

**EDUCATIONAL PARTNERSHIP ORGANIZATION - EAST**

**Resolution No. 2015-16: 865**

**By Member of the Board Commissioner Cruz**

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 it

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) listed below, is (are) **appointed to the teacher 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, 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.

<b>Name</b>	<b>Tenure Area (Description)</b>	<b>Certification</b>	<b>Probationary Period</b>	<b>Salary</b>
Terron-Sepulveda, Edmaris	Counselor (6-12)	Counselor	July 1, 2016 – June 30, 2020	\$49,206/yr.
Anderson, Jessica	Literacy (B-12)	Literacy	July 1, 2016 – June, 30, 2020	\$54,277/yr.
Episcopo, Andrew	Literacy (5-12)	Literacy	July 1, 2016 – June 30, 2020	\$49,206/yr.
Monson, Clay	Literacy (5-12)	Literacy	July 1, 2016 – June 30, 2020	\$47,408/yr.
Fenn, Melissa	Special Education (K-12)	Special Education	July 1, 2016 – June 30, 2020	\$58,400/yr.

**Seconded by Member of the Board Commissioner Powell  
Adopted 5-0 with President White and Commissioner Evans absent**

**Resolution No. 2015-16: 866**

**By Member of the Board Commissioner Cruz**

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) 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	Tenure Area (Description)	FTE	Effective Date	Salary
(none)				

**Seconded by Member of the Board Commissioner Powell  
Adopted 5-0 with President White and Commissioner Evans absent**

**Resolution No. 2015-16: 867**

**By Member of the Board Commissioner Cruz**

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) 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	Tenure Area (Description)	FTE	Effective Date	Salary
(none)				

**Seconded by Member of the Board Commissioner Powell  
Adopted 5-0 with President White and Commissioner Evans absent**

**Resolution No. 2015-16: 868**

**By Member of the Board Commissioner Cruz**

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) 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, 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	Tenure Area (Description)	Assignment	Probationary Period	Salary
McLaughlin, Alecia	Freshman Academy Director	East	July 1, 2016 – June 30, 2020	\$102,906/yr.

**Seconded by Member of the Board Commissioner Powell  
Adopted 4-1 with Vice President Elliott dissenting and President White and  
Commissioner Evans absent**

**Resolution No. 2015-16: 869**

**By Member of the Board Commissioner Cruz**

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) listed below is (are) **assigned to the “acting” position** shown, at the salary and effective date stated:

<b>Name</b>	<b>Acting Assignment</b>	<b>Location</b>	<b>Effective Date</b>	<b>Salary</b>
Kankam, Akua	Vice Principal	East	July 1, 2016	\$119,697/yr.

**Seconded by Member of the Board Commissioner Powell  
Adopted 4-1 with Vice President Elliott dissenting and President White and  
Commissioner Evans absent**

**Resolution No. 2015-16: 870**

**By Member of the Board**

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) listed below is (are) **appointed** as a **CONTRACT SUBSTITUTE** in the tenure area and for the period and salary stated.

<b>Name</b>	<b>Tenure Area (Description)</b>	<b>Duration</b>	<b>Salary</b>
(none)			

**Seconded by Member of the Board**

**Resolution No. 2015-16: 871**

**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.

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

**Seconded by Member of the Board**

**Resolution No. 2015-16: 872**

**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.

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

**Seconded by Member of the Board**

**Resolution No. 2015-16: 873**

**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.

<b>Name</b>	<b>Tenure Area (Description) or Job Title</b>	<b>Date Leave Commences</b>
(none)		

**Seconded by Member of the Board**

**Resolution No. 2015-16: 874**

**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.

<b>Original Resolution</b>	<b>Resolution Date</b>	<b>Amendment</b>
(none)		

**Seconded by Member of the Board**

**Resolution No. 2015-16: 875**

**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**.

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

**Seconded by Member of the Board**

**Resolution No. 2015-16: 876**

**By Member of the Board Commissioner Cruz**

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**:

<b>Name</b>	<b>Title</b>	<b>Effective Date</b>
Bustos, Yolanda	Social Worker	July 1, 2016
Anderson, Jessica	Teacher	July 1, 2016
Episcopo, Andrew	Teacher	July 1, 2016
Fenn, Melissa	Teacher	July 1, 2016
Gerritz, Deborah	Teacher	July 1, 2016
Monson, Clay	Teacher	July 1, 2016
Terron-Sepulveda, Edmaris	Teacher	July 1, 2016
Kankam, Akua	Vice Principal	July 1, 2016

**Seconded by Member of the Board Commissioner Powell**

**Adopted 5 -0 with President White and Commissioner Evans absent**

## HUMAN CAPITAL INITIATIVES

### Resolution No. 2015-16: 877

#### By Member of the Board Commissioner Cruz

Resolved, that upon the recommendation of the Superintendent, the employees listed below, having satisfactorily completed their probationary service allowed under State Law and required by the Board, is (are) **granted tenure**, effective on the dates 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>Tenure Area (Description)</b>	<b>Effective Date</b>
Solomon, Deborah	Bracket III (Assistant Principal)	July 30, 2016

