

## EDUCATIONAL PARTNERSHIP ORGANIZATION - EAST

### Resolution No. 2018-19: 482

#### By Member of the Board

Whereas, by Resolution No. 2014-15: 457, adopted on January 29, 2015, the Board authorized the revised Educational Partnership Organization (EPO) Contract with the University of Rochester to serve as the EPO for East High School, for a term of up to five years, commencing on July 1, 2015; therefore be it

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) certified as listed below, is (are) **appointed to the professional educator tenure area** indicated below, with the effective date, probationary period, and salary stated, and that such person(s) shall be eligible for tenure upon completion of the probationary period subject to the Board of Education’s unfettered right to deny tenure and, to the extent required by Education Law Section 3012 with respect to classroom teachers, the requirement that such person(s) receive at least three (3) Effective APPR ratings within the four (4) years prior to consideration for tenure and do not receive an Ineffective APPR rating in the final probationary year.

Name	Certification	Tenure Area	Probationary Period	Salary
(none)				

#### Seconded by Member of the Board

### Resolution No. 2018-19: 483

#### By Member of the Board

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) certified as listed below, is (are) **appointed to PART-TIME positions within the teacher tenure area** shown, with the effective date, and salary stated. Be it noted that no seniority or tenure shall accrue during such part-time service.

Name	Certification	Tenure Area	FTE	Effective Date	Salary
(none)					

#### Seconded by Member of the Board

**Resolution No. 2018-19: 484**

**By Member of the Board**

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) certified as listed below, is (are) **appointed to PART-TIME positions within the administrator tenure area** shown, with the effective date, and salary stated. Be it noted that no seniority or tenure shall accrue during such part-time service.

Name	Certification	Tenure Area	FTE	Effective Date	Salary
(none)					

**Seconded by Member of the Board**

**Resolution No. 2018-19: 485**

**By Member of the Board**

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) certified as listed below is (are) **appointed to the administrative tenure area** and the assignment shown, with the effective date, probationary period and salary stated, and that such person(s) shall be eligible for tenure upon completion of the probationary period subject to the Board of Education's unfettered right to deny tenure and, to the extent required by Education Law Section 3012 with respect to building principals, the requirement that such person(s) receive at least three (3) Effective APPR ratings within the four (4) years prior to consideration for tenure and do not receive an Ineffective rating in the final probationary year.

Name	Certification	Tenure Area	Assignment	Probationary Period	Salary
(none)					

**Seconded by Member of the Board**

**Resolution No. 2018-19: 486**

**By Member of the Board Commissioner Hallmark**

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

<b>Name</b>	<b>Certification</b>	<b>Interim Assignment</b>	<b>Location</b>	<b>Effective Date</b>	<b>Salary</b>
Garfield, Shalonda	SBL	East – LS Principal	East	12/12/18	\$92,857

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 487**

**By Member of the Board**

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

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

**Seconded by Member of the Board**

**Resolution No. 2018-19: 488**

**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. 2018-19: 489**

**By Member of the Board Commissioner Hallmark**

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>
Custodio, Aimee	Clerk II Bilingual	Competitive	\$18.57/hr.	December 21, 2018

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 490**

**By Member of the Board Commissioner Hallmark**

Resolved, that upon the recommendation of the EPO Superintendent, the **resignation(s)** 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>
Diodato, Sherylanne	East - School Counselor	December 20, 2018

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 491**

**By Member of the Board Commissioner Hallmark**

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>
2018-19: 4	July 26, 2018	Change the probationary period of James Vann to July 1, 2018 – June 30, 2022.

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 492**

**By Member of the Board**

Resolved, that upon the recommendation of the EPO Superintendent, the following named persons, be, and hereby are appointed to the **non-tenure bearing grant-funded positions**.

Name (none)	Job Title	Effective Date	Salary
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**Seconded by Member of the Board**

**Resolution No. 2018-19: 493**

**By Member of the Board**

Resolved, that upon the recommendation of the EPO Superintendent and pursuant to Education Law § 211-e(3), the person(s) listed below is (are) **assigned to serve at East High School**:

Name (none)	Title	Effective Date
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**Seconded by Member of the Board**

**Resolution No. 2018-19: 494**

**By Member of the Board Commissioner Hallmark**

Whereas, by Resolution No. 2014-15: 390, adopted on December 18, 2014, the Board authorized the University of Rochester to serve as the Educational Partnership Organization (EPO) for East High School commencing on July 1, 2015; and by Resolution No. 2014-15: 457, adopted on January 29, 2015, the Board approved and ratified the Memoranda of Agreement, including economic provisions, between the Rochester Teachers Association (RTA) and the EPO and between the Association of Supervisors and Administrators of Rochester (ASAR) and the EPO; therefore be it

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

**Division Chief:** Shaun C. Nelms

**Principal/Director:** Tanya Wilson  
**Spending:** \$44,170.40  
**Funding:** Community Schools Grant  
**Budget Code:** 5132-F-26104-2110-0159  
**Description:** East Lower School Enrichment Program  
**Justification:** The East Lower School Enrichment Program is a direct service that provides extended learning time for students with a focus on Literacy, Math and Science skills. The program will provide a positive, nurturing learning environment where students can recover grades, receive individual and small group instruction, targeted interventions and homework help with the aim of closing academic gaps. Increased time on task through the extended learning program will help students prepare for the ELA, Math and Science state Exams. The long-term program goal is to shift from intervention to prevention of academic achievement challenges.  
**Schedule:** Thursdays 3:00 – 5:00 pm and Saturdays 8:00am-12:00pm  
**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>
Garfield, Shalonda	1/3/19-6/1/19	East - Interim Principal	60	\$44.64
Ames, David	1/3/19-6/1/19	East - Teacher	34	\$41
Calzi, Michael	1/3/19-6/1/19	East - Teacher	128	\$41
Cotto, Emily	1/3/19-6/1/19	East - Teacher	94	\$41
Dunn, Amanda	1/3/19-6/1/19	East - Teacher	128	\$41
Holmes, Kevin	1/3/19-6/1/19	East - Teacher	94	\$41
Mack, Karen	1/3/19-6/1/19	East - Teacher	34	\$41
Marino, Michaela	1/3/19-6/1/19	East - Teacher	128	\$41
McDowell, Olivia	1/3/19-6/1/19	East - Teacher	34	\$41
Mitchell, Quinton	1/3/19-6/1/19	East - Teacher	94	\$41
Sigler, Thomas	1/3/19-6/1/19	East - Teacher	60	\$41
Spencer, Liana	1/3/19-6/1/19	East - Teacher	94	\$41
Street, Thomas	1/3/19-6/1/19	East - Teacher	90	\$41

**Division Chief:** Shaun Nelms  
**Principal/Director:** Lia Tinkelman Festenstein  
**Spending:** \$3,936.00  
**Funding:** Community Schools Grant  
**Budget Code:** 5132-F-26104-2110-0159  
**Description:** February Break Academy for Newcomers  
**Justification:** Teachers will teach newcomer English Language Learners about the history of the Rochester, New York area and engage them in additional English language learning activities in order to accelerate language proficiency and provide additional academic opportunities to practice and use English language skills.  
**Schedule:** Tuesday, Wednesday, Thursday, Friday 8:00am-4:00pm  
**Strategic Plan:** Goal: 1 ; Objective: E

<u>Name</u>	<u>Date(s) or range to be worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Total Hours</u>	<u>Pay Rate</u>
Holmes, Jordan	2/19/19-2/24/19	East - Teacher	32	\$41
Shaw, Kristen	2/19/19-2/24/19	East - Teacher	32	\$41
Uebbing, Daniel	2/19/19-2/24/19	East - Teacher	32	\$41

**Division Chief:** Shaun Nelms  
**Principal/Director:** Lia Tinkelman Festenstein  
**Spending:** \$420.00  
**Funding:** Community Schools Grant  
**Budget Code:** 5132-F-26104-2110-0159  
**Description:** February Break Academy for Newcomers  
**Justification:** Teachers will plan lessons and field trips for the newcomer English Language Learners Break Academy.  
**Schedule:** Tuesday, Wednesday, Thursday, Friday 3:30pm-6:00 p.m.  
**Strategic Plan:** Goal: 1 ; Objective: E

<u>Name</u>	<u>Date(s) or range to be worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Total Hours</u>	<u>Pay Rate</u>
Holmes, Jordan	1/24/19-2/18/19	East - Teacher	4	\$35
Shaw, Kristen	1/24/19-2/18/19	East - Teacher	4	\$35
Uebbing, Daniel	1/24/19-2/18/19	East - Teacher	4	\$35

**Division Chief:** Shaun C. Nelms  
**Principal/Director:** Marlene Blocker  
**Spending:** \$32,319.72  
**Funding:** Community Schools Grant  
**Budget Code:** 5132-F-26105-2110-0159  
**Description:** Amendment to Resolution No. 2018-19: 414 (p 11-12) to correct teachers' hourly rates.  
**Justification:** This is additional time for students who have been identified as needing extra help to stay on grade level following the first marking period. It also provides preparation for January 2019 exams. Per the ASAR contract with the East EPO: *Members shall receive no other compensation, including additional paid time off, for work performed, except that any administrator who is required to report to work on a weekend day more than three times in any school year shall receive a daily rate of pay for such days of 1/260th of their annual salary.*  
**Schedule:** 12 Saturdays 8:30 a.m. to Noon 12/1/18-6/15/18 (42 hours) or 12/1/18-1/19/18 (21 hours).  
**Strategic Plan:** Goal 1; Objective C.

<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>
Blocker, Marlene	12/1/18-6/15/19	East - Principal	48	\$81.39

Arvelo Park, Gloribel	12/1/18-6/15/19	East - Teacher	42	\$41
Carasquillo, Cebrahil	12/1/18-1/19/19	East - Teacher	21	\$41
Dryden, Eric	12/1/18-1/19/19	East - Teacher	21	\$41
Foster, Mark	12/1/18-1/19/19	East - Teacher	21	\$41
Gefell-Wofford, Johanna	12/1/18-1/19/19	East - Teacher	21	\$41
Girven, Lynn	12/1/18-6/15/19	East - Teacher	42	\$41
Heacock, Emily	12/1/18-6/15/19	East - Teacher	42	\$41
Meehan	12/1/18-6/15/19	East - Teacher	42	\$41
Richardson, Kerry				
Morale, Melissa	12/1/18-6/15/19	East - Teacher	42	\$41
Nicholas, Julie	12/1/18-6/15/19	East - Teacher	42	\$41
Phillips, Brittany	12/1/18-6/15/19	East - Teacher	42	\$41
Pies, Shana	12/1/18-1/19/19	East - Teacher	21	\$41
Price, Kristine	12/1/18-6/15/19	East - Teacher	42	\$41
Rivera, Betzayda	12/1/18-6/15/19	East - Teacher	42	\$41
Schiano, Mariellen	12/1/18-6/15/19	East - Teacher	42	\$41
Smithgall, Brittany	12/1/18-6/15/19	East - Teacher	42	\$41
Van Lare, Kate	12/1/18-6/15/19	East - Teacher	42	\$41
Williams, Lia	12/1/18-6/15/19	East - Teacher	42	\$41
Worthington, Tiara	12/1/18-6/15/19	East - Teacher	42	\$41

**Division Chief:** Shaun Nelms  
**Principal/Director:** Lorna Washington  
**Spending:** \$10,500.00  
**Funding:** General Fund  
**Budget Code:** 5132-A-26105-2010-0000  
**Description:** Curriculum Writing for Step to College Program  
**Justification:** Teachers will be writing curriculum to support the 2019 summer Step to College program  
**Schedule:** Wednesdays, 4:00 – 6:00 p.m.  
**Strategic Plan:** Goal: 1 ; Objective: E

<u>Name</u>	<u>Date(s) or range to be worked</u>	<u>Regularly Assigned School/Department &amp; Position</u>	<u>Total Hours</u>	<u>Pay Rate</u>
Atkins, Grant	1/7/19 – 6/30/19	East - Teacher	50	\$35
Basile, Alexa	1/7/19 – 6/30/19	East - Teacher	50	\$35
Fields, Chris	1/7/19 – 6/30/19	East - Teacher	50	\$35
Huber, Bradley	1/7/19 – 6/30/19	East - Teacher	50	\$35
Marino, Michaela	1/7/19 – 6/30/19	East - Teacher	50	\$35
Yare, Nicole	1/7/19 – 6/30/19	East - Teacher	50	\$35

**Seconded by Member of the Board Commissioner Funchess  
 Adopted 5-1 with Commissioner Elliott dissenting and Commissioner LeBron absent**



## HUMAN CAPITAL INITIATIVES

### Resolution No. 2018-19: 495

**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. 2018-19: 496

**By Member of the Board Commissioner Hallmark**

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
Friedrich, Sydney	Visual Arts	Art	December 4, 2018 – December 3, 2022	\$46,260/yr.
Perry, Herman	Business & Marketing	Business & Marketing	January 2, 2019 – September 3, 2022	\$50,286/yr.
Jarrett, Natasha	ESOL	ESOL	November 27, 2018 – November 26, 2022	\$53,334/yr.
Collier, Clifford	Media Comm.	Media Comm.	November 15, 2018 – November 14, 2022	\$50,286/yr.
Gill, Savannah	Music	Music	November 9, 2018 – November 8, 2022	\$46,260/yr.
Munasser, Mohamed	Physical Education	Physical Education	January 2, 2019 – June 30, 2019	\$46,260/yr.

