

## **EAST EDUCATIONAL PARTNERSHIP ORGANIZATION HUMAN RESOURCES**

**Resolution No. 2019-20: 804**

**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: 805**

**By Member of the Board Commissioner LeBron**

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
Brundage, Michael	Nursery, Kindergarten, Grades 1-6, French 7-12	Elementary	7/23/2020

Kankam, Akua D.	SAS	EPO Vice Principal	6/30/2020
Rivera, Betzayda	Mathematics 7-12	Mathematics	6/12/2020
Robinson, Eric	SBL	EPO Athletic Director	6/30/2020
Wilson, Tanya	SAS	EPO Lower School Principal	6/30/2020

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

**Resolution No. 2019-20: 806**

**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: 807**

**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: 808**

**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: 809**

**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: 810**

**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: 811**

**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: 812**

**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: 813**

**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: 814**

**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: 815

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: 816

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: 817

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: 818**

**Motion to TABLE Resolution 818 until April 7, 2020 made by Commissioner Powell.  
Seconded by Commissioner Adams. Passed 6-1 with Commissioner LeBron dissenting.  
By Member of the Board**

WHEREAS, the District is undergoing an unprecedented fiscal crisis that has necessitated consideration of budgetary reductions across all of its various Divisions and Departments; and

WHEREAS, it has been determined that the current budget for the District's Department of Law need be substantially reduced for the 2020-21 school year; and

WHEREAS, the District also is currently faced with an unprecedented array of legal issues requiring the expertise of its experienced and talented legal staff; and

WHEREAS, the District's General Counsel recommends and concurs in the following resolution that satisfies the needed budgetary reduction in a manner that preserves the basic integrity of the District's Law Department;

NOW, THEREFORE, be it resolved that for reasons of economy and efficiency, effective June 30, 2020:

1. The employment of Karl Kristoff as this District's General Counsel be discontinued pursuant to paragraph 7 of his current Contract of Employment, except that any severance due under that paragraph will be limited to the lesser of the amount of the first year of savings in excess of the \$250,000 target achieved by the personnel changes in the Law Department in effect for the 2020-21 school year and the amount otherwise called for by the said paragraph 7; and that
2. Steven Carling be promoted to the position of General Counsel at his current annual salary rate plus \$15,000; and that
3. Adrian Neil be promoted to the position of Deputy General Counsel at his current annual salary rate plus \$10,000; and that
4. The resulting vacant Associate General Counsel position be abolished.

Originator(s): Karl Kristoff

**Seconded by Member of the Board**

**Resolution No. 2019-20: 819**

**A motion to AMEND Resolution 819 to add Vice President Elliott as the Board's representative on the Safety Team and to correct the titles of all participants appointed to the Safety Team made by Commissioner Powell. Seconded by Commissioner LeBron. Passes 7-0.**

**By Member of the Board Commissioner LeBron**

WHEREAS, Education Law 8 CRR-NY §155.17 requires the Board of Education to adopt a comprehensive district-wide school safety plan and building-level emergency response plans regarding crisis intervention and emergency response and management; and

WHEREAS, such plans must be developed by a district-wide school safety team and a building-level emergency response team; and

WHEREAS, the district-wide school safety team must be appointed by the board of education, and include, but not be limited to, representatives of the school board, teacher, administrator, and parent organizations, school safety personnel and other school personnel, and be reviewed annually; and

WHEREAS, the Rochester Board of Education supports schools, the District and the community in developing implementing and monitoring policies and programs to minimize the effects of emergencies and address the prevention, intervention and elimination of school violence; and

THEREFORE, BE IT RESOLVED that, the following individuals be and hereby are the District-Wide School Safety Team:

Michael Schmidt – Chief of Operations  
James Sheppard - Security  
Daniel Betancourt - Security  
Ruth Turner - Student Services  
Margaret Sergent – Teachers Organization  
John Rowe – Administrators Organization  
Khadija Muhammad – Parent Organization  
Wayne Kittelberger - Transportation  
Thomas Keysa - Facilities  
Anissa Henry-Wheeler – Auditor General (Board of Education Employee)

Originator(s): Anissa Henry-Wheeler

**Seconded by Member of the Board Vice President Elliott, as amended. Adopted 7-0.**

**Resolution No. 2019-20: 820**

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

WHEREAS, Education Law 8 CRR-NY §155.17 requires the Board of Education to adopt a comprehensive district-wide school safety plan and building-level emergency response plans regarding crisis intervention and emergency response and management; and

WHEREAS, District-wide school safety plans and building-level emergency response plans have been designed to prevent or minimize the effects of violent incidents and emergencies and to facilitate the coordination of schools and the school district with local and county resources in the event of such incidents or emergencies; and

WHEREAS, the most effective approach to creating safe school environments requires a comprehensive, coordinated effort including school wide, districtwide and communitywide strategies where all institutions, organizations and individuals must accept responsibility for their critical roles and collaborate to establish a positive environment for teaching and learning; and

WHEREAS, safe schools provide an environment where teaching and learning are not distracted; disruptions are minimized; drugs, violence, bullying and fear are not present; students are not discriminated against; expectations for behavior are clearly communicated and standards of behavior are maintained; and consequences for infractions are consistently and fairly applied; and

WHEREAS, the Board of education, made the district-wide safety plan available for a 30 day public comment period on October 21, 2019; and on November 21, 2019 the Board of Education held a public hearing that allowed for participation of school personnel, parents, students and any other interested parties; therefore

BE IT RESOLVED that, the Rochester City School District School Safety Plan is hereby adopted by the Rochester Board of Education and will be posted on the district website; and

BE IT FURTHER RESOLVED that copies of the Safety Plan URL be submitted to the New York State Education Department to comply with the requirement that the Plan be submitted to the Commissioner of Education within 30 days from adoption.

Originator(s): Anissa Henry-Wheeler

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



**Resolution No. 2019-20: 821**

**By Member of the Board Commissioner Powell.**

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

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

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

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

<b><u>Hearing File</u></b>	<b><u>Result</u></b>
0206	In recognition of the instructional time that has been lost by all students, by reason of the schools being closed because of the Covid-19 crisis, the student is permitted to return to school on the first day on which school opens for regular instruction
0207	In recognition of the instructional time that has been lost by all students, by reason of the schools being closed because of the Covid-19 crisis, the student is permitted to return to school on the first day on which school opens for regular instruction
0225	The Suspension decision was upheld. The student was deemed guilty of the charges, and no penalty changes were warranted. The student may return to school on September 9, 2020.

Originator(s): Kallia Wade

**Seconded by Member of the Board Vice President Elliott. Adopted 7-0.**

**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 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.