EDUCATIONAL PARTNERSHIP ORGANIZATION - EAST

Resolution No. 2018-19: 930

By Member of the Board Commissioner Hallmark

Whereas, by Resolution No. 2014-15: 457, adopted on January 29, 2015, the Board authorized the revised Educational Partnership Organization (EPO) Contract with the University of Rochester to serve as the EPO for East High School, for a term of up to five years, commencing on July 1, 2015; therefore be it

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) certified as listed below, is (are) appointed to the professional educator tenure area indicated below, with the effective date, probationary period, and salary stated, and that such person(s) shall be eligible for tenure upon completion of the probationary period subject to the Board of Education’s unfettered right to deny tenure and, to the extent required by Education Law Section 3012 with respect to classroom teachers, the requirement that such person(s) receive at least three (3) Effective APPR ratings within the four (4) years prior to consideration for tenure and do not receive an Ineffective APPR rating in the final probationary year.

<table>
<thead>
<tr>
<th>Name</th>
<th>Certification</th>
<th>Tenure Area</th>
<th>Probationary Period</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clancy, Laura</td>
<td>ELA 7-12, SWD 7-12/English</td>
<td>English</td>
<td>9/4/19-9/3/23</td>
<td>$56,055</td>
</tr>
<tr>
<td>Dubiel, Courtney</td>
<td>School Counselor</td>
<td>Guidance</td>
<td>6/14/19-6/13/23</td>
<td>$48,050</td>
</tr>
<tr>
<td>Freece, Robert</td>
<td>ELA 7-12</td>
<td>English</td>
<td>9/4/19-9/3/23</td>
<td>$53,334</td>
</tr>
</tbody>
</table>

Seconded by Member of the Board Vice President Elliott
Adopted 5-0 with Commissioner Davis dissenting and Commissioner Sheppard absent

Resolution No. 2018-19: 931

By Member of the Board Commissioner Hallmark

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) certified as listed below, is (are) appointed to PART-TIME positions within the teacher tenure area shown, with the effective date, and salary stated. Be it noted that no seniority or tenure shall accrue during such part-time service.

<table>
<thead>
<tr>
<th>Name</th>
<th>Certification</th>
<th>Tenure Area</th>
<th>FTE</th>
<th>Effective Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mulheron, Edward</td>
<td>Business</td>
<td>Driver’s Education</td>
<td>0.5</td>
<td>9/4/19</td>
<td>$29,500</td>
</tr>
</tbody>
</table>

Seconded by Member of the Board Vice President Elliott
Adopted 5-0 with Commissioner Davis dissenting and Commissioner Sheppard absent
Resolution No. 2018-19: 932

By Member of the Board

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) certified as listed below, is (are) appointed to PART-TIME positions within the administrator tenure area shown, with the effective date, and salary stated. Be it noted that no seniority or tenure shall accrue during such part-time service.

<table>
<thead>
<tr>
<th>Name</th>
<th>Certification</th>
<th>Tenure Area</th>
<th>FTE</th>
<th>Effective Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>(none)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Seconded by Member of the Board

Resolution No. 2018-19: 933

By Member of the Board Commissioner Powell

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) certified as listed below is (are) appointed to the administrative tenure area and the assignment shown, with the effective date, probationary period and salary stated, and that such person(s) shall be eligible for tenure upon completion of the probationary period subject to the Board of Education’s unfettered right to deny tenure and, to the extent required by Education Law Section 3012 with respect to building principals, the requirement that such person(s) receive at least three (3) Effective APPR ratings within the four (4) years prior to consideration for tenure and do not receive an Ineffective rating in the final probationary year.

<table>
<thead>
<tr>
<th>Name</th>
<th>Certification</th>
<th>Tenure Area</th>
<th>Assignment</th>
<th>Probationary Period</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>George, Jason</td>
<td>SBL</td>
<td>Special Education</td>
<td>East SPED Dept.</td>
<td>7/1/19-6/30/22</td>
<td>$79,356</td>
</tr>
</tbody>
</table>

Seconded by Member of the Board Commissioner LeBron

Adopted 5-0 with Commissioner Davis dissenting and Commissioner Sheppard absent

Resolution No. 2018-19: 934

By Member of the Board

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) certified as listed below is (are) assigned to the “interim” position shown, at the salary and effective date stated:
By Member of the Board

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) listed below is (are) **PROVISIONALLY appointed** to the listed Competitive Civil Service titles, with the salary and effective dates noted.

<table>
<thead>
<tr>
<th>Name</th>
<th>Job Title</th>
<th>Salary</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>(none)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Seconded by Member of the Board

Resolution No. 2018-19: 937

By Member of the Board

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) listed below is (are) **PERMANENTLY appointed**, subject to required statutory and contractual probationary period(s), to the listed classified Civil Service titles, with the salary, and effective dates noted.

<table>
<thead>
<tr>
<th>Name</th>
<th>Job Title</th>
<th>Classification</th>
<th>Salary</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>(none)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
By Member of the Board Commissioner Hallmark

Resolved, that upon the recommendation of the EPO Superintendent, the resignation(s) of the person(s) listed below are accepted and effective on the dates(s) listed and may not be revoked.

