

BOARD OF EDUCATION
Bristol, Connecticut
January 6, 2021 – Regular Meeting Minutes

The regular meeting of the Bristol Board of Education was held on Wednesday, January 6, 2021, at 7:00 p.m. via the Zoom Meeting Platform.

PRESENT: Commissioners: Jennifer Dube, Kristen Giantonio, Thomas O'Brien, Shelby Pons, John Sklenka, Karen Vibert, and Christopher Wilson; Dr. Catherine Carbone, Superintendent, Dr. Michael Dietter, Deputy Superintendent, Dr. Sam Galloway, Director of Talent Management, Jill Browne, Business Director, Carly Fortin, Director of Teaching and Learning, and Peter Kelley, Council Liaison

EXCUSED: Commissioners Eric Carlson and Allison Wadowski

CALL TO ORDER/PLEDGE OF ALLEGIANCE/NATIONAL ANTHEM/MOMENT OF SILENCE

Chair Jennifer Dube called the meeting to order at 7:00 p.m. and asked the attendees to stand for the Pledge of Allegiance.

Chair Dube called for a moment of silence for Rachel Bekstrom a Teacher at Westwoods, Stafford, Memorial Boulevard, and Northeast from 1965 to 1982, Florence Kozikowski a cook at South Side from 1960 to 1990, and Gary Harrigan a Swimming Coach at Bristol Central from 2001 to 2017.

MEETING NORMS

Commissioner Dube read the meeting norms.

STAFF & STUDENT RECOGNITION

Dr. Carbone recognized Dr. Michael Dietter and Dr. Sam Galloway for the extensive work that they have done serving as the COVID-19 liaisons for the district. They have been responsible for constant outreach with the community and staff and have worked diligently and countless hours to ensure the safety and well being of all of our families and staff. Dr. Carbone thanked Dr. Dietter and Dr. Galloway on behalf of the Board and BPS community.

Dr. Carbone recognized Cecilia Garay and Natalie Torres for their contributions since the start of the pandemic to ensure that our Spanish speaking families and community members have received all information that was disseminated throughout the pandemic. Cecilia and Natalie have provided a full complement of assistance to families and have provided their personal contact information to be sure families can reach out to them at any time. They have exemplified what is best about the Bristol Public Schools and have connected our families who at times feel disconnected. Dr. Carbone thanked and applauded Mrs. Garay and Mrs. Torres who were both present at this evening's meeting.

Dr. Carbone recognized Kristen Peck for her outstanding effort on the recent accreditation and the Federal acknowledgment that Bristol Public Schools has received since the accreditation. Kristen Peck was present and shared that the work was a team effort which included Kathryn Morales, Sandra Slyvester, Meghan Nadeu, and Jasmine Autunno. We were re-accredited and received high scores; the staff at Ivy Drive and Mountain View School did an amazing job. Ms. Peck was recently notified by one of the head assessors for the Washington branch requesting that Bristol's program portfolio and classroom portfolio be released to them so that it can be used as a Nationwide Training tool by their assessors. It is a proud moment for Bristol that NAEYC recognized their work and felt it was quality enough to be used across the country. Ms. Peck shared that she was proud of the work of her staff and for the PreK recognition.

APPROVAL OF MINUTES

December 2, 2020 - Regular Meeting Minutes

Following a motion by Shelby Pons and a second by Kristen Giantonio a roll call vote was called.

Approval of the **December 2, 2020 – Regular Meeting Minutes PASSED** with seven (7) Commissioners (Giantonio, O’Brien, Pons, Sklenka, Vibert, Wilson, and Dube) in favor of the motion.

December 9, 2020 – Special Meeting Minutes

Following a motion by Thomas O’Brien and a second by John Sklenka a roll call vote was called.

Approval of the **December 9, 2020 – Special Meeting Minutes PASSED** with seven (7) Commissioners (Giantonio, O’Brien, Pons, Sklenka, Vibert, Wilson, and Dube) in favor of the motion.

COMMITTEE REPORTS

Finance - Commissioner Vibert reported that the committee met and discussed the November 30th snapshot of the 2020-21 fiscal year. The operational budget shows an available balance of \$4,075,743. This balance shows a slight improvement over last month’s snapshot. We continue to move through the year as planned, however, this would not be the case if we were not afforded significant additional funding through the CARES Act and the Coronavirus Relief Fund. We continue to monitor all general fund budget expenditures, with a focus on Special Education. In regards to the Cafeteria, at this time, the cafeteria fund is running a deficit of \$74,090 and in Appropriations & Transfers, there was nothing over \$10,000.

