

RUTLAND PUBLIC SCHOOLS
REGULAR MEETING OF THE BOARD OF SCHOOL COMMISSIONERS
August 11, 2020

School Board Members Present:

Alison Notte, President
Joanne Pencak, Clerk
Brittany Cavacas
Ann Dages
Dena Goldberg
Kevin Kiefaber
Matthew Olewnik
Charlene Seward
Erin Shimp
Cathy Solsaa

Members Absent:

Hurley Cavacas, Jr.

Also Present:

Superintendent Bill Olsen
Assistant Superintendent Rob Bliss
Director of Finance Ted Plemenos
Director of Technology Patricia Aigner
Director of Equity & Inclusion Pam Reed
Director of BG&T Michael Derevjanik
Executive Director Tapestry & EPIC Marie Gilmond
Pati Beaumont
Kate Bosnich
Kerry Coarse
Melissa Connor
Susanne Engels
Meaghan Marsh
Bianca McKeen
Bill Meub
Sharon Napolitano
Loren Pepe
Justine Ruhlin
Steve Sampson
Greg Schillinger
Jennifer Wigmore

The meeting was called to order at 7:33 pm followed by the Pledge of Allegiance. Chair Notte noted all commissioners are in attendance except for Commissioner Cavacas (Hurley.)

CALL TO ORDER

Approval of the Agenda – Motion by Dages/Goldberg to approve the agenda with the following modification: The removal of A. Minutes of the Previous Meeting Minutes from the consent agenda.

**MOTION:
APPROVAL
OF AGENDA**

Motion passed unanimously by all those in attendance.

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

**MOTION:
CONSENT
AGENDA**

- Personnel Memo #612 – Attached.

Motion by Dages/Pencak to amend the previous minutes (June 9, 2020) to amend the amended motion (Page 4 - 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.) to reflect that a vote did take place and was unanimous.

**MOTION:
AMEND
MINUTES
6/9/2020**

Motion passed unanimously by all those in attendance.

School/Program Update – Opening of School – Superintendent Olsen reviewed the RCPS Reopening Plan acknowledging those who had worked on the plan. All Vermont schools will be reopening at Stage 2 (in person with some kind of social distancing.) Input was sought from parents and close to 1000 families provided feedback. The plan was developed to provide families with a choice of settings (in person, hybrid or remote.) Every day will begin with health screenings for students and staff, including temperatures checks and questions specified by the

**SCHOOL –
PROGRAM
UPDATE**

Department of Health. Spaces have been reconfigured and procedures for how students move throughout buildings, enter and exit have been modified. Nurses are determining protocols for isolation spaces. Michael Derevjanik is working with custodians on frequent cleaning procedures. Visitors will be limited and everyone will wear facial coverings when appropriate. Heat Days, with remote learning are being considered. A calendar shift with teachers having more upfront in-service days was noted. Community commitment for following guidelines has been positive.

**SCHOOL –
PROGRAM
UPDATE
CONT.**

President Notte noted that public comment was welcome on agenda items.

Discussion included: Potential issues with staffing due to lack of childcare and those in high risk categories (leave options are available for staff and this is being addressed and worked out.) Assistant Superintendent Bliss has been working to find options for staff daycare and is coordinating with Rutland Recreation, The Boys and Girls Club and the Rutland Free Library. Greg Schillinger addressed the concern regarding some students not being successful with remote learning. Extended time for students to complete coursework was provided at the end of the school year. A number of teachers worked beyond the contract year to reach out to families and worked one to one with students on the completion of coursework. Students who have not completed coursework will have an opportunity to enroll in new competency-based courses in English, math, science and social studies to start the year by finishing up what was not finished last year. Student/family and staff travel and the culture to buy into the following of guidance and protocol was reviewed. A leave memo was distributed to staff today. Travel around sports, logging for contact tracing/quarantining and opportunity for remote settings were discussed.

Motion by Pencak/Cavacas (Brittany) Due to the rapidly changing conditions and guidance during the COVID 19 Pandemic, the Rutland City Board of School Commissioners hereby confirms, ratifies and delegates authority to its superintendent to make decisions regarding reopening and operation of schools including but not limited to instructional modes that will be provided during the 2020-2021 school year.

**MOTION:
SUPERINTEN-
DENT
AUTHORITY**

Discussion revolved around the timeline and nature of policy creation regarding, creating a policy verses passing the motion, providing support for the superintendent and current emergency policy in place.