Friga, Kellie	School Social Worker	School Social Worker	January 2, 2019 – November 21, 2022	\$49,117/yr.
Wilson, Jasmine	School Social Worker	School Social Worker	October 31, 2018 – October 30, 2022	\$49,117/yr.
Cohen, Matthew	SWD 7-12	Special Education	January 2, 2019 – January 1, 2023	\$54,686/yr.
Miller, Taun	SWD 1-6	Special Education	January 21, 2019 – January 20, 2023	\$53,334/yr.
Muhammad, Leslie	SWD 1-6	Special Education	January 2, 2019 – January 1, 2023	\$64,282/yr.
Rodriguez, Priscila	Special Education	Special Education	November 26, 2018 – November 25, 2022	\$59,744/yr.
Green, Pamela	Speech/Language Disabilities	Speech/Hearing Handicapped	January 2, 2019 – January 1, 2023	\$56,055/yr.
Henry, Rosemarie	Teaching Assistant	Teaching Assistant	January 2, 2019 – January 1, 2023	\$14.34/hr.
Kagarise, Kelsea	Teaching Assistant	Teaching Assistant	January 2, 2019 – January 1, 2023	\$14.10/hr.
Porter, Brenda	Teaching Assistant	Teaching Assistant	January 2, 2019 – January 1, 2023	\$14.10/hr.
Read, Amonee	Teaching Assistant	Teaching Assistant	January 2, 2019 – January 1, 2023	\$15.28/hr.
Rojas, Osiris	Teaching Assistant	Teaching Assistant	January 2, 2019 – January 1, 2023	\$14.34/hr.

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 497**

**By Member of the Board Commissioner Hallmark**

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
DiPietro, Kelly	ESOL	ESOL	.8	January 2, 2019	\$43,748/yr.

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 498**

**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 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. 2018-19: 499**

**By Member of the Board Commissioner Hallmark**

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
Clark, Crystal	SDL	Director of Student Support Services	Student Support Services	February 1, 2019 - January 31, 2023	\$77,722/yr.
Peters, Sarah	SBL	Bracket IV (CASE)	Early Childhood	January 7, 2019 – January 6, 2023	\$85,000/yr.

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 500**

**By Member of the Board Commissioner Hallmark**

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
Johnson, Jennifer	Speech/Hearing Handicapped	Speech/Hearing Handicapped	January 3, 2019 – June 30, 2019	\$57,529/yr.

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 501**

**By Member of the Board Commissioner Hallmark**

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
Harris, LaShay	EMS	Emergency Medical Services	January 18, 2019	\$56,055/yr.

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 502**

**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. 2018-19: 503**

**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
(none)					

Seconded by Member of the Board

**Resolution No. 2018-19: 504**

**By Member of the Board Commissioner Hallmark**

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.

<b>Name</b>	<b>Job Title</b>	<b>Salary</b>	<b>Effective Date</b>
Cain, Kevin	Accountant	\$19.93/hr.	January 2, 2019
Bouie, Cynthia	Contract Administrator	\$58,000/yr.	December 21, 2018
Encarnacion, Stephany	Home School Assistant-Bilingual	\$18.77/hr.	January 2, 2019
Santiago, Venus	Home School Assistant-Bilingual	\$20.53/hr.	January 2, 2019
Vazquez, Elda	Home School Assistant-Bilingual	\$18.77/hr.	January 2, 2019
Reyes, Angel	Messenger/Stockkeeper	\$19.22/hr.	December 21, 2018
Rivera-Delgado, Ishimara	Office Clerk IV-Bilingual	\$14.53/hr.	January 2, 2019
Martinez, Mary	School Secretary-Bilingual	\$23.21/hr.	January 8, 2019
Flanagan, Debra	Senior Research Analyst	\$65,073/yr.	December 21, 2018

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 505**

**By Member of the Board Commissioner Hallmark**

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>	<b>Job Title</b>	<b>Classification</b>	<b>Salary</b>	<b>Effective Date</b>
Griffin, Emma	Bus Attendant	Labor	\$14.47/hr.	January 2, 2019
Ladd, Bryan	Assistant Custodian Engineer	Competitive	\$15.22/hr.	December 21, 2018
Scott, Rebekah	Bus Attendant	Labor	\$14.93/hr.	December 21, 2018
Cruz Rivera, Juan	Custodial Assistant	Non-Competitive	\$11.77/hr.	December 26, 2018
Santillo, Donyel	Office Clerk II	Competitive	\$19.22/hr.	December 21, 2018

Garcia-Adkins, Mayra	Office Clerk II-Bilingual	Competitive	\$17.51/hr.	December 21, 2018
Caballero, Regina	Office Clerk III	Competitive	\$15.48/hr.	December 21, 2018
Jackson, Alfreda	Office Clerk III-PT	Non-Competitive	\$15.48/hr.	December 21, 2018
Scott, Sharon	Office Clerk IV	Competitive	\$13.69/hr.	December 21, 2018
Sharpton, Cornell	Office Clerk IV	Non-Competitive	\$14.10/hr.	January 2, 2019
Alicea, Sandra	Food Service Helper	Labor	\$11.10/hr.	January 2, 2019
Bravo, Nordia	Paraprofessional	Non-Competitive	\$11.10/hr.	January 2, 2019
Concepcion-Junious, Shalunda	Paraprofessional	Non-Competitive	\$11.10/hr.	January 2, 2019
Crayon, Blake	Paraprofessional	Non-Competitive	\$11.10/hr.	January 2, 2019
Goolsby, Gregory	Paraprofessional	Non-Competitive	\$11.10/hr.	January 2, 2019
Hoover, Abigail	Paraprofessional	Non-Competitive	\$11.10/hr.	January 2, 2019
Jones, Angela	Paraprofessional	Non-Competitive	\$11.96/hr.	January 2, 2019
White-Gano, Taylor	Paraprofessional-PT	Non-Competitive	\$11.37/hr.	January 2, 2019
Gaston, Darwin	Porter	Labor	\$12.11/hr.	December 21, 2018
Graham, Anthony	Porter	Labor	\$12.49/hr.	December 21, 2018
Robinson, Maurice	Porter	Labor	\$12.11/hr.	January 2, 2019
Picco, Wendy	Physical Therapist	Competitive	\$41.75/hr.	January 2, 2019
LaPiana, Vincent	Truck Driver, Class 5	Non-Competitive	\$17.80/hr.	December 21, 2018
Zayas, David	Truck Driver, Class 5	Non-Competitive	\$19.39/hr.	December 21, 2018

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 506**

**By Member of the Board Commissioner Hallmark**

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>
Carmona-Rivera, Nilda	Elementary	June 28, 2019
Gomez, Ruth	Elementary	June 28, 2019

Macaluso, Alexander	Elementary	June 27, 2019
Urriola, Teddi Anne	Elementary	November 30, 2018
Sharp, Stanley	Maintenance Mechanic I	January 26, 2019
Coyle, Kathryn	Math	January 26, 2019
Wilkinson, Brenda	Office Clerk III	January 31, 2019
Adger, Frances	Paraprofessional	February 1, 2019
Harris, Jerome	Paraprofessional	December 29, 2018
White, Cheril	Paraprofessional	December 31, 2018
Hanifin, William Jr.	Physical Education	June 30, 2019
Macmillan, Bruce	Porter	December 14, 2018
Jimenez, Enid	School Secretary-Bilingual	December 19, 2018
DeWispelaere, Peter	Special Education	October 18, 2018
Meyer, Patricia	Special Education	February 26, 2019
Sunderville, David	Special Education	May 24, 2019
Smith, Tynice	Teaching Assistant	January 8, 2019

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 507**

**By Member of the Board Commissioner Hallmark**

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>
Cooper, Ahmar	Custodial Assistant	December 7, 2018
Perrier, Mathilde	Elementary	December 21, 2018
Danglis, Cassandra	ESOL	December 30, 2018
Echevarria, Gloria	Home School Assistant-Bilingual	November 1, 2018
Chamberlain, Michael	Physical Education	January 5, 2019
Salmon, Brandon	Security Patrol Officer	January 5, 2019
Cracas, Kerri Ann	Special Education	December 6, 2018
Fostano, Kayla	Special Education	January 8, 2019
Martens, Jordyn	Special Education	June 30, 2018
Coe, Heather	Speech/Hearing Handicapped	January 19, 2019

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 508**

**By Member of the Board Commissioner Hallmark**

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>
Alejandro Cordero, Liza	Assistant Cook	November 22, 2018
Blyszczak, Lesia	Office Clerk III	October 25, 2018
Parker, Chaquita	Office Clerk III	December 21, 2018
Steensma, Lucinda	Paraprofessional	December 14, 2018

**Seconded by Member of the Board Commissioner Funchess  
Adopted 5-1 with Commissioner Shepard and Commissioner LeBron absent**

**Resolution No. 2018-19: 509**

**By Member of the Board Commissioner Hallmark**

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>
Johnson, Macenzi	Elementary	East Lower School	January 18, 2019 - June 26, 2019	Section 42 2.a.
Rinck, Carolynn	Speech/Hearing Handicapped	School No. 29	December 3, 2018 - January 1, 2019	Section 42 2.a.
Usachev, Kayleigh	ESOL	Rochester International Academy	December 4, 2018 - January 21, 2019	Section 42 2.a.
Wasson, Tereza	Speech/Hearing Handicapped	School No. 29	December 4, 2018 - January 25, 2019	Section 42 2.a.
Middleton, Leslie	Elementary	School No. 44	December 4, 2018 - January 2, 2019	Section 42 6.a.

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**



**Resolution No. 2018-19: 510**

**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).

Name	Tenure Area or Job Title	Assigned School / Department	Period	Article or Contract Section
(none)				

**Seconded by Member of the Board**

**Resolution No. 2018-19: 511**

**By Member of the Board Commissioner Hallmark**

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

Original Resolution	Resolution Date	Amendment
Resolution No. 2016-17: 728	May 25, 2017	Amend to change retirement date for John Mahaney from January 31, 2019 to June 30, 2019.
Resolution No. 2016-17: 728	May 25, 2017	Amend to rescind the retirement for Thomas Keysa
Resolution No. 2016-17: 728	May 25, 2017	Amend to rescind the retirement for Lillie Wilson
Resolution No. 2018-19: 921	June 28, 2018	Amend to change the probationary end date of Courtney Kahl, elementary teacher, from September 3, 2022 to September 3, 2021.
Resolution No. 2018-19: 263	September 25, 2018	Amend to extend unpaid leave of absence for Arlene Porter through January 1, 2019.
Resolution No. 2018-19: 263	September 25, 2018	Amend to extend unpaid leave of absence for Leslie Popchoke through June 26, 2019.
Resolution No. 2018-19: 394	November 1, 2018	Amend to change the start date of the probationary appointment granted to Tia Lodato, School Psychologist, from November 19, 2018 to November 14, 2018, so she could attend an important training.
Resolution No. 2018-19: 431	November 15, 2018	Amend to extend unpaid leave of absence for Lynn Born through June 26, 2019.

Resolution No. 2018-19: September 25, 2018 10 Amend to change the effective date for the Assistant Custodian Engineer provisional appointment for Marilyn Perez from October 1, 2018 to December 21, 2018.

