

**RUTLAND PUBLIC SCHOOL  
REGULAR MEETING OF THE BOARD OF SCHOOL COMMISSIONERS  
JUNE 10, 2014**

**School Board Members Present:**

Peter Mello  
Daniel Alcorn  
Hurley Cavacas, Jr.  
Richard Courcelle  
Peter Fagan  
Alison Notte  
Matthew Olewnik  
Erin Shimp  
Kate Thomas (6:40 pm)  
Christian Wideawake  
Brendan Wright

**Members Absent**

Rob Kurchena  
Lydia Gulick

**Also Present**

Superintendent Mary Moran  
Assistant Superintendent Rob Bliss  
Peter Amons

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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 Thomas, Kurchena and Student Representative Gulick.

Motion by Fagan / Notte to accept the minutes of the May 27, 2014 regular school board meeting as written. Motion passed unanimously by all those in attendance.

Commissioner Courcelle read a note of thanks on behalf of the class of 2014 for the Board's donation to Project Graduation.

Phelippa Hurley, an advocate for families with special needs, asked questions regarding the IDEA-Part B proposal being discussed later in the meeting. The questions were related to costs and impacts. Ms. Moran and Mr. Bliss will gather the answers and information and get them to Ms. Hurley in writing.

Recognize Outgoing Student Representative - Mr. Mello recognized outgoing student representative Cooper Babbitt and acknowledged his enthusiasm and involvement. He was presented with gifts of appreciation. Cooper thanked the Board and administration for all the support and help he has received.

Year End Report - Ms. Moran presented yearbooks to Board members and kudos to everyone involved with its production. She reviewed end of year events.

Summer Hiring Protocol - Mr. Mello said past practice allows the Superintendent to make hiring decisions during the summer.

Motion by Cavacas / Fagan to authorize the Superintendent to notify the Board via e-mail, of potential hires during the summer. If there is no significant objection to the recommended candidate, the position will be hired and filled. The Board will

**CALL TO  
ORDER**

**ROLL CALL**

**MOTION:  
MINUTES  
05/27/2014  
MEETING**

**WRITTEN &  
ORAL  
COMMUN-  
ICATIONS**

**LETTER OF  
THANKS**

**QUESTIONS  
ABOUT IDEA-B**

**RECOGNIZE  
OUTGOING  
STUDENT REP.**

**EDUCATION  
REPORT**

**YEAR END  
REPORT**

**SUMMER  
HIRING  
PROTOCOL**

**MOTION:  
SUMMER  
HIRING**

ratify such actions at the next regularly scheduled Board meeting. Passed unanimously by all those in attendance.

Summer Meeting Dates - There will be a meeting on June 24. The next regular meeting after that will be August 26. There will be a Board retreat on Wednesday, August 20.

**SUMMER  
MEETING  
DATES**

RHS Assistant Principal Search Report - Mr. Bliss reviewed the procedure and screening team for hiring a replacement for Glenn Olson at the high school. First interviews will be taking place next week. The team will collect candidates, present information to the Superintendent, and hopefully recommend a couple for second interviews. Ms. Moran hopes to make a recommendation to the Board at the June 24 meeting.

**RHS  
ASSISTANT  
PRINCIPAL  
SEARCH**

Executive Session

**MOTION:  
EXECUTIVE  
SESSION**

Motion by Thomas / Fagan at 6:50 pm, after a recess, for the board to convene to executive session for the purpose of discussing personnel matters, the premature release of information regarding those subjects which would place the Board at a substantial disadvantage. Unanimously passed by those in attendance.

**PUBLIC  
SESSION**

The Board came out of executive session at 7:14 pm.

Personnel

**PERSONNEL**

Employee Contracts: Robert Bliss, Ellie McGarry & Mary Moran

Motion by Cavacas / Fagan to adjust the salaries of the Director of Special Education, Assistant Superintendent, and Superintendent each by 2.5% for each of the next two years. Next year's salaries will be:

**MOTION:  
EMPLOYEE  
CONTRACTS**

- Director of Special Education: \$111,841
- Assistant Superintendent: \$118,278
- Superintendent: \$146,319

Each of these positions contribute 4.8% to the city pension. The Director of Special Education and Assistant Superintendent each contribute 20% to the cost of their health insurance and the Superintendent contributes 25% to the cost of her health insurance.

