

**RUTLAND PUBLIC SCHOOL  
REGULAR MEETING OF THE BOARD OF SCHOOL COMMISSIONERS  
JULY 6, 2010**

**School Board Members Present:**

Peter Mello  
Christopher Book  
Hurley Cavacas, Jr.  
Roberta Dress  
Peter Fagan  
Peter Forshay  
Erin Shimp  
Rob Towle

**Members Absent**

Collin Fingon  
Wayne Cooke  
Richard Courcelle

**Also Present:**

Superintendent Mary Moran  
Assistant Superintendent Rob Bliss  
Peter Amons  
Ellie McGarry  
Susanne Engels

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The meeting was called to order at 6:30 pm followed by the Pledge of Allegiance.  
Chair Mello noted the absence of Commissioners Fingon, Cooke, and Courcelle

**CALL TO  
ORDER**

**ROLL CALL**

The new student Board representative will be introduced at the next regular meeting.

**MOTION:  
MINUTES  
06/22/10  
MEETING**

Motion by Towle / Forshay to accept the minutes of the June 22, 2010 regular school board meeting as written. Motion passed unanimously by all those in attendance.

**WRITTEN  
COMMUN-  
ICATION**

Written Communication - None

**ORAL  
COMMUN-  
ICATION**

**Oral Communication**

Linda McIntyre, 3 Crampton Ave., said she is still concerned about the changes at Success. She thinks they are a step in the right direction but she is still concerned about what personnel will be working with the students. She said counselors are being replaced with paraeducators. She does not know their qualifications. She is concerned with their training and how well they understand the behavioral and emotional pieces, the strongest needs of these students. She said she is concerned the new staff will not understand how to work with these students and not understand the culture. Ms. McIntyre said she wants to be sure the people in the positions understand the students and needs.

**CONCERNS  
ABOUT  
SUCCESS  
CHANGES  
AND  
RESPONSE**

Mr. Mello asked Ms. Engels, Director of Success, to respond to some questions to better understand the process. He also said as a former elementary school principal, he personally understands that these students with the most intense needs, need the staff to work with them. Ms. Engels said as Director of Success, she knows the students well. Mr. Mello asked about her confidence in the staff working with the students. Ms. Engels said while she is a new Director at Success, she is not new to the district or the program. She has been involved since 1992 and with Success since it began in 1995. She understands and took part in the initial planning. Ms. Engels said that while publicly the changes may feel like a quick decision took place, it is

based upon a lot of information and history. She explained the planning and training involved with the changes and said there are paraeducators who have been involved with the program for years. She explained some of the staffing changes and said they will give Rutland Public Schools some flexibility, which they did not have with Rutland Mental Health. Ms. Engels said there has been some confusion with the nomenclature between paraeducator and counselor. She said the positions being replaced have comparable certifications, licensures, and training. She described the credentials of some of the incoming staff.

Mr. Mello asked Ms. McIntyre to follow up after about a month or so to give feedback.

Board members asked questions:

- How will we know if the changes are working? Ms. Engels said they will evaluate the students to see if they are meeting therapeutic goals, review grades and attendance, and if they see decreases in risk factors.
- How often will you measure that? Ms. Engels said there are weekly meetings, grades are evaluated like all other students, attendance is ongoing.
- Will issues be addressed quickly? Ms. Engels said these students make their needs known very quickly.
- What is the difference in head count with counselors moving to paraeducators? Ms. Moran said Rutland Mental Health calls entry level staff "counselors". We use that term for licensed counselors. She described the positions and changes. There will be one net less staff member, a clinical director.

PERSONNEL

Motion by Towle / Fagan to approve the Licensed and Non-licensed section of the Personnel Memorandum No. 428 dated July 2, 2010, as recommended by the Superintendent of Schools.

MOTION:  
PERSONNEL  
MEMO #428

The appointments, retirements, and resignations were reviewed by Superintendent Moran. They are attached.

Mr. Fagan praised Teresa Fisher, retiring Guidance Counselor at RHS.

Motion passed by all those in attendance.

MOTION:  
MARY E  
MORAN  
EMPLOY-  
MENT  
CONTRACT  
EXTENSION

Mary E Moran Employment Contract Extension

Motion by Cavacas / Fagan to authorize the Chair to execute the contract extension for the next two years for Superintendent Mary E. Moran to equal the length of the term that was accepted for 2011 - 2012, as previously approved by the Board in executive session. The terms of the Superintendent's contract are: A salary increase of 2.5% a year for the next two years with the salary for 2011 set at \$131,721 and for 2012 set at \$135,014. The contribution of the Superintendent to the health insurance plan is 25%. Passed unanimously by all those in attendance.

## Robert S Bliss Employment Contract Extension

Motion by Cavacas / Forshay to authorize the Chair to execute the contract extension for the next two years for Assistant Superintendent Robert S. Bliss to equal the length of the term that was accepted for 2011 - 2012, as previously approved by the Board in executive session. The terms of the Assistant Superintendent's contract are: A salary increase of 3% a year for the next two years with the salary for 2011 set at \$105,961 and for 2012 set at \$109,140. The contribution of Assistant Superintendent to the health insurance plan will increase from 10% to 15% in 2011 and from 15% to 20% in 2012. Passed unanimously by all those in attendance.

