

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

**March 12, 2019**

**School Board Members Present:**

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

**Members Absent:**

Dick Courcelle  
Matthew Olewnik  
Erin Shimp

**Also Present:**

Superintendent Adam Taylor  
Assistant Superintendent Rob Bliss  
CFO Peter Amons  
Patricia Aigner  
Michael Derevjanik  
Deb Hathaway  
Jessica Henderson  
Ellie McGarry  
Peter McKenney  
Sharon Napolitano  
Bill Olsen  
Pam Reed  
Steve Sampson  
Greg Schillinger  
Ron Eisenman  
Marsha Cassel  
Jennie Gartner

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 Courcelle, Blow (6:31 pm), Olewnik and Shimp.

**ROLL CALL**

Minutes of the February 26, 2018 regular school board meeting were accepted as written.

**MINUTES:  
2/26/19**

Discussion regarding minutes of March 5, 2018 Special Meeting revolved around wording of motion (Committee Appoint – use of “by” or “before” March 26, 2019.) Commissioner Johnston noted his objection to the use of the word “by” instead of “before.”

Motion by Cavacas/Notte to accept the minutes of the March 5, 2019 special school board meeting as written.

**MOTION:  
MINUTES  
3/5/19**

Motion carried (6-1.)

Communications – Audience – None.

**COMMUNICA-  
TIONS**

Commissioner Cavacas recognized Commissioner Kurchena for his service and presented him with a gift of appreciation from the Board. Commissioner Kurchena spoke, noting it was an honor and pleasure to serve.

Performance Excellence Initiative – No report.

**PEI**

School Program Update – Student Representatives – The RHS Boys Basketball Team will advance to the Division 1 State Championship Game on Sunday. Spring Sports Make Up Meeting and beginning of Springs Sports is March 18, 2019. SBAC testing (Grade 9) and Science Assessment (Grade 11) will take place after April Break. At Northwest, parent conferences,

**STUDENT  
REPRESENT-  
ATIVES  
REPORT**

PLCs, choral concerts, winter carnival and Stafford Technical Center (for Kindergarten) were noted. NAEP completion (Grade 4) and the PTO Scholastic Book were noted for Rutland Intermediate School. Students participated in Mock Legislature at Rutland Middle School. Health Career's third week of clinical rotations and collaboration of several programs work on a race car were highlighted.

**STUDENT REPRESENTATIVES REPORT CONT.**

Student/Staff Celebrations: Recognition and Accomplishment of the Speech & Debate RHS Team – Ron Eisenman, Marsha Cassel and students from the RHS Speech and Debate Team were recognized. Discussion revolved around opportunities, age levels, recruitment and categories.

**STUDENT STAFF CELEBRATIONS SPEECH DEBATE**

New Neighbors – Black Lives Matter – Jennie Gartner – Students: Students from the RHS New Neighbors Club presented background and evolution (has become more of a diversity club) of the New Neighbors Club. Their presentation continued with a slide show related to requests to display the Black Lives Matter Flag at RHS, equity training for faculty, forming of a committee for equity and inclusion, and a more diverse selection of teachers. Discussion included: addressing all groups, logistics, planned training for staff, Flag Code and other concerns.

**NEW NEIGHBORS – BLACK LIVES MATTER**

Motion: Cavacas/Notte (for discussion) to invite student group and advisor to come back (March 26, 2019) with specific logistics of flying the Black Lives Matter Flag.

**MOTION: FOLLOW UP BLACK LIVES MATTER**

Motion to Amend: Johnston/Blow for Policy Committee and Building Committee to review request instead of bringing the request back to the Board.

**MOTION: AMMEND**

Amendment was not accepted.

Discussion in regard to time and opportunity followed.

Motion was amended to: Allow student group access to Administration, Facilities and Finance and come back to March 26, 2019 meeting with specific logistics of flying the Black Lives Matter Flag so that the Board may make an informed decision.

**MOTION: AMMENDEED**

Audience member/parent (did not identify self) commented on the discussion.

**AUDIENCE COMMENT**

Commissioner Cavacas responded to audience comments, noting that he is not opposed to displaying the flag, but is concerned with logistics. Commissioner Notte responded to audience comments, noting that she thought her comment regarding providing more diverse staff was misinterpreted.

Discussion continued including topics: policy, potential to delay action and flag code.

Vote by roll call: Cavacas – Aye, Blow – No, Goldberg – Aye, Pencak – Aye, Notte – Yes, Seward – Abstain, Johnston – Abstain.

Motion carried (3-1.)

Audience member (did not identify self) commented on vote.

