

[Resolution Tabled 8/27/20]

## **ROCHESTER CITY SCHOOL DISTRICT EDUCATIONAL FACILITIES**

[Note: Withdrawn by Administration on 9/2/20]

**Resolution No. 2020-21: 195**

### **By Member of the Board**

Whereas, on September 1, 2019, the District entered into a Lease Agreement with **Matter 532 LLC**, 532 North Plymouth Avenue, Rochester, NY, for the premises located at 542-550 North Plymouth Avenue (approximately 34 parking spaces) for use by John Williams School No. 5 staff, for the period September 1, 2019, through August 31, 2020, for a sum not to exceed Sixteen Thousand Eight Hundred Dollars (\$16,800.00); and

Whereas, the District wishes to amend the aforementioned Lease Agreement to extend the term for an additional sum; therefore be it

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to amend the aforementioned Lease Agreement to extend the term through August 31, 2021, renewable at the Superintendent's discretion for up to two additional one-year terms, for an additional sum not to exceed Sixteen Thousand Eight Hundred Dollars (\$16,800.00) per year, contingent upon the form and terms of the Agreement being approved by Counsel to the District.

Funding: General Funds

Budget Code: 5423-A-66115-1620-0000

Certified Budget Line Balance: \$16,800.00 (8/21/20)

Originator(s): Michael Schmidt, Thomas Keysa

Strategic Goal: 4; Objective: E

Justification: More effectively use space to control facilities' capital and leased costs.

### **Seconded by Member of the Board**

**ROCHESTER CITY SCHOOL DISTRICT  
HUMAN RESOURCES**

**Resolution No. 2020-21: 278**

**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. 2020-21: 279**

**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. 2020-21: 280**

**By Member of the Board**

Special Board Meeting: September 15, 2020

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: 281

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 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
(none)				

Seconded by Member of the Board

Resolution No. 2020-21: 282

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. 2020-21: 283

By Member of the Board

Special Board Meeting: September 15, 2020

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: 284

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: 285

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: 286

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: 287

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: 288

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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Seconded by Member of the Board

Resolution No. 2020-21: 289

By Member of the Board Commissioner Maloy

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
Vazquez, Elda	Home School Assistant-Bilingual	\$22.45/hr.	September 28, 2020

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

**Resolution No. 2020-21: 290**

**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.

<b>Name</b> (none)	<b>Job Title</b>	<b>Classification</b>	<b>Salary</b>	<b>Effective Date</b>
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**Seconded by Member of the Board**

**Resolution No. 2020-21: 291**

**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.

<b>Name</b>	<b>Tenure Area or Job Title</b>	<b>Effective Date</b>
Robillard, Jeanne	Library Media Specialist	October 5, 2020
Perez, Wanda	Paraprofessional	September 21, 2020

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

**Resolution No. 2020-21: 292**

**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>
Melisz, Colleen	Art	October 4, 2020
Espada, Rosa	Assistant Cook	September 12, 2020
Follman, Kelly	Music	August 30, 2020
Scott, Mark	Senior Management Analyst	September 23, 2020
Andrews, Debra	Special Education	October 3, 2020
Berkman, Karissa	Special Education	August 30, 2020

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

**Resolution No. 2020-21: 293**

**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: 294**

**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: 295**

**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).

	<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: 296**

**By Member of the Board Commissioner Maloy**

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

<b>Original Resolution</b>	<b>Resolution Date</b>	<b>Amendment</b>
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 October 26, 2020 to November 4, 2020.

