

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

**February 11, 2020**

**School Board Members Present:**

Dick Courcelle  
Hurley Cavacas, Jr.  
Ann Dages  
Dena Goldberg  
Kam Johnston  
Alison Notte  
Matthew Olewnik  
Joanne Pencak  
Erin Shimp

**Members Absent:**

Michael Blow  
Charlene Seward

**Also Present:**

Interim Superintendent, Dave Wolk  
Assistant Superintendent, Robert Bliss  
CFO, Mary Alma Noonan  
Patricia Aigner  
Pati Beaumont  
Melissa Connor  
Scott Corbett  
Michael Derevjanik  
Susanne Engels  
Cathy Farman  
Jessica Henderson  
Bill Olsen  
Loren Pepe  
Pam Reed  
Steve Sampson  
Andy Skarzynski  
Jennifer Wigmore

The meeting was called to order at 6:00 pm followed by the Pledge of Allegiance. Chair Courcelle noted the absence of Commissioners Seward and Blow.

**CALL TO  
ORDER**

Motion by Cavacas/Johnston at 6:03 pm for the board to convene to executive session in the upstairs Conference Room with Superintendent Wolk, for the purpose of appointing an employee and other 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 7:08 pm.

**OUT OF  
EXECUTIVE  
SESSION**

Motion by Cavacas/Johnston to authorize the Chair to extend the offer of the contract terms as discussed in executive session to Bill Olsen as Superintendent of Schools of Rutland City Public Schools beginning July 1, 2020.

**MOTION:  
CONTRACT  
SUPERINTEN-  
DENT**

Motion passed unanimously by all those in attendance.

The official statement to be sent to all Rutland City School Staff was read by President Courcelle.

Motion by Notte/Shimp to approve the consent agenda as amended (Approval of Technology Purchases removed) which includes:

**MOTION:  
CONSENT  
AGENDA  
AMMENDED**

- Approval of the minutes of the January 14, 2020 and January 21, 2020 regular school board meetings as written.
- Approval of Personnel Memo No. 607 dated February 6, 2020, as recommended by the Superintendent of Schools (Attached – minus the appointment of Tracey Urbani noted as noted.)

Motion was approved unanimously by all those in attendance.

Motion by Cavacas/Olewnik that Board of School Commissioners accept the price quotation of \$47,200.00 for 50 HP Elitebook 850 G6 laptop computers from Ormsby Computer Systems to be effective for fiscal year 2020.

**MOTION:  
TECHNOLOGY  
PURCHASE**

Discussion revolved around status of 1:1 computer access for students (currently at every level other than Kindergarten) and availability of computers for students to take home (available for students at RHS.)

Motion passed unanimously by all those in attendance.

Communications – On behalf of the District, Superintendent Wolk stated regret for discomfort and outright pain felt by some people by a recent activity utilized as part of the Rutland Middle School history program. He noted the Board’s initiative that brought implicit bias training to the Board and Administration in early January and the commitment to ensure that all faculty and staff in all of our schools have a new vision in a World that has changed.

**COMMUNICAT-  
IONS – RMS  
HISTORY  
ACTIVITY**

Rutland Middle School Principal, Pati Beaumont and Technology Integrationist, Jack Adams came forward to provide an explanation of the related history activity. It was noted that RMS received a letter of complaint from the Rutland Area NAACP. The activity, which was developed over time, worked on by the entire RMS Social Studies Department and simulated colonial trade, was explained. The focus was to provide an understanding of events that lead to the American Revolution. Principal Beaumont, Assistant Superintendent Bliss and four RMS teachers met with Tabitha Pohl Moore who was able to help the staff understand the disequilibrium and trigger of negative emotions for those who had traumatic experiences. Apologies for unintended consequences were expressed. Meeting with families who articulated concerns took place and planning is in process regarding moving forward and addressing the greater group. Discussion ensued and included: planning for implicit bias training, framework around the activity, adjusting our lenses, developing and adjusting curriculum. There will be presentation to the Board in March.

Motion by Notte/Pencak to suspend the rules.

**MOTION:  
SUPSPEND THE  
RULES**

Motion passed unanimously by all those in attendance.

Motion by Notte/Pencak to direct the Superintendent to form a Diversity and Equity Council for Rutland City Public Schools.

**MOTION:  
DIVERSITY &  
EQUITY  
COUNCIL**

Discussion revolved around membership representation (Board Members, teachers, students, parents, staff,) identifying areas for improvement, direction, competing organizations and reporting system.

Point of order by Commissioner Cavacas to refer to Policy Committee.

**POINT OF  
ORDER**

Discussion continued regarding amending the motion, implementation and resources.

Superintendent Wolk noted that he agrees with the intent but would like to include District Leadership and consult with others regarding how to integrate this with what is already being done for the right approach.

Discussion continued regarding committee type (ad hoc, Board, working group) and need or lack of need for the issue to go to the Policy Committee. Motion on the floor was reviewed.

Motion by Notte/Pencak to amend the motion for the Board to direct the Superintendent to propose to the board the formation of a Diversity and Equity Council.

**AMMENDED  
MOTION:  
DIVERSITY &  
EQUITY  
COUNCIL**

Motion passed unanimously by all those in attendance.

Audience Communications – Kathleen Krevetzy (Roberts Avenue) requested the Board to review and consider data from the 2017 Vermont Youth Risk Behavior Survey and to consider getting physical activity back into school programs.