Student Achievement - Commissioner Wilson reported that the committee met and approved the 2021-2022 meeting calendar. The committee will continue to meet on the third Wednesday of the month. The committee received an informational presentation from the Office of Teaching and Learning regarding a shift in Literacy Instruction for Bristol Public Schools to come into alignment with four critical research findings. Mrs. Fortin presented a review of PSAT, SAT, and AP testing performance results of BPS high school students. The CSDE is seeking a waiver from the federal government so that these assessment results will not be used to determine a school’s performance index for the current school year due to COVID. There was a slight drop in the scores, believed to be due to COVID and online learning. Freshmen were unable to take the PSAT also due to COVID. We are looking into other evidence-based assessments for students. For AP testing, fewer students took the AP exam than in prior years. The test was administered electronically it is unclear if that had an impact or if it was COVID. Mr. Covino shared the collaboration between Bristol and Southington Adult Education. He explained that Bristol will be entering into a one-year agreement to oversee Southington’s Adult Education Program. Mrs. Fortin updated the committee on the MBIAMS progress.

STUDENT REPRESENTATIVE REPORTS

Bristol Central High School – Madison Laprise – Senior representative from Bristol Central shared with the board the details of the Festivus celebration that happened before the winter break. Upon returning from break students will continue in the remote learning platform until January 15th. Students will return to hybrid learning on Tuesday, January 19th, and Quarter 2 ends on January 20th. On December 21st, Madison along with other high school students participated in a zoom conference to discuss topics like social justice in education systems, distance learning, and emotional help. Seniors are currently working on their post-secondary plans and juniors are preparing for the SATs. Students are excited to see what the spring will bring. Dr. Carbone asked Madison about the schools she is waiting to hear from now that she is a senior. She is waiting to hear back from UCONN, Yale, Cornell, William and Mary, Connecticut College, and Wesleyan.

Bristol Eastern High School – Madison Turner – Senior representative from Bristol Eastern shared that course selection for next year will be taking place this month. Students are eagerly awaiting news of whether winter sports will start up on January 19th, they will hopefully get a notification next week. Also with Mid-Terms, BE and BC are working together to draft a plan for mid-year assessments that will take place at the end of January. The climate and culture team, along with the governance council have revised the mission and vision statement. Madison shared

the new mission and vision statement with the Commissioners. Dr. Carbone asked Madison what her plans were for next year. Madison will be going to Tunxis Community College and then perhaps Arizona State.

CHAIR REPORT

Chair Jennifer Dube shared information regarding the snow day survey. Dr. Carbone has sent out a second snow day survey to which many more people have responded to. The results will be tabulated and shared this Friday, January 5, 2021. Chair Dube also reminded commissioners of the upcoming Budget Workshop Dates; Tuesday, January 19th and Tuesday, January 26th starting at 6:30 p.m. the tentative snow dates are Thursday, January 21st and Thursday, January 28th. Chair Dube invited and encouraged parents to attend the budget workshops.

SUPERINTENDENT REPORT

Dr. Carbone reported on two 2019-2024 District Priorities: Teaching and Learning and Operational & Organizational Effectiveness. We will be returning to In-person Learning beginning January 19, 2021, for grades PreK and Grade 9; students in Grades 7, 8, 10, 11, 12 will continue in our Hybrid model. Additionally, we held parent nights for our elementary and middle school families and at our CVL discussions, parents in grades 3-5 shared that they would like more supports in guiding their scholars through our mathematics programming. We will be hosting a Family Math Night for Grades 3-5 on Thursday, January 14th, 2021 from 6:30 pm - 7:30 pm.

Equity Leadership Team Updates - The district Equity Leadership Team will finalize the Equity Stance and Core Beliefs and will be sharing that with the Board, school staff, and family community in February and March. The third Diversity, Equity, and Inclusion training session launched today at Bristol Eastern and Bristol Central and will continue through January and February.

Snow Day Survey – We are awaiting information regarding the snow day survey; we will finalize and send the results and information from the snow day survey will go out in Friday's weekly update.

December Health Data – Yesterday, Dr. Dietter shared with our families that there had been 645 student and staff tracing events in December and traced 43 BPS traced positive cases. We have had 100 cases since September, so a majority of the positive cases came in December; hence the decision to go remote when we did.

Vaccinations - BoE Employees – We are working in concert with the Bristol Burlington Health District and when vaccinations are available, they will share that information, and we will ensure that our Board of Education staff is afforded the opportunity to receive a vaccination. Teachers are considered to be in group 1B which is the next wave, however, the Bristol Burlington Health District has not received vaccinations for members of that group.