Updated 2020-2021 School Calendar – This item was included under School/Program Update – Opening of School earlier in the meeting.

**UPDATED
SCHOOL
CALENDAR**

New Business – Board Meeting Location – Commissioner Pencak reviewed the Vermont School Boards Association guidance for continuing to meet virtually to protect staff and the community from risks around large gatherings.

**NEW
BUSINESS**

Motion by Dages/Kiefaber that the Rutland City School Commissioners continue to follow the guidance of the Vermont School Boards Association to limit public access to school buildings, and to not hold public meetings in school buildings, and to continue to meet virtually until such time as the COVID state of emergency ends or the VSBA issues new guidance.

**MOTION:
MEETING
LOCATION**

Discussion revolved around questions and responses from the public regarding virtual meetings, importance of public comment, publishing the agenda earlier and the format of the meeting. Regular meetings are always on the second Tuesday of the month and this is posted well in advance. Commissioner Pencak noted that she will try to get agendas out earlier.

Motion passed unanimously by all those in attendance.

New Business - Superintendent Olsen introduced and recognized new members of the District Administrative Team, Ted Plemenos, Director of Finance and Marie Gilmond, Executive Director, Tapestry and EPIC.

**NEW
BUSINESS
CONT.**

Motion by Pencak/Cavacas (Brittany) at 8:26 pm that the Rutland City Board of School Commissioners enter into an executive session with Superintendent Olsen, Assistant Superintendent Bliss, Director of Finance Ted Plemenos and Bill Meub, Esq. for the purposes of obtaining confidential attorney/client communications made for the purpose of providing professional legal services to the District the general public knowledge of it which would clearly place the Board at a substantial disadvantage.

**MOTION:
EXECUTIVE
SESSION**

Motion passed unanimously by all those in attendance.

**OUT OF
EXECUTIVE
SESSION**

The Board came out of executive session at 9:02 pm.

School Board Continuing Education – Bill Meub provided Board education including: VSBA video – Essential Work of School Boards (2018) and Board Operating Protocols including: vision, policy, monitor, oversight and procedure.

**SCHOOL
BOARD
CONTINUING
EDUCATION**

Motion by Seward/Solsaa to adjourn at 9:28 pm.

ADJOURN

Motion passed unanimously by all those in attendance.

Respectfully Submitted,

Betty Kapitan, Recording Secretary

TO: Board of Education
 FROM: William K. Olsen, Superintendent
 DATE: August 5, 2020
 RE: Personnel Memorandum – Licensed and Non-Licensed

RESOLVE: That the LICENSED and NON-LICENSED SECTION OF THE PERSONNEL MEMO **NO. 612** dated **August 5, 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>
Christine Gormley	Science Teacher/RHS	7/31/2020
Debra Tobin	Family & Consumer Studies/RMS	6/30/2020

2. Appointments

<u>Name</u>	<u>Position/Location</u>	<u>Salary</u>	<u>Effective</u>
Zachary (Ollie) Brown	STEAM Integration Specialist/RMS	\$48,429.00	8/20/2020
Marie Gilmond	Executive Director of Rutland County Tapestry Program/Longfellow	\$76,723.28	7/20/2020
Mary Katherine Newell	Special Educator/PPLC	\$46,566.00	8/20/2020
Theodore Plemenos	Director of Finance/District	\$128,750.00	7/1/2020
Melissa Theis	Guidance Counselor/STC	\$60,829.80	8/13/2020

3. Transfers

<u>Name</u>	<u>Position From/Position To</u>	<u>Salary</u>	<u>Effective</u>
Jack Adams	FROM: Tech. Integration Specialist/RMS TO: CTE Curriculum Integrationist/STC	\$76,369.00	8/20/2020
Phyllis Smith	FROM: Paraeducator/NE TO: Interventionist/NE	\$40,978.00	8/20/2020

B. NON-LICENSES SECTION

1. Resignations/Retirements

<u>Name</u>	<u>Position/Location</u>	<u>Effective</u>
E. Barry Cupoli	Bus Driver/District	7/31/2020
Kaisa Czarnecki	Paraeducator/RIS	6/30/2020
Noelle Jepson	Paraeducator/NE	6/30/2020
Amita Oquendo	Paraeducator/RIS	6/30/2020

2. Appointments

<u>Name</u>	<u>Position/Location</u>	<u>Salary</u>	<u>Effective</u>
Trevor J. Brown	Facilities Worker III Electrician/District	\$25.74/hr	7/27/2020
Tracey Marsh	Adult Education Secretary/STC	\$22.17/hr	8/6/2020
Mary Nadler	Secretary II/RHS	\$40,689.60	8/6/2020