**Seconded by Member of the Board Commissioner Powell**  
**Adopted 5-0 with President White and Commissioner Evans absent**

### Resolution No. 2015-16: 878

#### By Member of the Board Commissioner Cruz

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 (Description) or Job Title</b>	<b>Effective Date</b>
Soler, Anibal	Principal (Bracket I)	October 31, 2016

**Seconded by Member of the Board Commissioner Powell**  
**Adopted 5-0 with President White and Commissioner Evans absent**

## AUTHORIZATION OF ADDITIONAL PAY

### Resolution No. 2015-16: 879

**By Member of the Board Commissioner Hallmark**

Resolved, that, upon the recommendation of the 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 specified date(s). Subject to the dates, maximum hours and pay rates specified below, the Board authorizes the Administration to make changes in the names of those providing these services if necessary in order to carry out the intent of this resolution.

**Division Chief:** Christiana Otuwa  
**Principal/Director:** Michele Alberti  
**Spending:** \$9,405.  
**Funding:** Title I  
**Budget Code:** 5152-G-71717-2010-0275  
**Description:** Grant Proposal Development  
**Justification:** Contractual change from 12 months to 10 months, 25 day employee, requires additional pay to cover required work over the summer to support School Improvement Grant (SIG) Round 7 development and implementation. SIG 7 applications are written to support newly appointed Priority Schools. There are up to 13 applications being written this summer.  
**Schedule:** Mondays-Fridays 8 am -5 pm  
**Strategic Plan:** Goal: 4; Objective: H

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Wheeler, Cheryl	7/1/16 – 8/31/16	CO(Title I Office) – Asst. Dir. Sch Innovation	152 hrs.	1/220 <sup>th</sup>

**Division Chief:** Jennifer Gkourlias  
**Principal/Director:** Armando Ramirez  
**Spending:** \$2,574.  
**Funding:** Title I  
**Budget Code:** 5132-G-29205-2805-0251  
**Description:** Other Professional Development  
**Justification:** Continuation plan for the approved School Improvement Grant. Summer outreach to families and individual educational planning for students and families as they transition into All City. Transcript review and graduation plans will be developed and explained to students.  
**Schedule:** Monday-Fridays 8 am -5 pm  
**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Scheirer, Katrin	7/1/16 - 8/31/16	All City – Counselor	78 hrs.	\$33/hr.

**Division Chief:** Jennifer Gkourlias  
**Principal/Director:** Mary Andrecolich-Diaz  
**Spending:** \$660.  
**Funding:** Refugee School Impact Grant  
**Budget Code:** 5152-G-28305-2070-0498  
**Description:** Professional Development  
**Justification:** Professional development is being provided to prepare teachers in the delivery of the RIGOR & BRIA curriculum designed for newly arrived refugee students to our district. The Refugee Academy is mandated by our Refugee School Impact Grant.

**Schedule:** Thursday and Friday 8-10 am

**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Duane, Kathryn	7/21/16 – 7/22/16	RIA - Teacher	4 hrs.	\$33/hr.
Hillman, Michael	7/21/16 – 7/22/16	RIA - Teacher	4 hrs.	\$33/hr.
Grimes, Jennifer	7/21/16 – 7/22/16	RIA - Teacher	4 hrs.	\$33/hr.
Orden, Terri	7/21/16 – 7/22/16	RIA - Teacher	4 hrs.	\$33/hr.
Zelazny, Juliann	7/21/16 – 7/22/16	RIA - Teacher	4 hrs.	\$33/hr.

**Division Chief:** Jennifer Gkourlias  
**Principal/Director:** Mary Andrecolich-Diaz  
**Spending:** \$24,802.  
**Funding:** Refugee School Impact Grant  
**Budget Code:** 5132-G-28305-2110-0498  
**Description:** Expanded Learning  
**Justification:** Refugee Academy – Program during the summer that is designed for students who are new to the United States from Refugee Camps and have an I-94. Students will participate in curriculum that is designed for newly arrived refugee students along with language development curriculum coupled with enrichment, art, swimming, fitness, and music activities. The Refugee Academy is mandated by our Refugee School Impact Grant.

