

ROCHESTER BOARD OF EDUCATION
Policy Review and Development Committee Meeting

February 23, 2016

MINUTES

Attendance

Commissioners – Commissioner Willa Powell (Chair), Commissioner Mary Adams, Commissioner Jose Cruz, Board President Van White (arrived at 6:30PM); Commissioner Elizabeth Hallmark (arrived 6:45PM)

Parent Representative – Barb Van Kerkhove

District Liaison – Charles Johnson (General Counsel and District Liaison)

Presenters/Guests – Linda Cimusz (Interim Superintendent); Carlos Cotto (Executive Director of PE/Athletics/Health); Erin Graupman (School Health Coordinator); Harry Kennedy (Chief of Human Capital Initiatives); Anne Brady (Director of Human Capital Initiatives),

Board Staff – Mia Johnson

Commissioner Powell called the meeting to order at 5:34PM and made a motion to approve the agenda. Seconded by Commissioner Adams.

I. Review Minutes of January 21, 2016 Policy Committee Meeting

Motion by Commissioner Powell to approve the minutes of January 21, 2016 Policy Committee Meeting. Seconded by Commissioner Adams. Adopted 3-0 with concurrence from the Parent Representative.

II. New Policy Consideration: Board’s Recognition of Booster Clubs – Mr. Carlos Cotto

Mr. Carlos Cotto explained that a districtwide booster clubs policy would address the challenge of getting families and the community involved in booster clubs and would create an understanding between booster clubs and the District. He stated that only two schools currently have Booster Clubs – World of Inquiry School No. 58 and Wilson High School. He stated that A-funds do not provide the level of support needed athletic programs during the summer months. He stated that the following recommendations for such a policy: guidelines for an approval process, an evaluation component, an accountability process, participation and involvement of individuals and not athletic coaches, and the inclusion of Title IX Compliance to ensure equity across all programs.

Commissioner Adams inquired if staff would have a role in booster clubs. Mr. Cotto responded that booster clubs will be composed of families and community members.

Commissioner Cruz stated that on the collegiate level, booster clubs have historically used funds unfairly to support particular athletes and wants to avoid such a liability issue in the District. Mr. Cotto responded that there should be an approval process from the governing body and the booster

clubs would provide quarterly reports with a District designee monitoring. He also stated that the booster clubs would not only be athletic driven.

Commissioner Adams asked how booster clubs would differ from the PTO/PTA. Mr. Cotto stated that the booster clubs typically occurs at athletic events and that World of Inquiry School #58 uses both their PTO/PTA and booster club.

Commissioner Powell inquired if legal reviewed the original resolution. Mr. Johnson stated that he reviewed the materials of Mr. Cotto. He then asked if booster clubs would go through the same process as gifts that come through the District that are approved by the building principal, Chief of Schools, and the Superintendent.

Commissioner Adams asked if the booster clubs policy would apply to the Friends of School of the Arts. Mr. Johnson responded that the Friends of School of the Arts is a 501c3.

Commissioner Powell stated that she would prefer that the booster clubs be as far removed from the Board of Education and the District for accountability reasons. Commissioner Cruz stated that there needs to be some accountability and the Board of Education should be aware of monies being raise especially if they may have some conflicting, ethical, and/or legal issues.

Ms. Van Kerkove asked if there are regulations on PTO/PTA aside from the Parent Engagement Policy and that they may need to be included in the booster clubs policy. She emphasized that there is a need for accountability because they could be a burden on the District.

Mr. Johnson stated that he liked the New York State School Board Association (NYSSBA) sample policy and suggested consolidating the different sample policies for the Board's review.

Commissioner Powell stated that she is not sure if the Board wants to get involved in the collection of funds except for large donations from large corporations. Mr. Johnson stated that a large gift on the building level would have to have the principal's approval first. He asked if such a donation should still come to the Board of Education for recognition. Ms. Van Kerkove suggested that the policy should have a dollar threshold for it to come before the Board of Education. Commissioner Adams suggested adding a list of standard items to policy. Commissioner Cruz suggested that a gift over \$1,000 to be approved by the designee of the Superintendent.

