

ROCHESTER BOARD OF EDUCATION

Business Meeting

January 26, 2012

Attendance: President Evans, Vice President Cruz, and Commissioners Adams, Campos, Elliott, Powell, and White; Student Representative Sophie Gallivan; Interim Superintendent Bolgen Vargas; Board Clerk Shanai Lee.

President Evans convened the meeting at 6:35 p.m.

- I.** Student Representative Sophie Gallivan led the Pledge of Allegiance to the flag.
- II. Acceptance of Minutes:** Motion to accept the minutes of the December 15th Business Meeting and January 3rd Organizational Meeting made by Commissioner Powell. Seconded by Commissioner Campos. Adopted 7-0.
- III. Recognition:** The New York State Education Department Office of Special Education has named the Nathaniel Hawthorne School No. 25 as a S3TAIR mentor school for inclusive special education service delivery. S3TAIR is a federal, grant-funded state project designed to improve outcomes for students with disabilities by helping educators increase skills in literacy, positive behavior intervention and special education instruction. The Board of Education recognized School No. 25 for their commitment to service in the inclusive education for students receiving specialized services.
- IV. Speakers Addressing an Agenda Item:** Students Harmony Jennings, Zhane Coleman, Nijay Harris, Dasia Whitfield, Tabitha Vierra, Christian Vasquez, Maleek Wisr, Warda Ali, Dilecheya Bartley, Nadiah Israel, Anthony Hickenbottom and Teilyn Walker spoke in support of the Board's proposed revision of AIDS Instruction Policy. Parents Ken Sayres, Brian White, Ayesha Kreutz and Lorraine Whitehouse spoke in opposition to the Board's proposed revision of AIDS Instruction Policy. Parent Nancy Shelton spoke in support of AIDS Instruction Policy. Community members Dr. Barbara Fredericks spoke in opposition to the AIDS Instruction Policy. Community member Michael Singer spoke in opposition to the AIDS Instruction. Community members Dr. Richard Kreipel, Dr. Suzanne Lee, Edgar Colon, Caswell Smith, and Cameron Palmer spoke in support of AIDS Instruction Policy. Community members Barbara Sieber, Candy Giles, Judith Benhamou, Sarah Lenhard, Kirsten Smith, Jason McGuire, Chris Edes, Dr. Willie Harvey, John Patton and Ronald Sykes spoke in opposition to AIDS Instruction Policy.
- V. Speakers Not Addressing an Agenda Item:** Parent Demond Meeks spoke about the need for enhanced health education. Staff member Madonna Cintineo spoke about the need for increased collaboration and communication.
- VI. Superintendent's Report:** Interim Superintendent Dr. Vargas spoke about a proposed Central Office reorganization and recognized the students and staff members that participated in the ROC READ initiative. Dr. Vargas mentioned that he and his leadership team are working diligently to ensure that staff and resources are appropriately allocated to best service the needs of students and families. He also described the benefits realized from the ROC READ Initiative which is designed to inspire students to read.

VII. Board Reports:

Audit Committee

Chair Mary Adams: The Audit Committee did not meet in the month of December. The Audit Committee is scheduled to meet on Thursday, February 9th at 5:30 p.m. At the meeting, the Committee will review various policies related to the roles and operations of the Board's audit functions, as requested by the Policy Committee.

Finance Committee

Chair Willa Powell: The Finance Committee met on Thursday, January 19th to consider resolutions. The Committee recommends approval of the December 2011 Financial Report and the Quarterly Change Order Report for October through December 2011. President Evans requested a motion to accept the December 2011 Financial Report. Motion to accept the report was made by Commissioner White and seconded by Vice President Cruz. Adopted 7-0. President Evans requested a motion to accept the Quarterly Change Order Report. Motion to accept the report was made by Commissioner Powell and seconded by Commissioner White. Adopted 7-0. The Committee also recommends approval of the procurement and supply, educational facilities, and the information management and technology resolutions.