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 512**

**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).

Name	Tenure Area	FTE	Duration
(none)			

**Seconded by Member of the Board**

**Resolution No. 2018-19: 513**

**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.

Name	Tenure Area	Effective Date
(none)		

**Seconded by Member of the Board**

**Resolution No. 2018-19: 514**

**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. 2018-19: 515**

**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. 2018-19: 516**

**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. 2018-19: 517**

**By Member of the Board Commissioner Hallmark**

Whereas, the District wishes to employ a retiree and, pursuant to Section 211 of the New York State Retirement and Social Security Law, the District must request from the appropriate authorizing agency, approval to employ the retiree, in order for the retiree to receive his/her pension while still working; and

Whereas, pursuant to submission of a Retiree Waiver Statement requesting approval of the Commissioner of Education, the District must provide a Resolution authorizing the employment of the retiree, subject to approval of the Commissioner of Education; and

Whereas, such Resolution must specify the job title in which the District wishes to employ the retiree; and

Whereas, upon employing a retiree pursuant to a Retiree Waiver approved by the Commissioner of Education, the District must notify all resident taxpayers, and such notification must include, among other things, the retiree's right to receive a pension while working for the District; therefore be it

Resolved, that the Board of Education hereby authorizes the submission of a Retiree Waiver Statement to the Commissioner of Education requesting approval for the District to employ the following retiree(s), subject to the approval of the Commissioner of Education.

<b>Name</b>	<b>Job Title</b>	<b>Effective Date</b>
Lori Baldwin	Director of Security Operations	July 1, 2018 – June 30, 2019

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

## AUTHORIZATION OF ADDITIONAL PAY

**Resolution No. 2018-19: 518**

**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 date(s) specified. Such payment is contingent upon the successful completion of assigned task(s) and the delivery of work product(s) deemed to be satisfactory by the Principal/Director and Division Chief. Subject to the said dates, maximum hours and pay rates specified below, the Board authorizes the Administration to make changes in the personnel providing these services, if necessary, in order to carry out the intent of this resolution.

**Division Chief:** Elizabeth Mascitti-Miller

**Principal/Director:** Michele Alberti

**Spending:** \$4,416.

**Funding:** Extended Learning Time Grant

**Budget Code:** 5124-G-75516-2110-0413

**Description:** Future City Competition

**Justification:** As a direct service to students, staff will accompany students to Buffalo, NY for the regional Future City Competition. Students will be competing against various school districts in Western New York, showcasing their Future City models and presentation skills.

**Deliverable(s):** (none)

**Schedule:** Saturday 6:30 am – 5:00 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>
Bauman, Kelly	1/19/19	CO - Director of Expanded Learning	10.5	\$48.08
Bishop, Melody	1/19/19	#34 – Expanded Learning Resource Coordinator	10.5	\$44.41
Bodyk, Tracy	1/19/19	#34 - Teacher	10.5	\$41.
Bogacz, Lindsey	1/19/19	#46 – Library Media Specialist	10.5	\$41.
Burton, Aprille	1/19/19	#23 – Teacher	10.5	\$41.
Dostman, PeiLin	1/19/19	#28 - Teacher	10.5	\$41.
Moore, Kalinda	1/19/19	WFA - Teacher	10.5	\$41.
Riorden, Nicholas	1/19/19	#9 - Teacher	10.5	\$41.
Ventura, Jessica	1/19/19	#28 - Teacher	10.5	\$41.

Ventura, Jeremy                      1/19/19                      #28 - Teacher                      10.5                      \$41.

**Seconded by Member of the Board Commissioner Funchess  
Adopted 5-1 with Commissioner Elliott dissenting and Commissioner LeBron absent**

**Resolution No. 2018-19:    519**

**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 date(s) specified. Such payment is contingent upon the successful completion of assigned task(s) and the delivery of work product(s) deemed to be satisfactory by the Principal/Director and Division Chief. Subject to the said dates, maximum hours and pay rates specified below, the Board authorizes the Administration to make changes in the personnel providing these services, if necessary, in order to carry out the intent of this resolution.

**Division Chief:** Amy Schiavi

**Principal/Director:** Christine Caluorie-Poles

**Spending:** \$11,200.

**Funding:** School Improvement Grant

**Budget Code:** 5152-G-14902-2010-0844

**Description:** Curriculum Writing

**Justification:** As an indirect service to students, teachers will create Science curriculum models and a scope and sequence for grades Kindergarten through 6. Teachers will use the Next Generation Standards to design project-based units along with appropriate rubrics for each grade level. This ensures powerful learning and rigorous 21st Century Curriculum and Instruction for all students.

**Deliverable(s):** Curriculum will be shared at academic and grade level meetings and will be available on the school's Google website

**Schedule:** Monday - Friday 8:00 am – 9:00 am or 4:30 pm – 5:30 pm  
Saturday 8:00 am – 12:00 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>
Bissell, Todd	12/21/18 - 6/25/19	RISE - Teacher	20	\$35.
Cannon, John-Martin	12/21/18 - 6/25/19	RISE - Teacher	20	\$35.
Davis, Khieta	12/21/18 - 6/25/19	RISE - Teacher	20	\$35.
Dawson, Jennifer	12/21/18 - 6/25/19	RISE - TOA	20	\$35.
Fitch, Laura	12/21/18 - 6/25/19	RISE - Teacher	20	\$35.
Gilbert, Katherine	12/21/18 - 6/25/19	RISE – Data Coach	20	\$35.
Hayward, Raymond	12/21/18 - 6/25/19	RISE - Teacher	20	\$35.

Kanealey, Michelle	12/21/18 - 6/25/19	RISE - Teacher	20	\$35.
Lennertz, Lindsay	12/21/18 - 6/25/19	RISE - Teacher	20	\$35.
Reaves, James	12/21/18 - 6/25/19	RISE - TOA	20	\$35.
Rokosz, Mark	12/21/18 - 6/25/19	RISE - Teacher	20	\$35.
Schultz, Denise	12/21/18 - 6/25/19	RISE – Math Coach	20	\$35.
Smith, Christopher	12/21/18 - 6/25/19	RISE - Teacher	20	\$35.
Trepanier, Kathleen	12/21/18 - 6/25/19	RISE - Teacher	20	\$35.
Underwood, Michelle	12/21/18 - 6/25/19	RISE - Teacher	20	\$35.
Wallace, Melissa	12/21/18 - 6/25/19	RISE - Teacher	20	\$35.

**Division Chief:** Amy Schiavi  
**Principal/Director:** Christine Caluorie-Poles  
**Spending:** \$5,950.  
**Funding:** School Improvement Grant  
**Budget Code:** 5152-G-14902-2070-0844  
**Description:** Professional Development  
**Justification:** As an indirect service to students, teachers will receive professional development around supporting students’ social emotional needs and the use of the Second Step Curriculum. This opportunity supports the Rochester City School District’s Strategic Framework, in that it promotes the well-being of the whole child, whole school, and the whole community. The Second Step Curriculum aims to promote safe, supportive, trauma-responsive classrooms within the school.

True North Logic Course Name and Code:  
 Course Name: First Steps to Second Step Curriculum  
 Course Code: TBD

**Deliverable(s):** (none)  
**Schedule:** Monday - Friday 8:00 am – 9:00 am or 4:30 pm – 5:30 pm  
 Saturday 8:00 am – 12:00 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>
Alberico, Karissa	12/21/18 - 6/25/19	RISE – Teacher	10	\$35.
Convertino, Katie	12/21/18 - 6/25/19	RISE – Teacher	10	\$35.
Cordeiro, Stefanie	12/21/18 - 6/25/19	RISE – Teacher	10	\$35.
Farley, Jessica	12/21/18 - 6/25/19	RISE – Teacher	10	\$35.
Figliole, Daniel	12/21/18 - 6/25/19	RISE – Teacher	10	\$35.
Graney, Doreen	12/21/18 - 6/25/19	RISE – Teacher	10	\$35.
James, Keshia	12/21/18 - 6/25/19	RISE – TOA Behavior Specialist	10	\$35.
Maloney, Amie	12/21/18 - 6/25/19	RISE – Teacher	10	\$35.
Mandell, Gary	12/21/18 - 6/25/19	RISE – Teacher	10	\$35.

Poulos, Stephanie	12/21/18 - 6/25/19	RISE – Teacher	10	\$35.
Reaves, James	12/21/18 - 6/25/19	RISE – TOA	10	\$35.
Reff, Rachel	12/21/18 - 6/25/19	RISE – Teacher	10	\$35.
Sherman, Meghan	12/21/18 - 6/25/19	RISE – Teacher	10	\$35.
Smith, Christopher	12/21/18 - 6/25/19	RISE – Teacher	10	\$35.
Underwood, Michelle	12/21/18 - 6/25/19	RISE – Teacher	10	\$35.
Vanderzwan, Sheonaid	12/21/18 - 6/25/19	RISE – Teacher	10	\$35.
Woods, Curtis	12/21/18 - 6/25/19	RISE – Teacher	10	\$35.

**Division Chief:** Amy Schiavi  
**Principal/Director:** Ali Abdulmateen  
**Spending:** \$525.  
**Funding:** School Improvement Grant  
**Budget Code:** 5152-G-27305-2010-0866  
**Description:** Saturday School Planning  
**Justification:** As an indirect service to students, teachers will plan instruction in English Language Arts, Math, Science and Social Studies to assist students with review materials to better prepare them for success on their Regents Exams.  
**Deliverable(s):** Curriculum will be shared with department/content teams through Google Docs.  
**Schedule:** Saturday 8:00 am – 9 :00 am  
**Strategic Plan:** Goal: 1; Objective: C

<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>
Barry, Ryan	1/5/19 – 1/20/19	NECP - Teacher	3	\$35.
Ibezim, Samuel	1/5/19 – 1/20/19	NECP - Teacher	3	\$35.
Reed, Nicole	1/5/19 – 1/20/19	NECP - Teacher	3	\$35.
Walsh, Sara	1/5/19 – 1/20/19	NECP - Teacher	3	\$35.
Zizzi, Kristin	1/5/19 – 1/20/19	NECP - Teacher	3	\$35.

**Division Chief:** Amy Schiavi  
**Principal/Director:** Ali Abdulmateen  
**Spending:** \$2,648.  
**Funding:** School Improvement Grant  
**Budget Code:** 5132-G-27305-2110-0866 (Teacher)  
**Description:** 5132-G-27305-2020-0866 (Administrator)  
**Justification:** Saturday School  
**Deliverable(s):** As a direct service to students, teachers will instruct students in English Language Arts, Math, Science and Social Studies to assist them with review materials to better prepare them for success on their Regents Exams and to meet New York State standards.  
**Schedule:** (none)



**Strategic Plan:** Saturday 8:30 am - 12:30 pm

<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>
Abdulmateen, Ali	1/5/19 – 1/20/19	NECP - Principal	12	\$66.85
Barry, Ryan	1/5/19 – 1/20/19	NECP - Teacher	9	\$41.
Ibezim, Samuel	1/5/19 – 1/20/19	NECP - Teacher	9	\$41.
Reed, Nicole	1/5/19 – 1/20/19	NECP - Teacher	9	\$41.
Walsh, Sara	1/5/19 – 1/20/19	NECP - Teacher	9	\$41.
Zizzi, Kristin	1/5/19 – 1/20/19	NECP - Teacher	9	\$41.

**Division Chief:** Amy Schiavi  
**Principal/Director:** Laurel Avery-DeToy  
**Spending:** \$5,600.  
**Funding:** A Funds  
**Budget Code:** 5126-A-10802-2070-0000  
**Description:** K-2 Collaboration  
**Justification:** As an indirect service to students, teachers will collaborate with Genesee Community Charter School (GCCS) teachers to research curriculum, look at benchmark assessments and plan for the upcoming school year as part of the K-2 Dissemination Grant awarded to GCCS.

\*Note: GCCS will reimburse the Rochester City School District for total spending.

**Deliverable(s):** (none)  
**Schedule:** Tuesday - Wednesday 8:00 am – 4:30 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>
Blase-Schmidt, Jenny	8/7/18 – 8/8/18	#8 –Teacher	16	\$35.
Burchell, Allison	8/7/18 – 8/8/18	#8 - Teacher	16	\$35.
Centola, Christine	8/7/18 – 8/8/18	#8 - Teacher	16	\$35.
Codispoti, Jennifer	8/7/18 – 8/8/18	#8 - Teacher	16	\$35.
D Alessandro, Michele	8/7/18 – 8/8/18	#8 - Teacher	16	\$35.
Delgado, Antonina	8/7/18 – 8/8/18	#8 - Teacher	16	\$35.
Heltz Herman, Rachael	8/7/18 – 8/8/18	#8 - Teacher	16	\$35.
Rock, Amy	8/7/18 – 8/8/18	#8 - Teacher	16	\$35.
Vallone, Gia	8/7/18 – 8/8/18	#8 - Teacher	16	\$35.
Will, Allison	8/7/18 – 8/8/18	#8 - Teacher	16	\$35.

