq
14. Pol. 103.1
15. Pol. 248
16. Pol. 906
17. 20 U.S.C. 1232g

Related Information:

- 28 CFR Part 35
- 28 CFR Part 41
- 34 CFR Part 100
- 34 CFR Part 104
- 34 CFR Part 106

34 CFR Part 110

Philadelphia Code of Ordinances (Fair Practices Ordinance) - 9-1101 et seq

Pol. 122

Pol. 123

Pol. 701

Philadelphia Commission on Human Relations Guidance

ADMINISTRATIVE PROCEDURES: NONDISCRIMINATION IN SCHOOL AND
CLASSROOM PRACTICES
(Attachment for Policy No. 103)

Complaint Procedure – Student/Third Party

Step 1 – Reporting

A student or third party who believes s/he has been subject to conduct by any student, employee or third party that constitutes a violation of this policy, or the parent/guardian of a student, is encouraged to immediately report the incident to the building principal or designee, or to any other member of the school staff, including teachers, guidance counselors, coaches and administrators.

A school employee who witnesses, suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building principal or designee.

If the building principal is the subject of a complaint, the student, parent/guardian, third party or employee shall report the incident directly to the Compliance Officer.

The complainant or reporting employee is encouraged to use the report form available from the building principal, but oral complaints shall be acceptable.

Step 2 – Investigation

Upon receiving a complaint of discrimination, the building principal or designee shall investigate the complaint, unless the building principal or designee is the subject of the complaint or is unable to conduct the investigation.

The building principal or designee shall conduct an adequate, reliable and impartial investigation and shall provide the opportunity for each party to present witnesses and other evidence.

The investigation may consist of individual interviews with the complainant, the accused, and others with knowledge relative to the incident. The investigator may also evaluate any other information and materials relevant to the investigation.

The investigator shall attempt to secure statements from all participants in and witnesses to the complaint.

The obligation to conduct this investigation shall not be negated by the fact that a criminal investigation of the incident is pending or has been concluded. The investigator should coordinate with any other ongoing school or criminal investigation of the incident.

All investigations shall be completed by the assigned investigator within fourteen (14) days from the filing date of the complaint. Extenuating circumstances for not being able to comply with the deadline must be approved by the Compliance Officer. The extension must be a specified period of time not exceeding fourteen (14) days, and must be communicated to the complainant.

Step 3 – Investigative Report

The building principal or designee shall prepare and submit a written report to the Compliance Officer, which shall include a summary of the investigation, a determination of whether the complaint has been substantiated as factual and whether it is a violation of this policy, the basis for the determination, and a recommended disposition of the complaint.

The complainant and the accused shall be provided written notice of the outcome of the investigation, including the recommended disposition. The accused shall not be notified of the individual remedies offered or provided to the complainant.[\[17\]](#)

Step 4 – District Action

If the investigation results in a finding that the complaint is factual and constitutes a violation of this policy, the district shall take prompt, corrective action to ensure that such conduct ceases. The district shall take steps to prevent the recurrence of prohibited conduct and to correct the discriminatory effect on the complainant and others, if appropriate. District staff shall document the corrective action taken and, where not prohibited by law, inform the complainant.[\[17\]](#)

Disciplinary actions shall be consistent with the Code of Student Conduct, SRC policies and administrative procedures, applicable collective bargaining agreements, and state and federal laws, and may include educational activities and/or counseling services.

If it is concluded that a student has knowingly made a false complaint under this policy, such student shall be subject to disciplinary action.

Appeal Procedure

- 1. If the complainant or the accused is not satisfied with a finding of no violation of the policy or with the recommended corrective action, s/he may submit a written appeal to the Compliance Officer within fifteen (15) days.**
- 2. The Compliance Officer shall review the investigation and the investigative report and may also conduct a reasonable investigation.**
- 3. The Compliance Officer shall prepare a written response to the appeal within fifteen (15) days. Copies of the response shall be provided to the complainant, the accused and the building principal who conducted the initial investigation.**

Legal References:
17. 20 U.S.C. 1232g

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 100 Programs
TITLE: Homebound Instruction
ADOPTED: 9/21/2011
REVISED:

HOMEBOUND INSTRUCTION

Purpose

The purpose of homebound instruction is to provide students, who are confined to the home or hospital and meet the prescribed criteria, during a temporary period of absence, the opportunity to re-engage successfully in their instructional program upon return to school.

Authority

The School Reform Commission may provide, pursuant to law and regulations, homebound instruction to students confined to home or hospital for physical disabilities, chronic medical conditions, illness, injury urgent medical reasons, or when such confinement is recommended for psychological or psychiatric reasons expressly written by a board certified psychologist or psychiatrist.

The term “urgent reasons” shall be strictly construed and does not permit irregular attendance. [\[1\]](#)[\[2\]](#)[\[3\]](#)

The period of homebound instruction for an individual shall not exceed three (3) months unless extenuating circumstances prove otherwise. Exceptions may be recommended by the Superintendent or designee as deemed advisable and in the best interests of the student and/or district **and must be approved by the Pennsylvania Department of Education.** [\[2\]](#)

Delegation of Responsibility

The Superintendent or designee shall create administrative processes to enact this policy.

Procedures

The parent/guardian shall submit the required application and medical documentation for homebound instruction to the District, and shall include:

1. A written request by the student's parent(s)/guardian(s) **documenting the** urgent reasons **accompanied by** medical documentation from a physician for an acute condition that prevents the student attending school for a period of at least four (4) weeks.
2. A written signed request for homebound instruction from the licensed physician, licensed psychiatrist or by a licensed treating specialist,
 - (a) certifying the nature of the illness or disability,
 - (b) the necessity of homebound instruction that supports the student cannot be in a school setting,

- (c) demonstrates a treatment plan that includes goals/supports that return the student to the school setting as quickly as possible, and
- (d) the expected duration of confinement and provides a projected date when the student will return.

3. If the urgent reason is due to a condition that is treated by a specialist, the proper documentation will be required to be completed by the treating specialist. For example: respiratory dysfunction, documentation by a pulmonologist, allergist or immunologist will be requested. If the urgent reason is due to mental/behavioral conditions, documentation by a board certified psychiatrist will be requested.

4. A written consent signed by the parent/guardian consistent with FERPA, HIPAA and the Mental Health Act permitting designated school personnel to speak with the physician regarding information that pertains to the student's inability to attend school.

At any point, the district may request additional information to justify initial approval or continuation of homebound instruction.

The Superintendent or designee **must** request approval from the Department of Education to extend the period of homebound instruction for an individual, which shall be re-evaluated every three (3) months.[\[2\]](#)

Parents/Guardians and students are advised that a second request during a school year will be considered a request for continuance of homebound instruction at which time another request must be submitted within three (3) calendar weeks of the impending extension in order for homebound to be extended.

Upon submission for continuance, parent and student must meet with the school team to discuss plans for transition back to school.

Mandated Regulatory Procedures

Homebound instruction should be used as a last resort after all other options and/or alternative schedules have been exhausted.

Parents/Guardians and students are advised that the granting of homebound instruction are subject to the following conditions:

- Students on homebound may not also work at a job and may not be involved in other activities outside the home. The premise of homebound is that students are unable to come to school and therefore should be unable to go to work, or leave their home for any length of time.
- Homebound instruction is not to be used as an educational option while a student is awaiting placement within or outside of the school district.
- Homebound instruction is not intended, nor can it be construed, as a method of delivering a full curriculum and may not provide sufficient grades/credits for promotion.

If the student is denied any homebound instruction he/she will become subject to mandatory school attendance regulations.

Intermittent Homebound

A student may be provided homebound instruction on an intermittent basis during short but repeated periods of absences due to exacerbation of a chronic medical condition. The student is expected to return to school when the exacerbation subsides. The approval for intermittent homebound instruction will be granted for no longer than one (1) school year and will expire **at the end** of any school year.

The program of homebound instruction provided to each student shall be in accordance with the standards established by the state.

The SRC reserves the right to withhold homebound instruction when any one (1) of the following occurs:

1. The instructor's presence in the place of a student's home presents a hazard to the health of the teacher.
2. A parent/guardian or other adult in authority is not present with the student during the hours of instruction.
3. The medical, psychological or psychiatric condition of the student precludes any benefit from such instruction.

Students receiving homebound instruction may be counted for attendance purposes as if in school.

The Superintendent or designee may request approval from the Department of Education to extend the period of homebound instruction for an individual, which shall be re-evaluated every three (3) months.[\[2\]](#)

Parents/Guardians and students are advised that a second request during a school year will be considered a request for continuance of homebound instruction at which time another request must be submitted within three (3) calendar weeks of the impending extension in order for homebound to be extended.

Upon submission for continuance, parent and student must meet with the school team to discuss plans for transition back to school.

Any breach of the conditions set forth in this policy, in part or in whole may result in the withdrawal of approval of homebound instruction.

Legal References:

1. 24 P.S. 1329 - Excuses from Attending School
2. 22 PA Code 11.25 - Temporary excusals due to illness or other urgent reasons
3. Pol. 204 - Attendance

Related Information:

Pol. 234 - Pregnant/Parenting/Married Students

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 100 Programs

TITLE: Student and Staff Wellness

ADOPTED: 12/15/2016

REVISED:

STUDENT AND STAFF WELLNESS

The School Reform Commission is committed to providing a school environment that promotes student and staff wellness and supports students in their efforts to become fit, healthy and ready to learn. Through implementation of this policy, students shall become more knowledgeable and skilled in making behavior choices that support optimum health.

Authority

The SRC adopts the Wellness Policy based on the recommendations of the Central Level School Wellness Council and in accordance with federal and state laws **and regulations.** [\[1\]](#)[\[2\]](#)[\[16\]](#)

The district shall inform and update the public, including parents/guardians, students, and others in the community, about the contents, implementation, and assessment of this policy.

Mandated Regulatory Procedures

The Wellness Policy will establish the following:

1. Coordinated School Wellness Councils – development of a Coordinated School Wellness Council at each school, using the CDC Coordinated School Health Program Model as a template for wellness council development.
2. Nutrition standards for all foods available on school property during the school day – district schools shall establish standards to address all foods and beverages sold or served to students, including those available outside of reimbursable school meal programs.
3. Nutrition education – all students shall receive nutrition education that is interactive and teaches the skills they need to adopt healthy behaviors. Nutrition education will be provided within or in addition to the sequential, comprehensive, standards-based health education program.
4. **Nutrition promotion – the district aims to teach, encourage, and support healthful eating by students. District schools shall promote nutrition by providing appropriate nutrition education in accordance with this policy.** [\[2\]](#)
5. Physical education – all students will have access to a sequential, comprehensive, standards-based physical education program taught by a certified health and physical education teacher.

6. Physical activity – opportunities shall be provided for every student to develop the knowledge and skills for specific physical activities, maintain physical fitness, regularly participate in physical activity, and understand the short and long-term benefits of a physically active and healthful lifestyle.
7. Other school-based activities – a healthy school environment shall be promoted and maintained that provides consistent wellness messages and is conducive to overall health for students, staff and the school environment.

Central Level School Wellness Council

1. The Health, Safety and Physical Education Department will coordinate the Central Level School Wellness Council, which shall be comprised of but not be limited to, internal and external health and wellness partners and include the following: SRC member, district administrators, ~~students, parent(s)/guardian(s), physical education teacher(s), and school health professionals, and representative(s) from health-related organizations and agencies.~~ The Central Level School Wellness Council may also include representatives from private and public agencies, as determined by the council leadership. **The Council will meet 4 times per year, advertise the meetings and open them to the public. It shall be the goal that council membership will include representatives from each school building and reflect the diversity of the community.** [\[2\]](#)
Each school shall establish a School Wellness Council comprised of school health professionals, faculty and administration, a student if a secondary school, a parent representative and community representatives.
2. **The Central Level School Wellness Council shall serve as an advisory committee regarding student health issues and shall be responsible for developing, implementing and periodically reviewing and updating a Wellness Policy that complies with law to recommend to the SRC for adoption.**
3. **The Central Level School Wellness Council shall review and consider evidence-based strategies and techniques in establishing goals for nutrition education and promotion, physical activity and other school based activities that promote student wellness as part of the policy development and revision process.** [\[16\]](#)
4. The Central Level School Wellness Council may evaluate current health-related SRC policies and administrative procedures, and raise awareness about student health issues.
5. The Central Level School Wellness Council **may** identify and communicate health-related issues from local school wellness councils to upper administration and the SRC.

Nutrition Guidelines for All Foods/Beverages at School

All foods **and beverages** available in district schools during the school day shall be offered to students with consideration for promoting student health and reducing childhood obesity.

Foods and beverages provided through the National School Lunch or School Breakfast Programs shall comply with established federal nutrition standards.[\[3\]](#)[\[4\]](#)[\[5\]](#)[\[6\]](#)

School Meal Guidelines –

1. Information shall be shared with parents/guardians and students about the nutritional content of meals.
2. The district shall engage students and parents/guardians in focus groups using taste-tests of new entrees and surveys to identify new, healthful and appealing food choices.
3. The district shall arrange bus schedules and utilize various methods to serve school breakfasts, including serving breakfast in the classroom, “grab-and-go” breakfast, or scheduled breakfast in the cafeteria.
4. Parents/Guardians and students shall be notified of the availability of school meal programs and the possibility of providing free or reduced-price meals.[\[7\]](#)
5. Parents/Guardians shall be encouraged to provide a healthy breakfast for their child(ren) through newsletter articles, take-home materials, or other means.
6. Students shall be discouraged from sharing their foods or beverages with one another, given concerns about allergies and diet restrictions.[\[8\]](#)
7. District schools will not withhold food or beverages as a punishment.

All reimbursable school meals served through the National School Lunch and School Breakfast Programs, After School Feeding Program, and any other reimbursable school meal programs implemented by the district shall:[\[7\]](#)

1. Be appealing and attractive to students.
2. Be served in clean and pleasant settings.
3. Be in compliance, at a minimum, with nutrition requirements established by local, state, and federal statutes and regulations, including USDA guidelines under the School Meals Initiative.
4. Ensure that all grains offered in meals are whole grain rich.
5. **Ensure that** foods are free of artificial sweeteners, flavors or colors.
6. Offer a variety of fruits and vegetables daily, including dark green, red/orange and legumes weekly.

Meal Times and Scheduling –

1. The district shall ensure that schools are open in time for student meal times.

2. Students shall be provided with at least ten (10) minutes to eat after sitting down for breakfast and twenty (20) minutes after sitting down for lunch.
3. Meal periods shall be scheduled at appropriate hours, as defined by the district. Schools should make every attempt to schedule lunch between 11 a.m. to 1 p.m.
4. Student tutoring and club or organizational meetings or activities shall not be scheduled during mealtimes, unless students may eat during such activities.
5. In elementary schools, lunch periods shall normally be scheduled to follow lunchtime recess periods.
6. Students shall be provided access to hand washing or hand sanitizing before meals or snacks.
7. The district shall accommodate the tooth-brushing regimens of students with special oral health needs (e.g., orthodontia or high tooth decay risk).

Beverages

Drinking water shall be available and accessible to students, without restriction and at no cost to the student, at all meal periods and throughout the school day.[\[5\]](#)[\[6\]](#)

The district observes a stricter beverage policy than the products allowed in the Smart Snack standards of the Healthy, Hunger-Free Kids Act of 2010. Product selection for schools must be made from the guidelines listed below for beverages. Online tools cannot be used to evaluate beverage products:

1. Drinking water with no additives except those minerals normally added to tap water.
2. Unflavored low-fat milk, and unflavored nonfat milk (including nutritionally equivalent milk alternatives as permitted in the school meal programs): elementary schools - may be sold in up to 8-ounce servings; middle and high school - may be sold up to 12 ounces.
3. 100% fruit and/or vegetable juice (100% juice diluted with water, without carbonation with no added sweeteners or additives): elementary schools - maximum serving size is 8 ounces; middle and high schools - maximum serving size is 12 ounces.
4. Caffeine: Only caffeine-free beverages allowed for elementary, middle and high school students. Foods and beverages that contain trace amounts of naturally-occurring caffeine substances, such as chocolate milk, are exempt.
5. No artificial sweeteners, flavors or colors. Allowable sweeteners in beverages include but are not limited to the following: sugar (raw, refined, unrefined, cane, brown, turbinado, white), invert sugar, dextrin, sucrose, honey, corn syrup, high fructose corn syrup, cane juice, molasses, xylitol, sorbitol, mannitol, galactose, lactose, fructose and Splenda. These sugars are not chemically derived.

Additional beverages for high school students (grades 9-12):

1. Calorie-free beverages: maximum serving size is 16 fluid ounces. Calorie-free flavored water without carbonation. No carbonated beverages allowed in high schools.
2. Electrolyte replacement drinks that do not contain more than 20 grams of added sweetener per 8-ounce serving. Sodium should not exceed 110 milligrams per 8-ounce serving. Potassium should not exceed 60 milligrams per 8-ounce serving. Electrolytes and minerals added might include: sodium, potassium, chlorine and phosphorous. No artificial flavorings or sweeteners. These drinks will be placed in gymnasiums, field houses, and other areas where high intensity athletic activities take place. These drinks may not be placed in cafeterias or food service areas.

Competitive Foods/Non-Sold Competitive Foods

All competitive foods available **for sale** to students in district schools shall **meet or exceed the established federal nutrition standards (USDA Smart Snacks in School)**, district guidelines, and any applicable administrative procedures.[\[10\]](#)[\[9\]](#)[\[16\]](#)

Competitive foods are defined as all foods and beverages **offered or** sold to students outside the school meal programs, on the school campus, and at any time during the school day. **Sold** refers to the exchange of money, tokens, or the use of some type of prepaid account to purchase an item and includes items sold a la carte, in vending machines, at school stores, during fundraisers, or at any other venue that sells food/beverages to students during the school day. For purposes of this definition, **school campus** shall include all areas of the property under the jurisdiction of the school that are accessible to students during the school day, and **school day** shall include the period from the midnight before **school begins until** thirty (30) minutes after the end of the official school day.[\[16\]](#)[\[9\]](#)

Non-Sold Competitive Foods -

Non-sold competitive foods available to students, which may include but are not limited to foods and beverages offered as rewards and incentives, at classroom parties and celebrations, or as shared classroom snacks, shall meet or exceed the standards established by the district.

If the offered non-sold competitive foods do not meet or exceed the Smart Snacks in School nutrition standards, the following standards shall apply:

1. **Rewards and Incentives:**
 - a. District schools will not use unhealthy foods or beverages as rewards for academic performance or good behavior.
2. **Classroom Parties and Celebrations:**
 - a. School celebrations that involve food during the school day will occur no more than one (1) time per class per month. Each celebration should include foods or beverages that meet established nutrition standards and applicable administrative procedures.

The district shall provide a list of suggested nonfood ideas and healthy food and beverage alternatives to parents/guardians and staff, which may be posted via the district website,

student handbooks, newsletters, posted notices and/or other efficient communication methods.

Marketing/Contracting

Any foods and beverages marketed or promoted to students on the school campus during the school day shall meet or exceed the established federal nutrition standards (USDA Smart Snacks in School) and comply with established SRC policy and administrative procedures.[\[16\]](#)[\[9\]](#)

Exclusive competitive food and/or beverage contracts shall be approved by the SRC, in accordance with provisions of law. **Existing contracts shall be reviewed and modified to the extent feasible to ensure compliance with established federal nutrition standards, including applicable marketing restrictions.**[\[11\]](#)

Fundraisers

All foods that meet the **established nutrition** standards may be sold for fundraising purposes on the school campus during the school day without a limit on frequency. The standards do not apply to items sold during nonschool hours, weekends, or off-campus fundraising events. A maximum of five (5) exempt fundraisers in each elementary and middle school building per year, and a maximum of ten (10) exempt fundraisers will be permitted in each high school building per year. Each fundraiser may not exceed one (1) school week. Exempt fundraisers may not be sold in the food service areas during the meal period.[\[9\]](#)

Recordkeeping - Schools must keep a record of all exempt fundraisers to assure they are not exceeding the yearly limits. Fundraising records must be kept on file for four (4) years and made available, upon request. Schools need to ensure that receipts, nutrition labels or product specifications are maintained by those designated as responsible for competitive food service at the various venues in the school. All parts of the school involved with selling food to students during the school day will have a role in meeting these requirements.

Nutrition Education

Nutrition education programs will:

1. **Be consistent with law, regulations and established academic standards for Health, Safety and Physical Education, and Family and Consumer Sciences.**[\[12\]](#)[\[13\]](#)
2. Teach, encourage and support healthy eating by students.
3. Be taught across the curriculum.
4. Include enjoyable, developmentally appropriate, culturally relevant, participatory activities such as contests, promotions, taste testing, farm visits and school gardens.
5. Promote fruit, vegetables, whole grain products, low-fat and fat-free dairy products, healthy food preparation methods, and health-enhancing nutrition practices.

6. Emphasize caloric balance between food intake and energy expenditure.
7. Provide links with school meal programs, other school foods, nutrition-related community services and Central Level and local Coordinated School Wellness Councils.
8. Teach media literacy with an emphasis on food marketing.
9. Provide professional development to teachers and nutrition professionals to enhance their skills in nutrition education training.

Nutrition Promotion[\[2\]](#)

District staff shall cooperate with agencies and community organizations to provide opportunities for appropriate student projects related to nutrition.

Consistent nutrition messages shall be disseminated and displayed throughout the district, schools, classrooms, cafeterias, homes, community and media.

Consistent nutrition messages shall be demonstrated by avoiding use of unhealthy food items in classroom lesson plans and school staff avoiding eating less healthy food items in front of students.

District schools shall encourage parents/guardians to provide healthy meals for their children through newsletter articles, take-home materials or other means.

Physical and Health Education

The **health and** physical education program will:

1. **Be consistent with law, regulations and established academic standards for Health, Safety and Physical Education.**[\[13\]](#)[\[14\]](#)[\[15\]](#)
2. Not be listed and referred to as a prep course.
3. Be recognized as an integral part of the core curriculum, **K-12**.
4. Be consistent and aligned with local, state and federal standards and guidelines.
5. Ensure that every effort is made to optimize physical education time in shared spaces (cafeterias, auditoriums, etc.).
6. Include a physical fitness assessment for each student, using a fitness assessment tool for grades 3 to 12.
7. Devote at least fifty percent (50%) of class time to moderate to vigorous physical activity.
8. Be designed to meet the needs of all students (athletic and nonathletic), feature cooperative as well as competitive activities, and focus on understanding and ownership of personal fitness and wellness for life.

9. Include components related to self-management, movement, cooperation, fair play, social skills, [healthy decision-making and advocacy for wellness](#).
10. Take into account gender and cultural differences in students' interests.
11. Encourage classroom teachers to integrate concepts of movement and wellness across the curriculum.
12. Be an enjoyable experience.
13. Provide quality professional development to all [health and](#) physical education teachers to stay current with research and current programs.
14. Encourage and actively engage families and community members to become advocates for quality physical education.
15. Not support or include "contract" or "waiver" opportunities for students.
16. Include topics of pedestrian and bicycle safety and traffic rules at appropriate grade levels.
17. [Prevention education, including topics of substance abuse, violence, HIV/STD/teen pregnancy, mental health and suicide, CPR/AED and fire/water safety **will be** provided to appropriate grades using appropriate resources and curriculum.](#)

All district students must participate in physical education.[\[14\]](#)

Physical Activity

1. Students will acquire the knowledge and skills to understand the benefits of being physically active.
2. Time will be devoted, in the elementary schedule, for supervised and safe recess.
3. Elementary students will be given "Movement Breaks" every ninety (90) minutes of seat time.
4. Opportunities will be provided before and after school for school physical activities, including clubs, intramurals and interscholastic athletics.
5. Opportunities for district staff to be physically active will be encouraged.
6. The Coordinated School Wellness Council at each school will apprise students, staff and families of programs that support physical activity and wellness in the community.
7. Physical activity shall not be used as a form of punishment or consequence.

8. **The district will** encourage active commuting to and from school for both students and staff.

Other School-Based Activities

Other school-based activities related to student and staff wellness shall ensure that:

1. A non-stigmatizing atmosphere is provided for all students.
2. Screenings are provided for students for optimum health.
3. Care is provided to students for chronic conditions.
4. A safe, clean and hygienic environment is maintained in all schools.
5. Students may be involved in menu selections through various means, including annual student surveys.
6. To the extent possible, the district shall utilize available funding and outside programs to enhance student wellness.

Staff Wellness

The district will encourage and may provide opportunities and programs related to staff wellness, in collaboration with employee unions, insurance providers and outside agencies.

Safe Routes to School

The district shall cooperate with local municipalities, public safety agency, police departments and community **organizations to develop and maintain** safe routes for students to travel to and from school.

Assessment of Wellness Program

Assessment methods shall be implemented in accordance with established guidelines **and/or** administrative procedures. Designated administrators, the Central Level School Wellness Council, and the Coordinated School Wellness Council at each school shall participate, at different levels, in the **assessment** of **this** policy and established guidelines **and/or** administrative procedures.

1. The Superintendent or designee shall oversee the implementation, monitoring and **assessment** of **this** policy, related policies and established guidelines **and/or** administrative procedures. S/He shall be responsible for monitoring district schools, programs and curriculum to ensure compliance. [\[2\]](#)^[7]
2. The Superintendent or designee shall provide **assessment** results to the SRC. [\[2\]](#)
3. Implementation, **assessment** and monitoring of **this** policy are subject to review and approval by the Superintendent or designee.

The Superintendent or designee and the established Central Level School Wellness Council shall conduct an assessment at least once every three (3) years on the contents and implementation of this policy as part of a continuous improvement process to

strengthen the policy and ensure implementation. ~~This triennial assessment shall be made available to the public in an accessible and easily understood manner and include:~~[\[16\]\[2\]](#)

- ~~1. The extent to which each district school is in compliance with law and policies related to school wellness.~~
- ~~2. The extent to which this policy compares to model wellness policies.~~
- ~~3. A description of the progress made by the district in attaining the goals of this policy.~~

~~At least once every three (3) years, the district shall update or modify this policy as needed, based on the results of the most recent triennial assessment and/or as district and community needs and priorities change; wellness goals are met; new health science, information and technologies emerge; and new federal or state guidance or standards are issued.~~[\[16\]](#)

~~The district shall annually inform and update the public, including parents/guardians, students, and others in the community, about the contents, updates and implementation of this policy via the district website, student handbooks, newsletters, posted notices and/or other efficient communication methods. This annual notification shall include information on how to access the Student and Staff Wellness policy; information about the most recent triennial assessment; information on how to participate in the development, implementation and periodic review and update of the Student and Staff Wellness policy; and a means of contacting Wellness Council leadership.~~[\[16\]\[2\]](#)

Monitoring and Compliance

~~The district shall retain records documenting compliance with the requirements of the Student and Staff Wellness policy, which shall include:~~[\[16\]\[17\]](#)

- ~~1. The written Student and Staff Wellness policy.~~
- ~~2. Documentation demonstrating that the district has informed the public, on an annual basis, about the contents of the Student and Staff Wellness policy and any updates to the policy.~~
- ~~3. Documentation of efforts to review and update the Student and Staff Wellness policy, including who is involved in the review and methods used by the district to inform the public of their ability to participate in the review.~~
- ~~4. Documentation demonstrating the most recent assessment on the implementation of the Student and Staff Wellness policy and notification of the assessment results to the public.~~

Legal References:

1. 24 P.S. 1422.1
2. 42 U.S.C. 1758b
3. 42 U.S.C. 1751 et seq
4. 42 U.S.C. 1773

5. 7 CFR 210.10
6. 7 CFR 220.8
7. Pol. 808
8. Pol. 209.1
9. 7 CFR 210.11
10. 7 CFR 220.12a
11. 24 P.S. 504.1
12. 24 P.S. 1513
13. Pol. 105
14. 24 P.S. 1512.1
15. 22 PA Code 4.27
16. 7 CFR 210.31
17. 7 CFR 210.15
24 P.S. 1337.1
24 P.S. 1422
24 P.S. 1422.3

Related Information:

P.L. 111-296
7 CFR Part 210
7 CFR Part 220
Pol. 103
Pol. 103.1
CDC Coordinated School Health Program
Alliance for a Healthier Generation - Smart Snacks Calculator -
<https://foodplanner.healthiergeneration.org/calculator>

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 200 Pupils

TITLE: Eligibility Of Nonresident
Students

ADOPTED: 10/5/2011

REVISED:

ELIGIBILITY OF NONRESIDENT STUDENTS

Purpose

The School Reform Commission shall operate district schools for the benefit of students residing in the City of Philadelphia who are eligible for attendance. [1][2][3]

Authority

The SRC may permit the admission of nonresident students in accordance with law and SRC policy. [4][5][6]

Before any eligible nonresident student may be accepted as a student in district schools, the SRC requires that appropriate documentation verifying the student's eligibility be submitted. The SRC reserves the right to verify claims of residency, dependency and guardianship and to remove from school attendance a nonresident student whose claim is invalid.

Admitted nonresident students shall receive the same benefits and be subject to the same responsibilities as resident students.

The SRC shall not be responsible for transportation to or from school for any nonresident student residing outside school district boundaries **except when the transportation is required per the federal and state mandate (i.e foster care or homeless students)**. [7]

Tuition rates shall be determined annually in accordance with law. Tuition shall be charged monthly, in advance of attendance. [5][8][9]

Mandated Regulatory Procedures

Nonresident Children Attending District Schools

The School District of Philadelphia shall deny the admission of a nonresident student to any school or academic program where such enrollment would displace a resident student or require the district to incur additional costs.

Nonresident students are not eligible to participate in the Middle College Program.

Nonresident Children Residing With a District Resident

Any nonresident child of school age residing with a district resident shall be admitted to district schools in accordance with law and regulations without payment of tuition provided that the student lives full-time and not just for the school year with district resident(s) who, without

receiving compensation, have assumed legal dependency/guardianship or full residential support of the student.[\[10\]\[11\]](#)

The SRC shall require that appropriate legal documentation showing dependency or guardianship or a sworn statement of full residential support be filed with Superintendent or designee before an eligible nonresident student may be accepted as a student in district schools. The SRC may require a resident to submit additional, reasonable information to substantiate a sworn statement, ~~in accordance with guidelines issued by the Department of Education.~~

If information contained in the sworn statement of residential support is found to be false, a student may be removed from school after notice, to include a right to appeal to the Office of Student Placement.

Nonresident Children Placed in Resident's Home

Any nonresident child of school age placed in the home of a district resident by a court or government agency, with such resident being compensated, shall be admitted to district schools in accordance with law.[\[13\]](#)

Resident Children Placed in a Nonresident Home

In accordance with the Every Student Succeeds Act of 2015, the School District of Philadelphia has a responsibility to ensure educational stability for all children placed in a nonresident home by a County Children and Youth Agency (CCYA). These children are considered residents of Philadelphia and will be served in a manner consistent with the Every Student Succeeds Act of 2015.

Residents of Institutions

A child who is living in or assigned to a facility or institution for the care or training of children that is located within this district is not a legal resident of the district by such placement; but s/he shall be admitted to district schools, and a charge shall be made for tuition in accordance with law.[\[14\]\[15\]\[16\]\[17\]\[18\]\[19\]\[20\]\[8\]](#)

Juveniles Incarcerated in Adult Facilities

A juvenile who is eligible for educational services and is confined to an adult local correctional institution following conviction for a criminal offense shall receive educational services from the school district in the same manner and extent as an expelled student.[\[21\]\[22\]](#)

A juvenile who is eligible for educational services and is confined to an adult local correctional institution following a charge for a criminal offense shall receive educational services from the school district in the same manner and extent as a student placed in an alternative education program for disruptive students.[\[21\]](#)

Former Residents

Regularly enrolled students whose parents/guardians have moved out of the school district may be permitted to attend district schools **remain in a school in which the student was appropriately enrolled until the last day of the that school year for pupils**, upon district approval and payment of tuition by the parent/guardian or the district of residence. Tuition shall not be charged if a student is attending Philadelphia public **School District of Philadelphia** schools and moves out of the city in the student's senior year.[\[5\]](#)

Homeless Students

The district shall immediately enroll homeless students, even if the student or parent/guardian is unable to produce the required documents, in accordance with SRC policy and the McKinney–Vento Homeless Assistance Act of 1987 (Pub. L. 100-77, July 22, 1987, 101 Stat. 482, 42 U.S.C. § 11301 et seq.[23]

Misrepresentation of Residency

The School District of Philadelphia reserves the right to unenroll and/or charge tuition fees for any misrepresentation of any information used to enroll in a School District of Philadelphia school. Misrepresentation of information used for this purpose may also constitute perjury, unsworn falsification to authorities, fraud and other offenses under the Pennsylvania Criminal Code. Suspected violations will be referred to Philadelphia District Attorney’s Office.

Delegation of Responsibility

The Superintendent or designee shall develop administrative procedures for the enrollment and withdrawal of nonresident students which:

1. Admit such **students** only on the proper application of the parent/guardian.
2. Do not discriminate against any eligible **student**. [24][25]
3. Verify claims of eligibility.
4. **Deny admission in circumstances where such admission would displace a resident student, require the school district to incur additional costs, and/or the educational facilities or program maintained for district students is inadequate to meet the needs of the applicant.**
5. Make continued enrollment of any nonresident student contingent upon maintaining **established** standards of **attendance**, discipline **and academics**.
6. The withdrawal of students under the guidelines of this policy

Legal References:

1. 24 P.S. 501 - Elementary Schools
2. 24 P.S. 502 - Additional Schools and Departments
3. 24 P.S. 503 - Kindergartens
4. 24 P.S. 1301 - Age Limits; Temporary Residence
5. 24 P.S. 1316 - Permitting Attendance of Non-resident Pupils
6. Pol. 200 - Enrollment of Students
7. Pol. 810 - Transportation
8. 24 P.S. 2561 - Tuition Charges for Pupils of Other Districts
9. Pol. 607 - Tuition Charges for Pupils of Other Districts
10. 24 P.S. 1302 - Residence and Right to Free School Privileges
11. 22 PA Code 11.19 - Nonresident child living with a district resident
12. Pol. 906 - Public Complaints

- 13. 24 P.S. 1305 - Non-resident Child Placed in Home of Resident
- 14. 24 P.S. 1306 - Non-resident Inmates of Children's Institutions
- 15. 24 P.S. 1307 - Counties, Other Than Second Class, Responsible for Payment of Tuition
- 16. 24 P.S. 1308 - Liability for Tuition and Enforcement of Payment
- 17. 24 P.S. 1309 - Cost of Tuition; How Fixed
- 18. 24 P.S. 1310 - Assignment of Pupils to Schools
- 19. 24 P.S. 2562 - Payments by Districts for Pupils Attending in Other Districts
- 20. 22 PA Code 11.18 - Nonresident children living in facilities or institutions
- 21. 24 P.S. 1306.2 - Juveniles Incarcerated in Adult Facilities
- 22. 24 P.S. 1318 - Suspension and Expulsion of Pupils
- 23. Pol. 251 - Homeless Students
- 24. Pol. 103 - Nondiscrimination In School And Classroom Practices
- 25. Pol. 103.1 - Nondiscrimination – Qualified Students With Disabilities/Protected Handicapped Students

Related Information:

- 24 P.S. 510 - Rules and Regulations; Safety Patrols
- 24 P.S. 2503 - Payments on Account of Tuition
- Philadelphia Home Rule Charter - 12-300
- 22 PA Code 11.41 - School district policies and rules

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 200 Pupils

TITLE: Student Conduct And
Discipline

ADOPTED: 8/24/2011

REVISED:

STUDENT CONDUCT AND DISCIPLINE

Purpose

The School Reform Commission finds that student conduct is closely related to learning. An effective educational program requires a safe and orderly school environment in which students and employees know and abide by reasonable standards of socially acceptable behavior and respect the rights, person and property of others.

Authority

The district shall establish fair, reasonable and nondiscriminatory rules and regulations regarding the conduct of all students in the school district during the time they are under the supervision of the school or at any time while on school property, while present at school-sponsored activities, while traveling to and/or from school and school-sponsored activities, **and in certain circumstances while off campus.** [\[1\]](#)[\[2\]](#)[\[3\]](#)[\[4\]](#)

The SRC shall adopt a Code of Student Conduct in order to inform students, staff and parents/guardians of what conduct is required, what **conduct** is prohibited, and the **consequences** that may be applied. Disciplinary **consequences** shall be rationally related to the offense and designed to teach responsibility for one's actions. Students shall not be subject to disciplinary action because of race, sex, color, religion, sexual orientation, **gender identity**, national origin or handicap/disability. [\[1\]](#)[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)

Each student is expected to adhere to and conduct themselves in accordance with law, SRC policies and district rules, the Code of Student Conduct, and the lawful directions of district employees.[\[6\]](#)

The SRC prohibits the use of corporal punishment by district staff to discipline students for violations of SRC policies and district rules and regulations.[\[7\]](#)

Any student disciplined by a district employee shall have the right to notice of the infraction and an opportunity to respond. Suspensions and expulsions shall be carried out in accordance with SRC policy.[\[8\]](#)

In the case of a student with a disability, including a student for whom an evaluation is pending, the district shall take all steps required to comply with state and federal laws and regulations, the procedures set forth in the memorandum of understanding with local law enforcement and SRC policies.[\[4\]](#)[\[9\]](#)[\[10\]](#)[\[11\]](#)[\[12\]](#)[\[13\]](#)

Off-Campus Activities

This policy shall also apply to student conduct that occurs off school property and would otherwise violate the Code of Student Conduct if any of the following circumstances exist:

1. The conduct occurs during the time the student is traveling to and from school or traveling to and from school-sponsored activities, whether or not via school district furnished transportation.
2. The student is a member of an extracurricular activity and has been notified that particular off-campus conduct could result in exclusion from such activities.[14][15]
3. Student expression or conduct materially and substantially disrupts the operations of the school, or the administration reasonably anticipates that the expression or conduct is likely to materially and substantially disrupt the operations of the school.
4. The conduct has a direct nexus to attendance at school or a school-sponsored activity, for example, a transaction conducted outside of school pursuant to an agreement made in school, that would violate the Code of Student Conduct if conducted in school.
5. The conduct involves the theft or vandalism of school property.
6. There is otherwise a nexus between the proximity or timing of the conduct in relation to the student's attendance at school or school-sponsored activities.

