

RUTLAND SOUTHWEST SUPERVISORY UNION  
BOARD OF SCHOOL DIRECTORS' (Continuation)

Meeting - July 2, 2008  
6:30 PM - Wells Village School  
(Continued from June 30, 2008)

OFFICIAL MINUTES

Board Members Present: Jim Gilmour, Karen Stomski, Helen Mango, Anne Robbins, Russ North, Tammy Holcomb, Clarence Haynes, Charity Downs, Pat Davenport, Mary Jo Teetor, Mike Nagar, Tracee Oakman Rupe, Kimberly Mathewson.

Others Present: Cheryl Chedester, Georgiana Miranda, Brian Hampl, John Chedester, Neal Vreeland, Tammy Petty, Colleen Nagar and Brent Curtis.

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The meeting was called to order by Chair Clarence Haynes at 6:46 PM. The Chair announced the purpose of the meeting was to continue the recessed meeting of June 30, 2008. He commented that he understood that the Poultney Board of School Directors wished to withdraw their letter of reprimand (Failure to Follow Poultney School Board directives), dated May, 2008.

Poultney School Board Chair Mary Jo Teetor read the following statement: "The Poultney School Board of Directors withdraws the letter dated May 14, 2008 due to the fact that the date for requested action on the reprimand, May 23, 2008, has long passed and the superintendent of question is no longer in the employ of the Rutland Southwest Supervisory Union.

The Poultney Town School District Board of Directors feels it necessary and appropriate to resolve outstanding issues, if any, of the Poultney Town School District in consultation with the new Superintendent as of July 1, 2008."

It was noted that the Poultney Board of School Directors had made the decision to withdraw their letter of reprimand approximately 45 minutes prior to the RSWSU meeting being held. It was noted that Mike Nagar made the motion, and Pat Davenport seconded. Motion carried 4-0, with four members present. (This motion was from the Poultney meeting, not the current RSWSU meeting).

Motion made by Tammy Holcomb, seconded by Karen Stomski to accept the motion of the Poultney School Board of Directors to withdraw the letter of reprimand as stated.

Discussion followed.

Motion amended by Charity Downs, seconded by Tammy Holcomb to include; the RSWSU Board would be notified of any action taken by the new Superintendent as it

relates to this matter.

Discussion ensued.

Motion to amend the original motion carried.

The Chair declared that Cheryl Chedester would be given an opportunity to speak. Mary Jo Teetor questioned point of order since the letter of reprimand had been withdrawn, if Cheryl Chedester can have opportunity to speak. The Chair ruled that Cheryl Chedester would be allowed to speak; he noted that the ruling of the Chair could be appealed.

Neal Vreeland commented on Roberts Rules of Order: if a motion is made and seconded, it is open to discussion for Board only, not by others.

Further discussion ensued regarding point of order. RSWSU Board Attorney, Georgiana Miranda clarified.

The Chair called for a vote (appealing his ruling). Yes = uphold the Chair's ruling; No = Do not uphold the Chair's ruling.

Yes = 4

No = 8

Cheryl Chedester is not allowed to speak at this time.

Action on Motion to approve the motion by the Poultney Board of School Directors to withdraw their complaint. Motion carried.

Discussion regarding when and how the Poultney Board vote occurred. Straw Poll of the PSD Board Members occurred on 6/29 (to withdraw the letter of reprimand); ratified at 7/2/08 meeting. Poultney Board motion was made by Pat Davenport, seconded by Mike Nagar, and was carried 4-0, with four members present.

The RSWSU Chair stated that he would allow Cheryl Chedester to make a statement as she was forced to prepare for this hearing.

Neal Vreeland cautioned the importance of maintaining confidentiality of all individuals involved.

Clarence Haynes responded that the point was taken and the matter was to be handled appropriately.

Clarence Haynes inquired of the RSWSU Board attorney if it was appropriate to provide Cheryl Chedester a few moments to craft a brief and appropriate response. It was deemed appropriate by the board attorney.

Chair called for a break at 7:15PM to allow Cheryl Chedester opportunity to craft a statement appropriately so as not to break confidentiality of personnel matters.

Chair called the meeting back to order at 7:58 PM.