**Seconded by Member of the Board Commissioner Funchess  
 Adopted 5-1 with Commissioner Elliott dissenting and Commissioner LeBron absent**

**Resolution No. 2018-19: 520**

**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 date(s) specified. Such payment is contingent upon the successful completion of assigned task(s) and the delivery of work product(s) deemed to be satisfactory by the Principal/Director and Division Chief. Subject to the said dates, maximum hours and pay rates specified below, the Board authorizes the Administration to make changes in the personnel providing these services, if necessary, in order to carry out the intent of this resolution.

**Division Chief:** Toyia Wilson  
**Principal/Director:** Uma Mehta  
**Spending:** \$ 6,835.50  
**Funding:** General Funds  
**Budget Code:** 5132-A-29105-2110-0000 (Teachers)  
 5132-A-29105-2020-0000 (Administrator)  
**Description:** Expanded Learning – Saturday School  
**Justification:** As a direct service to students, scholars in grades 9-12 will receive academic supports. Supports include: regent’s review, finalizing online credit recovery, learning recovery and, receive academic interventions tailored to their needs based on data. Administrator reports 30 minutes early to ensure any scholars that arrive early are safely in the building and stay 30 minutes after to ensure that all scholars have made it safely out of the building and make their way home.  
**Deliverable(s):** None  
**Schedule:** Saturday 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>
Mehta, Uma	1/5/19 – 6/22/19	RECIHS - Principal	35	\$64.10
Durnion, Ellery	1/5/19 – 6/22/19	RECIHS - Teacher	28	\$41.
Englert, Lisa	1/5/19 – 6/22/19	RECIHS - Teacher	28	\$41.
Finewood, Deanne	1/5/19 – 6/22/19	RECIHS - Teacher	28	\$41.
Hanselman, Duane	1/5/19 – 6/22/19	RECIHS - Teacher	28	\$41.

**Division Chief:** Toyia Wilson  
**Principal/Director:** Uma Mehta  
**Spending:** \$5,412.  
**Funding:** General Funds  
**Budget Code:** 5132-A-29105-2110-0000  
**Description:** Expanded Learning

**Justification:** Amendment to Resolution No. 2018-19: 364, adopted on October 18, 2018, page 31 to extend the ending date from 12/20/18 thru 6/21/19 with no change to the original spending.

As a direct service to students, scholars in grades 9-12 will receive academic supports. Supports include: Regents review, finalizing online credit recovery, learning recovery and receive academic interventions tailored to their needs based on data.

**Deliverable(s):** None  
**Schedule:** Monday – Friday 2:35 – 3:35 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>
Englert, Lisa	10/29/18 – 6/21/19	RECIHS - Teacher	33	\$41.
Finewood, Deanne	10/29/18 – 6/21/19	RECIHS - Teacher	33	\$41.
Hanselman, Duane	10/29/18 – 6/21/19	RECIHS - Teacher	33	\$41.
Miller-Gross, Ebony	10/29/18 – 6/21/19	RECIHS - Teacher	33	\$41.

**Division Chief:** Toyia Wilson  
**Principal/Director:** Julie VanDerwater  
**Spending:** \$6,560.  
**Funding:** General Funds  
**Budget Code:** 5132-A-25105-2110-0000  
**Description:** Expanded Learning  
**Justification:** As a direct service to students in grades 9-12, teachers will be staying after school in the Academic Learning Center to be available for students to receive additional tutoring and assistance on their schoolwork. In addition, as regents exams approach in January and June, teachers will be available to review course content with students.

**Deliverable(s):** None  
**Schedule:** Tuesday & Thursday 2:45 – 3:45 pm  
**Strategic Plan:** Goal: 1; Objective: A

<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>
Burke, Barry	1/2/19 - 6/13/19	Wilson- Teacher	16	\$41
Johnstone, Joan	1/2/19 - 6/13/19	Wilson- Teacher	16	\$41
Monk-George, Stephanie	1/2/19 - 6/13/19	Wilson- Teacher	16	\$41
Post, Ellen	1/2/19 - 6/13/19	Wilson- Teacher	16	\$41
Rice, Juliet	1/2/19 - 6/13/19	Wilson- Teacher	16	\$41
Schofield, Jessica	1/2/19 - 6/13/19	Wilson- Teacher	16	\$41
Scott, Anthony	1/2/19 - 6/13/19	Wilson- Teacher	16	\$41
Shepard, Madison	1/2/19 - 6/13/19	Wilson- Teacher	16	\$41

Sicienski, Michael	1/2/19 - 6/13/19	Wilson- Teacher	16	\$41
Whelen, Michelle	1/2/19 - 6/13/19	Wilson- Teacher	16	\$41

**Seconded by Member of the Board Commissioner Funchess  
Adopted 5-1 with Commissioner Elliott dissenting and Commissioner LeBron absent**

**Resolution No. 2018-19: 521**

**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 date(s) specified. Such payment is contingent upon the successful completion of assigned task(s) and the delivery of work product(s) deemed to be satisfactory by the Principal/Director and Division Chief. Subject to the said dates, maximum hours and pay rates specified below, the Board authorizes the Administration to make changes in the personnel providing these services, if necessary, in order to carry out the intent of this resolution.

- Division Chief:** Shirley Green
- Principal/Director:** John Gonzalez
- Spending:** \$ 8,190.
- Funding:** Greater Rochester Health Foundation
- Budget Code:** 5152-G-12302-2010-0144
- Description:** Proposal Development and Preparation
- Justification:** As an indirect service to students, staff will serve on a Whole Child Health Leadership Team to work with Aria Strategies and will work on inventory, action planning and operationalizing, and participating in Learning Collaborative.
- Deliverable(s):** (none)
- Schedule:** Monday – Friday 3:15 pm – 4:30 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>
Carlson, Danielle	12/26/19 - 6/24/19	#23 - Teacher	26	\$35.
Clayton, Lisa	12/26/19 - 6/24/19	#23 - Teacher	26	\$35.
Dean, Joshua	12/26/19 - 6/24/19	#23 - Teacher	26	\$35.
Goldberg, Robin	12/26/19 - 6/24/19	#23 - Teacher	26	\$35.
Kamauf, Jaime	12/26/19 - 6/24/19	#23 - Teacher	26	\$35.
Klotz, Jamie	12/26/19 - 6/24/19	#23 - Teacher	26	\$35.
Lee, Meredith	12/26/19 - 6/24/19	#23 - Social Worker	26	\$35.
Strait, Kristen	12/26/19 - 6/24/19	#23 - Teacher	26	\$35.

Swick, Joanne                      12/26/19 - 6/24/19                      #23 - Teacher                      26                      \$35.

**Division Chief:** Carmine Peluso  
**Principal/Director:** Larry Ellison  
**Spending:** \$10,500.  
**Funding:** Greater Rochester Health Foundation  
**Budget Code:** 5152-G-13302-2010-0144  
**Description:** After School Intramural/Recess Program  
**Justification:** As an indirect service to students, staff will serve on a whole child health leadership team, to work with the Training Resources and Coaching Center and Aria Strategies on a whole child health inventory, action planning and operationalizing action plan, and participating in a countywide Learning Collaborative.  
**Deliverable(s):** (none)  
**Schedule:** Monday, Wednesday, Friday 2:00 pm – 3:30 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>
Fisher, Gwendolyn	12/22/18 – 6/25/19	#33 – Social Worker	50	\$35.
Gliwinski, Ester	12/22/18 – 6/25/19	#33 - Teacher	50	\$35.
Manengu, Donna	12/22/18 – 6/25/19	#33 – Social Worker	50	\$35.
Olgin, Celine	12/22/18 – 6/25/19	#33 - Teacher	50	\$35.
Rongo, Amy	12/22/18 – 6/25/19	#33 - Psychologist	50	\$35.
Sampson, Kristin	12/22/18 – 6/25/19	#33 - Psychologist	50	\$35.

**Division Chief:** Carmine Peluso  
**Principal/Director:** Brenda Torres-Santana  
**Spending:** \$8,200.  
**Funding:** Empire State After School Grant  
**Budget Code:** 5124-G-13502-2110-0434  
**Description:** After school programming  
**Justification:** As a direct service to students, staff will direct students in a full musical production of Seussical Jr. This production will increase students learning in music, dance, technology, listening and speaking skills as well as enhance their reading skills. This production will assist with an enhanced school culture, and will be assessed through an accomplished well-produced play and parent/student surreys.  
**Deliverable(s):** (none)  
**Schedule:** Monday – Friday, 3:30 pm – 6:30 pm  
**Strategic Plan:** Goal: 1; Objectives: E

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<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>
Carpenter, Karl	1/2/19 - 5/31/19	#35 - Teacher	100	\$41.

Ribis, Stephanie                      1/2/19 - 5/31/19                      #35 - Teacher                      100                      \$41.

**Division Chief:** Carmine Peluso  
**Principal/Director:** T'Hani Pantoja  
**Spending:** \$70.  
**Funding:** General Funds  
**Budget Code:** 5124-A-14602-2110-0000  
**Description:** Stage Manager  
**Justification:** As an indirect service to students, teacher will be in charge of set-up management, cleanup and of the lighting, sound and stage for the School 46 winter holiday concert. This highly attended annual event is aimed at increasing parent involvement, which has been evident through the increasing number of families that participate over the last several years.  
**Deliverable(s):** (None)  
**Schedule:** Friday, 5:30 pm – 7:30pm  
**Strategic Plan:** Goal: 2; Objective: A

<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>
Weber, Scott S.	1/03/19	East HS – Teacher	2	\$35.

**Seconded by Member of the Board Commissioner Funchess  
 Adopted 5-1 with Commissioner Elliott dissenting and Commissioner LeBron absent**

**Resolution No. 2018-19:    522**

**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 date(s) specified. Such payment is contingent upon the successful completion of assigned task(s) and the delivery of work product(s) deemed to be satisfactory by the Principal/Director and Division Chief. Subject to the said dates, maximum hours and pay rates specified below, the Board authorizes the Administration to make changes in the personnel providing these services, if necessary, in order to carry out the intent of this resolution.

**Division Chief:** Cecilia Golden  
**Principal/Director:** Paul V. Burke  
**Spending:** \$4,100.  
**Funding:** MAC (Making a Connection Academy) Grant  
**Budget Code:** 5132-F-23503-6320-0711  
**Description:** Academic Intervention  
**Justification:** As a direct service to the adult students, staff will give academic invention and support in the MAC Academy.  
**Deliverable(s):** (None)

**Schedule:** Monday – Friday 4:00 pm – 6:00 pm; Saturday 8:00 am – 3:00 pm  
**Strategic Plan:** Goal: 1; Objective: D

<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>
DeWolf, Alla	1/2/19 – 6/28/19	Hart St. (OACES) – Teacher	100	\$41

**Division Chief:** Cecilia Golden  
**Principal/Director:** Paul V. Burke  
**Spending:** \$11,700.  
**Funding:** EPE (Employment Preparation Education) Grant  
**Budget Code:** 5132-G-23503-2340-0031  
**Description:** Curriculum Development  
**Justification:** As an indirect service to adult students, staff will develop an in-demand work force training program curriculum. Curriculum will be developed with Industry Partner/ Employer (ARC of Monroe) leading to a Career Training program opening using this curriculum. The Direct Service Provider curriculum will be submitted and ultimately approved by both NYS Department Of Labor and NYS Education Department.  
**Deliverable(s):** Electronic copy of the curriculum will be made available to all staff by publishing on website.  
**Schedule:** Monday – Friday 4:00 pm – 8:00 pm; Saturday 9:00 am – 4:00 pm  
**Strategic Plan:** Goal: 1; Objective: D

<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>
Bedell, LaTonya	1/2/19 – 6/30/19	Hart St. (OACES) – Teacher	100	\$35
Millington, Jason	1/2/19 – 6/30/19	Hart St. (OACES) – Teacher	100	\$35
Woodard, Terri	1/2/19 – 6/30/19	Hart St. (OACES) – TOA	100	\$35

**Division Chief:** Cecilia Golden  
**Principal/Director:** Rhonda Neal  
**Spending:** \$2,170.  
**Funding:** Perkins Secondary Grant  
**Budget Code:** 5152-A-24003-2070-0707  
**Description:** Professional Development  
**Justification:** As an indirect service to students, staff will provide professional development to secondary school staff on the RCSD work-based learning manual and the career development and occupational studies commencement credential.  
 CTE\_CDOS Credential & Work Based Learning Collegial Circle Course: 23134

**Deliverable(s):** (None)  
**Schedule:** Monday – Thursday 4:00 pm – 6:00 pm  
**Strategic Plan:** Goal: 1; Objective: D

<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>
Richardson, Donna	12/21/18 – 5/31/19	CO (Career Pathways) – Teacher	24	\$35
Ricigliano, Jeanne	12/21/18 – 5/31/19	CO (Career Pathways) – Teacher	14	\$35
Sacchitella, Pamela	12/21/18 – 5/31/19	CO (Spec Svcs) – TOA	24	\$35

**Division Chief:** Cecilia Golden  
**Principal/Director:** Sylvia Cooksey  
**Spending:** \$4,135.  
**Funding:** Title IIA Grant  
**Budget Code:** 5152-G-75216-2070-0200  
**Description:** Other Professional Work  
**Justification:** As an indirect service to students, staff will compile and analyze district-wide professional development data to generate related reports. Staff will assist with professional development sessions and related work to the department.

