

EAST EDUCATIONAL PARTNERSHIP ORGANIZATION HUMAN RESOURCES

Resolution No. 2019-20: 957

By Member of the Board

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; and

Whereas, by Resolution No. 2019-20: 734, adopted on February 27, 2020, the Board authorized and directed the renewal of the Educational Partnership Organization (EPO) Contract with University of Rochester, to serve as the EPO of East High School and East Lower School, commencing July 1, 2020, and continuing for a term of up to five years; 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.

Name	Certification	Tenure Area	Probationary Period	Salary
(none)				

Seconded by Member of the Board

Resolution No. 2019-20: 958

By Member of the Board

Resolved, that upon the recommendation of the EPO 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.

Name	Certification	Tenure Area	Effective Date
(none)			

Seconded by Member of the Board

Resolution No. 2019-20: 959

By Member of the Board Vice President Elliott.

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.

Name	Certification	Tenure Area	FTE	Effective Date	Salary
Mulheron, Edward	Business Education	Driver's Education	.05	9/8/2020	\$29,500

Seconded by Member of the Board Commissioner Maloy. Adopted 5-0 with Commissioners LeBron and Sheppard absent.

Resolution No. 2019-20: 960

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.

Name	Certification	Tenure Area	FTE	Effective Date	Salary
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Seconded by Member of the Board

Resolution No. 2019-20: 961

By Member of the Board Commissioner Maloy.

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.

Name	Certification	Tenure Area	Assignment	Probationary Period	Salary
Mascadri, Edward	SDA	East EPO Freshman Academy Director	East	July 1, 2020 – June 30, 2023	\$102,497/yr. (subject to 7/1/20 contractual increase)

Seconded by Member of the Board Commissioner Adams. Adopted 5-0 with Commissioners LeBron and Sheppard absent.

Resolution No. 2019-20: 962

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:

Name	Certification	Interim Assignment	Location	Effective Date	Salary
(none)					

Seconded by Member of the Board

Resolution No. 2019-20: 963

By Member of the Board

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) certified as listed below is (are) **appointed** as a **CONTRACT SUBSTITUTE** in the tenure area and for the period and salary stated.

Name	Certification	Tenure Area	Duration	Salary
(none)				

Seconded by Member of the Board

Resolution No. 2019-20: 964

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.

Name	Job Title	Salary	Effective Date
(none)			

Seconded by Member of the Board

Resolution No. 2019-20: 965

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.

Name	Job Title	Classification	Salary	Effective Date
(none)				

Seconded by Member of the Board

Resolution No. 2019-20: 966

By Member of the Board Commissioner Maloy.

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.

Name	Tenure Area or Job Title	Effective Date
Gerritz, Deborah	Teacher – East	6/27/2020

Seconded by Member of the Board Vice President Elliott. Adopted 5-0 with Commissioners LeBron and Sheppard absent.

Resolution No. 2019-20: 967

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.

Name	Tenure Area or Job Title	Assigned School / Department	Date Leave Commences
(none)			

Seconded by Member of the Board

Resolution No. 2019-20: 968

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.

Original Resolution	Resolution Date	Amendment
(none)		

Seconded by Member of the Board

Resolution No. 2019-20: 969

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**.

Name	Job Title	Effective Date	Salary
(none)			

Seconded by Member of the Board

Resolution No. 2019-20: 970

By Member of the Board

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**:

Name	Title	Effective Date
(none)		

Seconded by Member of the Board

ROCHESTER CITY SCHOOL DISTRICT OTHER

Resolution No. 2019-20: 971

By Member of the Board Vice President Elliott.