**Schedule:** Monday – Friday 7:30 am – 12:30 pm

**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Duane, Kathryn	7/25/16 – 8/19/16	RIA - Teacher	100 hrs.	1/200 <sup>th</sup>
Hillman, Michael	7/25/16 – 8/19/16	RIA - Teacher	100 hrs.	1/200 <sup>th</sup>
Grimes, Jennifer	7/25/16 – 8/19/16	RIA - Teacher	100 hrs.	1/200 <sup>th</sup>



Orden, Terri	7/25/16 – 8/19 /16	RIA - Teacher	100 hrs.	1/200 <sup>th</sup>
Zelazny, Juliann	7/25/16 – 8/19/16	RIA - Teacher	100 hrs.	1/200 <sup>th</sup>

**Division Chief:** Joseph Baldino  
**Principal/Director:** Julie Roselli  
**Spending:** \$ 792  
**Funding:** General Funds  
**Budget Code:** 5152-A-25109-2070-0000  
**Description:** Commencement Professional Development (Class Code 10479)  
**Justification:** Amendment of Resolution No. 2015-2016: 812 adopted on June, 16, 2016, to increase the number of teachers to meet the needs of all the students.

Summer Program at JCW FA. The professional development is being provided to prepare teachers in the delivery of the ELA, Math, and intervention curricula, and review differentiation strategies to optimize student learning. Teachers will also be trained in effectively entering payroll hours into PeopleSoft to ensure correct payment.

**Schedule:** Monday – Friday 8:30 am – 11:30 am  
**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Caselli, Joshua	07/05/16 – 08/18/16	IA&T HS – Teacher	12 hrs.	\$33/hr.
Sullivan, Daniel	07/05/16 – 08/18/16	SWW – Teacher	12 hrs.	\$33/hr.

**Division Chief:** Joseph Baldino  
**Principal/Director:** Julie Roselli  
**Spending:** \$ 21,599  
**Funding:** General Funds  
**Budget Code:** 5132-A-25109-2330-0000  
**Description:** Commencement at JCW FA  
**Justification:** Amendment of Resolution No. 2015-2016: 812 adopted on June, 16, 2016, to increase the number of teachers to meet the needs of all the students.

Summer Program at JCW FA to support improved student achievement and growth through extended learning time. Students will achieve significant growth and improve performance on Regents exams overall.

**Schedule:** Monday – Friday 7:45 am – 1:45 pm  
**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Caselli, Joshua	07/05/16 – 08/18/16	IA&T HS – Teacher	198 hrs.	1/200 <sup>th</sup>
Sullivan, Daniel	07/05/16 – 08/18/16	SWW – Teacher	198 hrs.	1/200 <sup>th</sup>

**Division Chief:** Joseph Baldino

**Principal/Director:** Joseph Baldino  
**Spending:** \$ 20,488  
**Funding:** General Funds  
**Budget Code:** 5132-A-25109-2830-0000  
**Description:** Student Social Emotional Support Team  
**Justification:** Amendment of Resolution No. 2015-2016: 812 adopted on June, 16, 2016, to increase the number of teachers to meet the needs of all the students.

Support students that have social emotional needs. During summer learning programs students may experience situations that require a professional response.

**Schedule:** Monday – Friday 7:15 am – 1:15 pm  
**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Rodriguez, Pamela	7/05/16 – 8/18/16	CO(Counseling)–Social Worker	198 hrs.	1/200 <sup>th</sup>
Smith, Andre	7/05/16 – 8/18/16	LyncX – Social Worker	198 hrs.	1/200 <sup>th</sup>

**Division Chief:** Joseph Baldino  
**Principal/Director:** Mary Andrecolich-Diaz  
**Spending:** \$ 1,452  
**Funding:** General Funds  
**Budget Code:** 5132-A-28305-2330-0000  
**Description:** RIA Summer Professional Development  
**Justification:** Amendment of Resolution No. 2015-2016: 812 adopted on June, 16, 2016, to increase the number of teachers to meet the needs of all the students.

Summer Program at RIA. The professional development is being provided to prepare teachers in the delivery of the ELA, Math, and intervention curricula, and review differentiation strategies to optimize student learning. Teachers will also be trained in effectively entering payroll hours into PeopleSoft to ensure correct payment.

**Schedule:** Monday – Friday 7:15 am – 1:15 pm  
**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Cholach, Larissa	7/22/16	RIA - Teacher	4 hrs.	\$33/hr.
Consagra, Samuel	7/22/16	RIA - Teacher	4 hrs.	\$33/hr.
Flores, Nicole	7/22/16	RIA - Teacher	4 hrs.	\$33/hr.
Haag, John	7/22/16	RIA - Teacher	4 hrs.	\$33/hr.
Laiosa, Sarah	7/22/16	RIA - Teacher	4 hrs.	\$33/hr.
Lucyshyn, Laura	7/22/16	RIA - Teacher	4 hrs.	\$33/hr.
Miller, Cassandra	7/22/16	RIA - Teacher	4 hrs.	\$33/hr.

O'Connor, Anna	7/22/16	RIA - Teacher	4 hrs.	\$33/hr.
Pelletier, Christina	7/22/16	RIA - Teacher	4 hrs.	\$33/hr.
Sweet, Katie	7/22/16	RIA - Teacher	4 hrs.	\$33/hr.
Treahy, Jenna	7/22/16	RIA - Teacher	4 hrs.	\$33/hr.