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

**Resolution No. 2020-21: 297**

**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).

<b>Name</b>	<b>Tenure Area</b>	<b>FTE</b>	<b>Duration</b>
(none)			

**Seconded by Member of the Board**

**Resolution No. 2020-21: 298**

**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.

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

**Seconded by Member of the Board**

**Resolution No. 2020-21: 299**



**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. 2020-21: 300**

**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: 301**

**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: 302**

**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: 303**

**By Member of the Board Commissioner LeBron**

Whereas, the terms of the Extended School Day/School Violence Prevention Grant require certain services; and

Whereas, the District wishes to enter into an Agreement with The Center for Youth Services, Inc., to provide the services required by the terms of the Grant; therefore be it

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to enter into an Agreement with **The Center for Youth Services, Inc.**, 905 Monroe Ave, Rochester, NY, to provide the services of a Youth Prevention Therapist at Dr. Charles T. Lunsford School No. 19 to deliver an evidence based curriculum designed to provide a foundation of social / emotional skills to approximately 400 students, with the goal to avoid / reduce the number of times learning is interrupted, improve academic performance, promote pro-social behavior as well as reduce out-of-school suspensions and classroom disruptions, for the period September 16, 2020, or as soon thereafter as the Agreement is fully executed, through June 30, 2021, for a sum not to exceed Fifty One Thousand Dollars (\$51,000.00), contingent upon the form and terms of the Agreement being approved by Counsel to the District.

Funding: Extended School Day/School Violence Prevention Grant

<u>Budget Code:</u>	<u>Sum Not To Exceed</u>	<u>Certified Budget Line Balance</u>	
5430-F-70808-2825-0451	\$25,000.00	\$25,000.00	(7/1/20)
5431-F-70808-2825-0451	\$26,000.00	\$26,000.00	(7/1/20)
Total	\$51,000.00		

Originator(s): Melody Martinez-Davis

Strategic Goal: 3; Objective: C

Justification: Provide safer, more positive and nurturing learning environments that maximize student achievement and staff success.

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

**Resolution No. 2020-21: 304**

**By Member of the Board Commissioner LeBron**

Whereas, the terms of the Supportive Schools Grant require certain services; and

Whereas, the District wishes to enter into an Agreement with The Center For Youth Services, Inc., to provide the services required by the terms of the Grant; therefore be it

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to enter into an Agreement with **The Center for Youth Services, Inc.**, 905 Monroe Ave, Rochester, NY, to provide the services of a Restorative Practice Coordinator onsite at the Douglass Campus, to forge intentional relations with community partners and businesses through Community Engagement Teams in support of school climate action goals; provide Restorative training, peer mediation training, turnkey staff training and implicit/explicit bias training; with the goal to improve school climate and ultimately improve the academic outcomes for approximately 235 students in Grades 7 - 8 at Northwest College Preparatory High School @ Douglass Campus, for the period September 16, 2020, or as soon thereafter as the Agreement is fully executed, through June 30, 2021, for a sum not to exceed Sixty Thousand Dollars (\$60,000.00), contingent upon the form and terms of the Agreement being approved by Counsel to the District.

Funding: Safe and Supportive Schools Grant

<u>Budget Code:</u>	<u>Sum Not To Exceed</u>	<u>Certified Budget Line Balance</u>	
5430-F-70905-2825-0039	\$25,000.00	\$25,000.00	(7/1/20)
5431-F-70905-2825-0039	\$35,000.00	\$35,000.00	(7/1/20)
Total	\$60,000.00		

Originator(s): Melody Martinez-Davis

Strategic Goal: 3; Objective: C

Justification: Provide safer, more positive and nurturing learning environments that maximize student achievement and staff success.

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

**Resolution No. 2020-21: 305**

**By Member of the Board Commissioner Maloy**

Whereas, Education Law § 2573 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, 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 establishes the right of the Board to determine the amount to be budgeted for positions falling within 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 said Appendix A includes the title and position of Chief Academic Officer; and

Whereas, the Board wishes to provide specific funding for this position that the Superintendent may use to set a salary for the person appointed by the Superintendent to the position of Chief Academic Officer; therefore be it

Resolved, that the Board hereby approves a starting salary up to \$160,000 for the Chief Academic Officer; 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 2020-21 approved Budget.

Funding: General Fund

<u>Budget Code:</u>	<u>Certified Budget Line Balance</u>	
5150-A-73116-2010-0000	\$160,000.00	(9/14/20)

Originator(s): Dr. Genelle Morris

**Seconded by Member of the Board Commissioner Adams. Adopted 4-1, with Commissioner LeBron dissenting, Vice President Elliott 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.