Whereas, the terms of the My Brother's Keeper ("MBK") Fellow Program Grant require certain services; and

Whereas, the District wishes to enter into an Agreement with North Star Rites of Passage, LLC, to provide the services required by the terms of the Grant; and

Whereas, the District heretofore entered into an Agreement with North Star Rites of Passage, LLC, and the combined sums of the existing Agreement and the additional Agreement will exceed \$35,000.00 for the fiscal year; therefore be it

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to enter into an Agreement with **North Star Rites of Passage, LLC**, 321 Woodbine Avenue, Rochester, NY, to provide facilitation and support for the MBK Fellow Program including: 1) mentorship for students selected for the Program; 2) a cultural array of youth development services to mentees to improve their ability to make good choices, become more resilient, overcome education and community obstacles and achieve their dreams; 3) provide MBK Fellows with leadership; 4) provide student stipends for service projects; 5) provide support of MBK Fellows and Mentors through participation in the State Education Department's book discussion via tele/video conferencing, with the goal to provide authentic leadership experience through Program activities and ultimately improve the educational outcomes for approximately 28 students, for the period June 5, 2020, or as soon thereafter as the Agreement is fully executed, through June 30, 2020, for a sum not to exceed Twenty Three Thousand Eight Hundred Dollars (\$23,800.00), contingent upon the form and terms of the Agreement being approved by Counsel to the District.

Funding: My Brother's Keeper Fellow Program Grant

Budget Code: 5430-E-70808-2070-0037

Certified Budget Line Balance: \$23,800.00 (4/15/20)

Originator(s): Ruth Turner, Anthony Jordan

Strategic Goal: 2; Objective: B

Justification: 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.

Seconded by Member of the Board Commissioner Maloy. Adopted 5-0 with Commissioners LeBron and Sheppard absent.

Resolution No. 2019-20: 972

By Member of the Board Vice President Elliott,

Whereas, by Resolution No. 2018-19: 691, adopted on February 28, 2019, the Board approved the 2019-2020 School Calendar; and

Whereas, by Resolution No. 2018-19: 823, adopted on April 25, 2019, the Board approved the amended 2019-2020 School Calendar; and

Whereas, pursuant to an Executive Order from Governor Cuomo in response to the COVID-19 crisis the District provided instruction during Spring Recess (scheduled for April 6-13); and

Whereas, the 2019-2020 School Calendar has been revised to change the last day of school from June 26, 2020 to June 19, 2020, in consideration of five additional days of instruction in the school year and the District's collective bargaining agreement obligations; therefore be it

Resolved, that the Board hereby approves the amended 2019-2020 School Calendar with the last day of June 19, 2020 for students and teachers.

Seconded by Member of the Board Commissioner Maloy. Adopted 5-0 with Commissioners LeBron and Sheppard absent.

Resolution No. 2019-20: 973

By Member of the Board Vice President Elliott.

Whereas, pursuant to the authority granted to the Rochester City School District ("District") under Education Law §§ 2554, 2566, and 2573, the Board of Education ("Board") has from time to time designated certain positions which shall be filled by appointment of the Superintendent; and

Whereas, consistent with Education Law § 2573, the Board has authorized the Superintendent to appoint, employ and discontinue the services of employees subject to the Rules and Regulations of the Board of Education Relating to the Superintendent's Employee Group ("SEG" and "SEG Rules and Regulations"); and

Whereas, by Resolution No. 2019-20: 956, adopted on June 2, 2020, the Board amended Appendix A of the SEG Rules and Regulations; and

Whereas, as part of the budget adopted by the Board on May 7, 2020, several positions were funded in the SEG, including *Chief of Special Education and Related Services*, which was inadvertently omitted from Appendix A as set forth by Resolution 2019-20: 956; and

And whereas, Education Law § 2573 clearly establishes the right of the Superintendent of the Rochester City School District to appoint, without board approval, such associate, assistant and district superintendents, and all other supervising staff who are excluded from the right to bargain collectively as he/she deems appropriate; and

Whereas, Education Law § 2573 establishes the right of the Board to determine the amount to be budgeted for positions falling within the definition of Education Law § 2573 appearing on Appendix A of the SEG Rules and Regulations; and