**Division Chief:** Joseph Baldino  
**Principal/Director:** P. Kwame Donko-Hanson  
**Spending:** \$ 21,228  
**Funding:** General Funds  
**Budget Code:** 5132-A-15809-2330-0000  
**Description:** Commencement @ 58  
**Justification:** Amendment of Resolution No. 2015-2016: 812 adopted on June, 16, 2016, to increase the number of teachers to meet the needs of all the students.

Summer Program at #58 to support improved student achievement and growth through extended learning time. Students will achieve significant growth and improve performance on Regents exams overall.

**Schedule:** Monday – Friday 7:45 am – 1:45 pm  
**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Grant, Leslie	07/05/16 - 08/18/16	IA&T - Teacher	198 hrs.	1/200 <sup>th</sup>
Palo, John	07/05/16 - 08/18/16	TLAFYM - Teacher	198 hrs.	1/200 <sup>th</sup>

**Division Chief:** Joseph Baldino  
**Principal/Director:** P. Kwame Donko-Hanson  
**Spending:** \$792  
**Funding:** General Funds  
**Budget Code:** 5132-A-15809-2070-0000  
**Description:** Commencement @ 58  
**Justification:** Amendment of Resolution No. 2015-2016: 812 adopted on June, 16, 2016, to increase the number of teachers to meet the needs of all the students.

Summer Program at #58 to support improved student achievement and growth through extended learning time. Students will achieve significant growth and improve performance on Regents exams overall.

**Schedule:** Monday – Friday 8:30 am – 11:40 am  
**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Grant, Leslie	07/05/16 - 08/18/16	IA&T - Teacher	12 hrs.	\$33/hr.
Palo, John	07/05/16 - 08/18/16	TLAFYM - Teacher	12 hrs.	\$33/hr.

**Division Chief:** Joseph Baldino  
**Principal/Director:** Alan Tirre  
**Spending:** \$ 21,457  
**Funding:** General Funds  
**Budget Code:** 5132-A-26709-2330-0000  
**Description:** Commencement @ SOTA  
**Justification:** Amendment of Resolution No. 2015-2016: 812 adopted on June, 16, 2016, to increase the number of teachers to meet the needs of all the students.

Summer Program at SOTA to support improved student achievement and growth through extended learning time. Students will achieve significant growth and improve performance on Regents exams.

**Schedule:** Monday – Friday 7:45 am – 1:45 pm  
**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Estrella-Brazil, Australia	7/05/16 – 8/18/16	IA&T HS – Teacher	198 hrs.	1/200 <sup>th</sup>
Sigler, Thomas	7/05/16 – 8/18/16	EPO East - Teacher	198 hrs.	1/200 <sup>th</sup>

**Division Chief:** Joseph Baldino  
**Principal/Director:** Alan Tirre  
**Spending:** \$ 792  
**Funding:** General Funds  
**Budget Code:** 5132-A-26709-2070-0000  
**Description:** Commencement Professional Development (Class Code 10479)  
**Justification:** Amendment of Resolution No. 2015-2016: 812 adopted on June, 16, 2016, to increase the number of teachers to meet the needs of all the students.

Summer Program at SOTA. The professional development is being provided to prepare teachers in the delivery of the ELA, Math, and intervention curricula, and review differentiation strategies to optimize student learning. Teachers will also be trained in effectively entering payroll hours into PeopleSoft to ensure correct payment.

**Schedule:** Monday – Friday 8:30 am – 11:40 am  
**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Estrella-Brazil, Australia	7/05/16 – 8/18/16	IA&T HS – Teacher	12 hrs.	\$33/hr.
Sigler, Thomas	7/05/16 – 8/18/16	EPO East - Teacher	12 hrs.	\$33/hr.

**Division Chief:** Ray Giamartino  
**Principal/Director:** Heather A. Belanger

**Spending:** \$ 13,371  
**Funding:** General Funds  
**Budget Code:** 5124-A-14509-2330-4520  
**Description:** Reading Leading and Writing  
**Justification:** Amendment of Resolution No. 2015-2016: 811 adopted on June, 16, 2016, to increase the number of teachers to meet the needs of all the students.

Summer Program at #45 is to further develop students' writing skills through different styles of writing. Students will develop the in-depth skills that allow them to think creatively and critically by researching various topics related to their social studies and science units in the upcoming school year.

**Schedule:** Monday – Friday 8:30 am – 12:30 am  
**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Davis, Sharon	07/05/16 - 08/05/16	#45 - Teacher	96 hrs.	1/300 <sup>th</sup>
Mulhern, Mary	07/05/16 - 08/05/16	#23 - Teacher	96 hrs.	1/300 <sup>th</sup>

**Division Chief:** Ray Giamartino  
**Principal/Director:** Heather A. Belanger  
**Spending:** \$ 264  
**Funding:** General Funds  
**Budget Code:** 5152-A-14509-2330-4520  
**Description:** Reading Leading and Writing Professional Development (Class Code 10479)  
**Justification:** Amendment of Resolution No. 2015-2016: 811 adopted on June, 16, 2016, to increase the number of teachers to meet the needs of all the students.