<table>
<thead>
<tr>
<th>Name</th>
<th>Tenure Area or Job Title</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Calzi, Michael</td>
<td>East - Teacher</td>
<td>6/30/19</td>
</tr>
</tbody>
</table>

Seconded by Member of the Board Commissioner Powell
Adopted 6-0 with Commissioner Sheppard absent

Resolution No. 2018-19: 939

By Member of the Board

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) listed below are granted a leave of absence from their current tenure area, beginning on the date of commencement of a new probationary appointment with the East High School EPO and continuing through the duration of their employment in such new position.

<table>
<thead>
<tr>
<th>Name</th>
<th>Tenure Area or Job Title</th>
<th>Assigned School / Department</th>
<th>Date Leave Commences</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Resolution No. 2018-19: 940

By Member of the Board

Resolved, that upon the recommendation of the EPO Superintendent the resolutions listed below are hereby AMENDED as set forth below.

<table>
<thead>
<tr>
<th>Original Resolution</th>
<th>Resolution Date</th>
<th>Amendment</th>
</tr>
</thead>
<tbody>
<tr>
<td>(none)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Seconded by Member of the Board

Resolution No. 2018-19: 941

By Member of the Board
Resolved, that upon the recommendation of the EPO Superintendent, the following named persons, be, and hereby are appointed to the non-tenure bearing grant-funded positions.

<table>
<thead>
<tr>
<th>Name</th>
<th>Job Title</th>
<th>Effective Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>(none)</td>
<td>(none)</td>
<td>(none)</td>
<td>(none)</td>
</tr>
</tbody>
</table>

Seconded by Member of the Board

Resolution No. 2018-19: 942

By Member of the Board Commissioner Hallmark

Resolved, that upon the recommendation of the Superintendent, the employee(s) certified as listed below, having satisfactorily completed his/her probationary service required under State Law and by the Board, is (are) granted tenure in the tenure area(s) listed below, effective on the date(s) indicated, subject to the condition that they each receive an APPR Rating that makes them eligible for tenure under New York Education Law 3012, after all appeals are exhausted; and be it further

Resolved, that this resolution be adopted with the express reservation of the power in the Board at any time to abolish these positions.

<table>
<thead>
<tr>
<th>Name</th>
<th>Certification</th>
<th>Tenure Area</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bethmann, Christopher</td>
<td>ESOL, Spanish 7-12</td>
<td>ESOL</td>
<td>August 31, 2019</td>
</tr>
<tr>
<td>Blocker, Marlene</td>
<td>SAS, SDL</td>
<td>EPO Upper School Principal</td>
<td>June 30, 2019</td>
</tr>
<tr>
<td>Eckert, Paul</td>
<td>Health Education, Physical Education</td>
<td>Health</td>
<td>September 7, 2019</td>
</tr>
<tr>
<td>Garfield, Shalonda</td>
<td>SDL, SBL</td>
<td>East EPO Vice Principal</td>
<td>June 30, 2019</td>
</tr>
<tr>
<td>Kramer, Jillian</td>
<td>Chemistry 7-12, General Science 7-12 Extension</td>
<td>Science</td>
<td>August 31, 2019</td>
</tr>
<tr>
<td>Kunichika, Caitlin</td>
<td>Childhood Education 1-6, SWD 1-6</td>
<td>Special Education</td>
<td>September 7, 2019</td>
</tr>
<tr>
<td>Rees, Jennifer</td>
<td>SAS</td>
<td>East EPO Vice Principal</td>
<td>June 30, 2019</td>
</tr>
<tr>
<td>Shaw, Kristen</td>
<td>ESOL</td>
<td>ESOL</td>
<td>August 31, 2019</td>
</tr>
<tr>
<td>Travis, Daniel</td>
<td>Social Studies 7-12</td>
<td>Social Studies</td>
<td>September 7, 2019</td>
</tr>
<tr>
<td>Worthington, Tiarra</td>
<td>SWD 7-12 Generalist, Earth Science 7-12</td>
<td>Science</td>
<td>August 31, 2019</td>
</tr>
</tbody>
</table>

Seconded by Member of the Board Powell
Adopted 5-0 with Commissioner Davis dissenting and Commissioner Sheppard absent

Resolution No. 2018-19: 943
By Member of the Board Commissioner Hallmark

Resolved, that upon the recommendation of the EPO Superintendent and pursuant to Education Law § 211-e(3), the person(s) listed below is (are) assigned to serve at East High School:

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clancy, Laura</td>
<td>Teacher</td>
<td>9/4/19</td>
</tr>
<tr>
<td>Dubiel, Courtney</td>
<td>Counselor</td>
<td>6/14/19</td>
</tr>
<tr>
<td>Freece, Robert</td>
<td>Teacher</td>
<td>9/4/19</td>
</tr>
</tbody>
</table>

Seconded by Member of the Board Powell
Adopted 5-0 with Commissioner Davis dissenting and Commissioner Sheppard absent