The Budget Calendar for 2012-13 was approved by the Finance Committee, and a memo was distributed to the full Board with all of these dates. The Committee recommends approval of the FY2012-13 Budget Calendar, with the dates specified for budget deliberation sessions and public hearings. President Evans requested a motion to accept the FY2012-12 Budget Calendar. Motion to accept the calendar was made by Commissioner Powell and seconded by Commissioner White. Adopted 7-0. The members of the Finance Committee also discussed the Technology Plan for the FMP, timelines, and budget. Public Budget Information sessions will be sponsored jointly by the Finance Committee and the Superintendent. These sessions will be held on January 31st at 5:30 p.m., February 1st at 5:30 p.m., and February 2nd at 7:00 a.m. The next Finance Committee meeting will be held on February 9th, immediately following the Policy Committee meeting.

Excellence in Student Achievement Committee

Chair Van Henri White: The Excellence in Student Achievement Committee met on Tuesday, January 23rd to review resolutions relating to Comprehensive Education Plans for the following elementary schools: Nos. 3, 6, 7, 12, 15, 20, 22, 29, 30, 36, 39 and 46. Principals representing the 12 schools were present to answer questions related to their specific Comprehensive Education Plans (CEPs). Comprehensive Education Plans are required for all schools identified by the State as not meeting Annual Yearly Progress (AYP) for two or more consecutive years. Principals prepared CEPs to formally present the highlights of their plan to increase student achievement in the area(s) where their school was cited. The Committee recommended advancing Resolutions 502-513 to the Board for approval. Then Committee was also presented with an update from the Office of Accountability regarding the current graduation data. The Office of Accountability will come back to the March Excellence in Student Achievement Committee to presented updated graduation data following the January testing. Next month's Excellence in Student Achievement Committee meeting will be held on Monday, February 6th, at 6:00 p.m. A presentation from Youth and Family Services on Students in Transition will be given at that meeting, in addition to a presentation on Alternative Schools.

Community and Intergovernmental Relations Committee

Chair Cynthia Elliott: The Community and Intergovernmental Relations Committee met on Tuesday, January 17, 2012 to finalize the Board's Draft 2011-12 Legislative Agenda. Commissioner Elliott suggested that the draft agenda be included on the Board Retreat agenda for discussion to allow the Full Board to have input and to ensure that the Board's priorities are included. In addition to the Legislative Agenda item, the Committee suggested that the FMP be included on the Retreat agenda. There was discussion around having an update relating to the FMP at the Committee's February meeting. The Committee also discussed having a forum on violence in collaboration with the Rochester Police Department in March or April. The next CIGR Committee meeting will be held on Tuesday, February 7, 2012.

Policy Committee

Chair Jose Cruz: The Policy Committee met on Thursday, January 19th to discuss: information that may be provided to the Board in tenure resolutions; safety criteria in NYS law for expanding transportation services to students; crime data from RPD to identify areas with the greatest concentration of crime in the District; input received from collective bargaining units about a proposed Employee Residency policy; and summary of the various Special Education policies currently under review by the Board. With regard to information provided to the Board in tenure resolutions, the suggestion was made to have the Board meet in Executive Session to review numerical ratings from annual performance evaluations, the number of days of unexcused absences during the year, and any disciplinary action involving the employee proposed for tenure. The members of the Policy Committee considered that this suggestion would enhance oversight in this area, without creating an undue burden or duplicate personnel efforts. The Committee will continue to examine ways to streamline this process in the February meeting.

In considering options for expanding transportation services to protect our students' safety, the members of the Policy Committee examined NYS law and regulations regarding establishing "child safety zones". Unfortunately, the law excludes large urban districts so there currently is no mechanism for establishing these zones and thereby obtaining State Aid for expanded transportation services. The Policy Committee decided to forward this issue to the Community & Intergovernmental Relations Committee to consider incorporating into the legislative agenda for this year. The Committee also agreed to contact NYSSBA and the Office of the Big Five to request that this issue be included in their legislative agenda for this year. I will be arranging a meeting with Jerome Underwood, Lori Baldwin, and a crime analyst from RPD to identify the specific crime data needed to make a determination as to the particular schools that should be considered for expanded transportation services. Once that determination has been made, a cost analysis can be prepared based on different transportation options.

