

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

March 26, 2019

School Board Members Present:

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

Members Absent:

Matthew Olewnik

Also Present:

Superintendent Adam Taylor
Assistant Superintendent Rob Bliss
CFO Peter Amons
Patricia Aigner
Melissa Connor
Michael Derevjanik
Deb Hathaway
Ellie McGarry
Sharon Napolitano
Bill Olsen
Pam Reed
Steve Sampson
Greg Schillinger
Jay Slenker
Bill Meub

Audience Sign in Sheet – Attached (Pages 6-7)

**CALL TO
ORDER**

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

It was noted that all Commissioners are in attendance except for Commissioners Pencak (6:31 pm) and Olewnik.

**MINUTES
3/12/2019**

Motion by Johnston/Notte to accept the minutes of the March 12, 2019 regular school board meetings as written. Minutes stand.

Communications - Reorganization – Swearing in Elected and Re-Elected Members – Hurley Cavacas (Three Year Term), Ann M. Dages (Three Year Term), Dena Goldberg (Three Year Term) and Erin Shimp (Three Year Term) were sworn in as Board Members.

**COMMUNICA-
TIONS:
BOARD
REORGAN-
IZATION**

Motion by Johnston/Pencak to nominate Kam Johnston for Board Clerk.

**MOTIONS:
CLERK
NOMINATION**

Motion by Notte/Pencak to nominate Cavacas for Board Clerk.

With assistance from the Student Representatives Commissioner Courcelle polled the Board by ballot and announced Commissioner Cavacas as elected Clerk (5-3.)

Motion by Johnston/Shimp to nominate Dick Courcelle for Board President.

**MOTION:
CLERK
NOMINATION**

There were no other nominations.

Motion passed unanimously by all those in attendance.

President Courcelle outlined the parameters for public comment (not to exceed 20 minutes, 2 minutes per speaker, speakers to state name and place of residence.)

**COMMUNICA-
TIONS**

The following citizens provided public comment:

COMMUNICA-
TIONS CONT.

- Ashley Oberg – Concerns regarding Rutland Middle School
- Karen Kysar & Paul Cillo – Concerns regarding Rutland Middle School
- Levi DiCastro – Concerns regarding Rutland Middle School
- Tabitha Pohl-Moore, Rutland Area NAACP – Concerns regarding racism and Black Lives Matter Flag
- Kevin Kiefaber – Concerns regarding racism and Black Lives Matter Flag
- Kate Getz & Maria French, Volunteers, Vermont Peace and Justice Center, RCPS Seeing and Disrupting Racism Training and Black Lives Matter Flag
- Arantha – Experience with racism at RHS
- Susan Ponto, Rutland Town, RCPS Teacher – Black Lives Matter Flag
- Lisa Brown, RCPS Staff Member – Concerns regarding RCPS Seeing and Disrupting Racism Training (Vermont Peace and Justice Center’s credentials and actions)
- Arianna – Experience with racism at RHS and Black Lives Matter Flag
- Nicole Moore, Rutland City – Concerns regarding racism at RHS and Black Lives Matter Flag
- Marina Brown, Charleston, VT – Black Lives Matter Flag
- Norman Cohen, Rutland City – Black Lives Matter Flag
- Alis Hedlam, Rutland City – Concerns regarding racism and Black Lives Matter Flag

The Board stopped taking public comment at 7:29 pm. On behalf of the Board, President Courcelle thanked the speakers for their input and advised the audience that some issues would continue to be discussed in executive session over the next few meetings.

School/Program Update – Student Representatives’ Report – Grade 6 students at RIS participated in the Vermont Young Writer Program. Stafford Technical Center Administration and Staff visited partner schools to welcome new students. The STC Student House is under contract. At RHS: the Music in Our Schools Concert will take place on March 27, 2019, Global Studies and STEM Fair on March 28, 2019 and the GIN Conference on April 4, 2019. A Blood Drive is also scheduled at RHS.

STUDENT
REPRESENTA-
TIVES

New Neighbors – Black Lives Matters Flag Follow-up - President Courcelle advised the Board to consider public commentary with a reasoned and calm approach. Greta Solsa, Noah White, Jamison Evans and Alex White provided follow-up and logistics for displaying the Black Lives Matter Flag at Rutland High School. The students requested to raise the flag on the main flagpole at RHS, below the American Flag and the Vermont State Flag on April 12, 2019, the anniversary of the beginning of the American Civil War and for 400 days thereafter to mark 400 years since the start of the British slave trade in the Americas. They proposed the New Neighbors Club raising the Black Lives Matter Flag on April 12, 2019 and the RCPS Maintenance Specialist thereafter daily. They requested students and faculty have an option to attend on April 12, 2019.

