

**EAST EDUCATIONAL PARTNERSHIP ORGANIZATION
HUMAN RESOURCES**

Resolution No. 2019-20: 411

By Member of the Board Commissioner Powell

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
Elbejjani, Marwan	Culinary Careers 7-12	Culinary Arts	11/8/19-11/7/23	\$46,260

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

Resolution No. 2019-20: 412

By Member of the Board Commissioner Powell

Resolved, that upon the recommendation of the EPO 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, subject to the condition that they each receive an APPR Rating that makes them eligible for tenure under New York Education Law 3012, after all appeals are exhausted; 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
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Trahan, Linda K.

Literacy B-6, Literacy 5-12,
ELA 7-12

Remedial Reading

11/20/2019

Seconded by Member of the Board Commissioner LeBron. Adopted 5-1 with Commissioner Davis dissenting and Commissioner Hallmark absent.

Resolution No. 2019-20: 413

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. 2019-20: 414

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. 2019-20: 415

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. 2019-20: 416

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. 2019-20: 417

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. 2019-20: 418

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
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(none)

Seconded by Member of the Board

Resolution No. 2019-20: 419

By Member of the Board

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
(none)				

Seconded by Member of the Board

Resolution No. 2019-20: 420

By Member of the Board

Resolved, that upon the recommendation of the EPO Superintendent, the **resignation(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
(none)		

Seconded by Member of the Board

Resolution No. 2019-20: 421

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. 2019-20: 422

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. 2019-20: 423

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. 2019-20: 424

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
Elbejjani, Marwan	East - Teacher	11/8/19

Seconded by Member of the Board Vice President Elliott

Motion to table Resolution 2019-20: 424 until the November 12, 2019 Committee of the Whole meeting made by Commissioner Davis and seconded by Commissioner LeBron. Motion carries 6-0 with Commissioner Hallmark absent.

Anderson, Jessica	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Arvelo-Park, Gloribel	11/8/19 – 6/30/20	East - Teacher	24	\$35	-
Barrett, Samantha	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Basile, Alexa	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Bethmann, Christopher	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Bunce, Rachel	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Cassaret, Vicki	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Christiano, Jeffrey	11/8/19 – 6/30/20	East - Teacher	20	\$35	-
Courtney, Mary	11/8/19 – 6/30/20	East - Teacher	15	\$35	-
Dryden, Eric	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Fields, Christopher	11/8/19 – 6/30/20	East - Teacher	12	\$35	-
Freece, Robert	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Girven, Lynn	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Guler-Carrasquillo, Cebrahil	11/8/19 – 6/30/20	East - Teacher	12	\$35	-
Gutierrez, Franky	11/8/19 – 6/30/20	East - Teacher	10	\$35	-
Harriman, Blake	11/8/19 – 6/30/20	East - Teacher	24	\$35	-
Harris, Torye	11/8/19 – 6/30/20	East - Teacher	6	\$35	-
Hart, Dan	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Holsten, Mackenzie	11/8/19 – 6/30/20	East - Teacher	8	\$35	-
Johnson, Melissa	11/8/19 – 6/30/20	East - Teacher	15	\$35	-
Knauf, Christina	11/8/19 – 6/30/20	East - Teacher	22	\$35	-
Kramer, Jillian	11/8/19 – 6/30/20	East - Teacher	10	\$35	-
Keller, Kyle	11/8/19 – 6/30/20	East - Teacher	15	\$35	-
Ludwig, Jamie	11/8/19 – 6/30/20	East - Teacher	8	\$35	-
Machuca-Dall, Carolina	11/8/19 – 6/30/20	East - Teacher	10	\$35	-
Marino, Michaela	11/8/19 – 6/30/20	East - Teacher	24	\$35	-
Marshall, Norman	11/8/19 – 6/30/20	East - Teacher	5	\$35	-
Maxwell, Erica	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Mazurette-Boyle, Rosa	11/8/19 – 6/30/20	East - Teacher	15	\$35	-
Meade, Nathan	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Meehan-Richardson, Kerry	11/8/19 – 6/30/20	East - Teacher	22	\$35	-
Morale, Melissa	11/8/19 – 6/30/20	East - Teacher	10	\$35	-
Mitchell, Quinton	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Morgan, Geoff	11/8/19 – 6/30/20	East - Teacher	15	\$35	-
Nicholas, Julie	11/8/19 – 6/30/20	East - Teacher	8	\$35	-
Opiel, Tara	11/8/19 – 6/30/20	East - Teacher	8	\$35	-
Paco, Enkela	11/8/19 – 6/30/20	East - Teacher	24	\$35	-
Polanski, Andrea	11/8/19 – 6/30/20	East - Teacher	12	\$35	-

Price, Christine	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Rinella, Ashton	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Rivera, Betzayda	11/8/19 – 6/30/20	East - Teacher	8	\$35	-
Russell, Trent	11/8/19 – 6/30/20	East - Teacher	20	\$35	-
Schwartz, Matthew	11/8/19 – 6/30/20	East - Teacher	15	\$35	-
Shaw, Kristen	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Sigler, Thomas	11/8/19 – 6/30/20	East - Teacher	24	\$35	-
Simmons, Tracy	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Slifka, Christopher	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Smithgall, Brittany	11/8/19 – 6/30/20	East - Teacher	8	\$35	-
Spencer, Lianna	11/8/19 – 6/30/20	East - Teacher	24	\$35	-
Stagnitta, Carmen	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Tarantino, Alexa	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Westrich, Kevin	11/8/19 – 6/30/20	East - Teacher	8	\$35	-
Wilson, Timothy	11/8/19 – 6/30/20	East - Teacher	8	\$35	-
Williams, Lia	11/8/19 – 6/30/20	East - Teacher	18	\$35	-
Worthington, Tiarra	11/8/19 – 6/30/20	East - Teacher	18	\$35	-

Spending: \$11,375

Spending: \$29,645

Total: \$41,020

Certified Budget Line Balance: \$107,484

Seconded by Member of the Board Vice President Elliott. Adopted 4-2 with Vice President Elliott and Commissioner LeBron dissenting and Commissioner Hallmark absent.