Summer Program at #45. The professional development is being provided to prepare teachers in the delivery of the ELA, Math, and intervention curricula, and review differentiation strategies to optimize student learning.

**Schedule:** Monday – Friday 8:30 am – 12:30 am  
**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Davis, Sharon	07/05/16 - 08/05/16	#45 - Teacher	4 hrs.	\$33/hr.
Mulhern, Mary	07/05/16 - 08/05/16	#23 - Teacher	4 hrs.	\$33/hr.

**Division Chief:** Beverly Burell-Moore  
**Principal/Director:** Mayra Ortiz  
**Spending:** \$4,342.  
**Funding:** Title III

**Budget Code:** 5124-G-15009-2330-0199  
**Description:** Bilingual Science Adventures  
**Justification:** Amendment of Resolution No. [2015-16: 810, adopted on June 16, 2016 (pgs. 31-32) to add a Special Education teacher due to enrollment.

Summer Program at #50 is a project based model where students engage in real, meaningful problems similar to what scientists, mathematicians, writers, and historians do. It focuses on reading grade level content, targeted comprehension strategies and formulating daily summaries to develop clear and concise writing.

**Schedule:** Monday – Friday 7:45 am – 11:45 am  
**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Saltares, Damaris	07/05/16 - 08/05/16	#17 - Teacher	96 hrs.	1/300th

**Division Chief:** Beverly Burrell-Moore  
**Principal/Director:** Mayra Ortiz  
**Spending:** \$132.  
**Funding:** Title III  
**Budget Code:** 5152-G-15009-2070-0199  
**Description:** Bilingual Science Adventures Professional Development (Class Code 10479)  
**Justification:** Amendment of Resolution No. [2015-16: 810, adopted on June 16, 2016 to add a Special Education teacher due to enrollment.

Summer Program at #50. The professional development is being provided to prepare teachers in the delivery of the ELA, Math, and intervention curricula, and review differentiation strategies to optimize student learning. Teachers will also be trained in effectively entering payroll hours into PeopleSoft to ensure correct payment.

**Schedule:** Friday 8:30 am – 12:30 pm  
**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Saltares, Damaris	07/01/16	#17 - Teacher	4 hrs.	\$33/hr.

**Division Chief:** Ray Giamartino  
**Principal/Director:** Rhonda Morien  
**Spending:** \$2,310.  
**Funding:** School Improvement Grant  
**Budget Code:** 5152-G-14502-2010-0862  
**Description:** Curriculum Writing

**Justification:** Amendment of Resolution No. 2015-16: 811, adopted on June 16, 2016, (pg. 34) to add additional hours for the Instructional Coaches as they will be completing additional curriculum work beyond what the classroom teachers are doing this summer.

Staff Members will work collaboratively to adapt key aspects of the curriculum to align literacy-based resources and programming with teacher professional development needs and site-based student needs to close the performance gap as aligned with SCEP and receivership goals/targets for the upcoming school year at School 45.

**Schedule:** Monday-Friday 10:00 am - 2:00 pm

**Strategic Plan:** Goal: 1; Objective: F

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Kleinman, Ann	7/05/16 – 7/29/16	#45 Teacher	30 hrs.	\$33/hr.
Metras, Jessica	7/05/16 – 7/29/16	#45 Teacher	40 hrs.	\$33/hr.

**Division Chief:** Ray Giamartino

**Principal/Director:** Leah Kedley

**Spending:** \$6,095.

**Funding:** General Funds

**Budget Code:** 5124-A-10809-2330-4520

**Description:** Innovation Greenhouse III

**Justification:** Amendment of Resolution No. 2015-16: 811, adopted on June 16, 2016 (pg. 40), to add a Special Education teacher due to enrollment.

Summer Program at #8 will provide students with differentiated learning opportunities that will encourage student engagement and participation. Aligned with the NYS Learning Standards, IG III targets hands-on, experiential learning with a direct focus on students' reading, writing, and mathematics skills development.

**Schedule:** Monday – Friday 8:00 am – 12:00 pm

**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Williford, Caroline	7/05/16 - 8/05/16	#8 - Teacher	96 hrs.	1/300th

**Division Chief:** Ray Giamartino

**Principal/Director:** Leah Kedley

**Spending:** \$1,584.

**Funding:** General Funds

**Budget Code:** 5152-A-10809-2070-4520

**Description:** Innovation Greenhouse Professional Development (Class Code 10479)

**Justification:** Amendment of Resolution No. 2015-16: 811, adopted on June 16, 2016 (pg. 41), to add a Special Education teacher due to enrollment.