Resolution No. 2018-19: 944

By Member of the Board Commissioner Hallmark

Whereas, by Resolution No. 2014-15: 390, adopted on December 18, 2014, the Board authorized the University of Rochester to serve as the Educational Partnership Organization (EPO) for East High School commencing on July 1, 2015; and by Resolution No. 2014-15: 457, adopted on January 29, 2015, the Board approved and ratified the Memoranda of Agreement, including economic provisions, between the Rochester Teachers Association (RTA) and the EPO and between the Association of Supervisors and Administrators of Rochester (ASAR) and the EPO; therefore be it

Resolved, that, upon the recommendation of the EPO Superintendent, payment for additional service be, and it hereby is, authorized for the following named persons, to be paid in accordance with the terms stated during the date(s) specified. Subject to the said dates, maximum hours and pay rates specified below, the Board authorizes the EPO Administration to make changes in the personnel providing these services if necessary in order to carry out the intent of this resolution. If a pay rate is incorrectly stated, the actual rate of pay established through the collective bargaining process shall prevail. The Board authorizes the Administration to revise Pay Rate and Spending in the event that a pay rate is superseded by change to the collective bargaining agreement or the pay rates of the assigned personnel.

(A)

Division Chief: Shaun C. Nelms
Principal/Director: Jennifer Rees
Spending: $32,550
Funding: General Fund
Description: Required Professional Learning Planning
Justification: Intensive Curriculum Review, Feedback, and Revision Teams: Required for facilitation, planning, and management of summer Professional Learning with a focus on revision of a guaranteed and viable curriculum that is written, enacted, and learned, as per EPO Plan and RTA contract.
Deliverable(s): Feedback provided to curriculum for revision and curriculum revisions.

Schedule: Monday-Friday, 8 a.m. – 3 p.m.

Strategic Plan: Goal: 1; Objective: F

<table>
<thead>
<tr>
<th>Name</th>
<th>Date(s) To Be Worked</th>
<th>Regularly Assigned School/Department &amp; Position</th>
<th>Hours</th>
<th>$/Hour</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anderson, Jessica</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Arvelo-Park, Gloribel</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Basile, Alexa</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Bates, Jessica</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Conroy, Elizabeth</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Courtney, Mary</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Cybulski, William</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Delehanthy, Laura</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Fields, Christopher</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Girven, Lynn</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Gotham, Sara</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Guler-Carrasquillo, Carolina</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Gutierrez, Franky</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Hart, Daniel</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Horn, Marcy</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Holsten, Mackenzie</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Johnson, Melissa</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Knauf, Christina</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Lewis, Amy</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Machuca-Dall, Kerry</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Meehan-Richardson, Kerry</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Morgan, Geoffrey</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Paco, Enkela</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Pies, Shana</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Polanski, Andrea</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Resseguie, Arin</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Simmons, Tracy</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Spencer, Liana</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Travis, Daniel</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Vann, Cassandra</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
<tr>
<td>Worthington, Tiarra</td>
<td>7/1/19-8/16/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td>-</td>
</tr>
</tbody>
</table>

Division Chief: Shaun C. Nelms
Principal/Director: Jennifer Rees
Spending: $172,200
Funding: General Fund
Description: Required Professional Learning for all East Teachers
Justification: Understanding by Design/Instructional Foundations: Required Summer PL for All Staff focused on looking at student work and revision/alignment of a guaranteed and viable curriculum that is written, enacted, and learned, as per EPO Plan and RTA contract.

Deliverable(s): New learning and improved pedagogical practice relative to looking at student work and using data to inform curriculum and instruction, plus curriculum revisions.

Schedule: Monday-Friday, 8 a.m. – 3 p.m.

Strategic Plan: Goal: 1; Objective: F

<table>
<thead>
<tr>
<th>Name</th>
<th>Date(s) To Be Worked</th>
<th>School/Department &amp; Position</th>
<th>Hours</th>
<th>$/Hour</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Algarin, Karen</td>
<td>8/19-8/23/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td></td>
</tr>
<tr>
<td>Ames, David</td>
<td>8/19-8/23/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td></td>
</tr>
<tr>
<td>Anderson, Jessica</td>
<td>8/19-8/23/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td></td>
</tr>
<tr>
<td>Armella, Vincent</td>
<td>8/19-8/23/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td></td>
</tr>
<tr>
<td>Arvelo-Park, Gloribel</td>
<td>8/19-8/23/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td></td>
</tr>
<tr>
<td>Atkins, Grant</td>
<td>8/19-8/23/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td></td>
</tr>
<tr>
<td>Avino, Charles</td>
<td>8/19-8/23/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td></td>
</tr>
<tr>
<td>Bak, Nicole</td>
<td>8/19-8/23/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td></td>
</tr>
<tr>
<td>Banks, Tajmon</td>
<td>8/19-8/23/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td></td>
</tr>
<tr>
<td>Bard, Elizabeth</td>
<td>8/19-8/23/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td></td>
</tr>
<tr>
<td>Barley, Darrell</td>
<td>8/19-8/23/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td></td>
</tr>
<tr>
<td>Barrett, Samantha</td>
<td>8/19-8/23/19</td>
<td>East – Teacher</td>
<td>30</td>
<td>$35</td>
<td></td>
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Zurlo, Andrea  8/19/19-8/23/19  East – Teacher  30  $35

(C)
Division Chief:  Shaun C. Nelms
Principal/Director:  Jennifer Rees
Spending:  $46,410
Funding:  General Fund
Description:  Teacher Leaders Summer Work
Justification: Curriculum writing planning, professional learning planning; Teacher Leader meetings; and professional learning for teacher leaders required for curriculum development and summer PL as per EPO Plan.

