

**RUTLAND PUBLIC SCHOOL
REGULAR MEETING OF THE BOARD OF SCHOOL COMMISSIONERS
OCTOBER 14, 2014**

School Board Members Present:

Peter Mello
Daniel Alcorn
Hurley Cavacas, Jr.
Richard Courcelle (6:41 pm)
Peter Fagan
Rob Kurchena
Matthew Olewnik
Christian Wideawake
Brendan Wright (6:33 pm)
Lydia Gulick (6:48 pm)

Members Absent

Alison Notte
Erin Shimp
Kate Thomas

Also Present

Superintendent Mary Moran
Assistant Superintendent Rob Bliss
Peter Amons
Ellie McGarry
Bill Olsen
Kristen Hubert
Susanne Engels
Kristin Francoeur
Steve Sampson
Glenn Olson
Jessica Henderson
Patricia Aigner
Pam Reed
Molly Wasserman
Greg Schillinger

The meeting was called to order at 6:30 pm followed by the Pledge of Allegiance. Chair Mello noted the absence of Commissioners Notte, Shimp, Courcelle, Thomas and Student Representatives Gulick and Wright.

**CALL TO
ORDER**

ROLL CALL

Written and Oral Communications - Mr. Mello read a note of thanks from Cooper Babbitt for support during his term as Board Student Representative.

**COMMUN-
ICATIONS**

**MOTION:
MINUTES
09/23/14
MEETING**

Motion by Cavacas / Fagan to accept the minutes of the Sept. 23, 2014 regular school board meeting as written. Motion passed unanimously by all those in attendance.

**PERFOR-
MANCE
EXCELLENT
WORK /
PROGRESS**

Performance Excellent Work / Progress

Mr. Mello and Board members discussed some of the places they have visited to talk with community members and administrators about the Performance Excellence Initiative (PEI). Board members still have other visits scheduled and Mr. Mello is meeting with the RHS Student Senate later in the week. Responses are being submitted and compiled.

**SCHOOL /
PROGRAM
UPDATE**

School / Program Update

Student Representatives - Brendan Wright said the RHS marking period is winding down. PSATs are being given to sophomores this week. Parent teacher conferences are being held this week. Homecoming is this weekend. Mr. Mello is meeting with the Student Senate this week to discuss PEI.

**STUDENT
REPRESEN-
TATIVES**

Pre K-2 School Improvement Plans - Mr. Bliss said all the schools in the district work off the same model called the Green Mountain Star. Ms. Hubert said Northeast and Northwest combined efforts with the plans. A lot of GMS is prescriptive but it allows each school to hone in on areas. The three big goals:

**PRE K-2
SCHOOL
IMPROVE-
MENT
PLANS**

- Defined leadership team
- Instructional work
- Refine school community

Ms. Engels said all the schools' action plans involve data on the effectiveness of instruction and intervention and she reviewed the process of looking at indicators and at goals. The goals are always progressing as times and technology changes. She discussed how actions are monitored. Ms. Wasserman is working with the teams to try to find out what they need. She has created a system helping them to manage data and use it on an ongoing basis. She showed two systems. One is for tracking student behaviors and the other is for academic tracking. They will continue to evolve as they get more requests from teachers.

There were questions and discussion from Board members:

- How do we intervene on behalf of a child who is not meeting the standard? Ms. Engels said we look at where a child falls each month compared to peers and what we need to give them more interventions. Teachers can look at a whole class missing out on a skill, prompting an adjustment. The process of intervening for students is not new. The change is in the system of how the data is looked at. The dashboard shows where they are falling short and trends over time.
- Are we sending in teams to observe and help teachers better deliver instructional material. Ms. Hubert said we are always assessing and determining what professional development is needed.
- Are materials on-line for parents to see and use to help their children? Ms. Hubert described programs in math and reading which parents can access on-line at home.
- Commissioner Fagan said he would like to link brain-based learning to what we are doing currently in the schools. How are we employing the brain-based learning concepts to make sure our students are learning the best style suited to them? Mr. Bliss said that will be included as an agenda item for a future Board meeting.
- What does the day look like? What time is built into the schedule? Ms. Engels said every day there is a morning meeting -- it could be PBIS, committee, grade level, or student support teams. They look at data, content issues, or student issues. There are observations by administrators, planning time for teachers to get together with peers, and regular after-school meetings. Ms. Hubert said there is a monthly school leadership team meeting as well.
- Mr. Mello said he would like to translate the information to something the Board expects relative to data. The Board would like to hear how the students did, using all the data points. In terms of achievement, he would like to see using the data to report back a level of efficiency.
- Commissioner Courcelle said this lends itself to the PEI. The district already measures lots of things and the initiative gets into how to communicate essential performance data. One of the challenges is that we are always beholden to "one test one day". Our challenge is to report the data to show how our students are doing. We are collecting the data. The challenge is how to roll up and summarize the great work being done.

- Mr. Courcelle said he liked the presentation of the two schools together. He said the state's requirement for building level plans does not make sense. We should be doing one plan.
- If a parent wants access at home, how do they do it? Ms. Hubert said the teachers can provide all the information.

PRE K-2
SCHOOL
IMPROVE-
MENT PLANS,
cont.

Central Office Reports

Superintendent VSA Update - Ms. Moran said issues being discussed include the pre-k initiative, school choice, school governance, and school finance.

