

RUTLAND PUBLIC SCHOOLS
REGULAR MEETING OF THE BOARD OF SCHOOL COMMISSIONERS

August 27, 2019

School Board Members Present:

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

Members Absent:

Charlene Seward

Also Present:

Assistant Superintendent Rob Bliss
CFO Peter Amons
Kerry Coarse
Melissa Connor
Michael Derevjanik
Cathy Farman
Deb Hathaway
Peter McKenney
Sharon Napolitano
Bill Olsen
Steve Sampson
Greg Schillinger
Andrew Skarzynski
Jennifer Wigmore

The meeting was called to order at 6:30 pm followed by the Pledge of Allegiance. Chair Courcelle noted the absence of Commissioner Seward.

CALL TO ORDER

The agenda was modified to reflect the deletion of: *Performance Excellence Initiative Report, Student Recognitions and Buildings and Grounds Update.*

MODIFICATION OF AGENDA

Motion by Johnston/Notte to accept the minutes of the August 13, 2019 regular school board meeting as written. Minutes stand.

MOTION: MINUTES 8/13/19

Communications – Written - Commissioner Cavacas read the following: a thank you letter from Bella Gides, a thank you letter from the Class of 2019 and an invitation to the Board for the NEASC accreditation visit from Bill Olsen, Brett Lertola and Ellie Davine.

COMMUNICATIONS

Audience Communications – Cathy Solsa asked the Board for information regarding additional steps taken in follow up of the raising of the Black Lives Matter flag (more trainings, committee, more diversity.) Assistant Superintendent Bliss provided background on Social Studies curriculum resources, outside trainers for diversity and bias for staff and faculty and best practice for communicating with schools. Janie Evans spoke to the Board regarding not just concentrating on students of color but recognizing diversity of all students and any measures taken to insure that the Black Lives Matter flag is not stolen again. Assistant Superintendent Bliss reviewed the investigation regarding the stolen flag and steps taken to protect it.

AUDIENCE COMMUNICATIONS

Student Representatives Report – President Courcelle welcomed Hannah Solimano as the new Junior Student Representative and Haley Lassen as the Senior Student Representative. Northeast and Northwest staff took part in many professional development opportunities over the summer. *Kindercamp* was held at Northwest. Northeast Open House will take place on September 9, 2019. An ice cream social was held at RIS today. A welcome reception will take place at Stafford Technical Center on August 28, 2019. Fall sports are underway at Rutland High School, a special opening for Grade 9 only students will take place on Wednesday, all RHS students will attend school on Thursday. Students from Germany will arrive on August 30, 2019 and students from Spain will arrive on September 6, 2019.

STUDENT REPRESENTATIVES REPORT

Summer Professional Development Report – Assistant Superintendent Bliss distributed a memo listing Summer Professional Development Activities. He noted that everything happens in teams and with collaborations and highlighted Vermont Middle School Institute, Restorative Practices, Responsive Classroom, Skillful Teacher and the Vermont Literacy Initiative.

SUMMER
PROFESSIONAL
DEVELOPMENT

Vermont Youth Projects – Assistant Superintendent Bliss distributed a memo regarding the Vermont Youth Project and provided information regarding Iceland’s “Planet Youth” program. The Vermont Youth Projects aims to replicate “Planet Youth.” There was a short video presentation about “Planet Youth.” Discussion revolved around the benefits of the project, first steps, scheduled trainings, curfew and future survey. A flyer regarding the film, “Resilience, The Biology of Stress and The Science of Hope,” was distributed and discussed.

VERMONT
YOUTH
PROJECT

Opening of School Report – Assistant Superintendent Bliss noted that Adam Taylor could not be here. He noted that, as in the past, there would be a police presence at schools tomorrow. The police department will be present to welcome students and create relationships. If available, the Fire Department may also be present. We are fully staffed and staff is excited to be here. Principals in attendance highlighted plans at their schools.

OPENING OF
SCHOOL
REPORT

Financial Update – Peter Amons noted a corrected list of coaching and activities stipends that was emailed to the Board. He advised the Board that he and Mary Noonan would be overlapping for two weeks prior to his retirement and that he would continue to attend City Pension Board Meetings as a volunteer and will no longer serve on the VMERS Board.

FINANCIAL
UPDATE

Personnel - Motion by Notte/Shimp to approve the Non-licensed section of the Personnel Memorandum No. 599 dated August 27, 2019, as recommended by the Superintendent of Schools.

PERSONNEL
MEMO #599

Personnel Memorandum No. 599 was reviewed by Rob Bliss and it is attached.

