

The minutes presented within this document are a summary of the discussion that took place at the Board of Education meeting. To view the meeting in its entirety and hear full reports please click the following link: [May 7, 2025 - Regular Meeting Recording](#).

BRISTOL BOARD OF EDUCATION
Bristol, Connecticut
Wednesday, May 7, 2025 – 7:00 p.m.
Regular Meeting Minutes

The Bristol Board of Education regular meeting was held on Wednesday, May 7, 2025, at 7:00 p.m. in the Bristol Board of Education Auditorium located at 129 Church Street and via the Zoom Meeting Platform.

PRESENT: Commissioners: Russell Anderson, Eric Carlson, Jill Fitzsimons-Bula, Kristen Giantonio, Lorianne Osenkowski, Maria Simmons, Dante Tagariello (virtual), Jennifer Van Gorder and Chair Shelby Pons

ALSO PRESENT: Iris White, Acting Superintendent, Mary Hawk, Acting Deputy Superintendent, and Erick Rosengren, Council Liaison

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

STAFF AND STUDENT RECOGNITION

The Board recognized the following staff and students:

1. Staff Achievement Award [Winners](#)
2. CABE Student Leadership Award [Winners](#)
3. South Side School – All Kids Bike Program
4. Bristol Lions Club – Ambassador Sight Award - Bristol Board of Education Recognition

APPROVAL OF MINUTES

April 2, 2025 – Regular Meeting Minutes

Chair Pons called for a motion to approve the April 2, 2025 - Regular Meeting Minutes as written.

Motion made by Eric Carlson and seconded by Jennifer Van Gorder. Passed Unanimously.

April 4, 2025 – Special Meeting Minutes

Chair Pons called for a motion to approve the April 4, 2025 - Special Meeting Minutes as written.

Motion made by Eric Carlson and seconded by Russell Anderson. Passed Unanimously.

April 28, 2025 – Special Meeting Minutes

Chair Pons called for a motion to approve the April 28, 2025 - Special Meeting Minutes as written.

Motion made by Eric Carlson and seconded by Russell Anderson. Passed Unanimously.

COMMITTEE REPORTS

Finance Committee - Commissioner Carlson had no Finance Report this month.

Policy Committee - Commissioner Fitzsimmons-Bula reported that the committee met on April 23rd and received a report regarding the CABE policy audit and recommendations. There are currently ten (10) mandated policies that have been suggested for us to review and revise, two of which are Title IX and the Special Education Preschool. The committee also discussed how it would like to tackle the project of reviewing and revising the recommended policies. A schedule was established, and in May, they will focus on the climate policy, which is due July 1st. They will also focus on Policy 5114. The next policy committee meeting is scheduled for May 28th.

Student Achievement – Commissioner Fitzsimmons-Bula reported that the committee met on April 30th. Many of the curricula discussed will appear later on the agenda. The committee discussed the school calendar and how critical it is to really review that data, so we're able to make informed decisions if there are ever any future adjustments that we would like to make with our school calendar. The next Student Achievement Committee meeting is scheduled for May 21st

School, Family and Community Partnerships

Commissioner Simmons reported that the committee met on April 23rd. The committee discussed school community shout outs, it's going to be a standing agenda item, and the 1st school community shout out went to West Bristol, Dr. Levasseur's program, which was a Connecticut Welcoming Schools Initiative. Commissioner Fitzsimmons-Bula participated in the initiative and briefly spoke about her experience. Commissioner Simmons invited people to reach out if they would like to promote a shout out to someone or a program in our district. The shout out also included something at Bristol Central High School. It came up on Facebook in the Parents group where it showed staff shouting out students, that did a great job building a marshmallow tower. They were shouted out, and it was really inspiring, so that augmented with the great work at West Bristol, with the Connecticut welcoming Schools initiative actually inspired this shout out. The committee also looked at the School, Family & Community Partnerships, Goal and Action plan report and updates. Thank you to Dr. Broderick for continuing to report out on our committee's goals and also goals of the district, and then we did community partnerships, reports which we built on. The committee also had Erica Treannie talk about the Connecticut Welcoming Schools, Initiatives, and we welcome people to join the next meeting on May 28th where they will talk about liaisons and student representatives, and more shout outs.