Commissioner Powell requested the removal of the "Board of Education will establish..." language found in the original resolution. Commissioner Powell charged Mr. Johnson and Mr. Cotto to integrate the sample policies and create a new draft to present before the Committee.

III. New Policy Consideration: Students with Serious and/or Life Threatening Medical Condition – Ms. Erin Graupman

Ms. Graupman recapped the January meeting by stating that there was discussion about where to place the policy, AEDs, and infectious diseases. She stated that there are state regulations in place for both AEDs and infectious diseases.

Ms. Graupman recommended that the Students with Serious and/or Life Threatening Medical Condition policy be a standalone policy. Commissioner Powell concurred that it should be a

standalone policy. Commissioner Powell asked if the draft policy had been reviewed by the Legal Department. Mr. Johnson replied that it had. The policy was supported by the entire Policy Committee. Commissioner Powell made the motion to advance the draft policy to the full Board as an Information Item. It was seconded by Commissioner Cruz. Adopted 3-0 with concurrence from the Parent Representative. Commissioner Powell requested the following cosmetic and format changes/additions including: lettered bullets, policy number, state mandates referenced at the bottom, and a cross reference between Policy 5405: Wellness Policy.

IV. Review: Further Analysis of Data – Policy 9110: Equal Employment Opportunity – Mr. Harry Kennedy and Ms. Anne Brady

Mr. Kennedy explained that his presentation was a follow-up to provide detailed information of the suspensions, new hires, and terminations. He stated that there were 28 suspension in the 2014/2015 school year, which represents less than 5% of the total workforce population. Commissioner Adams asked if the figure captured the issues of ASAR. Mr. Kennedy responded that the figure does not include the ASAR issue because some members are on paid administrative leave. Mr. Kennedy stated that the primary reason for terminations is job abandonment where those in the lower paying jobs find better jobs with higher wages and leave without contact or warning. Commissioner Cruz stated that if job abandonment was removed, then there would be half of the terminations. Commissioner Adams asked if there is a concerning pattern once job abandonment is removed from the data. Mr. Kennedy replied there is not.

Mr. Kennedy described his implementation of a new recruitment strategy with a focus on diversity. He stated that from 2013/2014 school year to 2014/2015 school year, there was an increase in the American Indian, Asian, and Hispanic new hires and a decrease in in White and African American new hires. Mr. Kennedy stated that diversity needs to be embraced by the entire organization. He met with Ericka Simmons of the Parent Advisory Council to assist in recruiting more minority parents to the school-based planning teams. Other strategies he outlined included: utilizing members of the Department of Teaching & Learning to recruit, looking into the teaching assistant and substitute pool for teacher candidates, and partnering with the Uncommon Schools to recruit from Historically Black Colleges and Universities (HBCUs). Commissioner Adams suggested adding East High School's Teaching and Learning Institute as a feeder to his recruitment strategy because the students that graduate from the program are prepared and often times are recruited by charter schools instead of schools within the District.

Mr. Kennedy stated that he is seeking to increase his funding for recruitment to increase HCI's presence in different universities and HBCUs.

Commissioner Powell asked Mr. Kennedy if there are any barriers within the policy or aspects that can be added to the policy to support his work. Mr. Kennedy recommended a focus on the building levels and provided professional development to administrators. Commissioner Adams stated that the Community Task Force on School Climate is recommending anti-racism training to start with the top and hopes to have the support of the Superintendent and the Board of Education.

Commissioner Powell suggested that Mr. Johnson and Mr. Kennedy meet to give the Policy Committee recommendations for Policy 9110: Equal Employment Opportunity, if needed.

V. Follow-up Items

The remaining items of the February agenda were pushed to the March meeting agenda.

Motion to adjourn by Commissioner Powell to adjourn. Adopted 3-0.

Meeting adjourned at 6:50PM.