

EDUCATIONAL PARTNERSHIP ORGANIZATION - EAST

Resolution No. 2019-20: 1

By Member of the Board LeBron

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
Rinella, Ashton	ELA 5-9, ELA 7-12, Literacy 5-12	Remedial Reading	9/4/2019 - 9/3/2023	\$54,686

Seconded by Member of the Board Powell

Adopted 4 – 1 with Commissioner Davis dissenting and Vice President Elliott and Commissioner Hallmark absent

Resolution No. 2019-20: 2

By Member of the Board LeBron

Resolved, that upon the recommendation of the EPO Superintendent, the person(s) certified as listed below is (are) **assigned to the “acting” position** shown, at the salary and effective date stated:

Name	Certification	Acting Assignment	Location	Effective Date	Salary
Mascadri, Edward	SDA	Freshman Academy Director	East	7/12/2019	\$97,616

Seconded by Member of the Board Powell

Motion does not carry 3 – 2 with Commissioners Davis and LeBron dissenting and Vice President Elliott and Commissioner Hallmark absent

Resolution No. 2019-20: 3

By Member of the Board LeBron

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:** \$8,400.00
- Funding:** General Fund
- Budget Code:** 5152 A 26105 2070 1250
- Description:** Professional Learning
- Justification:** This will allow the staff member to become certified as a CTE Instructor who will teach the CTE Precision Optics class at East.
- Deliverable(s):** CTE Certification
- Schedule:** Monday-Friday, 8:00 a.m. to 5:00 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>
Eckert, Paul	7/8/19-8/16/19	East - Teacher	240	\$35	-

Seconded by Member of the Board Powell
Adopted 4 – 1 with Commissioner Davis dissenting and Vice President Elliott and Commissioner Hallmark absent

Resolution No. 2019-20: 4

By Member of the Board LeBron

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; and

Whereas, it is the recommendation of the *EPO Superintendent* to enter into an Agreement with Dr. Sonia James-Wilson (dba Catalyst Research & Development); therefore be it

Resolved, that the *EPO Superintendent*, or designee, be, and hereby is, authorized to enter into an Agreement with **Dr. Sonia James-Wilson (dba Catalyst Research & Development)**, 31 Berkshire Street, Rochester, NY, to *provide* professional development to teachers and administrators with a focus on culturally relevant and responsive pedagogy, *provide* feedback on curriculum in relation to the integration of culturally relevant and responsive pedagogy, *participate* in practice walks with teacher leaders and lead administrators in order to develop and facilitate professional development focused on “what to look for” in relation to culturally relevant and responsive pedagogy, *collaborate* with staff to design and facilitate professional development with a focus on language acquisition, bilingualism and biculturalism, and *design* and *facilitate* an afterschool book study for the Professional Development Incentive credit, with the goal to better enable approximately 90 staff to improve the educational outcomes for approximately 500 students, for the period July 15, 2019, or as soon thereafter as the Agreement is fully executed, through June 30, 2020, for a sum not to exceed Thirty Five Thousand Dollars (\$35,000.00), funded by the East High EPO Administration (General Fund), contingent upon budget appropriations and contingent upon the form and terms of the Agreement being approved by Counsel to the District.

Strategic Goal: 1; Objective: A

Justification: Implement the Common Core curriculum.

Seconded by Member of the Board Powell

Adopted 4 – 1 with Commissioner Davis dissenting and Vice President Elliott and Commissioner Hallmark absent

HUMAN CAPITAL INITIATIVES

Resolution No. 2019-20: 5

By Member of the Board Davis

Resolved, that upon the recommendation of the Superintendent, the **resignation(s) for retirement purposes** of the person(s) listed below are accepted and effective on the date(s) listed and may not be revoked.

Name	Tenure Area or Job Title	Effective Date
Jordan, Sandra	Principal	August 31, 2019
Rutland, Pamela	Principal	August 31, 2019

Seconded by Member of the Board LeBron

Adopted 5 – 0 with Vice President Elliott and Commissioner Hallmark absent

AUTHORIZATION OF ADDITIONAL PAY

Resolution No. 2019-20: 6

By Member of the Board LeBron

Resolved, that, upon the recommendation of the 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. Such payment is contingent upon the successful completion of assigned task(s) and the delivery of work product(s) deemed to be satisfactory by the Principal/Director and Division Chief. Subject to the said dates, maximum hours and pay rates specified below, the Board authorizes the 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.

