

RUTLAND PUBLIC SCHOOLS
REGULAR MEETING OF THE BOARD OF SCHOOL COMMISSIONERS
January 8, 2019

School Board Members Present:

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

Members Absent:

Joanne Pencak
Charlene Seward
Isabella Gides, Student Representative

Also Present:

Superintendent Adam Taylor
Assistant Superintendent Rob Bliss
CFO Peter Amons
Kerry Coarse
Michael Derevjanik
Cathy Farman
Deb Hathaway
Ellie McGarry
Peter McKenney
Bill Olsen
Pam Reed
Steve Sampson
Jay Slenker
Mike Norman

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 Pencak and Seward.

Motion by Johnston/Shimp to accept the minutes of the December 11, 2018 regular school board meeting as written. Minutes stand.

**MOTION:
MINUTES
12/11/18**

Communications – None.

**COMMUNICA-
TIONS**

Performance Excellence Initiative – Assistant Superintendent Bliss noted that an Employee Performance Engagement Survey is being drafted with School Perceptions. The target launch date is February 7, 2019 with a goal to receive information back by March 15, 2019. The cost is \$3,500.

PEI

School Program Update – Student Representatives – Mid-term and final exams will take place on Thursday and Friday at RHS. All State Music auditions are on Saturday, as well as the Northeastern Theatre Festival. The Speech and Debate team continue to do well. All are invited to an information night at Northeast on January 24, 2019 at 6:00 pm. Northeast hosted a hero assembly around the character traits of citizenship and gratitude. Killington Resort sponsored a dry land skiing and snowboard program at both Northeast and Northwest. Thank you to Killington Resort was noted.

**SCHOOL
PROGRAM
UPDATE**

Activities and Athletics Report – Director of Athletics and Activities, Mike Norman, presented the Activities and Athletics Report for the 2017-2018 school year. He noted that Commissioner Blow was omitted from the list of members of the Activities and Athletics Council included in the report and apologized for this error. The presentation highlighted the new coaching/advisor stipend schedule that was developed last year, fundraising and homecoming planning, staffing, proposal process for new clubs, academic achievement awards for athletes, team/club enrollment, and athletic training services. Discussion ensued regarding: replacement and reconditioning of helmets, drop in participation at RMS, EPIC program and participation opportunities for students,

**ACTIVITIES &
ATHLETICS
REPORT**

access to athletic training services, communication between coaches and the athletic trainer, coach/advisor meetings, interaction/relationships between younger and older students, relationship with the rec department, eliminating barriers (parent transportation), challenges and ideas (recruitment at new staff orientation) regarding attracting coaches, dollar contract coaches (volunteers), a request for percentage of student involved in at least one activity/club/sport in future reports was noted, policy language (notes separate councils for activities and athletics), meeting minutes, PTA and Booster Club, and open meeting law compliance. Commissioner Johnston requested that the Board consult with the attorney regarding open meeting compliance in the interest of transparency (referred to the Policy Committee.) Discussion continued, revolving around coach/advisor stipends (shared stipends), out of pocket expenses for students (not applicable in Vermont), request for different information to be included in the report (in addition to enrollment for a more cohesive picture), request for dollar figure/budget/expenditures to be broke down by sport/club and unisex sports (cheerleading, track and field, football, alpine and Nordic.) It was noted that the web page could be utilized for coach recruitment. Commissioner Johnston asked if the drama increase (33 FTE to 100 FTE) was included in the figures (The increase was for a paid teacher position. The stipends for drama are extracurricular.) Commissioner Johnston requested the names of Tri-Scholar Athletes to be included in the report to celebrate student successes. Dollar Coach/Volunteer positions were discussed. Noted were the need for Dollar Contracts for these coaches/volunteers to be covered under liability insurance and consideration of employees for background checks. Commissioner Johnston inquired regarding the publication of minutes of the Activities and Athletics Council meetings (Mr. Norman emails them after meetings.) This was referred to the Policy Committee.

Central Office Reports – Superintendent – Superintendent Taylor noted that a draft of the Integrated Field Review Report has been received and is being reviewed for corrections and suggestions. The Executive Cabinet will review the report and report to the Board within the next 30 days. He noted challenges at RMS and plans for working with Project Vision (Project Wrap Around) to acquire extra support for students. He reviewed the status/process for hiring replacements for the RIS Principal and the Director of Support Services. He stated that both of these positions require a board member as part of the screening committee and encouraged Commissioner Johnston to serve on the committees in the interest of learning about the process. Counselors reviewing resiliency curriculum (K-8) and intersession food services development were noted. Superintendent Taylor noted expressed enjoyment in attending his first high school hockey game.

