

Action Item - 8

Title: Payments to Department of Human Services, Pennsylvania School Police and IDEMIA/MORPHO USA (\$280,000)

Board of Education Meeting Date: 5/29/2025

Action Under Consideration

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

With:

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

Purpose:

To increase Board-authorized spending to support the attainment of mandated clearances

Originally Authorized Start date: 7/1/2022

Originally Authorized End date: 6/30/2025

Amended Authorized End Date: 6/30/2026

Currently Authorized Compensation: \$655,000

Additional Compensation by Contractor:

\$280,000

Total new Compensation: \$935,000

Location:

All Administrative Offices

Renewal Option(s):

N/A

Description:

Why is this contract needed?

In order to support the academic and operational needs of our schools, the District has made a recurring commitment to cover the clearance costs of part and full-time employees who are paid less than \$45,000 per year and process these candidates through our onsite onboarding lab. These positions, like all District positions, require

pre-employment state and federally-mandated clearances that cost \$62.20 per candidate. By removing these financial barriers for a subset of candidates, the District is able to attract more individuals to consider these high-need positions and ensure the positions are staffed as quickly as possible. This action item seeks authorization for SY 2025-2026 to pay state-mandated vendors to cover clearance costs for the following candidates and employees:

- Part and full-time employees who are paid less than \$45,000 per year
- High-need schools and positions
- Clearance renewals for paraprofessionals per the PFT collective bargaining agreement
- Clearance renewals for Local 634 (e.g. school climate staff, food services) and 1201 employees per the collective bargaining agreements

How will the success of this action be measured?

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

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

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

Related resolution(s)/action item(s)

May 26, 2022; No 11

June 24, 2021; No. 15

March 26, 2020; No. 12

May 30, 2019; No. 17

March 28, 2024; No. 8

Funding Source(s)

FY 25-26 Operating

Office Originating Request:

Talent