**COMMUNICAT-  
IONS**

School Program Update – Student Representatives’ Report – Northwest and Northeast students participated in activities including a sledding and hot cocoa party, annual winter carnival at Giorgetti Park, movie night and hero assembly. They decorated and delivered Valentines for store fronts as part of the *I Love Rutland* Campaign. RIS held a follow the Raider Way whole school celebration. RMS students visited Stafford Technical Center (more students will visit on March 6<sup>th</sup>,) participated in skating at Spartan Arena and attended an assembly with Dr. Jay Vitela and Erika Wallstrom related to Antarctica. Stafford Technical Center students will be attending an annual day at Pico. Students will be able to ski, snowboard, snowshoe or swim. 2020-2021 program visits have started and 370 applications have been submitted for the 277 spaces available. Upcoming Rutland High School events include: Special Olympics and the 12<sup>th</sup> Annual Soup Bowls for Hunger

**SCHOOL  
PROGRAM  
UPDATE –  
STUDENT REPS.**

Supervision and Evaluation Process Update – Assistant Superintendent Bliss provided an overview of the Supervision and Evaluation Process. Samples were referenced and provided. It was noted that both the Superintendent and Assistant Superintendent read every evaluative document and we are always working to improve teaching and learning. Assistant Superintendent Bliss encouraged Board Members to call with questions.

**SUPERVISION &  
EVALUATION  
REPORT**

Central Office Reports – Superintendent – Superintendent Wolk reviewed the process and timeline for the Rutland High School Principal Search. Commissioners Dages, Notte, Olewnik and Shimp will serve on the screening the committee along with teachers, parents, student and others representing the school community. The position will be posted on February 25, 2020 with an application deadline of March 13, 2020 and a plan to select by April 7, 2020.

**CENTRAL  
OFFICE  
REPORT –  
SUPERINTEN-  
DENT**

March 3 Election Information – Reminder call to voters will take place. A brochure designed by a former student will go out to the community.

**ELECTION  
INFORMATION**

Facilities and Finance – Beautification Update – Projects will be completed by the end of the summer and will include painting, landscaping, flooring and signage. Summer Tapestry will take place at RIS to allow painting at Northeast and Northwest.

**BEAUTIFICAT-  
ION UPDATE**

Keefe Gym Update – The floor has been installed and all will be completed by mid to late March.

**KEEFE GYM  
UPDATE**

Discussion revolved around signage – exterior, interior (with a common logo) and directional signage will be included.

Committee Meeting Schedule – Commissioner Cavacas reviewed the Committee Meeting Schedule for 4<sup>th</sup> Tuesdays. Meeting will be warned. Board Chairs should notify Cherie. Minutes will be taken and included in Board Packets.

**COMMITTEE  
MEETING  
SCHEDULE**

Old Business – President Courcelle announced that he will be stepping down at the June 9<sup>th</sup> Meeting. He will resign as Chair at the beginning of the meeting and will step off as commissioner at the end of the meeting. He noted that it was a privilege to serve and work through this transition. Following will be his formal letter of resignation to the Mayor and an appointment will be made to fill the remainder of his term, ending March 2021.

**OLD BUSINESS**

New Business – none

**NEW BUSINESS**

Motion by Cavacas/Shimp to adjourn at 8:13 pm.

**ADJOURN**

Respectfully submitted,

Betty A. Kapitan, Recording Secretary

TO: Board of Education

FROM: Dave Wolk, Interim Superintendent

DATE: February 6, 2020

RE: Personnel Memorandum – Licensed and Non-Licensed

RESOLVE: That the LICENSED and NON-LICENSED SECTION OF THE PERSONNEL MEMORANDUM **NO. 607** dated **February 6, 2020**, be approved as recommended by the Superintendent of Schools.

A. LICENSED SECTION

1. Retirements

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
Debby Dauphinais	Art Teacher/RIS	6/30/2020
Fred Lower	Art Teacher/RHS	6/30/2020
Sandra Marcell	Registered Nurse/NE	6/30/2020

2. Resignations

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
Robert Bassett	Social Studies Teacher/STC	6/30/2020
Debra Hathaway	Executive Assistant for the External Resources & School Programs/Longfellow	6/30/2020

3. Appointments

<u>Name</u>	<u>Position/Location</u>	<u>Pro-rated Salary</u>	<u>Effective</u>
Jane BD. Williams	LTS Elem. Teacher/NE	\$397.04/day	2/24/20
Alesha Swahn	LTS Social Studies Teacher/STC	\$213.05/day	2/10/20

B. NON-LICENSED SECTION

1. Retirements

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Kathy Cotrupi	Paraeducator/NW	6/30/2020
Alicia Daly	Paraeducator/NW	6/30/2020
Brian Fitzsimmons	Maint. Worker II/District	6/30/2020
Maryanna Ezzo	Secretary/STC	6/30/2020
Dane Tabor	Journeyman Electrician Facilities Worker III/District	2/7/2020

2. Appointments

<u>Name</u>	<u>Position/Location</u>	<u>Pro-rated Salary</u>	<u>Effective</u>
Shannon Maass	Paraeducator/NW	\$12,324.48	1/15/2020
Tracey Urbani	Accounting Clerk/Longfellow	\$14,933.52	2/20/2020