

**RUTLAND PUBLIC SCHOOLS
REGULAR MEETING OF THE BOARD OF SCHOOL COMMISSIONERS**

November 13, 2018

School Board Members Present:

Dick Courcelle
Rob Kurchena
Michael Blow
Hurley Cavacas
Dena Goldberg
Kam Johnston
Alison Notte
Matthew Olewnik
Joanne Pencak
Erin Shimp
Isabella Gides, Student Representative
Haley Lassen, Student Representative

Members absent:

Charlene Seward

Also Present:

Superintendent Adam Taylor
Assistant Superintendent Rob Bliss
CFO Peter Amons
Melissa Connor
Michael Derevjanik
Bill Olsen
Glenn Olson
Loren Pepe
Pam Reed
Steve Sampson
Greg Schillinger
Jay Slenker

The meeting was called to order at 6:30 pm followed by the Pledge of Allegiance.

**CALL TO
ORDER**

It was noted that all Commissioners are in attendance except for Commissioner Seward.

Motion by Johnston/Cavacas to accept the minutes of the October 23, 2018 regular school board meeting with the following addition: Kelly Courcelle is not related to any of the commissioners.

**MINUTES
10/23/18**

Motion passed unanimously by all those in attendance.

Communications – None.

**COMMUNICA-
TIONS**

Performance Excellence Initiative – The administration has been sourcing an instrument to gage employee engagement/satisfaction. They are looking for alternatives due to cost. The selection of a tool is expected within the next month.

PEI

School Program Update – Student Representatives – First Graders from Northwest visited Billings' Farm. Northwest is starting a Big Buddy/Little Buddy program with Kindergarten and Grade 2. Grade 2 will be holding a concert with background/scenery created by students. Teachers are planning to have students write to deployed service personnel during the holidays. At RHS the following were highlighted: Speech and Debate accomplishments, the football team put up a good fight against Mt. Mansfield, Encore Theatre's production of Arabian Knights and the RHS Music Tour to encourage fine arts.

**STUDENT
REPS.**

Student/Staff Celebrations – Maggie Schillinger and Austin Robertson were recognized as Scholar Athletes of the Year and shared their future plans.

**STUDENT –
STAFF CELE-
BRATIONS**

Rutland High School – School Improvement Plan – Bill Olsen, Greg Schillinger, Pam Reed and Steve Sampson reviewed the major goals of the Rutland High School Improvement Plan. Discussion included: time on learning, how the process works for the average learner, how PLPs look for freshmen, linking from Google Sites to Google Classroom, advisors (Who are they? Will

**RHS SCHOOL
IMPROVE-
MENT PLAN**

more need to be hired? – No, all professional staff act as advisors.), EPIC and middle school integration.

Central Office/Legislative Reports – Superintendent Taylor noted the mixed media self-portraits, by Grade 1 students, on display in the Board Room. He noted the recognition of Noah Logan and Johnathan Urbani at the annual REDC meeting, Stuff a Bus success, as well as the intense pride of our student athletes and the great work by the Booster Club. He advised that he is continuing with school visits on a regular basis and preparing for the integrated field review. He is working to secure Bernie Sanders to speak at the GIN Conference in April.

STC Budget Presentation – Director, Glenn Olson acknowledged Assistant Director, Melissa Connor, for all of her work on the STC Budget. The Regional Advisory met on October 16, 2018 and again on October 26, 2018 (after making budget adjustments: reduced supplies and equipment and eliminated one paraeducator position.) The proposed budget is scheduled to go before the Full Regional Advisory Board on December 5, 2018 and to the RCPS Board of Commissioner for ratification on December 11, 2018. The budget was reviewed: funding (based on 6 semester average), program enrollment (no programs are in danger of being eliminated at this time) and new pathways (cyber security, advanced manufacturing and a number of health related program – all are at least a year or two of being added.) Discussion included: Perkins Grant (how is it calculated and how funds are allocated), equipment and position cut, advertising, pre-tech foundation classes, adult education and tuition.

Facilities and Finance - Budget: Maintenance and Capital Plan - Michael Derevjanik reviewed the Maintenance and Capital Budget, highlighting big tickets items. Discussion included rationale for SchoolDude Assessment (how long would it take, comprehensiveness, annual fees, qualifications of assessors and energy options), key swipe access, trash removal costs, paving costs, deferred items, other (mandatory annual requirements) inspections, RMS Library Rehab., multi-factor authentication for locks, insulation at Longfellow, answering services costs (linked to alarms and refrigeration equipment), interior door locks and estimated cost for converting all locks to key cards (We do not have a complete estimate.) The Maintenance and Capital Budget is included in the operational budget (to be presented at the next meeting.)

Personnel - Motion by Cavacas/Notte to approve the Licensed and Non-licensed sections of the Personnel Memorandum No. 584 dated November 8, 2018, as recommended by the Superintendent of Schools.

Personnel Memo No. 584 was reviewed by Superintendent Taylor and is attached.

Motion passed with one abstention (Johnston.)

Committee Reports – Building Committee Update – The Building Committee held an informational meeting and looked at reconfiguring the Longfellow Building and potential of relocating Howe Center (being explored.) Commissioner Johnston noted the potential to revamp some positions and lack of written reports from committees. The Building Committee meeting was informational so no written report was generated. The next meeting will include a full agenda and a report will be generated. Commissioner Johnston inquired regarding public postings. Per Assistant Superintendent Bliss, agendas are normally posted at Longfellow, RHS or the Public Library.

New Business – None

Old Business – President Courcelle requested Assistant Superintendent Bliss review the Movember campaign (to raise awareness regarding men’s health, fund research and provide education.)

Movember.RB – Men’s health month. Raises awareness, funds for research and education.

Motion by Notte/Cavacas at 8:09 pm for the board to convene to executive session for the purpose of discussing a personnel matter. Passed unanimously.

**MOTION:
EXECUTIVE
SESSION**

The Board came out of executive session at 8:41 pm.

**OUT OF
EXECUTIVE
SESSION**

Motion by Notte/Shimp to adjourn at 8:42 pm.

ADJOURN

Motion carried.

Respectfully submitted,
Betty A. Kapitan, Recording Secretary

TO: Board of Education
FROM: Adam Taylor, Superintendent
DATE: November 8, 2018
RE: Personnel Memorandum – Licensed and Non-Licensed

RESOLVE: That the LICENSED and NON-LICENSED SECTION OF THE PERSONNEL MEMORANDUM NO. 584 dated November 8, 2018, be approved as recommended by the Superintendent of Schools.

A. LICENSED SECTION

1. Appointment

<u>Name</u>	<u>Position/Location</u>	<u>Pro-rated Salary</u>	<u>Effective</u>
Emily Loomis	Registered Nurse/RHS	\$27,094.52	11/13/18

B. NON-LICENSED SECTION

1. Appointments

<u>Name</u>	<u>Position/Location</u>	<u>Pro-rated Salary</u>	<u>Effective</u>
Heidi Campbell Landon	Paraeducator/NE	\$13,686.79	11/13/18
Kimberly Davis	Paraeducator/RHS	\$14,987.70	11/7/18
Michele Fredette	Paraeducator/RHS	\$14,641.83	11/13/18
Scott Herdling	Paraeducator/STC	\$14,660.88	11/13/18
Teressa Newland	Paraeducator/NE	\$16,011.19	10/29/18