Delegation of Responsibility

The Superintendent or designee shall ensure that reasonable and necessary rules and administrative procedures are developed to implement SRC policy governing student conduct and discipline.

The Superintendent or designee shall publish the Code of Student Conduct, **which includes the consequences that may be imposed for violations of those rules, and a listing of students' rights and responsibilities.** A copy of the Code of Student Conduct shall be available in each school library and school office **and may be printed in student handbooks.**[1][6]

The building principal shall have the authority to assign discipline to students, subject to SRC policies, district rules and regulations and to the student's due process right to notice, hearing, and appeal.[16][17]

Teaching staff and other district employees responsible for students shall have the authority to take reasonable actions necessary to control the conduct of students in all situations and in all places where students are within the jurisdiction of this SRC, and when such conduct interferes with the educational program of the schools or threatens the health and safety of others.[16]

Reasonable force may be used by teachers and school authorities under any of the following circumstances: to quell a disturbance, obtain possession of weapons or other dangerous objects, for the purpose of self-defense, and for the protection of persons or property.[7]

Referral to Law Enforcement and Required Reports

For reporting purposes, the term incident shall mean an instance involving an act of violence; the possession of a weapon; the possession, use, or sale of a controlled substance or drug paraphernalia as defined in the Pennsylvania Controlled Substance, Drug, Device and Cosmetic Act; the possession, use, or sale of alcohol or tobacco; or conduct that constitutes an offense listed under the Safe Schools Act.[\[18\]](#)[\[19\]](#)[\[20\]](#)

The Superintendent, Office of School Safety, or designee shall immediately report required incidents and may report discretionary incidents committed by students on school property, at any school-sponsored activity or on a conveyance providing transportation to or from a school or school-sponsored activity to the local police department that has jurisdiction over the school's property, in accordance with state law and regulations, the procedures set forth in the memorandum of understanding with local law enforcement and SRC policies.[\[13\]](#)[\[18\]](#)[\[19\]](#)[\[21\]](#)[\[22\]](#)[\[23\]](#)

The Superintendent or designee shall notify the parent/guardian of any student directly involved in an incident as a victim or suspect immediately, as soon as practicable. The Superintendent or designee shall inform the parent/guardian whether or not the local police department that has jurisdiction over the school property has been or may be notified of the incident. The Superintendent or designee shall document attempts made to reach the parent/guardian.[\[13\]](#)[\[19\]](#)[\[24\]](#)

In accordance with state law, the Superintendent shall annually, by July 31, report all new incidents to the Office for Safe Schools on the required form.[\[13\]](#)[\[18\]](#)[\[25\]](#)[\[26\]](#)[\[27\]](#)[\[28\]](#)

Legal References:

1. 22 PA Code 12.3

2. 22 PA Code 12.4

3. Pol. 103 - Nondiscrimination in School and Classroom Practices

4. Pol. 103.1 - Nondiscrimination - Qualified Students With Disabilities/Protected Handicapped Students

5. 22 PA Code 12.2

6. Pol. 235 - Student Rights and Responsibilities

7. 22 PA Code 12.5

8. Pol. 233 - Suspension and Expulsion

9. 20 U.S.C. 1400 et seq

10. 22 PA Code 10.23

11. Pol. 113.1 - Discipline of Students With Disabilities

12. Pol. 113.2 - Behavior Support

13. Pol. 805.1 - Relations With Law Enforcement Agencies

14. Pol. 122 - Extracurricular Activities

15. Pol. 123 - Interscholastic Athletics

16. 24 P.S. 1317

17. 24 P.S. 1318

18. 24 P.S. 1303-A

19. 22 PA Code 10.2

20. 35 P.S. 780-102

21. 24 P.S. 1302.1-A

- 22. 22 PA Code 10.21
- 23. 22 PA Code 10.22
- 24. 22 PA Code 10.25
- 25. Pol. 218.1 - Weapons
- 26. Pol. 218.2 - Terroristic Threats
- 27. Pol. 222 - Tobacco
- 28. Pol. 227 - Controlled Substances/Paraphernalia

Related Information:

- 24 P.S. 510
- 24 P.S. 696
- 22 PA Code 12.1 et seq
- 22 PA Code 403.1
- 20 U.S.C. 7114
- 34 CFR Part 300
- Pol. 805 - Emergency Preparedness
- Philadelphia Home Rule Charter - 12-300

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 200 Pupils

TITLE: Dress and Grooming

ADOPTED: 12/21/2011

REVISED:

DRESS AND GROOMING

Purpose

The School Reform Commission is **committed to authorizing each school and the community, including parents, to adopt a dress code that sets out acceptable standards of dress for all students.**

Definition

Uniform Dress code shall be defined as a the standard of dress that the SRC, in consultation with the community determines is acceptable for students to wear to school.

Authority

The SRC has the authority to impose limitations on students' dress in school. The SRC **may** require all district students to wear standard dress or uniforms. **Policies may apply to individual schools or to all schools.**[\[1\]](#)[\[2\]](#)

Students may be required to wear certain types of clothing while participating in physical education classes, technical education, extracurricular activities, or other situations where special attire may be required to ensure the health or safety of the student.[\[2\]](#)

The SRC directs that uniform~~and~~ **or** dress standards and their implementation shall be developed cooperatively with parents/guardians, students, district administrators, and community stakeholders.

Delegation of Responsibility

All students **shall be** required to dress in the manner adopted by their school. Students and parents/guardians shall be notified of the school's uniform requirements before the start of each school year.[\[3\]](#)

The building principal or designee shall be responsible to monitor student dress and grooming, and to use reasonable discretion and judgment in enforcing SRC policy, administrative procedures and school rules governing student dress and grooming.

The Superintendent or designee shall develop administrative procedures to implement this policy. All administrative procedures and rules governing student **dress and grooming shall** impose only the minimum necessary restrictions on the exercise of the student's taste and individuality, **including permitting students to wear clothing based on their gender identification.**[\[2\]](#)

The Superintendent or designee shall be responsible to develop procedures for instances where district uniform requirements impose a financial hardship on students and parents/guardians. Such procedures shall properly safeguard the privacy of those students.

Staff members shall be instructed to demonstrate, by example, positive attitudes toward neatness, cleanliness, propriety, modesty, and good sense in attire and appearance.[4]

Mandated Regulatory Procedures

Nothing in this policy or in administrative procedures shall be construed to restrict or ban a student's wearing of religious garb. Parents/Guardians **with** religion-based concerns regarding a school's uniform policy are encouraged to discuss those concerns with the building principal.

Legal References:

1. 24 P.S. 1317.3

2. 22 PA Code 12.11

3. Pol. 218 - Student Conduct and Discipline

4. Pol. 325 - Dress and Grooming (Staff)

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 200 Pupils

TITLE: Tobacco Use

ADOPTED: 8/24/2011

REVISED:

TOBACCO USE

Purpose

The School Reform Commission recognizes that tobacco presents a health and safety hazard that can have serious consequences for both users and nonusers and the safety and environment of the schools.

Definition

For purposes of this policy, **tobacco includes** a lighted or unlighted cigarette, cigar, pipe or other smoking product **or material** and smokeless tobacco in any form.[\[1\]](#)

Authority

The SRC prohibits possession, use **or sale** of tobacco by students at any time in a school building and on any property, buses, vans and vehicles that are owned, leased or controlled by the school district.[\[1\]](#)[\[2\]](#)[\[3\]](#)

The SRC prohibits possession, use **or sale** of tobacco by students at school-sponsored activities that are held off school property.

The SRC also prohibits the possession of paraphernalia associated with tobacco use such as rolling papers, matches, and lighters.

In the case of a student with a disability, including a student for whom an evaluation is pending, the district shall take all steps required to comply with state and federal laws and regulations, the procedures set forth in the memorandum of understanding with local law enforcement and SRC policies.[\[4\]](#)[\[5\]](#)[\[6\]](#)[\[7\]](#)[\[8\]](#)[\[9\]](#)

Delegation of Responsibility

The Superintendent or designee shall annually notify students, parents/guardians and staff about the district's tobacco policy by publishing such policy in the student handbook, parent newsletters, posted notices, Code of Student Conduct, district web site and other efficient methods.

The Superintendent or designee shall develop administrative procedures to implement this policy.

Mandated Regulatory Procedures

All tobacco products and/or paraphernalia discovered in the possession of students shall be confiscated and not returned.[\[1\]](#)

The Superintendent or designee may report incidents of possession, use or sale of tobacco by students on school property, at any school-sponsored activity or on a conveyance providing transportation to or from a school or school-sponsored activity to the local police department that has jurisdiction over the school's property, in accordance with state law and regulations, the procedures set forth in the memorandum of understanding with local law enforcement and SRC policies.[\[9\]](#)[\[10\]](#)[\[11\]](#)[\[12\]](#)[\[13\]](#)

The Superintendent or designee shall notify the parent/guardian of any student directly involved in an incident involving possession, use or sale of tobacco immediately, as soon as practicable. The Superintendent or designee shall inform the parent/guardian whether or not the local police department that has jurisdiction over the school property has been or may be notified of the incident. The Superintendent or designee shall document attempts made to reach the parent/guardian.[\[9\]](#)[\[12\]](#)[\[14\]](#)

In accordance with state law, the Superintendent shall annually, by July 31, report all incidents of possession, use or sale of tobacco by students to the Office for Safe Schools on the required form.[\[9\]](#)[\[11\]](#)

A student convicted of possessing or using tobacco in violation of this policy may be fined up to fifty dollars (\$50) plus court costs or admitted to alternative adjudication in lieu of imposition of a fine.[\[15\]](#)

Legal References:

1. [35 P.S. 1223.5](#)
2. [18 Pa. C.S.A. 6305](#)
3. [20 U.S.C. 7183](#)
4. [22 PA Code 10.23](#)
5. [20 U.S.C. 1400 et seq](#)
6. Pol. 103.1 - Nondiscrimination - Qualified Students With Disabilities/Protected Handicapped Students
7. Pol. 113.1 - Discipline of Students With Disabilities
8. Pol. 113.2 - Behavior Support
9. Pol. 805.1 - Relations With Law Enforcement Agencies
10. [24 P.S. 1302.1-A](#)
11. [24 P.S. 1303-A](#)
12. [22 PA Code 10.2](#)
13. [22 PA Code 10.22](#)
14. [22 PA Code 10.25](#)
15. [18 Pa. C.S.A. 6306.1](#)

Related Information:

- [24 P.S. 510](#)
- [22 PA Code 403.1](#)
- [20 U.S.C. 7114](#)
- [20 U.S.C. 7181 et seq](#)
- [34 CFR Part 300](#)
- [Philadelphia Home Rule Charter - 12-300](#)

THE SCHOOL DISTRICT
OF PHILADELPHIA

SECTION: 300 Employees

TITLE: Employee Code of Ethics

ADOPTED:

REVISED:

EMPLOYEE CODE OF ETHICS (NEW)

Purpose

The School Reform Commission finds that employee conduct is closely related to student learning and school environments. An effective educational program requires a safe and orderly school environment in which students and employees know and abide by reasonable standards of socially acceptable behavior and respect the rights, person and property of others.

Authority

The district shall establish fair, reasonable and nondiscriminatory rules and regulations regarding the ethical conduct of all employees in the school district during the time they are employed or at any time while on school property.

The SRC shall adopt an Employee Code of Ethics in order to inform employees what conduct is required and what is prohibited and the sanctions that may be applied.

Legal References:

Policy 317- Conduct/Disciplinary Procedures

Policy 317.1- Educator Misconduct

Policy 348- Unlawful Harassment

EMPLOYEE CODE OF ETHICS (Attachment for Policy No. 300)

The School District of Philadelphia has a paramount vision: “The School District of Philadelphia will deliver on the right of every child in Philadelphia to an excellent public school education and ensure all children graduate from high school ready to succeed.” To make this ambitious vision a reality, all District employees (collectively referred to as “we,” “us” or “employees” throughout this document) must pursue excellence in everything we do, with the understanding that our highest priority is educating and developing students. Further, because we are public servants entrusted with a critical mission, we must build and preserve public confidence by performing our roles with integrity and ethics.

Key Ethical Principles

The purpose of this Code of Ethics is to describe these high-level ethical principles that must govern us in performing our roles:

- 1. Conduct activities in full compliance with the law, this Code and District policies and procedures;*
- 2. Interact respectfully and fairly with all co-workers, students and families;*
- 3. Protect all confidential information;*
- 4. Be honest and forthright;*
- 5. Use District resources and positions only for District purposes;*
- 6. Maintain integrity of school time and property and avoid use of District resources for inappropriate political purposes*
- 7. Avoid even the appearance of improper influence or potential conflict of interest, paying special attention to the following:*
 - a. gifts and favors,*
 - b. employment of family members by the District,*
 - c. spending and contracting activities,*
 - d. paid work during District employment,*
 - e. paid work after leaving District employment and*
 - f. financial interest statements; and*
- 8. Report any suspected improper conduct.*

Application

The remainder of this Code provides more specific practical guidance to all employees of the School District and to the School Reform Commissioners (Policy 011, Section 2(b)). Some detailed standards and examples of “do’s and don’ts” are included for the sake of clarity. But this Code is not a rule book and cannot provide a complete listing of every possible situation related to the key principles or a clear answer to every question we might have about them.

We are expected to use good judgment to satisfy the spirit of this Code of Ethics. When facing decisions, we should take these steps to get the appropriate results:

- Think about the situation at hand and whether it raises possible ethical issues;
- Refer to this Code, any governing law and District policies and procedures for guidance;
- If needed, get additional guidance from a supervisor or the General Counsel's Office; and
- Make and carry out a decision that is consistent with the guidance and reflects integrity.

We are expected to sign an acknowledgement that we have received the Code of Ethics. Employees who do not sign the acknowledgement are still bound by the duty to comply with this Code, which is mandatory for all of us.

Enforcement

Alleged violations of this Code of Ethics are subject to investigation and employees are obligated to cooperate in investigations by providing relevant information and documentation upon request. Violations of the Code may result in administrative or disciplinary action up to and including dismissal, as well as referral to appropriate authorities for civil action and/or criminal prosecution. Nothing in this Code precludes application of legal rights or contractual rights under relevant collective bargaining agreements.

1. *CONDUCT ACTIVITIES IN FULL COMPLIANCE WITH THE LAW, THIS CODE AND DISTRICT POLICIES AND PROCEDURES*

We must perform our duties in a way that complies with all relevant federal, state and local laws and regulations, and also with all requirements set by the District through this Code and District policies and procedures (some of which provide detailed rules supporting high-level principles covered by this Code). We each need to be aware of the legal and District requirements that apply to the individual jobs we do. Some laws that relate directly to the District's educational and public service missions, and therefore apply to many of our activities, include the following:

- Pennsylvania Public School Code of 1949, as amended;
- Pennsylvania Public Official and Employee Ethics Act;
- Pennsylvania Code of Professional Practice and Conduct for Educators;
- Pennsylvania Professional Educator Discipline Act; and
- Family Educational and Privacy Rights Act.

Employees who are unsure whether certain legal or District requirements apply to them or to specific situations should ask for advice from a supervisor or the Office of General Counsel.

2. *INTERACT RESPECTFULLY AND FAIRLY WITH ALL CO-WORKERS, STUDENTS AND FAMILIES*

To create a collegial workplace for ourselves and a safe and engaging learning environment for our students, we must treat others with respect and dignity. In

practice, this means consistently acting, speaking and dressing professionally, and avoiding inappropriate behaviors or interactions with co-workers, students, parents and other family members.

In particular, we cannot engage in conduct or use language that could be reasonably interpreted as abusive, hostile, intimidating, coercive, discriminatory, harassing or exploitative. We cannot refer to anyone else's race, color, ethnicity, national origin, religion, gender, sexual orientation, age or disability in a negative or joking way in any job-related situation.

Dating relationships or sexual contacts of any kind between employees and students or supervisors and those whom they supervise are strictly forbidden.

We must be fair and impartial in exercising our job-related authority. In practice, this means treating co-workers, students and families equitably, without improper bias or favoritism, and applying policies and procedures consistently. This includes making all employment-related decisions in compliance with applicable equal employment opportunity laws and regulations. This also includes being objective when taking official actions affecting students or families, such as assigning grades, making formal assessments, determining eligibility for programs, providing access to classes or selecting participants in extra-curricular activities.

3. PROTECT ALL CONFIDENTIAL INFORMATION

We must protect confidential, private or sensitive information or records that we receive in the course of our jobs, including information or records relating to students or their families or to District staff or operations. This duty continues after we stop working with the District.

We must not disclose confidential information or records to anyone inside or outside the District except as properly authorized or required to perform our responsibilities. All disclosures must comply with applicable laws, confidentiality agreements and District policies and procedures.

We also must not use confidential information or records to advance our own or others' private interests, financial or otherwise. For example, we cannot give a friend some non-public information in order to help the friend's business succeed in a competitive bidding process for District business.

4. BE HONEST AND FORTHRIGHT

We must be honest in order to earn and keep the public's trust. In practice, this means avoiding any form of fraud, falsification, misrepresentation or deception in the statements we make and the records we keep while doing our jobs. We must also be forthright and candid in providing complete, accurate and timely information to help others do their jobs.

We must not participate in or allow any form of academic cheating, including anything intended to distort grades or assessments or give students an unfair advantage on examinations or evaluations.

5. USE DISTRICT RESOURCES AND POSITIONS ONLY FOR DISTRICT PURPOSES

We are trusted stewards of limited public resources, so we must use the District's property and our positions only for proper District purposes. This includes spending District funds, including funds raised through allowable fund raising activities, and using District assets responsibly, in line with the District's priorities and policies. We must safeguard and account for all funds collected, including those generated through fund raising activities and all funds associated with Student Activity Funds.

We must not use or allow others to use District property (including facilities, equipment, technology, supplies and records such as mailing lists) for any unapproved or private purpose. We must comply with District policies and procedures on acceptable use of computing and internet resources.

The paid time and services of employees are assets of the District to be devoted to its business. We must not misuse District time by conducting non-District business during assigned work hours, or allowing other employees to do so. Non-District business includes attending to personal or family matters, performing or promoting services compensated by any person or entity other than the District, and campaigning or raising money for any political candidate or cause.

In addition, we must not use our positions to get a private benefit for ourselves or someone else that would not otherwise be publicly available. This includes not using our titles, badges or official letterhead, or even referring to our positions with the District, to influence matters unrelated to District business.

6. MAINTAIN THE INTEGRITY OF SCHOOL TIME AND PROPERTY WITH RESPECT TO POLITICAL USES

We must remember that School District property and school time may not be used for political purposes. We must protect school buildings from being used as campaign forums, including campaign visits by elected officials and candidates for public office, including the President and Vice President of the United States.

We know that visits by elected officials and candidates for elected office serve an important educational function in that they expose students to persons and views with which they should become familiar as informed and responsible citizens who either vote now or will vote some day. We must work to make sure such visits enhance the educational experience of our students and do not become political events. See School Reform Commission Policy 321.

7. AVOID ANY IMPROPER INFLUENCE OR POTENTIAL CONFLICT OF INTEREST

We must use independent judgment as we perform our duties for the District, handling all District matters objectively on their merits, without being affected by any improper influence or conflict of interest. A potential conflict of interest can arise whenever consideration of our own personal, family or financial interests could impact the actions we take or decisions we make while doing our jobs. Family interests include the interests of any of our “Immediate Family Members,” defined in this Code of Ethics to include a spouse, domestic partner, parent, sibling or child. Any relationship by marriage is treated the same as relationship by blood.

We must actively avoid situations that might give rise to possible conflicts between our professional responsibilities, on the one hand, and our private interests, on the other. This means that we cannot recommend, participate in or attempt to influence any District action or decision in which we have a personal, family or financial interest that is different from that of the general public. Employees are expected to inform their supervisor of potential conflict of interest as soon as it arises.

The subsections below provide high-level principles to address common situations that can create improper influence or conflicts of interest if not properly managed. Employees must also follow the detailed rules contained in the policies and procedures adopted by the District to govern these situations, including those adopted by the Office of Procurement Services for application to employees involved in procurement activities.

A. Gifts and favors

We must not ask for or accept any gift or favor from anyone else that is intended to influence or reward the way that we perform our responsibilities for the District, ~~or that could be reasonably interpreted to have that purpose.~~ For example, we cannot receive a gift, no matter how small, given in return for a decision affecting a student's grades or a vendor's selection for a contract. We also must not give gifts or favors to other employees in order to influence or reward the way that they perform their District duties. Gifts and favors include anything of value received without payment of fair consideration. Some examples of things of value are: money, discounts not generally available to the public, loans or debt forgiveness, items, services, meals, entertainment and travel expenses.

Generally speaking, we must not accept gifts or favors with a retail value of more than \$100 during a calendar year from any single source, such as a particular person, family or organization ~~if it could be reasonably interpreted to be intended to influence or reward the way that we perform our responsibilities for the District.~~ The value limit applies to individual gifts and also to the total value of multiple gifts from the same source. **Certain exceptions to these limitations apply as described in District policies and procedures.**

We must not permit any of our Immediate Family Members to accept or give on our behalf any gift or favor that we ourselves cannot accept or give under this Code.

B. Employment of family members by the District

We must not recommend or participate in any action or decision that directly or indirectly causes any of our Immediate Family Members to be hired or appointed as an employee or consultant of the District. We also must not recommend or participate in any personnel action that directly or indirectly affects an Immediate Family Member employed by the District. Examples of personnel actions include promotions, evaluations, discipline and discharge.

Immediate Family Members may work together at the same District facility or program, but may not work with each other in superior-subordinate situations. Therefore, the hiring, appointment or transfer of an employee which creates a direct or indirect supervisory relationship between Immediate Family Members is prohibited. If, despite this prohibition, a supervisory relationship comes into being between Immediate Family Members due to a promotion, then the situation must be disclosed immediately and the supervisory relationship must be discontinued within 30 days.

C. Spending and contracting activities

We must remove ourselves from any involvement in a decision to make an expenditure or contract valued at \$1,000 or more on behalf of the District, including Student Activity Funds, if the decision could benefit in a substantial way any of the following:

- Any for-profit or nonprofit entity in which we or our Immediate Family Members hold, have arranged or are negotiating a position as an employee, agent, officer, partner, director or trustee;**
- Any entity, other than a publicly traded corporation, in which we or our Immediate Family Members have a direct or indirect investment worth \$1,000 or more;**
- Any publicly traded corporation in which we or our Immediate Family Members hold a direct or indirect investment interest totaling one percent or more of the shares;**
- Any real property in which we or our Immediate Family Members have a direct or indirect interest worth \$1,000 or more; or**
- Any other source of income for us or our Immediate Family Members.**

We also must not participate in the administration or oversight of any transaction or contract that raises a financial conflict of interest as described above.

D. Paid work during District employment

We must not accept any outside earned income in any situation that could reflect poorly on our character or reputation, or could be inconsistent or conflict with performance of our duties as employees. For example, a teacher may not tutor students attending the school where s/he works. Specific restrictions apply as described in District policies and procedures.

E. Paid work after leaving District employment

We must not negotiate or discuss the possibility of future employment with any person or organization (other than a government agency) that might benefit in a substantial way from our official actions while employed by the District. To prevent an unfair competitive advantage to businesses hiring former employees, specific restrictions apply for a period of one year after we leave the District, as described in state and/or District policies and procedures.

F. Statements of Financial Interest

All employees at the level of Director or above must file an annual Statement of Financial Interest with the Office of Human Resources. The Executive Director of Human Resources may also require filing of a Statement of Financial Interest by other employees whose duties require the exercise of discretion.

8. REPORT ANY SUSPECTED IMPROPER CONDUCT

To maintain an ethical culture within the District, we are expected to report potentially unlawful or unethical conduct. This reporting obligation arises whenever employees have reason to believe in good faith (based on observations or other facts) that another person's conduct either:

- Conflicts with the law, this Code of Ethics or District policies or procedures;
- Raises a danger to public health or safety; or
- Poses a risk to the District's public reputation for competence and integrity.

We may fulfill our duty to report by promptly raising our concerns to any of the following:

- Any supervisor (who in turn must inform the ~~Human Resources Office~~ **Office of Talent** of the report before initiating any investigation);
- The ~~Human Resources Office~~ **Office of Talent**;
- The Inspector General's Office;
- The General Counsel's Office; or
- The telephone reporting line or electronic mailbox maintained by the Inspector General's Office. These options can be used to report anonymously, when reporters are not comfortable identifying themselves. The phone number is (215) 400-8477 and the email address is inspectorgeneral@philasd.org.

To create the right environment for reporting, we must not:

- Discourage anyone else from reporting suspected improper conduct;
- Threaten, harass, punish or retaliate in any way against someone who has made a good faith report of misconduct (or is believed to have done so); or
- Make any report of misconduct that is false, malicious or frivolous.

For any questions regarding the Code of Ethics, please ask your Building Supervisor/Principal or the Office of Talent at (215) 400-4601

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 300 Employees

TITLE: Professional Development

ADOPTED: 8/27/1981

REVISED:

PROFESSIONAL DEVELOPMENT

Purpose

Continuing professional study and inservice training **for administrative, professional and support employees** are prerequisites for professional development, enhanced ability to complete responsibilities, and maintaining certification.

Authority

The School Reform Commission directs all district employees to further their professional and personal advancement through graduate study, inservice training, conference attendance, and professional development activities.[\[1\]](#)[\[2\]](#)[\[3\]](#)

Definitions

School system leaders are defined as principals, assistant principals, Assistant Superintendent, Superintendent and individuals who are converting an administrative certificate from a Level I certificate to a Level II certificate.[\[9\]](#)

Mandated Regulatory Procedures

Graduate/Special Courses

Only courses of study that are preapproved in writing shall be eligible for reimbursement by the district or a change in compensation for the employee. Documentary evidence of satisfactory completion of all study programs shall be required.

Reimbursement for credits for approved graduate study or special courses shall be made in accordance with terms of the administrative compensation plan, an individual contract or an applicable collective bargaining agreement.

Approved graduate study or special courses/programs may be of sufficient advantage to the district to warrant an increase in an employee's annual salary, upon documentation of satisfactory completion. Such an increase will be in accordance with provisions of an individual contract, applicable collective bargaining agreement, or SRC resolution.[\[4\]](#)[\[5\]](#)

Induction Plan

The district shall comply with Department of Education requirements when developing and maintaining an induction plan for first-year teachers, long-term substitutes hired for

a position for forty-five (45) days or more, educational specialists and teachers new to the district. The district shall develop and submit the induction plan to the Department of Education for approval every six (6) years, as required by law and regulations. Prior to approval by the SRC and submission to the Department of Education, the induction plan shall be made available for public inspection and comment in the district's administrative offices and the nearest public library for a minimum of twenty-eight (28) days.[\[6\]](#)[\[7\]](#)[\[8\]](#)

Continuing Professional Education for School System Leaders

School system leaders shall complete an induction program which is consistent with the Pennsylvania School Leadership Standards within five (5) years of serving as a school system leader in Pennsylvania for the first time.[\[9\]](#)[\[10\]](#)

Professional Education Plan

The SRC shall appoint to the professional education committee parents/guardians and representatives of the community and local businesses. Representatives of administrators, teachers and educational specialists on the professional education committee shall be selected by their respective members.[\[2\]](#)[\[11\]](#)

The district shall develop and submit a professional education plan to the Secretary of Education for approval every three (3) years, as required by law and regulations. The professional education plan shall be designed to meet the educational needs of the district and its certificated administrative and professional employees; specify approved courses, programs, activities and learning experiences; and identify approved providers. Prior to approval by the SRC and submission to the Secretary of Education, the professional education plan shall be made available for public inspection and comment in the district's administrative offices and the nearest public library for a minimum of twenty-eight (28) days.[\[2\]](#)[\[7\]](#)[\[8\]](#)[\[11\]](#)

The SRC shall ensure an annual review of the district's professional education plan is conducted by the professional education committee to determine if the plan continues to meet the needs of the district, employees, students and community. The professional education committee may recommend amendments to the plan, subject to approval by the SRC and the Department of Education.[\[2\]](#)

The SRC may approve, on a case-by-case basis, specific professional education activities not stated within the district's professional education plan.[\[3\]](#)

If the district pays all costs of credits or hours, the SRC may disapprove any course, program, activity or learning experience that is inconsistent with the goals of the professional education plan.[\[3\]](#)

Other Professional Development Activities

Meetings/Programs –

There shall be no loss of salary for absences **due to attendance** at official school district meetings.

Professional employees may, on the recommendation of the **building principal and approval of the Assistant Superintendent**, be excused without loss of salary to attend the sessions of an appropriate educational program provided not more than one (1) employee is excused from a school at one time and that the benefits accruing to this person shall be capitalized upon by the school group of which s/he is a member.

The **building principal** shall be responsible for the selection of appropriate employees whose attendance at the educational **program** will result in maximum value to the school. Such attendance may be approved only where the program has specific relation to problems which are under consideration by the school staff or by a group within the staff. If representation is in excess of that provided, the matter shall be decided by the Superintendent or designee.

Educational Conventions –

Approval to attend educational conventions may be granted either without loss of salary or with complete loss of salary, depending upon the nature of the convention and the relationship of the employee to it.

Professional employees should not make commitments to appear on programs without first obtaining assurance from the **Superintendent or designee** that a leave of absence for that purpose will be granted.

Observations –

The Superintendent may grant a leave of absence for the purpose of observation without loss of salary to teachers under the following conditions:

1. The approval of the **building principal** of the school involved and **Assistant Superintendent have been** obtained.

Observation in other **district** schools or in the employee's school **may be permitted** for two (2) days each school year.

Observation in schools outside **the district may be permitted** for two (2) days each school year. Such visits **shall be** restricted to schools where the opportunity to gain professional help exists to an acceptable degree. Requests should not be made for days immediately preceding or following a school holiday.

Observations in business and industrial concerns may be substituted for **observation in schools**.

If the observation is outside the **school district**, a written report of the observation shall be sent through the **building principal and Assistant Superintendent** within two (2) weeks following the visit.

Legal References:

1. 24 P.S. 517
2. 24 P.S. 1205.1

3. 24 P.S. 1205.2

4. 24 P.S. 1144

5. 24 P.S. 1151

6. 22 PA Code 49.16

7. 22 PA Code 4.13

8. Pol. 100 - Comprehensive Planning

9. 24 P.S. 1205.5

10. 24 P.S. 1217

11. 22 PA Code 49.17

Related Information:

24 P.S. 1205.6

Pol. 806 - Child Abuse

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 300 Employees

TITLE: Restoration to Health
Sabbatical Leave

ADOPTED: 8/27/1981

REVISED:

RESTORATION TO HEALTH SABBATICAL LEAVE

Authority

This policy shall establish the district's parameters for granting sabbatical leaves for restoration of health to certificated administrative and professional employees.

The School Reform Commission shall grant restoration to health sabbatical leaves to eligible administrative and professional employees for the purpose of restoration of health and for other purposes at the discretion of the SRC.[\[1\]](#)

The SRC reserves the right to specify the conditions under which sabbatical leaves for restoration of health or other purposes may be taken, consistent with law.

Eligibility

To qualify for restoration to health sabbatical leave, an eligible employee shall have completed ten (10) years of satisfactory service in the public schools of the Commonwealth; at least five (5) consecutive years of such service shall be in this school district, unless the SRC allows a shorter time. Thereafter, such leaves are allowed at intervals of seven (7) years from the date of the termination of the previous leave.[\[1\]](#)

~~**Members of the Philadelphia Federation of Teachers shall have completed twenty (20) years of continuous service in accordance with the provisions of the collective bargaining agreement.**~~

A restoration to health sabbatical leave may be taken for a half or full school term or for two (2) half school terms during a period of two (2) years, at the employee's option.[\[1\]](#)

The total number of certificated administrative employees on restoration to health sabbatical leave at any one time shall not exceed ten percent (10%) of the number of eligible employees. The total number of certificated professional employees on sabbatical leave at any one time shall not exceed ten percent (10%) of the number of eligible employees.[\[2\]](#)

Application

Applications for restoration to health sabbatical leave shall be submitted on the approved district form and forwarded with medical documentation to Talent as soon as possible. The Superintendent or designee must sign the application for sabbatical leave.

The SRC or designee shall review each application for sabbatical leave and shall approve those meeting the requirements of SRC policy and applicable law.

Documentation

Applicants for restoration to health sabbatical leave shall submit with the application form supporting documentation from their attending physician, including appropriate specialists. Such documentation shall include all dates of treatment, type of treatment, and a current report.

At both the approximate midpoint of the leave and at least thirty (30) days prior to the conclusion of the leave, a physician's statement shall be submitted to the Superintendent or designee, indicating the extent to which the purpose of the leave has been achieved and evaluating the health status of the employee relative to his/her ability to return to employment.[\[3\]](#)

The SRC reserves the right to require at its own expense additional examinations and reports by physicians of its choice to determine whether the leave is being used for the purpose for which it was granted.[\[3\]](#)

Commitment of Employee

Acceptance of a restoration to health sabbatical leave incurs a commitment by the employee to return to active duty in this district immediately following the sabbatical leave for one (1) full school term. Unless prevented by illness or physical disability, employees who fail to return shall forfeit all benefits for the period of the leave, and retirement deductions shall be returned to the district. Illness or physical disability is subject to verification.[\[4\]](#)

The SRC reserves the right to require at its own expense additional examinations and reports by physicians of its choice to determine the employee's ability to return to work.

Commitment of Employer

Upon return from restoration to health sabbatical leave, the employee shall be reinstated in the same position held at the time of the granting of the leave.[\[4\]](#)

Time on restoration to health sabbatical leave shall be counted as time on the job for purposes of seniority and for retirement fund purposes, but for no other purpose.[\[5\]](#)

Compensation

During the period of restoration to health sabbatical leave, an employee shall be compensated at least one-half the salary to which s/he would have been entitled had the employee not taken leave.[\[6\]](#)

While on leave, the employee shall be entitled to insurance benefits provided other employees of a similar classification.

A sabbatical leave granted for restoration of health shall also serve as a leave of absence without pay from all other school activities.[\[1\]](#)

During the period of **restoration to health** sabbatical leave, employees may not engage in a remunerative occupation other than that which could have been performed while in active service and a statement that this requirement has been followed will be required at the conclusion of the leave. However, employees are permitted to accept fellowships or foundation grants without losing their entitlement to salary specified by law.

Legal References:

1. 24 P.S. 1166

2. 24 P.S. 1167

3. 24 P.S. 1171

4. 24 P.S. 1168

5. 24 P.S. 1170

6. 24 P.S. 1169

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 300 Employees

TITLE: Compensated Professional
Leaves

ADOPTED: 8/27/1981

REVISED:

COMPENSATED PROFESSIONAL LEAVES

Purpose

This policy shall establish the district's parameters for granting professional development and classroom occupational exchange leaves for ~~certificated~~ **represented** administrative and professional employees.

Definitions

Professional Development Sabbatical Leave - shall be defined as a leave of absence granted for the purpose of improving professional competency or obtaining a professional certificate or commission. Such leave shall be directly related to an employee's professional responsibilities, as determined by the **School Reform Commission**, and be restricted to activities required by state regulation or law.

