

## HUMAN CAPITAL INITIATIVES

### Resolution No. 2019-20: 205

**By Member of the Board Commissioner LeBron**

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.

<b>Name</b>	<b>Certification</b>	<b>Tenure Area</b>	<b>Probationary Period</b>	<b>Salary</b>
Abbett, Laura	PreK-6	Elementary	September 3, 2019- September 2, 2023	\$56,055/yr.
Drago- Leaf, Debra	Childhood 1-6	Elementary	September 3, 2019- September 2, 2023	\$53,334/yr.
Switzer, Tiffany	Childhood 1-6	Elementary	September 3, 2019- September 2, 2023	\$51,744/yr.
Thompson, John	Early Childhood B-2	Elementary	September 16, 2019- September 15, 2023	\$51,744/yr.
Yarde, Clianda	Childhood 1-6	Elementary	September 3, 2019- September 2, 2023	\$53,334/yr.
Schenk, Frances	Mathematics 7-12	Math	September 3, 2019- September 2, 2023	\$53,334/yr.
Sponable, Heather	Reading Teacher	Remedial Reading	September 3, 2019- September 2, 2023	\$51,744/yr.
Conaway, Benjamin	Biology 7-12	Science	September 3, 2019- September 2, 2023	\$67,809/yr.
Michalek, Lisa	Biology/General Science 7-12	Science	September 3, 2019- September 2, 2023	\$57,529/yr.
Allen-Wilson, Erika	SPED	Special Education	September 3, 2019- September 2, 2023	\$62,692/yr.
Deyo, Lisa	SWD 7-12	Special Education	September 3, 2019- September 2, 2023	\$52,823/yr.
Gauger, Katherine	SWD 1-6	Special Education	September 3, 2019- September 2, 2023	\$49,117/yr.
Hare, Brooke	SWD 1-6	Special Education	September 3, 2019- September 2, 2023	\$46,260/yr.
Skiba, Jennafer	SWD 7-12	Special Education	September 3, 2019- September 2, 2023	\$57,529/yr.

Special Board Meeting: August 27, 2019

Bredesen, Harmony	Speech/ Language Disabilities	Speech and Hearing	September 3, 2019-September 2, 2023	\$49,117/yr.
Gowanlock, Allison	Speech/ Language Disabilities	Speech and Hearing	September 3, 2019-September 2, 2023	\$49,117/yr.
Johnson, Julia	Speech/ Language Disabilities	Speech and Hearing	September 3, 2019-September 2, 2023	\$49,117/yr.
Keegan, Grace	Speech/Language Disabilities	Speech and Hearing	September 3, 2019-September 2, 2023	\$49,117/yr.
Seier, Danielle	Speech/ Language Disabilities	Speech and Hearing	September 3, 2019-September 2, 2023	\$47,205/yr.
Torres, Jasmine	Speech/ Language Disabilities	Speech and Hearing	September 3, 2019-September 2, 2023	\$49,117/yr.
Carrera, Lisandra	Teaching Assistant	Teaching Assistant	September 3, 2019-September 2, 2023	\$15.43/hr.
Nieves, Isaac	Teaching Assistant	Teaching Assistant	September 3, 2019-September 2, 2023	\$15.43/hr.
Schenkel, Molly	Teaching Assistant	Teaching Assistant	September 3, 2019-September 2, 2023	\$15.85/hr.

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

**Resolution No. 2019-20: 206**

**By Member of the Board Commissioner LeBron**

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.

<b>Name</b>	<b>Certification</b>	<b>Tenure Area</b>	<b>FTE</b>	<b>Effective Date</b>	<b>Salary</b>
Dunlavey, Theresa	Visual Arts	Art	.7	September 3, 2019	\$34,381/yr.
Orcutt, Karen	Physical Education	Physical Education	.6	September 3, 2019	\$30,535/yr.
Lewis, Meredith	Social Studies 7-12	Social Studies	.5	September 3, 2019	\$26,667/yr.
Stucki, Mary	SPED	Special Education	.25	September 3, 2019	\$15,313/yr.

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

**Resolution No. 2019-20: 207**

**By Member of the Board Commissioner LeBron**

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>
Hebbs, William	Automotive Stock Clerk	November 20, 2019

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

**Resolution No. 2019-20: 208**

**By Member of the Board Commissioner LeBron**

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>
Porter, Arlene	Paraprofessional	August 21, 2019
Gonzalez, Patriza	School Counselor	August 22, 2019
Beckman, Katrina	Special Education	August 27, 2019

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

**Resolutions tabled 8/22/19**

**Motion to bring Resolutions No. 2019-20: 177, 186, and 187 to the table for discussion made by Member of the Board Commissioner LeBron. Seconded by Commissioner Hallmark. Motion carries 7-0.**

**Resolution No. 2019-20: 177**

**By Member of the Board Commissioner Powell**

Whereas, the District heretofore entered into an Agreement with City of Rochester, and wishes to enter into an additional Agreement; and

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

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to enter into an Agreement with **City of Rochester**, 30 Church Street, Rochester, NY, whereby the City of Rochester's Department of Recreation and Youth Services will provide up to five members of the Pathways to Peace team to attend sporting and other Districtwide events with the goal to provide mediation and support on an as-needed basis, for the period September 1, 2019, or as soon thereafter as the Agreement is fully executed, through June 30, 2020, for a sum not to exceed Twenty Thousand Dollars (\$20,000.00), funded by the Department of Health, Physical Education and Athletics, contingent upon the form and terms of the Agreement being approved by Counsel to the District.