Summer Program at #8. The professional development is being provided to prepare teachers in the delivery of the ELA, Math, and intervention curricula, and review differentiation strategies to optimize student learning.

**Schedule:** Monday – Friday 12:00 pm – 2:00 pm

**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Williford, Caroline	7/01/16 - 8/05/16	#8 - Teacher	48 hrs.	\$33/hr.

**Division Chief:** Christiana Otuwa

**Principal/Director:** Michele Alberti

**Spending:** \$23,760.

**Funding:** General Funds

**Budget Code:** 5132-A-77016-2010-0000

**Description:** Grant Proposal Development

**Justification:** To provide Support for SIG 7 Grant Writing for up to 13 schools. Applications are due to NYSED by July 20, 2016: up to 2 staff members per school for whom an application is being submitted. With the addition of newly identified priority schools, NYSED recently released the applications for School Improvement Grant (SIG) funding. Additional personnel are required to meet this deadline and procure resources for school improvement for those schools.

**Schedule:** Monday - Friday 8 am – 5 pm

**Strategic Plan:** Goal: 4; Objective: G

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Brazwell, Margaret	7/1/16 - 7/31/16	#19 – Assistant Principal	120 hrs.	\$33/hr.
Monroe-Dewitz, Jennifer	7/1/16 - 7/31/16	#28 - Assistant Principal	120 hrs.	\$33/hr.
Roberts, Carla	7/1/16 - 7/31/16	#16 - Assistant Principal	120 hrs.	\$33/hr.
Garrow, Lisa	7/1/16 - 7/31/16	CO (Prof. Dev.) – ELA Coach	120 hrs.	\$33/hr.
Kalbfus, Eileen	7/1/16 - 7/31/16	CO (Instr. Tech.) – TOA	120 hrs.	\$33/hr.
Rossi, Maryanne	7/1/16 - 7/31/16	CO (Prof. Dev.) - MSP Instr. Coach	120 hrs.	\$33/hr.

**Division Chief:** Joseph Baldino

**Principal/Director:** Mary Munoz

**Spending:** \$ 3,168

**Funding:** Persistently Struggling Schools Grant

**Budget Code:** 5152-G-26604-2070-0941



**Description:** Professional Development  
**Justification:** Amendment of Resolution No. 2015-2016: 812 adopted on June, 16, 2016, to increase the number of teachers to meet the needs of all the students.

Monroe Summer Learning. The professional development is being provided to prepare teachers in the delivery of the designated high school curriculum, and review differentiation strategies to optimize student learning.

**Schedule:** Monday-Friday 7:30 a.m. – 1:30 p.m.  
**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Cassarino, Samuel	7/5/16-8/19/16	Monroe – Teacher	12 hrs.	\$33/hr.
Diaz, Elena	7/5/16-8/19/16	Monroe – Teacher	12 hrs.	\$33/hr.
Harris, Michael	7/5/16-8/19/16	Edison – Teacher	12 hrs.	\$33/hr.
LaPierre, Elizabeth	7/5/16-8/19/16	Monroe – Teacher	12 hrs.	\$33/hr.
Lewandowski, Anna	7/5/16-8/19/16	#28 – Teacher	12 hrs.	\$33/hr.
Ramirez, Tara	7/5/16-8/19/16	All City High–Teacher	12 hrs.	\$33/hr.
Shengulette, Regina	7/5/16-8/19/16	Monroe – Teacher	12 hrs.	\$33/hr.
Soble-Monoenko, Karen	7/5/16-8/19/16	Monroe – Teacher	12 hrs.	\$33/hr.

**Division Chief:** Joseph Baldino  
**Principal/Director:** Mary Munoz  
**Spending:** \$ 83,488  
**Funding:** Persistently Struggling Schools Grant  
**Budget Code:** 5152-G-26604-2070-0941  
**Description:** Professional Development  
**Justification:** Amendment of Resolution No. 2015-2016: 812 adopted on June, 16, 2016, to increase the number of teachers to meet the needs of all the students.

Summer Program at Hart St. to support improved student achievement and growth through extended learning time. Monroe High School students who are candidates for graduation and bilingual students needing summer school credit earning classes and recovery credit classes.

