

## HUMAN CAPITAL INITIATIVES

**Resolution No 2014-15: 455**

Resolution pulled.

## OTHER

**Resolution No 2014-15: 456**

**By Member of the Board Commissioner Powell**

Resolved, that the Superintendent, or his designee, be, and hereby is, authorized to enter into an Agreement with **School Aid Specialists LLC**, 1366 Berne Altamont Road, Altamont, NY, to provide revenue recovery services, including a thorough review of the District's current and prior years financial and student records, prepare or assist District staff with related correspondence, System to Track and Account for Children ("STAC") forms, Basic Education Data System ("BEDS") data, revisions to State Aid forms SA-100 / ST-3 or other communications needed to effectuate findings, provide staff training on data collection, claiming procedures, special education funding as well as the basics of State Aid, and provide a report detailing findings and recommendations, with the goal to immediately maximize State Aid and other revenues and build capacity within the Departments of Accounting, Special Education and Accountability for future reporting, for the period January 30, 2015, or as soon thereafter as the Agreement is fully executed, through May 29, 2015, for the sum of nine and one half percent (9.5%) of the increased revenue collected, funded by the Office of Chief Financial Officer, contingent upon the form and terms of the Agreement having been approved by Counsel to the District.

Strategic Goal: 4; Objective: A

Justification: Eliminate the projected budget gap and prepare a 5-year plan to address the structural gap. Improve the efficiency of Central Office staff and administrative / support functions throughout the District.

**Seconded by Member of the Board Commissioner Evans**  
**Adopted 7-0**

**Resolution No. 2014-15: 457**

**By Member of the Board Commissioner Cruz**

Whereas, East High School ("EHS") has failed to make academic progress over the last three years, as required of schools identified as either persistently lowest achieving (now known as Priority Schools) and/or Schools Under Registration Review; and

Whereas, on March 12, 2014, the New York State Education Department (“SED”) notified the Rochester City School District (“District”) regarding the options available for EHS and the required timeline for the submission and implementation of an intervention plan; and

Whereas, pursuant to the Education Law §100.2(p) and §100.18, the SED has requested that the District submit an intervention plan by May 15, 2014; and

Whereas, the University of Rochester (“University”) presented a Letter of Intent to submit a proposal to serve as an Educational Partnership Organization (EPO) under Education Law §211-e; and

Whereas, by Resolution No. 2013-14: 636, adopted on May 8, 2014: the Board of Education (the “Board”) concurred that the proposal from the University to act as the EPO for EHS beginning with the 2015-16 school year is in the best interest of the students, staff and the Rochester community, and is the only plan that the Board intends to pursue at this time to address the needs of EHS; and the Board accepts and supports the University’s desires to develop a responsible proposal, so that key educational initiatives can be instituted to allow the high school to achieve its accountability measures; the Board authorized the President of the Board, or his designee, to work with the University and the principal of the school to complete a detailed plan for implementation of an EPO alternative governance structure in 2015-16, and the plan must include a Memorandum of Understanding signed by key stakeholders committing the District to enter into a contract with the University to become the EPO for the school beginning with the 2015-16 school year; and that on or before July 1, 2014, the Board will submit to the Commissioner of Education a detailed plan of the interim actions that will be taken at EHS during the 2014-15 school year; and

Whereas, by Resolution No. 2013-14: 696, adopted on May 22, 2014, the Board concurred that in accordance with Education Law §211-e, the Board shall retain the ultimate decision-making authority over the hiring, performance evaluation, termination, disciplining, granting of tenure, and assignment of employees serving in the EHS, including staff development for those employees, and that before implementing or taking action with respect to any aspect of staffing or school operations at EHS, the EPO shall provide its recommendations, in writing, to the Board for its consideration; and

Whereas, by Resolution No. 2013-14: 789, adopted on June 30, 2014, the Board accepted and approved the plan of the University to serve as the EPO for EHS, including a signed Memorandum of Agreement between the Board and University for the implementation of an EPO Agreement for the 2015-16 school year and the Memoranda of Agreement signed by representatives of the District’s collective bargaining units indicating their collaboration and commitment to partner with the University; and

Whereas, pursuant to Education Law §211-e(3), the EPO has negotiated with the duly recognized representatives of the District’s collective bargaining units and has recommended modifications or supplements to each of the collective bargaining agreements between the District and the Rochester Teachers Association, the Association of Supervisors and Administrators of Rochester, the Rochester Association of Paraprofessionals, and the Board of Education Non-Teaching Employees, which shall be applicable only to bargaining unit

employees assigned to EHS beginning with the 2015-16 school year; and

Whereas, pursuant to Education Law §211-e(3), such modifications and/or supplements to the collective bargaining agreements are subject to ratification by the Board and the members of each of the collective bargaining units assigned to EHS; and

Whereas, by Resolution No. 2014-15: 390, adopted on December 18, 2014, the Board accepted and approved the plan of the University to serve as the EPO for EHS, and authorized entering into contract with the University to serve as the EPO for EHS for up to a five-year term commencing on July 1, 2015, contingent upon budget appropriations and the form and terms of the plan and agreement having been approved by the SED and Counsel to the Board; and

Whereas, on December 22, 2014, the Board submitted the intervention plan ( "Plan") for the University to serve as the EPO for EHS; and

Whereas, on January 14, 2015, the SED notified the District that based upon a review of the Plan, the SED *conditionally approved* the Board and the University to enter into an EPO Agreement for the 2015-16 school year, with *final approval* of the Plan contingent on the submission of a budget for EHS and the EPO that has been mutually agreed upon by both the Board and the University, and the submission of a revised EPO contract that incorporates recommendations of the SED, and that such submissions shall be made to the SED no later than February 16, 2015; and