Deliverable(s): Plans for professional learning facilitation, new learning and improved pedagogical practice relative to instructional coaching.

Schedule: Monday-Friday, 8 a.m. – 3 p.m.

Strategic Plan: Goal: 1; Objective: F

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<th>Name</th>
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| (D) Division Chief:   | Shaun C. Nelms       |
| Principal/Director:   | Jennifer Rees        |
| Spending:             | $51,135              |
| Funding:              | General Fund         |
| Description:          | Curriculum Writing   |
| Justification:        | Understanding by Design Curriculum Writing focused on new courses and/or curricula needing accelerated completion, as per EPO Plan and RTA contract. The hours per individual vary based on the amount of work needed for various curricula. |

Deliverable(s): New curriculum and revisions to existing curriculum, progressing further toward the goal of a guaranteed and viable curriculum.

Schedule: Monday-Friday, 8 a.m. – 3 p.m.

Strategic Plan: Goal: 1; Objective: F

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Tisa, Rebecca 7/1/19-9/1/19 East – Teacher 15 $35
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Wilson, Luke 7/1/19-9/1/19 East – Teacher 20 $35
Worthington, Tiarra 7/1/19-9/1/19 East – Teacher 40 $35

Division Chief: Shaun C. Nelms
Principal/Director: Jennifer Rees
Spending: $5,950
Funding: General Fund
Description: Family Group Curriculum and Program Planning
Justification: Family Group Curriculum and Program Planning focused on the planning of the lessons, curriculum, and program implementation of Family Group for the upcoming school year. This is required for curriculum development as per EPO Plan.
Deliverable(s): Strategic plan for the improvement and implementation of Family Group for the upcoming school year.
Schedule: Monday-Friday, 8 a.m. – 3 p.m.
Strategic Plan: Goal: 1 ; Objective: F

<table>
<thead>
<tr>
<th>Name</th>
<th>Date(s) To Be Worked</th>
<th>School/Department &amp; Position</th>
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Division Chief: Shaun C. Nelms
Principal/Director: Jennifer Rees
Spending: $18,270
Funding: General Fund
Description: Special Projects
Justification: Special Projects for Implementation of Key Initiatives focused on leadership development, planning for professional learning, the development of Google systems including the curriculum storage system via Team Drives, instructional technology planning, culture and climate initiatives, etc. as per EPO Plan. The hours per individual vary based on the amount of work needed for various curricula.
Deliverable(s): Plans for professional learning facilitation, online storage system for East curriculum, Google tools for data collection for 2019-2020 school year, professional learning plan to address culture and climate throughout 2019-2020 school year.

Schedule: Monday-Friday, 8 a.m. – 3 p.m.

Strategic Plan: Goal: 1 ; Objective: F

Regularly Assigned School/Department

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</tr>
<tr>
<td>Fields, Christopher</td>
<td>7/1-9/1/19</td>
<td>East - Teacher</td>
<td>18</td>
<td>$35</td>
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<tr>
<td>Harris, Torye</td>
<td>7/1-9/1/19</td>
<td>East - Teacher</td>
<td>18</td>
<td>$35</td>
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<tr>
<td>Horn, Marcy</td>
<td>7/1-9/1/19</td>
<td>East - Teacher</td>
<td>18</td>
<td>$35</td>
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<tr>
<td>Knauf, Christina</td>
<td>7/1-9/1/19</td>
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<td>18</td>
<td>$35</td>
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<tr>
<td>Marino, Michaela</td>
<td>7/1-9/1/19</td>
<td>East - Teacher</td>
<td>18</td>
<td>$35</td>
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</tr>
<tr>
<td>McDowell, Olivia</td>
<td>7/1-9/1/19</td>
<td>East - Teacher</td>
<td>18</td>
<td>$35</td>
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<tr>
<td>Meade, Nathan</td>
<td>7/1-9/1/19</td>
<td>East - Teacher</td>
<td>40</td>
<td>$35</td>
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<tr>
<td>Meehan-Richardson,</td>
<td>7/1-9/1/19</td>
<td>East - Teacher</td>
<td>120</td>
<td>$35</td>
<td></td>
</tr>
<tr>
<td>Kerry</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Mitchell, Quinton</td>
<td>7/1-9/1/19</td>
<td>East - Teacher</td>
<td>18</td>
<td>$35</td>
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<tr>
<td>Zurlo, Andrea</td>
<td>7/1-9/1/19</td>
<td>East - Teacher</td>
<td>120</td>
<td>$35</td>
<td></td>
</tr>
</tbody>
</table>

Spending: $4,060

Funding: General Fund


Description: Support Room Design Work

Justification: The East Support Model depends on materials prepared in advance. These teachers will work on plans for next school year. The hours per individual vary based on the amount of work needed for the materials.

Deliverable(s): Strategic plan and targeted intervention materials for implementation in the Support Model for the 2019-2020 school year.

