

EDUCATIONAL PARTNERSHIP ORGANIZATION - EAST

Resolution No. 2018-19: 692

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: 693

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: 694

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: 695

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: 696

By Member of the Board

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:

Name	Certification	Interim Assignment	Location	Effective Date	Salary
(none)					

Seconded by Member of the Board

Resolution No. 2018-19: 697

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.

Name	Certification	Tenure Area	Duration	Salary
(none)				

Seconded by Member of the Board

Resolution No. 2018-19: 698

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.

Name	Job Title	Salary	Effective Date
(None)			

Seconded by Member of the Board

Resolution No. 2018-19: 699

By Member of the Board Commissioner Powell

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.

Name	Job Title	Classification	Salary	Effective Date
Reed, Rex	Paraprofessional	Non-Competitive	\$11.96/hr.	March 15, 2019
Vazquez, Angelica	School Sentry I Bilingual	Non-Competitive	\$16.19/hr.	March 15, 2019

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

Resolution No. 2018-19: 700

By Member of the Board Commissioner Powell

Resolved, that upon the recommendation of the EPO Superintendent, the **retirement(s)** of the person(s) listed below are accepted and effective on the dates(s) listed and may not be revoked.

Name	Tenure Area or Job Title	Effective Date
Espinosa, Lucia	ESOL	July 1, 2019
McGrath, Nancy	School Counselor	July 1, 2019
Schiano, Mariellen	English	July 1, 2019

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

Resolution No. 2018-19: 701

By Member of the Board

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) listed below are granted a **leave of absence** from their current tenure area, beginning on the date of commencement of a new probationary appointment with the East High School EPO and continuing through the duration of their employment in such new position.

Name	Tenure Area or Job Title	Assigned School / Department	Date Leave Commences
(none)			

Seconded by Member of the Board

Resolution No. 2018-19: 702

By Member of the Board

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

Original Resolution	Resolution Date	Amendment
(none)		

Seconded by Member of the Board

Resolution No. 2018-19: 703

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	Job Title	Effective Date	Salary
(none)			

Seconded by Member of the Board

Resolution No. 2018-19: 704

By Member of the Board Commissioner Powell

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	Title	Effective Date
Reed, Rex	Paraprofessional	March 15, 2019
Vazquez, Angelica	School Security Officer Bilingual	March 15, 2019

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

Resolution No. 2018-19: 705

By Member of the Board Commissioner Powell

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: Susan Meier
Spending: \$3,567.20
Funding: General Fund
Budget Code: 5132-A-26105-2010-0000
Description: Curriculum Development
Justification: Curriculum Writing with a focus on curriculum embedded performance tasks as part of East’s assessment system. *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: Saturdays, 8 a.m. to 1 p.m.
Strategic Plan: Goal: 1; Objective: F

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department & Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Rees, Jennifer	3/16/19-6/15/19	East - Vice Principal	70	\$50.96

Division Chief: Shaun C. Nelms
Principal/Director: Marlene Blocker
Spending: \$1,050
Funding: General Fund
Budget Code: 5163-A-67115-8060-0000
Description: Technical Support, Auditorium
Justification: As a community school, various neighborhood/community groups use the Auditorium evenings and Saturdays. Technical support such as AV needs, lighting, etc. are required by these groups.
Schedule: Monday-Friday, 6 p.m.-8 p.m., Saturdays, 8 a.m. to Noon
Strategic Plan: Goal: 5; Objective: B

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department & Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Weber, Scott	3/16/19-6/15/19	East - Teacher	30	\$35

Division Chief: Shaun C. Nelms
Principal/Director: Marlene Blocker
Spending: \$3,500
Funding: Optics Grant
Budget Code: 5132-G-26105-2010-0000 Project 043019003
Description: Curriculum Writing
Justification: Teacher will develop curriculum for a home construction and repair course to be taught in 2019-2020 school year. The NYSED East High Optics grant provides an earmark for teachers to create curriculum for a Construction, Design, and Home Repair course.
Schedule: Monday-Friday, 4 p.m.-6 p.m.
Strategic Plan: Goal: 1; Objective: D

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department & Position</u>	<u>Hours</u>	<u>Pay Rate</u>
Poliszuk, Stephen	4/1/19-6/21/19	East - Teacher	100	\$35

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

HUMAN CAPITAL INITIATIVES

Resolution No. 2018-19: 706

By Member of the Board Commissioner Sheppard

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.

<u>Name</u>	<u>Certification</u>	<u>Interim Assignment</u>	<u>Location</u>	<u>Effective Date</u>	<u>Salary</u>
Cohen-Johnson, Charmaine	SAS	Assistant Principal	Edison	March 18, 2019	\$90,000/yr.
Scott, Jacob	SBL	Principal	Edison	March 25, 2019	\$114,769/yr.

**Seconded by Member of the Board Vice President Elliott
Adopted 7-0**

Resolution No. 2018-19: 707

By Member of the Board Commissioner Sheppard

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.

<u>Name</u>	<u>Tenure Area or Job Title</u>	<u>Effective Date</u>
Larkin, Walter	Principal	March 23, 2019

**Seconded by Member of the Board Vice President Elliott
Adopted 7-0**

OTHER

Resolution No. 2018-19: 708

By Member of the Board Commissioner LeBron

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

091

The Suspension Appeal was upheld. The student was deemed guilty of the charges, and no penalty changes were warranted. The student may return to school on September 4, 2019.

**Seconded by Member of the Board Commissioner Powell
Adopted 6-1 with Commissioner Davis dissenting**

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

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.	
Objective A	Implement the Common Core curriculum.
Objective B	Implement Teacher Leader Evaluation/APPR.
Objective C	Meet New York State requirements as a “Focus District.”
Objective D	Increase our focus on college and/or career readiness.
Objective E	Increase time on task for students through attendance maximization, extended learning programs and expanded school calendar.
Objective F	Align professional learning opportunities for staff with student achievement goals, with an emphasis on multi-cultural responsiveness.
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.	
Objective A	Provide parents/guardians with diverse opportunities for active family participation in their student’s education.
Objective 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.
Objective C	Work collaboratively our partners to increase the time devoted to literacy.
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	
Objective A	Adopt operational standards, practices and business processes to improve our levels of customer service and transparency.
Objective B	Improve the timeliness and customer-focus of our responses to complaints and service requests.
Objective C	Provide safer, more positive and nurturing learning environments that maximize student achievement and staff success.
Goal 4: Effective and Efficient Allocation of Resources: We will stabilize our finances, fund our priorities, and focus resources on significantly improving student achievement.	
Objective A	Eliminate the projected budget gap and prepare a 5-year plan to address the structural gap.
Objective B	Improve the efficiency of Central Office staff and administrative / support functions throughout the District.
Objective C	Reduce administrative and consultant expense.
Objective D	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.
Objective E	More effectively use space to control facilities’ capital and leased costs.
Objective F	Oversee the renovation/replacement/reuse/parental choice of facilities to better meet student needs.
Objective G	Allocate and align staffing with school building needs, curriculum needs and state mandates.
Objective H	Align financial resources to implement instructional strategies that improve student outcomes based on a consideration of value.
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.	
Objective A	Design and implement information systems that shift our focus from intervention to prevention of student achievement challenges.
Objective B	Support school efforts to meet Common Core standards of excellence for curriculum, extra-curricular and physical environments.
Objective C	Design and implement standards of excellence for the recruitment, development and retention of a highly effective and diverse staff.
Objective D	Evaluate current IT system and software to ensure optimal use of capacity and ease of customer interface.