

TO: Board of Education
FROM: Pamela Reed, Superintendent
DATE: August 13, 2026

RE: Personnel Memorandum Licensed

RESOLVE: That the LICENSED SECTION OF THE PERSONNEL MEMO NO. 679 dated August 13, 2026, be approved as recommended by the Superintendent of Schools.

A. LICENSED SECTION

1. Appointments

<u>Name</u>	<u>Position</u>	<u>Salary</u>	<u>Effective</u>
Hilary Lambert	Culinary Arts Instructor/STC	\$73,051.00	8/20/26
Melanie Long	K-2 Elementary/NW	\$64,452.00	8/20/26
Evans Okai	Elementary Teacher/RIS	\$66,602.00	8/20/26
Margaret Schwartz	School Social Worker/RIS	\$47,252.00	8/20/26
Victor Marando	Special Education/RIS	\$66,152.00	8/20/26
Milka Wanjiru	Mathematics Teacher/ RMS	\$66,152.00	8/20/26
Alojajeane Nunez	K-2 Elementary/NE	\$64,452.00	8/20/26

TO: Board of School Commissioners & Superintendent Pam Reed

FROM: Bianca McKeen

DATE: August 13, 2026

RE: New Policies and Policy Numbering

As discussed last spring, with the transition to policy governance, the central office leadership team has conducted a policy audit. This audit allowed us to review all non-Policy Governance policies to ensure compliance with federal and state required policies. As part of this audit, we determined that Rutland City Public Schools were missing three Vermont School Boards Association (VSBA)-required policies. These three policies are the new policies being brought forth for first reading.

C11 Student Freedom of Expression in School-Sponsored Media
C13 Students Experiencing Homelessness
D6 Class Size

These policies were developed based on the VSBA model policies, state and federal laws, and the Vermont Agency of Education's Education Quality Standards.

In addition, as part of the audit, the decision was made to realign existing non-Policy Governance policy numbering to match the VSBA numbering system. The new policies align with the new numbering system. At the September meeting, we will provide a chart of all current policies, along with the old and new numbering, and indicate whether each policy is required or recommended by VSBA or a local policy, based on other factors such as audit requirements.