Cheryl Chedester read the following statement: "In response to the Poultney Board's letter to the RSWSU Board regarding failure to follow directives dated, May 14, 2008, and the subsequent unanimous withdrawal of the proposed letter of reprimand by the Poultney Board by unanimous vote of directors present 4-0 on 7/2/08, and the unanimous acceptance by the Supervisory Union Board on 7/2/08, I offer the following statement to be entered in the official record. In spite of the actions to withdraw, the perception that this Superintendent of Schools did act unprofessionally and in an insubordinate manner remains in the public venue (minutes, audio/video tape). I want the record to accurately reflect that the Poultney Board of School Directors had directed me to engage in an illegal and unethical manner to compromise official personnel records. To clarify my role and responsibilities with the specific requests to compromise a Poultney Town School District employee's official personnel file, I corresponded with the Poultney Board on multiple dates (3/11, 3/13, 3/31) to resolve the matter properly. To date, no response to the questions have been provided to this Superintendent. Legal counsel advice was sought and followed as this issue evolved.

The record should reflect that this Superintendent adhered to the laws and regulations governing personnel files and actions.

I respectfully request that this statement be placed in my official personnel file and the RSWSU Board accept my statement."

Motion made by Clarence Haynes, seconded by Charity Downs to accept the statement and to reflect same in the minutes and personnel file as requested.

Discussion ensued.

Motion carried unanimously.

The next matter was for board members and the RSWSU Board Attorney only as stated by the Chair.

Motion made by Helen Mango, seconded by Kimberly Mathewson to move the board into executive session at 8:05 PM for personnel and legal issues. Discussion regarding whether or not the Poultney Board's Attorney needed to stay. It was determined that he did not.

Motion carried.

Motion made by Helen Mango, seconded by Anne Robbins to move the board out of executive session at 12:15AM,

Motion carried.

RSWSU Board Attorney, Georgiana Miranda read the following Letter of Agreement between the RSWSU Board and Cheryl Chedester and a Letter of Reference, both to be signed by the Board Chair.

Letter of Agreement:

#### AGREEMENT

This agreement is entered into this 3<sup>rd</sup> day of July 2008 by and between the Rutland Southwest Supervisory Union (SU) AND Cheryl Chedester (Employee) to resolve the issues between the parties, and is as follows:

- 1 The parties agree it is in the best interest of the parties to resolve their differences;
- 2 The parties acknowledge this agreement does not reflect wrongdoing on either party to this agreement;
- 3 The parties agree not to discuss the terms of this agreement or declare a victory;
- 4 The employee agrees in exchange for a sum certain, a letter of reference, the laptop she has been using, the external or peripheral drive and a single reference contact to the Superintendent only, and to waive all rights to pursue litigation against the Supervisory Union;
- 5 The employee further agrees she will not discuss confidential information acquired through her tenure as Superintendent, except pursuant to a Court order, now,
- 6 Therefore, the parties agree this is the full and complete agreement

Dated this 3<sup>rd</sup> day of July at Wells Vermont.

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Clarence Haynes, Chairman of the Board

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Cheryl G. Chedester

Letter of Reference:

July 2, 2008

This letter is to introduce Cheryl Chedester who was Superintendent for the Rutland Southwest Supervisory Union from July 2006 to June 2008. This Supervisory Union includes five separate school districts.

During her employment with us she was instrumental in involving students from the member districts in Supervisory Union activities and increased Supervisory Union Board participation.

Mrs. Chedester was also instrumental in improving technology in the Supervisory Union member Districts and she was elected, early in her tenure, as Secretary of the Southwestern Vermont Superintendent's

Association.

The Supervisory Union wishes Mrs. Chedester well in her future endeavors.

Sincerely,

Clarence Haynes  
Rutland Southwest Supervisory Union Board Chair

Cc: file

Motion made by Charity Downs, seconded by Kimberly Mathewson to accept both the Letter of Agreement and Letter of Reference as stated.

Discussion ensued.

Motion carried.

Motion made by Helen Mango, seconded by Mike Nagar to adjourn at 12:25AM. Motion carried.

Respectfully submitted,

Jan Dente RSWSU  
Recording Secretary