[\[1\]](#)

Classroom Occupational Exchange Leave - shall be defined as a leave of absence granted for the purpose of acquiring practical work experience in business, industry or government.[\[2\]](#)

Authority

The SRC shall have sole authority to adopt and enforce policy establishing the conditions for approval of a professional development sabbatical leave for eligible employees. All requests for such leave shall be subject to review by the SRC. The SRC may approve or reject a proposed plan for professional development sabbatical leave.[\[1\]](#)

The SRC may grant a leave to eligible employees for classroom occupational exchange leave for the specified purpose.[\[2\]](#)

Mandated Regulatory Procedures

The following mandatory regulatory procedures are prescribed by government laws and regulations. [\[1\]](#)[\[2\]](#) [\[3\]](#) [\[4\]](#)[\[5\]](#) [\[6\]](#) [\[7\]](#)[\[8\]](#)[\[9\]](#)

PROFESSIONAL DEVELOPMENT SABBATICAL LEAVE

Eligibility

To qualify for professional development sabbatical leave, an eligible employee shall have completed ten (10) years of satisfactory service in the public schools of the **Commonwealth**; at least five (5) consecutive years of such service **shall be in this** school district, unless the SRC

allows a shorter time. Thereafter, such leaves are allowed at intervals of seven (7) years from the date of the termination of the previous leave.[\[3\]](#)

~~Members of the Philadelphia Federation of Teachers shall have completed twenty (20) years of continuous service in accordance with provisions of the collective bargaining agreement.~~

A leave for professional development may be taken for a half or full school term or for two (2) half school terms during a period of two (2) years, at the employee's option.[\[3\]](#)

The total number of administrative employees on such leaves of absence shall not exceed ten percent (10%) of the number of eligible employees. The total number of professional employees on such leaves of absence shall not exceed ten percent (10%) of the number of eligible employees.[\[4\]](#)

Application

Professional development sabbatical leaves shall be granted only to employees participating in an academic program for the purpose of retaining a professional certificate or commission, further preparation and improvement in an area(s) of certification, additional certification, attaining other appropriate and identifiable educational positions within the school district, or as the SRC may require, and upon the recommendation of the Superintendent.[\[1\]](#)

Applications for **professional development leave** shall be submitted **on the district form** to **Talent** at least one (1) month prior to the close of the term previous to that for which the leave is requested. The **Superintendent or designee** must sign the application for **professional development sabbatical leave**.

Documentation

Applicants for **professional development sabbatical leave** shall submit **with the application form** a detailed plan describing the professional development activities to be undertaken **and a statement specifying the benefits of the leave to the employee and the school district. The plan shall provide sufficient information to permit the SRC to adequately evaluate the request.**[\[1\]](#)

The SRC may at any time require additional information from the employee in order to assist the SRC in determining whether the leave is being used for the purpose for which it was granted.[\[5\]](#)

The minimum requirements for leave for a half school term shall consist of any one or a combination of the following:[\[1\]](#)

1. Nine (9) graduate **credits**.
2. Twelve (12) undergraduate **credits**.
3. One hundred eighty (180) hours of professional development activities.

The minimum requirements for leave for a full school term shall consist of any one or a combination of the following:[\[1\]](#)

1. Eighteen (18) graduate credits.
2. Twenty-four (24) undergraduate credits.
3. Three hundred sixty (360) hours of professional development activities.

Commitment of Employee

Acceptance of professional development sabbatical leave incurs a commitment by the employee to return to active duty in this district immediately following the leave for one (1) full school term.[\[1\]\[6\]](#)

Upon completion of the leave, the employee must provide satisfactory evidence that the employee's approved plan for professional development was fully complied with during the leave of absence. Official transcripts, written verification of attendance at professional development activities **or other items may be required.**[\[1\]\[5\]](#)

If the employee fails to **provide satisfactory evidence of program compliance or return to the district as required**, unless prevented by illness or physical disability, the employee shall forfeit all benefits to which the employee would otherwise have been entitled under the conditions of the leave. Illness or physical disability is subject to verification.

Commitment of Employer

Upon return from **professional development sabbatical leave**, the employee **shall be reinstated in the same position held at the time of the granting of the leave.**[\[6\]](#)

Time on professional development sabbatical leave shall be counted as time on the job for purposes of seniority and for retirement fund purposes, but for no other purpose.[\[7\]\[8\]](#)

Compensation

During the period of **professional development sabbatical leave**, an employee **shall be compensated at least one-half the salary to which s/he would have been entitled had the employee not taken leave.**[\[9\]](#)

While on leave, the employee shall be entitled to insurance benefits **provided other employees of a similar classification.**

A leave of absence granted for professional development shall also serve as a leave of absence without pay from all other school activities.[\[3\]](#)

During the period of **professional development sabbatical leave**, employees may not engage in a remunerative occupation other than that which could have been performed while in active service and a statement that this requirement has been followed will be required at the conclusion of the leave. However, employees are permitted to accept fellowships or foundation grants without losing their entitlement to salary specified by law.

CLASSROOM OCCUPATIONAL EXCHANGE LEAVE

Application

Requests for classroom occupational exchange leave shall be submitted on the approved district form and forwarded with appropriate documentation to the Superintendent.

Documentation

Applicants for classroom occupational exchange leave shall submit with the application form a statement from the employer agreeing to the terms and conditions of the leave, as specified in SRC policy.

Upon return from such leave, the employee shall submit to the SRC a final report detailing the work experience and its benefits.[\[1\]](#)[\[2\]](#)[\[5\]](#)

Commitment of Employee

Acceptance of classroom occupational exchange leave incurs a commitment by the employee to return to active duty in this district immediately following the leave for one (1) full school term, unless prevented by illness or physical disability.[\[6\]](#)

Commitment of Employer

At the expiration of the classroom occupational exchange leave, the employee shall be reinstated in the same position held at the time of the granting of the leave.[\[6\]](#)

Time on classroom occupational exchange leave shall be counted as time on the job for purposes of seniority and for retirement fund purposes, but for no other purpose.[\[2\]](#)

Compensation

The business, industry or government to whom the employee is assigned during the leave shall fully compensate the school district for all salary, wages, pension and retirement contributions, and other benefits as if the employee were in full-time active service.[\[2\]](#)

Legal References:

- [1. 24 P.S. 1166.1](#)
- [2. 24 P.S. 522.2](#)
- [3. 24 P.S. 1166](#)
- [4. 24 P.S. 1167](#)
- [5. 24 P.S. 1171](#)
- [6. 24 P.S. 1168](#)
- [7. 24 P.S. 522.1](#)
- [8. 24 P.S. 1170](#)
- [9. 24 P.S. 1169](#)

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 300 Employees

TITLE: Alcohol, Drug, and
Substance Abuse

ADOPTED: 2/5/1990

REVISED:

ALCOHOL, DRUG, AND SUBSTANCE ABUSE

Purpose

The School Reform Commission recognizes that the misuse of **alcohol**, drugs and abuse of controlled substances by administrative, professional and support employees is a serious problem with legal, physical and social implications for the whole school community and is concerned about the problems that may be caused by **alcohol use**, drug use and substance abuse by district employees, especially as the use relates to an employee's safety, efficiency and productivity.

The primary purpose and justification for any district action will be for the protection of the health, safety and welfare of students, staff and school property.

All district **property**, whether owned, leased or temporarily under **the district's** control for any program or activity, is declared to be a drug-free **and alcohol-free** workplace.

Definitions

Drugs - shall be defined as those outlined in the Controlled Substance, Drug, Device and Cosmetic Act.[\[1\]](#)

Conviction - a finding of guilt, including a plea of nolo contendere, an imposition of sentence, or both by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.[\[2\]](#)

Criminal Drug Statute - a federal or state criminal statute involving the manufacture, distribution, dispensation, use or possession of a controlled substance.[\[2\]](#)

Drug-free Workplace - the site for the performance of work at which employees are prohibited from engaging in the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance.[\[2\]](#)

Authority

The SRC requires that each administrative, professional and support employee be given **notification that**, as a condition of employment, the employee will abide by the terms of this policy and notify **the district** of any criminal drug **statute** conviction **for a violation occurring** in the workplace **immediately, but no later than seventy-two (72) hours, after such conviction.**[\[3\]](#)[\[4\]](#)

Any employee convicted of delivery of a controlled substance or convicted of possession of a controlled substance with the intent to deliver shall be terminated from his/her employment with the district.[\[5\]\[1\]](#)

Delegation of Responsibility

A statement notifying employees that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in the employee's workplace shall be provided by the Superintendent or designee and shall specify the actions that will be taken against the employee for violation of this policy, up to and including termination and referral for prosecution.[\[4\]\[6\]](#)

The School District of Philadelphia prohibits the possession, manufacture, sale, dispensing and use of drug, alcohol and/or any controlled substance and prohibits any of its employees' being under the influence of alcohol or a controlled substance on any of its premises or in any of its programs or activities. An employee found to violate this rule shall be subject to discipline up to and including discharge.

All employees shall be subject to reasonable suspicion drug and alcohol testing. The determination that reasonable suspicions exists to require an employee to undergo drug or alcohol testing must be based on specific, contemporaneous, articulable observations concerning the appearance, behavior, speech or other sensory evidence of alcohol or drug use on the employee. Observations that include indications of the chronic and withdrawal effects of controlled substances shall support a determination of reasonable suspicion.

The observations for reasonable suspicion testing shall be made by administration and reviewed by the District's physician. An employee subject to testing will be transported to Employee Health Services at the Education Center and will be given the reasons for the request for the test in writing. An employee who refuses to submit to the test or has a positive drug or alcohol test result shall be subject to discipline up to and including discharge.

The district encourages employees experiencing difficulty with controlled substance abuse to seek assistance in their efforts to control such problems and to achieve rehabilitation. The employee shall be responsible for initiating efforts to seek assistance before the stage at which his/her work performance is impaired and leads to disciplinary action.

Within ten (10) days after receiving notice of criminal drug statute conviction of a district employee, the district shall notify any federal agency or department that is the grantor of funds to the district.[\[4\]](#)

The district shall take appropriate personnel action within thirty (30) days of receiving notice against any convicted employee, up to and including termination, or require the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state or local health, law enforcement, or other appropriate agency.[\[4\]\[6\]](#)

In establishing an **alcohol-free and drug-free awareness program, the Superintendent or designee shall inform employees in an annual written statement about:**[\[4\]](#)

1. Dangers of **alcohol and** drug abuse in the workplace.
2. SRC's policy of maintaining an **alcohol-free and** drug-free workplace.
3. Availability of **alcohol and** drug counseling, drug rehabilitation, and employee assistance programs.
4. Penalties that may be imposed for **alcohol and** drug abuse violations occurring in the workplace.
5. The district shall make a good faith effort to continue to maintain an **alcohol-free and** drug-free workplace through implementation of this policy.[\[4\]](#)

Mandated Regulatory Procedures

The Superintendent or designee shall immediately report incidents involving the possession, use or sale of a controlled substance or drug paraphernalia as defined in the Pennsylvania Controlled Substance, Drug, Device and Cosmetic Act by any employee while on school property, at any school-sponsored activity or on a conveyance providing transportation to or from a school or school-sponsored activity to the local police department that has jurisdiction over the school's property, in accordance with state law and regulations, the procedures set forth in the memorandum of understanding with local law enforcement and SRC policies.[\[7\]](#)[\[8\]](#)[\[9\]](#)[\[10\]](#)[\[11\]](#)[\[12\]](#)

In accordance with state law, the Superintendent shall annually, by July 31, report all incidents of possession, use or sale of controlled substances or drug paraphernalia to the Office for Safe Schools on the required form.[\[8\]](#)[\[12\]](#)

Legal References:

1. [35 P.S. 780-101 et seq](#)
2. [41 U.S.C. 8101](#)
3. [24 P.S. 111](#)
4. [41 U.S.C. 8103](#)
5. [24 P.S. 527](#)
6. [41 U.S.C. 8104](#)
7. [24 P.S. 1302.1-A](#)
8. [24 P.S. 1303-A](#)
9. [22 PA Code 10.2](#)
10. [22 PA Code 10.21](#)
11. [35 P.S. 780-102](#)
12. Pol. 805.1 - Relations With Law Enforcement Agencies

Related Information:

- [41 U.S.C. 8101 et seq](#)
- Pol. 317 - Conduct/Disciplinary Procedures

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 100 Programs

TITLE: Exemption from
Instruction

ADOPTED:

REVISED:

105.2 (NEW) EXEMPTION FROM INSTRUCTION

Purpose

The School District respects the rights of parents to have their children excused from specific instruction that conflicts with their religious beliefs. The School Reform Commission adopts this policy to ensure that parents/guardians have the right to have their children excused from specific instruction that conflicts with their religious beliefs.[1][2]

Definitions

Parent/guardian/surrogate under IDEA:

- **A biological or adoptive parent of a child;**
- **A foster parent;**
- **A guardian authorized to act as the child’s parent, or authorized by a court to make educational decisions for the child**
- **An individual acting as a parent in the place of the biological or adoptive parent with whom the child lives (including a grandparent, stepparent, or other relative) or a person who is legally responsible for the child’s welfare); or**
- **A surrogate parent who has been appointed by an educational agency or an educational decision maker appointed by a court in accordance with IDEA.**

Eligible Student:

Authority

The district shall excuse any student from specific instruction, upon written request of the parent/guardian or eligible student, in accordance with established administrative procedures.[2]

All students excused from specific instruction shall be required to achieve the learning outcomes established by the school and necessary for graduation through alternate means as determined by the district. [3]

Mandatory Regulatory Procedures

Administrative guidelines accompany this policy and set forth the procedures for parental request to view the curriculum, academic standards and instructional materials

Attachment for policy #105.2: Procedures for Parental Request to View the Curriculum, Academic Standards and Instructional Materials

Administrative Guidelines and related documents for parents may be found on the Office of Curriculum, Instruction, and Assessment website.

Legal References:

1. 22 PA Code 11.7
2. 22 PA Code 4.4
3. 22 PA Code 4.4

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 100 Programs

TITLE: Gifted Education

ADOPTED:

REVISED:

GIFTED EDUCATION (NEW)

Purpose

In accordance with the School Reform Commission's philosophy to develop the special abilities of each student, the district shall provide gifted education services and programs designed to meet the individual educational needs of identified gifted students.[\[1\]](#)[\[2\]](#)[\[3\]](#)

Definitions

Gifted student - “a student with outstanding intellectual and creative ability the development of which requires specially designed programs or support services, or both, not ordinarily provided in the regular education program.” PA School Code (24 P. S. § 13-1371).[\[4\]](#)

Gifted Individualized Education Plan (GIEP) - a written plan describing the educational program and services to be provided to a gifted student, based on and responsive to the results of an evaluation and written report, and developed by a team of individuals in accordance with state regulations.[\[4\]](#)

Gifted Multidisciplinary Evaluation (GMDE) - systematic process of testing, assessment and other evaluative processes used by a team to develop a recommendation about whether or not a student is gifted and needs gifted education.[\[4\]](#)

Gifted Multidisciplinary Team (GMDT) - a team of designated individuals who conduct a GMDE. The GMDT shall be formed on the basis of the student's needs and shall be comprised of the student's parents/guardians; a certified school psychologist; persons familiar with the student's educational experience and performance; one (1) or more of the student's current teachers; persons trained in the appropriate evaluation techniques; and, when possible, persons familiar with the student's cultural background. A single member of the GMDT may meet two (2) or more of the specified qualifications.[\[4\]](#)[\[5\]](#)

Mentally gifted - outstanding intellectual and creative ability, the development of which requires specially designed programs and/or support services not ordinarily provided in the regular education program. The term includes a student with an IQ of 130 or higher or

who meets established multiple criteria indicating gifted ability, or a student with an IQ lower than 130 when other educational criteria strongly indicate gifted ability.[\[1\]\[4\]\[6\]](#)

Authority

The School District of Philadelphia believes that all students should be challenged at their appropriate instructional level and that ongoing data analysis is a critical element in delivering appropriate instruction and intervention. The District is committed to developing the talents and strengths of all of our students and providing all students with a variety of options and activities to challenge their creativity.

The district shall develop and implement a gifted education plan every six (6) years, as required by law and regulations. Prior to approval by the SRC, the gifted education plan shall be made available for public inspection and comment in the district's administrative offices and in the Family and Community Engagement Center for a minimum of twenty-eight (28) days.[\[7\]\[8\]](#)

The district's gifted education plan shall address:

- 1. The district's process for identifying gifted children in need of specially designed instruction.**
- 2. The gifted special education programs offered by the district.**
- 3. Reports of gifted students, personnel and program elements, and costs, as required by the Department of Education.**

The Superintendent/designee may enter into cooperative agreements to provide gifted education services and programs.[\[9\]](#)

The Superintendent/designee directs that the district's gifted education program shall provide the following in accordance with Applicable Law:

- 1. System to locate and identify all students within the district who are thought to be gifted and in need of specially designed instruction.[\[6\]](#)**
- 2. Screening and evaluation process that meet Applicable Laws, to determine students' educational needs.[\[6\]](#)**
- 3. Procedures to determine whether a student is mentally gifted. Determination of gifted ability shall not be based on IQ score alone; a range of assessments including a student's performance and potential shall be utilized.[\[6\]](#)**

4. **Gifted Individualized Education Plan (GIEP) developed, and subsequently modified, for each student based on his/her unique needs and the written report of the Gifted Multidisciplinary Team (GMDT).**[\[5\]](#)[\[10\]](#)[\[11\]](#)[\[12\]](#)
5. **Safeguards for the due process rights of gifted students.**[\[13\]](#)
6. **Notification to teachers of their responsibilities to each of their identified gifted students, as provided in the student's Gifted Individualized Education Plan (GIEP).**[\[11\]](#)

The district shall provide all required notices and information to parents/guardians of gifted students, document all consents and responses of parents/guardians, and adhere to all established timelines.[\[11\]](#)[\[14\]](#)[\[15\]](#)

Confidentiality of Student Records

All personally identifiable information regarding a gifted student shall be treated as confidential and disclosed only as permitted by the Family Educational Rights and Privacy Act (FERPA) and its implementing regulations, State Board of Education regulations, and SRC policy.[\[17\]](#)[\[18\]](#)[\[19\]](#)

Attachment for policy #114: Gifted Education Plan

Legal References:

1. [24 P.S. 1371](#)
2. [22 PA Code 16.1 et seq](#)
3. [22 PA Code 4.28](#)
4. [22 PA Code 16.1](#)
5. [22 PA Code 16.22](#)
6. [22 PA Code 16.21](#)
7. [22 PA Code 16.4](#)
8. [22 PA Code 4.13](#)
9. [22 PA Code 16.2](#)
10. [22 PA Code 16.23](#)
11. [22 PA Code 16.32](#)
12. [22 PA Code 16.33](#)
13. [22 PA Code 16.63](#)
14. [22 PA Code 16.61](#)
15. [22 PA Code 16.62](#)
16. [22 PA Code 16.41](#)
17. [22 PA Code 16.65](#)
18. [20 U.S.C. 1232g](#)
19. [Pol. 216 - Student Records](#)

Related Information:

22 PA Code 11.12

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 100 Programs

TITLE: Career and Technical
Education

ADOPTED:

REVISED:

CAREER AND TECHNICAL EDUCATION (NEW)

Purpose

The School Reform Commission shall provide a program of career and technical education in order to:[\[1\]](#)[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)

1. Prepare students for employment as in-demand workers in high-skilled, family-sustaining wage, as defined by Pennsylvania Department of Labor and Industry, and high-priority/emerging occupations.
2. Prepare students for enrollment in postsecondary education programs.
3. Assist students with awareness of career pathways, by providing students comprehensive informational and experiential opportunities to become informed decision-makers.
4. Ensure that all students, regardless of age, race, color, religion, sex, sexual orientation, disability or special needs have access to career and technical education programs. The transition plans for students with IEPs are connected with their career and technical education program.

Authority

In order to provide students with a career and technical education program, the Superintendent, or his designees, shall establish and maintain career and technical instruction in district high schools and participate in a program of career development.[\[2\]](#)[\[4\]](#)[\[5\]](#)[\[6\]](#)[\[7\]](#)

The Superintendent, or his designees, shall ensure that all students and parents/guardians are informed, via publication and outreach (e.g., school visits, school visits to middle schools, print, online, school fairs), of the student's right to participate in career and technical education programs and courses and that students with disabilities enrolled in such programs are entitled to services under state and federal laws and regulations.[\[5\]](#)[\[8\]](#)[\[9\]](#)[\[10\]](#)[\[11\]](#)

Career and technical education programs shall consist of a series of planned academic and vocational technical education courses that are integrated into and **articulated throughout the curriculum of district schools.**[\[4\]](#)[\[5\]](#)[\[12\]](#)[\[13\]](#)

Career and technical education programs shall be standard-based; prepare students for obtainment of licensure or industry skills certification or Pennsylvania Skills Certificate, as required; provide extended classroom experience; instruct students in safety practices and accident prevention; and meet minimum time requirements.[\[5\]](#)[\[12\]](#)[\[14\]](#)

Career and technical education courses must include content based upon occupational analysis, clearly stated performance objectives deemed critical to successful employment, and assessment of student competencies based upon performance standards. Student records shall include the results of the assessment of student competencies.[\[5\]](#)[\[15\]](#)

In order to maintain a program of career and technical education, **the Superintendent, or his designees, shall:**

1. **Approve the content, organization and assessment standards of all technical courses.**[\[5\]](#)
2. **Approve the placement of students in work-based learning programs and supervise the nature and conduct of their employment.**[\[5\]](#)[\[16\]](#)[\[17\]](#)
3. **Operate programs in compliance with applicable laws and regulations governing career and technical education.**[\[5\]](#)[\[12\]](#)
4. **Employ and supervise certified district staff teaching career and technical education courses.** Such personnel shall be responsible for keeping up with the technology, practices and standards of their professional areas.[\[19\]](#)[\[20\]](#)[\[21\]](#)
5. **Provide adequate facilities, equipment and resource materials.**[\[22\]](#)[\[23\]](#)[\[24\]](#)
6. **Establish appropriate local and occupational advisory committees to advise the SRC, administration and staff concerning the aspects of the career and technical education program delegated to each committee.** The SRC delegates the responsibility to appoint members of the local and occupational advisory committees to the Superintendent or his designees. A majority of the members of the occupational advisory committee shall be employees and employers in the occupation for which training is being provided by the district.[\[25\]](#)[\[26\]](#)[\[27\]](#)[\[28\]](#)

Mandatory Regulatory Procedure - Child Abuse Prevention Requirements

Employers who participate in district internship, externship, work study, co-op, or similar programs shall adopt policies and procedures that ensure compliance with the following procedures required by the Child Protective Services Law.

Identification of Adult Responsible for Child's Welfare -

When a District student under the age of eighteen (18) years old participates in an internship, externship, work study, co-op, or similar program with an outside employer, the District and the employer shall, prior to commencing participation, identify an adult(s) who will be the student's supervisor while the child participates in the program. The identified adult(s) will be the person responsible for the child's welfare.[\[29\]](#)[\[30\]](#)

The identified adult(s) shall be in the immediate vicinity of the child at regular intervals during the program. Immediate vicinity shall mean an area in which an individual is physically present with a child and can see, hear, direct and assess the activities of the child.[\[29\]](#)[\[30\]](#)

Certifications -

Prior to commencement of the program, the identified adult shall submit the following information to the Superintendent or designee:[\[30\]](#)

- 1. PA Child Abuse History Clearance - which must be less than sixty (60) months old.**
- 2. PA State Police Criminal History Record Information - which must be less than sixty (60) months old.**
- 3. Federal Criminal History Report - which must be less than sixty (60) months old.**
- 4. Disclosure Statement – which is a statement swearing or affirming applicant has not been disqualified from service by reason of conviction of designated criminal offenses or being listed as the perpetrator in a founded report of child abuse.[\[31\]](#)**

The Superintendent or designee shall review the information and determine if information is disclosed that precludes identification of the adult as the supervisor responsible for the child's welfare.

Information submitted by an identified adult in accordance with this policy shall be maintained centrally in a manner similar to that for school employees.

Arrest or Conviction Reporting Requirements -

An identified adult shall notify the employer, in writing, within seventy-two (72) hours of the occurrence, of an arrest or conviction required to be reported by law.[\[31\]](#)

An identified adult shall also report to the employer, within seventy-two (72) hours of notification, that s/he has been listed as a perpetrator in the Statewide database, in accordance with the Child Protective Services Law.[\[31\]](#)

Failure to accurately report such occurrences may subject the identified adult to disciplinary action up to and including termination of employment and criminal prosecution.[\[31\]](#)

The employer shall immediately require an identified adult to submit new certifications when there is a reasonable belief that the identified adult was arrested for or has been convicted of an offense required to be reported by law, was named as a perpetrator in a founded or indicated report, or has provided written notice of such occurrence.[\[31\]](#)

If the employer receives notice of such occurrences from either the adult or a third party, the employer shall immediately report that information to the Superintendent or designee in writing.[\[31\]](#)

Child Abuse Reporting -

Identified adults who have reasonable cause to suspect that a child is the victim of child abuse shall make a report of suspected child abuse in accordance with the Child Protective Services Law.[\[32\]](#)[\[33\]](#)

Attachment for policy #115: Career and Technical Education Guidelines

Legal References:

1. 24 P.S. 1806
2. 24 P.S. 1844
3. 22 PA Code 12.41
4. 22 PA Code 339.2
5. 22 PA Code 4.31
6. 24 P.S. 1802
7. 24 P.S. 502
8. Pol. 103 - Nondiscrimination in School and Classroom Practices
9. Pol. 103.1 - Nondiscrimination - Qualified Students With Disabilities/Protected Handicapped Students
10. Pol. 113 - Special Education
11. Pol. 138 - English as a Second Language/Bilingual Program
12. 22 PA Code 339.22
13. Pol. 105 - Curriculum
14. 22 PA Code 339.23
15. Pol. 216 - Student Records
16. 22 PA Code 11.28

- 17. 22 PA Code 339.29
- 18. 24 P.S. 1809
- 19. 24 P.S. 1106
- 20. 24 P.S. 1212
- 21. 22 PA Code 339.41
- 22. Pol. 109 - Resource Materials
- 23. Pol. 110 - Instructional Supplies
- 24. Pol. 701 - Facilities Planning
- 25. 24 P.S. 1808
- 26. 22 PA Code 339.13
- 27. 22 PA Code 339.14
- 28. 22 PA Code 4.33
- 29. 23 Pa. C.S.A. 6303
- 30. 23 Pa. C.S.A. 6344
- 31. 23 Pa. C.S.A. 6344.3
- 32. 23 Pa. C.S.A. 6311
- 33. Pol. 806 - Child Abuse
- 34. 22 PA Code 339.21
- 35. 22 PA Code 339.4
- 36. 22 PA Code 339.30
- 37. Pol. 122 - Extracurricular Activities

Related Information:

- 24 P.S. 1801
- 24 P.S. 1807
- 23 Pa. C.S.A. 6301 et seq
- 22 PA Code 339.1 et seq
- 22 PA Code 4.34
- 22 PA Code 4.35
- 20 U.S.C. 2301 et seq

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 200 Pupils

TITLE: Attendance

ADOPTED:

REVISED:

ATTENDANCE

Purpose

The School Reform Commission recognizes that attendance is an important factor in educational success, and supports a comprehensive approach to identify and address attendance issues.[\[1\]](#)

Definitions

Compulsory school age shall mean the period of a child's life from the time the child's parents/guardians elect to have the child enter school, and which shall be no later than six (6) years of age until the child reaches seventeen (17) years of age. The term does not include a child who holds a certificate of graduation from a regularly accredited, licensed, registered or approved high school.[\[2\]](#)

Habitually truant shall mean six (6) or more school days of unexcused absences during the current school year by a child subject to compulsory school attendance.[\[2\]](#)

Truant shall mean having incurred three (3) or more school days of unexcused absences during the current school year by a child subject to compulsory school attendance.[\[2\]](#)

Person in parental relation shall mean a:[\[2\]](#)

1. Custodial biological or adoptive parent.
2. Noncustodial biological or adoptive parent.
3. Guardian of the person of a child.
4. Person with whom a child lives and who is acting in a parental role of a child.

This definition shall not include any county agency or person acting as an agent of the county agency in the jurisdiction of a dependent child as defined by law.[\[3\]](#)

School-based or community-based attendance improvement program shall mean a program designed to improve school attendance by seeking to identify and address the

underlying reasons for a child's absences. The term may include an educational assignment in an alternative education program, provided the program does not include a program for disruptive youth established pursuant to Article XIX-C of the Pennsylvania Public School Code.[\[2\]](#)

Authority

Attendance shall be required of all students during the days and hours that school is in session, except that **authorized district staff** may excuse a student for temporary absences upon receipt of satisfactory evidence of mental, physical, or other urgent reasons that may reasonably cause the student's absence.[\[4\]](#)[\[5\]](#)[\[6\]](#)[\[7\]](#)[\[8\]](#)[\[9\]](#)

The SRC shall establish and enforce attendance requirements, in accordance with applicable laws and regulations, SRC policy and administrative procedures.

Compulsory School Attendance Requirements

All students of compulsory school age who reside in the district shall be subject to the compulsory school attendance requirements.[\[4\]](#)

A student shall be considered in attendance if present at any place where school is in session by authority of the SRC; the student is receiving approved tutorial instruction, or health or therapeutic services; the student is engaged in an approved and properly supervised independent study, work-study or career education program; or the student is receiving approved homebound instruction.[\[4\]](#)[\[7\]](#)[\[10\]](#)[\[11\]](#)[\[12\]](#)[\[13\]](#)[\[14\]](#)[\[15\]](#)

The following students shall be excused from the requirements of attendance at district schools, upon request and with the required approval:

1. On certification by a physician or submission of other satisfactory evidence and on approval of the Pennsylvania Department of Education, children who are unable to attend school or apply themselves to study for mental, physical or other reasons that preclude regular attendance.[\[5\]](#)[\[6\]](#)[\[16\]](#)
2. Students enrolled in nonpublic or private schools in which the subjects and activities prescribed by law are taught.[\[4\]](#)[\[17\]](#)
3. Students attending college who are also enrolled part-time in district schools, to include dual enrollment and middle college.[\[18\]](#)
4. Students attending a home education program **or private tutoring** in accordance with law.[\[4\]](#)[\[13\]](#)[\[19\]](#)[\[20\]](#)[\[21\]](#)[\[22\]](#)
5. Students fifteen (15) or sixteen (16) years of age whose enrollment in private trade or business schools has been approved.[\[4\]](#)

6. **The School District will honor any exceptions to compulsory school attendance permitted by law under the School Code.**
7. ~~Students fifteen (15) years of age, and fourteen (14) years of age who have completed the highest elementary grade, engaged in farm work or private domestic service under duly issued permits.[6]~~
8. ~~Students sixteen (16) years of age regularly employed during the school session and holding a lawfully issued employment certificate.[6][11]~~

Excused/Lawful Absence

The following conditions **or situations** constitute reasonable cause for absence from school:

- Excused Absence or Other Urgent Reasons
 - Excused Early Dismissal
 - Illness, **including if a student is dismissed by designated district staff during school hours for health-related reasons.**[5][8]
 - Quarantine
 - Recovery from Accident
 - Required Court Appearance
 - Death in Family
 - Educational Trip/Tour with approval
 - The parent/guardian submits a written request for excusal prior to the absence.
 - The student's participation has been approved by the Superintendent or principal.
 - The adult directing and supervising the tour or trip is acceptable to the parents/guardians and the Superintendent.
 - College tours, trade school tours, career and technical training program tours, community college tours, or tours of other non-school district schools, **with prior approval.**
 - The **district** may limit the number and duration of non-school-sponsored educational tours or trips for which excused absences may be granted to a student during the school **year.**
 - Observance of a religious holiday **observed by bona fide religious group**, upon **prior** written parental request.[23]
 - Authorized school activities, including athletic events.
 - Excused Lateness
 - Out of School Suspension
1. ~~Family emergency.~~
 2. ~~Participation in a project sponsored by a statewide or countywide 4-H, Future Farmers of America (FFA) or combined 4-H and FFA group, upon prior written request.[1][5]~~

3. ~~Nonschool-sponsored educational tours or trips, if the following conditions are met:[5][24]~~
 - a. ~~The parent/guardian submits a written request for excusal prior to the absence.~~
 - b. ~~The student's participation has been approved by the Superintendent or principal.~~
 - c. ~~The adult directing and supervising the tour or trip is acceptable to the parents/guardians and the Superintendent.~~
4. ~~College tours, trade school tours, career and technical training program tours, community college tours, or tours of other non-school district schools, **with prior approval.**~~

The ~~district~~ may limit the number and duration of non-school-sponsored educational tours or trips for which excused absences may be granted to a student during the school year.

Temporary Excusals -

The following students may **be temporarily excused** from the requirements of attendance at district schools:

1. Students receiving tutorial instruction in a field not offered in the district's curricula from a properly qualified tutor approved by the Superintendent, when the excusal does not interfere with the student's regular program of studies.[4][10][13]
2. Students participating in a religious instruction program, **if the following conditions are met:[23][25]**
 - a. The parent/guardian **submits** a written request **for excusal. The request shall identify and describe the instruction, and the dates and hours of instruction.**
 - b. **The student shall not miss** more than thirty-six (36) hours per school year **in order to attend classes for religious instruction.**
 - c. **Following each absence, the parent/guardian shall submit a statement attesting that the student attended the instruction, and the dates and hours of attendance.**
3. **School age** children unable to attend school upon recommendation of the school physician and a psychiatrist or school psychologist, **or both**, and with approval of the Secretary of Education of the Pennsylvania Department of Education.[16]

Unexcused/Unlawful Absences

For purposes of this policy, absences which do not meet the criteria indicated above shall be considered an unexcused/unlawful absence.

An out-of-school suspension may not be considered an unexcused absence.^[2]

Unexcused Lateness

Unexcused Absence

Unexcused Early Dismissal

Delegation of Responsibility

The Superintendent or designee shall annually notify students, parents/guardians, staff **and the Philadelphia Department of Human Services or the Philadelphia Juvenile Court** about the district's attendance policy by publishing such policy in student/parent handbooks, on the district website, and through other efficient **communication** methods.^{[1][26]}

The Superintendent or designee, in coordination with the district office of Attendance and Truancy, shall be responsible for the implementation and enforcement of this policy.

The Superintendent or designee shall develop administrative procedures necessary for the implementation of this policy which:

1. Govern the **maintenance** of attendance records in accordance with law.^{[27][28]}
2. **Detail the process for submission of requests and excuses for student absences.**
3. **Detail the process for written notices, School Attendance Improvement Conferences, School Attendance Improvement Plans, and referrals to a school-based or community-based attendance improvement program, the local children and youth agency, or the appropriate judge.**
4. **Ensure that students legally absent have an opportunity to make up work.**

Mandatory Regulatory Procedure

Enforcement of Compulsory Attendance Requirements

Student is Truant-

~~When a student has been absent for three (3) days during the current school year without a lawful excuse, SDP staff shall provide The Three Day Legal Notice (C-31) to the person in parental relation who resides in the same household as the student within ten (10) school days of the student's third unexcused absence.~~^[29]

~~The notice shall:~~^[29]

- ~~1. Be in the mode and language of communication preferred by the person in parental relation;~~
- ~~2. Include a description of the consequences if the student becomes habitually truant; and~~
- ~~3. When transmitted to a person who is not the biological or adoptive parent, also be provided to the child's biological or adoptive parent, if the parent's mailing address is on file with the school and the parent is not precluded from receiving the information by court order.~~

~~The notice may include the offer of a School Attendance Improvement Conference.~~[\[29\]](#)

~~If the student incurs additional unexcused absences after issuance of the notice and a School Attendance Improvement Conference was not previously held, district staff shall offer a School Attendance Improvement Conference.~~[\[29\]](#)

~~District staff shall notify the person in parental relation in writing and by telephone of the date and time of the School Attendance Improvement Conference.~~[\[29\]](#)

~~The purpose of the School Attendance Improvement Conference is to examine the student's absences and reasons for the absences in an effort to improve attendance with or without additional services.~~[\[2\]](#)

~~The following individuals shall be invited to the School Attendance Improvement Conference:~~[\[2\]](#)

- ~~1. The student.~~
- ~~2. The student's person in parental relation.~~
- ~~3. Other individuals identified by the person in parental relation who may be a resource.~~
- ~~4. Appropriate school personnel.~~
- ~~5. Recommended service providers.~~

~~Neither the student nor the person in parental relation shall be required to participate, and the School Attendance Improvement Conference shall occur even if the person in parental relation declines to participate or fails to attend the scheduled conference.~~[\[29\]](#)

~~The outcome of the School Attendance Improvement Conference shall be documented in a written School Attendance Improvement Plan. The Plan shall be retained in the student's~~

~~file. A copy of the Plan shall be provided to the person in parental relation, the student and appropriate district staff.[29]~~

~~The district may not take further legal action to address unexcused absences until after the date of the scheduled School Attendance Improvement Conference has passed.[29]~~

Student is Habitually Truant -

When a student under fifteen (15) years of age is habitually truant, district staff:[30]

- 1. Shall refer the student to:
 - a. A school-based or community-based attendance improvement program; or**
 - b. The local children and youth agency.****
- 2. May file a citation in the office of the appropriate judge against the person in parental relation who resides in the same household as the student.[30]**

When a student fifteen (15) years of age or older is habitually truant, district staff shall:[30]

- 1. Refer the student to a school-based or community-based attendance improvement program; or**
- 2. File a citation in the office of the appropriate judge against the student or the person in parental relation who resides in the same household as the student.**

~~District staff may refer a student who is fifteen (15) years of age or older to the local children and youth agency, if the student continues to incur additional unexcused absences after being referred to a school-based or community-based attendance improvement program, or if the student refuses to participate in such program.[30]~~

Regardless of age, when district staff refer a habitually truant student to the local children and youth agency or file a citation with the appropriate judge, district staff shall provide verification that the school held a School Attendance Improvement Conference.[30]

Special Needs and Accommodations

If a truant or habitually truant student may qualify as a student with a disability, and require special education services or accommodations, the Director of Special Education shall be notified and shall take action to address the student's needs in accordance with applicable law, regulations and SRC policy.[32][33][34][35]

For students with disabilities who are truant or habitually truant, the ~~appropriate team~~ **Individual Education Plan team shall be notified and shall address the student's needs in accordance with applicable law, regulations and SRC policy.[32][33][35]**

Discipline

The district shall not expel or impose out-of-school suspension, disciplinary reassignment or transfer for truant behavior.[\[29\]](#)

Legal

1. 22 PA Code 11.41

2. 24 P.S. 1326

3. 42 Pa. C.S.A. 6302

4. 24 P.S. 1327

5. 24 P.S. 1329

6. 24 P.S. 1330

7. 22 PA Code 11.23

8. 22 PA Code 11.25

9. 22 PA Code 12.1

10. 22 PA Code 11.22

11. 22 PA Code 11.28

12. Pol. 115 - Career and Technical Education

13. Pol. 116 - Tutoring

14. Pol. 117 - Homebound Instruction

15. Pol. 118 - Independent Study

16. 22 PA Code 11.34

17. 22 PA Code 11.32

18. 22 PA Code 11.5

19. 24 P.S. 1327.1

20. 22 PA Code 11.31

21. 22 PA Code 11.31a

22. Pol. 137 - Home Education Programs

23. 22 PA Code 11.21

24. 22 PA Code 11.26

25. 24 P.S. 1546

26. 24 P.S. 510.2

27. 24 P.S. 1332

28. 24 P.S. 1339

29. 24 P.S. 1333

30. 24 P.S. 1333.1

31. 24 P.S. 1333.2

32. Pol. 103.1 - Nondiscrimination-Qualified Students With Disabilities/Protected Handicapped Students

33. Pol. 113 - Special Education

34. Pol. 113.3 - Screening and Evaluations for Students With Disabilities

35. Pol. 114 - Gifted Education

22 PA Code 11.24

22 PA Code 11.8

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 200 Pupils

TITLE: Confidential
Communications About
Student Information

ADOPTED:

REVISED:

207 (NEW) CONFIDENTIAL COMMUNICATIONS ABOUT STUDENT INFORMATION

Purpose

The School Reform Commission recognizes that certain written and oral communications between students and school personnel must be confidential.