Whereas, by Resolution No. 2019-20: 878, adopted on May 7, 2020, the Board approved funding for a *Deputy Superintendent* at a salary of \$195,000, and by Resolution No. 2019-20: 956, adopted on June 2, 2020, the Board approved funding for one additional *Deputy Superintendent* at a salary of \$175,000. The Board now wishes to provide funding for both *Deputy Superintendent* positions at the same level that the Superintendent may use to set a salary for the person chosen at the Superintendent's sole discretion, for appointment to the positions of *Deputy Superintendent*; therefore, be it

Resolved, that Appendix A to the Rules and Regulations of the Board of Education Relating to the Superintendent's Employee Group is hereby amended to read as follows:

Rules and Regulations of the Board of Education Relating to the
Superintendent's Employee Group - Appendix A
July 1, 2020

1. Chief Communications Officer
2. Chief Financial Officer
3. Chief of Human Resources
4. Chief Academic Officer
5. Chief of Operations
6. Chief of Schools
7. Deputy Superintendent
8. Secretary to the Superintendent of Schools
9. Chief Technology Officer
10. *Chief of Special Education and Related Services*

And be it further Resolved, that the Board hereby approves a starting salary up to \$178,000 for each of the two positions of *Deputy Superintendent*; and be it

Further Resolved, that the Superintendent, in consultation with the Chief Financial Officer, be and hereby is authorized and directed to allocate the necessary funds and take whatever other action is necessary within the constraints of the District's 2019-20 Budget and its successor, fully approved Budgets.

Budget Codes and Certified Budget Line Balances as of July 1, 2020:

Deputy Superintendent – 5150-A-59016-1310-0000 (\$197,850)

Deputy Superintendent – 5150-A-75016-2010-0000 (\$178,000)

Originator(s): Harry Kennedy

Seconded by Member of the Board Commissioner Maloy. Adopted 5-0 with Commissioners LeBron and Sheppard absent.

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

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.	
Objective A	Implement the Common Core curriculum.
Objective B	Implement Teacher Leader Evaluation/APPR.
Objective C	Meet New York State requirements as a “Focus District.”
Objective D	Increase our focus on college and/or career readiness.
Objective E	Increase time on task for students through attendance maximization, extended learning programs and expanded school calendar.
Objective F	Align professional learning opportunities for staff with student achievement goals, with an emphasis on multi-cultural responsiveness.
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.	
Objective A	Provide parents/guardians with diverse opportunities for active family participation in their student’s education.
Objective 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.
Objective C	Work collaboratively our partners to increase the time devoted to literacy.
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	
Objective A	Adopt operational standards, practices and business processes to improve our levels of customer service and transparency.
Objective B	Improve the timeliness and customer-focus of our responses to complaints and service requests.
Objective C	Provide safer, more positive and nurturing learning environments that maximize student achievement and staff success.
Goal 4: Effective and Efficient Allocation of Resources: We will stabilize our finances, fund our priorities, and focus resources on significantly improving student achievement.	
Objective A	Eliminate the projected budget gap and prepare a 5-year plan to address the structural gap.
Objective B	Improve the efficiency of Central Office staff and administrative / support functions throughout the District.
Objective C	Reduce administrative and consultant expense.
Objective D	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.
Objective E	More effectively use space to control facilities’ capital and leased costs.
Objective F	Oversee the renovation/replacement/reuse/parental choice of facilities to better meet student needs.
Objective G	Allocate and align staffing with school building needs, curriculum needs and state mandates.
Objective H	Align financial resources to implement instructional strategies that improve student outcomes based on a consideration of value.
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.	
Objective A	Design and implement information systems that shift our focus from intervention to prevention of student achievement challenges.
Objective B	Support school efforts to meet Common Core standards of excellence for curriculum, extra-curricular and physical environments.
Objective C	Design and implement standards of excellence for the recruitment, development and retention of a highly effective and diverse staff.
Objective D	Evaluate current IT system and software to ensure optimal use of capacity and ease of customer interface.