**MOTION:  
ROBERT S  
BLISS  
EMPLOY-  
MENT  
CONTRACT  
EXTENSION**

## Business Report

STC Construction Contract Bid - Commissioner Towle recused himself from this bid.

**BUSINESS  
REPORT**

Mr. Amons said it has just come to our attention that one of the subcontractors used in more than one bid is in a precarious financial position and is unable to come up with a performance bond. The recommendation is for a revised plan and he asked that the Board not consider the memorandum.

**STC  
CONSTRUC-  
TION BID**

## Board members asked questions:

- How will this affect the timing? Mr. Mello said when the issues are resolved, he would like the administration to do a telephone poll of the Board. Ms. Moran said there was a construction meeting scheduled tomorrow but it will be rescheduled.
- Are they going to rebid it? Ms. Moran said they will rebid it but we need to be satisfied with the subcontractors.
- Commissioner Book said the bids are public. If there is a problem with confidence in subcontractor, perhaps we need to find a new general contractor. Mr. Amons said there is a chance they all used the same subcontractor. If there are new bids, they could be higher because they might choose another subcontractor who might be more expensive. Mr. Book said he thinks we should open it for everyone to rebid.
- Mr. Amons said he will follow up with the State to make sure we are taking care of this properly.
- Perhaps we should have a thorough discussion tonight because a telephone poll will not allow for conversation.
- It will be difficult to talk intelligently without knowing the financial side, the general contractor and subcontractors.
- Mr. Mello said he thinks discussion should be at the committee level. Ms. Moran said the committee needs to review it and bring a recommendation to the Board when they are confident due diligence is done. Ms. Moran said Mr. Amons will write a comprehensive memo about the findings and with recommendations from the committee.
- Commissioner Cavacas said he is confident with the process because everyone bid the same specifications. The Board is looking at the dollar value. He said he is confident with a telephone vote.

Mr. Mello said the administration will proceed along those lines.

Acceptance of ARRA and Title Funds

Mr. Bliss said there is a report he must complete that says the School Board is welcome and ready to receive the funds. There is about \$1.9 million in consolidated federal program funds and \$600,000 of ARRA funds we will receive.

**MOTION:  
ACCEPT  
CONSOL-  
DATED  
FEDERAL  
PROGRAM  
FUNDS &  
ARRA  
FUNDS**

Motion by Towle / Fagan for Rutland City Public Schools to accept consolidated federal program funds and ARRA funds for Fiscal Year 2011. Motion passed unanimously by all those in attendance.

Rutland Mental Health Contracts Report - Ms. Moran said this is an update for the Board on the different contracts we have with Rutland Mental Health: The include: Success Summer Program; Clinician in K-2 schools; Success Clinicians (three); and Therapeutic Case Manager. She said they are all reimbursed through Medicaid and the numbers on the memo are actual dollars spent after reimbursement.

**RUTLAND  
MENTAL  
HEALTH  
CONTRACTS**

Policy Committee

Motion by Fagan / Towle to approve for first reading the following policies:

- #6440 - Non-aligned Personnel (revision)
- #6470 - Casual, Part-Time Employees
- #6475 - No Overtime for Hourly Employees
- #6480 - Grant Funded Programs

**COMM.  
REPORTS**

**POLICY  
COMM.**

**MOTION:  
APPROVE  
POLICIES  
FOR FIRST  
READING**

There were questions and discussion on details of some of the policies. Mr. Mello said the second reading will be Aug. 24.

Motion passed unanimously by all those in attendance.

New Business - Mr. Mello said he received an email communication from Ms. Hanna, who was following up about the food service contract. Some other Board members received the email. Mr. Mello said Ms. Hanna asked if she could meet with the Board and also asked if the Board would consider reversing their decision. He asked how Board members feel.

**NEW  
BUSINESS**

**DISCUSSION  
ABOUT  
FOOD  
SERVICE  
CONTRACT**

- Cavacas: This is a one year contract and we could revisit it in one year. We have to revote it in one year.
- Dress: We followed the outline of the committee members who supported Sodexo. They had qualifications the committee was looking for. For the Board to revisit it will be a waste of time.
- Book: I do not think we can reopen everything we do or we will not get anything done. We made a decision.
- Forshay: The Board has well considered procedures and we followed them. Unless there was malfeasance identified in the evaluation and selection process, we should abide by our decision and observe the performance over the coming year. The process was legitimate and solid.
- Shimp: We asked a lot of questions and we got answers. The recommendation was based upon a lot of work.
- Towle: The fact that we will revisit it next year gives Ms. Hanna a year to bring

- her concerns to the Board that we can pass along to the next committee.
- Fagan: I concur. And if she wants to talk at the beginning of a meeting, that is her right.
- Book: Many companies are judged by their employees. He said he is not impressed and does not think it is right. He does not think it is right the way for her to be addressing the Board.
- Forshay: Given that the concern is raised by an employee of a losing bidder, he does not plan to answer in this regard in the future. There is a conflict of interest and this is not objective.

Mr. Mello drafted a letter in response to Ms. Hanna which summarizes these thoughts. He will send it to Board members for review.

Old Business - Upcoming Board retreat on August 17 at Mountain Meadows from 5:30 - 8:00 pm. Mr. Mello asked for Board members to send him retreat agenda topics. One suggestion is to review the process of committee work.

Motion by Book / Towle to adjourn at 7:20 pm. Passed.

Respectfully submitted

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Janet Mondlak  
Recording Secretary