CENTRAL
OFFICE
REPORTS

SUPERIN-
TENDENT
VSA UPDATE

School Choice Report - Ms. Moran reviewed the 2014-2015 school choice report. We have been keeping the data since the program began in 1997. Things have changed with the expanded school choice law and some of these items were highlighted.

SCHOOL
CHOICE
REPORT

FACILITIES &
FINANCE

Facilities and Finance

Budget Planning Overview - Mr. Amons reviewed the budget planning process and said it will be similar to previous years. He met with the budget ad hoc committee last week. Mr. Fagan said it would be helpful for the Board and community members to see "where the money comes from," i.e., federal, grant, state special education, state regular education, city taxes. What are the sources of the funds? Mr. Amons will include that information.

BUDGET
PLANNING
OVVIEW

Mr. Amons said education funding is complicated and there is a statewide discussion in the media on property taxes being too high. The discussion will also flow into the legislature and will have an effect on passing budgets. The state has asked us to forecast the cost of the new pre-k initiative. Mr. Amons said we are looking at it including 250 students at a total cost of of \$850,000. That represents a 1.75% increase in our budget year over year, all by itself. It will require one full time new employee. Mr. Bliss reviewed how they derived the potential number of 250 students, based upon a state formula. We would not be supplying the teachers for the 250 students but one staff person to manage the program is anticipated. Mr. Fagan said the way the law was written, the 1.75% is a mandate and is not able to be cut. Mr. Mello said Senator Mullin had come to a meeting and said the initiative would not mean new money. Mr. Amons said he had said it would not be new local money. But it is money that runs through our budget.

Mr. Amons said regarding the maintenance and capital budget, we closed last Friday on the \$2.5 million financing. We are not going to have any more maturing debt for ten years. When we look at the budget for the next few years, we will not be able to cut capital and maintenance items. Regarding special education, there is an increasing number of students with extraordinary costs. FY16 will be particularly hard for us because we have had expensive students move into the district and we are providing services.

Mr. Amons said we are looking for people to help with Budget Buddies, the volunteers who help promote information to inform voters. Commissioner Olewnik said the governor spoke about 5% spending cuts across the board. Has the state sent anything about increases or decreases? Ms. Moran said no but the state has said "no new mandates". Mr. Fagan said he will continue to work in the legislature for

money to follow the student. Ms. Moran said we are working on compiling the dual enrollment figures. Minimally, about \$20,000-25,000 is estimated. Next year the costs are shared state and local. The following year will be all local and there will be more children.

PERSONNEL

**MOTION:
PERSONNEL
MEMO #507**

Personnel

Motion by Fagan / Cavacas to approve the Licensed and Non-licensed section of the Personnel Memorandum No. 507 dated Oct. 10, 2014, as recommended by the Superintendent of Schools.

The appointment, leave of absence, and retirement were reviewed by Superintendent Moran. They are attached.

Motion passed unanimously by all those in attendance.

**COMMITTEE
REPORTS**

Committee Reports

**STAFF
RELATIONS
COMMITTEE**

Staff Relations Committee - Mr. Courcelle said the minutes of the meeting were distributed. A member of the REA teacher representative collective bargaining unit was invited to the next meeting. He said it is important to talk with them about the work we are doing with PEI, school improvement and general transformation efforts. We want to increase the level of communication and collaboration with all the units.

Policy Committee - Mr. Bliss reviewed the policies submitted for revision.

**POLICY
COMMITTEE**

Motion by Cavacas / Fagan to adopt

- Policy 6110 - Goals and Objectives of Personnel System
- Policy 6160 - Code of Ethics for all District Personnel
- Policy 6200 - Sexual and other Unlawful Harassment

for first reading as presented.

**MOTION:
ADOPT
POLICIES
FOR FIRST
READING**

There were questions and discussion and Ms. Moran will do some follow up before second reading.

Motion passed unanimously by all those in attendance.

**NEW
BUSINESS**

New Business

VSBA Addison / Rutland Regional Meeting - Mr. Mello said several Board members attended a regional meeting last week. The program was really designed for supervisory unions, smaller schools, and discussion about consolidation. Mr. Olewnik said he heard the message, "Do something about costs, or we will."

**VSBA
REGIONAL
MEETING**

Motion by Fagan / Cavacas to adjourn at 7:54 pm. Passed.

ADJOURN

Respectfully submitted

Janet Mondlak
Recording Secretary

TO: Board of Education
FROM: Mary E. Moran, Superintendent
DATE: October 10, 2014
RE: Personnel Memorandum – Licensed and Non-Licensed

RESOLVE: That the LICENSED and NON-LICENSED SECTION OF THE PERSONNEL MEMORANDUM **NO. 507** dated **October 10, 2014**, be approved as recommended by the Superintendent of Schools.

A. LICENSED SECTION

1. Appointment

<u>Name</u>	<u>Position/Location</u>	<u>Salary</u>	<u>Effective</u>
Rebecca Mattis	LTS Math/RMS	\$195.31/day	11/14/15-3/5/15

2. Leave of Absence

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
Sandra Celauro	English Teacher/RMS	3/17/15-8/15

B. NON-LICENSED SECTION

1. Retirement

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
Jane Taylor	Bus Aide /District	11/1/14