From the feedback received from the representatives of the District's collective bargaining units, it appears to be more feasible to offer incentives to employees to reside in the District rather than creating a policy mandate. Some of the incentives suggested include: a bonus for residing in the District, pay for moving expenses, and coordinating with the existing City program to pay some housing costs for a larger impact. The Policy Committee will continue to explore the feasibility of different incentives in the February meeting. A summary of all of the proposed Special Education policies was presented to the Policy Committee, and it was decided that this could best be utilized as an exhibit or Table of Contents for this section of the Policy Manual. Finally, the members of the Policy Committee reviewed a summary of all of the policies adopted to date, since the process of updating the Policy Manual began in January 2010. A total of 27 policies have been adopted, with another 23 currently under consideration by the Board. Aside from the numbers, some of these policies have been quite substantive and involved a great deal of background effort: Wellness policy, Parent Involvement, Attendance & Withdrawal, Professional Services Contracting – just to name a few. With adoption of the 22 proposed Special Education policies under discussion in this evening's meeting, all of the legal mandates will be

addressed in the Board's policies. Now the challenge is to keep up with new mandates, such as the "Dignity for All Students Act" which addresses bullying and changes in federal standards affecting the Wellness policy. Policies presented in this evening's meeting for your consideration are: Revision to the AIDS Instruction policy: for adoption Proposed Special Education policies: for discussion. The next Policy Committee Meeting: February 9th at 6:30 p.m.

Board Governance Committee

Chair Melisza Campos: The Board Governance Committee met on Thursday, January 19th to discuss the State of Our Schools and the Implementation of BoardDocs. The District, with Board review and acceptance, released its five-year Strategic Plan in December 2009 under the theme, "Every child is a work of art. Create a masterpiece." It established goals and objectives for accelerating student achievement, and annual targets from 2008-2009 through the 2012-2013 school year.

The State of Our Schools event is important to the Rochester community because it outlines:

- the progress the City School District has made toward the goals in our Strategic Plan,
- the challenges that lie ahead in improving our schools and supporting student achievement, and
- the initiatives that our schools are undertaking to better serve our students and families.

The Board initiated the use of BoardDocs, an eGovernance solution designed to maximize the effectiveness of Board meetings, increase transparency, provide better and more open communication, and save thousands of dollars annually. The system was initially launched internally in September and is now available to the public. By making meeting agendas and supporting documents available on the Internet, the Board will be able to distribute documents associated with Board meetings more quickly and efficiently, at a dramatically reduced cost to the District.

From this point forward, all meeting agendas, resolutions, and other materials relevant to the Board's discussion and decision-making will be posted to BoardDocs and available to the public prior to the meeting. The public can access the BoardDocs system through the Internet at <https://www.boarddocs.com/ny/rochny/Board.nsf> or via a link on the home page of the District website at www.rcsdk12.org. Our next Committee meeting will be held on Thursday, March 15th at 4:00 p.m.

Diversity Committee (ad hoc)

Chair Van Henri White: The final Diversity Committee meeting will be held on Wednesday, February 8th at 5:30 p.m. At this meeting the Committee will discuss the following recommendations, to be forwarded to the full Board for consideration at the February Business Meeting:

The Committee has discussed some of the systemic barriers that exist in the District and offers the following recommendations to address these barriers to promote an educational environment that fosters student success, ensures inclusion and is responsive to the learning needs of all students:

- Charge the Superintendent with employing personnel strategies to increase the recruitment and retention of employees that contribute to the District's diversity and to annually report recruitment and retention data;
- Charge the Superintendent with assessing the effectiveness and impact of the Haberman Star Teacher Selection Interview Process;
- Charge the Superintendent with reviewing the District's current Diversity training program, assessing the relevance of the offerings, and suggesting improvements to the program to increase multicultural competency and diversity awareness of all members of the District's staff;

