

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

November 27, 2018

School Board Members Present:

Dick Courcelle
Rob Kurchena
Michael Blow
Hurley Cavacas
Dena Goldberg
Kam Johnston
Alison Notte
Matthew Olewnik
Joanne Pencak
Charlene Seward (6:31 pm)
Erin Shimp
Isabella Gides, Student Representative
Haley Lassen, Student Representative

Also Present:

Superintendent Adam Taylor
Assistant Superintendent Rob Bliss
CFO Peter Amons
Melissa Connor
Michael Derevjanik
Peter McKenney
Ellie McGarry
Bill Olsen
Pam Reed
Steve Sampson
Greg Schillinger
Marsha Cassel

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 Cavacas/Johnston to accept the minutes of the November 13, 2018 regular school board meeting as written.

**MINUTES:
11/13/18**

Communications – Marsha Cassel invited the Board and public to “Supper with the Super” (Superintendent Taylor) on Monday, December 10, 2018. This event is being co-sponsored by RHS Amnesty International and the RHS Feminism Club.

**COMMUNICA-
TIONS:**

Performance Excellence Initiative – An update on the engagement survey will be addressed soon.

PEI UPDATE

School Program Update – Student Representatives – Students at Northeast participated in *Stuff a Bus*, fire safety, planting (at the Farmer’s Market Greenhouses), and history (at Billings) programs. Northwest students are thankful for their Thanksgiving Feast prepared by Dawn and Kim. Students from Northwest attended *Jigsaw Jones* at the Paramount. At RHS: the Student Senate sponsored a successful blood drive. Winter sports try outs and practices have begun. Chamber Singers will be participating in the Madrigal Festival in Burlington, Unified Sports has an upcoming bowling tournament. An event is being planned to celebrate RHS Unified Sports being recognized nationally. Winter concerts are upcoming. The Guidance Department is organizing gift baskets with Club Giving and the New Neighbors Club.

**SCHOOL
PROGRAM
UPDATE**

Student/Staff Celebrations: Superintendent Taylor noted that he is Thankful for all our Staff.

**STUDENT
STAFF
CELEBRA-
TIONS**

School Improvement Plans – Assistant Superintendent Bliss noted the requirements for the Board to formally accept the school improvement plans in regards to funding.

SIPs

Motion by Cavacas/Johnston to approve the school-wide improvement plans as they were presented to the Board at previous meetings.

MOTION: SIPs

Motion passed unanimously by all those in attendance.

Rutland High School Program of Studies – Bill Olsen and Greg Schillinger distributed information regarding changes in the Program of Studies. There are two additions to the Program of Studies. Discussion revolved around offerings being deleted due to inadequate enrollment.

**RHS
PROGRAM OF
STUDIES**

Central Office Reports – Superintendent Taylor noted that he and Assistant Superintendent Bliss participated in the Integrated Field Review for Addison Central Supervisory Union. Our Integrated Field Review is this Thursday. Thanksgiving Celebrations at Northeast and Northwest were enjoyable and successful. Superintendent Taylor announced that he has been working with Bryan Brown to book someone to speak about Artificial Intelligence at the GIN Conference on April 4, 2018. Bernie Sanders is tentatively scheduled for the welcome. A winter barbeque will be held next Tuesday for the Longfellow Staff and Department of Buildings Grounds and Transportation Staff. Superintendent Taylor provided the Board with an explanation of considerations he utilizes to make decisions regarding school closings and introduced Human Resource Manager, Peter McKenney. The Board welcomed Mr. McKenney.

**CENTRAL
OFFICE
REPORT**

Facilities and Finance – Draft FY 20 Budget - President Courcelle disclosed his work responsibilities as related to Community Care Network and the RCPS Budget. Peter Amons presented a draft of the FY 20 Budget highlighting: \$60,000 for the maintenance survey has been removed from the Capitol and Maintenance Budget. This draft is up 6.1%, which is high – the percentage increase will be reduced when presented on December 11, 2018. The expectation for budget planning is 2% with minor exceptions. Special Education cost increases and reimbursements were noted and will be presented in more detail by Ellie McGarry at the next Board Meeting. Health care costs and addressing health care costs during negotiations was noted. New positions and proposed new positions were noted (24 - HR Manager, 5 contracted Rutland Mental Health Counselors, increase of the RHS Drama Teacher from .33 to 1 FTE, Special Educator at Allen Street Campus (related to return of student from residential placement) and additional paraeducators. The employee from Project Search filled another position in District. The World Language position at RHS is an elimination. Discussion revolved around the addition of more paraeducators (to be addressed in detail at the next meeting), timing of special education reimbursements (90 days), current counseling staff, computers (laptops or desktops – is a combination of both.) Mr. Amons reviewed a list of increases/decreased exceeding \$75,000. Next steps will include: presentation of Special Education Budget and revised budget presentation on December 11, 2018. Revenue forecasts will determine the tap on the Education Fund (tap on the Ed. Fund drives the tax rate.) Ratification of the budget is scheduled for January 8, 2019. Information for the ballot needs to be to the City Clerk by January 15, 2019. Board Members wanting more detail or a deeper dive into the budget should contact Peter, Rob or Ellie.