**AUDIENCE COMMENT**

New Neighbors Club representatives has been working on an outline since March 2018 and will have specifics to present at the March 26, 2019 meeting.

EEE Report and Pre-K Update – Assistant Superintendent Bliss, Ellie McGarry and Jessica Henderson presented the EEE Report and Pre-K Update highlighting: PPLC fully licensed child care program/4 STARS (w/plan in place for 5 STAR certification), collaboration, eligibility, enrollment history, growing needs, Act 166, Pre-K Teacher Leader (Sarah Crossmon),

**EEE & PRE-K REPORT**

Kindergarten readiness data, poverty (RCPS ranks 5<sup>th</sup> in State) and possible actions moving forward. Discussion revolved around needs, capacity, potential opportunity for schools to be more active in providing PreK Centers, expense, staffing, counseling services, mental health support, engaging parents and instructional models to meet the needs of all kids.

**EEE & PRE-K  
REPORT**

Central Office Reports – Superintendent – Superintendent Taylor noted upcoming events including: One Act Performances, Music in Our Schools, New England Music Festival, New England Cheerleading Championships, Vermont Winter Special Olympics, Parent-Teacher Conferences and site based professional development. He recognized the Legislative Day at Rutland Middle Schools and noted that the students were thoroughly engaged and the need to increase student voice at this level.

**SUPERINTEN-  
DENT'S  
REPORT**

Discussion followed regarding legislative stance for funding cuts for after school programs and Act 46.

Facilities and Finance –Discussion of Budget Vote Outcome – Peter Amons noted that the budget vote was affirmative (1400 – 1000) with typical margins. He thanked everyone who helped with “get out the vote” calls and lawn signs. The forecast for the tax rate is 3/10 of a percent or flat.

**FACILITIES &  
FINANCE  
BUDGET  
OUTCOME**

Personnel - Motion by Cavacas/Pencak to approve the Licensed and Non-licensed sections of the Personnel Memorandum No. 590 dated March 7, 2019, as recommended by the Superintendent of Schools.

**MOTION:  
PERSONNEL  
MEMO #590**

Personnel Memo No. 590 was reviewed by Superintendent Taylor and is attached.

Commissioner Johnston noted that he would like a better sense of the equity of coaching staff.

Motion carried with one abstention (Johnston.)

**COMMIT-  
TEE REPORTS**

Committee Reports - None

**NEW  
BUSINESS**

New Business – Human Resource Manager Discussion – Commissioner Johnston opened the discussion by noting his letter published in the Rutland Herald. It was noted that no formal motions will be provided tonight. Discussion included concerns regarding informed Board, the Board’s role if concerns escalated to grievance level, contractual obligations regarding grievances and goals and objectives of proposal. Commissioner Blow requested input from Superintendent Taylor. Superintendent Taylor responded that it is his opinion that it not appropriate and puts the Board in a conflictive spot and at risk.

Old Business – Response to Public Comments – Rutland Middle School Concerns – Rutland Middle School Principal Deb Hathaway and Assistant Principal Sharon Napolitano responded to Public Comments about Rutland Middle School made at the February 26, 2019 meeting. Ms. Hathaway thanked the Board for the opportunity to speak and Mrs. Alexander for expressing her concerns. She shared information regarding teacher initiatives, data collections, specific examples of support, referrals, mentoring, and use of *See Something, Say Something Curriculum*. She noted that the RMS Administration and staff is committed to supporting all of our students and noted professional development needs, scheduling needs and need for single point of entry at Library Avenue. She thanked the staff for everything they do every day. Discussion revolved around violent students and concern for majority who are subjected to violence at school. Topics included: School Resource Office (recently moved to RMS), coordinated services, parent meetings, flexibility with staffing, procedure during passing (faculty in the hallways) and behavioral expectations.

**OLD BUSINESS**

Audience – Sandy Celauro (former RMS teacher/current middle school teacher) spoke to the dedication and skills (“extremely dedicated and highly skilled”) of the Rutland Middle School staff. She noted “great programs at RHS” and “middle school students need more.”

**AUDIENCE  
COMMENT**

Motion by Johnston/Blow to invite newly elected Board Member into executive session with the Board.

**MOTION:  
INVITE TO  
CLOSED  
SESSION**

Vote by roll call: Cavacas – No, Blow – Yes, Goldberg – Yes, Pencak – No, Notte – No, Seward – Yes, Johnston – Yes.

Motion carried (4-3.)

Discussion followed regarding seeking legal counsel.

Ann Dages, newly elected to RCPS Board of Commissioners, declined to remain for executive session.

Motion by Cavacas/Pencak at 9:39 pm for the board to convene to executive session for the purpose of discussing contractual matters, the premature release of information regarding those subjects which would place the Board at a substantial disadvantage.