Discussion revolved around titles, reassignments and the Planning Room.

Motion passed with two abstentions (Cavacas, Johnston.)

Committee Reports – Policy Committee

POLICY
COMMITTEE

Motion by Shimp/Johnston to accept policies for second reading as presented:

MOTION:
POLICIES 2ND
READING

- 7550 – Student Awards and Scholarships – Updated to reflect current practice
- 7670 – Crisis Intervention Policy - Updated to reflect use of Vermont School Crisis Guide and to provide administration with the duty to take action
- 7693 – Independent Education Evaluation – Updated to remove gender reference
- 7694 – Provision of Special Education Services to Students Enrolled in an Independent School or Who are Home Schooled – Updated to remove gender reference and to make language more accurate in terms of compliance with law.
- 7696 – English Language Learner Students – Updated the name and terms within to reflect current terminology
- 7697 – Notification of Rights Under the Protection of Pupil Rights Amendment – Updated title and one typographical error
- 7698 – Child Nutrition and Wellness Policy – Updated to remove gender reference
- **8110 – Curriculum Development** (deleted) – Deleted and combined with 8120 and 8240 to make new combined policy
- **8110 – Curriculum and Courses of Study** – This new policy created to combine policies 8110 and 8240 to make new 8110

- **8120 – Courses of Study** – Deleted and combined with 8110 and 8240 to make new 8110
- **8210 – Safety Programs** – Adjusted to update language and combine with 8213
- **8211 – Substance Abuse Prevention Instruction** – Minor update to language, removing reference to “Act 51”
- **8213 – Bus Emergency Drills** – Deleted and added to 8210

**MOTION:
POLICIES 2ND
READING
(CONT.)**

Commissioner Johnston noted a stylistic explanation of making policies gender neutral.

Motion passed unanimously by all those in attendance.

New Business – Commissioner Blow requested the Board’s consideration of supporting Homecoming scheduled for the end of September.

NEW BUSINESS

Motion by Cavacas/Pencak to donate \$2,000 for Homecoming.

Motion passed unanimously by all those in attendance.

Commissioner Olewnik noted that he had been approached by a parent about the possibility of creating a parent directory. The district cannot be involved due to FERPA regulations.

Old Business – None.

OLD BUSINESS

Motion by Cavacas/Notte at 7:28 pm to go into executive session to consider: (1) confidential attorney-client communications made for the purpose of providing professional legal services to the body where premature general public knowledge would clearly place the Board at a substantial disadvantage; (2) the appointment or employment or evaluation of a public officer or employee; and (3) to discuss or consider records or documents that are not public documents.

**MOTION:
EXECUTIVE
SESSION**

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

**OUT OF
EXECUTIVE
SESSION**

Motion by Cavacas/Blow to approve the agreement discussed in executive session and authorize the Chair to sign it.

**MOTION:
AUTHORIZE
CHAIR**

Minutes amended 9/10/19 to reflect that Commissioner Johnston was not present for the vote and would have voted in favor if he were there.

Motion passed unanimously by all those in attendance.

Motion by Cavacas/Blow to adjourn the meeting until Thursday, August 29, 2019 at 4:30 pm.

**MOTION TO
ADJOURN TO
8/29/19**

Motion passed unanimously by all those in attendance.

Motion by Cavacas/Notte to adjourn at 9:01 pm. Motion carried.

Respectfully submitted
Betty Kapitan, Recording Secretary

TO: Board of Education

FROM: Adam Taylor, Superintendent

DATE: August 27, 2019

RE: Personnel Memorandum – Licensed and Non-Licensed

RESOLVE: That the LICENSED and NON-LICENSED SECTION OF THE PERSONNEL MEMORANDUM **NO. 599** dated **August 27, 2019**, be approved as recommended by the Superintendent of Schools.

A. LICENSED SECTION

1. Resignations

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
Marcy Gillam	Special Educator/RMS	7/17/19
Megean Martin	School Counselor/NW	7/31/19
Debra Perkins	Public Safety & Criminal Justice Instructor/STC	8/16/19