Authority

The SRC directs school personnel to comply with all federal and state laws, **including FERPA**, regulations and SRC policy concerning confidential communications of students.

Information received in confidence from a student may be revealed to the student's parent/guardian, building principal or other appropriate authority by the staff member who received the information when the health, welfare or safety of the student or other persons clearly is in jeopardy.[\[1\]](#)

Use of a student's confidential communications to school personnel in legal proceedings is governed by laws and regulations appropriate to the proceedings.[\[1\]](#)[\[2\]](#)[\[3\]](#)

Delegation of Responsibility

In qualifying circumstances, a staff member may reveal confidential information to the building principal and other appropriate authorities.

In qualifying circumstances, **when the student or another person's health , welfare or safety are in jeopardy**, the building principal may reveal confidential information to a student's parent/guardian and other appropriate authorities, including law enforcement personnel.

Legal References:

1. 22 PA Code 12.12
2. 42 Pa. C.S.A. 5945
3. 42 Pa. C.S.A. 8337

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 200 Pupils

TITLE: Health
Examinations/Screenings

ADOPTED:

REVISED:

HEALTH EXAMINATIONS/SCREENINGS

Authority

In compliance with the Pennsylvania School Code of 1949, the **School Reform Commission** shall require that district students submit to health and dental examinations **in order to protect the school community from the spread of communicable disease, and** to ensure that each student's health status is at an optimal level and that **the learning potential of each student** is not lessened **by a remediable physical disability.** [\[1\]\[2\]\[3\]\[4\]\[6\]](#)

Each student shall provide written documentation of a comprehensive health examination conducted by a board certified physician, certified school nurse or **certified** nurse practitioner **upon original entry**, in sixth grade, ninth and eleventh grade. [\[11\]\[16\]\[2\]\[4\]\[5\]](#)

Each student shall provide written documentation of a comprehensive dental examination conducted by a private dentist or dental hygienist or a contracted school based dentist authorized **by the district upon original entry, in third grade, and in seventh grade.** [\[16\]\[17\]\[3\]\[4\]\[5\]](#)

A program of dental education shall be provided to all **students** in prekindergarten through grade seven.

A **dental** examination conducted at the parents'/**guardians'** request and expense **shall** be accepted in lieu of the examinations conducted by school-based dental providers. **The district shall accept reports of privately conducted physical and dental examinations completed within one (1) year prior to a student's entry into the grade where an exam is required.** [\[5\]](#)

The certified school nurse shall administer to each student vision screenings, hearing screenings, scoliosis screenings, and annual growth screenings. [\[2\]\[4\]\[6\]](#)

A student who presents a statement signed by the parent/guardian that a medical examination is contrary to his/her religious beliefs shall be examined only when the Secretary of Health determines that the student presents a substantial menace to the health of others. [\[7\]\[8\]](#)

Where it appears to school health officials or teachers that a **student** deviates from normal growth and development, or where school examinations reveal conditions requiring health or dental care, the parent/guardian shall be informed; and a recommendation shall be made that the

parent/**guardian** consult a private physician or dentist. The parent/**guardian** shall be required to report to the school the action taken subsequent to such notification. **If the parent/guardian fails to report the action taken, the certified school nurse or school physician shall coordinate a special medical examination for the student.**[\[2\]](#)[\[4\]](#)[\[9\]](#)

Parents/Guardians of students who are required to **receive grade mandated physical and dental examinations or screenings** shall be notified. The notice shall include the form(s) to be completed by the physician and/or dentist and to provide the documentation to the school principal or certified school nurse. **Such statement** may also include notification that the student may be exempted from such examination **or screening** if it is contrary to the parent's/**guardian's** religious beliefs.[\[10\]](#)[\[11\]](#)[\[12\]](#)

Health Records

The district shall maintain for each student a comprehensive health record which includes a record of immunizations and the result of tests, measurements, regularly scheduled examinations and special examinations.[\[2\]](#)

All health records shall be confidential and shall be disclosed only when necessary for the health of the student or when requested by the parent/guardian, in accordance with law and SRC policy.[\[13\]](#)[\[14\]](#)

Designated district staff shall request from the transferring school the health records of students transferring into district schools. **Staff shall respond to such requests for the health records of students transferring from district schools to other schools.**[\[13\]](#)

The district shall not destroy a student's health record for a period of at least two (2) years after the student ceases to be enrolled, but may surrender the student's health record portion thereof to the parent or guardian if the student does not re-enroll in an elementary or secondary school in Pennsylvania.[\[13\]](#)[\[15\]](#)

Delegation of Responsibility

The **Superintendent or designee** shall instruct all staff members to continually observe students for conditions that indicate **health problems** or disability and to promptly report such conditions to the certified school nurse.[\[2\]](#)

The Superintendent or designee shall ensure that notice is provided to all parents/guardians regarding the existence of and eligibility for the Children's Health Insurance Program (CHIP).[\[9\]](#)

Legal References:

1. 24 P.S. 1401
2. 24 P.S. 1402
3. 24 P.S. 1403
4. 22 PA Code 12.41
5. 24 P.S. 1407

6. 28 PA Code 23.1 et seq

7. 24 P.S. 1419

8. 28 PA Code 23.45

9. 24 P.S. 1406

10. 24 P.S. 1405

11. 28 PA Code 23.2

12. 20 U.S.C. 1232h

13. 24 P.S. 1409

14. Pol. 216 - Student Records

15. Pol. 800 - Records Management

16. 24 P.S. 1410

17. 28 PA Code 23.3

Related Information:

24 P.S. 1401-1419

22 PA Code 403.1

55 PA Code 3270.131

55 PA Code 3270.132

55 PA Code 3270.241

Philadelphia Code of Ordinances - Title 6, Section 6-209

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 200 Pupils

TITLE: Controlled
Substances/Paraphernalia

ADOPTED:

REVISED:

CONTROLLED SUBSTANCES/PARAPHERNALIA

Purpose

The School Reform Commission recognizes that the abuse of controlled substances is a serious problem with legal, physical and social implications for the whole school community. As an educational institution, the schools shall strive to prevent abuse of controlled substances.

Definitions

For purposes of this policy, **controlled substances** shall include all:[\[1\]](#)[\[2\]](#)

1. Controlled substances prohibited by federal and state laws.
2. Look-alike drugs.
3. Alcoholic beverages.
4. Anabolic steroids or other substances intended to enhance physical or athletic performance.
5. Drug paraphernalia.
6. Any volatile solvents or inhalants, such as but not limited to glue and aerosol products.
7. Substances that when ingested cause a physiological effect that is similar to the effect of a controlled substance as defined by state or federal laws, such as but not limited to herbal incense or other products containing synthetic cannabinoids.
8. Prescription or nonprescription (over-the-counter) medications, except those for which permission for use in school has been granted pursuant to SRC policy.[\[3\]](#)[\[4\]](#)

For purposes of this policy, **under the influence** shall include any consumption or ingestion of controlled substances by a student.

For purposes of this policy, **look-alike drug** shall include any pill, capsule, tablet, powder, plant matter or other item or substance that is designed or intended to resemble a controlled substance prohibited by this policy, or is used in a manner likely to induce others to believe the material is a controlled substance.

Authority

The SRC prohibits students from using, possessing, distributing, and being under the influence of any controlled substances during school hours, at any time while on school-owned or leased property, at any school-sponsored activity, and during the time spent traveling to and from school and to and from school-sponsored activities.[\[5\]](#)[\[6\]](#)[\[7\]](#)

~~The SRC may require participation in drug counseling, rehabilitation, testing or other programs as a condition of reinstatement into the school's educational, extracurricular or athletic programs resulting from violations of this policy.~~

In the case of a student with a disability, including a student for whom an evaluation is pending, the district shall take all steps required to comply with state and federal laws and regulations, the procedures set forth in the memorandum of understanding with local law enforcement and SRC policies.[\[8\]](#)[\[9\]](#)[\[10\]](#)[\[11\]](#)[\[12\]](#)[\[13\]](#)

Off-Campus Activities

This policy shall also apply to student conduct that occurs off school property and would otherwise violate the Code of Student Conduct if any of the following circumstances exist:[\[14\]](#)

1. The conduct occurs during the time the student is traveling to and from school or traveling to and from school-sponsored activities, whether or not via school district furnished transportation.
2. The student is a member of an extracurricular activity and has been notified that particular off-campus conduct could result in exclusion from such activities.[\[15\]](#)[\[16\]](#)
3. Student expression or conduct materially and substantially disrupts the operations of the school, or the administration reasonably anticipates that the expression or conduct is likely to materially and substantially disrupt the operations of the school.
4. The conduct has a direct nexus to attendance at school or a school-sponsored activity, for example, a transaction conducted outside of school pursuant to an agreement made in school, that would violate the Code of Student Conduct if conducted in school.
5. The conduct involves the theft or vandalism of school property.
6. There is otherwise a nexus between the proximity or timing of the conduct in relation to the student's attendance at school or school-sponsored activities.

Delegation of Responsibility

The Superintendent or designee shall develop administrative procedures to identify and control substance abuse in the schools which:

1. Establish procedures to deal with students suspected of using, possessing, being under the influence, or distributing controlled substances in school, up to and including expulsion and referral for prosecution.[14][17][18][19][20]
2. Disseminate to students, parents/guardians and staff the SRC policy and administrative procedures governing student abuse of controlled substances.
3. Discourage use of and provide education concerning the dangers of abusing controlled substances.
4. Establish procedures for education and readmission to school of students convicted of offenses involving controlled substances.

The Superintendent, Office of School Safety, or designee shall immediately report required incidents and may report discretionary incidents involving possession, use or sale of controlled substances on school property, at any school-sponsored activity or on a conveyance providing transportation to or from a school or school-sponsored activity to the local police department that has jurisdiction over the school's property, in accordance with state law and regulations, the procedures set forth in the memorandum of understanding with local law enforcement and SRC policies.[13][17][18][21][22][23]

The Superintendent or designee shall notify the parent/guardian of any student directly involved in an incident involving possession, use or sale of controlled substances as a victim or suspect immediately, as soon as practicable. The Superintendent or designee shall inform the parent/guardian whether or not the local police department that has jurisdiction over the school property has been or may be notified of the incident. The Superintendent or designee shall document attempts made to reach the parent/guardian.[13][21][24]

In accordance with state law, the Superintendent shall annually, by July 31, report all incidents of possession, use or sale of controlled substances to the Office for Safe Schools.[13][18]

Guidelines

No student may be admitted to a program that seeks to identify and rehabilitate the potential abuser without the intelligent, voluntary and aware consent of the student and parent/guardian.

Anabolic Steroids

The SRC prohibits the use of anabolic steroids by students involved in school-related athletics, except for a valid medical purpose. Body building and muscle enhancement, **increasing muscle**

bulk or strength, or the enhancement of athletic ability are not valid medical purposes. Human Growth Hormone (HGH) shall not be included as an anabolic steroid.[\[25\]](#)

Students shall be made aware annually of the dangers of steroid use; that anabolic steroids are classified as controlled substances; and that their use, unauthorized possession, purchase, or sale could subject students to suspension, expulsion and/or criminal prosecution.[\[20\]](#)[\[26\]](#)

Legal References:

1. 35 P.S. 780-102

2. 21 U.S.C. 812

3. Pol. 210 - Use of Medications/Medical Technology

4. Pol. 210.1 - Possession/Use of Emergency Medications

5. 24 P.S. 510

6. 24 P.S. 511

7. 22 PA Code 12.3

8. 22 PA Code 10.23

9. 20 U.S.C. 1400 et seq

10. Pol. 103.1 - Nondiscrimination-Qualified Students With Disabilities/Protected Handicapped Students

11. Pol. 113.1 - Discipline of Students With Disabilities

12. Pol. 113.2 - Behavior Support

13. Pol. 805.1 - Relations With Law Enforcement Agencies

14. Pol. 218 - Student Conduct and Discipline

15. Pol. 122 - Extracurricular Activities

16. Pol. 123 - Interscholastic Athletics

17. 24 P.S. 1302.1-A

18. 24 P.S. 1303-A

19. 42 Pa. C.S.A. 8337

20. Pol. 233 - Suspension and Expulsion

21. 22 PA Code 10.2

22. 22 PA Code 10.21

23. 22 PA Code 10.22

24. 22 PA Code 10.25

25. 35 P.S. 807.1

26. 35 P.S. 807.2

Related Information:

24 P.S. 696

22 PA Code 403.1

35 P.S. 780-101 et seq

35 P.S. 807.1 et seq

20 U.S.C. 7114

20 U.S.C. 7161

21 U.S.C. 801 et seq

34 CFR Part 300

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 200 Pupils
TITLE: Electronic Devices
ADOPTED:
REVISED:

ELECTRONIC DEVICES

Purpose

The School Reform Commission (SRC) adopts this policy **to contribute toward the maintenance of** an educational environment that is safe and secure for district students and employees. Further, the SRC recognizes that certain electronic devices can be used for educational purposes.

Definition

Electronic devices shall include all devices that can take photographs; record, **play or edit** audio or video data; store, transmit or receive **calls**, messages, data or images; **perform online applications**; or provide a wireless, unfiltered connection to the Internet.

Authority

The SRC requires this policy to be posted on the district's publicly accessible website.[\[1\]](#)

The district shall not be liable for the loss, damage or misuse of any electronic device. The district shall provide no technical support, troubleshooting, or repair for personal electronic devices.

Approved Use of Electronic Devices

Electronic devices may be used in the classroom, in education-related activities and in approved locations under the supervision of professional staff for educational purposes only. All use shall be in compliance with the Student Code of Conduct, the Acceptable Use Policy **or as designated in an individualized education program (IEP).**[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)

The district shall provide filtered Internet access for educational purposes for student use in accordance with the Children's Internet Protection Act and the Acceptable Use Policy. The district is not capable of filtering content for students using non-district network access, such as cellular smart phone networks. Parent/Guardians assume all responsibility for unfiltered access to the Internet via non-district Internet connections.[\[5\]](#)

Use of electronic devices for photography and/or recording may only occur when authorized by the building principal, district administration, or designated professional staff members for the purposes of participation in educational activities.

The building administrator may grant approval for possession and use of a telephone paging device/beeper by a student for the following reasons:[6]

1. Student is a member of a volunteer fire company, ambulance or rescue squad.
2. Student has a need due to the medical condition of an immediate family member.
3. Other reasons determined appropriate by the building principal.

Unauthorized Use of Electronic Devices

The SRC prohibits use of all electronic devices by students in locker rooms, bathrooms and other changing areas.

The SRC prohibits the taking, storing, disseminating, transferring, viewing, or sharing of obscene, pornographic, lewd, or otherwise illegal images or photographs, whether by electronic data transfer or other means, including but not limited to texting and emailing.

Audio and videotaping shall be consistent with state and federal laws. Recording anyone without their knowledge and permission is prohibited and may be punishable under federal, state and local laws.

Off-Campus Activities

This policy shall also apply to student conduct that occurs off school property and would otherwise violate the Code of Student Conduct if any of the following circumstances exist:[4]

- 1. The conduct occurs during the time the student is traveling to and from school or traveling to and from school-sponsored activities, whether or not via school district furnished transportation.**
- 2. The student is a member of an extracurricular activity and has been notified that particular off-campus conduct could result in exclusion from such activities.[7][8]**
- 3. Student expression or conduct materially and substantially disrupts the operations of the school, or the administration reasonably anticipates that the expression or conduct is likely to materially and substantially disrupt the operations of the school.**
- 4. The conduct has a direct nexus to attendance at school or a school-sponsored activity, for example, a transaction conducted outside of school pursuant to an**

agreement made in school, that would violate the Code of Student Conduct if conducted in school.

- 5. The conduct involves the theft or vandalism of school property.**
- 6. There is otherwise a nexus between the proximity or timing of the conduct in relation to the student's attendance at school or school-sponsored activities.**

Delegation of Responsibility

The Superintendent or designee shall annually notify students, parents/guardians and employees about **this policy and its availability on the district's website.**[\[1\]](#)

The Superintendent or designee shall develop administrative procedures to implement this policy.

Guidelines

Violations of this policy by a student shall result in disciplinary action and may result in confiscation of the electronic device.[\[4\]](#)[\[9\]](#)[\[10\]](#)

Violations of this policy may constitute a crime under state and/or federal law and the district may report such conduct to state and/or federal law enforcement agencies.

Legal References:

1. 24 P.S. 510.2

2. 24 P.S. 510

3. Pol. 113 - Special Education

4. Pol. 218 - Student Conduct and Discipline

5. Pol. 815 - Acceptable Use of Internet, Technology and Network Resources

6. 24 P.S. 1317.1

7. Pol. 122 - Extracurricular Activities

8. Pol. 123 - Interscholastic Athletics

9. Pol. 226 - Searches

10. Pol. 233 - Suspension and Expulsion

Related Information:

Philadelphia Home Rule Charter - 12-300

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 300 Employees

TITLE: Student Teachers,
Interns, and Residents

ADOPTED:

REVISED:

STUDENT TEACHERS, INTERNS, AND RESIDENTS

Authority

The **School Reform Commission** encourages cooperation with colleges, universities, **and approved educational providers** ~~within the state~~ **to assist in the training** of student teachers, interns, and residents.

The SRC establishes that the district shall accept student teachers, **interns, and residents** from accredited institutions with which the district has a cooperative agreement approved by the SRC.

The SRC directs that student teachers, interns, and residents shall not be accepted into the district unless they have complied with the mandatory background check requirements for criminal history and child abuse and the district has evaluated the results of those screening processes. [\[1\]](#)[\[2\]](#)

Definitions

For the purposes of this policy, the following definitions will apply:

A student teacher is defined as any individual serving in the School District of Philadelphia (“District”) in any instructional capacity ~~but~~ not formally employed by the District.

An intern is defined as any individual providing operational support in the District. These individuals ~~is not may or may not be~~ formally employed with the District.

A resident is defined as any individual serving in a District school in any instructional capacity that ~~is not may or may not be~~ formally employed by the District.

Delegation of Responsibility

The Superintendent **or designee**, with the agreement of the supervising teacher, **administrator, or administrative department manager, shall be responsible to assign** student teachers, interns, and residents to schools **and/or administrative departments. Student teachers or residents shall be assigned to teachers who have met specific criteria established by the District.**

The Superintendent or **designee** shall ensure distribution of student teachers and **residents** throughout the district so that no single group of **students** or teachers will be subject to excessive student teacher or **resident** classroom hours. **Interns will be assigned by administrative department managers.**

Student teachers, **interns, and residents** shall comply with the health examination **requirements** of the state and **SRC** policy applicable to **district staff**. [\[3\]](#)[\[4\]](#)[\[5\]](#)[\[6\]](#)[\[7\]](#)

While serving in district schools, student teachers, **interns, and residents** shall be responsible for their conduct to the supervising teacher, **administrator, or administrative department manager.**

Arrest or Conviction Reporting Requirements

Prior to being accepted into the District, student teachers, interns, and residents shall report arrests and convictions by submitting required backgrounds checks and clearances. Student teachers, interns, and residents shall likewise report arrests and/or convictions that occur subsequent to submitting required background checks and clearances on the designated form. A student teacher, intern, or resident who is required to report an arrest or conviction on the designated form can find the form to complete on the District Employee Relations website. [\[1\]](#)

While serving in the District, student teachers, interns, and residents shall use the designated form to report to the Superintendent or designee, within seventy-two (72) hours of the occurrence, an arrest or conviction required to be reported by law. [\[1\]](#)

While serving in the District, a student teacher, intern, or resident shall be required to report to the Superintendent or designee, in writing, within seventy-two (72) hours of notification, that s/he has been listed as a perpetrator in the Statewide database, in accordance with the Child Protective Services Law. [\[8\]](#)

A student teacher, intern, or resident shall be required to submit a current criminal history background check report if the Superintendent or designee has a reasonable belief that the student teacher, intern or resident was arrested or has been convicted of an offense required to be reported by law, and the student teacher or intern has not notified the Superintendent or designee. [\[1\]](#)

Failure to accurately report such arrests and convictions may subject the student teacher, intern, or resident to disciplinary action up to and including dismissal from the District and criminal prosecution. [\[1\]](#)[\[8\]](#)

~~**Guidelines**~~

Observers

Student teachers, **interns, residents,** and faculty of other educational institutions shall be offered the opportunity to visit district schools and observe **classes**. Such observers must be treated as any other visitor and shall be under the direct supervision of the administrator or administrative department manager.[9]

Legal References:

1. 24 P.S. 111
2. 23 Pa. C.S.A. 6344
3. 24 P.S. 1418
4. 28 PA Code 23.43
5. 28 PA Code 23.44
6. 28 PA Code 23.45
7. Pol. 314 - Physical Examination
8. 23 Pa. C.S.A. 6344.3
9. Pol. 907 - School Visitors

Related Information:

- 24 P.S. 510
- 22 PA Code 8.1 et seq
- 23 Pa. C.S.A. 6301 et seq
- Philadelphia Home Rule Charter - 12-300

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 300 Employees

TITLE: Assignment and
Transfer

ADOPTED:

REVISED:

ASSIGNMENT AND TRANSFER

Authority

The assignment and transfer of administrative, professional and support employees within the School District of Philadelphia (“District”) shall be determined by the management, supervisory, instructional and operational needs of the schools and the District in accordance with applicable laws and collective bargaining agreements.

The School Reform Commission (“SRC”) shall approve the initial assignment of all employees at the time of employment ~~and when such assignments involve a move to a position requiring a certificate or credentials other than those required for the employee's present position.~~

The assignment or transfer of an employee to a position where the employee’s immediate supervisor would be a relative of the employee is prohibited. For purposes of this policy, **relative** shall be defined as father, mother, brother, sister, husband, wife, son, daughter, stepson, stepdaughter, grandchild, nephew, niece, first cousin, sister-in-law, brother-in-law, uncle, or aunt. [10]

Each applicant for transfer or reassignment from one position to another shall be required to submit an official child abuse clearance statement, ~~unless the applicant is applying for a transfer from one position as a district employee to another position as a district employee and unless~~ the applicant's official child abuse clearance statement is current. [1][2]

~~Each applicant for transfer or reassignment from a position without direct contact with students to a position with direct contact shall be required to submit criminal background checks as required by law. Such applicants shall report, on the designated form, arrests and convictions as specified on the form. Failure to accurately report such arrests and convictions may subject the individual to disciplinary action up to and including termination and criminal prosecution.~~ [3][4]

Delegation of Responsibility

The Superintendent or designee shall provide a system of assignment or reassignment for district employees that includes consideration of requests for voluntary transfers.

The Superintendent shall have the authority to assign and reassign all district professional and support employees **in accordance** ~~consistent~~ with state law and applicable collective bargaining agreements. [\[5\]](#)

The Superintendent or designee, in considering any assignment or transfer, shall assure that low-income students and minority students are not taught at higher rates than other students by unqualified, out-of-field or inexperienced teachers.[\[6\]](#)

~~To the extent possible,~~ **The District will make every effort to ensure that vacancies are posted to all appropriate employees.**

When administratively possible, **employees shall be informed of their assignments preceding the school year in which the assignments will be effective.**

This policy shall not prevent reassignment of an employee during the school year for just cause, as determined by the SRC, subject to any applicable collective bargaining agreement.

Guidelines

Head Start Program Staff

The assignment and transfer of individuals, including district employees, who will work primarily for the Prekindergarten Head Start program shall be in accordance with the policies and procedures approved by the Prekindergarten Head Start Policy Council and the SRC **and in accordance with state law and applicable collective bargaining agreements.** [\[5\]](#). [\[7\]](#)[\[8\]](#)[\[9\]](#)

Legal References:

- [1. 23 Pa. C.S.A. 6344.3](#)
- [2. 23 Pa. C.S.A. 6344.4](#)
- [3. 24 P.S. 111](#)
4. Pol. 317 - Conduct/Disciplinary Procedures
- [5. Philadelphia Home Rule Charter - 12-401](#)
- [6. 20 U.S.C. 6312](#)
- [7. 42 U.S.C. 9837](#)
- [8. 45 CFR 1301.31](#)
- [9. 45 CFR 1304.50](#)
- 10. Employee Code of Ethics**

Related Information:

24 P.S. 510

24 P.S. 696

Philadelphia Home Rule Charter - 12-308

22 PA Code 8.1 et seq

23 Pa. C.S.A. 6301 et seq

RESOLVED, that the School Reform Commission hereby ratifies the appointment of the following persons to the positions, on the effective dates through **August 31, 2017** and at the salaries respectively noted, as recommended by the Superintendent, provided that: (a) continued employment of persons appointed to positions funded by categorical grants is contingent upon the availability of grant funds; and (b) persons appointed to positions funded by operating funds, shall report to either the Superintendent or his/her designees, and shall serve at the pleasure of the School Reform Commission.

THE FOLLOWING EMPLOYEES HAVE BEEN HIRED

ABDULLAH, AARON	TEACHER, FULL TIME	ROOSEVELT ELEMENTARY SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
ADAMOLI, DAWN	TEACHER, FULL TIME	BALDI MIDDLE SCHOOL	08/16/17	\$49,615.00	ANNUAL SALARY
AFANADOR, MARIA A	COUNSELING ASST, BILINGUAL	KIRKBRIDE, ELIZA B. SCHOOL	08/16/17	\$22,595.00	ANNUAL SALARY
AGUILAR, LEAH N	STUDENT CLIMATE STAFF, 3 HOURS	JACKSON, ANDREW SCHOOL	08/16/17	\$7,101.00	ANNUAL SALARY
ALEXANDER, LAMAR E	SCHOOL CLIMATE MANAGER	LAMBERTON, ROBERT E ELEMENTARY	08/16/17	\$64,217.00	ANNUAL SALARY
ALEXANDER, RYAN	TEACHER, FULL TIME	BLANKENBURG, RUDOLPH SCHOOL	08/16/17	\$48,945.00	ANNUAL SALARY
ALLEN, LAMONT A	GENERAL CLEANER, 8 HOURS	MEEHAN, AUSTIN MIDDLE SCHOOL	08/07/17	\$19,828.00	ANNUAL SALARY
ALLEN, MAYA	TEACHER, FULL TIME	PENNELL, JOSEPH ELEMENTARY	08/16/17	\$45,359.00	ANNUAL SALARY
ALLEN, NICHOLAS M	SCHOOL COUNSELOR, 10 MONTHS	KENSINGTON HEALTH SCIENCES	08/16/17	\$49,615.00	ANNUAL SALARY
ALLEN, TIGER	STUDENT CLIMATE STAFF, 5 HOURS	DEBURGOS, J. ELEMENTARY	08/28/17	\$11,721.00	ANNUAL SALARY
ALLEN, VERNELLE N	ONE TO ONE ASST, SPECIAL ED	HILL-FREEDMAN WORLD ACADEMY	08/16/17	\$19,344.00	ANNUAL SALARY
ALTMAN, ANNIE	TEACHER, FULL TIME	HESTON, EDWARD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
ALVAREZ, LORENA	TEACHER, FULL TIME	FELS, SAMUEL HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
ALVINO, LAURA	TEACHER, FULL TIME	KEARNY, GEN. PHILIP SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
ALZABADI, YAQDHAN	SUPPORTIVE SERVICES ASST, 3 HR	FRANK, ANNE SCHOOL	08/16/17	\$8,749.00	ANNUAL SALARY
ANDOLINA, MICHAEL	TEACHER, FULL TIME	FELTONVILLE ARTS & SCIENCES	08/16/17	\$62,869.00	ANNUAL SALARY
ANSEL, JULIA	TEACHER, FULL TIME	SPRUANCE, GILBERT SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
ANTHONY, ALANA L	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
ARCIERO, ARIANNA	TEACHER, FULL TIME	KENSINGTON HEALTH SCIENCES	08/16/17	\$45,359.00	ANNUAL SALARY
ARD, HELEN	TEACHER, FULL TIME	STRAWBERRY MANSION HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
ARNOLD, ADRIAN	TEACHER, FULL TIME	MAYFAIR SCHOOL	08/16/17	\$67,789.00	ANNUAL SALARY
ARNOLD, BRAD M	TEACHER, FULL TIME	SPRUANCE, GILBERT SCHOOL	08/31/17	\$45,359.00	ANNUAL SALARY
ASBURY, DOMINIQUE S	GENERAL CLEANER, 8 HOURS	MOFFET, JOHN SCHOOL	07/31/17	\$19,828.00	ANNUAL SALARY
ASH, STEPHANIE L	TEACHER, SPEC EDUCATION	WIDENER MEMORIAL SCHOOL	08/16/17	\$68,760.00	ANNUAL SALARY
ASHWELL, LINDSAY J	TEACHER, SPEC EDUCATION	HANCOCK DEMONSTRATION SCHOOL	08/29/17	\$46,193.00	ANNUAL SALARY
ATABEK, LAURA C	TEACHER, FULL TIME	HARTRANFT, JOHN F. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
ATKINSON, WILLIAM J	TEACHER, SPEC EDUCATION	SWENSON ARTS/TECH HIGH SCHOOL	08/16/17	\$47,527.00	ANNUAL SALARY
BACHMAN, AMBER	TEACHER, FULL TIME	MASTBAUM, JULES E. HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BACLAWSKI, DANIELLE	TEACHER, FULL TIME	KENSINGTON CAPA	08/16/17	\$62,368.00	ANNUAL SALARY
BAIG, FATIMA	TEACHER, SPEC EDUCATION	BALDI MIDDLE SCHOOL	08/16/17	\$47,527.00	ANNUAL SALARY
BAILEY, BENITA Q	ONE TO ONE ASST, SPECIAL ED	BROWN, JOSEPH H. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
BAILEY, JASMIN	STUDENT CLIMATE STAFF, 5 HOURS	CREATIVE AND PERFORMING ARTS	08/16/17	\$11,003.00	ANNUAL SALARY
BAILEY, REGINALD B	CLIMATE SUPPORT SPECIALIST	BARTRAM, JOHN HIGH SCHOOL	08/16/17	\$20,598.00	ANNUAL SALARY

BAILEY-SAMUELS, INDIYA C	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	08/10/17	\$20.00	HOURLY RATE
BAKER, ELIZABETH A	TEACHER, FULL TIME	PENN TREATY HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BANKS, CAMILLE	TEACHER, FULL TIME	TILDEN MIDDLE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BARBER, JALYSSA L	TEACHER, FULL TIME	KENDERTON ELEMENTARY	08/16/17	\$45,359.00	ANNUAL SALARY
BARBO, JENNIFER	SCHOOL COUNSELOR, 10 MONTHS	MASTBAUM, JULES E. HIGH SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
BARCUS, DONUELLE	SCHOOL CLIMATE MANAGER	MORTON, THOMAS G. SCHOOL	08/16/17	\$64,217.00	ANNUAL SALARY
BARDY, RICHARD	TEACHER, FULL TIME	MCDANIEL, DELAPLAINE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BARLOW, FAITH	TEACHER, FULL TIME	MOTIVATION HIGH SCHOOL	08/16/17	\$47,278.00	ANNUAL SALARY
BARNER, SARAH T	TEACHER, SPEC EDUCATION	KEARNY, GEN. PHILIP SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
BARNES, JEKEYAH S	CLASSROOM ASST, SP ED, SV HND	STANTON, EDWIN M. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
BARNES, MARVIN A	PROJECT ASSISTANT	CHARTER, PARTNER & NEW SCHOOLS	08/15/17	\$55,000.00	ANNUAL SALARY
BARNES, MICHELLE J	TEACHER, FULL TIME	HARRINGTON, AVERY D. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BARNETT, KRISTEN	TEACHER, FULL TIME	FITZPATRICK, A. L. SCHOOL	08/16/17	\$73,453.00	ANNUAL SALARY
BARNHILL, TURQUOISE A	SUPPORTIVE SERVICES ASST, 4 HR	SPRUANCE, GILBERT SCHOOL	08/28/17	\$11,666.00	ANNUAL SALARY
BARTOLOMEO, JOHN PAUL	ONE TO ONE ASST, SPECIAL ED	DOBSON, JAMES SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
BASTOS, LIA	TEACHER, FULL TIME	HESTON, EDWARD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BEACH, MINDI	TEACHER, FULL TIME	PEIRCE, THOMAS M. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BEAR, SAMANTHA N	TEACHER, FULL TIME	FRANKFORD HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BEAVER, JESSICA R	TEACHER RESIDENT	NORTHEAST HIGH SCHOOL	08/28/17	\$38,611.00	ANNUAL SALARY
BECK, KATELIN M	TEACHER, FULL TIME	MEEHAN, AUSTIN MIDDLE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BECKFORD, VERONICA C	FOOD SVCS WORKER SENIOR	MATH, CIVICS AND SCIENCES	08/31/17	\$17,193.75	ANNUAL SALARY
BEDESEM, SARAH	TEACHER, FULL TIME	BLANKENBURG, RUDOLPH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BEER, LYNNETTE M	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
BELL, JORDYN C	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
BELLER, ROBERT	SCHOOL COUNSELOR, 10 MONTHS	SOUTH PHILADELPHIA H.S.	08/30/17	\$83,382.00	ANNUAL SALARY
BENFIELD, LOLA K	TEACHER, FULL TIME	HARRINGTON, AVERY D. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BENKERT, BRIEANN	TEACHER, FULL TIME	RHODES ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BENNETT, DOREEN Y	TEACHER, SPEC EDUCATION	HILL-FREEDMAN WORLD ACADEMY	08/30/17	\$47,527.00	ANNUAL SALARY
BENOIT, THERESA	TEACHER, FULL TIME	CARNELL, LAURA H. SCHOOL	08/16/17	\$73,453.00	ANNUAL SALARY
BERENSON, JUSTIN D	TEACHER, FULL TIME	DISSTON, HAMILTON SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BERLINER, REBECCA	TEACHER, FULL TIME	HOPKINSON, FRANCIS SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
BEYER, ASHLEY	TEACHER, FULL TIME	POTTER-THOMAS SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BIALOZYNSKI, JENNIFER A	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
BIBBS, ANISSA Y	EXT ACTVTS, NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	08/28/17	\$15.00	HOURLY RATE
BICKEL, ELLIOT	TEACHER, FULL TIME	ENGINEERING & SCIENCE HIGH	08/16/17	\$45,359.00	ANNUAL SALARY
BING, BRIAN A	TEACHER, SPEC EDUCATION	PENN TREATY HIGH SCHOOL	08/16/17	\$60,788.00	ANNUAL SALARY
BIRD, ROBERT	TEACHER, SPEC EDUCATION	LANKENAU HIGH SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
BLACK, CHRISTINE	RETIRED PRINCIPAL, BUILDING ADM	OFFICE OF SPECIALIZED SERVICES	08/01/17	\$430.38	DAILY RATE
BLAKE, MAURICE J	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	07/24/17	\$26,808.00	ANNUAL SALARY
BLEECKER, KIM	TEACHER, FULL TIME	BARTRAM, JOHN HIGH SCHOOL	08/16/17	\$66,461.00	ANNUAL SALARY
BLIGEN, TASHA	TEACHER, FULL TIME	BETHUNE, MARY MCLEOD SCHOOL	08/16/17	\$52,196.00	ANNUAL SALARY
BLOCH, NICOLE	TEACHER, FULL TIME	DEBURGOS, J. ELEMENTARY	08/16/17	\$45,359.00	ANNUAL SALARY
BLUM, LISA E	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	06/16/17	\$0.00	

