

RUTLAND PUBLIC SCHOOLS
REGULAR MEETING OF THE BOARD OF SCHOOL COMMISSIONERS
June 9, 2020 – Amended 8/11/2020

School Board Members Present:

Alison Notte, President
Joanne Pencak, Clerk
Brittany Cavacas
Hurley Cavacas, Jr.
Ann Dages
Dena Goldberg
Kevin Kiefaber
Matthew Olewnik
Charlene Seward
Erin Shimp
Cathy Solsaa
Haley Lassen, Student Representative
Hannah Solimano, Student Representative
Isabella LaFemina, Incoming Student Representative

Also Present:

Superintendent Dave Wolk
Assistant Superintendent Rob Bliss
CFO Mary Alma Noonan
Incoming Superintendent Bill Olsen
Director of Technology Patricia Aigner
Director of BG&T Michael Derevjanik
Director of Equity & Inclusion, Pam Reed
Pati Beaumont
Kerry Coarse
Melissa Connor
Scott Corbett
Susanne Engels
Cathy Farman
Loren Pepe
Steve Sampson
Greg Schillinger
Andrew Skarzynski
Erica Wallstrom
Jen Wigmore
Joe Anderson

The meeting was called to order at 6:37 pm followed by the Pledge of Allegiance. Chair Notte noted all Commissioners and Student Representatives are in attendance.

CALL TO ORDER

Approval of the Agenda – Motion by Pencak/Goldberg to amend the agenda to include:

**MOTION:
AMEND
AGENDA**

- Consent Agenda - Addendum to Personnel Memo #611
- Communications – Correspondence from Dave Wolk
- Communications – Statement from Vermont School Boards’ Association
- Central Office – Graduation Report
- Consent Agenda – Food Service Contract Renewal

Motion passed unanimously.

Motion by Pencak/Goldberg to approve the Consent Agenda which includes:

**CONSENT
AGENDA**

- The minutes of the May 12, 2020 Regular School Board Meeting.
- The minutes of the May 26, 2020 Building Committee Meeting.
- The minutes of the May 26, 2020 Policy Committee Meeting.
- Personnel Memo #611 – Attached
- Addendum to Personnel Memo #611 - Attached
- Acceptance of the FY 21 IDEA-B and IDEA-B Pre-School Grants
- Food Service Contract Renewal

Motion passed unanimously.

Approval of Bids – Computer Purchases Bid – Motion by Cavacas/Seward to accept the bid for 77 HP Elitebooks for \$72,688.

**MOTION:
TECHNOLOGY
PURCHASE**

Motion passed unanimously.

Communications – Recognition of Outgoing Student Representative, Haley Lassen – President Notte thanked Haley Lassen for her service.

**COMMUNICAT-
IONS**

Welcome New Student Representative – President Notte welcomed Isabella LaFemina to the Board and noted appreciation for Hannah Solimano’s continued service.

Clerk Pencak read a joint statement from the Vermont School Boards’ Association, the Vermont Superintendents’ Association and the Vermont Principals’ Association, dated June 2, 2020. Link to text: <https://drive.google.com/file/d/1syQy9DLSSwhQ9GPEOCnZyO2dGpw3FPd/view>

Clerk Pencak read a note from Dave Wolk reiterating his strong support for Bill Olsen and next steps for social justice initiatives.

President Notte announced an opportunity for public comment on items not on the agenda. There were none, but Q & A will continue to be monitored throughout the meeting.

School/Program Update – Student Representatives’ Report – Hannah Solimano congratulated Isabella LaFemina on being elected as Student School Board Representative and wished Haley Lassen luck. Courses and exams are finishing up at RHS. Senior Awards Ceremony video will be televised on June 10, 2020. Graduation video will be televised on June 11, 2020. Diploma Pick Ups/Walk will take place June 18- 19, 2020.

**STUDENT REPS.
REPORT**

Learning Opportunities Update – Pam Reed reviewed plans and progress for new therapeutic program at Pierpoint. Jessica Henderson will provide administrative oversight. A general educator and counselor have been hired. A modest number of paraeducators have been identified and are tied to specific student needs. Further planning will take place over the summer. A Headstart Classroom will be relocated to each of the primary buildings. Work is taking place with the Headstart Program to facilitate moves. She also provided an update on the Allen Street Campus expansion. Space and staffing patterns are being addressed to include Grades 5 – 7. Use of grant funding and shifting of staff and resources make this expansion budget neutral. No new local funds are required. Discussion included the continuing of therapeutic/multiage classrooms within buildings, identified number of students, students currently placed out of District and students remaining in District due to this program opportunity.

**LEARNING
OPPS. UPDATE**

RMS BRIDGES – A School within a School – Pati Beaumont and Erica Wallstrom presented an update for the School within a School/named BRIDGES. Appreciation for assistance and support provided by Pam Reed and Dave Wolk were noted. The program is for students who feel disenfranchised or don’t engage. The new name for the program incorporates a metaphor (bridges connecting/bridging the middle years) and goals for the program/premise – **Building Resilient Interested Determined Growing Engaged Students**. Discussion revolved around student numbers, staff student ratios, program assessments, curriculum (matches,) fluidity and concerns regarding biases and groups.

