

## **ROCHESTER CITY SCHOOL DISTRICT HUMAN CAPITAL**

**Resolution No. 2020-21: 792**

Amend SEG Appendix A

**By Member of the Board Commissioner Clark**

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

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

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

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

Whereas, by Resolution No. 2019-20: 973, adopted on June 4, 2020, the Board amended Appendix A of the SEG Rules and Regulations; and

Whereas, the Superintendent recommends further revisions to Appendix A of the SEG Rules and Regulations, effective May 4, 2021, adding the new title *Chief of Innovation and School Reform*; and

Whereas, the Board wishes to provide specific funding that the Superintendent may use to set a salary for the person chosen at the Superintendent’s sole discretion, for appointment to the position of *Chief of Innovation and School Reform*; therefore be it

Resolved, that Appendix A to the SEG Rules and Regulations is hereby amended to read as follows:

Rules and Regulations of the Board of Education Relating to the  
Superintendent’s Employee Group - Appendix A

May 4, 2021

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

And be it further Resolved, that the Board hereby approves a starting salary up to \$156,063 for the position of *Chief of Innovation and School Reform*; and be it further

Resolved, that the Superintendent, in consultation with the Chief Financial Officer, be and hereby is authorized and directed to allocate the necessary funds and take whatever other action is necessary within the constraints of the District's 2021-22 Budget and its successor, fully approved Budgets.

Funding: General Fund

Budget Code: 5150-A-75916-2020-0000

Certified Budget Line Balance: \$156,063

Originator(s): Lesli Myers-Small, Genelle Morris, Christopher Miller

**Seconded by Member of the Board Commissioner Adams. Adopted 6-1, with Commissioner LeBron dissenting.**

**Resolution No. 2020-21: 790**

**Motion to table Resolution 2020-21: 790 until May 18, 2021 made by member of the Board Commissioner LeBron. Seconded by Commissioner Adams. Motion failed 2-4, with Vice President Elliott absent, and President White, Commissioner Maloy, Commissioner Clark and Commissioner Powell dissenting.**

**Motion to table Resolution 2020-21: 790 until May 4, 2021 made by member of the Board Commissioner Powell. Seconded by Commissioner Maloy. Adopted 4-2, with Vice President Elliott and Commissioner LeBron and Commissioner Adams dissenting.**

**Motion to remove Resolution 2020-21: 790 from the table made by Commissioner Clark. Seconded by Commissioner Maloy.**

**Motion to substitute the language that was originally in the penultimate paragraph:**

“Therefore, Be it Resolved, that the “OPEB” committed fund be increased from the current \$10,000,000 to \$20,889,758 on or before June 30, 2021, the funds deriving from existing unrestricted and uncommitted fund balances. And”

**for the proposed verbiage below:**

“Therefore, Be it Resolved, that effective June 30, 2021, the Assigned Capital Fund of \$7,000,000 be unassigned and repurposed to add \$7,000,000 to the “OPEB” committed fund. And”

**Made by Commissioner Powell. Seconded by Commissioner Clark. Motion passes 6-1 with Commissioner LeBron dissenting.**

**Motion to table the updated Resolution 2020-21: 790 until May 27, 2021 made by member of the Board Vice President Elliott. Seconded by Commissioner LeBron. Adopted 7-0.**

By Member of the Board Commissioner

Whereas, An Assigned Fund Balance for Other Post-Employment Benefits of \$20,889,758 was recorded in the June 30, 2011 Comprehensive Annual Financial Report (CAFR), and

Whereas, Fund Balance Policy (6500) and GASB 54 assign the Board of Education the highest level decision-making authority to commit fund balance funds, and

Whereas, Resolution 2017-18: 786 (May 22, 2012) converted the assigned fund balance for Other Post-Employment Benefits (of \$20,889,758 ) to a committed fund balance in accordance with GASB 54 “in an effort to plan for future liabilities and contingencies such as cost increases associated with the District’s share of retiree health insurance expenditures in accordance with GASB 45”, and

Whereas, such fund has been represented in the District’s financial statements as a committed fund as follows:

Committed Fund Balance      June 30, 2017   June 30, 2018   June 30, 2019   June 30, 2020

OPEB - \$ 20,889,758 \$ 4,000,000 - \$ 10,000,000

And Whereas, Resolution 2017-18: 791 (April 26, 2018) states, “the District will commit additional funds within its general operating fund balance in an amount not to exceed the projected amount of two subsequent fiscal years’ worth of actual retiree claims expenses”,

And Whereas, the actual benefits payments made in the last three fiscal years, as stated in the respective CAFR (Notes to the Financial Statements), Section V (Other Information), C (Postemployment Health Care Benefits), 5 (Changes in the Total OPEB Liability)

	June 30, 2018 (CAFR p 70)	June 30, 2019 (CAFR p 70)	June 30, 2020 (CAFR p 69)
Benefit payments:	\$ 27,444,204	\$ 26,970,932	\$ 28,267,777

And Whereas, the aspiration is to fund OPEB at a level between one and two years of benefit payments, however, current fund balances may not substantial enough to support even a single year of benefits payments,

Therefore, Be it Resolved, that effective June 30, 2021, the Assigned Capital Fund of \$7,000,000 be unassigned and repurposed to add \$7,000,000 to the “OPEB” committed fund. And

Be it Further Resolved, that the Superintendent shall present requested changes to the OPEB committed fund with the goal of maintaining a sum greater than one year and less than two years of benefit payments, at least once annually prior to fiscal year end, to the Board of Education for action by resolution.

Originator(s): Willa Powell

Seconded by Member of the Board \_\_\_\_\_

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

## **Rochester City School District: 2020-23 Priorities**

### **1. Engage: Provide high-quality learning experiences**

- 1.1. Implement student-centered learning to improve academic success for all and to close the achievement gap of our students with disabilities, economically disadvantaged students, and Black, Latino and English language learners.
- 1.2. Establish a uniform, clear and transparent procedure for curriculum development and implementation.
- 1.3. Use data purposefully and collaboratively to drive decisions and to improve student outcomes.

### **2. Lift Up: Ensure an inclusive, caring and safe learning environment**

- 2.1. Use restorative practices to promote inclusiveness, relationship-building and problem-solving.
- 2.2. Deliver trauma-informed practices through a culturally responsive lens to provide a safe, positive learning environment.
- 2.3. Establish training norms for cultural responsiveness, antiracism, diversity and inclusion.

### **3. Collaborate: Build strong community**

- 3.1. Create non-traditional, innovative opportunities for family engagement.
- 3.2. Partner with businesses, higher education and other community organizations.

### **4. Lead: Foster dynamic leadership**

- 4.1. Manage school and district resources effectively.
- 4.2. Develop leaders at the school and district levels to achieve each school's targeted outcomes.
- 4.3. Highlight and communicate the great accomplishments in our schools and district.
- 4.4. Build high-performing teams to drive implementation of our strategic priorities.