

**ROCHESTER BOARD OF EDUCATION**  
**Human Resources Committee Meeting**  
**September 24, 2019**

**Board Members in Attendance:** President Van Henri White, Vice President Cynthia Elliott, Commissioner Elizabeth Hallmark, 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.

**President White handed the gavel to Vice President Elliott for the commencement of the Human Resources Committee Meeting at 5:33 p.m.**

Commissioner Beatriz LeBron arrived at 5:34 p.m.  
Commissioner Judith Davis arrived at 5:39 p.m.  
Commissioner Natalie Sheppard arrived at 5:49 p.m.

**I. Discussion Items:**

**HR Committee Charge** Vice President Elliott held a brainstorming session for the group to provide input on the charge of the committee.

Commissioner Powell mentioned the description provided in the resolution and wants to ensure that the committee does not micromanage the administration.

Commissioner Hallmark would like the committee to focus on systemic issues like overtime.

Commissioner LeBron stated that this is an opportunity to ensure that the best and most qualified individuals are brought into the district. She would like to have the committee discuss candidates and their qualifications prior to hiring taking place.

Commissioner Davis would like to bring the parent/student/community voice to conversations related to tenure to ensure there isn't a racist environment with teachers. Commissioner LeBron added that she would like to see a way to capture evaluations from students/parents for teachers receiving tenure. Commissioner Davis included an idea for a public hearing or some other format to capture their voices.

Vice President Elliott would like the committee to provide oversight on racial equity and the recruitment plan for that. In addition, she would like the committee to provide greater advocacy on certification issues.

Chief Counsel Kristoff indicated that this committee could receive Professional Development concerning issues of the law and how it connects with personnel.

President White wants the committee to collectively understand the budgetary implications of human capital and ensure that the recommendations being made form part of the already established budget. Commissioner Powell added that the committee can develop policy surrounding this suggestion.

District Clerk Ramos-Lopez will compile this information and send it to Board Members for further discussion and finalization of the committee charter at the November meeting.

**RCSD Human Resources Department Presentation** Chief of Human Resources Harry Kennedy presented the mission, vision and goals for the HR Department. He detailed the Superintendent's Three Rocks and what his department is doing to fulfill those. Rock #1: Laser Like Focus on Diversity Hiring; Rock #2: Change the Narrative partnerships with colleges and universities to conduct focused recruitment; Rock #3: Unsurpassed Collaboration re-assessing grant funding to increase bilingual and African American candidates, and a resource development campaign to raise private funds for recruitment initiatives.

Commissioner LeBron expressed her support for the Grow Our Own Strategy as a recruitment tool for hiring and to ensure greater diversity. Vice President Elliott discussed Rochester's Brain Drain and the impact that has on hiring educators who graduate college and leave. She indicated that a strategy must be in place to inform the community of the programs, such as TLI, that exist throughout the district and ensure there is greater enrollment.

Harry Kennedy indicated that his department has had numerous community events and job fairs at various schools to recruit for jobs throughout the district. He introduced the partnership with the United Negro College Fund (UNCF) that will launch in early October and target recruitment at a number of Historically Black Colleges and Universities. President White inquired about the connection with State University Teacher Colleges and how they are used to recruit new educators.

Commissioner LeBron would like to revisit the recruitment plan in a few months to determine the funding that is available for these efforts. Vice President Elliott indicated that while the finances had to be considered, she did not want the strategies being implemented to stop.

Commissioner LeBron also inquired about what incentives exist to entice out of state teachers to come to Rochester. President White discussed the retention of new educators and the pipeline that is impacted when there is a reduction in teachers.

Commissioner Davis inquired about the strategy to examine present processes to help candidates move through the system from substitute to teacher, and asked that HR look into the issues these candidates encounter while undergoing this process. Harry Kennedy indicated that the District is working to reduce barriers and resolve some of the issues encountered.

**II. Review of Human Resource Resolutions to be considered at the September 26, 2019 Business Meeting**

President White requested that a Certification subtitle is added to the Resolution Justification that certifies that the funds exist for the positions/additional pay requests the board is being asked to approve.

Motion to move these resolutions forward to the September 26, 2019 Business Meeting made by Commissioner LeBron and seconded by President White. Motion carries 7-0.

**III. Motion to adjourn** made by Commissioner LeBron at 6:58 p.m. Seconded by President White. Motion carries 7-0

**Committee of the Whole Special Meeting resumed at 6:58 p.m.**