**Deliverable(s):** (None)  
**Schedule:** Monday – Friday 4:30 pm – 7:30 pm; Saturday 8:00 am – 12:00 pm (School Recess: Monday – Friday 8:00 am – 4:00 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>
Briggs, Kelli Monique	12/21/18 – 2/28/19	CO (Prof Dev) – TOA	75	\$35

**Division Chief:** Cecilia Golden  
**Principal/Director:** Sylvia Cooksey  
**Spending:** \$8,190.  
**Funding:** Title IIA Grant  
**Budget Code:** 5152-G-75216-2070-0200  
**Description:** Professional Development  
**Justification:** As an indirect service to students, staff will provide professional development in preparation for NYS Science assessments, pedagogical content and delivery in the Science disciplines, formative assessments for Science, and laboratory development; to meet lab requirements that are consistent and coherent for implementing the Next Generation Science Standards for K-2.

**Deliverable(s):** (None)



**Schedule:** Monday – Friday 4:00 pm – 7:30 pm; Saturday 9:00 am – 12:00 pm  
**Strategic Plan:** Goal: 1; Objective: A

<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>
Bunn, Mary	12/21/18 – 5/30/19	All City – Teacher	60	\$35
Burgess, David	12/21/18 – 5/30/19	Edison – Teacher	18	\$35
Coffey, Sean	12/21/18 – 5/30/19	JMHS – Teacher	24	\$35
Gauldin, Philip	12/21/18 – 5/30/19	JMHS – Teacher	18	\$35
Mastrogiovanni, Peter	12/21/18 – 5/30/19	#3 – Teacher	36	\$35
Patanella, Vici	12/21/18 – 5/30/19	#3 – Teacher	36	\$35
Polo, Steven	12/21/18 – 5/30/19	JCW CA – Teacher	24	\$35
Trifeletti, Leigh	12/21/18 – 5/30/19	Virtual Academy – Teacher	18	\$35

**Division Chief:** Cecilia Golden  
**Principal/Director:** Michael Chan  
**Spending:** \$14,190.  
**Funding:** General Funds  
**Budget Code:** 5152-A-73416-2070-0000  
**Description:** Development of the Next Generation Standards  
**Justification:** As an indirect service to students, staff will create teachers curriculum resources that will focus on the Next Generation standards for Science. These curriculum resources will allow teachers in the earlier grades to transition from the current standards to the Next Gen NYSSLS. With the adoption of the New York State P-12 Science Learning Standards (NYSSLS), this work is critical.  
**Deliverable(s):** This curriculum will be posted electronically to the department website.  
**Schedule:** Monday – Friday 4:00 pm – 6:30 pm; Saturdays 9:00 am – 1:00 pm  
**Strategic Plan:** Goal: 1; Objective: A

<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>
Andino, Rosalie	12/24/18 – 5/31/19	#35 – Teacher	20	\$35
Bickom, Jamie	12/24/18 – 5/31/19	#35 – Teacher	20	\$35
Briggs, Kelli	12/24/18 – 5/31/19	CO (Prof Dev) – TOA	30	\$35
Bunn, Mary	12/24/18 – 5/31/19	All City – Teacher	30	\$35
Burgess, David	12/24/18 – 5/31/19	Edison – Teacher	20	\$35
Coffey, Sean	12/24/18 – 5/31/19	JMHS – Teacher	20	\$35
Colon, Candace	12/24/18 – 5/31/19	#7 – Teacher	20	\$35
Cox-Hiler, Jocelyn	12/24/18 – 5/31/19	CO (Literacy K-12) – TOA	20	\$35
Dawson, Stacey	12/24/18 – 5/31/19	#50 – Teacher	20	\$35

Eisenberg, Kathleen	12/24/18 – 5/31/19	CO (Instruct Tech) – TOA	30	\$35
Gauldin, Philip	12/24/18 – 5/31/19	JMHS – Teacher	20	\$35
Hennessy, Megan	12/24/18 – 5/31/19	#12 – Teacher	20	\$35
Jordan, Kimkena	12/24/18 – 5/31/19	#5 – Teacher	20	\$35
Mastrogiovanni, Peter	12/24/18 – 5/31/19	#3 – Teacher	20	\$35
Patanella, Vici	12/24/18 – 5/31/19	#3 – Teacher	20	\$35
Polo, Stephen	12/24/18 – 5/31/19	JCW CA – Teacher	20	\$35
Pritchard, Lisa	12/24/18 – 5/31/19	#33 – Teacher	20	\$35
Rodger, Tina	12/24/18 – 5/31/19	#3 – Teacher	20	\$35
Trifiletti, Leigh	12/24/18 – 5/31/19	Virtual Academy – Teacher	20	\$35

**Seconded by Member of the Board Commissioner Funchess  
Adopted 5-1 with Commissioner Elliott dissenting and Commissioner LeBron absent**

**Resolution No. 2018-19: 523**

**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 date(s) specified. Such payment is contingent upon the successful completion of assigned task(s) and the delivery of work product(s) deemed to be satisfactory by the Principal/Director and Division Chief. Subject to the said dates, maximum hours and pay rates specified below, the Board authorizes the Administration to make changes in the personnel providing these services, if necessary, in order to carry out the intent of this resolution.

**Division Chief:** Raymond Giamartino

**Principal/Director:** Joseph Capezzuto & Enid De Jesus-Lopez

**Spending:** \$807.48

**Funding:** General Fund

**Budget Code:** 5132-A-55005-2110-0000

**Description:** Other Professional Work

**Justification:** As a direct benefit to students, staff will work during the December break to assess new entrants with Language Proficiency Tests. These tests under Commissioner’s Regulations Part 154 guidelines are used to determine proficiency in English and native language and recommend placement in appropriate bilingual, ESOL, or monolingual school setting, thus providing a direct support students.

**Deliverable(s):** None

**Schedule:** Wednesday – Friday 8:30am – 2:30pm

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

<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>
Robles, Ivette	12/26/18 – 12/28/18	CO(Sch Oper) – Language Assessor	12	\$67.29

**Seconded by Member of the Board Commissioner Funchess  
Adopted 5-1 with Commissioner Elliott dissenting and Commissioner LeBron absent**

## **BUDGET**

**Resolution No. 2018-19: 524**

**By Member of the Board Commissioner Funchess**

Resolved, that the Board does hereby amend the General Fund Budget for 2018-19 to \$756,124,432, which is \$2,460,797 less than the adopted budget of \$758,585,229. The General Fund also has a Fund Balance Appropriation of \$20,000,000. New York State Education Department adjusted State Aid including Building Aid by \$2,460,797.

**Seconded by Member of the Board Commissioner Elliott  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 525**

**By Member of the Board Commissioner Funchess**

Resolved, that the Board does hereby amend the Special Aid Grant Fund Budget for 2018-19 to \$117,500,934 for an adjustment of \$4,640,584. This includes a decrease of -\$2,217,067 in State Source Grants for Community Schools Grant and increases in Federal Source Grants for \$6,192,348 for Title Grants and the Office of Adult and Career Education Services (OACES) and \$681,236 for Local Source Grants mainly for music and health education.

**Seconded by Member of the Board Commissioner Elliott  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 526**

**By Member of the Board Commissioner Funchess**

Resolved, that the Board does hereby maintain the School Food Service Fund Budget 2018-19 as the adopted budget of \$24,500,000.

**Seconded by Member of the Board Commissioner Elliott  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 527**

**By Member of the Board Commissioner Funchess**

Resolved that the City School District Budget for the 2018-19 School Year be amended as follows: General Fund to \$ \$776,124,432; Special Aid Grant Fund to \$117,500,934; School Food Service Fund to \$24,500,000; for a 2018-19 Budget total of \$918,125,366.

**Seconded by Member of the Board Commissioner Elliott  
Adopted 6-0 with Commissioner LeBron absent**

**EDUCATIONAL FACILITIES**

**Resolution No. 2018-19: 528**

**By Member of the Board Commissioner Elliott**

Whereas, by Resolution No. 2016-17:691, adopted on 4/27/17, the Board awarded the contract for Mechanical Work for Renovations to Early Childhood Education Center to Crosby-Brownlie, Inc. as the lowest qualified bidder, for the total contract price of \$171,900; and

<b>Participation Statistics</b>		
	<b>\$</b>	<b>%</b>
<b>TOTAL CONTRACT</b>	186,916	100
<b>M/WBE AWARD</b>	6,766	3.6
<b>LOCAL AWARD</b>		
RMSA	186,916	100
NYS		

Whereas, three Change Orders totaling \$15,016 have been processed by the Department of Educational Facilities, bringing the contract total to \$186,916; and

Whereas, all Mechanical Work is complete on the project and Crosby-Brownlie, Inc. has submitted its application for final payment in accordance with the certificates issued by the Department of Educational Facilities; therefore be it

Resolved, that the Board hereby approves the final payment in the amount of \$1,869.16 on the contract with Crosby-Brownlie, Inc. for Mechanical Work for Renovations to Early Childhood Education Center.

Strategic Goal: 4; Objective: F

Justification: Supports in the development of process, procedures, and protocols to enhance safety systems and practices.

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 529**

**By Member of the Board Commissioner Elliott**

Whereas, the Educational Facilities Department utilizes service contractors to accomplish work that may be either highly specialized in nature, of a limited scope or duration, and/or when the work exceeds what can be accomplished by in-house staff; and

Whereas, the District has spent approximately the following amounts under Contract No. 5D – Curtain and Stage Drapery Cleaning – during the last three years; and

2015-16	\$24,000
2016-17	\$35,800
2017-18	\$18,400

Whereas, it is anticipated that there will be a similar range of expenses for the coming year; therefore be it

Resolved, that the following contract, in accordance with the plan and specification prepared by the Department of Educational Facilities of the Board of Education, be, and the same hereby is, awarded as follows; and be it further

**MAINTENANCE SERVICES FOR VARIOUS SCHOOLS**

No. 5D	Curtain and Stage Drapery Cleaning <b>International Fire Shield, Inc., 194 Genesee St., Auburn, NY, UP-1 +\$5.15, UP-2 +\$5.15, UP-3 +\$11.75, UP-4 +\$11.75, UP- 5 +\$70.30, UP-6 +\$41.25, UP-7 110% and UP-8 \$110%, lowest qualified bidder</b>
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Resolved, that the Superintendent of Schools or designee be, and hereby is, authorized to enter into contract with the above-named contractor, for the period of 1/1/19 to 6/30/19 for the first year with an option to extend for four additional one-year periods, for the period of July 1 through June 30 of each respective year, after the forms of contract and liability insurance have been approved by the Counsel.

