

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

October 23, 2018 Amended

**School Board Members Present:**

Dick Courcelle  
Michael Blow  
Hurley Cavacas  
Dena Goldberg  
Kam Johnston  
Alison Notte  
Matthew Olewnik  
Charlene Seward  
Erin Shimp  
Isabella Gides, Student Representative  
Haley Lassen, Student Representative

**Members Absent:**

Rob Kurchena  
Joanne Pencak

**Also Present:**

Superintendent Adam Taylor  
Assistant Superintendent Rob Bliss  
CFO Peter Amons  
Patricia Aigner  
Michael Derevjanik  
Deb Hathaway  
Ellie McGarry  
Sharon Napolitano  
Jack Crowther

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 Commissioners Kurchena and Pencak.

Communications – Written – None.

**COMMUNICA-  
TIONS**

Audience Communications – Jack Crowther of 29 Giorgetti Blvd. presented research on the effects of fluoride. A summary of the research was distributed to the Board. Mr. Crowther stated that he has been working to change public opinion in regards to fluoridating the public water source for 3 ½ years and is now approaching the Board as leaders who care about children. Board Members who would like to pursue any action in regards to fluoride should contact Mr. Crowther. There was a brief discussion regarding cost implementation, FDA regulation of fluoride and water filtration systems.

Motion by Johnston/Goldberg to accept the minutes of the October 9, 2018 regular school board meeting as written with a correction on page 1 to reference 2001 instead of 2011. Motion passed unanimously by all those in attendance.

Performance Excellence Initiative – President Courcelle noted that the ad hoc PEI Committee met last week with the Superintendent and Assistant Superintendent. Administration is researching a tool for measuring staff engagement. Additional information will be forthcoming.

**PEI**

Student Representatives' Report – Northwest Kindergarteners visited the Rutland Fire Department. Northwest 2<sup>nd</sup> Graders visited the Fire Department, as well as the Police Department, City Hall, Heritage Family Credit Union, the Mayor's Office, Rutland Free Library and Superintendent Taylor's Office. They had lunch in the new park Downtown and were treated to Maple Creamies at the Vermont Truffle Company. A lending library was donated to the Northwest Outdoor Classroom by the Purple Angel Foundation. Books for the lending library are being donated by the Rutland Free Library and Rutland Discount Foods. Also at Northwest – the first Star Student Field Trip took place with students going to Peak Performance the Diamond Run Mall. The annual *Stuff*

**STUDENT  
REPRESENTA-  
TIVES  
REPORT**

*a Bus* campaign begins on October 25, 2018. Students and faculty from Stafford Technical Center will take part in the annual Leaf Raking Event next week. Several Stafford Programs visited the job fair at Killington Resort. The water jet, approved by the Board last year, is now up and running at Stafford. The Natural Resources and Forestry Program will participate in two days of wilderness first aide training this week. At Rutland High School: Playoffs for all Varsity Sports started this week. The RHS NEASC Self Study continues – there is a need for parent input. An informational meeting regarding the 2019 Germany trip took place last night. A 2019 Spanish trip is also being planned. RISE Exchange students are coming to visit next week. A Band Concert will take place on Thursday. Parents are encouraged to read announcements for financial aid opportunities. OVX (Our Voices Exposed), a student initiative, in cooperation with RRMC is running a campaign to get substance abuse data out to students.

STUDENT  
REPRESENTA-  
TIVES  
REPORT  
(CONT)

Student/Staff Celebrations – Bryan Cupoli was recognized as Physical Education Teacher of the Year by SHAPE Vermont.

STUDENT  
STAFF  
CELEBRAT-  
IONS

School Improvement Plans –Rutland Middle School – Principal Deb Hathaway and Assistant Principal Sharon Napolitano presented the Rutland Middle School Continuous Improvement Plan and reported progress made on the four goals. Assistant Superintendent Bliss noted that there is an increased focus on classroom observations at RMS. Discussion revolved around SBAC Testing and benchmarks, PLPs and student buy in, time for REAL, introducing PLPs earlier, reporting goals progress and frequency, communication with faculty in regards to walk through observations and integrating Student Council.