Strategic Goal: 3; Objective: C

Justification: Provide safer, more positive and nurturing learning environments that maximize student achievement and staff success.

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

**Resolution No. 2019-20: 186**

**By Member of the Board Commissioner Hallmark**

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to enter into an Agreement with **City of Rochester**, Department of Parks, Recreation & Human Services, 30 Church Street, Rochester, NY, to provide the District exclusive use of portions of the city-owned property known as *Clinton Baden Community Center*, located at 485 Clinton Avenue North, including the small and large gymnasium, swimming pool and locker room facilities, for physical education activities by the students of Dr. Martin Luther King, Jr. School No. 9, for the period September 1, 2019, or as soon thereafter as the Agreement is fully executed, through June 30, 2020, for a sum not to exceed Sixty Thousand Dollars (\$60,000.00), plus additional charges for utilities, funded by the Department of Educational

Facilities, contingent upon the form and terms of the 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 LeBron  
Adopted 7-0**

**Resolution No. 2019-20: 187**

**Motion to consider Resolution No. 2019-20: 187 made by Member of the Board  
Commissioner Hallmark and Seconded by Commissioner Lebron. Motion carries 7-0**

Whereas, the terms of the Extended School Day/School Violence Prevention Grant require certain services; and

Whereas, the District wishes to enter into an Agreement with City of Rochester, to provide the services required by the terms of the Grant; therefore be it

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to enter into an Agreement with **City of Rochester**, Department of Recreation and Youth Services, 200 West Avenue, Rochester, NY, to collaborate with the District to create a school-based Pathways to Peace team consisting of five part-time/seasonal Youth Interventions Aides to provide training, supervision and administrative support, to respond to emergency situations and assist in preventing or mitigating the risk of violence amongst students, conduct ongoing outreach with schools to identify and address risks, work in conjunction with schools to develop and implement a safety plan for students re-entering school following a period of absence due to violence, and provide mediation and follow-up with students involved in disputes, for the period September 1, 2019, or as soon thereafter as the Agreement is fully executed, through June 30, 2020, for a sum not to exceed One Hundred Eight Thousand Eight Hundred Dollars (\$108,800.00), funded by the Extended School Day/School Violence Prevention Grant, through the Office of Student Support Services, 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: 3; Objective: C

Justification: Provide safer, more positive and nurturing learning environments that maximize student achievement and staff success.

**Motion to substitute Resolution No. 2019-20: 187 as amended made by Commissioner LeBron  
and seconded by Commissioner Powell. Motion carries 7-0.**

**Amendment to  
Resolution No. 2019-20: 187**

**By Member of the Board Commissioner Lebron**

Whereas, the terms of the Extended School Day/School Violence Prevention Grant require certain services; and

Whereas, the District wishes to enter into an Agreement with City of Rochester, to provide the services required by the terms of the Grant; therefore be it

Resolved, that the Superintendent, or designee, be, and hereby is, authorized to enter into an Agreement with **City of Rochester**, Department of Recreation and Youth Services, 200 West Avenue, Rochester, NY, to collaborate with the District to create a school-based Pathways to Peace team consisting of five part-time/seasonal Youth Interventions Aides to provide training, supervision and administrative support, to respond to emergency situations and assist in preventing or mitigating the risk of violence amongst students, conduct ongoing outreach with schools to identify and address risks, work in conjunction with schools to develop and implement a safety plan for students re-entering school following a period of absence due to violence, and provide mediation and follow-up with students involved in disputes, for the period September 1, 2019, or as soon thereafter as the Agreement is fully executed, through June 30, 2020, for a sum not to exceed One Hundred Eight Thousand Eight Hundred Dollars (\$108,800.00), funded by the Extended School Day/School Violence Prevention Grant, through the Office of Student Support Services, contingent upon grant funding and 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 be, and hereby is, directed to present to the Board, no later than December 31, 2019, a recommendation regarding the continued use of the City's Pathways to Peace program during the 2020-2021 school year.

Strategic Goal: 3; Objective: C

Justification: Provide safer, more positive and nurturing learning environments that maximize student achievement and staff success.

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

**Resolution No. 2019-20: 215**

**By Member of the Board Commissioner Powell**

Resolved that the Distinguished Educator's Report changes be submitted to the NYS Department of Education by August 30, 2019.

**Seconded by Commissioner Hallmark.  
Motion carries 5-1 with Commissioner Davis 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.