NEW
NEIGHBORS
BLACK LIVES
MATTERS
FLAG
FOLLOW UP

Discussion ensued regarding RCPS Mission Statement relation to the students’ request/proposal and acquisition of the Black Lives Matter Flag (we have one.)

Motion by Notte/Pencak to authorize raising the Black Lives Matter Flag on April 12, 2019 and flying the Black Lives Matter Flag for 400 consecutive days thereafter.

MOTION:
BLACK LIVES
MATTER
FLAG

Commissioner Dages commended the students for their proposal and noted she had mixed feeling about flying the Black Lives Matter Flag. She stated she would like the Board to issue a statement regarding supporting the community and distancing the Board from politics.

Commissioner Goldberg noted her appreciation for the students framing their proposal to be “not political.” She asked students review additional step presented at the March 12, 2019 meeting (Diversity and Equity Committee, more diverse selection of teachers and training.) She asked the student group what changes they would like to see if they came back at a later time (i.e. 5 years from now.)

Commissioner Notte stated that the flag policy could be adjusted and noted the anti-hate symbolism policy in place.

Commissioner Cavacas invited faculty and student to attend Board Committee Meetings.

Commissioner Johnston asked the student group if they would be offended if he pursued a motion to fly the POW MIA Flag.

The Board recessed from 7:52 pm – 7:57 pm.

RECESS

Commissioner Johnston advised that he is a “policy guy” and would abstain from the vote due to policy concerns and to make a statement. He noted that his statement has nothing to do with the merits of the presentation.

Noah White responded to Commissioner Goldberg’s prior question. He advised that he didn’t think that visual change would be seen in five years, except for seeing a more diverse selection of students and teachers – representing Rutland as a more welcoming community. He noted: “you can’t see racism without walking in the shoes of a person of color.”

Motion carried with one abstention (Johnston.)

**MOTION:
POW MIA
FLAG**

Motion by Johnston/Cavacas to fly the POW MIA Flag for 5 days according to USC.

The motion was tabled.

**MOTION
TABLED**

Facilities and Finance – Contingency Charge for Keefe Gym Divider Curtain Replacement – Michael Derevanik noted that the current divider at Keefe Gym was designed to last 10 years. It is now 20 years old and torn/ripped.

**FACILITIES &
FINANCE**

Motion by Cavacas/Blow that the Board of School Commissioners approves the expenditure to the contingency account for \$18,845 for Tri-State Folding Partition Inc. of Chestnut Ridge, NY to replace the diving curtains at Keefe Gym.

**MOTION:
DIVIDING
CURTAIN
KEEFE GYM**

Discussion ensued regarding contingency status. If motion is approved, \$71,000 will remain in the contingency fund for the year ending June 30, 2019. Commissioner Johnston noted he would be voting not in favor of the motion due to the contingency fund itself.

Motion carried 8:1 (Johnston.)

Personnel - Motion by Shimp/Blow to approve the Licensed and Non-licensed sections of the Personnel Memorandum No. 591 dated March 21, 2019, with regret, as recommended by the Rob Bliss, Assistant Superintendent of Schools.

**MOTION:
PERSONNEL
MEMO #591**

Personnel Memo No. 591 was reviewed by Assistant Superintendent Rob Bliss and is attached (Page 5.)

Motion carried with one abstention (Johnston.)

Motion Cavacas/Shimp that the Board grant an extension of contract for Rob Bliss, Assistant Superintendent through the year 2022.

**MOTION:
CONTRACT –
R. BLISS**

New Business - None

**NEW/OLD
BUSINESS**

Old Business –.None

Motion by Pencak/Shimp at 8:11 pm for the board to convene to executive session for the purpose of discussing matters, the premature release of information regarding those subjects which would place the Board at a substantial disadvantage. Passed unanimously.

**MOTION:
EXECUTIVE
SESSION**

The Board came out of executive session at 9:00 pm.

**OUT OF
EXECUTIVE
SESSION**

Motion by Cavacas/Notte to have the Administrative Team come to the Board with a Plan of Action to address the concerns brought to the Board regarding the Rutland Middle School by April 9, 2019.

**MOTION:
PLAN OF
ACTION FOR
RMS**

Motion passed unanimously by all those in attendance.