Facilities and Finance – FY 20 Budget Ratification – Peter Amons reviewed version three of the FY 20 Budget. This version makes the assumption that 6 classroom teacher positions will be eliminated (through attrition due to retirement or resignations.) He noted that he learned yesterday that the “drop dead date” to have the ballot language to the City Clerk is January 30, 2019. Highlighted were revenue forecast (up, due to special education), equalized cost per pupil calculations (we are still waiting for the State due to issues with the ADM application) and Property Tax Yield (state generated statistic.) The included estimates represent “worst case estimates.” Discussion revolved around the Board taking action to ratify the FY 20 operating budget and the downward trend from last year (one-time adjustment for the overestimate of PreK enrollment.) The ballot language will need to be approved by the Board at a future meeting.

Motion by Cavacas/Shimp to accept the FY20 Rutland City Public Schools Operations Budget in the amount of \$54,779,194.

Discussion continued regarding shifting FTEs around to accommodate programs (RMS Teams), offset of retirement costs, deadline to apply for retirement package (January 15th), headcount drop (net of 18 jobs) and favorable tax trend.

Motion by Johnston to reduce the Board Supply Budget Line.

**MOTION TO
AMMEND**

Peter Amons noted that the line was reduced by \$5,000.

Commissioner Johnston retracted his motion.

RETRACTION

Commissioner Johnston noted that he would not make a motion to reduce the Contingency Fund, but planned to reject all non-emergency requests to utilize these funds. He stated that he is also opposed to creating midterm new positions and would like more control to limit fund transfers without approval.

Commissioner Johnston requested to reserve \$1,200 for a policy manual review by the VSBA. Commissioner Johnston advised that he was requesting the funds in the open meeting in the interest of transparency. Peter Amons and Superintendent Taylor recommended that the Policy Committee seek to review policies from other districts. The request was deferred to the Policy Committee.

Commissioner Notte noted concerns regarding increased Special Education costs in the budget and the impact of scaling back regular education positions. Superintendent Taylor responded that the impact would be minimal (if any) due to courses being eliminated (due to lack of enrollment.) Class sizes will stay small (possibly increasing by 1 or 2 students), no programs will be changed and a high quality education will be provided.

Commissioner Johnston requested a roll call vote (motion regarding budget ratification) to demonstrate consideration.

Vote by roll call: Olewnik – Aye, Johnston – Aye, Notte – Aye, Kurchena – Aye, Goldberg – Aye, Shimp – Aye, Blow – Aye, Cavacas – Aye. Motion carried.

Peter Amons reviewed the procedure for announcing tuition rates. School districts must announce rates by January 15th.

**TUITION
RATE**

Motion by Cavacas/Notte to accept tuition rates as presented (Secondary - \$15,300, Elementary - \$10,400 and Special Education - \$40,000.)

**MOTION:
TUITION**

Discussion revolved around total revenue from sending schools, maximum and floors set (A floor is not set and school districts are allowed to negotiate rates – RCPS does not.) Tuition is still in line with what we need. Rates are still below any other local high schools by thousands of dollars.

Motion passed unanimously by all those in attendance.

Personnel - Motion by Cavacas/Shimp to approve the Licensed and Non-licensed sections of the Personnel Memorandum No. 587 dated January 4, 2019 with regrets, as recommended by the Superintendent of Schools.

**MOTION:
PERSONEL
MEMO #587**

Personnel Memo No. 587 was reviewed by Superintendent Taylor and is attached. Only retirements and resignations are included with Personnel Memorandum No. 587 – there are no appointments included.

Motion carried unanimously by all those in attendance.

Committee Reports – None.

**COMMITTEE
REPORTS**

New Business – President Courcelle suggested that the Board continue tradition and plan a separate retreat for the regularly scheduled February 12, 2019 meeting. Commissioners Cavacas and Shimp volunteered to assist with planning the retreat. Superintendent Taylor and Assistant Superintendent Bliss will also be involved in the planning of the retreat.

**NEW
BUSINESS**

Old Business – None.

OLD BUSINESS

Motion by Cavacas/Notte at to adjourn at 8:29 pm.

ADJOURN

Motion carried.

Respectfully submitted,
Betty A. Kapitan, Recording Secretary

TO: Board of Education
FROM: Adam Taylor, Superintendent
DATE: January 4, 2019
RE: Personnel Memorandum – Licensed and Non-Licensed

RESOLVE: That the LICENSED and NON-LICENSED SECTION OF THE PERSONNEL MEMORANDUM NO. 587 dated **January 4, 2019**, be approved as recommended by the Superintendent of Schools.

A. LICENSED SECTION

1. Resignation

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
Jay Slenker	Principal/Rutland Intermediate School	6/30/19

2. Retirements

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
Donna Caggige	Elementary Teacher/NW	6/30/19
Ted Lindgren	Social Studies Teacher/RMS	6/30/19
Jacqueline White	Elementary Teacher/NW	6/30/19

B. NON-LICENSED SECTION ~ None