

**EAST EDUCATIONAL PARTNERSHIP ORGANIZATION
HUMAN CAPITAL INITIATIVES**

Resolution No. 2019-20: 217

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; 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: 218

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 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
(none)					

Seconded by Member of the Board

Resolution No. 2019-20: 219

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
(none)					

Seconded by Member of the Board

Resolution No. 2019-20: 220

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 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
(none)					

Seconded by Member of the Board

Resolution No. 2019-20: 221

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: 222

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: 223

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: 224

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: 225

By Member of the Board

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
(none)		

Seconded by Member of the Board

Resolution No. 2019-20: 226

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: 227

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: 228

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: 229

By Member of the Board Commissioner Hallmark

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
Sigler, Thomas	Mathematics 7-12	Mathematics	December 19, 2019

Seconded by Member of the Board Commissioner LeBron Adopted 6-1 with Commissioner Davis dissenting.

Resolution No. 2019-20: 230

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

**EAST EDUCATIONAL PARTNERSHIP ORGANIZATION
AUTHORIZATION OF ADDITIONAL PAY**

Resolution No. 2019-20: 231

By Member of the Board Commissioner Powell

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:** Marlene Blocker
 - Spending:** \$350
 - Funding:** General Fund
 - Budget Code:** 5152 A 26105 2070 1250
 - Description:** Professional Learning
 - Justification:** East Teachers need training in using pro digital classroom audio equipment. This staff member will provide the training.
 - Deliverable(s):** Provide East Faculty with a professional learning opportunity in best practices in utilizing the pro digital classroom audio equipment.
 - Schedule:** Monday – Friday, 8am-11am
 - Strategic Plan:** Goal: 1; Objective: D.

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department & Position</u>	<u>Hours</u>	<u>\$/Hour</u>	<u>Rate</u>
Huttunen, Robin	8/26/19 – 8/29/19	RCSD-Audiologist	10	\$35	-

(B)

Division Chief: Shaun C. Nelms
Principal/Director: Jennifer Rees
Spending: \$44,887.50
Funding: General Fund
Budget Code: 5152 A 26105 2070 0000
Description: Faculty Meetings Professional Development
Justification: An additional faculty meeting per month has been scheduled, with faculty members being paid for the additional meeting. The additional meeting replaces 10 days of mandatory summer PD, saving approximately 30-35% in PD costs. Teachers are being paid $\frac{3}{4}$ of the hourly PD rate. One meeting per month is unpaid and both are mandatory.
Deliverable(s): High quality and ongoing Professional Development sessions for teachers.
Schedule: One meeting per month, 9/1/19-6/30/20.
Strategic Plan: Goal: 1; Objective: F.

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department & Position</u>	<u>Hours</u>	<u>\$/Hour</u>	<u>Rate</u>
Algarin-Ruiz, Karen	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Ames, David	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Anderson, Jessica	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Armella, Vincent	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Arvelo-Park, Gloribel	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Atkins, Grant	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Avino, Charles	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Bak, Nicole	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Banks, Tajmon	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Bard, Elizabeth	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Barley, Darrell	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Barrett, Samantha	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Bartnick, Karyn	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Basile, Alexa	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Bates, Jessica	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Beaty-Gladney, Linda	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Beauchamp, Robert	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Bethmann, Chris	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Blanding, Eddie	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Bliss, Stephanie	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Boress, Elyse	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Bringley, Joanne	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Bronson, Bridget	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Bunce, Rachel	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Burnell, Christine	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Bustos, Yolanda	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Casarett, Vicki	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Chalone, Rebecca	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Christiano, Jeffrey	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Clancy, Laura	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35
Collins, Sarah	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	$\frac{3}{4}$ of \$35

Colon, Naydeliz	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Conrow, Paul	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Conroy, Elizabeth	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Cook, Jodi	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Cotto, Emily	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Courtney, Mary	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Crandall, Kyle	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Crandall, Brett	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Cybulski, William	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Daly, Denise	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
DeHollander, Dawn	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
DeJesus, Ivelisse	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Delehanty, Daniel	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Delehanty, Laura	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
DeRizzio, Lesline	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Donlon, Katie	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Dryden, Eric	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Dubiel, Courtney	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Duffy, Peter	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Dunn, Amanda	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Eckert, Paul	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Eichorn, Kim	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Fenn, Melissa	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Fields, Chris	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Flagler, Steve	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Flaherty, Mary	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Foster, Mark	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Fox, Rebecca	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Freece, Robert	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Fuller, Jordan	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Garcia, Michelle	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Gefell-Wofford, Johanna	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Gerlach, Amanda	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Gerritz, Deborah	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Gilbert, Mary	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Gillett, Thomas	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Girven, Lynn	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Goodman, Andrew	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Gotham, Sara	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Graham, Timothy	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Gross, Susan	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Guler-Carrasquillo, Cebrahil	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Gutierrez, Franky	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Harriman, Blake	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Harris, Torye	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Hart, Brittany	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35

