

ROCHESTER BOARD OF EDUCATION
Human Resources Committee Meeting
November 26, 2019

Board Members in Attendance: President Van Henri White, Vice President Cynthia Elliott, Commissioner Elizabeth Hallmark, Commissioner Beatriz LeBron, Commissioner Natalie Sheppard and Commissioner Willa Powell

Board Members Excused: None.

Administration and Board Officers in Attendance: Superintendent Terry Dade, Chief of Staff Annmarie Lehner and other Cabinet members, Chief Counsel Karl Kristoff and District Clerk Marisol O. Ramos-Lopez.

Committee of the Whole Meeting:

I. Call to Order: President White called the Committee of the Whole meeting to order at 5:35 p.m.

II. Speakers List: Erin Shoemaker, Parent spoke about the Budget and the Salaries of IT Staff; Josh Mack, Staff spoke about District Hiring Practices.

III. Special Meeting Discussion Items:

a. District Finance Update: Superintendent Dade presented the Staff Reduction Timeline to the Board.

b. Resolutions Tabled from the November 21, 2019 Business Meeting:

Resolution No. 2019-20: 487: Motion to adopt was made by Member of the Board Commissioner Powell. Seconded by Member of the Board Vice President Elliott. Adopted 7-0.

Human Resources Committee Meeting:

President White handed the gavel to Vice President Elliott for the commencement of the Human Resources Committee Meeting at 6:04 p.m.

IV. Discussion Items:

- **Approval of Minutes** from HR Committee Meeting on September 24, 2019 moved by Commissioner LeBron. Seconded by Commissioner Hallmark. Adopted 7-0.
- **HR Committee Charge:** Vice President Elliott began the discussion reviewing the HR Committee Charge as discussed at the last meeting and opened the discussion for

Approved at the February 25, 2020 HR Committee of the Whole Meeting

additional ideas. Commissioner LeBron reiterated her desire to have the most qualified candidate is sought out for all positions. Commissioner Hallmark wants to have the committee look at the policies surrounding the hiring of candidates. Commissioner Davis wants to see a policy that focuses on nepotism, cronyism, or where any political influences are involved.

There was agreement in focusing on systemic issues and looking at equity in determining salaries. A discussion on tenure and student/parent input took place. Commissioner LeBron wants the information collected from students/parents to play a role, but not be a determining factor. Commissioner Powell introduced the idea of a District-wide survey of all teachers to be used as part of tenure/evaluation. Mr. Kristoff indicated that this would impact Taylor Law and require bargaining agreement concessions.

Superintendent Dade indicated that he is open to listening to parent voice, as this is one of his goals. He asked the board to pause on this while he and his administration explore what parent engagement looks like. Commissioner LeBron expressed support in putting this on hold and wants to ensure that parents understand the implications of issuing tenure. President White agrees that parent engagement is important.

Mr. Kristoff, District Counsel, will research the impact of parent input in teacher evaluations and the Taylor Law.

Vice President Elliott indicated that the Racial Equity Policy should serve as the guide for the work of hiring educators and the education of our children. She will review the information provided and return with a proposed charge for the group to adopt at the next Human Resources Committee meeting.

- **RCSD HR Department DE Report Update:** Human Resources Chief Harry Kennedy provided an update of where his team is in relation to the Action Plan.

Commissioner Sheppard left the meeting at 7:38 p.m.

- **Discussion on the Implications of the Budget on Future Hiring and Policy 0201**
This discussion was tabled until the financial crisis has been addressed.

V. New Business:

Commissioner Davis reported to the group that the REAL team wants to present on their report and that the Superintendent has indicated he will be the one presenting the REAL Team report to the Board. She indicated that the REAL Team feels slighted that they would not be able to speak to the Board and want to participate by taking questions from the Board.

Several Board Members indicated that the REAL Team was a committee developed to report to the Superintendent and that it would be most appropriate for Superintendent Dade to be the one reporting to the Board.

VI. Executive Session: Motion made by Commissioner LeBron to move the meeting into Executive session to discuss matters leading to the appointment of specific individual

and/or to discuss matters of concern with the General Counsel at 7:47 p.m.. Seconded by Commissioner Hallmark. Motion passes 6-0 with Commissioner Sheppard absent.

Commissioner Sheppard returned to the meeting at 7:49 p.m.

VII. Motion to adjourn made by Commissioner LeBron at 8:26 p.m. Seconded by Vice President Elliott. Motion carries 7-0.