Motion passed by all those in attendance.

Motion by Cavacas / Fagan to approve the Licensed and Non-licensed section of the Personnel Memorandum No. 504 dated June 6, 2014, as recommended by the Superintendent of Schools.

**MOTION:  
PERSONNEL  
MEMO #504**

The appointments, family medical leaves, resignations, and STC Youth Group Advisors were reviewed by Superintendent Moran. They are attached.

Motion passed unanimously by all those in attendance.

Non-Aligned 2014-2015

NON-ALIGNED

Motion by Cavacas / Fagan to approve a 2.9% salary increase for non-aligned employees, in line with REA, with an increase in the health contribution costs from 13% to 13.5%, with the pension contribution remaining the same.

MOTION:  
APPROVE  
INCREASE FOR  
NON-ALIGNED  
EMPLOYEES

Passed unanimously by all those in attendance.

BUSINESS  
REPORT

Acceptance of FY 15 IDEA-B Grant Funds - Ms. Moran said the Board is required to accept these funds each year. This is developed per our needs and based upon state and federal requirements.

MOTION:  
ACCEPTANCE  
FY15 IDEA-B &  
IDEA-B PRE-  
SCHOOL  
GRANTS

Motion by Cavacas / Fagan that the IDEA-B in the amount of \$605,694 and IDEA-B Pre-School in the amount of 18,982 FY15 Grants be approved as presented.

Ms. Moran said the amount is practically the same with last year's and what was budgeted.

Passed unanimously by all those in attendance.

SUPERIN-  
TENDENT'S  
REPORT

Announcements

- Brendan Wright said high school has one more week left. YES Plan is ongoing. Seniors have awards night tomorrow and graduation on Thursday. Everyone else is finished next Wednesday.
- Northeast School is having multiple Books and Beyond ceremonies, Step Up activities, and year end classroom celebrations.
- The RIS Kids Running/Wellness program ends this Friday. Crowley Road race and kids' fun run was this past Sunday with a terrific turnout. Final "Caring Canines" visit with Therapy Dogs occurs this week; huge thank you to the Caring Canines program for coming in monthly to allow students to read with their lovely dogs.
- Kudos to Remson who has been selected to be part of Teachers for Global Classrooms program. It was a very competitive process.

ANNOUNCE-  
MENTS

Performance Excellence Work Group - Mr. Courcelle reviewed the initiative and the goals, the scope of work, and the timeline. There will be two phases: The first phase will be from June 2014 through February 2015 and the goals for that time frame were discussed. The second phase will be from March through September 2015, in which time the Board will develop expectations and protocols for district-wide performance measurement monitoring and reporting.

COMM.  
REPORTS

PERFOR-  
MANCE  
EXCELLENCE  
WORK GROUP

Commissioner Fagan said it will be important that we will approach parent teacher collaboratives with the information and to gain input. Mr. Mello said it will be a way for each Board member to reach out to different segments of the community to hear people's thoughts. Mr. Courcelle shared a report from Boulder, CO and said they have been successful in reporting because they have clearly set forth their vision. Our initiative should not supplant everything done at the building levels or from the administration but will be aligned with those. These are big community goals. Mr. Courcelle gave some resources to Board members for summer reading. This will be further discussed at the Board retreat on August 20.

New & Old Business

**NEW & OLD  
BUSINESS**

Commissioner Thomas asked for clarification on the salary adjustments made per the earlier motion for the non-aligned staff.

**AMEND  
MOTION ON  
INCREASES  
FOR NON-  
ALIGNED  
EMPLOYEES**

Motion by Cavacas / Fagan to amend the previously passed motion to approve a 2.9% salary increase for non-aligned employees, in line with REA, with an increase in the health contribution costs from 13% to 13.5%, with the pension contribution remaining the same, to also cover the adjustments discussed at a previous meeting as presented and listed with individual names in the memo dated June 3, 2014 from Peter Amons to Mary Moran subject: FY15 non-aligned salary increases. Memorandum attached. Passed unanimously by all in attendance.

