

**EAST EDUCATIONAL PARTNERSHIP ORGANIZATION
HUMAN RESOURCES**

Resolution No. 2019-20: 666

By Member of the Board Commissioner Maloy

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
Day, Amber	Mathematics 7-12	Mathematics	2/26/20 – 2/25/24	\$49,117
Holmes, Jordan	ESOL	ESOL	2/26/20 – 2/25/24	\$50,892

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

Resolution No. 2019-20: 667

By Member of the Board

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
(none)			

Seconded by Member of the Board

Resolution No. 2019-20: 668

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: 669

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: 670

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: 671

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: 672

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: 673

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
(none)			

Seconded by Member of the Board

Resolution No. 2019-20: 674

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: 675

By Member of the Board Commissioner Maloy

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
Holmes, Jordan	Foreign Language - East	2/26/20
Marshall, Norman	Science - East	3/13/20

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

Resolution No. 2019-20: 676

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: 677

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: 678

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: 679

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 OTHER

Resolution No. 2019-20: 680

By Member of the Board Commissioner Maloy

Whereas, by Resolution No. 2014-15: 457, adopted on January 29, 2015, the Board of Education (Board) of the Rochester City School District (District) authorized the revised Educational Partnership Organization (EPO) Contract with the University of Rochester (University) to serve as the EPO for East High School, for a term of up to five years, commencing on July 1, 2015; and

Whereas, **University of Rochester's School of Medicine and Dentistry** ("URSMD"), 601 Elmwood Avenue, Rochester, NY, on behalf of its Center of Advocacy, Community Health, Education, and Diversity, wishes to enter into a collaborative relationship with the District for purpose of providing students of East Lower School and East High School ("EPO East") with Science, Technology, Engineering, and Math learning opportunities through a proposed Science Technology Entry Program ("STEP Program") that is designed to prepare students interested in pursuing medicine or other health professions by strengthening problem-solving, test-taking, conceptual processing and computations skills. The STEP Program places an emphasis on increasing skill development, is tied to core learning objectives and provides students opportunities to work with physicians and technical staff as well as University medical and graduate students. The proposed STEP Program would be funded by the State Education Department, through the University of Rochester, and provided at no cost to the District or students; and

Whereas, the estimated value of these donated services exceeds \$1,499.99, and therefore, pursuant to requirements of the Board's Gifts From The Public Policy 1810, approval by the Board is a prerequisite to acceptance of the proposed donation; and

Whereas, in support of the delivery of the proposed STEP Program, the District assumes responsibility, within the funding constraints of EPO East's current budget, and consistent with requirements of District Policy, procedures and protocol, to provide the following, at no cost to University of Rochester or students:

- Inform students in grades 7-12 who meet the New York State Department of Education eligibility about the STEP Program,
- Various information to URSMD about students enrolled in the STEP Program including report cards, transcripts, attendance records, college acceptances and the New York State Student Identification System; and

Whereas, the District is indeed grateful for the ongoing concern and collaboration in support of students, their families and the community; therefore be it

Resolved, that the Board hereby acknowledges and accepts the aforementioned donation; and be it further

Resolved, that the *EPO Superintendent*, or designee, be, and hereby is, authorized to enter into a Memoranda of Agreement with University of Rochester, for delivery of the STEP Program, for the period June 30, 2020, or as soon thereafter as the Agreement is fully executed, through June 30, 2025, contingent upon the form and terms of the Agreement being approved by Counsel to the District.

Funding: (Not applicable – no expenditure of funds authorized herein)

Budget Code: (Not applicable – no expenditure of funds authorized herein)

Certified Budget Line Balance: (Not applicable – no expenditure of funds authorized herein)

Originator(s): Shaun Nelms; Marlene Blocker

Strategic Goal: 1; Objective: D

Justification: Increase our focus on college and/or career readiness. This program will enhance the educational experiences of scholars and help prepare them for careers in medicine.

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

Resolution No. 2019-20: 681

By Member of the Board President White

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 the *EPO Superintendent*, or designee, be, and hereby is, authorized to enter into an Agreement with **University of Rochester**, Department of Orthopaedics and Rehabilitation, 601 Elmwood Avenue, Rochester, NY, to *work* directly with EPO administrators, coaches, educational professionals and staff to *remove* current barriers to healthcare and sports-specific training and *provide* the Center for Human Athleticism Musculoskeletal Performance and Prevention (CHAMPP) intervention, a program that integrates: 1) physical athletic training, 2) study hall time to afford students an independent study period between training regimens, and 3) nutrition for performance energy, muscular recovery and overall health; with the goal to remove current barriers to healthcare and sports-specific training and ultimately improve the academic performance and educational outcomes for approximately 100 students between ages 13 - 17, for the period March 1, 2020, or as soon thereafter as the Agreement is fully executed, through June 30, 2020, for a sum not to exceed Forty Thousand Dollars (\$40,000.00), contingent upon the form and terms of the Agreement being approved by Counsel to the District.

Funding: General Fund (East EPO Administration)

Budget Code: 5430-A-25905-2110-0000

Certified Budget Line Balance: \$159,689.00

Originator(s): Shaun Nelms

Strategic Goal: 1; Objective: A

Justification: Implement the Common Core curriculum.

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