

## **EDUCATIONAL PARTNERSHIP ORGANIZATION - EAST**

### **Resolution No. 2018-19: 641**

#### **By Member of the Board Commissioner LeBron**

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>
Marrero, Orlando	East - Teacher	February 6, 2019

**Seconded by Member of the Board Commissioner Davis**  
**Adopted 7-0**

### **Resolution No. 2018-19: 642**

#### **By Member of the Board Commissioner Davis**

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

Whereas, on February 19, 2015, the U of R and the District entered into an EPO Agreement, and pursuant to that Agreement, the Board granted the EPO with authority to select an individual to serve as the EPO Superintendent and to execute a contract with such individual on behalf of the Board; and

Whereas, by Resolution No. 2015-16: 169, adopted on August 27, 2015, the Board appointed Dr. Shaun Nelms to serve as the EPO Superintendent, effective September 1, 2015; and

Whereas, on September 1, 2016, the EPO, on behalf of the Board, entered into an Employment Agreement with Dr. Shaun Nelms to serve as the EPO Superintendent, for a term commencing July 1, 2016 and ending June 30, 2020, at an annual salary of \$197,600, together with all other terms and conditions of employment as set forth in the agreement, including the stipulation that any increase in the salary shall be in the form of an amended agreement; and

Whereas, on November 20, 2018, the EPO, on behalf of the Board, amended the aforementioned Employment Agreement with Dr. Shaun Nelms to increase the annual salary to \$205,504, together with all other terms and conditions of employment as set forth in the amended Employment Agreement; and

Whereas, the Board wishes to ratify the aforementioned amended Employment Agreement; therefore be it

Resolved, that the Board hereby ratifies and approves the aforementioned amended Employment Agreement.

**Seconded by Member of the Board Commissioner Hallmark  
Adopted 5-2 with Vice President Elliott and Commissioner LeBron dissenting**

**Resolution No. 2018-19: 643**

**By Member of the Board Commissioner Powell**

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 adopts the following decisions on the long-term suspension appeals indicated:

**Hearing File**

**Result**

052

The Suspension Decision is affirmed in part. The student was deemed guilty of the charges, but the penalty was reduced to permit the student to return to school on March 4, 2019 on the condition that the student voluntarily participates in a conflict resolution program prescribed by the school. Should the student choose not to do so, the suspension term will stand and the student may return to school on May 10, 2019.

**Seconded by Member of the Board Vice President Elliott  
Adopted 6-1 with Commissioner Sheppard dissenting**

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

<b>Goal 1: Student Achievement and Growth: We will ensure that each of our students is academically prepared to succeed in college, life and the global economy.</b>	
<b>Objective A</b>	Implement the Common Core curriculum.
<b>Objective B</b>	Implement Teacher Leader Evaluation/APPR.
<b>Objective C</b>	Meet New York State requirements as a “Focus District.”
<b>Objective D</b>	Increase our focus on college and/or career readiness.
<b>Objective E</b>	Increase time on task for students through attendance maximization, extended learning programs and expanded school calendar.
<b>Objective F</b>	Align professional learning opportunities for staff with student achievement goals, with an emphasis on multi-cultural responsiveness.
<b>Goal 2: Parental, Family and Community Involvement: We will engage and collaborate with all our stakeholders, to hold ourselves collectively accountable for our students’ success.</b>	
<b>Objective A</b>	Provide parents/guardians with diverse opportunities for active family participation in their student’s education.
<b>Objective B</b>	Design and implement multiple models for businesses, faith communities, the City, colleges and community-based organizations to help us improve the quality and quantity of instructional delivery.
<b>Objective C</b>	Work collaboratively with our partners to increase the time devoted to literacy.
<b>Goal 3: Communication and Customer Service: We will continually inform and seek input from parents, students, staff and members of the Rochester community, to continuously improve the quality of our instructional programs and operations</b>	
<b>Objective A</b>	Adopt operational standards, practices and business processes to improve our levels of customer service and transparency.
<b>Objective B</b>	Improve the timeliness and customer-focus of our responses to complaints and service requests.
<b>Objective C</b>	Provide safer, more positive and nurturing learning environments that maximize student achievement and staff success.
<b>Goal 4: Effective and Efficient Allocation of Resources: We will stabilize our finances, fund our priorities, and focus resources on significantly improving student achievement.</b>	
<b>Objective A</b>	Eliminate the projected budget gap and prepare a 5-year plan to address the structural gap.
<b>Objective B</b>	Improve the efficiency of Central Office staff and administrative / support functions throughout the District.
<b>Objective C</b>	Reduce administrative and consultant expense.
<b>Objective D</b>	Negotiate collective bargaining agreements to moderate the increase in cost of employee salaries, wages, overtime, additional pay, health care, other benefits, time off and substitute pay.
<b>Objective E</b>	More effectively use space to control facilities’ capital and leased costs.
<b>Objective F</b>	Oversee the renovation/replacement/reuse/parental choice of facilities to better meet student needs.
<b>Objective G</b>	Allocate and align staffing with school building needs, curriculum needs and state mandates.
<b>Objective H</b>	Align financial resources to implement instructional strategies that improve student outcomes based on a consideration of value.
<b>Goal 5: Management Systems: We will improve the efficiency and effectiveness of management systems that impact operations of Central Office and our schools, to facilitate the accomplishment of all goals and objectives.</b>	
<b>Objective A</b>	Design and implement information systems that shift our focus from intervention to prevention of student achievement challenges.
<b>Objective B</b>	Support school efforts to meet Common Core standards of excellence for curriculum, extra-curricular and physical environments.
<b>Objective C</b>	Design and implement standards of excellence for the recruitment, development and retention of a highly effective and diverse staff.
<b>Objective D</b>	Evaluate current IT system and software to ensure optimal use of capacity and ease of customer interface.