STUDENT REPRESENTATIVE REPORTS

Bristol Central

Bristol Central Senior Representative Abigail Wasta presented the monthly Bristol Central Student Representative report. Abigail shared that the spring sports season is now in full swing. Two seniors received the 2025 CIAC scholar-athlete award. We are so proud of how all of our student athletes keep up the hard work both in the classroom and on the field. During March, many of our students were busy preparing for our school's spring musical, and in April, BC Performing Arts presented Mama Mia. The show was amazing, and all of the students did an exceptional job. In world language news, BCHS, hosted a culture night. Our amazing community came together to celebrate diversity, talent, and tradition. There was dancing, food, art, and so many other fun activities. Thank you. To everyone who shared their culture and supported our students. At the beginning of the month BC French students hosted French exchange students. BC students welcomed them into America and showed them everything about our culture and daily life. The students visited New York, Boston, Harvard, Yale, and explored Bristol. Both the BC students and exchange students learn so much from each other. We're grateful to be able to participate and have experiences exploring other cultures and learning from new and different people. This past weekend BCHS juniors attended the junior Prom. The night was full of dancing and fun, and everyone had a great time. AP Exam season is in full swing all the time, and the effort our students have put into their classes since the beginning of the year comes down to this week and next week. As the end of the year wraps up, the. Our seniors are very excited for the upcoming weeks. On May 1st, students participated in National Decision Day, wearing their college or post-grad plans on their shirts, looking to the future. Seniors are anxiously awaiting senior prom, awards night, senior night, senior day, and finally graduation. The end of the year has come faster than any of our seniors could have imagined. I can certainly say that the past 4 years at Bristol Central High School is something all of our seniors have cherished. We're so grateful for all the opportunities we've been given, and we can't wait to see where life takes us.

Bristol Eastern

Bristol Eastern Senior Representative Peyton Troth was unable to join the meeting virtually, so a video report was submitted. Peyton shared that this would be her last Student Representative report and she thanked the Bristol Eastern Administrative Team and the Board for giving her this opportunity.

CHAIR REPORT

Chair Pons presented the monthly Chair Report. Click the following link to read the full report. [Monthly Chair Report](#)

PUBLIC COMMENT

1. Jennifer Benvenuto – 239 Grove Street - Addressed the Board regarding Teacher Appreciation and the Budget.
2. Jason Broyles – 14 New Hampshire Drive – Addressed the Board regarding Superintendent Appointment.
3. Latanya Farrell - 212 Louisiana Avenue – Addressed the Board regarding a message of gratitude.
4. Melanie Floyd – 108 Carroll Drive - Addressed the Board regarding the Superintendent vote.

DELIBERATED ITEMS/DISTRICT LEADERSHIP TEAM REPORTS

8.1. Appointment of the Superintendent of Schools

Chair Pons called for a motion to appoint Iris White to be the next Superintendent of Bristol Public Schools.

Motion made by Eric Carlson and seconded by Dante Tagariello. Chair Pons opened this for discussion. Each commissioner spoke to the appointment. Chair Pons called a roll call vote.

Chair Pons declared the motion **PASSED**. Following the roll call, with five (5) commissioners IN FAVOR of the motion (Carlson, Fitzsimmons-Bula, Simmons, Tagariello, and Pons) and four (4) commissioners OPPOSED (Anderson, Giantonio, Osenkowski, and Van Gorder).

Ms. White addressed the audience regarding her appointment as Superintendent of Schools.

8.2. Appointment of the Deputy Superintendent of Schools

Chair Pons called for a motion to appoint Mary Hawk as Deputy Superintendent of Schools.

Motion made by Dante Tagariello and seconded by Eric Carlson. Chair Pons called for discussion. No commissioners wished to discuss the appointment. Chair Pons called a roll call vote.

Chair Pons declared the motion **PASSED**. Following the roll call, with five (5) commissioners IN FAVOR of the motion (Carlson, Fitzsimmons-Bula, Simmons, Tagariello, and Pons) and four (4) commissioners OPPOSED (Anderson, Giantonio, Osenkowski, and Van Gorder).

Mrs. Hawk addressed the audience regarding her appointment as Deputy Superintendent of Schools.

8.3. Scoreboard Donation

Cera Galluzo, Athletic Director, presented the Scoreboard Donation. She was requesting the acceptance of a scoreboard donation that the district received. This was presented to the Finance Committee last month, where it was approved. This is a very generous donation of \$174,637. This would cover the cost of replacing both Bristol, Eastern, and Bristol Central scoreboards at the baseball field, the softball field, and the gym scoreboards, as well as the turf field scoreboards. The current scoreboards are over 20 years old. They are running on a light bulb system, which she has been notified by Scoreboard Enterprise, which is the company that we contract to come out and service the scoreboards that they will no longer service these scoreboards, they actually do not make the parts anymore and they're doing their best to accommodate us. Mrs. Galluzo was looking for approval of this donation, where the donor has requested that these scoreboards be dedicated in honor of coaches and teachers in the district, who have excellent reputations. He has been reaching out to those donors or those honorees. There is signage that is included in the cost. These Honorees were selected for their years of experience, their overall contributions to Bristol, not just athletics, their exceptional leadership, their quality of character, and their impact on the student athletes.