**Schedule:** Monday-Friday 7:45 a.m. – 1:15 p.m.  
**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Cassarino, Samuel	7/5/16-8/19/16	Monroe – Teacher	198 hrs.	1/200 <sup>th</sup>
Diaz, Elena	7/5/16-8/19/16	Monroe–Social Worker	198 hrs.	1/200 <sup>th</sup>
Harris, Michael	7/5/16-8/19/16	Edison – Teacher	198 hrs.	1/200 <sup>th</sup>
LaPierre, Elizabeth	7/5/16-8/19/16	Monroe – Teacher	198 hrs.	1/200 <sup>th</sup>

Lewandowski, Anna	7/5/16-8/19/16	#28 – Teacher	198 hrs.	1/200 <sup>th</sup>
Ramirez, Tara	7/5/16-8/19/16	All City High – Teacher	198 hrs.	1/200 <sup>th</sup>
Shengulette, Regina	7/5/16-8/19/16	Monroe – Teacher	198 hrs.	1/200 <sup>th</sup>
Soble-Monoenko, Karen	7/5/16-8/19/16	Monroe – Teacher	198 hrs.	1/200 <sup>th</sup>

**Division Chief:** Joseph Baldino  
**Principal/Director:** Joseph Baldino  
**Spending:** \$492  
**Funding:** District Summer Learning Program  
**Budget Code:** 5152-A-11909-2040-0000  
**Description:** District Summer Learning Program  
**Justification:** Amendment of Resolution No. 2015-2016: 812 adopted on June, 16, 2016, to increase the number of teachers to meet the needs of all the students.

Principal of Freedom School, to support improved student achievement and growth through extended learning time. Freedom School is a culturally responsive literacy program for students in grades K-7. Out-of-Title pay for contractually required work days.

**Schedule:** Monday-Friday 7:00 am – 3:00 pm  
**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Allen, Michael	7/01/16-07/15/16	#19-Assistant Principal	80 hrs.	\$6.15/hr.

**Division Chief:** Joseph Baldino  
**Principal/Director:** Joseph Baldino  
**Spending:** \$ 8,114  
**Funding:** Persistently Struggling Schools Grant  
**Budget Code:** 5132-A-11909-2040-0000  
**Description:** District Summer Learning Program  
**Justification:** Amendment of Resolution No. 2015-2016: 812 adopted on June, 16, 2016, to increase the number of teachers to meet the needs of all the students.

Principal of Freedom School, to support improved student achievement and growth through extended learning time. Freedom School is a culturally responsive literacy program for students in grades K-7. Out-of-Title pay for contractually required work days.

**Schedule:** Monday-Friday 7:00 am – 3:00 pm  
**Strategic Plan:** Goal: 1; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Allen, Michael	7/18/16-08/05/16	#19-Assistant Principal	120 hrs.	\$66.61/hr.

**Seconded by Member of the Board Commissioner Powell  
Adopted 4-1 with Vice President Elliott dissenting and President White and Commissioner  
Evans absent**

**OTHER**

**Resolution No. 2015-16: 880**

**By Member of the Board Commissioner Powell**

Whereas, pursuant to Regulations of the Commissioner of Education of the State Education Department, the Rochester City School District annually calculates tuition rates for various non-resident students, including foster care students placed within the City of Rochester but originating from school districts outside the Rochester City School District (“District”), non-resident students placed within the Youth and Justice program, non-resident students placed within the International Exchange program with an F-1 visa, and non-resident students placed within the ESOL program; and

Whereas, by Resolution No. 2015-16: 494, adopted on January 28, 2016, and Resolution No. 2015-16: 815, adopted on June 16, 2016, the Board authorized such non-resident tuition rates for 2015-2016; and

Whereas, certain employees of the District have heretofore enrolled their non-resident children as students of the District without authorization by the Board; and

Whereas, the Board has no policy authorizing the children of non-resident employees to attend District schools; and

Whereas, given the need for the judicious application of District resources and fiscal oversight, the Board wishes to restrict the tuition-free enrollment of additional non-resident children of District employees, while allowing such students currently enrolled to complete the terminal grades of the schools that they currently attend; therefore be it:

Resolved, that currently enrolled non-resident children of District employees shall be permitted to complete the terminal grades of the schools that they currently attend without the payment of tuition; and be it further

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 .

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 5-0 with President White and Commissioner Evans absent**

**Resolution No. 2015-16: 881**

**By Member of the Board Commissioner Powell**

Whereas, by Resolution No. 2015-16: 857, adopted on June 16, 2016, the Board removed certain titles and positions previously governed Rules and Regulations of the Board of Education Relating to the *Superintendent's Employee Group* ("SEG") and made those titles and positions to become part of the *Association of Supervisors and Administrators of Rochester* ("ASAR") or the *Exempt Employee Group*, effective June 17, 2016; and

Whereas, by Resolution No. 2015-16: 858, adopted on June 16, 2016, the former SEG Rules and Regulations were replaced by new SEG Rules and Regulations, effective June 17, 2016; and

Whereas, the Board wishes to make further amendments to the Rules & Regulations of *Exempt Employee Group* and *Superintendent's Employee Group*; as well as various titles and positions; therefore be it

Resolved, that the following title and position shall remain in and be subject to the provisions of the *Superintendent's Employee Group*:

Chief of Operations

And be it further Resolved, that the following title and position is hereby created and subject to approval of ASAR shall be added to ASAR:

Director of Family Initiatives

Resolved, that the Rules and Regulations of the Board of Education Relating to the *Exempt Employee Group* are hereby amended, a copy of which is on file with the Clerk of the Board of Education; and be it further

Resolved, that the effective date for these changes shall be July 1, 2016; and be it further

Resolved, that the effective date for changes established by Resolution Nos. 2015-16: 857 shall be July 1, 2016 (formerly June 17, 2016).

