

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

**Resolution No. 2020-21: 251**

**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.

	<b>Name</b>	<b>Certification</b>	<b>Tenure Area</b>	<b>Effective Date</b>
(none)				

**Seconded by Member of the Board**

**Resolution No. 2020-21: 252**

**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.

	<b>Name</b>	<b>Certification</b>	<b>Tenure Area</b>	<b>Effective Date</b>
(none)				

**Seconded by Member of the Board**

**Resolution No. 2020-21: 253**

**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. 2020-21: 254**

**By Member of the Board Commissioner LeBron**

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
Barea, Hilary	Childhood 1-6	Elementary	September 8, 2020- September 7, 2024	\$50,743/yr.
Ortiz, Joann	Childhood 1-6	Elementary	September 8, 2020- September 7, 2024	\$53,457/yr.
Vona, Philip	Music	Music	September 8, 2020- September 7, 2024	\$46,954/yr.
Anglehart, Margaret	School Psychologist	Psychologist	September 8, 2020- September 7, 2024	\$50,743/yr.

**Seconded by Member of the Board Commissioner Maloy. Adopted 5-0, with Commissioner Adams absent and one open Board seat.**

**Resolution No. 2020-21: 255**

**By Member of the Board Commissioner LeBron**

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
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Pitts, Stephanie                      Health                      Health                      .7                      September 9, 2020                      \$36,365/yr.

**Seconded by Member of the Board Commissioner Maloy. Adopted 5-0, with Commissioner Adams absent and one open Board seat.**

**Resolution No. 2020-21:      256**

**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. 2020-21:      257**

**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. 2020-21:      258**

**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. 2020-21: 259

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, grant-funded position(s)** listed below.

	Name	Certification	Job Title	Effective Date	Salary
(none)					

Seconded by Member of the Board

Resolution No. 2020-21: 260

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. 2020-21: 261

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
(none)						

Seconded by Member of the Board

Resolution No. 2020-21: 262

By Member of the Board Commissioner LeBron

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
Giles, Sharod	Assistant Custodian Engineer	\$17.14/hr.	September 9, 2020

**Seconded by Member of the Board Commissioner Maloy. Adopted 5-0, with Commissioner Adams absent and one open Board seat.**

**Resolution No. 2020-21: 263**

**By Member of the Board**

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
(none)				

**Seconded by Member of the Board**

**Resolution No. 2020-21: 264**

**By Member of the Board Commissioner LeBron**

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
Panke, Matilda	Bus Attendant	September 9, 2020
Lee, Mae	Food Service Helper	September 8, 2020
Duffy Conner, Constance	Kindergarten	September 1, 2020
Roberson, Patricia	Paraprofessional	August 14, 2020
Oliver, Ivory	Stock Handler	December 31, 2020

**Seconded by Member of the Board Commissioner Maloy. Adopted 5-0, with Commissioner Adams absent and one open Board seat.**

**Resolution No. 2020-21: 265**

**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.

<b>Name</b>	<b>Tenure Area or Job Title</b>	<b>Effective Date</b>
Lopez, Arlene	Food Service Helper	September 8, 2020
Callahan, Sandra	Kindergarten	August 30, 2020
Brooks, Andre	Porter	August 27, 2020
Docteur, Kayla	Reading	August 31, 2020
Cerio, Lauren	Special Education	August 30, 2020
Rogers, Chandler	Teaching Assistant	September 1, 2020

**Seconded by Member of the Board Commissioner Maloy. Adopted 5-0, with Commissioner Adams absent and one open Board seat.**

**Resolution No. 2020-21: 266**

**By Member of the Board**

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.

<b>Name</b>	<b>Tenure Area or Job Title</b>	<b>Effective Date</b>
(none)		

**Seconded by Member of the Board**

**Resolution No. 2020-21: 267**

**By Member of the Board**

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).

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

**Seconded by Member of the Board**

**Resolution No. 2020-21: 268**

**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. 2020-21: 269**

**By Member of the Board Commissioner LeBron**

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. 2020-21: 237	September 1, 2020	Amend to change the resignation date for Angela Conti from September 7, 2020 to August 30, 2020.
Resolution No. 2020-21: 158	August 27, 2020	Amend to rescind the part time appointment granted to Diana Mitrano.
Resolution No. 2019-20: 920	May 28, 2020	<b>Unpaid Leave of Absence.</b> Amend to change unpaid leave of absence return to work date for Alexis Mouzon from September 8, 2020 to October 26, 2020.
Resolution No. 2019-20: 920	June 18, 2020	<b>Unpaid Leave of Absence.</b> Amend to change unpaid leave of absence return to work date for Othelmar Chandler from June 25, 2020 to September 15, 2020.

**Seconded by Member of the Board Commissioner Maloy. Adopted 5-0, with Commissioner Adams absent and one open Board seat.**

**Resolution No. 2020-21: 270**

**By Member of the Board Commissioner LeBron**

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
Heinen, Katherine	ESOL	.9	September 9, 2020- June 30, 2020
Kanabroski, Richard	Health	.9	September 9, 2020- June 30, 2020

Sullivan, Kate	Health	.9	September 9, 2020- June 30, 2020
Kinlock, Alethea	Physical Education	.6	September 9, 2020- June 30, 2020
Soto, Amy	Physical Education	.7	September 9, 2020- June 30, 2020
Steiner, Abraham	Physical Education	.8	September 9, 2020- June 30, 2020

**Seconded by Member of the Board Commissioner Maloy. Adopted 5-0, with Commissioner Adams absent and one open Board seat.**

**Resolution No. 2020-21: 271**

**By Member of the Board Commissioner LeBron**

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.

<b>Name</b>	<b>Tenure Area</b>	<b>Effective Date</b>
Sanchez, Ismael	Art	September 9, 2020
Mitrano, Diana	ESOL	September 9, 2020
Bernard, Andrea	Physical Education	September 9, 2020
Riegle, Clinton	Physical Education	September 9, 2020

**Seconded by Member of the Board Commissioner Maloy. Adopted 5-0, with Commissioner Adams absent and one open Board seat.**

**Resolution No. 2020-21: 272**

**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.

<b>Name</b>	<b>Job Title</b>	<b>Classification</b>	<b>Effective Date</b>
(none)			

**Seconded by Member of the Board**

**Resolution No. 2020-21: 273**

**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. 2020-21: 274**

**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. 2020-21: 275**

**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. 2020-21: 276**

#### **By Member of the Board Vice President Elliott**

Whereas, policy development and fiscal oversight are among the primary responsibilities of the Board of Education (“Board”) of the Rochester City School District (“District”); and

Whereas, the Board has established several standing committees, including the Excellence in Student Achievement (“ESA”) Committee, by amendment and adoption of the Board Bylaws Policy No. 2300, along with ad hoc and special committees, to perform its primary responsibilities, consider strategic direction, review pending decisions, and provide general insight into matters of concern for the District; and

Whereas, by Resolution No. 2018-19: 551, adopted on December 20, 2018, the Board suspended operations of various standing committees, including ESA, with the goals of increasing productivity and proactive action of the Board and Superintendent’s leadership team; and

Whereas, the Independent Monitor appointed by the Commissioner of Education has recommended that the Board reinstate the ESA Committee; and

Whereas, the Board fully concurs with this course of action; now therefore be it

Resolved, that the Board hereby reinstates the Excellence in Student Achievement Committee, effective immediately.

Originator(s): President Van Henri White

**Seconded by Member of the Board Commissioner LeBron. Adopted 5-0, with Commissioner Adams absent and one open Board seat.**

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

<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.