The Board of Education voted to approve the donation of \$174,637.00 for scoreboards at Bristol Central and Bristol Eastern.

8.3. Scoreboard Donation – cont'd

Motion made by Eric Carlson and seconded by Russell Anderson. Passed Unanimously.

8.4. Contract 2P25-060 Professional Services for Redistricting of Bristol Public Schools

Lynn Boisvert presented the Contract 2P25-060 Professional Services for Redistricting of Bristol Public Schools. The redistricting plan went out to bid, and we had five (5) different bidders come in. We had three come to a selection committee meeting. We met, and we went over all of their presentations, and we chose MP. Planning as the company that we wanted to give the bid to. They were the lowest bidder, and they were the bidder with the best fit for our district. Mrs. Boisvert asked for a motion

The Board of Education voted to authorize the Business Services Department to accept the bid from MP. Planning, LLC for redistricting services for fiscal year 2026-2027

Motion made by Eric Carlson and seconded by Russell Anderson. Passed Unanimously.

8.5. April 1 Enrollment Count for the 2024-2025 School Year

Amy Martino presented Dr. Culkin's April 1 Enrollment Count for the 2024-2025 School Year. At the time the April 1st report was prepared, 7,780 students were enrolled in Bristol Public Schools, 17 of whom attended Bristol Tech, and another 297 students attending magnet schools or public schools in a district other than the BPS, but which BPS is responsible for. Additionally, 122 Bristol students attended schools at private out-of-district programs.

Mrs. Martino walked the commissioners through the enrollment report.

8.6. Pupil Personnel Services Report

Amy Martino presented the Pupil Personnel Services Report. As of April 1, 2025, 1,835 of the 8,087 enrolled Bristol students are identified as requiring Special Education programming. This enrollment reflects 22.69% of the total BPS student population. As of April 1st, 125 students with disabilities required out-of-district placements at private special education school programs. There were 90 students requiring special education programming services at other public out-of-district schools, including magnet schools. During the month of March 2025, 35% of newly registered students were identified as students with special education programming needs at the time of registration; one of the newly enrolled students received their programming and services at an out-of-district special education school program. During the month of March, there were 49 - 211 calls and 11 - 911 calls.

8.7. Voluntary Separation Incentive Payout (VSIP)

Lynn Boisvert presented the Voluntary Separation Incentive Payout (VSIP). We are asking the Board of Education to offer a VSIP to eligible certified teaching staff who may be considering a transition from their current roles. The goal is to provide a voluntary separation option that can help mitigate the impact of the necessary reductions in force for the 2025-2026 school year. The proposed voluntary separation incentive plan will allow the Board of Education to offer a \$30,000 payout over 2 or 3 years to certified Bristol Federation of Teachers Staff at the top step. This will enable the Office of Talent Management to seek out and hire staff at a lower step and degree level by allowing the employees to leave voluntarily. The BoE can reduce the need for involuntary separations, and the disruptive forced layoffs of the reduction in force necessary to comply with the city's proposed additional budget reduction of 3.77 million for the 2025 to 26 fiscal year. The savings that we calculated are based on the assumption that hiring new staff at the Master's degree Step 5 will cost \$69,488, but the actual cost may vary, depending on new hires, individual steps, and degree levels.

Question and discussion followed.

Chair Pons called for a motion to accept the Voluntary Separation Incentive Payout.

Motion made by Eric Carlson and seconded by Russell Anderson. Passed Unanimously.

SUPERINTENDENT REPORT

Ms. White provided the monthly Superintendent Report. Mrs. White acknowledged Mr. Ken Bagley for the wonderful art gala art show that we had this week. There is wonderful artwork displayed throughout the building. She is talking to Ken about how we can keep some of the artwork up, but just wanted to acknowledge Ken and the art teachers for all the fantastic work they do with our students.

The Superintendent Report included information regarding the following topics:

1. ALICE Training – Mary Hawk provided a brief update.
2. Legislative Update
3. Budget Update

CONSENT AGENDA

Chair Pons called for a motion to approve the Consent Agenda, which includes Items 10.1.a – 10.c.