Strategic Goal: 4; Objective: F

Justification: Supports in the development of process, procedures, and protocols to enhance safety systems and practices

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 530**

**By Member of the Board Commissioner Elliott**

Whereas, by Resolution No. 2018-19: 62, adopted on July 26, 2018, the Board authorized the Superintendent to enter into an Agreement with Labella Associates, D.P.C., to provide architectural / engineering services for a Capital Improvement Project at Early Childhood School of Rochester School No. 57, for the period August 1, 2018, through December 31, 2021, for a sum not to exceed Eighteen Thousand Six Hundred Ten Dollars (\$18,610.00); and

Participation Statistics		
	\$	%
<b>TOTAL CONTRACT</b>	24,110	100
<b>M/WBE AWARD</b>	7,233	30.0
<b>LOCAL AWARD</b>		
RMSA	24,110	100
NYS		

Whereas, the District wishes to amend the aforementioned Agreement, to provide additional services as needed for an increase in the scope of the project, for an additional sum, with no change to the term of the Agreement; therefore be it

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to amend the Agreement with **Labella Associates, D.P.C.**, 300 State Street, Rochester, NY, to provide additional architectural / engineering services incident to classroom air conditioning work on the Capital Improvement Project at Early Childhood School of Rochester School No. 57, for an additional sum not to exceed Five Thousand Five Hundred Dollars (\$5,500.00), funded by the Cash Capital Fund and/or Bond Ordinances, through the Department of Educational Facilities, contingent upon the form and terms of the amended Agreement being approved by Counsel to the District.

Strategic Goal: 4; Objective: F

Justification: Oversee the renovation/replacement/reuse/parental choice of facilities to better meet student needs.

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 531**

**By Member of the Board Commissioner Elliott**

Whereas, by Resolution No. 2017-18: 197, adopted on August 24, 2017, the Board of Education (“Board”) of the Rochester City School District (“District”) authorized and directed the Superintendent to execute and submit documents required to complete the conveyance of a nine (9) foot wide strip of land located on the north side of the Theodore Roosevelt School No. 43 premises (“Premises”), to be dedicated as an additional right of way for street purposes, incident to a project by the State of New York (“State”) Department of Transportation (“DOT”) to resurface a portion of Mount Read Boulevard, which included the movement of a

bus shelter located at the southwest corner of the intersection of Lyell Avenue and Mount Read Boulevard; and

Whereas, the State DOT has notified the District that the State is invoking eminent domain on an additional portion of the Premises, for which the State has offered to pay the District the sum of \$10,825.00; and

Whereas, the State requires the District to enter into an *Agreement for Advance Payment*, a copy of which is on file with the Board Clerk, to complete the property transfer; and

Whereas, the portion of the Premises subject to eminent domain is no longer required for educational purposes, therefore be it

Resolved, that the Board hereby accepts the *Agreement for Advance Payment*; and be it further

Resolved, that the District's General Counsel, be, and hereby is, authorized and directed to execute any and all documents with regard to this transfer to the State.

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 532**

**By Member of the Board Commissioner Elliott**

Whereas, the State Legislature enacted the City of Rochester and the Board of Education of the City School District of the City of Rochester School Facilities Modernization Program Act, Chapter 416 of the Laws of 2007 of the State of New York ("the Act"), in order to provide the City of Rochester ("City") and the Rochester City School District ("District") with increased flexibility to meet the needs the District's school children by providing alternative financing mechanisms for the reconstruction of up to thirteen school buildings in the District through Phase I of the Rochester School Facilities Modernization Program ("FMP"); and

Whereas, the Act creates the Rochester Joint Schools Construction Board ("RJSCB") and designates the RJSCB as agent for the City, the District, or both; and

Whereas, the Act authorizes \$325 million in borrowing by the RJSCB for Phase I of the FMP; and

Whereas, the Act authorizes the RJSCB to enter into a cooperative agreement with the City and the District to carry out the purposes of the Act, and the FMP; and

Whereas, Section 9 of the Act requires that the design of the FMP projects be reviewed and approved by the District and the design and construction standards be approved by the State Education Department (“SED”); and

Whereas, by the following Resolutions, the Board approved the design of various Phase I projects as well as additions to the scope of Phase I: Resolution No. 2011-12: 413 (December 15, 2011), Resolution No. 2011-12: 480 (January 26, 2012), Resolution No. 2011-12: 867 (June 28, 2012), Resolution Nos. 2012-13: 227 and 228 (September 27, 2012), Resolution Nos. 2012-13: 364, 365 and 366 (December 13, 2012), Resolution Nos. 2012-13: 424 and 425 (January 24, 2013); and

Whereas, by Resolution No. 2017-18: 198, adopted on August 24, 2017, the Board of Education of the District approved the design and authorized the submission of design and construction standards for the work at School No. 50, as additional scope to Phase I of the FMP, to the SED, and further authorized a sum not to exceed Seven Hundred Fifty Thousand Dollars (\$750,000), funded by the Cash Capital Fund, to be transferred to the RJSCB to fund the development of a Playfield at Helen Barrett Montgomery School No. 50, contingent upon approval of the design and construction standards by the SED; and

Whereas, in an effort to secure a site for the Playfield at Helen Barrett Montgomery School No. 50, the City, on behalf of the District, has made a purchase offer for the property located at 1780 North Clinton Avenue in the amount of \$44,000.00 and the owner has accepted, therefore be it

Resolved, that the Superintendent of Schools, or designee, be, and hereby is, authorized and directed to proceed with the aforementioned purchase for a sum not to exceed Forty Four Thousand Dollars (\$44,000.00), plus additional costs that may be required for closing; and be it further

Resolved, that the Board hereby authorizes the reimbursement of the City for the purchase price and closing costs.

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 533**

[Placeholder withdrawn]

**Resolution No. 2018-19: 534**

**By Member of the Board Commissioner Elliott**

Whereas, the State Legislature enacted the City of Rochester and the Board of Education of the City School District of the City of Rochester School Facilities Modernization



Program Act, Chapter 416 of the Laws of 2007 of the State of New York (“the Act”), in order to provide the City of Rochester (“City”) and the Rochester City School District (“District”) with increased flexibility to meet the needs the District’s school children by providing alternative financing mechanisms for the reconstruction of up to thirteen school buildings in the District up to a total cost of \$325,000,000 through Phase I of the Facilities Modernization Program (“FMP”); and

Whereas, the Act created the Rochester Joint Schools Construction Board (“RJSCB”); and designates the RJSCB as agent for the City, the District, or both; and

Whereas, in an effort to prevent a lapse in construction and allow for a seamless transition from Phase I to Phase II of the FMP and to strengthen oversight, transparency and accountability, the New York State Legislature amended the Act by enacting Chapter 533 of the Laws of 2014, thereby providing alternative financing mechanisms for the reconstruction of up to twenty-six projects for a total cost of \$435,000,000 for Phase II; and

Whereas, in an effort to prevent a lapse in construction and allow for a seamless transition from Phase II to Phase III of the FMP, it is anticipated the New York State Legislature will amend the education law, in relation to Phase III of the construction projects undertaken by the Rochester Joint Schools Construction Board for the multi-phase reconstruction and modernization of school building projects for the Rochester City School District, thereby providing alternative financing mechanisms for the reconstruction of up to Up to fifteen (15) projects plus District-Wide Technology, for a total cost of Six Hundred Fifteen Million Dollars \$(615,000,000) for Phase III; and

Whereas, Chapter 533 of the Laws of 2014 requires that the Board of Education of the District approve and submit to the RJSCB a comprehensive draft plan recommending and outlining the projects for Phase III that it proposes to be undertaken pursuant to the Act (“Phase III Master Plan”); and

Whereas, the deadline for filing the Phase III Master Plan with the State Education Department (“SED”) is December 31, 2018, and the District is required to submit various documents, including a Board Resolution, confirming the specific location and timing that each school will utilize for temporary swing space before ultimately returning to the renovated facility; and

Whereas, the RJSCB has selected the fifteen (15) existing school building sites listed below for modernization in the Phase III Master Plan (the “Phase III Existing Sites Facilities”):

<u>FMP Project</u>	<u>Swing Space Location</u>	<u>Duration</u>
Monroe Campus	Not Required	2019 - 2023
The Flower City School No. 54	Not Required	2020 - 2021
Abraham Lincoln School No. 22	Not Required	2020 - 2021
Marshall Campus	Not Required	2019 – 2020
Dr. Freddie Thomas Learning Center	Not Required	2019 – 2020
Jefferson Campus	Not Required	2020 - 2021
Franklin Campus	Not Required	2019 - 2021
Adlai E. Stevenson School No. 29	Dr. Freddie Thomas Learning Center (625 Scio Street)	2019 – 2022
Douglass Campus (940 Fernwood Park)	Marshall Campus (180 Ridgeway Avenue)	2019 – 2024
East Upper/Lower School	Not Required	2020 – 2023
Dr. Charles T. Lunsford School No. 19	Jefferson Campus (1 Edgerton Park)	2021 – 2024
Edison Campus (655 Colfax Street)	Franklin Campus (950 Norton Street)	2020 – 2025
Nathaniel Rochester Community School No. 3	Dr. Freddie Thomas Learning Center (625 Scio Street)	2022 – 2025
Dr. Martin Luther King School No. 9	Jefferson Campus (1 Edgerton Park)	2022 – 2026
Wilson Commencement	Marshall Campus (180 Ridgeway Avenue)	2022 - 2026

And whereas, the Rochester City School District has conducted a series of public meetings (on October 1, 2018, at the Monroe Campus Auditorium; on October 22, 2018, at the Franklin Campus Auditorium; and on November 19, 2018 at the Jefferson Campus Auditorium) to ensure sufficient public input and allow for significant public discussion regarding the Phase III Master Plan; and

Whereas, the proposed Phase III Draft Comprehensive Plan was introduced and approved at a meeting of the Board of Education’s Finance & Resource Allocation Committee on December 13, 2018; therefore be it

Resolved, that the Board of Education hereby approves the Phase III Draft Master Plan, and subject to: (a) its review and approval by the State Comptroller, (b) its review and approval by the New York State Education Department, and (c) the State Legislature’s granting of an exception to the single Maximum Cost Allowance (MCA) allocation with a five year reset period, and hereby directs its implementation by the RJSCB; and be it further

Resolved, that the Board hereby authorizes and directs the submission of documents required by the State Education Department regarding the aforementioned relocations.

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

## OTHER

### Resolution No. 2018-19: 535

#### By Member of the Board Commissioner Funchess

Whereas, by Resolution No. 2018-19: 75, adopted on July 26, 2018, the Board authorized the Superintendent to enter into an Agreement with Coordinated Care Services Inc., to provide professional development training for approximately 300 of the District's Office of Early Childhood professionals with a focus on child development, brain development, effects of trauma on children, creating safe environments for children who have experienced trauma, relationship building, collegial circles and monthly meetings with technical support teachers with the goal to introduce participants to the essential elements of a trauma-informed school and how that understanding can be applied to daily practice and school culture to promote healthy, safe, respectful environments that are conducive to the learning needs of all students, for the period August 1, 2018, through June 30, 2019, for a sum not to exceed Twelve Thousand Five Hundred Dollars (\$12,500.00), funded by the Expanded Pre-Kindergarten Grant, through the Early Childhood Office; and

Whereas, the District wishes to amend the aforementioned Agreement to provide additional services, for an additional sum, with no change to the term of the Agreement; therefore be it

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to amend the Agreement with **Coordinated Care Services Inc.**, 1099 Jay Street, Building J, Rochester, NY, to provide additional Trauma-Informed Care training which includes professional development on communication strategies in conflict, motivational interviewing with youth interviewing adults and families, giving and receiving feedback, and mindfulness practices for young adults, for approximately 300 of the District's Office of Early Childhood professionals, for an additional sum not to exceed Ten Thousand Three Hundred Dollars (\$10,300.00), funded by the Individuals with Disabilities Education Act (IDEA) Grant, through the Office of Early Childhood, contingent upon the form and terms of the amended Agreement being approved by Counsel to the District.

Strategic Goal: 1; Objective: A

Justification: Implement the Common Core curriculum.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 536**

**By Member of the Board Commissioner Funchess**

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to enter into an Agreement with **Literacy Volunteers of Rochester, Inc.**, 1600 South Avenue, Rochester, NY , to provide a variety of services, including coordination, communication, marketing and professional development to Rochester residents which include the parents, care-givers, relatives and neighbors of District students as well as District staff and volunteers, on topics that include health, financial, digital and family literacy, for the period November 1, 2018, or as soon thereafter as the Agreement is fully executed, through June 30, 2019, for a sum not to exceed One Hundred Fifty Four Thousand Seven Hundred Eighty Five Dollars (\$154,785.00), renewable for up to four additional one-year terms at the Superintendent's discretion, funded by the Employment Preparation Education (EPE) Grant, through the Office of Adult and Career Education Services (OACES), contingent upon the form and terms of the Agreement being approved by Counsel to the District.