RMS BRIDGES

Central Office – Superintendent Olsen announced that Katie Geno (RMS) was awarded the Master Middle Level Educator Award by the Vermont Association of Middle Level Educators. He reviewed planning scenarios for the opening of the 2020/2021 school year including: fully remote, fully in person and a hybrid setting. Considerations involved include: how do we instruct, daily structure, operations, health and welfare and technology.

**SUPERINTEN-
DENT’S REPORT**

Graduation – A virtual Graduation Ceremony will air on PEGTV and the web at 6:00 pm, Thursday, June 11, 2020. Caps and gowns, and lawn signs were provided to graduating seniors. Superintendent Olsen thanked Mark Foley for banners displayed on his buildings downtown. Items of consideration taken when planning graduation events included: health and safety, equity and celebrating students. AOE guidance changed on May 28, 2020, allowing for gatherings of up to 25 people, but it was determined that that number for gatherings will not work for us. He noted the process for diploma pick up (one car per family, graduating seniors to walk across stage set up in front of RHS, photographer has been contracted.) Video Graduation Ceremony will air on Thursday, June 11, 2020 at 6:00 pm. Awards Ceremony will air at 7:00 pm tomorrow, Wednesday, June 10, 2020. Superintendent Olsen congratulated Maya Sobel and Matt Creed who were selected as honor speakers and thanked Stephanie Schaffer (Commencement Speaker.)

**GRADUATION
REPORT**

Discussion revolved around the decision not to sponsor a parade (concerns regarding health and safety,) waiver, liability and concerns regarding the protest, lawn signs (were not highlighted as other schools,) parent and student involvement in planning (Administration worked with Senior Student Leadership throughout and several communication (still on the website) went out to parents, equity and celebrating students. A parade is being organized by parents, but this is not a school sponsored event.

Clerk Pencak read comments from Kelly Parker, Rutland City Parent regarding communication related to graduation, communication with Commissioner Cavacas (Brittany,) parental involvement and the protest.

**PUBLIC
COMMENT**

Clerk Pencak read comments from Tammy Pitts regarding the protest and parent planned graduation events.

Discussion revolved around not allowing the parent planned parade on the RHS Campus. Superintendent Olsen addressed the Board, noting concerns regarding health and safety and an underclassman drop off event planned for the same time. He was not notified about the parade, but was sent a screenshot from Facebook in regards to the organization of the event. Administration has tried to be consistent in the message that gatherings are a bad idea for health and safety. Michael Derevjanik noted the urgency of insuring access for buses between 9:30 am – 10:30 am and 12:30 pm – 1:30 pm for delivery of the school meals program.

Summer Hiring Protocol – Superintendent Olsen noted that there are six open positions and reviewed the summer hiring process.

Motion by Goldberg/Cavacas (Hurley) to approve the Superintendent to email potential hiring information to the Board during summer months, if there are no significant objections, candidates will be hired and the Board will ratify at the next regular Board Meeting.

**MOTION:
SUMMER
HIRING
PROTOCOL**

The motion passed unanimously.

Committee Reports – Building Committee – Commissioner Shimp noted that the minutes from last Building Committee Meeting were posted. There were some technical issues at the meeting, but the Committee work is well underway and we are in good standing in regard to COVID restrictions now and for the future.

**BUILDING
COMMITTEE
REPORT**

Policy Committee Report – Commissioner Olewnik provided a report for the Policy Committee, though technical issues made it very difficult to discern. He referenced the memo to the Board for Policy First Readings.

**POLICY
COMMITTEE
REPORT**

Motion by Olewnik/Seward first reading of:

- Policy 6340 Theft of Services or Property
- Policy 7697 Child Nutrition and Wellness

**MOTION: FIRST
READING**

**MOTION: FIRST
READING**

Motion passed unanimously.

Commissioner Olewnik presented more work of the Policy Committee regarding flags and procedures, but again, technical difficulties made his report difficult to discern. Assistant Superintendent Bliss advised that he was aware that Commissioner Olewnik had planned to share that the Committee was looking at an equity policy (shared by Mill River) and they are continuing to look at policies with an eye on equity.

Commissioner Cavacas noted that he would like to see something planned jointly with the Board of Alderman in regards to taxes and budget restraints.

Rutland High School New Neighbors Report – Joe Anderson provided a report from the New Neighbors Club which included: plan for a new flag pole to address social justice, policy (to be developed by the Policy Committee,) raising the Black Lives Matter Flag every February during Black History Month, student/faculty equity committee for 20/21 and the installation of a new permanent art installation depicting the school wide mission for taking action for social justice. Greg Schillinger noted that there was a productive meeting held on May 26, 2020 and provided some additional details which included: there has been an existing faculty committee working all year, student voices will be added to this established committee and a procedure for proposal for flags will be developed. He also noted that the topic for GIN Conference 2020 was inclusivity and that implicit bias training was offered to the entire student body.