Hart, Daniel	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Heacock, Emily	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Holmes, Jordan	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Holmes, Kevin	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Holsten, Mackenzie	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Hoover, Erin	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Horn, Marcy	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Hostuttler, Heather	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Huber, Bradley	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Jenkins, Gavin	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Johnson, Melissa	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Karl, Lisa	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Keenan, Eric	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Keller, Kyle	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Kinslow, Gregory	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Knauf, Christina	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Kocher, Kelly	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Korn, Rhonda	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Kramer, Jillian	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Kunichika (Adams), Caitlin	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Laske, Rebecca	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Lewis, Amy	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Ludwig, Jamie	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Machuca-Dall, Nina	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
MacIntyre-Ross, Adam	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Marino, Michaela	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Marshall, Norman	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Maxwell, Erica	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Mazurette-Boyle, Rosa	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
McDowell, Olivia	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Meade, Nathan	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Meehan-Richardson, Kerry	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Merritt, Kim	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Militello, Michael	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Mitchell, Quinton	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Morale, Melissa	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Morgan, Geoff	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Morris, Tim	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Mottler, Kerry	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Mulhern, Ed	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Mundorff, Eric	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Munoz, Sheri	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Newman, Logan	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Nicholas, Julie	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35

Opiel, Tara	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Osgood-Wojtylak, Jennifer	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Paco, Enkela	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Phillips, Brittany	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Pies, Shana	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Polanski, Andrea	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Poliszuk, Steve	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Postle, Kelly	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Price, Kristine	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Reid, Hughan	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Remelt, Sarah	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Resseguie, Arin	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Rinella, Ashton	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Rivera, Betzayda	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Rosdahl, Anne	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Russell, Trent	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Schwartz, Matthew	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Shaw, Kristen	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Sigler, Thomas	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Simmons, Tracy	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Slifka, Christopher	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Smith, Jeremy	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Smithgall, Brittany	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Snyder, Linda	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Spano, Mariel	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Spencer, Liana	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Spinelli, Amanda	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Stagnitta, Carmen	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Street, Tom	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Tarantino, Alexa	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Tisa, Rebecca	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Torres, Crisanta	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Townsend, Erica	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Trahan, Linda	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Travis, Dan	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Uebbing, Daniel	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
VanLare, Kate	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Vann, Casandra	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Vann, James	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Villa, Bianca	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Weber, Scott	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Westrich, Kevin	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Williams, Lia	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Wilmarth, Annaliese	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Wilson, Luke	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Wilson, Tim	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Wise, Kelly	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35

Worthington, Tiarra	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Ziarno, Stacey	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35
Zurlo, Andrea	9/1/19 – 6/30/20	East – Teacher	10	\$26.25	¾ of \$35

(C)

Division Chief: Shaun C. Nelms
Principal/Director: Marlene Blocker
Spending: \$2,952.00
Funding: General Fund
Budget Code: 5152 A 26105 2070 0000
Description: After-School Driver’s Education
Justification: Two after-school driving groups are required in order to accommodate students who could not be scheduled during the regular school day.
Deliverable(s): Safe drivers eligible to take the NYS road test.
Schedule: Tuesdays and Thursdays, 3:30-6:00 p.m.
Strategic Plan: Goal: 1; Objective: E.

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department & Position</u>	<u>Hours</u>	<u>\$/Hour</u>	<u>Rate</u>
Mundorff, Erick	9/16/19 – 1/31/20	East - Teacher	72	\$41	-

Seconded by Member of the Board Commissioner LeBron Adopted 6-1 with Vice President Elliott dissenting.

**ROCHESTER CITY SCHOOL DISTRICT
HUMAN CAPITAL INITIATIVES**

Resolution No. 2019-20: 232

By Member of the Board

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; 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: 233

By Member of the Board

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.

Name	Certification	Tenure Area	Effective Date
(none)			

Seconded by Member of the Board

Resolution No. 2019-20: 234

By Member of the Board

Resolved, that upon the recommendation of the Superintendent, the employee(s) certified as listed below, is (are) having his/her probationary period extended, effective on the date indicated below under State Law and by the Board; 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: 235

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 professional educator tenure area** 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 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 rating in the final probationary year.