Strategic Goal: 2; Objective: C

Justification: Work collaboratively with our partners to increase the time devoted to literacy.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 537**

**By Member of the Board Commissioner Funchess**

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to enter into an Agreement with **Catapult Learning, LLC**, 2 Aquarium Drive, Suite 100, Camden, NJ, to provide instructional services to city-resident students of Aquinas Institute of Rochester, including reading, writing, math vocabulary and speaking within grade level and school expectations, with the goal to improve confidence and capability to be successful learners, for the period December 21, 2018, or as soon thereafter as the Agreement is fully executed, through August 31, 2019, for a sum not to exceed One Hundred Thousand Dollars (\$100,000.00), funded by the Title I Grant, through the Office of School Operations, contingent upon the form and terms of the Agreement being approved by Counsel to the District.

Strategic Goal: 1; Objective: D

Justification: Increase time on task for students through attendance maximization, extended learning programs and expanded school calendar.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 538**

**By Member of the Board Commissioner Funchess**

Whereas, the terms of the School Improvement (“SIG”) Grant require certain services; and

Whereas, by Resolution No. 2018-19; 202, adopted on August 23, 2018, the Board authorized the Superintendent to enter into an Agreement with EL Education Inc., to provide onsite coaching services focused on backwards planning design and instruction that is responsive to formative assessments embedded in module lessons, and building the capacity of teacher leaders with the goal to foster the full implementation of the EL Education school reform design at Roberto Clemente School No. 8, for the period September 1, 2018, through June 30, 2019, for a sum not to exceed Sixty Two Thousand Four Hundred Fifty Dollars (\$62,450.00), pursuant to requirements of the School Improvement Grant; and

Whereas, the District wishes to amend the aforementioned Agreement, to provide additional services consistent with requirements of the SIG Grant, for an additional sum, with no change to the term of the Agreement; therefore be it

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to amend the Agreement with **EL Education Inc.**, 247 West 35th Street, Suite 800, New York, NY, to provide onsite professional development services during strategic planning day, for approximately 15 staff members of Roberto Clemente School No. 8, with the goal to further implement the EL Education school reform design at Roberto Clemente School No. 8, for an additional sum not to exceed Two Thousand Five Hundred Dollars (\$2,500.00), funded by the School Improvement Grant, through Roberto Clemente School No. 8 and the Office of School Innovation, contingent upon the form and terms of the amended Agreement being approved by Counsel to the District.

Strategic Goal: 1; Objective: E

Justification: Increase time on task for students through attendance maximization, extended learning programs and expanded school calendar.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 539**

**By Member of the Board**

Whereas, the NYS Education Law 8 NYCRR § 100.2(1)(2)(i) requires that school districts adopt and enforce a code of conduct for the maintenance of order on school property and at school functions; and

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

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

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

<u>Hearing File</u>	<u>Result</u>
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**Seconded by Member of the Board**

**Resolution No. 2018-19: 540**

**By Member of the Board Commissioner Funchess**

Whereas, the terms of the Expanded Pre-Kindergarten Grant and the Universal Pre-Kindergarten Grant require certain services; and

Whereas, to provide the services required by the terms of the Grants, the Board authorized the Superintendent, by Resolution No.2017-18: 480, adopted on December 21, 2017, to enter into an Agreement with nineteen (19) Community Based Organization (CBO) Providers, approved as providers by the Board of Education, according to NYS Guidelines for Expanded Pre-Kindergarten and Universal Pre-Kindergarten, to plan and implement developmentally appropriate activities and services for District pre-kindergarten children that will benefit their educational, emotional, physical and psychological well-being, in accordance with the State guidelines for Pre-Kindergarten, for the period September 1, 2018, through June 30, 2019, renewable for up to four additional one-year terms, at the Superintendent's discretion, to be paid in accordance with the per-pupil allocation amount established by the Rochester City School District's Office of Early Childhood Education, funded by the Expanded Pre-Kindergarten Grant and the Universal Pre-Kindergarten Grant, through the Office of Early Childhood Education; and

Whereas, the District wishes to add Sunshine Village Childcare Center, Inc. to the list of CBO Provider to provide the services required by the terms of the Grant; therefore be it

Resolved, that amended list of CBO Providers be, and hereby is, as follows:

1. Action for a Better Community, Inc.
2. Asbury Day Care Center Inc.
3. Baden Street Settlement of Rochester, Inc.
4. Caring and Sharing Child Care Center, Inc.

5. Community Child Care Center of the Third Ward, Inc.
6. Creative Beginnings Child Care, Inc.
7. Friendship Children's Center, Inc.
8. Generations Child Care, Inc.
9. Hillside Children's Center (Hillside Family of Agencies)
10. Ibero-American Action League, Inc.
11. Jesus Christ The Chief Cornerstone Ministries Inc. (dba Kreative Kids Zone Child Care Center)
12. Little Hearts Child Care Center of Monroe County, Inc.
13. Monroe Community College Association – Richard M. Guon Child Care Center
14. Oregon-Leopold Day Care Center Association, Inc.
15. Rochester Childfirst Network
16. St. Paul's Day Care Center, Inc.
17. *Sunshine Village Childcare Center, Inc. (new)*
18. The Community Place of Greater Rochester, Inc.
19. Volunteers of America of Western New York, Inc.
20. YMCA of Greater Rochester

Strategic Goal: 1; Objective: A, F

Strategic Goal: 2; Objective: A, C

Justification: Implement the Common Core curriculum. Align professional learning opportunities for staff with student achievement goals, with an emphasis on multi-cultural responsiveness. Provide parents/guardians with diverse opportunities for active family participation in their student's education. Work collaboratively our partners to increase the time devoted to literacy.

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

**Adopted 5-0 with Commissioner Elliott abstaining due to professional relationship and Commissioner LeBron absent**

**Resolution No. 2018-19: 541**

**By Member of the Board Commissioner Funchess**

Whereas, the terms of the My Brother's Keeper Challenge Grant require certain services; and

Whereas, the District wishes to enter into an Agreement with North Star Rites of Passage, LLC, to provide the services required by the terms of the Grant; and

Whereas, the District heretofore entered into an Agreement with North Star Rites of Passage, LLC, and 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 **North Star Rites of Passage, LLC**, 321 Woodbine Avenue, Rochester, NY, to provide parenting workshops that include the Effective Black Parenting

curriculum and Strengthening the Black Family curriculum, with a focus on cultural pride, modern discipline, good study habits, the five love languages and an introduction to Post Traumatic Slave Syndrome, for approximately 60 parent participants at John Williams School No. 5, with the goal to promote culturally responsive parenting skills, improve the quality of parent engagement, and ultimately improve students' educational outcomes, for the period December 21, 2018, or as soon thereafter as the Agreement is fully executed, through August 31, 2019, for a sum not to exceed Thirty Thousand Two Hundred Twenty Dollars (\$30,220.00), funded by the My Brother's Keeper Challenge Grant (Family & Community Engagement Program), through the Office of Youth Development, contingent upon the form and terms of the Agreement being approved by Counsel to the District.

Strategic Goal: 2; Objective: A

Justification: Provide parents/guardians with diverse opportunities for active family participation in their student's education.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 542**

**By Member of the Board Commissioner Funchess**

Whereas, the terms of the My Brother's Keeper Challenge Grant require certain services; and

Whereas, the District wishes to enter into an Agreement with Ibero-American Action League Inc., to provide the services required by the terms of the Grant; and

Whereas, the District heretofore entered into an Agreement with Ibero-American Action League Inc., and 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 **Ibero-American Action League Inc.**, 817 East Main Street, Rochester, NY, to provide family workshops and training services for approximately 60 parents using the Padre Comprometidos curriculum at Enrico Fermi School No. 17, East High School and James Monroe High School with the goal to bridge the relationship between parents, their children and school, for the period December 21, 2018, or as soon thereafter as the Agreement is fully executed, through August 31, 2019, for a sum not to exceed Fourteen Thousand Four Hundred Dollars (\$14,400.00), funded by the My Brother's Keeper Challenge Grant (Family & Community Engagement Program), through the Office of Youth Development, contingent upon grant funding and budget appropriations and contingent upon the form and terms of the Agreement being approved by Counsel to the District.

Strategic Goal: 2; Objective: A



Justification: Provide parents/guardians with diverse opportunities for active family participation in their student's education.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 543**

**Standard Work Day and Reporting Resolution**

**By Member of the Board Commissioner Funchess**

WHEREAS, the New York State Local Retirement System (NYSLRS) requires that a standard work day must be established by Board resolution or by contractual agreement for each title; and

WHEREAS, by Resolution No. 2016-17: 502, adopted on January 26, 2017, the Board established and authorized a standard work day for the Association of Supervisors and Administrators of Rochester Union (ASAR), members of the Superintendent's Employee group (SEG), the Board of Education Employee Group (BEG) and Exempt Employee Group (EEG); and

WHEREAS, by Resolution No. 2016-17: 856, adopted on June 15, 2017, the Board established and authorized a standard work day for Board of Education Non-Teaching Employees Union (BENTE); therefore be it

RESOLVED, that the Board of Education of the Rochester City School District, hereby establishes the following as standard work days for its non-certificated employees in the Board of Education Non-Teaching Employee Group (BENTE), the Association of Supervisors and Administrators of Rochester Union (ASAR), the Superintendent's Employee Group (SEG), the Board of Education Employee Group (BEG), and the Exempt Employee Group (EEG) for retirement reporting purposes and will report days worked to the New York State and Local Employees' Retirement System based on the time keeping system maintained and submitted by these members to the clerk of this body:

	<b>Title</b>	<b>Standard Hours/Day</b>
ASAR	Senior Administrative Analyst	8
EXEMPT	Special Education Counsel	8

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 544**

**By Member of the Board Commissioner Funchess**

Resolved, That the Board of Education does hereby accept the Independent Auditors' Report and Single Audit Reports of Freed Maxick CPAs P.C. contained within the Comprehensive Annual Financial Report, for the fiscal year ended June 30, 2018 and directs that copies of said reports and this resolution be filed with the Commissioner of Education and State Comptroller.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 545**

*Admission of Non-Resident Students Policy – 5152*

**By Member of the Board Commissioner Funchess**

Whereas, the Policy Development and Review Committee of the Board of Education received and has recommended to the Board of Education the *Admission of Non-Resident Students Policy* (5152) in accordance with Board Policy 2410, "Formulation, Adoption and Amendment of Policies"; therefore be it

Resolved, that the Board of Education hereby adopts **Policy 5152, "Admission of Non-Resident Students Policy"** as written, and incorporated by reference herein, and directs that the Clerk update the Rochester City School Board Policy Manual accordingly.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 546**

*Admission of Foreign Students Policy – 5152.1*

**By Member of the Board Commissioner Funchess**

Whereas, the Policy Development and Review Committee of the Board of Education received and has recommended to the Board of Education the *Admission of Foreign Students Policy* (5152.1) in accordance with Board Policy 2410, "Formulation, Adoption and Amendment of Policies"; therefore be it

Resolved, that the Board of Education hereby adopts **Policy 5152.1, "Admission of Foreign Students Policy"** as written, and incorporated by reference herein, and directs that the Clerk update the Rochester City School Board Policy Manual accordingly.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 547**

*Non-Resident Tuition Payment Policy – 6254*

**By Member of the Board Commissioner Funchess**

Whereas, the Policy Development and Review Committee of the Board of Education received and has recommended to the Board of Education the *Non-Resident Tuition Payment Policy* (6254) in accordance with Board Policy 2410, “Formulation, Adoption and Amendment of Policies”; therefore be it

Resolved, that the Board of Education hereby adopts **Policy 6254, “Non-Resident Tuition Payment Policy”** as written, and incorporated by reference herein, and directs that the Clerk update the Rochester City School Board Policy Manual accordingly.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 548**

**By Member of the Board Commissioner Funchess**

Whereas, by Resolution No. 2017-18: 292, adopted on September 28, 2017, the Board authorized the Superintendent to enter into an Agreement with PowerSchool Group, LLC, to provide *PowerSchool*™, a web-based student information system, including cloud hosting, data conversion, custom screen development, report writing, training and support, for the period October 1, 2017, through December 31, 2018, for a sum not to exceed Three Hundred Forty Two Thousand Six Hundred Sixty Three Dollars Ninety Three Cents (\$342,663.93), renewable at the Superintendent’s discretion for up to four additional one-year terms at an annual sum not to exceed Two Hundred Fifty Three Thousand Five Hundred Thirty Six Dollars Thirty Cents (\$253,536.30); and

Whereas, the District wishes to amend the term of the Agreement with PowerSchool Group, LLC, with no change to the amount; therefore be it

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to amend the aforementioned Agreement with **Severin Intermediate Holdings, LLC (dba PowerSchool Group, LLC)**, 150 Parkshore Drive, Folsom, CA, to change the end date of the initial term from December 31, 2018 to June 30, 2019, with the term of each successive one-year renewal to end on June 30, contingent upon the form and terms of the amended Agreement being approved by Counsel to the District.