3. Transfer

<u>Name</u>	<u>Position/Location</u>	<u>Salary</u>	<u>Effective</u>
Clarisa Heath	FROM: Secretary II/RHS TO: Tapestry Secretary/Longfellow	\$45,033.00	7/1/2020

4. 2020-2021 Co-Curricular Advisors (See Memo)


5. Fall Coaching Appointments and Re-Appointments (See Memo)

<u>Name</u>	<u>Position/Location</u>	<u>Stipend</u>	<u>Effective</u>
Emmitt Ackerman	JV Red Boys' Soccer Coach	\$4,107.18	Fall Season
Ben Black	Varsity Boys' Soccer Coach	\$7,040.88	Fall Season
Erica Caetano	MS Girls' Soccer Coach	\$2,535.00	Fall Season
Mike Shea	Asst. Golf Coach	\$2,816.00	Fall Season



Date: August 7, 2020

To: Athletic Coaches and Activities Advisors

From: Bill Olsen, Superintendent 

Subject: Stipend Conditions for 2020-2021 due to potential COVID-19 impacts on Athletics, Clubs, or Activities

There is a possibility that in response to the COVID-19 pandemic, our athletic seasons during the 2020-2021 school year may be cancelled entirely or cut short. Similarly, there is a possibility that at some point schools may have to operate only in a remote learning setting again, thus affecting clubs and activities that function on an in-person basis only. Thus, the following provisions will be applied to the payment of stipends for athletic coaching positions and for stipends for advisors of clubs and activities.

If any of the three athletic seasons are cancelled before the season starts, either by the Vermont Principals Association, the Governor or state agencies, or as a decision by the school district, stipends for coaching positions for that season will not be paid.

If a portion of any athletic season takes place, from the start of official first day of practice to the last day of the scheduled season, then the stipend will be prorated for the number of days of the season in which the athletes were allowed to participate in person, not including Sundays.

Similarly, for stipends for advisors of clubs and activities, the stipend will be prorated for the number of days during the entire student school year calendar in which the district is conducting in-person learning, not including Sundays. If the district has to transition entirely to remote learning for all or part of the student school year calendar, a prorated deduction will be applied to the original stipend amount.



To: Bill Olsen
From: Mike Norman
Date: July 29, 2020
Re: 2020 Fall Coaches

I would like to recommend the following Fall Coaching Nominations for the 2020 season.

FALL COACHES		Cat	step	2020-2021
MIKE NORMAN	HEAD FOOTBALL COACH	1	5	7,805.65
JON WALLETT	V ASST	3	5	4,693.92
BO McDOUGALL	V ASST	3	5	4,693.92
DAVE TIBBS	JV FOOTBALL COACH	4	5	4,107.18
JERRY GORRUSO	JV ASST	3	5	4,693.92
JIM SHORTLE	FRESHMAN FOOTBALL COACH	4	5	4,107.18
JOHN M DALEY	FR ASST	4	5	4,107.18
STEVE FRENCH	CROSS COUNTRY HEAD COACH	2	5	5,515.36
BILL BELMONTE	ASST	5	5	3,520.44
BEN BLACK	BOYS SOCCER HEAD COACH	1	5	7,040.88
EMMITT ACKERMAN	JV RED BOYS SOCCER	4	5	4,107.18
JUSTIN VEYSEY	MS BOYS SOCCER	6	5	2,816.35
LORI MCCLALLEN	GIRLS SOCCER HEAD COACH	1	5	7,040.88
NIKKI ADAMS	JV RED GIRLS SOCCER	4	5	4,107.00
ERICA CAETANO	MS GIRLS SOCCER	6	3	2,535.00
MIKE SHEA	ASST GOLF	5	1	2,816.00
JON BRISBANE	GOLF HEAD COACH	3	5	4,693.92
KAREN POLJACIK	FIELD HOCKEY HEAD COACH	2	5	5,515.36
KAYLA PLOOF	JV FIELD HOCKEY	4	5	4,107.18
BRANDY ELLISON	MS FIELD HOCKEY	6	2	2,393.60
CARA GAUVIN	FALL CHEER	2	5	5,515.36
SHELBY SENEAL	FALL ASST CHEER	5	5	3,520.44



To: Bill Olsen
From: Mike Norman
Date: July 29, 2020
Re: Co-Curricular Advisors

I would like to recommend the following individuals for the positions as listed for the 2020-2021 academic year.

