

**EAST EDUCATIONAL PARTNERSHIP ORGANIZATION
HUMAN RESOURCES**

Resolution No. 2019-20: 488

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. 2019-20: 489

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, 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
Arroyo, Mirta	Teaching Assistant Level II	Teaching Assistant	1/10/20

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

Resolution No. 2019-20: 490

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: 491

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: 492

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: 493

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
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(none)

Seconded by Member of the Board

Resolution No. 2019-20: 494

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
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(none)

Seconded by Member of the Board

Resolution No. 2019-20: 495

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: 496

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

Resolution No. 2019-20: 497

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.

(none)	Name	Tenure Area or Job Title	Effective Date
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Seconded by Member of the Board

Resolution No. 2019-20: 498

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.

(none)	Name	Tenure Area or Job Title	Assigned School / Department	Date Leave Commences
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Seconded by Member of the Board

Resolution No. 2019-20: 499

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: 500

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: 501

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	Title	Effective Date
(none)		

Seconded by Member of the Board

EAST EDUCATIONAL PARTNERSHIP ORGANIZATION AUTHORIZATION OF ADDITIONAL PAY

Resolution No. 2019-20: 502

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. If a pay rate is incorrectly stated, the actual rate of pay established through the collective bargaining process shall prevail. The Board authorizes the Administration to revise Pay Rate and Spending in the event that a pay rate is superseded by change to the collective bargaining agreement or the pay rates of the assigned personnel.

- (A)
- Division Chief:** Shaun C. Nelms
Principal/Director: Marlene Blocker
Spending: \$18,587.16 Certified Budget Line Balance: (see below)
Funding: General Fund
Budget Code: 5132-A-26105-2280-0000 (Teachers)
 5132-A-26105-2020-0000 (Administrator)
Description: Saturday School – Regents Review
Justification: This is additional classroom teaching 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/June, 2020 exams. Teachers are being paid per the RTA contract with the East EPO. 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.*
Deliverable(s): Improved Regents Exam Results
Schedule: Saturdays 8:30 – noon or 3:40 – 4:40 p.m. Monday – Friday.
Strategic Plan: Goal: 1 ; Objective: E

<u>Name</u>	<u>Date(s) To Be Worked</u>	<u>Regularly Assigned School/Department & Position</u>	<u>Hours</u>	<u>\$/Hour</u>	<u>Rate</u>
Blocker, Marlene	12/7/19 – 6/13/20	East - Principal	44	\$81.39	1/260
Arvelo-Park, Gloribel	12/7/19 – 6/13/20	East – Teacher	10	\$41	-
Boress, Elyse	12/7/19 – 6/13/20	East - Teacher	38.5	\$41	-
Collins, Sarah	12/7/19 – 6/13/20	East - Teacher	38.5	\$41	-
Courtney, Mary	12/7/19 – 6/13/20	East – Teacher	10	\$41	-
Meehan-Richardson, Kerry	12/7/19 – 6/13/20	East - Teacher	38.5	\$41	-
Nicholas, Julie	12/7/19 – 6/13/20	East - Teacher	38.5	\$41	-
Phillips, Brittany	12/7/19 – 6/13/20	East - Teacher	38.5	\$41	-
Price, Kristine	12/7/19 – 6/13/20	East - Teacher	38.5	\$41	-
Rivera, Betzayda	12/7/19 – 6/13/20	East - Teacher	38.5	\$41	-
Travis, Daniel	12/7/19 – 6/13/20	East - Teacher	19	\$41	-
Williams, Lia	12/7/19 – 6/13/20	East - Teacher	19	\$41	-
Worthington, Tiarra	12/7/19 – 6/13/20	East - Teacher	38.5	\$41	-

(B)

Division Chief: Shaun C. Nelms
Principal/Director: Marlene Blocker
Spending: \$6,150 Certified Budget Line Balance: (see below)
Funding: General Fund
Budget Code: 5132-A-26105-2280-0000
Description: Two After-School Enrichment Opportunities
Justification: One program will provide opportunities for juniors and seniors to write resumés, practice interview skills, tour local industries in need of new hires and to seek work opportunities for the summer of 2020 and beyond. The other program will provide opportunities outside of the normal school day for students to perform in-depth projects in the school’s home repair space. These projects may include but are not limited to woodworking, masonry, plumbing and landscaping. This effort will be funded by the 2020 NYS Optics Grant when it is received.

Deliverable(s): Effective programs, involved scholars
Schedule: Monday-Friday, 3:30 – 5:30 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>\$/Hour</u>	<u>Rate</u>
Conrow, Paul	1/6/20 – 6/19/20	East - Teacher	50	\$41	-
Poliszuk, Stephen	1/6/20 – 6/21/20	East - Teacher	100	\$41	-

	Budget Code 5132-A-26105-2280- 0000 (Teachers)	Budget Code 5132-A-26105-2020-0000 (Administrator)	Total
(A)	\$15,006.00	\$3,581.16	\$18,587.16
(B)	\$6,150.00	\$0	\$6,150.00
Total	\$21,156.00	\$3,581.16	

Certified Budget Line Balance \$30,669.00 \$4,000.00

- (C)
- Division Chief:** Shaun C. Nelms
Principal/Director: Marlene Blocker
Spending: \$7,000 Certified Budget Line Balance: \$68,983.50
Funding: General Fund
Budget Code: 5152-A-26105-2070-0000
Description: Development of Optics Workbook/Lab Manual
Justification: Staff member will write a 16-chapter optics workbook/lab manual for use across the Precision Optics pathway courses. Chapters will include theoretical explanations, diagrams, problem sets, and programming/software challenges for students to solve. All materials will be edited by industry experts. There is no existing text that addresses optical machining and/or optical theory at a high school level. These activities will be edited and supported with original writing, graphics, and additional materials specific to the students’ experience at East High’s precision optics lab. This effort will be funded by the 2020 NYS Optics Grant when it is received.
Deliverable(s): Completed Optics Workbook/Lab Manual

Schedule: Monday-Friday 4-7 p.m., Saturdays 9 a.m. – 4 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>\$/Hour</u>	<u>Rate</u>
Conrow, Paul	1/6/20 – 6/19/20	East - Teacher	200	\$35	-

Seconded by Member of the Board Commissioner Powell. Adopted 5-2 with Vice President Elliott and Commissioner Davis dissenting.

**ROCHESTER CITY SCHOOL DISTRICT
OTHER**

Resolution No. 2019-20: 503

By Member of the Board Commissioner Hallmark

WHEREAS, this District's General Counsel, Karl W. Kristoff, is currently employed pursuant to a Contract of Employment that was executed on December 15, 2016, a copy of which is annexed hereto; and

WHEREAS, Section 6 of the Rules and Regulations of the Board of Education Relating to the Superintendent and Board Employee Groups, approved June 16, 2016, provides in relevant part that such a contract of employment may only be for a period not to exceed three (3) years, subject to a mutually agreed extension; and

WHEREAS, this Board of Education and Mr. Kristoff have agreed to extend the said Contract of Employment without change pursuant to the said Section 6;

NOW, THEREFORE, be it resolved that Mr. Kristoff's employment as the General Counsel for this District be continued accordingly, and that the President of this Board be hereby authorized and directed to execute an amendment of the said Contract to that effect.

Originator(s): V. H. White

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

Resolution No. 2019-20: 504

By Member of the Board Commissioner Hallmark

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

0034

The Suspension Appeal was confirmed in part. The student was deemed guilty of the charges, but the penalty was reduced. The student may return to school on December 10, 2019.

Originator(s): Kallia Wade

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

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 with 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.