Name	Certification	Tenure Area	Probationary Period	Salary
Dunlavey, Theresa	Visual Arts	Art	September 3, 2019- September 4, 2023	\$49,117/yr.
Dall, Joanne	PreK- Grade 6	Elementary	September 13, 2019- September 12, 2023	\$48,050/yr.
Griffin, Bridgette	PreK- Grade 6	Elementary	September 13, 2019- September 12, 2023	\$57,529/yr.
Harris, Jeremy	Physical Education	Physical Education	October 7, 2019- October 8, 2023	\$52,823/yr.
Munasser, Mohamed	Physical Education	Physical Education	January 28, 2019- January 27, 2023	\$47,205/yr.
Labrador, Paridise	Social Studies 7-12	Social Studies	September 13, 2019- September 12, 2023	\$50,286/yr.
White, Jayme-Lee	School Social Worker	School Social Worker	September 13, 2019- September 12, 2023	\$51,744/yr.
Benjamin, Elvia	Teaching Assistant	Teaching Assistant	September 16, 2019- September 15, 2023	\$14.80/hr.

Seconded by Member of the Board Commissioner Hallmark Adopted 6-1 with Commissioner Davis dissenting.

Resolution No. 2019-20: 236

By Member of the Board

Resolved, that upon the recommendation of the 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
(none)					

Seconded by Member of the Board

Resolution No. 2019-20: 237

By Member of the Board

Resolved, that upon the recommendation of the 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
(none)					

Seconded by Member of the Board

Resolution No. 2019-20: 238

By Member of the Board

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.

Name	Certification	Tenure Area	Assignment	Probationary Period	Salary
(none)					

Seconded by Member of the Board

Resolution No. 2019-20: 239

By Member of the Board

Resolved, that upon the recommendation of the 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: 240

By Member of the Board Commissioner Hallmark

Resolved, that upon the recommendation of the Superintendent, the following named person(s) certified as indicated, be, and hereby is (are) **appointed to the non-tenure bearing, grant-funded position(s)** listed below.

Name	Certification	Job Title	Effective Date	Salary
Johnson, Evangelina	SDA	Community School Site Coordinator	September 16, 2019	\$85,000/yr.
Hepburn, Corey	SDL	Community School Site Coordinator	September 16, 2019	\$65,000/yr.

Seconded by Member of the Board Commissioner Powell Adopted 6-1 with Commissioner Davis dissenting.

Resolution No. 2019-20: 241

By Member of the Board

Resolved, that upon the recommendation of the Superintendent, the following named person(s) certified as indicated, be, and hereby is (are) **appointed to the non-tenure bearing job title of Home Hospital Teacher.**

Name	Certification	Effective Date	Salary
(none)			

Seconded by Member of the Board

Resolution No. 2019-20: 242

By Member of the Board

Resolved, that upon the recommendation of the 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
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(none)

Seconded by Member of the Board

Resolution No. 2019-20: 243

By Member of the Board

Resolved, that upon the recommendation of the 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
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Seconded by Member of the Board

Resolution No. 2019-20: 244

By Member of the Board Commissioner Hallmark

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.

Name	Job Title	Classification	Salary	Effective Date
Lalnunmawia, Toya	Custodial Assistant	Non-Competitive	\$12.14/hr.	September 27, 2019
Delfi, Shamika	Food Service Helper	Labor	\$11.80/hr.	August 25, 2019
Gomez, Juliana	Paraprofessional	Non-Competitive	\$11.80/hr.	September 13, 2019
Jefferies-Horne, Marva	Paraprofessional	Non-Competitive	\$11.80/hr.	September 13, 2019
Torres-Figuerora, Manny	Paraprofessional	Non-Competitive	\$11.80/hr.	September 13, 2019
Torres, Zuleieka	Paraprofessional	Non-Competitive	\$12.37/hr.	September 13, 2019

Seconded by Member of the Board Commissioner LeBron
 Adopted 7-0

Resolution No. 2019-20: 245

By Member of the Board Commissioner Powell

Resolved, that upon the recommendation of the Superintendent, the **resignation(s) for retirement purposes** of the person(s) listed below are accepted and effective on the date(s) listed and may not be revoked.