Motion by Cavacas/Notte to authorize the Chair to sign the mentor agreement with Jeanne Collins through Kids Matter LLC for Rutland City Public Schools.

**MOTION:
MENTOR
AGREEMENT**

Motion passed unanimously by all those in attendance.

Motion by Cavacas/Notte to authorize the Chair to sign the amendment to the employment contract between Adam Taylor and the Rutland City Public Schools.

**MOTION:
CONTRACT
AMENDMENT
TAYLOR/RCPS**

Motion passed unanimously by all those in attendance.

Motion by Cavacas/Notte to adjourn at 9:05 pm.

ADJOURN

Motion carried.

Respectfully submitted,
Betty A. Kapitan, Recording Secretary

TO: Board of Education
FROM: Adam Taylor, Superintendent
DATE: March 21, 2019
RE: Personnel Memorandum – Licensed and Non-Licensed

RESOLVE: That the LICENSED and NON-LICENSED SECTION OF THE PERSONNEL MEMORANDUM NO. 591 dated **March 7, 2019**, 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>
Michelle Lynn Goodrich	EEE/Special Educator/PPLC	\$47,083	7/1/2019

2. Resignations

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
Carlene G. Looney	RN/RMS & RIS	6/30/19
Jacob Stamey	Special Educator/ASC	6/30/19

B. NON-LICENSED SECTION

1. Resignation

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
Michelle Stuhlmeuller	Paraeducator/ASC	6/30/19

MARY PIA - Rutland

Megan Alcorn - Rutland
Kasey Gallo Rutland
Ashley Oberg Rutland
Melinda Lanear - Rutland
SHERMAN HUNTER Rutland
Judy Olson Rutland
M. Heath Rutland

NANCY SPALDING-NRESS - SUDBURY

Sharon Napoletero Sunderland
Kevin Kiefer Rutland City (Ash St)
Sara Cupoli Rutland City
Mary Probers Rutland City
Patricia Alonso Proctor
MELINDA HUMPHREY Rutland City
Lisa Ryan Rutland City
Erica Zimmer Rutland City
Keith Noyman Rutland City
PAT HUNTER Rutland town
Greta Solsaa Rutland City
Noah White Potters

Jamison Evans Rutland
Alec White ~~Rutland~~
Doris Farnham Rutland City
Marsha Cassel Rutland Town
Camilla Whittemore Rutland City
S. Alvia Wakotid Mendon
NORMAN COHEN Rutland City

Talbot the Pohl-Moore Rutland Area NAACP Wallingford, VT

Michael J. Carvelli 35 Kendall Ave Rutland
Alic Headlam Rutland City
Janie Evans w/ ~~Johnny Evans~~ Rutland City
Shenei Beaupre White Potters
Christina White Foulmer (sons attend RNS)
Margaret Hayward Rutland
Andy Hayward Rutland City
Courney Donovan Whitehall NY
Carol Wright Rutland City

Nicole Abbott
Kathy Doyle
Bahma Ibrahim
Karen Kusan
Matthew McLaughlin
Kay Jones
Susan Potts
Jay Sabotta
Levi de Castro
Nanna McCullough
Michelle Fountain
RUSS GREEN
RUSS GLITZEN
Glenn Reed
Natalie Coons
John Peters
Barbara Jeromia
CAROLINE MAROTT
Douglas YARZEMCHUK
Thomas Fagnant
Scott Norman Rosenthal
Dani Brauchmiller
MIKE STODD
Laura Coppola
Susan Tanen
Bill Olson
Michelle Chapin
Jenny McIn
Jenka Waldstrom
KAREN NAUN-FATIG
LEAH Ciszak
Jessica Hughes
NORMAN FARMER
Murray Naima
Dany Weathermass

Rutland City
Middletown Springs, VT
Rutland city
Rutland, Gile
Rutland City
Strewsburg, VT
Ira V -
Rutland, Town / RIT's employee
Rutland City
Rutland City
Rutland City
Rutland City
W. Rutland
Rutland city
Rutland City
Rutland City
Brown, VT
Mendon, VT
RUTLAND, VT
S. ROBERTS, RUTLAND VT
47 Grant Av Rutland
Irasburg
Killington VT
" "
Mendon, VT
Rutland city
Rutland High School
Charendon VT
Rutland Town
Rutland City
Middlebury Rutland HS
Rutland City
Rutland city
CHARLESTOWN N.H.
South Ferris VT
Middletown Springs, VT