

## **ROCHESTER CITY SCHOOL DISTRICT HUMAN RESOURCES**

**Resolution No. 2019-20: 1028**

**By Member of the Board Commissioner Maloy**

Resolved, that upon the recommendation of the 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.

| <b>Name</b>        | <b>Job Title</b>                      | <b>Classification</b> | <b>Salary</b> | <b>Effective Date</b> |
|--------------------|---------------------------------------|-----------------------|---------------|-----------------------|
| Bouie, Cynthia     | Contract Administrator                | Competitive           | \$58,000/yr.  | June 19, 2020         |
| Nichols, Nia       | Coordinator of Human Services Systems | Competitive           | \$91,212/yr.  | June 19, 2020         |
| O’Riordan, Brendan | Director of Information               | Competitive           | \$65,000/yr.  | June 19, 2020         |
| DiBenedetto, Pete  | Maintenance Mechanic I – Foreman      | Non-Competitive       | \$36.35/hr.   | July 17, 2020         |
| Rivera, Yahanan    | Maintenance Mechanic I                | Non-Competitive       | \$20.39/hr.   | June 22, 2020         |
| Tuladhar, Mahima   | Webmaster                             | Competitive           | \$55,000/yr.  | June 19, 2020         |

**Seconded by Member of the Board Commissioner Adams. Adopted 5-2 with Commissioners LeBron and Sheppard dissenting.**

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

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| <b>Goal 1: Student Achievement and Growth:</b> We will ensure that each of our students is academically prepared to succeed in college, life and the global economy.  |   |
| <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:</b> We will engage and collaborate with all our stakeholders, to hold ourselves collectively accountable for our students’ success.  |   |
| <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 with our partners to increase the time devoted to literacy.  |
| <b>Goal 3: Communication and Customer Service:</b> 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>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:</b> We will stabilize our finances, fund our priorities, and focus resources on significantly improving student achievement.  |   |
| <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:</b> 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>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.   |