Reimagining BPS 2023 – We have been exploring the options that came out of the feasibility study last spring. We have identified four goals which are to: 1. Renovate and update old and outdated schools; 2. Redistrict to create parity in class size and demographics; 3. Adopt consistent grade configurations/ instructional models across all schools aligned to the developmental plane of the child and 4. Increase access to full-day PK programming. Since our last meeting, we have secured consultation services with Milone & McBroom, and they will help with making modifications to Options 1 & 3 - Reduce Building Projects and Address Timeline of Projects; we have updated our 10 Yr Capital Plan; the next steps will be to look at Class Size, Enrollment, Timeframe & Costs. This information will be presented at the January 27, 2021, Operations Committee meeting. Additional information about the PreK model will be presented at the Student Achievement meeting as well as the Operations Committee Meeting. Commissioner discussion included parent notification regarding COVID cases and PreK accolades.

CONSENT AGENDA

Chair Dube called for the approval of the Consent Agenda which includes Items 8.1.1 through 8.2.1

PERSONNEL

Teacher Retirement

Schwartz, Rochelle - BOE - Teacher on Special Assignment – effective June 11, 2021

Teacher Retirement – con't

Following a motion by Thomas O'Brien and a second by John Sklenka a roll call vote was called.

Approval of **Teacher Retirement PASSED** with seven (7) Commissioners (Giantonio, O'Brien, Pons, Sklenka, Vibert, Wilson, and Dube) voting YES.

Teacher Resignation

Gammons, Laurie – BEHS – Math Teacher – effective December 4, 2020

Following a motion by Thomas O'Brien and a second by John Sklenka a roll call vote was called.

Approval of **Teacher Resignation PASSED** with seven (7) Commissioners (Giantonio, O'Brien, Pons, Sklenka, Vibert, Wilson, and Dube) voting YES.

New Teacher Hires

Bantea, Emil – BEHS – Latin Teacher – effective January 4, 2021

Gregory, June – WB – Special Education Teacher – effective January 6, 2021

Haas, Lauren – MTV – Special Education Teacher – January 4, 2021

Marchitto, Diane – WB – Interim Special Education Teacher – effective December 9, 2020

Quinones, Yolonda – WB – Special Education Teacher – effective January 11, 2021

Following a motion by Thomas O'Brien and a second by John Sklenka a roll call vote was called.

Approval of **New Teacher Hires PASSED** with seven (7) Commissioners (Giantonio, O'Brien, Pons, Sklenka, Vibert, Wilson, and Dube) voting YES.

Teacher Requests for Unpaid Leave of Absence

Lucid, Stacy – WB – Grade 6 Social Studies Teacher – effective January 4, 2021 through March 31, 2021

Tichy, Jessica – GH – Kindergarten Teacher – effective December 18, 2020 through March 31, 2021

Following a motion by Thomas O'Brien and a second by John Sklenka a roll call vote was called.

Approval of **Teacher Requests for Unpaid Leave of Absence PASSED** with seven (7) Commissioners (Giantonio, O'Brien, Pons, Sklenka, Vibert, Wilson, and Dube) voting YES.

A-3 Resignation

Gammons, Laurie – BEHS – National Honor Society Advisor - effective December 4, 2020

Following a motion by Thomas O'Brien and a second by John Sklenka a roll call vote was called.

Approval of **A-3 Resignation PASSED** with seven (7) Commissioners (Giantonio, O'Brien, Pons, Sklenka, Vibert, Wilson, and Dube) voting YES.

A-3 Hire

Albert, Megan – WB – Title 1 Math Tutor – effective December 14, 2020

Cantin, Michelle – WB – Title 1 Math Tutor – effective December 14, 2020

Dixon, Sharon – WB – Title 1 Math Tutor – effective December 14, 2020

Dudek, Caitlyn – WB – Title 1 ELA Tutor – effective December 14, 2020

Hall, Erin – WB – AVID Coordinator – effective December 1, 2020

Hurlbert, Karen – WB – Title 1 Math Tutor – effective December 14, 2020

Muniz, Ovidio – CW – CVL Technical Seesaw Support K-2 – effective November 23, 2020

A-3 Hire – con’t

Reardon, Brian – ADULT ED – Special Education Support – effective November 16, 2020

Quinto, Julie – GHS – AVID Coordinator – effective November 30, 2020

Vitale, Debra – WB – Title 1 Math Tutor – effective December 14, 2020

Following a motion by Thomas O’Brien and a second by John Sklenka a roll call vote was called.