Schedule: Monday-Friday, 8 a.m. – 3 p.m.

Strategic Plan: Goal: 1 ; Objective: F

Regularly Assigned School/Department

<table>
<thead>
<tr>
<th>Name</th>
<th>Date(s) To Be Worked</th>
<th>&amp; Position</th>
<th>Hours</th>
<th>$/Hour</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bak, Nicole</td>
<td>7/1-9/1/19</td>
<td>East - Teacher</td>
<td>10</td>
<td>$35</td>
<td></td>
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<tr>
<td>Cybulski, William</td>
<td>7/1-9/1/19</td>
<td>East - Teacher</td>
<td>10</td>
<td>$35</td>
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<tr>
<td>Dunn, Amanda</td>
<td>7/1-9/1/19</td>
<td>East - Teacher</td>
<td>36</td>
<td>$35</td>
<td></td>
</tr>
<tr>
<td>Holmes, Jordan</td>
<td>7/1-9/1/19</td>
<td>East - Teacher</td>
<td>30</td>
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<tr>
<td>Kocher, Kelly</td>
<td>7/1-9/1/19</td>
<td>East - Teacher</td>
<td>10</td>
<td>$35</td>
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</tr>
<tr>
<td>Lewis, Amy</td>
<td>7/1-9/1/19</td>
<td>East - Teacher</td>
<td>10</td>
<td>$35</td>
<td></td>
</tr>
<tr>
<td>Phillips, Brittany</td>
<td>7/1-9/1/19</td>
<td>East - Teacher</td>
<td>10</td>
<td>$35</td>
<td></td>
</tr>
</tbody>
</table>

Division Chief: Shaun C. Nelms

Principal/Director: Jennifer Rees

(G)
Principal/Director: Lorna Washington  
Spending: $21,976  
Funding: General Fund  
Budget Code: 5132-A-26105-2010-0000  
Description: Step to College  
Justification: Step to College (S2C) is a pre-college program that prepares first-generation college bound scholars academically, socially and emotionally for the rigors and high expectations of college life. S2C teacher participants will teach a pre-planned and written curriculum, during the S2C Academic Boot Camp.  
Deliverables: Students will receive information on the admissions process, financial aid, study skills, mentorship, etc. Students will follow a typical college schedule and be exposed to typical college coursework expectations.  
Schedule: Monday through Friday  
Strategic Plan: Goal: 1; E  

<table>
<thead>
<tr>
<th>Name</th>
<th>Date(s) to be worked</th>
<th>&amp; Position</th>
<th>Hours</th>
<th>$/Hour</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Atkins, Grant</td>
<td>7/7/19- 7/19/19</td>
<td>East - Teacher</td>
<td>67</td>
<td>$41</td>
<td></td>
</tr>
<tr>
<td>Basile, Alexa</td>
<td>7/7/19- 7/19/19</td>
<td>East - Teacher</td>
<td>67</td>
<td>$41</td>
<td></td>
</tr>
<tr>
<td>Fields, Chris</td>
<td>7/7/19- 7/19/19</td>
<td>East - Teacher</td>
<td>67</td>
<td>$41</td>
<td></td>
</tr>
<tr>
<td>Harris, Torye</td>
<td>7/7/19- 7/19/19</td>
<td>East - Teacher</td>
<td>67</td>
<td>$41</td>
<td></td>
</tr>
<tr>
<td>Huber, Bradley</td>
<td>7/7/19- 7/19/19</td>
<td>East - Teacher</td>
<td>67</td>
<td>$41</td>
<td></td>
</tr>
<tr>
<td>Marino, Michaela</td>
<td>7/7/19- 7/19/19</td>
<td>East - Teacher</td>
<td>67</td>
<td>$41</td>
<td></td>
</tr>
<tr>
<td>Mitchell, Quinton</td>
<td>7/7/19- 7/19/19</td>
<td>East - Teacher</td>
<td>67</td>
<td>$41</td>
<td></td>
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<tr>
<td>Spencer, Liana</td>
<td>7/7/19- 7/19/19</td>
<td>East - Teacher</td>
<td>67</td>
<td>$41</td>
<td></td>
</tr>
</tbody>
</table>

(I)  
Division Chief: Shaun C. Nelms  
Principal/Director: Lorna Washington  
Spending: $3,080  
Funding: Title I Grant  
Budget Code: 5132-G-25905-2805-0251  
Description: Parent Summit 2019  
Justification: East EPO staff will plan and deliver curriculum to support parents of scholars transitioning to the Freshman Academy. Professional Learning will center around, credits needed, exam and graduation requirements, along with family and community engagement strategies and expectations.  
Deliverables: Parent engagement will be increased. Parent participants will be able to articulate course sequences offered, credits needed, required exams for graduation and ways to remain engaged.  
Schedule: Monday through Friday  
Strategic Plan: Goal: 1; E  