**NEW
NEIGHBORS
REPORT**

Discussion revolved around parent/public concern about the focus being only on the BLM Flag (not including others who are feeling minimized,) and the lack of a description of the New Neighbors Club on the website. Superintendent Olsen reviewed the history of the New Neighbors Club and the process for the organization and life spans of clubs.

Motion by Cavacas/Seward to keep the flag up until the Equity Committee returns to the Board with a process in September including a plan and schedule for other groups.

**MOTION: BLM
FLAG**

Discussion included the need for Board approval in regards to continuing flying the BLM Flag. Greg Schillinger noted that the Board had passed a motion to fly the flag for a specific period of time. That time has passed. Suggestions to amend the motion on the table were proposed.

Motion was amended Cavacas (Hurley)/Dages that the Board authorize keeping the Black Lives Matter Flag up until Administration has installed a second flag pole and develops a process for the oversight of the flagpole, working with student groups for student voice.

**AMENDED
MOTION**

Motion passed unanimously by all those in attendance.

New/Old Business – Board Retreat – President Notte noted that the Board Retreat is in the planning stages (typically held in August) and more information will be forthcoming to the Board via email.

**NEW/OLD
BUSINESS**

Commissioner Cavacas (Hurley) noted concerns regarding property tax rates and correspondence received from legislatures. Technical issues made his comments hard to discern. Commissioner Pencak advised that these concerns would be addressed by the Finance Committee.

Motion by Pencak/Cavacas at 8:41 pm to adjourn to executive session with Superintendent Olsen, Assistant Superintendent Bliss and Pam Reed for the purpose of discussing the employment of a public officer, the premature release of information regarding those subjects which would place the Board and the person involved at a substantial disadvantage.

**MOTION:
EXECUTIVE
SESSION**

Motion passed unanimously.

The Board came out of executive session at 9:17 pm.

**OUT OF
EXECUTIVE
SESSION**

Motion by Cavacas (Hurley)/Goldberg to adjourn at 9:18 pm.

ADJOURN

Respectfully submitted,

Betty Kapitan, Recording Secretary

TO: Board of Education
 FROM: Dave Wolk, Superintendent
 DATE: June 4, 2020
 RE: Personnel Memorandum – Licensed and Non-Licensed

RESOLVE: That the LICENSED and NON-LICENSED SECTION OF THE PERSONNEL MEMO **NO. 611** dated **June 4, 2020**, be approved as recommended by the Superintendent of Schools.

A. LICENSED SECTION

1. Resignations

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
Marcia Davis	Academic Interventionist/RMS	6/30/2020
Mary Alma Noonan	CFO/District	6/30/2020

2. Appointment

<u>Name</u>	<u>Position/Location</u>	<u>Salary</u>	<u>Effective</u>
MacGregor Shannon	Mathematics/RMS	\$40,978.00	8/20/2020
Brandy Guillette	LTS Counselor/NE	\$278.89/day	9/28/20-1/19/21

3. Department Chair/Team Leaders 2020-2021 School Year
Grade 7-12 Department Chairs

<u>Names</u>	<u>Department</u>
Abby Brodowski	English
Brett Lertola	Mathematics
Ann Marie Mahar	Science
Ellie Davine	Social Studies
Adrienne Weld	K-12 Health/Physical Education
Brent Barnett	Music
Marsha Cassel	World Language
Carolyn Ravenna	Program Director of Grove Street
Jen Pros	Director of Guidance

Middle School Teacher Leaders Names

Rob Labate	PBL Humanities
Erica Caetano	PBL STEAM
Sally Timmons	Communication
Marisa Astin/Lorraine Bargmann-Metz	Supports
David Cornwell	Flexible Pathways

Rutland Intermediate School Team Leaders

<u>Names</u>	<u>Team/Grade</u>
Todd Stratton	Grade 3
Ellen Colvin	Grade 4
Kristen Ramey	Grade 5

Ginger Bendig/Sandy Harper
Tiffini Patterson
Mandie Rouse

Grade 6
Special Educator
Paraeducator

ADDENDUM

TO: Board of Education
FROM: Dave Wolk, Superintendent
DATE: June 9, 2020
RE: Personnel Memorandum – Licensed and Non-Licensed

RESOLVE: That the LICENSED and NON-LICENSED SECTION OF THE PERSONNEL MEMO **NO. 611 ADDENDUM** dated **June 9, 2020**, be approved as recommended by the Superintendent of Schools.

B. LICENSED SECTION

1. Resignation

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
Sara Gregory	Special Educator/RHS	6/30/2020

2. Appointment

<u>Name</u>	<u>Position/Location</u>	<u>Salary</u>	<u>Effective</u>
Olga Peters	Academic Interventionist/RMS	\$57,742.00	8/20/2020
Chris Schuyler	Special Educator/RHS	\$63,330.00	8/20/2020

C. NON-LICENSED SECTION

1. Retirement

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
Mary Quesnel	Paraeducator/RIS	6/30/2020