**MOTION:  
EXECUTIVE  
SESSION**

Motion carried (6-1.)

The Board came out of executive session at 9:50 pm.

**OUT OF  
EXECUTIVE  
SESSION**

Motion by Cavacas/Notte to adjourn at 9:51 pm.

**ADJOURN**

Motion carried.

Respectfully submitted,  
Betty A. Kapitan, Recording Secretary

TO: Board of Education

FROM: Adam Taylor, Superintendent

DATE: March 7, 2019

RE: Personnel Memorandum – Licensed and Non-Licensed

RESOLVE: That the LICENSED and NON-LICENSED SECTION OF THE PERSONNEL MEMORANDUM NO. 590 dated **March 7, 2019**, be approved as recommended by the Superintendent of Schools.

**A. LICENSED SECTION ~ None**

**B. NON-LICENSED SECTION**

1. Appointment

| <u>Name</u>   | <u>Position/Location</u>       | <u>Pro-rated Salary</u> | <u>Effective</u> |
|---------------|--------------------------------|-------------------------|------------------|
| Stacie Eaton  | Payroll Coordinator/Longfellow | \$15,959.79             | 3/25/19          |
| Noelle Jepson | Paraeducator/EEE               | \$ 6,996.99             | 3/5/19           |

2. Transfer

| <u>Name</u> | <u>Position From/To at Location</u>                                      | <u>Pro-rated Salary</u> | <u>Effective</u> |
|-------------|--------------------------------------------------------------------------|-------------------------|------------------|
| Bonnie Wood | From: Payroll Coordinator/Longfellow<br>To: Financial Analyst/Longfellow | \$18,134.88             | 3/25/19          |

3. Coaching Appointments and Re-Appointments (See Memo)



To: Adam Taylor  
From: Mike Norman  
Date: February 25, 2019  
Re: 2019 Spring Coaches

I would like to recommend the following Spring Coaching Nominations for the 2019 Season.

| <b>SPRING COACHES</b> |                           |   |   |            |
|-----------------------|---------------------------|---|---|------------|
| MATT BLOOMER          | BASEBALL HEAD COACH       | 1 | 7 | \$4,389.39 |
| TYLER YAKUNOVICH      | JV BASEBALL               | 4 | 7 | \$3,161.79 |
| JONAH BASSETT         | F BASEBALL                | 6 | 6 | \$2,068.71 |
| MIKE DAVIS            | MS BASEBALL               | 6 | 4 | \$1,668.31 |
| CONNOR MUNUKKA        | MS BASEBALL               | 6 | 3 | \$1,468.12 |
| DICK WRIGHT           | SOFTBALL HEAD COACH       | 1 | 7 | \$6,179.41 |
| HANNAH GREENE         | JV RED SOFTBALL           | 4 | 7 | \$2,378.81 |
| APRIL HIGGINS         | JV RED SOFTBALL           | 4 | 7 | \$2,378.80 |
| DAN ALCORN            | MS SOFTBALL               | 6 | 6 | \$2,068.71 |
| MIKE AUDETTE          | TRACK HEAD COACH          | 2 | 7 | \$4,642.05 |
| STEVE FRENCH          | TRACK                     | 5 | 7 | \$2,989.80 |
| BILL BELMONTE         | TRACK                     | 5 | 7 | \$2,611.92 |
| ROB PURDY             | BOYS TENNIS               | 4 | 7 | \$3,839.65 |
| MARY HASKELL          | GIRLS TENNIS HEAD COACH   | 4 | 7 | \$3,727.81 |
| PACO SANCHEZ          | JV GIRLS TENNIS           | 6 | 7 | \$2,407.09 |
| ROB LABATE            | BOYS LACROSSE HEAD COACH  | 2 | 7 | \$4,611.49 |
| GERRY COUTURE         | BOYS ASST. COACH          | 6 | 7 | \$1,340.11 |
| MIKE SMITH            | JV BOYS LACROSSE          | 4 | 6 | \$2,869.50 |
| BEN BURTON            | MS BOYS LACROSSE          | 6 | 7 | \$1,340.11 |
| MATT ZMURKO           | GIRLS LACROSSE HEAD COACH | 2 | 7 | \$4,137.42 |
| KAYLA PLOOF           | JV GIRLS LACROSSE         | 4 | 7 | \$3,069.69 |
| NIKKI ADAMS           | MS GIRLS LACROSSE         | 6 | 7 | \$1,340.11 |
| TAYLOR HOUGH          | ASST. GIRLS' LACROSSE     | 6 | 7 | \$1,340.11 |