Whereas, in order to encourage districts and EPOs to monitor the progress of intervention plans, the SED will require that the University create and implement a progress monitoring process for the activities that are outlined in the Plan whereby the University will be asked to submit in advance of monthly meetings with the SED, written updates on the progress of the school in implementing the activities and strategies contained in the EPO plan and the impact of implementation on student results; and

Whereas, the Board and the University have mutually agreed upon the budget for EHS and the revised EPO Contract that incorporates recommendations of the SED, copies of which are on file with the Clerk of the Board, therefore be it

Resolved, that, pursuant to the provisions of Civil Service Law §201 and §204-a and Education Law §211-e(3), and subject to ratification by the members of each of the collective bargaining units assigned to EHS, the Board approves and ratifies the following Memoranda of Agreement, including any economic provisions contained therein:

1. Memorandum of Agreement between the Board of Education Non-Teaching Employees (BENTE) and the EPO dated December 8, 2014
2. Memorandum of Agreement between the Association of Supervisors and Administrators of Rochester (ASAR) and the EPO dated December 4, 2014
3. Memorandum of Agreement between the Rochester Association of Paraprofessionals (RAP) and the EPO dated December 15, 2014

4. Memorandum of Agreement between the Rochester Teachers Association (RTA) and the EPO dated December 17, 2014

and be it further

Resolved, that the Educational Partnership Organization, as Superintendent for East High School, is hereby authorized to execute a Memoranda of Agreement with each of the aforementioned collective bargaining units; and be it further

Resolved, that the Board approves the expenditure of any additional funds necessary to permit the implementation of the terms of the Memoranda of Agreement; and be it further

Resolved, that the Board authorizes entering into the revised EPO Contract with the University of Rochester that incorporates recommendations of the State Education Department, to serve as the Educational Partnership Organization for East High School, for a term of up to five years, commencing on July 1, 2015, contingent upon budget appropriations and contingent on the form and terms of the contract having been approved by the State Education Department and Counsel to the Board; and be it further

Resolved, that the Board approves the annual budget for East High School, for the 2015-16 school year, for an amount not to exceed Thirty One Million Seven Hundred Twenty One Thousand Dollars (\$31,721,000.00); and be it further

Resolved, that the Board approves submission of the Budget for East High School and the revised EPO Contract to the State Education Department.

**Seconded by Member of the Board Commissioner Evans  
Adopted 7-0**

**GOALS & OBJECTIVES:** <http://intranet/sites/controls/RP/default.aspx>

<b>Goal 1: Student Achievement and Growth: We will ensure that each of our students is academically prepared to succeed in college, life and the global economy.</b>	
<b>Objective A</b>	Implement the Common Core curriculum.
<b>Objective B</b>	Implement Teacher Leader Evaluation/APPR.
<b>Objective C</b>	Meet New York State requirements as a “Focus District.”
<b>Objective D</b>	Increase our focus on college and/or career readiness.
<b>Objective E</b>	Increase time on task for students through attendance maximization, extended learning programs and expanded school calendar.
<b>Objective F</b>	Align professional learning opportunities for staff with student achievement goals, with an emphasis on multi-cultural responsiveness.
<b>Goal 2: Parental, Family and Community Involvement: We will engage and collaborate with all our stakeholders, to hold ourselves collectively accountable for our students’ success.</b>	
<b>Objective A</b>	Provide parents/guardians with diverse opportunities for active family participation in their student’s education.
<b>Objective B</b>	Design and implement multiple models for businesses, faith communities, the City, colleges and community-based organizations to help us improve the quality and quantity of instructional delivery.
<b>Objective C</b>	Work collaboratively our partners to increase the time devoted to literacy.
<b>Goal 3: Communication and Customer Service: We will continually inform and seek input from parents, students, staff and members of the Rochester community, to continuously improve the quality of our instructional programs and operations</b>	
<b>Objective A</b>	Adopt operational standards, practices and business processes to improve our levels of customer service and transparency.
<b>Objective B</b>	Improve the timeliness and customer-focus of our responses to complaints and service requests.
<b>Objective C</b>	Provide safer, more positive and nurturing learning environments that maximize student achievement and staff success.
<b>Goal 4: Effective and Efficient Allocation of Resources: We will stabilize our finances, fund our priorities, and focus resources on significantly improving student achievement.</b>	
<b>Objective A</b>	Eliminate the projected budget gap and prepare a 5-year plan to address the structural gap.
<b>Objective B</b>	Improve the efficiency of Central Office staff and administrative / support functions throughout the District.
<b>Objective C</b>	Reduce administrative and consultant expense.
<b>Objective D</b>	Negotiate collective bargaining agreements to moderate the increase in cost of employee salaries, wages, overtime, additional pay, health care, other benefits, time off and substitute pay.
<b>Objective E</b>	More effectively use space to control facilities’ capital and leased costs.
<b>Objective F</b>	Oversee the renovation/replacement/reuse/parental choice of facilities to better meet student needs.
<b>Objective G</b>	Allocate and align staffing with school building needs, curriculum needs and state mandates.
<b>Objective H</b>	Align financial resources to implement instructional strategies that improve student outcomes based on a consideration of value.
<b>Goal 5: Management Systems: We will improve the efficiency and effectiveness of management systems that impact operations of Central Office and our schools, to facilitate the accomplishment of all goals and objectives.</b>	
<b>Objective A</b>	Design and implement information systems that shift our focus from intervention to prevention of student achievement challenges.
<b>Objective B</b>	Support school efforts to meet Common Core standards of excellence for curriculum, extra-curricular and physical environments.
<b>Objective C</b>	Design and implement standards of excellence for the recruitment, development and retention of a highly effective and diverse staff.
<b>Objective D</b>	Evaluate current IT system and software to ensure optimal use of capacity and ease of customer interface.