**FACILITIES &
FINANCE
DRAFT FY
BUDGET**

Personnel - Motion by Notte/Shimp to approve the Licensed and Non-licensed sections of the Personnel Memorandum No. 585 dated November 19, 2018, as recommended by the Superintendent of Schools.

**MOTION:
PERSONNEL
MEMO #585**

Personnel Memo No. 585 was reviewed by Superintendent Taylor and is attached.

There was discussion regarding columns and steps included on the memo. Commissioner Johnston expressed concern regarding equitable distribution to student groups.

Motion carried with two abstentions (Johnston and Cavacas.)

Committee Reports – None.

**COMMITTEE
REPORTS**

New Business – None.

**NEW
BUSINESS**

Old Business – None.

Motion by Cavacas/Notte at 7:23 pm for the board to convene to executive session for the purpose of discussing personnel matters. Passed unanimously.

**MOTION:
EXECUTIVE
SESSION**

The Board came out of executive session at 8:21 pm.

**OUT OF
EXECUTIVE
SESSION**

Motion by Cavacas/Pencak that the Board approve the Release and Severance Agreement with an employee that was reviewed in executive session and that the Superintendent is authorized to execute that Release and Severance Agreement.

**MOTION:
RELEASE &
SEVERANCE**

Motional passed unanimously.

Motion by Cavacas/Olewnik to adjourn at 8:23 pm.

**MOTION:
ADJOURN**

Motion carried.

Respectfully submitted,
Betty A. Kapitan, Recording Secretary

TO: Board of Education

FROM: Adam Taylor, Superintendent

DATE: November 19, 2018

RE: Personnel Memorandum – Licensed and Non-Licensed

RESOLVE: That the LICENSED and NON-LICENSED SECTION OF THE PERSONNEL MEMORANDUM NO. 585 dated **November 19, 2018**, be approved as recommended by the Superintendent of Schools.

A. LICENSED SECTION

B. NON-LICENSED SECTION

1. Winter Coaching Appointments and Re-appointments

To: Adam Taylor
 From: Mike Norman
 Date: November 14, 2018
 Re: 2018-2019 Winter Coaches

I would like to recommend the following Winter Coaching Nominations for the 2018-2019 season.

WINTER COACHES				
MIKE WOOD	BOYS BASKETBALL HEAD COACH	1	7	\$6,362.12
CHRIS WOOD	JV BOYS BASKETBALL	3	7	\$3,823.02
BAILEY PLANTE	F BOYS BAKSETBALL	4	7	\$2,130.77
ROB CASSELL	MS BOYS BASKETBALL	5	7	\$2,199.50
NATHAN BELLOMO	GIRLS BASKETBALL HEAD COACH	1	7	\$5,822.24
KATE MCCORD	JV GIRLS BASKETBALL	3	7	\$3,711.71
DICK WRIGHT	MS GIRLS BASKETBALL	5	7	\$2,535.84
JEN MCLEMORE	MS GIRLS BASKETBALL	5	4	\$1,935.24
DAWN ADAMS	ALPINE HEAD COACH	1	7	\$5,396.10
LORI MCCLALLEN	ALPINE ASST	4	7	\$1,677.17
MELISSA PATTERSON	ALPINE ASST	4	7	\$1,677.17
BILL BELMONTE	NORDIC COACH	2	7	\$4,521.06
CARA GAUVIN	WINTER CHEER HEAD COACH	3	7	\$4,507.41
SHELBY SENEAL	WINTER CHEER JV	5	5	\$2,135.44
SABRINA KINSMAN	MS WINTER CHEER	6	7	\$2,675.09
MIKE AUDETTE	INDOOR TRACK HEAD COACH	3	7	\$4,376.09
STEVE FRENCH	INDOOR TRACK	5	7	\$2,611.92
JERRY GORRUSO	INDOOR TRACK	5	7	\$3,171.80
CHRIS ADAMS	BOYS HOCKEY HEAD COACH	1	7	\$5,086.36
MIKE ANDERSON	BOYS HOCKEY ASST	3	7	\$2,680.85
DIRK STEUPERT	GIRLS HOCKEY HEAD COACH	1	7	\$6,749.56
KATHERINE PATE	GIRLS HOCKEY ASST	3	4	\$3,002.93

TYLER GILBERT	MS BOYS BASKETBALL	5	7	\$2535.84
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