

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

**April 9, 2019 – AMENDED Minutes**

**School Board Members Present:**

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

**Also Present:**

Superintendent Adam Taylor  
Assistant Superintendent Rob Bliss  
Bill Meub  
Michael Derevjanik  
Deb Hathaway  
Bill Olsen  
Pam Reed  
Steve Sampson  
Greg Schillinger  
*Audience Sign in Sheet – Attached*

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.

Motion by Johnston/Pencak to amend the March 26, 2019 minutes to add the Motion by Johnston/Pencak to refer Flag Policy review to the Policy Committee.

**MOTION TO  
AMEND  
MINUTES  
3/26/19**

Motion passed unanimously by all those in attendance.

It was noted that Performance Excellence Initiative will be addressed in executive session tonight.

**PEI**

Audience Communication – Chair Courcelle reviewed the procedure and expectations for taking public comment (10 minutes – 2 minutes per/speaker with an additional opportunity for public comment on the Middle School after the Rutland Middle School Report included on the agenda.)

**COMMUNICAT  
-IONS PUBLIC  
COMMENT**

The following citizens provided public comment:

- Trevor MacKay, Castleton – Request to rescind motion to fly the Black Lives Matter Flag
- Liz MacKay, Castleton – Request to rescind motion to fly the Black Lives Matter Flag
- Kevin Kiefaber, Rutland – Support of the Black Lives Matter Flag
- Pat Hunter, Rutland Town – Support of the Black Lives Matter Flag
- Jennie Gartner, Rutland (on behalf of students) – Support of the Black Lives Matter Flag
- Eitan Sobel - Request to rescind motion to fly the Black Lives Matter Flag

School/Program Update – Student Representatives’ Report – Rutland High School student athletes were guest speakers at Northeast. Northwest held a night of math activities, with special guest, Captain Credit Union, sponsored by Heritage Family Credit Union. Students at Northwest have been enjoying their outdoor classroom sponsored by Stafford Technical Center and the Rutland South Rotary. Show Your Work Night took place at RIS. Students at RMS participated in Teen Challenge Vermont. At RHS: Speech and Debate Club was named Best Team Overall at the Vermont State Mock Trial event, the GIN Conference was very successful and the Robotics Team will compete at the New England District Championship this weekend.

**SCHOOL  
PROGRAM  
UPDATE**

Rutland Middle School Report – Chair Courcelle provided clarification to the audience regarding the Board’s ongoing attention to RMS, noting that issues have not been taken lightly by the Administration or the Board. He reiterated the opportunity for public comment to follow the presentation. Assistant Superintendent Rob Bliss presented the Rutland Middle School Update highlighting the areas of focus (Conduct, Communication and Care.) He reviewed ongoing efforts, and protocol and recommendations for citizens for school visits. Long term plans, possible discussions for the future and additional questions from the board and community were reviewed. Mr. Bliss concluded the presentation by defining the PBIS model created by using student voice, the need to update/re-establish the model with current student voice and definition of REAL (Responsibility, Excellence, Acceptance and Leadership.)

**RUTLAND  
MIDDLE  
SCHOOL  
REPORT**

Board discussion followed regarding bell system, outside presenters, single point of entry, request for data, Leadership and Climate Teams, schedule changes, systematic approach to entering data and restorative practices. Commissioner Blow spoke about his visit at RMS. He noted that he saw no negative incidents, teachers were in the hallways during passing and he was impressed by the staff.

The following citizens provided public comment:

- Nancy Spalding-Ness, Sudbury
- Keith Neyman, Rutland
- Shawn Graham, Rutland
- Karen Kysar, Rutland

The Global Studies and GIN Conference Report was rescheduled for the next regular meeting.

**GLOBAL  
STUDIES &  
GIN  
CONFERENCE  
REPORT**

Superintendent’s Report – Superintendent Taylor provided the board with updates to Act 794 and Act 173. He noted staff attendance at job fairs (Keene State Education Department, Pittsburg, PA – on a waiting list for Boston, MA.)

**SUPERINTEN-  
DENT’S  
REPORT**

Facilities and Finance – None.