2. Appointments

<u>Name</u>	<u>Position/Location</u>	<u>Salary</u>	<u>Effective</u>
Felicia S. Allard	Asst. Director/STC	\$112,546.00	7/1/19
Tammy Cabezola	Social Studies (504)/RHS	\$60,912.49	8/26/19
Heidi Campbell Landon	Special Educator/RIS	\$43,462.00	8/22/19
Susan Hackett	K-6 Elem. Lit./Instr. Coach/District	\$74,247.00	8/22/19
Tara Hayford	Special Educator/ASC	\$63,382.00	8/22/19
Elizabeth Hughes	Counselor/ASC	\$74,247.00	8/22/19
June Kelly	Public Safety & Criminal Justice Instructor/STC	\$74,247.00	8/22/19
Matthew Kolb	Mathematics/RMS	\$63,382.00	8/22/19
Kelly Leprohon	LTS Guidance Counselor/RHS	\$242.10/day	8/15/19-12/20/19
Dennis McNichol	Elementary Ed./RIS	\$43,462.00	8/22/19
Elizabeth Moser	LTS Elem. Teacher/RIS	\$251.78/day	8/28/19-9/27/19
Yvonne Panarello	Mathematics/RMS	\$50,705.00	8/22/19
Jessica Ransom	Science Teacher/RHS	\$43,462.00	8/22/19
Naomi Ross	Social Worker/ASC	\$50,550.16	9/3/19
David Schnitz	Special Educator/ASC	\$54,327.00	8/22/19
Jill Stevens	School Counselor/NE	\$52,516.00	8/22/19
Natasha Troop	Humanities/English/ASC	\$65,192.00	8/22/19
Justin Veysey	Mathematics/RMS	\$41,651.00	8/22/19
Iris Worland	Elementary/RIS	\$47,083.00	8/22/19

B. NON-LICENSED SECTION

1. Resignations/Retirement

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
Heather Butler	Planning Room Para/RIS	8/15/19
Dwight Keeler	Planning Room/RHS	6/30/19
Michele Leblanc	Medicaid Secretary/Longfellow	12/13/19
Alexandra Moore	Secretary II/RHS	8/2/19
Marylayna Rheume	Paraeducator/NW	8/19/19
Jerry Sojourner	Paraeducator/RIS	6/30/19

Michael Stoodley
Victoria Tobin

Bus Driver/Maintenance Facility Worker I/District
Paraeducator/RIS

8/23/19
8/23/19

2. Appointments

<u>Name</u>	<u>Position/Location</u>	<u>Salary</u>	<u>Effective</u>
Alexander Badgely	Paraeducator/NW	\$21,193.20	8/26/19
Elaine Bronson	Paraeducator/ASC	\$21,621.60	8/26/19
Rick Bjorn	Paraeducator/RMS	\$23,385.60	8/26/19
Noel Campise	Paraeducator/RMS	\$21,621.60	8/26/19
Veronica Carrier	Paraeducator/NW	\$21,193.20	8/26/19
Kaisa Czarnecki	Paraeducator/RIS	\$21,344.40	8/26/19
Steve Diehlmann	Paraeducator/ASC	\$21,268.80	8/26/19
Jacqueline Dikeman	Paraeducator/RIS	\$21,999.60	8/26/19
Christoffer Donahue	Paraeducator/RMS	\$21,483.00	8/26/19
Tonya Granger	Paraeducator/ASC	\$21,848.40	8/26/19
Marissa Hannah	Paraeducator/RIS	\$21,621.60	8/26/19
Clarissa Heath	Secretary II/RHS	\$32,793.60	8/6/19
Kathy Keough	Paraeducator/NE	\$21,130.20	8/26/19
Norma Lacroix	Paraeducator/RHS	\$22,944.60	8/26/19
Erica Lind	Paraeducator/NE	\$20,134.80	8/26/19
Jayme Mars	Paraeducator/NW	\$20,827.80	8/26/19
Robert McGarry	Paraeducator/PPLC-NW	\$21,193.20	8/26/19
Shannon Morton	Paraeducator/RIS	\$21,344.40	8/26/19
Janine Nilsen	Paraeducator/RIS	\$23,385.60	8/26/19
Evan O'Rourke	Paraeducator/NE	\$21,268.80	8/26/19
Heather Pedroza	Paraeducator/RIS	\$21,268.00	8/26/19
Ashley Racine	Paraeducator/NW	\$21,483.00	8/26/19
Christian Rudy	Academic Integrationist/ASC	\$39,840.00	8/22/19
Bonnie Stevens	Paraeducator/RIS	\$20,311.20	8/26/19
Sara Skibitcky	Paraeducator/NW	\$21,130.20	8/26/19
Torianna Tifft	Paraeducator/NW	\$21,344.40	8/26/19
Christopher Tyl	Paraeducator/RIS	\$20,588.40	8/26/19

3. Fall Coaching Appointments and Re-Appointments ~ See Attached Memo