<table>
<thead>
<tr>
<th>Name</th>
<th>Date(s) to be worked</th>
<th>&amp; Position</th>
<th>Hours</th>
<th>$/Hour</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heacock, Emily</td>
<td>7/1/19- 8/14/19</td>
<td>East - Teacher</td>
<td>22</td>
<td>$35</td>
<td></td>
</tr>
<tr>
<td>Gotham, Sara</td>
<td>7/1/19- 8/14/19</td>
<td>East - Teacher</td>
<td>22</td>
<td>$35</td>
<td></td>
</tr>
</tbody>
</table>
Townsend, Erica  7/1/19-8/14/19  East - Teacher  22  $35
Bliss, Stephanie  7/1/19-8/14/19  East - Counselor  22  $35

Seconded by Member of the Board Powell
Adopted 5-0 with Commissioner Davis dissenting and Commissioner Sheppard absent
HUMAN CAPITAL INITIATIVES

Resolution No. 2018-19: 945

By Member of the Board Commissioner Powell

Resolved, that upon the recommendation of the Superintendent, the person(s) certified as listed below is (are) appointed to the administrative tenure area and the assignment shown, with the effective date, probationary period and salary stated, and that such person(s) shall be eligible for tenure upon completion of the probationary period subject to the Board of Education’s unfettered right to deny tenure and, to the extent required by Education Law Section 3012 with respect to building principals, the requirement that such person(s) receive at least three (3) Effective APPR ratings within the four (4) years prior to consideration for tenure and do not receive an Ineffective rating in the final probationary year.

<table>
<thead>
<tr>
<th>Name</th>
<th>Certification</th>
<th>Tenure Area</th>
<th>Assignment</th>
<th>Probationary Period</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thompson, Stephanie</td>
<td>SDA</td>
<td>Principal</td>
<td>School No. 8</td>
<td>July 1, 2019 – June 30, 2023</td>
<td>$106,295/yr.</td>
</tr>
</tbody>
</table>

Seconded by Member of the Board Hallmark
Adopted 5-0 with Commissioner Davis dissenting and Commissioner Sheppard absent
AUTHORIZATION OF ADDITIONAL PAY

Resolution No. 2018-19: 946

By Member of the Board Commissioner LeBron

Resolved, that, upon the recommendation of the Superintendent, payment for additional service be, and it hereby is, authorized for the following named persons, to be paid in accordance with the terms stated during the date(s) specified. Such payment is contingent upon the successful completion of assigned task(s) and the delivery of work product(s) deemed to be satisfactory by the Principal/Director and Division Chief. Subject to the said dates, maximum hours and pay rates specified below, the Board authorizes the Administration to make changes in the personnel providing these services, if necessary, in order to carry out the intent of this resolution. If a pay rate is incorrectly stated, the actual rate of pay established through the collective bargaining process shall prevail. The Board authorizes the Administration to revise Pay Rate and Spending in the event that a pay rate is superseded by change to the collective bargaining agreement or the pay rates of the assigned personnel.

(A)

Division Chief: Elizabeth Mascitti-Miller
Principal/Director: Kelly Bauman
Spending: $17,507.
Funding: General Fund
Budget Code: 5132-A-59016-2070-4520
Description: Summer Learning
Justification: As an indirect service to students, principals will plan safe, organized and highly engaging summer learning programs for elementary, middle and commencement summer school programming. Summer Learning Principals will prepare an operational handbook, identify room assignments, develop and send communication to staff, families and students, order materials and supplies, establish professional development for summer staff, develop master schedule, establish and review safety and security procedures, connect with food service and transportation offices. Summer Assistant Principals will assist with planning alongside the Summer Learning Principals

Deliverable(s): Informational materials will be available to staff on a shared Google Drive and will be presented at a professional development session.

Schedule: Monday – Friday 5:00 pm - 9:00 pm
Strategic Plan: Monday – Friday 7:30 am – 3:30 pm (July 1 – 3)

<table>
<thead>
<tr>
<th>Name</th>
<th>Date(s) To Be Worked</th>
<th>Regularly Assigned School/Department &amp; Position</th>
<th>Hours</th>
<th>$/Hour</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collins, Akilah</td>
<td>6/14/19 – 6/28/19</td>
<td>#39 – Assistant Principal</td>
<td>41</td>
<td>$49.97</td>
<td>1/220</td>
</tr>
<tr>
<td>Monroe–Dewitz, Jennifer</td>
<td>6/14/19 – 6/28/19</td>
<td>#28 - Assistant Principal</td>
<td>41</td>
<td>$85.36</td>
<td>1/220</td>
</tr>
<tr>
<td>Munoz, Mary</td>
<td>6/14/19 – 6/28/19</td>
<td>JMHS – Assistant Principal</td>
<td>41</td>
<td>$45.72</td>
<td>1/220</td>
</tr>
<tr>
<td>St. Louis, Djinga</td>
<td>6/14/19 – 6/28/19</td>
<td>REC - Assistant Principal</td>
<td>41</td>
<td>$62.80</td>
<td>1/220</td>
</tr>
<tr>
<td>Collins, Akilah</td>
<td>7/1/19 – 7/3/19</td>
<td>#39 - Assistant Principal</td>
<td>24</td>
<td>$50.30</td>
<td>1/200</td>
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</tbody>
</table>
Monroe–Dewitz, Jennifer  7/1/19 – 7/3/19 #28 - Assistant Principal  24 $93.90 1/200
Munoz, Mary  7/1/19 – 7/3/19 JMHS - Assistant Principal  24 $54.96 1/200
Collins, Akilah  7/1/19 – 7/3/19 #39 - Assistant Principal  24 $5.03 10% Diff.
Monroe–Dewitz, Jennifer  7/1/19 – 7/3/19 #28 - Assistant Principal  24 $9.39 10% Diff.
Munoz, Mary  7/1/19 – 7/3/19 JMHS - Assistant Principal  24 $5.50 10% Diff.