Name	Tenure Area or Job Title	Effective Date
Bibens, Holly	Blind and Visually Impaired	October 16, 2019
McCray, Linda	Custodial Assistant	January 28, 2020
Sone, Gisela	Custodial Assistant	September 3, 2019

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

Resolution No. 2019-20: 246

By Member of the Board Commissioner LeBron

Resolved, that upon the recommendation of the 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
Gwilt, Catherine	Elementary	August 28, 2019
Brink, Linda	English	August 26, 2019
Ilaraza, Ivelisse	ESOL	September 1, 2019
Gaston, Diana	Food Service Helper	August 28, 2019
Ortiz, Chrystie	Food Service Helper	September 5, 2019
Rosa Santiago, Soriany	Food Service Helper	August 22, 2019
Thomas, Margaret	Food Service Helper	August 19, 2019
Boose, LaShanna	Legal Secretary I	September 14, 2019
Swartz, Lisa	Math	September 5, 2019
Cross, Pamela	Paraprofessional	September 3, 2019
McCool, Tashonta	Paraprofessional	August 27, 2019
Tejada, Jose	Paraprofessional	September 3, 2019
Malek, Lisa	Social Worker	August 27, 2019
Thompson, Laura	Spanish	September 28, 2019
Guza, Angela	Special Education	August 26, 2019
Muhammad, Leslie	Special Education	September 1, 2019
Beckman, Katrina	Special Education	August 27, 2019
Bologna, Elena	Teaching Assistant	April 26, 2019
Dixon-Byrd, Zakena	Teaching Assistant	August 27, 2019
Leonard, Kyera	Teaching Assistant	August 30, 2019

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

Resolution No. 2019-20: 247

By Member of the Board Commissioner Hallmark

Resolved, that upon the recommendation of the Superintendent, the person(s) listed below is (are) **terminated** from the position(s) shown and as of the effective date indicated.

Name	Tenure Area or Job Title	Effective Date
McNeil, Marc	Maintenance Helper	August 23, 2019

Seconded by Member of the Board Commissioner Powell Adopted 6-1 with Commissioner Sheppard dissenting.

Resolution No. 2019-20: 248

By Member of the Board Commissioner Powell

Resolved, that upon the recommendation of the Superintendent, the person(s) listed below are granted a **leave of absence, without pay**, beginning on and continuing through the dates indicated, subject to the requirements of the applicable collective bargaining agreement(s).

Name	Tenure Area or Job Title	Assigned School / Department	Period	Article or Contract Section
Chatman, Kiwanna	Paraprofessional	School No. 28	September 1, 2019- October 7, 2019	Section 23 O.

Seconded by Member of the Board Commissioner Hallmark Adopted 7-0

Resolution No. 2019-20: 249

By Member of the Board

Resolved, that upon the recommendation of the Superintendent, the person(s) listed below are granted **paid leave(s) of absence** for the time period(s) indicated, subject to the requirements of the listed and other related provisions of the applicable collective bargaining agreement(s).

Name	Tenure Area or Job Title	Assigned School / Department	Period	Article or Contract Section
(none)				

Seconded by Member of the Board

Resolution No. 2019-20: 250

By Member of the Board Commissioner Hallmark

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

Original Resolution	Resolution Date	Amendment
Resolution No. 2019-20: 12	July 25, 2019	Amend to rescind probationary appointment granted to Anne Decker, effective September 3, 2019.
Resolution No. 2019-20: 12	July 25, 2019	Amend to rescind probationary appointment granted to Amanda Wells, effective September 3, 2019.
Resolution No. 2019-20: 13	August 22, 2019	Amend to correct title and salary for Jenifer Lalnunkimi from Custodial Assistant to Cleaner and \$12.14/hr. to \$11.80/hr.
Resolution No. 2019-20: 134	August 22, 2019	Amend to change the status of Mohamed Munasser from contract substitute to full time probationary, effective January 28, 2019.
Resolution No. 2019-20: 206	August 27, 2019	Amend to change the status of Theresa Dunlavey from part time to full time probationary, effective September 3, 2019.

Seconded by Member of the Board Commissioner LeBron Adopted 6-1 with Commissioner Davis dissenting.

Resolution No. 2019-20: 251

By Member of the Board

Resolved, that upon the recommendation of the Superintendent, the **teacher(s)** and/or **administrator(s)** listed below is (are) **recalled to the part-time or substitute position(s)**, in the tenure area(s) and on the effective date indicated. Such named person(s) shall remain on the preferred eligibility list for their tenure area(s).

Name	Tenure Area	FTE	Duration
(none)			

Seconded by Member of the Board

Resolution No. 2019-20: 252

By Member of the Board

Resolved, that upon the recommendation of the Superintendent, the **teacher(s), teaching assistant(s), and/or administrator(s)** listed below is (are) **recalled from a preferred eligibility list**, to the tenure area and on the effective date indicated.