Motion made by Eric Carlson and seconded by Russell Anderson. Passed Unanimously.

10.1. PERSONNEL

10.1.a. Teacher Retirement - Effective June 30, 2025

O'Donnell, Ana - NEMS - Special Education Teacher
Philippon, Paul - BEHS - Special Education Teacher

The Board of Education voted to accept the Teacher Retirement - Effective June 30, 2025 as presented.

Motion made by Eric Carlson and seconded by Russell Anderson. Passed Unanimously.

10.1.b. New Teacher Hire

David, Elizabeth - BCHS - Special Education Teacher

The Board of Education voted to approve the New Teacher Hire as presented.

Motion made by Eric Carlson and seconded by Russell Anderson. Passed Unanimously.

10.1.c. TEAM Mentor/Cooperating Teacher Approval

Teacher	Assignment
Sandra Robair	BCHS, Science
Griffin Colopy	GHS, ELA
Jordan Rebello	GHS, ELA
Michelle Guastella	CHMS, Science
Stacy Rivoira	GHS, Kindergarten
Emily Colombie	WB, Grade 3
Erica Clapp	WB, Kindergarten
Kenneth Gardiner	BCHS, Social Studies
Friecka Baldwin	CHMS/WB, Math Coach

The Board of Education voted to approve the TEAM Mentor/Cooperating Teacher Approval as presented.

Motion made by Eric Carlson and seconded by Russell Anderson. Passed Unanimously.

Questions and discussion followed. Carly Fortin explained the TEAM Mentor/Cooperating Teacher roles.

11. CURRICULUM REVISION

11.1. Kindergarten Literacy Curriculum Revision

Azra Redzic presented the Kindergarten Literacy Curriculum Revision. The Kindergarten literacy curriculum revision was designed to ensure that all kindergarten classrooms align with Connecticut's approved K-3 reading curriculum models or programs, increase ease of use of Wit & Wisdom for classroom teachers, and update resources. The curriculum revisions provide specific student learning targets, success criteria, learning sequences/activities to ensure quality instruction to meet the VOG, ensure equity for all, and align to the CT's approved curriculum programs.

The Board of Education voted to approve the Kindergarten Literacy Curriculum Revision as presented.

Motion made by Eric Carlson and seconded by Russell Anderson. Passed Unanimously.

11.2. Kindergarten Music Curriculum Revision

Ken Bagley presented the Kindergarten Music Curriculum Revision. Kindergarten Music is a revision to the 2014 curriculum. It was presented to the Student Achievement Committee on 4/30/25 and passed to the full board for adoption.

The Board of Education voted to approve the Kindergarten Music Curriculum Revision as presented.

Motion made by Kristen Giantonio and seconded by Lorianne Osenkowski. Passed Unanimously.

11.3. ECE Chemistry Curriculum Revision

Laura Lanza presented the ECE Chemistry Curriculum Revision. ECE Chemistry allows students to earn 8 college credits through UConn. CHEM 1127Q General Chemistry I: Designed to provide a foundation for more advanced courses in chemistry. Atomic theory, laws and theories concerning the physical and chemical behavior of gases, liquids, solids, and solutions. Quantitative measurements illustrating the laws of chemical combination in the first semester lab. CHEM 1128Q General Chemistry II: Equilibrium, thermodynamics, nuclear chemistry, and kinetics. Properties of some of the more familiar elements and their compounds. Equilibrium in solutions and reactions of the common cations and anions in the laboratory component. The curriculum was revised to ensure alignment to UConn's requirements for offering the course.

The Board of Education voted to approve the ECE Chemistry Curriculum Revision as presented.

Motion made by Kristen Giantonio and seconded by Jill Fitzsimons-Bula. Passed Unanimously.

11.4. Career Work Experience (CWE) 50/100 Curriculum Revision

Laura Lanza presented the Career Work Experience (CWE) 50/100 Curriculum Revision. Students gain real-world experience through a 50- or 100-hour internship in a career field of interest. Students will apply academic knowledge and develop essential workplace skills such as communication, teamwork, time management, and problem-solving. Through hands-on learning, students will gain a better understanding of professional expectations, workplace safety, and ethical responsibilities. They will engage in meaningful reflection to identify their strengths, areas for growth, and future career goals. Students will also create and maintain a career portfolio to support their career readiness. This course helps students connect classroom learning to real-world applications, build confidence, and prepare for life beyond high school. Teachers at both BEHS and BCHS reflected on their taught curriculum, what students need to be successful, and created a curriculum document to guide them in how to support all students.