Approval of **A-3 Hire PASSED** with seven (7) Commissioners (Giantonio, O’Brien, Pons, Sklenka, Vibert, Wilson, and Dube) voting YES.

GRANTS

Annual funding from the Carl R. Perkins V: Strengthening Career and Technical Education for the 21st Century Act

Following a motion by Thomas O’Brien and a second by John Sklenka a roll call vote was called.

Approval of **Annual funding from the Carl R. Perkins V: Strengthening Career and Technical Education for the 21st Century Act PASSED** with seven (7) Commissioners (Giantonio, O’Brien, Pons, Sklenka, Vibert, Wilson, and Dube) voting YES.

PUBLIC COMMENT

No members of the public wanted to address the Board.

DELIBERATED ITEMS/DISTRICT LEADERSHIP TEAM REPORTS

Schedule of Board of Education Meetings for the 2021 Calendar Year

Commissioners were provided the calendar of Board of Education meetings for 2021. BoE meetings will be held on the first Wednesday of the month at 7:00 p.m. Of note, four meetings (April, July August, and September) will not be held on the first Wednesday of the month and may result in double meetings on those evenings.

Following a motion by Thomas O’Brien and a second by Karen Vibert a roll call vote was called.

Approval of the **Schedule of Board of Education Meetings for the 2021 Calendar Year PASSED** with seven (7) Commissioners (Giantonio, O’Brien, Pons, Sklenka, Vibert, Wilson, and Dube) voting YES.

NEW BUSINESS

There was no New Business to come before the Board.

BUILDING REPORTS

MBIAMS Update - Dr. Dietter presented the Memorial Boulevard Intradistrict Arts Magnet School Update. Pictures of the site were also shared with commissioners. The flooring, ceiling, and wallboard have been removed from most spaces throughout the building. Mitigation and demolition are substantially complete and environmental conditions are being assessed. The construction team has been meeting weekly to address issues and report on progress and review R.F.I’s (Request for Information). At this time we are addressing issues with the flooring and concrete lentils. There are several areas where the concrete and supports have deteriorated. These issues are being addressed, at this time we do not believe the concerns will result in disruption or delay. Additionally, associated costs will be addressed through contingency. We remain hopeful that an expanded window replacement will come to fruition the details of which will be discussed at the next MBIAMS meeting on 28th.

Commissioner discussion followed regarding change orders and the lentils.

South Side - HVAC Project - Tim Callahan presented the South Side HVAC Project report. Mr. Callahan reported on project work and anticipated project work completion dates:

1. Condenser Installed, Wiring and Piping Ongoing (1-15-21)
2. Project Substantial Completion (1-15-21)
3. Commissioning for Heating (1-13-21)
4. Testing and Balancing Heating – ongoing
5. Testing and Balancing For Cooling (5-15-21)
6. Commissioning for Cooling (5-15-21)

PUBLIC COMMENT

Public Comment will be revisited as a member of the public wished to address the Board. Chair Dube read the Public Comment rules.

Kimberly Murtaugh, 48 Woodchuck Lane – addressed the Board regarding the need for continuous in-person instruction for our youngest learners.

INFORMATION/LIAISON REPORTS

This month we receive middle school liaison reports. Commissioner Giantonio shared information from West Bristol Schools.

VOTE TO CONVENE INTO EXECUTIVE SESSION *for the purpose of discussing the Superintendent's Evaluation.*

Following a motion by Karen Vibert and a second by Kristen Giantonio a roll call vote was called.

Approval of the **VOTE TO CONVENE INTO EXECUTIVE SESSION** *for the purpose of discussing the Superintendent's Evaluation 2021-2022* **PASSED** with seven (7) Commissioners (Giantonio, O'Brien, Pons, Sklenka, Vibert, Wilson, and Dube) voting YES.

A two (2) minute recess was called before commissioners convened into the Executive Session breakout room.

EXECUTIVE SESSION

Executive Session was called to order at 7:50 p.m.

Commissioners discussed the Superintendent's Evaluation.

RECONVENE INTO PUBLIC SESSION *to take any votes on matters discussed in Executive Session.*

No matters discussed in Executive Session required a vote. (8:13 p.m.)

ADJOURNMENT

Following a motion by Thomas O'Brien and a second by John Sklenka and

There being no other business to come before the Board of Education the meeting should adjourn. (8:15 p.m.)

Respectfully Submitted

Susan P. Everett

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Executive Secretary to the Board of Education