**FACILITIES &  
FINANCE**

Personnel - Motion by Pencak/Notte to approve the Licensed and Non-licensed sections of the Personnel Memorandum No. 592 dated April 4, 2019 and the Addendum to Personnel Memorandum No. 592, dated April 8, 2019, resignations with regret, as recommended by the Superintendent of Schools.

**PERSONNEL  
MEMO #592 &  
ADDENDUM**

Personnel Memo No. 592 and the Addendum to Personnel Memo No. 592 were reviewed by Superintendent Taylor and are attached.

Motion passed with one abstention (Johnston.)

Mr. Andrew Skarzynski, newly appointed Principal for Rutland Intermediate School spoke briefly about his excitement for joining Rutland City Public Schools.

Committee Reports – None.

**COMMITTEE  
REPORTS**

New Business:

**NEW  
BUSINESS**

Motion by Johnston/Cavacas to donate \$2,000 to Project Graduation.

**MOTION:  
PROJECT  
GRADUATION**

Discussion included information regarding general cost of the event. Costs are unknown. The event is not a school event.

Motion passed unanimously.

Motion by Johnston/Olewnik to rescind the prior authorization to fly the BLM Flag for 400 days beginning on April 12, 2019 to allow greater student input and to address related concerns.

**MOTION: TO  
RESCIND  
PRIOR  
AUTHORIZA-  
TION TO FLY  
BLM FLAG**

Discussion ensued regarding Australian ballot and point of order.

Commissioner Notte noted that the decision to allow the Black Lives Matter Flag to fly was not rushed, on the agenda for two consecutive meetings, was brought by student voice and was not political, but standing up for a marginalized population who want their voices to be heard.

Commissioner Pencak noted that the students requesting to fly the Black Lives Matter flag followed procedures to be put on the agenda, the board asked them to come back with more research and logistics, notice included meeting warnings and media articles, yet there was no opposition until this weekend.

Commissioner Seward advised that she feels that the board should rule on curriculum, academics and behavior issues. She noted that she feels that this is a divisive topic and going forward the board should consider deferring to policy.

Commissioner Notte noted that this is just the beginning of the conversation, debate can continue, but it is also an issue of fairness, equity and inclusiveness.

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

Motion was defeated.

Motion by Cavacas/Notte at 8:15 pm for the board to convene to executive session for the purpose of discussing personnel 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 9:14 pm.

**OUT OF  
EXECUTIVE  
SESSION**

Motion by Cavacas/Notte to adjourn at 9:15 pm.

**ADJOURN**

Motion carried.

Respectfully submitted,  
Betty A. Kapitan, Recording Secretary

Rutland Public Schools – Regular Meeting of the Board of School Commissioners – April 9, 2019

NAME	ADDRESS
Liz Mackay	<del>[scribbled out]</del>
Trevor Mackay	Castleton
Maya Sobel	Rutland
Eitan Sobel	Rutland
Karen Kysar	Rutland
<del>[scribbled out]</del>	Rutland
Mary Crowley	Rutland
<del>[scribbled out]</del>	Rutland
Jessica Hughes	Rutland
Ashley Oberg	Rutland
Melinda Lanfear	Rutland
Tammy Monahan	Rutland
Angela Colburn	Rutland
NANCY SPALDING-NEES	SUDBURY, VT
Charles Julissen	Rutland
Heather Julissen-Stevenson	Rutland
Carol Wright	Rutland
Tabithaicht-Moore	Wallingford, VT
Noah White	Routney
Alex White	Routney

Rutland Public Schools – Regular Meeting of the Board of School Commissioners – April 9, 2019

NAME	ADDRESS
Evan Pockette	258 Lincoln Ave
Ryan Moore	Rutland
Keith Neyman	Rutland
Michael J Carmolli	Rutland 35 Kendall Ave
Emmie Lovko	<del>R</del> Ira
Annas Un	Rutland
Lily Duboff	Rutland
Brayden Moore	Rutland
Logan Kinsman	69 Lincoln ave
Zoe Zmunko	Killington VT
<del>Elise</del> Elise Magro	Rutland VT
Lea Zmunko	Wendon VT
Ashuan Adams	Rutland Vermont!
Carl Pratt	Rutland Vermont
Greta Solsaa	Rutland, Vermont
Jamison Evans	Rutland, Vermont
Gara Cupoli	Rutland, Vermont.
Chrispin White	Poultney, VT
Shawn Ford	Rutland, VT
Kevin Kieferer	Rutland, VT 149 Ash St