RMS CIP

Superintendent Report – The Rutland High School Orchestra represented very well at the BROC Luncheon. Superintendent Taylor attended the VSA Fall Conference. The focus of the conference was equity. Superintendent Taylor found some aspects of the conference frustrating as it did not align with the idea that all kids can and will learn. Superintendent Taylor attended the Rowland conference with the high school team. He noted that including student voice in redesign/rebrand of district is critical. The annual *Lights On After School* celebration takes place tomorrow night. He noted some remodeling at Longfellow and invited the Board to view ceiling tiles in his office. He noted his Friday Letters series. He will be attending the Upper Valley Education Institute with Peter Amons.

SUPERINTEN-  
DENT REPORT

Facilities and Finance – Budget Planning Overview – Peter Amons presented an overview of the FY 20 Budget and explained the budget development process. The majority of the budget is made up of salary and benefits. The draft budget will be presented to the Board on November 27, 2018. Forecast of revenue and education spending were noted and explained. Headcount of employees was presented per earlier request of the Board. Required ballot language information was reviewed. Equalized students and Fall Student Count was discussed. The FY 20 Budget Schedule was reviewed. Tensions created by school district consolidation and budgeting was discussed. Financial efficiency programs were noted. The State took away local bargaining for health plans and will negotiate health plans for all public employees. All labor contracts will expire July 1, 2020 due to health plans. Annual legislative initiatives for cost control were noted. We are anticipating a very difficult Legislative Session.

FACILITIES &  
FINANCE

Project Update – Michael Derevjanik – Mr. Derevjanik noted that all of staff is cross trained is called upon frequently to fill in for various needs. He reviewed projects completed: resurfacing the running track, removing the exposed heating system at RHS, Dollhouse kitchen renovation, flooring at RHS, STC Office remodel, replacement of windows and exterior doors at RHS, new Cafeteria Office, air conditioning for the server room at RIS/RMS, removal of all growth behind the fence at RIS/RMS, resanding of Keefe Gym, counter tops and cabinetry replacement in the science classrooms at RIS/RMS and the columns at RIS have been painted. Vehicle replacement needs were noted. Findings from the RHS equipment inspection were presented. Roof inspections will be upcoming and will help determine needs for the capitalized maintenance plan. Board Members with

PROJECT  
UPDATE

questions regarding electric buses should see Michael. The usage of funds from the safety and security grant were noted. Commissioner Johnston asked if a request for added personnel would be included in the budget draft. A request for added personnel is not being considered at this time.

**PROJECT  
UPDATE  
(CONT)**

Personnel - Motion by Shimp/Notte to approve the Licensed and Non-licensed sections of the Personnel Memorandum No. 583 dated October 18, 2018, as recommended by the Superintendent of Schools.

**PERSONNEL  
MEMO #583**

Personnel Memo No. 583 was reviewed by Superintendent Taylor and is attached. Kelly Courcelle is not related to Commissioner Courcelle.

Motion carried with one abstention (Johnston.)

**COMMITTEE  
REPORTS**

Committee Reports – None.

**NEW  
BUSINESS**

New Business - None.

**OLD BUSINESS**

Old Business – Commissioner Johnston noted that a prior article in the Rutland Herald was misleading and the person noted in the article was not an employee of RCPS at the time of the issue.

**MOTION:  
EXECUTIVE  
SESSION**

Motion by Notte/Shimp at 7:43 pm for the Board to convene to executive session for the purpose of discussing a personnel matter. Passed unanimously.

**OUT OF  
EXECUTIVE  
SESSION**

The Board came out of executive session at 7:48 pm.

**ADJOURN**

Motion by Notte/Cavacas to adjourn at 7:49 pm.

Motion carried.

Respectfully submitted,  
Betty A. Kapitan, Recording Secretary

TO: Board of Education

FROM: Adam Taylor, Superintendent

DATE: October 18, 2018

RE: Personnel Memorandum – Licensed and Non-Licensed

RESOLVE: That the LICENSED and NON-LICENSED SECTION OF THE PERSONNEL MEMORANDUM NO. 583 dated **October 18, 2018**, be approved as recommended by the Superintendent of Schools.

***A. LICENSED SECTION ~ None***

***B. NON-LICENSED SECTION***

1. Appointments

<u>Name</u>	<u>Position/Location</u>	<u>Pro-rated Salary</u>	<u>Effective</u>
Kelly Courcelle	Paraeducator/RIS	\$16,047.36	10/17/18
Dwight Keeler	Planning Room Para/RHS	\$15,503.60	10/24/18
Peter McKenney	HR Manager/District	\$41,889.05	11/5/18