Mr. Mello reviewed graduation and senior award night speakers, who are RHS graduates.

**ADJOURN**

Motion by Cavacas / Fagan to adjourn at 7:44 pm. Passed.

Respectfully submitted

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Janet Mondlak  
Recording Secretary

TO: Board of Education  
 FROM: Mary E. Moran, Superintendent  
 DATE: June 6, 2014  
 RE: Personnel Memorandum – Licensed and Non-Licensed

RESOLVE: That the LICENSED and NON-LICENSED SECTION OF THE PERSONNEL MEMORANDUM NO. 504 dated June 6, 2014, be approved as recommended by the Superintendent of Schools.

**A. LICENSED SECTION**

1. Administrative Appointment

<u>Name</u>	<u>Position/Location</u>	<u>Salary</u>	<u>Effective</u>
Stephanie Snyder	Coordinator of Support Services: Birth to Grade 2/NE & NW	\$76,194.00	7/1/14

2. Appointment

<u>Name</u>	<u>Position/Location</u>	<u>Salary</u>	<u>Effective</u>
Sarah Coon	Science 1 Yr Position/RHS	\$37,775.00	8/22/14
Lisa Frankel-Boerner	School Counselor/ASC	\$54,199.00	8/22/14
Kristin R. Fraser	Special Educator/RIS	\$42,702.00	8/22/14

3. Family Medical Leaves

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
Sara Gee	Special Educator/RIS	10/22/14-4/20/15
Ryanne Spaulding	Special Educator/NW	11/4/14-2/2/15

4. STC 2014-2015 Youth Group Advisors

<u>Name</u>	<u>Advisor</u>	<u>Stipend</u>
Sue Densmore	FCCLA: Family Career and Community Leaders of America	\$2,479.00
John Bixby	Skills USA (.5)	\$1,581.00
Melissa Patterson	Skills USA (.5)	\$1,235.00
Judi Delpha	NVTHS: National Technical Honor Society	\$1,642.00

**B. NON-LICENSED SECTION**


1. Resignation

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
Karen M. Martin	Paraeducator/STC	6/30/14



6 Church Street, Rutland, VT 05701  
 Phone: 802-773-1900  
 Fax: 802-773-1927  
 Web: [www.rutlandcitypublicschools.org](http://www.rutlandcitypublicschools.org)

Mary E. Moran, Superintendent  
 Robert S. Bliss, Assistant Superintendent  
 Peter P. Amons, Chief Financial Officer  
 Eloise S. McGarry, Director of Support Services

**Date:** June 3, 2014  
**To:** Mary Moran, Superintendent  
**From:** Peter Amons, CFO   
**Subject:** FY15 Non-Aligned Salary Increases

Per your request, we have developed a compensation proposal for non-aligned employees for FY15.

For FY15 we propose a 2.9% salary increase for non-aligned employees. We recommend an increase in the health contribution rate to 13.5% (from current 13%) with no change to their city pension contribution currently at 4.8% for the one-half benefit level).

Contracted rates for other employee groups for FY15 are as follows:

	Pay	Health	City Pension
REA (primarily teachers)	2.9%	12.0%	4.2% (one-half benefit)
RSSA (primarily paraeducators)	3.0%	12.0%	4.7% (full benefit)
AFSCME (facilities workers)	3.0%	12.0%	4.5% (full benefit)
RAA (administrators)	2.5%	13.5%	4.8% (one-half benefit)
Proposed for FY15 for non-aligned	2.9%	13.5%	4.8% (one-half benefit)

Regarding medical insurance, changes to State and federal laws allow organizations to keep their current plans, as grandfathered plans, only if limited changes are made to them. We are being advised by VSBIT that we cannot change the employee contribution rate by any more than 5 percentage points since 2010 or we lose the grandfathered status. That would mean internal caps of 14.9% to stay safely below the fence line of 15%, for the time being. Our current medical plans are grandfather through 2017. After that, new State (single payer) and federal (ACA) laws will govern what school systems will be able to do.