(B)
Division Chief: Elizabeth Mascitti-Miller
Principal/Director: Kelly Bauman
Spending: $2,155.
Funding: General Fund
Budget Code: 5132-A-12809-2070-4520
Description: Summer Learning
Justification: As an indirect service to students, administrators will plan safe, organized and highly engaging summer learning programs for elementary, middle and commencement summer school programming. Summer Learning Principals will prepare an operational handbook, identify room assignments, develop and send communication to staff, families and students, order materials and supplies, establish professional development for summer staff, develop master schedule, establish and review safety and security procedures, connect with food service and transportation offices. Summer Assistant Principals will assist with planning alongside the Summer Learning Principals School 28.
Deliverable(s): Informational materials will be available to staff on a shared Google Drive and will be presented at a professional development session.
Schedule: Monday – Friday 5:00 pm - 9:00 pm
Monday – Friday 7:30 am – 3:30 pm (July 1 – 3)
Saturday 8:00 am – 5:00 pm
Strategic Plan: Goal: 1; Objective: E

<table>
<thead>
<tr>
<th>Name</th>
<th>Date(s) To Be Worked</th>
<th>Regularly Assigned School/Department &amp; Position</th>
<th>Hours</th>
<th>$/Hour</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Markman, Jeanne</td>
<td>6/14/19 – 7/3/19</td>
<td>#7 - Assistant Principal</td>
<td>15</td>
<td>$62.12</td>
<td>1/220</td>
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<tr>
<td>Pittman, Melissa</td>
<td>6/14/19 – 7/3/19</td>
<td>CO (Spec. Services Zone 4) – Coordinator Admin Special Ed</td>
<td>15</td>
<td>$55.65</td>
<td>1/220</td>
</tr>
<tr>
<td>Markman, Jeanne</td>
<td>6/14/19 – 7/3/19</td>
<td>#7 - Assistant Principal</td>
<td>3</td>
<td>$68.33</td>
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</tr>
<tr>
<td>Pittman, Melissa</td>
<td>6/14/19 – 7/3/19</td>
<td>CO (Spec. Services Zone 4) – Coordinator Admin Special Ed</td>
<td>3</td>
<td>$61.21</td>
<td>1/200</td>
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</tbody>
</table>

(C)
Division Chief: Elizabeth Mascitti-Miller
Principal/Director: Kelly Bauman
Spending: $5,975.
Funding: General Fund
Budget Code: 5132-A-75516-2805-4520
Description: Summer Learning Enrollment

Justification: Amendment of Resolution No. 2018-19: 0803, adopted on April 25, 2019 (page 22) to change the pay rate. As an indirect service to students, teachers will build summer classes in PowerSchool and enroll students.

Deliverable(s): (none)

Schedule: Monday – Friday 2:00 pm – 6:00 pm
Saturday 9:00 am – 2:00 pm

Strategic Plan: Goal: 1; Objective: E

<table>
<thead>
<tr>
<th>Name</th>
<th>Date(s) To Be Worked</th>
<th>Regularly Assigned School/Department &amp; Position</th>
<th>Hours</th>
<th>$/Hour</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Latragna, Michael</td>
<td>4/26/19 – 6/30/19</td>
<td>IAT - Teacher</td>
<td>120</td>
<td>$49.79</td>
<td>1/200</td>
</tr>
</tbody>
</table>

Seconded by Member of the Board Commissioner Powell
Adopted 4-0 with Vice President Elliott and Commissioner Davis dissenting, and Commissioner Sheppard absent
**OTHER**

**Resolution No. 2018-19: 947**

Motion to separate Resolution No. 2018-19: 947 into Resolution No. 2018-19: 947a and Resolution No. 2018-19: 947b by Member Board Commissioner Davis, seconded by Member of the Board Commissioner Hallmark, motion carries 6-0, with Commissioner Sheppard.

**Resolution No. 2018-19: 947a**

By Member of the Board Vice President Elliott

Whereas, the NYS Education Law 8 NYCRR § 100.2(l)(2)(i) requires that school districts adopt and enforce a code of conduct for the maintenance of order on school property and at school functions; and

Whereas, school districts may impose discipline for violations of their student disciplinary code, as long as it is proportionate to the severity of the offense involved; and

Whereas, while NYS Education Law § 3214(3)(c)(1) requires the Superintendent of Schools to conduct a disciplinary hearing for a long-term suspension and determine the appropriate discipline, the law also allows a student to appeal the long-term suspension decision to the local school board; therefore be it

Resolved, that the Board of Education formally adopts the following decisions on the long-term suspension appeals indicated:

<table>
<thead>
<tr>
<th>Hearing File</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>184</td>
<td>The Suspension Appeal was upheld. The student was deemed guilty of the charges, and no penalty changes were warranted. The student may return to school on June 30, 2019.</td>
</tr>
<tr>
<td>185</td>
<td>The Suspension Appeal was upheld. The student was deemed guilty of the charges, and no penalty changes were warranted. The student may return to school on June 30, 2019.</td>
</tr>
<tr>
<td>190</td>
<td>The Suspension Appeal was upheld. The student was deemed guilty of the charges, and no penalty changes were warranted. The student may return to school on June 30, 2019.</td>
</tr>
</tbody>
</table>

Seconded by Member of the Board Commissioner LeBron
Adopted 6-0 with Commissioner Sheppard absent
Resolution No. 2018-19: 947b

By Member of the Board Vice President Elliott

Whereas, the NYS Education Law 8 NYCRR § 100.2(l)(2)(i) requires that school districts adopt and enforce a code of conduct for the maintenance of order on school property and at school functions; and

Whereas, school districts may impose discipline for violations of their student disciplinary code, as long as it is proportionate to the severity of the offense involved; and

Whereas, while NYS Education Law § 3214(3)(c)(1) requires the Superintendent of Schools to conduct a disciplinary hearing for a long-term suspension and determine the appropriate discipline, the law also allows a student to appeal the long-term suspension decision to the local school board; therefore be it

Resolved, that the Board of Education formally adopts the following decisions on the long-term suspension appeals indicated:

<table>
<thead>
<tr>
<th>Hearing File</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>231</td>
<td>The Suspension Appeal was upheld. The student was deemed guilty of the charges, and no penalty changes were warranted. The student may return to school on June 30, 2019.</td>
</tr>
</tbody>
</table>

Seconded by Member of the Board Commissioner LeBron
Adopted 5-0 with Commissioner Davis dissenting and Commissioner Sheppard absent

### 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.

<table>
<thead>
<tr>
<th>Objective A</th>
<th>Implement the Common Core curriculum.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Objective B</td>
<td>Implement Teacher Leader Evaluation/APPR.</td>
</tr>
<tr>
<td>Objective C</td>
<td>Meet New York State requirements as a “Focus District.”</td>
</tr>
<tr>
<td>Objective D</td>
<td>Increase our focus on college and/or career readiness.</td>
</tr>
<tr>
<td>Objective E</td>
<td>Increase time on task for students through attendance maximization, extended learning programs and expanded school calendar.</td>
</tr>
<tr>
<td>Objective F</td>
<td>Align professional learning opportunities for staff with student achievement goals, with an emphasis on multi-cultural responsiveness.</td>
</tr>
</tbody>
</table>

### 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.

<table>
<thead>
<tr>
<th>Objective A</th>
<th>Provide parents/guardians with diverse opportunities for active family participation in their student’s education.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Objective B</td>
<td>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.</td>
</tr>
<tr>
<td>Objective C</td>
<td>Work collaboratively our partners to increase the time devoted to literacy.</td>
</tr>
</tbody>
</table>

### 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

<table>
<thead>
<tr>
<th>Objective A</th>
<th>Adopt operational standards, practices and business processes to improve our levels of customer service and transparency.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Objective B</td>
<td>Improve the timeliness and customer-focus of our responses to complaints and service requests.</td>
</tr>
<tr>
<td>Objective C</td>
<td>Provide safer, more positive and nurturing learning environments that maximize student achievement and staff success.</td>
</tr>
</tbody>
</table>

### Goal 4: Effective and Efficient Allocation of Resources: We will stabilize our finances, fund our priorities, and focus resources on significantly improving student achievement.

<table>
<thead>
<tr>
<th>Objective A</th>
<th>Eliminate the projected budget gap and prepare a 5-year plan to address the structural gap.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Objective B</td>
<td>Improve the efficiency of Central Office staff and administrative / support functions throughout the District.</td>
</tr>
<tr>
<td>Objective C</td>
<td>Reduce administrative and consultant expense.</td>
</tr>
<tr>
<td>Objective D</td>
<td>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.</td>
</tr>
<tr>
<td>Objective E</td>
<td>More effectively use space to control facilities’ capital and leased costs.</td>
</tr>
<tr>
<td>Objective F</td>
<td>Oversee the renovation/replacement/reuse/parental choice of facilities to better meet student needs.</td>
</tr>
<tr>
<td>Objective G</td>
<td>Allocate and align staffing with school building needs, curriculum needs and state mandates.</td>
</tr>
<tr>
<td>Objective H</td>
<td>Align financial resources to implement instructional strategies that improve student outcomes based on a consideration of value.</td>
</tr>
</tbody>
</table>

### 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.

<table>
<thead>
<tr>
<th>Objective A</th>
<th>Design and implement information systems that shift our focus from intervention to prevention of student achievement challenges.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Objective B</td>
<td>Support school efforts to meet Common Core standards of excellence for curriculum, extra-curricular and physical environments.</td>
</tr>
<tr>
<td>Objective C</td>
<td>Design and implement standards of excellence for the recruitment, development and retention of a highly effective and diverse staff.</td>
</tr>
<tr>
<td>Objective D</td>
<td>Evaluate current IT system and software to ensure optimal use of capacity and ease of customer interface.</td>
</tr>
</tbody>
</table>