Strategic Goal: 5; Objective: D

Justification: Evaluate current IT system and software to ensure optimal use of capacity and ease of customer interface.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 549**

**By Member of the Board Commissioner Funchess**

Whereas, the terms of the My Brother's Keeper ("MBK") Challenge Grant require certain services; and

Whereas, the District wishes to enter into an Agreement with North Star Rites of Passage, LLC, to provide the services required by the terms of the Grant; and

Whereas, the District heretofore entered into an Agreement with North Star Rites of Passage, LLC, and 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 **North Star Rites of Passage, LLC**, 321 Woodbine Avenue, Rochester, NY, to provide facilitation and support of the MBK Fellow Program, provide mentoring for approximately 28 students and a cultural array of youth development services including fellowship and service projects, and assist in organizing a Youth Summit, with the goal to improve students' ability to make good choices, become more resilient and overcome education and community obstacles in achieving their dreams, for the period December 21, 2018, or as soon thereafter as the Agreement is fully executed, through December 31, 2018, for a sum not to exceed Eleven Thousand Nine Hundred Dollars (\$11,900.00), funded by the My Brother's Keeper Challenge Grant (Fellow Program), through the Office of Student Support Services, contingent upon the form and terms of the Agreement being approved by Counsel to the District.

Strategic Goal: 2; Objective: A

Justification: Provide parents/guardians with diverse opportunities for active family participation in their student's education.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 550**

**By Member of the Board Commissioner Funchess**

Whereas, the District offers health insurance to qualifying retirees to supplement their coverage under Medicare; and

Whereas, the procurement of this supplemental insurance through MVP Health Care, Inc. is deemed to be the best value coverage; and

Whereas, due to exigent circumstances, the solicitation of alternative proposals is not in the best interest of the District; therefore be it

Resolved, that the Board hereby declares that the procurement of said supplemental insurance through MVP Health Care, Inc. is in the best interest of the District; and be it further

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to enter into an Agreement with **MVP Health Care, Inc.**, 625 State Street, Schenectady, NY, to provide the Medicare Advantage Plan for participating retirees, for the period January 1, 2019, or as soon thereafter as the Agreement is fully executed, through December 31, 2020, for a not to exceed fee of Two Hundred Seventeen Dollars Eighteen Cents (\$217.18), per participant, for an estimated monthly sum not to exceed Three Hundred Sixty Nine Thousand Two Hundred Six Dollars (\$369,206.00), based on an estimated 1,700 participants, funded by the Employee Benefits Department, contingent upon budget appropriations and contingent upon the form and terms of the Agreement being approved by Counsel to the District; and be it further

Resolved, that the Superintendent, or his designee, be, and hereby is, authorized to amend the aforementioned Agreement, if necessary, to provide an additional sum that may result from a difference between the number of estimated participants and actual participants, contingent upon the form and terms of the amended Agreement having been approved by Counsel to the District.

Strategic Goal: 5; Objective: C

Justification: Design and implement standards of excellence for the recruitment, development and retention of a highly effective and diverse staff.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 551**

**By Member of the Board Commissioner Funchess**

Whereas, policy development and fiscal oversight are the primary responsibilities of the Board of Education of the Rochester City School District; and

Whereas, the Board has established several standing committees by amendment and adoption of the Board Bylaws, Policy No. 2300, along with ad hoc and special committees, to perform its primary responsibilities, consider strategic direction, review pending decisions, and provide general insight into matters of concern for the District; and

Whereas, the Board's standing committees, with the exception of the Audit Committee, meet monthly; and

Whereas, it is proposed that the Board suspend operations of its standing committees, with the exception of the Audit Committee, from January 2019 through June 2019 to increase productivity and proactive action of the Board and Superintendent's leadership team; therefore be it

Resolved that, the Board will suspend operations of the following standing committees of the Board: Policy Development and Review, Excellence in Student Achievement, Community and Intergovernmental Relations, Board Governance and Development, Finance and Resource Allocation, and Human Resources; and be it further

Resolved that, the Board will convene two monthly Regular Business Meetings as defined in the Board Bylaws, Policy No. 2300 for the purpose of accepting minutes of previous meetings, receiving oral and written reports of the District's superintendents highlighting the academic programming, achievement and challenges of the District's schools, considering resolutions, and addressing other matters of concern to the Board including those related to the advancement of student achievement and the recruitment and hiring practices of the District; and further be it

Resolved that, the Board will convene two monthly Board Special Meetings and/or Study Sessions as defined in the Board Bylaws, Policy No. 2300 for the purpose of reviewing and discussing policy proposals, legislative actions, governance and development matters, and other recommendations and proposals that may affect student achievement.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 552**

**By Member of the Board Commissioner Funchess**

Whereas, the Board has been notified that GMR Associates has donated Five Thousand Dollars (\$5,000) to fund field trips and cooking supplies for students of John James Audubon School No. 33, and

Whereas, the District is indeed grateful for the concern and support shown by individuals and organizations in the community, therefore be it

Resolved, that the Board hereby accepts this donation.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 553**

**By Member of the Board Commissioner Funchess**

Whereas, the Board has been notified that Martin L. Suter and Suzanne S. Suter Family Fund Rochester Area Community Foundation has donated Ten Thousand Dollars (\$10,000) to upgrade the welding shop for use by students of the Edison Career and Technology High School campus, and

Whereas, the District is indeed grateful for the concern and support shown by individuals and organizations in the community, therefore be it

Resolved, that the Board hereby accepts this donation.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 554**

**By Member of the Board Commissioner Funchess**

Whereas, the Board has been notified that FIDELITY Charitable has donated Two Thousand Five Hundred Dollars (\$2,500) to fund an AXA volunteer project to assist the District's families in transition and related programming, and

Whereas, the District is indeed grateful for the concern and support shown by individuals and organizations in the community, therefore be it

Resolved, that the Board hereby accepts this donation.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 555**

Authorization of Settlement Agreement - Special Education

**By Member of the Board Commissioner Funchess**

Whereas, for more than thirty (30) years, the District's ability to effectively deliver

services to students with special needs has been the subject of much scrutiny, criticism and legal action by various constituencies which include the State Attorney General, the State Education Department's Office of Vocational and Educational Services for Individuals with Disabilities (VESID), and the Empire Justice Center; and

Whereas, by Resolution No. 2017-18: 360, adopted on October 26, 2017, the Board authorized and directed the creation of a new position whereby an attorney is assigned to work directly with the District's Office of Specialized Service for the purpose of monitoring and supporting various Special Education-related initiatives throughout the District, including Individual Educational Plans (IEP), Annual Reviews, due process and general administration, with the goal to improve compliance with statutory requirements and District Policy and ultimately provide better educational outcomes for students; and

Whereas, by Resolution No. 2017-18: 561, adopted on January 25, 2018, the Board authorized the appointment of an advisory body to the Board known as the Committee to Review Special Education Programs and Services for the purpose of advising and recommending courses of action to the Board for its consideration in resolving issues related to school selection and placement; and

Whereas, on May 24, 2018, the Board accepted the report and recommendations of the Committee to Review Special Education Programs and Services; and

Whereas, the District is fully committed to bringing the delivery of its special education services and programs into compliance with law and engaging in collaborative, coordinated efforts to remedy all areas of noncompliance, and such efforts include entering into a formal agreement with the Empire Justice Center, a copy of which is on file with the Board Clerk; therefore be it

Resolved, that the Board of Education hereby approves the Settlement Agreement by and between the Rochester City School District and Empire Justice Center; and be further

Resolved, that the President of the Board of Education and/or the General Counsel of the Rochester City School District, as the case may be, are hereby authorized and directed to execute, on behalf of the Rochester City School District, all documents related to the Settlement Agreement.

**Seconded by Member of the Board Commissioner Elliott  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 556**

**By Member of the Board Commissioner Hallmark**

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.

<b>Name</b>	<b>Certification</b>	<b>Tenure Area</b>	<b>Effective Date</b>
Leone-Mannino, Caterina	SAS	Principal	January 31, 2019

**Seconded by Member of the Board Vice President Powell**  
**Adopted 5-1 with Commissioner Elliott dissenting and Commissioner LeBron absent**

**Resolution No. 2018-19: 557**

**By Member of the Board Commissioner Elliott**

Resolved, that the President of the Board of Education of the Rochester City School District be, and hereby is, authorized to enter into an Agreement with **Daniel G. Lowengard**, to: provide *Consulting Services*, on an as needed basis, to the District's current Superintendent, for the period December 21, 2018, or as soon thereafter as the Agreement is fully executed, through January 31, 2019, for which *Consulting Services* he shall be paid at an hourly rate not to exceed One Hundred Fifty Five Dollars (\$155); and serve as the District's *Interim Superintendent of Schools*, effective February 1, 2019, and continuing until the appointment of a successor Superintendent of Schools, or September 1, 2019, whichever occurs first, for which he shall be paid an annual salary of One Hundred Ninety Five Thousand Dollars (\$195,000), prorated for the actual term of employment, including reimbursement for reasonable and necessary expenses incurred in the performance of duties as *Interim Superintendent of Schools*, and including paid holidays as well as paid and unpaid leaves of absence as set forth in the Rules and Regulations of the Board of Education Relating to the Superintendent's Employee Group, contingent upon the form and terms of an Agreement being approved by Counsel to the District.

**Seconded by Member of the Board Commissioner Funchess**  
**Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 558**

**By Member of the Board Commissioner Elliott**

Resolved, that the President of the Board of Education of the Rochester City School District be, and hereby is, authorized to enter into an Agreement with **Linda Cimusz**, to: provide *Consulting Services*, on an as needed basis, to the Superintendent's current Chief of Staff, for the period December 21, 2018, or as soon thereafter as the Agreement is fully executed, through January 31, 2019, for which *Consulting Services* she shall be paid at an

hourly rate not to exceed One Hundred Forty Five Dollars (\$145); and with the concurrence of the then Interim Superintendent of Schools, serve as the *Interim Chief of Staff*, effective February 1, 2019, and continuing until the appointment of a successor Chief of Staff, or September 1, 2019, whichever occurs first, to be paid an annual salary of One Hundred Seventy Thousand Dollars (\$170,000), prorated for the actual term of employment, including reimbursement for reasonable and necessary expenses incurred in the performance of duties as *Interim Chief of Staff*, and including paid holidays as well as paid and unpaid leaves of absence as set forth in the Rules and Regulations of the Board of Education Relating to the Superintendent's Employee Group, contingent upon the form and terms of the Agreement being approved by Counsel to the District.

**Seconded by Member of the Board Commissioner Funchess  
Adopted 6-0 with Commissioner LeBron absent**

**Resolution No. 2018-19: 559**

**By Member of the Board Commissioner Sheppard**

Whereas, Connected Communities, Inc., located at 410 Atlantic Ave Bld. #2, Rochester, NY, is a domestic non-for-profit corporation with a mission of leading a holistic revitalization of the Beechwood neighborhood and the East Main / Mustard / Atlantic Avenue ("EMMA") neighborhood (collectively the "Neighborhood"); and

Whereas, John James Audubon School No. 33 ("School 33") is located within the Neighborhood; and

Whereas, Connected Communities, Inc. and the District share the common goal of providing our children a high quality education; and

Whereas, Connected Communities, Inc. and the District wish to work together in furtherance of their shared goal; therefore be it

Resolved, that the Board supports this collaborative effort and hereby authorizes the Superintendent, or designee, to enter into a Memorandum of Understanding with Connected Communities, Inc. in furtherance of the shared goals, contingent upon the form and terms of the Memorandum of Understanding being approved by General Counsel to the District.

**Seconded by Member of the Board Commissioner Funchess  
Adopted 5-1 with Commissioner Elliott dissenting and Commissioner LeBron absent**

**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.