

**Resolution No. 2016-17: 311**

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

Whereas, pursuant to the authority granted to the Rochester City School 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; and

Whereas, the Board has authorized the Superintendent the power 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, by Resolution No. 2016-17: 91, adopted on August 18, 2016, the Board amended Appendix A of the SEG Rules and Regulations; and

Whereas, the Board wishes to further amend Appendix A of the SEG Rules and Regulations; therefore be it

Resolved, that Appendix A to the Rules and Regulations of the Board of Education Relating to the Superintendent’s Employee Group is hereby amended:

Rules and Regulations of the Board of Education Relating to the  
Superintendent’s Employee Group - Appendix A  
November 7, 2016

1. Chief Communications Officer
2. Chief Financial Officer
3. Chief of Human Capital Initiatives
4. Chief of Curriculum & School Programs
5. Chief of Operations
6. Chief of Schools
7. Deputy Superintendent
8. Secretary to the Superintendent of Schools
9. Executive Assistant to the Superintendent
10. Chief Accountability Officer

**Seconded by Member of the Board Commissioner Cruz**  
**Adopted 6-0 with Commissioner Evans absent**

**Resolution No. 2016-17: 312**

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

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, contingent upon adoption of Resolution No. 2016-17: 311, pending consideration on November 7, 2016, the Board approves the addition of the position and title *Deputy Superintendent* to Appendix A of the Rules and Regulations of the Board of Education Relating to the Superintendent's Employee Group ("SEG Rules and Regulations"); and

Whereas, Education Law § 2573 establishes the right of the Rochester City School District Board of Education 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, the Board wishes to provide specific funding for this position that the Superintendent may use to set a salary for the person chosen at the Superintendent's sole discretion, to appoint to the position of *Deputy Superintendent*; therefore be it

Resolved, that the Board approves a starting salary of \$175,000 for the *Deputy Superintendent*.

**Seconded by Member of the Board Commissioner Cruz  
Adopted 5-1 with Commissioner Adams dissenting and Commissioner Evans absent**

**Resolution No. 2016-17: 313**

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

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, Appendix A of the Rules and Regulations of the Board of Education Relating to the Superintendent's Employee Group ("SEG Rules and Regulations"), as amended by Resolution No. 2016-17: 91, on August 18, 2016, includes the title and position of *Chief of Schools*; and

Whereas, Education Law § 2573 establishes the right of the Rochester City School District Board of Education 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, the Board wishes to provide specific funding for this position that the Superintendent may use to set a salary for the person chosen at the Superintendent's sole discretion, to appoint to the position of *Chief of Schools*; therefore be it

Resolved, that the Board approves a starting salary of \$150,000 for the *Chief of Schools*.

**Seconded by Member of the Board Commissioner Cruz  
Adopted 6-0 with Commissioner Evans absent**

**Resolution No. 2016-17: 314**

**Resolution withdrawn**

**Resolution No. 2016-17: 315**

**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>
Otuwa, Christiana	Deputy Superintendent for Teaching & Learning	November 8, 2016

**Seconded by Member of the Board Commissioner Powell  
Adopted 6-0 with 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.