BOATENG, BRUCE F	SCHOOL CLIMATE MANAGER	ROWEN, WILLIAM SCHOOL	08/16/17	\$64,217.00	ANNUAL SALARY
BOATWRIGHT, TAMYRA L	TEACHER,FULL TIME	MEADE, GEN. GEORGE G. SCHOOL	08/16/17	\$59,532.00	ANNUAL SALARY
BOCKRATH, ANNA	TEACHER,FULL TIME	CHILDS, GEORGE W. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BONA, MELKAMU L	GENERAL CLEANER, 8 HOURS	HARDING, WARREN G. MIDDLE SCH	07/31/17	\$19,828.00	ANNUAL SALARY
BOND, CHARMELIA D	PRINCIPAL FELLOW	ACADEMY AT PALUMBO	08/16/17	\$89,000.00	ANNUAL SALARY
BOND, TYLER	TEACHER,FULL TIME	HILL-FREEDMAN WORLD ACADEMY	08/16/17	\$45,359.00	ANNUAL SALARY
BONDS, KAREN	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	08/15/17	\$9.56	HOURLY RATE
BORDEN-KRAUSE, GAIL	RETIRED PRINCIPAL,BUILDING ADM	OFFICE OF SPECIALIZED SERVICES	08/01/17	\$430.38	DAILY RATE
BOSS, RACHEL A	SCHOOL NURSE	FRANKLIN, BENJAMIN SCHOOL	08/16/17	\$51,113.00	ANNUAL SALARY
BOWMAN, ALFONSE	TEACHER,FULL TIME	KING, MARTIN LUTHER HIGH SCH.	08/16/17	\$73,453.00	ANNUAL SALARY
BOYD, COLETTE	STUDENT CLIMATE STAFF,5 HOURS	WELSH, JOHN SCHOOL	08/16/17	\$11,003.00	ANNUAL SALARY
BRADLEY, KAITLYN	TEACHER,FULL TIME	ENGINEERING & SCIENCE HIGH	08/16/17	\$45,359.00	ANNUAL SALARY
BRAHMSTEDT, JUILE	TEACHER,SPEC EDUCATION	BRIDESBURG SCHOOL	08/16/17	\$47,527.00	ANNUAL SALARY
BRASWELL, EDWIN	SCHOOL CLIMATE MANAGER	ELKIN, LEWIS SCHOOL	08/16/17	\$64,217.00	ANNUAL SALARY
BRAZAS, CLARICE	TEACHER,FULL TIME	THE U SCHOOL	08/16/17	\$52,196.00	ANNUAL SALARY
BREEDLOVE, DENISE C	STUDENT CLIMATE STAFF,3 HOURS	GOMPERS, SAMUEL SCHOOL	08/16/17	\$6,602.00	ANNUAL SALARY
BREITBART, KATHERINE	TEACHER,FULL TIME	HESTON, EDWARD SCHOOL	08/16/17	\$48,945.00	ANNUAL SALARY
BRENT-COVIL, AKELEAH J	STUDENT CLIMATE STAFF,3 HOURS	DOBBINS, MURRELL HIGH SCHOOL	08/16/17	\$6,602.00	ANNUAL SALARY
BREVARD, NINA D	ASST PRINCIPAL	FELS, SAMUEL HIGH SCHOOL	08/16/17	\$88,572.00	ANNUAL SALARY
BRIAMONTE, MONICA K	SCHOOL NURSE	CARNELL, LAURA H. SCHOOL	08/16/17	\$51,113.00	ANNUAL SALARY
BRIDGEMAN, LATAYA L	STUDENT CLIMATE STAFF,5 HOURS	BRYANT, WILLIAM C. SCHOOL	08/16/17	\$11,003.00	ANNUAL SALARY
BRIGGS, JACQUELINE F	STUDENT CLIMATE STAFF,3 HOURS	HACKETT, HORATIO B. SCHOOL	08/16/17	\$6,602.00	ANNUAL SALARY
BRIGMAN, JAMES C	STUDENT CLIMATE STAFF,3 HOURS	HACKETT, HORATIO B. SCHOOL	08/16/17	\$6,602.00	ANNUAL SALARY
BRIGNOLA, AMELIA	TEACHER,FULL TIME	STANTON, EDWIN M. SCHOOL	08/28/17	\$73,453.00	ANNUAL SALARY
BRISBON, NAQUAYA B	EXT ACTVTS,NON-CONTRACT EMP-HR	EMPLOYEE SUPPORT SERVICES	08/01/17	\$12.00	HOURLY RATE
BROADNAX, ROBERT M	PAINTER/GLAZER/PLASTERER B 5DY	PAINTING SERVICES	08/28/17	\$41,309.00	ANNUAL SALARY
BROASTER, HANNAH S	CLASSROOM ASST,SP ED,SV HND	MITCHELL ELEMENTARY SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
BROCKINGTON, EVELYN A	STUDENT CLIMATE STAFF,5 HOURS	CAYUGA SCHOOL	08/16/17	\$11,003.00	ANNUAL SALARY
BROGAN, LISA	TEACHER,SPEC EDUCATION	LOGAN, JAMES SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
BROOKS, MARSHA	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	08/15/17	\$9.56	HOURLY RATE
BROOKSTEIN, BENNETT	TEACHER,FULL TIME	THE LINC	08/16/17	\$45,359.00	ANNUAL SALARY
BROPHY, SHANNON	TEACHER,SPEC EDUCATION	BARTRAM, JOHN HIGH SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
BROWN, ANDRE R	STUDENT CLIMATE STAFF,3 HOURS	LINGELBACH, ANNA L. SCHOOL	08/30/17	\$7,032.00	ANNUAL SALARY
BROWN, GLORIA A	CLASSROOM ASST,SP ED,SV HND	HAMILTON, ANDREW SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
BROWN, JAMES P	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	08/10/17	\$24.00	HOURLY RATE
BROWN, LECELLE S	GENERAL CLEANER, 8 HOURS	MEEHAN, AUSTIN MIDDLE SCHOOL	08/28/17	\$19,828.00	ANNUAL SALARY
BROWN, MARCUS A	TEACHER,FULL TIME	BETHUNE, MARY MCLEOD SCHOOL	08/16/17	\$47,278.00	ANNUAL SALARY
BROWN, RENARDO	SCHOOL CLIMATE MANAGER	RHODES ELEMENTARY SCHOOL	08/16/17	\$64,217.00	ANNUAL SALARY
BROWN, SHANNON A	ONE TO ONE ASST, SPECIAL ED	SPRUANCE, GILBERT SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
BROWN, SHARON	TEACHER,FULL TIME	STEEL, EDWARD SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
BROWN, TAMARA	CLASSROOM ASST,SP ED,SV HND	KEARNY, GEN. PHILIP SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
BROWNE, CATHERINE	TEACHER,SPEC EDUCATION	WASHINGTON, GROVER JR. MIDDLE	08/16/17	\$47,527.00	ANNUAL SALARY
BRUECKMAN, CARRIE L	TEACHER,SPEC EDUCATION	ROWEN, WILLIAM SCHOOL	08/16/17	\$55,615.00	ANNUAL SALARY

BRUNO, ALISSA	SCHOOL COUNSELOR, 10 MONTHS	FELL, D. NEWLIN SCHOOL	08/16/17	\$64,045.00	ANNUAL SALARY
BRYANT, CASSANDRA	SCHOOL COUNSELOR, 10 MONTHS	POLLOCK, ROBERT B. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BUCHER, MICHELLE	CLASSROOM ASST, SP ED, SV HND	DECATUR, STEPHEN SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
BUCKLEY, ROBERT P	TEACHER, FULL TIME	LOCKE, ALAIN SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
BUDNER, KIMBERLY D	TEACHER, SPEC EDUCATION	RHODES ELEMENTARY SCHOOL	08/16/17	\$76,646.00	ANNUAL SALARY
BUI, THIENY N	TEACHER, FULL TIME	SHARSWOOD, GEORGE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BULGER, MARY K	TEACHER, SPEC EDUCATION	LOWELL, JAMES R. SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
BUNGARD, DAVID	TEACHER, FULL TIME	VAUX HIGH SCHOOL	08/16/17	\$63,790.00	ANNUAL SALARY
BURGER-LENEHAN, DANIEL T	TEACHER, FULL TIME	MEEHAN, AUSTIN MIDDLE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BURGOS, IDALIS	ONE TO ONE ASST, SPECIAL ED	ZIEGLER, WILLIAM H. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
BURKE, HALLIE S	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
BURNETT, SHAFER D	TEACHER, FULL TIME	MCDANIEL, DELAPLAINE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
BURNS, NANCY L	TEACHER, SPEC EDUCATION	LOESCHE, WILLIAM H. SCHOOL	08/16/17	\$47,527.00	ANNUAL SALARY
BURROWS, NY	GENERAL CLEANER, SUPPLEMENTAL	PER DIEM	08/22/17	\$9.56	HOURLY RATE
BURSLER, THOMAS	TEACHER, SPEC EDUCATION	BARTRAM, JOHN HIGH SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
BURTON, MARY	STUDENT CLIMATE STAFF, 5 HOURS	SOLIS-COHEN, SOLOMON SCHOOL	08/28/17	\$11,721.00	ANNUAL SALARY
BURWASSER, LEE	TEACHER, FULL TIME	ACADEMY AT PALUMBO	08/16/17	\$45,359.00	ANNUAL SALARY
BUSICHIO, STEPHANIE B	TEACHER, FULL TIME	KENSINGTON CAPA	08/16/17	\$47,278.00	ANNUAL SALARY
CABAN, MILDRED	STUDENT CLIMATE STAFF, 4 HOURS	WILLARD, FRANCES E. SCHOOL	08/16/17	\$11,003.00	ANNUAL SALARY
CAHOON, PAMELA L	STUDENT CLIMATE STAFF, 3 HOURS	CHILDS, GEORGE W. SCHOOL	08/16/17	\$7,101.00	ANNUAL SALARY
CALABRESE, DANIELLE	TEACHER, SPEC EDUCATION	MEADE, GEN. GEORGE G. SCHOOL	08/16/17	\$47,527.00	ANNUAL SALARY
CALVARESE, GIOVANNI	TEACHER, FULL TIME	CASSIDY, LEWIS C ACADEMICS PLUS	08/16/17	\$57,034.00	ANNUAL SALARY
CALVO, CHRISTINA M	TEACHER, FULL TIME	ROOSEVELT ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
CAMERON, JONATHAN L	SCHOOL CLIMATE MANAGER	FRANKFORD HIGH SCHOOL	08/16/17	\$64,217.00	ANNUAL SALARY
CAMPBELL, ALIESHA	GENERAL CLEANER, SUPPLEMENTAL	PER DIEM	08/15/17	\$9.56	HOURLY RATE
CAMPBELL, ALISON	TEACHER, FULL TIME	HUNTER, WILLIAM H. SCHOOL	08/16/17	\$62,368.00	ANNUAL SALARY
CAMPBELL, JOSEPH	TEACHER, FULL TIME	CENTRAL HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
CAMPBELL, LASHAINNA K	TEACHER, FULL TIME	COMEGYS, BENJAMIN B. SCHOOL	08/28/17	\$56,531.00	ANNUAL SALARY
CAPELLI, MEGAN	TEACHER, SPEC EDUCATION	ELLWOOD SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
CAPURRO, COURTNEY	TEACHER, FULL TIME	SHARSWOOD, GEORGE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
CARBERRY, COLLEEN	TEACHER, FULL TIME	HILL-FREEDMAN WORLD ACADEMY	08/16/17	\$73,453.00	ANNUAL SALARY
CARDONA, ASHLEY	TEACHER, FULL TIME	MC CLURE, ALEXANDER K. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
CARLISLE, DENNIS	TEACHER, FULL TIME	TILDEN MIDDLE SCHOOL	08/16/17	\$70,564.00	ANNUAL SALARY
CARODINE, TANITA M	ONE TO ONE ASST, SPECIAL ED	PRINCE HALL SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
CARRERA, SELINA	TEACHER, FULL TIME	PHILA JUV JUSTICE SVCS CTR	08/16/17	\$60,202.00	ANNUAL SALARY
CARTER, JOY A	ONE TO ONE ASST, SPECIAL ED	LOWELL, JAMES R. SCHOOL	08/16/17	\$14,759.00	ANNUAL SALARY
CARTER, MONIQUE A	TEACHER, FULL TIME	SCIENCE LEADERSHIP ACADEMY MS	08/16/17	\$73,453.00	ANNUAL SALARY
CARTER, ROBIN G	TEACHER, FULL TIME	FRANKLIN, BENJAMIN SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
CARUGNO, TINA	SCHOOL COUNSELOR, 10 MONTHS	HILL-FREEDMAN WORLD ACADEMY	08/16/17	\$46,694.00	ANNUAL SALARY
CARVELL, JENI N	TEACHER, FULL TIME	KEARNY, GEN. PHILIP SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
CASELL, NICOLE M	TEACHER, FULL TIME	MARSHALL, JOHN SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
CAUDLE, JANIQUE	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
CAUSHAJ, MIMOZA	STUDENT CLIMATE STAFF, 3 HOURS	RHAWNURST SCHOOL	08/16/17	\$6,602.00	ANNUAL SALARY

CAVANAUGH, NIKIA N	SECRETARY I	WASHINGTON, GEORGE HIGH SCHOOL	08/16/17	\$23,178.00	ANNUAL SALARY
CAYCOYA, AMELIA L	TEACHER, FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	08/16/17	\$46,694.00	ANNUAL SALARY
CAZLEY, ANNETTE	TEACHER, FULL TIME	FELS, SAMUEL HIGH SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
CHANG, HANNAH H	TEACHER, SPEC EDUCATION	HOPKINSON, FRANCIS SCHOOL	08/16/17	\$47,527.00	ANNUAL SALARY
CHAPMAN, ELIZABETH	TEACHER, FULL TIME	SPRUANCE, GILBERT SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
CHARLES, BASHIRA A	SCHOOL NURSE	MUNOZ-MARIN, HON LUIS SCHOOL	08/16/17	\$51,113.00	ANNUAL SALARY
CHARME-ZANE, SARA N	TEACHER, FULL TIME	SCIENCE LEADERSHIP ACADEMY MS	08/16/17	\$46,694.00	ANNUAL SALARY
CHATTERTON, VICTORIA A	TEACHER, SPEC EDUCATION	HARDING, WARREN G. MIDDLE SCH	08/16/17	\$47,527.00	ANNUAL SALARY
CHAU, VICTORIA	TEACHER, FULL TIME	HESTON, EDWARD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
CHEAFSKY, JAIME L	TEACHER, FULL TIME	HACKETT, HORATIO B. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
CHEN, LESLEY C	TEACHER, SPEC EDUCATION	MITCHELL ELEMENTARY SCHOOL	08/16/17	\$47,527.00	ANNUAL SALARY
CHERNYAKHOVSKY, MITCHELL R	TEACHER, FULL TIME	WILSON, WOODROW MIDDLE SCHOOL	08/31/17	\$45,359.00	ANNUAL SALARY
CHIERCHIO, DENISE	TEACHER, FULL TIME	BUILDING 21	08/16/17	\$46,694.00	ANNUAL SALARY
CHIN, LAURA L	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
CHIODO, KATHLEEN C	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
CHRISTIDHIS, KIMBERELY A	TEACHER, FULL TIME	LUDLOW, JAMES R. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
CICHMINSKI, DEREK	TEACHER, FULL TIME	KENSINGTON HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
CIMINERA, WILLIAM	TEACHER, FULL TIME	PENNYPACKER, SAMUEL SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
CLARK, DANIEL T	TEACHER, FULL TIME	WAGNER, GEN. LOUIS MIDDLE SCH.	08/16/17	\$45,359.00	ANNUAL SALARY
CLARK, KIMBERLY R	ASST PRINCIPAL	LOCKE, ALAIN SCHOOL	08/01/17	\$88,572.00	ANNUAL SALARY
CLARK, KRYSTAL L	SUPPORTIVE SERVICES ASST, 3 HR	FITZPATRICK, A. L. SCHOOL	08/28/17	\$8,749.00	ANNUAL SALARY
CLARK, RENAY	TEACHER, FULL TIME	KELLEY, WILLIAM D. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
CLAXTON, TONYA L	SCHOOL CLIMATE MANAGER	HARRINGTON, AVERY D. SCHOOL	08/16/17	\$64,217.00	ANNUAL SALARY
CLAY, GEORGE D	FOOD SVCS WORKER SENIOR	FOOD SERVICES ADMIN & SUPPORT	08/31/17	\$17,193.75	ANNUAL SALARY
CLUNIS, LATREANNA K	FOOD SVCS WORKER III	PENROSE SCHOOL	08/28/17	\$19,599.12	ANNUAL SALARY
COATES, SHANIAH N	EXT ACTVTS, NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	08/17/17	\$12.00	HOURLY RATE
COBBS, DELAINA M	TEACHER, FULL TIME	NEBINGER, GEORGE W. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
COHEN, ALYSON B	TEACHER, SPEC EDUCATION	OVERBROOK EDUCATIONAL CENTER	08/16/17	\$46,193.00	ANNUAL SALARY
COHEN, ARON M	TEACHER, FULL TIME	MOTIVATION HIGH SCHOOL	08/16/17	\$47,278.00	ANNUAL SALARY
COHEN, DAVID B	TEACHER, FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/17	\$49,615.00	ANNUAL SALARY
COLANGELO, KATLYN	TEACHER, FULL TIME	ROOSEVELT ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
COLE, MEREDITH	SCHOOL COUNSELOR, 10 MONTHS	HESTON, EDWARD SCHOOL	08/16/17	\$53,282.00	ANNUAL SALARY
COLLAZO, JEANETTE	TEACHER, SPEC EDUCATION	OLNEY ELEMENTARY SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
COLLIER, IVAN	TEACHER, FULL TIME	BALDI MIDDLE SCHOOL	08/16/17	\$64,045.00	ANNUAL SALARY
COLLIER, KATHERINE	TEACHER, FULL TIME	BALDI MIDDLE SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
COLLINS, CHARMAINE A	DIRECTOR, TALENT SUPPORT SERV	RECRUITMENT & STAFFING	08/28/17	\$89,760.00	ANNUAL SALARY
COLLINS, ZITA M	SCHOOL COUNSELOR, 10 MONTHS	MARSHALL, JOHN SCHOOL	08/16/17	\$67,789.00	ANNUAL SALARY
COLON, REBECCA A	TEACHER, FULL TIME	HESTON, EDWARD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
COLTON, CALUM	TEACHER, FULL TIME	DOBBINS, MURRELL HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
COMFORT, SHAWN	TEACHER, FULL TIME	EDMONDS, FRANKLIN S. SCHOOL	08/16/17	\$73,453.00	ANNUAL SALARY
CONDON, ERICA L	TEACHER, FULL TIME	MCDANIEL, DELAPLAINE SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
CONNELLY, KEISHA M	SECRETARY I	MARSHALL, THURGOOD SCHOOL	08/16/17	\$23,178.00	ANNUAL SALARY
COOK, DESTINY K	ONE TO ONE ASST, SPECIAL ED	HAMILTON, ANDREW SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY

COOKE, KRISTIN A	TEACHER, SPEC EDUCATION	PHILA LEARNING ACADEMY-SOUTH	08/16/17	\$58,285.00	ANNUAL SALARY
COOLEY, MICHELLE	TEACHER, FULL TIME	THE U SCHOOL	08/16/17	\$57,451.00	ANNUAL SALARY
COOPER, BRANDON T	TEACHER, FULL TIME	GOMPERS, SAMUEL SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
COOPER, TERRELL E	GENERAL CLEANER, 8 HOURS	ALLEN, ETHAN SCHOOL	07/31/17	\$19,828.00	ANNUAL SALARY
COPELAND, KIMBERLY	TEACHER, FULL TIME	MAYFAIR SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
CORBETT, NOAH	TEACHER, FULL TIME	MOTIVATION HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
CORKWELL, LANCE W	TEACHER, FULL TIME	WEST PHILADELPHIA HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
CORNELIUS, CHELSEA D	TEACHER, FULL TIME	COOKE, JAY ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
COUNCIL-ARMSTEAD, BARBARA	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	08/10/17	\$24.00	HOURLY RATE
COX, LA'SHANTE	TEACHER, FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	08/16/17	\$45,359.00	ANNUAL SALARY
COYLE, STEPHEN P	PROGRAM MGR, CHARTER SCHOOLS	CHARTER, PARTNER & NEW SCHOOLS	08/21/17	\$72,000.00	ANNUAL SALARY
CRAMER, BRITTANY J	TEACHER, FULL TIME	FRANKFORD HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
CRANE, JOSEPH C	TEACHER, FULL TIME	MARSHALL, JOHN SCHOOL	08/30/17	\$46,694.00	ANNUAL SALARY
CRAWFORD, ANGELINE S	SCHOOL PSYCHOLOGIST	FAMILY & STUDENT SERVICES	08/16/17	\$58,617.00	ANNUAL SALARY
CRAWFORD, WILLIAM B	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	08/10/17	\$24.00	HOURLY RATE
CRAYTON, GINA K	SCHOOL POLICE OFFICER	OFFICE OF SCHOOL SAFETY	08/28/17	\$30,370.00	ANNUAL SALARY
CROSBY, NICOLE A	CLASSROOM ASST, SP ED, SV HND	FELS, SAMUEL HIGH SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
CROULET, ELIZABETH A	TEACHER, SPEC EDUCATION	PENROSE SCHOOL	08/16/17	\$47,527.00	ANNUAL SALARY
CULLINANE, MEGAN D	TEACHER, FULL TIME	COOKE, JAY ELEMENTARY SCHOOL	08/28/17	\$45,359.00	ANNUAL SALARY
CUNNINGHAM, KEYARA S	CLASSROOM ASST, SP ED, SV HND	BRIDESBURG SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
D'ANDREA, JOSEPH	TEACHER, SPEC EDUCATION	DOBBINS, MURRELL HIGH SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
DAGOSTINO, GINA	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$53,282.00	ANNUAL SALARY
DAMIANI, LUKE	TEACHER, FULL TIME	CENTRAL HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
DANIELS, JAMES A	TEACHER, FULL TIME	SAUL, WALTER B. HIGH SCHOOL	08/30/17	\$46,694.00	ANNUAL SALARY
DARGAN, DEVINE R	GENERAL CLEANER, 8 HOURS	RHAWNURST SCHOOL	08/07/17	\$19,828.00	ANNUAL SALARY
DAVIDSON, JACQUELINE M	FOOD SVCS WORKER SENIOR	HAMILTON, ANDREW SCHOOL	08/31/17	\$15,965.62	ANNUAL SALARY
DAVIS, JUSTIN	TEACHER, FULL TIME	MARSHALL, THURGOOD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
DAVIS, KATHARINE S	PRINCIPAL FELLOW	CAYUGA SCHOOL	08/16/17	\$89,000.00	ANNUAL SALARY
DAVIS, MELISSA	ONE TO ONE ASST, SPECIAL ED	MORRIS, ROBERT SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
DAVIS, PAMELA A	GENERAL CLEANER, SUPPLEMENTAL	PER DIEM	07/31/17	\$9.56	HOURLY RATE
DE ARANA, ALEXANDER	TEACHER, FULL TIME	BODINE, WILLIAM W. HIGH SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
DE JESUS, MELANIE	TEACHER, FULL TIME	FARRELL, LOUIS H. SCHOOL	08/16/17	\$57,451.00	ANNUAL SALARY
DEAN, JEFFREY J	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$46,694.00	ANNUAL SALARY
DEAN, KAILEY F	ONE TO ONE ASST, SPECIAL ED	LOESCHE, WILLIAM H. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
DEAN, KAREN P	RETIRED PRINCIPAL, BUILDING ADM	OFFICE OF SPECIALIZED SERVICES	08/01/17	\$430.38	DAILY RATE
DEAN, KATHARINE A	PRINCIPAL FELLOW	BACHE-MARTIN SCHOOL	08/16/17	\$89,000.00	ANNUAL SALARY
DEAS, EBONEE	TEACHER, FULL TIME	BETHUNE, MARY MCLEOD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
DEL BOSQUE, ANALIA	TEACHER, FULL TIME	STRAWBERRY MANSION HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
DELANEY, MICHELE E	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
DELANEY, MOLLY R	TEACHER, FULL TIME	MORRIS, ROBERT SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
DEMBECK, BETH A	TEACHER, FULL TIME	SPRUANCE, GILBERT SCHOOL	08/16/17	\$66,461.00	ANNUAL SALARY
DEMPSEY, MELISSA	SCHOOL COUNSELOR, 10 MONTHS	MARSHALL, THURGOOD SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
DEMURO, RONALD B	TEACHER, SPEC EDUCATION	SAYRE, WILLIAM L. HIGH SCHOOL	08/16/17	\$66,790.00	ANNUAL SALARY

DENNIS, ELIZABETH	TEACHER,SPEC EDUCATION	VAUX HIGH SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
DEPOALO, MARIA	TEACHER,FULL TIME	FITZPATRICK, A. L. SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
DEPLANTES, GINA-LOU M	TEACHER,FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
DESTEFANO, JOSEPH	TEACHER,FULL TIME	SOUTH PHILADELPHIA H.S.	08/16/17	\$59,532.00	ANNUAL SALARY
DEVAUGH, DEBORA L	TEACHER,FULL TIME	ELLWOOD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
DEVITT, JEFF A	TEACHER,SPEC EDUCATION	HARDING, WARREN G. MIDDLE SCH	08/16/17	\$66,790.00	ANNUAL SALARY
DIAMANTAS, ANDREAS S	TEACHER,FULL TIME	PENN TREATY HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
DIAZ, JONATHAN	TEACHER,FULL TIME	BETHUNE, MARY MCLEOD SCHOOL	08/16/17	\$62,368.00	ANNUAL SALARY
DICKERSON, KATHLEEN	TEACHER,FULL TIME	KENSINGTON HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
DILETTO, LINDSAY	TEACHER,FULL TIME	MC CALL, GEN. GEORGE A. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
DILLON, JACLYN E	TEACHER,FULL TIME	BLAINE, JAMES G. SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
DIMATTEO, SAMANTHA	TEACHER,FULL TIME	WILSON, WOODROW MIDDLE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
DIPRINZIO, DONNA M	TEACHER,DEMONSTRATION,SPEC ED	MASTERMAN,JULIA R. HIGH SCHOOL	08/16/17	\$69,290.00	ANNUAL SALARY
DIRUSSO, LISA -MARIE	TEACHER,SPEC EDUCATION	PENN TREATY HIGH SCHOOL	08/16/17	\$54,534.00	ANNUAL SALARY
DISPIGNO, NICOLE	TEACHER,SPEC EDUCATION	KIRKBRIDE, ELIZA B. SCHOOL	08/16/17	\$60,788.00	ANNUAL SALARY
DIVINY, SEAN	TEACHER,FULL TIME	NORTHEAST HIGH SCHOOL	08/16/17	\$64,045.00	ANNUAL SALARY
DIXON, NATALIE Y	TEACHER RESIDENT	NORTHEAST HIGH SCHOOL	08/28/17	\$38,611.00	ANNUAL SALARY
DODGE, EMILY A	TEACHER,FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
DOLISCA, MARRA H	ONE TO ONE ASST, SPECIAL ED	LEA, HENRY C.	08/16/17	\$19,344.00	ANNUAL SALARY
DONEGAN, BRIDGET	TEACHER,FULL TIME	ZIEGLER, WILLIAM H. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
DONNELLY, BRIDGET A	TEACHER RESIDENT	VARE-WASHINGTON ELEMENTARY	08/28/17	\$38,611.00	ANNUAL SALARY
DONNELLY, GINA M	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	08/10/17	\$24.00	HOURLY RATE
DOONER, THOMAS	TEACHER,FULL TIME	BARTRAM, JOHN HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
DOUGHERTY, DAWN MARIE	TEACHER,FULL TIME	STEEL, EDWARD SCHOOL	08/16/17	\$79,586.00	ANNUAL SALARY
DOUGLAS, MARISSA	TEACHER,FULL TIME	ZIEGLER, WILLIAM H. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
DOYLE, COLIN	TEACHER,FULL TIME	HILL-FREEDMAN WORLD ACADEMY	08/16/17	\$45,359.00	ANNUAL SALARY
DOYLE, ELIZABETH	TEACHER,FULL TIME	DEBURGOS, J. ELEMENTARY	08/16/17	\$70,564.00	ANNUAL SALARY
DRANOFF, NICOLE M	TEACHER,FULL TIME	COOKE, JAY ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
DRAYTON, LAMARR B	STUDENT CLIMATE STAFF,4 HOURS	JUNIATA PARK ACADEMY	08/16/17	\$8,803.00	ANNUAL SALARY
DREISBACH, MELISSA A	TEACHER,FULL TIME	MORRISON, ANDREW J. SCHOOL	08/16/17	\$59,532.00	ANNUAL SALARY
DRIGGINS, JALEEL J	TEACHER RESIDENT	BROWN, HENRY A. SCHOOL	08/28/17	\$38,611.00	ANNUAL SALARY
DRUMMOND, MICHAEL A	TEACHER,FULL TIME	MEADE, GEN. GEORGE G. SCHOOL	08/16/17	\$49,615.00	ANNUAL SALARY
DUBIN, PAUL	TEACHER,FULL TIME	BLAINE, JAMES G. SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
DUFFY, DANIEL R	TEACHER,FULL TIME	BRIDESBURG SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
DUNCAN, EMMA J	TEACHER,FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
DUNLEA, CIARA	TEACHER,FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
DUNN, MATTHEW	TEACHER,FULL TIME	ELKIN, LEWIS SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
DUNNE, CHRISTINE M	TEACHER,FULL TIME	STEEL, EDWARD SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
DUNNING, NICOLE	TEACHER,SPEC EDUCATION	KENDERTON ELEMENTARY	08/16/17	\$46,193.00	ANNUAL SALARY
DUNTON, DANIELLE Y	STUDENT CLIMATE STAFF,4 HOURS	HESTON, EDWARD SCHOOL	08/16/17	\$8,803.00	ANNUAL SALARY
DURANT, ERIN M	ASSISTANT PROGRAM COORD	HARTRANFT, JOHN F. SCHOOL	08/16/17	\$27,956.00	ANNUAL SALARY
DURKEE, HEATHER F	TEACHER,FULL TIME	CENTRAL HIGH SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
DYSON, EBONY	TEACHER,SPEC EDUCATION	FRANKFORD HIGH SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY

EBERSOLE, THERESA R	TEACHER,SPEC EDUCATION	ANDERSON, ADD B. SCHOOL	08/16/17	\$76,461.00	ANNUAL SALARY
EDDY, TAJAH H	TEACHER,FULL TIME	OVERBROOK EDUCATIONAL CENTER	08/16/17	\$45,359.00	ANNUAL SALARY
EDWARDS, FRANK	TEACHER,FULL TIME	ELKIN, LEWIS SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
EDWARDS, JENAE N	STUDENT CLIMATE STAFF,5 HOURS	MASTBAUM, JULES E. HIGH SCHOOL	08/16/17	\$11,003.00	ANNUAL SALARY
EDWARDS, REBECCA J	STUDENT CLIMATE STAFF,5 HOURS	SHEPPARD, ISAAC A. SCHOOL	08/16/17	\$11,003.00	ANNUAL SALARY
EISLER, MARGARET	TEACHER,FULL TIME	MORRIS, ROBERT SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
EL BAROUKI, STEFFANY A	COUNSELING ASST,BILINGUAL	POTTER-THOMAS SCHOOL	08/28/17	\$22,595.00	ANNUAL SALARY
ELLERBUSCH, MEGAN M	TEACHER,SPEC EDUCATION	CONWELL, RUSSELL MIDDLE SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
ELLIOTT, AMBER M	TEACHER,FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
ELLIOTT, SIERRA A	ONE TO ONE ASST, SPECIAL ED	BROWN, HENRY A. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
ELLIOTTE, SAFIYA	TEACHER,SPEC EDUCATION	LOGAN, JAMES SCHOOL	08/16/17	\$47,527.00	ANNUAL SALARY
EMERY, WENDY B	TEACHER,FULL TIME	DUNBAR, PAUL L. SCHOOL	08/16/17	\$48,945.00	ANNUAL SALARY
ENG, MARY	STUDENT CLIMATE STAFF,4 HOURS	SCIENCE LEADERSHIP ACADEMY MS	08/16/17	\$8,803.00	ANNUAL SALARY
ENT, KATHERINE A	TEACHER,FULL TIME	DAY, ANNA B. SCHOOL	08/16/17	\$60,202.00	ANNUAL SALARY
EPTING, REBECCA	TEACHER,FULL TIME	FRANKFORD HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
EUBANKS, TERRELL M	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	07/24/17	\$26,808.00	ANNUAL SALARY
EVANS, CONQUESTA A	TEACHER,FULL TIME	COOKE, JAY ELEMENTARY SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
EVANS, TRACY	TEACHER,FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$65,121.00	ANNUAL SALARY
FARRIOR, KONETTE I	STUDENT CLIMATE STAFF,4 HOURS	ROXBOROUGH HIGH SCHOOL	08/28/17	\$9,377.00	ANNUAL SALARY
FASARAKIS, KIMBERLY A	TEACHER,SPEC EDUCATION	STRAWBERRY MANSION HIGH SCHOOL	08/16/17	\$47,527.00	ANNUAL SALARY
FAY, ERIN K	TEACHER,SPEC EDUCATION	EMLN, ELEANOR C. SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
FEASTER, DIANE R	EXT ACTVTS,NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	08/28/17	\$15.00	HOURLY RATE
FERGUSON, CASANDRA S	GENERAL CLEANER, 8 HOURS	CARNELL, LAURA H. SCHOOL	08/07/17	\$19,828.00	ANNUAL SALARY
FERGUSON, LATEEF E	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	08/10/17	\$20.00	HOURLY RATE
FERNANDEZ JARQUE, RODRIGO A	COUNSELING ASST,BILINGUAL	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/17	\$22,595.00	ANNUAL SALARY
FERRELL, NAFIS	CLASSROOM ASST,SP ED,SV HND	ROWEN, WILLIAM SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
FERRIOLA, STEPHANIE	TEACHER,SPEC EDUCATION	GIRARD ACADEMIC MUSIC PROGRAM	08/16/17	\$63,623.00	ANNUAL SALARY
FEUILLET, THEOLE A	TEACHER,FULL TIME	FRANKFORD HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
FICKLING, LATASHA T	GENERAL CLEANER, 8 HOURS	MEEHAN, AUSTIN MIDDLE SCHOOL	08/28/17	\$19,828.00	ANNUAL SALARY
FIorentino, REBECCA L	TEACHER,SPEC EDUCATION	PENROSE SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
FISCH, AMANDA N	TEACHER,FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
FIZUR, CATHERINE	TEACHER,SPEC EDUCATION	BALDI MIDDLE SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
FLACK, VICTORIA C	TEACHER,FULL TIME	POTTER-THOMAS SCHOOL	08/16/17	\$56,531.00	ANNUAL SALARY
FLEGEAL, ALEXANDER	TEACHER,FULL TIME	POLLOCK, ROBERT B. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
FLETCHER, LEONARD	TEACHER,FULL TIME	MOTIVATION HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
FORREST, YVETTE M	STUDENT PLACEMENT SPEC	STUDENT PLACEMENT	08/21/17	\$51,946.00	ANNUAL SALARY
FORRESTER FRYE, LOIS G	RETIRED PRINCIPAL,BUILDING ADM	OFFICE OF SPECIALIZED SERVICES	08/01/17	\$430.38	DAILY RATE
FOSTER, KATIE	TEACHER,FULL TIME	MORTON, THOMAS G. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
FRANCISCO, ASHARANI M	TEACHER,FULL TIME	SCIENCE LEADERSHIP ACADEMY	08/16/17	\$46,694.00	ANNUAL SALARY
FRANKLIN, ANGELA M	TEACHER,FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$46,694.00	ANNUAL SALARY
FRANZ, MARY	TEACHER,FULL TIME	ROBESON, PAUL HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
FRAZER, LYNN M	TEACHER,FULL TIME	WAGNER, GEN. LOUIS MIDDLE SCH.	08/16/17	\$48,945.00	ANNUAL SALARY
FRAZER, LYNN M	TEACHER,FULL TIME	WAGNER, GEN. LOUIS MIDDLE SCH.	07/08/17	\$0.00	