Name	Tenure Area	Effective Date
(none)		

Seconded by Member of the Board

Resolution No. 2019-20: 253

By Member of the Board

Resolved, that upon the recommendation of the Superintendent, the **Civil Service** employees listed below is (are) **recalled from a preferred eligibility list**, to the job title and on the effective date indicated.

Name	Job Title	Classification	Effective Date
(none)			

Seconded by Member of the Board

Resolution No. 2019-20: 254

By Member of the Board

Resolved, that upon the recommendation of the Superintendent, pursuant to Education Law Section 2585, and the District’s Collective Bargaining Agreements, the positions indicated within the tenure areas of the least senior individuals listed below have been **abolished** and the employment of such individuals is discontinued as of the listed effective date.

Be it further resolved that such individuals shall be placed on a **preferred eligibility list** for their listed tenure area in the order of their length of service as (a) professional educator(s) in the District.

Name	Position	Tenure Area	Effective Date
(none)			

Seconded by Member of the Board

Resolution No. 2019-20: 255

By Member of the Board

Resolved, that upon the recommendation of the Superintendent, pursuant to New York State Education Law, and Civil Service Law and the District’s Collective Bargaining

Agreements, the position(s) within the **Civil Service** job classification(s) listed below shall be **abolished** as of the effective date shown and the employment of least senior listed person(s) shall be discontinued, and they shall be placed on a **preferred eligibility list** as required by law and/or contract.

Name	Job Title	Classification	Effective Date
(none)			

Seconded by Member of the Board

Resolution No. 2019-20: 256

By Member of the Board

Resolved, that upon recommendation of the Superintendent, pursuant to New York State Civil Service Law, and the District's Collective Bargaining Agreements, the positions within the job classification(s) of the person(s) listed below are **abolished** and, having exercised their rights under Civil Service Law § 80, such person(s) shall be **appointed to the new positions** indicated.

Be it further resolved that such employee(s) shall be placed on (a) **preferred eligibility list(s)** for their abolished job title(s) in the order of their length of service in the classified civil service of the District.

Name	Abolished Job Title	Effective Date	New Job Title
(none)			

Seconded by Member of the Board

**ROCHESTER CITY SCHOOL DISTRICT
OTHER**

Resolution No. 2019-20: 257

By Member of the Board Commissioner LeBron

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to enter into an Agreement with **M.K. Gandhi Institute for Nonviolence**, 929 South Plymouth Avenue, Rochester, NY, to provide conflict resolution support, mentoring, small group leadership and staff development for approximately 100 staff, with the goal to improve student attendance and decrease suspensions, improve school climate and ultimately improve the academic outcomes for approximately 390 students of Dr. Charles T. Lunsford School No. 19, for the period September 13, 2019, or as soon thereafter as the Agreement is fully executed, through June 30, 2020, for a sum not to exceed Eighty Thousand Dollars (\$80,000.00), funded by the School Improvement Grant, through Dr. Charles T. Lunsford School No. 19, contingent upon grant funding and budget appropriations and contingent upon the form and terms of the Agreement being approved by Counsel to the District.

Originator(s): Amy Schiavi; Moniek Silas-Lee

Strategic Goal: 1; Objective: E

Justification: Increase time on task for students through attendance maximization, extended learning programs and expanded school calendar.

Seconded by Member of the Board Commissioner Powell. Adopted 5-2 with Vice President Elliott and Commissioner Davis dissenting.

Resolution No. 2019-20: 258

By Member of the Board Commissioner Hallmark

Whereas, on June 29, 2016, by Resolution No. 2015-16: 880, the Rochester City School District (“District”) Board of Education (“Board”) resolved that “no other non-resident students shall be enrolled in District schools except as the Board shall authorize through the Urban-Suburban Transfer program or such other program or agreement approved by the Board”; and

Whereas, Mikel Van Auken, a non-resident student from Newark Central School District, wishes to attend Rochester International Academy for the 2019-2020 school year. Such enrollment is not through the Urban-Suburban Transfer program and therefore is subject to payment of non-resident student tuition at a rate determined pursuant to Admission of Non-Resident Students Policy 5152; and

Whereas, the tuition rate for said enrollment is \$21,220.00; therefore be it

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to enter into an Agreement with **Newark Central School District**, 100 East Miller Street, Newark, NY, for the aforementioned enrollment, whereby the District shall receive *non-resident student tuition* at the aforementioned rate, assessed on a prorated basis, and if applicable, payment for additional services as specified in the proposal on file with the Board Clerk, contingent upon the form and terms of the Agreement being approved by Counsel to the District.

Originator(s): Elizabeth Mascitti-Miller; Joseph Capezzuto

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

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.