RHS				
Sarah Koon	ADVANCED ORCHESTRA	7	5	2,112.26
Stefanie DeSimone	ART CLUB	7	3	1,900.80
Blake Mechtel	CHORAL FESTIVALS CLUB	8	1	1,095.00
Jen McNeil	CLUB GIVING	8	4	1,300.55
Michele Farkas	CLUB GIVING	8	4	1,300.55
Cathy Archer	DRAMA	3	5	4,693.92
Ron Eisenman	FORENSICS CLUB	7	5	2,112.26
Laura DesJardins	SOPHOMORE ADVISOR	8	2	1,164.00
Cal Pomeroy	SOPHOMORE ADVISOR	8	2	1,164.00
Ron Eisenman	MOCK TRIAL	8	2	582.00
Marsha Cassel	MOCK TRIAL	8	2	582.00
Blake Mechtel	MALESTROMS	8	1	1,095.00
Brent Barnett	JAZZ BAND	7	5	2,112.26
Jen McNeil	SENIOR ADVISOR	8	4	1,301.00
Bret Lertola	SENIOR ADVISOR	8	4	1,301.00
Jamie Nichols	KEY CLUB	6	2	2,393.60
Hilary Poremski-Beitzel	CREATIVE WRITING CLUB	8	5	1,369.06
Taborri Bruhl	MODEL U.N.	6	1	1,126.50
Ellada Siliski	MODEL U.N.	6	1	1,126.50
Marsha Cassel	NATIONAL HONOR SOCIETY	8	2	1,163.65
Brent Barnett	PEP BAND/FESTIVALS	7	5	2,112.26
Travis Crewdson	ROCK CLIMBING	7	5	1,056.00
Brian Cupoli	ROCK CLIMBING	7	5	1,056.00
Michael Ellis	SCIENCE CLUB	8	5	684.50
Jody Sabataseo	SCIENCE CLUB	8	5	684.50
Travis Crewdson	JUNIOR ADVISOR	8	3	1,232.10
Laurie Bullock	JUNIOR ADVISOR	8	3	1,232.10

Patricia Alonso	SPANISH HONOR SOCIETY	8	5	1,369.06
Mary Haskell	STUDENT SENATE	8	5	1,369.06
Yoshi Aday	STUDENT SENATE	8	5	1,369.06
David Lane	TECH DIRECTOR	3	5	3,758.47
Jennifer Hart	TRI-M MUSIC HONOR SOCIETY	8	5	2,112.26
Blake Mechtel	UNPREDICTABLES	8	1	1,095.00
RIS				
Kathy Luzader	RIS ADVANCED ORCHESTRA	7	5	2,112.26
Lori Kramer	RIS ART CLUB	8	1	1,095.00
Jason Ballard	RIS CHESS CLUB	8	5	1,369.06
Alexis Scangas	RIS HANDBELLS	8	1	1,164.00
Carol Baker	RIS JAZZ BAND	7	5	2,112.26
Jane Richards	RIS STUDENT COUNCIL	8	5	684.50
Megan Ehnholt	RIS STUDENT COUNCIL	8	5	684.50
Deb Jiloty	RIS ROBOTICS	8	5	684.50
Sandy Harper	RIS ROBOTICS	8	5	684.50
RMS				
Sarah Koon	RMS ADVANCED ORCHESTRA	7	5	2,112.26
Sally Timmons	RMS ART CLUB	7	5	2,112.26
Nicole Adams	RMS INTRAMURALS	7	5	777.81
Jon Walleth	RMS INTRAMURALS	7	5	777.81
Kate McCord	RMS INTRAMURALS	7	5	777.81
Brent Barnett	RMS JAZZ LAB	7	5	1,056.00
Carol Baker	RMS JAZZ LAB	7	5	1,056.00
Marisa Astin	RMS MEMORY BOOK	8	5	813.80
Tegan Kirk-Elkin	RMS MEMORY BOOK	8	5	813.80
Allie Griffiths	RMS MIDDLETONES	7	5	2,112.26
David Cornwell	RMS ROCK CLIMBING	7	5	1,056.00
Geoff Bloomer	RMS ROCK CLIMBING	7	5	1,056.00
Marisa Astin	RMS SPELLING BEE	8	5	684.50
Kate Geno	RMS STUDENT COUNCIL	7	5	1,056.00
Marisa Astin	RMS STUDENT COUNCIL	7	5	1,056.00