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 5-0 with President White and Commissioner Evans absent**

**Resolution No. 2015-16: 882**

**By Member of the Board Commissioner Powell**

Whereas, the District heretofore entered into an Agreement with Monroe Community College, and wishes to enter into an additional Agreement; and

Whereas, the combined sums of the existing Agreement and the additional Agreement will exceed \$35,000.00 for the fiscal year; therefore be it

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to enter into an Agreement with **Monroe Community College**, 1000 East Henrietta Road, Rochester, NY, to provide use of facilities for the District's Early Childhood Summer Institute professional development event, including classroom space for approximately 300 attendees, use of audiovisual equipment and parking, for the period August 22, 2016, or as soon thereafter as the Agreement is fully executed, through August 26, 2016, for a sum not to exceed Three Thousand Five Hundred Sixty Five Dollars (\$3,565.00), funded by the Universal Pre-Kindergarten Grant, through the Early Childhood Office, contingent upon grant funding and budget appropriations and contingent upon the form and terms of the Agreement having been approved by Counsel to the District.

Strategic Goal: 1; Objective: F

Justification: Align professional learning opportunities for staff with student achievement goals, with an emphasis on multi-cultural responsiveness.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 5-0 with President White and Commissioner Evans**

**Resolution No. 2015-16: 883**

**By Member of the Board Commissioner Powell**

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to enter into an Agreement with **Estore Staffing Inc. (dba TES Staffing, Inc.)**, 1100 University Avenue, Suite 311, Rochester, NY, to provide temporary staffing services, including clerical, technical (computer related), professional (finance-related), non-instructional (cleaners, monitors and food service) and per diem paraprofessionals, in response to emergency requests within a 24 hour period at various locations throughout the District, for the period July 1, 2016, or as soon thereafter as the Agreement is fully executed, through September 30, 2016, for a sum not to exceed Four Hundred Fifty One Thousand Six Hundred Eighty Five Dollars (\$451,685.00), funded by various Departments throughout the District, through the Department of Human Capital Initiatives, contingent upon grant funding and budget appropriations and contingent upon the form and terms of the Agreement having been approved by Counsel to the District.

Strategic Goal: 4; Objective: G

Justification: Allocate and align staffing with school building needs, curriculum needs and state mandates.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 5-0 with President White and Commissioner Evans absent**

**HUMAN CAPITAL INITIATIVES**

**Resolution No. 2015-16: 884**

**By Member of the Board Commissioner Powell**

Resolved, that upon the recommendation of the Superintendent, the person(s) 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, 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.

<b>Name</b>	<b>Tenure Area (Description)</b>	<b>Assignment</b>	<b>Probationary Period</b>	<b>Salary</b>
Allen, Michael	Big Picture School Director (Bracket II)	Central Office	July 1, 2016-June 30, 2020	\$103,263/yr.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 4-1 with Vice President Elliott dissenting and President White and  
Commissioner Evans absent**

**Resolution No. 2015-16: 885**

**By Member of the Board Commissioner Powell**

Resolved, that upon the recommendation of the Superintendent, the person(s) listed below is (are) **assigned to the “acting” position** shown, at the salary and effective date stated:

<b>Name</b>	<b>Acting Assignment</b>	<b>Location</b>	<b>Effective Date</b>	<b>Salary</b>
Brazwell, Margaret	Principal (Bracket I)	School No. 19	July 1, 2016	\$113,820/yr.
Chevalier-Blackman, Sandra	Principal (Bracket I)	Monroe High School	July 1, 2016	\$108,851/yr.
Thomas, Eva	Senior Director of Youth Development & Family Services (Bracket II)	Central Office	July 1, 2016	\$98,541/yr.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 4-1 with Vice President Elliott dissenting and President White and  
Commissioner Evans absent**

**Resolution No. 2015-16: 886**

**By Member of the Board Commissioner Powell**

Resolved, that the Board of Education of the Rochester City School District hereby approves an extension in the period of appointment for Linda Cimusz to serve as Interim Superintendent of Schools, which appointment shall now terminate July 31, 2016, and authorizes the Board President to execute an amendment to Ms. Cimusz's existing contract of employment to implement such extension, subject to the review and approval of the form and terms of the amendment by Counsel to the District.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 5-0 with President White and Commissioner Evans absent**



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

<b>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.</b>	
<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: We will engage and collaborate with all our stakeholders, to hold ourselves collectively accountable for our students’ success.</b>	
<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: 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>	
<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: We will stabilize our finances, fund our priorities, and focus resources on significantly improving student achievement.</b>	
<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: 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>	
<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.