**ROCHESTER CITY SCHOOL DISTRICT
OTHER**

Resolution No. 2019-20: 426

By Member of the Board Commissioner LeBron

Whereas, the terms of the Performance Partnership Pilots (P3) for Disconnected Youth Grant require certain services; and

Whereas, the District wishes to enter into an Agreement with The Center For Youth Services, Inc., 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 **The Center For Youth Services, Inc.**, 905 Monroe Avenue, Rochester, NY, to *provide* integrated case management services that are focused on disconnected youth (i.e. - individuals between the ages of 14 and 24 who are low income and either homeless, in foster care, involved in the juvenile justice system, unemployed, or not enrolled in or at risk of dropping out of an educational institution); *conduct* face-to-face interviews with youth to identify unmet needs, including substance abuse and mental health needs; *develop* individual service plans for each youth; *identify* existing services and programs, including paid internships, that match the youth's unmet needs; *assist* youth in creating a program plan designed to be a road map for the youth's reconnection to education and employment; *assist* youth in reenrolling in education and obtaining employment; *provide* follow up to determine youth's progress; in support of the goal of improving attendance, decreasing suspensions and increasing graduation rates for approximately 120 disconnected youth, for the period November 8, 2019, or as soon thereafter as the Agreement is fully executed, through August 31, 2020, for a sum not to exceed One Hundred Thirty Three Thousand Four Hundred Fifty Seven Dollars (\$133,457.00), contingent upon the form and terms of the Agreement being approved by Counsel to the District.

Funding: Performance Partnership Pilots (P3) for Disconnected Youth Grant

Budget Code: 5430-E-70905-2825-0314

Certified Budget Line Balance: \$133,457.00

Originator(s): Ruth Turner; Crystal Clark

Strategic Goal: 1; Objective: D

Justification: Increase our focus on college and/or career readiness.

Seconded by Member of the Board Vice President Elliott. Adopted 5-1 with Commissioner Davis dissenting and Commissioner Hallmark absent.

Resolution No. 2019-20: 427

By Member of the Board Commissioner Powell

Whereas, the terms of the Workforce Innovation Opportunity Act (WIOA) Grant require certain services; and

Whereas, the District wishes to enter into an Agreement with Literacy Volunteers of Rochester, Inc., 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 **Literacy Volunteers of Rochester, Inc.**, 1600 South Avenue, Rochester, NY, to *provide* career training, employment assistance, transitional and support services, referrals to community resources, case management services and an array of adult education classes on topics that include health, financial, digital and family literacy; *provide* programmatic administrative support with preparation and submission of grant applications and reports, client tracking data analysis and projections, with the goal to help approximately 600 adult learners in the greater Rochester area gain the knowledge, skills and support needed to attain economic self-sufficiency, for the period November 8, 2019, or as soon thereafter as the Agreement is fully executed, through June 30, 2020, for a sum not to exceed One Hundred Fifty Four Thousand Seven Hundred Eighty Five Dollars (\$154,785.00), contingent upon the form and terms of the Agreement being approved by Counsel to the District.

Funding: WIOA (Literacy Zone East) Grant

Funding: WIOA (Literacy Zone West) Grant

Funding: Employment Preparation Education (EPE) Grant

<u>Budget Code</u>	<u>Sum Not to Exceed</u>	<u>Certified Budget Line Balance</u>
5430-E-23503-6293-0793	\$25,000.00	\$25,000.00
5431-E-23503-6293-0793	\$52,500.00	\$52,500.00
5431-E-23503-6293-0794	\$41,000.00	\$41,000.00
5431-E-23503-2340-0031	<u>\$36,285.00</u>	<u>\$120,215.00</u>
Total	\$154,785.00	\$238,715.00

Originator(s): Amy Schiavi; Paul Burke

Strategic Goal: 1; Objective: D

Justification: Increase our focus on college and/or career readiness.

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

Resolution No. 2019-20: 428

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

0006 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 November 21, 2019.

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

Resolution No. 2019-20: 429

By Member of the Board Commissioner Powell

Whereas, this Board has come to understand and appreciate that effective boards of education "engage in a continuing process of self-assessment and use the results to identify opportunities for improvement"; and

Whereas, this Board accordingly has included the development of a self-evaluation tool in its Action Plan in Response to the Report of the Distinguished Educator; and

Whereas, the New York State School Boards Association ("NYSSBA") has graciously provided this Board with a three part guide and related template materials for use in creating such a self-evaluation tool; therefore be it

Resolved, that the aforesaid NYSSBA School Board Evaluation materials, a copy of which is annexed hereto, be adopted for use in the development of a self-evaluation tool for this Board.

Seconded by Member of the Board Commissioner Davis. Adopted 4-2 with Commissioner LeBron and Commissioner Sheppard dissenting and Commissioner Hallmark absent.

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.