- Propose an amendment to the Responsible Bidder Policy, No. 6725 that requires contractors to employ a workforce and subcontractors that are representative of the Rochester community;
- Propose a Hiring and Recruitment Policy to encourage applicants with experience and interest in urban education to apply for employment with the district;
- Develop an Opportunity Fair to introduce the community to requirements for working in the District;
- Advocate for the advancement of legislation to require that African and African American history be taught efficiently, faithfully, and employing approved methods of instruction;
- Advocate for the advancement of legislation to employ a merit-based evaluation system that considers teacher performance rather than seniority when addressing the academic needs of our students and operational needs of the District;
- Increase the number of co-op and internship opportunities available to District students, particularly those related to construction and design.

Student Representative Report: None.

VIII. Resolutions

2011-12: 435-431: Motion to adopt was made by Vice President Cruz. Seconded by Commissioner Powell. Adopted 7-0.

2011-12: 437-450: Motion to adopt was made by Vice President Cruz. Seconded by Commissioner Powell. Adopted 6-1 with Commissioner Elliott dissenting.

2011-12: 451: Motion to adopt was made by Vice President Cruz. Seconded by Commissioner Powell. Adopted 7-0.

2011-12: 452-454: Motion to adopt was made by Vice President Cruz. Seconded by Commissioner Powell. Adopted 6-1 with Commissioner Elliott dissenting.

2011-12: 455-456: Motion to adopt was made by Vice President Cruz. Seconded by Commissioner Powell. Adopted 7-0.

2011-12: 457: Motion to adopt was made by Vice President Cruz. Seconded by Commissioner Powell. Adopted 6-1 with Commissioner Elliott dissenting.

2011-12: 458: Motion to adopt was made by Vice President Cruz. Seconded by Commissioner Powell. Adopted 7-0.

2011-12: 459-471: Motion to adopt was made by Commissioner White. Seconded by Commissioner Campos. Adopted 7-0.

2011-12: 472-475: Motion to adopt was made by Vice President Cruz. Seconded by Commissioner White. Adopted 6-1 with Commissioner Elliott dissenting.

2011-12: 476-477: Motion to adopt was made by Vice President Cruz. Seconded by Commissioner White. Adopted 7-0.

2011-12: 478: Motion to adopt was made by Vice President Cruz. Seconded by Commissioner White. Adopted 6-0 with President Evans abstaining due to professional relationship.

2011-12: 479: Motion to adopt was made by Vice President Cruz. Seconded by Commissioner White. Adopted 6-1 with Commissioner Elliott dissenting.

2011-12: 480-482: Motion to adopt was made by Vice President Cruz. Seconded by Commissioner White. Adopted 7-0.

2011-12: 483: Motion to adopt was made by Commissioner White. Seconded by Commissioner Campos. Adopted 4-3 with Commissioners Campos, Elliott and White dissenting.

2011-12: 484-518: Motion to adopt was made by Vice President Cruz. Seconded by Commissioner White. Adopted 7-0.

2011-12: 519: Motion to adopt was made by Commissioner Powell. Seconded by Vice President Cruz. Adopted 7-0.

IX. Unfinished Business: None.

X. New Business: Vice President Cruz presented various proposed special education policies.

XI. President Evans requested a **motion to enter into executive session** to discuss personnel matters related to a specific individual. Motion to enter into Executive Session made by Commissioner Campos. Seconded by Commissioner Powell, adopted 7-0 at 10:53 p.m.

Motion to enter into open session made by Commissioner Powell. Seconded by Vice President Campos, adopted 7-0 at 11:15 p.m.

Motion to adjourn made by Commissioner Powell. Seconded by Vice President Cruz. Adopted 7-0 at 11:15 p.m.