Rutland Public Schools – Regular Meeting of the Board of School Commissioners – April 9, 2019

NAME	ADDRESS
Erica Zimmer	Rutland, VT
MELINDA HUMPHREY	Rutland, VT
LISA RYAN	Rutland, VT
Jennie Garner	Rutland, VT
Marsha Cassel	Rutland Town <sup>but city employee</sup>
Erica Wallstrom	Rutland City, VT
LEAH CSISZAR	RUTLAND CITY, VT
Murray Ngoima	South Pomfret VT 05067
NORMAN EMMONS	DUMFRIES, VT
DOUGLAS YAREMECHUK	RUTLAND CITY, VT 05701
Andy Cassarino	Rutland Town, VT
Anne R. Carpenter	City Resident / Employee / Alum
Kael Kybur	Rutland VT
Tom DeFoy	Rutland
Andrew <sup>+ Co-Principal</sup> Skarzynski	West Hartford, CT
Hunter Berryhill	Shrewsbury, VT
Forrest Wittman	Shrewsbury, VT
Eric Saksaa	Rutland, VT
Marisa Kiefaber	Rutland, VT
SHERMAN HUNTER	RUTLAND TOWN, VT

Rutland Public Schools – Regular Meeting of the Board of School Commissioners – April 9, 2019

NAME	ADDRESS
Rebecca Mattis	Rutland City
PAT HUNTER	Rutland Town
ISAURA IZQUIERDO	Rutland City
Jonathan Fine	Dorset
Breanna Vincent	
Alexis Cross	Rutland
Brandan Cross	
Kelley Cross	ALL Lives MATTER
Janie Evans	Rutland, VT
Cathy Saksaa	Rutland VT
Andrés Aguilar	Rutland, VT

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

RESOLVE: That the LICENSED and NON-LICENSED SECTION OF THE PERSONNEL MEMORANDUM **NO. 592** dated **April 4, 2019**, be approved as recommended by the Superintendent of Schools.

**A. LICENSED SECTION**

1. Administrative Appointments

<u>Name</u>	<u>Position/Location</u>	<u>Salary</u>	<u>Effective</u>
Pamela Reed	Director of Equity and Inclusion/District	\$123,000.00	7/1/2019
Andrew J. Skarzynski	Principal/Rutland Intermediate School	\$122,988.00	7/1/2019

Appointments

<u>Name</u>	<u>Position/Location</u>	<u>Salary</u>	<u>Effective</u>
Lesley Copans	LTS Guidance Counselor/RHS	\$338.94/Day	4/22/19-12/20/19
Eric Snay	World Language/RHS	\$57,949.00	8/22/19

2. Resignations

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
Karyn Stannard	Special Educator/ASC	6/30/19
Toni Sullivan	Special Educator/RIS	6/30/19

**B. NON-LICENSED SECTION**

1. Resignations

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
Millicent Ryan	Maintenance Worker I/RIS	3/22/19
Christina Sweet	Tooth Tutor/District	6/14/19



# ADDENDUM

TO: Board of Education  
FROM: Adam Taylor, Superintendent  
DATE: April 8, 2019  
RE: Personnel Memorandum – Licensed and Non-Licensed

RESOLVE: That the LICENSED and NON-LICENSED SECTION OF THE PERSONNEL MEMORANDUM **NO. 592 – ADDENDUM** dated **April 8, 2019**, be approved as recommended by the Superintendent of Schools.

## A. LICENSED SECTION

### 1. Administrative Appointment

<u>Name</u>	<u>Position/Location</u>	<u>Salary</u>	<u>Effective</u>
Scott Corbett	Director of RMS/RHS Allen Street Campus	\$96,500.00	7/1/2019

### 2. Resignations

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
Lisa Dayton	Speech Language Pathologist/RMS	6/30/19
Jennifer McLemore	English Teacher/Howe Ctr. Campus	6/30/19