(B)

- Division Chief:** Toyia Wilson
- Principal/Director:** Uma Mehta
- Spending:** \$15,000.
- Funding:** Smart Scholars Cohort 3
- Budget Code:** 5132-G-29105-2330-0589
- Description:** Summer Intervention Support
- Justification:** As a direct service to 180 students, teachers will provide intervention supports during our summer program. Teachers will pull students out in small groups and one on one. Teachers will work with students to build on reading and math. Students will be provided with motivation and additional assistance on missing assignments.
- Deliverable(s):** The intervention provided will directly affect outcomes of Regents exam scores.
- Schedule:** Monday – Friday 7:30 am – 1:30 pm
- 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>
Edwards, Jenifer	7/12/19 – 8/14/19	RECIHS - Teacher	140	\$53.57	1/200
Hanselman, Duane	7/12/19 – 8/14/19	RECIHS - Counselor	140	\$53.57	1/200

Seconded by Member of the Board Powell
Adopted 4 – 1 with Commissioner Davis dissenting and Vice President Elliott and Commissioner Hallmark absent

OTHER

Resolution No. 2019-20: 7

Motion to discuss Resolution No. 2019-20: 7 made by Commissioner LeBron, and seconded by Commissioner Davis. Motion carries 5 – 0 with Vice President Elliott and Commissioner Hallmark absent

Whereas, by Resolution No. 2018-19: 551, adopted on December 20, 2018, the Board suspended operations of its standing committees, with the exception of the Audit Committee, from January 2019 through June 2019, to increase productivity and proactive action of the Board and Superintendent’s leadership team. By said Resolution, the Board authorized the convening of two monthly *Regular Business Meetings* as defined in the Board By-Laws Policy 2300 (“By-Laws”) for the purpose of accepting minutes of previous meetings, receiving oral and written reports of the District’s Superintendents highlighting the academic programming, achievement and challenges of the District’s schools, considering resolutions, and addressing other matters of concern to the Board, including those related to the advancement of student achievement and the recruitment and hiring practices of the District; and also authorized the convening of two monthly *Board Special Meetings and/or Study Sessions* as defined in the By-Laws for the purpose of reviewing and discussing policy proposals, legislative actions, governance and development matters, and other recommendations and proposals that may affect student achievement; and

Whereas, By-Laws Article D (2) currently states that *“Each Standing Committee shall number three (3) members of the Board, and a majority of its members shall constitute a quorum”*; and

Whereas, the Board wishes to take additional action to further improve its responsiveness and effectiveness; therefore be it

Resolved, that the Board hereby reinstates the Committee structure of the Board as specified in By-Laws Article D (1); and be it further

Resolved, that up to five monthly Board Special Meetings and/or Study Sessions, as identified on the approved Board Meeting Calendar, shall be convened as provided in the By-Laws for the purposes of conducting the business of the Committees and dealing with such other appropriate matters that may arise from time to time; and be it further

Resolved, that Article D (2) of the By-Laws be, and hereby is, amended to read as follows: *“Each Standing Committee shall meet and function as a committee comprised of members of the whole Board” (Requires 2/3 vote of the whole Board; i.e., 5).*

Motion to table Resolution No. 2019-20: 7 made by Commissioner LeBron, and seconded by Commissioner Davis. Motion carries 5 – 0 with Vice President Elliott and Commissioner Hallmark absent

Resolution No. 2019-20: 8

Motion to discuss Resolution No. 2019-20: 8 made by Commissioner Davis, and seconded by Commissioner Lebron. Motion carries 5 – 0 with Vice President Elliott and Commissioner Hallmark absent

Whereas, by Resolution 2016-17:631, adopted on March 23, 2017, the Board amended the Code of Ethics (Policy 2160) applicable to all District employees, as well as the Members/Commissioners of the Board; and

Whereas, in the Action Plan submitted by the District to the Commissioner of Education in response to the Report of the Distinguished Educator, the Board committed to the adoption of certain Standards of Conduct to be applicable to its Members; therefore be it

Resolved, that, in accordance with the "Formulation, Adoption and Amendment of Policies" – Policy 2410, the Board hereby amends the District's Code of Ethics (Policy 2160) by adding thereto a new Section "L" to its Article III to read as follows:

"Standards Applicable to Board Members"

In addition to the requirements of this Code of Ethics, all Board Members shall adhere to the Standards of Conduct and Guidelines annexed hereto as 'Appendix A'".

Motion to table Resolution No. 2019-20:8 made by Commissioner Davis, and seconded by Commissioner Powell. Motion carries 5 – 0 with Vice President Elliott and Commissioner Hallmark 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.