FREEMAN, MARISSA D	TEACHER, FULL TIME	LOGAN, JAMES SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
FUENTES-ROJAS, JOACIM	COUNSELING ASST, BILINGUAL	MC CLURE, ALEXANDER K. SCHOOL	08/16/17	\$22,595.00	ANNUAL SALARY
FUNCK, KATI J	TEACHER, FULL TIME	RHOADS, JAMES SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
FURMAN, LOREN E	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
GALLAGHER, BRIAN C	TEACHER, FULL TIME	MCDANIEL, DELAPLAINE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
GALLAGHER, JAMES P	TEACHER, FULL TIME	VAUX HIGH SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
GAMBOA, GUILLERMO M	SCHOOL CLIMATE LIAISON	ELKIN, LEWIS SCHOOL	08/16/17	\$39,106.00	ANNUAL SALARY
GARCIA, AMY	TEACHER, FULL TIME	FRANKLIN LEARNING CENTER	08/16/17	\$46,694.00	ANNUAL SALARY
GARCIA, DANINA	TEACHER, FULL TIME	VAUX HIGH SCHOOL	08/16/17	\$59,532.00	ANNUAL SALARY
GARCIA, LUIS	TEACHER, SPEC EDUCATION	MOORE, J. HAMPTON SCHOOL	08/16/17	\$73,803.00	ANNUAL SALARY
GARGAN, CATHY	TEACHER, FULL TIME	TAYLOR, BAYARD SCHOOL	08/16/17	\$76,461.00	ANNUAL SALARY
GARIS, JOHN W	TEACHER, SPEC EDUCATION	DICK, WILLIAM SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
GARNER, YOLANDA N	TEACHER, FULL TIME	HUNTER, WILLIAM H. SCHOOL	08/16/17	\$66,461.00	ANNUAL SALARY
GARRETT, ELIZAR	ONE TO ONE ASST, SPECIAL ED	MASTERMAN, JULIA R. HIGH SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
GARRETT, YOLANDA	TEACHER, FULL TIME	MORRISON, ANDREW J. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
GARVEY, RACHEL	TEACHER, FULL TIME	ACADEMY AT PALUMBO	08/16/17	\$56,531.00	ANNUAL SALARY
GASSER, NICOLE	TEACHER, FULL TIME	SCIENCE LEADERSHIP ACADEMY	08/16/17	\$45,359.00	ANNUAL SALARY
GAUDINO, GIANNI	TEACHER RESIDENT	MEEHAN, AUSTIN MIDDLE SCHOOL	08/28/17	\$38,611.00	ANNUAL SALARY
GAYMON, SAMUEL	SCHOOL CLIMATE MANAGER	EDMONDS, FRANKLIN S. SCHOOL	08/16/17	\$64,217.00	ANNUAL SALARY
GEER, SAKYA N	CLASSROOM ASST, SP ED, SV HND	ROOSEVELT ELEMENTARY SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
GELFER, SHARON	TEACHER RESIDENT	MEEHAN, AUSTIN MIDDLE SCHOOL	08/28/17	\$38,611.00	ANNUAL SALARY
GELIN, NATACHA	CLASSROOM ASST, SP ED, SV HND	BACHE-MARTIN SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
GENDRAW, RONITA	ONE TO ONE ASST, SPECIAL ED	PRINCE HALL SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
GIBNEY, PAIGE	SCHOOL COUNSELOR, 10 MONTHS	ELKIN, LEWIS SCHOOL	08/16/17	\$49,615.00	ANNUAL SALARY
GIELLO, NATHAN L	FOOD SVCS UTILITY WORKER	FRANK, ANNE SCHOOL	08/29/17	\$17,206.31	ANNUAL SALARY
GILBERT, DARRELL B	TEACHER, FULL TIME	CARNELL, LAURA H. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
GILBERT, DOROTHY A	TEACHER, FULL TIME	GREENBERG, JOSEPH SCHOOL	08/29/17	\$45,359.00	ANNUAL SALARY
GILLEN, ADAM M	TEACHER, FULL TIME	STEARNE, ALLEN M. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
GINYARD, CHRISTINA	SECRETARY I	FRANKFORD HIGH SCHOOL	08/16/17	\$23,178.00	ANNUAL SALARY
GLADISH, BRITTANY	TEACHER, FULL TIME	FINLETTER, THOMAS K. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
GLASHEEN, GREGORY	TEACHER, FULL TIME	GREENFIELD, ALBERT M. SCHOOL	08/16/17	\$82,933.00	ANNUAL SALARY
GOGGINS, MALLORY	SCHOOL COUNSELOR, 10 MONTHS	HOWE, JULIA WARD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
GOKAY, KAREN B	DEPUTY EMPLOYEE RELATIONS	EMPLOYEE RELATIONS	08/07/17	\$142,800.00	ANNUAL SALARY
GOLDENBERG, HOLLI	TEACHER, FULL TIME	CARNELL, LAURA H. SCHOOL	08/16/17	\$47,278.00	ANNUAL SALARY
GOLDSTEIN, SHIRA G	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
GOLPHIN, NICOLE	CLASSROOM ASST, SP ED, SV HND	FRANKFORD HIGH SCHOOL	08/16/17	\$29,850.00	ANNUAL SALARY
GOOD, ALEXIS	TEACHER, SPEC EDUCATION	BACHE-MARTIN SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
GOODWIN-WASHINGTON, MORGAN S	TEACHER, FULL TIME	LOGAN, JAMES SCHOOL	08/16/17	\$53,282.00	ANNUAL SALARY
GORDON, MYLISHA	ONE TO ONE ASST, SPECIAL ED	BACHE-MARTIN SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
GORE, KENDRA R	STUDENT CLIMATE STAFF, 5 HOURS	COOKE, JAY ELEMENTARY SCHOOL	08/16/17	\$11,003.00	ANNUAL SALARY
GORKI, CHRISTOPHER	TEACHER, FULL TIME	MCDANIEL, DELAPLAINE SCHOOL	08/16/17	\$47,278.00	ANNUAL SALARY
GOTTSHALL, TERESA	TEACHER, FULL TIME	JUNIATA PARK ACADEMY	08/16/17	\$65,121.00	ANNUAL SALARY
GOTTWALD, PETER	TEACHER, FULL TIME	MCDANIEL, DELAPLAINE SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY

GOURLEY, RACHEL W	TEACHER, FULL TIME	WEST PHILADELPHIA HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
GOUVEIA, KIMBERLY	TEACHER, FULL TIME	EDISON, THOMAS A. HIGH SCHOOL	08/16/17	\$67,789.00	ANNUAL SALARY
GOXHAI, XHESIKA	TEACHER, FULL TIME	CARNELL, LAURA H. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
GRAHAM, RAENA	TEACHER, SPEC EDUCATION	TILDEN MIDDLE SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
GRAHAM, RONALD L	SCHOOL CLIMATE MANAGER	PENROSE SCHOOL	08/16/17	\$64,217.00	ANNUAL SALARY
GRAHAM, SHARAE	TEACHER, FULL TIME	PARKWAY C.C. MIDDLE COLLEGE	08/16/17	\$46,694.00	ANNUAL SALARY
GRAHAM, TIMOTHY	TEACHER RESIDENT	NORTHEAST HIGH SCHOOL	08/16/17	\$38,611.00	ANNUAL SALARY
GRANATO, KIMBERLY A	TEACHER, FULL TIME	HESTON, EDWARD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
GRANT, MARTINA N	TEACHER, SPEC EDUCATION	DUNBAR, PAUL L. SCHOOL	08/16/17	\$47,527.00	ANNUAL SALARY
GRANT-NORMAN, JAMILAH A	DATA SPECIALIST	OFFICE OF CHILD ACCOUNTING	08/21/17	\$47,000.00	ANNUAL SALARY
GRECO, ALLYSON	TEACHER, FULL TIME	ELKIN, LEWIS SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
GRECO, KIMBERLY	TEACHER, FULL TIME	SHERIDAN, PHILIP H. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
GREEN, ALEXIS	TEACHER, FULL TIME	POTTER-THOMAS SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
GREEN, HEATHER R	TEACHER, FULL TIME	MORRIS, ROBERT SCHOOL	08/16/17	\$73,453.00	ANNUAL SALARY
GREEN, RITAGAIL P	STUDENT CLIMATE STAFF, 3 HOURS	MCCLOSKEY, JOHN F. SCHOOL	08/16/17	\$6,602.00	ANNUAL SALARY
GREEN, SHAVESE	TEACHER, FULL TIME	BETHUNE, MARY MCLEOD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
GREEN, TIARA N	STUDENT CLIMATE STAFF, 5 HOURS	CROSSROADS @ HUNTING PARK	08/16/17	\$11,003.00	ANNUAL SALARY
GREER, KIM Y	CLASSROOM ASST, SP ED, SV HND	WASHINGTON, GROVER JR. MIDDLE	08/16/17	\$19,344.00	ANNUAL SALARY
GRICE, KOREY	SCHOOL CLIMATE MANAGER	NORTHEAST HIGH SCHOOL	08/16/17	\$64,217.00	ANNUAL SALARY
GRIFFITH, LARA B	TEACHER, FULL TIME	OLNEY ELEMENTARY SCHOOL	08/16/17	\$70,564.00	ANNUAL SALARY
GRIMES, SARAH K	TEACHER, FULL TIME	HESTON, EDWARD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
GROGAN, VICTORIA L	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
GROSSO, MICHAEL J	RETIRED PRINCIPAL, BUILDING ADM	OFFICE OF SPECIALIZED SERVICES	08/01/17	\$430.38	DAILY RATE
GSELL, NATALIE	TEACHER, FULL TIME	AMY NORTHWEST	08/16/17	\$45,359.00	ANNUAL SALARY
GUIDERA, CELIA M	TEACHER, FULL TIME	POTTER-THOMAS SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
GUILD, KRISTIN L	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$46,694.00	ANNUAL SALARY
GUSMANO, OLIVIA	TEACHER, FULL TIME	HESTON, EDWARD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
GUTIERREZ, ELAINE	TEACHER, FULL TIME	CAYUGA SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
HALL, CHANTAE J	CLASSROOM ASST, SP ED, SV HND	CASSIDY, LEWIS C ACADEMICS PLUS	08/16/17	\$19,344.00	ANNUAL SALARY
HALL, CORINNE	TEACHER, FULL TIME	FELTONVILLE ARTS & SCIENCES	08/16/17	\$45,359.00	ANNUAL SALARY
HAMILTON, SHELBY L	TEACHER, FULL TIME	MC MICHAEL, MORTON SCHOOL	08/16/17	\$54,364.00	ANNUAL SALARY
HARE, JENNIFER	TEACHER, FULL TIME	SCIENCE LDSHP ACADEMY @ BEEBER	08/16/17	\$46,694.00	ANNUAL SALARY
HARLING, ROSHAY T	ONE TO ONE ASST, SPECIAL ED	EDMONDS, FRANKLIN S. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
HARMON, JEWEL N	TEACHER, FULL TIME	HOUSTON, HENRY H. SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
HARRINGTON, ASHLEY	TEACHER, FULL TIME	BETHUNE, MARY MCLEOD SCHOOL	08/16/17	\$51,113.00	ANNUAL SALARY
HARRIS, JOY R	TEACHER, SPEC EDUCATION	BODINE, WILLIAM W. HIGH SCHOOL	08/16/17	\$76,646.00	ANNUAL SALARY
HART, JACQUELYN	TEACHER, FULL TIME	PRINCE HALL SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
HARTEY, ALEXANDRIA	TEACHER, FULL TIME	BRYANT, WILLIAM C. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
HARTMAN, KATHERINE E	TEACHER, FULL TIME	MC MICHAEL, MORTON SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
HARVEY, ZENA A	FOOD SVCS UTILITY WORKER	GREENBERG, JOSEPH SCHOOL	08/29/17	\$17,206.31	ANNUAL SALARY
HASSAN, LAURA N	TEACHER, FULL TIME	BALDI MIDDLE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
HAWKINS-BUTTS, DEBORAH G	EXT ACTVTS, NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	08/28/17	\$19,344.00	ANNUAL SALARY
HAWKINSON, MEGAN M	TEACHER, FULL TIME	RHODES ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY

HAYES, BAHIR K	PRINCIPAL FELLOW	MCDANIEL, DELAPLAINE SCHOOL	08/16/17	\$89,000.00	ANNUAL SALARY
HAYES, JAZMIN	TEACHER,FULL TIME	HARTRANFT, JOHN F. SCHOOL	08/16/17	\$62,368.00	ANNUAL SALARY
HAYES, LATIA L	ONE TO ONE ASST, SPECIAL ED	DOBBINS, MURRELL HIGH SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
HEARN, TIMOTHY J	TEACHER,FULL TIME	KENSINGTON CAPA	08/16/17	\$49,615.00	ANNUAL SALARY
HECKMAN, EMILY	TEACHER,FULL TIME	OLNEY ELEMENTARY SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
HECKMAN, SARAH	TEACHER,FULL TIME	ACADEMY AT PALUMBO	08/16/17	\$45,359.00	ANNUAL SALARY
HELLER, ABBY J	TEACHER,FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$46,694.00	ANNUAL SALARY
HENAO, LUISA	TEACHER,FULL TIME	LOCKE, ALAIN SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
HENNIGAN, MICHAEL J	TEACHER,FULL TIME	BACHE-MARTIN SCHOOL	08/16/17	\$51,113.00	ANNUAL SALARY
HENRY, DYANA M	TEACHER,FULL TIME	ROOSEVELT ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
HENRY, JESSIE	TEACHER,FULL TIME	MITCHELL ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
HERDSMAN, SHERDON L	ONE TO ONE ASST, SPECIAL ED	HOPKINSON, FRANCIS SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
HERNANDEZ, JACOB	TEACHER,FULL TIME	MUSIC, INSTRUMENTAL	08/16/17	\$45,359.00	ANNUAL SALARY
HIBBARD, MAXWELL G	TEACHER,FULL TIME	PENN ALEXANDER SCHOOL	08/16/17	\$59,532.00	ANNUAL SALARY
HIGGINS, KRISTY M	FOOD SVCS WORKER SENIOR	WRIGHT, RICHARD R. SCHOOL	08/31/17	\$17,193.75	ANNUAL SALARY
HILEMAN, MADISON	TEACHER,FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	08/16/17	\$45,359.00	ANNUAL SALARY
HILL, STACY A	TEACHER,FULL TIME	NORTHEAST HIGH SCHOOL	08/16/17	\$73,453.00	ANNUAL SALARY
HILLMAN, JENNIFER	TEACHER,FULL TIME	ZIEGLER, WILLIAM H. SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
HINKLE, RYAN J	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	07/24/17	\$26,808.00	ANNUAL SALARY
HINKSON, JANICE P	TEACHER,FULL TIME	BLAINE, JAMES G. SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
HINTZE, CARISSA L	TEACHER,FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
HITCHNER, ERIC	TEACHER,FULL TIME	BUILDING 21	08/16/17	\$46,694.00	ANNUAL SALARY
HOFFERT, CAITLIN M	TEACHER,FULL TIME	OVERBROOK EDUCATIONAL CENTER	08/30/17	\$45,359.00	ANNUAL SALARY
HOLLENBACH, JACOB	SCHOOL COUNSELOR, 10 MONTHS	LEA, HENRY C.	08/16/17	\$70,564.00	ANNUAL SALARY
HOLLOWAY, BENJAMIN W	TEACHER,FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	08/16/17	\$45,359.00	ANNUAL SALARY
HOLMES, CARA J	TEACHER,FULL TIME	ROOSEVELT ELEMENTARY SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
HOLLOWIS, MARY	TEACHER,FULL TIME	MARSHALL, THURGOOD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
HORN, BRIAN J	TEACHER,FULL TIME	ROBESON, PAUL HIGH SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
HUBBARD, CLIFTON E	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	08/10/17	\$24.00	HOURLY RATE
HUDSON, SEAN	TEACHER,FULL TIME	BLANKENBURG, RUDOLPH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
HUDSON, TREVOR	TEACHER,FULL TIME	KEARNY, GEN. PHILIP SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
HUGHES, DOMONIQUE M	TEACHER,FULL TIME	MUNOZ-MARIN, HON LUIS SCHOOL	08/16/17	\$51,113.00	ANNUAL SALARY
HUGHES, GRALIN	SITE CRD, VOCATION SUPP SER PRG	SCIENCE LEADERSHIP ACADEMY	08/16/17	\$45,359.00	ANNUAL SALARY
HUGHES, ROBERT L	TEACHER,FULL TIME	HENRY, CHARLES W. SCHOOL	08/31/17	\$46,694.00	ANNUAL SALARY
HUNTER, DAVID	TEACHER,FULL TIME	NORTHEAST HIGH SCHOOL	08/16/17	\$66,461.00	ANNUAL SALARY
HUTCHINS, SENQUETTA R	STUDENT CLIMATE STAFF, 5 HOURS	MARSHALL, JOHN SCHOOL	08/16/17	\$11,003.00	ANNUAL SALARY
IMRAN, SONIA	STUDENT CLIMATE STAFF, 5 HOURS	FORREST, EDWIN SCHOOL	08/28/17	\$11,721.00	ANNUAL SALARY
IOVANNONI, KYLE	TEACHER,FULL TIME	KEY, FRANCIS SCOTT SCHOOL	08/16/17	\$48,945.00	ANNUAL SALARY
IOVINO, KALI	TEACHER, SPEC EDUCATION	MARSHALL, JOHN SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
IRVIN, MARY E	TEACHER,FULL TIME	JUNIATA PARK ACADEMY	08/16/17	\$60,453.00	ANNUAL SALARY
ISEN, BROOKE	TEACHER,FULL TIME	HESTON, EDWARD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
ISSER, DIANE	TEACHER,FULL TIME	TILDEN MIDDLE SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
JACKSON, DESIREE R	TEACHER,FULL TIME	MC MICHAEL, MORTON SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY

JACKSON, JESSICA R	TEACHER, FULL TIME	RHOADS, JAMES SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
JACKSON, TIFFANY	TEACHER, FULL TIME	BLANKENBURG, RUDOLPH SCHOOL	08/16/17	\$66,461.00	ANNUAL SALARY
JACKSON, TROY L	TEACHER, FULL TIME	BLANKENBURG, RUDOLPH SCHOOL	08/16/17	\$57,034.00	ANNUAL SALARY
JACOBS, JOHN F	TEACHER, SPEC EDUCATION	MOFFET, JOHN SCHOOL	08/16/17	\$47,527.00	ANNUAL SALARY
JAMES, JASMINE	CLASSROOM ASST, SP ED, MULTP STU	PENN ALEXANDER SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
JAMES, KHADIJA N	TEACHER, FULL TIME	MITCHELL ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
JAMES, ZACHARY	EXT ACTVTS, NON-CONTRACT EMP-HR	HEAD START CENTRAL OFFICE	08/28/17	\$10.00	HOURLY RATE
JEFFERSON, HOLMAN C	GENERAL CLEANER, 8 HOURS	SWENSON ARTS/TECH HIGH SCHOOL	08/07/17	\$19,828.00	ANNUAL SALARY
JEFFRIES, DWIGHT	SCHOOL CLIMATE MANAGER	WASHINGTON, GROVER JR. MIDDLE	08/16/17	\$64,217.00	ANNUAL SALARY
JENKINS, STEPHANIE	ONE TO ONE ASST, SPECIAL ED	MCDANIEL, DELAPLAINE SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
JENNIS, DAVID	TEACHER, FULL TIME	KENSINGTON HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
JERDAN, ARIANNE M	SCHOOL COUNSELOR, 10 MONTHS	MASTERMAN, JULIA R. HIGH SCHOOL	08/16/17	\$49,615.00	ANNUAL SALARY
JOHNSON, AJAH R	STUDENT CLIMATE STAFF, 5 HOURS	MASTBAUM, JULES E. HIGH SCHOOL	08/16/17	\$11,003.00	ANNUAL SALARY
JOHNSON, ALEXIS	ONE TO ONE ASST, SPECIAL ED	VARE-WASHINGTON ELEMENTARY	08/16/17	\$19,344.00	ANNUAL SALARY
JOHNSON, DERRICK A	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	08/10/17	\$20.00	HOURLY RATE
JOHNSON, JAMES E	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	07/24/17	\$26,808.00	ANNUAL SALARY
JOHNSON, NINA D	TEACHER, FULL TIME	LOCKE, ALAIN SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
JOHNSON, RACHEL K	STUDENT CLIMATE STAFF, 5 HOURS	WASHINGTON, GROVER JR. MIDDLE	08/16/17	\$11,003.00	ANNUAL SALARY
JOHNSON, SHANA L	SECRETARY I	MCCLOSKEY, JOHN F. SCHOOL	08/16/17	\$23,178.00	ANNUAL SALARY
JOHNSON, TERRELL E	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	08/10/17	\$24.00	HOURLY RATE
JOHNSON-GIBSON, CARRIE R	TEACHER, FULL TIME	HARDING, WARREN G. MIDDLE SCH	08/16/17	\$45,359.00	ANNUAL SALARY
JONES, AZIM G	SCHOOL CLIMATE LIAISON	MARSHALL, JOHN SCHOOL	08/16/17	\$41,274.00	ANNUAL SALARY
JONES, MARISA C	SECRETARY I	HESTON, EDWARD SCHOOL	08/19/17	\$23,178.00	ANNUAL SALARY
JONES, MELISSA A	SCHOOL NURSE	BLAINE, JAMES G. SCHOOL	08/16/17	\$66,461.00	ANNUAL SALARY
JONES, OLIVIA	PRINCIPAL FELLOW	COMLY, WATSON SCHOOL	08/16/17	\$89,000.00	ANNUAL SALARY
JONES, REGINA	TEACHER, FULL TIME	MUNOZ-MARIN, HON LUIS SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
JONES, TAMARA S	TEACHER, FULL TIME	DEBURGOS, J. ELEMENTARY	08/16/17	\$60,453.00	ANNUAL SALARY
JOSEPH, ROXANN S	TEACHER, FULL TIME	BLANKENBURG, RUDOLPH SCHOOL	08/16/17	\$53,282.00	ANNUAL SALARY
JOSEPH, SARAH	TEACHER, FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
JOYCE, NORA C	TEACHER, SPEC EDUCATION	COOKE, JAY ELEMENTARY SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
JUDGE, JAMES J	TEACHER, FULL TIME	BARTRAM, JOHN HIGH SCHOOL	08/16/17	\$70,564.00	ANNUAL SALARY
JUDGE, KELLY	TEACHER, FULL TIME	AMY NORTHWEST	08/16/17	\$51,113.00	ANNUAL SALARY
JUMPP, ALVIN	TEACHER, FULL TIME	PHILADELPHIA MILITARY ACADEMY	08/16/17	\$64,045.00	ANNUAL SALARY
KAMINSKI, CARLA	TEACHER, FULL TIME	DEBURGOS, J. ELEMENTARY	08/16/17	\$59,532.00	ANNUAL SALARY
KAMMERER, LAUREN A	TEACHER, FULL TIME	MC MICHAEL, MORTON SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
KAMP, ANDREW	TEACHER, FULL TIME	KING, MARTIN LUTHER HIGH SCH.	08/16/17	\$45,359.00	ANNUAL SALARY
KANI, HEATHER M	TEACHER, FULL TIME	FRANK, ANNE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
KANNENGIESZER, DANIEL	TEACHER, FULL TIME	CENTRAL HIGH SCHOOL	08/16/17	\$56,531.00	ANNUAL SALARY
KANNENGIESZER, TIFFANY	TEACHER, FULL TIME	MC MICHAEL, MORTON SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
KATZ, LILY	TEACHER, FULL TIME	MC MICHAEL, MORTON SCHOOL	08/16/17	\$59,532.00	ANNUAL SALARY
KAUR, SURINDER	TEACHER, FULL TIME	SCIENCE LEADERSHIP ACADEMY	08/16/17	\$45,359.00	ANNUAL SALARY
KEEFER, EMILY	TEACHER, FULL TIME	FELS, SAMUEL HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
KELLEY, TERESA A	TEACHER, FULL TIME	ELKIN, LEWIS SCHOOL	08/16/17	\$65,121.00	ANNUAL SALARY

KELLY, BRIGHID G	TEACHER,SPEC EDUCATION	CHILDS, GEORGE W. SCHOOL	08/16/17	\$47,527.00	ANNUAL SALARY
KELLY, COLLEEN K	TEACHER,FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
KENNEDY, LYNN	ONE TO ONE ASST, SPECIAL ED	LOESCHE, WILLIAM H. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
KENNEDY, THERESE	TEACHER,FULL TIME	GREENFIELD, ALBERT M. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
KERN, HEIDI M	TEACHER,FULL TIME	GIRLS, PHILA HIGH SCHOOL FOR	08/16/17	\$45,359.00	ANNUAL SALARY
KIDD, JASON R	TEACHER,FULL TIME	STRAWBERRY MANSION HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
KIEBLER, CHELSEA L	TEACHER,FULL TIME	HESTON, EDWARD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
KILGARRIFF, DANA M	TEACHER,FULL TIME	RHODES ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
KIM, LISA	TEACHER,FULL TIME	MCDANIEL, DELAPLAINE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
KINCADE, AMANDA R	TEACHER,FULL TIME	CENTRAL HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
KING, TIMIA	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	08/22/17	\$9.56	HOURLY RATE
KINSEY, BRANDON E	CLASSROOM ASST,SP ED,SV HND	FELTONVILLE ARTS & SCIENCES	08/16/17	\$19,344.00	ANNUAL SALARY
KIRSHNER, OLIVIA J	TEACHER,FULL TIME	HESTON, EDWARD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
KISSELBACK, KIMBER L	TEACHER,FULL TIME	HOPKINSON, FRANCIS SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
KLINGER, DEVON J	TEACHER,FULL TIME	TAYLOR, BAYARD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
KNAACK, KATHLEEN J	TEACHER,SPEC EDUCATION	HILL-FREEDMAN WORLD ACADEMY	08/16/17	\$47,527.00	ANNUAL SALARY
KNEPP, ZACHARY B	TEACHER,FULL TIME	STRAWBERRY MANSION HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
KNOX, MATTHEW	TEACHER,FULL TIME	KENSINGTON HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
KO, EUNICE	TEACHER,FULL TIME	SCIENCE LEADERSHIP ACADEMY MS	08/16/17	\$45,359.00	ANNUAL SALARY
KOLARIC, GAVIN P	TEACHER,SPEC EDUCATION	MARSHALL, THURGOOD SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
KONEFSKY, DYLAN	TEACHER,FULL TIME	HILL-FREEDMAN WORLD ACADEMY	08/16/17	\$46,694.00	ANNUAL SALARY
KONRAD, LUBOMYR	TEACHER,SPEC EDUCATION	NORTHEAST HIGH SCHOOL	08/16/17	\$79,586.00	ANNUAL SALARY
KORTESLUOMA, SARA	TEACHER,FULL TIME	MEADE, GEN. GEORGE G. SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
KOST, CAITLIN C	TEACHER,SPEC EDUCATION	HOWE, JULIA WARD SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
KOVER, HILLARY	TEACHER,FULL TIME	OLNEY ELEMENTARY SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
KRAMER, KENDRA A	TEACHER,FULL TIME	BLANKENBURG, RUDOLPH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
KREDA, SAMANTHA J	TEACHER,SPEC EDUCATION	HESTON, EDWARD SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
KRISTINE, RACHEL L	TEACHER RESIDENT	HARDING, WARREN G. MIDDLE SCH	08/28/17	\$38,611.00	ANNUAL SALARY
KSZYWIENSKI, CATHERINE J	TEACHER,SPEC EDUCATION	CHILDS, GEORGE W. SCHOOL	08/16/17	\$47,527.00	ANNUAL SALARY
KUKULSKI, BRIAN W	TEACHER,SPEC EDUCATION	WEST PHILADELPHIA HIGH SCHOOL	08/16/17	\$73,803.00	ANNUAL SALARY
KUOCH, ELAINE	TEACHER,FULL TIME	ENGINEERING & SCIENCE HIGH	08/16/17	\$46,694.00	ANNUAL SALARY
LA ROSA BENITEZ, MARIA C	TEACHER,FULL TIME	MORRIS, ROBERT SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
LABLANC, MERCELLA	TEACHER,FULL TIME	MARSHALL, JOHN SCHOOL	08/16/17	\$47,278.00	ANNUAL SALARY
LAFOSSE, MARCELLE	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	08/10/17	\$20.00	HOURLY RATE
LAMBERTH, SHAVON C	ONE TO ONE ASST, SPECIAL ED	TAYLOR, BAYARD SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
LANDHERR, HEATHER N	TEACHER,FULL TIME	NORTHEAST HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
LANKFORD, MEGAN	TEACHER,FULL TIME	ELKIN, LEWIS SCHOOL	08/16/17	\$49,615.00	ANNUAL SALARY
LARKINS, DANIEL	TEACHER,FULL TIME	HARDING, WARREN G. MIDDLE SCH	08/16/17	\$60,202.00	ANNUAL SALARY
LASTER, JEREMIAH	TEACHER,FULL TIME	HARRINGTON, AVERY D. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
LATIMER, LOURDES L	CUSTOMER SERVICE REP	STUDENT PLACEMENT	08/21/17	\$26,601.00	ANNUAL SALARY
LAUER, KRISTINA	TEACHER,FULL TIME	MC MICHAEL, MORTON SCHOOL	08/16/17	\$51,113.00	ANNUAL SALARY
LAVENDER, JACQUELINE M	TEACHER ASST, PKHS	BETHUNE HEAD START	08/16/17	\$18,178.00	ANNUAL SALARY
LEANESS, AMY	SCHOOL NURSE	FRANKFORD HIGH SCHOOL	08/16/17	\$51,113.00	ANNUAL SALARY

LEDERER, ZACKERY	TEACHER, FULL TIME	BARRY, JOHN ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
LEE, JARRED A	FOOD SVCS FIELD OPS SUPV	FOOD SERVICES ADMIN & SUPPORT	08/08/17	\$58,885.00	ANNUAL SALARY
LEE, NAQIYB	STUDENT CLIMATE STAFF, 4 HOURS	SHEPPARD, ISAAC A. SCHOOL	08/28/17	\$9,377.00	ANNUAL SALARY
LEEMON, PAIGE	TEACHER, FULL TIME	SOUTHWARK SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
LEHMAN, WENDY P	TEACHER, FULL TIME	LONGSTRETH, WILLIAM C. SCHOOL	08/28/17	\$59,532.00	ANNUAL SALARY
LEHOTAY, ERIN	TEACHER, SPEC EDUCATION	FINLETTER, THOMAS K. SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
LEIS, KELSEY H	TEACHER, FULL TIME	CARNELL, LAURA H. SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
LEON, MEREDITH	TEACHER, FULL TIME	OVERBROOK EDUCATIONAL CENTER	08/16/17	\$45,359.00	ANNUAL SALARY
LEONARD, NIA J	TEACHER, FULL TIME	POWEL, SAMUEL SCHOOL	08/16/17	\$51,113.00	ANNUAL SALARY
LEONE, HAILEY E	TEACHER, FULL TIME	MC MICHAEL, MORTON SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
LESLIE, MELANIE	GENERAL CLEANER, 8 HOURS	PATTERSON, JOHN M. SCHOOL	08/07/17	\$19,828.00	ANNUAL SALARY
LEVINE, ELIZABETH	TEACHER, FULL TIME	MC MICHAEL, MORTON SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
LEVINE, SAMANTHA M	TEACHER, SPEC EDUCATION	BARTON SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
LEWIS, JESSICA H	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
LEWIS, JOHN J	TEACHER, FULL TIME	HARDING, WARREN G. MIDDLE SCH	08/16/17	\$45,359.00	ANNUAL SALARY
LEWIS, LISA M	TEACHER, FULL TIME	BRYANT, WILLIAM C. SCHOOL	08/16/17	\$54,364.00	ANNUAL SALARY
LEWIS, NATHANIEL G	EXT ACTVTS, NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	08/28/17	\$15.00	HOURLY RATE
LIGHTFOOT-HAMIEL, SANDRA	STUDENT CLIMATE STAFF, 3 HOURS	FINLETTER, THOMAS K. SCHOOL	08/16/17	\$6,602.00	ANNUAL SALARY
LILIENFELD, JON KEITH	TEACHER, FULL TIME	HUNTER, WILLIAM H. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
LINDBERG, JAMES	TEACHER, FULL TIME	JACKSON, ANDREW SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
LINDSAY, QUINNITTA	ONE TO ONE ASST, SPECIAL ED	WARING, LAURA W. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
LIPTOCK, BENJAMIN	TEACHER, FULL TIME	FELTONVILLE ARTS & SCIENCES	08/16/17	\$45,359.00	ANNUAL SALARY
LISBY, RICHARD	FOOD SVCS UTILITY WORKER	PARKWAY-NORTHWEST HIGH SCHOOL	08/29/17	\$17,206.31	ANNUAL SALARY
LITTLE, DOMINIQUE D	STUDENT CLIMATE STAFF, 4 HOURS	MEEHAN, AUSTIN MIDDLE SCHOOL	08/16/17	\$0.00	
LOPEZ, SHAWNTEL M	TEACHER, SPEC EDUCATION	FRANKFORD HIGH SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
LOWRY, DANON M	GENERAL CLEANER, 8 HOURS	WILSON, WOODROW MIDDLE SCHOOL	08/07/17	\$19,828.00	ANNUAL SALARY
LUCAS, JENNIFER N	TEACHER, SPEC EDUCATION	HOUSTON, HENRY H. SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
LUEBBERT, CLARE P	TEACHER, FULL TIME	FRANKLIN LEARNING CENTER	08/16/17	\$46,694.00	ANNUAL SALARY
LUEBBERT, MADELINE E	TEACHER, FULL TIME	KENSINGTON HEALTH SCIENCES	08/16/17	\$46,694.00	ANNUAL SALARY
LUMMIE, KATHERINE R	TEACHER, SPEC EDUCATION	MITCHELL ELEMENTARY SCHOOL	08/16/17	\$60,202.00	ANNUAL SALARY
LYDON, ANDREW	TEACHER, FULL TIME	JUNIATA PARK ACADEMY	08/16/17	\$45,359.00	ANNUAL SALARY
LYNCH, BRIAN W	TEACHER, SPEC EDUCATION	FRANKLIN, BENJAMIN HIGH SCHOOL	08/16/17	\$47,527.00	ANNUAL SALARY
LYNCH, KAMI L	TEACHER, SPEC EDUCATION	GOMPERS, SAMUEL SCHOOL	08/16/17	\$57,785.00	ANNUAL SALARY
MACDOUGALL, RACHEL A	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$46,694.00	ANNUAL SALARY
MACHOLDT, SARAH	TEACHER, FULL TIME	BLANKENBURG, RUDOLPH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MACK, ARTHUR K	SUPPORTIVE SERVICES ASST, 3 HR	MEADE, GEN. GEORGE G. SCHOOL	08/28/17	\$8,749.00	ANNUAL SALARY
MACQUEEN, SUSAN A	TEACHER, FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MADER, SCOTT	TEACHER, FULL TIME	FELTONVILLE ARTS & SCIENCES	08/16/17	\$51,113.00	ANNUAL SALARY
MAGAZZU, FREDERICK J	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	07/24/17	\$26,808.00	ANNUAL SALARY
MAGILL, MELISSA A	TEACHER, FULL TIME	COOKE, JAY ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MAISONET, ASHLEY	TEACHER, FULL TIME	BARRY, JOHN ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MALDONADO, JADE L	ONE TO ONE ASST, SPECIAL ED	FOX CHASE SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
MALLOY, SPENCER P	TEACHER, FULL TIME	FRANKFORD HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY

MAN, SARAH	TEACHER, FULL TIME	RHOADS, JAMES SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
MANDIA, MARK S	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$46,694.00	ANNUAL SALARY
MANNERS, KATHLEEN P	TEACHER, SPEC EDUCATION	POWEL, SAMUEL SCHOOL	08/16/17	\$79,943.00	ANNUAL SALARY
MAPHOSA, MANDY	TEACHER, FULL TIME	LONGSTRETH, WILLIAM C. SCHOOL	08/16/17	\$60,453.00	ANNUAL SALARY
MARCHEWKA, KRISTINA M	TEACHER, FULL TIME	HESTON, EDWARD SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
MARION, CHERYL N	TEACHER, FULL TIME	NEBINGER, GEORGE W. SCHOOL	08/16/17	\$62,368.00	ANNUAL SALARY
MARKOWICZ, JONATHAN	TEACHER, FULL TIME	THE U SCHOOL	08/16/17	\$56,531.00	ANNUAL SALARY
MARKS-AREBAMEN, EDRICKA L	TEACHER, FULL TIME	COOKE, JAY ELEMENTARY SCHOOL	08/16/17	\$69,707.00	ANNUAL SALARY
MAROULIS, ANDREW J	TEACHER, FULL TIME	FRANKFORD HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MARRERO, ZENOBIA S	ONE TO ONE ASST, SPECIAL ED	HENRY, CHARLES W. SCHOOL	08/28/17	\$14,759.00	ANNUAL SALARY
MARTIN, IAN	TEACHER, FULL TIME	SHERIDAN, PHILIP H. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MARTIN, RENEE S	STUDENT CLIMATE STAFF, 5 HOURS	STRAWBERRY MANSION HIGH SCHOOL	08/16/17	\$11,003.00	ANNUAL SALARY
MARTINEZ, RICHARD	SCHOOL COUNSELOR, 10 MONTHS	KEY, FRANCIS SCOTT SCHOOL	08/16/17	\$56,531.00	ANNUAL SALARY
MARTINEZ-ORTIZ, THALIA S	ONE TO ONE ASST, SPECIAL ED	HUNTER, WILLIAM H. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
MARVIT, SAM	TEACHER, FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/17	\$56,531.00	ANNUAL SALARY
MASON-DORMAN, CHERYL	RETIRED PRINCIPAL, BUILDING ADM	OFFICE OF SPECIALIZED SERVICES	08/01/17	\$430.38	DAILY RATE
MASSARA, LAUREN M	TEACHER, SPEC EDUCATION	STEARNE, ALLEN M. SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
MATALAVAGE, LINDSAY M	TEACHER, FULL TIME	POTTER-THOMAS SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MATHIS, JENNIFER L	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$73,453.00	ANNUAL SALARY
MATTHEWS, ASIA N	SECRETARY I	HOUSTON, HENRY H. SCHOOL	08/16/17	\$23,178.00	ANNUAL SALARY
MAUK, SANDRA A	TEACHER, FULL TIME	ELKIN, LEWIS SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MCALEAVEY-BURGO, ANGELA	TEACHER, FULL TIME	HARRINGTON, AVERY D. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MCBRIDE-SIMMONS, TINA	GENERAL CLEANER, SUPPLEMENTAL	PER DIEM	08/15/17	\$9.56	HOURLY RATE
MCCABE, BREANNE	TEACHER, FULL TIME	OVERBROOK EDUCATIONAL CENTER	08/16/17	\$45,359.00	ANNUAL SALARY
MCCABE, JAMES	TEACHER, FULL TIME	CONWELL, RUSSELL MIDDLE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MCCALL, DAVID	CUSTODIAL ASSISTANT	FACILITIES MANAGER - CE REGION	08/07/17	\$38,134.00	ANNUAL SALARY
MCCAWLEY, AMANDA	TEACHER, FULL TIME	MEEHAN, AUSTIN MIDDLE SCHOOL	08/16/17	\$54,364.00	ANNUAL SALARY
MCCLAIN, JULIA L	SCHOOL COUNSELOR, 10 MONTHS	MUNOZ-MARIN, HON LUIS SCHOOL	08/16/17	\$62,368.00	ANNUAL SALARY
MCCLINE, MICHAEL P	PRINCIPAL FELLOW	DUCKREY, TANNER SCHOOL	08/16/17	\$89,000.00	ANNUAL SALARY
MCCLOSKEY, KELLY C	TEACHER, FULL TIME	POTTER-THOMAS SCHOOL	08/16/17	\$54,364.00	ANNUAL SALARY
MCCLUNG, ROBERT T	TEACHER, FULL TIME	BODINE, WILLIAM W. HIGH SCHOOL	08/16/17	\$49,615.00	ANNUAL SALARY
MCCOY, BADRIYYAH	ONE TO ONE ASST, SPECIAL ED	ARTHUR, CHESTER A. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
MCCULLOGH, HALLE L	ONE TO ONE ASST, SPECIAL ED	MARSHALL, THURGOOD SCHOOL	08/29/17	\$19,344.00	ANNUAL SALARY
MCDERMOTT, KELLY	ONE TO ONE ASST, SPECIAL ED	FITZPATRICK, A. L. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
MCELROY, JARED	TEACHER, FULL TIME	BUILDING 21	08/16/17	\$46,694.00	ANNUAL SALARY
MCEVOY, MOIRA E	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$47,278.00	ANNUAL SALARY
MCFADDEN, CHERYL A	TEACHER, FULL TIME	RANDOLPH TECHNICAL HIGH SCHOOL	08/29/17	\$65,241.00	ANNUAL SALARY
MCFADDEN, EILEEN	TEACHER, FULL TIME	MC CLURE, ALEXANDER K. SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
MCGEE, ELIZABETH	TEACHER, FULL TIME	MAYFAIR SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MCGRAW, TAYLOR	TEACHER, FULL TIME	CLEVELAND-MASTERY BRT FUTURES	08/16/17	\$47,278.00	ANNUAL SALARY
MCILHINNEY, MEGHAN C	TEACHER, FULL TIME	FORREST, EDWIN SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
MCINTOSH, STACIE S	STUDENT CLIMATE STAFF, 5 HOURS	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/17	\$11,835.00	ANNUAL SALARY
MCKENDRY, ANNE M	TEACHER, FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	08/16/17	\$45,359.00	ANNUAL SALARY

MCKENNA, KRISTINE	TEACHER, FULL TIME	ROBESON, PAUL HIGH SCHOOL	08/16/17	\$73,453.00	ANNUAL SALARY
MCLAUGHLIN, BRITTANY	TEACHER, SPEC EDUCATION	HOWE, JULIA WARD SCHOOL	08/16/17	\$66,790.00	ANNUAL SALARY
MCLAUGHLIN, KEVIN D	TEACHER, FULL TIME	CARNELL, LAURA H. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MCNAMARA, BRIANNA	TEACHER, FULL TIME	PENN ALEXANDER SCHOOL	08/16/17	\$62,368.00	ANNUAL SALARY
MCNEAR, ALEXIS S	TEACHER, FULL TIME	NORTHEAST HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MCPHILEMY, CATHERINE	TEACHER, FULL TIME	MASTBAUM, JULES E. HIGH SCHOOL	08/16/17	\$66,461.00	ANNUAL SALARY
MCSHAIN, DYLAN	TEACHER, FULL TIME	CAYUGA SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MEADOWS, LAURA J	SCHOOL PSYCHOLOGIST	FAMILY & STUDENT SERVICES	08/16/17	\$78,296.00	ANNUAL SALARY
MEARING, RACHEL A	ONE TO ONE ASST, SPECIAL ED	DECATUR, STEPHEN SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
MEFLAH, KHADIDJA	STUDENT CLIMATE STAFF, 3 HOURS	FURNESS, HORACE HIGH SCHOOL	08/16/17	\$0.00	
MELENDEZ, RAMON L	COUNSELING ASST, BILINGUAL	JACKSON, ANDREW SCHOOL	08/16/17	\$22,595.00	ANNUAL SALARY
MENAU, ALEXANDRA D	TEACHER, SPEC EDUCATION	SOLIS-COHEN, SOLOMON SCHOOL	08/16/17	\$50,195.00	ANNUAL SALARY
MEND, STEFAN G	SENIOR ASSOCIATE	DISTRICT PERFORMANCE OFFICE	08/21/17	\$80,000.00	ANNUAL SALARY
MERCADO, JOANN L	SUPPORTIVE SERVICES ASST, 4 HR	SOUTHWARK SCHOOL	08/28/17	\$11,666.00	ANNUAL SALARY
MERCADO, VICTOR	ASST PRINCIPAL	KENSINGTON HEALTH SCIENCES	08/16/17	\$88,572.00	ANNUAL SALARY
MERTUS, SULIANIE	RESEARCH SPECIALIST	RESEARCH & EVALUATION	08/22/17	\$64,288.00	ANNUAL SALARY
MESSINA, TASADAY	TEACHER, SPEC EDUCATION	FELTONVILLE INTERMEDIATE	08/16/17	\$83,382.00	ANNUAL SALARY
METAIS, JONATHAN D	TEACHER, FULL TIME	HILL-FREEDMAN WORLD ACADEMY	08/16/17	\$45,359.00	ANNUAL SALARY
MIDDLETON, BRIANNA M	FOOD SVCS UTILITY WORKER	PREPARATORY CHARTER SCHOOL	08/29/17	\$17,206.31	ANNUAL SALARY
MIHEL, SVIATLANA	COUNSELING ASST, BILINGUAL	FRANK, ANNE SCHOOL	08/16/17	\$22,595.00	ANNUAL SALARY
MILIAREISIS, SIMONE	SCHOOL PSYCHOLOGIST	FAMILY & STUDENT SERVICES	08/16/17	\$58,617.00	ANNUAL SALARY
MILLER, ALLAN	TEACHER, FULL TIME	KING, MARTIN LUTHER HIGH SCH.	08/16/17	\$46,694.00	ANNUAL SALARY
MILLER, JASON N	TEACHER, FULL TIME	NORTHEAST HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MILLER, MARCELLA	SCHOOL COUNSELOR, 10 MONTHS	MC MICHAEL, MORTON SCHOOL	08/16/17	\$57,034.00	ANNUAL SALARY
MILLER, MARK X	SCHOOL COUNSELOR, 10 MONTHS	ZIEGLER, WILLIAM H. SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
MILLER, QUANISHA	TEACHER, SPEC EDUCATION	PHILA LEARNING ACADEMY-NORTH	08/16/17	\$50,447.00	ANNUAL SALARY
MILLIAN, MONIA	ONE TO ONE ASST, SPECIAL ED	ARTHUR, CHESTER A. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
MILLS, CHANISE	ONE TO ONE ASST, SPECIAL ED	LUDLOW, JAMES R. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
MINGUELA, EDWIN	TEACHER, FULL TIME	MARSHALL, JOHN SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MISKELL, ROBERT	TEACHER, FULL TIME	BLAINE, JAMES G. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MITCHELL, DENNIS	FOOD SVCS WORKER III	WASHINGTON, GROVER JR. MIDDLE	08/28/17	\$19,599.12	ANNUAL SALARY
MITCHELL-IKWULONO, KAREN	TEACHER RESIDENT	VARE-WASHINGTON ELEMENTARY	08/16/17	\$38,611.00	ANNUAL SALARY
MOLE, ALICIA L	TEACHER, FULL TIME	KEARNY, GEN. PHILIP SCHOOL	08/16/17	\$49,615.00	ANNUAL SALARY
MOORE, TYESHA S	STUDENT CLIMATE STAFF, 5 HOURS	WASHINGTON, GEORGE HIGH SCHOOL	08/16/17	\$11,003.00	ANNUAL SALARY
MORRICE, KATHERINE L	TEACHER, FULL TIME	GIRARD ACADEMIC MUSIC PROGRAM	08/30/17	\$45,359.00	ANNUAL SALARY
MORRIS, ALICIA	SCHOOL COUNSELOR, 10 MONTHS	FORREST, EDWIN SCHOOL	08/16/17	\$49,615.00	ANNUAL SALARY
MORRIS, JESSICA D	TEACHER, FULL TIME	MC CALL, GEN. GEORGE A. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MORRISON, SARAH R	TEACHER, FULL TIME	PARKWAY C.C. MIDDLE COLLEGE	08/16/17	\$45,359.00	ANNUAL SALARY
MORSE, GINA E	TEACHER, SPEC EDUCATION	MC CALL, GEN. GEORGE A. SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
MOSSOR, RANDALL	TEACHER, FULL TIME	BRYANT, WILLIAM C. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MOTLEY, LINDSAY	TEACHER, FULL TIME	ELKIN, LEWIS SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MOTTERSHEAD, ERIN	TEACHER, FULL TIME	HARDING, WARREN G. MIDDLE SCH	08/16/17	\$59,532.00	ANNUAL SALARY
MUELLER, SARAH	TEACHER, SPEC EDUCATION	BACHE-MARTIN SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY

MUJORRA, ZAWADI C	EXT ACTVTS, NON-CONTRACT EMP-HR	BRIGHT FUTURES & PREK PARTNERS	08/24/17	\$12.00	HOURLY RATE
MULLEN, KENDALL A	TEACHER, RESIDENT	HARDING, WARREN G. MIDDLE SCH	08/28/17	\$38,611.00	ANNUAL SALARY
MULLEN, SARAH M	TEACHER, FULL TIME	BUILDING 21	08/16/17	\$45,359.00	ANNUAL SALARY
MUNSON, DESARAE R	GENERAL CLEANER, SUPPLEMENTAL	PER DIEM	07/31/17	\$9.56	HOURLY RATE
MUNSON, SARAH	TEACHER, SPEC EDUCATION	DOBBINS, MURRELL HIGH SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
MURCHISON, ERIKA M	TEACHER, FULL TIME	FRANKLIN, BENJAMIN SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MURPHY, JOSEPH	TEACHER, FULL TIME	DICK, WILLIAM SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MURPHY, TESSA M	TEACHER, FULL TIME	ELKIN, LEWIS SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MURRAY, MACKENZIE H	TEACHER, FULL TIME	STEARNE, ALLEN M. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
MURRAY, TIARA	TEACHER, SPEC EDUCATION	TILDEN MIDDLE SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
MYERS, DENISE D	ONE TO ONE ASST, SPECIAL ED	BROWN, JOSEPH H. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
MYERS, HANNAH	TEACHER, FULL TIME	KENSINGTON HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
NALLY, ALEXANDRA E	TEACHER, SPEC EDUCATION	KIRKBRIDE, ELIZA B. SCHOOL	08/16/17	\$50,447.00	ANNUAL SALARY
NATKINS, LEVI	TEACHER, FULL TIME	BARTRAM, JOHN HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
NAVEIRO, JORGE L	PAINTER/GLAZER/PLASTERER B 5DY	PAINTING SERVICES	08/21/17	\$41,309.00	ANNUAL SALARY
NDAU, KRISTINA	TEACHER, FULL TIME	PENROSE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
NEALON, LAUREN	TEACHER, FULL TIME	MOORE, J. HAMPTON SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
NEELEY, MILAN	TEACHER, FULL TIME	ROBESON, PAUL HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
NELSON, ANTONIA V	TEACHER, FULL TIME	HAMILTON, ANDREW SCHOOL	08/16/17	\$57,451.00	ANNUAL SALARY
NELSON, VANGUARD D	TEACHER, SPEC EDUCATION	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/17	\$71,238.00	ANNUAL SALARY
NEWKIRK, LALISA A	STUDENT CLIMATE STAFF, 3.5 HRS	WAGNER, GEN. LOUIS MIDDLE SCH.	08/28/17	\$8,206.00	ANNUAL SALARY
NEWTON, NESHA A	CLASSROOM ASST, SP ED, SV HND	LAWTON, HENRY W. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
NIEMEYER, DAVID P	TEACHER, FULL TIME	PHILA LEARNING ACADEMY-NORTH	08/16/17	\$45,359.00	ANNUAL SALARY
NIEVES, DANIKA K	TEACHER, RESIDENT	FELTONVILLE ARTS & SCIENCES	08/28/17	\$38,611.00	ANNUAL SALARY
NIMMONS, BRENDEN	TEACHER, FULL TIME	STEEL, EDWARD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
NISIOTIS, GABRIANA	TEACHER, FULL TIME	BACHE-MARTIN SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
NKWOCHA, MARCY O	ONE TO ONE ASST, SPECIAL ED	WIDENER MEMORIAL SCHOOL	08/16/17	\$14,759.00	ANNUAL SALARY
NOLAN-MAZZARELLA, THERESE A	TEACHER, FULL TIME	DECATUR, STEPHEN SCHOOL	08/16/17	\$79,586.00	ANNUAL SALARY
NOREIKA, ABIGAIL	TEACHER, FULL TIME	FRANKFORD HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
NORWOOD, SYDNEY	SECRETARY I	MORRISON, ANDREW J. SCHOOL	08/16/17	\$23,178.00	ANNUAL SALARY
NOVAK, ELISA	TEACHER, SPEC EDUCATION	RHODES ELEMENTARY SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
O'BRIEN, ERIN J	ONE TO ONE ASST, SPECIAL ED	MCKINLEY, WILLIAM SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
O'CONNELL, SHANNON	TEACHER, FULL TIME	CARNELL, LAURA H. SCHOOL	08/16/17	\$53,282.00	ANNUAL SALARY
O'DONNELL, RICHARD	TEACHER, FULL TIME	OVERBROOK EDUCATIONAL CENTER	08/16/17	\$45,359.00	ANNUAL SALARY
O'MALLEY, ERIN J	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
ODOROFF, RACHEL L	TEACHER, FULL TIME	LEA, HENRY C.	08/16/17	\$65,121.00	ANNUAL SALARY
ODRICK, KIMBERLY	STUDENT CLIMATE STAFF, 4 HOURS	SULLIVAN, JAMES J. SCHOOL	08/16/17	\$8,803.00	ANNUAL SALARY
OLIPHANT, AKIRA S	ONE TO ONE ASST, SPECIAL ED	KELLEY, WILLIAM D. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
OLSON, BETHANY	TEACHER, SPEC EDUCATION	CLEMENTE, ROBERTO MIDDLE SCHL	08/16/17	\$46,193.00	ANNUAL SALARY
ONYEKWELU, RUTH	TEACHER, FULL TIME	ELKIN, LEWIS SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
ORLANDO, JAMES R	TEACHER, RESIDENT	NORTHEAST HIGH SCHOOL	08/28/17	\$38,611.00	ANNUAL SALARY
ORR, COLLEEN M	TEACHER, FULL TIME	KENSINGTON HEALTH SCIENCES	08/30/17	\$45,359.00	ANNUAL SALARY
ORTH, ERIN M	TEACHER, SPEC EDUCATION	MORRISON, ANDREW J. SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY

ORTIZ, NAYAISHA	ONE TO ONE ASST, SPECIAL ED	KIRKBRIDE, ELIZA B. SCHOOL	08/28/17	\$19,344.00	ANNUAL SALARY
OSBORNE, CHRISTOPHER	TEACHER,FULL TIME	MEEHAN, AUSTIN MIDDLE SCHOOL	08/16/17	\$67,789.00	ANNUAL SALARY
OSTROFF, STEPHANIE A	TEACHER,SPEC EDUCATION	COOK-WISSAHICKON SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
OVERBECK-GIORDANO, JENNIFER M	TEACHER,FULL TIME	MARSHALL, JOHN SCHOOL	08/16/17	\$57,451.00	ANNUAL SALARY
PACE, MALCOLM M	EXT ACTVTS,NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	08/10/17	\$24.00	HOURLY RATE
PACHER, KELLIE A	TEACHER,FULL TIME	KENSINGTON HIGH SCHOOL	08/16/17	\$53,282.00	ANNUAL SALARY
PAGE, KAREN L	SECRETARY I	ROBESON, PAUL HIGH SCHOOL	08/16/17	\$23,178.00	ANNUAL SALARY
PAILY, XAVIOUR	ONE TO ONE ASST, SPECIAL ED	LOESCHE, WILLIAM H. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
PALAMARA, DANIELA	TEACHER,FULL TIME	JUNIATA PARK ACADEMY	08/16/17	\$49,615.00	ANNUAL SALARY
PALOMBO, REGINA P	TEACHER,DEMONSTRATION	MASTERMAN,JULIA R. HIGH SCHOOL	08/16/17	\$47,944.00	ANNUAL SALARY
PAPA, ALEXANDRA	TEACHER,FULL TIME	SULLIVAN, JAMES J. SCHOOL	08/16/17	\$90,051.00	ANNUAL SALARY
PARK, HYE-JUNG	TEACHER,FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	08/16/17	\$46,694.00	ANNUAL SALARY
PARK, JI EUN	STATISTICIAN	RESEARCH & EVALUATION	08/07/17	\$64,000.00	ANNUAL SALARY
PARKS, TAKEISHA K	TEACHER RESIDENT	FRANKFORD HIGH SCHOOL	08/28/17	\$38,611.00	ANNUAL SALARY
PARSON, PATRICIA	RETIRED PRINCIPAL,BUILDING ADM	OFFICE OF SPECIALIZED SERVICES	08/01/17	\$430.38	DAILY RATE
PATEL, MONALI N	STUDENT CLIMATE STAFF,4 HOURS	ROXBOROUGH HIGH SCHOOL	08/28/17	\$9,377.00	ANNUAL SALARY
PATTERSON, BRITNEY B	TEACHER,SPEC EDUCATION	ROOSEVELT ELEMENTARY SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
PATTERSON, KIERRA J	GENERAL CLEANER, 8 HOURS	KINSEY, JOHN L. SCHOOL	08/07/17	\$19,828.00	ANNUAL SALARY
PATTERSON, NADINE	TEACHER,FULL TIME	BARTRAM, JOHN HIGH SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
PAUL, KETSIA L	SCHOOL COUNSELOR, 10 MONTHS	LOGAN, JAMES SCHOOL	08/16/17	\$49,615.00	ANNUAL SALARY
PAUL, SANTIAGO	TEACHER,FULL TIME	OVERBROOK EDUCATIONAL CENTER	08/16/17	\$49,615.00	ANNUAL SALARY
PAULK, SARAH L	TEACHER,SPEC EDUCATION	KENSINGTON HEALTH SCIENCES	08/16/17	\$76,833.00	ANNUAL SALARY
PAUMARD-GRODEK, DANIELLE	TEACHER,SPEC EDUCATION	KENSINGTON CAPA	08/16/17	\$46,193.00	ANNUAL SALARY
PELAEZ, NATALIA E	TEACHER,FULL TIME	WARING, LAURA W. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
PENNYPACKER, STEPHANIE M	ASSISTANT PROGRAM COORD	MCDANIEL, DELAPLAINE SCHOOL	08/16/17	\$27,956.00	ANNUAL SALARY
PEREZ-ARRIETA, ANA E	SECRETARY I	NORTHEAST HIGH SCHOOL	08/16/17	\$23,178.00	ANNUAL SALARY
PERGINE, MELISSA	TEACHER,SPEC EDUCATION	BARTRAM, JOHN HIGH SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
PETRINO, JAMES	TEACHER,FULL TIME	MEEHAN, AUSTIN MIDDLE SCHOOL	08/16/17	\$47,278.00	ANNUAL SALARY
PEYTON, KAREN	TEACHER,FULL TIME	HARDING, WARREN G. MIDDLE SCH	08/16/17	\$45,359.00	ANNUAL SALARY
PEZZIMENTI, ANTHONY F	TEACHER,FULL TIME	HARRINGTON, AVERY D. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
PFLANZER, NATALIE	TEACHER,SPEC EDUCATION	PENNYPACKER, SAMUEL SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
PICARELLA, ELIZABETH	TEACHER,FULL TIME	MEADE, GEN. GEORGE G. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
PIJANOWSKI, PETER	TEACHER,SPEC EDUCATION	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
POLENTES, CHLOE E	TEACHER,FULL TIME	LOWELL, JAMES R. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
POLISI, REBECCA	TEACHER,SPEC EDUCATION	TAYLOR, BAYARD SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
POTTS, DIANA	TEACHER,FULL TIME	SCIENCE LEADERSHIP ACADEMY MS	08/16/17	\$79,586.00	ANNUAL SALARY
PRIMAVERA, LISA	TEACHER,FULL TIME	MORRISON, ANDREW J. SCHOOL	08/16/17	\$66,461.00	ANNUAL SALARY
PRIMUS, MARIA A	SCHOOL CLIMATE LIAISON	CHILDS, GEORGE W. SCHOOL	08/28/17	\$41,274.00	ANNUAL SALARY
PRITCHETT, GERMAINE M	STUDENT CLIMATE STAFF,3 HOURS	EDMONDS, FRANKLIN S. SCHOOL	08/16/17	\$6,602.00	ANNUAL SALARY
PUGLIESE, TIFFANY	TEACHER,FULL TIME	HESTON, EDWARD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
QUACKENBUSH, DEVIN	TEACHER,SPEC EDUCATION	MOTIVATION HIGH SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
QUENSE, ERIN	TEACHER,SPEC EDUCATION	MEEHAN, AUSTIN MIDDLE SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
QUINN, CASSANDRA	TEACHER,FULL TIME	GREENBERG, JOSEPH SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY

QUINN, CHRISTINA	TEACHER,SPEC EDUCATION	MARSHALL, THURGOOD SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
QUINN, MARIA	TEACHER,DEMONSTRATION,SPEC ED	HANCOCK DEMONSTRATION SCHOOL	08/16/17	\$75,329.00	ANNUAL SALARY
QUINZAN-SINGER, SAMANTHA L	TEACHER,FULL TIME	COMLY, WATSON SCHOOL	08/16/17	\$51,113.00	ANNUAL SALARY
RACHIELE, CHRISTOPHER J	TEACHER,SPEC EDUCATION	RANDOLPH TECHNICAL HIGH SCHOOL	08/16/17	\$50,195.00	ANNUAL SALARY
RAE, MARGARET S	TEACHER,FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
RAJO, TINCY A	TEACHER,FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
RAMOS, DENISMARIE	EXT ACTVTS,NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	08/28/17	\$15.00	HOURLY RATE
RANDALL, TIERRA	CLASSROOM ASST,SP ED,SV HND	MARSHALL, JOHN SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
RAPHAEL, LAURA	TEACHER,SPEC EDUCATION	HARRINGTON, AVERY D. SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
RASO, REBECCA	TEACHER,FULL TIME	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
RATMANSKY, YANA	COUNSELING ASST,BILINGUAL	WASHINGTON, GEORGE HIGH SCHOOL	08/16/17	\$22,595.00	ANNUAL SALARY
RAVENELL, KIMBERLY D	GENERAL CLEANER,SUPPLEMENTAL	PER DIEM	07/31/17	\$9.56	HOURLY RATE
RAWLINGS, ERIN	TEACHER,FULL TIME	MITCHELL ELEMENTARY SCHOOL	08/16/17	\$47,278.00	ANNUAL SALARY
REDDY, KADIJAH	TEACHER,FULL TIME	DOBBINS, MURRELL HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
REED, DANIELLE D	SECRETARY I	PENNYPACKER, SAMUEL SCHOOL	08/16/17	\$23,178.00	ANNUAL SALARY
REEVER, KYLEE	TEACHER,FULL TIME	THE LINC	08/16/17	\$45,359.00	ANNUAL SALARY
REEVES, JANNA V	TEACHER,FULL TIME	DISSTON, HAMILTON SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
REGAN, DENNIS	TEACHER,FULL TIME	FARRELL, LOUIS H. SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
REID, HEIKE S	STUDENT CLIMATE STAFF,5 HOURS	PHILADELPHIA MILITARY ACADEMY	08/16/17	\$11,835.00	ANNUAL SALARY
REILLY, DANIELLA	TEACHER,SPEC EDUCATION	SHERIDAN, PHILIP H. SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
REIMAN, KYLIE M	TEACHER,FULL TIME	ROOSEVELT ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
REMY, JOSEPH	TEACHER,FULL TIME	JUNIATA PARK ACADEMY	08/16/17	\$56,531.00	ANNUAL SALARY
RENDA, SOPHIA S	TEACHER,FULL TIME	BALDI MIDDLE SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
REYES, NATACHA	TEACHER,FULL TIME	MUNOZ-MARIN, HON LUIS SCHOOL	08/16/17	\$62,368.00	ANNUAL SALARY
RICCO, MELANIE M	SECRETARY I	KIRKBRIDE, ELIZA B. SCHOOL	08/16/17	\$23,178.00	ANNUAL SALARY
RICHARDSON, SHANNON R	TEACHER,SPEC EDUCATION	SHARSWOOD, GEORGE SCHOOL	08/16/17	\$47,527.00	ANNUAL SALARY
RICHMOND, ALEXANDER L	TEACHER,FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
RIVERA, JULIUS M	TEACHER,SPEC EDUCATION	PHILA JUV JUSTICE SVCS CTR	08/16/17	\$58,701.00	ANNUAL SALARY
RIVERA, LISSETTE	SECRETARY I	ELKIN, LEWIS SCHOOL	08/16/17	\$23,178.00	ANNUAL SALARY
ROBBINS, SAMANTHA	TEACHER,FULL TIME	HESTON, EDWARD SCHOOL	08/16/17	\$47,278.00	ANNUAL SALARY
ROBERSON, KAREN H	STUDENT CLIMATE STAFF,3 HOURS	EDMONDS, FRANKLIN S. SCHOOL	08/16/17	\$6,602.00	ANNUAL SALARY
ROBERTS, ANNA W	TEACHER,FULL TIME	SCIENCE LEADERSHIP ACADEMY	08/16/17	\$46,694.00	ANNUAL SALARY
ROBERTS, SHANNON	TEACHER,FULL TIME	BUILDING 21	08/16/17	\$73,453.00	ANNUAL SALARY
ROBERTSON, REYNOLDA M	TEACHER,FULL TIME	FRANKFORD HIGH SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
ROBINSON, JODI	TEACHER,FULL TIME	ELKIN, LEWIS SCHOOL	08/16/17	\$69,207.00	ANNUAL SALARY
ROBINSON, JOHNEA M	FOOD SVCS UTILITY WORKER	VAUX HIGH SCHOOL	08/29/17	\$17,206.31	ANNUAL SALARY
ROBINSON, KELSEY M	STUDENT CLIMATE STAFF,3 HOURS	EDMONDS, FRANKLIN S. SCHOOL	08/16/17	\$6,602.00	ANNUAL SALARY
ROBINSON, LATIKA R	RECRUITMENT & SELECTION SPCLST	RECRUITMENT & STAFFING	08/07/17	\$56,000.00	ANNUAL SALARY
ROBINSON, NICHOLAS A	TEACHER,SPEC EDUCATION	WEST PHILADELPHIA HIGH SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
ROBINSON, XIOMARA	TEACHER,FULL TIME	COMEGYS, BENJAMIN B. SCHOOL	08/16/17	\$48,945.00	ANNUAL SALARY
ROCHESTER, LEIA L	TEACHER RESIDENT	NORTHEAST HIGH SCHOOL	08/28/17	\$38,611.00	ANNUAL SALARY
RODRIGUEZ, DAMARIS	COUNSELING ASST,BILINGUAL	WILLARD, FRANCES E. SCHOOL	08/16/17	\$22,595.00	ANNUAL SALARY
RODRIGUEZ, MARCELA	TEACHER,FULL TIME	MC CLURE, ALEXANDER K. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY

RODRIGUEZ DIAZ, SET	TEACHER, FULL TIME	MUSIC, INSTRUMENTAL	08/16/17	\$46,694.00	ANNUAL SALARY
RODZEWICH, DONNA	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$65,121.00	ANNUAL SALARY
ROGALSKI, JENNIFER L	TEACHER, FULL TIME	WEBSTER, JOHN H. SCHOOL	08/16/17	\$66,369.00	ANNUAL SALARY
ROHLAND, REBEKAH A	TEACHER, FULL TIME	SULLIVAN, JAMES J. SCHOOL	08/16/17	\$47,278.00	ANNUAL SALARY
ROINICK, TANYA M	TEACHER, FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	08/16/17	\$62,869.00	ANNUAL SALARY
ROLLERSON, BRIANA	TEACHER, FULL TIME	STEEL, EDWARD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
ROLLINS, SHANNON E	STUDENT CLIMATE STAFF, 5 HOURS	BLANKENBURG, RUDOLPH SCHOOL	08/16/17	\$11,003.00	ANNUAL SALARY
ROMAIN, JEAN M	STUDENT CLIMATE STAFF, 4 HOURS	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/17	\$11,003.00	ANNUAL SALARY
ROOKS, KAYLA	TEACHER, FULL TIME	SOUTHWARK SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
ROSA, DESIREE M	SECRETARY I	WILLARD, FRANCES E. SCHOOL	08/16/17	\$23,178.00	ANNUAL SALARY
ROSALES, ALONDRA	TEACHER, FULL TIME	OLNEY ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
ROSARIO, LUIS	PROJECT U-TURN FELLOW	OFFICE OF MULTIPLE PATHWAYS	08/07/17	\$54,000.00	ANNUAL SALARY
ROSENBAUM, JUSTIN	TEACHER, FULL TIME	NORTHEAST HIGH SCHOOL	08/16/17	\$54,364.00	ANNUAL SALARY
ROSHI, ALBANA	ONE TO ONE ASST, SPECIAL ED	BALDI MIDDLE SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
ROSS, CHRISTINA K	FOOD SVCS UTILITY WORKER	MAYFAIR SCHOOL	08/29/17	\$17,206.31	ANNUAL SALARY
ROSS, TAMARA	TEACHER, FULL TIME	NORTHEAST HIGH SCHOOL	08/16/17	\$56,531.00	ANNUAL SALARY
ROUSE, ROBERT	TEACHER, FULL TIME	HARTRANFT, JOHN F. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
ROWLAND, LAUREN M	PROJECT ASSISTANT	FAMILY & COMMUNITY ENGAGEMENT	08/24/17	\$42,500.00	ANNUAL SALARY
RUFF, REGINALD V	SCHOOL CLIMATE MANAGER	BUILDING 21	08/16/17	\$64,217.00	ANNUAL SALARY
RUFFENACH, KEVIN	TEACHER, SPEC EDUCATION	CATHARINE, JOSEPH SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
RUTLEDGE, KARA	TEACHER, FULL TIME	PENN ALEXANDER SCHOOL	08/28/17	\$45,359.00	ANNUAL SALARY
RUTLEDGE, KARA	TEACHER, FULL TIME	PENN ALEXANDER SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SAFI, AHMAD S	SCHOOL PSYCHOLOGIST	FAMILY & STUDENT SERVICES	08/16/17	\$58,617.00	ANNUAL SALARY
SAINCLAIR, TALIA	TEACHER, SPEC EDUCATION	ROOSEVELT ELEMENTARY SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
SAKOW, AMANDA	TEACHER, FULL TIME	TAYLOR, BAYARD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SALADIK, KELLY M	TEACHER, FULL TIME	MC CLURE, ALEXANDER K. SCHOOL	08/28/17	\$45,359.00	ANNUAL SALARY
SALADIK, KELLY M	TEACHER, FULL TIME	MC CLURE, ALEXANDER K. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SALADIK, NANCY M	TEACHER, FULL TIME	SWENSON ARTS/TECH HIGH SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
SALLEY, SYDNEY C	EXT ACTVTS, NON-CONTRACT EMP-HR	STUDENT EMPLOYMENT CERT OFFICE	08/20/17	\$12.00	HOURLY RATE
SALLO, JULIA L	TEACHER, FULL TIME	SCIENCE LDSPH ACADEMY @ BEEBER	08/16/17	\$45,359.00	ANNUAL SALARY
SALTER, MARGOT	TEACHER, FULL TIME	MIFFLIN, THOMAS SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SAMUELSEN, BRITNEY A	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
SANDERS, KEISHA Y	TEACHER, SPEC EDUCATION	HOUSTON, HENRY H. SCHOOL	08/16/17	\$47,527.00	ANNUAL SALARY
SANDLER, KELSEY	TEACHER, FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	08/16/17	\$45,359.00	ANNUAL SALARY
SANLATTE, ELIZABETH	FOOD SVCS WORKER III	OVERBROOK HIGH SCHOOL	08/28/17	\$22,399.00	ANNUAL SALARY
SANTANA, ELIZABETH	TEACHER, FULL TIME	DEBURGOS, J. ELEMENTARY	08/16/17	\$46,694.00	ANNUAL SALARY
SANTANA, JAYMARIE P	TEACHER, FULL TIME	EDISON, THOMAS A. HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SANTIAGO, HEYDA	COUNSELING ASST, BILINGUAL	SOLIS-COHEN, SOLOMON SCHOOL	08/16/17	\$22,595.00	ANNUAL SALARY
SANTIAGO, MARIA S	TEACHER, FULL TIME	TAYLOR, BAYARD SCHOOL	08/16/17	\$66,461.00	ANNUAL SALARY
SASSO, LONZO	SCHOOL COUNSELOR, 10 MONTHS	MITCHELL ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SAUNDERS, SANDRA L	STUDENT CLIMATE STAFF, 4 HOURS	FELL, D. NEWLIN SCHOOL	06/22/17	\$9,559.00	ANNUAL SALARY
SAVAGE, LAKESHIA	SCHOOL NURSE	JENKS ACADEMY ARTS & SCIENCES	08/16/17	\$57,034.00	ANNUAL SALARY
SAWICKI, ALEKSANDRA E	TEACHER, FULL TIME	CENTRAL HIGH SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY

SAWYER, MARY	TEACHER, FULL TIME	RHOADS, JAMES SCHOOL	08/16/17	\$70,564.00	ANNUAL SALARY
SCAFIDI, ANTHONY	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	08/10/17	\$24.00	HOURLY RATE
SCARINCI, TARA J	TEACHER, FULL TIME	FOX CHASE SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
SCHAEFFER, KEVIN	TEACHER, FULL TIME	GIDEON, EDWARD SCHOOL	08/28/17	\$56,531.00	ANNUAL SALARY
SCHAEFFER, KEVIN	TEACHER, FULL TIME	GIDEON, EDWARD SCHOOL	08/16/17	\$56,531.00	ANNUAL SALARY
SCHAFFER, JENNIFER	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$57,451.00	ANNUAL SALARY
SCHAIBLE, BRITTANEE J	TEACHER, SPEC EDUCATION	PENNELL, JOSEPH ELEMENTARY	08/16/17	\$46,193.00	ANNUAL SALARY
SCHAMKO, PAIGE A	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
SCHANTZ, AMANDA D	TEACHER, FULL TIME	CENTRAL HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SCHEETZ, ERIC C	TEACHER, FULL TIME	WEST PHILADELPHIA HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SCHERER, JONATHAN J	TEACHER, FULL TIME	SCIENCE LEADERSHIP ACADEMY MS	08/16/17	\$46,694.00	ANNUAL SALARY
SCHILD, TLY	TEACHER, FULL TIME	JUNIATA PARK ACADEMY	08/16/17	\$45,359.00	ANNUAL SALARY
SCHILLOW, THOMAS A	SCHOOL COUNSELOR, 10 MONTHS	WARING, LAURA W. SCHOOL	08/30/17	\$46,694.00	ANNUAL SALARY
SCHINDLER, RACHEL	TEACHER, SPEC EDUCATION	BLAINE, JAMES G. SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
SCHOENHARD, CHRISTA M	TEACHER, FULL TIME	HAMILTON, ANDREW SCHOOL	08/30/17	\$45,359.00	ANNUAL SALARY
SCHWALB, AMIT	TEACHER, FULL TIME	SCIENCE LEADERSHIP ACADEMY	08/16/17	\$45,359.00	ANNUAL SALARY
SCHWINDT, JOSEPH T	TEACHER, FULL TIME	WEST PHILADELPHIA HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SCOTT, MARK L	TEACHER, FULL TIME	ROXBOROUGH HIGH SCHOOL	08/16/17	\$66,461.00	ANNUAL SALARY
SEALE, KELSEY	TEACHER, FULL TIME	PENN TREATY HIGH SCHOOL	08/16/17	\$60,202.00	ANNUAL SALARY
SELLERS, HANNA M	TEACHER, SPEC EDUCATION	SOLIS-COHEN, SOLOMON SCHOOL	08/16/17	\$50,447.00	ANNUAL SALARY
SERAPHIN, LAURE	TEACHER, FULL TIME	BARTRAM, JOHN HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SERVRIEN, MARIE E	EXT ACTVTS, NON-CONTRACT EMP-HR	HEAD START CENTRAL OFFICE	08/28/17	\$37.64	HOURLY RATE
SESAY, AHMADU B	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	07/24/17	\$26,808.00	ANNUAL SALARY
SEVERINO, KATE	TEACHER, FULL TIME	MEREDITH, WILLIAM M. SCHOOL	08/16/17	\$51,113.00	ANNUAL SALARY
SEYFERT, CASSIDY B	TEACHER, SPEC EDUCATION	ALLEN, DR. ETHEL SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
SEYMOUR, KATHERINE	CLASSROOM ASST, SP ED, SV HND	FELS, SAMUEL HIGH SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
SHABAZZ, SULTAN	SCHOOL CLIMATE MANAGER	KEARNY, GEN. PHILIP SCHOOL	08/16/17	\$64,217.00	ANNUAL SALARY
SHARKEY, FARRELL A	TEACHER, FULL TIME	PENN ALEXANDER SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
SHAVER, HAYLEY T	TEACHER, SPEC EDUCATION	WILLARD, FRANCES E. SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
SHEEHAN, DAVID	TEACHER, FULL TIME	HARDING, WARREN G. MIDDLE SCH	08/16/17	\$59,532.00	ANNUAL SALARY
SHEPPARD-MATSUO, ALMA K	TEACHER RESIDENT	FELTONVILLE ARTS & SCIENCES	08/28/17	\$38,611.00	ANNUAL SALARY
SHIELDS, PATRICK	SCHOOL COUNSELOR, 10 MONTHS	SHERIDAN, PHILIP H. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SHIN, SHARON	TEACHER, FULL TIME	COOKE, JAY ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SHOTZBARGER, MARY	TEACHER, FULL TIME	ELKIN, LEWIS SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
SHOVLIN, ALICIA	TEACHER, FULL TIME	HOPKINSON, FRANCIS SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SILER, TOBY M	SUPPORTIVE SERVICES ASST, 3 HR	PRINCE HALL SCHOOL	08/28/17	\$8,749.00	ANNUAL SALARY
SILVERBERG, JESSICA	TEACHER, FULL TIME	HILL-FREEDMAN WORLD ACADEMY	08/16/17	\$45,359.00	ANNUAL SALARY
SIMMONS, BRANDY M	ONE TO ONE ASST, SPECIAL ED	BLAINE, JAMES G. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
SIMPSON, EMILY	TEACHER, FULL TIME	HIGH SCHOOL OF THE FUTURE	08/16/17	\$46,694.00	ANNUAL SALARY
SIMPSON, LISA M	SCHOOL NURSE	MEADE, GEN. GEORGE G. SCHOOL	08/16/17	\$66,461.00	ANNUAL SALARY
SINCLAIR, KAREN W	TEACHER, FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	08/16/17	\$46,694.00	ANNUAL SALARY
SINICK, AMANDA M	GENERAL CLEANER, SUPPLEMENTAL	PER DIEM	07/31/17	\$9.56	HOURLY RATE
SKIDMORE, FLYNN	SCHOOL COUNSELOR, 10 MONTHS	HILL-FREEDMAN WORLD ACADEMY	08/16/17	\$46,694.00	ANNUAL SALARY

SKURKA, TARA E	TEACHER, FULL TIME	STEEL, EDWARD SCHOOL	08/16/17	\$47,278.00	ANNUAL SALARY
SLATER, AMANDA G	TEACHER, FULL TIME	MARSHALL, JOHN SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SLOAN, MEGAN	TEACHER, FULL TIME	ELKIN, LEWIS SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SMITH, AARON M	TEACHER, FULL TIME	BRYANT, WILLIAM C. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SMITH, JEROME	GENERAL CLEANER, SUPPLEMENTAL	PER DIEM	08/15/17	\$9.56	HOURLY RATE
SMITH, KENNETH	GENERAL CLEANER, SUPPLEMENTAL	PER DIEM	08/15/17	\$9.56	HOURLY RATE
SMITH, KISHA	ONE TO ONE ASST, SPECIAL ED	WILLARD, FRANCES E. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
SMITH, KRISTEN M	TEACHER, FULL TIME	POLLOCK, ROBERT B. SCHOOL	08/16/17	\$47,278.00	ANNUAL SALARY
SMITH, LAUREN C	TEACHER, FULL TIME	PENROSE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SMITH, MELANIE	TEACHER, FULL TIME	NEBINGER, GEORGE W. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SMITH, MIZANI A	ONE TO ONE ASST, SPECIAL ED	COMEGYS, BENJAMIN B. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
SMITH, SAMANTHA	TEACHER, FULL TIME	FINLETTER, THOMAS K. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SOLOMON, DELORES E	EXT ACTVTS, NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	08/28/17	\$15.00	HOURLY RATE
SONG, YE SEUL	TEACHER, FULL TIME	JUNIATA PARK ACADEMY	08/16/17	\$45,359.00	ANNUAL SALARY
SOTO, LOUIS A	ONE TO ONE ASST, SPECIAL ED	BALDI MIDDLE SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
SPEARING, LANORE E	TEACHER RESIDENT	BROWN, HENRY A. SCHOOL	08/28/17	\$38,611.00	ANNUAL SALARY
SPENCER, JONATHAN M	FOOD SVCS UTILITY WORKER	SPRUANCE, GILBERT SCHOOL	08/29/17	\$17,206.31	ANNUAL SALARY
SPENCER, MACOMA S	EXT ACTVTS, NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	08/28/17	\$15.00	HOURLY RATE
SPIKOL, HOLLY	TEACHER, SPEC EDUCATION	BREGY, F. AMEDEE SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
SPINELLI, DAVID C	TEACHER, FULL TIME	FRANKFORD HIGH SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
STAAB, CONSTANCE M	ONE TO ONE ASST, SPECIAL ED	RICHMOND SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
STACKHOUSE, GARY	ONE TO ONE ASST, SPECIAL ED	CARNELL, LAURA H. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
STAGIAS, NICOLE C	TEACHER, SPEC EDUCATION	AMY 5 AT JAMES MARTIN	08/16/17	\$66,369.00	ANNUAL SALARY
STANISCH, LINDSAY M	TEACHER, SPEC EDUCATION	FORREST, EDWIN SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
STANISKIS, NICHOLAS A	MECHANICAL MECHANIC B 5DY	MACHINIST SERVICES	08/07/17	\$41,309.00	ANNUAL SALARY
STAUDENMEIER, SARAH E	TEACHER, SPEC EDUCATION	POLLOCK, ROBERT B. SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
STEELE, CHELSEY	TEACHER, SPEC EDUCATION	CAYUGA SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
STENGEL, BRANDI E	TEACHER, FULL TIME	LOESCHE, WILLIAM H. SCHOOL	08/16/17	\$70,564.00	ANNUAL SALARY
STENGEL, SAMUEL	TEACHER, FULL TIME	WASHINGTON, GROVER JR. MIDDLE	08/16/17	\$45,359.00	ANNUAL SALARY
STEVENS, HANNAH	TEACHER, FULL TIME	CAYUGA SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
STEVENSON, PETER	TEACHER, FULL TIME	FRANKLIN, BENJAMIN SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
STEWART, ERIN	SCHOOL COUNSELOR, 10 MONTHS	BARTRAM, JOHN HIGH SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
STEWART, GRETCHEN M	PRINCIPAL FELLOW	BACHE-MARTIN SCHOOL	08/16/17	\$89,000.00	ANNUAL SALARY
STEWART, LATRINA	ASST PRINCIPAL	CASSIDY, LEWIS C ACADEMICS PLUS	08/16/17	\$92,349.00	ANNUAL SALARY
STEWART, ROSALINDA D	GENERAL CLEANER, 8 HOURS	LABRUM, GEN HARRY MIDDLE SCHOOL	07/31/17	\$19,828.00	ANNUAL SALARY
STIEFFENHOFER, BETH A	FAMILY SERVICE FIELD REP	HEAD START CENTRAL OFFICE	08/28/17	\$30,101.00	ANNUAL SALARY
STOCUM, MACKENZIE	TEACHER, FULL TIME	SHEPPARD, ISAAC A. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
STOTLZFUS, MICHAEL	TEACHER, FULL TIME	EDMONDS, FRANKLIN S. SCHOOL	08/16/17	\$54,364.00	ANNUAL SALARY
STOTS, TYEISHA E	ONE TO ONE ASST, SPECIAL ED	HARDING, WARREN G. MIDDLE SCH	08/16/17	\$19,344.00	ANNUAL SALARY
STRAIN, ELLEN M	TEACHER, FULL TIME	BLANKENBURG, RUDOLPH SCHOOL	08/16/17	\$57,451.00	ANNUAL SALARY
STREHLOW, BRETT A	TEACHER, SPEC EDUCATION	MITCHELL ELEMENTARY SCHOOL	08/16/17	\$58,701.00	ANNUAL SALARY
SUAREZ, DEANNA	TEACHER, SPEC EDUCATION	HARTRANFT, JOHN F. SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
SUGDEN, SYLVIA A	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY

SUMLIN, MARVA	TEACHER, FULL TIME	WASHINGTON, MARTHA SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SUNDMARK, ADELLA C	TEACHER, FULL TIME	BROWN, HENRY A. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SUROVICH, CAITLIN M	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
SWEENEY, EILEEN G	SECRETARY I	MCDANIEL, DELAPLAINE SCHOOL	08/16/17	\$23,178.00	ANNUAL SALARY
SWEENEY, KRISTIN L	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$46,694.00	ANNUAL SALARY
SWEENEY, SAMANTHA	TEACHER, FULL TIME	BARTRAM, JOHN HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
SWEENEY, SHANNON M	TEACHER, SPEC EDUCATION	ROOSEVELT ELEMENTARY SCHOOL	08/16/17	\$50,195.00	ANNUAL SALARY
SWERDLOFF, ALEXANDRA	TEACHER, FULL TIME	ACADEMY AT PALUMBO	08/16/17	\$45,359.00	ANNUAL SALARY
TABLE, KENYA J	ONE TO ONE ASST, SPECIAL ED	WIDENER MEMORIAL SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
TADDONIO, JACQUELINE A	TEACHER, FULL TIME	LOWELL, JAMES R. SCHOOL	08/16/17	\$60,453.00	ANNUAL SALARY
TALLEY, SHANADA F	TEACHER, SPEC EDUCATION	STEEL, EDWARD SCHOOL	08/31/17	\$46,193.00	ANNUAL SALARY
TARBELL, JULIANNA K	TEACHER, FULL TIME	KELLY, JOHN B. SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
TAYLOR, CHRISTINA D	EXT ACTVTS, NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	08/28/17	\$15.00	HOURLY RATE
TAYLOR, JASMINE	CLASSROOM ASST, SP ED, SV HND	SHARSWOOD, GEORGE SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
TAYLOR, MARC R	TEACHER RESIDENT	FRANKFORD HIGH SCHOOL	08/28/17	\$38,611.00	ANNUAL SALARY
TAYLOR, TIEZST	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$46,694.00	ANNUAL SALARY
TAYLOR-BARANIK, JOHN	TEACHER, FULL TIME	ENGINEERING & SCIENCE HIGH	08/16/17	\$46,694.00	ANNUAL SALARY
TELLO, SELENIA	TEACHER, SPEC EDUCATION	WAGNER, GEN. LOUIS MIDDLE SCH.	08/16/17	\$46,193.00	ANNUAL SALARY
TEPEL, LINDSAY S	TEACHER, FULL TIME	MCDANIEL, DELAPLAINE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
TESSLER, RYAN D	TEACHER, FULL TIME	POLLOCK, ROBERT B. SCHOOL	08/16/17	\$53,282.00	ANNUAL SALARY
THOMAS, ASHLEY M	TEACHER, FULL TIME	ROOSEVELT ELEMENTARY SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
THOMAS, BRITTNEY	TEACHER, FULL TIME	CREATIVE AND PERFORMING ARTS	08/16/17	\$64,045.00	ANNUAL SALARY
THOMAS, MARILEE F	EXECUTIVE ASSISTANT	CHIEF EXECUTIVE OFFICE	08/02/17	\$59,000.00	ANNUAL SALARY
THORNTON, ERICA	TEACHER, FULL TIME	MARSHALL, JOHN SCHOOL	08/16/17	\$53,282.00	ANNUAL SALARY
TINARI-SHORE, KIMBERLY	TEACHER, FULL TIME	MARSHALL, JOHN SCHOOL	08/16/17	\$57,034.00	ANNUAL SALARY
TOFFA, KOSSIVI	ONE TO ONE ASST, SPECIAL ED	LAMBERTON, ROBERT E ELEMENTARY	08/16/17	\$19,344.00	ANNUAL SALARY
TOMARELLI, MARY K	TEACHER, FULL TIME	JENKS ACADEMY ARTS & SCIENCES	08/16/17	\$79,586.00	ANNUAL SALARY
TORRENCE, CHATIANA D	STUDENT CLIMATE STAFF, 3 HOURS	RHODES ELEMENTARY SCHOOL	08/16/17	\$6,602.00	ANNUAL SALARY
TOSCANO, JACQUELINE K	TEACHER, SPEC EDUCATION	DEBURGOS, J. ELEMENTARY	08/16/17	\$50,447.00	ANNUAL SALARY
TRAHEY, CHRISTINA L	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$56,531.00	ANNUAL SALARY
TRAVAGLIA, YANINA B	COUNSELING ASST, BILINGUAL	SOUTH PHILADELPHIA H.S.	08/16/17	\$22,595.00	ANNUAL SALARY
TRESS, LAURA	TEACHER, FULL TIME	RHODES ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
TRESSLER, ASHLEY	TEACHER, FULL TIME	BROWN, HENRY A. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
TRICE, QUAMIIR R	TEACHER, FULL TIME	BETHUNE, MARY MCLEOD SCHOOL	08/16/17	\$27,956.00	ANNUAL SALARY
TSEGHAYE, SAMUEL M	BUILDING ENGINEER TRAINEE	FACILITIES MGMT. & SERVICES	07/24/17	\$26,808.00	ANNUAL SALARY
TSENG, YI HAN	TEACHER, FULL TIME	HANCOCK DEMONSTRATION SCHOOL	08/16/17	\$65,121.00	ANNUAL SALARY
TUFFS, GABRIEL G	TEACHER, FULL TIME	EDISON, THOMAS A. HIGH SCHOOL	08/16/17	\$67,789.00	ANNUAL SALARY
TUGGLES, QUIANA L	EXECUTIVE ASSISTANT	CHIEF EXECUTIVE OFFICE	08/28/17	\$62,000.00	ANNUAL SALARY
TUONO, NICOLETTE M	TEACHER RESIDENT	BROWN, HENRY A. SCHOOL	08/28/17	\$38,611.00	ANNUAL SALARY
TURNER, ALAN P	TEACHER, FULL TIME	MARSHALL, JOHN SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
TYLER, KADIRA T	GENERAL CLEANER, SUPPLEMENTAL	PER DIEM	07/31/17	\$9.56	HOURLY RATE
UDELL, CRAIG	TEACHER, FULL TIME	HOPKINSON, FRANCIS SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
UDITSKY, BONNIE S	RETIRED PRINCIPAL, BUILDING ADM	OFFICE OF SPECIALIZED SERVICES	08/01/17	\$430.38	DAILY RATE

ULLRICH, LINDA L	TEACHER,SPEC EDUCATION	MEEHAN, AUSTIN MIDDLE SCHOOL	08/31/17	\$46,193.00	ANNUAL SALARY
ULRICH, STEVEN	TEACHER,FULL TIME	BRYANT, WILLIAM C. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
UNUAJEFE, VICTOR	TEACHER,FULL TIME	STEARNE, ALLEN M. SCHOOL	08/16/17	\$53,282.00	ANNUAL SALARY
UPCHURCH, DAVID G	STUDENT CLIMATE STAFF,3 HOURS	EDMONDS, FRANKLIN S. SCHOOL	08/16/17	\$6,602.00	ANNUAL SALARY
UREY, SHIATA	TEACHER,FULL TIME	MCDANIEL, DELAPLAINE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
VALENTI, TAYLOR M	TEACHER,FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
VAN DUNK, SUSETTE	TEACHER,SPEC EDUCATION	LOESCHE, WILLIAM H. SCHOOL	08/16/17	\$76,461.00	ANNUAL SALARY
VANCE, BRETT	ACADEMY SPECIALIST	OFFICE OF STUDENT SUPPORT SRVS	08/07/17	\$58,000.00	ANNUAL SALARY
VARALLLO, NICHOLAS T	TEACHER,FULL TIME	OVERBROOK HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
VARTANIAN, ALEXANDRA E	SCHOOL PSYCHOLOGIST	FAMILY & STUDENT SERVICES	08/16/17	\$58,617.00	ANNUAL SALARY
VASQUEZ, ELEONOR M	SCHOOL COUNSELOR, 10 MONTHS	SHEPPARD, ISAAC A. SCHOOL	08/28/17	\$52,196.00	ANNUAL SALARY
VELEZ, GLORISEL	STUDENT CLIMATE STAFF,3 HOURS	MC CLURE, ALEXANDER K. SCHOOL	08/31/17	\$7,032.00	ANNUAL SALARY
VERBICH, NIKITA	TEACHER,FULL TIME	SHEPPARD, ISAAC A. SCHOOL	08/16/17	\$60,202.00	ANNUAL SALARY
VETTER, JOHN A	TEACHER,FULL TIME	RHODES ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
VIJAYAGOPAL, RAMYA	TEACHER,FULL TIME	RHOADS, JAMES SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
VISCUSO, JESSICA	TEACHER,SPEC EDUCATION	MARSHALL, JOHN SCHOOL	08/16/17	\$47,527.00	ANNUAL SALARY
VITALE, JONATHAN M	DASHBOARD DEVELOPER & DATA COA	DISTRICT PERFORMANCE OFFICE	08/07/17	\$85,000.00	ANNUAL SALARY
VOGT, MAURA	TEACHER,FULL TIME	HUNTER, WILLIAM H. SCHOOL	08/16/17	\$62,368.00	ANNUAL SALARY
VOLK, KIRIN M	TEACHER,FULL TIME	PRINCE HALL SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
VONSYDOW, SARAH R	TEACHER,FULL TIME	LONGSTRETH HEAD START	08/16/17	\$45,359.00	ANNUAL SALARY
VORGITY, LAURA R	TEACHER,SPEC EDUCATION	ROWEN, WILLIAM SCHOOL	08/16/17	\$73,803.00	ANNUAL SALARY
WAGER, JAMES D	SCHOOL PSYCHOLOGIST	FAMILY & STUDENT SERVICES	08/16/17	\$58,617.00	ANNUAL SALARY
WALDECK, MOLLY P	TEACHER,FULL TIME	RHODES ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
WALKER, ANDREW N	TEACHER,FULL TIME	PENNELL, JOSEPH ELEMENTARY	08/28/17	\$56,531.00	ANNUAL SALARY
WALKER, DANA	TEACHER,SPEC EDUCATION	PATTERSON, JOHN M. SCHOOL	08/16/17	\$50,447.00	ANNUAL SALARY
WALKER, WHITLEY C	EXT ACTVTS,NON-CONTRACT EMP-HR	EARLY CHILDHOOD EDUCATION	08/28/17	\$15.00	HOURLY RATE
WALTER, AMANDA	TEACHER,FULL TIME	CAYUGA SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
WALTON, ARNYRAH L	CLASSROOM ASST,SP ED,SV HND	ROXBOROUGH HIGH SCHOOL	08/31/17	\$19,344.00	ANNUAL SALARY
WANG, MING-HUI	COUNSELING ASST,BILINGUAL	FURNESS, HORACE HIGH SCHOOL	08/16/17	\$42,274.00	ANNUAL SALARY
WARDLAW, ROBERT	SCHOOL COUNSELOR, 10 MONTHS	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/17	\$72,506.00	ANNUAL SALARY
WARNER-MCCOY, LETITIA L	GENERAL CLEANER, 8 HOURS	BALDI MIDDLE SCHOOL	07/31/17	\$19,828.00	ANNUAL SALARY
WARREN, ANDREW M	TEACHER,FULL TIME	HIGH SCHOOL OF THE FUTURE	08/16/17	\$45,359.00	ANNUAL SALARY
WARREN-CASSIDY, ALAYAH S	TEACHER,FULL TIME	OVERBROOK HIGH SCHOOL	08/31/17	\$45,359.00	ANNUAL SALARY
WASHINGTON, ROSIE	STUDENT CLIMATE STAFF,3 HOURS	MCCLOSKEY, JOHN F. SCHOOL	08/16/17	\$6,602.00	ANNUAL SALARY
WASLOW-WASHINGTON, JOSEPH R	TEACHER,FULL TIME	SWENSON ARTS/TECH HIGH SCHOOL	08/16/17	\$57,451.00	ANNUAL SALARY
WATSON, BOBBIE	ONE TO ONE ASST, SPECIAL ED	ZIEGLER, WILLIAM H. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
WEAVER, ABIGAIL K	TEACHER,SPEC EDUCATION	ADAIRE, ALEXANDER SCHOOL	08/30/17	\$46,193.00	ANNUAL SALARY
WEBER, MARGARET W	TEACHER,FULL TIME	GIDEON, EDWARD SCHOOL	08/16/17	\$65,121.00	ANNUAL SALARY
WEBSTER, ERICA L	TEACHER,FULL TIME	PHILADELPHIA MILITARY ACADEMY	08/16/17	\$45,359.00	ANNUAL SALARY
WEINKE, JODY	TEACHER,SPEC EDUCATION	LOCKE, ALAIN SCHOOL	08/16/17	\$48,527.00	ANNUAL SALARY
WEISBERG, SHEILA T	RETIRED PRINCIPAL,BUILDING ADM	OFFICE OF SPECIALIZED SERVICES	08/01/17	\$430.38	DAILY RATE
WEN, CHENYI	COUNSELING ASST,BILINGUAL	CENTRAL HIGH SCHOOL	08/16/17	\$22,595.00	ANNUAL SALARY
WESLEY, ASHLEY M	STUDENT CLIMATE STAFF,5 HOURS	MARSHALL, THURGOOD SCHOOL	08/16/17	\$11,003.00	ANNUAL SALARY

WESSELS, JAMIE A	TEACHER, FULL TIME	OVERBROOK ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
WESTON, AARON	TEACHER, FULL TIME	CLEMENTE, ROBERTO MIDDLE SCHL	08/16/17	\$56,531.00	ANNUAL SALARY
WESTON, MARY	TEACHER, FULL TIME	CHILDS, GEORGE W. SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
WETZEL, JUSTINE L	TEACHER, FULL TIME	MARSHALL, JOHN SCHOOL	08/16/17	\$57,451.00	ANNUAL SALARY
WHITAKER, TONA T	SCHOOL NURSE	LONGSTRETH, WILLIAM C. SCHOOL	08/16/17	\$53,282.00	ANNUAL SALARY
WHITBY, OLIVIA T	TEACHER, FULL TIME	ALLEN, DR. ETHEL SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
WHITE, COREY D	TEACHER, FULL TIME	BARTRAM, JOHN HIGH SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
WHITE, JEVON	STUDENT CLIMATE STAFF, 5 HOURS	LINCOLN, ABRAHAM HIGH SCHOOL	08/16/17	\$11,835.00	ANNUAL SALARY
WHITE, NICOLA R	TEACHER, FULL TIME	BUILDING 21	08/16/17	\$46,694.00	ANNUAL SALARY
WHITE, TYSHANIEK L	CLASSROOM ASST, SP ED, SV HND	PENN TREATY HIGH SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
WIELAND, ERIC	TEACHER, FULL TIME	RHODES ELEMENTARY SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
WILBUR, MONICA	TEACHER, FULL TIME	ACADEMY AT PALUMBO	08/16/17	\$45,359.00	ANNUAL SALARY
WILLIAMS, AIRNESHER L	CLASSROOM ASST, SP ED, SV HND	WASHINGTON, GEORGE HIGH SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
WILLIAMS, ANTHONY	TEACHER, FULL TIME	BRYANT, WILLIAM C. SCHOOL	08/16/17	\$49,615.00	ANNUAL SALARY
WILLIAMS, CHARLES	TEACHER, FULL TIME	BETHUNE, MARY MCLEOD SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
WILLIAMS, JUDITH S	FOOD SVCS WORKER III	KINSEY, JOHN L. SCHOOL	08/28/17	\$18,199.18	ANNUAL SALARY
WILLIAMS, KAITLIN M	TEACHER, FULL TIME	PENROSE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
WILLIAMS, KAMINA	TEACHER, FULL TIME	LOWELL, JAMES R. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
WILLIAMS, LAMAR H	STUDENT CLIMATE STAFF, 3 HOURS	HIGH SCHOOL OF THE FUTURE	08/16/17	\$6,602.00	ANNUAL SALARY
WILLIAMS, NICOLE D	TEACHER, FULL TIME	MAYFAIR SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
WILLIAMS, REYNALD D	STUDENT CLIMATE STAFF, 5 HOURS	BARTRAM, JOHN HIGH SCHOOL	08/28/17	\$11,721.00	ANNUAL SALARY
WILLIAMS, THEODORE	FOOD SVCS WORKER SENIOR	PEIRCE, THOMAS M. SCHOOL	08/31/17	\$15,965.62	ANNUAL SALARY
WILLIAMSON, ERIN	TEACHER, FULL TIME	SPRING GARDEN SCHOOL	08/16/17	\$70,564.00	ANNUAL SALARY
WILSON, KATELYNN	EXT ACTVTS, NON-CONTRACT EMP-HR	CURR & INSTR SUPP - PHYS.ED.	08/10/17	\$20.00	HOURLY RATE
WILSON, MALCOLM	SCHOOL CLIMATE MANAGER	BARTRAM, JOHN HIGH SCHOOL	08/16/17	\$64,217.00	ANNUAL SALARY
WILSON, VINCENT C	ONE TO ONE ASST, SPECIAL ED	MC MICHAEL, MORTON SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
WISNIEWSKI, JULIA	TEACHER, FULL TIME	MCDANIEL, DELAPLAINE SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
WIZOV, REBECCA	TEACHER, FULL TIME	FRANKFORD HIGH SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
WOLKENHAUER, NATHAN A	TEACHER, FULL TIME	BLANKENBURG, RUDOLPH SCHOOL	08/16/17	\$57,451.00	ANNUAL SALARY
WONG, BRYANT	TEACHER, FULL TIME	POTTER-THOMAS SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
WOOD, LAUREN	TEACHER, FULL TIME	WEBSTER, JOHN H. SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
WOODCOCK, NATHAN J	TEACHER, FULL TIME	MEEHAN, AUSTIN MIDDLE SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
WOODWARD, AUBREY J	TEACHER, FULL TIME	ALLEN, DR. ETHEL SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
WRIGHT, ERIC A	TEACHER, SPEC EDUCATION	PENN TREATY HIGH SCHOOL	08/16/17	\$54,534.00	ANNUAL SALARY
YI, DANBI	TEACHER, FULL TIME	FURNESS, HORACE HIGH SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
YI, ESTHER D	TEACHER, FULL TIME	BLAINE, JAMES G. SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
YOUNG, CHRISTEN F	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$46,694.00	ANNUAL SALARY
YOUNG, JASMIN	ONE TO ONE ASST, SPECIAL ED	CROSSAN, KENNEDY C. SCHOOL	08/16/17	\$19,344.00	ANNUAL SALARY
ZANONI, MARCO	RETIRED PRINCIPAL, BUILDING ADM	OFFICE OF SPECIALIZED SERVICES	08/01/17	\$430.38	DAILY RATE
ZAYAS, JOHN P	TEACHER, FULL TIME	HARDING, WARREN G. MIDDLE SCH	08/16/17	\$46,694.00	ANNUAL SALARY
ZEMON, MIRIAM	TEACHER, FULL TIME	MCDANIEL, DELAPLAINE SCHOOL	08/16/17	\$46,694.00	ANNUAL SALARY
ZIMMERMAN, ANNA-LIISA	TEACHER, FULL TIME	CENTRAL HIGH SCHOOL	08/16/17	\$62,368.00	ANNUAL SALARY
ZIMMERMAN, MICHAEL	TEACHER, FULL TIME	HOPKINSON, FRANCIS SCHOOL	08/16/17	\$60,202.00	ANNUAL SALARY

ZOCCOLA, DIANNE	TEACHER, SPEC EDUCATION	SAYRE, WILLIAM L. HIGH SCHOOL	08/16/17	\$46,193.00	ANNUAL SALARY
ZODA, MICHAEL	TEACHER, FULL TIME	KEARNY, GEN. PHILIP SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY
ZUBROFF, SARA	TEACHER, FULL TIME	KENSINGTON HIGH SCHOOL	08/16/17	\$69,207.00	ANNUAL SALARY
ZUBRZYCKI, ASHLEY A	TEACHER, FULL TIME	TEMPORARY FOR PRE-HIRES	08/16/17	\$45,359.00	ANNUAL SALARY
ZUINO, ALLISON	TEACHER, FULL TIME	CARNELL, LAURA H. SCHOOL	08/16/17	\$45,359.00	ANNUAL SALARY

THE FOLLOWING EMPLOYEES HAVE BEEN TERMINATED

ABRUZZO, JACLYN	TEACHER, SPEC EDUCATION		08/24/17		
BASHORE, JILLIAN	TEACHER, SPEC EDUCATION		08/21/17		
BATTALLIO, TYLIHA I	STUDENT CLIMATE STAFF, 5 HOURS		06/14/17		
BATTLE, SAMANTHA R	TEACHER, FULL TIME		07/01/17		
BAUER, KELLY	TEACHER, FULL TIME		07/01/17		
BELTON, AISHA M	SCHOOL NURSE		08/24/17		
BLENHEIM, CHRISTOPHER L	TEACHER, FULL TIME		07/01/17		
BOGGS, BETH S	TEACHER, SPEC EDUCATION		07/08/17		
BOSTIC, BRETT D	TEACHER, FULL TIME		07/01/17		
BULL, BENJAMIN	TEACHER, FULL TIME		08/16/17		
CARLIN, RYAN J	TEACHER, FULL TIME		07/01/17		
CASPER, ROSEMARY P	TEACHER, FULL TIME		07/08/17		
CESCHAN, KAREN	TEACHER, FULL TIME		08/16/17		
COHEN, NICOLE L	TEACHER, FULL TIME		08/31/17		
CORBIN, BERNADETTE	ONE TO ONE ASST, SPECIAL ED		12/24/14		
CRAYTON, GINA K	SCHOOL POLICE OFFICER		08/16/17		
DAVIS, KIMBERLY A	TEACHER, FULL TIME		07/08/17		
DOYLE, ELIZABETH	TEACHER, FULL TIME		08/16/17		
DRIADON, DANIELLE C	TEACHER, FULL TIME		08/16/17		
DUGGAN, KELLY E	TEACHER, FULL TIME		07/01/17		
EGAN, PAUL T	TEACHER, FULL TIME		07/01/17		
EVERETT, DARRIEN L	SCHOOL POLICE OFFICER		08/02/17		
FLANAGAN, JANEL R	TEACHER, FULL TIME		07/01/17		
FLANAGAN, MARY I	TEACHER, FULL TIME		08/16/17		
FOWLER, KAREN J	TEACHER, FULL TIME		07/01/17		
GILLIAM, SHANIQUA T	ONE TO ONE ASST, SPECIAL ED		08/27/17		
GOLDSTEIN, BRITTANY L	TEACHER, SPEC EDUCATION		08/16/17		
GRAHAM, CARL A	SCHOOL POLICE OFFICER		08/10/17		
HALDANE, KIMBERLEE P	TEACHER, FULL TIME		08/16/17		
HEIN, PATRICK J	TEACHER, FULL TIME		07/08/17		
HINES, LAUREN M	FOOD SVCS WORKER I		06/21/17		
HOYT, ADRIANE H	TEACHER, FULL TIME		07/01/17		
HUGHES, TIFFANY N	SCHOOL PSYCHOLOGIST		07/01/17		

JACKSON, KHALIA M	TEACHER, FULL TIME	07/01/17
JENKINS, ELLEN J	TEACHER, FULL TIME	07/01/17
JERNIGAN, TYNITA M	ONE TO ONE ASST, SPECIAL ED	06/09/17
JOHNS, RASHEEDA D	STUDENT CLIMATE STAFF, 4 HOURS	06/30/17
KAMINSKI, TAYLOR P	TEACHER, FULL TIME	07/01/17
KENNELLY, STEPHANIE R	TEACHER, FULL TIME	07/01/17
KINNEER, MEAGAN	TEACHER, FULL TIME	08/16/17
KOWALIK, KRISTEN M	TEACHER, FULL TIME	07/01/17
KOZEMCHAK, ELIZABETH C	TEACHER, SPEC EDUCATION	07/01/17
LA RUE, GEORGIA N	TEACHER, FULL TIME	07/08/17
LANDFAIR, LATOYA C	TEACHER, FULL TIME	08/16/17
LANE, EMILY V	TEACHER, FULL TIME	08/23/17
LEVIN, TAMI J	TEACHER, SPEC EDUCATION	08/19/17
LIDDY, EILEEN A	TEACHER, FULL TIME	07/08/17
LOBLEIN, ABIGAYLE J	TEACHER, FULL TIME	07/01/17
MANNING, CANDY	TEACHER, FULL TIME	08/16/17
MARTIN, EARL W	TEACHER, SPEC EDUCATION	08/16/17
MCBARRON, JOSEPH J	TEACHER, SPEC EDUCATION	08/19/17
MCCORMACK, KATHRYN	TEACHER, FULL TIME	08/16/17
MCGINLEY, EILEEN M	TEACHER, SPEC EDUCATION	08/16/17
MCILHENNY, JANET	TEACHER, FULL TIME	08/16/17
MESSA, SEAN M	TEACHER, FULL TIME	07/01/17
MIERSWA, ELIZABETH	TEACHER, FULL TIME	08/16/17
MOAKLEY, NEIL M	TEACHER, FULL TIME	07/08/17
MOCK, KIERSTYN L	TEACHER, FULL TIME	07/01/17
MOTLEY, FANTASIA	TEACHER, FULL TIME	07/08/17
MUTCHLER, NATALIE J	TEACHER, FULL TIME	08/16/17
NICHOLS, MAUREEN R	TEACHER, FULL TIME	07/08/17
NOCHUMSON, STEFANI J	TEACHER, FULL TIME	08/16/17
NOONE, ELIZABETH R	TEACHER, FULL TIME	07/01/17
NORMAN-ROLLE, KELLIE R	TEACHER, FULL TIME	07/01/17
OJOMOH, DANIEL	TEACHER, FULL TIME	08/16/17
OLIVER, ALEXANDER R	TEACHER, FULL TIME	07/08/17
PATTON, SCHUYLER L	TEACHER, FULL TIME	07/01/17
PIOTROWSKI, DANIEL N	EX DIR, ACCOUNTABILITY & ASSESS	06/30/17
REYES, ALBERTO A	TEACHER, FULL TIME	07/01/17
ROBINSON, MICHELLE A	TEACHER, SPEC EDUCATION	07/01/17
ROMAN, JUSTIN A	TEACHER, FULL TIME	06/30/17
RUDNICK, DAVID L	TEACHER, FULL TIME	08/24/17
RUIZ, YARILIS	TEACHER, FULL TIME	08/28/17
SACHER, LAUREN	TEACHER, FULL TIME	07/01/17
SANTIAGO-HORSEMAN, NITZAH	TEACHER, SPEC EDUCATION	07/01/17
SMITH, ADRIENNE M	TEACHER, FULL TIME	07/01/17

SPANGLER, BETH E	TEACHER,FULL TIME	08/31/17
STOREY, DONALD R	STUDENT CLIMATE STAFF,4 HOURS	08/16/17
STUBBS, LAURA	TEACHER,SPEC EDUCATION	07/01/17
SUSZKOWSKI, NATALIE B	TEACHER,FULL TIME	08/16/17
SWEENEY, EILEEN G	SECRETARY I	08/17/17
TROST, MELISSA	TEACHER,FULL TIME	07/08/17
TURNER, KARLETTA L	TEACHER,SPEC EDUCATION	07/08/17
WASHINGTON, DEBRA S	TEACHER,FULL TIME	07/01/17
WESLEY, CYNTHIA	SCHOOL IMPROV SUPPORT LIAISON	06/30/17
WILLIAMS, KANISHA A	STUDENT CLIMATE STAFF,5 HOURS	02/17/17

FURTHER RESOLVED, that Breanna D. Mitchell be dismissed from the position of One-to-One Autistic Classroom Assistant with the School District of Philadelphia effective September 14, 2017, and be it

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

FURTHER RESOLVED, that the minutes of the School Reform Commission are to reflect this this decision was made in accordance with 24 P.S. 5-514 of the Pennsylvania School Code of 1949, as amended, following the independent review of the record in this matter by the individual members of the Commission.