The Board of Education voted to approve the Career Work Experience (CWE) 50/100 Curriculum Revision as presented.

Motion made by Kristen Giantonio and seconded by Jennifer Van Gorder. Passed Unanimously.

11.5. PLTW Principles of Engineering Curriculum Revision

Laura Lanza presented the PLTW Principles of Engineering Curriculum Revision. PLTW Principles of Engineering, a second-level Project Lead the Way (PLTW) course for grades 9-12, explores diverse engineering fields and careers through real-world problem-solving. Students develop technical skills using various engineering tools and apply the design process to areas like mechanical, robotics, and environmental engineering. Teachers at both BEHS and BCHS unpacked the PLTW curriculum, reflected on their past two years of teaching the course, and created a curriculum document that communicates clear and high expectations for all students.

The Board of Education voted to approve the PLTW Principles of Engineering Curriculum Revision as presented.

Motion made by Kristen Giantonio and seconded by Jill Fitzsimons-Bula. Passed Unanimously.

11.6. PLTW Intro to Engineering and Design Curriculum Revision

Laura Lanza presented the PLTW Intro to Engineering and Design Curriculum Revision. PLTW Introduction to Engineering Design (IED), a Project Lead the Way (PLTW), introduces high school students to engineering tools and a problem-solving design process. Through activity-, project-, problem-based learning, students advance from structured tasks to open-ended challenges, developing planning, documentation, communication, and professional skills. Individually and collaboratively, they apply systems thinking to consider factors like material selection and sustainability, develop technical representation skills using CAD software, and create 3D-printed prototypes. Students use testing protocols and computational methods to inform iterative design improvements and build competency in project management, peer review, and environmental impact analysis. Teachers at both BEHS and BCHS unpacked the PLTW curriculum, reflected on their past two years of teaching the course, and created a curriculum document that communicates clear and high expectations for all students.

The Board of Education voted to approve the PLTW Intro to Engineering and Design Curriculum Revision as presented.

Motion made by Kristen Giantonio and seconded by Jill Fitzsimons-Bula. Passed Unanimously.

11.7. Tools and Materials Curriculum Revision

Laura Lanza presented the Tools and Materials Curriculum Revision. This laboratory-based exploratory course introduces students to a variety of materials and to the tools and machines used to process them. Materials utilized may include woods, metals, and plastics. A variety of manufacturing processes will be surveyed, including separating, forming, combining, joining, conditioning, and finishing. The hands-on instructional aspects of this course focus on proper operating procedures and safe operation of tools and machines. Teachers at both BEHS and BCHS intentionally revised the curriculum for this course to ensure alignment with Construction Technology and Construction Applications.

The Board of Education voted to approve the Tools and Materials Curriculum Revision as presented.

Motion made by Kristen Giantonio and seconded by Jill Fitzsimons-Bula. Passed Unanimously.

12. POLICY REVISION

12.1. CABA Policy 5145.44(a), 4000.1, 4200.0 - Students/Personnel - Certified/Non-Certified, Sexual Harassment/Title IX Prohibition of Sex Discrimination and Sexual Harassment in the Workplace

CABA Model Policy P5145.44 (a) 4000.1, 4200.1 was reviewed and adopted in the Regular Policy Meeting on April 23, 2025.

Chair Pons called for a motion to approve CABA Policy 5145.44(a), 4000.1, 4200.0 - Students/Personnel - Certified/Non-Certified, Sexual Harassment/Title IX Prohibition of Sex Discrimination and Sexual Harassment in the Workplace.

POLICY REVISION – cont'd

Motion made by Russell Anderson and seconded by Lorianne Osenkowski. Passed Unanimously.

Questions and discussion followed.

12.2. CABA Policy 6171.2(a) - Special Education, Preschool Special Education

This CABA policy was approved with changes. Where the language of Special Education is printed in paragraphs one and two, it is to be replaced with Pupil Personnel Services.

Chair Pons called for a motion to approve CABA Policy 6171.2(a) - Special Education, Preschool Special Education.

Motion made by Eric Carlson and seconded by Jill Fitzsimons-Bula. Passed Unanimously.

Questions and discussion followed.

NEW BUSINESS

There was no New Business to come before the Board.

INFORMATION/LIAISON REPORTS

Due to the late hour, Maria Simmons will share her liaison report regarding Bristol Eastern and South Side with the commissioners via email.

ADJOURNMENT

There being no other business to come before the Board, the meeting should be adjourned. (10:11 p.m.).

Respectfully Submitted



Susan P. Everett
Executive Secretary to the Board of Education